

Supplemental Digital Appendix 1

Focus Group Guide and Questions for Resident and Attending Physician Focus Groups in a Study of Behaviors That Promote Entrustment, Boston Children's Hospital and Boston Medical Center, 2018

Resident Facilitator Guide:

"Hello. My name is INTRODUCE YOURSELF. Today we would like to have a conversation with you about entrustment and autonomy during residency. Over the next hour, what we are trying to accomplish is to get a better understanding of the ways in which residents feel they earn trust with appropriate patient care responsibility and provided autonomy by their supervisors.

"Let's go over some ground rules. First, let's all turn off our cell phones so we are not interrupted. Your comments will be recorded and transcribed without any identifying information. Because of the nature of focus groups, we cannot ensure that your information will not be disclosed outside of the group. We ask that each of you respect the others in the group and do not share information outside the group. You can decide that you don't want to participate at any time, and we will remove your comments from the transcript. So that we can keep track of what people are saying, remember that we want only one person talking at a time. Please do not interrupt someone when they are talking. I want to make sure everyone has a chance to talk, so please raise your hand if you feel like you are not getting a chance to share your thoughts."

"Just to get us started, let's have everyone tell us your name."

"I want to go over some definitions that are printed on a sheet in front of you so that we are all on the same page:

1. Trustworthiness: characteristics of someone/aspects of their performance that would make someone want to place trust in them.
2. Entrustment: The act of confiding the care of a patient or the execution of a patient-care related activity to a resident.
 - a. "We know from the literature that these decisions are made based on multiple factors including trainee factors, such as trustworthiness, the supervisor making the decision, the context or circumstances, the task or activity and the relationship." (not written on sheet)
3. Autonomy: freedom to make professional choices within the boundaries of shared professional standards, interdependence, and collaboration

"Are there any questions about the topic or these definitions?"

Respond to participant questions.

"Let's begin."

Questions:

1. Can you talk about a time when you felt you were entrusted with the care of a patient?
 - a. How did you show your supervisor that you were trustworthy?
 - b. Are there any specific behaviors or actions that you think led to being entrusted with more responsibility?
 - c. Did you feel you had autonomy in that situation? Why or why not?
2. Think of a co-resident or co-residents who you perceived to be entrusted with patient care tasks more than other residents.
 - a. How did they show their supervisor that they were trustworthy?
 - b. Are there any specific behaviors or actions that you think led them to being entrusted with more responsibility?
 - c. Do you think that resident felt like he or she had autonomy in that situation? Why or why not?
3. Think of a situation when a resident was trustworthy but a supervisor did not feel comfortable entrusting that person and decreasing supervision.
 - a. What could that resident have done to increase entrustment?
4. Think about times when you were supervising a team.
 - a. Are there any specific behaviors or actions that you think led your attending physician to entrust you with the care of the patients?
 - b. When you did these things did you feel like you had more autonomy?

Faculty Facilitator Guide:

“Hello. My name is INTRODUCE YOURSELF. Today we would like to have a conversation with you about entrustment and autonomy during residency. Over the next hour, what we are trying to accomplish is to get a better understanding of the ways in which residents earn trust with appropriate patient care responsibility and are provided autonomy by their supervisors.

“Let’s go over some ground rules. First, let’s all turn off our cell phones so we are not interrupted. Your comments will be recorded and transcribed without any identifying information. Because of the nature of focus groups, we cannot ensure that your information will not be disclosed outside of the group. We ask that each of you respect the others in the group and do not share information outside the group. You can decide that you don’t want to participate at any time, and we will remove your comments from the transcript. So that we can keep track of what people are saying, remember that we want only one person talking at a time. Please do not interrupt someone when they are talking. I want to make sure everyone has a chance to talk, so please raise your hand if you feel like you are not getting a chance to share your thoughts.”

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3. Autonomy: freedom to make professional choices within the boundaries of shared professional standards, interdependence, and collaboration

“Are there any questions about the topic or these definitions?”

Respond to participant questions.

“Let’s begin.”

Questions:

1. Can you talk about a time when you felt you entrusted a resident with the care of a patient?
 - a. How did that resident show you that they were trustworthy?
 - b. Are there any specific behaviors or actions that you think led you to entrusting that person with more responsibility?
 - c. Did you feel the resident had autonomy in that situation? Why or why not?
2. Think of a situation when a resident was trustworthy but you or another supervising physician did not feel comfortable entrusting that person and decreasing supervision.
 - a. What could that resident have done to increase entrustment?