

Interview 1:

Interviewer:

Okay, so today I'll be asking a series of questions, and they'll be split into two categories. This is just to gain a better understanding of what I could do in the future for a service or an app or something like that—not something you think about often, but it'll be split into personal and professional.

Interviewer:

So we'll start with personal life.

What's something you're currently struggling with in your everyday life? It could be something small.

Participant 1:

Yeah, my sleep schedule—like getting enough sleep and going to sleep early enough.

Interviewer:

Why do you think that is?

Participant 1:

I tend to not do stuff during the day, and then at night I stay awake because I haven't done anything all day and I just want to spend more time by myself.

Interviewer:

What does a good day look like for you?

Participant 1:

Wake up fairly early, maybe have work or go out of the house to run some errands, see friends or my girlfriend.

Interviewer:

How do you feel?

Participant 1:

Productive, and sort of like... yeah, I don't know—good.

And also, I like to spend some time doing things that recharge my battery. I really like baking, cooking, Minecraft, watching YouTube.

Interviewer:

So when do you feel most fulfilled or motivated?

Participant 1:

Most fulfilled when I do some kind of organization or cleaning or admin, or like errands.

Interviewer:

Motivated?

Participant 1:

I feel more motivated when I wake up earlier because then I feel like I have more of the day, or if I do something in the morning, that kind of gets me on a roll.

Interviewer:

When I asked what a good day looks like for you—what do you think would make that day feel fulfilled?

Is it during work time, something social, or your hobbies?

Participant 1:

Having a good balance of social interaction and me-time—like recharging my battery, some self-care, and then ticking things off my to-do list like errands. A balance between productivity and downtime.

Interviewer:

When do you feel most drained, frustrated, or low?

Participant 1:

If I don't get enough sleep or sleep in too long, or if I have a frustrating day at work. Also, if I have too much social interaction and no time alone.

Interviewer:

Are there specific moments during your week that feel especially hard?

Participant 1:

I just started my job, but Tuesdays and Thursdays are hard. I work twice in a day, and I finish work late when it's dark. Thursdays are also my last working day of the week.

Interviewer:

What are your personal goals right now—short and long term?

Participant 1:

Short term: work on my sleep schedule.

Long term: get to a place where I feel comfortable being alone without feeling anxious, and not turning to bad coping mechanisms. Just a healthier lifestyle when I'm by myself.

Interviewer:

What do you think is getting in the way of those goals?

Participant 1:

Boredom. If I don't fill my schedule enough—or if I overfill it—it's not balanced. So I'm aiming for a fulfilling daily routine, without staying home all the time.

Interviewer:

Do you feel connected to others your age? Do you have a good support system or circle?

Participant 1:

Yes, I think so. It's small, but good.

Interviewer:

What do you wish you had more access to right now? Maybe tools, communities, services, or experiences?

Participant 1:

A lot of my friends are busy with full-time jobs or uni. So it'd be nice to have someone I can call or meet up with when I'm lonely or bored—like a go-to person.

Interviewer:

What do you usually do with your friends?

Participant 1:

Go to cafes, go shopping, attend events like the lantern festival or shows in Auckland.

Interviewer:

How often do you hang out with friends in a week?

Participant 1:

Less than once a week. Their schedules are hard to align with.

Interviewer:

Do you feel like you have spaces where you feel safe and welcome to meet new people? Are you part of any groups?

Participant 1:

No. Uni was my main source for that. I've finished uni now.

Interviewer:

Do you wish you still had access to something like that? Or is it a relief?

Participant 1:

I really liked uni, so it'd be nice to have something like that again. But it's also nerve-wracking to join a new group or club.

Interviewer:

Would you join one if you felt more comfortable?

Participant 1:

Yeah.

Interviewer:

Have you thought about doing that recently?

Participant 1:

Not recently—I've been focused on other things in my life.

Interviewer:

What's taking priority in your life right now?

Participant 1:

Finding jobs, doing a clinical trial that took up a lot of time, and hanging out with Charlotte.

Interviewer:

So you feel like your schedule is diverse, and you're just focusing on yourself and current connections?

Participant 1:

Yeah—working on myself before I broaden it out.

Interviewer:

What tools do you use in your everyday life—like journals, calendars, apps?

Participant 1:

Calendar—I'm forgetful. I used to journal, but it felt like a chore. I also use our family group chat on Facebook Messenger daily to talk about my day or call my parents.

Interviewer:

Do you call your friends online often?

Participant 1:

I message teaching friends on Instagram a lot, and FaceTime one of them—Jesse—maybe 2–3 times a week.

Interviewer:

And how often do you see your girlfriend?

Participant 1:

About 3–4 times a week.

Interviewer:

So most of your time is spent working or with your girlfriend, and in the evenings you talk to your family or friends?

Participant 1:

Yeah.

Interviewer:

What do you do in your downtime?

Participant 1:

Cleaning, organizing—having a clean space helps me feel less stressed. Cooking, baking, YouTube, reading (though I don't have a good book right now).

Interviewer:

Do you have many hobbies?

Participant 1:

Paint-by-numbers, arts and crafts. I can't think of more.

Interviewer:

Do you feel like you need more hobbies—something to do during the day?

Participant 1:

Yes. I have a list from my psychologist of things to do when I'm bored, but some take more energy. A physical hobby with movement would be nice, but I need to be in a good headspace so it doesn't become something I dread.

Interviewer:

Do you feel pressured to do more in your personal life?

Participant 1:

Yeah, I feel some comparison with people at uni or in full-time jobs. I feel like I'm in limbo—not doing uni, working part-time. Before I got this job, I was really stressed.

Interviewer:

Was it difficult to find a job?

Participant 1:

Yes, I applied to a lot and didn't hear back.

Interviewer:

You mentioned teaching friends—did you study teaching?

Participant 1:

Yes, I completed that at the end of the year. I'm graduating in May.

Interviewer:

Congrats!

Let's talk more about professional life. Why do you think it was hard to find jobs?

Participant 1:

I didn't want a full-time teaching job—I wanted a break to avoid burnout. I looked into relieving because it pays well and is casual, but schools didn't want me. So I looked into part-time jobs working with kids, using my degree.

Interviewer:

Is it harder to find jobs in your sector?

Participant 1:

Full-time teaching jobs are easy to find. Relieving is harder. Hospitality and retail are easier to get.

Interviewer:

So your struggle was more internal—wanting to do more but also needing a break?

Participant 1:

Yeah, finding balance: not too heavy, but enough money.

Interviewer:

Did you work during your studies?

Participant 1:

Yes. I had a nanny job while not on placement, and a fast food job before that.

Interviewer:

Why those jobs?

Participant 1:

Fast food was flexible and easy to get with my experience. Nannying was after school and aligned with my degree.

Interviewer:

Do financial situations—yours or others'—make it harder to hang out?

Participant 1:

Yes. When I had a student loan and part-time job, I had disposable income. One friend struggled with money, so she couldn't go out much. Now, I sometimes avoid expensive outings too.

Interviewer:

You mentioned cafes and events. Are those events usually paid?

Participant 1:

Some are free—like the lantern festival, art gallery, or museum. We try to do free or cheap things like Sunday markets.

Interviewer:

Do you find it hard to find things to do in Auckland?

Participant 1:

Yes. Free options are limited—mostly walks, museum, gallery. Other things are far, and petrol is expensive.

Interviewer:

You nanny right now?

Participant 1:

Yes, 17.5 hours a week, earning about \$500.

Interviewer:

Do you feel pressure to do more?

Participant 1:

Right now, I'm settling into the routine. It's a good balance with early mornings and mental exhaustion. Maybe later I'll take more hours or babysit for another family.

Interviewer:

Do you feel any societal pressure?

Participant 1:

Not directly, but I compare myself to others with full-time jobs or continuing study. My friends are heading into high-paying jobs, and I know teaching doesn't pay much.

Interviewer:

What are your professional short-term goals?

Participant 1:

Do a diploma in languages to strengthen my portfolio and expand my teaching skill set—maybe go into ESOL.

Interviewer:

Is that out of interest or to improve job prospects?

Participant 1:

Both, but more interest. I'm passionate about languages and teaching ESOL students.

Interviewer:

What are your professional long-term goals?

Participant 1:

Teach overseas—either in an English-speaking country or teaching English in a non-English-speaking country.

Interviewer:

Where do you see yourself in 10 years?

Participant 1:

Living overseas with a flexible job so I can visit New Zealand and see family. Still working with kids, teaching, maybe with exchange students or something involving languages.

Interviewer:

And personally?

Participant 1:

Have a stable group of long-term friends, even while living overseas.

Interviewer:

Yeah. Okay, so if you weren't a part of a school, how would you find out about those events? Would that be something you would go to?

Participant 1:

I don't think as a reliever. I don't think you get to go to professional development conferences.

Interviewer:

As someone that would want to maybe get into more groups and things—so would those sorts of events be things you want to get into, or is that more of a course?

Participant 1:

I think it's more of a course. And I think you're only allowed to do it if you're a full-time teacher at a school. But as a registered teacher in New Zealand—no matter whether you're a teacher in a school or you're just a relief teacher—you're still a part of the teacher's union. So I think there are some smaller events that you can go to, which you get notified about by email.

And if there's ever—because there's a lot of protests that happen every now and then for teachers—if you're a part of the union, you're expected to go to those or be on board with the other teachers in the union. And you kind of feel like a community in that sense.

Yeah, but I don't think there's many events for teachers that aren't in schools.

Interviewer:

Would that be something you'd want to do, like a social event? Maybe like teachers within your age group—just have a social event, maybe talk about job opportunities, how they're finding things?

Participant 1:

I think that would be really good, especially if you're a beginning teacher. Like, young teachers—I feel like some older teachers kind of almost look down on younger teachers because they're not as experienced.

So having a sense of community with other younger teachers, I feel like it would help us support each other. Yeah.

Interviewer:

Have you gone to any events? Like even in university? Academic events?

Participant 1:

We did have an Education and Social Work Ball one year, but that doesn't happen anymore.

Interviewer:

Do you wish that did happen still?

Participant 1:

Yeah, I think it would—I wish it did happen. But there's not enough people in our cohort

to make it happen anymore. There'd only be about 15 people showing up to the ball, which would be pretty small.

I don't think we had any other events apart from just the normal university-wide events, like Club Expo or, if you were living in university halls, the halls events—but none specific to teaching. I don't think so.

Interviewer:

Yeah, not much socializing, or maybe even professional socializing in a way between people within your age?

Participant 1:

I think the only kind of get-together for people teaching during uni was on our last day, after we'd finished our capstone presentations. We all had a shared lunch and just talked to all the lecturers and the other people in our cohort—just kind of celebrated being done with our degrees.

Interviewer:

Would you attend those sorts of events? Maybe if they had mingle-type events—even if it was just to gain connections? Or even with other people who are already in jobs—you could find out more, like maybe have events like TED Talks, or those big formal balls for larger groups?

Participant 1:

Yeah, I think that would be nice.

I think it would be good to have a place or an event where we can make connections with other teachers. So it's easier for us to get jobs because we know people in certain schools.

I think the only way we were able to make connections with other teachers was on our placement, and then getting back in contact with those schools when we were looking for a full-time job.

Interviewer:

You mentioned connections to find jobs. Do you think it's heavily like—whoever has a connection in the area will more likely get a job?

Participant 1:

Yes, I do think so. Not as much as it would be with engineering or those types of degrees, but with teaching, I think it is important to have a connection with schools. So they know they can trust you, and they know you're a good teacher. I think they're more likely to hire you if they have a good connection with you.

Interview 2

Interviewer:

Okay, so I'm going to be asking you questions. They'll be split into two categories:

personal and professional. Let's start with personal. What's something you're currently struggling with in your everyday life?

Participant:

Getting back on track with meal prepping, trying to be more consistent with that.

Interviewer:

What does a good day look like for you?

Participant:

Wake up early, make coffee, have a yummy breakfast or go out for breakfast—hopefully it's sunny.

Interviewer:

Are you with people? How do you feel?

Participant:

With my friends or family—just relaxed and carefree. There's nothing on my mind except spending time with whoever I'm with.

Interviewer:

When do you feel most fulfilled or motivated? Is it during work, study, social time, or hobbies?

Participant:

Probably when I can see the efforts of my hard work. If I'm doing a project and hit a milestone, it pushes me to keep going and reach the next one.

Interviewer:

And how do you usually see that progress?

Participant:

It's not really visual—it's more about achieving a milestone and overcoming something hard, then feeling that sense of reward.

Interviewer:

What would that look like in your personal life?

Participant:

Like, not having to worry about something anymore—feeling like I'm not putting too much energy towards it.

Interviewer:

What would make you feel fulfilled or motivated in your personal life?

Participant:

I don't know... I guess being around people keeps me fulfilled. That's a big one.

Interviewer:

Do people also motivate you?

Participant:

Yeah, definitely.

Interviewer:

When do you feel the most drained, frustrated, or low in your personal life? Are there specific moments in a week or day?

Participant:

I feel drained when I don't have enough me time—like time to reset, clean, get my stuff together.

Interviewer:

How does that usually come across?

Participant:

I get overstimulated, snappy, and I can't communicate as well.

Interviewer:

What are your goals right now?

Participant:

Finish my degree. Grow my hair out!

Interviewer:

And your big-picture personal goals?

Participant:

Settling into my new job—hopefully. In my personal life, I'm not sure.

Interviewer:

Is anything getting in the way of those goals?

Participant:

I mean, maybe if I had more time or a more defined goal, but not really at the moment.

Interviewer:

What do you wish you had more access to right now? Tools, spaces, money, communities, experiences?

Participant:

Probably more community. I'm not involved in any clubs this year, which would be nice socially. Last year I was really involved.

Interviewer:

What clubs have you been part of?

Participant:

I was part of Women in Science. I did a lot of event planning for them.

Interviewer:

Do you feel connected to people your age?

Participant:

Yeah, I do.

Interviewer:

How often do you hang out with them?

Participant:

Probably two to three times a week for proper hangouts.

Interviewer:

What do you usually do?

Participant:

Go out for food, chat, laugh—we've been watching movies lately.

Interviewer:

Are there spaces where you feel safe and welcome to meet new people?

Participant:

Yeah, but I haven't really been meeting new people outside of uni. 21sts are a time when you meet lots of people.

Interviewer:

Did you meet people through your event planning?

Participant:

Yeah, but mostly acquaintances—nothing long-term.

Interviewer:

What sort of tools do you use daily? Calendars, apps, websites?

Participant:

I use Notion for everything. I don't really use other apps—I tend to micromanage things in my head.

Interviewer:

Why do you think that's a negative?

Participant:

If other people are involved, it's not ideal to have a plan in my head that doesn't include them. It's also nice to write things down and stick to them.

Interviewer:

What do you use Notion for?

Participant:

I use it to track deadlines, job applications, my uni timetable, daily tasks—mainly professional stuff.

Interviewer:

What do you do in your downtime?

Participant:

Not much right now—just watching a lot of movies.

Interviewer:

Do you wish you had more to do in your downtime?

Participant:

Yes and no. Uni is hectic right now. Once I start working, I'll probably want to focus more on hobbies.

Professional Section

Interviewer:

Do you work, study, or both?

Participant:

I study.

Interviewer:

Have you worked and studied in the past?

Participant:

Yeah. I liked the routine and balance, but I didn't like my job by the end, so that made it less enjoyable.

Interviewer:

Why aren't you working this year?

Participant:

I'm taking more papers, so my schedule doesn't really allow for it.

Interviewer:

Do you feel pressure to be doing or achieving more?

Participant:

Yeah, especially when I see people my age doing heaps. But I try to go at my own pace.

Interviewer:

Where does that pressure come from?

Participant:

From seeing peers succeed—doing wild, amazing things.

Interviewer:

What are your short-term professional goals?

Participant:

Finish my degree, pass my papers, and prepare for a full-time job next year.

Interviewer:

And your long-term goals?

Participant:

Stay in my full-time job for a few years, assess if I feel stagnant, and either look for other opportunities or stay.

Interviewer:

Where do you see yourself in the far future (10 years)?

Participant:

Hopefully married, maybe a kid, a cat or dog, still working in tech, close to family, and in my own home—but that's tough with the current economy. Mostly, I want to feel stable.

Interviewer:

Would you want to stay in Auckland?

Participant:

For now, yes. But maybe not in the next five years—I feel like I could outgrow it and find more opportunities elsewhere.

Interviewer:

Do you think the economy influences that?

Participant:

Yeah, for sure. Most people my age are thinking about it, especially stepping into full-time work.

Interviewer:

What do you study?

Participant:

Computer science and physics.

Interviewer:

Does your study affect your downtime?

Participant:

Yes. It's hard to fully shut off from uni. You're always thinking about deadlines. Also, I like staying up to date with tech news, which shapes my downtime.

Interviewer:

Are there many events within your study or job community?

Participant:

Yeah—lots of expos and company visits. Good for networking and talking to recent grads.

Interviewer:

How do you find out about those events?

Participant:

Mostly through university—club Instagram pages or emails.

Interviewer:

Would you attend those kinds of events once you're working?

Participant:

Yes. I'd probably attend more then—through professional networks, company blogs, newsletters, and internal platforms like Slack.

Interviewer:

Have you found job hunting difficult?

Participant:

Yes. Especially in tech—the process can be five steps long, with each step taking an hour. It's hard to get shortlisted, and you invest so much time for no outcome. That seems common among my peers in similar fields.

Interview 3

Interviewer:

So I'll be asking you a series of questions split into two categories—personal and professional—about your life in those areas. We'll start with the personal. What's something you're currently struggling with in your everyday life?

Participant:

I'm struggling with uni—like finishing assignments and balancing everything with my personal life. Getting all my stuff done, like house chores and laundry, on top of my uni work.

Interviewer:

Yeah. What does a good day look like for you? What are you doing? Who are you with? How do you feel? Just describe your ideal day.

Participant:

My ideal day? I'd probably wake up and make a coffee—or go get one. There's this acai place I like in the city, so maybe I'd go there for breakfast. Then maybe go for a little walk.

Interviewer:

Are there people you'd want to interact with on that day? Or would you prefer to be alone?

Participant:

Yeah—my boyfriend, my friends, and my family, but they're not in Auckland.

Interviewer:

So your ideal day would involve seeing a few people?

Participant:

Yeah, probably my family and my boyfriend.

Interviewer:

And how would you feel on that kind of day?

Participant:

Hopefully relaxed and peaceful. Just... relaxing.

Interviewer:

When do you feel most fulfilled or motivated? What are you doing—working, studying, hobbies, socializing?

Participant:

Probably when I'm spending time with friends—just having that interaction. Seeing family, going out for dinner or lunch.

Interviewer:

So you feel most fulfilled when you're around people close to you?

Participant:

Yeah, probably.

Interviewer:

What about motivation? What makes you feel most motivated?

Participant:

Hmm... probably uni.

Interviewer:

What about uni makes you feel motivated?

Participant:

Finishing it. Like, when I complete a task, I feel good that it's done, and I get excited to move on to the next thing.

Interviewer:

So you feel motivated more by the idea of being done and having a break?

Participant:

Yeah, I'm looking forward to the break.

Interviewer:

When do you feel most drained or low?

Participant:

When I have a lot of assignments or exams coming up.

Interviewer:

Are there specific moments in your week that feel especially hard—like realizing something was left undone, or feeling frustrated?

Participant:

Yeah, definitely. Like last week—assignments kept piling up one after another, and I didn't really get a break. I'm not great at managing my time, so I leave things until the last minute, which makes deadlines super stressful.

Interviewer:

What are your personal goals right now—short term? Could be something like meal prepping more consistently.

Participant:

Yeah, maybe eating more consistently—like, I've gotten better at eating breakfast, but I often don't bring lunch to uni. Also, getting out and walking more—just moving my body more.

Interviewer:

And what would a long-term personal goal be?

Participant:

Can I have some examples?

Interviewer:

Sure. Maybe you want to hit a specific fitness goal, or consistently journal for a year—something that takes a while to build toward.

Participant:

I do journal, so maybe journaling more consistently. I guess a long-term goal would be something like buying a house.

Interviewer:

So, big things—like relocating or settling down?

Participant:

Yeah—maybe moving out of New Zealand.

Interviewer:

Is there anything you think is getting in the way of those goals?

Participant:

Money. I feel like I can't afford a gym membership or do Pilates classes, which I enjoy. That kind of gets in the way of my fitness goals.

Interviewer:

So what do you wish you had more access to right now? Like more affordable classes, or spaces to hang out with friends?

Participant:

Yeah, probably more affordable options for things like Pilates. Or even spaces to hang out that aren't expensive.

Interviewer:

Do you use any tools—or wish you had tools—to help with this? Like, for example, I use Photoshop, but without uni, I wouldn't be able to afford it.

Participant:

I can't think of anything like that, really.

Interviewer:

Okay. Do you feel connected to other people your age?

Participant:

Sometimes. Not all the time. I think it depends on your interests.

Interviewer:

What do you usually do with your friends?

Participant:

We go out to eat, study together since we're at uni, go on walks, have picnics.

Interviewer:

Do financial limitations sometimes stop you from doing those things?

Participant:

Yes, definitely.

Interviewer:

So going back to what you said earlier—if you had more access to things, what would that look like? Maybe free spaces like museums?

Participant:

Yeah, that would be nice.

Interviewer:

Are there any spaces where you feel safe and welcome to meet new people? Maybe through work, uni, or clubs?

Participant:

Probably uni. Work too—there are lots of people my age, and I spend a lot of time with them.

Interviewer:

Do you use any tools in your everyday life—like calendars, journals, websites, or apps?

Participant:

Yeah, I use Apple Calendar, Notion, and I journal. That's it, really.

Interviewer:

Alright. What do you do in your downtime—any hobbies?

Participant:

I like to read, color, go on walks, go to the beach, try new places to eat. That kind of thing.

Interviewer:

Is your downtime important to you, or does it just happen naturally?

Participant:

No, it's really important. I need time to unwind and relax. I like time to myself.

Interviewer:

Okay, now moving on to the professional part. Do you work, study, or both?

Participant:

Both.

Interviewer:

What do you study?

Participant:

I study a Bachelor of Health Science in Medical Imaging.

Interviewer:

Nice. And where do you work?

Participant:

I do placement through uni at a hospital, and that hospital also hires students casually, so I work there too.

Interviewer:

Do your studies and work take up a lot of time?

Participant:

Yes. Study takes up most of my time. Work is only about twice a month.

Interviewer:

Do you feel pressured to achieve more?

Participant:

In what way?

Interviewer:

Professionally—like getting good grades or advancing your career.

Participant:

Yeah, I always try to do my best and get the best grades I can. I'm mostly just working toward finishing the degree—it takes a lot of energy.

Interviewer:

What are your short-term professional goals?

Participant:

Doing well on my upcoming exams, and maintaining the skills I learn during placement when I go to the hospital.

Interviewer:

Would you say finishing uni is also a short-term goal?

Participant:

Yeah, since that'll happen within the next year or so.

Interviewer:

What about long-term professional goals—like five or more years from now?

Participant:

Hopefully I'll graduate, get hired at the hospital, work there for about a year, then

maybe do postgrad study to specialize in a modality. I don't know if I'll stay in New Zealand or go overseas for that.

Interviewer:

Ideally, where do you see yourself in 10 years?

Participant:

Probably overseas.

Interviewer:

And what else—just in terms of general life?

Participant:

I'd be 31. Hopefully more settled—working a consistent 9–5 job, not shift work. Maybe own a house, maybe even renovating it.

Interviewer:

Does your job or studies affect your downtime?

Participant:

Yes. They take up a lot of time, and I'm not great at time management, so I end up doing things last minute. Assignments have really close deadlines too, so I'm always busy and don't get much downtime.

Interviewer:

Are there many events within your study or work communities where you can socialize or meet people?

Participant:

Yeah, UA has a club for medical imaging students. They run events. I went to a few last year, which were good. I'll probably go again this year. But my uni—Unitec—doesn't have anything like that.

Interviewer:

Why did you go to those events?

Participant:

To connect with people studying the same thing. I also met some of the event organizers at the hospital, and wanted to support them. They had just opened the events to Unitec students.

Interviewer:

Is it difficult to get a job in your field?

Participant:

No, there's a shortage of Medical Radiation Technologists—radiographers—so it's not too hard. And since I've done three years of placement at the same hospital, they've trained me, which makes it more likely they'll hire me.

Interviewer:

You mentioned going to those events last year. If you weren't part of UA, would you still go to those kinds of events to meet like-minded people?

Participant:

Probably. I saw a professional development event once where a lot of qualified radiographers I knew from the hospital attended and listened to speakers. So yeah, I would.

Interviewer:

How did you find out about that event?

Participant:

Through the club's Instagram page and also from people talking about it in person.