



# METHODOLOGY FOR IDENTIFICATION OF INTEREST FOR ENTREPRENEURSHIP AND COMPETENCIES NEEDED FOR ENTREPRENEURSHIP

Social **ENT**repreneurship for **IM**migrants

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# INTERVIEW TEMPLATE WITH COMPETENCIES WHEEL FOR IMMIGRANT ENTREPRENEURS

developed by:

STEP Institute - Institute for work psychology and entrepreneurship (Slovenia)

IED - Institute of Entrepreneurship Development (Greece)

GO Bufalini - Opera Pia Officina Operaia G.O. Bufalini (Italy)

Burgos Acoge (Spain)



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## **INTERVIEW TEMPLATE WITH COMPETENCIES WHEEL FOR IMMIGRANT ENTREPRENEURS**

The following interview template is useful to explore experiences and competencies of individual who already has experience in entrepreneurship. It is best if the interview is conducted in person. In case this is not possible, this template can also be sent to individual to answer all questions in written form. However, face-to-face conversation enables the interviewer to ask additional questions and explore the story, interests and competencies of the individual more in detail and provide additional support to the interviewee.

Interview template is used to talk to individuals who are entrepreneurs or who had relevant experiences in the field of entrepreneurship. First of all, questions enable exploring of individual's personal story, entrepreneurial experiences and the business itself. It is very important to gain insight into the entrepreneurial experience in a new, foreign country. Secondly, interview enables to identify and assess individual's competencies: those most developed, those most relevant for individual's work and competencies that were most important/developed in the first years of entrepreneurial career. The wheel can be used also to assess competencies at different stages of entrepreneurial career or for different business areas etc.

It is also possible to explore individual's opinion about and interest for social entrepreneurship. With the final question we can also invite individual to give personal opinion and estimation of interest for entrepreneurship among immigrants in general.

Estimated time needed to conduct the interview is apx. 2 hours.

Each question can be also followed by sub-questions, depending on interviewer's focus and what we want or need to explore in detail.



Important notes for interviewer:

- In case individual has more and different business experiences, we encourage him or her to share more than one and compare these experiences (regarding specific knowledge or skills needed, similarities and differences etc.). Interviewee can also build upon his or her general experiences in a new country to think about potential advantages and disadvantages.
- Be prepared to provide additional guidance and assistance to ensure better understanding of certain words or phrases (e.g. competency).
- Encourage individual to think about his competencies in a broader context: not only related to entrepreneurship, but also in the scope of one's private life, voluntary work, different work experiences etc.
- You can build upon this interview template and add questions and topics, depending on what the focus of the interview is. It is possible to add questions focused on more creative approach to thinking about challenges, opportunities and best practices in entrepreneurship.
- Make sure to establish a setting where open discussion is welcomed and encourage individual to think about each question and provide as many ideas, information and answers as possible.
- Make sure to be an active listener, focus on the interviewee and enable him or her to talk also about things and topics that are maybe not included in the interview template.



## 1. Personal data

Gender:
Work experience (number of years):
Work experience in entrepreneurship:
Education:
How long do you live in the current country?
Description of the company (7-10 lines):

## 2. Entrepreneurial story

a.) During your entrepreneurship career you have experienced many different projects. Among them you can find ups and downs. Please, retrieve one successful project when you felt the most productive, efficient and proud. Share this story with us.

Sub-questions: What happened? Who cooperated in the project? What was your role? Which of your qualities (personal characteristics) were most important at that time?

b.) Tell us about your starting point as an entrepreneur. Describe, how did you start with your business?

Sub-questions: What information did you seek? What help did you seek and where did you seek for help? What did you need to learn?

c.) Tell us about your experience as an entrepreneur in foreign country.

Sub-questions: What disadvantages did/do you have compared to domestic entrepreneurs? What barriers did/do you have to face? What advantages did you have compared to domestic entrepreneurs?

d.) If you were once again in the beginning of your entrepreneurship career, what would you do differently? If you could give an advice to yourself at the beginning of the career or to other future entrepreneurs, what would you say, suggest?

## 3. Competencies wheel

*Please see the competencies wheel on separate page.*

a.) How relevant are those competencies for your work?

b.) Can you please mark in what extent do you possess every competence? The inner centre means 0, the edge means 10. Also comment every competence (think aloud). The interviewer writes down all the comments.

c.) Can you please mark (with different colour) in what extent did you possess every competence in the first year of your entrepreneurial career? The inner centre means 0, the edge means 10. Also comment every competence (think aloud). The interviewer writes down all the comments.

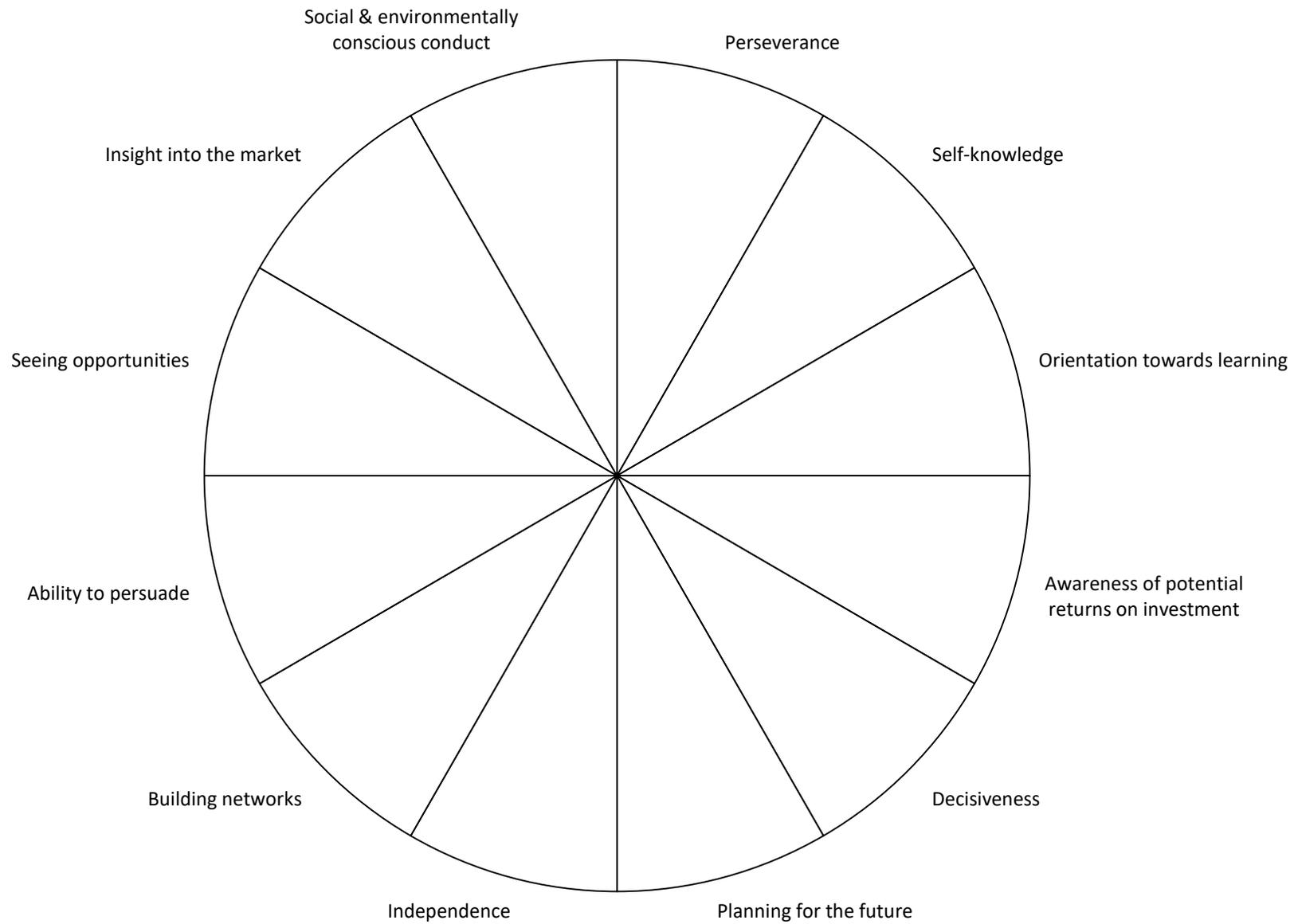
d.) Are there other skills that entrepreneurs need and are not included in the wheel?

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### **Entrepreneurship support environment**

- a.) What do you suggest to organizations dealing with entrepreneurship support? How they can adapt their services to be friendlier to immigrants?
- b.) What kind of trainings/workshops would you be interested to attend in order to improve specific (entrepreneurial) skills?
- c.) What kind of trainings/workshops is in your opinion useful for immigrants who want to start a business in a new country?
- d.) What is your opinion about social entrepreneurship? Would you be interested to start a business in the scope of social entrepreneurship and why yes/not? If yes, what kind of business do you have in mind?
- e.) What is in your opinion interest for entrepreneurship among immigrants?



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