**APPENDIX 1. INTERVIEW GRID FOR PFA RESPONDERS**

* What motivated you to become a PFA responder?
* After receiving the PFA training, how was your first experience as a PFA responder?
* What do you think about psychological first aid ?
	+ …as a way to offer support (in general)?
	+ …as a way of providing support in your workplace (policing environment / police officers)?
* In your opinion, is PFA adapted to your work environment?
	+ How so?
	+ Are there any potential changes that could make it more suitable for your work environment?
* What do you think about support being provided by co-workers?
	+ Are there benefits?
	+ Disadvantages?
* Do you think there is a need for PFA within your organization?
* Now, can you tell me more about the PFA interventions you carried out?
	+ How did it go? / How did your colleague(s) react?
	+ How did you experience it? / How did you feel? (any challenges or obstacles?)
	+ What impact did PFA have on your colleagues?
* What is your level of satisfaction with the PFA approach?
* Do you think there are any obstacles or challenges to the implementation of PFA within the Sûreté du Québec? (What are those obstacles / challenges?)
* What could facilitate or improve the implementation of PFA into your workplace?
* How could we make the PFA program better?

**APPENDIX 2. INTERVIEW GRID FOR PFA BENEFICIARIES**

* Can you tell me about the context in which you received psychological first aid from your colleague?
	+ Would you be able to tell me what were your needs at that time?
* Did your colleague offer you advice or recommendations? …Documentation?
	+ Which ones have helped you the most? Why?
* What do you think about psychological first aid ?
	+ …as a way to offer support (in general)?
	+ …as a way of providing support in your workplace (policing environment / police officers)?
* In your opinion, is PFA adapted to your work environment?
	+ Do you feel the support you received was suited to you and/or to your needs as a police officer? How so?
* What do you think about support being provided by co-workers? (Any reluctance or concerns?)
	+ Are there benefits? Disadvantages?
* Did PFA (the support you received) meet your needs? In what way(s)?
* What is your level of satisfaction with the PFA approach?
* How could the intervention/type of support you received be improved?
	+ Are there things you wish had been done differently?
	+ ...things that would have better suited your needs?
* Do you think there is a need for PFA within your organization?
* Do you think there are any obstacles or challenges to the implementation of PFA within the Sûreté du Québec? (What are those obstacles / challenges?)
* What could facilitate or improve the implementation of PFA into your workplace?
* How could we make the PFA program better?

**APPENDIX 3. INTERVIEW GRID FOR MANAGERS**

* What do you think about psychological first aid ?
	+ …as a way to offer support (in general)?
	+ …as a way of providing support in your workplace (policing environment / police officers)?
* In your opinion, is PFA adapted to your work environment?
	+ How so?
	+ Are there any potential changes that could make PFA more suitable for your work environment?
* As a manager, can you tell me about your experience with the implementation of PFA within your unit?
	+ Any challenges, concerns?
* What do you think about support being provided by co-workers?
	+ Do you see any benefits? Disadvantages?
* Do you think there is a need for PFA within your organization?
* What is your level of satisfaction with the PFA approach?
* Do you think there are any obstacles or challenges to the implementation of PFA within the Sûreté du Québec? (What are those obstacles / challenges?)
* What could facilitate or improve the implementation of PFA within the Sûreté du Québec?
* How could we make the PFA program better?