

## Appendix: Structured Interview Script

### Introduction

Thank you for participating in today's interview being conducted by researchers at the University of Pennsylvania to improve understanding of what wellness means to you in your career as an emergency medicine resident.

My name is \_\_\_\_\_, and I am part of a research team here at Penn. You were invited because you are an emergency medicine resident. The purpose of this discussion is to better understand what is part of your everyday wellness and well-being while working as well as outside of work, so that we can hope to better understand and therefore improve current processes within the department related to wellness.

Before we start, here are a couple of ground rules.

- We will be recording this discussion. Your responses to these questions will be confidential
- We ask that responses are not shared outside this session.
- We expect and encourage a variety of opinions.
- We will finish on time
- This study was approved by the Penn IRB.

What questions do you have? Ok, let's get started. We will begin the recording.

### Part 1:

For these interviews, our ultimate goal is to understand what wellness means to you as residents so that we can frame a work to advocate and understand how best to support you and future residents through residency, and therefore support our patients. To do this, we would like to hear about your experiences and personal thoughts about your own well-being and wellness as a resident.

1. Tell us in your own words, what well-being means to you IN and OUTSIDE OF work?
  - a. What things have an affect on your general well-being?
  - b. Do you actively do things for your well-being on a daily, weekly, or monthly basis?
  - c. What do you do?
2. What is important to your well-being AT work?
  - a. Do you actively do things that improve your well-being while at work?
  - b. What do you do?
3. The concept of well-being lacks one clearly defined meaning, when it comes to residency, what do you believe well-being means? [*Probe if they do not generate responses on their own: UC-Berkeley's Greater Good Science Center, report six underpinnings of happiness, one component of wellness: compassion, friendship, gratitude, forgiveness, exercise and mindfulness, this could include free food on shift, your senior picking up a patient, etc.*]

- a. What are individual factors that contribute to your well-being?
- b. What are individual factors that WOULD contribute to your well-being?  
[Probe if they do not generate responses on their own: For example
  - Institutional factors i.e. having money on your ID to use at the cafeteria
  - Shift factors i.e. being mindful and finding one patient every shift to sit down and connect with even momentarily
  - Educational factors i.e. knowing where you fall in comparison to other residents in your year of training]

Part 2:

The National Wellness Institute defines wellness as an active process through which people become aware of, and make choices toward, a more successful existence.

4. Are there examples you see of this in your day-to-day activity as a resident here?
  - F. What are things we could do to promote your well-being?
  - G. What are things we could do to prevent burnout?

It is estimated that nearly half the physician workforce is “unwell”

5. What are things you can list that degrade/take away from your well-being while at work?
6. Is there someone you look at in this residency or as an attending and think they seem well?
  - H. Why do they come off as well to you?

Break out questions based on current level of training:

Part 3: FOR PGY2, PGY3, PGY4s only:

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7. Having spent time in residency, looking back, what are some of the times you felt most unwell during your career so far?
  - I. Why?
  - J. How could you have been better supported during that time?  
[Probe if they are not generating responses on their own:]
    - Could your ED family members have checked in on your more?
    - Would being reached out to by an attending have helped?

Part 3: FOR PGY1s only:

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7. Having just started residency, looking ahead, what are some of the things you feel will most support you to be well?
  - I. Why?

J. What are some of the things you worry will be distractors or harm to your well-being?

K. Why?

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8. Anything else you would like us to know as it pertains to wellness as an emergency medicine resident here at Penn?

That concludes the interview. Thank you for your participation.