

Appendix 01

Definition and use of the core elements in the present study (Skivington et al. 2021)

Core elements	Definition	Measured in the present study
Context	The effectiveness of complex interventions is often highly dependent on the setting in which they are used.	Qualitative research – interview guideline: workplace design Feasibility research – WFH: equipment, extra hours, quality of work, quality of communication and satisfaction; Working conditions: quantitative demands, influence at work, support at work and dissolution of boundaries (more details see: measurements)
Program theory	The research project starts by developing an understanding of the content of the intervention with the involvement of various stakeholders and based on existing knowledge.	Qualitative research – results of the focus groups in combination with the knowledge of the literature Feasibility research – participants that were reached described interest in the intervention
Stakeholders	Meaningful engagement of appropriate stakeholders is required at every stage of research to maximise the potential for developing or identifying an intervention.	Qualitative research – 34 managers and employees in the focus groups from three German organizations Feasibility research – 313 German managers and employees
Key uncertainties	Implementation needs to engage pragmatically with the multiple uncertainties, so it is important to identify the remaining uncertainties.	Qualitative research – interview guideline: experiences of working from home, general conditions (e.g., uncertainties about regulations, expectations or resources for WFH), motives for working from home, work organization, workplace design
Intervention refinement	The feasibility and acceptability of the intervention should be assessed to improve it. The target values of the intervention should also be measured to determine the effect of the intervention and to be able to make adjustments if necessary.	Feasibility research – (Acceptance) use of the intervention components Feasibility research – (Outcomes) job satisfaction, productivity, irritation, technostress (e.g., support, surveillance), mental health, physical activity and condition (more details see: measurements)
Economic considerations	The evaluation of the intervention should also take into account economic evaluation aspects in terms of costs (resource consumption) and consequences (results, effects)	Nonspecific measurement of costs: The participants need to spend their time to participate in the intervention (indirect costs: time investment)

