

Supplemental Digital Appendix 1

Interview Guides, From a Formative Feedback Moment Initiative, University of Pennsylvania Perelman School of Medicine, 2018

Pre-intervention

1. Do you receive feedback from attendings you are working with in the OR?
 - a. Does this occur on a consistent basis?
 - b. Who initiates the giving of this feedback?
2. Does this feedback tend to be granular or larger scale?
3. In this feedback, do attendings tend to affirm skills you have done well or point out areas for improvement?
 - a. If they do not point out areas for improvement, why do you think that is?
 - b. If they do, how do they deliver constructive feedback? Do you think attendings feel comfortable delivering it?
 - c. Do you find the constructive feedback helpful? Why or why not?
4. If the feedback has not been provided, have you sought it out yourself?
 - a. From whom? How has this been received?
5. How else do you currently receive feedback?
 - a. From whom do you receive that feedback?
 - b. How often do you receive it?
 - c. Is it day-to-day or larger scale?
6. What [other] sources of information are you using to judge your performance?
7. Do you currently use Medhub to evaluate your own performance? How so?
8. Do you have a sense for what attendings in the department generally think of your performance?
9. Overall, do you feel that there are gaps in the feedback that you feel you should be receiving? If so, how would you suggest addressing them?

Post-intervention

1. To what degree have your daily feedback discussions used the “Feedback Moment” initiative?
 - a. Roughly what proportion of your recent feedback interactions have used the Feedback Moment?
 - b. How does this compare to right after the initiative was rolled out?

2. When you've used the Feedback Moment, have you brought it up or have your attendings brought it up?
3. And what typically happens once it's initiated?
 - a. Do you take the lead in these conversations, or does the attending?
4. Does the feedback you've received in the Feedback Moments tend to be granular or larger scale?
5. In this feedback, do attendings tend to affirm skills you have done well or point out areas for improvement?
 - a. If they do not point out areas for improvement, why do you think that is?
 - b. If they do, how do they deliver constructive feedback? Do you think attendings feel comfortable delivering it?
 - c. Do you find the constructive feedback helpful? Why or why not?
6. How has the feedback you've received from the Feedback Moment compared to other feedback you've received during your residency?
 - a. Do you think the initiative has changed anything for attendings who weren't already good at providing helpful feedback?
7. Have you found the Feedback Moment initiative helpful overall? Why or why not?
 - a. Which aspects of it do you think facilitated the most productive conversation?
8. Has the initiative changed how comfortable you feel about approaching attendings to initiate feedback?
9. Have you tended to cover the questions on the Feedback Moment card?
 - a. Are there salient issues you feel aren't covered on the card?
10. When the Feedback Moment hasn't occurred, why do you think that's happened?
11. What other sources of information are you currently using to judge your performance?
12. Do you currently use Medhub to evaluate your own performance? How so?
13. Do you feel now that you have a sense for what attendings in the department generally think of your performance?
14. Overall, do you feel that there are remaining gaps in the feedback that you feel you should be receiving? If so, how would you suggest addressing them?