

| 10 final ideas                                                     | # points | # points | #points | # points | # points | total | % of all points |
|--------------------------------------------------------------------|----------|----------|---------|----------|----------|-------|-----------------|
| Capacity to reflect and adaptability are two independent variables | 21       | 17       | 6       | 42       | 27       | 113   | 24,9            |
| 'Reliability' should be replaced by 'unprofessional behavior'      | 0        | 24       | 24      | 19       | 31       | 98    | 21,6            |
| Profiles are dynamic over time                                     | 7        | 16       | 12      | 3        | 15       | 53    | 11,7            |
| Narrative descriptions are not helpful, can be removed             | 29       | 16       | 0       | 0        | 6        | 51    | 11,3            |
| Personal aspects influence profile                                 | 0        | 0        | 19      | 0        | 22       | 41    | 9,1             |
| Cultural aspects influence profile                                 | 17       | 0        | 2       | 12       | 4        | 35    | 7,7             |
| Account for severity of behavior                                   | 0        | 20       | 0       | 6        | 0        | 26    | 5,7             |
| Add profile: gaming                                                | 10       | 0        | 6       | 7        | 0        | 23    | 5,1             |
| Institutional aspects influence profile                            | 0        | 12       | 0       | 0        | 0        | 12    | 2,6             |
| Add profile : normal                                               | 0        | 0        | 0       | 1        | 0        | 1     | 0,2             |
|                                                                    |          |          |         |          |          | 453   | 100,0           |

| university | #participants   | # ranking points   | # individual ideas | # ideas after ranking  | descriptions of 37 ideas after ranking, partly overlapping                | final ideas                                    | points/all groups     | points/participants/group |
|------------|-----------------|--------------------|--------------------|------------------------|---------------------------------------------------------------------------|------------------------------------------------|-----------------------|---------------------------|
| 1          | 6               | 90                 | 23                 | 6                      | Extra profile: reflection, no adaptation                                  | two variables: reflectiveness and adaptability | 21                    | 3.5                       |
|            |                 |                    |                    |                        | Add to profile 2: student sees the incident, but not the pattern          | narrative descriptions                         | 14                    | 2.3                       |
|            |                 |                    |                    |                        | Add non-verbal behaviors to all profiles                                  | narrative descriptions                         | 15                    | 2.5                       |
|            |                 |                    |                    |                        | Cultural aspects                                                          | cultural aspects                               | 17                    | 2.8                       |
|            |                 |                    |                    |                        | Extra profile: 'gaming' professionalism by showing desired behaviors      | add profile: gaming                            | 10                    | 1.7                       |
|            |                 |                    |                    |                        | Profiles are dynamic                                                      | profiles are dynamic                           | 7                     | 1.2                       |
|            |                 |                    |                    |                        | Add profile: patient safety threatened                                    | add profile: unsafe                            | 20                    | 2.9                       |
|            |                 |                    |                    |                        | Latent variable: adaptability is part of each profile                     | two variables: reflectiveness and adaptability | 17                    | 2.4                       |
|            |                 |                    |                    |                        | Institutional definition of professionalism should be clear               | institutional aspects                          | 9                     | 1.3                       |
|            |                 |                    |                    |                        | Profiles are dynamic                                                      | profiles are dynamic                           | 16                    | 2.3                       |
| 2          | 7               | 105                | 51                 | 7                      | Reliability should be defined                                             | reliability too narrow                         | 24                    | 3.4                       |
|            |                 |                    |                    |                        | Teachers' skills/behavior/viewpoints influence profile                    | institutional aspects                          | 3                     | 0.4                       |
|            |                 |                    |                    |                        | Leave descriptions out, it's about handling feedback                      | narrative descriptions                         | 16                    | 2.3                       |
|            |                 |                    |                    |                        | Poor reliability is too narrow                                            | reliability too narrow                         | 13                    | 2.6                       |
|            |                 |                    |                    |                        | Profiles form a continuum                                                 | profiles are dynamic                           | 12                    | 2.4                       |
|            |                 |                    |                    |                        | Reliability, is applicable to preclinical, not to clinical students       | reliability too narrow                         | 11                    | 2.2                       |
|            |                 |                    |                    |                        | Adaptability should be distinguished in will to adapt, and skill to adapt | two variables: reflectiveness and adaptability | 6                     | 1.2                       |
|            |                 |                    |                    |                        | Personal limitations of student                                           | personal aspects                               | 11                    | 2.2                       |
|            |                 |                    |                    |                        | Extra profile: gaming the system                                          | add profile: gaming                            | 6                     | 1.2                       |
|            |                 |                    |                    |                        | Personal aspects can be temporarily                                       | personal aspects                               | 8                     | 1.6                       |
| 3          | 5               | 75                 | 25                 | 8                      | Cultural aspects are important                                            | cultural aspects                               | 2                     | 0.4                       |
|            |                 |                    |                    |                        | Add severity of behavior                                                  | add profile: unsafe                            | 6                     | 1.0                       |
|            |                 |                    |                    |                        | Reflexivity and adaptability are two independent variables                | two variables: reflectiveness and adaptability | 21                    | 3.5                       |
|            |                 |                    |                    |                        | Cultural aspects are important                                            | cultural aspects                               | 12                    | 2.0                       |
|            |                 |                    |                    |                        | Add profile: will/no skill                                                | two variables: reflectiveness and adaptability | 21                    | 3.5                       |
|            |                 |                    |                    |                        | Add profile: gaming behavior                                              | add profile: gaming                            | 7                     | 1.2                       |
|            |                 |                    |                    |                        | Add profile: normal                                                       | add profile : normal                           | 1                     | 0.2                       |
|            |                 |                    |                    |                        | Term 'reliability' is too narrow                                          | reliability too narrow                         | 19                    | 3.2                       |
|            |                 |                    |                    |                        | Profiles develop over time                                                | profiles are dynamic                           | 3                     | 0.5                       |
|            |                 |                    |                    |                        | Term 'reliability' is too narrow                                          | reliability too narrow                         | 31                    | 4.4                       |
| 4          | 6               | 90                 | 25                 | 8                      | Profiles are not cumulative                                               | profiles are dynamic                           | 15                    | 2.1                       |
|            |                 |                    |                    |                        | Extra profile: will, no skill                                             | two variables: reflectiveness and adaptability | 8                     | 1.1                       |
|            |                 |                    |                    |                        | Leave descriptions out                                                    | narrative descriptions                         | 6                     | 0.9                       |
|            |                 |                    |                    |                        | Students' development is important                                        | personal aspects                               | 18                    | 2.6                       |
|            |                 |                    |                    |                        | Students' initiative is important                                         | personal aspects                               | 4                     | 0.6                       |
|            |                 |                    |                    |                        | Cultural aspects are important                                            | cultural aspects                               | 4                     | 0.6                       |
|            |                 |                    |                    |                        | Reflectiveness and coachability are two independent variables             | ability                                        | 19                    | 2.7                       |
|            |                 |                    |                    |                        |                                                                           |                                                |                       |                           |
|            |                 |                    |                    |                        |                                                                           |                                                |                       |                           |
|            |                 |                    |                    |                        |                                                                           |                                                |                       |                           |
| 5          | 7               | 105                | 38                 | 8                      |                                                                           |                                                |                       |                           |
| 5 groups   | 31 participants | 465 ranking points | 162 ideas          | 37 ideas after ranking | 37 ideas after ranking                                                    | 10 different ideas                             | total 453 ranking poi |                           |