Appendix 1: Free text comments from faculty surveyed about being coached.

I think that we can all benefit from objective feedback, and don't get it enough

It makes one listen to not only the content but the effectiveness of the lecture. Also makes the faculty more aware of things that they do well and things they can do better making them a much better faculty member overall.

Coaching strategies are the key to assisting high performers in achieving their best

Peer review and coaching are a good way to support quality improvement in our educational process and programs

I think it helps focus attention on the quality of the educational experience and keeps everyone thinking about improving how we teach. It fosters teamwork for the educators.

Improves communication skills and understanding of differing perspectives

Coaches benefit from having cross sectional overview of faculty strengths and areas for improvement and in turn can compare and gain insight into which talks are more successful to pass on learning points to another faculty.

For the coached, it's an opportunity to improve. For the coach, likewise, it's an opportunity to improve as one "learns" sometimes from the coached.

The coaching program is one of the main things that separates AO from the other orthopedic education platforms

I think the commitment to excellence in education that the AO has shown is great. Coaching is just a part of that.

I think watching a more senior person be coached and respond to it and change behavior was inspiring.