

## Appendix 1.

### Veterinarian Interview – Discussion Guide

*(turn on the recorder)*

**Introduction** (5 minutes; begins m:mm; XX)

- Welcome
- My name is XX and I'll be guiding our conversation.
  - My role is to ask questions, keep our conversation moving, remain neutral and encourage the free sharing of your thoughts and ideas.
- Describe research project at OVC [participants will already have completed the consent form, and the researcher will have discussed any questions and concerns they may have]
- You are here because of your role as a veterinarian. We want to hear:
  - Your thoughts and experiences regarding the aspects of veterinary practice you enjoy and the aspects you find difficult; the stresses of practice, and how you manage them; as well as your experiences and perspectives on personal wellness as a veterinarian.
- Why
  - To develop an understanding of the lived experiences of veterinarians' wellness and resilience,
  - To develop a research paper on the wellness of Canadian veterinarians.
- Microphone
  - Please try to speak clearly
- Identity protection – you won't be named or have your name associated with what you say
- In keeping with that last point,
  - Please protect the identity of clients, veterinarians or veterinary clinics in this discussion by not using their names during our discussion – but know that if you do, we will simply remove them in the transcripts
  - The researchers can assure you that in the transcripts, analysis and resulting literature, you will not be identified in any way
- Please don't worry about saying something you think may not be a common belief or one not shared by myself; we are interested in hearing about your unique experiences
- On time – we will finish no later than x
- Please know that you have the option of withdrawing from this study at any time.
- If you want or need to leave for any reason, please just let XX know and the interview will end.
- Phones and pagers
- We will be providing you with your honorarium at the end of the interview
- What questions do you have before we continue?

**Icebreaker** (5 minutes; begins +5min; XX)

- Let's start by going around the table and introducing ourselves
  - Where you grew up
  - And about your favourite place in Canada
- So, I will start:
  - My name is XX
  - I grew up in...

## Key Questions

- Please tell me about what motivated you to participate in this study
  - Probes:
    - Could you tell me more about that?
    - How has that impacted you?
    - How has that changed how you approach things?
- Now, let's talk a bit more specifically about your personal experiences with wellness in practice

Tell me what it's like when you're feeling at your best.

Probes

- *What things are happening in your personal life?*
- *What things are happening in practice?*
- *How do those around you play a role?*
- *How do you feel your role as a veterinarian influences you during those times?*
- *What role do your clients and patients play?*

Can you describe a time in your career when you were experiencing mental distress

Probes:

- *Have you experienced*
  - *anxiety,*
  - *depression,*
  - *burnout*
  - *compassion fatigue?*
- *What was that like for you?*

What helped you work through that period?

What hindered your getting back to feeling well?

How do you think your wellness impacts your work? [this question may be asked about a specific incident of mental distress or just in general]

Probes

- *Your coworkers?*
- *Your clients?*
  - *How you communicate with them>*
- *Your patients?*
- *Your business?*

Tell me what it's like when things aren't going so well

Probes

- *What things are happening in your personal life?*
- *What things are happening in practice?*
- *How do those around you play a role?*
- *How do you feel your role as a veterinarian influences you during those times?*
- *What role do your clients and patients play?*

- What does resilience mean to you?

- Probes:
  - Why?
  - Tell me more.
- What sorts of things do you do to support your resilience/yourself?
  - Probes:
    - Why?
    - Tell me more.
    - What else?
    - How do your colleagues factor in?
    - What would you like to do that you don't do right now?
- If you had a magic wand, what would you change about your job to support your wellness?
  - Probes:
    - Why?
    - Tell me more.
    - What else?
- If you had a magic wand, what would you change about your life to support your career?
  - Probes:
    - Why?
    - Tell me more.
    - What else?

### **Cool Down and Summary**

- We have talked a lot about your experiences in practice, thank you very much for your thoughts.

### *Provide summary of interview.*

- Do you feel that fairly summarizes our discussion today? Have I missed anything or incorrectly captured anything?
- Final question - is there anything regarding mental wellness and resilience that you would like to add?

Thank you very much for your time. – demographic questionnaire, explain survey component, and honorarium (\*sign\*)