Regions randomized (n=4)

- Regions randomized to control (n=2)
  - Staff eligible and invited (n=66/154)
  - Staff allocated to control cluster (n=62/135)
    - Missing pre self evaluation (n=17/62)
    - Missing pre peer evaluation (n=19/62)
    - Withdrew formally from study (n=0)
    - Missing post self evaluation (n=19/62)
    - Missing post peer evaluation (n=20/62)
    - Included in primary analysis (n=62)

- Regions randomized to experimental (n=2)
  - Staff eligible and invited (n=88/154)
  - Staff allocated to experimental cluster (n=74/135)
    - Missing pre self evaluation form (n=15/74)
    - Missing pre peer evaluation form (n=22/74)
    - Withdrew formally from study (n=1)
    - Missing post self evaluation form (n=22/73)
    - Missing post peer evaluation form (n=29/73)
    - Included in primary analysis (n=73)