

Supplemental Digital Appendix 1

Interview Questions From a Study to Explore Mentors' Personal Interpretative Framework, Maastricht University, Maastricht, the Netherlands, December 2017–January 2018

Question	Alternative	Follow-up
Tell me a bit about your practice as mentor...?		
Can you typify your mentoring (style) with some adjectives [note these down on paper]?	How would your students describe you?	Why did you choose [adjective]
		Could you give an example of why [adjective] typifies you?
Do you have dos and don'ts for your mentoring practice?	Is there a set of 'rules of thumb' that you use in your practice as mentor?	
Could you describe to me a particular case (situation) that went very well or very bad? You don't have to mention students/settings by name.		
Why did you decide to become a mentor?		
Is the way you think about mentoring now different from the way you used to think about mentoring? If so [follow-up questions]		What changed?
		What led up to this change?
		What exactly happened?
What goals do you as mentor aim to realize with your students?		Do you have the feelings you reach these goals?
		Why (not)?
Does your other work have an influence on being a mentor?	Does being a doctor/ teacher/ researcher make you a different mentor?	If so, what kind of influence? Please give examples.
According to you, what are the most important mentoring tasks?	Which tasks should mentors do make them 'good mentors'?	Which competency/(ies) do you need to accomplish this task?
How well do you think you perform these tasks?		[per task]

How did you learn how to do these tasks?		
Do you work together with colleagues when it comes to mentoring?		On what? - For example, to develop certain mentoring skills? - or to consult on how you are doing as mentor - second opinion (?) about one of your students
		Do you go to any colleague, or do you look for a particular 'model', or 'expert', for example with a 'difficult student' or..?
What more would you like to learn about mentoring?		Why do you feel the need to learn more about this?
		How would you like to know more about this?
Would you like to be mentor again next year?		Why (not)?
If you were to be mentor again next year, what would you do differently?	With the experience you have now, do you have any tips for new mentors?	
Did you, apart from the three faculty development training sessions offered by the faculty development task group, do anything else to develop your mentoring skills?		What exactly did you do? (training, lecture, book, video, practice, talking to colleagues, etc.)
		Why did you decide to do this?
		What did you learn from it?
		Could you have learned this in another way?
Imagine that <i>you</i> could develop a trajectory for beginning mentors at FHML, what would you include in your offer?		Why this 'x'?
		How would you operationalize this?
		Describe your ideal educator (trainer)
Is there anything you would like to add at this point or that I have forgotten (questions that you had expected but that I didn't ask)?		