Topic Guide Ev4

Qualitative Study Interview Topic Guide Endoscopists [version 4, 29/01/2020]
NED:APRIQOT Qualitative Study
IRAS ID 251770

1) Introduction
    a. Tell me a bit about yourself as an endoscopist?
        i. Demographics: Age, Gender, Professional background
        ii. Professional: Role, experience, time in unit, Background, Lists/week
    b. What do you think about your own endoscopy performance?
        i. How was your training? Challenges and difficulties

2) Feedback and targeted behaviours in endoscopy
    a. Tell me about a time when your received written feedback about your performance in endoscopy?

	Feedback Intervention Theory	Theory Planned Behaviour
Tell me about the content of the feedback?		
Task motivation process		
Were any specific behaviours targeted? Was a discrepancy identified? Any action or behaviour change required?	Feedback standard discrepancy.	
Did changing behaviour feel effective?	Perception of discrepancy reduction with effort.	
Did you believe the change would be successful?	Task beliefs of success.	Behavioural beliefs.
What outcome do you think would happen if you changed behaviour? How likely do you think success would be with this action plan?		Behavioural beliefs.
Meta-tasks and the self		
How did receiving this feedback feel? Why?	Self esteem	
Was it in keeping with your own goals? Any conflict with your own goals? Why?	Self goals	
Would changing your behaviour impact on your relationship with any others? Others approval or disapproval?	Self goals	Normative beliefs
How much control did you have over this behaviour?	Self goal of control	Control beliefs
What barriers stopped you from performing this behaviour?		Control beliefs
Prompts: Skills, Time, Cooperation of others, Resources, environment, enables/barriers		Control beliefs
Task learning processes and task dominance		
Was the behaviour easy or automatic?	Task dominance	Control beliefs
Did you have to learn something new? If so, how was this learnt? (training/mentor/peers)	Learning	
Did this new behaviour interfere with your performance? How?	Interference	
How did you find this experience? Why?	Positive or negative learning experience	

1

Topic Guide Ev4

3) Tell me about a time when you have been observed scoping/observed others scoping, or discussed performance? (Normative beliefs)
   a. When would you seek out being observed? How, what opportunities are there?
   b. Feeling:
      i. Would having a buddy be appreciated/concerning?
      ii. Do you feel isolated as an independent endoscopist?
   c. Can detection be improved with buddying?
   d. Skill sharing:
      i. How easy is it?
      ii. What are the barriers to sharing skills currently?
   e. DO you have time for your own learning and reflection on practice?

4) Here's an example of feedback we may use, using your performance data. Talk me through your first impression?

BCI element	Question	Theoretical basis
KPI	Tell me what you understand by these numbers?	Task motivation, able to identify feedback standard discrepancy.
Recommendation	How credible are the targets you have been set? Do they apply to you? Why?	Self
	Are these targets achievable? Why?	Control beliefs
	Which elements are you most focussed on? Prompt green, amber and red highlighted numbers.	Task motivation
Action plans	What change is required from your report? Do you believe you will change behaviour?	Task motivation
	What outcome do you think would happen if you changed behaviour? How likely do you think this is?	Task motivation
	Is the plan in keeping with your own goals? Any conflict with own goals?	Meta-task
	Would changing your behaviour impact on your relationship with any others? Others approval or disapproval?	Meta-task, normative beliefs
	How comfortable are you engaging the nursing team regarding reminders and prompts? Does this impact on your role/relationships?	Normative beliefs, Control.
	How much control did you have over this behaviour?	Meta-task, control beliefs
	What barriers stopped you from performing this behaviour?	Meta-task, control beliefs
	Will changing this behaviour be easy or automatic?	Task learning
	Will you have to learn something new?	Task learning
	Will this new behaviour interfere with your performance? How?	Task learning
Feedback source	How credible do you think about the source of the feedback is? Do you believe this data?	Behavioural beliefs
Trend over time	What do you think about your trend over time?	
	Is this significant change?	

Topic Guide Ev4

	How motivated would you be to change if you saw improvement or deterioration in performance?	Task motivation effort and discrepancy reduction. Behavioural beliefs.
	Do you think you would see an improvement in your performance next month?	Task motivation belief in success. Behavioural beliefs. Control beliefs.
Normative comparison: National/ Subgroup/ Local data	What do you feel about performance being compared to other endoscopists?	Self and affective response
	Which comparison is most important to you?	Normative beliefs
	Are you motivated by unit data? Who do you compare yourself to from unit data? Is being average OK?	Normative beliefs
Effort of BCI	How much effort is required to take in this information? Is it easily understood?	Meta-task – ease of intervention
	How long would this take to review? Where and when would you review it?	Meta-task – ease of intervention
	Would you look at the further information?	
	How much time would you be willing to look at more data each month?	
	Which is easier to interpret: Prompt three versions: descriptive, table and extended table.	Meta-task – ease of intervention
	Would seeing your action plan trend over time be helpful?	Meta-task – ease of intervention

5) If areas arise not covered in depth by Feedback Intervention Theory or Theory of Planned Behaviour, use of the Theoretical Domains Framework to explore current practice, perceptions of behaviours and barriers:
   a. Skills
      i. Interpersonal skills
      ii. Coping strategies
   b. Beliefs about capabilities
      i. Self-confidence and professional confidence
      ii. Empowerment
      iii. Optimism/pessimism
   c. Beliefs about consequences
      i. Appraisal/evaluation/review
      ii. Unrealistic optimism
   d. Memory, attention and decision-making processes
   e. Environmental context and resources
      i. Resource availability
      ii. Environmental stressors
      iii. Person and environment interaction
      iv. Knowledge of task environment
   f. Social influences
      i. Social support
      ii. Leadership
      iii. Team working
      iv. Organisational climate/culture

3

Topic Guide Ev4

- v. Power/hierarchy
- vi. Professional boundaries
- vii. Management commitment
- viii. Negotiation
- g. Emotion
    - i. Cognitive overload
    - ii. Anxiety/depression
- h. Behavioural regulation
    - i. Generating alternatives
    - ii. Project management
- i. Nature of behaviours - Breaking habits

6) Thanks and concluding remarks
   a. Many thanks again for undertaking this interview, all your responses will remain anonymous in any dissemination of this work.
   b. Have you any questions for me?