



Interview Guide for Semi-Structured Interviews: Distress and Resilience of Healthcare Professionals during the COVID-19-Pandemic (DARVID)

Before we begin:

1. Extend your greetings, and thank all of the participants for being there and for their participation. Remind them that the interview will be video and audio recorded, and then viewed by the investigating team, for coding and transcription purposes. Tell them that you guarantee that all information will remain anonymous.
2. Ask for their written voluntary consent to participate in the interview.
3. Explain that, first and foremost, our interest in the focus group is to evaluate the ideas of the participants and their contributions.
4. Set the ground rules for group discussion (i.e., role of facilitators, role of the assistant, audio and video recording, raising hands, do not speak at the same time).
5. **Start the video and audio-recording devices**

Introduction (5 minutes)

1. Explanation that the focus group will be divided into different sections.
2. Short presentation round.
3. Experience and background of participants:
 - Age (Make a note on sex)
 - Profession/ in the front line?
 - Previous work experience
4. Were you working in your usual workplace during the pandemic? If not, where?
5. Ask about the experience of filling in the questionnaire, and what the participants thought was the purpose of it.



Survey (45 minutes)

1. *Explain briefly the purpose of the study (association of resilience and a work-related sense of coherence with development of mental health symptoms).*

Stress / Personal circumstances

2. What was the most relevant stress factor related to work and to private life during the pandemic?

Perceived vulnerability

3. Were you especially afraid of being contaminated? When?
4. What did you do to manage your worries about contamination?

Traumatic stress

5. How was your sleeping quality and quantity during the special situation of the COVID-19 pandemic compared to before the pandemic arrived?
 - a. Did you have nightmares during the COVID-19 pandemic, or do you at present?
 - b. Did you have difficulties falling asleep during the COVID-19 pandemic, or do you at present?
 - c. Did you have difficulties staying asleep for several hours?
6. If you remember your working situation during the COVID-19 pandemic: Were you exposed to a very stressful event that was life-threatening for you or another person, which was frightening or distressing for you during the COVID-19 pandemic? (If you feel ok to describe this event a little bit more, please do it)
 - a. What do you do if distressing and intense memories come up?
 - b. Do you experience physical reactions or severe distress when you are reminded or relating to this event / or your working situation during the COVID-19 pandemic?
(Which?)



- c. What do you do if physical reactions or severe distress come up?

7. Did you notice any difference in your emotional state during the COVID-19 pandemic (i.e. feeling more aggressive, feeling numb, being hypervigilant, feeling guilty)?

Depression

8. The following questions will focus on your state of depression related to your working situation during the COVID-19 pandemic
 - a. Have you felt depressed? In which situation?
 - b. What have you done to feel more comfortable?
9. Did you experience appetite disorders (poor appetite/ overeating), panic attacks, worry all the time, etc?

Resilience

10. What do you think resilience is?
 - a. Did you feel especially resilient during the pandemic?
 - b. What was the most important individual factor and social factor that improved your resilience during the pandemic?
 - c. What would be helpful for you to enhance your resilience at work in the future?
 - d. What can your organisation do to enhance your resilience at work in the future?

Work-related sense of coherence

11. When you think about your working situation during the COVID-19 pandemic, what was different during the pandemic?
12. What was it like to provide care for COVID-19 patients?
13. How do you feel your hospital performed during the pandemic?



Final remarks (5 minutes)

1. If you advise your past self (six months ago) on how to react to the Corona pandemic, what would your main advice be?
2. Thank you (distribution of an incentive voucher?)
3. **Stop video and audio-recording devices**