

Aim for the moon. If you miss,
you might hit a star.

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The Research Talent Program.

The Oslo Metropolitan University.

Interview-guide for collecting data of participants own strenghts and developmental areas.

For: Participant in the Research Development Talent Program
2023 Oslo Metropolitan University. Cohort 4.

Task:

Please conduct by **February 3rd**: Maximum 6 interviews based upon the guide below (*please add own questions if needed*)

Remember to fill out the guide yourself as well!

Interview- objects: Colleagues and leader(s) who have experience in working with you. It may be good to include one from your private life as well.

Date when the interview was
conducted:

Name interview object:

We highly recommend to conduct these interviews in person, as that likely will provide a different result than asking your object to conduct by mail. But of course care has to be taken these days in terms of the covid-situation.

Remember: You are asking these open questions with the intention of gathering «data» regarding yourself-**as your interview-object experiences this**. Don't enter into a discussion with your interview-object-take on the role as an interviewer!

It may be a good idea to say in the introductions that you are gathering data about yourself which you will be using further in this program, and this will contribute to your development. Ask your interview-objects on behalf of this to be honest!

Questions for your interview-object:

1. Can you describe when you experience that I deliver at my best? Base this foremost upon how you perceive me in my role as a researcher. *(Please give concrete examples).*
2. Can you describe, as you experience this, my strongest personal strengths? Base this foremost upon how you perceive me in my role as a researcher. *(Please give concrete examples).*
3. In which situations can you experience that I «overuse» my personal strenghts (and by this can cause frustration with others)? Base this foremost upon how you perceive me in my role as a researcher. *(Please give concrete examples).*
4. Are there other things I do or attitudes I show that you experience can cause frustration by others? Base this foremost upon how you perceive me in my role as a researcher. *(Please give concrete examples).*

