SUPPLEMENTAL MATERIAL: Agile Work Practices: Opportunities and Risks for Occupational Well-being

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Table 1: *Overview on interviewees (demographics)*

#	Name	Age	Gender	Country	Industry	Size	Role
1	*Susan*	37	Female	Germany	E-commerce	Mid-size	Product Owner
2	*Tim*	31	Male	Germany	Learning software	Startup	Product Owner
3	*Ann*	49	Female	Switzerland	Financial services	Mid-size	Product Owner
4	*Alex*	45	Male	Germany	Pharma	Large	Frontend Engineer
5	*Richard*	34	Male	Germany	Food industry	Mid-size	Software Engineer
6	*Christian*	31	Male	Germany	Navigation software	Large	Software Engineer
7	*Brian*	28	Male	USA	Sporting goods manufacturer	Large	Software Engineer
8	*Ben*	36	Male	Norway	Networking hard-/software	Large	Test Engineer
9	*Charles*	35	Male	Germany	Engineering & technology	Large	Agile Coach
10	*Matt*	44	Male	Germany	Medical engineering	Large	Scrum Coach
11	*Laura*	27	Female	Germany	Insurance	Large	Scrum Master
12	*Emma*	32	Female	Germany	Information technology	Large	Scrum Master
13	*Sebastian*	32	Male	Germany	Information technology	Start-up	Scrum Master
14	*Sarah*	27	Female	Germany	E-commerce	Mid-size	Scrum Master

Note. The names are fictitious, so the respondents remain anonymous.

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Table 2: *Interview guide*

Experience with agile work

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1. What is your experience with agile work, especially the Scrum process? How are you doing with it?
2. Where do you see opportunities in the agile Scrum process? What works particularly well and why?
3. Where do you see risks in the agile Scrum process? What is not going so well and why?

Job demands, resources, and well-being

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1. Are there increased demands, such as role conflict, workload, time pressure, that are related to agile ways of working for you?
2. What positive job resources, such as feedback opportunities, social support, or autonomy, do you see related to the agile Scrum process?
3. How would you describe the impact on psychological well-being (stress / burnout vs. motivation / engagement) of agile ways of working? Are there any correlations here?
4. How do you make sure you're doing well in the agile process?

Context factors

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1. Are there contexts that tend to hinder agile working or in which agile working particularly does not work well or fails? (Culture, leadership, structures, etc.)
2. Are there contexts that are particularly conducive to agile working or in which agile working works particularly well?

Concrete agile practices

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1. An important component of agile working is self-organization in the teams. How well does this work in your team? Where do you see the opportunities, where the risks?
2. How do you experience the iterative approach in sprints? Is it more conducive or a hindrance to the time-based approach?
3. What advantages and disadvantages do you see in the close involvement of the customer in the development process? How do you manage this?
4. Do you manage to achieve a "potentially shippable product increment" in every sprint? Is this goal helpful or a hindrance?
5. What impact do the Daily Scrum Meetings have on your work process?
6. How helpful or unhelpful do you find the retrospectives? Why?
7. What impact does the strong transparency and visualization of work progress in Scrum (e.g. Scrum Board and other metrics) have on everyone?