

Appendix 1 - Resident Career Planning Needs in Internal Medicine: A

1. General Information About You

1. What is your gender?

- Male
- Female

2. What is your race?

- American Indian
- African-American or Black
- White
- Latino(a)
- Asian
- Hawaiian Native or Pacific Islander
- Other

3. Which program do/did you belong to?

- Primary Care Internal Medicine
- Traditional Internal Medicine
- Medicine/Pediatrics

4. What is your age (in years)?

5. What is your marital status?

- Married/significant partner
- Single
- Other

6. Do you have any outstanding educational loans for your previous education (including college and medical school)?

- Yes
- No

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7. If the answer to question 6 was yes, what is the principle amount?

- None
- \$1-10,000
- \$10,001-50,000
- \$50,001-100,000
- \$100,001-200,000
- over \$200,000

8. Where did you complete medical school?

- Inside the United States
- Outside of the United States

9. Are you a citizen of the United States?

- Yes
- No

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2. General Career Planning Information

1. What type of position will you take/have you taken after graduation? (you may choose more than one)

- Fellowship
- Hospitalist
- Academic primary care
- Private practice primary care
- Industry
- No specific postresidency plans

Other (please specify in the space below)

2. Did you have a clear idea of your career choice when you entered residency?

- Yes
- No

3. Is your original career choice the one you ultimately pursued?

- Yes
- No

4. If you did not pursue your original career choice, what factor(s) influenced your decision? Check all that apply.

- Financial considerations
- Negative experience with initial choice
- Limited exposure to initial choice
- Exposure to a more interesting choice during residency
- Lack of mentorship in initial career choice
- Positive mentorship in ultimate career choice
- Family considerations

Other (please specify in the space below)

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5. Did you experience significant difficulty in finding a practice position that was compatible with your primary career goals?

- Yes
- No

6. How stressful did you find career planning during residency training?

- Very stressful
- Stressful
- Somewhat stressful
- Minimally stressful
- Not stressful at all

7. If you found career planning at least somewhat stressful, what was the main reason? Check all that apply.

- I did not know what to look for in a position
- I did not have enough exposure to my career choice
- I did not have a mentor that was knowledgeable in my career choice
- There were not enough resources within my residency program to help guide my career plans

Other (please specify in the space below)

8. Did you have a career mentor during residency who effectively counseled you about your desired career path? (A mentor is an active partner in an ongoing relationship who helps you maximize your potential and achieve your personal and professional goals.)

- Yes
- No

9. Did you identify someone who you view as a career mentor during residency?

- Yes
- No

10. Did your residency program assign a career mentor to you?

- Yes
- No

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11. If you had a career mentor, how many mentors did you have?

- 1
- 2
- 3
- 4 or more

12. If you had a career mentor, how important was this person(s) in your career planning?

- Very important
- Important
- Somewhat important
- Not so important
- Not important at all

13. Should career planning be structured into the residency curriculum?

- Yes
- No

14. If you think career planning should be structured, when should this teaching occur?

- First year
- Second year
- Third year
- Fourth year
- Throughout residency training

15. What would you have liked more information on during residency with regards to career planning?

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3. Job Search Section

IF YOU APPLIED ONLY FOR FELLOWSHIP, PLEASE SKIP TO FELLOWSHIP SEARCH SECTION ON PAGE 9.

1. When did you start looking for a job?

- Summer of 2008
- Fall of 2008
- Winter of 2008/2009
- Spring 2009
- Summer 2009

2. If you pursued a job, are you satisfied with how your application went?

- Very
- Somewhat
- A little
- Somewhat dissatisfied
- Very dissatisfied

3. Is the position that you have accepted your first choice?

- Yes
- No

4. Is the position located in your desired geographic region?

- Yes
- No

5. What will be your time commitment in your new position?

- Part-time
- Full-time

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6. How many job offers did you receive?

- 0
- 1
- 2-5
- 6 or more

7. Is the salary that you will be receiving

- lower than you expected it would have been
- about what you expected
- higher than you expected it would have been

8. Did you have guidance regarding the timeline of a job search and application?

- Yes
- No

9. Which resources did you use in your search for a job? (check all that apply)

- Word of mouth/networking
- Job postings online
- Recruiter
- Journal ads
- Guidance from faculty/program director
- Other online resources
- Beyond Residency website (Yale online career planning site)

Other (please specify in the space below)

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10. Please rank your top 3 most helpful resources in your search for a job. Rank as 1, 2, or 3 with 1 indicating the most helpful.

- Word of mouth/networking
- Job postings online
- Recruiter
- Journal ads
- Guidance from faculty/program director
- Other online resources
- Beyond Residency website (Yale online career planning site)
- Other

11. Please rank your top 3 most helpful resources in negotiating your contract. Please rank as 1, 2, or 3 with 1 indicating the most helpful.

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- Job postings online
- Recruiter
- Journal ads
- Guidance from faculty/program director
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- Other

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12. Please rank your top 3 most helpful resources in crafting your CV/resume. Please rank as 1, 2, or 3 with 1 indicating the most helpful.

- Word of mouth/networking
- Job postings online
- Recruiter
- Journal ads
- Guidance from faculty/program director
- Other online resources
- Beyond Residency website (Yale online career planning site)
- Other

13. If you did not use the Beyond Residency website what was/were the reason(s)? (check all that apply)

- I did not know about it
- I did not know how to access it
- I could not remember how to access it
- It was difficult to use
- I did not find the information I was looking for
- Other resources were more helpful

Other (please specify)

14. What did you or did not like about the Beyond Residency Website (Yale online career planning site)?

15. What were your largest barriers/frustrations during your job application process?

16. What is the single most important piece of information that all residents should know to help improve their success in applying for a job?

4. Fellowship Search Section

YOU MAY SKIP THIS SECTION IF YOU DID NOT APPLY FOR FELLOWSHIP.

1. When did you apply for fellowship?

- During first year of residency (fast track)
- During second year of residency
- During third year of residency
- During fourth year of residency

2. What fellowship program did you apply to?

- Allergy and Immunology
- Cardiology
- Endocrinology
- Gastroenterology
- General Internal Medicine
- Geriatrics
- Hematology
- Infectious Diseases
- Medical Oncology
- Occupational and Environmental Medicine
- Nephrology
- Pulmonary/Critical Care Medicine
- Rheumatology
- Robert Wood Johnson Clinical Scholars

Other (please specify in the space below)

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3. If you pursued a fellowship, how satisfied are you with how your application process went?

- Very
- Somewhat
- A little
- Somewhat dissatisfied
- Very dissatisfied

4. Was the fellowship that you have accepted your first choice?

- Yes
- No

5. Did you have guidance regarding the timeline of a fellowship search and application?

- Yes
- No

6. Which resources did you use in your search for a fellowship? (check all that apply)

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Garcia RL, Windish DM, Rosenbaum JR. Resident Career Planning Needs in Internal Medicine: A Qualitative Assessment. *J Grad Med Educ.* 2010;2(4):518-522.