Coding tree: long-serving CHWs and coordinators

Southwestern Uganda | Socio-ecological model (SEM)

A. Motivational factors

SEM level	Theme	Sub-theme
Individual	Professional growth and development	Social recognition
		Confidence in public speaking
		Personal development
		Professional recognition
Interpersonal	Community leadership and trust	Community respect
		Community trust
		Community advisory role
	Social connection and networking	Social networking
Community	Public health and safety impact	Community health protection
Organizational	Incentives and rewards	Financial incentives
		Material incentives

B. Challenges

SEM level	Theme	Sub-theme
Individual	Training and development gaps	Inadequate refresher training
	Safety and risk management challenges	Health and safety risks
Interpersonal	Community and stakeholder challenges	Community resistance
		Role conflicts
Organizational	Resource and infrastructure constraints	Lack of transport
		Lack of financial support
		Lack of equipment and materials
	Leadership and organizational issues	Uncooperative or corrupt leaders
		Lack of organizational structure
		Insufficient supportive supervision

C. Coping strategies

SEM level	Theme	Sub-theme
Individual	Personal growth and future planning	Future-oriented thinking
	Motivation and drive	Passion and commitment
	Emotional and spiritual resilience	Faith-based coping
Interpersonal	Social support networks	Peer support mechanisms
		Family support
Organizational	Economic and livelihood strategies	Subsistence farming
		Running small businesses