Supplementary S2. Comparative overview of the two phases of the research programme on patient-centered managerial decision-making.

Characteristic	First phase (published study)	Second phase (present study)
Research aim	Conceptualise PCMDM and identify its key dimensions.	Explore barriers and facilitators influencing PCMDM in practice.
Research question	How do MNMs understand and characterise PCMDM?	What enables or constrains MNMs in enacting PCMDM?
Participants	38 middle nurse managers.	The same 38 middle nurse managers.
Data collection period	April 2025 and July 2025.	January–March 2026.
Interview focus	Meaning and application of PCMDM, including dimensions perceived to influence decisions.	Personal, professional, organisational and contextual barriers and facilitators, including leadership and communication.
Dataset and analysis	First-round interviews analysed to characterise PCMDM.	New interviews, recordings and transcripts analysed separately; no first-phase qualitative data reused.
Member checking	Not undertaken because of feasibility constraints.	Group discussion with 10 purposively selected participants concerning second-phase findings only.
Ethics approval	Original protocol approved 11 April 2024 (95.24CET2 cbm).	Covered by the same approved protocol, which included the second phase.