



Interview Guide

- 1) Background information, education, seniority / work experience, job percentage, age, gender, mother tongue, and job title?
- 2) Have you been sufficiently informed about the of the joy-of-life project including certification of nursing homes to become joy-of-life nursing homes (JOLNH)?
- 3) How do you perceive the ongoing JOLNH certification process and the JOLNH working approach; how is your work in the nursing home influenced by the JOLNH project?
- 4) What does your municipality do for the elderly in nursing homes to experience joy and meaning-in-life?
- 5) How do you think this investment (the JOLNH certification process) works out?
- 6) What motivates you to contribute?
- 7) What hinders and promotes a good working environment as you see it?
- 8) To what extent can you see yourself working in this nursing home for a long time to come?
- 9) What can influence on your desire to continue working here?
- 10) To what extent can your leader be able to influence on your desire to work at the nursing home for a long time to come?