

## Supplemental Digital Appendix 1

### Semistructured Interview Guide From a Study of Physician Assessors, 2017<sup>a</sup>

1. What was your involvement in the redevelopment of the Peer Assessment Program?

- Were you a member of the working group who developed the tools?
- Did you provide input on the tools once they were drafted?

2. Please describe your experience undergoing consensus-building training.

- What did you learn through the process? Did anything surprise you?
- Did the process change the way you thought about conducting assessments?

3. After undergoing training, how did you approach your most recent assessment?

Did you do anything differently than you used to? (e.g., Did you prepare in a different way? Did you find yourself selecting or reviewing records differently?)

4. How did you use the new assessment materials (scoring rubrics, educational materials) during the assessment?

When did you use them (e.g., before, during, and/or after the assessment)?

5. Did you find that they influenced the way you thought about rating the physician?

Did they influence the way you provided feedback to the physician? How?

6. Peer assessments rely on the professional judgement of assessors. Can you tell me about how you tried to integrate the use of these new assessment materials with your own perspectives and judgement when evaluating the physician's practice?

What challenges did you face?

7. Overall, what kind of influence, if any, do you think the consensus-building process will have on the way you conduct assessments?

8. Overall, what kind of influence, if any, do you think the new assessment materials will have on the way you conduct assessments?

<sup>a</sup>Participants were physician assessors who were involved between January 2015 and April 2017 in the redevelopment of the Peer Assessment Program that is delivered by the College of Physicians and Surgeons of Ontario, Canada.