

Supplementary file Table S2; Examples of the decontextualization process with meaning units, condensed meanings and codes. Followed by the recontextualization process with subcategories and categories.

Meaning units	Condensed meaning	Code	Subcategories	Categories
important to talk and ask questions about everything without being offended	talk and asking question about everything	Having respect, Create confidence, Acting helpful	Building mutual respect by offering and receiving support.	Creating a safe atmosphere when working in an unknown environment
at the ER it is even worse, everyone asks who you are, and you need to reorganize the roles and positions every time	different places, unknown colleagues, new people and positions	The right time and place, Create new teams, Unknown tasks	Managing emotions and tasks in familiar and unfamiliar situations.	
when collaboration works, everyone knows what to do and when, and everything just smoothly “cogs”	know what to do and when	Master different tasks, Complement each other, Professionalism	Being surrounded by expertise that improves team performance.	Counteracting and mitigating destructive team dynamics
someone who screams and is very aggressive in a situation, so I get perverse towards that person, thinking what the ...are you doing	someone who screams and is aggressive	Working in conflicts, Disharmony, Disputes	Conflicts in the team jeopardizing teamwork.	