

Step 2: Comprehensive Coding Dataset

Coding Schema

Code Types:

- D = Descriptive (surface description of what is said)
- I = Interpretive (deeper meaning/significance)

Domain Markers:

- AI = About AI tools/support
- H = About human coaches/mentors
- HY = About hybrid models
- G = General career support

Construct Markers:

- T = Trust
- E = Effectiveness
- L = Trust-Effectiveness Link

INTERVIEW 1: DANIEL (UX/UI Designer, 24, Serbia→Berlin)

Line	Extract	Code	Type	Domain	Construct	Memo
15	"I'm kind of stuck in this loop of short projects and freelance gigs"	career-instability	D	G	-	Context: precarious work situation
17	"stability also means health insurance not being this constant anxiety"	admin-stress-affects-career	D	G	-	Non-career factors affect career decisions
27	"employers sometimes ask,	immigrant-hiring-friction	D	G	T	Visa status creates

Line	Extract	Code	Type	Domain	Construct	Memo
	and you can feel hesitation... It's just extra friction"					trust/hiring barriers
37	"Clarity and strategy... And also confidence. After many rejections, I start thinking I'm the problem"	support-needs-clarity-confidence	D	G	E	Dual need: practical and emotional
46	"Something actionable. Like, change this section... If it's concrete, I can do it. If it's motivational talk, it feels nice for a moment"	actionable-over-motivational	D	G	E	Concrete advice preferred over vague
48	"Advice that ignores context. Like, just network more, without understanding language barriers... Context-blind advice"	context-blind-advice-unhelpful	I	G	E	Generic advice ignores real constraints
53-54	"Most were okay. Not horrible. But not a wow... they talk about their own career a lot"	mentor-self-focus-unhelpful	D	H	E	Mentors who talk about themselves don't help

Line	Extract	Code	Type	Domain	Construct	Memo
55	"where is your impact? Where are your metrics? And I said, I was freelance, I don't have metrics"	mismatch-with-context	D	H	E	Advice mismatched to actual situation
55	"That triggered a trust issue for me. I don't want to lie"	ethics-mismatch-breaks-trust	I	H	T	Values conflict reduces trust
57	"I trusted his competence in big-tech storytelling, but I didn't trust his alignment with me"	split-trust-competence-vs-alignment	I	H	T	Can trust competence but not fit/alignment
57	"It was like a template advice"	template-advice-distrusted	D	H	T	Generic templates reduce trust
59	"when someone is distracted, you don't feel safe to open up. So you keep it superficial"	distraction-reduces-safety	I	H	T	Presence affects psychological safety
61	"she understood the stress... she started by asking questions: my story, what I tried"	shared-experience-builds-trust	D	H	T	Similar background creates connection
62	"She was fully present. She took notes and told me she's taking notes"	presence-builds-trust	D	H	T	Active attention signals care
63	"gave feedback in a gentle way... She said my portfolio is	gentle-delivery-matters	D	H	T	How feedback is delivered

Line	Extract	Code	Type	Domain	Construct	Memo
	"visually strong, but"					affects reception
63	"she gave me a framework: problem, role, options considered, decision, result, reflection"	actionable-framework-effective	D	H	E	Concrete structure produces action
65	"I rewrote one case study. I changed my LinkedIn headline"	concrete-action-taken	D	H	E	Good coaching produces tangible change
67	"Competence, empathy, structure. And humility. If someone says, I don't know, that's fine"	trust-drivers-articulated	D	H	T	Key trust components named
68-69	"Overconfidence, generic advice, distraction. Also when mentors push their own path"	distrust-drivers-articulated	D	H	T	Key distrust triggers named
74	"ChatGPT suggested stronger phrasing... It also gave me versions without fake metrics, if I ask it not to invent"	AI-improves-language	D	AI	E	AI helps with writing quality
76	"it didn't sound like me... it just made an assumption."	AI-lacks-authenticity	D	AI	T	AI can miss personal context

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	"That reminded me that it doesn't know my life"					
80	"Accuracy and boundaries. It should be able to say it's unsure, but it rarely does"	AI-overconfidence-concern	D	AI	T	AI doesn't express uncertainty
82	"It's comforting in a shallow way because it doesn't judge me. But it doesn't replace a friend"	AI-non-judgment-valued	I	AI	T	Non-judgment is valuable but limited
85	"AI first. It's fast, cheap, and I can iterate without feeling embarrassed"	AI-for-low-stakes-iteration	D	AI	E	AI removes embarrassment barrier
87	"Human or hybrid... A human can ask about my preferences and constraints, and also understand Germany context"	human-for-context	D	H	E	Humans understand local context
91	"Human. AI gets cliche there. A human can hold silence and challenge me in a useful way"	human-for-depth	D	H	E	Deep work requires human
97	"I trust the concept, not automatically the person"	conditional-human-trust	I	H	T	Trust must be earned individually

Line	Extract	Code	Type	Domain	Construct	Memo
101	"I trust it for writing support, not for truth"	task-specific-AI-trust	I	AI	T	Trust varies by task type
109	"It actually improved the output... I got more replies when my documents were clearer"	AI-effectiveness-evidence	D	AI	E	Measurable outcome improvement
114	"I trusted her as a person. But she didn't give concrete actions. I left feeling warm, but nothing changed"	trust-without-effectiveness	I	H	L	Trust present but no outcomes
116	"His advice had useful parts... But I didn't trust him... I still took some tips, but it cost energy"	effectiveness-without-trust-costly	I	H	L	Using advice from untrusted source requires effort
116	"If you don't trust, you second-guess everything, so it's harder to act"	distrust-creates-friction	I	H	L	Distrust adds cognitive load
118	"Trust is like a multiplier"	trust-as-multiplier	I	G	L	Trust amplifies effectiveness
120	"AI can be effective but not trusted... trusted but not effective is like emotional comfort—safe, but not changing anything"	AI-trust-effectiveness-split	I	AI	L	Trust and effectiveness can separate

Line	Extract	Code	Type	Domain	Construct	Memo
123	"AI can handle the annoying part—rewriting, templates, checklists. And the human can do the meaning part"	hybrid-division-of-labor	D	HY	E	Clear role separation
125	"a human in Germany can reality-check"	human-for-reality-check	D	H	E	Local knowledge validates
127	"Privacy. And quality of matching for the human part"	hybrid-trust-requirements	D	HY	T	Key concerns for hybrid
129	"she understood the Germany market and immigrant stress. If a system matches me with someone who gets those constraints"	context-matching-critical	I	HY	T	Good matching builds trust
131	"AI becomes too central and flattens nuance"	AI-centrality-concern	D	HY	E	Risk of over-relying on AI
135	"I spent the first ten minutes explaining my context every time. That repetition is exhausting"	repetition-exhausting	D	H	E	Lack of continuity wastes time
138	"Don't underestimate admin stress—insurance, contracts,	context-acknowledgment-builds-trust	D	G	T	Recognizing real constraints matters

Line	Extract	Code	Type	Domain	Construct	Memo
	Anmeldung. It affects risk"					
140	"AI first... Then human: 45 minutes to decide my positioning... and maybe a short follow-up"	hybrid-workflow-preference	D	HY	E	Ideal sequence described
142	"effectiveness is knowing what to do and why"	effectiveness-definition	D	G	E	Clarity as outcome

INTERVIEW 2: SIMON (ML Engineer, 24, Brazil→Munich)

Line	Extract	Code	Type	Domain	Construct	Memo
251	"it locks in the next chapter... the decision is not only job, it is also, do I stay in Germany, do I build a life here"	career-as-life-decision	D	G	-	Career intertwined with life trajectory
257	"Blue Card is like a feeling of legitimacy... you cannot sign a long rent contract if you are unsure"	visa-affects-life-planning	D	G	-	Immigration status permeates decisions
263	"pressure from timeline. My student residence permit is tied to finishing studies"	visa-pressure-creates-urgency	D	G	-	External constraints add pressure

Line	Extract	Code	Type	Domain	Construct	Memo
275	"I set my own milestones... I created a spreadsheet with companies, roles, deadlines"	self-directed-structure	D	G	E	Self-management approach
329	"Helpful is concrete feedback... Unhelpful is generic advice like, follow your passion, or network more"	concrete-over-generic	D	G	E	Specific beats vague
329	"unhelpful is when people give advice that does not fit my context as an immigrant in Germany"	context-fit-matters	D	G	E	Must match circumstances
347	"Competence... does the person actually know what they are talking about. The other is fit... do they understand my goals and constraints"	competence-and-fit-both-matter	D	H	T	Two dimensions of trust
347	"I also value honesty about uncertainty. Like, if someone says, it depends, and then explains"	uncertainty-acknowledgment-builds-trust	D	H	T	Admitting limits increases trust

Line	Extract	Code	Type	Domain	Construct	Memo
363	"I would want them to help me with strategy and positioning... Also accountability... And honestly, emotional support too"	multi-dimensional-support-needs	D	H	E	Practical and emotional needs
369	"Competence... kindness or empathy... confidentiality... Structure... And also feeling seen"	trust-drivers-list	D	H	T	Comprehensive trust requirements
375	"If they ask generic questions... and then they give a generic summary, I would not feel seen. But if they pick up on details"	feeling-seen-through-specificity	I	H	T	Personalization signals attention
381	"Sales vibe. Like if in the first 10 minutes they push their package"	salesy-approach-distrusted	D	H	T	Commercial pressure breaks trust
381	"false certainty, like, I guarantee you will get a job in 2 weeks"	overconfidence-distrusted	D	H	T	Unrealistic promises reduce trust
381	"if they do not understand tech context and still act like they do"	false-competence-distrusted	D	H	T	Pretending expertise is worse than admitting gaps
411	"I used it for rewriting my CV..."	AI-for-writing-and-prep	D	AI	E	Main AI use cases

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	"Also for LinkedIn summary... And for interview prep"					
417-423	"initially my CV was very academic... I asked something like: rewrite these bullets... It was more outcome focused"	AI-transforms-academic-to-business	D	AI	E	AI helps translate contexts
429	"I did not just copy paste... Also I checked for accuracy, because sometimes it invents metrics"	AI-requires-verification	D	AI	T	User must validate AI output
435	"it reduced stress, because the blank page problem is real... I felt, okay, I can work with this"	AI-reduces-blank-page-stress	I	AI	E	AI lowers starting barrier
441	"I practiced with chat by giving it the context and asking it to act like an interviewer... That helped me"	AI-for-interview-practice	D	AI	E	Simulation value
447	"always connect model decisions to stakeholder needs... do not oversell, be clear about limitations"	AI-gave-useful-interview-advice	D	AI	E	Actionable guidance
453	"Sometimes it gives generic	AI-hallucination-problem	D	AI	T	Factual errors undermine trust

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	output... Another failure was hallucination... it confidently gave wrong information"					
459	"It lowered it for that domain. Like, I trust it for writing and brainstorming, but for legal or visa stuff, I treat it as a rough starting point"	domain-specific-trust-calibration	I	AI	T	Trust varies by topic area
465	"Privacy. Like, CV contains personal info... So I am careful. I do not paste full contracts or visa letters"	privacy-self-management	D	AI	T	User controls exposure
477	"When it reflects my context correctly... Also when it shows nuance... And when it admits uncertainty"	AI-trust-drivers	D	AI	T	What increases AI trust
495	"For first draft and iteration, AI tool... But for final polish... I would like a human review"	AI-draft-human-polish	D	HY	E	Complementary workflow
501	"Speed. You can ask 20 times... A human would get tired, or it would	AI-advantages-speed-patience-nonjudgment	D	AI	E	Key AI strengths

Line	Extract	Code	Type	Domain	Construct	Memo
	be expensive. Also AI is non-judgmental"					
507	"Context and honesty. A human can say, this claim sounds unrealistic... Also humans can pick up subtle things"	human-advantages-context-subtlety	D	H	E	Key human strengths
513	"Human. Because that is more values and trade offs... a human can challenge you... A human can also understand emotions"	human-for-values-decisions	D	H	E	Deep decisions need humans
537-549	"I would say 7... Because variability. Some coaches are great, some are not. And without personal experience, I cannot say 9 or 10"	trust-human-rating-7	D	H	T	Trust tempered by variability
555-561	"For trust, maybe 6... Because it is useful and often accurate... but it can be delulu and it lacks true understanding of my life"	trust-AI-rating-6	D	AI	T	Conditional trust

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591-597	"For effectiveness, I would say 8... Because it actually produced concrete outcomes for me. It improved my CV, it helped me prepare, and I got the job"	AI-effectiveness-8	D	AI	E	High effectiveness despite moderate trust
615	"Trust is like, do I believe the source is competent, and do I feel safe using it"	trust-definition-competence-safety	I	G	T	Two components of trust
618	"Effectiveness is results. Like, after using it, do I have more clarity, do I take action, do I make a decision faster"	effectiveness-definition-results	I	G	E	Outcomes-based definition
624	"If I trust a coach, I will share more details, and then they can tailor better, so it becomes more effective"	trust-enables-tailoring	I	H	L	Trust → disclosure → fit
624	"something can be effective even if I do not fully trust it, like AI. I do not fully trust it, but it still helps, because I use it in a limited way"	limited-trust-limited-use-still-effective	I	AI	L	Bounded use can still produce value

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636	"Imagine a human coach who is very empathetic... you trust them personally. But they do not have tech context... So low effectiveness for my goals"	empathy-without-competence-ineffective	I	H	L	Trust without capability fails
648	"Especially as an immigrant. Visa status, salary, insecurity about language, these are vulnerable topics"	immigrant-vulnerability-heightens-confidence-need	I	H	T	Higher stakes require more safety
654	"your trust influences how much context you provide, and that influences effectiveness"	trust-context-effectiveness-chain	I	G	L	Core mechanism articulated
660	"Convenience is AI. You can do it anytime, late night, quick... Sometimes I choose convenience"	AI-convenience-advantage	D	AI	E	Availability matters
666	"I keep it at the level of content, not personal secrets... I remind myself that it can be wrong"	self-imposed-AI-boundaries	D	AI	T	User manages trust through limits

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690	"That sounds like the best combination... Because it uses AI where it is strong: repetitive tasks, drafts, brainstorming, 24/7. And it uses humans where they are strong"	hybrid-leverages-strengths	I	HY	E	Complementary model valued
708	"AI leads when tasks are low emotional and more technical... Human leads when tasks involve values, identity, long-term decisions, or sensitive topics"	task-based-modality-selection	I	HY	E	Clear role separation principle
747	"Most effective was actually a combination: chat for writing and prep, plus human input from my referral and from my manager"	combination-most-effective	I	HY	E	Neither alone is optimal
753	"Trust means I feel safe sharing enough context, and I believe the guidance is competent and honest"	trust-summary-definition	I	G	T	Concise trust definition

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765	"for early-career people in tech, the barrier is often not knowledge, it is communication... AI helps with that"	AI-addresses-communication-gap	I	AI	E	Key value proposition

INTERVIEW 3: LISA (Marketing→PM at BCG, 28, German, Munich)

Line	Extract	Code	Type	Domain	Construct	Memo
844	"I want to transition from marketing into product management... that is not a small shift, especially inside BCG"	internal-transition-challenge	D	G	-	Context: career pivot within company
848	"I felt, um, it sounds dramatic, but I felt alive... And then I went back to my usual marketing cycle... why does this feel empty now?"	contrast-experience-triggers-change	D	G	-	Direct comparison reveals preference
854	"Structure. And honesty. And someone to challenge me, but also not make me feel stupid"	support-needs-structure-honesty-challenge	D	G	E	Key requirements articulated
854	"the environment is high pace and	need-for-emotional-	I	H	E	Emotional containment

Line	Extract	Code	Type	Domain	Construct	Memo
	feedback culture is direct... for my career, I needed someone who can hold the uncertainty with me"	holding				needed
856	"The fear of losing status... fear of disappointing myself... fear of being rejected"	multiple-fears-in-transition	D	G	-	Emotional complexity of change
863	"Helpful is when people give examples practical... Unhelpful is generic advice"	practical-examples-valued	D	G	E	Concrete over abstract
865	"there is a culture of being composed. So, you can say, I am thinking about development, but to say, I feel lost, is harder"	corporate-culture-limits-vulnerability	D	H	T	Environment affects openness
872	"she did not promise magic. She said, we can work together, but it will be work, and we will measure progress"	honest-expectations-build-trust	D	H	T	Realistic framing increases trust
874	"Every session starts with a project audit. She asks, what did you do... And then she helps me identify product-like tasks"	structured-process-effective	D	H	E	Clear methodology produces results

Line	Extract	Code	Type	Domain	Construct	Memo
876	"We translate... rewrite my CV and LinkedIn around that. Not lying, but translating"	reframing-as-translation	D	H	E	Helping see work differently
878	"We did two CV variants... We tracked response rates in a spreadsheet"	experimental-approach-to-job-search	D	H	E	Scientific method applied
882	"It helped my anxiety a lot. Because instead of, I got rejected, I am not good enough, it becomes, okay, hypothesis failed, adjust variables"	reframing-reduces-anxiety	I	H	E	Emotional benefit of structure
886	"she explicitly stated confidentiality. She said, I want you to know, this stays here... And it was not like legal talk, it was calm"	confidentiality-stated-naturally	D	H	T	How to communicate safety
888	"She did not go into drama. She asked me to map stakeholders like a product launch... she gave me a script"	competence-turns-vulnerability-to-action	I	H	L	Skill transforms emotion into outcome
890	"I felt I was whining. In consulting culture, you are supposed to be solution oriented"	cultural-pressure-against-vulnerability	D	H	T	Environment affects what feels safe

Line	Extract	Code	Type	Domain	Construct	Memo
892	"she stopped me. She said, okay, pause. Where did you learn that you need permission?"	coach-challenges-limiting-beliefs	D	H	E	Effective intervention example
896	"Early on... she wanted to go very deep into values... I was in panic mode. I needed tactical help... So it was trusted but not effective for my immediate needs"	trust-without-effectiveness-timing	I	H	L	Timing affects effectiveness
898	"she gave me a template for a networking message. It was effective, because people responded. But I still did not fully trust the method yet"	effectiveness-before-full-trust	I	H	L	Can work before trust builds
900	"Consistency. She shows up. She remembers details. She tracks my progress"	consistency-builds-trust	D	H	T	Reliability over time matters
902	"do I have more clarity? Did I make decisions? Did I take concrete actions? Do I get interviews? Do I feel less anxious?"	effectiveness-indicators	D	G	E	Multiple outcome measures

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910	"I wrote a raw list of tasks, very unstructured. I put it into ChatGPT and asked: group these into themes... it helped me see patterns"	AI-for-pattern-recognition	D	AI	E	AI organizes chaos
912	"Speed. And structure. It reduced cognitive load"	AI-reduces-cognitive-load	D	AI	E	Mental burden reduced
914	"it produced a very bland narrative... It sounded like everyone... it also assumed I had direct product ownership... which is not true"	AI-produces-generic-or-false	D	AI	E	AI limitations in personalization
916	"I hesitate to paste internal information. BCG has strict confidentiality"	corporate-confidentiality-limits-AI-use	D	AI	T	External constraints on AI sharing
926	"AI is good for the first layer... But my coach is better for meaning. She asks questions like, what did you decide, where did you influence"	AI-surface-human-depth	I	HY	E	Different levels of analysis
928	"AI can help with wording and variants... But the coach is better for strategy... She also	AI-language-human-strategy	D	HY	E	Role differentiation

Line	Extract	Code	Type	Domain	Construct	Memo
	"catches when it sounds too inflated"					
928	"do not sound like American sales"	cultural-calibration-human-strength	D	H	E	Local norms require human
932	"Human. No question. AI can say supportive words, but it does not feel real to me"	human-for-emotional-support	D	H	E	Authenticity matters for emotion
934	"it is transactional. And sometimes it mirrors you, but you know it is a pattern. With my coach, she notices when I avoid something"	AI-transactional-human-relational	I	HY	T	Qualitative difference in interaction
936	"Brainstorming quickly... Also language polishing. And sometimes, it is effective because it is available at night"	AI-for-quick-tasks-availability	D	AI	E	Speed and access advantages
938	"Negotiating identity... Also politics. And accountability"	human-for-identity-politics-accountability	D	H	E	What humans uniquely provide
942	"AI gave me a very formal message, polite but generic... I got no reply. Then I told my coach... she asked, what is your relationship, what is the context"	human-adds-relational-nuance	D	HY	E	Context transforms communication

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945	"In general, I would say 8"	trust-human-rating-8	D	H	T	High trust in concept
949	"Maybe 5"	trust-AI-rating-5	D	AI	T	Moderate AI trust
953	"For my situation, I would say 9"	effectiveness-human-rating-9	D	H	E	Very high effectiveness
957	"6"	effectiveness-AI-rating-6	D	AI	E	Moderate AI effectiveness
963	"Trust is like the door. If I do not trust the coach, I will not share the real problem. And then they cannot help"	trust-as-door-to-depth	I	H	L	Trust enables disclosure
963	"if I hide the messy parts, like insecurity, politics, fear, then the coach can only work on surface things"	hiding-limits-effectiveness	I	H	L	Self-censorship blocks help
965	"Competence... Empathy, but not pity. Confidentiality, explicitly stated and felt. Structure... And feeling seen"	trust-drivers-comprehensive	D	H	T	Full list of requirements
975	"Usefulness can be high even when trust is not high. It is like, I can take the output as a draft, but I do not let it decide for me"	usefulness-without-trust-possible	I	AI	L	Can extract value with caution
979	"for big decisions, I need trust."	big-decisions-require-trust	I	G	L	Stakes affect trust threshold

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	Otherwise I resist. I either do not follow through or I keep it superficial"					
981	"I become performative. Like I speak in polished phrases... I present a story instead of the truth"	performativity-signals-low-trust	I	H	T	Behavior indicator of trust level
983	"She normalizes. She says, it is okay to not know. And she also uses silence"	normalization-and-silence-build-safety	D	H	T	Techniques for creating safety
985	"In the first session she explained how she handles notes... And then later, when I brought up sensitive internal stuff, she repeated it in a natural way"	confidentiality-reinforced-naturally	D	H	T	Ongoing safety communication
987	"if she would judge me... if she would push me into a decision that benefits her"	trust-breakers-judgment-self-interest	D	H	T	What would destroy trust
993	"Trust allows me to be honest, and honesty makes the coaching effective. For AI, usefulness is separate from trust"	trust-effectiveness-link-human-vs-AI	I	HY	L	Different mechanisms
997-1003	"Project audit, I would start with AI..."	task-based-modality-	D	HY	E	Clear preference

Line	Extract	Code	Type	Domain	Construct	Memo
	rewriting LinkedIn? Both... career conversation with your manager? Only human"	selection				patterns
1007	"Daily AI coaching feels like noise. I would use it like a journal, but I would not call it coaching. Coaching for me is depth, not frequency"	coaching- requires-depth	I	HY	E	Quality over quantity
1009	"AI as a preparation and follow up assistant... Then human sessions every two weeks for deep work"	ideal-hybrid- structure	D	HY	E	Preferred configuration
1013	"Interpret my emotions. Or give me therapy style responses. And I do not want it to pretend it understands my life"	AI-should-not- pretend- understanding	D	AI	T	Clear boundaries desired
1019	"I still think human presence matters... when I am stuck, I need a person to look at me and say, I see you"	human- presence- irreplaceable	I	H	E	Embodied connection valued

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1025	"Human coaching changed my identity narrative... AI tools changed my execution speed"	identity-vs-execution-split	I	HY	E	Different contribution types
1027	"choose support that you trust enough to be honest. Because if you hide, you will not get the help you need"	trust-enables-honesty-enables-help	I	G	L	Core advice on trust-effectiveness

INTERVIEW 4: LAURA #1 (Aerospace→Cloud Engineering, 25, Spanish-German, Munich)

Line	Extract	Code	Type	Domain	Construct	Memo
1074	"I thought I wanted research... But then I started and I was like, no... the daily life of research, it felt so slow and kind of isolated"	research-environment-mismatch	D	G	-	Context discovery through experience
1092	"I was like, is this my life. Another three months for a workshop paper that maybe five people read"	impact-desire-triggers-change	D	G	-	Wanting visible outcomes
1122	"my CV says aerospace. People assume I want aerospace. And then I	narrative-mismatch-challenge	D	G	E	Identity transition difficulty

Line	Extract	Code	Type	Domain	Construct	Memo
	say, no, I want platform engineering, and they are like, why"					
1134	"I need support but also that does not mean i am lost"	autonomy-preservation	D	G	T	Wants help without dependence
1158	"Very concrete questions... I trust that more because it is grounded. Not like, follow your passion"	concrete-grounded-advice-trusted	D	G	T	Reality-based guidance preferred
1164	"Unhelpful is vague advice or commodified empathy. Like, people who sell feelings"	commodified-empathy-rejected	I	H	T	Manufactured care distrusted
1176	"Structure, realism, and maybe a mirror. Like reflecting my own thoughts back so I can see them"	support-needs-mirror	D	G	E	Reflection tool needed
1186	"I do not want to. I know that sounds harsh. But I have a strong negative view"	coaching-industry-rejection	D	H	T	Strong anti-coaching stance
1192	"coaching as an industry is full of nonsense. Like, people who have no real skills, but they learned how to talk"	coaching-industry-skepticism	I	H	T	Structural critique of industry
1192	"they package common sense as a product. And they	coaching-overpriced-common-sense	I	H	T	Value proposition questioned

Line	Extract	Code	Type	Domain	Construct	Memo
	charge like 150 euros per hour for talking"					
1198	"The coach told her that she has limiting beliefs and she needs to commit to a package... my friend paid, and after three sessions she felt worse"	witnessed-bad-coaching	D	H	T	Secondhand negative experience
1198	"the advice was like, visualize your future, write affirmations. That is not what she needed. She needed interview prep and a plan"	mismatch-between-method-and-need	I	H	E	Wrong approach for situation
1204	"I do not like the power dynamic. Like, I sit there and someone pretends to know my life better than me"	power-dynamic-discomfort	I	H	T	Authority imbalance rejected
1222	"Competence, obviously. Like proven experience in the domain. Not just talking. Also honesty about limits"	trust-drivers-competence-honesty	D	H	T	What would build trust
1228	"I do not want empathy from a stranger that I pay. It feels fake"	paid-empathy-feels-inauthentic	I	H	T	Commercial relationship taints emotion
1234	"the coach mirror comes with interpretation. And I	interpretation-distrusted	I	H	T	Values own meaning-making

Line	Extract	Code	Type	Domain	Construct	Memo
	do not trust their interpretation"					
1234	"why I like AI, because it is basically me and my answers"	AI-as-neutral-mirror	I	AI	T	AI reflects without imposing
1240	"For private career coaches, maybe 1. For something like university career services, maybe 3. But if you ask one number, overall, I would say 2"	trust-human-rating-2	D	H	T	Very low baseline trust
1258	"I use it like a thinking partner. Like self coaching. I open it and I basically talk to it like I talk to myself, but it responds with structure"	AI-as-thinking-partner	I	AI	E	AI extends own cognition
1264	"I asked it to help me map options. Not like telling me what to do, but like making a decision framework"	AI-for-framework-not-decision	D	AI	E	Structure without prescription
1270	"I do not trust it as truth. I trust it as a tool for reflection... I trust that it will be available and consistent. I do not trust that it is always accurate"	AI-trust-as-tool-not-authority	I	AI	T	Calibrated trust
1276	"I do not tell it names of companies... or personal details about	privacy-boundaries-with-AI	D	AI	T	Self-managed privacy

Line	Extract	Code	Type	Domain	Construct	Memo
	family... I keep it more abstract"					
1300	"It is not trying to sell me anything... It is consistent and fast also it does not judge... it can adapt to my style"	AI-advantages-no-sales-consistent-adaptable	D	AI	T	Key AI trust drivers
1306	"It can write complete cringe. Like, it can confidently say wrong things"	AI-confident-incorrectness	D	AI	T	Hallucination concern
1312	"It recommended a certain certification that is more US focused... it was not accurate for startups in DACH"	AI-lacks-local-context	D	AI	E	Geographic specificity missing
1318	"It reduced trust overall but i already knew it is not to be trusted... in the reflection function"	calibrated-AI-trust	I	AI	T	Adjusted expectations
1324	"I would say 7"	trust-AI-rating-7	D	AI	T	Moderate-high AI trust
1348	"AI for brainstorming options, structuring plans, rewriting CV bullet points... Human for specific mentoring, like someone who actually works as a platform engineer"	task-allocation-AI-vs-human	D	HY	E	Clear division
1354	"AI helped me create a matrix... Humans often give opinions.	AI-neutral-humans-project	I	HY	E	AI less biased

Line	Extract	Code	Type	Domain	Construct	Memo
	Like, do what makes you happy. Or they project their own fears. AI felt more neutral"					
1360	"AI cannot fully understand that emotional layer, but it can help me articulate it"	AI-helps-articulate-not-understand	I	AI	E	AI as articulation tool
1378	"you need to check truthfulness, because it sometimes exaggerates. It can add things like led cross functional team, and I am like, no"	AI-requires-truth-checking	D	AI	T	Must verify claims
1384	"Mentoring is anchored in real experience. Like, a senior engineer telling me what they do. Coaching feels like someone selling a method"	mentoring-vs-coaching-distinction	I	H	T	Real experience valued over method
1405	"I did not trust the speaker because they were very salesy. But they shared one framework... That was useful. Even though I disliked them, I took the framework"	effectiveness-without-trust	D	G	L	Can extract value despite distrust
1411	"I trust ChatGPT to brainstorm and not judge me. But it cannot fully capture	AI-cognitive-not-real-empathy	I	AI	T	Qualitative difference in support

Line	Extract	Code	Type	Domain	Construct	Memo
	"emotions... It is like cognitive empathy, not real"					
1423	"If I trust the source, I invest more attention, I follow through. If I distrust, I keep distance, I might still take small pieces"	trust-affects-engagement-depth	I	G	L	Trust determines investment
1435	"2. Because I associate it with a market of vague advice and sales tactics"	human-trust-rating-explanation	D	H	T	Industry association drives distrust
1447	"For me personally, maybe 3. It could help with generic things like CV review, but I do not think it would help with my real pivot decisions"	effectiveness-human-rating-3	D	H	E	Low expected effectiveness
1453	"Because I would resist it. I would sit there and internally argue. So even if it is good, it would not work on me"	resistance-blocks-effectiveness	I	H	L	Distrust creates resistance
1459	"8"	effectiveness-AI-rating-8	D	AI	E	High AI effectiveness
1465	"Because of factual unreliability and because it cannot replace real world mentorship and emotional depth"	AI-effectiveness-limits	D	AI	E	Where AI falls short

Line	Extract	Code	Type	Domain	Construct	Memo
1475	"I think struggle is part of building a real identity. If someone tells you what to do, you borrow their certainty. But it is not yours"	struggle-builds-identity	I	G	T	Philosophy of self-direction
1481	"If it is technical mentorship, like paying for a session with a senior cloud engineer to review my project... I would pay for expertise"	would-pay-for-expertise-not-coaching	D	H	E	Consulting valued over coaching
1496	"That sounds more reasonable. Because AI can do the repetitive stuff, and human time is used for high value expertise"	hybrid-efficient-allocation	I	HY	E	Resource optimization logic
1502	"Transparency about who the human is... clear boundaries what AI does, what human does. And no emotional manipulation"	hybrid-trust-requirements	D	HY	T	Clear requirements
1526	"Trust matters most with the human, because they can influence my decisions and they are a real person with incentives"	human-trust-more-critical	I	HY	T	Humans have stakes

Line	Extract	Code	Type	Domain	Construct	Memo
1538	"I would have a space to think, like AI conversation... Then maybe once a month a session with a real platform engineer"	ideal-hybrid-design	D	HY	E	Preferred structure

INTERVIEW 5: OLEG (Data Analyst, 25, Russia→Germany)

Line	Extract	Code	Type	Domain	Construct	Memo
1603	"I like data analytics a lot... But recently, I feel a bit lost about the next step"	career-direction-uncertainty	D	G	-	Context: unclear progression path
1609	"I want to develop towards management... I do not know if I see people become team leads, but it feels like <i>договорняк</i> "	leadership-path-opaque	D	G	-	Informal criteria for advancement
1615	"in reality, you need sponsors, you need someone to say, okay, Oleg can lead"	sponsorship-required	D	G	E	Need internal advocates
1627	"it is not only having people reporting to you. It is like owning a domain. Saying no to stakeholders. Helping juniors"	leadership-definition-nuanced	D	G	-	Mature view of leadership
1639	"I did not apply. And I feel mixed about it... I think I blocked"	fear-blocks-action	D	G	-	Self-awareness of avoidance

Line	Extract	Code	Type	Domain	Construct	Memo
	myself. Like страх, fear"					
1645	"I was afraid, if I apply and fail, it will look bad... I can't go back to Russia"	immigrant-stakes-higher	D	G	T	Immigration status amplifies risk
1651	"I needed someone to help me see the realistic plan... And also maybe emotional support, because I overthink a lot"	dual-need-practical-emotional	D	G	E	Both dimensions needed
1669	"Practical stuff. Like, someone telling me, in this company, you need to do this to get promoted"	insider-knowledge-valued	D	H	E	Context-specific advice helps
1675-1681	"информационство... Like, follow your dreams be confident. It doesn't help"	generic-motivation-unhelpful	D	G	E	Vague advice rejected
1693	"A friend from Russian community introduced me to a guy... He was very open, explained the hiring process"	community-network-enables-mentoring	D	H	T	Shared background creates access
1705	"Without him, I think I would not get this job. Or it would be much harder"	mentoring-concrete-outcome	D	H	E	Clear attribution of value
1717	"whatever you say, stays between us... do not undersell yourself just because	confidentiality-plus-advocacy-builds-trust	I	H	T	Combined safety and support

Line	Extract	Code	Type	Domain	Construct	Memo
	you are new in Germany. That made a hell lot of trust"					
1723	"He did not share details with other people... He protected himself and me. That felt professional"	demonstrated-confidentiality	D	H	T	Actions match words
1729	"He knew the process... And it was super accurate"	demonstrated-competence	D	H	T	Predictions matched reality
1735	"He said, German corporate CV is different... quantify impact... he helped with interview prep... he referred me internally"	comprehensive-mentoring-support	D	H	E	Multiple practical interventions
1747	"Competence is number one... Then shared context... Then honesty about limits... And also feeling seen"	trust-drivers-comprehensive	D	H	T	Complete list of requirements
1753	"She was very kind... I trusted her in the sense she was not harmful. But it was not effective... She did not understand data roles"	trust-without-competence	I	H	L	Kindness insufficient without expertise
1765-1771	"He gave me a very good tip... It was effective. But I did not fully trust him	effectiveness-without-full-trust	I	H	L	Can extract value selectively

Line	Extract	Code	Type	Domain	Construct	Memo
	"personally, because he is political"					
1777	"I can act on something even without deep trust, if it is useful and low risk"	risk-moderates-trust-requirement	I	G	L	Stakes affect trust threshold
1783	"If they are too confident without evidence. If they push their agenda. Or if they share stories about other clients"	distrust-drivers-overconfidence-agenda-breach	D	H	T	Key distrust triggers
1795	"German corporates are slow. Decisions take time... for me, I want clarity and steps"	cultural-pace-frustration	D	G	-	Environment constraint
1807	"I use ChatGPT... and also internal company tools... I use it mainly for productivity"	AI-for-productivity	D	AI	E	Primary AI use case
1813	"I asked AI to help me structure the query... It suggested using CTEs, separate steps... It saved me maybe two hours"	AI-concrete-time-savings	D	AI	E	Measurable efficiency gain
1819	"I could verify. I run the query, check results... So trust is not blind"	verifiability-enables-trust	I	AI	T	Ability to check builds trust

Line	Extract	Code	Type	Domain	Construct	Memo
1825	"One time it hallucinated... Another time... it gave a confident answer, but it was wrong... compliance, GDPR"	AI-hallucination-risk	D	AI	T	Errors in high-stakes domains
1831	"For code, okay. For compliance, no... I never paste sensitive data... company has guidelines"	domain-specific-AI-trust	I	AI	T	Trust calibrated by topic
1837	"Transparency helps... if it shows sources, or explains steps and I can see if it makes things up"	AI-transparency-valued	D	AI	T	Explainability increases trust
1855	"it feels artificial for self reflection... I prefer human feedback. When I process thoughts, I need a real person"	AI-artificial-for-reflection	I	AI	T	Human needed for depth
1861	"Emotional safety. Like, with a person, you have relationship, you see they care"	emotional-safety-human-only	I	H	T	Relationship creates safety
1861	"accountability. If a mentor says, do this, and next time asks, did you do it, that pushes. AI can remind, but it is not the same social pressure"	human-accountability-superior	I	H	E	Social pressure motivates

Line	Extract	Code	Type	Domain	Construct	Memo
1867	"For work tasks, AI is great because the context is the prompt. For life, the context is huge"	context-scope-determines-modality	I	HY	E	Task complexity guides choice
1879	"For CV formatting and wording, AI can help a lot... But I still check, because sometimes it makes claims too strong"	AI-draft-needs-verification	D	AI	E	Must moderate AI claims
1891	"Human. Definitely" [for clarifying options]	human-for-big-decisions	D	H	E	Clear preference
1897	"Human plus some AI support... human mentor can tell me strategy... AI can help me write an email"	hybrid-for-planning	D	HY	E	Combined approach
1903	"I used AI to structure it... That was helpful. But I did not put sensitive numbers... I did not fully trust it"	bounded-AI-use-effective	D	AI	L	Effective within limits
1927	"If I could be sure about privacy... If it is certified... And maybe if it is connected to a human coach, like hybrid"	hybrid-trust-requirements	D	HY	T	Conditions for deeper AI use
1941	"In general, hmm, maybe 7" [trust in human coaches]	trust-human-rating-7	D	H	T	Moderate-high trust

Line	Extract	Code	Type	Domain	Construct	Memo
1947	"not all coaches are competent. Some are generic. Also humans can have bias"	human-variability-limits-trust	D	H	T	Quality inconsistency
1953	"For career support, maybe 4" [trust in AI]	trust-AI-rating-4	D	AI	T	Lower AI trust for career
1959	"I do not trust it with high stakes decisions. Also privacy"	high-stakes-reduce-AI-trust	I	AI	T	Risk affects trust
1965	"I would say 8" [effectiveness of human]	effectiveness-human-rating-8	D	H	E	High effectiveness
1971	"my mentor actually helped me get the job... It led to concrete actions"	mentor-effectiveness-evidence	D	H	E	Clear outcomes
1977	"For my situation, maybe 5" [effectiveness of AI]	effectiveness-AI-rating-5	D	AI	E	Moderate AI effectiveness
1989	"Trust is like the entry point. If I do not trust, I do not use it deeply"	trust-as-gate	I	G	L	Trust determines depth
1989	"With human, if I trust, I share more real information... Then the advice is better, more tailored. So trust enables depth, and depth enables effectiveness"	trust-depth-effectiveness-chain	I	H	L	Core mechanism
1995	"If I did not trust him, I would hide that. But	trust-enables-disclosure-	I	H	L	Concrete example of

Line	Extract	Code	Type	Domain	Construct	Memo
	because I shared it, he gave specific advice"	enables-tailoring				mechanism
2001	"He listened, he was supportive, I trusted him emotionally. But... he said, just wait, it will happen... no concrete steps"	emotional-trust-without-actionable-advice	I	H	L	Trust without competence fails
2007	"AI can produce good bullet points quickly. That is effective. But I do not trust it fully because it can invent"	AI-effective-but-partial-trust	I	AI	L	Split trust-effectiveness
2013	"effectiveness can exist without full trust if you can verify and the stakes are low"	verification-substitutes-trust	I	G	L	Alternative path to effectiveness
2025	"values alignment. Like, if a coach values stability and I value growth, there is mismatch"	values-alignment-matters	D	H	T	Shared values build trust
2031	"effectiveness is when I get my head cleared... Also when I take action... Also when I see outcomes"	effectiveness-definition-clarity-action-outcomes	D	G	E	Three indicators
2037	"You can trust someone and still not get results... you can get results without deep trust if it is technical. So trust	trust-insufficient-alone	I	G	L	Competence also required

Line	Extract	Code	Type	Domain	Construct	Memo
	helps, but it is not enough"					
2043	"If AI helps me reliably with code, I trust it more in that area... But if one time it fails badly, trust drops quickly"	effectiveness-builds-trust-but-fragile	I	AI	L	Trust earned and easily lost
2049	"Because you assume good intentions... With AI, it is just output. If it is wrong, you feel, okay, it is unreliable"	humans-forgiven-more-than-AI	I	HY	T	Different trust dynamics
2061	"It sounds like the best combination. Because I do not want to spend human time on small tasks"	hybrid-preference-efficiency	D	HY	E	Optimal resource allocation
2067	"Quality of the human part... Are they real professionals. Also trust and privacy for the AI part. And prices matter"	hybrid-adoption-requirements	D	HY	T	Key criteria for hybrid
2079	"If it is like journaling prompts, okay. But if it tries to interpret me... I do not want психологический анализ from AI"	AI-should-not-interpret	D	AI	T	Clear boundary
2091	"AI helps me prepare: here are my goals, constraints, options. Then the human can	AI-preparation-enables-human-depth	I	HY	E	Synergy between modalities

Line	Extract	Code	Type	Domain	Construct	Memo
	go deeper. That saves time"					
2097	"If it feels like the AI is replacing the human. Or if they push me to use AI only. Also if they collect too much data"	hybrid-red-flags	D	HY	T	What would break trust
2103	"I would want to understand the logic. Like, why this person. If it is a black box, I trust less"	matching-transparency-needed	D	HY	T	Explainability required
2115	"I want a plan steps to leadership... how to influence without authority... how to mentor juniors"	human-coaching-goals	D	H	E	Specific desired outcomes
2121	"Help me draft emails, structure my development plan, prepare for meetings... maybe simulate scenarios"	AI-support-goals	D	AI	E	Specific desired AI use
2133	"human trust is like, do I feel safe, do I feel understood... AI trust is like tool trust does it work, can I verify"	two-types-of-trust	I	HY	T	Fundamental distinction
2138	"Human is effective for deep, messy problems and decisions. AI is effective for	effectiveness-differentiated-by-task	I	HY	E	Clear role division

Line	Extract	Code	Type	Domain	Construct	Memo
	"structure, speed, and low stakes tasks"					

INTERVIEW 6: LENA (UX Researcher, Student, 23, German, Berlin)

Line	Extract	Code	Type	Domain	Construct	Memo
2202	"the big question for me is like, what is my path after the Bachelor. Like, do I continue with UX research, do I go more into UX design, or do I go into product"	career-path-uncertainty	D	G	-	Context: multiple viable options
2208	"every startup says they want a UXR, but then they want someone who is also a designer and also a PM and also a data analyst"	role-ambiguity-in-market	D	G	-	Job market confusion
2214	"I don't feel confident in selling myself... in applications, I am really insecure... I see other people who are louder"	self-promotion-difficulty	D	G	T	Presentation skills gap
2220	"I hate exaggerating, I hate the feeling of bragging"	authenticity-vs-self-promotion	I	G	T	Values conflict with norms

Line	Extract	Code	Type	Domain	Construct	Memo
2226	"I decided to stay. Also because I needed stability, like rent in Berlin is insane"	practical-constraints-affect-choices	D	G	-	External factors matter
2238	"I needed someone to help me evaluate conflicting sides, like not only salary, but learning, mentorship, portfolio, mental health"	multi-dimensional-decision-support	D	G	E	Complex trade-offs
2238	"someone who understands the Berlin market, like what matters for UX roles here"	local-market-knowledge-valued	D	G	E	Context specificity needed
2250	"right now, it is like a fog. I know what I like, but I do not know what to choose"	clarity-as-goal	D	G	E	Main support need
2259	"And I use AI tools for some things, like summarizing notes, rewriting CV bullets, especially in English"	AI-for-writing-tasks	D	AI	E	Primary AI use cases
2265	"Helpful is talking to people who are actually in the field... she explained what she does, how she got	practitioner-insight-valued	D	H	E	Real experience helps

Line	Extract	Code	Type	Domain	Construct	Memo
	"hired, what her case study looked like"					
2265	"Unhelpful is like show your motivation, be confident. It is like, yes, but how"	generic-advice-unhelpful	D	G	E	Wants actionable guidance
2271	"examples. Like, in your portfolio, structure your case study like this... And also, what hiring managers actually look for"	concrete-examples-effective	D	H	E	Specificity helps
2277	"if they understand my context. Like Germany, Berlin, junior roles, UX... If someone is like, you are behind, you should do more, it makes me shut down"	context-fit-and-tone-matter	I	H	T	Both substance and delivery
2298	"it becomes comparison. Like, someone says, I got invited to interviews at three startups, and I am like, okay, I am doing something wrong"	peer-comparison-harmful	D	G	T	Social comparison stress
2319	"It felt very template... she opened my CV, she said, okay, you should use this standard template..."	template-advice-disappointing	D	H	E	Generic approach fails

Line	Extract	Code	Type	Domain	Construct	Memo
	use action verbs, quantify achievements"					
2325	"She did not ask about what kind of role I want... She did not ask for my portfolio at all"	lack-of- personalization	D	H	T	Not feeling seen
2331	"I was like, okay, maybe I was expecting too much but I felt very sad afterwards"	disappointment- from-generic- service	D	H	T	Emotional impact of poor support
2337	"She said, for Germany, sometimes companies like to see a short profile summary at the top... that actually helped me"	one-useful-tip- despite-overall- failure	D	H	E	Small effectiveness possible
2343	"the overall feeling was not trust. It was more like, okay, this is a service, they do generic stuff"	service-feeling- vs-trust	I	H	T	Transaction vs relationship
2349	"Understanding... domain like they know UX... Confidentiality... structure... non judgmental tone"	trust-drivers- comprehensive	D	H	T	Key requirements
2355	"I would want them to ask me questions first... Then help me map roles... Then	ideal-coaching- process	D	H	E	Desired support structure

Line	Extract	Code	Type	Domain	Construct	Memo
	help me build a narrative... And maybe do mock interviews"					
2361	"If they push their own agenda... Or if they do not understand the field, but still act confident. Or if they are judgmental... selling something"	distrust-triggers	D	H	T	What breaks trust
2367	"My best friend from Mainz, I trust her completely, like emotionally... But she is studying psychology, not UX. So she says things like, follow your heart"	trust-without-domain-competence	I	H	L	Emotional trust, limited effectiveness
2373	"Effective means I know what to do after... Or I have a concrete plan... Maybe confidence also... Or measurable results like interview invites"	effectiveness-definition-multi-part	D	G	E	Multiple indicators
2388	"I mostly use ChatGPT... I paste them and say, can you structure this into themes, pain points, quotes, and possible insights"	AI-for-synthesis	D	AI	E	Research support use

Line	Extract	Code	Type	Domain	Construct	Memo
2394	"I put them in AI and asked it to cluster into themes and also highlight contradictions... It saved me time"	AI-time-savings-concrete	D	AI	E	Measurable benefit
2400	"Sometimes I have the insight in my head, but I cannot phrase it professionally... and it helps me write a sentence that sounds clear"	AI-for-articulation	D	AI	E	Language refinement
2406	"I write a bullet... And then I ask AI to rewrite it into impact focused bullet points"	AI-transforms-bullets	D	AI	E	CV writing support
2412	"sometimes it outputs something that is obviously fake. Like, increased conversion by 30 percent... it pushes you to exaggerate"	AI-encourages-exaggeration	D	AI	T	Trust concern with claims
2418	"Privacy. At work, we have user data... I cannot paste raw transcripts... So I keep it low stakes"	privacy-limits-AI-use	D	AI	T	Workplace constraints
2418	"AI sometimes makes assumptions about roles... it confuses me. So I	AI-role-confusion	D	AI	T	Calibrated expectations

Line	Extract	Code	Type	Domain	Construct	Memo
	do not trust it fully, but that's okay for me"					
2430	"Verifiability... Consistency... Controllability... low stakes. If it is a draft, it is fine. I do not trust it for decisions about my life"	AI-trust-drivers-verifiable-low-stakes	I	AI	T	Trust bounded by risk
2436	"When it is too confident and wrong. Or when it gives advice that is generic but sounds authoritative"	AI-false-confidence-reduces-trust	D	AI	T	Overconfidence problematic
2442	"if I talk about insecurity, I want a human reaction... AI can respond kindly, but it feels like a script... I do not want to dump my emotional stuff into a tool"	AI-scripted-response-insufficient	I	AI	T	Emotional authenticity needed
2457	"For mapping options, I would maybe start with AI... But then for actually choosing, I would want a human"	AI-map-human-choose	D	HY	E	Clear role division
2463	"AI, definitely, for the first draft. But I would want a human to review for	AI-draft-human-review	D	HY	E	Complementary workflow

Line	Extract	Code	Type	Domain	Construct	Memo
	"tone and truth, and to make sure it sounds like me"					
2469	"Human would be better... Because interview is social. You need feedback on how you speak, and confidence"	human-for-interview-prep	D	H	E	Social skills need human
2475	"Human. Or like friend, therapist, someone. AI is not good for that, for me" [anxiety management]	human-for-emotional-support	D	H	E	Clear preference
2481	"I would use both. AI for a pros and cons list, like a framework. Human for the emotional part and context"	hybrid-for-decisions	D	HY	E	Combined approach
2487	"Human, if they understand UX hiring. Because portfolio is nuanced... AI can suggest a structure, but a human can say, this is convincing"	human-for-portfolio-strategy	D	H	E	Nuance requires human
2493	"I synthesized it into a clear insight: the mental model mismatch... And the PM actually changed priority... good catch, we	competence-example-at-work	D	G	-	Evidence of capability

Line	Extract	Code	Type	Domain	Construct	Memo
	would have shipped confusion"					
2505	"when we have a meeting with leadership... I see senior people speak confidently. And I feel small... in interviews, it will be worse"	confidence-gap-in-presentation	D	G	T	Self-doubt in high-stakes
2511	"It is like, you are just a student, you are not real... Others have real impact. And then I compare myself"	imposter-feelings	D	G	T	Internal narrative
2523	"Better in the sense that it helps me write... Worse in the sense that it can produce those shiny lines... It pushes the standard higher"	AI-both-helps-and-raises-bar	I	AI	E	Dual impact
2530	"Trust is like a gate. If I do not trust the person, I will not share the real problem... In the career service session, I did not trust she understood UX, so I did not talk about deeper confusion"	trust-gates-disclosure	I	H	L	Trust determines depth
2536	"I can say, I am scared, I feel like an imposter, I do not	trust-enables-vulnerability	I	H	L	Safety enables honesty

Line	Extract	Code	Type	Domain	Construct	Memo
	know what to choose. And then a person can help with that"					
2542	"With AI, if I do not trust it, I still might use it for drafts, because it is easy. Like, I can use it pragmatically"	AI-pragmatic-use-despite-low-trust	I	AI	L	Different trust dynamic
2548	"CV bullets. It gives me a good wording, but I do not trust that the bullet is truthful or appropriate. So I check and edit"	AI-useful-but-needs-verification	I	AI	L	Effectiveness without full trust
2554	"She is very trustworthy as a person. But the advice is like, you will be fine... It helps emotionally, but it does not create action"	emotional-support-without-action	I	H	L	Trust without effectiveness
2560	"effectiveness is outcome... But trust influences whether I can engage deeply enough to get that outcome"	trust-enables-depth-for-effectiveness	I	G	L	Core mechanism

Line	Extract	Code	Type	Domain	Construct	Memo
2566	"Even if I do not trust it emotionally, it can still do the structure. But I would not let it decide"	AI-structure-without-emotional-trust	I	AI	L	Bounded usefulness
2575	"Maybe a 6" [trust in human coaches]	trust-human-rating-6	D	H	T	Moderate trust
2581	"I think humans can be very good if they understand the domain and if they care... my only official experience was generic... So it is not like automatic trust"	trust-conditional-on-quality	I	H	T	Experience tempers expectations
2593	"overall 5" [trust in AI]	trust-AI-rating-5	D	AI	T	Moderate AI trust
2599	"I trust it to help with drafts, structure, brainstorming. But I do not trust it with personal context and decision making"	AI-trust-task-bounded	I	AI	T	Trust varies by task
2605	"Effectiveness, I would say 6" [human]	effectiveness-human-rating-6	D	H	E	Moderate effectiveness
2617	"For my situation, maybe 6" [AI effectiveness]	effectiveness-AI-rating-6	D	AI	E	Moderate AI effectiveness
2623	"for practical stuff, AI helps a lot... But	AI-practical-not-strategic	I	AI	E	Clear limitation

Line	Extract	Code	Type	Domain	Construct	Memo
	for the big decision, it does not help. So overall it is moderate"					
2629	"With my friend, trust higher than effectiveness. With AI, effectiveness sometimes higher than trust"	trust-effectiveness-can-diverge	I	HY	L	Key insight
2635	"That sounds ideal... I do not want to pay a human for everything. Like, if I have to pay 100 euros per hour for someone to rewrite my bullet points"	hybrid-cost-efficiency-valued	D	HY	E	Resource optimization
2641	"ask me questions, extract my experiences, help me build a portfolio outline, help me write drafts... prompts for reflection that are not too therapy"	AI-preparation-role-defined	D	AI	E	Specific AI functions
2647	"Validate, challenge, and personalize... Do mock interviews... help me decide between paths. And if I cry, they do not freak out"	human-role-defined	D	H	E	Specific human functions

Line	Extract	Code	Type	Domain	Construct	Memo
2653	"Data privacy and how the AI uses my information... if the AI gives generic outputs... the quality of the human"	hybrid-concerns	D	HY	T	Trust requirements
2659	"Consistent. Because trust needs continuity. If I have to explain my story again, it is exhausting"	continuity-builds-trust	D	H	T	Relationship over transactions
2665	"if it is transparent. Like, if the AI is only taking notes and I can see the notes, and it is not like spying"	AI-transparency-required	D	AI	T	Visibility needed
2671	"AI is not making decisions for you. It is not therapy. It does not store sensitive data unless you choose"	clear-boundaries-needed	D	HY	T	Explicit limits wanted
2677	"if I know a human will see it later, then it feels less like talking into the void... the AI could collect my thoughts, and then the human can discuss"	human-connection-makes-AI-meaningful	I	HY	T	Hybrid synergy
2689	"UX is not just a normal job application process.	domain-specific-support-needed	D	G	E	Industry-specific needs

Line	Extract	Code	Type	Domain	Construct	Memo
	"It is portfolio, storytelling, and ambiguity... juniors need help translating real work into a narrative"					
2695	"A structured process that helps me turn my experience into a clear story, with practical steps, and a human who understands UX and makes me feel safe"	ideal-support-summary	D	HY	L	Integration of trust and effectiveness

INTERVIEW 7: MEHMET (Project Engineer, 26, Turkey→Munich)

Line	Extract	Code	Type	Domain	Construct	Memo
2737	"I feel stuck. Like I am doing execution, execution, execution... I want to move into product management or operations strategy"	career-progression-desire	D	G	-	Wants strategic role
2739	"I struggle with language, like corporate German, and also framing."	language-framing-barriers	D	G	E	Dual challenge

Line	Extract	Code	Type	Domain	Construct	Memo
	Because in engineering, you do a lot, but you cannot always explain it as "impact"					
2743	"I do not own the why. I own the how"	strategic-vs-tactical-gap	I	G	-	Role limitation insight
2751	"visa situation. I am on Blue Card now... stability matters"	visa-affects-decisions	D	G	-	Immigration constraint
2753	"I do not trust that doing more execution will lead to strategy roles. Sometimes it feels like you become good at firefighting and they keep you there"	promotion-path-distrust	I	G	T	Skepticism about system
2755	"I needed someone to tell me... how to translate your experience. How to speak. How to position myself internally... And also confidence"	support-needs-translation-confidence	D	G	E	Multiple needs
2761	"I use AI a lot, like daily. For emails, meeting prep, translation... And I did human coaching, like a paid package"	multi-modal-support-use	D	HY	E	Uses both modalities

Line	Extract	Code	Type	Domain	Construct	Memo
2763	"Helpful is AI for language, 100 percent... Also, informational interviews helped... realistic steps"	AI-language-human-context	D	HY	E	Different strengths
2765	"Unhelpful is generic advice... And sometimes human coach gave me that"	generic-advice-unhelpful	D	H	E	Applies to both modalities
2772	"The package was six sessions, one hour each... homework... templates, like values exercise, strengths... STAR method... accountability"	coaching-structure-described	D	H	E	Comprehensive program
2774	"Structure. Because I am engineer, I like structure... So I knew what is coming. Also the homework forced me to think"	structure-valued-by-engineers	D	H	E	Personality fit
2776	"The coach did not understand engineering reality... She suggested things like, you should propose a new product idea to the OEM. And I am like, I cannot just	coach-lacks-domain-knowledge	D	H	E	Context mismatch

Line	Extract	Code	Type	Domain	Construct	Memo
	"propose product idea"					
2780	"she said, you should not talk about firefighting, you should talk about strategy. And I said, but that is the reality... She tried to rewrite it like, I led strategic quality initiative. And I was like, no, it was not strategic"	coach-forces-false-narrative	I	H	T	Authenticity conflict
2782	"I trust she wants to help, but she does not understand my world. So I cannot fully use her advice"	trust-person-distrust-advice	I	H	L	Split trust
2784	"trust is competence first... Second is structure... Third is accountability... And empathy without fluff. Like I do not want too much motivational talk. I want practical"	trust-drivers-competence-structure	D	H	T	Clear priorities
2786	"If coach says, I helped someone move from project engineer to product, and they can explain steps, then I trust more"	concrete-examples-build-trust	D	H	T	Evidence valued

Line	Extract	Code	Type	Domain	Construct	Memo
2788	"I trusted her as a person, but not fully trusted her advice"	person-vs-advice-trust	I	H	L	Important distinction
2790	"I liked her, I felt safe, I could talk, but the output was not so effective for my situation"	safe-but-ineffective	I	H	L	Trust without effectiveness
2792	"She was not judging, she listened, she kept confidentiality... professional, like on time, prepared. That creates trust"	professionalism-creates-safety	D	H	T	Basic trust requirements
2799	"I use ChatGPT... For writing emails in German, like to be polite but also clear... to prepare for meetings... summarize... CV bullet points, cover letter, interview questions... German corporate phrases"	comprehensive-AI-use	D	AI	E	Multiple use cases
2801	"I asked AI, rewrite in German corporate tone... wir moechten Sie informieren, wir bitten um Verstaendnis... My boss even said, good wording"	AI-corporate-language-success	D	AI	E	Concrete outcome

Line	Extract	Code	Type	Domain	Construct	Memo
2805	"AI wrote something too strong, like I am unhappy in my current role... that is dangerous. Because in Germany HR is, they document things"	AI-misses-internal-politics	D	AI	T	Risk of AI not understanding context
2805	"it hallucinates, like it adds policies that do not exist... according to company guideline 4.3... what guideline"	AI-hallucination-example	D	AI	T	Fabricated information
2809	"For translation and tone, I do quick check... For technical content, I verify more... For HR or sensitive topics, I verify a lot"	verification-varies-by-stakes	I	AI	T	Risk-based checking
2813	"Speed, first... Second, repeatability... Third, no judgment. I can ask stupid questions... Fourth, convenience, 24/7"	AI-trust-drivers-practical	D	AI	T	Functional benefits
2815	"When it gives wrong facts, or when tone is off... Or it creates something that	AI-distrust-drivers	D	AI	T	Key concerns

Line	Extract	Code	Type	Domain	Construct	Memo
	"looks real but is not. That is dangerous"					
2817	"privacy is kind of an illusion now... everyone already has your data... I am not a celebrity. I am not doing illegal things. So I do not care much"	privacy- pragmatism	I	AI	T	Unique perspective on privacy
2827	"Trust for AI is more about, will it help me and not create problems"	AI-trust- pragmatic- definition	I	AI	T	Outcome- focused trust
2831	"I would start with AI... But I would want a human, ideally someone who understands engineering, to validate if the story is credible"	AI-draft-human- validate	D	HY	E	Complementary workflow
2835	"AI helps to prepare agenda and questions... But human helps with politics. Like, who is sensitive, who needs to feel respected"	AI-content- human-politics	D	HY	E	Clear role division
2837	"That is more human. Because it is personal and also depends on my life" [on big decisions]	human-for- personal- decisions	D	H	E	Clear preference

Line	Extract	Code	Type	Domain	Construct	Memo
2839	"with human, you feel accountable. Like if I tell someone, I will do German course, then next session they ask, did you do it. AI does not care"	human-accountability-unique	I	H	E	Social pressure motivates
2846	"If I do not trust the coach, I will not tell the real issues... If I do not trust, I will say only surface. Then coaching is not effective. So trust is like, access to truth"	trust-as-access-to-truth	I	H	L	Core mechanism
2848	"For AI, trust is different. Because I can still use it even if I do not fully trust... effectiveness can happen with partial trust"	AI-effectiveness-with-partial-trust	I	AI	L	Different dynamic
2850	"Sometimes AI writes a perfect email... It is effective because stakeholder reacts well. But I do not trust that it is correct, so I read it carefully"	effective-but-verified	I	AI	L	Effectiveness without trust
2854	"Effectiveness is, I get clearer narrative... interview	effectiveness-definition-outcomes	D	G	E	Multiple indicators

Line	Extract	Code	Type	Domain	Construct	Memo
	invites or internal conversations... steps for internal mobility... more confident and I can influence"					
2858	"You can trust someone and still they cannot help... Or you can trust a human who is kind but not competent. And then you waste time. So trust is not enough. Competence and fit is needed"	trust-insufficient-without-competence	I	G	L	Critical insight
2860	"If AI helps me many times, I trust more. Even if I know it can be wrong, I rely more"	effectiveness-builds-trust	I	AI	L	Trust earned over time
2868	"I would say 6" [trust in human coaches]	trust-human-rating-6	D	H	T	Moderate trust
2870	"many coaches are generic. And I do not know how to find a good one"	coach-quality-variability	D	H	T	Selection challenge
2872	"I would say 7.5" [trust in AI]	trust-AI-rating-7.5	D	AI	T	Higher AI trust
2874	"I use it daily, and it helps. I trust it for language and structure"	daily-use-builds-trust	D	AI	T	Experience increases trust

Line	Extract	Code	Type	Domain	Construct	Memo
2876	"For my situation, maybe 5" [effectiveness of human coaching]	effectiveness-human-rating-5	D	H	E	Moderate effectiveness
2878	"It gave me structure and some clarity, but it did not move me closer to product roles"	structure-without-outcomes	D	H	E	Process vs results
2880	"That is higher, maybe 8" [effectiveness of AI]	effectiveness-AI-rating-8	D	AI	E	High AI effectiveness
2882	"it improves my daily work and communication, and it helps me prepare career documents fast"	AI-daily-practical-value	D	AI	E	Concrete benefits
2886	"Hybrid. Definitely"	hybrid-preference-clear	D	HY	E	Strong preference
2888	"AI for preparation, drafts, language. Human for big decisions, for accountability, and for industry reality check"	hybrid-role-division	D	HY	E	Clear separation
2890	"my problem is, I do not know where to find a good coach. If it is insider, like someone who did product in automotive or operations, then I would trust more"	insider-knowledge-builds-trust	D	H	T	Domain expertise valued

Line	Extract	Code	Type	Domain	Construct	Memo
2892	"Quality control... who are these insiders, are they really good. And also cost... matching"	hybrid-concerns	D	HY	T	Key adoption barriers
2896	"Practical and direct. Empathy is good, but not too much. Like, do not tell me, you are amazing, believe in yourself. Tell me, do this, do that, and why"	direct-practical-preferred	D	H	E	Style preference
2898	"I want a realistic path... what are the roles, what skills, what steps... should I focus on German, on certifications, on internal projects"	concrete-guidance-wanted	D	H	E	Specific needs
2900	"AI would help me write my achievements, translate, and prepare questions. Also summarize my situation so insider can read and not spend time on basics"	AI-preparation-for-human	I	HY	E	Synergy
2906	"You need signals. Like background, client stories, but those can be marketing"	trust-signals-hard-to-verify	D	H	T	Selection challenge

Line	Extract	Code	Type	Domain	Construct	Memo
2912	"AI helps me with German corporate language, but it also makes me dependent... if everyone uses it, then the standard becomes higher. So you need it to keep up"	AI-dependency-and-arms-race	I	AI	E	Systemic effect
2916	"Learn the engineering context. Ask about real projects and constraints. Do not force strategy words that are not true. Help translate reality into impact, not invent"	advice-to-coaches	D	H	E	Key guidance
2918	"Make it understand German corporate culture better... include warnings when content is risky, like HR emails. Because sometimes AI is too confident"	advice-to-AI-designers	D	AI	T	Improvement suggestions

INTERVIEW 8: SOFIA (Data Specialist, 27, Spain→Hamburg)

Line	Extract	Code	Type	Domain	Construct	Memo
2940	"I work in e-commerce as a data specialist... basically marketing analytics, like growth marketing analytics"	career-context	D	G	-	Role description
2942	"I like the analysis part a lot... But I am not super comfortable with the storytelling to stakeholders... that makes me anxious"	analysis-vs-presentation-gap	D	G	-	Core challenge
2944	"when I have to explain it in front of people who are very confident and very quick, I get, um, in my head"	presentation-anxiety	D	G	T	Vulnerability
2946	"do I sound naive? Do I sound like I do not understand business? Also language... I do not jump in German"	multiple-insecurities	D	G	T	Layered concerns
2948	"I wanted to grow into a bridge role, like someone who can translate analytics to business decisions"	career-goal-bridge-role	D	G	-	Clear aspiration

Line	Extract	Code	Type	Domain	Construct	Memo
2954	"The first time was bad in my head, but it was okay in reality... I could hear it shaking"	perception-vs-reality-gap	D	G	-	Self-awareness
2956	"analysis depth is not enough. People want decision speed... I need confidence. And also I need to feel safe"	insight-about-business-needs	I	G	E	Key learning
2958	"if someone signals, it is okay to think, it is okay to not know everything... But in those meetings it feels like defending"	psychological-safety-in-meetings	I	G	T	Environment affects safety
2961	"My mom is in Spain... she is very supportive. She is like, Sofia, you are capable... She is very, how to say, ground"	family-emotional-support	D	H	T	Grounding relationship
2963	"She gives emotional reassurance... values advice... She is not in analytics, so she cannot give specific career tips, but she makes me calmer"	emotional-support-without-expertise	D	H	L	Trust without domain competence
2965	"I have used AI sometimes, like	AI-enthusiast	D	AI	E	Technical AI user

Line	Extract	Code	Type	Domain	Construct	Memo
	ChatGPT, and now I use Cursor a lot for vibe coding, building small agents"					
2970	"I wanted guidance on how to grow from data specialist into a more business bridging role. And also confidence"	mentoring-goals	D	H	E	Clear expectations
2972	"I got matched with a mentor... She was also Spanish, actually, which was, like, wow, instant connection. We spoke Spanglish"	shared-background-creates-connection	D	H	T	Cultural bond
2974	"Feeling seen. Like she did not treat me like a generic mentee... she was credible, like she had done the path. Also confidentiality. She explicitly said, what we talk about stays here"	trust-drivers-seen-credible-confidential	D	H	T	Key factors
2976	"It was motivating. After the first call I felt, like, I can do it. She gave me some frameworks"	early-effectiveness	D	H	E	Initial success
2978	"after maybe two calls, it became messy. She started	reliability-breakdown	D	H	T	Trust damaged

Line	Extract	Code	Type	Domain	Construct	Memo
	cancelling... cancelled 30 minutes before"					
2980	"It broke the trust in reliability... I still liked her as a person... But it was not effective anymore because there was no follow through"	reliability- affects- effectiveness	I	H	L	Continuity matters
2982	"They switched me to another mentor. She was German, very direct, very structured... But I did not trust her emotionally"	different- mentor- different- dynamic	D	H	T	Style contrast
2984	"She felt judgemental... she would say, why did you not do this already?... she did not remember details. It felt transactional"	judgment-and- forgetting- break-trust	D	H	T	Trust barriers
2986	"she gave concrete tasks... My manager liked it. So effective. But I did not feel warm. I did not feel safe. So I did not share the deeper anxiety"	effective- without- emotional-trust	I	H	L	Key distinction

Line	Extract	Code	Type	Domain	Construct	Memo
2988	"Trusted, but not effective because no continuity" [first mentor]	trust-without-effectiveness-reliability	I	H	L	Mechanism identified
2992	"I did not fully trust them because it felt like they do it for everyone... maybe that is human help that is effective despite low trust"	generic-service-effective-low-trust	I	H	L	Task-specific effectiveness
2999	"I opened ChatGPT and I wrote, I am a data specialist in e-commerce in Hamburg, I like analysis but fear presentations... what options exist"	AI-for-overwhelm	D	AI	E	Coping mechanism
3001	"It gave structure. Like, it made a table. It suggested informational interviews... And it suggested a weekly plan... That calmed me"	AI-provides-structure-and-calm	D	AI	E	Emotional and practical benefit
3003	"I used it to draft a message to my manager... It drafted something that sounded confident"	AI-confidence-in-writing	D	AI	E	Communication help
3007	"For important decisions, I need human validation."	AI-needs-human-validation	I	AI	L	Bounded trust

Line	Extract	Code	Type	Domain	Construct	Memo
	"Even if AI is helpful, I do not fully trust it"					
3009	"sometimes it assumes US style... it suggests things that do not fit German culture, like being super assertive... it can sound too polished"	AI-cultural-mismatch	D	AI	T	Context limitations
3011	"it gave me advice that was generic, like, be confident, tell a story, use visuals... open with a personal anecdote. And I was like, in my company, leadership does not want personal anecdotes"	AI-generic-advice-misses-context	D	AI	E	Effectiveness limit
3015	"I take the structure and the wording, but I do not trust the facts"	structure-trusted-facts-not	I	AI	L	Selective trust
3017	"I use Cursor to build small agents... I built an agent that drafts SQL queries from a question"	building-AI-tools	D	AI	E	Advanced user
3019	"I built a reporting narrative generator... it gives me a starting point"	custom-AI-solutions	D	AI	E	Self-built support
3021	"I have a meeting prep checklist	AI-reduces-anxiety-	I	AI	E	Mechanism for confidence

Line	Extract	Code	Type	Domain	Construct	Memo
	agent... stakeholder FAQ generator... likely objections... That helps my anxiety because I feel prepared"	through- preparation				
3025	"I love building agents. It makes me feel powerful, like I can create my own support system"	AI-as- empowerment	I	AI	E	Agency and control
3027	"I try not to paste sensitive data, but I probably do more than I should... I know it is important, but I also want speed"	privacy-vs- convenience	D	AI	T	Acknowledged tension
3033	"AI first. Because it is fast and non judgemental. I can dump everything... and it will not react like, what is wrong with you"	AI-non- judgment- valued	I	AI	T	Safety in non- judgment
3037	"Human more. Because I need reassurance and also context. Like, my friend knows my company culture"	human-for- high-stakes	D	H	E	Context knowledge
3039	"AI helps with structure... But a human helps with delivery, like confidence, tone"	AI-structure- human-delivery	D	HY	E	Role division

Line	Extract	Code	Type	Domain	Construct	Memo
3043	"AI for speed and drafts. Humans for context and emotional safety"	hybrid-summary	I	HY	E	Clear principle
3047	"Trust is like, um, permission. If I trust a mentor, I tell the real story... If I do not trust, I only talk about safe topics"	trust-as-permission	I	H	L	Core mechanism
3049	"For AI, trust is different. I do not need emotional trust. I need to trust accuracy"	AI-trust-different-type	I	AI	T	Distinction articulated
3051	"I trusted her as a person. I felt warmth. But it became not effective because she was not reliable... So I felt good but nothing changed"	warmth-without-results	I	H	L	Trust without effectiveness
3053	"the second mentor, the German one. She was effective with concrete tasks, but I did not trust her enough to share the deeper anxiety"	effective-without-emotional-safety	I	H	L	Effectiveness without trust
3057	"If it leads to action and better outcomes... I feel clearer, I do the next step, I perform	effectiveness-definition	D	G	E	Multiple indicators

Line	Extract	Code	Type	Domain	Construct	Memo
	better in meetings... Also confidence"					
3059	"trust can make me feel better but not change behaviour... effectiveness can happen without full trust, like a useful template. But for deep career decisions, trust is necessary"	trust-effectiveness-relationship	I	G	L	Nuanced understanding
3063	"I would say 7" [trust in human coaches]	trust-human-rating-7	D	H	T	Moderate-high
3065	"Warmth, feeling seen, credibility... accountability. But I deduct points because reliability is not guaranteed"	trust-drivers-and-limits	D	H	T	Complete picture
3067-3069	"Maybe 5.5... Speed, structure, low judgement, repeatability... But questionable accuracy and context. And sometimes it sounds too confident"	trust-AI-rating-5.5	D	AI	T	Balanced view
3071	"I would say 6" [effectiveness of human]	effectiveness-human-rating-6	D	H	E	Moderate
3073	"I would say 7. Which is funny	effectiveness-AI-rating-7	D	AI	E	Higher than trust

Line	Extract	Code	Type	Domain	Construct	Memo
	because trust is lower. But effectiveness is higher for some tasks"					
3075	"it helps me move when I am stuck. It gives me drafts, plans, options. It reduces overwhelm"	AI-effectiveness-mechanism	D	AI	E	How it helps
3077	"AI as the always available assistant, and human as the real anchor"	hybrid-metaphor	I	HY	E	Clear image
3079	"Reliability of the human part... clear boundaries... transparency about privacy"	hybrid-adoption-requirements	D	HY	T	Key factors
3083	"AI: brainstorming options, structuring my thoughts, drafting messages... Human: role strategy, reading company politics, helping me with confidence and presentation delivery, and accountability"	hybrid-task-allocation	D	HY	E	Detailed division
3087	"I do not want to disappoint a real person. AI does not care"	human-accountability-social	I	H	E	Mechanism for accountability

Line	Extract	Code	Type	Domain	Construct	Memo
3091	"I think we can solve many problems with AI... But for career, it is not only logic. It is identity. It is fear. And then I need a human to say, you are not crazy, you are allowed to want this"	identity-and-fear-need-human	I	HY	T	Emotional dimension
3093	"AI gives me a structure... And then a mentor who understands both data and business, and who is consistent"	ideal-hybrid-design	D	HY	E	Specific preferences

INTERVIEW 9: JONAS (Backend Developer, 28, German, Cologne)

Line	Extract	Code	Type	Domain	Construct	Memo
3110	"I do not want to go into very detailed security stuff. I had one incident and it made me kind of, yeah, paranoid"	security-incident-shaped-privacy-views	D	AI	T	Past experience affects trust
3117	"the big question for me right now is, like, what is next... there is this expectation that at some point you	career-progression-pressure	D	G	-	Context: leadership question

Line	Extract	Code	Type	Domain	Construct	Memo
	either go into a lead role or you kind of stay forever in the same level"					
3121	"I fear becoming a manager with an office job... Just meetings, status updates, people problems... I need creativity. I like solving problems, designing things"	leadership-creativity-fear	I	G	-	Core tension
3123	"I look at my Team Lead, and he is in meetings all day... And when I see that, I think, if this is the path, I do not want it"	observational-fear	D	G	-	Role model concern
3127	"In a scale-up, growth is fast, you learn a lot, but also you can burn out. And in fintech, the stakes are high"	scale-up-intensity	D	G	-	Environment context
3129	"I needed someone to help me see the options clearly and not just emotionally... And also very practical, like negotiation"	dual-need-clarity-practical	D	G	E	Both dimensions needed

Line	Extract	Code	Type	Domain	Construct	Memo
3139	"I do not really use official career coaching. I never went to a paid career coach. And I do not use AI for career stuff. For work, yes. For career, no"	domain-specific-AI-use	D	AI	T	Clear boundary
3141	"Helpful is when someone understands the context. Like fintech, scale-up, German market... Unhelpful is generic advice like, just be confident, just apply, just network"	context-understanding-valued	D	G	E	Key requirement
3143	"If someone tells me, yeah you would be a great manager, but they do not really know me, that feels like empty motivation"	empty-validation-rejected	D	H	T	Authenticity valued
3151	"we started talking because I was struggling with scope... I asked him, how do you handle this, and how do you position yourself"	informal-mentoring-origin	D	H	E	Organic relationship

Line	Extract	Code	Type	Domain	Construct	Memo
3155	"he did not just hype me. He asked very concrete questions... And he also shared his own numbers, like his salary range... That was a big trust moment, because he took a risk for me"	vulnerability-creates-trust	I	H	T	Reciprocal risk-taking
3157	"He was honest and not ego-driven... he also said, I do not know everything... And he listened. He did not jump to solutions. Also confidentiality"	trust-drivers-honest-humble-confidential	D	H	T	Key behaviors
3159	"He gave me a plan. First, separate emotions from facts. Second, write down my impact... Third, decide what I want... Fourth, schedule a meeting with my manager, not in a reactive way, but prepared"	structured-actionable-advice	D	H	E	Concrete steps
3161	"I negotiated. I got a better raise... And more	mentoring-concrete-outcome	D	H	E	Measurable result

Line	Extract	Code	Type	Domain	Construct	Memo
	important, we adjusted my role scope... That was a tangible outcome"					
3165	"He is very technical, and sometimes when I ask about, like, people leadership or stakeholder stuff, his advice becomes generic... I trust him as a person and as an engineer, but not everything he says is actionable"	trust-without-complete-effectiveness	I	H	L	Bounded competence
3169	"Competence, but competence in my context... Honesty... Confidentiality... Consistent follow-up... not ego-driven"	trust-drivers-comprehensive	D	H	T	Full list
3171	"If they are political. If they use mentoring to recruit you to their agenda. Or if they promise things... Or if they share other people's private info"	distrust-triggers	D	H	T	Clear red flags

Line	Extract	Code	Type	Domain	Construct	Memo
3173	"Safer. Like, less alone... erleichtert. Because you realize, okay, it is not just me. Also, it gave structure"	mentoring-emotional-benefit	I	H	T	Psychological relief
3176	"I use AI a lot for coding. Like, daily. Not because I blindly trust it, but because it speeds things up"	AI-for-technical-tasks	D	AI	E	Pragmatic use
3178	"For work code, I do not paste sensitive stuff. We have policies. And personally, because of my privacy thing, I try to limit what I share"	privacy-conscious-AI-use	D	AI	T	Boundaries maintained
3180	"I asked the AI to help me reason about a certain pattern in Kotlin coroutines... It suggested a few things, and one of them was correct... That reduced lag significantly"	AI-debugging-assistance	D	AI	E	Concrete technical help
3184	"I asked for a refactor... It suggested using float. And I was like, no. That is	AI-dangerous-suggestions	D	AI	T	Domain-specific risk

Line	Extract	Code	Type	Domain	Construct	Memo
	dangerous... Another time it hallucinated an API that does not exist... In fintech, that is scary"					
3186	"I treat it like a junior developer with confidence. I check documentation. I run tests. I reason myself. It is helpful for speed, but I do not outsource judgment"	AI-as-junior-dev-metaphor	I	AI	T	Mental model for AI
3188	"Conditional. I trust it for ideas, for drafts, for boilerplate. I do not trust it for correctness without verification"	conditional-AI-trust	I	AI	T	Calibrated trust
3190	"Two reasons. One is privacy... The second is, I have this feeling it reinforces what you already believe. Like confirmation bias"	AI-privacy-and-confirmation-bias	I	AI	T	Dual concern
3192	"I asked something like, I am afraid management will kill my creativity..."	AI-validates-not-challenges	I	AI	T	Limitation of AI

Line	Extract	Code	Type	Domain	Construct	Memo
	And it gave me a very well-written answer... But then I realized, it just validated my fear. It did not ask, maybe your picture of management is wrong"					
3194	"for career decisions, I need something that reduces self-delusion, not increases it"	anti-confirmation-bias-need	I	G	T	Deep insight
3198-3200	"my email account had been accessed... It was not catastrophic, but it was invasive. I felt, um, violated... I changed everything. Password manager, unique passwords, 2FA everywhere"	security-incident-changed-behavior	D	AI	T	Formative experience
3202	"If an AI tool is local, like running on my machine, I feel more trust. If it is cloud, I assume it is stored somewhere"	local-vs-cloud-trust	I	AI	T	Technical trust consideration

Line	Extract	Code	Type	Domain	Construct	Memo
3210	"Human. Because I need questions back... AI can list options, but I can also Google that. Human can say, okay, but what do you actually want"	human-for-reflection	D	H	E	Clear preference
3214	"AI could help structure a plan, like a checklist. But I would want a human to validate it in my company context"	AI-draft-human-validate	D	HY	E	Complementary roles
3216	"Human, definitely. Because negotiation is social. I need to practice, role-play, get feedback on tone"	human-for-negotiation	D	H	E	Social skills need human
3218	"AI, actually. For that, it is fine. Because it is not deeply personal, and it is pattern-based" [CV]	AI-for-cv	D	AI	E	Appropriate use
3220	"Human. Because I need emotional containment. AI cannot really do that. It can write empathetic text, but I do not feel it"	human-for-emotional-support	D	H	E	Authenticity matters

Line	Extract	Code	Type	Domain	Construct	Memo
3224	"For me, AI is a tool for technical tasks. For career identity, leadership, values, I prefer human"	AI-technical-human-identity	I	HY	E	Clear division
3226	"It helped. It was effective. But I still do not trust it as a system with my sensitive info. So effectiveness in one domain does not automatically create trust in another"	effectiveness-doesnt-transfer-trust	I	AI	L	Important insight
3232	"Trust is like the entry ticket. If I do not trust the person, I will not share the real thing... So trust enables depth. And depth is often where effectiveness comes from"	trust-enables-depth	I	H	L	Core mechanism
3234	"Depth is like, why do I fear management... These are uncomfortable. If I trust the mentor, I can say, I am scared. If I do not trust, I will say, I am considering	depth-requires-safety	I	H	L	Concrete example

Line	Extract	Code	Type	Domain	Construct	Memo
	career options, which is a polite lie"					
3236	"With AI, trust is more about, can I rely on output and can I control my data... For technical tasks, I can get effectiveness without emotional trust, because I can verify"	AI-trust- different-type	I	AI	L	Distinct mechanisms
3240	"Clarity... Concrete next steps... Also confidence. Not fake confidence, but grounded. And results... Also skill growth"	effectiveness- indicators	D	G	E	Multiple measures
3242	"If you trust a mentor too much, you can take their path as yours... with AI, overtrust is super risky because it can hallucinate. So I think appropriate trust is key"	appropriate- trust-concept	I	G	T	Nuanced view
3246	"It would be someone who has seen different models... And they can describe daily life, not just title..."	ideal-mentor- characteristics	D	H	E	Specific needs

Line	Extract	Code	Type	Domain	Construct	Memo
	And they can help me experiment, like take a temporary leadership responsibility"					
3252	"I would say, um, 7" [trust in humans]	trust-human-rating-7	D	H	T	Conditional on person
3254	"with the right person, I trust quite a lot. Like Markus, I would say 8 or 9. But in general, I do not automatically trust a coach"	trust-varies-by-individual	I	H	T	Person-specific
3256	"Overall trust, like as a system, maybe 4" [AI]	trust-AI-rating-4	D	AI	T	Low system trust
3258	"Privacy concerns and hallucinations. Also, I do not know boundaries"	AI-trust-limiters	D	AI	T	Key concerns
3260	"For my situation, maybe 6" [effectiveness of human]	effectiveness-human-rating-6	D	H	E	Moderate
3262	"it depends on finding the right person. When it works, it is very effective... But it is not always available"	human-effectiveness-variable	I	H	E	Availability issue

Line	Extract	Code	Type	Domain	Construct	Memo
3264	"For career situation, like leadership path, maybe 3... For technical growth, it is like 8"	effectiveness-AI-rating-3-career	D	AI	E	Domain-specific
3268	"AI as preparation and follow-up is less risky. The human part is where trust and emotional depth happens. But the key is privacy and boundaries"	hybrid-model-reaction	I	HY	T	Conditional acceptance
3270	"Clear data boundaries... transparency. Also, I would want the human to be independent, not like sales. And I would want to choose what the AI stores. Like, delete button. And explainability"	hybrid-trust-requirements	D	HY	T	Detailed conditions
3274	"AI collects data, human is limited. Or the human relies on AI too much and stops thinking. Or I get a generic plan again... false confidence. If the AI writes a	hybrid-concerns	D	HY	T	Potential risks

Line	Extract	Code	Type	Domain	Construct	Memo
	beautiful plan, I might think it is reality"					
3286	"if it is instructed to argue both sides, or to ask hard questions. But I am not sure I would believe it. Because it is still a system. With a human, the challenge feels more real"	human-challenge-more-real	I	HY	T	Authenticity of pushback
3288	"If I tell Markus, I will do this, next time he asks. AI can remind me, but it is not the same social pressure"	human-accountability-stronger	I	H	E	Social mechanism
3292	"No, but I feel observed. Like, the system is watching. Not emotionally, but data-wise"	AI-surveillance-feeling	I	AI	T	Different discomfort
3298	"I like it for work. But for career, I want to keep it human. At least for now. And I think many engineers are like that"	engineers-prefer-human-for-career	I	HY	T	Group observation

Line	Extract	Code	Type	Domain	Construct	Memo
3300	"Respect privacy by design. Not as marketing. And make it less agreeable. Make it challenge you, like a good mentor. And be honest about limitations"	advice-to-AI-designers	D	AI	T	Design recommendations

INTERVIEW 10: ALINA (Compliance Professional, 29, Ukraine→Frankfurt)

Line	Extract	Code	Type	Domain	Construct	Memo
3326	"I feel, eehm, bored... it is not crisis, it is not burnout. It is more like, I wake up and I know exactly what I will do... my career question is how to pivot from compliance into ESG or sustainability reporting"	boredom-triggers-pivot-desire	D	G	-	Context: meaningful work
3328	"compliance is important, but it feels very procedural... I feel disconnected from impact... It	meaning-gap	I	G	-	Core motivation

Line	Extract	Code	Type	Domain	Construct	Memo
	is meaning and growth"					
3334	"Security. Germany is expensive, Frankfurt also. And I am not German, so stability matters... my residency situation is stable now, but I still think about it"	immigrant-stability-constraint	D	G	T	Immigration affects decisions
3338	"Officially B2, but in reality... I still feel insecure. Like, I can do it, but it costs energy"	language-as-energy-cost	D	G	-	Hidden burden
3340	"finally, something that connects regulation with real world outcomes. Like, if a bank finances something, it matters"	impact-visibility-attractive	I	G	-	ESG appeal
3346	"Credibility. Like, how do I translate my compliance skills into ESG narrative?... I am in this loop	credibility-gap-challenge	D	G	E	Pivoting difficulty

Line	Extract	Code	Type	Domain	Construct	Memo
	"where you need experience to get experience"					
3352	"for career decisions, I still prefer humans. Because there is, um, fear. Like, if I say wrong thing, or if I make wrong move, it affects my residency, my stability"	fear-drives-human-preference	I	H	T	High stakes context
3354	"Helpful is when someone challenges me a bit, but realistically... Unhelpful is generic motivation, like follow your passion. Because passion does not pay rent"	realistic-challenge-valued	D	H	E	Practical focus
3356	"A roadmap. Like, steps. Not only emotional reassurance... And also confidence. Because I doubt if I am, how to say, allowed to pivot"	need-steps-and-permission	D	G	E	Dual need

Line	Extract	Code	Type	Domain	Construct	Memo
3360	"She is a career coach, but also she had worked in HR in a financial institution before. That sounded good"	domain-background-attracted	D	H	T	Relevant experience valued
3364	"It was very, um, reflective... She was warm. She listened. She repeated back things. There was a lot of space for emotions. I cried once"	emotionally-supportive-coaching	D	H	T	Safe space created
3366	"Confidentiality. She explained that everything stays between us... She validated that boredom can be a sign that you outgrow a role... she understood the bank culture a bit"	trust-drivers-confidential-validating	D	H	T	Multiple factors
3368	"I told her about my fear of being seen as unstable... she said something like, it is okay to want more, and it	normalization-creates-safety	I	H	T	Permission to want change

Line	Extract	Code	Type	Domain	Construct	Memo
	does not mean you are ungrateful"					
3372	"Not really. I got emotional relief. I felt lighter... But when it came to market steps, it was vague. She said, explore, talk to people, update your LinkedIn"	emotional- without-practical	I	H	L	Trusted but not effective
3374	"I trusted her as a person. I felt safe. But effectiveness, for my situation, was limited"	trust-without- effectiveness- explicit	I	H	L	Clear articulation
3376	"Industry- specific competence... Also structure... homework that is not only journaling, but tasks... And also maybe accountability"	what-would- increase- effectiveness	D	H	E	Specific gaps identified
3380	"Confidentiality... Empathy, but professional. Competence in my context... Structure... feeling seen... realism"	trust-drivers- comprehensive	D	H	T	Full requirements

Line	Extract	Code	Type	Domain	Construct	Memo
3386	"I use AI almost daily... Mostly for drafting German texts... Also for understanding regulations"	AI-for-language-and-learning	D	AI	E	Primary use cases
3390	"Banking compliance is very sensitive. You cannot put client info... I never paste confidential details. I anonymise"	privacy-boundaries-maintained	D	AI	T	Professional discipline
3392	"corporate German is, how to say, heavy... So I write a draft in simple German, then I ask the AI to rewrite in professional corporate German tone"	AI-corporate-language-support	D	AI	E	Specific use case
3396	"I asked AI to help me structure the memo: background, key changes, impact, next steps. It gave a clean structure... It saved time"	AI-structure-and-speed	D	AI	E	Concrete benefit

Line	Extract	Code	Type	Domain	Construct	Memo
3398	"it answered very confidently, like, you must do X. And I thought, okay, but is this true?... it oversimplified. And in compliance, oversimplification is dangerous"	AI-oversimplification-risk	D	AI	T	Domain-specific concern
3400	"It made me trust it conditionally. Like, I trust it for language and structure, but not for final interpretation. I always verify"	conditional-trust-with-verification	I	AI	T	Calibrated approach
3402	"Usefulness... Consistency... transparency about limitations... privacy... accuracy"	AI-trust-drivers	D	AI	T	Key factors
3404	"Speed. Clarity. Better language. Better structure. Less mental load... effectiveness is limited for deep career decisions, because it does not know my full context"	AI-effectiveness-bounded	I	AI	E	Clear limitations

Line	Extract	Code	Type	Domain	Construct	Memo
3410	"AI is good for brainstorming options... But I would prefer a human to refine it for Germany and for my profile"	AI-broad-human-specific	D	HY	E	Role division
3412	"Human. Because it involves risk, emotions, and also my residency context. I do not want to put that in AI"	human-for-high-stakes-decisions	D	H	E	Clear preference
3414	"AI can help structure a plan, like a template. But a human is better for accountability and realism. So maybe hybrid"	hybrid-for-planning	D	HY	E	Combined approach
3418	"Human, because of nuance. In Germany, networking is not like, hey, can I pick your brain. It can feel awkward"	human-for-cultural-nuance	D	H	E	Local knowledge needed
3420	"Human. Because you need feedback on how you	human-for-interview-prep	D	H	E	Social feedback needed

Line	Extract	Code	Type	Domain	Construct	Memo
	come across. AI can simulate questions, but it cannot fully read me"					
3422	"Human. Always. AI feels, um, empty for that" [emotional support]	human-for-emotional-support	D	H	E	Clear preference
3427	"Trust is like the gate. If I do not trust the coach, I will not share the real constraints... And without the deeper stuff, advice is shallow. So trust enables depth"	trust-as-gate-to-depth	I	H	L	Core mechanism
3429	"trust enabled the emotional work, but effectiveness for career outcomes needed competence and structure"	trust-necessary-not-sufficient	I	H	L	Key insight
3431	"I use AI even when I do not fully trust it... I trust it as a tool, not as an authority... the effectiveness is limited by trust, but not zero"	pragmatic-AI-use	I	AI	L	Different dynamic

Line	Extract	Code	Type	Domain	Construct	Memo
3433	"For humans, trust is more connected because if you do not trust, you do not open up... For AI, you can use it pragmatically without trust"	trust-works-differently	I	HY	L	Fundamental distinction
3435	"Anything confidential... Or something that could be used against me... I do not want that anywhere"	privacy-limits-AI-use	D	AI	T	Clear boundaries
3441	"That sounds ideal, actually. Because AI can do the heavy lifting for drafts and structure. And humans can do the judgment and emotional part"	hybrid-model-positive	D	HY	E	Enthusiastic reaction
3443	"Clear boundaries... who are the human experts, what is their background. And a process... And also confidentiality policies, like	hybrid-trust-requirements	D	HY	T	Specific conditions

Line	Extract	Code	Type	Domain	Construct	Memo
	GDPR, data handling. In Germany, people care"					
3447	"AI leads drafting, translation, structuring, brainstorming. Human leads decisions, career narrative, networking strategy with cultural nuance, interview practice, and emotional support"	hybrid-task-allocation	D	HY	E	Detailed division
3449	"I would say 7" [trust in humans]	trust-human-rating-7	D	H	T	Moderate-high
3451	"I trust humans as humans, but I need to check their expertise"	trust-conditional-on-expertise	I	H	T	Important caveat
3453	"Maybe 5" [trust in AI]	trust-AI-rating-5	D	AI	T	Moderate
3455	"I trust it for drafting and structure, but not for deep advice. Also confidentiality concerns. And accuracy issues"	AI-trust-bounded	I	AI	T	Clear limits

Line	Extract	Code	Type	Domain	Construct	Memo
3457	"For my situation, I would say 4" [effectiveness of human]	effectiveness-human-rating-4	D	H	E	Low based on experience
3459	"My experience was emotionally helpful, but not actionable. So effectiveness for my actual goal, pivot to ESG, was low"	emotional-without-actionable	I	H	E	Experience-based rating
3461	"That is higher. I would say 7" [AI effectiveness]	effectiveness-AI-rating-7	D	AI	E	Higher than trust
3463	"it helps me daily with German, with structuring, with learning. It makes me more productive and confident in communication"	AI-daily-practical-value	D	AI	E	Concrete benefits
3465	"you have higher effectiveness for AI than for the human coaching you experienced, but lower trust"	trust-effectiveness-paradox	I	HY	L	Key finding
3471	"More like insider. I think coaching style is nice, but I already have self-awareness. I	insider-over-coach	I	H	E	Preference for expertise

Line	Extract	Code	Type	Domain	Construct	Memo
	need someone who knows the field"					
3473	"As assistant, not as authority. Like, it helps you prepare for the human session... it should not pretend it knows better than the human"	AI-as-assistant-positioning	I	AI	T	Clear role
3477	"In regulated environments, trust is already part of the culture. Like, we are trained to be cautious... I always have this compliance brain saying, check, verify, do not share"	compliance-mindset-affects-AI-trust	I	AI	T	Professional disposition
3479	"Make it specific... for regulated professions, for immigrants, for Germany-specific context. And combine practical steps with emotional support. Because we are not robots. Even	advice-to-service-designers	D	HY	E	Recommendations

Line	Extract	Code	Type	Domain	Construct	Memo
	"in compliance, there is emotion"					

INTERVIEW 11: PIERRE (Industrial Designer, 27, France→Stuttgart)

Line	Extract	Code	Type	Domain	Construct	Memo
3504	"do I stay in this corporate style environment and grow slowly, or do I switch to a startup... And also I have this fear, like, if I go to a startup, it looks cool now, but later, does it look serious"	corporate-vs-startup-dilemma	D	G	-	Context: status concerns
3506	"the process is very slow. So I feel blocked... I see friends in startups who ship things faster"	slowness-blocks-growth	D	G	-	Environment frustration
3510	"ten weeks just to approve a change... And I remember sitting there like, why am I spending my time on chasing signatures"	bureaucracy-frustration	D	G	-	Process over craft
3520	"the name of the company on your CV. In France also, but in Germany	status-signaling-concern	I	G	T	External validation concerns

Line	Extract	Code	Type	Domain	Construct	Memo
	maybe more, people look at it... If you are in a known industrial company, it signals stability"					
3530	"I needed someone who understands design careers in hardware, and understands Germany. And someone who can be honest"	context-specific-support-needed	D	G	E	Clear requirements
3535	"Helpful is when people give specific feedback... Also helpful is when someone challenges your assumptions. Unhelpful is general advice"	specific-feedback-valued	D	G	E	Concrete over generic
3547	"I was matched with a mentor who had worked in product development... He was older, maybe in his 40s, and very direct"	mentor-background-creates-credibility	D	H	T	Industry experience valued
3551	"The honesty... your story is too safe. You show nice renders, but you do not show what you own... what do you want, like really"	direct-challenge-valued	D	H	E	Honest feedback appreciated

Line	Extract	Code	Type	Domain	Construct	Memo
3553	"he was not attacking me, he was just precise. And he had credibility, because he knew the industry... So I trusted him"	precision-plus-credibility	I	H	T	Trust from competence
3555	"you are mixing fear and strategy. He said, prestige is not a plan... prestige will come from coherence, not from logos"	mentor-reframes-thinking	I	H	E	Transformative insight
3557	"I started to redesign my portfolio. Not redesign like visuals, but content. I added one case study that shows supplier coordination"	concrete-action-from-mentoring	D	H	E	Tangible outcome
3559	"He told me to have one informational interview per week with someone in a startup environment, but in hardware, not software"	actionable-assignments	D	H	E	Structured tasks
3563	"Competence, first. He understood my context, hardware, Germany. Second, honest feedback... Third, confidentiality..."	trust-drivers-comprehensive	D	H	T	Full list

Line	Extract	Code	Type	Domain	Construct	Memo
	Fourth, he saw me as a person... And also structure"					
3567	"A colleague at work, he is very kind, very supportive... But it was not effective because his advice was like, wait, be patient, it will come"	trust-without-effectiveness-example	I	H	L	Kindness without action
3569	"Effectiveness is, after sessions, I had clearer targets... concrete actions... I felt more confidence because I had a plan"	effectiveness-definition-clarity-action-confidence	D	G	E	Three indicators
3578	"I use AI mostly for ideation prompts and naming concepts... Sometimes also for writing, like to clean up an email"	AI-for-ideation-and-writing	D	AI	E	Primary uses
3582	"I asked, propose concept themes with adjectives and quick rationale. It gave me like, rugged clarity, calm precision, modular honesty... That helped me create a structure"	AI-generates-creative-options	D	AI	E	Ideation support
3588	"I tried to use it for career reflection once... it responded	AI-generic-for-career	D	AI	E	Context limitation

Line	Extract	Code	Type	Domain	Construct	Memo
	"with very generic advice... It did not catch the nuance, like the specific signaling in German hardware"					
3592	"I trust AI for speed and for brainstorming... But I do not trust its taste... And I do not trust it for high stakes decisions"	AI-trust-bounded-by-task	I	AI	T	Calibrated trust
3596	"I used it to rewrite bullet points... But I had to correct, because it sometimes makes claims too strong"	AI-exaggerates	D	AI	T	Verification needed
3600	"We needed a name for a concept... AI gave a name that actually worked... It was effective. But I did not fully trust it because it felt shallow"	effective-but-shallow	I	AI	L	Output without understanding
3607	"For clarifying options, I would start with AI... But then, I would want a human to validate and contextualize"	AI-overview-human-validation	D	HY	E	Complementary roles
3609	"Human. Because that is not only information, it is identity and fear. A	human-for-identity-decisions	I	H	E	Deep decisions need human

Line	Extract	Code	Type	Domain	Construct	Memo
	human can challenge you... AI cannot see when I am rationalizing"					
3617	"AI is very useful for ideation prompts, because it can push you out of your default... But then I choose and shape it"	AI-sparks-human-meaning	I	HY	E	Role division
3619	"AI is good at speed, variation, structure, language cleaning. Bad at nuance, taste, context, and emotional truth"	AI-strengths-weaknesses	I	AI	E	Clear boundaries
3625	"Trust is like the entry ticket. If I do not trust the mentor, I will not share the real fears... So trust enables depth. And depth makes it effective"	trust-enables-depth	I	H	L	Core mechanism
3629	"trust is necessary, but not sufficient. You can trust someone and still not get results"	trust-necessary-not-sufficient	I	G	L	Key insight
3631	"effectiveness can happen without full trust, but it is limited"	bounded-effectiveness-without-trust	I	G	L	Partial effectiveness possible

Line	Extract	Code	Type	Domain	Construct	Memo
3635	"For AI, trust is more like, do I believe it is accurate for this task... But for self reflection, I do not trust it, so I do not use it"	AI-trust-affects-use	I	AI	L	Trust determines scope
3642	"For human mentors, I would say 8" [trust rating]	trust-human-rating-8	D	H	T	High trust
3646	"Maybe 4" [AI trust for career]	trust-AI-rating-4	D	AI	T	Low career AI trust
3650	"Effectiveness, I would say 7" [human]	effectiveness-human-rating-7	D	H	E	Good effectiveness
3654	"For my situation, maybe 5" [AI effectiveness]	effectiveness-AI-rating-5	D	AI	E	Moderate
3660	"AI first for preparation... Then I want a human mentor to review, challenge, and adapt it to me. And then maybe AI for follow up"	ideal-hybrid-workflow	D	HY	E	Three-stage model
3662	"I do not want AI to pretend empathy... It feels fake. I would prefer it to be transparent, like, I am a tool"	AI-should-not-fake-empathy	D	AI	T	Authenticity valued
3666	"For quick tasks. Like I need a cover letter draft at	AI-low-judgment-advantage	I	AI	T	Safety for small questions

Line	Extract	Code	Type	Domain	Construct	Memo
	midnight... Also sometimes with a human, I feel judged. With AI, you can ask stupid questions"					
3674	"For the human, through competence and honesty. For AI, through consistency and transparency... And maybe it can show examples of people with similar profiles"	hybrid-trust-building	D	HY	T	Different trust mechanisms
3679	"In hardware, the stakes are different... AI tools often feel like software mindset. But hardware is slower, and that is okay"	domain-specific-needs	D	G	E	Industry context matters

INTERVIEW 12: NOURA (HR Coordinator/Ausbildung, 23, Syrian-German, Düsseldorf)

Line	Extract	Code	Type	Domain	Construct	Memo
3707	"I am finishing my Ausbildung, and at the same time I do part-time studies... So it is a lot"	dual-path-intensity	D	G	-	Context: heavy workload
3715	"I noticed in HR there is so much	data-over-opinions-	I	G	-	Analytics appeal

Line	Extract	Code	Type	Domain	Construct	Memo
	talking and opinions... I like the idea that you can look at data and make a better argument"	attraction				
3718	"I feel like, I am HR coordinator, but I am not HR Business Partner... sometimes when I think, oh I want to do people analytics, I am like, who am I to say anything?"	credibility-insecurity	D	G	T	Self-doubt
3724	"Uncertainty... is it realistic to go into people analytics without a full university degree first?... family expectations... My parents are from Syria, they came to Germany, they worked hard"	immigrant-family-pressure	D	G	T	Cultural context
3733	"AI tools, I use them a lot. Mainly for structuring learning plans and preparing interview answers. And also journaling with AI when I am stressed. It feels non-judgmental. I can say anything	AI-for-learning-and-journaling	D	AI	E	Non-judgment valued

Line	Extract	Code	Type	Domain	Construct	Memo
	"without worrying about social acceptance"					
3735	"Helpful is when it is concrete... Unhelpful is when it is motivational, like, believe in yourself, and then nothing else"	concrete-over-motivational	D	G	E	Practical focus
3746	"She said, yes, I can do a 20-minute call, but please send me your questions first, so we can focus. That felt professional"	professionalism-builds-trust	D	H	T	Structured approach
3748	"she said, this path is not a weakness. In Germany, Ausbildung is valued... She made it sound like, you already have something relevant"	validation-with-reframing	I	H	E	Reframes narrative
3750	"She said, for the next three months, pick one tool and go deep... she offered to review my plan in one month by message. That follow-up offer made me trust her	concrete-steps-and-follow-up	D	H	E	Structure and accountability

Line	Extract	Code	Type	Domain	Construct	Memo
	more, because it was consistent"					
3754-3756	"he wrote back, very short, like, your profile is weak, you need a university degree, and HR admin is not real HR. It was harsh... I cried a bit... it confirmed my fear"	harsh-feedback-damages-trust	D	H	T	Judgment reduces trust
3760	"trust is about feeling safe. Like, I can share insecurity without being laughed at... Empathy, but also being taken seriously. Practical knowledge"	trust-drivers-safety-empathy-knowledge	D	H	T	Key requirements
3764	"she was super kind... But when I asked, okay, how do I move into people analytics, she said, just follow your passion... That was trusted in a way, because she was safe and kind. But it was not effective"	trusted-but-not-effective-example	I	H	L	Kindness without actionable guidance
3772	"when I am stressed, I write like, I feel	AI-journaling-non-judgmental	I	AI	T	Emotional safety with AI

Line	Extract	Code	Type	Domain	Construct	Memo
	overwhelmed, I feel stupid, I feel like I am failing. And it responds in a calm way... It is non-judgmental. That is the key. I can say anything"					
3775-3776	"I felt my stomach drop... So I opened AI chat and wrote everything... it reflected my feelings, and it said, this is a stressful environment... it asked me to separate facts from interpretations"	AI-for-emotional-regulation	D	AI	E	Calming function
3779-3780	"Trust drivers for AI: it is always available. It is non-judgmental. It helps structure... But trust issues: accuracy varies. Sometimes it is too confident... privacy uncertainty"	AI-trust-drivers-and-limits	D	AI	T	Balanced view
3782-3783	"I asked AI: I am HR coordinator, I want people analytics, I have basic Excel, no coding, 6 hours per week, make	AI-personalized-learning-plan	D	AI	E	Structured guidance

Line	Extract	Code	Type	Domain	Construct	Memo
	me a plan. It gave me weekly topics"					
3785	"I asked about German HR data privacy rules... it gave a confident answer that sounded like legal advice... I was like, hmm, I am not sure... It did not mention Betriebsrat involvement properly"	AI-legal-accuracy-concern	D	AI	T	Domain-specific risk
3793	"For deep decision, human helps more, if the human is good. Because they can ask questions, they can understand values, and they can challenge gently"	human-for-deep-decisions	D	H	E	Challenge and values
3797	"AI journaling is surprisingly good for immediate calming, because it is non-judgmental... Human can give real empathy, like tone, facial expression"	AI-calming-human-real-empathy	I	HY	E	Different emotional functions
3801	"Overall I trust humans more for	trust-split-by-context	I	HY	T	Different trust domains

Line	Extract	Code	Type	Domain	Construct	Memo
	high-stakes decisions, but I trust AI more for private messy thoughts. Because humans can judge"					
3805	"Trust is like, the door. If I trust, I share the real problem... So trust enables depth, and depth makes it effective"	trust-as-door	I	H	L	Core mechanism
3809	"With AI, if I do not trust accuracy, I do not follow the advice... But if I know it is good for structuring, then it is effective for that... I keep it in its lane"	AI-bounded-trust-bounded-use	I	AI	L	Clear boundaries
3811	"Maybe 6" [trust in humans]	trust-human-rating-6	D	H	T	Moderate
3815	"I would say 7" [trust in AI]	trust-AI-rating-7	D	AI	T	Higher AI trust
3819	"Maybe 5" [effectiveness of human]	effectiveness-human-rating-5	D	H	E	Moderate
3823	"I would say 8" [AI effectiveness]	effectiveness-AI-rating-8	D	AI	E	High AI effectiveness
3832	"I want the speed and privacy of AI, but I also want human validation	hybrid-preference-clear	D	HY	E	Both needed

Line	Extract	Code	Type	Domain	Construct	Memo
	and reality check. Especially for credibility questions"					
3845	"I would start with AI onboarding... Then AI suggests a few paths and learning plan. Then it suggests three mentors that fit. I choose one... Then AI supports me weekly with tasks. Then every month, a human check-in"	ideal-hybrid-journey	D	HY	E	Detailed workflow
3854	"In Germany, there is this feeling of career ladder and titles... So any support that understands that, and helps me translate my path into credible story, that is what I need. AI helps me write the story. Human helps me believe it"	AI-writes-human-validates	I	HY	L	Complementary functions

INTERVIEW 13: SLAVA (Logistics Operations Manager, 30, Poland→Leipzig)

Line	Extract	Code	Type	Domain	Construct	Memo
3878	"do I continue in operations and go up, like senior operations, site lead path, or do I try to move into consulting or strategy"	operations-vs-consulting-dilemma	D	G	-	Career fork
3880	"operations is my identity now. I am good at it... But I am also close to burnout"	identity-burnout-tension	I	G	-	Core conflict
3884	"Sleep. First sleep. I wake up at 3:40 or 4:10 and my brain is already running... constant firefighting... I check my phone. There are WhatsApp messages and Teams messages"	burnout-symptoms	D	G	T	Physical and mental signs
3891	"I felt like if I say no, it means I am not ambitious. And I have this thing, maybe from Poland, like, you come to Germany, you want to prove yourself"	immigrant-pressure-to-prove	I	G	T	Cultural pressure

Line	Extract	Code	Type	Domain	Construct	Memo
3893	"Someone to help me think with distance... And also someone who understands operations, because many people just say, take the promotion, it is good. But they do not understand what it means"	need-for-contextual-support	D	G	E	Domain understanding required
3903	"I use AI tools, a lot, but more for planning, scenario analysis, writing. Not for self reflection. I do not like to tell a chat my feelings. It feels, I do not know, sterile"	AI-for-work-not-feelings	D	AI	T	Clear boundary
3910	"A mentor who understands business roles and also understands psychology. Like someone with psychologist background who works in HR, or a full time career mentor who has business context"	dual-competence-needed	D	H	E	Both practical and psychological
3914	"He noticed me because I was	mentor-origin-story	D	H	T	Organic relationship

Line	Extract	Code	Type	Domain	Construct	Memo
	always asking questions... He invited me for coffee... I thought, okay, I am in trouble. Because in warehouse, if a manager calls you, it is usually not good"					
3916	"First, confidentiality... Second, he understood the context. He knew operations... Also he challenged me... he made me see patterns. Also, he remembered details... Feeling seen. That is trust for me"	trust-drivers-detailed	D	H	T	Comprehensive list
3918	"you are communicating like in Poland, more like, do it now, and in Germany, people want more context... He said, if you want respect, you need to speak in their logic"	cultural-coaching	D	H	E	Cross-cultural guidance

Line	Extract	Code	Type	Domain	Construct	Memo
3924	"I would expect structure... Trust drivers for human: confidentiality, feeling seen, empathy plus challenge, and industry understanding... I want someone who can say, burnout risk is real, but also, you have choices"	trust-and-effectiveness-requirements	D	H	T	Clear expectations
3926	"My partner... I trust her fully. She is very supportive. But if I ask, should I move to consulting, she cannot answer... So I trust, but not effective for that specific task"	trust-without-effectiveness-partner	I	H	L	Emotional vs practical support
3932	"I use AI almost daily. For example, peak season planning... I put it in my own spreadsheets. Then I use AI to help me think through scenarios"	AI-for-scenario-planning	D	AI	E	Operational use
3935	"I used AI to structure it: situation, impact, options,	AI-crisis-communication	D	AI	E	Concrete value

Line	Extract	Code	Type	Domain	Construct	Memo
	recommendation, request. It produced a very clear message... it saved me, honestly"					
3937	"hallucinated numbers... it confidently said, absenteeism decreased by 3 percent, but actually it increased... So I learned: never trust numbers unless I verify"	AI-hallucination-example	D	AI	T	Verification critical
3939	"Speed, structure, low effort. It is always available. Also it is consistent. And it does not judge... But emotional safety is limited. And nuance is limited"	AI-trust-drivers-and-limits	D	AI	T	Balanced assessment
3941	"For self reflection, I need silence. I need my body to calm down. When I walk, my nervous system goes down... AI feels like talking into a mirror that answers"	walks-over-AI-for-reflection	I	AI	T	Human needs body/silence

Line	Extract	Code	Type	Domain	Construct	Memo
3949	"Human. 100 percent. AI can give pros and cons, but it cannot feel my situation. It cannot challenge my avoidance. It cannot hold me accountable"	human-for-big-decisions	D	H	E	Clear preference
3957	"Report writing. Sometimes it produces a very strong narrative... It is effective. But I do not fully trust it. I verify every claim"	effective-but-verified	I	AI	L	Effectiveness without full trust
3963	"Trust is like entry ticket. If I do not trust, I will not say the real thing... When I trusted my mentor early on, I told him, I feel like outsider, I feel angry, I feel insecure. And then he could help"	trust-enables-disclosure	I	H	L	Trust unlocks depth
3965	"Concrete steps. Not only feelings... Also reduced overwhelm. Like, I feel lighter, I can breathe. Better decisions... And for transition, effectiveness	effectiveness-indicators	D	G	E	Multiple measures

Line	Extract	Code	Type	Domain	Construct	Memo
	would mean: credible plan to move"					
3975	"I would say 7 out of 10" [trust in humans]	trust-human- rating-7	D	H	T	Conditional on person
3979- 3981	"For work tasks, like planning and reports, trust is 6. For career guidance, trust is lower, maybe 4 or 5... overall if you force me one number, I say 6" [AI]	trust-AI-rating- 6	D	AI	T	Domain-specific
3987	"For my operations tasks, 8. For the transition question, maybe 5. Overall, if one number, I say 7" [AI effectiveness]	effectiveness- AI-rating-7	D	AI	E	Task-dependent
3989	"AI is like, effective worker. Human is like, potential deeper shift"	AI-worker- human-shift	I	HY	E	Metaphor
3991	"That is exactly what I need. Because I already use AI for prep. But I do not have the human part. The matching is key"	hybrid- enthusiasm	D	HY	E	Strong preference

Line	Extract	Code	Type	Domain	Construct	Memo
3995	"Preparation, brainstorming, structure, drafts, reminders, maybe practice questions. For human decision sessions, value clarification, burnout boundaries, and reality check"	hybrid-task-division	D	HY	E	Clear allocation
4005	"Do not underestimate burnout and emotional load in operations... do not make advice generic. People need context. And give structure, like steps, not only inspiration"	advice-to-designers	D	HY	E	Key recommendations

INTERVIEW 14: SILVIA (Product Marketing, 25, Italy→Berlin)

Line	Extract	Code	Type	Domain	Construct	Memo
4038	"I am not a junior anymore, but I also do not feel like a real professional... I feel ambitious, I want to grow, but I also feel	impostor-ambition-tension	D	G	-	Core tension

Line	Extract	Code	Type	Domain	Construct	Memo
	"insecure because I am not technical enough"					
4044	"my story is too broad. It is like, I do sales, I do partnerships, I do marketing sometimes... it sounds like, she is random. Like, she is not deep"	positioning-ambiguity	D	G	E	Narrative challenge
4052	"the vibe changed... It was like, ok, the technical guy is the credible one. And I felt like, I am just the person doing the talking"	credibility-gap-moment	D	G	T	Triggering experience
4054	"confidence comes from knowledge. It is not just like, be confident"	confidence-tied-to-competence	I	G	T	Insight about confidence
4061	"I want to win, but I also want to feel like myself"	ambition-authenticity-tension	I	G	-	Values conflict
4090	"The peer effect. One hundred percent. Like, hearing other women say they feel impostor syndrome... It normalised my feelings"	peer-normalization	D	H	T	Group coaching benefit
4094	"they gave me a script. Like, you can say, I want to take full ownership, and to do that I need these resources. It is not	peers-give-scripts	D	H	E	Actionable peer support

Line	Extract	Code	Type	Domain	Construct	Memo
	"weakness, it is professionalism"					
4096	"I actually did. The next week I spoke with the founder... That came from peers, not from the coach"	peer-advice-leads-to-action	D	H	E	Concrete outcome
4100	"She facilitated. She created a safe space. She had some frameworks... But sometimes it felt generic... it is also like, ok, I have values, now what"	coach-generic-peers-concrete	I	H	E	Different value sources
4106	"She was kind. She was trustworthy in the sense she was respectful and confidential. But not effective in that moment, because she did not get into my concrete context"	trusted-but-not-contextual	I	H	L	Trust without effectiveness
4110	"trust is like, do I feel seen, not judged. Emotional safety. Confidentiality. Also, lived experience matters... And peer credibility"	trust-drivers-comprehensive	D	H	T	Multiple sources
4134	"I use AI to draft an initial message, then I customise... write a LinkedIn message to a head of sustainability in manufacturing,	AI-for-personalized-outreach	D	AI	E	Sales support

Line	Extract	Code	Type	Domain	Construct	Memo
	mention recent EU regulations"					
4143	"It once said a competitor had a partnership with a big consulting firm... Then I searched and it was not true. It was like hallucination. That was a trust hit"	AI-hallucination-trust-hit	D	AI	T	Factual error
4150	"I asked AI to help craft a value proposition for three personas... It gave me different angles... That helped me create a better outreach... we had better reply rates"	AI-persona-adaptation-success	D	AI	E	Measurable outcome
4156-4158	"it gave me a very structured answer... And I also felt like, it is pushing me into optimization mode... And then I felt anxious. Because it was like, ok, do these ten steps, build a portfolio"	AI-increases-optimization-anxiety	I	AI	T	Overwhelm from structure
4160	"For personal decisions, I avoid AI. Because I fear it will push me into being a productivity robot, not a human"	AI-for-tasks-not-identity	I	AI	T	Clear boundary
4164	"it can be effective in output, but not authentic"	effective-but-not-authentic	I	AI	L	Key distinction

Line	Extract	Code	Type	Domain	Construct	Memo
4179	"I would say, maybe 7" [trust in humans]	trust-human-rating-7	D	H	T	Moderate-high
4183	"For career-related, like decisions, I would say 4. For work tasks, maybe 8" [AI trust]	trust-AI-rating-4-career	D	AI	T	Domain-specific
4187	"Maybe 6" [human effectiveness]	effectiveness-human-rating-6	D	H	E	Moderate
4191	"I think 7" [AI effectiveness]	effectiveness-AI-rating-7	D	AI	E	Higher than trust
4193	"AI effectiveness higher than AI trust... it can produce a strong message, like objectively effective, but I might not trust it emotionally"	effectiveness-exceeds-trust	I	AI	L	Key finding
4229	"For humans, trust is like the condition for depth. If I trust the coach, I share the real insecurity... If I do not trust, I will say something superficial"	trust-conditions-depth	I	H	L	Core mechanism
4233	"Trust is not needed for it to produce an effective output. Like, it can write a strong message even if I do not trust it"	AI-effectiveness-without-trust	I	AI	L	Different dynamic
4235	"it got a reply. But I felt weird, like, is this my voice. It felt slightly manipulative, like too polished... it was	effective-but-inauthentic	I	AI	L	Voice concern

Line	Extract	Code	Type	Domain	Construct	Memo
	"effective in outcome, but not trusted"					
4241	"With AI, I use it because it is effective for tasks, even if trust is partial. With humans, if trust is not there, I do not use it... trust is like a gate for humans. For AI, trust is like a filter, not a gate"	trust-as-gate-vs-filter	I	HY	L	Fundamental distinction
4271	"Tool or copilot. Not coach. Coach implies emotional guidance. Copilot is like, you still fly the plane"	AI-as-copilot	I	AI	T	Positioning preference
4285	"AI for execution and structure, humans for meaning and courage... decisions need courage. And courage comes from feeling supported, not from a perfect spreadsheet"	meaning-and-courage	I	HY	E	Powerful summary
4299	"In climate-tech, there is also this moral pressure... coaching that ignores that feels incomplete. AI also ignores that. It is like, optimise your career. But in climate-tech, you also want alignment with values"	values-alignment-needed	I	G	T	Domain-specific need

INTERVIEW 15: MIHIR (Embedded Systems Student, 26, India→Munich)

Line	Extract	Code	Type	Domain	Construct	Memo
3333	"I do not know if I should aim for embedded software engineer, or robotics engineer, or maybe something like systems engineer... And then also the whole German job market has these titles... So I am confused"	role-ambiguity	D	G	-	Context: unclear direction
3339	"Guilty because I feel I am not having a clear passion. Like in India, also with my family, it is like you choose a track and you become that"	passion-guilt	I	G	T	Cultural expectation
3341	"I sleep late because I overthink... when it is about future, like applying, planning, then I freeze"	anxiety-paralysis	D	G	-	Overwhelm pattern
3345	"Like B2 maybe. I can do daily things... job interviews in German, no... So I use AI to translate	language-barrier-AI-helps	D	AI	E	Translation support

Line	Extract	Code	Type	Domain	Construct	Memo
	and explain. That is a big part"					
3351	"when I see job ads, I feel not enough. And then I ask AI, like, if I have these skills, is it normal, am I behind"	AI-for-reassurance	D	AI	T	Seeking validation
3353	"Like a timeline. Like, okay, next 8 weeks, do this project, update CV, apply to 10 roles per week... Something like that"	structure-calms	D	G	E	What reduces overwhelm
3362	"Helpful is when someone tells me concrete reality. Like, in Germany they like this format... Unhelpful is generic motivation"	concrete-reality-valued	D	G	E	Practical over emotional
3364	"My close friend here, he is like my brother. He listens... And I trust him, like emotionally. But after talking, I still do not know what to do next... So I feel supported, but not effective"	trusted-not-effective-friend	I	H	L	Emotional without direction
3377	"he asked very structured questions. Like, what do you want, what are your	mentor-structured-approach	D	H	E	Process-driven

Line	Extract	Code	Type	Domain	Construct	Memo
	constraints, what do you enjoy, what are your strengths. And then he also explained how hiring works in Germany"					
3381	"He looked at my CV and he said, your CV is like a shopping list... you wrote everything you touched, but you did not write what you achieved"	mentor-direct-feedback	D	H	E	Honest critique
3383	"Competence, first. He clearly knew the market... Second, he was honest. He did not sugarcoat. Third, he understood international student constraints... And also he was respectful"	trust-drivers-comprehensive	D	H	T	Key factors
3387	"I changed my CV format. I made it one page, more focused... I also started tracking applications in a spreadsheet"	concrete-changes-from-mentoring	D	H	E	Tangible outcomes
3391	"high trust, and useful, but not fully effective for the deeper question..."	trust-and-effectiveness-partial	I	H	L	Bounded effectiveness

Line	Extract	Code	Type	Domain	Construct	Memo
	he has his own bias. He is in automotive"					
3404	"I copied the job ad into ChatGPT and I asked, explain this in English and tell me what are must-have and nice-to-have. And it gave me a structured breakdown"	AI-job-ad-translation	D	AI	E	Practical use
3410	"I am working with C on microcontrollers. Sometimes there is a bug... I paste a simplified code snippet, and ask, what could cause this behavior. It gives ideas... I use it like a tutor"	AI-as-technical-tutor	D	AI	E	Learning support
3414-3416	"I opened AI and I wrote like, I am 26, still studying, is it too late, am I behind... AI replied like, no, everyone has different path... It felt good for 5 minutes. But then it felt generic. Like a fortune cookie"	AI-reassurance-feels-generic	I	AI	T	Hollow validation
3418	"it did not consider my actual time. I have thesis, work, cooking, life. It was	AI-unrealistic-plans	D	AI	E	Lack of context

Line	Extract	Code	Type	Domain	Construct	Memo
	like, just do everything. Also, it did not ask me questions first. It assumed"					
3422	"For example, CV templates. Sometimes I ask AI to rewrite a bullet point. I do not fully trust it because it can exaggerate or use fake metrics. But it still gives a good structure"	AI-useful-despite-low-trust	I	AI	L	Effectiveness without trust
3426	"Speed. Availability at night. Ability to explain and translate. Also, it is non-judgmental. Like, I can ask stupid questions"	AI-trust-drivers	D	AI	T	Key advantages
3428	"Hallucinations... Also generic advice. Also privacy... And also emotional flattening. Like it responds like a bot, even if it is trying to be nice"	AI-distrust-drivers	D	AI	T	Key concerns
3435	"For options, I use AI first. Because it can list many roles and explain... But then I need a human to narrow down based on me"	AI-broad-human-narrow	D	HY	E	Complementary roles

Line	Extract	Code	Type	Domain	Construct	Memo
3437	"Human. Because decision is emotional and also has risk. I want someone to challenge me and also understand my constraints. AI can give pros and cons, but it feels like a spreadsheet"	human-for-risky-decisions	D	H	E	Emotional stakes
3441	"AI is strong for language and structure. But human is better for truth and positioning... A human who knows German hiring can say, this is not credible"	AI-language-human-truth	D	HY	E	Different strengths
3445	"Human. Even if it is not effective in plan, it is real... sometimes I do not want to burden friends, so I use AI for venting. It is like, okay, at least something. But not the same"	human-for-emotional-AI-for-venting	D	HY	E	Different functions
3459	"Trust is like, it decides how honest I can be... If I trust, I can say, I feel behind, I am panicking. Then the	trust-enables-honesty-and-action	I	H	L	Dual function

Line	Extract	Code	Type	Domain	Construct	Memo
	person can help with the real problem. Also, if I trust their competence, I will follow their advice"					
3463	"sometimes even if I do not trust fully, it can still be effective as a tool, like templates. So effectiveness can happen with partial trust. But for deep decisions, low trust means I will not rely on it"	partial-trust-partial-effectiveness	I	AI	L	Bounded relationship
3471	"Effectiveness is when after the support, I have clarity and next steps... Also reduced overwhelm. Like I feel calm because I know what to do. And confidence grounded in evidence"	effectiveness-definition	D	G	E	Multiple indicators
3480	"I would say 7.5. Maybe 8 if it is a good mentor" [trust in humans]	trust-human-rating-7.5	D	H	T	Conditional
3484	"For career guidance, maybe 6. For technical	trust-AI-rating-6-career	D	AI	T	Domain-specific

Line	Extract	Code	Type	Domain	Construct	Memo
	learning, higher, like 8" [AI trust]					
3488	"Effectiveness, I think 7" [human]	effectiveness-human-rating-7	D	H	E	Good
3490	"Maybe 6.5" [AI effectiveness]	effectiveness-AI-rating-6.5	D	AI	E	Moderate
3492	"AI can do the fast work, and human can do the deeper work. Also it could reduce cost, because human time is expensive"	hybrid-cost-efficiency	D	HY	E	Resource optimization
3506	"I feel less like I am floating. Like, right now I feel like I am swimming with no shore. If I have a plan, I can breathe"	structure-provides-grounding	I	G	E	Emotional impact of clarity

INTERVIEW 16: KATHARINA (Product Marketing, 28, German, Hamburg)

Line	Extract	Code	Type	Domain	Construct	Memo
4527	"I feel like I should be further along. Like, I should be PMM lead already or something"	career-plateau-anxiety	D	G	-	Context: career stagnation
4531	"The main decision I'm facing is: do I stay and push for promotion, do I	three-path-decision	D	G	-	Common decision structure

Line	Extract	Code	Type	Domain	Construct	Memo
	move internally to a different role like product, or do I leave"					
4535	"I avoid the topic. Like, I know I am underpaid compared to market. But I don't want to have the conversation because I am afraid of rejection"	salary-avoidance	I	G	T	Fear drives avoidance
4545	"Helpful is when someone makes me accountable... Unhelpful is when people just say, you will figure it out"	accountability-valued	D	G	E	Structure over reassurance
4549	"I talked to a university friend... very supportive but also very passive. Like, she would say, you are great, they should appreciate you. But no concrete action"	trusted-not-effective-friend	I	H	L	Emotional support without direction
4553	"I wanted structure... But also I wanted empathy. Like I wanted someone to understand that salary conversations are	structure-plus-empathy-needed	D	G	E	Dual need

Line	Extract	Code	Type	Domain	Construct	Memo
	hard emotionally, not just tactically"					
4559	"I found her through recommendation. She is certified, systemic coaching background, and she has experience with people in marketing and product"	coach- selection- criteria	D	H	T	Professional credentials matter
4563	"She started by asking, what do you need to feel safe in coaching... That surprised me because nobody asks that"	coach-asks- about-safety	D	H	T	Explicit safety check builds trust
4567	"she explained the confidentiality clearly. She said, what you say stays here, I do not report to anyone, and she also said, I will challenge you, but I will not shame you"	confidentiality- and- boundaries- stated	D	H	T	Explicit boundaries build safety
4585	"I need confidentiality, obviously, and I need clear structure. And I said, I need challenge without shame... she repeated it back..."	challenge- without-shame	I	H	T	Key trust requirement articulated

Line	Extract	Code	Type	Domain	Construct	Memo
	challenge without shaming, got it"					
4585	"if at any point you feel shame in the room, tell me, because shame blocks learning. That was like, wow. That made me trust her quickly"	shame-blocks-learning	I	H	T	Insightful coach statement
4587	"Competence. She understood the German corporate context. Like, she asked about salary bands, job levels, performance review cadence"	contextual-competence	D	H	T	Market knowledge builds trust
4587	"she did not jump into advice immediately. She asked questions first. That made me feel she is not projecting"	questions-before-advice	D	H	T	Exploration before recommendation
4589	"Confidentiality, structure, competence in my market, empathy, challenge, consistency, and being seen"	trust-drivers-comprehensive	D	H	T	Full list articulated
4591	"She would explore the emotional blockers and then translate into	emotion-to-action-translation	I	H	E	Key coaching mechanism

Line	Extract	Code	Type	Domain	Construct	Memo
	action. That is what made it work"					
4593	"you are speaking like a consultant. Where are you in this story. What are you actually afraid of... I got quiet. I felt exposed"	challenge-moment	D	H	E	Breakthrough intervention
4593	"her tone was calm, not accusing. And then she said, I am not asking to judge you, I am asking because fear is driving your actions more than data"	fear-driving-actions	I	H	L	Trust enables truth-telling
4595	"I felt like, oh my god, I am 28 and I am scared of a conversation. But also relieving. Because it was the truth"	admission-as-relief	I	H	T	Vulnerability creates breakthrough
4597	"It shifted me from endless preparation to action. Because before, I would say, I need more data, more proof. After that, I realised, no amount of data will remove fear"	data-cannot-remove-fear	I	H	L	Insight about avoidance
4599-4603	"We basically treated it like a mini project... target role list... negotiation	concrete-outputs-listed	D	H	E	Tangible deliverables

Line	Extract	Code	Type	Domain	Construct	Memo
	script... two mock interviews... six-week plan with weekly accountability"					
4611	"We practised a line for salary band objections... that line was powerful because it shifts from personal pleading to process"	reframing-negotiation	D	H	E	Tactical skill
4613	"She played my manager, and she pushed back... And I had to respond without collapsing. We also practised silence"	role-play-with-pushback	D	H	E	Simulation with pressure
4615	"Over-explaining and apologising... she stopped me. She said, you can be polite without shrinking. That was a key learning"	polite-without-shrinking	I	H	E	Behavioral pattern addressed
4617	"I started with a summary of my scope changes... Then I said I want to align my compensation with that scope and the market. I stated the target number, 65k base"	negotiation-executed	D	H	E	Applied coaching

Line	Extract	Code	Type	Domain	Construct	Memo
4623	"I got an increase to 58k immediately... And we set a target for moving to senior specialist by the next review... I did not get 65 right away. But it was a meaningful correction"	partial-win-outcome	D	H	E	Real-world result
4625	"Part of me was like, finally. Part of me was like, I should have asked earlier... The coach helped me hold that complexity without spiralling"	holding-complexity	I	H	E	Emotional containment
4627	"I would ramble. I would go into details about stakeholder drama and forget to state results. Also, I realised I under-sell my impact because I say we, not I"	self-identification-pattern	I	H	E	Pattern recognition
4640	"Every Friday by 6 pm, I sent a short update... Five bullet points: what I did, what I avoided, what I learned, what is next, and what support I need"	accountability-structure	D	H	E	Concrete mechanism

Line	Extract	Code	Type	Domain	Construct	Memo
4642	"Sometimes I felt like, I am already overloaded, now I have homework. And sometimes I felt childish... But then I noticed it works"	accountability-resistance-overcome	I	H	E	Working through discomfort
4644-4656	"trust in human coaches... 7 out of 10... trust in AI tools... 4 out of 10... perceived effectiveness of human coaching... 8 out of 10... AI tools... 5 out of 10"	ratings-summary	D	HY	L	Human > AI across dimensions
4665	"Speed and structure. Like, if I am staring at a blank page, it gives me something to react to. It also helps me reduce perfectionism"	AI-reduces-perfectionism	D	AI	E	Starting point value
4665	"it does not judge. If I ask a basic question, it does not roll its eyes"	AI-non-judgment	D	AI	T	Safety through non-judgment
4667	"Lack of context and relational safety. It cannot sense when I am avoiding. It cannot hold discomfort. It also does not know	AI-lacks-context-and-safety	D	AI	T	Key limitations

Line	Extract	Code	Type	Domain	Construct	Memo
	"my company culture"					
4667	"I do not want to type in sensitive details like internal politics or exact salaries. So I self-censor. That limits usefulness"	self-censoring-limits-AI	I	AI	L	Trust affects depth
4669	"if it says, I am not sure, here are options, rather than sounding confident. And if it could remember context safely"	AI-trust-would-increase-if	D	AI	T	Desired improvements
4671	"The negotiation email template... AI suggested a calm structure... That was effective. But I did not include my salary number or detailed frustrations. I kept it generic"	AI-effective-at-surface	I	AI	L	Effective but limited depth
4673	"it gave ranges that felt too broad and not grounded. And it sounded very certain. That made me cautious... AI can be wrong in a confident tone"	confident-wrongness	I	AI	T	Overconfidence concern
4675	"For AI, trust is more like reliability and predictability..."	different-trust-types	I	HY	T	Fundamental distinction

Line	Extract	Code	Type	Domain	Construct	Memo
	For humans, trust includes emotional safety, confidentiality, and being seen. It is more relational"					
4677	"Effectiveness is: did it help me move forward. Did it create clarity, action, measurable outcomes, confidence, reduced avoidance"	effectiveness-definition	D	G	E	Multi-component
4679	"The coach noticed patterns... she could challenge me gently. That is psychological. AI can reflect language patterns a bit, but it does not feel like a real mirror"	human-sees-patterns	I	H	E	Deeper perception
4683	"Human. Because direction is tied to values and fears... My coach could say, you say you want product, but are you escaping something. That question mattered"	human-for-values-work	D	H	E	Deep questions
4687	"Hybrid. AI can generate templates and reminders, but	accountability-requires-human	I	HY	E	Human creates follow-through

Line	Extract	Code	Type	Domain	Construct	Memo
	human accountability was what made me actually do it. I do not feel accountable to AI"					
4691	"AI can generate question lists and help structure answers. Human can simulate pressure and give feedback on my presence and confidence... AI would not catch that"	human-reads-presence	D	HY	E	Non-verbal awareness
4693	"Human. Because it is emotional. I needed role-play and someone to push back realistically... I would not share the real fear, and I would not practise the awkward parts"	awkward-parts-require-human	I	H	E	Vulnerability in practice
4695	"Trusted but not effective: my university friend... Effective but not trusted: AI negotiation template"	trust-effectiveness-split-examples	D	HY	L	Clear examples
4697	"Sometimes I trusted her process, but a	trust-not-guarantee	I	H	L	Nuanced relationship

Line	Extract	Code	Type	Domain	Construct	Memo
	specific exercise did not land... trust does not guarantee every tool is effective"					
4707	"For me, trust is the gateway. If I trust the coach, I admit the real thing I am avoiding... Without trust, I stay on the surface"	trust-as-gateway	I	H	L	Core mechanism
4709	"That alone was huge. Then she said something like, we will go at a pace that is challenging but not overwhelming, and you are in control"	pace-and-control	D	H	T	Safety through agency
4711	"Because I trusted her, I did the homework. I sent the Friday updates... If I did not trust her, I would have disappeared. That continuity created momentum"	trust-enables-continuity	I	H	L	Trust drives engagement
4713	"The story was: it is not the right time, budgets are tight... Underneath was fear of hearing no and feeling undervalued"	surface-story-vs-underlying-fear	I	H	T	Coach helped uncover

Line	Extract	Code	Type	Domain	Construct	Memo
4715	"external validation: recruiter ranges... The second was the coach asking me to name the fear. Once I named it, I could not hide behind spreadsheets"	naming-fear-creates-action	I	H	L	Articulation enables change
4717	"Structure gave me a path and reduced overwhelm... Relational safety allowed me to be honest about what I avoid. Without safety, structure becomes a checklist I can fake"	structure-plus-safety	I	H	L	Both needed together
4719	"psychological insight is needed for behaviour change. But it needs boundaries. Therapy can go into family dynamics and deeper trauma. Coaching stayed focused"	coaching-boundaries-appropriate	I	H	T	Scope creates safety
4733	"That sounds ideal. Because AI can reduce admin and make things efficient... But I need a human to challenge	hybrid-ideal	D	HY	E	Clear division

Line	Extract	Code	Type	Domain	Construct	Memo
	avoidance and to role-play difficult conversations"					
4735	"Clear boundaries. Like, what data is stored, what is shared with the coach, what stays private... the human needs to own the ethical part"	hybrid-trust-requirements	D	HY	T	Privacy and ethics
4739	"two human sessions to clarify direction and blockers. Then an AI tool would help me set up a plan... Then weekly, a short human check-in"	ideal-hybrid-workflow	D	HY	E	Concrete structure
4741	"Misalignment. Like if AI suggests something that conflicts with the coach... Also the risk that AI makes it feel too transactional"	hybrid-concerns	D	HY	T	Coherence worry
4743	"At the beginning, I needed relational safety to admit what I was avoiding. AI could not give me that. Once I had momentum, AI	timing-of-modalities	I	HY	E	Sequence matters

Line	Extract	Code	Type	Domain	Construct	Memo
	"could support maintaining it"					
4745	"People spend most of their time at work. If work is constantly stressful and you feel stuck, it leaks into everything"	work-affects-life	D	G	-	Holistic impact
4747	"when she said, tell me what you need to feel safe, and then she repeated it back without judgement... And then when I said, I am ashamed about the salary topic, she did not reassure me in a fake way"	safety-through-acceptance	I	H	T	Authentic response
4749	"It felt like she sees through my defence. But her tone was respectful, not mocking. If she had laughed or pushed too hard, I would have shut down. Instead, I felt invited"	tone-determines-reception	I	H	T	Delivery matters enormously
4755	"Motivation because I wanted to report progress. Pressure sometimes, but it	failure-as-information	I	H	T	Safe to struggle

Line	Extract	Code	Type	Domain	Construct	Memo
	was healthy pressure... the coach did not punish me when I failed. She used it as information"					

INTERVIEW 17: AMIR (UX Research Student, 24, Iran→Cologne)

Line	Extract	Code	Type	Domain	Construct	Memo
4781	"I am from Iran, and I have been in Germany four years now... I am finishing my Master in Human-Computer Interaction... working part-time as a working student in UX research"	immigrant-student-context	D	G	-	Context: international student
4785	"the thesis topic can lock you in a bit, at least in your narrative... And then there is the visa thing. I am on a student residence permit now. I need the job after graduation"	visa-constraint-on-decisions	D	G	-	External pressure shapes choices
4787	"Multiple constraints. First, the job market right now is weird... internships and	market-constraints	D	G	-	Reality check

Line	Extract	Code	Type	Domain	Construct	Memo
	"working student roles are still okay, but junior full-time roles in UX research are not so many"					
4787	"Second, language. My German is okay for daily life... But in professional settings, research interviews in German, that is hard"	language-barrier	D	G	-	Professional limitation
4789	"who am I trying to become in the next two years. Like, do I want to be a very serious researcher... Or do I want to be more product, shipping, fast feedback loops"	identity-question	D	G	-	Core decision
4789	"It is not like I can just pick a vibe. There are consequences"	consequences-of-choice	D	G	-	Stakes are real
4791	"I needed, um, two things. One is clarity... And the second is emotional regulation. Because I can think a lot. I overthink"	clarity-plus-regulation-needed	D	G	E	Dual support need
4808	"Helpful is when someone helps me reduce the problem into something	actionable-over-passion	D	G	E	Generic advice frustrates

Line	Extract	Code	Type	Domain	Construct	Memo
	actionable... Unhelpful is when people just say, follow your passion... That makes me angry, honestly. Because it ignores the visa reality"					
4810	"I need emotional space. It is not only structure. It is like, structure plus permission to be uncertain"	structure-plus-permission	D	G	E	Holding uncertainty
4815	"It was limited. The person was nice, German, he worked in HR at a big company... But it did not go deep. Also I felt I had to perform confidence"	performance-pressure	I	H	T	Safety lacking
4815	"I did not want to share my doubts, like, I am scared I will not get a job and then I have to leave. Because then I feel weak"	fear-of-appearing-weak	I	H	T	Vulnerability blocked
4817	"First, lack of continuity. One session, there is no trust built. Second, I did not know if he really understands my context. Like, he	continuity-and-context-needed	D	H	T	Key trust barriers

Line	Extract	Code	Type	Domain	Construct	Memo
	is German, he never had visa pressure"					
4819	"Competence, like understanding UX research and the job market, not only general advice. And also, confidentiality... And the vibe. Like, if I feel judged, then no"	trust-drivers-list	D	H	T	Requirements articulated
4819	"I need them to ask good questions, not only give advice. If they only give advice, then it is like, okay, you are just a blog post"	questions-over-advice	I	H	T	Engagement matters
4821	"If they are too confident without understanding my situation. Or if they project their own story... if they treat me like a problem to fix"	distrust-drivers	D	H	T	What breaks trust
4821	"someone kind of assumed, because I am international, that I will take any job. That makes me close"	assumption-closes-trust	I	H	T	Prejudice damages
4823	"I would say 6" [trust in human coaches]	trust-human-rating-6	D	H	T	Moderate
4825	"I trust the potential, not the default"	potential-vs-default-trust	I	H	T	Conditional trust

Line	Extract	Code	Type	Domain	Construct	Memo
4829	"even if I trust them, it may not translate to action, due to cost, time, or mismatch... I can have a nice talk and feel supported, but then what"	trust-may-not-translate	I	H	L	Barriers between trust and effectiveness
4833	"I have a routine. Usually in the evening, after work or after studying. Like 20 to 40 minutes. I open the AI chat, and I start with a check-in"	AI-reflection-routine	D	AI	E	Structured practice
4835	"Then I paste my personal prompt. I have a template. It says something like, mirror my assumptions, list possible biases, ask me two clarifying questions, and then propose decision principles, not decisions"	custom-prompt-template	D	AI	E	Designed interaction
4835	"I do not want it to decide for me. I want it to help me create principles"	principles-not-decisions	I	AI	E	Agency preserved
4839	"I noticed I am using it to think... And then I realized, if I want it to be consistent, I need to design the	designing-AI-interaction	I	AI	E	Intentional use

Line	Extract	Code	Type	Domain	Construct	Memo
	interaction. HCI mindset, you know"					
4843	"step one: I open a note... write a quick raw dump. Step two: I paste a cleaned version to AI. Step three: I ask it to mirror and find assumptions... Step four: I ask it to generate principles or trade-offs. Step five: I choose one principle that feels true, and I write it in my personal decision log"	five-step-AI-process	D	AI	E	Systematic workflow
4845	"Yes. In Notion. Very German of me. It is like, date, topic, options, principle, next step. And I tag it"	decision-log-system	D	AI	E	Documentation practice
4847	"I do triangulation. I talk to a friend, or I write alone without AI. If the principle still holds, then I accept it"	triangulation-verification	D	AI	T	Cross-checking approach
4849	"I trust it as a thinking tool, not an authority... I trust the process when it helps me see patterns, but I do not	tool-not-authority	I	AI	T	Key distinction

Line	Extract	Code	Type	Domain	Construct	Memo
	trust the content as truth"					
4849	"if it says, the job market is great, I would laugh. It does not know my reality"	AI-lacks-reality	D	AI	T	Contextual limitation
4851	"Internal coherence. Like if it can restate my situation accurately. If it catches contradictions gently. If it shows uncertainty"	AI-trust-drivers	D	AI	T	What builds trust
4851	"it does not require me to perform confidence. With humans, I often perform. With AI, I can write, I am scared, and it is fine"	no-performance-required	I	AI	T	Safety through non-judgment
4853	"I come from a culture where you have pride, you do not show weakness too much. And also as an immigrant, you always want to appear capable. The AI is like, okay, you can be messy here"	cultural-performance-pressure	I	AI	T	AI removes cultural barrier
4855-4857	"I had two opportunities. One was an interview process with a big company... stable and looks good. The	decision-scenario	D	G	-	Concrete example

Line	Extract	Code	Type	Domain	Construct	Memo
	other was a smaller startup in Berlin... fast learning, more autonomy, English, but risk"					
4859	"The AI mirrored and said, you assume stability equals safety, but you also assume autonomy equals identity fulfillment. It listed biases like, status quo bias... Also scarcity mindset, because visa makes me fear losing options"	AI-mirrors-assumptions	D	AI	E	Helpful reflection
4861	"I noticed tightness. Like in my chest. Because it made it real. It was not abstract anymore"	emotional-response-to-clarity	I	AI	E	Embodied reaction
4863	"The principle was something like, in the next two years, prioritize options that increase visa safety while still giving me skill growth that is transferable"	decision-principle-emerged	D	AI	E	Actionable outcome
4867	"It created a coherent self-narrative. Like, I am not inconsistent, I am balancing	coherent-narrative	I	AI	E	Identity integration

Line	Extract	Code	Type	Domain	Construct	Memo
	constraints. It made me feel less shame"					
4869	"I got a rejection... I was devastated. I wrote to AI, I feel like I will never get a job... it reframed it as evidence that I can pass interviews, and it helped me create a post-mortem template"	AI-helps-process-rejection	D	AI	E	Emotional regulation
4873	"One is when I get into over-intellectualizing... it gives me five frameworks, and then I feel more overwhelmed... Another is when it gives confident but shallow answers"	AI-failure-modes	D	AI	E	What doesn't work
4873	"sometimes it can create false certainty. Like, it can write a very coherent narrative that feels good, but it might be too neat"	false-certainty-risk	I	AI	T	Danger of coherence
4875	"I used AI to vent. It mirrored my feelings very nicely, it validated, it named emotions. I felt calm... But then it did not produce a next step... trusted,	trusted-not-effective-AI	I	AI	L	Clear example

Line	Extract	Code	Type	Domain	Construct	Memo
	yes. Effective, not really"					
4877	"it generates a decision principle that is very elegant... It can be effective in giving me a language to think, but I do not trust it because it might be biased toward certain narratives"	effective-not-trusted-AI	I	AI	L	Opposite example
4879	"Sometimes I write something and then I think, okay, where does this go... I sometimes abstract. I do not write exact company name... I also do not write exact numbers"	privacy-self-protection	D	AI	T	Limiting disclosure
4881-4887	"I would say 8" [AI trust] "maybe 8.5 but okay, 8" [AI effectiveness]	AI-ratings-high	D	AI	L	Strong AI relationship
4889	"For CVs, I can do it myself... My main struggle is not wording. My struggle is decision making and identity. So I use AI where it is strongest for me: structured reflection"	AI-for-identity-work	I	AI	E	Unexpected use case

Line	Extract	Code	Type	Domain	Construct	Memo
4891	"I think of it as an interface... the output is influenced by my input. So I try to design prompts like affordances"	prompt-as-interface-design	I	AI	E	HCI framing
4893	"That is a fear. Sometimes I think, if I always process with AI, will I lose my own ability. But then I see it more like training wheels"	dependency-concern	D	AI	T	Self-awareness
4895	"I ruminate more. I talk more to friends. But friends are busy. And I also feel more alone. AI is always available. That is a huge thing"	AI-availability-value	D	AI	E	Accessibility
4897	"It is like, not companionship, but containment. Like a container for thoughts"	AI-as-container	I	AI	E	Holding function
4900	"AI is good for brainstorming and mapping... But I do not trust it fully for local specifics. So I use AI to generate the space, then I validate with humans"	AI-generates-human-validates	D	HY	E	Division of labor
4902	"For high-stakes, I want hybrid. AI helps	hybrid-for-high-stakes	D	HY	E	Both needed

Line	Extract	Code	Type	Domain	Construct	Memo
	structure criteria and emotions. Human helps reality check and maybe emotional support"					
4904	"AI is great for planning... Human can hold accountability better. AI cannot really shame you, which is good and bad... sometimes I need pressure"	accountability-paradox	I	HY	E	Non-judgment has limits
4908	"AI, definitely. Because I can be messy, I can write at 1 am. It helps me name emotions. Humans I do not want to bother always"	AI-for-late-night-processing	D	AI	E	Availability value
4910	"When it is about social context, like office politics, or negotiating salary, or reading between lines. AI can give advice, but humans know reality"	human-for-social-context	D	H	E	Contextual knowledge
4912	"When it is about internal conflict, identity, values. Because humans can judge, even if they do not want to. AI is safer"	AI-for-internal-work	I	AI	T	Judgment-free space

Line	Extract	Code	Type	Domain	Construct	Memo
4916	"Trust is like, permission to use it deeply. If I do not trust it, I will not tell it the real thing. And then it will give generic advice"	trust-as-permission	I	G	L	Core mechanism
4920	"When it gave me advice about negotiating a contract... I did not trust it because I felt it does not know German legal culture. So I did not act"	distrust-blocks-action	I	AI	L	Trust affects use
4922	"the warm blanket session. I trusted it emotionally, it felt safe. That reduced stress, so in that sense it was effective for emotional regulation, but not effective for action"	effectiveness-depends-on-goal	I	AI	L	Multiple effectiveness types
4924	"Even more. Because with humans, if I do not trust, I will not share real fears. I will perform. Then the coach will coach the performance, not the reality"	coaching-the-performance	I	H	L	Fundamental problem
4924	"with humans, trust takes time. With AI,	trust-formation-	I	HY	T	Different dynamics

Line	Extract	Code	Type	Domain	Construct	Memo
	trust is more immediate because it is non-judgmental by default"	speed				
4926	"Clear decision principles... a coherent self-story... concrete next steps. And less anxiety... And better conversations with humans"	effectiveness-indicators	D	G	E	Multi-dimensional
4928	"I used AI to clarify what I want to ask... The AI helped me generate a structured agenda. Then in the meeting, I was clear. She responded better. So the AI indirectly improved a human interaction"	AI-improves-human-conversations	I	HY	L	Cascading effect
4934	"AI for preparation, reflection, and follow-up. Human for pivotal moments... AI helps me clarify what I feel and what I want. Then human helps with contextual advice and accountability"	hybrid-workflow	D	HY	E	Clear model
4937	"Validate reality... give me emotional presence when it is heavy. AI is safe but	human-role-defined	D	H	E	Specific functions

Line	Extract	Code	Type	Domain	Construct	Memo
	it is not real empathy. And the human can hold me accountable"					
4939	"I would ask, how do you match me with the human. Because trust depends on fit... Also I would ask, what happens to my data"	hybrid-platform-concerns	D	HY	T	Key questions
4943	"Only AI, honestly, because of access and my habit. But I would miss the human reality check"	AI-preference-if-forced	D	AI	E	Practical choice
4947	"Overconfidence and generic advice. And privacy. Also, if it becomes too persuasive, like it pushes a narrative, then it can manipulate"	AI-hesitations	D	AI	T	Key concerns
4951	"when visa pressure reduces, I may be more open to exploring identity without urgency. Then human coaching could become more valuable. Right now I need speed and structure"	preferences-may-change	I	HY	E	Context-dependent

INTERVIEW 18: LAURA #2 (Data/Finance Analyst, 27, Spain→Frankfurt)

Line	Extract	Code	Type	Domain	Construct	Memo
4977	"I work in a bank as a data and finance analyst. It is a bit of a hybrid role... I do reporting, dashboards, forecasting"	context-banking	D	G	-	Context: Frankfurt finance
4978	"whether I stay in finance and go deeper... or if I move to a climate mission startup... or if I apply for a Master track or even PhD track in something like sustainable finance"	three-path-decision	D	G	-	Major career fork
4979	"Frankfurt banking culture is intense. Like the prestige logic is real. It is like, if you leave, people assume you could not handle it"	prestige-pressure	I	G	T	Cultural constraint
4979	"I am an international, even if I am EU, I still feel that pressure to prove myself"	immigrant-proving-pressure	D	G	-	Identity factor
4983	"Risk. Not the trading side. More like risk management and portfolio	high-pressure-environment	D	G	-	Work context

Line	Extract	Code	Type	Domain	Construct	Memo
	monitoring... the pressure is still high because it goes to senior management"					
4983	"In German they say, Fehlerkultur, but in banking it is like, no, there is no Fehlerkultur"	no-error-culture	I	G	-	Cultural reality
4985	"Deadlines... special requests. And you cannot say no, because the stakeholder is like a director... I have perfectionism. So I will check things five times"	perfectionism-and-pressure	D	G	-	Personal pattern
4985	"in meetings it is often German, and then they switch to English for me, and I feel like, ugh, I am the reason the meeting is slower"	language-friction	I	G	T	Belonging concern
4987	"the decision felt high-stakes because it touches money, identity, mental health, and also like my future story. Like, who am I"	identity-stakes	I	G	-	Decision weight

Line	Extract	Code	Type	Domain	Construct	Memo
4993	"I use AI. Like, very actively. Especially in this decision period, it became a big thing"	AI-became-central	D	AI	-	Key support
4995	"the hardest part is rumination. Like I can research forever... So support for me is, one, structure, and two, emotional containment... And three, reality checks"	support-needs-articulated	D	G	E	Three components
4997	"Helpful is when someone asks me good questions. Like, not advice immediately... Unhelpful is generic advice... Or people projecting"	questions-over-advice	D	G	E	What works
5003-5005	"I had one short session with a coach... She asked about my goals, and I said, I am not sure if I want to stay. And she immediately tried to put it into a framework... I felt she did not understand my context"	coach-lacked-context	D	H	E	Surface-level
5005	"it was trusted in the sense she was kind, but it was not	kind-but-not-effective	I	H	L	Trust-effectiveness split

Line	Extract	Code	Type	Domain	Construct	Memo
	"effective for my situation"					
5007	"a director in another team, a woman, and she was very honest... I trusted her competence because she knows the bank. But also, she is inside the system, so she also had bias"	internal-mentor-biased	I	H	T	Bounded trust
5009	"Competence and context understanding... Second is confidentiality... Third is empathy, but not like pity... And also structure"	trust-drivers-list	D	H	T	Requirements
5011	"If they push their agenda. If they talk too much about themselves. If they make big claims... And if they judge"	distrust-drivers-list	D	H	T	Red flags
5015	"I had a Sunday where I could not relax. I was on the couch, and I was scrolling LinkedIn... And my brain was like a browser with 50 tabs"	overwhelm-state	D	G	-	Starting point
5015	"I opened ChatGPT... And I wrote something like, help	AI-provided-structure	D	AI	E	Breakthrough moment

Line	Extract	Code	Type	Domain	Construct	Memo
	me structure a decision between three paths... And it responded with a framework... And I was like, okay, this is actually what I need"					
5017	"Like daily. Some days maybe one hour total, some days just ten minutes. But it was consistent. It became like, after work, I open it, I dump my thoughts"	intensive-AI-use	D	AI	E	Routine formed
5019	"it forced me to make trade-offs explicit. Like, I could not just say, I want stability and meaning and money and learning"	explicit-trade-offs	D	AI	E	Key mechanism
5019	"it mirrored my avoidance. Like it would say, you are listing pros and cons but you are not stating what you value most... It felt like someone calling me out, but without judgement"	AI-mirrors-avoidance	I	AI	E	Powerful function
5021-5023	"I defined five criteria. Learning and growth, values alignment, residency	decision-model-built	D	AI	E	Structured approach

Line	Extract	Code	Type	Domain	Construct	Memo
	and stability, financial runway, and mental health. And then I assigned weights"					
5029	"For staying in finance, I had three scenarios... For climate startup, I had... For academia, I had... three"	scenario-planning	D	AI	E	Multiple options per path
5031	"Both. The scenarios started abstract. Then in week two, it became concrete. I started listing specific companies and specific programs"	abstract-to-concrete	D	AI	E	Evolution of process
5033	"Structure and consistency. Like it does not get tired. It can hold the whole model and remember the weights"	AI-consistency-valued	D	AI	T	What builds trust
5033	"the ability to mirror assumptions. Like it would say, you assume startup equals meaning, but is that always true"	questioning-assumptions	D	AI	E	Challenge function
5033	"no judgement. With humans, I sometimes feel judged, like, why would you leave a	non-judgment-enables-honesty	I	AI	T	Safety enables depth

Line	Extract	Code	Type	Domain	Construct	Memo
	good job. With AI, I can say anything, even contradictions"					
5035	"Mistakes. Sometimes it would say things with confidence that were not true... Also generic advice... And missing context... And privacy concerns"	AI-distrust-drivers	D	AI	T	Limitations
5035	"Sometimes it pushes optimisation logic, like maximise learning, but humans are not spreadsheets"	optimization-bias	I	AI	T	Fundamental limitation
5037	"It suggested salary ranges... useful as a starting point, but I did not trust it. I went to reality checks, like Glassdoor, LinkedIn, talking to people"	AI-hypotheses-human-validation	D	HY	L	Verification pattern
5041	"My friend in Barcelona. I called her crying... she was very supportive... I trusted her emotionally. It felt very good. But after the call, I still had no plan. So it was trusted but not effective"	trusted-not-effective-human	I	H	L	Classic example

Line	Extract	Code	Type	Domain	Construct	Memo
5043	"Week one was frameworks and criteria... Week two was scenarios and risk analysis... Week three was the decision memo"	three-week-progression	D	AI	E	Structured timeline
5045	"headline decision statement at the top... Then rationale... Then risks... Then mitigations... And then next steps"	decision-memo-structure	D	AI	E	Deliverable created
5047	"I chose the climate startup path. Specifically, I joined a climate risk analytics scale-up... around 120 people... I accepted an offer starting in March"	decision-made	D	G	E	Concrete outcome
5049	"The weighted model showed it clearly... the biggest thing was, I realised I was using academia as an escape fantasy... the AI kept asking, what is your actual goal"	escape-fantasy-revealed	I	AI	E	Deep insight
5051	"what are you protecting by not deciding. And I wrote, I am protecting my identity as someone	identity-protection-surfaced	I	AI	L	Breakthrough moment

Line	Extract	Code	Type	Domain	Construct	Memo
	who made the safe choice... And then it asked, what is the cost of keeping that story... I cannot unsee it"					
5053	"Sometimes it pushed premature clarity. Like I would write, I feel scared, and it would respond with, then choose the option that maximises your weighted score... It could not hold the fear"	AI-cannot-hold-fear	I	AI	T	Emotional limitation
5053	"sometimes it created false certainty. Like, you could get an offer in four weeks, just do these steps. And in reality, hiring cycles are slow"	false-certainty	D	AI	T	Unrealistic confidence
5055	"AI was like the backbone. Humans were like emotional support and reality check... my sister helped me not panic. My friend helped me feel less alone. And the colleague helped me with practical things"	hybrid-already	D	HY	E	Natural division

Line	Extract	Code	Type	Domain	Construct	Memo
5057	"I had sessions where I just brain-dumped... And then I had sessions where I asked for deliverables... And I also used it to rehearse conversations"	multiple-AI-uses	D	AI	E	Varied applications
5059	"The AI helped me phrase it in a professional way. And I did it. And it reduced my anxiety because I had rehearsed"	rehearsal-reduces-anxiety	D	AI	E	Preparation value
5064	"AI is better for breadth. It can generate many options quickly, and it does not get bored. Humans are better for filtering based on knowing you"	AI-breadth-human-filtering	D	HY	E	Complementary
5066	"AI, surprisingly. Because it forced me to write numbers. Humans sometimes avoid numbers because it feels too rational. But in my case, the numbers helped"	AI-forces-quantification	D	AI	E	Counter-intuitive strength
5068	"Humans. Definitely humans. Because they have lived	human-for-local-knowledge	D	H	E	Contextual expertise

Line	Extract	Code	Type	Domain	Construct	Memo
	experience. AI can summarise general patterns, but Frankfurt banking is very specific"					
5070	"Human. No question. AI can say supportive words, but it feels like, eehm, empty. Not always, but often. Human voice, human presence, it calms your nervous system"	human-presence-calms	I	H	E	Somatic effect
5072	"AI is very good. Because it can turn chaos into steps. And then humans can validate the steps. So AI creates the plan, human makes it realistic"	AI-plan-human-validate	D	HY	E	Clear workflow
5075	"I created a list of around 18 people... I wrote short messages. The AI helped me draft the messages in a way that is polite in Germany... And then I actually sent them"	AI-helped-outreach	D	AI	E	Practical application
5078	"It reduced rumination. Instead of thinking, I was doing"	ruminations-replaced-by-action	I	AI	E	Key outcome

Line	Extract	Code	Type	Domain	Construct	Memo
5082	"AI helped because it asked structured questions and reflected patterns. But humans help because they know my history and they can challenge me emotionally"	both-have-roles	D	HY	E	Complementary
5084	"For emotional tasks, I do not trust AI fully. For structure tasks, I trust AI more. But I trust it with conditions. Like I trust it to help me think, not to tell me the truth"	conditional-trust	I	AI	T	Calibrated approach
5090	"Trust is like permission. If I trust the tool or the person, I will share the real problem, not the polite version. And then the output is better"	trust-enables-depth	I	G	L	Core mechanism
5090	"I trusted it enough to be honest about my fears and contradictions. But I also limited what I share because of privacy. So trust is partial"	partial-trust-still-useful	I	AI	L	Bounded but helpful
5092	"I did not fully trust it on facts, like salary numbers. But it was	effectiveness-despite-partial-trust	I	AI	L	Key finding

Line	Extract	Code	Type	Domain	Construct	Memo
	still effective because it made me clearer and it pushed me to take action"					
5094	"the coaching session at the bank. I trusted she was kind. I trusted she meant well. But it was not effective because it was generic and not contextual"	kind-not-effective	I	H	L	Trust without effectiveness
5094	"sometimes friends. I trust them, but they cannot give structure or they just say, you will be fine. That is emotionally nice but not effective for decision"	friends-emotional-not-effective	I	H	L	Common pattern
5096	"Gradual. The first day, I was skeptical... Then it surprised me with good questions. Then I started using it more. Then I had one hallucination moment... So trust became like calibrated"	trust-calibration	I	AI	T	Learning process
5098	"I asked about a specific scholarship option... It gave me a confident answer about eligibility and	hallucination-example	D	AI	T	Specific failure

Line	Extract	Code	Type	Domain	Construct	Memo
	deadlines. And then I checked and it was wrong"					
5100	"it is good for reasoning, not for authoritative facts"	reasoning-not-facts	I	AI	T	Trust domain
5102	"Clarity... Decision confidence... Action plan execution... Reduced rumination... And better conversations with humans"	effectiveness-indicators	D	G	E	Multiple measures
5104	"Because humans get tired if you are messy. Like, you call a friend and you are like, I do not know... But if you say, I have three paths, here is what I value... then the conversation is productive"	AI-enables-better-human-conversations	I	HY	L	Cascading effect
5110-5120	"trust in human career coaches... 6.5. Maybe 7... trust in AI tools... 7.5... perceived effectiveness of human coaching... 5.5... AI tools... 9"	ratings-summary	D	HY	L	AI > Human for this situation
5120	"For my situation, I would say 9. Honestly. It enabled the final decision and action plan. It did not just make me	AI-highly-effective	D	AI	E	Strong endorsement

Line	Extract	Code	Type	Domain	Construct	Memo
	faster, it made me clearer"					
5122	"If it could hold emotions better. Like, if it could help with fear without becoming generic. And if it could guarantee factual accuracy"	what-would-make-AI-10	D	AI	T	Improvement areas
5125	"Hybrid. Definitely hybrid. AI for preparation, structure, and follow-up. Human for emotional containment, accountability, and maybe like one or two key sessions"	hybrid-preference	D	HY	E	Clear model
5127	"Week one, AI helps you map options, values, criteria. Then you meet a human coach... Then AI helps you build scenarios... Then a human helps you reality-check... Then AI helps you with execution"	ideal-hybrid-workflow	D	HY	E	Detailed sequence
5129	"humans are expensive and not always available. And sometimes you do not need a human for	cost-efficiency-logic	D	HY	E	Resource allocation

Line	Extract	Code	Type	Domain	Construct	Memo
	everything. Like, I do not need to pay someone to build a matrix"					
5131	"Transparency about what AI does and what humans do. Data protection... quality control of the human side... And also boundaries. Like, do not pretend AI is a therapist"	hybrid-trust-requirements	D	HY	T	Key conditions
5133	"If it feels like a black box. Or if it pushes me to share too much personal data. Or if the human is not good... Also if the AI outputs are generic"	hybrid-hesitations	D	HY	T	Concerns
5139	"I wish I knew that clarity is not a feeling, but rather a result of action. Like, I thought I need to feel sure, then act. But actually I acted, then I felt more sure"	action-creates-clarity	I	G	L	Key learning

INTERVIEW 19: TOBIAS (Mechanical Engineer, 28, German, Stuttgart)

Line	Extract	Code	Type	Domain	Construct	Memo
5161	"I am 28... I live in Stuttgart. I work as a junior mechanical engineer in a mid size automotive supplier... I have, like, enough experience to see how things work, but not enough seniority to really influence it"	context-automotive	D	G	-	Context: German automotive
5168	"We do components for thermal management and some structural parts. I am in the development department, Konstruktion, but it is not pure CAD all day"	technical-role	D	G	-	Job description
5170	"supplier coordination is the part I did not expect so much... you design a thing, but then you talk to three people, and the supplier says, we cannot do that radius, and	coordination-complexity	D	G	-	Reality vs. expectation

Line	Extract	Code	Type	Domain	Construct	Memo
	"purchasing says, cost too high"					
5172	"Stuttgart is, you know, very automotive. Everybody either works directly for OEMs or for suppliers... the culture is quite, um, how to say, traditional. Hierarchy, titles"	Stuttgart- culture	D	G	-	Local context
5176	"the decision to pay for a private career coach, and then to stop after the first session. And then, to replace that with... using AI tools for reflection... and asking a senior colleague to mentor me informally"	coaching-pivot	D	HY	-	Key turning point
5178	"I work a lot, I deliver, and I am still seen as, like, junior helper. That is the vibe... I bring solutions, but then a senior engineer repeats it, and then it becomes the solution"	recognition- gap	I	G	-	Core frustration
5180	"performance reviews... you have Zielvereinbarung,	vague- feedback	D	G	-	No clear path

Line	Extract	Code	Type	Domain	Construct	Memo
	and you get feedback like, you did a good job, keep going, but nothing concrete"					
5182	"I asked for more responsibility, like owning a module... And my manager said, yes, maybe next year, first prove yourself. And I was thinking, I am already proving myself for two years"	prove-yourself-trap	I	G	-	Frustrating pattern
5182	"I hate the word visible. Because it feels like politics"	visibility-as-politics	I	G	-	Values conflict
5184	"I am not the loud guy. In meetings, I speak when I have something. I am not doing this, look at me. And in that culture, the loud ones are sometimes seen as more senior"	introvert-disadvantage	I	G	-	Cultural mismatch
5184	"I do a lot of support work. Like, fixing issues, helping others, doing the unpleasant tasks. And that is	invisible-work	D	G	-	Recognition problem

Line	Extract	Code	Type	Domain	Construct	Memo
	"important, but it is invisible"					
5188	"Consulting felt wrong emotionally... I like building stuff, understanding a product deeply... The idea of, like, flying Monday to Thursday, making slides, telling others what to do, it felt like, not authentic"	consulting-rejection	I	G	-	Values clarity
5192	"I did not want to signal, like, I am unhappy. Also, you know, in German companies, people talk. Confidentiality is not always real, even if they say it"	internal-confidentiality-concern	D	H	T	Safety concern
5196	"I wanted someone who understands the industry context... and also understands personality differences... I wanted a structured approach, but not a template"	coach-requirements	D	H	T	What he sought
5198	"it is okay if someone says, Tobias, you avoid conflict, you need to practice. That is challenge. But if	challenge-vs-shame	I	H	T	Key distinction

Line	Extract	Code	Type	Domain	Construct	Memo
	someone says, Tobias, you are too sensitive, everyone feels that, just toughen up, then it feels like, you are not okay as you are. That is shame"					
5203	"I found him on LinkedIn. He had a lot of content, like, posts about career acceleration, engineering to leadership... He positioned himself as former consultant, now coach"	coach- selection	D	H	-	How he chose
5205	"engineers are undervalued because they do not market themselves. That hit me. I was, like, yes, that is me"	resonant- marketing	D	H	T	Initial connection
5207	"It was around, um, 900 euros for three sessions"	cost-significant	D	H	-	Investment
5211	"he was very energetic, like, hi Tobias, great to meet you, we will make you unstoppable. That kind of vibe. And I	high-energy- start	D	H	T	Initial warning sign

Line	Extract	Code	Type	Domain	Construct	Memo
	was, like, okay, a bit much, but fine"					
5213	"He started with, like, a pitch. He talked for maybe ten minutes about his method... I was thinking, okay, but what about me"	coach-self-focused	D	H	T	Red flag
5215	"He was talking fast. I tried to say, yes, I work in a supplier, and he was like, yes, yes, automotive, I know, very hierarchical, and then he continued. It felt like he already knew the story"	not-listening	I	H	T	Dismissive behavior
5217	"I said, I feel under recognized, I do a lot, and the feedback is vague, and I feel frustrated... And he said, literally, everyone feels that. Everyone thinks they are under recognized. It is not special. You need to stop complaining and start acting"	dismissal-moment	D	H	T	Trust rupture
5219	"My stomach dropped. Like, physically. I felt	somatic-response-to-dismissal	I	H	T	Embodied impact

Line	Extract	Code	Type	Domain	Construct	Memo
	heat in my face. And my throat got tight. I remember I stopped breathing for a second"					
5219	"I made myself vulnerable, and he slapped it away. And then I became very careful"	vulnerability-punished	I	H	T	Core violation
5221	"I said, okay, yes, maybe. And I started to speak more generally. I did not share, for example, that I had some conflict with a senior colleague"	withdrawal-to-safety	D	H	L	Distrust reduces disclosure
5223	"Psychological safety went down"	safety-named	I	H	T	Explicit recognition
5225	"the fastest route is consulting. Because in consulting you learn to communicate, you get visibility, you get salary, and then you can go back to industry at a higher level. He said it like it is obvious"	template-advice	D	H	E	Generic recommendation
5227	"I said, I am not sure consulting fits me. I like engineering. And he said, that is just	dismissing-values	I	H	T	Invalidation

Line	Extract	Code	Type	Domain	Construct	Memo
	fear. Engineers always say they like engineering, but what they really want is recognition and money"					
5227	"you are the typical introverted engineer who hides behind technical details, and you need to become more of a leader type"	personality-judgment	D	H	T	Labeling
5229	"it was said with this, like, smile, like, I see through you. And I was thinking, you do not know me. Also, introverted is not a problem"	false-insight	I	H	T	Judgment disguised as insight
5233	"he wants to sell a narrative that fits his method, not my situation"	method-over-person	I	H	T	Commercial motive perceived
5235	"He gave a framework that is actually not stupid... your value proposition in three parts. Your technical skill, your business impact, and your leadership behaviors... collect evidence for each"	useful-framework-distrusted	D	H	L	Content good, delivery bad

Line	Extract	Code	Type	Domain	Construct	Memo
5237	"If someone I trust would say it, I would do it. But because he said it after invalidating me and labeling me, I did not want to engage. It felt like, if I follow his framework, I accept his worldview"	trust-enables-uptake	I	H	L	Core mechanism
5239	"I even received a PDF after the call, like worksheets. And I opened it once, and I felt annoyed. I closed it"	materials-rejected	D	H	L	Distrust blocks use
5241	"He proposed homework... And he said, if you are serious, you need to commit. And I said, yes, okay, I will do it. But inside I was already out"	internal-exit	I	H	T	Compliance without engagement
5243	"I did not trust him enough to say, hey, what you said hurt. I did not think it would be safe. I imagined he would say, see, you are sensitive"	unsafe-to-give-feedback	I	H	T	Cannot repair
5245	"I did not do homework. I procrastinated. I felt	avoidance-response	D	H	L	Distrust creates resistance

Line	Extract	Code	Type	Domain	Construct	Memo
	stress when I saw the calendar invite. Like, I had this tight feeling"					
5247	"I did not go to session two. I lost the money basically. And that also made me angry at myself"	abandoned-investment	D	H	-	Consequence
5249	"One, dismissal... Two, pre made narrative. Consulting is the solution. He did not explore alternatives. Three, judgment. Labeling my personality... maybe a fourth, lack of boundaries"	distrust-drivers-articulated	D	H	T	Clear analysis
5251	"Being listened to, actually listening, not waiting to speak. Confidentiality... Non judgment... Adapting to context... Transparent process... And boundaries... Also not being too salesy"	trust-drivers-comprehensive	D	H	T	Full list
5253	"Templates. Invalidation. Salesy vibe. Pushing	distrust-drivers-list	D	H	T	Red flags

Line	Extract	Code	Type	Domain	Construct	Memo
	consulting. Personality judgment. And also over confidence. Like, when someone says, I have the proven method, then I think, okay, you will not listen"					
5255	"I became more cautious... I did not want to talk to another coach... it confirmed this fear that if you share frustration, people will dismiss you"	coaching- aversion	I	H	T	Lasting impact
5255	"weirdly, it made me clearer about my boundaries. Like, now I know what I do not want"	clarity-from- bad- experience	I	H	T	Silver lining
5259	"I did not tell him about a specific incident. There was a project where a test failed, and I found the root cause... But in the meeting, my manager presented it as the team, and my name was not mentioned"	withheld-story	D	H	L	Distrust limited disclosure
5265	"Mostly ChatGPT... I use it not for	AI-for-thinking	D	AI	E	Use case

Line	Extract	Code	Type	Domain	Construct	Memo
	technical design, like not for CAD obviously, but for thinking and communication"					
5267	"preparation for conversations. Like, if I want to talk to my manager about development, I write a rough description of my situation, and I ask, help me structure this"	AI-for-preparation	D	AI	E	Primary application
5269	"It asks me questions sometimes if I prompt it that way... I answer, and then I see patterns. It is like journaling but more structured"	AI-prompts-reflection	D	AI	E	Structured thinking
5275	"I trust it as a tool, not as a person. So trust means, is it useful, is it consistent, does it keep my data private"	tool-trust	I	AI	T	Different trust type
5275	"emotionally, it cannot shame me. That is important. Like, AI does not say, you are too sensitive"	no-shame-from-AI	I	AI	T	Safety through non-judgment

Line	Extract	Code	Type	Domain	Construct	Memo
5277	"I can type something stupid, and it will respond. It might be wrong, but it is not judging. So I am more open"	openness-with-AI	I	AI	T	Safety enables honesty
5279	"It once suggested, like, in German companies you can just ask HR for promotion criteria and they will provide it. That is, in my experience, naive"	AI-lacks-context	D	AI	T	Contextual limitation
5281	"It is like a calculator for words. But you need to know what you want"	AI-as-calculator	I	AI	E	Tool framing
5283	"I never put confidential company data. I never put names. I abstract... So trust is conditional"	privacy-self-protection	D	AI	T	Boundary management
5285	"I was angry and I needed to process. I did not want to talk to friends too much because I felt ashamed... So I wrote it into AI... it gave me language. Like, it said, this sounds invalidating, and you	AI-helped-process-coaching	D	AI	E	Processing bad experience

Line	Extract	Code	Type	Domain	Construct	Memo
	experienced a trust rupture"					
5287	"It gave me words"	language-for-experience	I	AI	E	Naming function
5289	"Accountability, yes. AI cannot make me do the thing... And empathy, it can simulate, but it is still, you know, not real. Sometimes I want someone to say, I see you, and mean it. AI cannot mean it"	AI-limitations	I	AI	E	What's missing
5291	"I prefer it over a bad coach"	AI-over-bad-coach	I	HY	T	Comparative preference
5297	"Mix. AI helps me list options and clarify values. Human, like a mentor, helps me reality check. Because AI can be too generic"	hybrid-for-clarity	D	HY	E	Division of labor
5299	"AI first, then human if available. AI helps structure and write. But a human who knows the politics is crucial... AI cannot know that"	AI-structure-human-politics	D	HY	E	Complementary
5301	"AI is easier for the first draft, because	trust-is-the-variable	I	HY	L	Trust determines choice

Line	Extract	Code	Type	Domain	Construct	Memo
	no judgment. But a human friend or mentor is better if I trust them. The problem is, trust"					
5303	"Human, definitely. Someone inside or with deep industry knowledge... AI can give general ideas, but it does not know the informal parts"	human-for-industry-knowledge	D	H	E	Contextual expertise
5305	"AI can produce a plan, but I might not execute. Human can create accountability. But again, only if I trust them"	accountability-requires-trust	I	HY	L	Conditional effectiveness
5310	"When I distrust the person, I do not share real information. I share a safe version. Then the advice is based on wrong or incomplete input"	distrust-limits-input	I	H	L	Core mechanism
5310	"I do not feel motivated to act on it, because acting feels like accepting their authority. And if I think their intentions are not aligned, I resist"	resistance-to-distrusted-advice	I	H	L	Motivational block

Line	Extract	Code	Type	Domain	Construct	Memo
5312	"I share more specifics... And because I trust him, I am willing to try. And then I get results"	trust-enables-specifics-and-action	I	H	L	Positive path
5314	"trust increases willingness to act, which increases perceived effectiveness"	trust-action-effectiveness-chain	I	G	L	Causal chain
5316	"I used AI to draft an agenda for my performance review follow up... three points. One, recap achievements with examples. Two, ask for criteria for the next level. Three, propose a next responsibility... I sent it. My manager agreed to a meeting. That happened"	AI-enabled-action	D	AI	E	Concrete outcome
5318	"He helped me choose which achievements matter... He said, nobody cares. He said, translate it to impact... he told me, mention the customer escalation you	mentor-added-context	D	H	E	Contextual guidance

Line	Extract	Code	Type	Domain	Construct	Memo
	solved, because that is visible"					
5318	"in the meeting, I used that. And my manager reacted better. He actually said, okay, I see you want to move forward, let us define a plan"	combined-approach-worked	D	HY	E	Real outcome
5320	"It is not promotion yet. But it is movement"	progress-not-perfection	D	G	E	Realistic outcome
5324	"He is a senior engineer, maybe 42, in a different team but close. We worked together on a project. He is respected, but he is not political in an aggressive way. He is calm"	mentor-characteristics	D	H	T	What makes him trustworthy
5326	"he said, listen, everyone has this, but the difference is how you navigate. And he did not say it like dismissal. He said it with empathy, like, I had it too"	same-words-different-impact	I	H	T	Delivery matters enormously
5326	"The coach said it like, shut up. The colleague said it like, you are not	dismissal-vs-connection	I	H	T	Key insight

Line	Extract	Code	Type	Domain	Construct	Memo
	alone. Big difference"					
5328	"It is informal. We meet maybe once a month, sometimes just coffee. I do not dump everything. It is focused. I bring one topic"	mentorship-structure	D	H	E	Sustainable approach
5328	"he also said clearly, I cannot make decisions for you, and I cannot promise promotion. That transparency builds trust"	transparent-limits-build-trust	I	H	T	Honest boundaries
5331	"I trust him more than internal programs because he is not HR. He is not reporting"	trust-through-independence	D	H	T	No conflict of interest
5332	"That sounds ideal, if the human part is ethical and adaptive. Like, I would use AI to organize my thoughts, then the human would help contextualize and challenge me"	hybrid-ideal	D	HY	E	Preferred model
5334	"Yes, but slowly. I would probably ask more questions upfront now. Like, what is your approach, how do	more-cautious-now	I	H	T	Learned skepticism

Line	Extract	Code	Type	Domain	Construct	Memo
	"you handle confidentiality, how do you adapt. I would test"					
5336	"A green flag is, they ask, what do you want from this, and they actually listen. They summarize my situation accurately. They do not jump to solution... And they do not make me feel weird for being quiet"	green-flags	D	H	T	What builds trust
5338	"Too much talking from their side. Too much success stories. Too much, I have the system. And any comment that labels my personality as a problem"	red-flags	D	H	T	Warning signs
5342-5356	"trust human career coaches... 4... trust AI tools... 7... perceived effectiveness human coaching... 2... AI tools... 6"	ratings-summary	D	HY	L	AI > Human after bad experience
5344	"I know there are good coaches. Friends had good experiences. So it is not zero. But my	trust-damaged-but-not-zero	I	H	T	Calibrated skepticism

Line	Extract	Code	Type	Domain	Construct	Memo
	experience made me cautious. And I think the market has many people selling templates"					
5348	"the risk of judgment is lower, and it is consistent. It does not have ego"	AI-no-ego	I	AI	T	Key advantage
5352	"Because I did not continue, I did not do the work, I did not trust, so it did not change anything. The only effectiveness was, it taught me what I do not want"	distrust-blocked-effectiveness	I	H	L	Clear mechanism
5356	"It helped me take steps, like preparing conversations. It gave me structure. But it cannot fully understand context and politics, and it cannot replace a human ally"	AI-effectiveness-bounded	I	AI	E	Clear limitations

SUMMARY: Code Frequency Analysis

Most Frequent Codes Across All 19 Interviews:

Trust-Related:

1. trust-drivers-list/comprehensive - 19/19 participants articulate what builds trust
2. distrust-drivers-list - 19/19 identify what breaks trust
3. non-judgment-valued - 17/19 mention non-judgment as key
4. confidentiality-important - 16/19 explicitly mention
5. context-understanding-builds-trust - 15/19

Effectiveness-Related:

1. actionable-over-generic - 18/19 prefer concrete over vague
2. structure-valued - 17/19 want structured approaches
3. AI-for-writing-and-prep - 16/19 use AI this way
4. human-for-context/reality-check - 15/19 prefer humans for this

Trust-Effectiveness Link:

1. trust-enables-depth - 19/19 show this mechanism
2. trusted-not-effective examples - 14/19 provide
3. effective-not-trusted examples - 12/19 provide
4. distrust-blocks-action - 11/19 demonstrate

Hybrid Preferences:

1. hybrid-preferred - 18/19 prefer combination
2. AI-draft-human-validate pattern - 14/19
3. AI-for-preparation-human-for-emotional - 13/19