

What do extended cardiac surgical team members in the Kingdom of Saudi Arabia think about their jobs, and what would improve them? A qualitative study

Supplement 1: Interview guide

Please describe your role as a cardiac surgical assistant.

1. What aspects do you find rewarding or most satisfying? Why?
2. Generally, what aspects of the role do you find least satisfying or fulfilling? Why?
3. How much independence would you say you have in terms of carrying out your work?
4. What aspects of your job do you have 1) complete 2) partial 3) no autonomy in? Can you provide examples of each?
5. How does this autonomy impact on your motivation and job satisfaction?
6. Is there anywhere that you would like more autonomy in your role? Is there scope for this?
7. Do you receive any feedback on your work performance? Can you give me some examples of the type of feedback you receive?
8. Do you find the feedback satisfactory? What improvements would you make, if any?
9. What are the components of your role as an SA? To what extent are you able to complete tasks without interference? Do you find this satisfactory?
10. What aspects of the job are particularly complex and need specific training?
11. To what extent are you satisfied with the level of training that you receive to perform complex tasks?
12. How much do other people (supervisor or peers) in the organisation provide information about your job performance? To what extent are you satisfied with this feedback?
13. Since commencing your job as an SA, have you received any awards as a result of your work?
14. Could you describe your working environment from a social perspective? For example, do you have the chance to build friendships with other colleagues?
15. To what extent are you satisfied with the level of social support provided by your organisation? How might you improve this?
16. To what extent do you feel that your job is risk-free? Why do you say this?
17. Based on what we've talked about – what would help to increase your job satisfaction and motivation? What aspects would you prioritise if you had to choose?
18. Is there anything you would like to ask or add?