Supplemental Digital Appendix 3
Debriefing Interview Guide for Supervisors and Residents Following Their Feedback Sessions

Self-Assessment and Feedback Research	
Questions for Feedback Facilitators (Supervisors)	**Questions for Feedback Recipients (Residents)**
1. What were your impressions of the feedback session?	1. What were your impressions of the feedback session?

2. How did the four model phases work for you?
 	
E.g.,
How did you use model?
Did you spend time on each phase?
Did you adapt it? If so, how?
Did you encounter difficulties?
Model phases:
  1. Introduction and building relationship
  2. Exploring reactions to and perceptions of the feedback, including emotional reactions
  3. Exploring interpretation of feedback content
  4. Coaching for performance changes
	2. How did the flow of the session work for you?
	
	E.g.,
	Did it flow logically?
	Did you encounter difficulties?
	What insights did you gain?
	
	Model phases:
	  1. Introduction and building relationship
	  2. Exploring reactions to and perceptions of the feedback, including emotional reactions
	  3. Exploring interpretation of feedback content
	  4. Coaching for performance changes

3. What components were most helpful for you? Least helpful?	3. What was most helpful for you? Least helpful?
4. How did the model address contextual influences upon the resident's ability to accept and use the feedback?	4. Did the model address contextual influences upon your ability to accept and use the feedback? If so, how?
5. Did the model stimulate reflection for the resident? Stimulate self-assessment? How?	5. Was the session helpful in stimulating reflection on your learning and practice? Stimulating your own assessment of how you're doing?
6. Explain how you used the LCP.	6. What were your reactions to using the LCP?
7. What suggestions for improvement would you make?	7. What suggestions for improvement would you make?
8. Tell me about the training you received on the model. Do you think it prepared you adequately for using the model? Please explain why or why not. Do you have any suggestions for improving the training provided?	8. General comments about potential uses of the model?
9. General comments about potential uses of the model?	
Any other comments?	