

## Criteria for selecting respondents

1. People in software companies who spend at least a third of their time on RE activities, AND
2. who have a minimum experience of 1 year in RE if they work full-time or a 2 years if they work part-time .

## Process for conducting the interviews

Attention: Check the version of the manifesto to be used: Currently, version 0.4.1

Before the interview:

1. The usual: Explain to interviewee: aim of the study, time commitment expected from them, ensure anonymity.
2. Ask the interviewee to answer the pre-read questions using a google form (including a term of informed consent).
3. Ask the interviewee to read the manifesto carefully before the interview.

On the interview:

4. The usual: remind of the aim of the study, Inform it should take about 45 minutes and ask permission to record;
5. Ask questions to the interviewee, pre-defined cues when necessary;
6. The usual closing: Thank the interviewee and tell them you will send him the results of the study

After the interview:

1. Transcribe the interview in English;
2. Add to the respective folder in Google drive.

## Interview questions

Pre-interview questions (online)	Objective (Level 3)
<b>Background Questions</b>	
Pre-Q1. Country Pre-Q2. Sex (male, female, transgender) Pre-Q3. Age range (under 20; 20-24; 25-29; 30-34; 35-39; 40-49; 50-59; over 60) Pre-Q4. Highest education level? (school , college, university undergraduate, masters, PhD, other) Pre-Q5. Do you work full time? yes/no. What rough percentage of your time do you spend on each of these job/roles? a. Requirements engineer	

<ul style="list-style-type: none"> <li>b. Software architect</li> <li>c. Developer</li> <li>d. Tester or Test manager</li> <li>e. Usability expert</li> <li>f. Project manager</li> <li>g. Other, please specify.</li> </ul> <p>Pre-Q6. How many years have you been working on the field of requirements engineering?</p> <ul style="list-style-type: none"> <li>a. 1-2, 3-5, 6-10, &gt;10</li> </ul> <p>Pre-Q7. What is the business sector/domain of your company?</p> <p>Pre-Q8. How many employees does your company have?</p> <ul style="list-style-type: none"> <li>a. 1 - 49</li> <li>b. 50 - 999</li> <li>c. 1,000 - 4,999</li> <li>d. 5,000 - more</li> <li>e. I don't know.</li> </ul>	
<b>Sustainability background check</b>	<b>O7</b>
<p>Pre-Q9. Which of the following apply when it comes to your knowledge of sustainability?</p> <ul style="list-style-type: none"> <li>a. You read about it in the news</li> <li>b. You regularly have discussions with friends/family/colleagues about it</li> <li>c. You have read (at least one) book about it</li> <li>d. You learn through active engagement in community activities or political action</li> <li>e. You have a degree in a related discipline</li> <li>f. What else describes your knowledge and sources of knowledge in sustainability? List anything that comes to your mind.</li> </ul> <p>Pre-Q10. What do you do for sustainability in your daily private life? Please list some concrete examples.</p> <p>Pre-Q11. What do you do for sustainability in daily work life? Please list some concrete examples</p> <p>Pre-Q12. What is your understanding of the term "sustainability"?</p>	
<b>Sustainability guidelines in place</b>	<b>O8</b>
<p>Pre-Q13. Are you aware of any standards/guidelines in your company that relate to sustainability? (yes/no/I don't know). If yes, which one(s)?</p>	

<b>Interview Questions</b>	
<b>Feedback on the manifesto</b>	<b>O9, O11</b>
<p>Int-Q1. What is your first impression? What is the first thing that comes to your mind?</p> <p>Int-Q2. Is there something unclear? Which part do you think is unclear?</p> <p>Int-Q3. Is there something missing? What would you add?</p> <p>Int-Q4. Is there some unexpected content? What?</p>	
<b>Impact of the manifesto I</b>	<b>O10, O11, O12</b>
<p>Int-Q5. What do you believe to be the goal of the manifesto?</p> <p>Int-Q6. To whom do you think such a manifesto could be relevant? (Requirements engineer, Software architect, Developer, Tester or Test manager, Usability expert, Project manager, etc.)</p> <p>Int-Q7. Could the manifesto be relevant to your work? If yes, in what way?</p> <p>Int-Q8. How would you put three of the principles of the manifesto in practice in your current project?</p> <p>Int-Q9. What do you see as major obstacles for implementing these three (or other) principles?</p> <p>Int-Q10. On a scale of 1 (min.) to 10 (max.), how much do you agree with the following statements:</p> <p style="padding-left: 20px;">Int-a. It provides a focal point of reference for IT practitioners.</p> <p style="padding-left: 20px;">Int-b. It phrases key questions in accessible language appealing to a broad audience.</p> <p style="padding-left: 20px;">Int-c. It enables IT practitioners to see connections and synergies and to self-identify with the concerns articulated.</p> <p style="padding-left: 20px;">Int-d. It contributes to unifying the language about sustainability in system design.</p> <p style="padding-left: 20px;">Int-e. It reaches out to different IT communities with a clear value proposition.</p> <p style="padding-left: 20px;">Int-f. It provides arguments for the relevance and benefits of sustainability design.</p> <p style="padding-left: 20px;">Int-g. It encourage IT practitioners to engage in sustainability design.</p>	
<b>Role Specific Questions</b>	<b>O10, O11</b>
Int-11. What effects could the manifesto have on the activities	

<p>stakeholder identification and requirements elicitation?</p> <ul style="list-style-type: none"> <li>a. Which principles (of the manifesto) does that relate to?</li> <li>b. How exactly do you think these activities should change?</li> </ul> <p>Int-12. What effects could the manifesto have on the activities requirements analysis and negotiation?</p> <ul style="list-style-type: none"> <li>a. Which principles does that relate to?</li> <li>b. How exactly do you think these activities should change?</li> </ul> <p>Int-13. What effects could the manifesto have on the activity requirements documentation?</p> <ul style="list-style-type: none"> <li>a. Which principles does that relate to?</li> <li>b. How exactly do you think this activity should change?</li> </ul> <p>Int-14. What effects could the manifesto have on the activity requirements validation?</p> <ul style="list-style-type: none"> <li>a. Which principles does that relate to?</li> <li>b. How exactly do you think this activity should change?</li> </ul> <p>Int-15. What effects could the manifesto have on the activity requirements management?</p> <ul style="list-style-type: none"> <li>a. Which principles does that relate to?</li> <li>b. How exactly do you think this activity should change?</li> </ul> <p>Int-16. Are there any effects of the manifesto on other RE activities you can think of that were not yet covered?</p>	
<p><b>Impact of the manifesto II</b></p>	<p><b>O12, O13, O14</b></p>
<p>Int-17. Do you (personally) support the manifesto?</p> <ul style="list-style-type: none"> <li>a. On a scale for 1 (min) to 10 (max)</li> <li>b. Which parts or aspects do you think are relevant for you?</li> </ul> <p>Int-18. Considering the message of the manifesto, is there something you would like to change in your company?</p> <p>Int-19. Do you think that your company/organisation would support you in this regard?</p> <p>Int-20. Do you think your company will benefit from this?</p> <p>Int-21. Do you see any negative side effects for your company?</p> <p>Int-22. What does the manifesto motivate you to do?</p>	