

Data Supplement S1. Supplemental material.

Appendix S1 -- Search terms used in the literature search

1) Surgeons

"Mentor*" [tiab] OR "Coach*" [tiab] OR "Professional development" [tiab] OR "Continuing education" [tiab] OR "Leader* coaching" [tiab] OR "Peer coach*" [tiab] OR "Teach* skills" [tiab] OR "faculty development" [tiab] OR "One-to-one coach*" [tiab] OR "Leader* skill development" [tiab] OR "continuing professional development" [tiab] OR "reciprocal peer coach*" [tiab] OR "Staff Develop*" [tiab] OR "Career success" [tiab] OR "facilitation" [tiab] OR "personal development" [tiab] AND "Surgeons" [tiab]

2) Physicians

"Mentor*" [tiab] OR "Coach*" [tiab] OR "Professional development" [tiab] OR "Continuing education" [tiab] OR "Leader* coaching" [tiab] OR "Peer coach*" [tiab] OR "Teach* skills" [tiab] OR "faculty development" [tiab] OR "One-to-one coach*" [tiab] OR "Leader* skill development" [tiab] OR "continuing professional development" [tiab] OR "reciprocal peer coach*" [tiab] OR "Staff Develop*" [tiab] OR "Career success" [tiab] OR "facilitation" [tiab] OR "personal development" [tiab] AND "Physicians" [tiab]

1 **Appendix S2 -- Data extraction elements for each article included in the scoping review**

2

3 Title of paper:

4

5 Does this paper meet inclusion criteria (chose one):

6 • Yes it is on Coaching

7 • Yes it is on Mentorship

8 • Yes it is on both

9 • Yes it is on some variant of the above

10 • Maybe (not completely sure)

11 • No

12

13 If you answered maybe to the above question, please identify why

14

15 Is this about physicians/surgeons or physicians/surgeons-in-training (residents, house officers,
16 etc..)?

17 • Yes

18 • No

19

20 Was this paper ONLY on medical students (exclusion)

21 • Yes

22 • No

23

24 Countries/country of origin

25

26 What type of paper was this?

- 27 • Commentary/Editorial/Letter to Editor/Perspectives/Narrative Review
- 28 • Descriptive Study (including program evaluations about new initiatives with minimal
- 29 supporting data)
- 30 • Justification study (i.e. this is better than that; Observation study of small initiative, etc..)
- 31 • Clarification study (why does this work
- 32 • Knowledge Synthesis (e.g. Systematic Review, Meta-analysis)

33

34 Population to which the intervention was applied (choose all that apply)

- 35 • Med students
- 36 • Residents
- 37 • Attending faculty

38

39 How many individuals were subject to the intervention?

40

41 Per the AUTHORS, what was the reason why the topic was studied, the innovation

42 undertaken/created, or paper written.

43

44 Specialty and setting in which the intervention was applied

45

46 What was the AUTHOR's description of the intervention?

47

48 What other interventions were applied other than coaching or mentorship?

49

50 QUANTITATIVE: Outcome measures of the intervention, as stated by the author(s):

51

52 QUANTITATIVE: Results of the study (as per outcome measures).

53

54 QUALITATIVE: What other questions did they seek to answer with qualitative methods?

55

56 QUALITATIVE: What findings did their qualitative work yield?

57

58 What type of change were they looking to make? (check all that apply)

- 59 • Looking to improve knowledge
- 60 • Cognitive skill (diagnosis, discerning, identification, etc)
- 61 • Manual skill (procedure)
- 62 • Emotional skill (self-perception, emotional intelligence, conflict resolution, reactivity, etc)
- 63 • Attitudinal Change

64

65 Tell us more about the change: What behaviours did the AUTHORS try to change in this
66 population?

67

68 Level of implementation

- 69 • Local - small group (part of a department)
- 70 • Local - large group/whole department or program (>75% of department/program)
- 71 • Entire hospital
- 72 • Regional (less than a province or state)
- 73 • Provincial or Statewide
- 74 • National
- 75 • International

76

77 Kirkpatrick level outcome of the article/intervention

- 78 • 1

79 • 2

80 • 3

81 • 4

82 • N/A

83

84 Results of the interventional package

85

86 Identified cost of the intervention or time spent delivering the content

87

88

Appendix S3 – A complete listing of papers extracted for the Scoping Review

(Mackenzie et al. 2019)

1. Ackroyd R. Mentoring for new consultants. *J R Coll Physicians Edinburgh*. 2015;45:143-147.
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