

Table S1**Checklist for adherence to the MI manual based on the main themes**

MI session 1		Adherence (0-4)*
1	Introduction of session 1 from the interviewer – the frame of the conversation	
2	Agenda mapping: the sick listed person (SLP) chooses theme(s) from a sheet for agenda mapping (e.g family, mental health, economy, etc.)	
3	The interviewer adapt the intervention to the sick-listed`s stage of motivation for RTW	
4a.	Rating scale about the SLP`s importance of being able to work and follow-up questions	
4b.	Rating scale about the SLP`s confidence in being able to work and follow-up questions	
5	The interviewer provides a summary of session 1 to the SLP	
Total score (mean, SD)		

*0 = not at all 1= to a small degree 2= to some degree 3=to a large degree 4= to a very large degree

MI session 2		Adherence (0-4)*
6	Introduction and summary of session 1 (previous conversation)	
7	Introduction to session 2 from the interviewer	
8	Assess the SLP's current work situation	
9	Assess the SLP's previous and / or possible work attempts	
10	Information on possible contributions from the Norwegian Labour and Welfare Administration (NAV)	
11	Rating scale about the SLP's confidence in being able to work and follow-up questions	
12	Explore the SLP's goals and values in life	
13	Scaling of readiness for RTW and follow- up questions	
14	Summary of both session 1 and 2 with key questions	
15	Intervention in the last part of the conversation adapted to the stage of motivation	
16	Thanking the participant for the conversation	
Total score (mean, SD)		

*0 = not at all 1= to a small degree 2= to some degree 3=to a large degree 4= to a very large degree