

Additional file 2. Sample coding process

Meaning Unit	Codes	Subthemes	Themes
<i>: “if you have a platform that can identify your stress levels and stress factors and provide suitable activities based on preferences like reading a cooking recipe or sports or whatever is one thing (...).”</i>	Identify stress levels	Screening and Self-assessment	<i>Provision for Self-Help: Personal Space</i>
<i>“If the app sends notifications based on our work plan deadlines and reminds us to start our work early or expedite the job, it would be great.”</i>	Monitor Reminders	Monitoring and Tracking	
<i>“App could minimise the isolated situation and act as a companion. Like a chatbot.”</i>	Chatbot	Automated Chatbot	
<i>“as a feature, can we add fun activities that we can engage in simple, fun activities in less time?”</i>	Simple activities	Online Relaxation Activities	
<i>“Receiving information and tips on stress management is also helpful. So we can try to find a solution by ourselves.”</i>	Information	Availability of Information on stress management	
<i>“We have groups, at the moment also we have groups that we use to communicate with.. these groups keep us updated, and whenever I get a problem though I cannot reveal it to everyone, I can expose it to my group members.”</i>	Community Peer groups Support	Peer-to-Peer Support Network	<i>Provision for Social Support: Collaborative Space</i>
<i>“If the app has a feature to reserve a slot with a counsellor or doctor or expert, that would also be good (...).”</i>	Counsellors Support	Ask for Expert Option	
<i>“Better to have a web application which looks like Facebook, but there are introverts and extroverts, so if it can have both options, then it’s good.</i>	Web Facebook	Platform and Focus	<i>General Design Considerations for Achieving</i>
<i>“In my personal experience, I’m not using these health applications because they are complex to configure at the start. They can be simplified, so you don’t need much time to configure.”</i>	Simple Automated	Simplicity and Familiarity	

<i>"(...) there may be situations users need to escalate something to HR without revealing their identity. So, both the aspects should be covered."</i>	Confidential	Privacy, Security and Confidentiality	Success
<i>"It's better to have different team challenges. I have one experience with a client where they provided a platform for us to do a step count challenge as a team; this encouraged us to do something out of work even some tried to walk while there are working in the office."</i>	Challenges Game elements	Gamified Content	
<i>" The app should have activities catered for both levels. I would say one is individual-level activities and then the group level where we can have chat services and conversations to discuss our things."</i>	User preference Capacity to select and change	Customized and Personalized Feature Set	