

Data Supplement S1. Intervention Group Survey

Administered at phase 2 of the study to the intervention group, and phase 3 of the study to both groups

1. I am satisfied with the quality of feedback I currently receive on my performance in the emergency department (1 strongly disagree to 6 strongly agree).
1 2 3 4 5 6
2. I am anxious about my performance compared with my peers in the emergency department (1 strongly disagree to 6 strongly agree).
1 2 3 4 5 6
3. The feedback process on my performance could be improved.
1 2 3 4 5 6
4. I liked receiving the reports (1 strongly disagree to 6 strongly agree).
1 2 3 4 5 6
5. These reports have helped me identify areas of improvement.
1 2 3 4 5 6
6. These metrics have better prepared me for the expectations I will be held to as an attending physician (1 strongly disagree to 6 strongly agree).
1 2 3 4 5 6
7. These metrics gave me greater anxiety about how I am performing compared with my peers (1 strongly disagree to 6 strongly agree).
1 2 3 4 5 6
8. I believe the metrics accurately reflected my performance (1 strongly disagree to 6 strongly agree).
1 2 3 4 5 6
9. Did you share your performance data with one of your peers or did any of your peers share their data with you?
 - a. Yes
 - b. No
10. Did you check and read your performance reports?
 - a. Yes
 - b. No
11. Which additional metrics would be helpful for your practice?
<Free text>
12. Please share with us any reservations, suggestions, or other thoughts you have about the performance metrics:
<Free text>

Control Group Survey

Administered at phase 1 of the study to both group, and phase 2 of the study to the control group

1. I am satisfied with the quality of feedback I currently receive on my performance in the emergency department (1 strongly disagree to 6 strongly agree).
1 2 3 4 5 6
2. I am anxious about my performance compared with my peers in the emergency department (1 strongly disagree to 6 strongly agree).
1 2 3 4 5 6
3. The feedback process on my performance could be improved.
1 2 3 4 5 6