

## Supplementary Document 1

### Interview Guide for Conducting COVID-19 Debriefs with TSOS Study Team Members

Debriefs will be used to elaborate on information provided by study team members acting as Participant Observers (POs) in the form of jottings and field notes.

1. Can you elaborate on any events that you observed during your shifts in the Trauma Center (TC) that illustrate the impacts on the pandemic on the performance and well-being of TC providers and staff?
2. Can you elaborate on any events that illustrate the impacts of the pandemic on execution of TSOS study tasks (e.g., patient recruitment, screening and referral, data collection)?
3. Have you heard from other TC providers and staff of physical and emotional impacts of additional workload?
4. Can you elaborate on any observed impacts of the pandemic on provider interactions with patients, family members and other providers?
5. Have you observed and/or heard about instances of strategies used by TC providers to cope with the increased personal and professional demands imposed by the pandemic?
6. Have the demands for health care delivery in the TC produced by the pandemic generated any ethical tensions among providers and staff?
7. Do you have any suggestions for services required to address psychosocial needs of providers resulting from increased demands associated with the pandemic?
8. Have you heard any suggestions for services required to address psychosocial needs of providers resulting from increased demands associated with the pandemic from your colleagues?