

Appendix 2: Interview guide

This guide was initially developed and used in Danish and is presented here in English for reporting purposes. Steps 2 and 3 were used flexibly depending on the form of positive deviance observed in each department (i.e., notable improvements in safety culture or unusually high simulation activity).

Step 1 — Introduction and background

This conversation will last approximately 20–30 minutes.

- Could you introduce yourself and describe your role in the department?
- How long have you been in that role?
- How do you view the role that simulation can play in clinical work?
 - Possible follow-up: effects on individual practice, clinical work, teamwork, or departmental culture.
- Can you tell me about a simulation that was particularly memorable for you?
 - What made it stand out?
 - What influence did it have on you or your colleagues?
- How has simulation been implemented in your department?
 - Possible follow-up: What helped the process, and what made it difficult?

Step 2 — Departments with improvements in patient safety culture

(Used when the department showed notable improvements in SAQ-DK scores.)

Intro: As part of the project, we examined how simulation and departmental culture might influence one another. Your department showed signs of positive change.

- What do you think contributed to this development?
- How would you describe the culture in your department in relation to simulation?
- In what ways, if any, does simulation influence everyday interactions, communication, or learning?
 - Possible follow-up: trust, relationships, management support, teamwork, safety climate, job satisfaction.

Step 3 — Departments with high simulation activity

(Used when the department conducted an unusually high number of simulation sessions.)

Intro: During the project period, your department conducted a notably high volume of simulations.

- What do you think enabled that level of activity?
- What supports your ability to run a simulation?
- What tends to hinder or slow simulation activity?
- What might make it easier to conduct simulations in the future?