

## Topic guide for semi-structured interviews

### 1. Sociodemographic and job-related characteristics of the subjects

- **Demographic:** Gender, age, marital status, educational level, workplace type, country of qualification, years of practice, income, employment status (permanent/fixed-term), professional sector (private/public), supervisory position (no/yes)
- **Subjects' working routine:** the daily working program (or number of hours worked per week), the working posture, overnight work, occupational calling, the aid of a dental assistant, the use of four-hand dentistry during current procedures

### 2. Health

- Self-reported health (psychological, emotional and physical)
- Health-related behaviours (alcohol and tobacco consumption, exercises, etc.)
- Satisfaction with life
- Well-being (Pūrienė et al., 2011)

#### Personal

- Worthwhile
- Happiness
- Anxiety
- Having time for hobbies
- Number of days dedicated to vacation and recreation during the year,
- Any sport or physical exercise, its duration and frequency

#### Family and friends

- Time spent with the family because of long working hours,
- Necessity to reduce family leisure activities
- Tiredness due to work resulting in not fulfilling family duties
- Stress at work causing nervousness at home.

### 3. Job satisfaction

- **Satisfaction and dissatisfaction** (Candell and Engström, 2010)
  - 'Can you describe what gives you work satisfaction and dissatisfaction?'
- **Career aspiration** (Candell and Engström, 2010)
  - 'Dentistry fulfils my current career aspiration'
  - 'I would make same decision to go into dentistry again',
- **Job-related interpersonal relationship**
  - Physical work environment (Goetz et al., 2012)
  - Chairside, administration and other office management
  - Psychosocial work environment (Berthelsen et al., 2008)
  - Perceived social support in relation to work, opportunities to meet colleagues (response alternatives: at clinic, at conferences/courses, at meetings, during free time) and the frequency (response alternatives: daily, weekly, monthly, more seldom, never).

### 4. Motivation to work hard in your job (NHS Digital, 2016)

- Motivation/demotivation
- Feeling good about my job as a dentist
- Recognition for your work
- Is your income fair?
- Equipment and resources to do your job
- Opportunities to deal with challenges and interesting work
- Opportunities for career progression

- Leaving dentistry

#### 5. **Morale (Gilmour and Stewardson, 2008)**

- Future working in the NHS/changes/worries
- How valuable you are as an NHS dentist?
- Ability to control what you can do for your patients
- Concerns about being able to work in the area you would like
- Enough income in the NHS?
- Loyalty to the NHS
- NHS support for career development
- Opportunities for training and expanding experience in an NHS dental practice

#### 6. **Work-related stress**

- Workload
- Burnout
- Work engagement
- Job resources
- Income
- Relationship with patients/staff
- Technical-related
- Occupational hazards  
(Palliser et al., 2005)

#### 7. **Occupational perceived disease**

**e.g. Musculoskeletal discomfort** (Talpos-Nuculescu et al., 2010)

- Cause of the pain
  - The pain was caused by the overall working activity,
- Areas of the pain
  - The pain localisation
- Effects from the pain
  - Days off taken as a consequence of a medical condition related to work

#### 8. **Future plans**

- Career plans
- Retirement plans
- Other careers that had been considered before and since becoming a dentist
- Aspiration (Montasem et al., 2014)

#### **Intrinsic aspiration:**

- Personal growth
  - Standard of living
  - Financial stability
  - Individual's competencies
- Community contribution
  - Interest in helping people
  - 'how important this is to you to help others improve their lives'
- Interpersonal relationships
  - Proximity to family and friends (Newton et al., 2011)
  - Proximity to facilities (Silva et al., 2006)

**Extrinsic aspiration:**

- Wealth
  - o how important this is to you 'To be a very wealthy person'
- Fame
  - o how important this is to you 'To be a very famous person'
- Personal image
  - o Career development
  - o Developing new skills

**9. Implications of well-being**

- Personal level
- Practice/team level
- Professional level
- Organisational

**10. Improving well-being**

- Personal level
- Practice/team level
- Professional level
- Organisational
- Other

**11. Final comments**

**Thank you and Close**