

Interview Guide

Presentation

Presentation of ourselves

Have the interview in **English** - Ask: Is that Okay?

Introduction

Could you give a short introduction of yourself?

How often do you work at the office now?

Inform:

Context

Informed consent

Storytelling and follow up questions (3-4 themes)

** Remember to tell that we want stories or concrete examples

** We want reflections on how it is now (virtually) and before (at office/physically)

** Remember team members vs. leader (not towards clients/customers)

Group dynamics, trust, and climate (VIRTUAL)

How do you and your team work towards common goals?

Can you elaborate on how you experience trust within the team? Leader/team?

Can you tell us a story of when you failed?

- Did you hesitate/worry about how your team would respond to this failure in a virtual setting? Please elaborate.
- Do you experience such hesitation/worry more or less in a virtual setting?

Can you tell us a story when you and your team succeeded?

- How was it celebrated/talked about within the team and with your leader in a virtual setting? Does your leader give appreciation to your work or success?
- Do you experience team/organizational success more or less in a virtual setting?

Interpersonal fear (Edmondson), interpersonal relationships (Edmondson + Kahn)

Do you have a concrete story of when you had an idea or concern you wanted to share with your team members virtually?

- How was this idea or concern received or perceived by your team members in a virtual setting?
- Did you hesitate/worry about how your team would respond to this idea/concern in a virtual setting? Please elaborate.
- Could you tell us about an idea or concern you wanted to share with your leader?
- How was this idea/concern received by your leader?
- Did you hesitate/worry about how your leader would respond to this idea/concern in a virtual setting? Please elaborate.

What differences do you experience when you share ideas/concerns physically vs. virtually?

Ask for help

Can you tell me a story of a time you needed help, and had to reach out to a colleague in a virtual setting?

How do you respond when colleagues ask you for help virtually?

Able to express yourself

Could you tell us a story of when you felt you could express yourself 100%?

Have you avoided expressing yourself virtually?

Do you experience your team members expressing themselves virtually?

Culture

- Could you describe the culture in the team?
 - How has it changed from physical to virtual?
- Do you have social events?
- Do you feel your team has become closer due to Covid-19?
- meetings participation

3 Closure

*Other person writes summary

It seems that you are telling ... (Paraphrase). Have we understood you correctly?

Is it okay that we contact you later if we have any follow up questions?

Is there anyone else in the organization that you believe that we should speak to?

We will return to you later with a transcribed edition of this interview, so that you have the opportunity to read through and return with feedback.

Thank you for taking the time to participate in this research.