

**"How Can We ..." questions** Which HCW questions have similar core aspects?

**Desirable states** Which are those underlying the individual, functional, structural level?

**Evidence** What quotes or core aspects of the interviews and inquiry support this?

**Useful principles** What useful principles have emerged from this?

**Designation of the area of potential** Working title and brief description:

**Concrete recommendations** What is necessary to exploit this area of potential?

Where are more resources and strategic decisions needed?

## Hindering factors

Which are those underlying the individual, functional, structural level?

Evidence

What quotes or core aspects of the interviews and inquiry support this?

Immediate measures

What steps can be taken towards implementing the recommendations with little effort? What can be implemented visibly in the short term?



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abbreviations from the interviews: