Supplemental materials for

Suuplemental Appendix: Interview guide

- Opening: Could you tell me briefly where you did your training?
  - Were you trained in any programs that focused on vulnerable populations?
  - What drew you to working in the safety net?
  - Can you walk me through a typical day for you, from the start of the day to the finish?
- Efficacy: Providers often experience both challenging moments and rewarding ones in their work.
  - Could you describe a day recently where you felt accomplished and like you had done a good job? How did your work place play into that example?
  - Could you describe a day where you felt like you could not do your job? How did your work place play into that experience? What about your organization do you think hindered you in that example?
- Job: How would you define your job responsibilities? How do you know you've done your job successfully?
- Burnout: How would you define burnout?
  - What contributes to your feeling of being burnt out?
  - How do you recognize burnout in a colleague?
  - Are you feeling burnt out from your work? Can you tell me more about that?
- Transition: Thanks so much for sharing your experience around burnout.
- Social needs: Does your ability to address your patient's social needs influence your feelings of burnout?
  - (If yes:) How does that work?
  - (If no:) Can you tell me more about that?
- Addressing Social Needs: What social needs do patients at your clinic typically have?
  - Could you give an example where you felt like you could address your patient's social needs in your work?
  - What about your organization helps or hinders you from addressing your patient's social needs?
- Organizational Capacity to Address Patient's Social Needs
  - Now, I'm going ask you to read this statement: My clinic has the resources, such as dedicated staff, community programs, resources or tools to address patients' social needs. On a scale from 1-10, how much do you agree with this statement?
  - Could you tell me why you reported this number?
  - What would make you give this organization a 10?
- Organizational Capacity to Address SDH + Burnout
  - Statement: Some research has been done suggesting that providers who feel like their clinic has the resources to address their patient's social needs feel less burnt out. Could you tell me more about how this relationship works (between clinic resources and burnout)?
  - How does organizational capacity to address patients' social needs relate to burnout? Can you comment on it from your own experience?
- Addressing SDH + efficacy (If not addressed in job description question)
  - Statement: Some providers say that addressing social determinants of health is part of doing their job as a clinician. What are your thoughts on this?
- Closing: Is there anything that we haven't talked about that you feel like would be important to know for this topic?