Supplemental Digital Appendix 1

Examples of Pictures Chosen to Elicit Responses About the Curriculum Change Process and the Corresponding Explanations, From a Study of Leaders’ Perspectives on Undergraduate Medical Curriculum Change at Eight University Medical Centers, The Netherlands, December 2015–April 2016

“[This card] shows the complexity of the process; very many things need to converge to lead to something.” (R5)

“I chose this card because of connecting the different - also divergent - visions and wishes of those involved.” (R4)

“What I see is a group that has achieved a goal. They absolutely must have done it together. The view is beautiful, and when they were at the bottom, it was not exactly clear what they could expect on top, however, in the end, everybody is happy that we reached the goal. For me, this picture represents the whole educational organization, so everybody. (...) it was a hell of a job... but we did it.” (R2)

“Well I think you should work really strategically and tactically, thereby letting the right people knowing the right things, in the right way, at the right moment in time. And then, sometimes, you have to wait to talk. Prepare things and then show it at the right moment. This card fits with that.” (R6)

“I chose this card based on the idea: people are put together in a boat and they have to try together to get through the turbulent water.” (R8)