

Supplementary material 1. Final version topic guide.

- What was your motivation taking part in the training?
- Overall, what was your experience with the mindfulness training?
- Did the training affect your leadership? If yes: How?
- Other aspects (If not already mentioned): Did you experience any change in ...
 - ... the way you manage your work load?
 - ... the way you organize work within your team?
 - ... the way you collaborate with others?
 - ... in your longer-term vision?
- How did the training contribute to these changes?
- How feasible was it for you to take part in the training?

Note: the current study only focused on data regarding leadership and leadership tasks.