Supplemental Digital Appendix 1

Guiding Questions for Interviews With Health Care Professionals About Conflicts in Different Cultural Contexts (United States, Switzerland, Hungary), 2013–2016

Could you tell me about a conflict with co-workers that you either experienced or witnessed?
- Who was involved in this conflict?
- Could you describe what happened?
What do you think were the sources of this conflict?
How did the situation develop? Did the conflict seem to resolve?
- In your opinion, what factors contributed to or prevented conflict resolution?
What were the consequences of this conflict?
What were the concerns about the quality of care?

Further probing question
Are there any other conflict situations that you would like to share?
Is there anything else that you would like to add that we haven’t discussed?

Interview guiding questions were similar across sites and translated to French and Hungarian.