

## **Supplemental Digital Appendix 1**

### **Findings From a Targeted Needs Assessment for the Resident Assessment System Prior to the Implementation of the McMaster Modular Assessment Program (McMAP), McMaster University Emergency Medicine Residency Program**

1. There is a lack of objectives and criterion standards:
  - a. Faculty members felt that they could provide feedback if they had clear objectives.
  - b. Residents noted there were no agreed-upon criterion standards for performance, nor were there clear goals and expectations.
2. There is no mechanism for faculty to provide meaningful, constructive feedback to residents:
  - a. Residents did not feel that faculty members provided them with honest feedback.
  - b. Faculty members noted that they could not consistently provide honest feedback.
3. Residents need to become more reflective and self-assessment seeking:
  - a. Faculty members greatly endorsed resident reflection and noted that there is presently not enough.
  - b. Residents noted that the present system did not facilitate reflective practice—they did not have a system that would facilitate progress tracking and could not gain continuous insights from faculty about their next steps.