

Table 2. Themes and Representative Participant Reflections

Theme	Quotation
Time and tradeoffs	“And so, like our volunteer hours, our time, our commitment, everything has shifted into that space, which has been great, but right, like there was a time where I'm like all of these things that I'm being asked to do are like actually not meaningful to me, are not productive and effective for me, and I'm probably actually not the right person to even be doing it. ” [P13]
Formal roles with informal meaning	“Um. I think some of these resonate more with my identity and those are the ones that are like coach, advisor, mentor, preceptor roles... I think of myself or want to think of myself as an educator, less so as someone that teaches facts about medicine and more so as someone who is helping to create competent, healthy balanced human beings who work in medicine. That's the piece that's most important to me. Any I think it, you know, not a downplay like any piece of medical education, but I think anyone can read a textbook and get the facts. ” [P17]
Identity formation and validation	“I'm definitely viewed as, by folks in the division, as like ‘one of the education people’... And so, you know, that feels good, right? Because I view myself as a medical educator and as Med Ed as my primary kind of area of focus. And so the fact that others recognize me in that role is really affirming and I think makes me feel like I'm where I need to be and that like, you know, I'm recognized and it's very validating I think. ” [P2]
Agency and growth	“ But it's hard when it's an unfamiliar, uncomfortable role or ask of you that, you know, there's always that fear that you're gonna do it wrong or screw something up. And I think typically if we go into medicine, we tend to be type A and perfectionists and want to do well all the time and recognizing that's just not possible. But that's how you grow. That's where the growth is.” [P2]
Community	“And because I think it's critical, if you want to be involved with medical education, you have to have some type of community around you besides your institution, ” [P7]
Tensions and alignment	“My biggest struggle with education has been in like remediation and having those difficult conversations...but I just really struggled with, that I got frustrated a little bit with, you know, the education program in general and why can't we, why can't we help people more? ” [P8]