

**File S5**

Detailed profiles of valid interview experts.

Table 1. Detailed profiles of valid interview experts.

<b>Individual Characteristics</b>	<b>Items</b>	<b>Percentage (%)</b>
Gender	Male	57.69%
	Female	42.31%
Occupation	College teacher	19.23%
	Government employee	3.85%
	Manager of an enterprise	46.15%
	Other	30.77%
Working experience	More than 5 years	19.23%
	3 to 5 years	15.39%
	1 to 3 years	26.92%
	Less than 1 year	38.46%
Education level	Doctorate degree	19.23%
	Master's degree	50.00%
	Other	30.77%