

## S1 Appendix I. Topic list focus groups

### Opening and introduction

Welcome.

Introduction and explanation of the purpose of the meeting and focus group rules.

Informed consent.

### Introductory question

What usually works for you to maintain your resilience and vitality at work? Is this different now, in the COVID-19 time period? What makes it different now? And in what sense is it different?

### Transition question

The research question contains an assumption “maintaining”. That implies that it is still there. If you look at yourself, how do you see it, is it about maintaining resilience and vitality, or is it actually about rebuilding resilience and vitality after the first COVID-19 wave?

### Key questions

Key questions cover 2 categories: 1. Factors of influence and 2. Interventions aimed at those factors

#### 1.1 Open

Which factors contribute to maintaining your resilience and vitality at work, during the second COVID-19 wave?

Brainstorm and inventory of factors on whiteboard.

Cluster if applicable. These are various factors, you can roughly divide them into (for example, depending on outcomes): appreciation (whose? how? ), resources (staff and products), own balance (work, home, relaxation), own feeling about the situation: acceptance (vs pressure and tension), professional ethos / finding meaning etc.

#### 1.2 Further exploring

What makes these factors contribute to your resilience and vitality? How does that work?

Then specifically, for each factor mentioned: how does it work, what makes that..... contribute to the maintenance of resilience and vitality? What are the underlying reasons (motives) for this?

#### 2.1 Open

Using this list (factors of influence), what would be interventions, or policies, that are appropriate to your needs (in terms of maintaining resilience and vitality)?

Make an inventory of interventions on whiteboard.

## 2.2 Further exploring

How does it work that, what makes that..... would be a suitable intervention when it comes to maintaining resilience and vitality? How does that work? Would you be motivated to participate in such an intervention? What is/are your reasons/motives for this? How is that?

Note: in case the proposed interventions focus on one and the same factor, mention this and refer to the other factors mentioned earlier as well.

## Concluding questions and closing remarks

We are going to wrap up. Of all the issues discussed today, which one is the most important to you?

Or: if you were to give your policy advice (on this subject) to the Board of Directors in a few sentences, what would you say?

Thank you for your contributions.