**Supplementary Table 1: Sample Questions, MCM and Supervisor Interview Guides**

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| **CFIR Domains** | **Sample MCM or Supervisor Question** |
| Intervention Characteristics, Appropriateness | MCM: To start, I’d like to learn more about your work as a Medical Case Manager. What is your approach to working with clients with behavioral health needs like depression or substance use? |
| Characteristics of Individuals, Knowledge/Beliefs about Intervention Effectiveness; Inner Setting, Compatibility | SUP: Given what you’ve just described, what do you see as the benefits of integrating the BH screener into what your team already does with clients? What would be the challenges? |
| Inner Setting, Structural Characteristics; Implementation Readiness | Both: MCMs and Supervisors who completed the survey expressed concerns about how factors unique to their clinic or team setting could influence the implementation of the BHS. Some of these concerns included having private space to do the screener, already having an existing screener in place or a behavioral health team on site, or concerns about raising mental health issues with clients. Thinking about your clinic and your team, what concerns do you have about implementing the BHS with your clients? |
| Inner Setting, Implementation Climate and Appropriateness | MCM: The survey showed that there were differences in opinions on using the BHS. What is the general level of receptivity on your team – that is among your colleagues – or in your clinic for implementing the BHS? |
| Outer Setting, Clients Needs and Resources | SUP: At the start of the interview, you described your approach to supporting MCMs in their work with clients with needs like depression or substance use. What services or supports does your team currently offer clients with behavioral health needs? |
| Inner Setting, Culture and Available Resources | Both: What factors in your clinic or on your team will help to successfully refer clients to ORCHID? What factors might hinder success? |
| Inner Setting, Access to Knowledge and Information | Both: What kinds of information or training would you and your team need to successfully start referring clients to ORCHID? |
| Inner Setting, Culture | Both: We’d like to learn more about the culture of your medical case management team, that is, the values, attitudes, and beliefs of your team about trying new initiatives. How would you describe your team’s culture as it relates to trying new things? |
| Inner Setting, Networks and Communications | MCM: If you ran into a problem while implementing the screener or with referring a client with depression to ORCHID, who would you go to and why? |
| Inner Setting, Organizational Incentives and Rewards | MCM: What kinds of special recognitions or rewards would support you to successfully implement the BH Screener and referral to ORCHID? |

*Abbreviations*. BH=Behavioral Health; BHS=Behavioral Health Screener; MCM=Medical Case Manager; SUP=Supervisor