

# Interviewguides

# Interviewguide 1

## Introduction

Hello and thank you very much for taking the time for this conversation; it means a lot to us! We estimate that it will take about 30 minutes. In this interview, we will talk about your expectations for the internship period you have started, how the internship was experienced, and your motivation. The interview is semi-structured, which means that we have some questions we ask everyone, but we can ask follow-up questions if something is unclear or if we want further insight into your perspectives. It is also important for us to emphasize that your identity will remain confidential and that only the two of us know who the responses belong to. Does this sound okay?

## Questions

1. Have you had an internship before?
  - 1a. If yes, in what context?
  - 1b. If no, what is the reason for this?
  - 1c. Have you worked or are you working in the organization where you had your internship?
2. Which department/function did you have your internship in?
  - 2a. Is this something you are interested in?
  - 2b. Is this a function you could see yourself working in after completing your studies?
3. What is your impression of the organization now and before the internship?
4. What motivated you to choose this particular internship?
5. What did you want to achieve during the internship period?
6. Has the internship experience met your expectations? Why/why not?

7. Would you consider applying for a job at this organization after completing your studies? Why/why not?

7.1. Would you/would you not have considered it before the internship?

7.2. What would you say are the most important factors when you apply for a job after your studies?

## Conclusion

8. How did you find this conversation?

9. Is there anything you would like to add or elaborate on in conclusion?

## Interviewguide 2

### Introduction

Hello, and thank you again for taking the time to answer our questions about your internship experience. Like the previous time, your identity will be kept confidential, and you can at any point withdraw from the study and interview. We estimate that it will take about 30 minutes. The interview is semi-structured, which means that we have some questions we ask everyone, but we may ask follow-up questions if something is unclear or if we want further insight into your perspectives. This time, we would like to delve a bit deeper into your internship experience, specifically related to expectations, work environment, mentoring, tasks, and learning and development. Does that sound ok?

### Questions

1. To what extent did you feel you got to know the people you worked with personally (not just professionally)?

1a. How did this match your expectations?

2. How did you perceive the attitude towards making mistakes?

2a. How did this match your expectations?

3. To what extent did you feel you could be yourself at work?
  - 3a. How did this match your expectations?
4. How did you perceive the feedback culture?
  - 4a. How did this match your expectations?
5. How did you perceive the organization's/team's/supervisor's reception of your suggestions, opinions, and input?
  - 5a. How did this match your expectations?
  - 5b. Did you experience situations where you did not dare to share your own thoughts/ideas?
6. To what extent did you find it comfortable/desirable to ask for help or support in the organization?
  - 6a. How did this match your expectations?
7. Based on your answers above, how do you think this has affected how you talked to others about your internship organization?
  - 7a. If you were to rate psychological safety from 1-10, what would it be? Please explain why.
8. How did your internship prepare you for your future career, and was it in line with your career goals?
9. Reflecting on your internship, can you describe a learning moment that stood out to you, and why?
10. Can you discuss any challenges or difficulties you faced during your internship and how you overcame them?
11. How did the internship affect your overall academic, professional, and personal development?
12. What advice would you give to students considering an internship in your field?
13. During your internship, can you describe how the mentoring you received facilitated your learning?

## Conclusion

14. Thank you for your time once again! Is there anything you would like to add or elaborate before we conclude?