

## Supplementary file 1: Interview guide

### Qualitative Analysis Questions for BE-FIT Frontline Healthcare Personnel

Study ID \_\_\_\_\_

- Can you tell me about your team's experience using the BE-FIT program?
- On a typical day, what specifically did you do or say to your team about the BE-FIT program?
- Was everyone on your team aware of what BE-FIT is?
  - Did your team feel they had adequate knowledge about BE-FIT to be able to implement it?
  - Did your team feel they had the required resources to implement BE-FIT?
- Was everyone on your team aware of their own roles and responsibilities relating to BE-FIT?
- What were your team's feelings towards the BE-FIT program?
  - Did this change over time and if so, how?
  - Did you/your team find the BE-FIT program useful? If so, how?
  - Do you/your team feel the program is impacting/helping patients' mobility?
- Did you find use of the BE-FIT program increased, decreased, or stayed the same over time?
  - If there were changes in program performance, why do you think that happened
- What is the biggest challenge your team faced when trying to implement BE-FIT in your daily routine practice?
  - What could be done in the future to help address this challenge?
- What aspect of the BE-FIT quality improvement project helped/impacted your team the most?
  - What do you advise us in future to change in BE-FIT so it can be
    - resourceful for the staff and
    - improve the mobility of patients after surgery?
- What are some of the general comments you have received from your team about BE-FIT that have not yet been captured?
- Have you heard any informal feedback from patients relating to the BE-FIT program?
- Are there any other thoughts about the BE-FIT program we haven't addressed?