

## Appendix A: Interview Guidelines

**Introduction/presentation:** Ethics platform; research project on individual experiences at the working place and on what is important to the BOKU staff and students.

### General Information:

- *Job title:*
- *How long have you been working or studying at BOKU:*
- *Age (approximately):*
- *Sex: m    w*

### **Section 1: Information on you and your work/experience at BOKU**

#### **1. Please describe your tasks, work and activities at university.**

##### Useful interposed questions:

- Which activities do you spend your time with at BOKU?
- You mentioned XY, could you please explain this in more detail?
- You mentioned XY, could you please give a concrete example?

### **Section 2: Positive aspects of your work & practical examples (indicators)**

*Emphasize that subjective answers are desired and it is the personal experience we are interested in, as well as that any kind of answer is possible – no matter if it is related to work in particular or the individual life in general.*

#### **2. Which aspects do you particularly like about your work? What makes your work at BOKU important, worthwhile, valuable? (make notes of positive aspects)**

##### Useful interposed questions:

- *(If too abstract)* Could you please give me a concrete example of this?
- What exactly is/was the positive aspect of this experience for you? (DO NOT ASK WHY!)
- *(If he/she falters)* If you think about your work in the last 2 weeks, which positive and valuable experiences can you describe?
- What exactly is/was important for you in this regard?
- *(If a value is explicitly mentioned)* You mentioned XY, what exactly does XY mean for you?
- *(concluding)* Are there any other positive aspects in your daily work you would like to tell me about?

#### **3. You mentioned XY as a positive and valuable experience. In which way have other persons involved contributed to this experience being positive/important/valuable for you?**

- *Concrete examples?*
- *What exactly is important to you with regard to working with other people?*

#### **4. In which way has BOKU as an institution contributed to this experience being positive/important/valuable for you? Concrete examples?**

## Section 4: Reflections

Summarize shortly what has been discussed and repeat key aspects. Make sure everything was properly understood.

**I would like to reflect some of these aspects in more detail.**

5. *Resume interesting statements/key aspects mentioned and refer to them. Choose a concrete example of a positive activity and then:*

**I would like to know what is your general motivation? Why do you do XY?**

*Transition to environmentally relevant attitudes: refer to what might have been said before (e.g. ecology/environment/sustainability) and use it as a cue. If nothing was explicitly mentioned regarding ecology/environment/sustainability try a cue like this: „now we have been talking about what is important to you and what you especially like about your work. I wonder what would be important to you with regard to nature and the environment.“*

6. **Would you share your thoughts on environmental issues with me? What do you think about nature and environment in general?**

- How important is nature/the environment to you and what do you especially appreciate about it?

7. **Is there anything you do for these environmental aspects at university or at home?**

- Are there concrete measures you take at university or at home in order to protect the environment?

## Section 5: Summary & End

*Give a short summary.*

**Is there anything else you would like to add or share?** Thank you for the interview.

- ➔ Are you interested in participating in a workshop at a later point of time of the project? (Presenting & validating results) Can we invite you to this workshop?
- ➔ If so, which date would suit you better: at the end of February or in March?