

Research Questions	Topics	Interview Questions
Introduction	Subject and Org background	What is your role in the organisation?
		How long have you been in your current role?
		How long as the organisation been established?
		Tell me about your career prior to joining the organisation/your current role.
		How would you describe the structure of the organisation as a whole?
Research Questions	Topic	How would you describe the structure of your dept/team?
		How is your dept/team organised?
		Do you feel as though you have a natural tendency in the way you manage others?
		How would you describe it?
		Could you describe a time when you were particularly successful using that style?
How do managers navigate transitioning between different authentic versions of themselves?	Resting management style	What were the advantages?
		Are there any disadvantages you have found using that style? Could you give an example?
		Can you think of a time when you used a different style?*
		Can you describe a time where you felt the need to adapt, change, or present a different version of yourself as a leader?*
	Authenticity and identity	What factors influenced you to present differently?
		What happened?
		What happened next?
		Who was involved?
		What were the outcomes?
		What tactics were used to deal with the situation?
		Did you make a conscious choice to change your style or did it emerge? *
		Why did you change your style?

Are there common narrative themes managers construct for themselves to self-justify telling different stories to different colleagues?	Different Narratives for Different Audiences	What does authenticity mean to you?
	Self-justification strategies	Have you experienced conflict between stakeholders due to differing narratives? <i>(contextualise for the company)</i> How did you reconcile them?
How do values and worldviews impact a change in leadership approach?	Leadership values	Can you describe the core values that guide your leadership approach?
		Have your values that guide your leadership approach evolved or changed over time? How has this influenced your leadership style? Could you provide an example?
	Personal Worldview and Organisational Culture	Do you know what the core values of your organisation are? What are they?
		Do you think your leadership values align with the organisational values?
		Have there been instances where your values clashed with the expectations of others at work? What happened?