

## Supplemental Digital Appendix 1

### Initial Questions in Semistructured Interviews to Explore the Evolution of Trainees' Trust in Supervisors in Workplace-Based Assessment

1. I would like you to think back to a workplace-based assessment that was useful for your learning. Can you talk me through what happened in as much detail as possible?
2. Now, I would like you to think back to a workplace-based assessment that wasn't useful (or was less useful) for your learning. Can you talk me through what happened?
3. Have you ever chosen not to do a WBA (workplace-based assessment) on a case because of a *lack of trust in or distrust of* the supervisor? Can you tell me more about that experience?
4. Moving on, I'd now like you to think about your relationship with a supervisor where you are working now who you trust and have known for some time. How has the relationship evolved over your time working together?
5. How has the way you value learning from assessment changed over time?
6. And lastly is there anything else that you might not have said so far that you think I should know about trusting a supervisor and learning from WBA?