

Appendix A

Overview of the non-technical skills observation system (behavioural markers are examples and therefore incomplete)

No	Guiding Questions	
	Professional	Unprofessional
1	<p>How do you describe a professional medical teacher?</p> <p>Probe: Do you have examples of professional medical teachers who possess your description before?</p>	<p>How do you describe an unprofessional medical teacher?</p> <p>Probe: Do you have examples of unprofessional medical teachers who possess your description before?</p>
2	<p>How was your feeling when you encountered a professional medical teacher? Please explain in detail.</p>	<p>How was your feeling when you encountered an unprofessional medical teacher? Please explain in detail.</p>
3	<p>What were your responses when you encountered a professional medical teacher?</p> <p>Probes:</p> <ul style="list-style-type: none"> • How did you cope personally with his/her professional behavior? • How did you see others respond to his/her professional behavior? • Did you consider to follow his/her behavior? Please explain your reason. 	<p>What were your responses when you encountered an unprofessional medical teacher?</p> <p>Probes:</p> <ul style="list-style-type: none"> • How did you cope personally with his/her unprofessional behavior? • How did you see others respond to his/her unprofessional behavior? • Did you consider to avoid his/her behavior? Please explain your reason.
4	<p>Were there any faculty/lecturer who taught you on how to behave professionally, excluding bioethic and medicolegal lessons?</p> <p>Probes:</p> <ul style="list-style-type: none"> • When was the lesson that happened (e.g., during rounds, clinical reflection, tutorials, etc)? • What aspects did your lecturer/teacher stress on? 	
5	<p>What are your suggestions to the medical school to prepare graduates to behave professionally?</p>	