

## Supplementary Appendix S1 - Template for semi-structured interview

### Qs. Participant No.

#### Section 1: GP career

- 1.1 I'm interested in the context in which you are working, so can you describe the course of your GP career to date?
- 1.2 What professional roles do you currently hold?
- 1.3 How many sessions do you work clinically? Has that always been the case? If you have made changes to your clinical sessions what would your reasons have been?

#### Section 2: Professional resilience / coping mechanisms

- 2.1 What does professional resilience mean to you?
- 2.2 Can you give an example of when you felt your professional resilience was challenged?
- 2.3 How did you cope with that challenge?
- 2.4 Do challenges of this type alter your resilience at work?
- 2.5 How do you feel professional resilience is different to personal resilience?
- 2.6 What do you feel the benefit or cost of maintaining professional resilience is?
- 2.7 Do you feel having professional resilience will affect your own work future?

#### Section 3: Organisational resilience

- 3.1 Describe your organisation (practice or other settings)
- 3.2 What factors in your organisation do you think enhance your resilience at work?
- 3.3 What factors in your organisation do you think reduce your resilience at work?
- 3.4 How are you able to influence resilience in your organisation?
- 3.5 Describe your knowledge of the NHS approach to improving resilience in General Practice

#### Section 4: Personal resilience / coping mechanisms

- 4.1 Describe your personal resilience
- 4.2 Do you have any methods which you employ to cope with stresses and challenges?
- 4.3 Would you say you used any unhealthy coping mechanisms?
- 4.4 Are there any factors outside of work which enhance or reduce your resilience?
- 4.5 Do you think you have different resilience for home and for work?

4.6 Do other people attempt to influence your resilience?

### **Section 5: Demographics**

5.1 Year of Birth

5.2 Gender

5.3 University of Primary Degree

5.4 Year of Completion of Training (CCT)

5.5 CCG in which you practice

5.6 Number of paid clinical sessions AND hours worked per week

5.7 Number of paid non clinical sessions AND hours worked per week

5.8 Do you know the researcher? Personally / professionally / do not know

5.9 Have you anything to add that you don't think you have had a chance to cover on this topic

5.10 Has the interview affected your perspective on the topic of resilience?

### **Section 6: Close**

6.1 Would you like to have information about the completed research?

**End**