**INTERN AS APPRENTICE QUESTIONNAIRE**

**When answering these questions, think back on the past month. Consider all of the residents with whom you have worked for at least one week.**

1. On average, how many times per week did you ***receive*** feedback from a single resident?

a. 0

b. 1

c. 2

d. 3

e. >4

1. On average, what percentage of these interactions occurred in a planned manner, sitting down to discuss performance at intervals during or at the end of a rotation (i.e. sitting down for coffee, **NOT** at the time of patient care)?

a. None (0%)

b. Few (<25%)

c. Some (25-49%)

d. Many (50-74%)

e. Most (75-99%)

f. All (100%)

1. On average, what percentage of these interactions occurred “on-the-fly” in the context of patient care (i.e. on rounds, walking in the hallway, in the team office)?

a. None (0%)

b. Few (<25%)

c. Some (25-49%)

d. Many (50-74%)

e. Most (75-99%)

f. All (100%)

1. On average, how many times per week did you ***ask*** for feedback from a single resident?

a. 0

b. 1

c. 2

d. 3

e. >4

1. In what way(s) did you prepare prior to receiving feedback? (Choose all that apply.)
   1. No preparation
   2. Reflected on my own strengths/weaknesses
   3. Identified specific examples of my behaviors, skills, or needs
   4. Evaluated my long-term goals
   5. Other (please specify):
2. When receiving feedback, which of the following best describes your current experiences? (Choose all that apply)
   1. I share my observations/questions, ask for input from my resident, then share my reactions
   2. I wait for my resident to offer input/feedback
   3. I ask my resident for input/feedback
   4. I expect to receive negative feedback sandwiched between positive comments
   5. Other (please specify):
3. When receiving feedback, which of the following best describes your preferred interaction? (Choose all that apply)
   1. Share my observations/questions, ask for input from my resident, then share my reactions
   2. Wait for my resident to offer input/feedback
   3. Ask my resident for input/feedback
   4. Receive negative feedback sandwiched between positive comments
   5. Other (please specify):
4. What percentage of the time did you and your resident develop a specific plan for addressing identified issues?

a. Never (0%)

b. Rarely (<25%)

c. Sometimes (25-49%)

d. Often (50-74%)

e. Most (75-99%)

f. Always (100%)

1. I believe that the feedback I have ***received*** from my residents has been:

a. Very helpful

b. Somewhat helpful

c. Neither helpful nor unhelpful

d. Somewhat unhelpful

e. Very unhelpful

1. How important or unimportant do you believe it is for residents to prepare prior to giving feedback?

a. Very important

b. Somewhat important

c. Neither important nor unimportant

d. Somewhat unimportant

e. Very unimportant

1. When ***receiving*** feedback, how would you describe the environment? (Choose all that apply.)

a. Safe

b. Hostile

c. Open

d. Closed

e. Passive

f. Aggressive

g. Constructive

h. Punitive

i. Collaborative

j. Hierarchical

k. Enjoyable

l. Painful

1. Think of the residents with whom you interacted most over the current rotation. Given the opportunity to work together again, how likely or unlikely are you to initiate/request future feedback from this resident?

a. Very likely

b. Somewhat likely

c. Neither likely nor unlikely

d. Somewhat unlikely

e. Very unlikely

13. How helpful or unhelpful did you find the coaching curriculum (online module and interactive workshop)?

a. Very helpful

b. Somewhat helpful

c. Neither helpful nor unhelpful

d. Somewhat unhelpful

e. Very unhelpful

14. What were the strengths of the curriculum, if any?

15. What are areas for improvement in the curriculum, if any?

16. Do you believe your “feedback” or “coaching” behaviors have changed in the past 12 months?

a. Yes

b. No

17. If yes, which of the following had the greatest impact on changing your feedback/coaching behaviors (choose all that apply)?

a. Coaching curriculum – online module

b. Coaching curriculum – interactive workshop

c. Observing and modeling my behavior after other physicians

d. Natural improvement with time/experience

e. Other (please describe)