**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**