

Additional File 2. Codebook

Code	Subcode	Description
1. Experience	1.1 Roles of team members and team functioning	Description of tasks that team members (e.g., rheumatologists, IHPs, leaders) are responsible for throughout the day.
	1.2 Team interaction	Description of how team members interact or function together.
	1.3 Positive perceptions of working within a team	Perceived positive experiences (and reasons) of working within an interprofessional rheumatology team.
	1.4 Negative perceptions of working within a team	Perceived negative experiences (and reasons) of working within an interprofessional rheumatology team, including challenges experienced when working within an interprofessional rheumatology team.
	1.5 Perceptions – unclear	Perceptions of working within a team are unclear or could be interpreted as both a positive and negative experience.
2. Health professional characteristics	2.1 Clinical training and experience	Clinical training or experiences that HCPs already have when joining the team.
	2.2 Desire to work in team environment	Drivers for HCPs to work within a team environment to deliver rheumatology care (e.g., sees values in this model, buys into the model, thinks this model is better for patients, want to learn more).
	2.3 Self-directed	HCPs demonstrate the ability to take initiative when working in a team-based rheumatology model of care.
	2.4 Adaptable	HCPs are flexible/adaptable when working within the team.
	2.5 Accountability	HCPs take responsibility/ownership when working within the team.
	2.6 Scope of practice	HCPs often working to full/edges of scope of practice within the team. HCPs have an understanding of each others' scopes of practice.
	2.7 Other HCP characteristics	Other attributes related to HCP characteristics that are important for optimal team-based rheumatology care.
3. Program characteristics	3.1 Clinic space and infrastructure	Physical space and clinic facilities (e.g., EMR) required to enable optimal team-based rheumatology care.
	3.2 Clinic processes/procedures	Structure of clinical encounters that enables optimal team-based rheumatology care (e.g., triage process, scheduling).
	3.3 Clinical training and mentorship	Supporting ongoing clinical training/mentorship for HCPs that will enable the delivery of optimal team-based rheumatology care.

	3.4 Leadership team	Characteristics of leadership team and required leadership tasks that enables optimal team-based rheumatology model of care.
	3.5 Goals and priorities	Goals and priorities of team-based rheumatology model of care.
	3.6 Financial	Funding for team-based rheumatology model of care. Compensation provided to HCPs within this model of care.
	3.7 Collaboration with external resources	Resources and partnerships outside of the core team that contributes to team-based rheumatology care.
	3.8 Human resources	Workforce/personnel needed to enable optimal team-based rheumatology model of care.
	3.9 Other program characteristics	Other program characteristics that are important for optimal team-based rheumatology model of care.

IHP: interdisciplinary health professional; HCP: health care professional; EMR: electronic medical record