

## Supplementary file 2

### Personal and professional characteristics of the researchers

Barbara Seebacher (MSc, PhD) is a female scientist holding a PhD in physiotherapy from the University of Brighton, UK. She has received graduate-level training in qualitative, quantitative and mixed research methods, possesses extensive experience in conducting and teaching neurorehabilitation, and has clinical training and advanced practice in neurology among others. Additionally, Dr Seebacher has 11 years of musical training, including music theory and practical experience with the flute and zither. She is a member of International Women in Multiple Sclerosis (iWiMS) and further professional and scientific groups. Dr Seebacher has undergone training in leadership skills, barrier-free communication and conflict resolution, diversity, inclusion and equality, ethics and accessibility, effective communication, intercultural competence, with a focus on perception & reflection. She has participated in training courses and seminars to promote critical thinking and personal development and recognise unconscious bias. Her areas of expertise comprise the areas of physiotherapy and interdisciplinary neurorehabilitation with a special focus on multiple sclerosis, research methodology, and questionnaire validation among others. In this study, Barbara Seebacher was involved in obtaining funding, conceiving, and designing the study protocol and data collection. She undertook data analysis, wrote the initial manuscript draft, and contributed to data interpretation, subsequent manuscript drafts and critically revised the article for important intellectual content.

Birgit Helmlinger (BSc, MSc, PhD cand.) is a female psychologist holding a Master's degree in Psychology currently pursuing a PhD in Psychology who has received training in in-depth interviewing as part of her education. Her research interests include the field of clinical psychology, neuropsychology, and cognitive science. Furthermore, her skills and expertise comprise the areas of brain connectivity, cognitive neuroscience, brain imaging, and MRI analyses. Ms Helmlinger is a member of the Research Group "Neuronal Plasticity & Neuronal Repair" at the Medical University of Graz, Austria. In this study, Birgit Helmlinger was involved in participant recruitment, data collection, and contributed to data interpretation, subsequent manuscript drafts and critically revised the article for important intellectual content.

Isabella Hotz (MSc) is a female research associate with a Master's degree in Therapeutic Sciences and graduate-level training in qualitative and mixed research methods. She also has

clinical training and practice as a neurological rehabilitation physiotherapist. In this study, Isabella Hotz was involved in data collection and analysis, and contributed to data interpretation, subsequent manuscript drafts and critically revised the article for important intellectual content.

Daniela Pinter (Assoc. Prof., PhD MSc) is a female clinical and health psychologist holding a PhD degree in Psychology. She is leader of the Research Group “Neuronal Plasticity & Neuronal Repair” at the Medical University of Graz and a member of International Women in Multiple Sclerosis (iWiMS), as well as numerous further professional and scientific groups. Prof. Pinter been a research fellow at the Donders Institute for Brain, Cognition and Behaviour, Radboud University of Nijmegen, NL and the Centre for Functional MRI of the Brain, Department of Neurology, University of Oxford, UK. Her research interests cover rehabilitation interventions and associated changes in the brain with a particular focus on multiple sclerosis, healthy ageing, and multimodal imaging among others. Daniela Pinter has a longstanding experience as a teacher at the Department of Psychology, University of Graz, Austria. In this study, Daniela Pinter was involved in conceiving and designing the study protocol, and contributed to data interpretation, subsequent manuscript drafts and critically revised the article for important intellectual content.

Rainer Ehling (MD) is a male neurologist with a longstanding professional experience in clinical neurology and research. Biomarkers and neurorehabilitation in multiple sclerosis are his main areas of expertise. He is Deputy Head of the Department of Neurology at the Clinic for Rehabilitation Münster and has received training as a Principal Investigator. In this study, Rainer Ehling was involved in recruiting participants, and contributed to data interpretation, subsequent manuscript drafts and critically revised the article for important intellectual content.

Christian Enzinger (Prof., MD, MBA, FEAN) is a male neurologist with a longstanding professional experience in clinical neurology holding a Master of Business Administration who has received training in the field of Gender & Diversity. He is the Head of the Department of Neurology, Medical University of Graz, Austria, and Vice-Rector of Research and International Affairs at the Medical University of Graz. Prof. Enzinger acts also as president of the Austrian Society of Neurology, Chairman of the Styrian Brain Research Initiative. and a Co-Chair or member of numerous national and international professional and scientific boards. and has been a clinical research fellow at the University of Oxford, UK. He

has expert knowledge and scientific specialisation in the areas of diagnosis and treatment of multiple sclerosis including neurorehabilitation, as well as neuroimaging research among others. In this study, Christian Enzinger was involved in obtaining funding, conceiving and designing the study protocol, recruiting participants, and contributed to data interpretation, subsequent manuscript drafts and critically revised the article for important intellectual content.

Florian Deisenhammer (Assoc. Prof., MD, MSc) is a male neurologist with a longstanding professional experience in clinical neurology holding a Master's degree in Health Sciences. He is the Head of the Neuroimmunology and Multiple Sclerosis Unit at the Clinical Department of Neurology, Medical University of Innsbruck, Austria. Prof. Deisenhammer is a member of the Consortium of Multiple Sclerosis Centres and the Scientific Board of the Austrian Multiple Sclerosis Society among others. His areas of expertise and special interests comprise the field of Neuroimmunology in general and multiple sclerosis in particular, with a special focus on multiple sclerosis therapy monitoring. In this study, Florian Deisenhammer was involved in obtaining funding, recruiting participants, and contributed to data interpretation, subsequent manuscript drafts and critically revised the article for important intellectual content.

Christian Brenneis (Univ.-Doz., MD) is a male neurologist with a longstanding professional experience in clinical neurology and graduate level training in Public Health and Management in Healthcare. He is the Medical Director Head and Head of the Department of Neurology at the Clinic for Rehabilitation Münster and has undergone training in strategic leadership, personal development, systemic therapy, and interpersonal and emotional intelligence communication training. In this study, Christian Brenneis was involved conceiving and designing the study protocol, recruiting participants, and contributed to data interpretation, subsequent manuscript drafts and critically revised the article for important intellectual content.