

## Supplemental Digital Appendix 1

### Interview Guide, From a Study of Incivility Within the Department of Medicine, University of Toronto, 2016

This is the semi-structured interview guide that outlines the general line of questioning for this study. The interviewers were encouraged to explore issues that were raised by participants that were not addressed by the questions below. This interview guide was dynamic and was refined to reflect emergent themes throughout the data collection phase of this study.

#### **Section 1: Semi-Structured Questions**

So, I would like to start by asking you a few questions about your relationships with your peers and the behaviours you may have witnessed between your peers. Then I will move on to ask you a few questions about your relationships with your leadership.

#### **Relationships between peers**

##### **1. Tell me about the quality of your relationships with your colleagues in your primary hospital/institution.**

*Potential Probes:*

- 1.1. Do you feel like you are treated with respect in your division, department and hospital
  - 1.1.1. Can you give me some examples of how you [have/have not] been treated with respect?
- 1.2. Have you ever felt bullied, intimidated or harassed by your peer physicians?
  - 1.2.1. Can you tell me why you [do/do not] feel bullied, intimidated or harassed? (*ask for examples*)
  - 1.2.2. (*If participant was bullied, intimidated or harassed*) Did you report the experience(s) to anyone in leadership?
    - 1.2.2.1. (*If yes*) Was there any action taken to address this behaviour?

#### **If participant was bullied or disrespected:**

Did your experiences with this unprofessional behaviour have an **impact** on...

- Your personal mental or physical health?
- Your career path?
- The quality of your work (e.g., delivery of care, research productivity etc.)
- The productivity of your division or the DOM? (e.g., productivity, attracting hires, work environment etc.)

*\*remember to ask for examples\**

(If applicable) Did these **experiences change** after promotion to a more senior level? (e.g., 'rite of passage' culture)

Is there anything that you or the leadership could have done differently in this situation?

**2. Do you feel like you “fit” (e.g., feel a sense of belonging/comfort) in your division, department and hospital?**

*Potential Probes:*

**2.1.** Do you feel included in the social networks within your division?

**3. Have you heard of or personally witnessed any bullying, intimidation or unprofessional behaviour between physician peers in your division?**

*Potential Probes:*

**3.1.** (If yes) Can you describe what exactly you hear or witnessed?

**3.2.** (If yes) Are you aware if any action was taken to address these behaviours?

**3.3.** Similarly – Have you heard or witnessed any bullying, intimidation or harassment in other divisions within the DOM?

Interviewer Notes:

### **Relationships with leadership**

#### **4. Tell me about the quality of your relationships with the leadership in your division, department or hospital.**

*Potential Probes:*

##### **4.1. Do you enjoy your professional interactions with your senior colleagues?**

**4.1.1.** *(If just yes or no)* Can you give me some examples of how you [do/do not] enjoy interacting with your senior colleagues?

##### **4.2. Have you ever felt bullied, intimidated or harassed by those in leadership? positions**

**4.2.1.** Can you tell me why you [do/do not] feel bullied? *(ask for examples)*

**4.2.2.** *(If participant was bullied)* Did you report the experience(s) to anyone higher up in leadership?

**4.2.2.1.** *(If yes)* Was there any action taken to address this behaviour?

#### **If participant was bullied or disrespected:**

Did your experiences with this unprofessional behaviour have an **impact** on...

- Your personal mental or physical health?
- Your career path?
- The quality of your work (e.g., delivery of care, research productivity etc.)
- The productivity of your division or the DOM? (e.g., productivity, attracting hires, work environment etc.)

*\*remember to ask for examples\**

*(If applicable)* Did these **experiences change** after promotion to a more senior level? (e.g., 'rite of passage' culture)

Is there anything that you or the leadership could have done differently in this situation?

#### **5. Have you heard of or personally witnessed any bullying, intimidation or unprofessional behaviour from leadership in your division, department or hospital?**

*Potential Probes:*

**5.1.** *(If yes)* Can you describe **what exactly** you hear or witnessed?

**5.2.** *(If yes)* Are you aware if any **action** was taken to address these behaviours?

**5.3.** Similarly – Have you heard or witnessed any bullying, intimidation or harassment from leadership in **other divisions** within the DOM?

**6. Do you feel like you would have the backing of your senior colleagues/superiors if you experienced bullying, intimidation or unprofessional behaviour within the DOM?**

*Potential Probes:*

**6.1.** Why/why not?

**7. Do you feel that your division strives to create a collegial and supportive environment?**

*Potential Probes:*

**7.1.** Why/why not?

**7.2.** (If no) What could be done to create a more collegial environment?

Interviewer Notes:

**Suggestions for how to address incivility**

**8. In your opinion, what could be done to prevent/address bullying and unprofessional behaviour within the DOM?**

*Potential Probes:*

**8.1.** Are you aware of any ombudspeople within your organization?

**8.1.1.** (If yes) Have these people been helpful for dealing with unprofessional behaviour?

**If interview is slow:**

Do you have experience working in other hospitals? and if so, have you experienced or witnessed any incivility in those settings?

Interviewer Notes:

**Section 2: Structured Questions**

Please note that your demographic information & contact info will be stored in a password protected database that is only accessible to the study research team.

**1. How long have you been working in the department of medicine? (please select the appropriate category)**

☐ <5 years

☐ >15 years

☐ 5 – 15 years

**2. What gender do you identify with?**

☐ Male

☐ Female

☐ Other

**3. What is the name of your primary hospital/institution?**

**4. What is your division? (e.g., cardiology, nephrology etc.)**

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**5. Which of the following best describes your primary role within the DOM?**

- |  |  |
|--|--|
| <input type="radio"/> Clinician Educator     | <input type="radio"/> Clinician Scientist                      |
| <input type="radio"/> Clinician Teacher      | <input type="radio"/> Clinician Administrator                  |
| <input type="radio"/> Clinician Investigator | <input type="radio"/> Clinician Quality Improvement Specialist |

**6. Which of the following best describes your university ranking?**

- |   |                                |
|---|--------------------------------|
| <input type="radio"/> Assistant Professor | <input type="radio"/> Lecturer |
| <input type="radio"/> Associate Professor | <input type="radio"/> Other    |
| <input type="radio"/> Professor           |                                |

**7. What ethnicity do you identify with? (e.g., Caucasian, south Asian....)**

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