Supplementary file S3. Interview topic guide.

[Please note: This is a semi-structured topic guide that is designed to be used flexibly with each participant. As such, the questions and prompts (presented as sub-questions) asked in each interview are likely to vary slightly.]

Introductory statement

"I am a researcher at the University of Nottingham working on a project that aims to work with employers to design a specialist guide for employers and stroke survivors to support their return to work. Today, I would like to ask you some questions about what you think helps or makes it difficult for employers to support stroke survivors in this way, and what could influence the introduction and use of such a guide in your organisation.

This interview will be recorded [check their preference for video or audio recording]. Your name will not be mentioned on any published documents, and any names or places you might refer to will be changed (i.e., pseudonymised) when transcribed. All information you provide will be kept confidential and only used to develop our understanding for research purposes. You can decline to answer any questions you do not feel comfortable answering, or withdraw from this study at any time, without giving a reason"

Item	Beginning of interview	
		Question
1	*Perspective viewpoint*	**Can you tell me whether you would be talking about your own return to work following a stroke, or a time when you supported an employee to return to work following a stroke?**
2	*Context*	**Can you tell me the size and industry of your organisation, the job roles of yourself and the employer/stroke survivor, and the country in which this role is based?**
3	*Different stages of RTW process*	**Can you briefly outline what happened when you/your member of staff returned to work following your/their stroke.** Prompts: - When did the stroke happen? - Who made first contact, and when? - What happened before you/they returned to work? (e.g. assessments, planning, discussions with health professionals, workplace visits, etc) - What happened when you/they returned to work? (e.g. accommodations, interactions with others in and outside of workplace, treatments received) - Are you/they still working in that role? (if yes, is extra support being provided or is the role exactly as it was before the stroke?) (if no, can you tell me a bit more about what happened?)
4	*Different stages of RTW process*	**How would you define the RTW process in terms of stages, and at what points did these occur?** (paraphrase back to them based on what has already been said if needed)
5	*Facilitators for employer support during RTW process and beyond (including contextual factors)* *Also environmental*	**Who, or what <u>helped</u> you/your employer provide support for the stroke survivor employee/you to return to- and stay in work? If so, can you tell me about this?** Prompts: e.g., - knowledge, skills and abilities of the employer (e.g., communication skills, knowledge of stroke and the RTW process, etc) - co-workers - the stroke survivor - their family/friends

	context and resources (TDF domain)/physical opportunity (COM-B)	- infrastructure of the organisation (e.g., social architecture, maturity, size, or physical environment) - existing policies and practices (e.g., national, regional, within workplace) - resources available (e.g., staffing levels, access to Internet, training, time availability, systems available, financial status of organisation, support through social networks) - any external support (e.g., health or social care professionals, charities, government-funded services) - legislation, welfare, or insurance systems - culture/politics/global or local events at the time (e.g., organisational restructuring)
6	*Barriers for employer support during RTW and beyond (including contextual factors)*	**Who, or what <u>made it difficult</u> for you/your employer to provide support for the stroke survivor employee/you to return to- and stay in work? If so, can you tell me about this?** Prompts: e.g., - co-workers - the stroke survivor - their family/friends - the organisation (workplace – Human Resources, targets (e.g., sickness absence), policies and procedures, restructuring, staff shortages, etc) - resources available (e.g., access to Internet, time availability, systems available, financial status of organisation, support through social networks) - any external support (e.g., health or social care professionals, charities, government-funded services) - legislation, welfare, or insurance systems - culture/politics/global or local events at the time

	If not fully covered in the previous questions, select from these TDF-related questions about their experience of the post-stroke RTW process (either as a stroke survivor, or an employer of a stroke survivor)		
	TDF domain	**COM-B domain**	**Question**
7	*Professional role and identity*		**What was your role during the RTW/retention process post-stroke?** Prompt: e.g., any involvement in assessment, setting anything up/planning or preparing for the RTW, collaborating with others, monitoring the RTW, reporting to others, etc
8	*Skills*	*Psychological capability*	**What <u>skills</u> did you need during the RTW/retention process post-stroke?** Prompts: e.g., Anything needed to facilitate the RTW/retention process… Examples: Assessing the stroke survivor's work abilities, managing privacy and disclosure, risk management, time management, adaptability, problem-solving, memory, ability to use compensatory strategies (stroke survivor), communication with stroke survivors/employer or other stakeholders, managing the stroke survivor's (and/or others') expectations, leadership (e.g. conflict management, managing other staff), developing a RTW plan, etc…

9	*Beliefs about capabilities*	*Psychological capability*	**How confident were you that you could navigate the RTW process effectively? (either as a stroke survivor or employer)** Prompt: If you did not feel confident, is there anything that might have helped to increase your confidence? How confident do feel about it now?
10	*Reinforcement*	*Automatic motivation*	**What was the incentive for supporting the stroke survivor to return to- and stay in work (employer)?** **What was the incentive for returning to work (stroke survivor)?** Prompts: - E.g., regional or national performance measures, policies, regulations, or guidelines, organisational culture (beliefs, values) - Personal beliefs or values - Perceived benefits to the stroke survivor, employer, co-workers, organisation, society…(e.g., financial, social wellbeing, etc) - Perceptions of the stroke survivor (e.g., their value) - Perceptions of the organisation and/or employer (e.g., their employee benefits package) - What would need to happen for you to continue supporting the stroke survivor (employer)/
11	*Beliefs about consequences*	*Reflective motivation*	**What did you think would happen as a result of your actions (RTW or retention-related)?** Prompts: - - Would it help you or anyone else, or not? - What benefits might be gained? - Would there be any risks or costs involved?
12	*Social influences*	*Social opportunity*	**Is there anyone who influenced what you thought or did during the RTW/retention process?** Prompts: - e.g., senior management, co-workers, stroke survivor, stroke survivor's family/friends, people outside of the organisation (e.g., other organisations)
13	*Emotions*		**Can you tell me about the emotions you experienced during the RTW process?** Prompts: - e.g., anxiety, sadness, anger, frustration, guilt, happiness
14	*Behavioural regulation*		**What did you need to do before taking actions during the RTW process?** Prompts: e.g., planning of actions, self-monitoring
State the following: *"During this project we will be working with employers to design a specialist guide to help employers know how to support stroke survivors back into work…in future, we would like to learn what might influence the introduction and use of this guide within organisations."*			
15	*Gaining contacts for future decisions on implementation strategies*		**Who might be the key people in your organisation that we could talk to about this? (state that it is okay if they do not wish to disclose any names of anyone in their organisation)**
16	*Potential barriers to future implementation of the toolkit intervention*		**In your opinion, who (or what) might make it difficult to introduce and use such a guide within your organisation?**

		Prompts: - e.g., skills (e.g., communication, memory) and/or confidence for using the guide
		- workplace systems or environment - social influences (i.e., anyone who could influence their thoughts, feelings or actions towards using the guide) - emotions (e.g., those potentially experienced when carrying out particular actions, or those resulting from experience of the RTW process) - beliefs about consequences of using the guide - incentive/s (or lack thereof) for using the guide
17	*Potential facilitators to future implementation of the toolkit intervention*	**In your opinion, who (or what) might be helpful when introducing and using such a guide within your organisation?** Prompts: - e.g., skills (e.g., communication, memory) and/or confidence for using the guide - workplace systems or environment - social influences (i.e., anyone who could influence their thoughts, feelings or actions towards using the guide) - emotions (e.g., those potentially experienced when carrying out particular actions, or those resulting from experience of the RTW process) - beliefs about consequences of using the guide - incentive/s (or lack thereof) for using the guide
18		**Is there anything else you would like to add?**

References:

1. Huijg JM, Gebhardt WA, Crone MR, et al. Discriminant content validity of a theoretical domains framework questionnaire for use in implementation research. Implementation science : IS. 2014;9(1):11-11.
2. Lawton R, Heyhoe J, Louch G, et al. Using the Theoretical Domains Framework (TDF) to understand adherence to multiple evidence-based indicators in primary care: a qualitative study. Implementation science : IS. 2016;11(1):113.