Topic Guide for Qualitative Interviews  
IRAS Project ID: 263876

16PF Feedback and Qualitative Interview Topic Guide

Welcome
Introduction, overview of session
- Welcome, introduction of researcher and project aims
- Overview of plan for study:
  o A short interview which will be recorded, explanation regarding data handling and anonymisation of transcripts.
  o 16PF feedback: Results presented as a written report, individual will take away copy to keep. Explanation that this feedback will not be recorded.
- Review of PIS and completion of written consent form
- “Feel free to ask questions at any stage”
- “I may make notes so that we can return to a topic later in the interview”

Qualitative Interview
“We will now move on to a short interview to explore your opinions of stress within the working environment”

Perceived Stressors
- What are your experiences of working under stress in the clinical department you work in?
- Experiences of stress at work – Do you find your working environment stressful? Is it always stressful?
- Do you enjoy the environment you work in?
- Coping strategies for stressful environments
- I am now going to read out a list of the 5 most common clinical stressors – can you please rank these in order of which you find most stressful?

Personality
- Do you see differences in personalities at work?
- How do you think your personality affects the way you manage stress? If at all?
  o Explore aspects of the participants personality that are both beneficial and detrimental
- Does this have an impact on the team?
  o Positive and negative experiences
  o How do you manage different personalities within the team?

Psychological Safety
- Do you feel able to raise concerns within the team?
- Do you think it is beneficial that all members of the team are able to raise concerns?
  o Please state whether you agree/ambivalent/disagree with the following statements, thinking about your experiences within your current workplace
    • “If you make a mistake on this team, it is often held against you”
- “Members of this team are able to bring up problems and tough issues”
- “People on this team sometimes reject others for being different”
- “It is safe to take a risk on this team”
- “It is difficult to ask other members of this team for help”
- “No one on this team would deliberately act in a way that undermines my efforts”
- “Working with members of this team, my unique skills and talents are valued and utilised”

*Stops Audio Recording for 16PF Feedback*

**16PF Feedback**
- Explanation of 16PF results by taking participant through written report
- Time for discussion and possible meaning of results

Sum up short qualitative interview and 16PF feedback
Provide opportunity for any questions or further discussion
Provide participant with the following information
  - If you wish to follow any issues you have talked about, you can contact us (provide information)
  - They can withdraw from the study at any point and their data will not be used

Thank participant for their time.