**eTable 1: Profiles of team members in each observation period**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Team Member** | **Team 1** | **Team 2** | **Team 3a** | **Team 3b** | **Team 4a** | **Team 4b** | **Team 5** | **Team 6** | **Team 7** | **Team 8** | **Team 9** |
| **Attending years since training** | 30 | 10 | 31 | 19 | <1 | 11 | 8 | 5 | 16 | 6 | 17 |
| **Attending specialty** | GM | SP | SP | GM | HM | HM | HM | HM | GM | HM | GM |
| **Attending leadership role** | Lead | - | Lead | - | Lead | - | - | Lead | Lead | Lead | Lead |
| **Resident PGY level** | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 |
| **Presence of preliminary intern** | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes | Yes |
| **Number of medical students** | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 |
| **Number of Sub-Interns** | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| **Housestaff performance issues** | Yes | No | No | No | No | No | No | Yes | Yes | Yes | No |
| **Month of academic year** | 3rd | 5th | 8th | 8th | 11th | 11th | 4th | 5th | 10th | 7th | 11th |
| **Pharm D** | No | Yes | No | No | No | No | Yes | No | Yes | No | No |

GM = General Medicine, HM = Hospital Medicine, SP = Specialty Training

Lead = attending had a leadership role in education (residency) or administration

**eTable 2:** **Pearson Correlation Coefficients of Relationship Characteristics**

|  | **Trust** | **Diversity** | **Respect** | **Heed- fulness** | **Mind-**  **fulness** | **Social / Task Related** | **Rich / Lean Comm.** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Trust** | |  | | --- | | *1.00* | |  | |  |  |  |  |  |  |
| **Div** | |  | | --- | | 0.68 | |  | | |  | | --- | | *1.00* | |  | |  |  |  |  |  |
| **Resp** | |  | | --- | | 0.73 | |  | | |  | | --- | | 0.87 | |  | | |  | | --- | | *1.00* | |  | |  |  |  |  |
| **Heed** | |  | | --- | | 0.72 | |  | | |  | | --- | | 0.37 | |  | | |  | | --- | | 0.36 | |  | | |  | | --- | | *1.00* | |  | |  |  |  |
| **Mind** | |  | | --- | | 0.88 | |  | | |  | | --- | | 0.45 | |  | | |  | | --- | | 0.70 | |  | | |  | | --- | | 0.55 | |  | | |  | | --- | | *1.00* | |  | |  |  |
| **Relate** | |  | | --- | | 0.71 | |  | | |  | | --- | | 0.32 | |  | | |  | | --- | | 0.41 | |  | | |  | | --- | | 0.95 | |  | | |  | | --- | | 0.61 | |  | | |  | | --- | | *1.00* | |  | | |  | | --- | |  | |  | |
| **Comm** | |  | | --- | | 0.75 | |  | | |  | | --- | | 0.56 | |  | | |  | | --- | | 0.48 | |  | | |  | | --- | | 0.69 | |  | | |  | | --- | | 0.52 | |  | | |  | | --- | | 0.68 | |  | | |  | | --- | | *1.00* | |  | |

All correlations are significant at p < .0001

| **Rotated Factor Pattern (Standardized Regression Coefficients)** | | | |
| --- | --- | --- | --- |
|  | **Factor1** | **Factor2** | **Factor3** |
| **Heed** | 0.95709 | . | . |
| **relate** | 0.90024 | . | . |
| **comm** | 0.78278 | . | . |
| **Div** | . | 0.99964 | . |
| **Resp** | . | 0.76050 | . |
| **Mind** | . | . | 0.93431 |
| **Trust** | . | . | 0.50434 |
| **Values less than 0.5 are not printed.** | | | |

**eTable 3: Factor structure of Relationship Characteristics**