Supplemental Digital Figure 1. Comparison by group of change in mean self-assessed Mentoring Competency Assessment (MCA) composite score, six subscale scores (communication, expectations, understanding, independence, diversity, and professional development), and all 26 MCA item scores. Mean change in the intervention ("I") and control ("C") groups and the point estimate and $95 \%$ confidence interval for the difference between groups ("Diff") are given, both from pre-test to post-test ("Pre to post") and from retrospective pre-test to post-test ("Retro-pre to post").

Pre to post


Retro-pre to post

Composite score
Communication subscore Active listening Constructive feedback Relationship trust Communication style Improving communication strategy Coordinating effectively
Expectations subscore
Setting expectations
Aligning expectations
Differences affecting expectations
Setting research goals
Developing strategies
Understanding subscore
Estimating knowledge
Estimating ability
Enhancing understanding
Independence subscore
Motivating
Building confidence
Stimulating creativity
Acknowledging contributions
Negotiating path
Diversity subscore
Accounting for biases
Different background
Professional development subscore
Helping network
Setting goals
Balancing work-life
Impact as a role model
Acquiring resources

