Additional file: Topic guide

1. Introduction
   - Introductions by interviewer; background, workplace
   - Explain:
   - Nature and purpose of research
   - Who research is for and funded by
   - Introduce audio recorder
   - Stress confidentiality and anonymity and the option of withdrawing at any time
   - Confirm information sheet read and consent form signed
   - Check whether any questions

2. Detail on their undergraduate teaching in psychiatry
   - Where did they go to Medical School?
   - What psychiatry teaching methods were used: lectures, ward/clinical, case discussions, role-play
   - How much teaching on psychiatry did you have? (Block duration)
   - When was it placed? Which year? Was it in a block? If so, how long was the block? Or was it integrated?
   - Who taught psychiatry? And what were the teachers like; experience of good and bad teachers - explore
   - Mentors – did anyone made a particular impression? Who? Why?
   - Other activities that led to interest in psychiatry; elective, special study modules, groups-opportunities
   - Attitude changes

3. Views on their undergraduate teaching on psychiatry
   - What are your views (positive/negative) on the teaching of psychiatry?
   - Attitudes to psychiatry before and after teaching – how did they change?
   - Did the teaching of psychiatry influence your career choice?
   - Was it stimulating/interesting/distressing/frightening?
   - Explore experiences

4. Understanding of the integrated curriculum
   - Understanding of this term
   - Views on it and whether it is a good/bad idea and why

5. Factors that led to them choosing psychiatry as a career
   - Graduate entry
   - When did they decide: Before/during/after medical school
- Interest - Explore further - When did this begin what triggered it? What aspect interested them and why?
- Teaching factors
- Experience
- Role model/mentor
- Other factors that have contributed
- Personal factors - lifestyle, personal view or experience of mental health
- Colleagues/friends
- Workload perceptions

6. Motivators and barriers to choosing a career in psychiatry (more generally)
   - Motivators to recruitment?
   - Barriers to recruitment?
   - Motivators for staying in psychiatry?

7. Suggestions about improving recruitment from the participant
   - For the curriculum and teaching
   - In general: any other ideas

8. Views on being a psychiatry trainee
   - Are they happy with their decision?
   - What have been their experiences since been a speciality trainee?
   - Have they met their expectations?
   - Have they met any trainees who have left psychiatry training? And if so, do they know why they left?

9. Close the interview
   a. Anything else to add?
   b. Thank the participant
   c. Any questions about the research?
   d. Reassure confidentiality and anonymity
   e. Check if they want to be informed of findings