Background:

To get us started, do you mind introducing yourself and telling me a little bit about who you are, where you’re from, and about your education and employment background?

Current job:

* What do you do (occupation, role)?
  + What type of organization/company do you work for (industry, size)?
  + How long you’ve been there?
* How do you feel about your job?
  + What do you like about it? What do you dislike or what would you change?
  + If you could rate your job satisfaction on a scale from 1-10, with 10 being the best score and 1 being the worst, what would you give your current job? (use these metrics to compare across participants, maybe looking at differences that arise between those who perform EL often and those who don’t)
* Can you tell me a little bit about the culture and overall vibe/atmosphere/mood at your workplace?
  + Would you call it a fun/laid back/casual/friendly place or more formal/professional/serious/fast pace/hierarchical?
* Do you interact with other people at work and in what capacity?
  + Do you have clients or perform any sort of customer service?
  + Do you interact regularly with coworkers?
    - How would you describe your relationship with the people you work with—are you good friends with some of them, or maybe just friendly, or do you not really socialize that much with people at work?
  + When you talk with clients or coworkers, do you keep it strictly professional/business or do you sometimes discuss personal matters? Do you get a sense that there are certain lines you shouldn’t cross? What are the expectations for things you can/can’t discuss w clients or colleagues?
* At work, do you feel like you can just be yourself? Or do you sometimes find yourself having to act a certain way? Why? Is that difficult?
* Do you ever vent or complain to colleagues or listen to them vent to you?

Race and gender dynamics:

* Can you tell me a little more about the demographics of the people you work with or the composition of your overall workplace?
  + How many people work at your organization? In your specific office/department/role?
  + Would you say the organization is pretty diverse in terms of gender, race, age, etc.?
  + Do you ever feel like your race matters or impacts how you’re viewed at work?
  + Do you ever experience discrimination, racial comments, or stereotyping at work? How does that affect you (emotionally)?

Emotionality:

* In this study, I’m particularly interested in how people feel and express their emotions in the workplace, so it might be helpful to know what kind of person you are emotionally…both at work, but also in general. Do you consider yourself as an emotional person?
  + Are you the kind of person who tends to openly share and express what they’re feeling, i.e., who “wears their emotions on their sleeve,” or do you tend to be more reserved, stoic, or private about what you’re feeling?
  + Do you ever feel emotionally exhausted or experience burnout at work? When/why/how?

Specific scenarios:

* Can you think of any times when you felt particularly emotional at work? (May need to give specific emotions like anxious/nervous/worried, happy/excited, sad/upset, irritable/angry, etc. as examples)
  + Describe (context, response/reactions). What happened next?
  + At the time, were you able to express how you felt, or did you feel constrained because of the work environment, like you had to censor yourself?
  + What did others do/say? Why do you think you/they reacted that way? How did that make you feel? Consequences/changes in relationship/perception of a person/the company/yourself after that?
  + Would you say that’s a fairly common/typical occurrence or was this out of the ordinary?

Covid

* Has anything changed during the pandemic?
* AAPI hate/violence

Closing questions:

* Is there anything else about your workplace that we haven’t discussed that you want to talk about?
* A few demographic questions, in case they haven’t already come up in our conversation. 1. where you are located, 2. where you were born and grew up, 3. your age, 4. your ethnic background, 5. Your gender pronouns.
* Thank you very much! I’m hoping to interview more people. Do you have any people you could recommend who might be willing to be interviewed?
* Venmo, Paypal, Zelle