

Appendix 1. Consolidated criteria for reporting qualitative studies (COREQ): 32-item checklist ⁵⁶

(Transformational leadership among women surgeons, Switzerland, 2025)

No	Item	Guide questions/description	
Domain 1: Research team and reflexivity			
Personal Characteristics			
1.	Interviewer/facilitator	Which author/s conducted the interview or focus group?	LK conducted all semi-structured interviews
2.	Credentials	What were the researcher's credentials? <i>E.g. PhD, MD</i>	MD
3.	Occupation	What was their occupation at the time of the study?	Surgeon, MBA student
4.	Gender	Was the researcher male or female?	female
5.	Experience and training	What experience or training did the researcher have?	received training in qualitative research
Relationship with participants			
6.	Relationship established	Was a relationship established prior to study commencement?	none
7.	Participant knowledge of the interviewer	What did the participants know about the researcher? <i>e.g. personal goals, reasons for doing the research</i>	Participants were aware that this research was part of an MBA thesis and that the goal was to develop a curriculum
8.	Interviewer characteristics	What characteristics were reported about the interviewer/facilitator? <i>e.g. Bias, assumptions, reasons and interests in the research topic</i>	gender, profession, domain
Domain 2: study design			
Theoretical framework			
9.	Methodological orientation and Theory	What methodological orientation was stated to underpin the study? <i>e.g. grounded theory, discourse analysis, ethnography, phenomenology, content analysis</i>	The study adopted a sequential combination of thematic analysis and directed content analysis
Participant selection			
10.	Sampling	How were participants selected? <i>e.g. purposive, convenience, consecutive, snowball</i>	purposive sampling; focus on diverse demographic backgrounds (age, geographic location, specialty)
11.	Method of approach	How were participants approached? <i>e.g. face-to-face, telephone, mail, email</i>	email
12.	Sample size	How many participants were in the study?	8 participants
13.	Non-participation	How many people refused to participate or dropped out? Reasons?	Of the 20 surgeons contacted, 9 agreed to participate. One participant had to interrupt the interview halfway through and the interview was therefore excluded from analysis.
Setting			
14.	Setting of data collection	Where was the data collected? <i>e.g. home, clinic, workplace</i>	via ZOOM
15.	Presence of non-participants	Was anyone else present besides the participants and researchers?	no
16.	Description of sample	What are the important characteristics of the sample? <i>e.g. demographic data, date</i>	LIC: 2, LMIC: 2, UMIC: 1, HIC: 3; 5 different continents; 7 different surgical specialties;
Data collection			

17.	Interview guide	Were questions, prompts, guides provided by the authors? Was it pilot tested?	yes, see “methods”
18.	Repeat interviews	Were repeat interviews carried out? If yes, how many?	no
19.	Audio/visual recording	Did the research use audio or visual recording to collect the data?	both audio- and video-recording
20.	Field notes	Were field notes made during and/or after the interview or focus group?	no
21.	Duration	What was the duration of the interviews or focus group?	56 minutes on average
22.	Data saturation	Was data saturation discussed?	yes, see “methods”
23.	Transcripts returned	Were transcripts returned to participants for comment and/or correction?	Transcripts were not returned to participants for comment or correction.
Domain 3: analysis and findings			
Data analysis			
24.	Number of data coders	How many data coders coded the data?	one researcher
25.	Description of the coding tree	Did authors provide a description of the coding tree?	There is no description of the coding tree.
26.	Derivation of themes	Were themes identified in advance or derived from the data?	Codes were derived from the data and in a second step mapped onto pre-identified themes, see “methods”
27.	Software	What software, if applicable, was used to manage the data?	MaxQDA, see “methods”
28.	Participant checking	Did participants provide feedback on the findings?	no
Reporting			
29.	Quotations presented	Were participant quotations presented to illustrate the themes / findings? Was each quotation identified? e.g. <i>participant number</i>	Key findings of this study were supported with selected quotes in tables 2 and 3.
30.	Data and findings consistent	Was there consistency between the data presented and the findings?	All findings are derived from the data and all themes are supported by one or more illustrative quotes.
31.	Clarity of major themes	Were major themes clearly presented in the findings?	see "results" and tables 2 and 3
32.	Clarity of minor themes	Is there a description of diverse cases or discussion of minor themes?	see "results"