

## Final research memo

The core category I chose was Leadership in the Field of Public Health. The interview questions were developed around the topic of public health leadership, and therefore, her responses, and what was ultimately coded, were the influences on her perception of being a leader in the public health field. Six subcategories emerged through the coding process. My interviewee places considerable emphasis on mentoring relationships, passion, leadership approaches, work ethic, career advancement, and an understanding of the field with regards to what it means to be a leader in the field of public health. **Mentoring relationships** referred to impact of such relationships on her leadership in the field, which included family influence, current mentor, past mentors, as well as the relationship she has with her own team. **Passion** was another subcategory, which referred to her own passion and the passion she hopes her team develops/experiences. **Leadership approach** referred to what she felt her role was as a leader, both actions and beliefs. **Work ethic** emerged as subcategory, primarily referring to the importance of a work-life balance as well as autonomy. **Career advancement** was a subcategory that displayed previously held positions that lead her to her current role, which she considers her first formal role as a leader in the public health field. Lastly, **an understanding of the field** surfaced as a subcategory, which incorporated her continued realization and learning experiences that she seeks in her current position.

For each of the subcategories I incorporated focus codes with open codes still embedded. However, in my model, instead of utilizing the broader focus codes, I summarized the open codes that supported the subcategory. There were many focus codes that were ultimately not influential in subcategory development and the creation of this model. Some of which included her previous lack of public health awareness, the process of accepting her current position, and the context of her current position. I felt that, after transcription, coding, and ultimately exploring the bigger picture, these things did not heavily influence and were not representative of what public health leadership meant to her. Ultimately, subcategories evolved where there was repetition and depth. I do believe that this model encompasses what my interviewee perceived as a leader in the field of public health.

Name			Fi
▶ ● 1. Open Code			
▶ ● 2. Focus Code			
▼ ● 3. Axial Code			
▼ ● 3 Leadership in Public Health Field			
▼ ● Causes			
▶ ● 2 Accepting This Current Position			
▶ ● 2 Career Interests			
▶ ● 2 Family Impact on Leadership Style			
▶ ● 2 Green Team			
▶ ● 2 Journey to Current Role			
▶ ● 2 Passion			
▶ ● 2 Skill Set			
▶ ● 2 Work Background			
▼ ● Conditions			
▶ ● 2 Current Mentor			
▶ ● 2 Defining a Leader			
▶ ● 2 Leadership Messages			
▶ ● 2 Leadership Qualities			
▶ ● 2 Previous Mentors			
▼ ● Consequences			
▶ ● 2 Current Position Challenges			
▶ ● 2 Current Roles			
▶ ● 2 Desired Team Perception			
▶ ● 2 Enjoyment of Current Position			
▶ ● 2 Eye Opening Experience			
▶ ● 2 Idea of What Public Health Is			
▶ ● 2 Leadership Realization			
▶ ● 2 Learning			

