

Semi-structured interview Qs for fellows/recent grads:

Rapport building questions/existing personal identity prior to fellowship:

1. Tell me about your journey to fellowship in xxxx.
 - a. What led to your decision to do a fellowship in XXXXX
 2. How did you choose the program you're currently at
 3. Why did you choose this subspecialty fellowship out of all the fellowships available? And what was it that drew you to this particular fellowship at this particular hospital?
 4. What do you think influenced you in your choice?
 1. Were there any people, mentors, peers, family/friends that propelled you in this direction?
 2. Any specific events that propelled you in this direction?
2. Can you share what the process of applying to fellowship was like?
2. How did you choose the institution/fellowship you ended up at?
3. Tell me about your expectations of fellowship?
 1. What were you hoping to gain from this fellowship when you applied? (knowledge, mentorship, opportunity?)
4. How did you prepare yourself for fellowship?
 2. Mentally prepared
 3. Logistics
 1. Moving? Licensing? Tests? School enrollment? Take additional tests?

Fellowship experience:

1. Tell me about your first impression of your subspecialized field (XXX)? Has that impression changed? If so, how?
2. Tell me about your fellowship.
 1. What is the general structure?
 2. What are your expectations? Explore the expectations.
 3. Explore fellowship environment
3. Who are your mentors during your fellowship? What are your relationships like?
4. Who are your role models during fellowship? What are those relationships like?
5. What is your relationship like with your co-fellows/peers? How have they influenced you in your fellowship?
6. What is your relationship like with other colleagues you work with since fellowship e.g, nursing, techs, security, PAs?
7. What is your relationship like with learners (residents, medical students) since fellowship? How has this changed compared with prior to fellowship?
8. Tell me about your fellowship experience (so far)?
 1. Has it met your expectations? If yes, how so? If not, why not?
 2. Any surprises that have come up during fellowship?
9. Can you share with me what the clinical transition has been like for you?
 1. Has this changed your perception of your professional identity?
10. What are some of the most challenging experiences you have faced in fellowship?
 1. What made them challenging? How did you overcome them? What do you wish you knew beforehand to better face future challenges?
11. Has your professional identity changed since fellowship? If so, how?
 1. What do you think has contributed to that change?



12. Have you changed personally during fellowship? If so, how?
 1. What do you think has contributed to that change?
13. Is there anything else about fellowship that we didn't ask that you think would be pertinent to share about your evolution in professional identity during fellowship?

Semi-structured interview guide Qs for fellowship leadership

Rapport building Qs:

1. What position do you hold in the fellowship?
2. How long has your fellowship been established and how long have you been in your role?
3. How frequently do you communicate with your fellow(s) either formally or informally?
4. Tell me about your fellowship.
 1. Follow ups: What subspecialty area? Fellowship structure. How many years is the fellowship? How many fellows do you have per year? From what training do you accept fellows from e.g., only 4 year graduates vs. 3 year, for PEM fellowship-EM or pediatrics trained only? Why?
5. What is your fellow's role in the clinical area? Attending? "Senior resident status" ?
6. How much do they work clinically and how much time do you expect them to spend on average on their fellowship curriculum?

Fellows experience:

1. Tell me about what has stood out for you observing your fellows develop professionally throughout their fellowship? (Expand on what has stood out to them and why it stood out to them.)
2. Can you share with us some unexpected challenging aspects of the fellowship experience you've noticed with your fellows? Why do you think these were challenges for your fellow and why do you think they may have been unexpected?
3. Tells us about the mentorship structure in your fellowship? What is your relationship like with your fellow(s)?
4. Can you share with us some challenging relationships you may have had with your fellow(s)? What aspects of the fellow made it challenging? How did you overcome these challenges? How did your fellow(s) handle the situation?
5. Tell us about what you have observed in the relationship between your fellows and their co-fellows.
 - a. Supportive, competitive, collaborative? Serve as peer mentors?
6. Tell us about what you have observed in your fellows in the clinical setting.
 - a. Challenges? Obstacles?
7. Tell us about what you have observed in how your fellows interact with
 - a. other attendings/faculty
 - b. Residents
 - c. Nursing
 - d. Fellows from other subspecialties in EM
 - e. Medical students
 - f. Other staff

