

The following tables contain translations of the original interview responses. As these are often colloquial, it was not always possible to make them correspond to a literal quotation, but this was attempted as far as possible. The primary content of the statements made was nevertheless recorded.

Table a

Positive influences on mental situation - factors in the context of workTable x

Category	Examples	n
Good relationships and contacts in the working environment	And, that I can rely on my team at any time.“ (SELG09,2021, p.4, para. 17) And if I work with good, well I did work together with people I enjoyed working with for a long time. And then, then there’s a lot coming out of it. (BAGR, 2021, p. 2, para. 13)	4
Openness and open communication about illness in the company	That was very favorable, because I could be completely open, well I could be completely open about it and I was able to say whenever I didn’t have a good day and was supported or relieved [by colleagues]. In this context, speaking of colleagues, it was definitely a stabilizing factor. (SEDR27, 2021, p. 3, para. 2) One or more colleagues aboard make your life easier, because they finally know: „Now we know, why he’s acting so strange. We always thought he’s a show-off. He’s not a show-off, he’s sick. (HYVR21, 2021, p.5, para. 17)	3
Positive feelings about the workplace and activities	I did... let’s say, I did... I’ll have to collect myself for a moment... I was able to draw ressources from the craft, well from steady activity. (SEDR27, 2021, p. 2, para. 6) Well, I said to myself, actually it’s not too bad here. There’s no one disturbing you. People who need a passport come here. And then you can really do everything the way you want. And no one’s ever saying: hurry up, hurry up, I need to get in or something like that. No, all went very well. (HYVR21, 2021, p. 5, para. 1)	2

Good relationship with superiors	Communication with my immediate superior is very good, too. (SELG09, 2021, p. 4, para. 6)	2
	Throughout this time there was a superior, directly at the gate, who headed a team of four and it was a good team and everything went well. (HYVR21, 2021, p. 5, para. 1)	
Security of the workplace	Between 2014 and 2019, I had to deal with my illness and during all this time I never had to be afraid of losing my job. That means, not exactly the job I was doing at that time, but generally my job at the company. I could have changed to another job any time, this would never have been a problem and was something that felt good to me. (HYVR, 2021, p. 4, para. 7)	2
	Also the security she gave me, that I don't have to worry about my job, which of course is not always the case after such a long time out. (SELG09, 2021, p.4, para. 16)	

Table b

Positive influences on mental situation - factors in the help system

Category	Examples	n
Inclusion in psychotherapeutic treatment	Even now, when I no longer go therapy regularly, for three years I've been there weekly. Sometimes my wife took me there. Meanwhile, I can see him [the therapist] spontaneously, when there's a certain need to. This helped me a lot, brought me back [to life] again. (UOHR02, 2021, p. 2, para. 1)	3
	For me it was very important having a psychologist at my side. I considered it to be extremely important that I would have the opportunity for ongoing communication. (SEDR27, 2021, p. 6, para. 4)	

Positive experienc through hospitalization	Nevertheless, in hospital, I thought everything was fantastic; there were people, doctors and therapists, getting around [difficulties], dealing with it in a creative way and doing their thing with the possibilities available. I was able to hope again. (BAGR28, 2021, p. 8, para. 10) Over there [in the psychiatric hospital] I got back on my feet after just one week, got responsibilities. It started out slowly, I was a little impatient at first, but over there I had the feeling of being in good hands. (UOHR02, 2021, p. 9, para. 4)	2
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Table c

Positive influences on mental situation - factors in the social environment

Category	Examples	n
Contact with affected people	I think it's so pleasant talking to people who deal with a psychiatric illness themselves, someone you can just tell: my mental health is important and I want to listen to my body and mind. The fact that I do not have to have the impression to always need to fight and explain myself. (SEDR27, 2021, p. 9, para. 3) Well, I stayed in contact with some people I met during my stay in hospital and that was good for certain, because from time to time I was going to remember [things learned during therapy]. (BAGR28, 2021, p.7, para.8)	3

Table d

Positive influences on mental situation - others

Category	Examples	n
Sports and exercise	I was very active in sports over there, well, that was so good for me over there. (UOHR02, 2021, p.9, para. 4)	3

	And sports of course, as soon as it worked again and my proper physical condition returned again and I had more strength again. (JASN16, 2021, p. 7, para. 3)	
Own further development and occupation with possible aids	Well and I'm very, anyway I'm intensively dealing with understanding things again and again in my own kind of way. I'm constantly educating myself further [...] Well, I practiced a lot by myself and did something for myself, which is good. (BAGR28, 2021, p. 7, para. 8) My personal education, finally. I probably could explain everything to myself in a different way by having some inner attitude towards psychiatric diseases and handling them. (JASN16, 2021, p. 2, para. 15)	2
Structure in everyday life	Beside starting with sports again at some point of time and integrating some daily structure and the thing that are actually good for me in everyday life. (JASN16, 2021, p. 7, para. 8) Above all it's important that I learned to keep me occupied again, not sitting around at home, not always pondering, so I started out writing down some kind of plan for the day. (UOHR02, 2021, p. 2, para. 1)	2
Tasks and activities in everyday life	Well and I'm very, anyway I'm intensively dealing with understanding things again and again in my own kind of way. I'm constantly educating myself further [...] Well, I practiced a lot by myself and did something for myself, which is good. (BAGR28, 2021, p. 7, para. 8)	2

My personal education, finally. I probably could explain everything to myself in a different way by having some inner attitude towards psychiatric diseases and handling them. (JASN16, 2021, p. 2, para. 15)

Table e

Negative influences on mental situation - factors in the context of work

Category	Examples	n
Mental stress/trigger at the workplace	Regarding employment it was like, as soon as I got in contact with people as dominant as, I know you're someone I can tell that too, as my father, for me it soon was over. That got me down. (TOGR15, 2021, p. 3, para. 3)	3
	In company it happened that the things that bothered me have crept back in and I needed to clearly stand my ground and say „that was agreed differently“. That took place after like 3 to 6 months. It was pretty hard form e, but I made it. (SEDR27, 2021, p. 6, para. 13)	
	They did let me do my thing until the daughter came and then actually that was cut. Then everyday there were new instructions, warnings were threatend. Everything that used tob e right, was wrong all of a sudden. I wasn't allowed to do the operational plans or holiday plans anymore, you weren't allowed to do anything at all. (UOHR02, 2021, p. 5, para. 1)	
Conflicts with superiors	After about 9 months he said he's going to D. and there'll be somebody new instead of him. And then, a woman came to us, I don't have anything against women at all for god's sake, but in the first conversation with us, she told us: „The colleagues in D. told me good bye by saying that I'm not a collegially person and that I'm not the right person for a managment position.“ Well, afterwards, it was exactly like that. (HYVR21, 2021, p. 5, para. 1)	3

Work in general as a negative factor	Well, like I said before, the thought about it [work], it's really like, well that's a fact at the moment. That's why I can't really think about it. The thought itself makes me panic. Because I already know that physically the strength is not enough and mentally it's not enough at all. (TOGR15, 2021, p. 7, para. 3) But I just miss work. (SELG09, 2021, p. 3, para. 5)
Workload pressure	Then there was a moment of just too much work due to different conditions. (BAGR28, 2021, p. 2, para. 6) But at some point the zenith was passed and I couldn't even do that anymore and it was more of a burden than it gave me resources, so after the point was passed, it was just pressure, pressure, pressure, pressure. It was just pressure. Let's say the last six months before I went into the clinic. (SEDR27, 2021, p. 2, para. 6)
Dealing with changes due to illness	It took me a lot of energy holding on to the self-employment, to not confirm more orders or communicating that the time frame is not working out. (SEDR27, 2021, p. 7, para. 6) And these are things that take time and she didn't understand that. And then there were other things. In any case, it escalated afterwards and I was given a single workplace. I then sat at a different gate for six months, all on my own, and I was annoyed at first. (HYVR21, 2021, p. 5, para. 1)
Lack of understanding and interest in the work environment	And then there is also this understanding of the illness. I'm not even saying understanding. Understanding and comprehension are two different things. And this understanding alone was simply not there for many people. They couldn't come to terms with the fact that I was there, doing my normal job, but couldn't do everything. (HYVR21, 2021, p. 2, para. 4)

Well, it was actually during a phase when I wasn't feeling well or when these depressive episodes popped up for the first time, when my mother fell seriously ill at the same time and that was another downside for me and when I communicated that, I was clearly told by my employer or my manager: "Well, don't be like that, my grandma had that too. Your mother won't die from it." (JASN16, 2021, p. 3, para. 8)

Table f

Negative influences on mental situation - factors in the social environment

Category	Examples	n
The feeling to need to justify oneself	It was really a hard time and I was feeling a little bit like I had to hide myself. I mean I was very, very careful to whom I tell which aspects and to whom I can explicitly talk about not being mentally stable and having depressive episodes, being exhausted and all these things (JASN16, 2021, p. 6-7, para. 1)	2
	Well this always keeping the contact to myself and standing my ground. If you tell somebody something one time, you always need to work on keeping it this way. That did cost me a lot of strength. (SEDR27, 2021, p. 7, para. 6)	

Table x

Negative influences on mental situation - factors in the help system

Category	Examples	n
Negative experiences concerning stakeholders of the social insurance sector	Partly I needed to do it this way because the pressure was rising extremely due to the contact with the health insurance. Actually they've been the main factor of making me feel so bad during my period of illness, during which I did stabilize myself again. (JASN16, 2021, p. 5, para. 5)	3
	Like I said, I only had contact to the German pension insurance when the question of rehabilitation came up last year. The costs... it was a pretty slow process until they paid for it. And when I	

Table g

Negative influences on mental situation - others

Category	Examples	n
	In terms of thought, this is the case at home and also when you are with others. The topic of the psyche comes up again and again. (SELG09, 2021, p.3, para. 6)	
Dealing with the consequences of the disease	But I had to increase this very, very slowly and was rather bitter at the beginning about the fact that I could no longer perform. So I think I ran around the block for 5 minutes at the beginning and then I was so exhausted that I had to sleep afterwards. (JASN16, 2021, p. 7, para. 3)	2
Maintaining long-term (behavioral) changes	Well this always keeping the contact to myself and standing my ground. If you tell somebody something one time, you always need to work on keeping it this way. That did cost me a lot of strength. (SEDR27, 2021, p. 7, para. 6) After 14 days already, everything was gone again, because I was thrown back into everyday life. I was sitting at home. I cried, I said: „I want to go back immediately.“ (UOHR02, 2021, p. 9, para. 14)	2

Table h

Relevant factors for RTW process

Category	Examples	n
Workplace should be designed to suit the disease situation	My tasks, that large spectrum is not only resting on my shoulders, but I'm abled to withdraw myself a little at any time and I appreciate that safety. (SELG09, 2021, p. 5, para. 2)	3
	The problem after all is the implementation because many fields of tasks of the fire brigade, for example the one I was working in, it's hard to accommodate someone with psychological problems in it. Never the less these people still are staff members and the superiors have to find a way to keep them busy in another part of the company. (HYVR21, 2021, p. 11, para. 6)	
	And I think actually a space where this can be a topic is needed. Where you can actually talk about it openly or at least feel safe enough to say, yes, I have depression right now, I have this and that mental illness. But I would like to get back into work. (JASN16, 2021, p. 8, para. 9)	
Communication and willingness to talk by the employer	The communication with my immediate superior, which is very good too and also that safety, that she's giving to me, that I don't have to worry about my job. (SELG09, 2021, p. 4, para. 16)	3
Openness in contact with the employer and the colleagues	So for me it was very important to clearly say what's going on. That I had the feeling or the possibility to say: „stop, here and now it's going too far, I need some distance or a day of holidays or something like that. (SEDR27, 2021, p. 6, para. 5)	2
	And that... well that this communication remains like that. That's a factor for me. (SELG09, 2021, p. 4, para. 16)	

Gradual resumption of work activity	At the beginning with 450 and then when I see for myself that I've been there for maybe half a year and say, gosh kids, I'm doing well. I feel comfortable. I can manage that, I'm going to say: What's it like? Do I have a chance of working 20 or 25 hours with you again? (UOHR02, 2021, p.8, para. 8) When I thought of work, I immediately realized that I had slowly, in other words that I didn't immediately try to give 100 percent again, but that I tried to carefully settle back into working life. (SEDR27, 2021, p. 1, para. 7)	2
Faster action on admission/faster start of rehabilitation/LTA	Although that's almost getting too long for me now. But it's all going on. Because of the overload in the rehabilitation centers. (SELG09, 2021, p. 4, para. 16) ... but I would have liked someone like that anyway, so now, from here and now, when it's November again, when a year and a half has passed and I realize, boah, now I'm really running out of steam a bit. (BAGR28, 2021, p. 6, para. 9)	2
Contact to other affected people	That's, that's quite nice. Although I don't actually know almost all of them, because they're more from the S-Clinic. And, so a kind of transfer, where there's really a greater awareness of what happens in a clinic like this. I think that would somehow make more sense. (BAGR28, 2021, p.6, para. 9) And also this repeated reflection and meeting with, in quotation marks, fellow patients or with, what should we call it? Self-help group? What do you want to call it? Simply with people who know what I'm talking about. (SEDR 27, 2021, p. 6, para. 5)	2

Ongoing outpatient treatment in daily life.	Then it was very important for me to have a psychologist at my side. I thought that was extremely important, simply that she continued the discussions. (SEDR27, 2021, p.6, para. 5) At the moment everything is going well and I've applied for everything I could do, i.e. talk therapy, which I still need, I'm aware of that. (SELG09, 2021, p.5, para. 5)	2
Good/better interface management in the help system	So the question is definitely, what can I do? Can I even afford it? And what options do I have to be provided for in some way? What other measures might I need to prepare myself for this? I was actually a bit helpless. (JASN16, 2021, p.6, para. 5) My report is also another issue, it doesn't necessarily contain what would have been important to me now, let alone has anyone read it. Even this one, the therapist in the PsyRena group, I don't think she read it at all. (BAGR28, 2021, p.6, para. 7)	2
Better fit of the rehabilitation measure	So for me personally, coaching would have been better at first. Or coaching to accompany me until I can really get started with measures, because for me it's not really about wanting to leave my job, but about wanting to organize it in such a way that I can cope well with it [...] but that's not supported by the pension insurance. (BAGR28, 2021, p.5, para. 5) In the questionnaire, you indicate in advance where you have difficulties. And I indicated this ability to concentrate and, what is and was particularly important for me, is this ability to remember, so that I can remember things for longer. Nothing was done in that direction at all. And concentration, that's really important for working life." (HYVR21, 2021, p.9, para. 3)	2

Support with the resumption of
everyday life

You have to arrive first and then find your feet again. And, and then maybe get into a situation that you were usually in. And then I realized that I do some things differently, but I would still have liked someone

like that [...] I would have liked even more, even more real transfer. (BAGR28, 2021, p.6, para. 9)

2

After all, rehab is just a foundation and you work on what you've learned in rehab and then you build on that foundation. Or you should try to build on it, I should say. It doesn't always work and it's difficult.

(HYVR21, 2021, p.12, para. 7)

Table i

Need to change concerning mental illness

Category	Examples	n
Greater thematization, education and acceptance in society	So I think that recognizing the illness is the most important thing and then, of course, dealing with it. (TOGR15, 2021, p.7, para. 11) Simply bring much more information into society. Because, I always say, depression is not a contagious disease, you can give me a hug. (HYVR21, 2021, p.12, para. 13)	5
Period until start of treatment/initial consultation (psychotherapy)	I wouldn't have thought that. I had problems at the beginning. The family doctor gave me a note, there were twelve psychologists here from the district and I didn't get anywhere... I was in the queue. Then I thought, there's no such thing, everywhere here in Mt, in L, in KS there's nothing. (UOHR02, 2021, p.12, para. 7) Until I, first of all, until I practically got into this machinery at all, in terms of scheduling. Because you won't get on with every therapist or psychotherapist in the same way. And this lead time is already relatively long anyway, which is fine. But it's just so difficult to get appointments at the moment, even with psychiatrists themselves. (SELG09, 2021, p.5, para. 7)	4
Fast pace and pressure in society	And anyone who can no longer keep up for health reasons, for example a mental illness, is out, they are left out. (HYVR21, 2021, p.3, para. 5)	3

Apparently it is, but I say an illness, where the last few years have been so fast, because everything, because everything is fast. That's, that's generally, that's at work. (UOHR02, 2021, p.12, para. 7)

Dealing with mental illness in
the health/help system

In any case, I have experienced this very much, very consciously, that there is also a huge discrepancy between the idea: How can I make money with patients, make money with illness? This is completely at odds with how you can heal people and how society deals with this. So, it's depressing when you take a closer look at it, that corporations are buying up a clinic and putting pressure on doctors in an area where pressure is going in exactly the wrong direction. (BAGR28, 2021, p.8, para. 6)

I see it very clearly at work too. We mainly have older clients who have been excluded from working life for a very, very long time or are no longer able to work. And that raises the question for me that there should actually be other options. This "no longer able to work" in my opinion, that happens very quickly and there is no there is no counteroffer. (JASN16, 2021, p.9, para. 8)
