

CONSENT FORM: Workplace Survey Participant

Research Title: *Guarding Minds @ Work (GM@W): A Workplace Guide to Psychological Safety and Health*

Researchers

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Purpose of the Research

The purpose of this research is to learn about psychological safety and health across a range of workplace settings in Canada. To this end, survey information is being gathered from employees about their workplace experiences. This information is being collected as part of Guarding Minds @ Work, an evidence-based set of resources that employers can use and access to identify areas of psychosocial risk in the workplace. The resource is designed by mental health and legal experts to provide employers and employees with information and tools to create and sustain a psychologically healthy work environment.

Description of the Research

Survey respondents will be asked questions about their experiences in their current workplace as they pertain to psychological safety and health issues. Questions will be asked in a range of areas, including: work/life balance, workload, management practices, leadership and communication. Employers will not receive information on individual employee responses.

Potential Harms

There are no identifiable harms associated with your participation in this research.

Potential Benefits

There has been growing concern in Canada with promotion of mental health in the workplace. Guarding Minds @ Work is an evidence-based resource that will assist workplaces to identify and appropriately address psychosocial risk factors. This resource is grounded in evidence-based research and has been developed in consultation with informed stakeholders at the national and international level.

Confidentiality

Confidentiality will be respected. Any information that is obtained during this study will be kept confidential. Knowledge of your identity is not required. You will not be required to write your name or any other identifying information on research materials. Materials will be maintained in a secure location. **Only aggregate data will be collected – individual employee responses will not be shared with employers.**

Data Security: Data is encrypted in transmission from participant to web server using SSL. This thwarts man-in-the-middle and packet capture. Data stored on the web server is not encrypted, but seeing as no personally identifiable information is stored, there is minimal to zero risk to the participant.

Participation

Participation in research must be voluntary. You may choose not to participate. Your choice to not participate will have no adverse effects on you or your employment. If you choose to participate and later change your mind, you can say no and stop participating at any time.

Should you wish to obtain information about your rights as a participant in research, or about the responsibilities of researchers, or if you have any questions, concerns or complaints about the manner in which you were treated in this study, please contact the Director, Office of Research Ethics by email at hweinber@sfu.ca or phone at 778-782-6593. Results of the study can be obtained by contacting Dr. Joti Samra by phone at 778-782-7671.

Your acceptance of this form and your participation in the web survey will signify that you have reviewed a document that describes the procedures, whether there are possible risks, and the benefits of this research study. It also indicates that you have received an adequate opportunity to consider the information in the documents describing the study and that you voluntarily agree to participate.

Guarding Minds @ Work: Initial Scan Survey

What is GM@W?

Guarding Minds @ Work: A Workplace Guide to Psychological Safety and Health (www.guardingmindsatwork.ca) is a unique Canadian resource designed to address and enhance psychological safety and health in the workplace. **A psychologically safe and healthy workplace is one that promotes employees' psychological well-being and does not harm employee mental health in negligent, reckless or intentional ways.**

You are being asked to complete this survey because your workplace is undertaking a review of its psychological safety and health. **Employee input is a critical component of this review.**

Survey Instructions: This survey contains 6 statements about common work experiences. Please indicate whether you strongly agree, agree, disagree or strongly disagree with each statement.

When responding to these statements, please keep the following in mind:

- Answer based on **your own personal experiences** in your **current** job.
- Choose the answer that is true **most of the time**.
- This survey is concerned with your **thoughts, opinions and feelings**. If you are unsure of an answer, please select the option that you believe is **most likely to be true**.

Please note: Your answers are anonymous and individual responses will be kept confidential.

Initial Scan Items

Please indicate your level of agreement with each of the items below.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I am satisfied with the amount of involvement I have in decisions that affect my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I am well rewarded (in terms of praise and recognition) for the level of effort I put out for my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the last six months, too much time pressure at work has caused me worry, "nerves" or stress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the last six months, I have experienced worry, "nerves" or stress from mental fatigue at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am satisfied with the fairness and respect I receive on the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor supports me in getting my work done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>