

SUPPLEMENTAL MATERIAL A

The Supplemental Table A1 shows description of all final codes created in the present study, together with original examples in Dutch.

Supplemental Table A1 Complete codebook with description of final codes and categories.				
Themes	Sub-themes	Categories	Codes	Description
Career and future	Make career choice and set career goals	Make career choice	This category includes codes about career or specialization choice and processes that support this choice.	
			<i>career choice</i>	This code refers to goals about choosing future career. Example: “verdere carrière keuze”, “keuzes te maken in mijn loopbaan waar ik achter sta”, “nadenken over waar ik wil werken (academisch/perifeer)”.
			<i>learn to make career choices</i>	This code refers to learning how to make these choices. Example: “een idee hebben van hoe ik de keuze moet maken tot een specialisatie”.
			<i>specialization choice</i>	This code refers to choosing the specialization. The text must include <i>specialisatie</i> . Example: “een goede keuze willen maken over mijn specialisatie vervolgtraject”, “richting geven aan mijn specialisatie”.
		Plan career	<i>valued job-career aspects</i>	This code refers to discussing or deciding what coachees find valuable in their career or specialization. Example:” ik zou graag willen dat ik samen met mijn coach er achter kom wat belangrijk is voor mij”, “reflecteren op wat voor mij belangrijk is in de keuze voor een richting”.
			This category includes codes about broader and more long-term career planning.	
			<i>career planning</i>	This code refers to both setting career goals and thinking of strategies to achieve these goals. We used this code when coachees mention career and planning, or when they write about future career plans in a vaguer manner. Example: “lange termijn carrière plan opstellen”, “plan voor werk in de komende jaren maken”, “opstellen 2, 5 en 10 jaren plan”.
			<i>career goal setting</i>	This code is used when coachees mention to set/create their career goals. Example:” vormen en concretiseren van eigen gedachten rondom volgende carrièrestap(pen)”, “professionele doelen stellen”.
			<i>career goal attainment</i>	This code refers to goals about reaching some specific or general career goals, or discussing the best ways to reach these career goals. Example: “actiever leerdoelen in mijn opleiding nastreven”, “hoe bereik ik dat (loopbaan)”.

Facilitate career transitions	Explore and prepare for job market	This category includes codes about options and possibilities on job market and preparing oneself for it.	
		<i>explore possibilities</i>	This code refers to exploring and discussing different options, chances, and possibilities in work and life. Example: “ik wil beter op de hoogte zijn van wat er mogelijk is voor mij”, “mogelijkheden vinden waarin ik mij kan onderscheiden”.
		<i>information on job/career</i>	This code refers to getting or finding more information about certain specialization or career. Example: “meer zicht krijgen op hoe de praktijk nu echt is”, “een beter beeld krijgen van wat het artseneroep (en de weg er naartoe) nou echt inhoudt”.
		<i>prepare for job application</i>	This code refers to goals about preparing for the job market or a selection procedure. Example: “ondersteuning in traject naar sollicitatie”, “goede voorbereiding op de banenmarkt”.
	Prepare for retirement	This category includes codes about the retirement and processes around it.	
		<i>pension plans</i>	This code refers to goals and plans after coachee retires. Example: “invulling / zingeving na pensionering (over 6 jaar)”, “researchmogelijkheden rondom pensionering”.
		<i>leave department in good hands</i>	This code refers to goals about transferring the tasks or responsibilities to other colleagues before retiring or leaving the job. Example: “hoe zorg ik voor toppers op de juiste plek als ik met pensioen ben?”, “afbouw werkzaamheden en overdracht aan jonge generatie”.
		<i>anticipate transition to pension</i>	This code refers to coachees’ goals about expecting, discussing, or anticipating their transition to retirement. Example: “anticiperen op transitie naar pensioen”, “op een prettige manier mijn pensioen bereiken”.
	Create general future goals and plans	This category includes codes about broad future plans and goals.	
		<i>future path</i>	This code refers to rather vague goals about the future, or future plans in any domain of life. These goals do not explicitly mention <i>doelen</i> or <i>career</i> . The keyword is <i>toekomst</i> . Example: “duidelijkheid krijgen over mijn toekomst”, “bepaling toekomst richting”, “over de toekomst nadenken”.
		<i>general goal setting</i>	This code is used when coachees mention to set/create their goals that are not about the work context. The key word is <i>doel</i> . Example: “duidelijker krijgen waar doelen voor toekomst liggen”, “vaststellen van persoonlijke doelen”.

Coaching	Get support from the coach		<i>insight in my vision/goals</i>	This code refers to goals about getting an insight into own goals, vision, and wishes. Example: "beter inzicht in waar ik naartoe wil".
			<i>explore own ambitions</i>	This code refers to exploring, finding, or recognizing what coachees' wishes, interests, passions, and ambitions are. This code is about the question <i>what do I want?</i> Example: "ik weet niet goed wat ik wil en ik ben hierin nog zoekende", "wat wil ik in mijn verdere carrière".
			<i>keep control</i>	This code refers to getting or keeping a grip or control over coachees' career or life. Example: "meer grip op mijn werk/carrière", "vat op toekomst".
		Attain general goals	This category includes codes about broad and general goal attainment.	
			<i>general goal attainment</i>	This code refers to goals about reaching goals or discussing the best ways to reach goals in general. For these goals, it is not specified that they are about career, but rather formulated in general. Example: "nagaan of ik op het juiste pad ben om mijn uiteindelijke doel te bereiken", "handvatten in aansturen om mijn doelen te bereiken".
		Get new perspective	This category includes codes about changing own perspective or hearing others' perspective.	
			<i>change perspective</i>	This code is used when coachees mention they expect or hope to change their own perspective through coaching. Example: "mij dingen vanuit een ander perspectief kan bekijken als ik in een tunnelvisie beland", "ander perspectief op mijn loopbaan verkrijgen".
			<i>perspective from outsider</i>	This code refers to goals where coachees want to hear about their coaches' different perspective on things. Example: "Ik ben vooral heel benieuwd hoe anderen tegen mijn toekomstplannen aankijken".
			<i>talk to an experienced colleague</i>	This code refers to goals that explicitly mention talking to someone who has more experience in the field/practice. Example: "met iemand te praten die in hetzelfde schuitje heeft gezeten en inmiddels meer levenservaring heeft", "ervaring aanhoren op het gebied van specialisatie".
		Get advice and guidance	This category includes codes about getting advice or guidance from the coach.	
			<i>career guidance</i>	This code refers to goals about getting guidance in the job or career context. Example: "begeleiding loopbaan".
			<i>advice on choice</i>	This code refers to goals in which coachees specifically ask for advice, guidance, help, or support on making any choice. This code should reflect the fact that a coachee expects some specific input from their

				coach. Example: “Ik vind het belangrijk om begeleid te worden in het zoeken naar de juiste vervolgopleiding voor mij”, “helpen met de juiste keuze in vervolgopleiding”, “advies krijgen op basis van mijn keuze en het verdere traject”.
			<i>guidance during studies</i>	This code refers to goals about getting guidance during coachees’ studies. Example: “meer begeleiding tijdens de studie”, “ik zou mij graag bewuster worden van wat ik meemaak tijdens mijn opleiding en wat dat met mij doet”.
			<i>advice on goal attainment</i>	This code refers to goals where it is explicitly mentioned they look for advice on how to reach a certain goal. Example: “advies over hoe ik goed als arts terecht kan komen”.
	Discover coaching	Get to know the coaching program		This category includes codes about getting to know the coaching program and exploring how one could benefit from it.
			<i>get to know coaching program</i>	This code refers to coachees’ goals about finding out what this coaching program could do for them, or if this program is better/different than some other programs. Example: “uitzoeken of coaching kan bijdragen in het omgaan met werk en priveomstandigheden”, “ervaren wat coaching is”.
Current job and tasks	Deal with my job position and demands	Analyze my current position		This category includes codes about the discussing and analyzing coachee’ current job position.
			<i>feel comfortable in the position</i>	This code is about feeling more comfortable or ‘at home’ in the current job position. Example: “me meer op mijn plaats voelen in de academische werkkring en andere (werk)settings”.
			<i>operate in new position</i>	This code refers to starting new career or new job, or dealing with new responsibilities and tasks. Example: “strategie voor aanpak eventuele nieuwe functie”, “verder werken aan angst om op nieuwe plekken te starten”.
			<i>make the most of training</i>	This code refers to taking the most out of coachees current training or educational period. Example: “zo veel mogelijk uit de opleiding halen”, “optimale halen uit mijn opleiding”.
			<i>find additional tasks</i>	This code refers discussing or finding additional side tasks or responsibilities, next to coachees regular job. The keyword is <i>neventaken</i> . Example: “meedenken hoe neventaken te ontplooien naast aios baan”.
				This category includes codes about dealing with difficult aspects of the job.

Improve task management and performance	Deal with job demands	<i>deal with workload</i>	This code refers to managing or dealing with tasks, work or time pressure, or workload. Example: “omgaan met lange werkdagen en hoge werkdruk”, “omgaan met (te) veel taken”.
		<i>emotional job demands</i>	This code refers to dealing with emotional demands or burden stemming from different job characteristics, responsibilities, or tasks. Example: “Minder last hebben van patientenburden”, “onzekerheden/stress verminderen over ernstig zieke patienten”.
		<i>deal with job uncertainty</i>	This code refers to coachees’ goals about the uncertainty around their job position or market. Example: “spreken over onzekerheden toekomst (banenmarkt etc.) en invloed daarvan op dagelijks leven”, “Minder zorg over toekomst - krijg ik wel een baan als kinderarts?”
	Improve and keep job autonomy	This category includes codes about improving or maintaining job autonomy.	
		<i>improve autonomy</i>	This code refers to goals about improving or keeping freedom and autonomy. Example: “meer autonomie”.
		<i>keep autonomy</i>	This code refers to goals about keeping or saving one’s freedom and autonomy at work. Example: “behoud van vrijheid en autonomie”.
	Organize my work	This category includes codes about organizing one’s job or learning skills that could help this work organization.	
		<i>harmonize different roles</i>	This code refers to balancing and dealing with different roles. Example: “omgaan met verschillende rollen in organisatie”.
		<i>harmonize different tasks</i>	This code refers to balancing and dealing with different tasks. Example: “balans tussen klinische en wetenschappelijke taken”, “met iemand nadenken over een invulling/manier filo en gnk te combineren”.
		<i>create structure</i>	This code refers to creating order or structure. Example: “orde scheppen in de chaos van mijn gedachten”, “alles op een rijtje zetten”.
		<i>time management</i>	This code is about improving time management. Example: “optimaliseren time management”, “ik wil effectiever gebruik maken van mijn tijd in het ziekenhuis”.
		<i>reduce procrastination</i>	This code refers to reducing procrastination or being more disciplined in one’s working. Example: “verminderen van uitstelgedrag”, “gedisciplineerder werken”.
	Optimize performance	This category includes codes about doing one’s job properly.	
		<i>improve efficiency</i>	This code is about being more effective or efficient. Example: “efficiënter te kunnen werken in chaotische (werk)omstandigheden”, “efficiënt werken”.

	Enhance job attitudes	Improve and keep job motivation	<i>be a good doctor</i>	This code refers to goals about providing high care quality and having good medical knowledge and skills. Example: “excellente zorg leveren”, “systematisch behoud van kennis en vaardigheden binnen vakgebied”.	
			<i>improve professionalism</i>	This code refers to goals about the professional attitude or behaviour. Example: “professionele houding op werk”, “verbeteren professionaliteit”.	
			<i>impact policy</i>	This code refers to having an impact on policies or policymakers. Example: “meer impact op beleid”.	
			<i>educator skills</i>	This code refers to improving skills of an educator. Example: “betere opleider worden”.	
		Find and keep job satisfaction	This category includes codes about job motivation and enthusiasm.		
			<i>stay motivated</i>	This code refers to staying motivated for the one’s job. Example: “motivatie houden om te blijven verdiepen”.	
			<i>stay motivated until pension</i>	This code refers to goals about keeping work motivation until retirement. Example: “motivatie houden in 'reguliere' werkzaamheden tot pensionering”, “zinnig en plezierig nog 6 jaar hier werken”.	
			<i>keep enthusiasm</i>	This code refers to coachees’ goals about keeping enthusiasm, passion, or interest in doing their work. Example: “enthousiast blijven voor mijn werk”, “met passie blijven werken”.	
			This category includes codes about improving and maintaining job satisfaction.		
			<i>keep job satisfaction</i>	This code refers to coachees’ goals about keeping satisfaction for their work. The keyword is <i>behouden/blijven</i> . Example: “plezier in werk behouden”, “handvaten hoe werk leuk te blijven vinden”.	
			<i>find job satisfaction</i>	This code refers to finding or getting more job satisfaction or enjoying work more. Example: “plezier in mijn werk terugvinden”, “verhogen werkplezier”.	
			Find meaning in work	This category includes codes about finding meaning in work.	
<i>meaningful work</i>	This code refers to goals about meaningful job and work. Example: “zingeving in medische zorg”.				
Interpersonal relations at work	Better influence others	Improve leadership skills	This category includes codes about improving (some aspects of) leadership skills.		
			<i>leadership skills</i>	This code refers to discovering or improving leadership skills. Example: “leidinggevende vaardigheden vergroten”, “beter worde / ontwikkelen in (inclusief) leiderschap”.	
			<i>improve delegating</i>	This code refers to goals about better delegating. Example: “leren/oefenen met delegeren”, “taken meer delegeren”.	

Improve teamwork	Improve feedback skills	This category includes codes about giving or receiving feedback.	
		<i>give feedback</i>	This code refers to giving feedback or critique. Example: “constructieve feedback kunnen geven zonder waardeoordeel”.
		<i>deal with feedback</i>	This code refers to dealing with critique or feedback. Example: “beter met kritische feedback om kunnen gaan”, “beter bestand tegen kritiek”.
	Profiling in a team	This category includes codes about being visible within team or organization and making visible contributions to team.	
		<i>self-presentation</i>	This code refers to goals about presenting oneself to others. Example: “mezelf beter leren presenteren”, “Verbeteren zelfpresentatie”.
		<i>positioning</i>	This code refers so clarifying coachees’ position in a group or organization. The keyword is <i>positioneren</i> . Example: “mijn positionering in de vakgroep”, “mij beter profileren binnen de groep”.
		<i>make my contribution visible</i>	This code refers to goal about making one’s contributions valued or visible. Example: “bijdragen zichtbaar maken in groep”, “helderder mijn bijdrage aan het team laten zien”.
		<i>contribute to team</i>	This code refers to goals about discussing or discovering what coachees could contribute to their team. Example: “welke eigenschappen maken mij van toegevoegde waarde voor een vakgroep?”, “mijn positie in het team versterken en zo goed mogelijk een bijdrage leveren aan de algemene taken”.
	Better communication	This category includes codes about improving different (aspects of) communication skills.	
		<i>improve communication</i>	This code refers to goals about improving communication skills. The keyword is <i>communicatie</i> . Example: “gebruik van verschillende communicatiestijlen verbeteren”, “beter leren communiceren met mijn leidinggevende”.
		<i>improve negotiation skills</i>	This code refers to improving negotiation skills. Example: “beter onderhandelen”.
		<i>improve assertiveness</i>	This code refers to daring to speak up and be more assertive. Example: “ik zou graag willen leren om meer assertief te zijn”, “Vergroten eigen assertiviteit”.
		<i>learn to react better</i>	This code refers to learning how to better react in some situations or in general. Example: “in nieuwe situaties beter voorbereid reageren”.
	Connect with team	This category includes codes about bonding with one’s team and feeling as a part of the team.	

Cope better with interpersonal challenges			<i>group dynamic</i>	This code refers to team dynamic, climate, or atmosphere. Example: “ontwikkelen duurzaam werkklimaat”, “omgang met teamdynamiek”.
			<i>collaboration</i>	This code is used for collaboration of any kind. The keyword is <i>samenwerken</i> . Example: “samenwerking met anderen optimaliseren”.
			<i>connect with colleagues</i>	This code refers to connecting with colleagues or team. Example: “verbinding met vakgroep verbeteren”.
	Deal with organizational climate		This category includes codes about dealing with negative aspects of organizational climate or culture.	
			<i>deal with hierarchy</i>	This code refers to dealing with hierarchy or power connected to it. Example: “omgaan met hiërarchie”.
			<i>deal with competition</i>	This code refers to dealing with competition. Example: “leren omgaan met concurrentie”.
			<i>deal with injustice</i>	This code refers to feeling or dealing with any kind of injustice or unfairness. Example: “professioneel omgaan met gevoel dat je onrecht wordt aangedaan binnen de organisatie”, “regulatie van stress gevoelens die ontstaan door gevoel van onrecht”.
	Deal with others		This category includes codes about challenging aspect of working with other people.	
			<i>conflict management</i>	This code refers to dealing with or managing conflicts. The keyword is <i>conflict</i> . Example: “omgaan met conflict situaties in vakgroep”, “professioneler conflict management”.
			<i>deal with colleagues</i>	This code refers to dealing with colleagues. We used this code to reflect a more negative side of working with others. Example: “aansturen van / omgaan met collega's”, “minder ergernis bij medewerkers”.
			<i>deal with resistance</i>	This code refers to managing or dealing with resistance of any kind. Example: “omgaan met weerstand”.
			<i>deal with supervisor</i>	This code refers to dealing with supervisors, leaders, or managers. Example: “hoe op een goede manier om te gaan met houding/eigenschappen van leidinggevendenden”, “omgaan met supervisie”.
			<i>handle difficult characters</i>	This code refers to dealing with difficult people or their characteristics. Example: “beter omgaan met lastige krachtige persoonlijkheden”, “omgang met dominante persoonlijkheden”.
Health and well-being	Cultivate health-	Build resilient qualities	This category includes codes about internal qualities compassion and mindfulness that could improve resilience.	

promoting qualities			<i>self-compassion</i>	This code refers so being compassionate towards oneself. Example: “routine maken van zelf -compassie”.
			<i>mindfulness</i>	This code refers to being more mindful. Example: “mindfulness”
			This category includes codes about perfectionism, self-criticism, and high expectations.	
			<i>curb perfectionism</i>	This code refers to goals about inhibiting or managing perfectionistic tendencies. Example: “minder perfectionistisch worden of hier op een betere manier mee om leren gaan”, “werken aan omgaan met 'perfectionisme' ”.
			<i>self-criticism</i>	This code refers to being less critical towards oneself. Example: “minder zelfkritiek hebben”.
			<i>deal with expectations</i>	This code refers to dealing with own and others' expectations or forming realistic expectations. Example: ‘de balans vinden tussen enerzijds verwachtingen (van anderen en mijzelf) en mijn eigen capaciteiten en mogelijkheden”, “realistische verwachtingen formuleren”.
			This category includes codes about becoming more adaptable.	
			<i>deal with challenges</i>	This code refers to goals about challenges and challenging situations or time periods. Example: “hoe kan ik in de tussentijd het beste omgaan met de uitdagingen die mij te wachten staan”, “omgaan met nieuwe uitdagingen”.
			<i>deal with changes</i>	This code refers to dealing with changes in any domain. Example: “omgaan met de veranderingen in het vak”.
			<i>improve flexibility</i>	This code refers to being more flexible. Example: “meer eigen flexibiliteit”.
			This category includes codes about improving or maintaining different aspects of mental and physical health.	
			<i>stay healthy</i>	This code refers to staying mentally and physically healthy. Example: “ik wil mijn mentale en fysieke gezondheid bewaken ondanks drukte en hectiek en emotionele momenten op het werk”, “gezond blijven in de toekomst bij stressvolle baan”.
Vitality and mood	Health and vitality		<i>less fatigue</i>	This code refers to being less tired or exhausted. Example: “minder vermoeidheid”.
			<i>reduce stress</i>	This code is used for goals where coachees specifically mention limiting or reducing stress. Example: “minder stress ervaren”, “beperken stress niveau”.

		<i>burnout</i>	This code is used for all goals that mention <i>burnout</i> . Example: “burnout voorkomen”, “risicovermindering burn-out”.
		<i>energy management</i>	This code refers to goals about using, managing, receiving, or wasting energy. Example: “wat geeft en kost mij energie in mijn werk als aios/geriater”, “energie juist verdelen”.
		<i>support mental health</i>	This code refers to goals that explicitly mention support for mental health. Example: “eventueel mentale steun tijdens de coschappen”, “mentale ondersteuning tijdens het traject”.
		<i>deal with stress</i>	This code is used for goals where coachees specifically mention dealing with stress. Example: “ik wil beter omgaan met stress”.
	Better mood	This category includes codes about improving mood or increasing positive feelings.	
		<i>be happier</i>	This code refers to goals about being happier person. Example: “meer gelukkig mens”.
		<i>be content</i>	This code refers to goals about being more content. This code is not about work, but life or oneself in general. The keyword is <i>tevreden</i> . Example: “tevreden zijn”, “tevreden zijn met mezelf”.
		<i>be calmer</i>	This code refers to being calmer in certain situations or contexts. Example: “rust leren bewaren in drukke periodes”, “rust creëren in dagelijks functioneren”.
		<i>find peace</i>	This code refers to goals that mention <i>rust</i> without more context to it. Example: “rust vinden”.
		<i>stay positive</i>	This code refers to staying positive in different situations or in general. Example: “positief blijven bij dingen die niet lopen zoals gewenst”, “negatieve energie ombuigen naar positieve energie”.
		<i>be more patient</i>	This code refers to having more patience. Example: “geduldiger worden”.
		<i>be more energetic</i>	This code refers to goals about being more energetic or active. Example: “energischer”.
	Cope with negative emotions	This category includes codes about coping and reducing negative emotions.	
		<i>stop feeling guilty</i>	This code refers to feeling less guilty in any context. Example: “mij minder schuldig voelen als ik nee zeg”, “gevoel iets fout te hebben gedaan beter te relativeren”.
		<i>worry less</i>	This code is about worrying for future or any aspect of life. Example: “piekeren over zowel werk als prive dingen”, “onzekerheid over de toekomst weghalen”.

Self-insight and development	Discover myself	Deal with negative events	<i>less vulnerable</i>	This code refers to being less vulnerable or taking things less personally. Example: “minder kwetsbaar worden”, “mezelf minder vlug dingen persoonlijk aantrekken”, “weerbaarheid”.
			This category includes codes about dealing with external circumstances that could cause negative emotions.	
			<i>deal with disappointment</i>	This code refers to dealing with own or others’ disappointment. Example: “leren gaan met teleurstelling en onderwaardering”.
			<i>deal with frustration</i>	This code refers to goals about decreasing or dealing with any kind of frustration. Example: “minder frustreren aan dingen die niet lopen”, “omgaan met frustraties in het werk”.
			<i>deal with setbacks</i>	This code refers to dealing with own setbacks or mistakes. Example: “omgang met tegenslagen”, “door meer zelfvertrouwen minder kwetsbaar bij tegenslagen”.
			<i>talk about problems</i>	This code refers to goals about problems in specific situations or in general. Example: “iemand om mee te sparren over problemen en vragen waar ik mee zit”, “over problemen praten”.
		Get to know myself	This category includes codes about getting to know oneself.	
			<i>get to know myself</i>	This code refers to coachees’ goals about learning more about themselves. This code is about the question <i>who am I?</i> Example: “beter beeld te krijgen van wie ik ben”, “zelfkennis vergroten”.
			<i>insight into own behaviour</i>	This code refers to goals about getting insight into own behaviours, patterns, or habits. Example: “meer inzicht in patronen/gedragingen en deze toetsen: is dit wel beste patroon?”, “Inzicht krijgen in eigen functioneren en organisatie”.
			<i>insight into own emotions</i>	This code refers to goals about getting insight into own emotions, thoughts, and attitudes. Example: “inzicht in eigen gedachten, emoties”.
			<i>self-insight</i>	This code refers to general goals about getting insight into own self. The keyword is <i>(zelf)inzicht</i> . Example: “meer inzicht in mijzelf krijgen”.
			<i>self-reflection</i>	This code refers to general goals about reflecting on oneself. The keyword is <i>(zelf)reflectie</i> . Example: “reflectie op mijn persoonlijkheid”.
			<i>personal values</i>	This code refers to finding out what it is important to coachees. We used this code when goals do not explicitly refer to a career or job. Example: “handvaten om voor mezelf inkaart te brengen wat voor mij belangrijk is en daar naar te handelen”.

	<i>understand own motivation</i>	This code refers to exploring and understanding own motivation or drivers. The usual keywords are <i>drijfveren</i> and <i>motivatie</i> . Example: “duidelijkheid over mijn motivatie voor onderwijs”, “meer zicht krijgen op mijn eigen drijfveren”.
		This category includes codes about discovering own talents and flaws.
	<i>discover own capacities</i>	This code refers to goals about recognizing and discovering own talents, qualities, and capacities. We used this goal when coachees what to understand better what they are good at. Example: “mijn sterke kanten te ontdekken en herkennen”, “ontdekken waar mijn talenten liggen en wat mij onderscheid van anderen”.
	<i>discover own flaws</i>	This code refers to goals about recognizing, discovering, or getting insight into own flaws own. Example: “inzicht in valkuilen”, “inzichten in zwaktepunten”.
Discover my talents and flaws	<i>strengths & weaknesses</i>	This code is used for goals that include both strengths and weaknesses. Example: “sterke en zwakke punten uit karakter ontdekken”, “sterke/zwakke punten analyseren en daardoor functioneren optimaliseren”.
	<i>strengths & weaknesses - insight</i>	This code refers to goals that specifically mention insight or understanding own strengths and weaknesses. Example: “inzicht krijgen in eigen denkpatronen en valkuilen”, “meer inzicht in eigen krachten en beperkingen”.
		This category includes codes about one’s professional identity and finding out what job suits them.
	<i>professional identity</i>	This code refers to establishing a professional identity. This code is about the question <i>what kind of doctor I would like to be?</i> Example: “wat voor dokter wil ik zijn”, “wie ik wil zijn en wat voor dokter ik later ga zijn”.
Uncover professional identity	<i>find out what I like</i>	This code refers to coachees’ goals about finding out what they like and what makes them happy. Example: “ontdekken wat ik zelf echt leuk vind”, “Ik zou graag meer willen nadenken over wat ik echt leuk vind”.
	<i>find what suits me</i>	This code refers to coachees’ goals about discovering or discussing which career, specialization or direction suits them. The keyword is <i>past bij me</i> . Example: “inzicht krijgen in wat wel/niet bij mij past”, “welke rol/toekomstige werkplek past bij mij?”.
		This category includes codes about understanding own priorities and making choices.

Understand my priorities	<i>figure out priorities</i>	This code refers to exploring, understanding, or setting priorities in any context. Example: “hoe om te gaan met prioritering van eigen taken”, “prioritering werkzaamheden”.	
	<i>make choices</i>	This code refers to making choices in general. We use this code for goals that do not explicitly mention choices in terms of career or job. Example: “er achter komen welke keuzes ik wil maken in de toekomst”, “strategische keuzes maken”.	
	<i>consider sacrifices</i>	This code refers to consider or discuss making any kind of sacrifices. Example: “helder krijgen: wat wil ik prive inleveren om in werk te excelleren”.	
Develop myself		This category includes codes about improving confidence, self-worth, and being less insecure.	
	<i>improve confidence</i>	This code refers to coachees’ goals about having more confidence and trust in their capabilities and qualities. Example: “ik wil meer zelfvertrouwen krijgen in mijn kunnen”, “meer zelfvertrouwen”.	
	<i>imposter syndrome</i>	This code refers to goals about feeling as an imposter. Example: “minder last van imposter syndrome”.	
	<i>confidence in choices</i>	This code refers to confidence specifically in relation to making choices. Example: “zekerder zijn van mijn keuze die ik heb gemaakt”, “vertrouwen hebben in mijn eigen keuzes”.	
	Improve confidence	<i>be less insecure</i>	This code refers to being insecure about any personal qualities or skills. These goals usually include words <i>onzeker</i> and <i>onzekerheid</i> . Example: “minder onzeker zijn in handelen”, “hoe zorg ik dat ik mijn eigen onzekerheid niet mijn leercurve laat beïnvloeden?”
		<i>fear of failure</i>	This code refers to the fear of failing or making mistakes. Example: “omgaan met faalangst/angst om leidinggevenden teleur te stellen”, “angst voor fouten niet te groot maken”.
		<i>care less about what others think</i>	This code refers to not being affected by others’ opinions or judgments. Example: “minder afhankelijk zijn van de erkenning door anderen”, “niet bang zijn voor negatief oordeel”.
		<i>self-worth</i>	This code refers to personal value or self-worth. Example: “zelfwaarde”.
		<i>self-doubting</i>	This code refers to decreasing doubts in oneself or one’s choices. Example: “minder twijfel over mezelf”, “keuzes maken zonder te denken aan, wat als”.
			This category includes codes about utilizing or managing one’s qualities and flaws.

	Utilize qualities and flaws	<i>employ personal qualities</i>	This code refers to coachees' goals about being their best self, using their talents in the best way, and showing their strengths and qualities. Example: "duidelijker krijgen hoe ik mijn sterke kanten goed in kan zetten in werk", "optimaal gebruik maken van mijn kwaliteiten".		
		<i>handle personal flaws</i>	This code refers to recognizing or dealing with own flaws. Example: "omgaan met eigen minder goede eigenschappen", "ontdekken valkuilen".		
		<i>stay myself</i>	This code refers to coachees' goals to stay who they are and what their values or principles are. Example: "op welke manier zo dicht mogelijk bij mijzelf te blijven", "hoe haal ik het beste uit mezelf op de werkvloer maar blijf ik bij mezelf".		
	Enhance self-development	This category includes codes about self-development, personal and professional growth.			
		<i>self-development</i>	This code refers to general self-development. We used this code when goals do not specify if development is at the personal or professional level. The keyword is <i>(zelf)ontwikkeling</i> . Example: "zelfontwikkeling stimuleren", "algemene ontwikkeling".		
		<i>personal growth</i>	This code refers to personal growth or just growth. Example: "persoonlijke groei", "persoonlijke ontwikkeling".		
		<i>professional growth</i>	This code refers to growth or development in a professional context. Example: "contreet ideeën creëren voor professionele ontwikkeling", "als professioneel vlak groeien", "persoonlijk leiderschap".		
		<i>tips for self-development</i>	This code refers to goals that specifically mention tips, advice or help in self-development. We used this code to reflect the fact that coachees expect coach to have some specific input. Example: "tips krijgen over zelfontwikkeling".		
	Nonwork	Foster balance and boundaries	Create work-nonwork balance	This category includes codes about improving or keeping current or future work-nonwork balance.	
				<i>work-nonwork balance</i>	This code refers to goals that mention work-nonwork balance in a vague manner. We used this code for goals that do not specify what coachees would like to do with their work-nonwork balance. Example: "balans tussen prive en studie/werk", "balans werk/prive".
<i>work-nonwork balance - improve</i>				This code refers to goals that specifically mention improving, optimizing, or finding better work-nonwork balance. Example: "balans werk-prive optimaliseren", "balans werk/prive verbeteren", "goede balans vinden tussen werk en prive".	

Attention for nonwork activities		<i>work-nonwork balance - maintain</i>	This code refers to goals that specifically mention keeping, saving, or maintaining good work-nonwork balance. Example: “balans werk en rest van leven behouden”, “hoe houd ik balans tussen werk en prive?”.
		<i>work-nonwork balance - reflect</i>	This code refers to goals that specifically mention getting insight into or reflecting on their current work-nonwork balance. Example: “reflectie op huidige werkzame leven en prive”.
		<i>prevent future work-nonwork imbalance</i>	This code refers to worries about future work-life balance. This code should reflect the fact that some coaches think about this issue when discussing their career choice. Example: “ik heb een grote kinderwens en vind het moeilijk om te bedenken hoe ik dat in mijn carrière als arts kwijt kan”.
		<i>balance work hours</i>	This code refers to goals that specifically mention balance in working hours. Example: “balans krijgen in aantal uren dat ik per week werk”.
	Find and maintain balance	This category includes codes about shaping own balance in general.	
		<i>balance</i>	This code refers to ambiguous goals that do not include any context. We used this code to reflect the fact that we do not know what this balance means for the participants. Example: “balans behouden”, “duurzame balans”, “goed evenwicht”.
	Set boundaries	This category includes codes about setting boundaries and learning to say ‘no’.	
		<i>learn to say ‘no’</i>	This code refers to learning how to say ‘no’ to others. Example: “leren nee te zeggen soms en achterhalen waarom nee zeggen lastig is voor mij”, “bewuster kiezen door beter nee te leren zeggen”.
		<i>setting boundaries</i>	This code refers to setting different boundaries. Example: “ik wil beter grenzen kunnen bepalen en stellen”, “niet koste wat het kost door blijven gaan”, “in de praktijk niet over mijn grenzen ooit ga”.
	Care for family and leisure	This category includes codes about family, leisure, and problems connected to those.	
		<i>more attention to family</i>	This code refers to giving more time or attention to family. Example: “meer aandacht voor prive situatie (familie)”, “ruimte hebben voor partner en hobby’s”.
		<i>relaxation</i>	This code is about relaxation and enjoying free time. Example: “meer ontspanning zowel werk als prive ervaren”, “creëren, genieten van en gunnen van eigen vrije tijd”.
		<i>private problems</i>	This code refers to any sort of private problems, such as having a sick child. Example: “omgang met chronisch ziek kind”.
	This category includes codes about detaching from work.		

	Detach from work	<i>learn to let go</i>	This code refers to learning how to let go of things or feelings. The usual keyword is <i>loslaten</i> . Example: “Dingen los kunnen laten”.
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