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

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

2. Can/Did participants	(a) not clear how shared	A2.1 Participants	2. Participants can/could	2. Participants
develop a shared	agreement would be	can/could work together	collectively agree about	collectively agree about
agreement about the	manifested;	to agree how to co-	the purpose of the	the purpose of the
purpose of the	(b) perceived overlap with	ordinate the [intervention]	[intervention]	[intervention]
[intervention]?	statements 14 and 15.	A2.2 Participants		
		can/could collectively		Communal specification:
Communal specification:		agree about the purpose		Whether participants have
Whether participants have		of the [intervention]		or are able to build a
or are able to build a		A.2.3 Participants		shared understanding of
shared understanding of		can\could develop a		the aims, objectives, and
the aims, objectives, and		collective agreement		expected outcomes of the
expected outcomes of the		about the purpose of the		proposed [intervention].
proposed [intervention].		intervention		

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

4. Can/Did participants	(a) not clear how wider	<b>A</b> 4.1 Participants	4. Participants can/could	4. Participants construct
develop a sense of the	benefits relate to personal	can/could develop a sense	develop a sense of the	potential value of the
worth of the	worth;	of the potential value of	potential value of the	[intervention] for their
[intervention]?	(b) perceived overlap with	the [intervention]	[intervention] for	work
	statements 13-15.	A4.2 Participants	them/their work	
Internalization: Whether		can/could develop a sense		Internalization: Whether
participants have or are		of the potential value of		participants have or are
able to easily grasp the		the [intervention] for		able to easily grasp the
potential value, benefits		them/their work		potential value, benefits
and importance of the		A4.3 Participants		and importance of the
[intervention].		can\could individually see		[intervention].
		the potential values of the		
		intervention.		

5. Do/Did participants	(a) not clear who 'carries	A5.1 Participants	5. There are\were key	5. Key individuals drive
drive the [intervention]	forward'; (b) not clear	can/could <u>work together</u>	individuals able to drive	the [intervention]
forward?	whether initiation is about	to operationalize the	the [intervention] forward	forward
	collective ability to enrol,	[intervention]		
<b>Initiation</b> : Whether or not	or individual champions;	A5.2 Participants		Initiation: Whether or not
key individuals are able	(c) explanation does not fit	can/could work together		key individuals are able
and willing to get others	with statement .	to operationalize		and willing to get others
involved in the new		(implement?) the		involved in the new
practice.		[intervention]		practice.
		A5.3 Participants		
		are/could be enthused by		
		key inidividuals to work		
		together to		
		operationalize/implement		
		the [intervention]		
		A5.4 Participants		
		can/could work together		
		to initiate the		
		[intervention]		
		A5.5 There are\were key		
		individuals able to drive		
		the intervention forward		

6. Do/Did participants see	(a) not clear what valid	<b>A</b> 6.1 Participants	6. Participants see\saw	6. Participants agree that
that they are the right	contribution means;	can/could agree that the	that they are the right	the [intervention] should
people to be involved in	(b) may overlap with	[intervention] is the right	people to be involved in	be part of their work
the [intervention]?	statements7 and 11.	thing to do.	the intervention	
		A6.2 Participants see\saw		Legitimation: Whether or
<b>Legitimation:</b> Whether or		that they are the right		not participants believe it
not participants believe it		people to be involved in		is right for them to be
is right for them to be		the intervention		involved, and that they
involved, and that they				can make a valid
can make a valid				contribution
contribution				

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

8. Do/Did participants	(a) Does not emphasise	A8.1 Participants	8. Participants can/could	8. Participants continue
sustain their involvement	problem of participants'	can/could continue to	continue to support the	to support the
in the [intervention]?	sustaining support for the intervention;	support the [intervention]	[intervention]	[intervention]
Activation: The capacity	(b) not clear what			Activation: The capacity
and willingness of	'capacity' means or how it			and willingness of
participants to collectively	relates to involvement.			participants to collectively
define the actions and				define the actions and
procedures needed to				procedures needed to
keep the new practice				keep the new practice
going.				going.

9. Can/Could participants'	(a) Not clear whether this	A9.1 Participants'	9. Participants' could/did	9. Participants' perform
fulfill the tasks required of	means doing the	could/did perform the	perform the tasks required	the tasks required by the
them by the [intervention]?	intervention in practice, or	tasks required by the	by the [intervention]	[intervention]
	that people can fulfill the	[intervention]		
Interactional Workability:	tasks, given their skill set	A9.2 The intervention	Interactional Workability:	Interactional Workability:
Whether people are able to	and responsibility; (b)	improves/ improved	Whether people are able to	Whether people are able to
enact the [intervention]	poor fit between	interactions between	enact the [intervention]	enact the [intervention]
and operationalise its	explanation and statement	participants, necessary to	and operationalise its	and operationalise its
components in practice		accomplish the work or	components in practice	components in practice
		tasks		
		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		

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

11. Is/Was the work of the N/A	<b>A</b> 11.1 The work of the	11. The work of the	11. The work of the
[intervention] allocated to	[intervention] is/was	[intervention] is/was	[intervention] is
appropriate participants?	allocated to appropriate	allocated to appropriate	appropriately allocated
	participants	participants	to participants
Skill set Workability:			
Whether the work required			Skill set Workability:
by the [intervention] is			Whether the work required
seen to be parcelled out to			by the [intervention] is
participants with the right			seen to be parcelled out to
mix of skills and training			participants with the right
to do it.			mix of skills and training
			to do it.

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

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

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

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 individual appraisal;	A15.1 Participants  could/did individually  assess the worth of the  [intervention] effects  A15.2 Participants	15. Participants could/did individually assess the [intervention] as worthwhile	15. Participants individually assess the [intervention] as worthwhile Individual appraisal:
Individual appraisal: Whether individuals involved with, or affected by, the [intervention], think it is worthwhile.	(b) not clear how this is different from statement 3, because it does not emphasise appraisal sufficiently.	could/did individually assess the [intervention] as worthwhile		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]	16. Participants modify their work in response to their appraisal of the [intervention]

result of individual and	concerns changes as a	result of individual and
communal appraisal.	result of perceptions of	communal appraisal.
	the worth of the	
	intervention.	
	mervention.	