

Appendix 3: Supporting quotes for themes

Theme	Sub-theme	Supporting quote [specific code]
Growth	Professional	<p>...teaching skills [...] grant-writing and [...] working as a team [...] these are some of the courses that [...] I was able to use [...] immediately (P16) [New skills]</p> <p>I didn't know much about mentoring before that [...] I was not sure if it is effective or not, but [now] I think that helps us a lot (P11) [New theory]</p> <p>[...] to me it was a eureka [moment] in terms of learning [...] I think it has made me realise that beyond the publications, beyond the good research, I also need to be able to disseminate these [...] findings to the wider public (P7) [New theory]</p> <p>...mentorship, the work-life balance sessions [...] were also very impactful [...] because they live beyond the PhD (P2) [Long-term development]</p>

	<p style="text-align: center;">Personal</p>	<p>...it was insightful because I think with academic life at times it's easy to get lost with your studies, with your publications and all and neglect [...] your immediate family at times (P7) [Self-reflection and insight]</p> <p>I think when you [...] really prepare especially for things like presentations, it makes everything [...] easy, you're more confident because now you can handle questions that people [are] asking [...] I'm progressing very well, I think I'm more confident than before ACES (P16) [Self-confidence]</p> <p>...the ACES program [...] generally improved my skills, [...] my competencies and my confidence (P9) [Self-confidence]</p>
<p style="text-align: center;">Application</p>	<p style="text-align: center;">Innovation</p>	<p>...there are two papers I'm working on and I'm benefiting [...] utilising skills from the writing workshop (P2) [Direct]</p> <p>I was really Twitter-shy. And after this [Digital media] session [...] I'm now active on Twitter, I tweet, I re-tweet stuff that's relevant to my work in terms of mental health (P6) [Direct]</p>

		<p>I'm using some of those [mentoring] concepts when I'm supervising Master's students (P1) [Indirect]</p> <p>I can say about the teamwork, because I also sit in [...] three boards for [healthcare delivery] in [country], I started to realise that we run into problems when we don't use people's characteristics [for] portfolios where they are best suited (P13) [Indirect]</p>
	<p>Constraint</p>	<p>Like for example, with the policy writing, I think, yeah I'm...I wouldn't say I'm too confident in that erm, yeah because I think the time allocated was just too short (P3) [Obstacles]</p> <p>I've been trying to use [...] both Facebook and Twitter [...] I have not involved [them] as much [...] because of the internet problems here, but I'll use them in the future, I'm planning to use them (P12) [Obstacles / Future intention]</p> <p>I've started the introduction [...] when I'm done with data collection, I'll be able to put in the whole paper together (P4) [Future intention]</p>

		<p>...we're planning now to find ways to engage policy makers. So, I think we didn't do much [...] so far but I think we'll do something for the future (P9) [Future intention]</p>
<p>Connection</p>	<p>Co-location</p>	<p>...these are sessions that are very interactive in nature, they're not didactic [...] we talk, we discuss, we get input [...] [we] also get to react and make our contributions [...] it's quite interesting (P6) [Face to face]</p> <p>...the [sessions] we had face-to-face [...] they were more [...] interactive and we could actually discuss things amongst ourselves as well as with [the facilitator] (P14) [Face to face]</p> <p>I think I'm much more confident now because during the workshop, we would [...] read [...] particular sections of a paper or a particular paragraph from somewhere and [...] have examples of what's good writing and what's bad writing [...] [and] how to [...] use good grammar [...] by doing that and really going back to those basics, now when I write [...] I could really critique what I was writing and then apply all that we were learning (P3)</p> <p>[Practice builds confidence]</p>

	<p>Mutual benefit</p>	<p>...when [it] is presented with an experiential type of charge to it, I think I remember [...] the presentation, mentorship done by [facilitator], you could relate to his own work and his own life experience, which [...] gave it life [...] even the work-life balance they had [...] renowned researchers in the field, people whom we could identify with and that was what made it very much of good quality (P2) [Learning from others]</p> <p>... I've got one supervisor who doesn't live in the country as well, so, getting a peer-mentor has been very helpful in that at least I get someone to talk to, our research [is] quite similar, [...] So, I've found that very, very helpful because I've got someone to bounce my thoughts on (P5) [Learning from others]</p> <p>I've been involved with writing papers with other people on some of the other projects I've worked on [...] and [...] I'm trying to guide a couple of my students to publish now (P1) [Using skills with others]</p> <p>I'm using some of the [teamwork] skills in working with friends [...] sharing tasks, allocating tasks and [...] discussion on the points back and reaching an agreement (P12) [Using skills with others]</p>
--	-----------------------	--

--	--	--