**Supporting Information 1: Topic Guide for Qualitative Interviews – Influence of Personality**

**THE INFLUENCE OF PERSONALITY ON PSYCHOLOGICAL SAFETY, THE PRESENCE OF STRESS AND CHOSEN PROFESSIONAL ROLES IN THE HEALTHCARE ENVIRONMENT**

**Version 0.2 26/07/19**

**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:
  + A short interview which will be recorded, explanation regarding data handling and anonymisation of transcripts.
  + 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?
  + High Workload
  + Patient Expectation
  + Conflict with Colleagues
  + Adequate Resources
  + Risk of Making a Mistake

**Personality**

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