

Table 2 – Collation of Themes from Meta-Planning Exercise (What makes you feel more confident/competent?)

| Question                                   | 2011  |  | 2012  |   |
|--|---|--|---|---|
|  | All Responses   | Themes   | All Responses   | Themes  |
| <b>What makes you feel more competent?</b> | <p>Ability to perform tasks independently</p> <p>Completing task several/multiple times under supervision and do it correctly</p> <p>Feedback from Senior Staff</p> <p>Able to perform task to required standard</p> <p>Safe</p> <p>Medical Degree!!</p> <p>Can Safely perform the task</p> <p>When you can synthesise and evaluate pros and cons of procedure</p> <p>Able to teach others (regarding the task in which you are competent)</p> <p>Objective assessment suggests competence</p> <p>Previous senior observations with positive feedback</p> <p>Passing exams/courses</p> <p>Know when you have to ask for help</p> <p>Experience with a previously good/correct outcome</p> | <p><i>The 2011 groups were unable to group the competence and confidence responses under distinct headings</i></p> | <p>Being able to perform a task and get the expected results (e.g. ring blocks)</p> <p>Doing something correctly and appropriately</p> <p>To be able to achieve desired result</p> <p>Being left to your own devices by seniors</p> <p>Positive feedback</p> <p>Feedback from Colleagues</p> <p>Having done something many times before</p> <p>Supervised Practice</p> <p>Attended and passed training courses</p> <p>Good feedback from senior colleagues</p> <p>Successful performance of task in the past</p> <p>Safe</p> <p>Time and Experience</p> <p>Practice under supervision</p> | <p><i>Due to the previous year's experience domains were themed within the confidence or competence question</i></p> <p>Doing something correctly</p> <p>Positive Feedback</p> <p>Passed objective training</p> <p>Repeated many times</p> <p>Being left alone by seniors</p> |
| <b>What makes you feel more confident?</b> | <p>When you can go through the process independently</p> <p>Successful outcome on repeated occasions</p> <p>Gut Feeling</p> <p>Comfortable being asked to do the task</p>   |  | <p>No apprehension before carrying out procedure</p> <p>To approach and manage a situation with success and repetitive success</p> <p>Observation</p> <p>Experience (Clinical</p>   | <p>Repeated Success</p> <p>Reflection</p> <p>Positive feedback</p> <p>Being aware of pitfalls</p>   |

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|--|--|--|---|--|
|  | <p>Able to teach others and give feedback<br/> You <u>feel</u> confident<br/> Experience (have done it before)<br/> When you can teach others accurately<br/> Perform safely without supervision<br/> It fits into the appropriate 'mental box'<br/> When you can teach others accurately<br/> Ease with procedure and all it entails<br/> Positive Feedback<br/> Feeling you know what you are doing<br/> When you can recognise the limit of your skills</p> |  | <p>and Theoretical<br/> Teaching it and revising it<br/> When I have seen it before and spoken to someone about it/ got feedback<br/> To approach and manage a situation with success and repetitive success<br/> Able to perform alone with results aimed for Senior/General<br/> Feedback<br/> Don't feel I need senior advice anymore<br/> Reflecting on previous experience<br/> Being asked to specifically do some task because others recognise you're able<br/> Supervised performance<br/> Be aware of potential pitfalls<br/> Be aware of potential pitfalls<br/> Positive feedback from seniors and patients<br/> Have seen and correctly dealt with similar cases several times<br/> Familiar</p> |  |
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