

Supplementary Data

Interview Questions

LEARNERS

1. When you think about a Coach, what does that mean to you? How do you define “Coach”?
2. How would you describe your relationship with your Clinical Coach?
3. What role does your Coach play when you are thinking about areas in which you would like to improve or develop? Can you give me a specific example of the role your Coach plays?
4. Tell me about a time when you struggled with something or received negative feedback and you worked through it with your Coach? How do you think this would have differed without your Coach?
5. What role does your Coach play when you are thinking about areas that you consider your strengths? Can you give me a specific example of the role your Coach plays?
6. What else could your Coach be doing for you or offering you that they currently are not?
7. Reflect on a specific experience where you believe having your coach made a difference. Can you describe it to me? What did you learn from that experience?
8. If you had to provide your Coach feedback, what would you tell them? You should know, they aren’t actually going to get this feedback from me because all of these interviews are anonymous.
9. I’d like to change gears and gather your thoughts on the Clinical Coaching Program itself. Would you recommend that other trainees participate in the Clinical Coaching

Program or have a Coach? Why or why not? How would you change or improve the program? Anything about the program that did not work well?

10. That’s all of the questions we have prepared. Is there anything else you’d like to add before we finish up this interview?

11. Would it be ok for me to contact you later if we are looking to gather more or updated information?

COACHES

1. When you think about a Coach, what does that mean to you? How do you define “Coach”?
2. Have you ever Coached anyone before participating in the Clinical Coaching Program? If so, how did that experience compare to your experience in this program?
3. How would you describe your relationship with your trainee? Did you do anything to build this relationship?
4. Describe for me an example of a time where you and your trainee were thinking about areas where they felt they could improve or develop. What role did you feel like you played in this area?
5. Describe for me an example of a time where you and your trainee were thinking about areas that they consider their strengths. What role did you feel like you played in this area?
6. Describe a specific experience where you believe you – as the Coach – made a difference for the trainee.
7. What impact do you feel you – as a Coach – have had on your trainee?

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8. How has being a Coach changed you or your interactions with trainees in general?
9. I'd like to change gears and gather your thoughts on the Clinical Coaching Program itself. Would you recommend that other divisions or departments incorporate Coaching for their trainees? Why or why not?
10. What other training would be useful for current or future Coaches?
11. That's all of the questions we have prepared. Is there anything else you'd like to add before we finish up this interview?
12. Would it be ok for me to contact you later if we are looking to gather more or updated information?

PROGRAM DIRECTORS

1. When you think about a Coach, what does that mean to you? How do you define "Coach"?
2. What did you hope to accomplish by incorporating the Clinical Coaching Program into your training program?
3. What changes have you seen in your faculty since the Clinical Coaching Program began? Describe a specific example.
4. What changes have you seen in your learners since the Clinical Coaching Program began? Describe a specific example.
5. In your observations, what role do you see the Coaches playing when learners are succeeding? Is this what you envisioned with this coaching program?
6. In your observations, what role do you see the Coaches playing when a learner is struggling? Is this what you envisioned with this coaching program?

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7. Would you recommend that other divisions or departments incorporate Coaching for their learners? Why or why not?
8. What is missing from the program? What suggestions do you have to improve the program?
9. That's all of the questions we have prepared. Is there anything else you'd like to add before we finish up this interview?
10. Would it be ok for me to contact you later if we are looking to gather more or updated information?