
**Supplemental Digital Appendix 1**  
**Semistructured Interview Guide**

**Semi-structured Interview Form/Cover Sheet - Resident**

**Study:** Transitions in Internal Medicine Education Leveraging Entrustment Scores Synthesis

**Interviewee:** __________________________________________________________________________

**Interviewer:** __________________________________________________________________________

**Date:** __________________________  **Place:** __________________________

**Time started:** __________________  **Time interview ended:** __________________

**Audio file name:** __________________________

* ***Probing questions/comments to consider throughout:*  

- *Tell me more about that.*

- *How is this X (whatever phenomenon/concept you’re talking about) different than with time-based training?*

- *Can you give me a specific example of what you’re talking about?*

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**What year of training (PGY) are you? How many months into that year are you? At what level or supervision are you currently practicing (direct supervision/intern, indirect supervision/senior, unsupervised)?**

**Why did you decide to join the TIMELESS pilot? Follow-up Qs: What do you hope to get out of this experience?**

**How has TIMELESS affected your experience of residency training? Follow-ups Qs: What are some of the positive experiences related of TIMELESS? Negative?**

**Can you share a story or anecdote of how your behavior or learning was influenced by your participation in TIMELESS? (sent ahead of time)**
What is your approach to seeking feedback within our program? Follow-up Qs: Has TIMELESS affected your behavior around seeking feedback? (How/why?) What are your main reasons for seeking feedback?

Do you use your QR code? Why or why not? Has TIMELESS affected how you give others feedback/assessments? Why/How?

How has TIMELESS affected how you think about assessment? Has it impacted whether assessment seems like higher or lower stakes? Why? Has it influenced your opinion of our assessment system?


In residency, we often think of competence development as the process of gaining the knowledge, skills, and attitudes to be a high-quality physician. Has TIMELESS affected how you approach trying to develop competence? Follow up with why/how.

Do you feel like there are any risks or harms that have been created by TIMELESS? Follow-up Qs: Do you have thoughts on whether other residents are aware of your promotion status? Follow-up Qs: What about whether attendings are aware?

Has TIMELESS affected your mindset or attitudes toward failure at all? Probe only if needed: What was your attitude/mindset toward failure before/going into TIMELESS?

What could/should be improved about the TIMELESS program? This could relate to the rotation experiences, assessment system, CCC, or any other aspect of your training or the program.

My reflections after the interview:

My reflections after reading the interview transcript:

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___ pages of interview transcript attached