

Additional file 2.

Interview guide

Purpose: Discovering factors related to workplace stress to develop a comprehensive model of workplace health promotion based on the PRECEDE-PROCEED model

Research questions:

1. What causes occupational stress in HCWs?
2. How to control the stress of HCWs?
3. What things are necessary to create change and intervention?

Semi-structured interview questions

- Can you tell me your age, work history, marital status, employment status?
- Please describe your working day.
- If you have experienced a stressful situation at work, describe it?
- In what situations do you experience stress at work?
- What factors cause stress in your workplace these days?
- What do you do when you are stressed?
- What calms you down when you're stressed?
- What things reduce your stress at work?
- How can the organization reduce the stress of health care workers?
- Do you think there is anything else you want to say?

Focus group questions: (healthcare workers)

- Under what conditions do you experience stress at work?
- What factors cause stress in your workplace these days?
- What do you do when you are stressed?
- What calms you down when you're stressed?
- What things reduce your stress at work?
- How can the organization reduce the stress of health care workers?
- Do you think there is anything else you would like to say?

Focus group questions: (superiors)

- According to your experience, what factors cause health care workers stress and mental pressure?
- What role do superiors play in the stress of caregivers?
- How can the stress of health care workers be reduced?
- How can the organization reduce the stress of health care workers?
- Do you think there is anything else you would like to say?

Probing questions:

Probing questions were also used during the interviews and focus groups if needed and according to the situations. Such as; "Please explain more" "How was your situation?" "How did you feel?" "What did you do?", "What did you say?" "What happened next" "What happened in the end?" "How to do it? ...