Extended Data: Appendix A

Example of Focus Group Content

Live polling and group discussion questions were used to prompt discussion in the focus groups. On average, each session used six live poll questions and 12 discussion prompts. The table below displays the types of questions group participants from 3 focus groups were asked in one example module titled “Developing Resilience”. Two questions formats were used. Anonymous polling was used to collect answers to multiple choice prompts, and discussion prompts were used for an open conversation. Questions marked with an asterisk were asked in all focus groups.

Supplemental Table 1

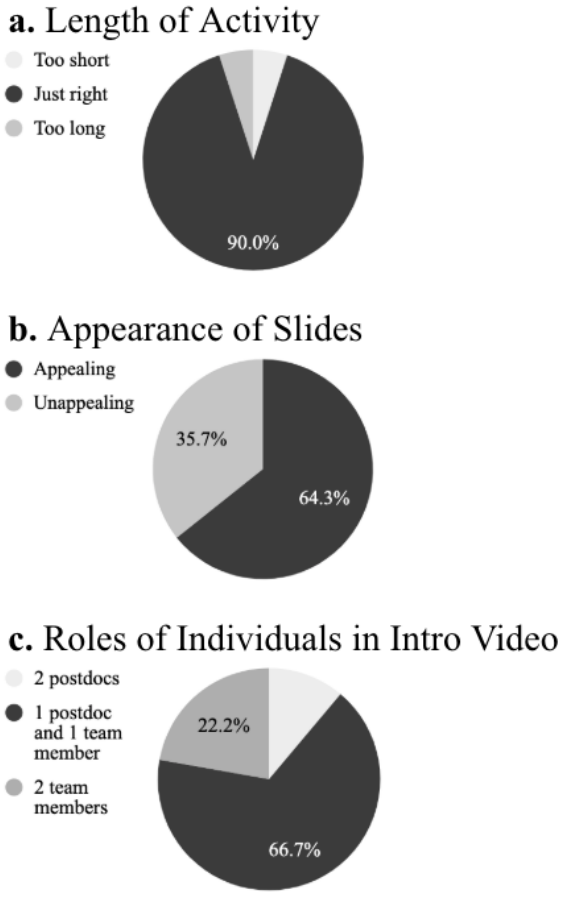
Questions that three focus groups were asked on “Developing Resilience”. Asterisks indicate questions that were asked to all focus groups.

Question:	Format:
*Have you taken a massive open online course before?	Live poll
Do you see your work-life resilience as in your control?	Live poll
Does the ecology analogy of resilience make sense to you? Because there is a wide range of disciplines that postdocs are experts in, does this work or is there a better example that could be used?	Discussion
Would it be helpful for us to unpack the y-axis further? Follow-up discussion: What would you use?	Live poll
What components of the graph do you like? Are there components of the graph that could be improved?	Discussion
Do you think the discussion of the framework from the literature is valuable?	Discussion
We acknowledge that many barriers to resilience might be out of your control or are unable to be “fixed” in one week. What are examples of barriers that are out of your control? Is time as a barrier in your control? How can we help you with those types of barriers?	Discussion

*Is this section engaging?	Live poll
How do you see your own recovery? Are there things you do to recover within the workplace, or do you only see yourself recovering outside of the workplace?	Discussion
We're carefully constructing the Postdoc Academy based on research - do you see practical strategies in this section that you can/want to apply to your own life?	Discussion
Are you familiar with "backward design"?	Live poll
Think for a minute about the goals that you might identify for yourself. Are there ways for you to break down these goals into manageable subtasks? Are these goals something that you can change yourself or would you need more support/resources?	Discussion
Would you want to see a discussion of failure by diverse voices up front? Or where else would talking about failure fit within this module?	Discussion
Are there components of this content that make it approachable and relatable to a wide audience of postdocs? If not, how can it be improved?	Discussion
*What would you be coming to the MOOC for? Would you come for access to peers or experts?	Live poll
*What would you want to revisit after the course ends?	Discussion
*Does this content sound exciting and engaging to you?	Discussion
*Of all the topics discussed today, what to you is the most important?	Discussion
*Of all the topics discussed today, are there any which you did not find interesting or worthwhile? If so, why not?	Discussion
*Is there anything missing?	Discussion
*Does the title, "Developing Work-Life Resilience" fit the module content that you've seen today?	Live poll

Extended Data: Appendix B

Supplemental Figure 1 demonstrates three examples of the live polling data collected in the focus groups that reviewed the module titled “Finding Success as a Postdoc”. 90% of participants (n=20) responded that the activity was of an appropriate length (Supp. Figure 1a), while 64.4% of focus group participants (n=14) indicated that the slides were appealing (Supp. Figure 1b). Also of interest to the program team was who would be in the introductory videos for each module; 66.7% of focus group participants (n=18) favored the presence of one postdoc and one team member over two postdocs or two team members (Supp. Figure 1c). Live polling questions were optional, resulting in small variations of sample size (14-20 responses).



Supplemental Figure 1. Live poll results from focus groups reviewing “Finding Success as a Postdoc”. a) “What do you think about the length of this activity?” (n=20). b) “Are the slides

appealing or unappealing?" (n=14). c) "Who would be the most engaging to see in the introduction and outro videos?" (n=18).