

## ONLINE APPENDIX: Interview Protocol

All interviews were semi-structured. This protocol shows the main categories of questions and the subquestions used as probes when the informants' general narrative did not address these points.

1. Tell me about how you and [partner's name] met and got together.
  - a. Was [partner name] your first long-term relationship or have there been others?
  - b. Where were you in your careers at the time?
  - c. Were you aware from the beginning what each other's career aspirations were?
2. Tell me about the development of your couple over time.
  - a. Are you married? Do you have children? If so, when were they born?
  - b. Have you faced any significant life decisions so far while you have been together with [partner's name]? How did you navigate these personally/as a couple?
  - c. What have been some of the key highs and lows of your time with [partner's name]?
  - d. Do you feel that you have gone through different stages or phases as a couple? If so, can you describe them and put names to them? What were the events that triggered a new stage? Did you go through these stages at the same time or were they staggered?
  - e. How do you make decisions together?
3. Has [partner's name] influenced who you are as a person?
  - a. If I asked you to draw two circles, one representing yourself and who you are and the other representing [partner name] and who he/she is, how much would they overlap?
  - b. How would you describe your couple as a unit?
  - c. Would you say you are similar to [partner's name] or different? In what ways?
  - d. What would you say are the strengths of your couple (the things you have figured out)? What are the biggest challenges for your couple (the things you struggle with)?
4. Tell me about your career path to date.
  - a. Have there been any significant turning points in your career to date? Has [partner's name] had any influence on those?
  - b. Have there been times when you have struggled with your career? What did you do? Did [partner's name] have any input at those times?
  - c. How do you feel about your career?
  - d. How do you define success in your career?
  - e. Has [partner's name] had any influence on how you feel about your career?
  - f. How would you describe yourself as a professional?
  - g. Do you feel that your sense of who you are as a professional is influenced in any way by [partner's name]?
5. Tell me about [partner's name]'s career.
  - a. How do you feel about [partner's name]'s career?
  - b. How do you think [partner's name] feels about your career?
  - c. Are there things in [partner's name]'s career that you would like to have in yours?
  - d. Do you ever feel competitive toward [partner's name]? If so, how and about what?
6. How do you see your career path vis-à-vis [partner's name]'s career path?

- a. If I asked you to draw two circles, one representing your career and the other [partner's name]'s career, to what extent would they overlap?
- b. Have you ever felt that you had to limit your own career to further [partner's name]'s? How?
- c. Have you ever felt that [partner's name] had to limit his/her career to further yours? How?
- d. Is there anything about being in your couple that helps your career?
- e. Is there anything about being in your couple that harms your career?
7. Can you give me some examples of situations in which things have worked particularly well between you and [partner's name] and both of your careers?
  - a. Can you give me some examples of situations in which things have not worked so well between you and [partner's name] and both of your careers?
8. How do you see your career developing in the future?
  - a. How do you see [partner's name]'s career developing in the future?
  - b. How do you see your couple developing in the future?
9. What was your experience of dual-career couples when you were a child/adolescent?
  - a. What did your parents do?
  - b. What was their relationship to each other/their careers/to you as a child like?
  - c. [If they have children who are old enough] How do your children feel about your careers?
  - d. What do you think your children will learn from you and [partner's name] about how to manage relationships and careers?
10. Is there anything that we didn't talk about that you think it would be important for me to understand about your life and career and relationship with [partner name]?