

Shemakes interview questions

1. General profile

- Profile & Demographics - [name, age, nationality, studies](#)
Where did you grow up? Where are you currently based?
Birthdate?
How do you identify yourself gender-wise?
- Educational Background - [academic degrees, additional courses](#)
What's your educational background?
Would you say your educational background is more technical, creative or Theoretical?
What strengths do you think it gave you to be able to embark on the entrepreneurial adventure?
- Professional Background - [career path \(max last 2 relevant positions\), current job position / sector](#)
What was your professional background before becoming an entrepreneur? In which sector?
What are your current activities? (in addition to the company you founded - if any)

2. Motivations (to become an entrepreneur)

- What were the reasons that led you to this alternative/innovative journey?
If there was a change in career path : what made you interested in working with innovation ? The key turning point ?
- Was there someone who made you feel like you could make it as an entrepreneur?
Someone who helped you take this path - voluntarily or not?

3. Skills background

- What knowledge and skills did your studies give you ? (more technical, creative...?)
- Which topics / skills did you find useful / interesting for your entrepreneurial path ?
- Which topics / skills did you find useful / interesting for entering the labour market ?
- Did these topics/skills have an impact on your journey ?
- What do you identify as key skills that you absolutely must have to embark on the entrepreneurial adventure?
- Which skills would you've liked to have been trained in earlier, to begin your entrepreneurial journey more serenely?
- Where did you end up learning them: directly on the field? elsewhere?
- Were there other (content/technical skills/knowledge) gaps you had to overcome before arriving at what you currently do?
- Do you feel that a man would have had fewer obstacles than you on this path (due to skills that are more commonly passed on to them)? Why or why not?

4. Needs & Opportunities

Present the Fabricademy program in more detail. If you had been able to follow a programme like this during your career...

- Which topics/skills (practical/technical but also soft skills) would you like to have attended ?
- What type of collaborations and activities would you think interesting between a program like Fabricademy and a network like TCBL, in order to better integrate women entrepreneurs into the labour market?

5. Employability

- Do you feel there are enough opportunities for the type of work you want(ed) to do in the T&C (and materials) sector?
- If you ever stop the entrepreneurial adventure, do you have a sense that you'll find a job more easily than before?

6. Inclusive workspace

- Do you feel you are treated equally compared to your co-workers in your workspace?
- Would you say that your workspace is diverse in terms of gender, age, race, educational background, ability, ethnicity, language, culture, sexuality?
- Do the people in leading positions have different or homogeneous intersectional backgrounds?
- Do you think the growth opportunities and salary of you and your co-workers are comparable?
- Do you believe you have qualities / skills / attributes that were advantageous to reach your career position today? If yes, which ones and why? Do you feel they are intersectional-related?
- How do they incorporate diversity and gender questions in their company? Is there any inclusivity program/guidelines on the recruiting process?