**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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