**Supplementary Appendix S3**

**Initial Memo Template**

Name:

Date(s) of Memo:

Focus Group Transcript:

|  |  |
| --- | --- |
| **Which pre-coding expectations are being supported/expanded?** | **Line #s** |
| **Which pre-coding expectations are inconsistent or being challenged?** |  |
| **What new ideas/perspectives relevant to burnout are arising from the data?** |  |
| **Which pre-coding expectations are absent/not reinforced?** |  |
| **Overall takeaways from the transcript** |  |