**Voice of the Trainee Translation Matrix**

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| **Trainee Comment**  **(What are they saying?)** | **Gathering More Understanding**  **(Why are they saying it?)** | **Trainee Needs**  **(What do they want/need?)** |
| *Sample: The residents stated on the program evaluation survey that the supervision is only sufficient “sometimes”* | *A focus group was held to discuss why the residents stated that supervision was sufficient “sometimes.” Comments made during the focus groups include:*   * *Some faculty do not provide supervision and residents are often left on their own; this seems to be faculty that are also more disengaged in teaching overall* * *Some rotations (PICU, NICU and wards) do not have consistent supervision* * *Most of the core faculty provide more than adequate supervision* | * The residents need supervision that is consistent across rotations and faculty members, whether core or non-core. * The supervision policy needs to be reinforced and faculty need to be accountable for patient safety reasons as well as resident well-being reasons. |
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