

Supplemental Digital Appendix 1

Interview Guide, From a Study Exploring 28 Physicians' Self-Assessment and Perceived Underperformance at One Canadian Academic Institution, 2015

1. In the course of your training, can you recall any experiences where you felt you were struggling to meet the standards that were expected of you? Can you recall any experiences where you failed at something in your medical training, or where you felt like failure was possible without efforts to improve your skills or knowledge? Can you describe those experience(s)?
2. In the situation(s) you have described, how did you come to understand that your performance was below expectations, or not where it needed to be?
3. What role did teachers or supervisors play in shaping your understanding of your performance as requiring improvement? Was there feedback from a teacher or supervisor? Can you describe the feedback, and how you handled it? If there was meaningful feedback or guidance from a teacher or supervisor, can you reflect on why that feedback was influential?
4. What role did others (peers, colleagues, etc.) play in shaping your understanding of your performance as requiring improvement? How did they influence your understanding of your own performance? Was there direct feedback, or were they influential in other ways?
5. What was the role of your own self-assessment? How did you assess your own performance, and how did you decide that it needed to improve?
6. Other participants described the imposter syndrome as a key feature of their experience with underperformance. Does this resonate with you?
7. Can you describe the emotional impact of the event(s) we have discussed? How difficult was it to come to terms with an issue with your own performance that required attention?
8. Based on what you have learned from your own experiences, what guidance would you offer to learners who may be struggling with failure or near-failure?