# Appendix 1 – Trainee Questionnaire

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| Initial screening questions | |
| * What is your gender? * What is your age? * What is your higher training sub-specialty? Is it dual training? * What level of training are you currently at? * Are you a UK/EU/non EU graduate? * Was medicine your first degree? * Did you go into Psychiatry straight after foundation training? * Was Psychiatry your first choice specialty? * Was your Psychiatric sub-specialty your first choice? |

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| Interview Questions - Applying to chosen sub-specialty |
| * Before you applied to higher training did you feel you’d had sufficient exposure to all the sub-specialties in order to help you make your decision? Yes/No/Partially/Uncertain.   + FOLLOW UP PROMPT: Tell me more about that. * Have a think back to when you started thinking about your Psychiatry sub-specialty as a career. What do you think were the key things that attracted you to this sub-specialty?   + PROMPT: Were there any other factors that steered you towards it? * What would you say was the single most important factor was?   + PROMPT: Why was that? * To what degree did a good Core Training placement experience play a part in your decision to choose your sub-specialty? Significant/It didn’t play a part/partial.   + FOLLOW UP PROMPT: What where the particular aspects that were important in Core Training? * To what degree did lifestyle factors play a part in your decision to choose your sub-specialty? Significant/Partial/Small (or didn’t)   + FOLLOW UP PROMPT: Were there any particular examples that were important to you? * Was there anything about the sub-specialty that nearly put you off considering it, at that early stage?   + PROMPT: Why was this? * Were there any obstacles in your way in obtaining training in this sub-specialty?   + PROMPT: Why do you see these issues as obstacles? Any facilitators? * Overall, what factors do you think are most important for encouraging recruitment to your sub-specialty?   + PROMPT: How would these factors work to improve recruitment? |
| Interview Questions – Continuing in chosen sub-specialty |
| * Are you happy with your choice of sub-specialty? Yes/No/Uncertain   + PROMPT: Are there areas that you are more / less satisfied with? * Has it lived up to your expectations? Yes/No/Partially   + PROMPT: What particular aspects have met / not met what you were expecting? * Has there been anything since starting your sub-specialty training which has made you think about discontinuing this (e.g. switching to another sub-specialty)?   + PROMPT: What has prevented you from doing so / what has facilitated a decision to do so? * Once you had started training in your sub-specialty, what do you think have been the most important factors in encouraging you to continue?   + PROMPT: How have these factors impacted on your decision making? * Overall, what factors do you think are most important for ensuring that people continue in your sub-specialty?   + PROMPT: How could these factors be introduced into / maintained within training? * Thanks very much indeed for completing the survey. Do you have anything further to add that you think might be useful? |