Appendix A: Interview Protocol

I’d like to ask you a series of questions about how you made decisions about work and family over the course of your life, but particularly when you had young children.

1. First, let’s talk about your life before you had children. Before you had children, did you expect that you would work continuously as an adult or did you expect that you would leave employment for some amount of time to raise children?
   a. What were your spouse/significant other’s expectations about this?

2. When you learned that you would be having your first child, were you working? If so, what kind of work were you doing? Did you enjoy it?
   a. Was your spouse/significant other working? What kind of work was s/he doing and did s/he enjoy it?

3. I’d like to understand what you (and your spouse/significant other if applicable) decided to do to arrange your work and family life/lives after the birth of your first child, and why you made those decisions.
   a. For instance, did either of you take time off from work when the baby was born (vacation or sick time, longer leave, quit job)? If so, for how long?
   b. Then what happened? Did either of you work during your child’s first year? If so, was that full-time or part-time work?
   c. Why did you choose this strategy?
      i. Prompt here for whether different theories applied if the respondent does not directly address a particular theory in their initial answer. For instance:
         ii. Do you feel that certain work and family arrangements are better for children? Did your opinions about this influence your decisions?
         iii. Did you consider your financial needs while making these decisions? If so, how did your financial situation influence your decisions?
         iv. Did you consider factors such as the cost, availability and quality of child care in your area and if so, how did this influence your decisions?
   d. How did you feel about these decisions?
   e. How did your spouse/significant other feel about these decisions?
   f. Did you feel that your family and friends supported or criticized your decisions and if so, why?

4. What happened next? Did you (and your spouse/significant other if applicable) use this same arrangement for several years or did you make changes? Why did you make those changes?

5. Do you have more than one child? If so:
   a. Did you make similar or different decisions around the birth of your other children?
   b. Repeat questions 3c-3f.

6. Looking back, how do you feel about the decisions about balancing work and family that you made when your children were young? Would you do anything differently?
7. Is there anything else that you feel it is important for me to know to understand your decisions about work and family?

Thank you for participating in this interview!