

## Appendix

### Interview guide

#### Motivation

- What was your motivation to become a mentor?  
If second cycle of mentoring: what was your motivation to continue being a mentor?

#### Role and relationship

- How do you perceive your role as a mentor?  
How do you perform this role within the mentoring sessions?
- According to you, what are the main tasks of the mentor within the mentoring programme?
- As a mentor, what do you want to accomplish with the students?  
How do you try to accomplish this?  
To what extent do you think your attempts have been successful?
- As a mentor, is there anything you want to accomplish for yourself?  
Do you experience any benefits of being a mentor?

#### Competencies and training

- As a mentor, which competencies do you need to perform your mentoring role and tasks?  
In what way have your competencies developed?  
When second cycle mentoring: are there things you do differently compared to your first cycle?
- How can the necessary competencies and skills be supported by the mentor training?  
In the current mentor training, to what extent do you feel the necessary competencies and skills are already addressed?  
Do you have any suggestions for improvement?
- What are the dos and don'ts  
As a mentor?  
During a mentoring session?

#### Group mentoring and one-on-one mentoring

- What are possible advantages of group mentoring?
- What are possible disadvantages of group mentoring?
- As a mentor, how do you perceive the relationship between mentor and mentee?  
Do you experience any differences in this relationship during the group sessions and the individual session? If yes, which differences do you experience?
- What are your thoughts on group mentoring versus one-on-one mentoring?

#### Extra

- Is there anything you would like to add? Any thoughts, advice,...regarding the mentoring programme?