

**S5 Appendix:** Overview of descriptors identified in the included studies categorized in the seven attitude themes (*professional, motivated / motivating / encouraging / empowering attitude, empathetic / respectful / sensitive attitude, collaborative / inclusive attitude, authentic attitude, creative / flexible / innovative / adaptive attitude, frank / direct / honest attitude*). The publication IDs indicate the corresponding articles in which the descriptors were identified.

<b>Attitudes</b>	<b>Publication references</b>	<b>Number of Publications</b>
<i>ISPs have a ... attitude.</i>		
<b>Professional</b>		<b>N = 28</b>
<i>Professional*</i>	[82] [92] [100] [108]	n = 4
Responsive	[84] [85] [86] [91] [95] [99] [100] [108] [114] [118] [119] [123]	n = 12
Focused	[85] [89] [90] [100] [108] [113] [121] [122] [125]	n = 9
Credible	[91] [93] [99] [101] [106] [119] [121]	n = 7
Resilient	[84] [101] [106] [110] [113] [121]	n = 6
Perseverant	[101] [113] [121]	n = 3
Clear	[108] [115] [118]	n = 3
Research-minded	[98] [106]	n = 2
Persistent	[100] [110]	n = 2
Consistent	[103] [119]	n = 2
Proactive	[84]	n = 1
Autonomous	[84]	n = 1
Neutral	[84]	n = 1
Accurate	[103]	n = 1
Self-efficient	[111]	n = 1
Committed	[113]	n = 1
Patient	[92]	n = 1
Timely	[119]	n = 1
Discrete	[119]	n = 1

Reliable/dependable	[121]	n = 1
Intentional	[123]	n = 1
Accountable	[125]	n = 1
<b>Motivated / motivating / encouraging / empowering</b>		<b>N = 25</b>
<i>Motivated / motivating / encouraging / empowering*</i>	[83] [85] [87] [89] [92] [94] [97] [99] [100] [101] [102] [103] [104] [106] [107] [108] [111] [113] [116] [118] [119] [120] [121] [122] [123]	n = 25
<b>Empathetic / respectful / sensitive</b>		<b>N = 20</b>
<i>Empathetic / respectful / sensitive*</i>	[82] [85] [87] [90] [92] [95] [100] [101] [104] [106] [108] [110] [112] [118] [119] [120] [122] [123] [124] [125]	n = 20
<b>Collaborative / inclusive</b>		<b>N = 19</b>
<i>Collaborative / inclusive*</i>	[85] [92] [94] [95] [96] [97] [98] [100] [101] [106] [108] [111] [112] [117] [118] [119] [123] [124] [125]	n = 19
<b>Authentic</b>		<b>N = 13</b>
<i>Authentic*</i>	[81] [85] [95] [96] [98] [105] [108] [109] [113] [115] [119] [123]	n = 12
Self-aware	[121]	n = 1
<b>Creative / flexible / innovative / adaptive</b>		<b>N = 9</b>
<i>Creative / flexible / innovative / adaptive*</i>	[86] [88] [98] [101] [106] [111] [115] [116] [117]	n = 9
<b>Frank / direct / honest</b>		<b>N = 5</b>
<i>Frank / honest / direct*</i>	[81] [92] [113] [118] [122]	n = 5

\* not further specified