

Supplemental Digital Appendix 1

Interview Guide Used in Exploration of Second-Year Medical Students' Feedback Experiences With Longitudinal Coaches, University of California, San Francisco, School of Medicine, May–October 2018

Thank you for participating in this interview. We appreciate your willingness to share your perspective as an MS1/MS2 student. The study team is myself, working with Drs. Leslie Sheu and Karen Hauer from the Department of Medicine. The goal of this study is to understand how students experience feedback in the context of a longitudinal coach relationship. In this interview, I will be asking you questions about your experiences discussing feedback with your coach, however any potential identifying information for you or your coach will be removed from the transcript and will not be used in our analysis. Please only share what you feel comfortable sharing. You can choose to not answer any questions that you do not feel comfortable answering. This study is interested primarily in how students experience feedback, rather than the content of the feedback itself. Our recorded discussion will be de-identified, professionally transcribed, and then coded for common themes that arise across all student interviews conducted during this study. No part of our discussion will be reported or conveyed to anyone not directly involved in the study. No part of our discussions will be used for the purposes of grading or evaluation of either you or your coach.

With your permission, I would like to record this interview for transcription. This interview is anonymous and will be de-identified. I will remove your name and any identifying information from the transcript, so that neither I nor our research group will use these in our analysis. You can request that we stop this interview at any time should you feel uncomfortable.

Do you have any questions before we begin the interview?

NOTE REPETITIVE NATURE

Before I turn on the recorder, I would like to ask you a few demographic questions.

1. **What is your gender?**
2. **What is your age?**

[Begin recording]

This is interviewer [name], interviewing [study participant #], on [date]

1. **Tell me about a time when you asked your coach to give you feedback.**
 - a. When during your first year did this take place?
 - b. What prompted you to do this?
 - c. Can you walk me through how you approached that conversation?
 - d. What was the setting? (exam room, one-on-one)?
 - e. Why did you decide to seek feedback from your coach about this subject?
 - f. What about your coach made you feel comfortable seeking their feedback?
 - g. What else do you seek feedback from your coach about?
 - h. How does your coach provide feedback?
 - i. Who else do you receive feedback from?

2. **Tell me about another specific time when you received feedback from your coach that you found particularly useful.**
 - a. Can you tell me more about that?
 - b. When during your first year did this take place?
 - c. What made you feel that this feedback was useful?
 - d. What about your coach helped them provide this feedback?
 - e. What was the setting for this feedback (one-on-one, group, patient room)?
 - f. Did you use that feedback going forward, and can you tell me about that?
3. **Tell me about a time when you received feedback from your coach that was not helpful.**
 - a. What made you feel that this feedback was not helpful?
 - b. What was the setting for this feedback (one-on-one, group, patient room)?
 - c. What would have improved this feedback experience?
 - i. Student or coach
4. **How do you think your relationship with your coach influences how you two discuss feedback?**
 - a. How would you compare these feedback experiences with other times you have discussed feedback with other faculty in medical school?
 - b. How has it felt to receive recurring feedback throughout your first year? What do you think is the value for you?
 - c. How has your experience with feedback changed from the beginning of your first year to now?
5. **Now I'd like to switch gears and ask if you can you think of a time when you provided feedback to your coach. Can you tell me about that?**
 - a. What was the context (one-on-one, group)?
 - b. How did it feel to provide feedback to your coach (was it easy, difficult)?
 - c. How would you compare providing feedback to your coach with other instances when you have provided feedback to mentors or professors in medical school?
 - i. Why?

These are all the questions that I had. Do you have any last thoughts about feedback within your coaching relationship that you'd like to share?

[Turn off recorder]

We will be sending you an electronic gift card as a thank you for your time. Please email me if you don't receive it within a week.