

Supplemental digital content for Tekian A, Park YS, Tilton S, et al. Competencies and feedback on internal medicine residents' end-of-rotation assessments over time: Qualitative and quantitative analyses. Acad Med.

Supplemental Digital Appendix 1

Coding Rubric for Nature of Feedback in Narrative Comments: Orientation and Relevance of Feedback

Code ¹	Dimension 1: Orientation		Dimension 2: Relevance of Feedback	
	Anchor	Sample Comment	Anchor	Sample Comment
4	High Praise	<i>[Resident] had a good attitude about work, was reliable, and very willing to do whatever necessary for the efficiency of the team. [Resident] was extremely committed to patient care and to understanding the clinical context of her patients.</i>	Very Relevant	<i>I enjoyed working with [Resident]. Kept up with most details on his patients. Management and care plans were good. [Resident's] cases were the hardest in the group and very complicated. Considering this, the [resident] performed fairly well. [Resident] developed a positive rapport with his patients which was evident on my rounds. Good case presentations on rounds.</i>
3	Modest Praise	<i>Good PG1. Committed; worked well with team. Clinical skills developing appropriately</i>	Relevant	<i>Pleasure to work with, good clinical knowledge and judgment. Dependable. Would be happy to work with [resident] again.</i>
2	Critical	<i>Appeared to have appropriate knowledge for clinical training but at times had difficulty presenting information in a way that was straightforward, concise. Also was often hesitant to come up with a plan for patients and would instead rely on superiors</i>	Irrelevant	<i>Great job, ready to run his own service.</i>
1	Very Critical	<i>[Resident] was unable to efficiently complete tasks. [Resident] spent a lot of time getting her work done and sometimes prioritizing tasks was a problem. [Resident] will need some work before moving on to the next level.</i>	Very Irrelevant	<i>Excellent job.</i>

To facilitate correlation with quantitative data, we coded all qualitative comments for two dimensions related to the nature of feedback: (1) orientation (praising or critical), and (2) relevance (i.e., the specificity of comments and whether actionable behavior was included).

Note:

1. Coding for all narrative comments was conducted by two reviewers. Discrepancies were resolved through discussion until consensus was achieved for all comments.