

Supplementary Table S4a. Research team and reflexivity based on item 1-6 of the COREQ checklist (Consolidated criteria for Reporting Qualitative research). The complete checklist can be found in the Supplementary Table S4b

COREQ item#	Personal Characteristics		
1	Interviewer/facilitator		XX, YY conducted the interviews
2	Credentials	Interviewer	BS, PhD
		Co-Investigators	PhD, PhD, MD, MD & PhD
3	Occupations	Interviewer	Research Associate & Rehab-Case Manager, Research Scientist & Rehabilitation Specialist
		Co-Investigators	Research Scientist & Psychologist, Occupational Physician & Researcher, Researcher & Psychologist, Rehabilitation Physician & Researcher
4	Gender	Interviewer	Female, male
		Co-Investigators	Female, male, female, male
5	Experience and training	Interviewer	Both interviewers had experience in qualitative and mixed methods research which was published in peer-reviewed journals
		Co-Investigators	All had previously been involved in qualitative research which was published in peer-reviewed journals
			Relationship with participants
6	Relationship established	Interviewer	Relationship was established on site prior to study commencement. Several visits, calls and email correspondence had taken place before each individual interview.
		Co-Investigators	Two out of six researchers were familiar with representatives of the participating companies. These two researchers were NOT the interviewers.
7	Participants knowledge of the interviewer		The interviewers did present the research project to each participant individually, introduced themselves in terms of goals and interests, and disclosed their role within the research project.
8	Interviewer characteristics		No bias assumptions were reported. The major reason of interest was the lack of evidence on the perceptions of CMs about recovery after minor MVC injuries.

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