

## Appendix 1

### Interview guide

#### Organisational perspectives

- 1) Why did you participate in the intervention?
- 2) Which factors made you compliant / non-compliant to the intervention?
- 3) Which barriers to compliance did you experience?
- 4) Should physical activity be implemented as a structured part of your working day?
- 5) How did your managers influence your participation?
- 6) How did your working rhythm influence your participation?
- 7) How did your colleagues influence your participation?

#### Implementational perspectives

- 1) What do you think of the exercises?
- 2) Did VIMS motivate you to continue with the same exercises after the intervention?
- 3) Did VIMS motivate you to do other kinds of physical activity after the intervention?
- 4) Could you imagine exercising in your own spare time?
- 5) What influence did the instructor have on you and your participation?
- 6) Did you consciously choose to exercise with or without an instructor? Why?
- 7) How could the instructor improve?

#### Individual perspectives

- 1) Why did you participate in the intervention?
- 2) Why did you comply with the exercise?
- 3) What barriers did you experience that affected your participation?
- 4) Why did you feel like you did not have the time to exercise?
- 5) What was your motivation to participate in VIMS?
- 6) What expectations did you have for VIMS and what goal did you want to achieve?
- 7) Has the intervention met your expectations? Why / Why not?
- 8) How do you think the workplace physical activity could have been implemented?
- 9) What personal changes did you experience during the intervention?

Appendix 1: Interview guide illustrating general themes and questions of the interviews