

APPENDIX A
INTERVIEW QUESTIONS

A. Part 1:

- 1) What is your position in this firm?
- 2) For how long have you been working here?
- 3) How long have you been working in the field? How would you summarize your experience? In terms of working experience.
- 4) What is your involvement with the competency sheet? (did you use it? Did you help create it?)
 - a) Is your competency evaluated?
 - b) Did have a role in creating?
 - c) Do you use it to assign people to the projects?

B. Part 2:

- 1) What is your general impression of measuring competence in software engineering?

C. Part 3:

- 1) How do you feel about the way competency is measured in this company?
- 2) Do you think it accurately reflects your competence?
 - a) Does the competence sheet effectively measure your ability to solve abstract problems?
- 3) (If creator) Does the competency sheet perform as expected in practice?
- 4) (The assigner of tasks) Has the assignment of the tasks been successful?
- 5) What do you think of the current way of keeping track of and updating the competence sheet?
- 6) What are your thoughts about turning the competence sheet into a web-based system?
- 7) Are there any special features that you would like to have if the web-platform is to be implemented?