

**Exploring psychological safety, inclusion, independent thinking and belongingness
for understanding effective decision-making at a group level.**

Information Sheet for participants

Kia Ora,

You are invited to participate in a research study focusing on your experiences in your team to understand what contributes to effective decision-making at a group level. This study is being conducted by Story Dealy Cottrell from the University of Canterbury | Te Whare Wānanga o Waitaha. The study is being carried out as a requirement for Master of Science in Industrial and Organisational Psychology degree under the supervision of Professor Katharina Naswall and Associate Professor Sanna Malinen.

What is the purpose of this research?

This research aims to determine how different variables affect decision-making in a team. The information from this study will help to understand what contributes to effective decision-making at a group level in these situations that require complexity.

Why have you received this invitation?

You are invited to participate in this research because you are individuals nested within a team that could contribute to the study and this study will inform DOT Scorecard in the future. By working with DOT we were able to gain your participation and think this study could be interesting for you.

Your participation is voluntary (your choice). If you decide not to participate, there are no consequences. Your decision will not affect your relationship with me, the University of Canterbury, any member of the research team or with DOT Scorecard.

What is involved in participating?

If you choose to take part in this research, please complete the online survey that follows this information page. The survey involves answering questions about team climate and decision-making. Completing the survey should take around 10-15 minutes.

Are there any potential benefits from taking part in this research?

- Given your involvement in a team context this research could benefit your understanding about what makes a team function and perform well to make effective decisions.
- By taking part in this research, you have the opportunity to contribute your thoughts, experiences and concerns in this field of research. This will be valuable for our general understanding of this area of research.
- The survey serves as an opportunity to reflect on your experiences when making decisions in a group and what contributed to making that process more streamlined.
- You will receive a summary of results after the completion of this project. At the end of the survey you will be asked whether or not you want to receive these summaries.
- For your individual team you will receive a one page results gaining insights into strengths and developmental opportunities.
- As a thank you for completing this survey, you will be entered into a prize draw for one of 10 \$50 Countdown or Westfield gift cards (your choice if you win).

Are there any potential risks involved in this research?

The risks associated with participating in this research are anticipated to be relatively low. However as the research focuses on your experiences at work, some survey questions may be sensitive or distressing. If you experience distress

while completing this survey we encourage you to contact a 24/7 helpline for support. Their contact information will be provided at the bottom of this information sheet. If you have any concerns about potential risks, please contact the research team.

What if you change your mind during or after the study?

Participation in this study is voluntary. You have the right to withdraw from the study at any stage without penalty and without affecting any existing or future relationships with members of the research team. You can withdraw at any point by not responding to any further questions in the survey and closing your browser. Any information you have entered up to that point will be deleted from the dataset.

What will happen to the information you provide?

- This survey is completely confidential. Your identity will not be shared with anyone outside of the research team. Your email will be matched to an anonymous code which will allow us to link your responses to the team you are in. Once the project is completed, your contact information will be permanently deleted, and the final data set will not have any identifying information about the participants. The presentation of findings will include only aggregated information (e.g. summarised responses rather than individual Responses).
- All data will be stored on the University of Canterbury's password-protected servers. No physical data will be stored. The data will only be used for the purposes mentioned in this information sheet.
- A copy of the de-identified data will remain in the custody of the supervisor, Professor Katharina Naswall from the School of Psychology, Speech and Hearing at the University of Canterbury and will be destroyed after a period of 10 years.
- Data may be shared with DOT Scorecard, an organisation working with this research.

Will the results of the study be published?

The overall findings will be published in a Master's Dissertation that will be submitted for assessment. This is a public document that will be available through the UC Library. Results may also be submitted for publication in an academic journal. Only summaries of data will be included in the reports, no individual responses or participant information is included.

Who can I contact if I have any questions or concerns?

If you have any questions or concerns about the research, please contact the research team:

Researcher	Story Dealy Cottrell	story.dealycottrell@pg.canterbury.ac.nz
Supervisor	Professor Katharina Kaswall	Katharina.naswall@canterbury.ac.nz
Co-Supervisor	Associate Professor Sanna Malinen	Sanna.malinen@canterbury.ac.nz

This study has been reviewed and approved by the University of Canterbury Human Research Ethics Committee (HREC). If you have concerns or complaints about this research, please contact the Chair of the HREC at human-ethics@canterbury.ac.nz.

What happens next?

A PDF version of this information sheet will be available by following this link.

Please read the following statement of consent and start the survey below.

Statement of consent

I have read the study information and understand what is involved in participating. By completing the survey and submitting my responses, I agree to participate and for my responses to be used in the research.

Helplines

If you experience any form of distress at any time during your participation in this research, we encourage you to contact one of the following helplines, available 24/7, for advice or support:

- 1737: Free call or text 1737 for support from a trained counsellor
- Lifeline: Free call 0800 543 354 (0800 LIFELINE) or free text 4357 (HELP)