

## ONLINE APPENDIX 1

### Interview schedule

Discipline of Audiology  
School of Health Sciences  
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The key focus areas of this interview are predominantly informed by (Kelliher et al., 2019; McMahon & Patton, 2018; Zacher et al., 2019). Refinements may still be applied where necessary.

A: Opening/Introductions/basic instructions

Hi. How are you?

Thank you for accepting the invitation to participate in the study.

**Expectations:** I will be interviewing you and a few other participants about the topic of interest. I am keen on discussing your experiences of academic career development and the related impact on work-life balance. So, there is nothing forbidden, and feel free to say things as you feel like without fear of being judged. The more open we are with each other, the more I can come to know about your experiences. Feel free to speak even more than me as you may have more to share than I do. The only few questions I have will only just guide our discussion if there is a need to redirect it.

Are you ready to start with the interview?

Yes	No
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#### Section A: Participant background

Tell me about background

- Name
- Place of work,
- age,
- gender
- years of experience
- Qualification
- Credentialing level

#### Section B: (Conceptions)

- What is (Explain) your understanding (conception) of academic career development?
- What is (Explain) your understanding (conception) of (academic) work-life balance?

#### Section C (experiences of work life balance and career development)

- Share your personal experience of academic career development
  - Your role, (resource, context)
  - Your institutions' role, (resources, context)
  - Your family's role, (resources, context)
- Do you think there is any relationship between the work-life balance and your career development (Explain from your personal experience)
  - Positive relationship (and contributing factors)
  - Negative relationship (and contributing factors)

Closure: To discuss anything else that may be left out, or needs more attention.

#### References:

- Kelliher, C., Richardson, J., & Boiarintseva, G. (2019). All of work? All of life? Reconceptualising work-life balance for the 21st century. *Human Resource Management Journal*, 29(2), 97–112. <https://doi.org/https://doi.org/10.1111/1748-8583.12215>
- McMahon, M., & Patton, W. (2018). Systemic thinking in career development theory: contributions of the Systems Theory Framework. *British Journal of Guidance & Counselling*, 46, 1–12. <https://doi.org/10.1080/03069885.2018.1428941>
- Zacher, H., Rudolph, C. W., Todorovic, T., & Ammann, D. (2019). Academic career development: A review and research agenda. *Journal of Vocational Behavior*, 110, 357–373. <https://doi.org/https://doi.org/10.1016/j.jvb.2018.08.006>