**Table S1c** Research themes for colleagues of depressed patients

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| **Focus** | **Theme** | **Key research questions** |
| Experience of cognitive dysfunction in each aspect of life | Appearance in the workplace | * How does depression show in the workplace?
* How does cognitive dysfunction show in the workplace?
* Who (job types, positions) notices what?
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| Reactions & strategy | * How do colleagues and superiors react to depression and cognitive dysfunction?
* What strategies do colleagues, superiors, and HR departments employ to deal with depression and cognitive dysfunction?
* What assumptions about depression and cognitive dysfunction drive perception in the workplace?
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| Cognitive dysfunction and work types | * How does depression and cognitive dysfunction affect different types of work?
* What cognitive symptoms (e.g. ability to concentrate, forgetfulness) in particular affect different types of work?
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| Mapping consequences | * What are the implications on patients’ own productivity?
* What are implications and tasks for colleagues, superiors, and HR of working with a person with cognitive dysfunction?
* What are the calculations and economic logistics that guide strategy and reaction to cognitive dysfunction in the workplace?
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| HR, human resources. |