

Attachment 5: Frequencies of coded segments per category

Category	Total (n)	1 st Semester (n)	Final year (n)
Demonstrating emotional-social competence			
Taking responsibility	30	18	12
Showing empathy	24	5	19
Being open for ideas	17	5	12
Demonstrating reliability	12	5	7
Demonstrating appreciation	10	4	6
Maintaining friendly manners	10	0	10
Demonstrating teamwork skills	8	2	6
Supporting equality	8	1	7
Maintaining professional closeness-distance	6	1	5
Being approachable	6	0	6
Acting respectfully	5	2	3
Showing humility	5	0	5
Radiating confidence	4	2	2
Showing patience	3	1	2
Radiating calmness	3	1	2
Showing authenticity	1	0	1
Taking on management			
Structuring tasks	26	13	13
Making decisions	22	6	16
Delegating tasks	12	8	4
Organizing the timeframe for work	6	0	6
Managing resources	5	3	2
Ensuring overview	3	2	1
Solving problems constructively	3	3	0
Demonstrating communication skills			
Communicating according to the situation			
Providing feedback	14	5	9
Communicating in difficult situations	7	3	4
Communicating decisions	6	1	5
Shaping the manner of communication	23	1	22
Engaging in personnel development			
Developing employees individually	14	2	12
Instructing people	13	0	13
Imparting knowledge	12	1	11
Promoting independence	6	0	6
Enabling medical team development	3	1	2
Developing training programs	1	1	0

Developing oneself personally as a leader			
Using self-reflection	17	5	12
Taking feedback from others	11	8	3
Acquiring leadership knowledge	8	5	3
Developing medical specialty knowledge further	5	1	4
Developing social-emotional competence further	3	3	0
Dealing with mistakes	40	9	31
Using leadership styles			
Applying hierarchical leadership	17	11	6
Applying authoritarian leadership	7	5	2
Applying motivating leadership	4	3	1
Applying cooperative leadership	2	1	1
Applying situational leadership	1	1	0
Having medical knowledge	30	13	17
Promoting interprofessional collaboration			
Engaging in interprofessional communication	9	4	5
Demonstrating interprofessional team thinking	6	2	4
Promoting interprofessional structures	4	4	0
Having experiential knowledge	10	2	8
Taking on role model function	7	1	6
Pursuing targeted strategies			
Setting goals	4	3	1
Thinking strategically	1	0	1
Total of all categories	514	178	336