

THEME	SUB-THEME	EXAMPLE QUOTE
Building a pedagogical toolbox	Acquiring formal and practical education on medical simulations and feedback methods	"Both the basic pedagogical course and the simulation instruction course give you a lot of tools to use when supervising and it feels like you can put more thought into it, even if you have a stressful everyday life. I think you got a lot of tips and tricks on how to think and how to do things... and I think that you have a baseline of a pedagogical mindset during your workday." (R1)
	Emphasizing feedback	"Well, I would say above all that I've become much better at giving feedback – really, much better. I would say that is the most clearly tangible thing I have improved after the program." (R5)
	Orchestrating teaching events and activities on a logistical level	"What I have learned is a little bit about planning, how to plan and organize, partly a lecture and partly how to plan an educational day." (R6)
Establishing professional legitimacy	Possibility to have influence	"The strength during this time was that I got to reflect and be involved in shaping my own internship. Since I participated, I could influence how the other intern doctors experienced these simulation days. I chose scenarios based on what I felt I needed to learn more about." (R4)
	Pedagogical experience as career advantage	"It should really be said, I also think you will notice later when applying for jobs that it is a major merit, and everyone thinks, I mean, it sounds very good to know about pedagogy... people are very interested and curious, and it allows you to stand out in a way that is very advantageous." (R5)
	Group credibility	"I think the strengths have also been that you are in a group, that you can develop, and you can get a bit of inspiration from each other." (R7)
Becoming a clinical teacher	Having a local contact network within the hospital/workplace	"You get a very good foundation if you are interested in pedagogy and leadership, especially if you stay within the same hospital. You have contacts, you know, like [name of chief of internship and head program director], you know who they are and can email them, and hopefully they remember your name. That alone makes a big difference, I think." (R2)
	Growing confidence as a clinical teacher	"Yes, I think it gives credibility in pedagogical matters." (R3)
	Developing a culture of peer teaching and learning	"Being relatively close to each other academically and career-wise makes it easier to understand how the other person thinks and reasons; it can be harder if you have been a consultant for 30 years to sense the medical student's needs." (R9)
	Taking on new roles as clinical teachers	"I am solely responsible for [the medical students'] education Monday to Friday full days, which is very tough but also very fun. I have faced many challenges in this, but it feels reassuring to have had a lot of pedagogical training behind me." (R4)

R = Respondent