

## Additional File 1: Progression from Original Statement and Explanation to beta testing phase

| Original Statement and Explanation  | Users' Critique   | Alternative Statements  | Chosen Statements   | Version for beta testing  |
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| <p>1. Can/Did participants distinguish the [intervention] from existing practice?</p> <p><b>Differentiation:</b> Whether the [intervention] is easy to describe to participants and whether they can appreciate how it differs or is clearly distinct from current ways of working.</p> | <p>(a) not clear what 'existing practice' meant;</p> <p>(b) whether the intervention is easy to describe to participants and whether they can appreciate how it differs or is clearly distinct from current ways of working</p> | <p>A1.1 Participants can/could distinguish the [intervention] from existing practice</p> <p>A1.2 Participants can/could distinguish the [intervention] from current ways of working existing practice</p> <p>A1.3 Participants can/could distinguish the [intervention] from existing work practices</p> <p>A1.4 Participants can/could distinguish the [intervention] from current ways of working</p> | <p>1. Participants can/could distinguish the [intervention] from current ways of working</p> <p>.</p> | <p><b>1. Participants distinguish the [intervention] from current ways of working</b></p> <p><b>Differentiation:</b> Whether the [intervention] is easy to describe to participants and whether they can appreciate how it differs or is clearly distinct from current ways of working.</p> |

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| 2. Can/Did participants develop a shared agreement about the purpose of the [intervention]?  | (a) not clear how shared agreement would be manifested;<br>(b) perceived overlap with statements 14 and 15.   | A2.1 Participants can/could work together to agree how to coordinate the [intervention] | 2. Participants can/could collectively agree about the purpose of the [intervention] | <b>2. Participants</b><br><b>collectively agree about the purpose of the [intervention]</b> |
| <b>Communal specification:</b><br>Whether participants have or are able to build a shared understanding of the aims, objectives, and expected outcomes of the proposed [intervention]. | <p>A2.2 Participants can/could collectively agree about the purpose of the [intervention]</p> <p>A2.3 Participants can\could develop a collective agreement about the purpose of the intervention</p> |   |  |   |

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| 3. Can/Did participants develop an understanding of what the [intervention] requires of them?   | N/A | A3.1 Participants can/could individually develop an understanding of what the [intervention] requires of them?  | 3. Participants can/could individually develop an understanding of what the [intervention] requires of them? | <b>3. Participants individually understand what the [intervention] requires of them</b> |
| <b>Individual specification:</b><br>Whether individual participants have or are able to make sense of the work – specific tasks and responsibilities – the proposed [intervention] would create for them. |     | <b>Individual specification:</b><br>Whether individual participants have or are able to make sense of the work – specific tasks and responsibilities – the proposed [intervention] would create for them. |  |   |

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| <p>4. Can/Did participants develop a sense of the worth of the [intervention]?</p> <p><b>Internalization:</b> Whether participants have or are able to easily grasp the potential value, benefits and importance of the [intervention].</p> | <p>(a) not clear how wider benefits relate to personal worth;</p> <p>(b) perceived overlap with statements 13–15.</p> | <p><b>A4.1 Participants</b></p> <p>can/could develop a sense of the potential value of the [intervention]</p> <p><b>A4.2 Participants</b></p> <p>can/could develop a sense of the potential value of the [intervention] for them/their work</p> <p><b>A4.3 Participants</b></p> <p>can\could individually see the potential values of the intervention.</p> | <p>4. Participants can/could develop a sense of the potential value of the [intervention] for them/their work</p> | <p><b>4. Participants construct potential value of the [intervention] for their work</b></p> <p><b>Internalization:</b> Whether participants have or are able to easily grasp the potential value, benefits and importance of the [intervention].</p> |
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| 5. Do/Did participants drive the [intervention] forward?   | (a) not clear who 'carries forward'; (b) not clear whether initiation is about collective ability to enrol, or individual champions; (c) explanation does not fit with statement . | A5.1 Participants can/could <u>work together to operationalize</u> the [intervention]   | 5. There are\were key individuals able to drive the [intervention] forward | <b>5. Key individuals drive the [intervention] forward</b>   |
| <b>Initiation:</b> Whether or not key individuals are able and willing to get others involved in the new practice. |  | A5.2 Participants can/could work together to operationalize (implement?) the [intervention]<br><br>A5.3 Participants are/could be enthused by key individuals to work together to operationalize/implement the [intervention]<br><br>A5.4 Participants can/could work together to initiate the [intervention]<br><br>A5.5 There are\were key individuals able to drive the intervention forward |  | <b>Initiation:</b> Whether or not key individuals are able and willing to get others involved in the new practice. |

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| 6. Do/Did participants see that they are the right people to be involved in the [intervention]?   | (a) not clear what valid contribution means; (b) may overlap with statements 7 and 11. | A6.1 Participants can/could agree that the [intervention] is the right thing to do.         | 6. Participants see\saw that they are the right people to be involved in the intervention | <b>6. Participants agree that the [intervention] should be part of their work</b>   |
| <b>Legitimation:</b> Whether or not participants believe it is right for them to be involved, and that they can make a valid contribution |  | A6.2 Participants see\saw that they are the right people to be involved in the intervention |   | <b>Legitimation:</b> Whether or not participants believe it is right for them to be involved, and that they can make a valid contribution |

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| 7. Do/Did participants buy in to the [intervention]?  | (a) Not clear whether 'buy in' investing the effort in planning and getting the intervention off the ground, or actually delivering the intervention;<br><br>(b) not clear whether participants need to 'buy in' to whole or part of the intervention;<br><br>(c) 'buy in' not sufficiently differentiated from 'confidence';<br><br>(d) overlaps with 5. | A7.1 Participants can/could involve themselves and others in the [intervention]<br><br>A7.2 Participants can/could buy in to the intervention and invest effort into its planning<br><br>A7.3 Participants can/could work together to operationalize the [intervention] | 7. Participants can/could buy in to the [intervention] and invest effort into its planning | <b>7. Participants buy into the [intervention]</b>  |
| <b>Enrolment:</b> The capacity and willingness of participants to organize themselves in order to collectively contribute to the work involved in the new practice. |   |   |  | <b>Enrolment:</b> The capacity and willingness of participants to organize themselves in order to collectively contribute to the work involved in the new practice. |

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| 8. Do/Did participants sustain their involvement in the [intervention]? | (a) Does not emphasise problem of participants' sustaining support for the intervention;<br><br><b>Activation:</b> The capacity and willingness of participants to collectively define the actions and procedures needed to keep the new practice going. | A8.1 Participants can/could continue to support the [intervention] | 8. Participants can/could continue to support the [intervention] | <b>8. Participants continue to support the [intervention]</b> |
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| 9. Can/Could participants' fulfill the tasks required of them by the [intervention]?   | (a) Not clear whether this means doing the intervention in practice, or that people can fulfill the | A9.1 Participants' could/did perform the tasks required by the [intervention]   | 9. Participants' could/did perform the tasks required by the [intervention]  | <b>9. Participants' perform the tasks required by the [intervention]</b>   |
| <b>Interactional Workability:</b><br>Whether people are able to enact the [intervention] and operationalise its components in practice | tasks, given their skill set and responsibility; (b) poor fit between explanation and statement .   | A9.2 The intervention improves/ improved interactions between participants, necessary to accomplish the work or tasks | <b>Interactional Workability:</b><br>Whether people are able to enact the [intervention] and operationalise its components in practice | <b>Interactional Workability:</b><br>Whether people are able to enact the [intervention] and operationalise its components in practice |

**D9.1 Interactional Workability:** Whether people are able to enact the [intervention] and operationalise its components in practice

**D9.2 Interactional Workability:** Whether the intervention promotes or inhibits the congruence and disposal of work during interactions

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| 10. Can/Could participants' maintain confidence in the [intervention]? | (a) insufficiently specific about what trust and confidence mean;<br><br>(b) not clear whether trust and confidence are different or same<br><br><b>Relational Integration:</b><br>Whether people maintain trust in the [intervention] and in each other. | A10.1 Participants' could/did have confidence in the [intervention]<br><br>A10.2 The intervention improves\maintains the trust participants have in each other's work and expertise  | 10. The intervention improves\maintains the trust participants have in each other's work and expertise   | <b>10. Participants maintain their trust in each other's work and expertise through the [intervention]</b> |
|  |   | <b>D10.1 Relational Integration:</b> Whether participants maintain confidence in their work when using the [intervention]<br><br><b>D10.1 Relational Integration:</b> Whether the intervention improves accountability and confidence within networks involved | <b>Relational Integration:</b><br>Whether people maintain trust in the [intervention] and in each other. | <b>Relational Integration:</b><br>Whether people maintain trust in the [intervention] and in each other.   |

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| 11. Is/Was the work of the [intervention] allocated to appropriate participants?  | N/A | A11.1 The work of the [intervention] is/was allocated to appropriate participants | 11. The work of the [intervention] is/was allocated to appropriate participants | <b>11. The work of the [intervention] is appropriately allocated to participants</b>   |
| <b>Skill set Workability:</b>   |     |   |   |  |
| Whether the work required by the [intervention] is seen to be parcelled out to participants with the right mix of skills and training to do it. |     |   |   | <b>Skill set Workability:</b><br>Whether the work required by the [intervention] is seen to be parcelled out to participants with the right mix of skills and training to do it. |

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| 12. Is/Was the [intervention] adequately supported?   | Statement does not make clear how or from whom support is forthcoming | A12.1 The [intervention] is/was adequately supported by its host organization | 12. The [intervention] is/was adequately supported by its host organization | <b>12. The [intervention] is adequately supported by its host organization</b>  |
| <b>Contextual Integration:</b><br>Whether the [intervention] is supported by management and other stakeholders, policy, money and material resources. |   |   |   | <b>Contextual Integration:</b><br>Whether the [intervention] is supported by management and other stakeholders, policy, money and material resources. |

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| 13. Can/Could participants discover the effects of the [intervention]?  | (a) Not clear what 'discover' means in this context; (b) not clear that discover is the right word; (c) not clear how discovery is accomplished; (d) perceived overlap with 14 and 15. | A13.1 Participants have/had access to information about the effects of the [intervention] | 13. Participants have/had access to information about the effects of the [intervention] | <b>13. Participants access information about the effects of the [intervention]</b>  |
| <b>Systematization:</b> Whether participants can determine how effective and useful the [intervention] is from the use of formal and/or informal evaluation methods |  |   |   | <b>Systematization:</b> Whether participants can determine how effective and useful the [intervention] is from the use of formal and/or informal evaluation methods |

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| 14. Do/Did Participants share agreement about worth of the [intervention]'s effects?  | (a) Difficult to distinguish between from statement 15 because it does not sufficiently emphasise <i>collective appraisal</i> ;  | A14.1 Participants could/did work together to assess the worth of the [intervention]'s effects | 14. Participants could/did collectively assess the [intervention] as worthwhile | <b>14. Participants collectively assess the [intervention] as worthwhile</b>  |
| <b>Communal appraisal:</b><br>Whether, as a result of formal monitoring, participants collectively agree about the worth of the effects of the [intervention] | (b) not clear whether this relates to 'worth' of the intervention or something else;<br><br>(c) not clear how this is different from statement 2, because it does not emphasise <i>appraisal</i> sufficiently. | A14.2 Participants could/did collectively assess the [intervention] as worthwhile              |   | <b>Communal appraisal:</b><br>Whether, as a result of formal monitoring, participants collectively agree about the worth of the effects of the [intervention] |

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| 15. Do/Did participants personally attribute worth to the effects of the [intervention]? | (a) difficult to distinguish between from statement 14 because it does not sufficiently emphasise <i>individual appraisal</i> ; (b) not clear how this is different from statement 3, because it does not emphasise <i>appraisal</i> sufficiently. | A15.1 Participants could/did individually assess the worth of the [intervention] effects<br>A15.2 Participants could/did individually assess the [intervention] as worthwhile | 15. Participants could/did individually assess the [intervention] as worthwhile                   | <b>15. Participants individually assess the [intervention] as worthwhile</b><br><b>Individual appraisal:</b> Whether individuals involved with, or affected by, the [intervention], think it is worthwhile. |
| 16. Can/Could participants modify their work in relation to the [intervention]?          | (a) the statement does not make clear that reconfiguration means modifying work in response to experience of   | A16.1 Participants could/did modify their work in response to their appraisal of the [intervention]   | 16. Participants could/did modify their work in response to their appraisal of the [intervention] | <b>16. Participants modify their work in response to their appraisal of the [intervention]</b><br><b>Reconfiguration:</b> Whether individuals or groups using the [intervention] can make changes as a      |

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result of individual and  
communal appraisal.

concerns changes as a  
result of perceptions of  
the worth of the  
intervention.

result of individual and  
communal appraisal.

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