
Appendix 1. GPT1: Items and factors prior to CFA

Factor 1: Consultation techniques subserving patient-centeredness 'caring'

CG10	Listens attentively - utilises appropriate listening skills and silence
CG9	Uses open and closed techniques appropriately
CG5	Listens attentively to patient's opening, without interrupting
CG23	Demonstrates appropriate non-verbal behaviour - eye contact, posture, position, movement, vocal cues, rate volume, tone
CG15	Uses concise easily understood questions and comments, avoids jargon
CG6	Confirms list and screens for further problems

Factor 2: Skills in formulating and articulating coherent hypotheses and management plans

CG39	Clearly outlines the plan of management for each defined problem; Explains expected outcomes and influence on ongoing management of the problem
CG40	Provides clear information on investigations, procedures and explains process for results
CG48	Prescribes medications and treatments as appropriate to diagnostic conclusions; adopts a quality use of medications framework; prescribes safely
CG36	Appropriate hypotheses are articulated and problems defined

Factor 3: Attention to basic-level clinical professional responsibilities

CG2	Introduces self and clarifies role
CG51	Medical records accurate and contemporaneous; all key and relevant information for the consultation recorded; management plan and follow-up arrangements clearly recorded
CG54	Writes clear referral letters stating reason for referral, expected outcomes and provides all necessary patient information to facilitate the referral
CG3	Shows interest and respect, attends to patient's physical comfort

Factor 4: Proficiency in physical examination skills

CG35	Physical examination is accurate and clinical signs correctly elicited
CG34	Performs an appropriate physical examination; is mindful of patient comfort and privacy throughout the physical examination

CFA, confirmatory factor analysis; CG, competency grid; GPT1, Term 1 of Australian general practice training.

Appendix 2. GPT2: Items and factors prior to CFA

Factor 1: Patient-centredness; 'sharing'

CG38	Appropriately explains causation; seriousness; expected duration, short-term and long-term consequences
CG37	Clearly explains diagnostic conclusions, justification and check patients understanding
CG43	Discusses possible options for management if appropriate and relevant and elicits patients' viewpoint
CG41	Relates investigations and procedures to the management plan, explains value and purpose
CG39	Clearly outlines the plan of management for each defined problem; Explains expected outcomes and influence on ongoing management of the problem

Factor 2: Structural aspects of history-taking

CG14	Periodically summarise to verify own understanding, invites patient to correct interpretation
CG19	Summarises periodically to confirm understanding before moving on
CG21	Structures interview in a logical sequence
CG7	Negotiates agenda taking patient and doctor's needs into account

Factor 3: Higher-level 'Caring' Patient-centredness

CG23	Demonstrates appropriate non-verbal behaviour - eye contact, posture, position, movement, vocal cues, rate volume, tone
CG26	Accepts legitimacy of patient's views and is non-judgemental
CG10	Listens attentively - utilises appropriate listening skills and silence
CG18	Encourages the patient to express their feelings
CG12	Picks-up verbal and non-verbal cues; appropriately addresses and acknowledges
CG15	Uses concise easily understood questions and comments, avoids jargon

Factor 4: Minimum-required performance in patient-centred 'Caring'

CG2	Introduces self and clarifies role
CG3	Shows interest and respect, attends to patient's physical comfort
CG4	Identifies patient's problems or issues

Factor 5: Holistic pro-active approach to patient presentations

CG47	Appropriately implements health promotion and identifies opportunities of behaviour change if applicable
CG6	Confirms list and screens for further problems
CG49	Discusses non-medication options as appropriate and relevant to clinical context

Factor 6: Attention to minimum standards of professional communication

CG52	Patient medical summary information and relevant family and preventative health information recorded and regularly updated as required
CG51	Medical records accurate and contemporaneous; all key and relevant information for the consultation recorded; management plan and follow-up arrangements clearly recorded
CG54	Writes clear referral letters stating reason for referral, expected outcomes, and provides all necessary patient information to facilitate the referral

Appendix 2. GPT2: Items and factors prior to CFA

Factor 7: High level but structured clinical tasks

CG34	Performs an appropriate physical examination; is mindful of patient comfort and privacy throughout the physical examination
CG35	Physical examination is accurate and clinical signs correctly elicited
CG48	Prescribes medications and treatments as appropriate to diagnostic conclusions; adopts a quality use of medications framework; prescribes safely

CFA, confirmatory factor analysis; CG, competency grid (note: CG numbers refer to item numbers in the original 57-item competency grid – prior to the original Exploratory Factor Analysis); GPT2, Term 2 of Australian general practice training.

Appendix 3. GPT1: Polychoric correlations of items

Indicator	Factor 1					Factor 2					Factor 3			Factor 4		
	CG10	CG9	CG5	CG23	CG15	CG6	CG39	CG40	CG48	CG36	CG2	CG51	CG54	CG3	CG35	CG34
CG10	1.000	0.709	0.725	0.495	0.478	0.497	0.421	0.486	0.321	0.426	0.413	0.235	0.250	0.541	0.290	0.343
CG9	0.709	1.000	0.663	0.513	0.407	0.397	0.515	0.527	0.441	0.478	0.596	0.355	0.304	0.547	0.386	0.364
CG5	0.725	0.663	1.000	0.581	0.410	0.510	0.474	0.477	0.319	0.487	0.589	0.174	0.277	0.592	0.318	0.422
CG23	0.495	0.513	0.581	1.000	0.332	0.347	0.485	0.474	0.557	0.470	0.629	0.311	0.310	0.683	0.342	0.437
CG15	0.478	0.407	0.410	0.332	1.000	0.358	0.380	0.389	0.315	0.377	0.243	0.296	0.330	0.277	0.270	0.211
CG6	0.497	0.397	0.510	0.347	0.358	1.000	0.451	0.460	0.402	0.665	0.425	0.256	0.361	0.298	0.328	0.296
CG39	0.421	0.515	0.474	0.485	0.380	0.451	1.000	0.814	0.470	0.654	0.427	0.306	0.378	0.392	0.237	0.473
CG40	0.486	0.527	0.477	0.474	0.389	0.460	0.814	1.000	0.492	0.693	0.399	0.336	0.416	0.399	0.360	0.551
CG48	0.321	0.441	0.319	0.557	0.315	0.402	0.470	0.492	1.000	0.706	0.546	0.501	0.603	0.445	0.398	0.435
CG36	0.426	0.478	0.487	0.470	0.377	0.665	0.654	0.693	0.706	1.000	0.393	0.297	0.381	0.380	0.477	0.528
CG2	0.413	0.596	0.589	0.629	0.243	0.425	0.427	0.399	0.546	0.393	1.000	0.519	0.433	0.798	0.331	0.460
CG51	0.235	0.355	0.174	0.311	0.296	0.256	0.306	0.336	0.501	0.297	0.519	1.000	0.520	0.428	0.271	0.458
CG54	0.250	0.304	0.277	0.310	0.330	0.361	0.378	0.416	0.603	0.381	0.433	0.520	1.000	0.297	0.329	0.290
CG3	0.541	0.547	0.592	0.683	0.277	0.298	0.392	0.399	0.445	0.380	0.798	0.428	0.297	1.000	0.272	0.491
CG35	0.290	0.386	0.318	0.342	0.270	0.328	0.237	0.360	0.398	0.477	0.331	0.271	0.329	0.272	1.000	0.677
CG34	0.343	0.364	0.422	0.437	0.211	0.296	0.473	0.551	0.435	0.528	0.460	0.458	0.290	0.491	0.677	1.000

CG, competency grid; GPT1, Term 1 of Australian general practice training.

Appendix 4. GPT1: Factor correlations and associated standard errors of standardised solution

Factor	Factor 1	Factor 2	Factor 3	Factor 4
Factor 1	1	0.66 (0.05)	0.77 (0.05)	0.54 (0.05)
Factor 2		1	0.53 (0.07)	0.54 (0.06)
Factor 3			1	0.56 (0.06)
Factor 4				1

GPT1, Term 1 of Australian general practice training.

Appendix 5. GPT1: Internal consistency of identified factors (standardised Cronbach alphas) and estimates of change in alpha due to item deletion

Factor	Deleted ^A	Item	Raw		Standardised	
			Corr	Alpha	Corr	Alpha
All items		Overall		0.855		0.856
	CG10	Listens attentively – uses appropriate listening skills and silence	0.532	0.844	0.519	0.846
	CG9	Uses open and closed techniques appropriately	0.535	0.844	0.529	0.846
	CG5	Listens attentively to patient’s opening, without interrupting	0.551	0.843	0.541	0.845
	CG23	Demonstrates appropriate non-verbal behaviour – eye contact, posture, position and movement, vocal cues, rate volume, tone	0.524	0.844	0.524	0.846
	CG15	Uses concise easily understood questions and comments, avoids jargon	0.406	0.852	0.402	0.852
	CG6	Confirms list and screens for further problems	0.456	0.848	0.455	0.849
	CG48	Prescribes medications and treatments as appropriate to diagnostic conclusions, adopts a quality use of medications framework, prescribes safely	0.478	0.847	0.486	0.848
	CG40	Provides clear information on investigations, procedures and explains process for results	0.548	0.843	0.546	0.845
	CG39	Clearly outlines the plan of management for each defined problem. Explains expected outcomes and influence on ongoing management of the problem	0.521	0.845	0.523	0.846
	CG36	Appropriate hypotheses are articulated and problems defined	0.549	0.843	0.550	0.845
	CG2	Introduces self and clarifies role	0.477	0.848	0.478	0.848
	CG51	Medical records accurate and contemporaneous – all key and relevant information for the consultation recorded. Management plan and follow-up arrangements clearly recorded	0.376	0.852	0.388	0.853
	CG54	Writes clear referral letters stating reason for referral, expected outcomes and provides all necessary patient information to facilitate the referral	0.363	0.852	0.369	0.854
	CG3	Shows interest and respect, attends to patient’s physical comfort	0.513	0.845	0.516	0.846
	CG35	Physical examination is accurate and clinical signs correctly elicited	0.374	0.852	0.376	0.853
	CG34	Performs an appropriate physical examination – is mindful of patient comfort and privacy throughout the physical examination	0.478	0.847	0.482	0.848

Appendix 5. GPT1: Internal consistency of identified factors (standardised Cronbach alphas) and estimates of change in alpha due to item deletion

Factor	Deleted ^A	Item	Raw		Standardised	
			Corr	Alpha	Corr	Alpha
Factor 1		Overall		0.749		0.751
	CG10	Listens attentively – uses appropriate listening skills and silence	0.598	0.681	0.601	0.684
	CG9	Uses open and closed techniques appropriately	0.543	0.699	0.544	0.700
	CG5	Listens attentively to patient's opening, without interrupting	0.560	0.694	0.562	0.695
	CG23	Demonstrates appropriate non-verbal behaviour – eye contact, posture, position and movement, vocal cues, rate volume, tone	0.426	0.730	0.428	0.732
	CG15	Uses concise easily understood questions and comments, avoids jargon	0.433	0.729	0.432	0.731
	CG6	Confirms list and screens for further problems	0.381	0.743	0.380	0.745
Factor 2		Overall		0.733		0.730
	CG48	Prescribes medications and treatments as appropriate to diagnostic conclusions, adopts a quality use of medications framework, prescribes safely	0.403	0.735	0.405	0.734
	CG40	Provides clear information on investigations, procedures and explains process for results	0.579	0.640	0.564	0.643
	CG39	Clearly outlines the plan of management for each defined problem. Explains expected outcomes and influence on ongoing management of the problem	0.603	0.624	0.595	0.624
	CG36	Appropriate hypotheses are articulated and problems defined	0.521	0.675	0.522	0.668
Factor 3		Overall		0.607		0.609
	CG2	Introduces self and clarifies role	0.468	0.486	0.453	0.490
	CG51	Medical records accurate and contemporaneous – all key and relevant information for the consultation recorded. Management plan and follow-up arrangements clearly recorded	0.397	0.530	0.401	0.530
	CG54	Writes clear referral letters stating reason for referral, expected outcomes and provides all necessary patient info to facilitate the referral	0.280	0.608	0.279	0.619
	CG3	Shows interest and respect, attends to patient's physical comfort	0.424	0.509	0.430	0.507
Factor 4		Overall		0.661		0.661
	CG35	Physical examination is accurate and clinical signs correctly elicited	0.493		0.493	
	CG34	Performs an appropriate physical examination – is mindful of patient comfort and privacy throughout the physical examination	0.493		0.493	

AThis shows the change in Cronbach's α if the relevant item was deleted from the construct.

Blank cells mean no data are applicable.

CG, competency grid; Corr, correlation; GPT1, Term 1 of Australian general practice training.

Appendix 6. GPT2: Polychoric correlations of items

Indicator	Factor 1				Factor 2				Factor 3				Factor 4				Factor 5				Factor 6			Factor 7			
	CG38	CG37	CG43	CG41	CG39	CG14	CG19	CG21	CG23	CG26	CG10	CG18	CG12	CG15	CG2	CG3	CG4	CG47	CG6	CG49	CG7	CG52	CG51	CG54	CG34	CG35	CG48
CG38	1.000	0.637	0.544	0.611	0.631	0.423	0.441	0.426	0.411	0.225	0.265	0.272	0.498	0.426	0.309	0.388	0.594	0.446	0.619	0.466	0.543	0.266	0.274	0.309	0.317	0.351	0.362
CG37	0.637	1.000	0.529	0.828	0.704	0.535	0.658	0.500	0.377	0.292	0.488	0.443	0.466	0.503	0.521	0.522	0.562	0.478	0.637	0.480	0.580	0.228	0.315	0.459	0.428	0.380	0.418
CG43	0.544	0.529	1.000	0.532	0.541	0.550	0.621	0.511	0.434	0.254	0.421	0.323	0.666	0.282	0.431	0.455	0.406	0.630	0.426	0.369	0.554	0.400	0.374	0.451	0.192	0.381	0.447
CG41	0.611	0.828	0.532	1.000	0.628	0.536	0.622	0.504	0.374	0.290	0.439	0.394	0.451	0.434	0.453	0.460	0.550	0.443	0.566	0.549	0.460	0.138	0.355	0.589	0.491	0.396	0.416
CG39	0.631	0.704	0.541	0.628	1.000	0.549	0.548	0.594	0.627	0.404	0.607	0.339	0.547	0.483	0.557	0.559	0.633	0.306	0.480	0.384	0.577	0.126	0.368	0.459	0.515	0.545	0.484
CG14	0.423	0.535	0.550	0.536	0.549	1.000	0.825	0.449	0.474	0.299	0.500	0.353	0.558	0.237	0.326	0.394	0.511	0.409	0.547	0.385	0.487	0.255	0.315	0.437	0.427	0.332	0.343
CG19	0.441	0.658	0.621	0.622	0.548	0.825	1.000	0.551	0.524	0.335	0.584	0.520	0.519	0.442	0.451	0.540	0.592	0.387	0.540	0.219	0.559	0.293	0.436	0.437	0.393	0.357	0.461
CG21	0.426	0.500	0.511	0.504	0.594	0.449	0.551	1.000	0.541	0.231	0.490	0.393	0.405	0.513	0.345	0.412	0.615	0.360	0.505	0.195	0.507	0.460	0.475	0.655	0.521	0.562	0.389
CG23	0.411	0.377	0.434	0.374	0.627	0.474	0.524	0.541	1.000	0.724	0.745	0.473	0.731	0.497	0.548	0.728	0.577	0.284	0.352	0.337	0.411	0.079	0.401	0.425	0.394	0.359	0.398
CG26	0.225	0.292	0.254	0.290	0.404	0.299	0.335	0.231	0.724	1.000	0.621	0.399	0.422	0.395	0.668	0.643	0.394	0.214	0.330	0.224	0.316	0.037	0.403	0.392	0.051	0.079	0.272
CG10	0.265	0.488	0.421	0.439	0.607	0.500	0.584	0.490	0.745	0.621	1.000	0.533	0.732	0.440	0.643	0.667	0.586	0.325	0.462	0.122	0.419	0.249	0.421	0.544	0.386	0.175	0.471
CG18	0.272	0.443	0.323	0.394	0.339	0.353	0.520	0.393	0.473	0.399	0.533	1.000	0.531	0.364	0.510	0.472	0.445	0.422	0.507	0.207	0.433	0.235	0.437	0.539	0.275	0.284	0.285
CG12	0.498	0.466	0.666	0.451	0.547	0.558	0.519	0.405	0.731	0.422	0.732	0.531	1.000	0.344	0.640	0.664	0.487	0.433	0.510	0.293	0.450	0.333	0.418	0.452	0.409	0.273	0.307
CG15	0.426	0.503	0.282	0.434	0.483	0.237	0.442	0.513	0.497	0.395	0.440	0.364	0.344	1.000	0.427	0.396	0.547	0.192	0.451	0.157	0.427	0.256	0.513	0.420	0.497	0.513	0.349
CG2	0.309	0.521	0.431	0.453	0.557	0.326	0.451	0.345	0.548	0.668	0.643	0.510	0.640	0.427	1.000	0.999	0.627	0.281	0.409	0.511	0.473	0.201	0.513	0.413	0.330	0.275	0.517
CG3	0.388	0.522	0.455	0.460	0.559	0.394	0.540	0.412	0.728	0.643	0.667	0.472	0.664	0.396	0.999	1.000	0.636	0.390	0.420	0.304	0.442	0.154	0.499	0.384	0.415	0.299	0.500
CG4	0.594	0.562	0.406	0.550	0.633	0.511	0.592	0.615	0.577	0.394	0.586	0.445	0.487	0.547	0.627	0.636	1.000	0.340	0.767	0.323	0.672	0.396	0.497	0.517	0.508	0.435	0.478
CG47	0.446	0.478	0.630	0.443	0.306	0.409	0.387	0.360	0.284	0.214	0.325	0.422	0.433	0.192	0.281	0.390	0.340	1.000	0.451	0.590	0.428	0.519	0.220	0.508	0.273	0.136	0.326
CG6	0.619	0.637	0.426	0.566	0.480	0.547	0.540	0.505	0.352	0.330	0.462	0.507	0.510	0.451	0.409	0.420	0.767	0.451	1.000	0.293	0.650	0.315	0.396	0.496	0.437	0.453	0.289
CG49	0.466	0.480	0.369	0.549	0.384	0.385	0.219	0.195	0.337	0.224	0.122	0.207	0.293	0.157	0.511	0.304	0.323	0.590	0.293	1.000	0.310	0.172	0.506	0.480	0.368	0.238	0.349
CG7	0.543	0.580	0.554	0.460	0.577	0.487	0.559	0.507	0.411	0.316	0.419	0.433	0.450	0.427	0.473	0.442	0.672	0.428	0.650	0.310	1.000	0.337	0.255	0.410	0.363	0.397	0.495
CG52	0.266	0.228	0.400	0.138	0.126	0.255	0.293	0.460	0.079	0.037	0.249	0.235	0.333	0.256	0.201	0.154	0.396	0.519	0.315	0.172	0.337	1.000	0.478	0.489	0.262	0.318	0.287
CG51	0.274	0.315	0.374	0.355	0.368	0.315	0.436	0.475	0.401	0.403	0.421	0.437	0.418	0.513	0.513	0.499	0.497	0.220	0.396	0.506	0.255	0.478	1.000	0.610	0.524	0.522	0.503
CG54	0.309	0.459	0.451	0.589	0.459	0.437	0.437	0.655	0.425	0.392	0.544	0.539	0.452	0.420	0.413	0.384	0.517	0.508	0.496	0.480	0.410	0.489	0.610	1.000	0.588	0.612	0.510
CG34	0.317	0.428	0.192	0.491	0.515	0.427	0.393	0.521	0.394	0.051	0.386	0.275	0.409	0.497	0.330	0.415	0.508	0.273	0.437	0.368	0.363	0.262	0.524	0.588	1.000	0.800	0.514
CG35	0.351	0.380	0.381	0.396	0.545	0.332	0.357	0.562	0.359	0.079	0.175	0.284	0.273	0.513	0.275	0.299	0.435	0.136	0.453	0.238	0.397	0.318	0.522	0.612	0.800	1.000	0.446
CG48	0.362	0.418	0.447	0.416	0.484	0.343	0.461	0.389	0.398	0.272	0.471	0.285	0.307	0.349	0.517	0.500	0.478	0.326	0.289	0.349	0.495	0.287	0.503	0.510	0.514	0.446	1.000

CG, competency grid; GPT2, Term 2 of Australian general practice training.

Appendix 7. GPT2: Factor correlations and associated standard errors of standardised solution

Factor	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	Factor 6	Factor 7
Factor 1	1	0.62 (0.05)	0.69 (0.04)	0.54 (0.05)	0.75 (0.05)	0.61 (0.06)	0.54 (0.07)
Factor 2		1	0.61 (0.05)	0.56 (0.06)	0.71 (0.05)	0.48 (0.07)	0.49 (0.06)
Factor 3			1	0.81 (0.04)	0.77 (0.05)	0.64 (0.06)	0.54 (0.06)
Factor 4				1	0.77 (0.06)	0.61 (0.08)	0.56 (0.07)
Factor 5					1	0.61 (0.06)	0.47 (0.07)
Factor 6						1	0.68 (0.08)
Factor 7							1

Blank cells mean no data are applicable.

GPT2, Term 2 of Australian general practice training.

Appendix 8. GPT2: Internal consistency of identified factors (standardised Cronbach alphas) and estimates of change in alpha due to item deletion

Factor	Deleted ^A	Item	Raw		Standardised	
			Corr	Alpha	Corr	Alpha
All items		Overall		0.907		0.907
	CG38	Appropriately explains causation-seriousness, expected duration, short- and long-term consequences	0.489	0.903	0.486	0.903
	CG37	Clearly explains diagnostic conclusions, justification and check patients understanding	0.593	0.901	0.591	0.901
	CG43	Discusses possible options for management if appropriate and relevant, and elicits patients' viewpoint	0.501	0.903	0.497	0.903
	CG41	Relates investigations and procedures to the management plan, explains value and purpose	0.543	0.903	0.542	0.902
	CG39	Clearly outlines the plan of management for each defined problem. Explains expected outcomes and influence on ongoing management of the problem	0.586	0.902	0.585	0.902
	CG14	Periodically summarise to verify own understanding, invites patient to correct interpretation	0.516	0.903	0.510	0.903
	CG19	Summarises periodically to confirm understanding before moving on	0.591	0.901	0.583	0.902
	CG21	Structures interview in a logical sequence	0.546	0.902	0.546	0.902
	CG7	Negotiates agenda taking patient and doctor's needs into account	0.549	0.902	0.546	0.902
	CG23	Demonstrates appropriate non-verbal behaviour – eye contact, posture, position and movement, vocal cues, rate volume, tone	0.528	0.903	0.524	0.903
	CG26	Accepts legitimacy of patient's views and is non-judgemental	0.386	0.905	0.385	0.905
	CG10	Listens attentively – uses appropriate listening skills and silence	0.541	0.902	0.539	0.902
	CG18	Encourages the patient to express their feelings	0.449	0.904	0.445	0.904
	CG12	Picks-up verbal and non-verbal cues, appropriately addresses and acknowledges	0.537	0.903	0.535	0.903
	CG15	Uses concise easily understood questions and comments, avoids jargon	0.459	0.904	0.460	0.904
	CG2	Introduces self and clarifies role	0.532	0.903	0.534	0.903
	CG3	Shows interest and respect, attends to patient's physical comfort	0.545	0.902	0.547	0.902
	CG4	Identifies patient's problems or issues	0.575	0.902	0.572	0.902
	CG47	Appropriately implements health promotion and identifies opportunities of behaviour change if applicable	0.412	0.905	0.415	0.905
	CG6	Confirms list and screens for further problems	0.555	0.902	0.550	0.902
	CG49	Discusses non-medication options as appropriate and relevant to clinical context	0.302	0.906	0.305	0.907
	CG52	Patient medical summary information and relevant family and preventative health information recorded and regularly updated as required	0.302	0.907	0.303	0.907
	CG51	Medical records accurate and contemporaneous – all key and relevant information for the consultation recorded. Management plan and follow-up arrangements clearly recorded	0.482	0.904	0.494	0.903
	CG54	Writes clear referral letters stating reason for referral, expected outcomes and provides all necessary patient information to facilitate the referral	0.470	0.904	0.475	0.904
	CG34	Performs an appropriate physical examination – is mindful of patient comfort and privacy throughout the physical examination	0.404	0.905	0.408	0.905
	CG35	Physical examination is accurate and clinical signs correctly elicited	0.387	0.905	0.393	0.905
	CG48	Prescribes medications and treatments as appropriate to diagnostic conclusions, adopts a quality use of medications framework, prescribes safely	0.434	0.905	0.439	0.904

Appendix 8. GPT2: Internal consistency of identified factors (standardised Cronbach alphas) and estimates of change in alpha due to item deletion

Factor	Deleted ^A	Item	Raw		Standardised	
			Corr	Alpha	Corr	Alpha
Factor 1		Overall		0.809		0.810
	CG38	Appropriately explains causation-seriousness, expected duration, short- and long-term consequences	0.596	0.773	0.592	0.775
	CG37	Clearly explains diagnostic conclusions, justification and check patients understanding	0.646	0.756	0.646	0.758
	CG43	Discusses possible options for management if appropriate and relevant, and elicits patients' viewpoint	0.517	0.796	0.521	0.796
	CG41	Relates investigations and procedures to the management plan, explains value and purpose	0.595	0.775	0.596	0.774
	CG39	Clearly outlines the plan of management for each defined problem. Explains expected outcomes and influence on ongoing management of the problem	0.633	0.761	0.631	0.763
Factor 2		Overall		0.671		0.680
	CG14	Periodically summarise to verify own understanding, invites patient to correct interpretation	0.552	0.485	0.566	0.488
	CG19	Summarises periodically to confirm understanding before moving on	0.584	0.449	0.593	0.450
	CG21	Structures interview in a logical sequence	0.340	0.773	0.340	0.773
Factor 3		Overall		0.754		0.754
	CG23	Demonstrates appropriate non-verbal behaviour – eye contact, posture, position and movement, vocal cues, rate volume, tone	0.541	0.706	0.545	0.704
	CG26	Accepts legitimacy of patient's views and is non-judgemental	0.430	0.735	0.433	0.735
	CG10	Listens attentively – uses appropriate listening skills and silence	0.521	0.711	0.519	0.712
	CG18	Encourages the patient to express their feelings	0.489	0.720	0.486	0.721
	CG12	Picks-up verbal and non-verbal cues, appropriately addresses and acknowledges	0.550	0.702	0.547	0.704
	CG15	Uses concise easily understood questions and comments, avoids jargon	0.432	0.736	0.432	0.735
Factor 4		Overall		0.691		0.703
	CG2	Introduces self and clarifies role	0.589	0.525	0.585	0.527
	CG3	Shows interest and respect, attends to patient's physical comfort	0.536	0.567	0.549	0.574
	CG4	Identifies patient's problems or issues	0.425	0.700	0.430	0.719
Factor 5		Overall		0.609		0.603
	CG47	Appropriately implements health promotion and identifies opportunities of behaviour change if applicable	0.361	0.561	0.367	0.545
	CG6	Confirms list and screens for further problems	0.452	0.487	0.430	0.496
	CG49	Discusses non-medication options as appropriate and relevant to clinical context	0.281	0.609	0.282	0.607
	CG7	Negotiates agenda taking patient and doctor's needs into account	0.472	0.469	0.461	0.471

Appendix 8. GPT2: Internal consistency of identified factors (standardised Cronbach alphas) and estimates of change in alpha due to item deletion

Factor	Deleted ^A	Item	Raw		Standardised	
			Corr	Alpha	Corr	Alpha
Factor 6		Overall		0.707		0.709
	CG52	Patient medical summary information and relevant family and preventative health information recorded and regularly updated as required	0.482	0.673	0.481	0.675
	CG51	Medical records accurate and contemporaneous – all key and relevant information for the consultation recorded. Management plan and follow-up arrangements clearly recorded	0.562	0.568	0.565	0.571
	CG54	Writes clear referral letters stating reason for referral, expected outcomes and provides all necessary patient information to facilitate the referral	0.536	0.607	0.536	0.607
Factor 7		Overall		0.585		0.576
	CG34	Performs an appropriate physical examination – is mindful of patient comfort and privacy throughout the physical examination	0.487	0.333	0.469	0.344
	CG35	Physical examination is accurate and clinical signs correctly elicited	0.457	0.385	0.439	0.392
	CG48	Prescribes medications and treatments as appropriate to diagnostic conclusions, adopts a quality use of medications framework, prescribes safely	0.261	0.652	0.262	0.653

^AThis shows the change in Cronbach's α if the relevant item was deleted from the construct.

Blank cells mean no data are applicable.

CG, competency grid; Corr, correlation; GPT2, Term 2 of Australian general practice training.