

CFIR Domain	Facilitators	Barriers	Example Quotes
Intervention Characteristics	Adaptable role; dual clinical/mentor function	Role complexity; workload	<p>"I mentor PECCs to lead debriefings and educational initiatives at their sites."</p> <p>"We try to standardize while allowing necessary variability... some hospitals have NICUs, some don't."</p>
Outer Setting	Peer networks; shared resources; national tools	Site isolation; limited local engagement	<p>"Having a community with leaders in the same role is important and helpful."</p> <p>"I connect PECCs to share files, which is truly helpful."</p>
Inner Setting	Leadership support; dedicated funding	Competing priorities; lack of protected time	<p>"Our hospital president was a huge advocate... he did the legwork executive to executive."</p> <p>"I don't get administrative time... I work all extra shifts."</p>
Characteristics of Individuals	Motivation; leadership; adaptability	Variable confidence in role	<p>"I consider it my job to keep pediatrics in focus... as long as I'm pushing, someone is thinking about it."</p> <p>"Patience is huge... I wish I had more to let things settle."</p>
Process	Local champions; regular communication; structured planning	Limited time for follow-up	<p>"We call them champions... our local liaison helps identify areas, and we follow up."</p> <p>"By the time I leave, they are leading simulations on their own."</p>

