

## Code System for CCOP Writing Program Evaluation

### • Barriers to writing

- Process Barriers
  - Time management/Lack of time
    - Not scheduling/blocking time to write
    - Not using time scheduled for writing
    - Too many competing priorities
    - Too many interruptions
    - Other/general comment
  - No hard deadline/difficult to prioritize
  - Lack of knowledge about writing
  - Lack of writing experience
  - Difficulty starting writing project
  - Other/general comment
- People Barriers
  - Lack of collaborators
  - Lack of mentors
  - Lack of people to give feedback on my writing
  - Lack of biostatistics support
  - Other/general comment
- Internal/Emotional Barriers
  - Lack of motivation/energy to write
  - Lack of confidence
  - Stress related to writing
  - Need for perfection
  - Fear of rejection
  - Imposter Syndrome
  - Other/general comment
- Lack of incentives
- Other/general comment

### • Writing program elements that were beneficial

- Accountability measures
  - Submitting word counts
  - Setting timelines/deadlines
  - Setting small/interim/writing session goals
  - Setting retreat goals
  - Setting overall WB 6-month goals
  - Other/general comment
- Scheduling time to write
- Group meetings/check ins
  - Getting to know others
  - Learning about other people's research
  - Received peer review or feedback on writing
  - Received advice/suggestions from others/different perspectives
  - Hearing others' successes & challenges
  - Other/general comment
- Parallel writing/writing alongside others
  - Dedicated/focused/protected writing time
  - Reduced distractions
  - Other/general comment
- Wellness activities
  - Recharge sessions in W&R
  - Physical environment/retreat setting
  - Leisure activities at retreat
  - Other/general comment
- How time was used

- No didactic seminar
  - Participants set their own agenda
  - Other/general comment
- Competition among participants
- Other/general comment

#### • How writing program benefited participants (what resulted)

- Productivity
  - Meeting writing goals
  - Burst of progress/jump start to writing
  - Other/general comment
- Writing habits
  - Increased or more regular writing
  - Formed new writing partnership or group
  - Other/general comment
- Improved motivation
- Better writing product
- Community of writers
  - Networking/formed new acquaintance
  - Identified new collaborator
  - Started or planned new research/writing project (old/new collaborator)
  - Identified mentor or person willing to provide feedback
  - Learned tips/habits from others
  - Experienced camaraderie among participants
  - Experienced psychological safety/support during discussions
  - Other/general comment
- Emotions Related to Writing
  - Positive emotions enhanced
    - More enjoyable/fulfilling
    - Increased focus
    - Writing felt easier
    - Increased satisfaction
    - Increased confidence
    - Energized
    - Other/general comment
  - Negative emotions alleviated
    - Less insecurity
    - Less impatience with tedious part of writing
    - Less anxiety
    - Less imposter syndrome
    - Less disappointed in self
    - Not letting others down
    - Other/general comment

#### • How writing program could be improved

- More group writing
- Improved accountability
  - Different measures (e.g., word count)
  - Different timing (e.g., weekly log entry)
  - Other/general comment
- Peer review of writing
- Other/general comment
- Expectations were met
- No changes needed