Inclusion criteria:
- the practice has at least three employees, from which one physician
- the practice has not completed the SCOPE questionnaire in the past two years.

350 practices receive an invitation

30 practices to enroll in the study

Merging all practices in three arms:
- Control (n=10)
- Intervention I (n=10)
- Intervention II (n=10)

**Figure 2** Flowchart of randomisation