

APPENDIX A: ENGLISH LANGUAGE TEACHER (ELT) INTERVIEW GUIDE

1. Demographics
 - a. What is your age? Sex/gender? Social-class/socio-economic status? Nationality?
Race/ethnicity? Sexual orientation?
 - b. How long have you lived in Japan?
 - c. What languages do you speak? To what extent (i.e., beginner, intermediate, advanced, fluently).
2. Why did you decide to apply to teach English in Japan?
 - a. What drew you to Japan?
 - b. What drew you to English teaching?
 - c. How long have you been in this position?
3. Tell me about your experience as an ELT in Japan.
 - a. How would you describe where you live? (i.e., urban/rural)
 - b. What is it like to teach English in Japan?
 - c. What types of training did you receive (education or program training?)
 - i. How helpful was this training?
 - ii. What type of training is needed, but not present?
 - d. What challenges have you faced?
 - e. What metaphors/analogies do you or others use to talk about English education in Japan? Analogies others use to talk about you?
 - f. What terms do you use to describe your status in Japan? Expat? Migrant worker?
4. Describe your work environment.
 - a. What are your job responsibilities?

- b. How do you see your role at work? How do you think others (co-workers and ELTs) see it?
 - c. What is a “real teacher?”
 - i. Do you see yourself as a “real teacher?” Why/why not?
 - d. What other work experiences have you had prior to this position? Any intercultural workplace experience? If so, please describe.
 - e. How is this similar/different to prior places of employment in your home country? In Japan?
 - f. What challenges have you faced within the workplace?
5. Tell me about a memorable moment at work.
- a. What happened?
 - b. What makes this moment memorable?
6. How would you describe your interaction with Japanese-co-workers?
- a. What is your relationship like with your co-workers?
 - b. Who do you talk to/not talk to? Why/why not?
 - c. If you had a problem at work, who would you talk to? Why?
7. How do you define privacy? What types of information do you consider private?
8. Does your work have a “privacy” policy? If so, explain.
9. Who at work do you reveal “private or personal information” to? Why/why not?
- a. What types of situations (i.e, healthcare?) required disclosure?
10. How does privacy (negotiation) play out at work?
11. How do/did you experience privacy negotiation while working/living in Japan?

12. To what extent do/did you have conversations w/ your Japanese co-workers about privacy? Describe them.
13. Tell me about an experience where you shared “private information” or something personal with a Japanese co-worker (vice versa).
 - a. What problems arose, if any?
 - i. What was easy/challenging about this?
 - ii. Tell me why you see this as a problem.
 - iii. How did you respond to problems that arose (if applicable)?
 - b. How did you decide who you could tell/not tell?
14. What should happen if you were to disclose private/personal information at work?
 - a. If a Japanese co-worker disclosed private/personal information to you?
15. What types of questions do students ask you?
 - a. In your opinion, is it ok for students to ask ELTs private/personal questions?
Why/why not?
 - b. What do you do if they feel uncomfortable answering a students’ question?
 - c. What should happen to the student?
 - d. How should teachers respond?
16. What is something that has surprised you about working in Japan? Living in Japan?
17. What health experiences did you have in Japan?
 - a. What happened?
 - b. How was related-privacy treated?
18. If you were to offer advice to another ELT about working at this school, what would it be?

19. What advice would you offer an ELT for living in Japan?
20. What cultural advice would you offer to prospective/another ELT?
21. What cultural advice would you offer a Japanese co-worker? Community member?
22. Is there anything else you would like to share, or that you think I should know?
23. In order to gain additional perspectives, who do you recommend I speak with (ELT or Japanese)?

APPENDIX B: JAPANESE CO-WORKER INTERVIEW GUIDES

Japanese Co-worker Interview Guide (English Version)

1. Demographics

- a. What is your age? Sex/gender? Social-class/socio-economic status (high, medium, low)? Nationality? Race/ethnicity?
- b. Have you always lived in Japan? What other countries have you visited/lived in? How long?
- c. What languages do you speak? To what extent (i.e., beginner, intermediate, advanced, fluently).

2. Describe your work environment (urban/rural/size of school).

- a. What are/were your job responsibilities?
- b. What do you currently teach?
 - i. Why did you choose this profession?
 - ii. How long have you been (or were you) in this position?
- c. What other subjects have you taught?
- d. How do/did you see your role at work? How do/did you think others (co-workers and ELTs) see it?
- e. What other work experiences have you had prior to this position? Any intercultural workplace experience? If so, please describe.
- f. What challenges have you faced within the workplace?
- g. How many ELTs/foreigners have you worked with in the past? In what capacity?
- h. To you, what is a teacher? In what ways does an ELT fill that role? Not fill that role?

3. How would you describe your interaction with co-workers?

- a. What is/was your relationship like with your co-workers?
 - b. Who do/did you talk to/not talk to? Why/why not?
 - c. If you had a problem at work, who would you talk to about it? Why? How would the problem be managed/resolved?
 - d. How would you describe your relationship with the ELT?
4. Tell me about your school's ELT.
- a. What do you know about your school's ELT?
 - i. Nationality? Hobbies? Age?
 - b. What types of conversations have you had with the ELT?
 - c. What types of information do you discuss with your school's ELT?
 - d. What difficulties/challenges do you think the ELT faces at work?
 - e. If you were to offer advice to the ELT about working at this school, what would it be?
 - f. In what contexts do you interact with the ELT?
 - i. At school only? Outside of work?
5. What health experiences have your ELTs had?
- a. What happened?
 - b. What was your role in this situation?
6. Tell me about a memorable moment with an ELT at work.
- a. What happened?
 - b. What makes this moment memorable?
7. What is it like to work with an ELT?
- a. What is easy/difficult? Challenging?

- b. What do you like/don't like?
 - c. What is something that has surprised you about working with an ELT?
 - d. What unexpected results have you encountered from working with ELTs?
- 8. What do you think makes a good relationship with co-workers? What might ELTs do to help ensure a good relationship with co-workers?
- 9. What do you think makes a good relationship with students?
 - a. What might ELTs do to ensure a good relationship with students?
 - b. What are your expectations for ELTs?
- 10. What types of questions do students ask ELTs?
 - a. In your opinion, is it ok for students to ask ELTs private/personal questions?
Why/why not?
 - b. What should an ELT do if they feel uncomfortable answering a students' question?
- 11. To you, what does "privacy" mean?
 - a. How important is privacy to you?
 - b. What do you consider as "private or personal information?"
 - c. Who at work do you reveal "private or personal information" to? Why/why not?
- 12. Does your work have a "privacy" policy? If so, explain.
- 13. Tell me about an experience where you shared "private information" or something personal with an ELT.
 - d. What problems arose, if any?
 - i. What was easy/challenging about this?
 - ii. Tell me why you see this as a problem.

- iii. How did you respond to problems that arose (if applicable)?
 - iv. How did you decide who you could tell/not tell?
14. To what extent do/did you have conversations w/ ELTs about their experiences with privacy? Describe them.
15. Tell me about a situation where an ELT told you something “private.”
- e. How did you respond to this conversation?
 - f. Who did you share this information with, if anyone?
16. If any ELT told you something “personal/private” tomorrow, what *would* you do?
- g. What if they told you the information at work? Outside of work?
17. What should happen if you were to disclose private/personal information at work to an ELT (vice versa)?
- h. If an ELT disclosed private/personal information to you what should happen?
 - i. If a Japanese co-worker disclosed private/personal information to you what should happen?
18. How do you think information about ELTs *should* be treated?
19. What advice would you offer someone interested in teaching English in Japan?
20. What advice would you offer someone interested in working with an ELT?
- a. Any cultural advice?
21. What advice would you offer an ELT for living in Japan?
- a. Any cultural advice?
22. Is there anything else you would like to share, or that you think I should know?
23. In order to gain additional perspectives, who do you recommend I speak with (ELT or Japanese)?

Japanese Co-worker Interview Guide (Japanese Version)

英語教育者インタビュー

1)人口統計

何歳ですか？

性別は何ですか？

社会的・経済的な地位はなんですか？

国籍・人種は何ですか？

ずっと日本に住んでいますか？

他の国に行ったことがありますか？他の国に住んだことがありますか？どのぐらいの期間でしたか？

何語を話せますか？レベルは何ですか？（初級、中級、上級）

2)職場の環境を述べて下さい。（田舎・都会・学校の大きさ・ect.）

仕事での義務はなんですか？なんでしたか？

今は何を教えていますか？

i なぜこの職業へ就こうと思いましたか？

ii どのぐらいこの職業をしていますか？していましたか？

他の教科を教えたことがありますか？何ですか？

職場での自分の立場をどう思いますか？他の人（同僚・ALT・ELT）にはどう見えると思いますか？

この職業に就く前にはどのような仕事をしていましたか？国際的な職場の経験はありますか？それについて述べて下さい。

この職場ではどんなチャレンジをしてきましたか？

過去に何人の外国人と働いたことがありますか？どんな風に？

あなたにとって先生とは何ですか？ELT・ALTはどのような役目を果たしますか？

3)同僚との関係を述べて下さい。

同僚との関係はどのようなですか？どのようなでしたか？

同僚の中で誰と会話をしますか？誰と会話をしないですか？それはなぜですか？

職場で問題が発生した時誰に相談しますか？なぜですか？どうやって問題を解決しますか？

ALT・ELT との関係はどのような関係ですか？

4)あなたの学校の ALT・ELT について教えてください。

あなたの学校の ALT・ELT についてどのような事を知っていますか？
i 国籍、趣味、年齢、ect...

ALT・ELT とはどのような会話をしますか？

ALT・ELT とはどのような情報をやり取りしますか？

ALT・ELT にとって職場でのチャレンジや困難な事はなんだと思いますか？

あなたの学校の ALT・ELT にアドバイスをするならどんなアドバイスをしますか？

ALT・ELT とはどのように接しますか？

i 学校だけ？学校以外でも？

5)あなたの学校の ALT・ELT は健康についての問題をかかえていますか？かかえていましたか？

どのような問題ですか？でしたか？

この状況でのあなたの役目は何でしたか？

6)あなたの学校の ALT・ELT との印象的な出来事を教えてください。

何がありましたか？

なぜ印象的だったのですか？

7)ALT・ELT と働いた感想を述べてください。

一緒に働くことは簡単ですか？難しいですか？

ALT・ELT と働いて好きなところはなんですか？嫌いなところはなんですか？

ALT・ELT と働いてびっくりしたことはなんですか？

ALT・ELT と働いて予想していなかったことはありましたか？それはどのような結果になりましたか？

8)同僚と良い関係を持つためには何が必要・大事だと思いますか？同僚と良い関係を持つために ALT・ELT はどうしたらいいですか？

9)生徒との良い関係を持つには何が大事ですか？

生徒と良い関係を持つには ALT・ELT は何をしたらいいですか？

ALT・ELT に対しての期待はなんですか？

10)生徒は ALT・ELT にどのような質問をしますか？

あなたは生徒が ALT・ELT にプライベートな質問をして良いと思いますか？なぜですか？

ALT・ELTが生徒の質問に対しての答えを出したくなかったら ALT・ELTはどうしたらいいですか？

11)あなたにとってプライバシーとはなんですか？

プライバシーはあなたにとってどのくらい大切ですか？

あなたにとって「プライベートな事」又は「個人情報」とはなんですか？

職場の誰にこの情報を話しますか？

12)あなたの職場はプライバシーについての規約がありますか？それについて教えてください。

13)ALT・ELTにプライベートな情報を教えた経験はありますか？それについて教えてください。

それについて問題は起こりましたか？

i これは単純・難しい問題でしたか？

ii なぜ問題になりましたか？

iii 問題に対してどう反応しましたか？

iv 誰に相談する又は相談しないかを決めましたか？

14)ALT・ELTとプライバシーについてどのような会話をしますか？

15)ALT・ELTにプライベートな事を話された経験はありますか？それについて教えてください。

あなたはどう反応しましたか？

この情報を他の人に話しましたか？誰に話しましたか？

16)明日 ALT・ELTにプライベートな話をされたらどうしますか？

職場でその話をされたらどうしますか？外で話されたらどうしますか？

17)ALT・ELTにプライベートな情報を話した場合、理想的にはどのようなになると一番良いですか？

逆に ALT・ELT から話されたら理想的にはどのようなになると一番良いですか？

18)ALT・ELTに関する情報はどのように扱われると良いですか？

19)日本で英語を教えることに興味を持っている人にはどんなアドバイスをしますか？

20)ALT・ELTと働く事に興味を持っている人にはどんなアドバイスをしますか？

文化的なアドバイスはありますか？

21)日本に住んでいる ALT・ELT にアドバイスはありますか？

文化的なアドバイスはありますか？

22)他に伝えたいことはありますか？

23)他の人の見解を得るために他の誰にインタビューした方が良いと思いますか？ (ALT・ELT・日本人 ect...)