**Supplementary Table D. Themes and Representative Quotes from Visiting Surgeons on the Greatest Perceived Impact and Suggested Changes for the Observership**

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| **Theme** | **Greatest Perceived Impact Quote(s)** | **Suggested Changes Quote(s)** |
| Gained relevant orthopaedic knowledge | “Helping to develop orthopaedic trauma services at my own institution”  “I was able to start the process of gaining proficiency in trauma surgery” | “I was predominantly interested in observing management of Pelvic fractures. I would prefer 1. Scrubbing for surgery and then observe. 2. Preop planning of specific cases. 3. Postop discussions. 4. Chances to involve in collaborative research.” |
| Formed relationship with North American partners that will be beneficial professionally | “Development of a network and backup for decision-making in relation to patient care”  “Had an opportunity to develop my surgical skills, develop networks with like-minded colleagues, and collaborate on research” | “Housing and sponsorship for VISA” |
| Gained relevant surgical skills  Cross-cultural impact of international clinical experience | “Exposure to a different approach to management of these complex injuries to that which I had been trained in. I now have a much broader range of surgical techniques to implement in my daily practice, which has been invaluable during my first year as a Consultant (Attending-equivalent role)”  “Better surgical approach, fixation techniques, and interaction with patients with emphasis on cultural aspects”  “Being able to see the ideal treatment/procedures otherwise not available in my country”  “Widened perspective in terms of surgical decision making”  “I believe that international programs work because it brings together different perspectives from different regions faced with the same orthopedic problems/fractures  “You can be a good surgeon anywhere as long as you care about the patient and what you are doing. The barrier between the Chinese doctors and American or western doctors are still quite huge even nowadays. Chinese surgeons are improving but there is still a long way to go.”  “International interactions at both academic and professional levels” | “Because there is only little professional gain if you can watch a surgical case from a several yards distance. In real life most scrubbed in Surgeons even cover the view to the OR field (situs) with their bodies by intention or not. So if you need some additional certificates ...just do it...otherwise the USA is a beautiful country to make holidays one can really recommend. If you would really like to improve your skills get an internet line and watch vumedi during trauma calls if possible...and use this knowledge in the actual case god sends you to your shockroom!"  “Encourage America Orthopods to look beyond the USA to see what the world is doing. Americans were very insular when it came to what the world was doing” |