

Appendix W. Data Summary Table: Finding 3

	Name	How They Learned What They Needed					
		Dialogue With Colleagues	Self-Directedness/ Reading/Research	Post-Course Work Seminars	Advisor	Course Work	Other Expert Advice
1	Mollie	X		X	X		
2	Hank	X					
3	Morris	X	X				
4	Debbie	X					
5	Doris	X					
6	Anthony	X	X				
7	Anne	X					
8	Brent	X					
9	Angela		X				
10	Jane	X			X		X
11	Brad	X	X				
12	Dexter			X			
13	Frankie	X					
14	Sally			X	X		
15	Shana	X					
16	Lin	X				X	
17	Carin		X				
18	Fay		X	X	X		
19	Connie	X		X			
20	Julia	X					
TOTAL	20	15 (75%)	6 (30%)	5 (25%)	4 (20%)	1 (5%)	1 (5%)