Appendix: In depth-interview guide.

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| 1. Establish rapport with participant, explain objectives of project, obtain consent 2. Questions:  * How would you describe the hospice culture before the program (before September 2014)? Have you noticed any difference since the start of the program? * Has the program affected your ability to recognize and address spiritual pain? Have you been able to use any tools/interventions learned at the workshops in practice at hospice? * Has the program affected your relationships with patients/ families? With your co-workers? * Have you experienced any personal growth that you could attribute to the learnings from the program? * Has the program affected your relationship/comfort with death? * Has the program affected your understanding of hospice care? * Has the program affected your understanding of spirituality?  1. Thank participant, provide contact for potential follow up if wanted by participant |