

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?