

A Qualitative Analysis of a Coalition's Characteristics that Influence Physician Behavior

Supplemental File A- Interview Guide Part 1 and Part 2

Interview Guide Part 1

Demographics	
1. Years of clinical practice experience	<input type="checkbox"/> <10 years <input type="checkbox"/> 10-19 years <input type="checkbox"/> 20 plus years
2. Years of formal administrative/leadership experience:	<input type="checkbox"/> <10 years <input type="checkbox"/> 10-19 years <input type="checkbox"/> 20 plus years
3. What is your formal position or leadership role/title:	
Organizational and Change Management	
	<i>Not at all Familiar</i> <i>Somewhat Familiar</i> <i>Familiar</i> <i>Very Familiar</i>
1. How familiar are you that a physician QI leadership coalition called the SCIC was developed to focus on health system improvement including QI knowledge and application?	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
2. How familiar are you that lab test ordering overuse (LTOO) and urea (BUN) utilization was an issue in Alberta?	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
QI Knowledge and Application	
	<i>Novice Not at all</i> <i>Beginner</i> <i>Competent</i> <i>Proficient</i> <i>Expert</i>
3. Prior to implementing the LTOO QI Project:	
a. How would you rate your QI knowledge and application?	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
b. How would you rate your QI leadership experience?	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
4. Post implementing the LTOO QI Project/initiative:	
a. How would you rate your QI knowledge and application?	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
b. How would you rate your QI leadership experience?	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Role of Coalition Related to QI Knowledge	
	<i>Strongly Disagree</i> <i>Disagree</i> <i>Neutral</i> <i>Agree</i> <i>Strongly agree</i>
5. Do you think the coalition supported your QI knowledge and application?	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
If agree- How did the coalition support your QI knowledge?	
If disagree or neutral-Can you elaborate?	

Interview Guide Part 2-Semi-Structured Interview Guide Using TDF Framework *Definitions and constructs: Cane et al. 2012

COM-B Component	TDF Domains	TDF Definitions* and Theoretical constructs represented within each domain*	Questions/Prompts
Psychological capability	Knowledge	An awareness of the existence of something. (Knowledge including knowledge of condition/scientific rationale. Procedural knowledge. Knowledge of task environment.)	<u>Create a sense of urgency:</u> 1. Did the coalition have a role in increasing your awareness or sense of urgency about the issues of lab test over ordering, more specifically urea –blood test over ordering? 2. What are your thoughts about a coalition-comprised of speciality physicians working together on specific health system issues?
Physical capability	Skills	An ability or proficiency acquired through practice. (Skills, Skill development , Competence, Ability , Interpersonal skills, Practice, and Skill assessment)	See Part 1
	Social professional role and identity	A coherent set of behaviors and displayed personal qualities of an individual in a social or work setting. (Professional identity, Professional role Social identity, Professional boundaries Professional confidence, Group identity Leadership and Organizational commitment)	<u>Physician QI Leadership role and identity:</u> 3. Have you taken on a QI leadership role or position in the past? > If yes, can you share briefly what your role and responsibilities were > If no, why not? 3a. What barriers and supports are there for physician regarding QI participation or leadership? 3b. What barriers and supports are there regarding resource stewardship QI projects/initiatives like LTOO? 4. Did the coalition contribute to your organizational physician QI role or QI commitments? Yes/No, If No-move to next question If yes, what aspects of the coalition had the greatest impact on your leadership role or QI commitments?
	Beliefs about capabilities	Acceptance of the truth, reality, or validity about an ability, talent, or facility that a person can put to constructive use. (Self-confidence , Perceived competence Self-efficacy, Perceived behavioral control Beliefs, Self-esteem, Empowerment and Professional confidence)	5. How confident were you about participating in the LTOO QI project? 5a. How confident were you about leading the LTOO QI project? 5b. What supported your confidence?
	Beliefs about consequences	Acceptance of the truth, reality, or validity about outcomes of a behaviour in a given situation. (Beliefs, Outcome expectancies Characteristics of outcome expectancies Anticipated regret and Consequences)	<u>Strategic management:</u> 6. Did the coalition assist in your understanding of the strategic priority, vision, expectations and consequences related to this QI project?

	Goals	Goals (distal/proximal) Goal priority Goal/target setting Goals (autonomous/controlled) Action planning	<u>Generate short term wins-LTOO initiative goal:</u> 7. Did the coalition assist with strategic action planning and goal setting? 8. What impact did the following have on the monthly urea utilization rate? (decrease, increase or stayed the same) <ul style="list-style-type: none"> ➢ Influential physician leaders (coalition leader, region leader, QI physician team leader) ➢ Intervention components 9. Do you think physician order behaviour changed regarding urea blood testing? <ul style="list-style-type: none"> ➢ If Yes, What do you perceive was the reason (s) for the change? If No, why not?
Reflective motivation	Intention	A conscious decision to perform a behavior or resolve to act in a certain way. Mental representations of outcomes or end states that an individual wants to achieve. (Stability of intentions Stages of change model Trans-theoretical model and stages of change, and implementation intention)	<u>Enlist an Army:</u> 10. Did the awareness of the coalition influence your participation and QI project intervention implementation? 10a. How important was your awareness that both the coalition leader, region leader and the medicine executive director supported the LTOO QI project regarding your QI participation and leadership? 10b. Did the intervention components and QI approach impact your motivation for participating, leading and implementing the changes?
Psychological capability	Memory, attention and decision processes	The ability to retain information, focus selectively on aspects of the environment and choose between two or more alternatives. (Memory, Attention, Attention control Decision making, Cognitive overload/tiredness)	
Physical opportunity	Environmental context and resources	Any circumstance of a person's situation or environment that discourages or encourages the development of skills and abilities, independence, social competence, and adaptive behavior. (Environmental stressors Resources/material resources Organizational culture/climate Salient events/critical incidents Person x environment interaction Barriers and facilitators)	<u>Environmental barriers and facilitators:</u> 11. Do you think that any of the following had an influence or not on whether you participated/lead this QI project: <ul style="list-style-type: none"> ➢ COVID 19 ➢ Choosing wisely campaign ➢ Hospital IT system implementation ➢ Health organization or government priorities ➢ Daily clinical priorities ➢ Anything else?
Social opportunity	Social influences	Those interpersonal processes that can cause individuals to change their thoughts, feelings, or behaviors. (Social pressure, Social norms, Group conformity, Social comparisons, Group norms, Social support, Power, Intergroup conflict, Alienation, Group identity)	<u>Coalition Influential Physician Leader:</u> <u>Leader bases of power:</u> 12. Did the coalition physician leader have an impact on your decision to participate, lead and implement the QI project interventions? <u>Political Influence tactics:</u> 13. Were there any specific actions, or communications by physician leaders (coalition or region leader) that may have affected your decision to participate or lead this QI

	Modeling) <i>Social and Group norms: {Opinion leaders represent the social norms within the network and others trust them to compare innovations with the exiting norms and demands of the local situation}</i>	project/initiative? 14. Reflecting back, what were the key characteristics that supported your decision for QI participation and leadership of this QI project?
Emotion	A complex reaction pattern, involving experiential, behavioural, and psychological elements, by which an individual attempts to deal with a personally significant matter or event. (Fear, Anxiety, Affect, Stress, Depression, positive /negative effect Burn-out)	
Behavioural regulation	Anything aimed at managing or changing objectively observed or measured actions. (Self-monitoring, Breaking habit, Action planning)	
Optimism	The confidence that things will happen for the best or that desired goals will be attained. (Pessimism Unrealistic optimism Identity)	
Reinforcement	Increasing the probability of a response by arranging a dependent relationship, or contingency, between the response and a given stimulus (Incentives, Punishment, Consequents, Reinforcement, Contingencies, Sanctions)	15. How effective do you think the coalition was at facilitating the spread of this QI project? 16a. Do you think coalition impacts physician QI leadership culture? 16b. Would you participate in QI projects supported by coalition in the future? If yes, can you elaborate and If no, why not 16c. In the future, do you think using a similar physician QI leadership approach (coalition) is appropriate for physician involvement in QI activities? 17. What else should be done to encourage and support physician QI participation/ leadership in the future?