

FRONTLINE interview-guide for ward managers

Thank you for agreeing to participate in this interview. The conversation will be recorded and I will take notes throughout the interview.

Data will be stored for 2 years, and only research associated with the project has access to data.

What we would like to investigate in the study is how ward nurses are best supported in practicing management that is consistent with their own attitudes and values, during and after a health crisis such as COVID-19.

	Notes
1. Briefly describe the unit you are leading and how it has been affected by the COVID-19 situation:	Answer:
2. Tell me about your values in relation to your own leadership and whether these have been influenced under COVID-19?	Answer:
3. Did you experience a sense of community among the nurses/staff in your unit?	Answer:
4. Have you experienced challenges when having to balance between different interests: patients, staff, the hospital, guidelines? And have you been able to use the available organizational support systems? (guidelines etc.)	Answer:
5. We know from new research, that some leaders have experienced managerial dilemmas during the COVID-19 regarding decision making in relation to patient security and/or staffs work situation. In what way does this reflect your experiences?	Answer:
6. To what extent has the COVID-19 situation developed you as a leader? Eg. to develop new and creative solutions.	Answer:
7. This study aims to examine how ward managers are best supported if a similar situation arises. Do you have any further suggestions or comments that are important that we get to illuminate this in a way so that you feel heard?	Answer:
8. According to research on frontline personnel's experiences in similar situations (eg SARS), there may be a need for structured help to post-process the experiences. Would you be interested in such an offer if it was given to you?	Answer: