

## Supplementary Online Content

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### **eAppendix.** Interview Guide

This supplementary material has been provided by the authors to give readers additional information about their work.

## eAppendix. Interview Guide

1. Opening
  - a. Anonymous
  - b. Voluntary
  - c. No right or wrong answer, just want to gather opinions
  - d. No need for agreement or consensus
  - e. No EHR
2. General
  - a. What do you feel are the causes of burnout in your practice and your life?
  - b. What do you perceive as the biggest barriers to professional fulfillment?
3. Culture of wellness
  - a. What would make you feel more respected, valued or appreciated by hospital leadership?
  - b. How do you feel the hospital system should offer solutions for burnout?
4. Efficiency of practice
  - a. What one thing would make the biggest positive impact in your worklife?
  - b. What would help your workday be more do-able?
  - c. If you could change 3 things about your worklife, what would they be?
  - d. What are some examples of things that have already helped your worklife?
5. Practical timesavers/outside of work life efficiency
  - a. What would help you better balance and attend to your responsibilities and interests surrounding career/worklife and your personal life?
6. Personal resilience
  - a. How would you most prefer to receive trainings and offerings on personal resiliency?
  - b. How do you feel about in-person offerings vs on-line conferencing vs self-paced on-line material to support well-being, resiliency?
  - c. How can your work support your pursuit of personal health and well-being?
  - d. What makes you feel most alive and excited about your work?
  - e. What makes you feel most excited and hopeful about your future?