

Supplemental File 1. Workplace Violence Interview Guide***Date:****Site:**

Interviews began with the research coordinator reviewing the objective of the interview: To understand the nature of WPV and understand how people deal with WPV events.

Work history

1. What is your job/role in the emergency department?
2. When did you start your shift today?
3. How many consecutive shifts have you worked leading up to today?
4. How many days have you worked in the past 7 days, including today?

Event description*

5. In your own words, describe what happened today.
6. What was your goal in managing the situation?
7. Before the event began, how concerned were you about this patient's risk of becoming violent?
(Use a scale of 1-5, where 1 = not at all concerned, 3 = somewhat concerned, and 5 = extremely concerned.)
8. How safe did you feel when responding to the violent event?
(Use a scale of 1-5, where 1 is not at all concerned, 3 is somewhat concerned, and 5 is extremely concerned.)
9. Have you received formal training in aggression management or de-escalation?
10. What aspects of your training were helpful in this event?
11. Could this event have been prevented?
12. How could this event have been prevented?

Dealing with emergency department workplace violence

13. Have you experienced similar workplace violence events in the past?
 - a. When did you last experience workplace violence?
 - b. How often do these incidents occur?
14. With incidents like the one today, how did you attempt to recover?
15. How have those previous experiences with WPV impacted you?
16. How are you feeling now?
17. Is there anything else you want to tell me?

*this data collection was also used to meet an institutional goal of understanding frequency and nature of WPV; thus, early questions have a different focus than the main study objectives but are included for the sake of transparency. More close-ended questions were also used as ice-breakers as this proved to be an effective way to engage participants early in the interview.