Supplementary Material

Assessing Generational Diversity in Nursing: Psychometric Validation of the Portuguese Version of the Multidimensional Nursing Generations Questionnaire

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Table S1. Corrected item-total correlation in the 48-item MNGQ-PT model

Item	Correlation	Item	Correlation	Item	Correlation	Item	Correlation
1	0.32	13	0.28	25	-0.03	37	0.41
2	0.35	14	0.28	26	0.14	38	0.44
3	0.39	15	0.31	27	0.00	39	0.32
4	0.37	16	0.21	28	0.22	40	0.31
5	0.38	17	-0.01	29	0.21	41	0.31
6	0.35	18	0.34	30	0.21	42	0.36
7	0.31	19	0.30	31	0.13	43	0.31
8	0.35	20	0.14	32	0.13	44	0.28
9	0.28	21	0.26	33	0.22	45	0.20
10	0.19	22	0.27	34	0.28	46	0.20
11	0.28	23	0.08	35	0.32	47	0.08
12	0.24	24	0.25	36	0.39	48	0.18

Table S2. Kaiser–Meyer–Olkin (KMO) measure of sampling adequacy in the 48-item MNGQ-PT model

Item	KMO	Item	KMO	Item	KMO	Item	KMO
1	0.90	13	0.87	25	0.91	37	0.91
2	0.88	14	0.88	26	0.90	38	0.90
3	0.83	15	0.90	27	0.91	39	0.90
4	0.84	16	0.88	28	0.91	40	0.89
5	0.90	17	0.91	29	0.88	41	0.86
6	0.92	18	0.83	30	0.88	42	0.90
7	0.89	19	0.94	31	0.84	43	0.85

8	0.90	20	0.87	32	0.85	44	0.89
9	0.90	21	0.90	33	0.89	45	0.68
10	0.89	22	0.87	34	0.90	46	0.68
11	0.89	23	0.87	35	0.85	47	0.49
12	0.87	24	0.89	36	0.87	48	0.71
						Escala	0.87

Table S3. Individual reliability of each item in the 48-item MNGQ-PT model

Dimension: Conflicts between generations	**Individual reliability**
1. Conflicts are hard to resolve because each generation of nurses has different points of view	0.42
2. Each generation of nurses gives a different priority to the needs of the patient	0.44
3. Conflicts arise due to the different levels of training of each generation of nurses	0.40
4. Conflicts arise due to the different competencies of each generation of nurses	0.40
5. Each generation of nurses views nursing care in a different way	0.50
6. Conflicts in the workplace arise due to the existence of different points of view in each generation of nurses	0.46
7. Care is affected by different feelings towards change between generations of nurses	0.34
8. Nurses from generations different to mine have different ideas a priori from mine	0.46
9. Nurses from generations different to mine do not understand that some activities are functions of other professions	0.30
10. Nurses from generations different to mine have a submissive relationship with doctors	0.15
Dimension: Patient Safety View	**Individual reliability**
11. I feel comfortable to speak up when something could negatively affect the care	0.55

12. I feel comfortable to question the decisions of those who have more authority than me	0.54
13. When a colleague makes a mistake, I don't have any problem telling them	0.44
14. I feel comfortable to ask questions when something doesn't seem right to me.	0.47
15. I actively participate in decisions that affect the unit/service where I work	0.25
16. If I detect a problem with the care, I will mention it even if it calls into question the skills of a colleague	0.19
17. I feel embarrassed if I talk to others about my doubts regarding nursing care *	0.12
18. I frequently make proposals about changes related to professional practice	0.12
19. I feel autonomous in defining my nursing care	0.24
20. If I report patient safety issues, this won't result in negative repercussions for me.	0.10
Dimension: Relationship issues between generations	**Individual reliability**
21. I prefer working with colleagues from my generation	0.59
22. I prefer to be guided by a nurse from my generation when I am in a new workplace.	0.64
23. I feel uncomfortable working with colleagues from a different generation	0.24
24. Integration is better when I work with colleagues from my generation	0.73
25. I don't express my opinions about care because they would be challenged by nurses from generations different to mine	0.23
26. I would prefer my nurse manager to be from my generation	0.35
27. I feel limited by colleagues from different generations.	0.21
28. In a complex activity, I feel safer if I am supervised by a colleague from my generation	0.39
Dimension: Working as a multigenerational team	**Individual reliability**
29. Although the nursing team is multigenerational, in my unit/service we work together as a team	0.44
30. I feel part of the work group, regardless of the generation of my colleagues	0.72
31. In my unit/service, when a nurse is busy, nurses from other generations help them	0.39

32. There is good cooperation between different generations of nurses who need to work together	0.47
33. I feel part of my work team	0.56
34. The nursing team works well to provide the best care to patients	0.47
Dimension: Orientation to change	**Individual reliability**
35. I would like to acquire new skills by continuing my studies	0.48
36. It is important for me to build a career in nursing	0.55
37. I have no problem taking on new responsibilities in my job	0.45
38. It is important for me to acquire new skills	0.62
39. Obtaining a new qualification will improve my professional position	0.34
40. Reading scientific articles to deepen my knowledge improves the quality of my care	0.31
41. I quickly learn how to use technological innovations	0.19
Dimension: Work propensity and availability	**Individual reliability**
42. Nursing care has a personal meaning for me	0.12
43. Work is a very important part of my life	0.14
44. I really care about what I do in my workplace	0.08
45. If I could, I would like to change to a different job *	0.80
46. I frequently think about changing jobs *	0.91
47. I willingly swap shifts with my colleagues	0.00
48. I am available to replace my colleagues in their absence.	0.06

* reverse /scored items

Table S4. Kaiser–Meyer–Olkin (KMO) measure of sampling adequacy in the final 47-item MNGQ-PT model

Item	KMO	Item	KMO	Item	KMO	Item	KMO
1	0.90	13	0.87	25	0.91	37	0.91
2	0.88	14	0.88	26	0.90	38	0.90
3	0.83	15	0.90	27	0.91	39	0.90
4	0.84	16	0.88	28	0.91	40	0.89

5	0.90	17	0.91	29	0.88	41	0.89
6	0.92	18	0.83	30	0.88	42	0.90
7	0.90	19	0.94	31	0.84	43	0.85
8	0.90	20	0.87	32	0.85	44	0.89
9	0.90	21	0.90	33	0.90	45	0.68
10	0.89	22	0.87	34	0.90	46	0.68
11	0.89	23	0.88	35	0.85	48	0.89
12	0.87	24	0.89	36	0.87		
						Escala	0.88

Table S5. Individual reliability of each item in the final 47-item MNGQ-PT model

Dimension: Conflicts between generations	**Individual reliability**
1. Conflicts are hard to resolve because each generation of nurses has different points of view	0.38
2. Each generation of nurses gives a different priority to the needs of the patient	0.40
3. Conflicts arise due to the different levels of training of each generation of nurses	0.40
4. Conflicts arise due to the different competencies of each generation of nurses	0.40
5. Each generation of nurses views nursing care in a different way	0.50
6. Conflicts in the workplace arise due to the existence of different points of view in each generation of nurses	0.46
7. Care is affected by different feelings towards change between generations of nurses	0.35
8. Nurses from generations different to mine have different ideas a priori from mine	0.47
9. Nurses from generations different to mine do not understand that some activities are functions of other professions	0.31
10. Nurses from generations different to mine have a submissive relationship with doctors	0.16

Dimension: Patient Safety View	**Individual reliability**
11. I feel comfortable to speak up when something could negatively affect the care	0.54
12. I feel comfortable to question the decisions of those who have more authority than me	0.54
13. When a colleague makes a mistake, I don't have any problem telling them	0.44
14. I feel comfortable to ask questions when something doesn't seem right to me.	0.47
15. I actively participate in decisions that affect the unit/service where I work	0.25
16. If I detect a problem with the care, I will mention it even if it calls into question the skills of a colleague	0.19
17. I feel embarrassed if I talk to others about my doubts regarding nursing care *	0.12
18. I frequently make proposals about changes related to professional practice	0.13
19. I feel autonomous in defining my nursing care	0.24
20. If I report patient safety issues, this won't result in negative repercussions for me.	0.10
Dimension: Relationship issues between generations	**Individual reliability**
21. I prefer working with colleagues from my generation	0.60
22. I prefer to be guided by a nurse from my generation when I am in a new workplace.	0.67
23. I feel uncomfortable working with colleagues from a different generation	0.21
24. Integration is better when I work with colleagues from my generation	0.72
25. I don't express my opinions about care because they would be challenged by nurses from generations different to mine	0.23
26. I would prefer my nurse manager to be from my generation	0.34
27. I feel limited by colleagues from different generations.	0.19
28. In a complex activity, I feel safer if I am supervised by a colleague from my generation	0.38

Dimension: Working as a multigenerational team	**Individual reliability**
29. Although the nursing team is multigenerational, in my unit/service we work together as a team	0.49
30. I feel part of the work group, regardless of the generation of my colleagues	0.65
31. In my unit/service, when a nurse is busy, nurses from other generations help them	0.44
32. There is good cooperation between different generations of nurses who need to work together	0.53
33. I feel part of my work team	0.46
34. The nursing team works well to provide the best care to patients	0.40
Dimension: Orientation to change	**Individual reliability**
35. I would like to acquire new skills by continuing my studies	0.41
36. It is important for me to build a career in nursing	0.48
37. I have no problem taking on new responsibilities in my job	0.48
38. It is important for me to acquire new skills	0.65
39. Obtaining a new qualification will improve my professional position	0.33
40. Reading scientific articles to deepen my knowledge improves the quality of my care	0.31
41. I quickly learn how to use technological innovations	0.20
Dimension: Work propensity and availability	**Individual reliability**
42. Nursing care has a personal meaning for me	0.08
43. Work is a very important part of my life	0.14
44. I really care about what I do in my workplace	0.07
45. If I could, I would like to change to a different job *	0.86
46. I frequently think about changing jobs *	0.86
48. I am available to replace my colleagues in their absence.	0.05

* reverse /scored items