

Supplemental B.

Respiratory Therapist Interview Guide

Wellness – *We are going to begin by talking about professional wellness. Recognizing that a lot of factors influence wellness overall, we want to emphasize a focus on wellness as it relates to all of the aspects of your job.*

“Wellness” has been defined in many different ways. For this discussion, we want to define “wellness” by your overall quality of life, particularly your professional life. It includes the presence of positive physical, mental, social, and integrated well-being and the absence of ill-being. In this focus group, we are interested in better understanding the activities and environments that allow you to develop well-being in all these domains to their full potentials.

I would like you to give you a moment to reflect on what factors you feel promote your wellness as related to your job. Then we can chat about those factors when you’re ready.

- [Probes: factors related to: your patients, ICU environment, leadership, control over your schedule, other factors that make you feel a sense of wellness]
- *If people start by talking about clinical role: **Are there factors related to any of your non-clinical responsibilities that promote wellness?** [Probes: Special projects, committees, other roles and responsibilities.?)*

Burnout – *Now, I would like to take a few minutes to discuss burnout. As with wellness, we ask you to focus on burnout as it relates to all of the aspects of your job as much as possible.*

We define burnout as a psychological syndrome related to job stressors. Burnout syndrome is characterized by emotional exhaustion, depersonalization, and reduced sense of effectiveness and personal accomplishment.

Like we did with wellness, take a moment to reflect on any factors that may lead to feelings of burnout related to your job. Then we can discuss those factors.

- [Probes: factors related to your patients, workload, control, quality of working relationships, clinical care requirements, work-life balance?]
- **Are there factors related to your non-clinical responsibilities that contribute to burnout?** [Probes: I.e. committees, special projects, maintaining clinical ladder level]

Fulfillment – *Considering what we just discussed, I would like to take a few minutes to discuss fulfillment. Again, we'll focus on fulfillment as it relates to all of the aspects of your job.*

Professional fulfillment has been defined as the degree of intrinsic positive reward that an individual derives from his or her work. It includes happiness, meaningfulness, contribution, self-worth, satisfaction, and feeling in control when dealing with difficult problems at work.

Please take a moment to reflect on any factors that are associated with your feelings of fulfillment related to your job. Then we can chat about those factors.

- [Probes: factors related to your patients, the ICU environment, that contribute to your sense of fulfillment?]
- **Are there non-clinical factors that relate to your sense of fulfillment?** [Probes: Continuing education? Committees? Special Projects? Maintaining clinical ladder level?]

IF NOT BROUGHT UP ELSEWHERE – *Some people have shared with us that they have additional positions external to PennMedicine that have had an impact on their feelings of well-being, fulfillment and/or burnout. Can you speak to how that experience may or may not resonate with you?*

Interventions – *Last, I'd like to switch gears and talk about potential solutions to reduce burnout, improve wellness, and increase fulfillment.*

Please describe any efforts you are aware of to reduce burnout, improve wellness, and/or increase fulfillment. *These could be efforts in your department or division, within any department in the hospital, or the ICU you work in the most, for example. They could be formal or informal efforts.*

- [Probes: How do you like them? What do you like about them? Do they have an impact?]
- **In your opinion what other things could be done to reduce burnout and improve wellness and fulfillment?**

Any other comments or questions?

IF NEEDED: *We have reached the end of the hour. If you have additional comments, I'm happy to stay on the call. Thanks again for participating.*