



THE
JUBILEE CENTRE
FOR CHARACTER & VIRTUES

UNIVERSITY OF
BIRMINGHAM

Virtuous Medical Practice: Research Report

Online Appendices

Interview Schedule: Beginning Employment

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Values and Virtues in the Professions

Interview schedule: Beginning Employment

Thank you for agreeing to participate in this interview.

I'm a researcher from the Jubilee Centre for Character and Values at the University of Birmingham working on this project which is exploring the role of virtues and values in the professions, particularly medicine, law and teaching. We are interested in the role of character in everyday professional practice, by that we mean the kind of personal characteristics, or qualities needed to be a professional.

I hope you have had the chance to read the information sheet and I am happy to answer any further questions you have concerning the project.

- Before we start, have you got any more questions about the study?
- Are you comfortable that you understand what the study is about and what we are asking you to do?

What you say will be confidential to the university team and if we use anything you have said in our publications, it will be reported anonymously. I'll send you a copy of my notes to correct or add to, if you wish. All records will be stored securely.

You can withdraw your interview data at any point up to six months from the day you signed the consent form. I have questions, but hope the discussion will be informal and that you will feel free to add anything else you think may be relevant.

Please sign the consent form and say if you're happy for the interview to be recorded. **Or if the interview is by telephone:** I will just read the questions from the consent form and if you could confirm for me with a yes or no answer, **but first confirm they are happy to be recorded.**

Switch on the tape.

It is helpful to confirm the name of the interviewee at the start of the interview, so this is recorded on tape. A pseudonym will be used in the transcript.

If you are happy, we will begin. The first few questions are about your thoughts on becoming a doctor.

1. Why did you choose medicine as a career for yourself?
2. When you first began thinking about being a doctor what kind of doctor did you want to become?
3. How has your course influenced you in becoming that kind of doctor?

Looking ahead:

4. Now that you are starting work, what do you think will help you be that kind of doctor?
 - i. Can you think of an example from practice to illustrate this?
5. And conversely, what might prevent you from being that kind of doctor?
 - i. Can you think of an example from practice to illustrate this?

Prompt: If not already covered to this point:

How do you think the institutional environment (for example, management practices, resourcing, and accountability measures) will shape your ability to be the kind of doctor you want to be?

Moving on to character strengths:

6. You have already completed the survey. You will recall the survey had two sections on character. How useful were these character strengths in thinking about the doctor you wanted to become?
7. In relation to being a doctor, what do you think are your most important character strengths, or qualities?
8. How do you think those character strengths might influence your everyday work as a doctor?
 - i. Can you think of an example from your experience to illustrate this?

Professional guidelines and Codes of Conduct:

9. Thinking about Good Medical Practice:
 - i. Do they capture what it is to be a good doctor?
 - ii. How do they influence your practice?
 - iii. Can you give me some examples of this?
 - iv. How might Good Medical Practice be improved?

10. The survey had some dilemmas with potential conflicts between personal values and professional guidance. Have you found such a conflict, and if so, how did you resolve it?

Finishing off:

11. One of our aims in this research is to provide the professions with information on improving education and training. What advice would you offer about this?

Thank you. That is all my questions. Is there anything else you would like to add?

I will now get this interview transcribed into text and I will send it to you so you can make sure you are happy with your answers. If you would like to change anything, either add or take away comments, please do so. If I do not hear from you within two weeks of sending the transcript, I will assume you are happy for it to be included in the study.

Please can you confirm an email address to which I can send you the transcript?

Just to remind you of our contact details, here is a de-briefing form that summarises next steps and lets you know how to keep in touch.

Now switch off the tape.