**Loose semi structure of sociocracy interviews**

**General experience**

Story of how the individual came to the organization - why, how, when and where?

Background influences – previous jobs, and previous decision making systems in those organizations – compare to current system.

When was the first time the individual heard of sociocracy and initial thoughts. What did they think it might offer?

Initial creation of circles – which circles is the individual a part of; how central is the individual to the circle (lead role, facilitator role?); how has their own role evolved within circles

Elections and sociocracy – if relevant how have these tended to go within the sociocratic system.

Meetings – how have these tended to go for the individual; best meeting in their memory (examples); worst meetings in their memory (examples); overall thoughts of effectiveness and how they work

HR recruitment – onboarding (training) – dismissal – pay (discuss where relevant)

Non violent communication and sociocracy – how important has this been to the individual’s experience of sociocracy? Has it always worked? Or hindered things?

Equity – Gender issues

Sociocracy spill over in to the work community and how interacts outside meetings?

**Specific experience**

Hidden inequalities – sociocracy aims for equity but are any of these present in the experience of the individual?

Hidden power – sociocracy aims for transparency and to remove hidden power…has this been the case so far for the individual?

Collective versus individual aims – how has the balance between these two factors been achieved? Has their been any tensions with it?

Learning sociocracy – how well has the individual been able to learn sociocracy and its rules…was it a simple process or a difficult one?

Rigidity and constraints of sociocracy – is this something the individual has experienced? Has sociocracy slowed things down or blocked issues or manners of talking?

Future of sociocracy – what does the individual feel the future is for sociocracy at the organization? One in which it is central or where it is peripheral or not at all.