

## Interview guide:

- Describe your role as physician here at the hospital
  - Position, seniority (consultant, resident, intern), specialty/sub-specialty, researcher
- Describe a day when you go home happy/satisfied/content with your workday
  - Describe another day when you go home and are not happy/satisfied/content
    - What are your thoughts about what it is that makes the difference?
- What are your experiences from the interactions between physician's professional fulfillment/satisfaction, organizational factors and quality of patient care?
  - Are there any challenges where you work today in relation to these interactions?
    - Examples from own individual experiences preferred
    - From you own experiences and reflections – what are perspectives that would benefit from being improved?
      - How does this relate to your own professional fulfillment/satisfaction?
      - How does this relate to quality of patient care?
      - Is it measured per today? How would you go about to measure this?
- Which of the targets and measurements that your department follow are you aware of?
  - Are any of these really important for you/ that you actively track and follow?
  - Are there other measurements you would appreciate to follow?
- Do you experience that the organization is supportive and facilitates for you to come up with suggestions for improvements?
  - When was the last time you had an idea/suggestion for improvement? (concrete example)
    - How did you go about to get support and initiate change based upon your idea/suggestion?
    - Has your idea/suggestion become reality?
  - From your own experience, what can be done, if anything, to further facilitate for new ideas to improve clinical practice?
- If you were the Head of the Department or Hospital Director are there things you would really want to pay additional attention to?
- Are there other questions you would have wanted us to ask, in relation to this research area?

**Much appreciate your time and effort in participating!**



**LEFO**

Institute for Studies of  
the Medical Profession