# Appendix 3. Stages of the thematic analysis

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| **Stage** | **Transaction** | **Outcome** |
|  |  | **Applying to subspecialty** | **Continuing in subspecialty** |
|  **1****↓** | Two datasets collected between June and September 2017 | 27 questionnaires | 27 questionnaires |
|  **2** | Coding of verbatim responses | 243 codes obtained | 145 codes obtained |
| **↓** |  |  |  |
|  **3****↓** | Sorting of codes into initial themes | 33 initial themes identified | 15 initial themes identified |
|  **4****↓** | Higher level themes developed from initial themes | 11 higher level themes identified | 9 higher level themes identified |
|  **5** | Review of codes against transcripts and assignment of themes into constructs | Six overall constructs | Four overall constructs |