

## **APPENDIX – RESEARCH INTERVIEW QUESTIONS**

The researcher began the semi-structured interview by explaining the purpose of the study: To examine the benefits of combining work and family roles, and to investigate how the experiences in one domain enhance performance in the other domain.

The researcher described the limits of confidentiality and answered any questions the participants may have had. The researcher asked for background information, queried role salience, and then elicited critical incidents of work-family enrichment. Then, the researcher asked specific questions about the incidents described by the participants to delve deeper into the process of enrichment.

### **Part I**

#### **Background Information**

1. Gender
2. Age
3. Years married
4. Number of children in the home/ages of each
5. Brief job description
6. Average number of hours spent working each week
7. Average number of hours spent with children
8. Average number of hours spent with spouse
9. Does your spouse work? If so, full-time or part-time?
10. Do you have additional help with childcare duties?
11. Do you have eldercare responsibilities?
12. Overall, are you pleased with the arrangements you have in place to manage your family and work responsibilities?

### **Part II**

#### **Role Salience**

1. Which roles are most closely associated with your self-concept? For instance, if you are asked to define yourself, which roles would you mention first? (i.e., manager, wife/husband, mother/father, child, citizen, etc...)
2. (If person mentioned more than one role) Do you believe that considering more than one role as highly important improves your quality of life? If yes, how so?

### **Part III**

#### **Critical Incidents of Work-Family Enrichment**

- a. How frequently have your experiences in a work role enhanced your performance in the family domain? Very frequently, frequently, occasionally, rarely?"
- b. How frequently have your experiences in a family role enhanced your performance in the work domain? Very frequently, frequently, occasionally, rarely?"

## APPENDIX

“Please think of a time in your life when your experiences in a work or family role enhanced your performance in the other domain. When you have a situation in mind, please describe it to me.”

If the participant is unclear, I will offer a couple of examples:

“For example, one person might say that closing a very large business deal at work made them feel more confident to resolve conflict among their two sons at home more effectively. Another person might say that having a four year old daughter to care for at home helped them develop patience that made them more effective when coaching their team of direct reports at work”.

1. What about the experience, specifically, do you think contributed to your enhanced performance in the other (work or family) domain?
2. How did your experience in the (work or family) role affect performance in the other domain?
3. Did your experience in the (work or family) role improve how you were feeling *in that role*? If yes, how so?
4. When you realized that there were certain factors at (home or work) that made you a more effective (parent/spouse or manager), did you make a conscious effort to apply those very same factors to your (work or family) role?
5. Do you believe that the importance of your (work or family) role to your identity influenced the transfer of experiences to the other domain? How so? What else influenced the transfer?

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