Supplemental Digital Appendix 1

Survey Instrument, From a Study of Medical School Professionalism Lapses and Problems in Residency and Practice, Harvard Medical School and Case Western Reserve University School of Medicine, 2014

We are asking you to please complete this voluntary survey. We can assure you that the data that we receive from you will be handled to protect the identity of both the rater and the person rated, that the information will be immediately de-identified, and that all results will be reported only in the aggregate. You should feel free to omit any question about which you have no recollection or that you prefer not to answer.

The survey focuses on the performance of ________________ during the period of his/her residency beginning in ______.

For each of the questions below, please indicate to the best of your recollection whether this resident’s performance...

1. was noteworthy in a positive way (was exceptional or exceeded standards); or
2. generally met the standards held for residents in your program
3. was noteworthy in a negative way (was unacceptable or did not meet standards)

- Met standards
- Didn’t meet standards

- Fulfilled responsibilities in a timely and reliable manner
- Treated colleagues with respect
- Incorporated feedback in order to make changes in behavior
- Was always honest in representing actions and/or information
- Was non-defensive in accepting criticism
- Was successful in establishing rapport with patients and their families
- Functioned well as a member of the health care team
- Took responsibility for shortcomings and/or errors
- Demonstrated care and compassion in dealing with patients
- Was always trustworthy and responsible
If (when) this resident applied for a permanent position on your hospital staff, you would have been (or were)...

- [ ] strongly enthusiastic
- [ ] mildly enthusiastic
- [ ] mildly unenthusiastic
- [ ] strongly unenthusiastic

During his/her time in residency, did s/he...

<table>
<thead>
<tr>
<th>Event</th>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td>receive recognition for high level clinical work?</td>
<td>[ ]</td>
<td>[ ]</td>
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<tr>
<td>receive a leadership position?</td>
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<td>require remediation or counseling?</td>
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<td>undergo disciplinary review?</td>
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<td>complete the Program?</td>
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In thinking back to this resident and his/her performance, the two adjectives that come to mind are:

1. 

2. 