**Additional file 2 – Themes, categories and sub-categories used in the analysis**

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| --- | --- | --- |
| **Theme** | **Category** | **Sub-category** |
| Context | Change is everywhere |  |
|  | Organizational consequences of change |  |
| Program director as manager | Expectations |  |
|  | Capabilities |  |
|  | Part of task | YesNo |
| Action plan | Just do it |  |
|  | Activities | Create shared responsibility * Create social pressure
* Involvement of trainees
* Exert pressure
* Stress importance
* Addressing the issue

Create structure* Adjusting
* Discuss regularly
 |
| Factors influencing the implementation of change | Facilitating | Shared commitment* Enthusiasm
* Cooperation / support
* Acknowledgement
* Dedicated management
* Clear expectations
* Discuss in a timely fashion

Reinvention* Walk ahead of the crowd
* Room for your own interpretation

Ownership* Need for change
* Shared vision
* Shared goals
* Shared responsibility
* Importance of teaching
* Clear wins
* Trainees’ familiarity with tools

Supportive structure* Reasonable
* Dedicated time
* Structural part of working procedure
* Evaluation
* Clear relevance
* Good facilities in hospital

Open culture |
|  | Hindering | Resistance* Obstinacy
* Emotions
* Bullying / make trouble
* Tensions related to other topics
* Dependency / hierarchy
* Insufficient compliance

Disbalance in tasks* Teaching has no priority
* Patientcare versus training
* Resources: time, money, training

Behaviour change* Relapse into old routines
* Major adjustments of routines
* Loss of structure

Lack of involvement* Not informed
* No leadership

Lack of consensus* Change does not match one’s own vision
* No support from program director
* Relevance not recognized
* No consensus
* Depending on only a few people
* Lack of transparency

Unsafe culture and hierarchy |
| Role patterns | Program director | Information* Information source
* Come up with initiatives

Support* Motivation
* Offer tools
* Lead by example
* Reassuring
* Controlling
* Insisting
* Control versus let go
* Find meaning
* Reinforce leadership role
 |
|  | Trainee | Active* Contributing
* Protest
* Controlling

Passive* Subject
* Length of training period
* Patient care
* Number of years in training
 |
|  | Faculty | Active* Participating
* Every faculty member is a teacher

Passive* Subject
 |
| Information channels | Informal | Best practicesBackrooms / rumoursEquals |
|  | Formal | Scheduled meetingsMediationTrainingNational or regional forums Digital |
| External influences | Lack of incentive |  |
|  | Not necessary |  |
|  | Unknown |  |