

## **Interview Protocols**

A supplement to Wolfinbarger et al. (2021). The influence of engineering competition team participation on students' leadership identity development. *Journal of Engineering Education*.

### **Interview Protocol A: Returning Members**

#### *Teamwork within ECT*

1. What is the purpose of your team?
2. What is your team's goal this year?
  - a. How did your team decide on that goal?
3. How is the team structured?
  - e. g., work groups, subteams, officers, managers
4. Which subteam are you a member of?
  - a. How are tasks assigned within your [sub] team?
  - b. Who decides?
5. About how many hours per week have you spent working on the [project]?
  - a. When do you usually work?
  - b. With whom do you usually work?
  - c. How do you decide when to work?
  - d. How do you know what to work on?
6. How would you describe the team chemistry?
7. Describe communication within your team. Is it good, okay, poor?
  - a. What makes someone a good communicator? Do you notice that some teammates are better at communication than others?
  - b. What do they do to facilitate team communication?
  - c. How does the team communicate with new members?
8. Tell me about coaching within the team. Who coaches? What do they do? Who receives coaching?
  - a. *Coaching* specifically refers to helping members learn technical and other project-related skills.
9. How does the team handle member errors, conflicts or disputes?
  - a. What happens when a team member makes a mistake?
10. How do team members support each other? Can you give an example?
  - a. *Support* is broader than *coaching*. Can refer to assistance with workload, encouragement, cooperation, flexibility in scheduling, etc.

### ***Individual Perceptions of Leadership and Teamwork***

11. What do you think leadership is?
  - a. How has that changed over the years?
12. Other than [team], what groups are you involved in?
  - a. Level of involvement, activities, positions
13. In general, do others consider you a leader? How do you know?
14. Have you had any particular leadership training? Tell me about that.

### ***Leadership within the Team***

15. Who are the leaders on [team]?
  - a. Don't prompt too much—want to know if the respondent lists only officers or also recognizes nonpositional leaders.
16. [For each leader mentioned in Q15] What makes this person a leader, in your opinion?
  - a. Don't prompt too much—want to know what skills the respondent associates with leadership.

### ***Individual Contributions to the Team***

17. How do you contribute to the team? Think beyond your particular job/role.
18. You mentioned earlier that others [consider/do not consider] you a leader. Do you view yourself as a leader on the team? How?
  - a. What makes you [not] a leader? What experiences inform that assessment?
19. What has your experience on the team taught you about leadership?
  - a. Avoid prompting.
20. Describe a situation within [team] where you applied leadership training, or applied some knowledge you had gained from previous experience.
21. Is there anything you'd like the team to do differently this year?
  - a. What are you planning to do to make that happen?
  - b. Could be technical, task-oriented, or person-oriented changes—looking for the respondent's goal-setting perspective.
22. Is there anything else you'd like to share about leadership?

## **Interview Protocol B: New Members**

### ***Teamwork within ECT***

1. What is the purpose of your team?
2. What is your team's goal this year?
  - a. How did your team decide on that goal? Were you a part of that discussion?
3. Are you part of a particular subteam?
4. About how many hours per week have you spent working on the [project]?
  - a. When do you usually work?
  - b. With whom do you usually work?
  - c. How do you decide when to work?
  - d. How do you know what to work on?
5. How would you describe the team chemistry?
6. Now let's talk about communication within the team.
  - a. As a new member, how do you find out about meetings? What about work days? How do the current members keep you in the loop?
  - b. What makes someone a good communicator? Do you notice that some teammates are better at communication than others?
  - c. What do they do to facilitate team communication? With you as a new member?
7. As a new member, do you feel free to ask questions or make suggestions? Can you give an example of a time when you did so?
8. Sometimes new members receive coaching from former members. Would you tell me about coaching that you or other new members have received?

### ***Individual Perceptions of Leadership and Teamwork***

9. Other than [team], what groups are you involved in?
  - a. Level of involvement, activities, positions
10. What do you think leadership is?
  - a. How has that changed over the years?
11. In general, do others consider you a leader? How do you know?
  - a. Have you had any particular leadership training? Tell me about that.

***Leadership within the Team***

12. Who are the leaders in [team]?
  - a. Don't prompt too much—want to know if the respondent lists only officers or also recognizes nonpositional leaders.
  
13. [For each leader mentioned in Q12] What makes that person a leader, in your opinion?
  - a. Don't prompt too much—want to know what skills the respondent associates with leadership.

***Individual Contributions to the Team***

14. How do you contribute to the team? Think beyond your particular job/role.
  
15. You mentioned earlier that others [consider/do not consider] you a leader. Do you view yourself as a leader on the [team]? What makes you say that?
  
16. Is there anything else you'd like to share about leadership?