Response scale for WISH:

0 = Not at all true | 1 = Somewhat true | 2 = Moderately true | 3 = Very true | 4 = Completely true

Influencer	Items
Psychological Safety	**1.** In my department, I feel safe voicing my concerns. **2.** Members of my department communicate with me in a way that makes me feel respected. **3.** My department supports me when I make a mistake.
Perceived Social Support	**4.** In my department, my successes are acknowledged. **5.** In my department, we have a culture of helping each other. **6.** When I need support, my department provides me the support I need. **7.** When facing a challenge at work, there are members of my department who advocate on my behalf. **8.** In my department, I feel that I am part of a supportive community.
Leadership Support	**9.** My department leadership encourages the work I do. **10.** I can count on my leaders for support when I need it. **11.** In my department, leadership builds an environment of trust.
Work Meaning	**12.** In my department, my sense of meaning and purpose is supported. **13.** In my department, I am provided opportunities to engage in professionally meaningful activities. **14.** My department is actively engaged in my professional development. **15.** In my department, I feel as though I am a part of something larger than myself. **16.** I feel as though my department works to cultivate a sense of inspiration in our work.
Inclusion & Belonging	**17.** In my department, I feel a sense of belonging. **18.** I feel included by my department. **19.** In my department, I feel seen and heard. **20.** In my department, my identity is accepted.
Justice	**21.** My department makes decisions transparently. **22.** Decision makers in my department consider different points of view before making decisions. **23.** In my department, I am invited to participate in decisions.
Work-life Integration	**24.** My department provides flexibility in work scheduling. **25.** My work generally accommodates my desired work-life balance. **26.** In my department, I can do my job well and participate in my life outside of work.
Work Conditions	**27.** In my department, the environment is designed to support my work tasks. **28.** In my department, I am frustrated by mundane tasks. **29.** In my department, I encounter few barriers to doing my job. **30.** My department prioritizes ongoing improvement of working conditions.
Overall	**31.** My department fosters a culture of well-being. **32.** Well-being improvement is a formal priority of department leadership.

Notes on tool:
1. Item 28: This item's scoring should be reversed (e.g., 0 becomes 4, 1 becomes 3, etc.) for consistent valence with other items.
2. During WISH administration, items are presented together as a single set, without displaying the corresponding influencer labels.