Personal Characteristics

1. What is your year of birth?
2. What is your gender (Male, Female)
3. What is your nationality (Belgian, Dutch, Others:...)
4. In which academic year did you start your midwifery study program? (2007-2008, 2008-2009, 2009-2010, 2010-2011, 2011-2012, 2012-2013, 2013-2014, 2014-2015, 2015-2016, 2016-2017, 2017-2018, 201

Individual antecedents

Generalized Compliance

5. I attend the classes as frequently as possible (totally agree, agree, disagree, totally disagree)
6. I try to be accurate (totally agree, agree, disagree, totally disagree)
7. I do not take unnecessary breaks (totally agree, agree, disagree, totally disagree)
8. I spend no time on useless conversations (totally agree, agree, disagree, totally disagree)

Affective Organizational Commitment

9. I feel as a full participant in this study (totally agree, agree, disagree, totally disagree)
10. I am proud of my choice of this study program (totally agree, agree, disagree, totally disagree)
11. I am proud of my choice of this University College (totally agree, agree, disagree, totally disagree)
12. I am considering to terminate this study program (totally agree, agree, disagree, totally disagree)
13. I am considering to leave this University College (totally agree, agree, disagree, totally disagree)
14. Even this university College I am studying would not be well recommended, I would still stay (totally agree, agree, disagree, totally disagree)
15. I would recommend a midwifery study to my friends (totally agree, agree, disagree, totally disagree)
16. I would recommend this University College to my friends (totally agree, agree, disagree, totally disagree)

Role-Breadth Self-Efficacy

17. How confident would you feel to give a presentation to your peers? (Totally confident, confident, not confident, totally not confident)
18. How confident would you feel to formulate goals regarding to your midwifery study? (Totally confident, confident, not confident, totally not confident)
19. How confident would you feel to design new procedures in the midwifery educational area? (Totally confident, confident, not confident, totally not confident)
20. How confident would you feel to contact people from outside your University College to discuss problems? (Totally confident, confident, not confident, totally not confident)
21. How confident would you feel to analyse problems regarding to your midwifery education in order to find a solution? (Totally confident, confident, not confident, totally not confident)
22. How confident would you feel to give a presentation to your lecturers? (Totally confident, confident, not confident, totally not confident)
23. How confident would you feel to talk to students from another University College and make suggestions to tackle things differently? (Totally confident, confident, not confident, totally not confident)

Proactive Personality

24. Whenever I believe in something, I will make it happen (totally agree, agree, disagree, totally disagree)
25. I love to be praised, even if others are against (totally agree, agree, disagree, totally disagree)
26. I am excellent at identifying opportunities (totally agree, agree, disagree, totally disagree)
27. If I believe in an idea, no obstacle will prevent me from making it happen (totally agree, agree, disagree, totally disagree)

Change Orientation

28. It is always good to try and test things (totally agree, agree, disagree, totally disagree)
29. When an organization is running smoothly, there is no need to think about changing things (totally agree, agree, disagree, totally disagree)
30. As a student I should book results and not worry about strategic goals or organisational missions (totally agree, agree, disagree, totally disagree)
31. In the long run, I achieve better results if I stick to what I already know, rather than learning new things (totally agree, agree, disagree, totally disagree)
32. Too often routines are changed just for the sake of change (totally agree, agree, disagree, totally disagree)

Control Appraisal

33. During my study most of the problems that I experience are completely "out of my hands." (totally agree, agree, disagree, totally disagree)
34. With many of the problems I experience, it is not worth telling anybody because nothing will change (totally agree, agree, disagree, totally disagree)
35. As a student I am powerless to control the outcomes of the tasks I work on (totally agree, agree, disagree, totally disagree)
36. In my study the same problems keep happening again and again, regardless of what I do (totally agree, agree, disagree, totally disagree)

Flexible Role Orientation

37. Whenever not all of my peers are working as hard or do one's share in a common task (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
38. Whenever some essential equipment/material in our University College is not being well maintained (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
39. Whenever different students in my midwifery study program are not uniting their strengths in order to achieve goals (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
40. Whenever during group work some unnecessary things are done (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
41. Whenever my fellow students are not developing new skills (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
42. Whenever stakeholders of my University College are not satisfied with the graduates they hire (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
43. Whenever during group work targets are not achieved (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
44. Whenever there would be minor safety hazard in my midwifery study area (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
45. Whenever the level of absence of my fellow students during the midwifery study program would increase (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)
46. Whenever the costs to perform this midwifery study program would exceed the benefits (this problem is related to others and not relevant to myself, this problem is related to others and relevant to myself, this problem is not related to others and not relevant to myself, this problem is not related to others and relevant to myself)

Contextual antecedents

Co-worker Trust

47. There is a great deal of trust among my fellow students in this midwifery study program (totally agree, agree, disagree, totally disagree)
48. If I got into difficulties during my midwifery study program, I know my fellow students would try to help me out (totally agree, agree, disagree, totally disagree)
49. I have full confidence in the skills of my fellow students in this midwifery study program (totally agree, agree, disagree, totally disagree)

Supportive supervision

50. The lecturers in my midwifery study program do encourage us to set clear and achievable goals (totally agree, agree, disagree, totally disagree)
51. The lecturers in my midwifery study program do encourage us to praise each other as fellow students for doing a good job (totally agree, agree, disagree, totally disagree)
52. The lecturers in my midwifery study program do encourage us to be aware of our level of performance (totally agree, agree, disagree, totally disagree)

Job Autonomy

53. In this midwifery study program I can help to decide how much work each fellow student will do (totally agree, agree, disagree, totally disagree)
54. In this midwifery study program I can allocate tasks among my fellow students (totally agree, agree, disagree, totally disagree)
55. In this midwifery study program I get involved in the selection of fellow students to join the team I work in (totally agree, agree, disagree, totally disagree)
56. In this midwifery study program I cover my fellow students (totally agree, agree, disagree, totally disagree)
57. In this midwifery study program I get involved in the improvement of the performances of my fellow students (totally agree, agree, disagree, totally disagree)
58. In this midwifery study program I help to monitor the overall performance of my fellow students (totally agree, agree, disagree, totally disagree)
59. In this midwifery study program I get involved in the training of my fellow students (totally agree, agree, disagree, totally disagree)
60. In this midwifery study program I get involved in the discipline of my fellow students (totally agree, agree, disagree, totally disagree)

Proactive Behaviour:

Proactive idea Implementation

61. During my midwifery study program I had one or more of ideas concering (cost-effectiveness, quality improvement, time-savings, work-effectiveness, achieving better results)
62. During my midwifery study program I have discussed one or more of these ideas with others (no, yes with my colleagues, yes with my leading midwife, yes with somebody else:...)
63. During my midwifery study program I have implemented one or more of these ideas (no, yes by myself, yes by others, yes with somebody else:...)

Voice Speaking

64. A number of procedural changes have been implemented within midwifery practice. If you recognize one of the listed procedures, how can you best describe your way of working (I follow the procedures, If in my opinion the given procedure is not ideal I discuss this with the head midwife and the doctors, If the specified procedure is not ideal for the client, then I will not execute it, If in my opinion the given procedure is not ideal I discuss this with my colleagues, If in my opinion the specified procedure is not ideal for the client I discuss this and make a proposal for change, If in my opinion the specified procedure is not ideal for the client I discuss this and make a proposal for change and also make this change)
65. A number of new guidelines were implemented in midwifery practice. If you would also like to recognize one of the listed procedures in your unit/setting how can you best describe your way of working (I would discuss this with my colleagues and/or leading midwife and/or the obstetricians, I would make a proposal to introduce this procedure, I would implement this procedure in the unit/setting, I would discuss this procedure and try to implement it in the unit/setting, I would study the new procedure, I would discuss this, make a proposal for change and also test it and evaluate)