

**Appendix 02:** Checklist for developing and evaluating complex interventions, according to Skivington et al., 2021

|                                                                                                                                                        | <b>If NO, please justify.<br/>If YES, briefly describe<br/>how this has been addressed</b>                                                                                                                                   | <b>Reported on page<br/>number(s)</b>                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| <b>Addressing uncertainties</b>                                                                                                                        |                                                                                                                                                                                                                              |                                                                 |
| 1. Have you determined the aim(s)/purpose(s) of the intervention?                                                                                      | <i>Yes, the aim of the intervention is to promote job satisfaction, productivity and health when working from home.</i>                                                                                                      | 3 f, aim of study                                               |
| 2. Have you identified the key uncertainties given existing evidence about the intervention and the context in which it will be tested or implemented? | <i>Yes. Main uncertainties are: Accessibility for the participants, alignment of the intervention content with their needs, and integration of the content into the daily work routine at home.</i>                          | 3, last section of the background                               |
| 3. Do the research questions and methods address the key uncertainties?                                                                                | <i>Yes, the research questions address needs, acceptability, feasibility, impact and process evaluation of the intervention.</i>                                                                                             | 3, research questions                                           |
| 4. Does the choice of research perspective (efficacy, effectiveness, theory-based, systems) reflect the key uncertainties that have been identified?   | <i>Yes, a theory-based research perspective was chosen in combination with a focus on the feasibility and impact of the intervention. The theory-based research perspective is based on the literature and focus groups.</i> | 3 ff., first section methods and study design                   |
| <b>Engaging stakeholders</b>                                                                                                                           |                                                                                                                                                                                                                              |                                                                 |
| 1. Have you engaged stakeholders in the design/identification of the intervention and the development of the research protocol?                        | <i>Yes, the stakeholders (target group) were involved in the development of the intervention by expressing their wishes and needs in focus groups. A public study protocol was not developed.</i>                            | 3 ff., methods – study design                                   |
| 2. Have you engaged stakeholders in the conduct of the research and the dissemination of findings?                                                     | <i>No, not specifically. The results obtained from, for instance, the focus groups and baseline questionnaire, were reported back to the stakeholders so that they could be utilized within the company.</i>                 | -                                                               |
| 3. Have all stakeholders declared any potential conflicts of interest?                                                                                 | <i>There were no conflicts of interest. All participants in the interventions and previous</i>                                                                                                                               | 6, study procedure and consent to participate (ethics approval) |

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|                                                                                                                                                                                                            | <i>research steps signed a written informed consent form.</i>                                                                                                                                                                                                              |                                                                                                                           |
| <b>Considering context</b>                                                                                                                                                                                 |                                                                                                                                                                                                                                                                            |                                                                                                                           |
| 1. Have you identified all the dimensions of context that may influence how the intervention achieves its effects?                                                                                         | <i>Yes, the living situation, working conditions at home and work requirements were measured qualitativ in the focus groups and quantitativ the three questionnaires during the measurement of the intervention phase of the study.</i>                                    | 3 ff., methods – study design and Intervention development: initial focus groups                                          |
| 2. Have you considered how context may affect the scaling up or scaling out of the intervention?                                                                                                           | <i>No, because no expansion of the intervention was considered due to the focus on feasibility.</i>                                                                                                                                                                        |                                                                                                                           |
| <b>Developing and refining programme theory</b>                                                                                                                                                            |                                                                                                                                                                                                                                                                            |                                                                                                                           |
| 1. Have you developed a programme theory for your intervention that describes the key components and mechanisms of the intervention and how it interacts with the context in which it will be implemented? | <i>No, not directly. The intervention was developed based on previous scientific findings from the literature (e.g., interventions already implemented or specific recommendations for working from home) and the specific needs of the participants.</i>                  | 4, study design and 5, intervention development: initial focus groups                                                     |
| 2. Have you updated the programme theory to incorporate the new evidence gathered by the study?                                                                                                            | <i>The findings have not been incorporated into the revision of a study protocol but into further funding application for research regarding the use of preventive measures working from home.</i>                                                                         |                                                                                                                           |
| <b>Refining the intervention</b>                                                                                                                                                                           |                                                                                                                                                                                                                                                                            |                                                                                                                           |
| 1. Have you refined the intervention so that it is optimised for the context in which it will be implemented?                                                                                              | <i>Yes, The scientific findings and the results from the focus groups have been bundled in digital workshops to support acceptance and improve accessibility. In addition, all content has been recorded in a workbook designed for participants to use independently.</i> | 5, intervention development: initial focus groups and 8, Qualitative research findings informing intervention development |
| 2. Have you specified how far and in what ways the intervention can be refined during implementation without undermining the programme theory?                                                             | <i>Yes, participants are not required to integrate all the contents of the workshops into their daily work at home but only the topics that are relevant to them. The different</i>                                                                                        | 9, intervention elements and content                                                                                      |

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|                                                                                                                                                    | <i>intensity in the use of the content does not contradict the program theory.</i>                                                                                                                    |                    |
| <b>Economic considerations</b>                                                                                                                     |                                                                                                                                                                                                       |                    |
| 1. Have you considered whether or not the value of the evidence, in terms of informing future decision-making, justifies the cost of the research? | <i>Yes. To our knowledge, this was the first feasibility study with a randomized controlled trial design to promote work at home. The impetus for further research justifies the value and costs.</i> |                    |
| 2. Have you identified an economic evaluation framework that is appropriate to the expected outcomes of the intervention?                          | <i>Yes, in terms of indirect costs. It was known that the participants had to put "time" into the use and implementation of the intervention.</i>                                                     | 6, study procedure |