

Supplemental Digital Appendix 1

Questionnaire Completed by Non-Physicians as Part of Multisource Feedback Occasions of Residents' Performance, Based on the CanMEDS Competencies, The Netherlands, 2008-2012^a

Medical expert						
1.	Independently handles routine patient problems accurately and at an adequate pace.	1	2	3	4	5 n/a
2.	Independently handles complex patient problems accurately and at an adequate pace.	1	2	3	4	5 n/a
3.	Masters medical-technical skills/procedures and applies these adequately.	1	2	3	4	5 n/a
4.	Pays sufficient attention to the psychosocial aspects of disease.	1	2	3	4	5 n/a
Communicator						
5.	Communicates effectively and respectfully with patients/family (is empathic, clear, and listens actively, discusses).	1	2	3	4	5 n/a
6.	Is open to verbal and non-verbal reactions and emotions of others and responds adequately.	1	2	3	4	5 n/a
Communicator/Collaborator						
7.	Communicates effectively and respectfully with colleagues (doctors).	1	2	3	4	5 n/a
8.	Gives clear and complete oral instructions.	1	2	3	4	5 n/a
9.	Is clear and complete in written instructions and in reporting.	1	2	3	4	5 n/a
10.	Timely communicates agreements and/or changes in policy.	1	2	3	4	5 n/a
Collaborator						
11.	Hands over the care for patients effectively as well as carefully.	1	2	3	4	5 n/a
12.	Respects the input and expertise of others and makes timely and adequate use of this.	1	2	3	4	5 n/a
13.	Is a good colleague and positively contributes to the functioning of a team.	1	2	3	4	5 n/a
Manager						
14.	Organizes his/her work well. He/she sets the right priorities.	1	2	3	4	5 n/a
15.	Coordinates and manages the care for patients adequately.	1	2	3	4	5 n/a
16.	Is capable of keeping a good balance between work and home.	1	2	3	4	5 n/a
17.	Is available and accessible.	1	2	3	4	5 n/a
Professional						
18.	Shows enough involvement with the patient and keeps the interest of the patient centered.	1	2	3	4	5 n/a
19.	Takes into account the patient's privacy.	1	2	3	4	5 n/a
20.	Is open to feedback and willing to admit mistakes.	1	2	3	4	5 n/a
21.	Is aware of his/her own shortcomings and asks for assistance/supervision in time.	1	2	3	4	5 n/a
22.	Emits self-confidence.	1	2	3	4	5 n/a
23.	Functions adequately under stress/time pressure.	1	2	3	4	5 n/a

24.	Is reliable and sticks to agreements.	1	2	3	4	5	n/a
25.	Gives adequate feedback to others.	1	2	3	4	5	n/a
Health advocate							
26.	Weights costs and benefits for diagnostics, treatments, and prevention.	1	2	3	4	5	n/a
27.	Takes initiatives to improve quality in the health sector.	1	2	3	4	5	n/a
28.	Acts according to legal and ethical guidelines and regulations with regard to education, information, and privacy.	1	2	3	4	5	n/a
29.	Is capable of involving the patient actively in improving his/her health.	1	2	3	4	5	n/a
Scholar							
30.	Is willing to and capable of training/educating others.	1	2	3	4	5	n/a

^a Each item may contribute to more than one competency. The items are scored on a scale from 1 (completely disagree) to 5 (completely agree), with the option to skip any item (n/a).