

**Appendix 1: Interview prompt guide.**

- Perhaps you could begin by telling me how you became a surgeon/surgical trainee?  
Prompts and follow-up:
  - Was there a particular reason or moment that was important in deciding to become a surgeon?
  - Significant people, events etc.
  - Tell me about your career journey to this point (how long, academic pathway etc)
- What things have supported your career/helped you to succeed?
- Have you faced any barriers?
- I'm interested in interpersonal dynamics involved in being a surgeon with other clinicians, nurses, allied health professionals, patients. Can you tell me a bit about that?  
Prompts and follow-up:
  - Have you felt you've been treated differently to other trainees/surgeons? If so how/why?
  - I'm interested in really obvious examples but also subtle ones.
  - Prompt re. different groups (other clinicians, nurses, administrative staff, allied health professionals, patients, families of patients)
- Can you tell me a bit about your training?  
Prompts and follow-up:
  - What have you found easiest/most stimulating about the training and what have you found most difficult/challenging?
  - What about the services assessments you've had? What sorts of things seemed to be important/expected to succeed in these placements?
  - What did people write/say in feedback that pleased or surprised you?
  - Did you have any 360 degree assessment, and if so was there anything that pleased or surprised you in that?
- What do you think makes a good surgeon?
- Have you experienced any discrimination during your training or career?