

Semi-Structured Interview Script [about P2P feedback experiences]

- What are your experiences with receiving peer feedback to colleagues? What's works well? What's challenging?
- What are your experiences with giving peer feedback to colleagues?
- In what ways do you support the professional development of your colleagues?
- How do colleagues support your or others' professional development?
- What would make you feel supported in your professional development?
- What would motivate or encourage you to collect feedback from others?
- What would deter you from doing it?

Semi-Structured Interview Script [follow-up after giving feedback]

- How was the experience of providing peer feedback? What worked well? What was challenging?
- Did you feel confident in how to build constructive feedback.
- What might have helped you feel more comfortable providing feedback to your colleagues/
- What would make you hesitate or feel uncomfortable in asking this kind of feedback from others?
- Did anything surprise you about the process?
- How did you feel about the time and effort it took to give feedback.
- Do you have a preferred way of providing feedback?

Semi-Structured Interview Script [follow-up after receiving feedback]

- How was the experience of receiving peer feedback?
What worked well? What was challenging?
- Do you feel the feedback was useful?
- What might have helped you feel more comfortable receiving feedback?
- What would make you hesitate or feel uncomfortable in asking this kind of feedback from others?
- Did anything surprise you about the process of receiving feedback?
- How did you feel about the time and effort it took to come up with feedback questions and create your feedback form?
- Do you have a preferred way of receiving feedback?
- Have your feelings toward peer feedback changed?