**Table A.** Chosen and left out item within direct scale for subjective norm

|  |  |
| --- | --- |
| **Similar items** |  |
| “People who are important to me want me to…”  | Chosen |
| “Most people who are important to me think that I should…”  | Left out |

**Table B.** Excluded beliefs for potential items for indirect measures

|  |  |  |
| --- | --- | --- |
| **Behavioural beliefs** | **Normative beliefs** | **Control beliefs** |
| *Advantages*Feel needed | *Supporters*Acquaintances, like neighboursCare recipients/clientsHealthcare staffSociety at large | *Facilitators*Decreased demandsSupport from colleaguesSupport from authoritiesCoping Meaningfulness |
| *Disadvantages*Negative treatment from othersDifficulty changing patternsPoor leadershipDifficulty combining working life and private life | *Non-supporters*ColleaguesEmployerHealthcare staff | *Barriers*Poor work environment |