

## **Supplemental Digital Appendix 1**

### **Interview Guide<sup>a</sup> From a Study of Why Medical Residents Do (and Don't) Speak Up**

#### **About Organizational Barriers and Opportunities to Improve the Quality of Care, 2016<sup>b</sup>**

Age:

Gender:

Postgraduate year:

Work experience:

Hospital:

Specialty:

Study ID:

Extracurricular activities:

**Opening question:** At the departments where you have worked up till now, how did people generally deal with organizational issues that affect the quality of work?

**Speaking up:** Did you ever speak up about work-related issues that affect the quality of your work during your residency training program?

- Describe the situation: What happened?
- How did you go about it? (Keep asking for details: How did you feel? What did you think?)
- Describe circumstances: Was it something you came up with yourself? Did someone ask you for your opinion?
- Did something eventually change?
- Why did it/didn't it go well?
- Did you try to change this yourself? Did you get help? Describe the situation.

**Background questions** (end of interview): If you could change something about your daily work practices, what would that be? Would you describe yourself as proactive? And compared to your colleagues? Does your residency training program pay attention to organization/leadership skills?

<sup>a</sup>Translated from the original Dutch.

<sup>b</sup>Participants were from training programs within the training region of the University Medical Center Utrecht, Utrecht, the Netherlands.