**Appendix I: Focus Group Questions**

**Questions for Faculty Focus Group**

1. How important do you feel the ITER is in overall resident evaluation during residency?
   1. Do you feel that the ITER is meaningful and provides a fair assessment for a resident’s performance?
2. Have you ever received any training in how to conduct and assess an ITER?
3. What are the strengths and weaknesses of the ITER as an evaluation tool?
4. What suggestions would you make for improvement of this evaluation tool?
5. What if any are the biggest barriers in the process of filling out the ITER completely for yourself?
6. Which CanMED roles on the ITER are most difficult to comment on and why?

(medical expert, scholar, communicator, collaborator, manager, professional and health advocate)

1. What is your preferred method (ie written, verbal) of delivering constructive criticism for resident performance?
2. What is your experience with receptivity of constructive criticism from residents? Are there often disagreements?
3. Do the classification scheme for grading typically reflect your thoughts of resident performance? Should there be more defined scales with more intervals?
4. How do you think that resident performance should be assessed?

**Questions for Resident Focus Group**

1. How important do you feel the ITER is in your training to becoming a competent pediatrician?
2. What aspect of the ITER is most helpful?
3. What factors do you consider before placing weight on the comments?
4. Is self-assessment a big part of your feedback and progress?
   1. Does the ITER feedback typically match your own self-assessment?
5. What are the strengths and weaknesses of the ITER as an evaluation tool?
6. What suggestions would you make for improvement of this evaluation tool?
7. Do you seek verbal feedback in addition to your ITER?
8. What is your preferred mode of receiving constructive criticism?
9. Does the classification scheme reflect how you feel you are doing or are more specific intervals required to describe performance (ie faculty evaluation is more detailed and is based on a 5 pt scale)

10. Do you have any suggestions for faculty in helping them fill out the ITER?