

Consent Form

Improving Communication Clarity

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You are being asked to participate in a research study. This form provides you with information about the study. The person in charge of this research will also describe the study to you and answer all of your questions. Please read the information below and ask questions about anything you do not understand before deciding whether or not to take part. Your participation is entirely voluntary and you can refuse to participate without penalty or loss of benefits to which you are otherwise entitled. You may stop participating at any time by exiting out of the survey.

The purpose of this study is to investigate how individuals discuss events, which occur during work.
If you agree to be in this study, you are asked to do at least one of the following things:

- Take part in a 30-45 minute interview.
- Be unobtrusively observed in your work environment (if your team agrees to observations).

Total estimated time to participate in this study is 30-45 minutes. If observations occur, total estimated time may increase. However, you will not be asked to do anything different than everyday life for observations.

Risks and benefits of being in the study:

- The risks associated with this study are no greater than everyday life.
- By engaging in discussion, you may reflexively improve the quality of your work. In addition, anyone who requests a copy of the findings will be provided with one. All teams that participate in the study will receive an executive report regarding their practices.

Compensation:

- There is no compensation associated with this study.

Confidentiality and Privacy Protections:

The **records** of this study will be stored securely and kept private. Authorized persons from the University of Texas at Austin and members of the Institutional Review Board have the legal right to review your research records and will protect the **confidentiality** of those records to the extent permitted by law. All publications will exclude any information that will make it possible to identify you as a subject. Your name will not be connected in any way with your completed surveys.

Contacts and Questions:

If you have any questions about the study please ask now. If you have questions later, want additional information, or wish to withdraw your participation call the researchers conducting the study. Their names, phone numbers, and e-mail addresses are at the top of this page.

If you would like to obtain information about the research study, have questions, concerns, complaints or wish to discuss problems about a research study with someone unaffiliated with the study, please contact the IRB Office at (512) 471-8871 or Jody Jensen, Ph.D., Chair, The University of Texas at Austin Institutional Review Board for the Protection of Human Subjects at (512) 232-2685. Anonymity, if desired, will be protected to the extent possible. As an alternative method of contact, an email may be sent to orssc@uts.cc.utexas.edu or a letter sent to IRB Administrator, P.O. Box 7426, Mail Code A3200, Austin, TX 78713.

Please keep a copy of this for your records.

Documentary Release Form
Andrew Ishak

You are being asked to participate in a research study about team dynamics. Interviews will be approximately 45 minutes long, and observations may vary in length from 0 to 20 hours. Besides interviews and observations, there are no experimental procedures involved.

I understand that the tapes both of me and transcripts (if transcribed) of the interview(s) and related footage will be maintained and made available indefinitely by the researcher for educational purposes, research, and production (e.g., radio, television, film festivals, World Wide Web, exhibitions, related advertisements, etc.), as the researcher shall determine.

I hereby grant, and transfer to the researcher all rights, title, and interest in the interview and video documentary, including without limitation the literary rights and the copyright. I hereby release the researcher, his employer, his legal representatives, and his colleagues from all claims and liability relating to said documentary.

I attest that I have voluntarily agreed to be interviewed and that this document contains the entire and complete agreement concerning the use and preservation of my interview. I understand that will I have the opportunity to view the tapes/video of my participation after completion. The researcher agrees to use discretion to retain the integrity and public image of the subject's likeness and voice, neither misrepresenting the interviewee's words nor taking them out of context.

Signature of Interviewee: _____ Date _____

Name (printed): _____

Address: _____

Telephone: _____

Signature of Researcher: _____ Date _____

Andrew Ishak
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Austin, TX 78712

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