Eligible clinical departments with trainees in the Northern Educational Region in Denmark (n=154)

- Excluded because of previous participation in leadership course (n=42)
- Excluded because the department was too small (n=33)
- Did not manage to contact CRE and department (n=10)

CRE’s and departments contacted (n=69)

- Did not want to participate (n=13)

Included in study (n=56)

- Completed MSF (n=42)
  RR =75% (42/56)
- Completed measurement of educational climate (n=46)
  RR = 82% (46/56)

Study population. Completed both MSF and measurement of educational climate (n=42)