

Supplementary Appendix 1- Confirmatory Factor Analysis of Retained UME-ECI ScalesGME

GME-LEI Item*	Standardized Loadings (p<.001 for all)	
	Centrality of Learning	Competitiveness and Stress
I often get valuable and supportive advice from supervisors on how to improve my performance.	.24	--
Most supervisors here are deeply interested in the well-being of the residents	.38	--
When residents make an error here, it is seen as an opportunity for learning and growth.	.42	--
Supervisors care about how residents think through problems related to clinical decisions	.38	--
There is a great deal of trust between residents and supervisors.	.40	--
Residents and supervisors here see themselves as partners in learning.	.43	--
Residents and members of the interprofessional care team see themselves as partners in learning.	.47	--
The atmosphere here is highly collegial.	--	.28
Around here residents have to act confidently even if they have little idea what they are doing.	--	-.38
Most residents here worry more about whether they compare favorably to their peers than whether they are learning enough.	--	-.36
Supervisors here tell us they are concerned with our welfare, but then set unreasonable expectations.	--	-.60
When residents are having difficulties here, it is best if they hide those difficulties from everyone else.	--	-.50

LEI, Graduate Medical Education Learning Environment Inventory; UME-ECI, [Undergraduate Medical Education-Educational Climate Inventory](#)

\*Items are those adapted directly from the [Undergraduate Medical Education-Educational Climate Inventory](#)