APPENDIX 1: Survey questions.

Preceptor Perspective Survey

	the rest of the survey?
1. What is your gender?	O Learner O Preceptor O Both
O Female O Male O Non-binary/third gender O Prefer to self-describe (please specify) O Prefer not to say	10. How many years have you been a preceptor?
2. Are you currently working as a pharmacist? O Yes O No	11. How many learners have you precepted on average per year?
3. If yes, where are you working as a pharmacist?	12. As a preceptor, have you ever experienced conflict with a learner?
O Community pharmacy O Hospital pharmacy O Other: please specify	O Yes O No
	(If no, end of preceptor survey)
4. Are you currently a pharmacy learner?O Yes O No	Thinking of your experience as a preceptor in experiential rotations please respond to the following questions.
 5. If yes, which program are you <i>currently</i> enrolled in? O Residency program O Undergraduate pharmacy program 	13. As a preceptor, how many learners have you experienced conflict with? Please estimate:
O Post-baccalaureate PharmD program O Entry-to-practice PharmD program O Other (please specify)	14. Thinking about the learner with which you had the <i>most conflict</i> , how often did conflict occur?
6. Are you currently, or have you ever been, a preceptor? O Yes O No	Once in the rotationMonthlyEvery few weeksWeekly
7. If yes, what type(s) of learners have you precepted? Check all that apply.	O DailyO Multiple times per day
 O Pharmacy resident O Undergraduate pharmacy student O Entry-to-practice PharmD student O Post-baccalaureate PharmD student O Other type of pharmacy learner (please specify): 	 Over time as a preceptor, I have experienced more conflict with learners: O When I was a new preceptor O As a veteran preceptor O Equally throughout my career as a preceptor O Other: Please specify:
O Learner from other discipline	o other rease speen,
O Other (please specify): 8. If yes, how many learners have you precepted? (please estimate)	O 1. Strongly agree O 2. Agree O 3. Neutral
·	O 4. Disagree O 5. Strongly disagree

9. From which perspective would you like to complete

17.	As a preceptor, which of the following issues has led to a conflict with the learners? Check all that apply. O Ethical issues O Preceptor's personal issue (health, family issue, stress) O Learner's personal issue (health, family issue, stress) O Professionalism O Punctuality/attendance O Communication issues O Learner's knowledge and skills O Teaching vs learning style preference O Different expectations O Personality conflicts O Learner independence	20.	As a preceptor, which of the following conflicts is the <i>most challenging to address</i> ? Please select one of the following. O Ethical issues O Preceptor's personal issue (health, family issue, stress) O Learner's personal issue (health, family issue, stress) O Professionalism O Punctuality/attendance O Communication issues O Learner's knowledge and skills O Teaching vs learning style preference O Different expectations O Personality conflicts
	O Different values		O Learner independence
	O Other: Please specify		O Different values
10			O Other: Please specify
18.	As a preceptor, which type of conflict occurred the <i>most frequently</i> ? Please select one of the following. O Ethical issues O Preceptor's personal issue (health, family issue, stress) O Learner's personal issue (health, family issue, stress)	21.	Have you had the same type of conflict with multiple learners? O Yes O No
	O Professionalism	22.	What outcomes have arisen from conflicts with
	O Punctuality/attendance		learners? Check all that apply.
	O Communication issues		O Facilitated student growth
	O Learner's knowledge and skills		O Facilitated preceptor's growth
	O Teaching vs learning style preference		O Affected the preceptor-learner relationship
	O Different expectations		positively
	O Personality conflicts		O Affected the preceptor-learner relationship
	O Learner independence		negatively
	O Different values		O Destructive to preceptor's image
	O Other: Please specify		O Destructive to learner's image
			O Growth of learner was impeded
19.	As a preceptor, which of the following conflicts		O Growth of the preceptor was impeded
	have you found <i>most stressful</i> ? Please select one of		O Compromised health of learner
	the following.		O Compromised health of preceptor
	O Ethical issues		O Other: Please specify
	O Preceptor's personal issue (health, family issue, stress)		*1
	O Learner's personal issue (health, family issue, stress)	23.	I have generally felt comfortable addressing conflicts
	O Professionalism		with learners.
	O Punctuality/attendance		O 1. Strongly agree O 2. Agree O 3. Neutral
	O Communication issues		O 4. Disagree O 5. Strongly disagree
	O Learner's knowledge and skillsO Teaching vs learning style preference	24	I have generally felt comfortable working with learners
	O Different expectations	24.	after a conflict.
	O Personality conflicts		
	O Learner independence		O 1. Strongly agree O 2. Agree O 3. Neutral O 4. Disagree O 5. Strongly disagree
	O Different values		4. Disagree 0 3. Strongry disagree
	O Other: Please specify		

25.	I felt that conflicts were resolved	33. Please describe the worst conflict you've had with a
	O 1. Always O 2. Frequently O 3. Sometimes O 4. Almost never O 5. Never	learner and what resolution strategies you tried, and what strategy was most effective.
26.	I take the initiative to resolve conflict with the learner	
	O 1. Always O 2. Frequently O 3. Sometimes O 4. Almost never O 5. Never	34. What outcomes have arisen from <i>the worst</i> conflict you had with the learner(s)? Check all that apply.O Facilitated student growth
27.	As a preceptor, which methods have you used to resolve conflict with the learner? Check all that apply Communicated verbally with learner Communicated in writing with learner Involved another colleague or preceptor Involved my supervisor Involved program facilitator/mediator Involved program director/coordinator Other	 Facilitated preceptor's growth Affected the preceptor-learner relationship positively Affected the preceptor-learner relationship negatively Destructive to preceptor's image Destructive to learner's image Growth of learner was impeded Growth of the preceptor was impeded Compromised health of learner
28.	Which method was the most effective in resolving the conflict?	O Compromised health of preceptor O Other: Please specify
	 Communicated verbally with learner Communicated in writing with learner Involved another colleague or preceptor Involved my supervisor Involved program facilitator/mediator Involved program director/coordinator Other 	Learner Perspective Survey 1. What is your gender? O Female O Male O Non-binary/third gender O Prefer to self-describe (please specify) O Prefer not to say
29.	As a preceptor, I feel that the learner's ability to perform was negatively impacted by the conflict. O 1. Strongly agree O 2. Agree O 3. Neutral O 4. Disagree O 5. Strongly disagree	2. Are you currently working as a pharmacist?Yes O No3. If yes, where are you working as a pharmacist?
30.	Has a conflict ever resulted in the learner failing their rotation? O Yes O No	O Community pharmacy O Hospital pharmacy O Other: please specify
31.	Have you ever had to withdraw from your role as a preceptor due to conflict?	4. Are you currently a pharmacy learner?O Yes O No
32.	O Yes O No Has conflict with a learner in the past affected your willingness to offer rotations/take on new learners? O Yes O No	 5. If yes, which program are you currently enrolled in? O Residency program O Undergraduate pharmacy program O Post-baccalaureate PharmD program O Entry-to-practice PharmD program O Other (please specify)

6.	Are you currently or have you ever been a preceptor? O Yes O No	14.	Thinking about the preceptor with which you had the most conflict, how often did conflict occur?
			O Once in the rotation
7.	If yes, what type(s) of learners have you precepted?		O Monthly
	Check all that apply.		O Every few weeks
	O Pharmacy resident		O Weekly
	O Undergraduate pharmacy student		O Daily
	O Entry-to-practice PharmD student		O Multiple times per day
	O Post-baccalaureate Pharm D student		1 7
	O Other type of pharmacy learner (please specify):	15.	As a learner, which of the following issues has led to a conflict with your preceptor(s)? Check all that apply.
	O Learner from other discipline		O Ethical issues
	O Other (please specify):		O Preceptor's personal issue (health, family issue, stress)
	· · · · · · · · · · · · · · · · · · ·		O My personal issue (health, family issue, stress)
8.	If yes, how many learners have you precepted?		O My professionalism
	(please estimate)		O The preceptor's professionalism
			O Punctuality/attendance
			O Communication issues
9.	From which perspective would you like to complete		O My knowledge and skills
	the rest of the survey?		O Teaching vs learning style preference
	O Learner O Preceptor O Both		O Different expectations
	o Edulidi o Freceptor o Both		O Personality conflicts
10.	How many experiential rotations have you had?		O Preceptor skills and knowledge
			O Not giving me enough independence
			O Different values
11.	How many preceptors have you had?		O Other: Please specify
		16.	As a learner, which of the following types of conflict
12.	As a learner, have you ever experienced conflict with a		occurred the <i>most frequently</i> ? Please select one of
	preceptor?		the following.
	O Yes O No		O Ethical issues
			O Preceptor's personal issue (health, family issue, stress)
	(If no, end of preceptor survey)		O My personal issue (health, family issue, stress)
			O My professionalism
	iking of your experience as a learner in experiential rota-		O The preceptor's professionalism
tion	s please respond to the following questions.		O Punctuality/attendance
12	As a learn on heavy meany masses to me heave you		O Communication issues
13.	As a learner, how many preceptors have you		O My knowledge and skills
	experienced conflict with? Please estimate:		O Teaching vs learning style preference
			O Different expectations
			O Personality conflicts
			O Preceptor skills and knowledge
			O Not giving me enough independence
			O Different values
			O Other: Please specify

17.	As a learner, which of the following conflicts have	20.	What outcomes have arisen from conflicts with
	you found most stressful? Please select one of		preceptor(s)? Check all that apply.
	the following.		O Facilitated my growth
	O Ethical issues		O Affected the preceptor-learner relationship
	O Preceptor's personal issue (health, family issue, stress)		positively
	O My personal issue (health, family issue, stress)		O Affected the preceptor-learner relationship
	O My professionalism		negatively
	O The preceptor's professionalism		O Detrimental to preceptor's image
	O Punctuality/attendance		O Negatively impacted my image with others
	O Communication issues		O My professional growth was impeded
	O My knowledge and skills		O My health was compromised
	O Teaching vs learning style preference		O Other: Please specify
	O Different expectations		1 /
	O Personality conflicts	21.	I have generally felt comfortable with the way
	O Preceptor skills and knowledge		preceptors have addressed conflicts with me.
	O Not giving me enough independence		O 1. Strongly agree O 2. Agree O 3. Neutral
	O Different values		O 4. Disagree O 5. Strongly disagree
	O Other: Please specify		o it blougies o thousand alongity
		22.	I have generally felt comfortable working with the
18.	As a learner, which of the following conflict is the <i>most</i>		preceptor(s) after a conflict.
	challenging to address with the preceptor? Please select		O 1. Strongly agree O 2. Agree O 3. Neutral
	one of the following.		O 4. Disagree O 5. Strongly disagree
	O Ethical issues		5. Strongly disagree
	O Preceptor's personal issue (health, family issue, stress)	23.	When conflicts have occurred, I was satisfied with how
	O My personal issue (health, family issue, stress)		they were resolved.
	O My professionalism		O 1. Always O 2. Frequently O 3. Sometimes
	O The preceptor's professionalism		O 4. Almost never O 5. Never
	O Punctuality/attendance		4. Almost never 0 3. Never
	O Communication issues	24	As a learner I have had to bring up a conflict with
	O My knowledge and skills	21.	a preceptor.
	O Teaching vs learning style preference		O 1. Always O 2. Frequently O 3. Sometimes
	O Different expectations		O 4. Almost never O 5. Never
	O Personality conflicts		4. Allilost flever 5. Never
	O Preceptor skills and knowledge	25	As a learner, it is better to just 'grin and bear with it'
	O Not giving me enough independence	25.	when conflict arises.
	O Different values		
	O Other: Please specify		O 1. Strongly agree O 2. Agree O 3. Neutral
			O 4. Disagree O 5. Strongly disagree
19.	Have you had the same type of conflict with more than	26	Which method to resolve a conflict between you and a
	one preceptor?	20.	•
	O Yes O No		preceptor are you most comfortable with?
			O Communicated verbally with me
			O Communicated in writing with me
			O Involved another pharmacist or preceptor
			O Involved the preceptor's supervisor
			O Involved my program facilitator/mediator
			O Involved my program director/coordinator
			O Other

27.	I felt that my ability to perform as a learner was negatively impacted by the conflict. O 1. Strongly agree O 2. Agree O 3. Neutral	30.	In the learner's perspective, what outcomes have arisen from <i>the worst</i> conflict you had with the preceptor(s)? Check all that apply.
	O 4. Disagree O 5. Strongly disagree		O Facilitated my growth
28.	Has conflict ever affected your confidence?		O Affected the preceptor-learner relationship positively
	O Yes O No		O Affected the preceptor-learner relationship negatively
29.	Please describe the worst conflict you've had with a		O Detrimental to preceptor's image
	preceptor, what resolution strategies you tried, and		O Negatively impacted my image with others
	what strategy was most effective.		O My professional growth was impeded
	C.		O My health was compromised
			O Other: Please specify
		Tha	nk you for your participation!

Thank you for your participation!