

# Appendix A

## Coding Rules

Many of the responses included two distinct statements and a few included three or four, but the majority of responses included one statement. Rules for the decision-making process were implemented to reduce bias in interpretation. These rules are presented here for transparency.

### Primary Rules

- Only one code was counted for each participant. Often, this code represented the entirety of the statement.
- Where there were two distinct different statements with difference valences, these were identified as a “mixed” code.
- Mixed codes were analyzed using one valence during the *coding* and *category* phase of analysis; during the *thematic* analysis phase, codes with the secondary valence were also analyzed and included.

Ex: Statement: “Being misunderstood as a professional though gaining personal value from what I do.” Mixed codes are: Misunderstood (Negative) and Value (Positive). This code would be identified in the category of Misunderstood. However, it is presented in thematic analysis as feeling misunderstood but experiencing value in the work.

### Rules for Mixed Codes

A choice of code is made based on one valence. The decision to choose one valence (negative or positive) over the other was based on the following:

1. *Intensity*: The most intense expression of two statements
2. *Immediacy*: If both statements had equal intensity, the first statement carried the code
3. *Uniqueness and Richness*: The statements fit into two distinct categories, but one of them described a significant experience while the other fit into another established code where there were numerous respondents.

Thus, when looking at data with a “Mixed” valence it is important to know that there were two different and unique valences that were described in the narrative summary.