**Appendix**

Interview Questions

Part 1

Part 1 aims to find an answer to the first research question: “How do mentors understand their roles in the mentoring program?”

1. How would you define a ‘mentor’? What are the main responsibilities of him / her?
2. How did you decide to become a mentor? Did you get any training or special preparation for it?
3. What qualities/skills do you think a good mentor needs to possess?
4. What are your strengths as a mentor? In what areas do you think you need to develop yourself as a mentor?

Part 2

Part 2 aims to find an answer to the second research question: “How do mentors perceive their experiences with mentoring and professional development?”

1. How does the mentor position fit into your professional goals?
2. What are some of the biggest challenges of being a mentor?
3. Do you think it helps your professional development? If so, in what ways?
4. Who do you think benefit most from the mentoring program? Mentors or mentees? Why?