**RESIDENT AS COACH QUESTIONNAIRE**

1. I am a:

 a. PGY2

 b. PGY3

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

2. On average, how many times per week have you provided feedback to each intern?

a. 0

b. 1

c. 2

d. 3

e. >4

3. 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%)

4. 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%)

5. On average, what percentage of the time did you prepare in any way prior to giving feedback to each intern?

a. Never (0%)

b. Rarely (<25%)

c. Sometimes (25-49%)

d. Often (50-74%)

e. Most (75-99%)

f. Always (100%)

6. In what way(s) did you prepare prior to giving feedback to interns? (Choose all that apply.)

a. No preparation

b. Reflected on interns’ strengths/weaknesses

c. Identified specific examples of intern’s behavior or skill (or lack thereof)

d. Evaluated intern’s growth (or lack thereof)

e. Other (please specify):

7. When giving feedback, which of the following approaches do you most often incorporate? (Choose all that apply):

a. Start by asking the intern for his/her reflections, share my insights/suggestions, ask

the intern for a response

b. Start with providing positive feedback, give critique/constructive criticism, end on a positive note

c. Direct delivery of observations and critiques

d. Emphasize the positive aspects of intern’s behaviors/skills. Defer interactions if I have nothing positive or constructive to say.

e. Primarily use written/electronic forms

f. Other (please specify):

8. What percentage of the time did you and your intern 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%)

9. I believe that the feedback I have ***delivered*** to interns has been:

a. Very helpful

b. Somewhat helpful

c. Neither helpful nor unhelpful

d. Somewhat unhelpful

e. Very unhelpful

10. On average, how many times per week has a single intern initiated/requested feedback?

a. 0

b. 1

c. 2

d. 3

e. >4

11. How important or unimportant do you believe it is for interns to initiate/request feedback?

a. Very important

b. Somewhat important

c. Neither important nor unimportant

d. Somewhat unimportant

e. Very unimportant

12. When meeting an intern for feedback, how often do you perceive that he/she has engaged in some form of preparation?

a. Never (0%)

b. Rarely (<25%)

c. Sometimes (25-49%)

d. Often (50-74%)

e. Most (75-99%)

f. Always (100%)

13. How important or unimportant do you believe it is for interns to prepare prior to receiving feedback?

a. Very important

b. Somewhat important

c. Neither important nor unimportant

d. Somewhat unimportant

e. Very unimportant

14. When ***giving*** 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

15. Think of the interns with whom you interacted most during your current rotation. Given the opportunity to work together again, how likely or unlikely are you to continue providing feedback/coaching to these interns?

a. Very likely

b. Somewhat likely

c. Neither likely nor unlikely

d. Somewhat unlikely
e. Very unlikely