This document contains supplementary material for the article, "Corporate Hackathons, How and Why? A Multiple Case Study of Motivation, Projects Proposal and Selection, Goal Setting, Coordination, and Outcomes," by Pe-Than, E.P.P., Nolte, A., Filippova, A., Bird, C., Scallen, S., and Herbsleb, J.D., published in *Human-Computer Interaction*.

Interview Protocol

Pre-Interview Protocol (Immediately after the hackathon)

Thank you for participating in this interview. With this interview, we aim at understanding your perception of the Hackathon in general and your project in particular as well as your plans moving forward.

Motivation/preparation:
  Why did you decide to participate in Hackathon and work on this project?
   * Who came up with the idea, when and how?
   * How did you find your team and when?
   * Did you prepare for Hackathon? What did you do to prepare?
   * Potentially probe for: Did you meet before as a team? How much work was already done?

Outcomes:
[something about expected outcomes from Hackathon]
  What do you aim to achieve from Hackathon?
  Did you personally achieve what you expected to?
  How do you perceive the outcome of your project? Are you satisfied with the outcome?
   * Did you reach the goals you set at the beginning?
   * [Probe about possible reasons why not, such as – what would you have done differently, looking back?]

Group dynamics:
  How did the team decide how to distribute tasks?
   * Did everyone contribute equally? [if not, probe for specifics]
   * Looking back, how many of your ideas and contributions ended up in the project? Probe for concrete examples.
   * How did you perceive your influence on decisions / the project?

How effectively did you think you/your team worked together?
- Did this change over time?
- Was everyone on the same page? [if no, why do you say that? What is an example of this?]
- What was particularly good/bad?

Relationship between Hackathon and daily work:
How was Hackathon different from how you usually work?
Did you experience any work-related interruptions while hacking?
- How often/from whom? [probe for specific example] How do you feel about that?
What is your superior(s) and colleague(s) perception of the Hackathon?
- Do they support you (e.g. through providing resources)?
Did you depend on anyone outside of your team for this Hackathon project?
- How did they feel about helping you?

Future plans:
What are your plans for the project after Hackathon?
- Did you do any preparations to continue working on your project? Which preparations did you do?
- Who will be doing what? Who will lead the project from here?
- Are you planning to continue working with the same people? Will you involve other people?
- How are you going to stay in contact (esp. tools)?
- What is your interest to continue working on your project (e.g. fun, interest in topic, career, gain new skills, commitments, bonds between project team members)?
Are you planning to participate in Hackathon again next year?
- Do you already have plans / project ideas / team members?

Feedback (if there is time):
How important is it for you to win the Hackathon?
- [probe: was it an important goal for the team/individual]
- Why/why not? (How would you assess your chances of winning?)
Did you receive any feedback on your project?
- From who? How important is this feedback to you?

Hackathon feedback:
What did you like about Hackathon? What could be improved?
Did you learn anything at Hackathon that you can/expect to apply in your daily work?
For repeat participants: What was better this year? What was worse?

Post-Interview Protocol (Four months after the hackathon)

Thank you for participating in this interview. With this interview, we aim at understanding what happened in the weeks after the Hackathon. We are specifically interested in how the Hackathon impacted your perception on your everyday work, how you stayed in contact with your group and how you continued with your project.

What (if anything) happened since the Hackathon? Can you walk me through the things that happened since?
[The goal is to ask the interviewee to walk through the time after the Hackathon. The following questions are meant to probe for specifics if they do not come anyways. They are sorted in order of importance.]

Communication about the Hackathon and the Hackathon project:
Please tell us about any conversation you had about your Hackathon project and your participation in the Hackathon.
- From who did you receive feedback (e.g. fellow team members, managers, people from other teams)? Under which circumstances did you receive feedback (e.g. I was asked to give a presentation, people saw our project on a website)?
- With whom did you talk about the Hackathon or your Hackathon project? Under which circumstances did you talk to them?

Workplace:
Did anything about the Hackathon change the way you work?
- What were these changes?
- Did you adopt work practices from the Hackathon in your everyday work?
- Did you adopt ideas you had during the Hackathon (related to the project you did or not)?
- Did the Hackathon change the tools you use or the way you use them?
- Did the perception about your work change?
- Do you use any of the skills you gained during the Hackathon in your everyday work? Which? How?
- Has participation in the Hackathon helped your career in any way (e.g. promotion, team change, different responsibilities)?
- Did the relationship among your (non-Hackathon) work team change (e.g. are you now perceived as an expert for some specific technology)?

Group:
Are you still in contact with members of your Hackathon team?

- With who? About what?
- What are you communicating about?
- Which ways of communication do you use (e.g. formal or informal meetings, tools)?
- Are you working on something together that is not related to the project you started during the Hackathon?
- Have connection with your team members helped your career in any way?

Project:

Follow-up activities after the Hackathon.
- Were there changes about the project? What caused those changes?
- Who is currently doing what? Who is in charge?
- Did the group change (i.e. did you reach out to other people)? If yes: How and why?
- Which potential obstacles prevent you from continuing to work on your project? How do you envision to lift those obstacles?
- How does the project relate to your everyday work at this point?
- Are you satisfied with the current progress?
- What did you do to promote your project (i.e. to get funds)? How did you publicize it?
- What are your plans for the coming weeks?

Hackathon:

- What is your most vivid memory about the Hackathon? Why?
- How did this feeling translate to your everyday work?
- Are you planning to participate in Hackathon again next year?
  - o Do you already have plans / project ideas / team members?
  - o What would you do differently next time?