10. Appendix 1: interview schedule

Semi-structured Interview framework questions

Intro

* Thank you very much for taking part. How do you prefer to be called?
* Do you have any questions before we start?

**Start recording**

I’d like to talk to you about your experience of training and your thoughts about what it means to be a competent CBT practitioner. I’d like to start by getting some background information, then discussing the image you’ve chosen and what it tells us about your training journey. I’d next like us to look at your training experience in more detail to understand what it has been like and how it’s informed your understanding of competence. I expect it to last between 45 and 60 minutes – how does that sound? If you’re not sure what I mean by a question or you’d like me to repeat it or expand on it, please let me know – I hope this will be a conversation.

Demographics/social identity: I’d like to get some details about your age, gender, and ethnicity, please, unless you’d prefer not to say:

* What is your age?
* How do you describe your gender?
* How do you describe your ethnicity?
* Are you in training or have you completed training, if so, how long is it since you qualified?
* Whereabouts did you train?

Photo elicitation interview: I’d like to ask you about the image you’ve chosen

* Please could you describe the image for me?
* What made you choose this image?
* How does it illustrate what it’s been like to train as a CBT practitioner?

Training journey: I’d like to ask you some more about your experience of training:

* Could you tell me what motivated you to train in CBT, please?
* How did you find the experience of university training?
* What was it like to be in clinical practice at the same time?
* In what ways has training in CBT been a personal and professional opportunity, if at all?
* What were the most significant personal and professional obstacles you had to face, if any?
* What personal and professional support has been helpful, if any?

Meaning of competence: I’d like to ask for your opinion about what it means to be a competent CBT practitioner:

* What does being a competent CBT practitioner mean to you?
* What are the key components of being competent, in your opinion?
* How have those ideas informed your practice, if at all?
* What do you think of the ways competence was defined and taught in your training?
* How has your understanding of competence developed across your training (and beyond)?

Assessing or evaluating competence: I’d like to understand how you monitor or evaluate your competence:

* How would you describe your current level of competence compared to where you’d like to be eventually in your career?
* What helped you evaluate your competence during training, if anything?
* How do you take stock of your competence in your clinical practice, if at all?

Developmental processes in context: I’d like to understand the ways your competence has developed:

* How do you think training has helped you to become a competent CBT practitioner, if at all?
* What else has helped you, if anything?
* What, if anything, about training hasn’t been helpful or has even been counter-productive?
* What else has been unhelpful, if anything?
* What role, if any, have reflection and self-reflection played for you in the development of competence? Please could you give an example?
* What next: how will you maintain or enhance your competence?

Personal and professional development: I’d like to understand the links between your personal and professional selves:

* How did personal experience play a role in choosing to train in CBT, if at all?
* How do you see the relationship between you as a person and your professional competence?
* What personal qualities or life experience do you try to bring to the role?
* How have they had an impact in developing competence, if at all?
* What effect, if any, has training in CBT had on you as a person?

Summary:

* Finally, if you had some advice for a colleague or friend who was thinking about training, what would you say to them?

Outro

* Is there anything else you’d like to add?
* How have you found the conversation?
* Would you prefer to choose your own pseudonym, or shall I assign one to you?
* Would you like to receive a transcript to correct and or amend?
* Would you like to be kept informed of the research?

Thank you very much for your time.