

## Supplementary file 3 Focus Group Discussion Guide (senior managers)

themes	Questions	Prompts, clarifications, vignettes
Motivation	<p><b>Q 1 : What motivates at work at this hospital?</b></p> <p>Q 2 : How do you feel at work at the hospital?</p>	
Motivation au Service Publique	<p><b>Q2 : Why did you choose to the work at the public sector?</b></p> <p>You told me about your (de) motivation in the public sector? Could you explain your (de) motivation?</p>	
	<p><b>Q3 : Sering citizen, what does it mean to you ? Give me examples from your professional experience?</b></p>	
	<p><b>Q 4 : Did you think about quitting the public service? If Yes why? If no why not?</b></p>	<p><b>Vignette 1</b> Mr or Dr Rachid work in this hospital for 10 years, he did not leave the public hospital to work in the private sector because he feel satisfied with the help he is providing to the local underprivileged population What do you think about Dr /Mr Rachid perspective?</p>
	<p><b>Q 5 : Do that you are well paid according to your contribution to this hospital? If Yes why? If no why ?</b></p>	<p><b>Vignette 2</b> : Dr/Mr Rachid a has accompanied many patients in medical transfers although he is not well remunerated. he continues to do it when asked. What do you think about his attitude ?</p>
Leadership	<p><b>Q6 : in your opinion, what does it mean a good leader?</b></p> <p>Q 7 : How could you describe the leadership of your supervisors?</p> <p>Q 8 : Does managers' leadership matters for you to be performant at work?</p>	<p><b>Vignette 3</b> :A manager told me that leadership is important in the motivation of staff. Do you agree with that. ?</p> <p>Do you agree that leadership play a role in the staff performance?</p>
Interaction Leadership-Motivation	<p>Q 9 : How would you describe your the relationship between your interaction with the leader an your motivation ?</p>	
Organisational performance	<p>Q : According to you, what explains the good/bad performance of your hospitals in "Concours Qualité"?</p>	<p>Who was involved? Who took leadership roles? Who was responsible for decision making?</p>
	<p>Q : What makes you perform well/bad under the leadership of Mr/Mme ?</p>	