

## Supplementary Materials

### Questions about PLTL Leader Experience

1. What university/college did you attend while participating in the PLTL Program? (free response)
2. What course or courses were you involved with that included the PLTL Program? (free response)
3. What year(s) were you involved with the PLTL Program? (free response)
4. Was your experience as a peer leader part of a CYBER PLTL program? (yes/no)
5. How often did you receive training as a peer leader from faculty/learning specialists (once a semester, weekly, etc.)? (free response)
6. What did your peer leader training consist of (enrollment in a peer leader training course etc.)? (free response)
7. Were you considered a "Super Leader" or equivalent? If so, how long? (free response)
8. What is your current position and how long have you been in this position? (free response)

### Transferable Skills Scales

#### Leadership Skill

Please indicate your agreement to the following statements. Being a PLTL peer leader...

(1 = *strongly disagree* to 5 = *strongly agree*)

1. Improved my leadership skills.
2. Made me more confident to take on leadership roles in my current position.
3. Gave me leadership experience that is relevant to my current position.
4. Made me more willing to take an active mentoring role.

5. Made me more willing to assume a leadership role among my colleagues when necessary.
6. Made me able to delegate tasks among group members to solve a problem.

Give some examples about your experience as a PLTL peer leader that have influenced your leadership/mentorship abilities. (free response)

### **Coping with Challenges Skill**

Please indicate your agreement to the following statements. Being a PLTL peer leader...

(1 = *strongly disagree* to 5 = *strongly agree*)

1. Equipped me with the skills to overcome unexpected challenges in my current position.
2. Equipped me with strategies for when I lacked knowledge of a certain subject.
3. Equipped me with skills to manage different personalities in my current position.
4. Increased my patience when working with others.

Give some examples about your experience as a PLTL peer leader that have influenced your ability to cope with unexpected challenges in your position with colleagues or people whom you supervise. (free response)

Give some examples about your experience as a PLTL peer leader that have influenced your ability to cope with personality differences with colleagues or people whom you supervise. (free response)

### **Confidence Skill**

(1 = *strongly disagree* to 5 = *strongly agree*)

Please indicate your agreement to the following statements. Being a PLTL peer leader...

1. Improved my ability to contribute in a team setting.
2. Made me more comfortable with speaking up in meetings.
3. Made me more confident in leading a team to solve a problem.

4. Improved my self-confidence.
5. Gave me confidence to step out of my comfort zone professionally.

Give some examples about your experience as a PLTL peer leader that have impacted your self-confidence. (free response)

### **Collaboration Skill**

(1 = *strongly disagree* to 5 = *strongly agree*)

Please indicate your agreement to the following statements. Being a PLTL peer leader...

1. Improved my collaboration skills when working with colleagues.
2. Improved my ability to work in partnership with supervisors.
3. Gave me skills to be more open to suggestions from coworkers.
4. Gave me skills to properly communicate with others.
5. Improved how I react to others.

Give some examples about your experience as a PLTL peer leader that have influenced your collaboration and teamwork skills. (free response)

### **Problem-solving Skill**

(1 = *strongly disagree* to 5 = *strongly agree*)

Please indicate your agreement to the following statements. Being a PLTL peer leader...

1. Made me learn how to problem solve.
2. Made it easier to discuss the problem with others to arrive at a solution.
3. Equipped me with skills to solve a complex problem.
4. Equipped me with skills to help solve a problem I don't immediately understand.
5. Made me able to see the big picture when trying to solve a problem.
6. Made me learn how to solve a problem independently.

7. Made me able to try new strategies to solve a problem.

8. Made me able to use available resources to solve a problem.

Give some examples about your experience as a PLTL peer leader that have influenced your problem-solving abilities. (free response)