**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?