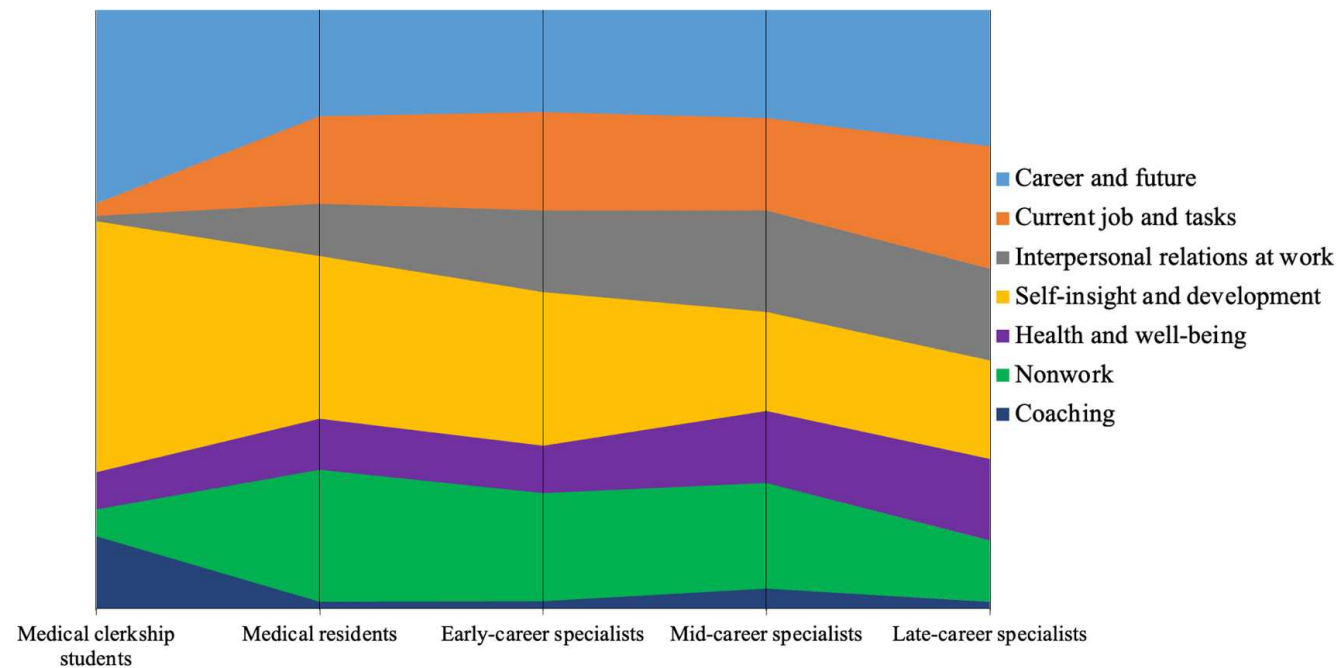


SUPPLEMENTAL MATERIAL B

The Supplemental Figure B1 is a visual breakdown of theme prevalence across different career stages. Each vertical line represents a specific career stage, with the area between two lines illustrating how the prevalence of a particular theme shifts between adjacent career stages. For example, the figure demonstrates that as physicians progress in their careers, the theme of *interpersonal relations at work* (depicted in gray) becomes more prevalent.

Supplemental Table B1



The Supplemental Table B1 shows the prevalence of themes, sub-themes, and categories within each career stage.

Supplemental Table B1 Themes, sub-themes, categories, and percentages within each career stage							
Theme	Sub-theme	Categories	% within career stages				
			S	R	ES	MS	LS
Career and future	Make career choice and set career goals	make career choice	14.8	3.8	2.1	1.1	2.8
		plan career	3.3	5.3	5.4	6.0	7.4
	Facilitate career transitions	explore and prepare for job market	5.3	1.0	0.8	0.4	0.0
		prepare for retirement	0.0	0.0	0.0	0.8	6.8
	Create general future goals and plans	set general goals and plans	7.6	6.3	8.5	7.9	4.5
		attain general goals	1.2	1.2	0.3	1.9	1.1
	Theme total %		32.2	17.7	17.0	18.0	22.7
Coaching	Get support from the coach	get new perspective	5.9	0.1	0.3	0.8	1.1
		get advice and guidance	4.8	1.0	0.3	0.8	0.0
	Discover coaching	get to know the coaching program	1.4	0.1	0.8	1.9	0.0
	Theme total %		12.1	1.2	1.3	3.4	1.1
Current job and tasks	Deal with my job position and demands	analyze my current position	0.6	1.6	1.5	1.1	1.1
		deal with job demands	0.3	2.1	1.5	1.5	0.6
	Improve task management and performance	improve and keep job autonomy	0.0	0.6	0.3	0.4	0.0
		organize my work	0.5	3.4	4.4	3.4	8.0
		optimize performance	0.2	3.0	3.3	3.4	1.1
	Enhance job attitudes	improve and keep job motivation	0.0	1.0	0.5	1.1	4.5
		find and keep job satisfaction	0.6	3.1	4.6	4.5	4.5
		find meaning in work	0.0	0.0	0.3	0.0	0.6
	Theme total %		2.1	14.6	16.5	15.4	20.5
Interpersonal work relations	Better influence others	improve leadership skills	0.0	1.5	3.1	5.3	4.5
		improve feedback skills	0.0	1.9	2.6	1.9	2.8
	Improve teamwork	profiling in a team	0.5	2.5	2.3	2.6	2.3
		better communication	0.0	0.7	0.5	1.1	0.0
		connect with team	0.2	0.7	1.3	2.6	1.7
	Cope better with interpersonal challenges	deal with organizational climate	0.3	0.3	0.5	1.1	2.3
		deal with others	0.0	1.2	3.3	2.3	1.7
	Theme total %		0.9	8.7	13.6	16.9	15.3
Health and well-being	Cultivate health-promoting qualities	build resilient qualities	0.2	0.2	0.0	0.4	0.0
		curb perfectionism	0.5	1.4	1.0	1.1	0.6
		improve personal adaptability	0.8	0.7	0.3	1.9	1.7

Vitality and mood		health and vitality	2.4	3.4	3.3	4.1	6.3
		better mood	0.8	1.7	1.5	1.5	2.8
		cope with negative emotions	0.3	0.5	0.8	1.1	1.7
		deal with negative events	1.4	0.7	1.0	1.9	0.6
		Theme total %	6.2	8.5	8.0	12.0	13.6
Self-insight and development	Discover myself	get to know myself	4.4	3.9	5.9	3.8	4.0
		discover my talents and flaws	2.6	3.5	3.1	1.1	1.1
		uncover professional identity	17.1	2.2	0.8	1.1	0.0
		understand my priorities	2.9	3.1	3.3	1.9	3.4
	Develop myself	improve confidence	6.7	8.1	5.1	1.5	1.7
		utilize qualities and flaws	2.1	3.8	3.1	3.8	4.0
		enhance self-development	6.2	2.6	4.4	3.4	2.3
				Theme total %	41.9	27.2	25.7
Nonwork	Foster balance and boundaries	create work-nonwork balance	3.9	17.8	14.1	12.8	6.3
		find and maintain balance	0.0	0.2	1.5	1.1	1.7
		set boundaries	0.3	2.3	1.3	1.9	0.0
	Attention for nonwork activities	care for family and leisure	0.2	0.6	1.0	0.8	0.6
		detach from work	0.2	1.1	0.0	1.1	1.7
				Theme total %	4.5	22.0	18.0

S = medical clerkship students. R = medical residents. ES = early-career specialists. MS= mid-career specialists. LS = late-career specialists. The percentages are calculated within each career stage. Hence. each percentage shows how often a certain category of coaching goals was mentioned by physicians within that career stage.