Supplemental Digital Appendix 1

Sample Interview Questions for Subspecialist Faculty[a] Interviews, Internal Medicine Residency Program, Department of Medicine, Brigham and Women's Hospital, April–December 2016[b]

Thank you so much for meeting with me today. As I had described in my email to you, I am interested in exploring your perspectives on feedback in our department. I will be focusing on 3 main areas: the culture of feedback at our institution, feedback seeking by our trainees, and feedback from trainees to faculty. I would like to audiotape our conversation to record your perspectives accurately and to help me with data analysis. I hope this is okay. The transcripts will be completely de-identified. I intend to present and publish interesting findings from our conversation, please let me know if there is anything you said that you would prefer not to share. There are no right or wrong answers, so please share your opinions freely.

I would like to start the conversation with your thoughts on the feedback culture at our institution.

Feedback culture
- When I use the term feedback culture, what does it mean to you?
    - What factors do you think influence this feedback culture?
    - How would you describe our institutional feedback culture?
    - In previous discussions, residents had expressed that our department has a culture of politeness which inhibits honest feedback conversations. What are your opinions regarding this?

Feedback seeking and receptivity
- Do residents and fellows seek out feedback from you often?
    - How important is feedback seeking behavior in obtaining meaningful feedback?
    - Probe as needed: Do you have suggestions to encourage feedback seeing?
- What factors could increase receptivity to constructive feedback?

Bidirectional feedback (defined as feedback from trainees to faculty or junior to senior levels)
- Do you think it is important for attending physicians to receive feedback from their learners?
    - Further probe for yes or no responses: Can you tell us more about your thoughts on this topic?
- How often do you think this happens?
    - Probe: Why or why not?
    - Probe for yes response: What might be strategies to stimulate bidirectional feedback?

Concluding question: Do you have suggestions for enhancing our institutional feedback culture overall?

Thank you for your time and sharing your thoughts.

[a]Subspecialty attending physicians who worked on the inpatient subspecialty teaching service.
[b]In a qualitative study exploring resident and faculty perspectives on what constitutes feedback culture, their perceptions of how institutional feedback culture (including politeness concepts) might influence the quality and impact of feedback, feedback seeking, receptivity, and readiness to engage in bidirectional feedback.