**Interview Questions – Female Professionals**

**General**

Can you tell me about your role and how it fits within the wider organisation?

How long have you been in your role; with your current employer; working in the industry?

Is your contract full time or part-time?

Please tell me briefly about your career history *(any promotions, etc.)*

How satisfied do you feel with your career progression so far?

Do you know the gender composition of the workforce in your organisation; and the percentage of women at decision-making levels?

Have there been any particular challenges for you as a female

How do you think women are perceived in the aviation and aerospace industry? How would you like women to be perceived in this industry?

Do you have a view on why women are so poorly represented within this industry?

***Mentoring***

Have you been mentored during your working life? If yes, can you tell us about that; if no, why is that?

**If you have experience of being mentored (informally/formally):** can you tell us about that

*Probe on number of mentors; gender; formal/informal; inside/outside the organisation; satisfaction with mentoring received; what they may look for in a mentor, e.g. support and/or help with career; the value they see in mentoring.*

Does your organisation have a formal mentoring scheme?

**If yes:**

*Can you tell us more about the scheme and your own involvement in this:*

*Elibigility to join; how easy/difficult to find a mentor and/or join the scheme; what does and doesn’t work well; training and support available to mentors and mentees under the scheme; how the scheme operates, i.e. face-to-face, via social media, etc; how the scheme is evaluated; time allowed for employees to participate in mentoring as part of their working hours; how information about the scheme is communicated to employees; key areas of support offered under the mentoring scheme, i.e. career progression, general support; the overall benefits of the scheme; support offered to enable employees to participate in the scheme?*

**If there is no** mentoring scheme, why is that? Do you believe your organisation could benefit from a mentoring scheme? How and why?

If you have worked for other organisations before joining your present employer, were there formal mentoring schemes; were you involved in these; and how?

**If you have not been mentored in the past, either formally or informally, why is that?**

How important do you see mentoring in terms of a source of support for (1) yourself and (2) women in the industry?

Have you ever mentored others, as a mentor?

Aside from mentoring, what other support is in place to support female professionals within your organisation?

Do you presently participate in any industry-wide schemes to support female professionals? If so, what are these and why do you support them?

***Our proposed industry-wide mentoring scheme***

To what extent do you believe there is a need for an industry-wide mentoring scheme within aviation and aerospace designed to help women?

Do you feel there is a lack of female mentors within your organisation/industry? Could an industry-wide scheme help to address that?

What would you like to see from such a scheme?

What do you believe to be the potential strengths?

 What do you see as potential weaknesses of such a scheme?

Are you aware of other mentoring schemes that could act as a benchmark for our scheme?

If there is a formal mentoring scheme in your own organisation, do you see any potential conflicts of interest with your employees being offered access to both an organisation-led and industry-wide mentoring scheme?

Would you like to get involved in the industry-wide mentoring scheme? If so, in what ways? E.g. mentor and/or mentee (if as a mentor, what could they offer?)

If you are interested in participating in the scheme, how would you prefer mentor/mentee meetings to be conducted? i.e. face to face, by skype, telephone, email, etc? What do you think the balance should be between face to face and ‘virtual’/telephone contact, i.e. should the first meeting be face to face?

Would you be prepared to attend mentor/mentee training?

Is there anything else you would like to add?

Are there any questions we have not asked that you think may be important?

Do you have any questions?