Supplemental Digital Appendix 1

Focus Group Guide for Surgical Trainees, From a Multicenter Study of Surgical Trainees, Self-Motives, and Feedback via Workplace-Based Assessment (WBA), United Kingdom, 2012–2013

1. Can you describe what you did the last time you completed a WBA?
How did you go about completing the WBA?

2. Do WBA provide you with an opportunity to learn (from what you have done)?
How much do you think WBA is a test which is used for progression in training?
Why is this? What do you think feedback is?

3. Do you think WBA help you ask for/get feedback from your trainer?
Do you think that it is better/easier to ask for feedback when not using WBA?
How do you think completing these assessments with trainer affects your educational relationship (how you get on)?

4. If you get feedback how do you use this when you do the same or similar tasks again?
In what circumstances does feedback make you feel motivated to learn?
In what circumstances does it make you feel negatively about your training?
How do you decide whether to use certain feedback or not?
Is there anything about certain types/peoples feedback that makes it easier to use?