

Multimedia Appendix 1. Interview guide for focus group discussions.

Key question: How is the virtual world scenario based CPR team training perceived (concerning flow/concentration, engagement, technique and interaction with others)

	<u>Theme</u>	<u>Question</u>
1	Affective engagement	1a. What did you feel during the training? 1b. How engaged were you? 1c. Why were you (not) engaged? 1d. What would be needed to increase your level of engagement
2	Focus during training (concentration)	2a. What did you think about during the training? 2b. How easy/difficult was it to perform good CPR? 2c. Did you experience "flow"? If yes: How often, how much?
3	Teamwork	3a. How did you experience working together in a team? 3b. Which importance did your peers in the group have when dealing with the task?
4	Interface	4a. How did you experience being represented and acting in a virtual world? 4b. Did it make any difference if you acted in a virtual world before? How? 4c. How was it for you to use this training tool? Name the most important pros and cons.
5	Effects on knowledge	5a. Do you think that the CPR that you practiced in the virtual environment can affect how you act in a real emergency medical situation? 5b. Did you learn anything from the training? What?