

Appendix S1.

*Satisfaction*

*Working group level.* We determined the satisfaction of the working group members through 6 statements, which were all measured on a 5-point Likert scale (1: totally disagree; 5: totally agree). These statements covered satisfaction regarding: the content of the working group; the guidance of the occupational nurse during the working group sessions and the guidance of the occupational nurse during the role model training; the usefulness of the role model training; the identified barriers; and the identified solutions. The questions concerning the guidance and content of the working group, plus the questions concerning the barriers and solutions, were assessed directly after the last working group meeting. The questions on the role model training were assessed directly after the role model training. Six months after baseline, we also assessed satisfaction with the participatory method used and their experiences with being a role model on a scale from 0 (very negative) to 10 (very positive).

*Employee level.* Satisfaction with the multifaceted implementation strategy, at employee level, was determined by statements for: the clearness of the leaflet (1: totally disagree, 5: totally agree), the quality of the educational session (1: totally disagree, 5: totally agree), and the implemented solutions (0: very dissatisfied; 10: very satisfied). We measured satisfaction by means of a questionnaire 6 months after baseline, and 9 months after baseline for satisfaction with the implemented solutions.

*Satisfaction.* In Table SIV<sup>1</sup>, satisfaction with the different parts of the meetings is presented on a scale from 1 (negative) to 5 (positive). Except for the satisfaction with the participatory method used, all items scored a 4.0 or higher. Further, the role models rated their experiences as a role model with a 6.5 (SD 1.3) on a scale from 0 (negative) to 10 (positive).