



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

Social ENTrepreneurship for IMmigrants

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INTERVIEW TEMPLATE WITH COMPETENCIES WHEEL FOR POTENTIAL IMMIGRANT ENTREPRENEURS

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The following interview template is useful to explore individual's experiences and competencies. 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 interests and competencies of the individual more in detail and provide additional support to the interviewee.

Interview template is used to talk to individuals that already indicated interest for entrepreneurship. First of all, questions enable exploring of individual's interests and experiences which gives us insight into individual's field of expertise and potential areas of business opportunities. Secondly, interview enables to identify individual's competencies: those already well developed and those that could or should be developed in the future for more successful entrepreneurial endeavours.

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.

If we talk with individuals who already have a clear business idea or more entrepreneurial experiences, we can add a SWOT analysis (strengths, weaknesses, opportunities and threats) and explore individual's resources and potential for becoming an entrepreneur or explore the environment and context in which the business would be done.

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 doesn't have any work or project experiences, we can replace first question (*During your 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.*) with a question oriented towards exploring individual's life experiences, interest and hobbies and build upon that with the following questions. E.g. we can ask the interviewee what he or she is good at, what others say he or she is good at, what he or she likes to do, what are his or her strengths and opportunities for further development and growth etc. Interviewee can 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?

2. Personal story

a.) During your 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 decision process as a potential entrepreneur. In which business would you like to start-up? What information do you seek in order to make your decision?

Sub-questions: What do you need to learn? What information do you need? Where do you look for information? What other support beside information do you need?

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

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

d.) If you could give an advice to yourself 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.) How do you plan to build competencies which are relevant for your business, but they not so strong in your profile?

d.) In your opinion, how important is each competency to become and be a successful entrepreneur?

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

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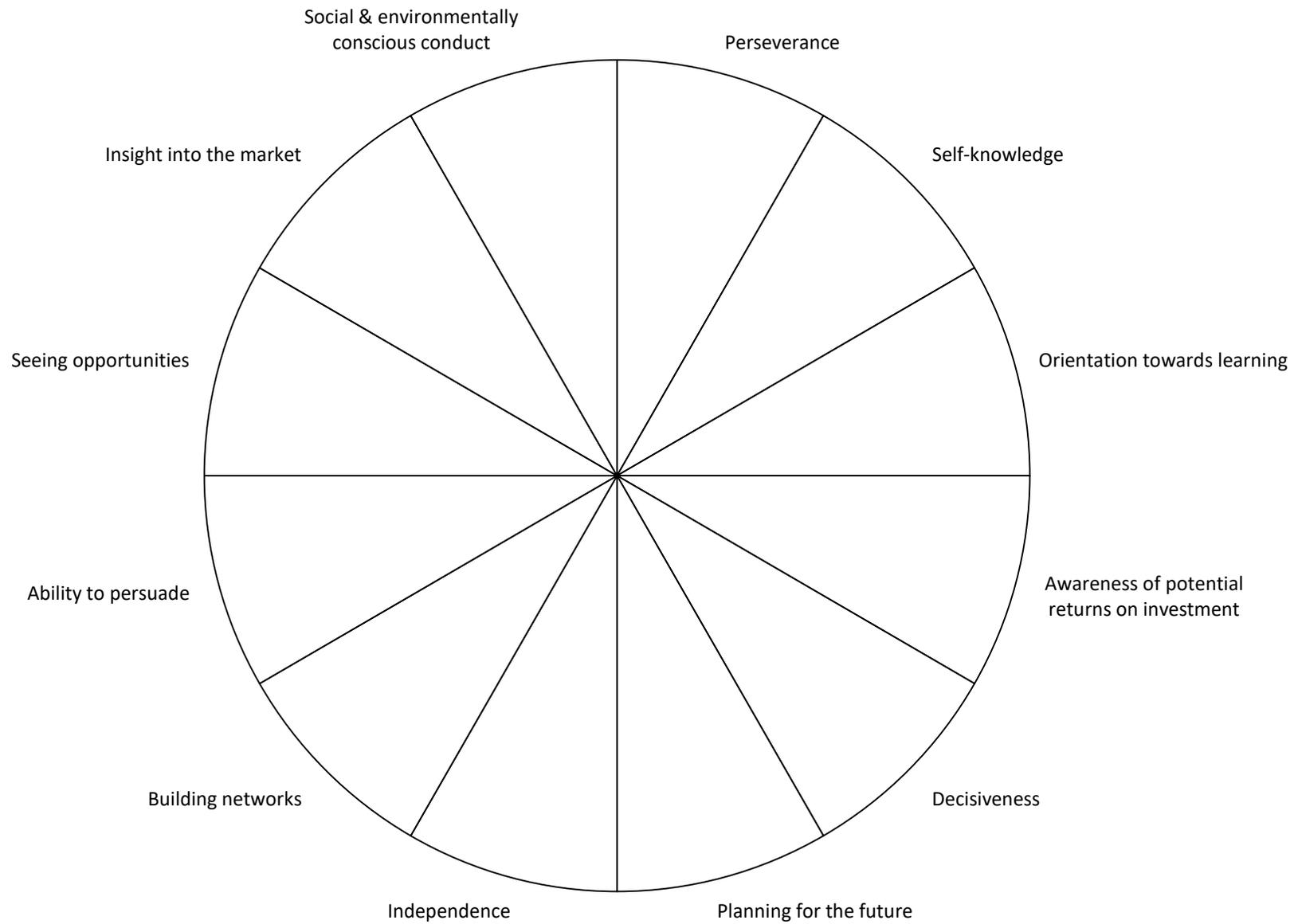
4. Entrepreneurship support environment

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 develop specific (entrepreneurial) skills?

c.) 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?

d.) What is in your opinion interest for entrepreneurship among immigrants?



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