

Table S2 Coding Tree

Open coding	Axial Coding	Selective coding	Example of representative interview
A1 Teaching Concepts	B1 Teaching values	C1 Love and interesting	I have a particular interest in teaching.....I believe this is a meaningful and valuable thing (R3)
		C2 Career planning	You need to have a clear career plan to effectively advance both personal growth and professional development (G3)
	B2 Teaching beliefs	C3 Teaching responsibility	As long as a teacher has sufficient sense of responsibility, they will at least be a qualified teacher (E3)
		C4 Career ambition	It is not easy to excel in teaching. It requires a strong sense of career ambition and a continuous investment of time and energy (B3)
		C5 Adhere to teaching principles	You need to follow the laws of education to design teaching activities rationally (F3)
	B3 Teaching principles	C6 Knowledge and skills	In addition to mastering the knowledge of the subject, we also need to understand the characteristics of the students (F3)
		C7 Teaching design ability	Be able to design teaching activities effectively (I3)
		C8 Organizing and implementing teaching	Have good control over the classroom (I3)
		C9 Evaluation and feedback	How to evaluate students' growth is an important issue..... (F3)
		C10 Resources development	To promote students' autonomous learning, we have established an informatization platform, which includes a variety of courses, virtual simulations, SP (Standardized Patients)..... (D2)
A2 Educational and teaching ability	B4 Teaching ability	C11 Curricular ideological and political education	Every course we offer includes ideological and political education, which is integrated throughout the entire teaching process (B3)
		C12 Being a model	Teachers' behavior and speech are crucial in shaping students' values (D3)

A3 Reflective practice ability	B6 Teaching reflection	C13 Building good interactive relationship	Good communication and interaction skills with students (I3)	
		C14 Caring for students	Be patient and compassionate towards students (R3)	
		C15 Teaching reflection	Teachers need to reflect frequently on their teaching(A3)	
		C16 Identifying problems	Identifying problems is the first step. Because without recognizing teaching problems, he would not be able to conduct teaching research (B3)	
	B7 Identifying problems	C17 Analyzing and solving problems	Statistics are quite challenging for medical students.....We have implemented a variety of measures to help students understand the subject better..... (P3)	
			C18 Topic selection ability	You need to be able to keenly capture some of the hot topics in the field of pedagogy and form research directions in combination with your own major (F3)
			C19 Writing educational topics	Writing a teaching topic is to refine one's thinking. It is quite different from natural sciences (F3)
	B8 Analyzing and solving problems	C20 Conducting systemic research	Without research, your teaching will never make progress (S3)	
		C21 Assessment and reflection on research	We need to reflect on our own research. (M3)	
		C22 Publication	Ultimately, the research findings can be compiled into a published paper, providing peers with references and opportunities for further exploration (L3)	
.....Continuous summarization of				
A4 Transformation and application ability	B10 Transformation and output	C23 Practical knowledge	experience is essential. Such experience is often tacit knowledge, formed through one's own teaching practice (R3)	
		C24 Output and sharing	We will share our achievements in various ways (B3)	
	B11 Application and promotion	C25 Application	Your research results also need to be applied to teaching to improve the teaching effect (O3)	

A5 Comprehensive professional ability	B12 Innovative thinking	C26 Promotion	After completing the course development, we aim to promote it widely so that more peers can learn about (M3)
		C27 Innovative thinking	Teaching design requires targeted innovation rather than mere repetition of previous content (J3)
	B13 Teamwork	C28 Teamwork	Learning objectives can only be achieved through collaborative efforts between learners and teachers (D3)
	B14 Communication	C29 Communication	Interact more with classmates and communicate extensively with them (Q3)
	B15 Lifelong learning	C30 Self-directed learning	When I discovered medical simulation's teaching potential many years ago, I decided to study. (M3)
		C31 Continuous learning	Only through continuous study can one truly master the art of teaching (S3)
