

Increase the level of abstraction

Coding Master Sheet table

Participant number: Frequency of codes	Codes (N)	Sub-Category (N)	Category (N)	Theme (N)
P1:3, P6:1, P12:1, P17:1, P18:1, P19:1	Incompatibility between motivation and desire (8)	Definition (24)	Experience of conflict (118)	Conflict management in clinical environment (845)
P1:3, P6:1, P10:1, P11:1, P14:1, P16:1	Disagreement with others (8)			
P1:3, P8:2, P10:2, P11:1	Different opinions on how to solve the patient's problem (8)			
P1:3, P2:1, P3:1, P4:2, P6:1, P12:1, P20:1, P21:1	The constant presence of conflict in the clinical environment (11)	Intensity (19)		
P1:5, P11:1, P18:1, P21:1	The normality of conflict in the clinical environment (8)			
P1:4, P5:1, P7:1, P8:2, P9:1, P13:1, P15:4, P19:1, P20:1, P21:1	Interpersonal conflict (17)	Types (75)		
P1:4, P5:1, P10:2, P20:2	Internal conflict of the person (9)			
P1:6, P2:3, P3:4, P4:6, P5:3, P6:2, P7:1, P8:1, P10:3, P11:1, P12:4, P13:1, P14:1, P15:2, P16:1, P17:2, P18:1, P19:2, P20:1, P21:1	Interprofessional conflict (46)			
P1:3	Organizational conflict (3)			
P1:3	Economic and cultural conditions of society (3)		Trans organizational context	

		(3)	(247)	
P1:1, P2:7, P3:2, P4:1, P14:1, P16:1, P17:1, P18:1, P20:1	Variety of surgical procedures (16)	Organizational context (149)		
P5:1, P6:1, P9:1, P10:1, P11:1, P12:1, P16:1	Complexity of the clinical environment (7)			
P5:1, P7:1, P8:1, P9:2, P14:1, P17:1, P19:3, P20:4, P21:1	Organizational hierarchy (15)			
P1:3, P3:1, P7:1, P16:1, P18:1	Lack of medical personnel (7)			
P1:4, P9:1, P15:1	The educational nature of the center (6)			
P1:10, P3:2, P7:1, P8:1, P9:2, P10:2, P11:1, P12:2, P14:1, P15:2, P16:1, P19:1, P20:1, P21:4	Multiplicity of roles and specialties (32)			
P1:5, P5:2, P7:1, P17:1, P18:1, P20:2	Insufficient patient information (12)			
P7:2, P8:1	Patient complexity (3)			
P1:3, P3:4, P6:2, P9:1, P12:2, P16:2, P17:1, P20:1, P21:1	Ambiguity in the description of people's duties (17)			
P1:3, P3:5	Lack of proper planning (8)			
P3:5	Inefficiency of the payment system (5)			
P3:1	Lack of proper culture (1)			
P3:1	Failure to train the necessary skills to manage conflicts (1)			

P13:1, P14:2, P19:1, P21:1	Stressful environment (5)	Individual context (95)		
P6:1, P7:2, P9:2, P10:2, P11:1, P13:2, P16:1	Workload (11)			
P2:1, P2:7, P4:4, P5:2, P6:2, P7:1, P9:1, P12:2, P13:2, P14:1, P15:4, P16:1, P18:3, P19:1	The variety of moral, philosophical views about the patient (32)			
P2:2, P5:1, P6:3, P8:2, P9:1, P10:1, P12:1, P14:1, P18:4	Different scientific and experimental level (16)			
P3:2, P10:1, P12:1	Failure to comply with professional duties (4)			
P1:1, P11:1, P12:1, P13:4, P14:1, P17:1, P19:1, P20:1, P21:2	Emphasis on individual opinions (13)			
P1:6, P3:1, P4:4, P5:1, P15:1	Conflict of interest (13)			
P1:2, P2:1, P7:1, P11:1, P20:1	Uncertainty (6)			
P1:4, P17:1, P18:1, P20:1	Unscientific decision making (7)			
P11:1, P13:2, P14:1	Stress (4)			
P8:1, P11:2, P16:1	Learning conflict management skills (4)	Micro level (9)	Conflict resolution approach (79)	
P11:1, P15:1	Efforts to reduce the negative effects of conflict (2)			
P10:1, P16:1, P19:1	Improving the scientific level (3)			

P1:3, P2:1, P4:3, P7:1, P9:1, P11:2, P12:1, P14:1, P15:1, P17:2, P18:1	Institutionalization of a conflict management committee (17)	Macro level (70)		
P1:2, P3:3, P7:1, P9:1, P10:1, P11:1, P13:3, P14:1, P15:1, P17:1, P19:1, P21:1	Train conflict management skills (17)			
P14:1, P18:1	Assessment of conflict management skills (2)			
P10:1, P19:1, P21:3	Cultivation (5)			
P13:1	Motivation (1)			
P11:1	Workload reduction (1)			
P7:1, P19:1	Adaptation of personnel (2)			
P19:1	Planning (1)			
P19:1, P21:1	Strengthen teamwork (2)			
P3:1, P4:7, P11:1, P19:2	Development of treatment protocols (11)			
P1:3, P12:1	Timely and fair resolution of conflicts (4)			
P1:6	Professional ethics training (6)			
P12:1	Determining duties (1)			
P16:1, P8:1, P10:1, P12:1, P18:1	Improving community health (5)			
P2:4, P2:1, P5:1, P16:4, P18:1	Exchange, reflection and criticizing new ideas (11)	Impact on hospital rules, policies and climate (45)		
P2:1, P3:2, P4:1, P5:3, P6:3, P7:1, P16:2, P17:3,	Impact on organizational culture and vitality (22)			

P18:1, P19:1, P20:2, P21:2				
P1:1	Creating an educational environment for learners (1)			
P16:1, P21:1	Impact on organizational relationships (2)			
P8:2, P11:1, P12:1, P13:2, P19:1, P21:2	Impact on the dynamics of the therapeutic team (9)			
P1:3, P2:1, P4:2, P5:2, P6:2, P7:3, P8:3, P9:1, P10:1, P11:4, P12:1, P16:1, P19:4, P20:2, P21:3	Changing the treatment and management methods of the patient (33)	Impact on patient care (61)		
P1:5, P4:1, P6:2, P17:1, P21:1	Impact on treatment costs (10)			
P17:1, P19:1, P21:1	Impact on patient satisfaction (3)			
P2:1, P5:1, P6:1, P9:1, P12:2, P14:1, P14:1, P15:1, P16:2, P18:2, P19:1, P20:1	Impact on the quality of decisions (15)			
P17:1, P20:1	Learning and strengthening conflict management skills (2)	Impact on personal and professional behavior (61)		
P7:1, P8:1, P17:2	Individual growth (4)			
P8:1, P18:1, P19:1, P21:1	Performance quality (4)			
P1:1, P2:4, P8:1, P20:1, P21:1	Reflection (8)			
P2:1	Feedback (1)			

P3:5, P5:6, P6:2, P9:1, P10:1, P12:1, P13:1, P14:1, P17:3, P18:8, P19:2, P19:3, P21:4	Impact on the mental health of the therapeutic team (37)			
P19:3	Influence on creative thinking (3)			
P3:1, P14:1	Impact on personnel motivation (2)			
P1:12, P2:2, P4:2, P5:1, P7:1, P17:1, P21:2	Use of scientific evidence (21)	Individual and Psychological Competencies (121)	Competencies (229)	
P1:3, P2:9, P4:8, P7:1, P21:1	Clinical experience (22)			
P1:10, P2:3, P3:1, P4:3, P5:4, P6:2, P7:1, P8:1, P14:1, P15:3, P17:1, P20:1	Professionalism (31)			
P6:1, P7:1, P14:1, P15:1, P16:1, P18:1, P19:1	Emotional Intelligence (7)			
P9:1, P16:1, P20:1, P21:1	Patience (4)			
P20:1	Stress management (1)			
P5:2, P6:1, P18:2, P20:2, P21:1	Self-improvement (8)			
P15:1, P18:1, P19:2	Self-awareness (4)			
P1:4, P2:1, P5:1, P7:1, P19:1, P20:2	Flexibility (10)			
P7:2, P14:1	Thinking positive (3)			
P6:1	Creativity (1)			
P18:1	Work commitment (1)			

P2:1, P20:1	being reliable (2)			
P7:1, P8:1, P15:1, P17:1, P19:2	Analysis and criticism skills (6)			
P11:1, P12:1	Planning (2)	Managerial and leadership (63)		
P1:11, P3:1	Being a role model for learners (12)			
P3:1, P11:1, P12:1, P13:1, P15:2, P16:2, P18:1	Understanding and analyzing the conflict situation (9)			
P2:2, P2:1, P5:1, P16:1	Mediation (5)			
P4:1, P4:2, P5:3, P7:1, P20:1	Counseling (8)			
P1:4, P7:1, P9:1, P15:2	Ability to reasoning and solve problems (8)			
P1:3, P4:2, P5:1, P6:1, P9:1, P10:1, P13:1, P15:1, P16:1, P19:2	Negotiation and consultation (14)			
P14:1, P15:1, P17:1, P18:1, P21:1	Check out other reviews (5)			
P1:1, P8:1, P9:1, P11:1, P13:1, P16:1, P17:1, P20:1, P21:2	Active listening (10)	Interpersonal and Communication Skills (45)		
P4:1, P5:3, P13:1, P16:2	Communication skills (7)			
P5:1, P6:3, P9:1, P10:1, P15:2, P17:1, P18:2, P20:2	Team work (13)			
P8:1, P19:2	Objectivity and non-prejudice (3)			
P5:2, P9:1, P16:1, P20:1, P21:1	Judgment and decision making skills (6)			

P6:1, P8:1, P12:1, P14:1, P20:1, P21:1	Mutual understanding (6)			
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