

Additional File Three. Identification of intervention functions (Step 5)

COM-B domain	Barriers/facilitators selected	Target behaviour*	Possible intervention functions (selected intervention functions bolded)
Physical Capability (Physical skill, strength or stamina)			
N/A			
Psychological Capability (Knowledge or psychological skills, strength or stamina to engage in the necessary mental processes)			
Psychological Capability. Audiologists require knowledge of how to detect signs and symptoms for emotional and psychological distress		Ask	Training
Psychological Capability. Audiologists require knowledge of how to ask about emotional well-being		Ask	Training
Psychological Capability. Audiologists require language skills for discussing mental health-related topics		Inform & Manage	Training
Psychological Capability. Audiologists require knowledge of treatment/management options for emotional and psychological distress, and how to provide reliable information regarding funding and access for psychological services		Manage	Training
Psychological Capability. Audiologists require knowledge of who to refer to and how to refer for mental wellbeing support		Manage	Education Environmental restructuring Training
Physical Opportunity (Opportunity afforded by the environment involving time, resources, locations, cues, physical ‘affordability’)			
Physical Opportunity. Audiologists require clinical resources to assist with (i) asking about wellbeing, (ii) providing information on the wellbeing impacts of hearing loss, and (iii) providing information on wellbeing treatment/management strategies		Ask, Inform & Manage	Training Restriction Environmental restructuring Enablement

Social Opportunity (Opportunity afforded by interpersonal influences, social cues and cultural norms that influence the way we think about things)

Social Opportunity. Audiologists require reassurance that clients will be receptive to them asking about mental wellbeing	Ask	Education Environmental restructuring Modelling Enablement
Social Opportunity. Audiologists require reassurance from their managers that provision of mental wellbeing support is a vital part of their service provision despite it not being a claimable service.	Ask, Inform & Manage	Restriction Environmental restructuring Modelling Enablement
Social Opportunity. Audiologists need to feel supported by peers in their workplace	Ask, Inform & Manage	Restriction Environmental restructuring Modelling Enablement
Social Opportunity. Audiologists need to see their managers and senior staff role modelling provision of mental wellbeing support	Ask, Inform & Manage	Restriction Environmental restructuring Modelling Enablement

Automatic Motivation (Automatic processes involving emotional reactions, desires, impulses, inhibitions, drive states and reflex responses)

Automatic Motivation. Audiologists need reminders/prompts to help them remember to ask clients about mental wellbeing	Ask	Training Incentivisation Coercion Environmental restructuring
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Reflective Motivation (Reflective processes involving planning and evaluation)

Reflective Motivation. Audiologists need to develop confidence in their ability to ask about mental wellbeing and respond with empathy when clients describe their challenges	Ask & Inform	Training Modelling Enablement
Reflective Motivation. Audiologists need reassurance that clients are open to receiving information on the mental wellbeing impacts of hearing loss	Inform	Education & Persuasion
Reflective Motivation. Audiologists need reassurance that asking about and providing mental wellbeing support is within their scope of practice	Ask & Manage	Education Persuasion Modelling
Reflective Motivation. Audiologists need to feel responsible for (i) asking about mental wellbeing, (ii) providing information on the mental wellbeing impacts of hearing loss, and (iii) providing information on mental wellbeing treatment/management strategies	Ask, Inform & Manage	Education Persuasion Modelling
Reflective Motivation. Audiologists require reassurance that clients are open to receiving information on mental wellbeing treatment/management options during audiological appointments	Inform & Manage	Education Persuasion Modelling
Reflective Motivation. Audiologists need reassurance that GPs would react positively to receiving a referral from an audiologist regarding concerns for a client's mental wellbeing	Manage	Education Persuasion Modelling
Reflective Motivation. Audiologists need reassurance that psychologists have the skills required to address the psychological needs of adults with hearing loss seeking psychological support	Manage	Education Persuasion Modelling
Reflective Motivation. Audiologists need reassurance that psychologists are open to receiving referrals from them	Manage	Education Persuasion Modelling
