

Consent form

What is this study about ?

You are going to take part in a study conducted by Dr. Annick Darioly Carroz, a post-doctoral research fellow at the Kravis Leadership Institute, and Dr. Ron Riggio, Henry R. Kravis Professor of Leadership and Organizational Psychology, Claremont McKenna College. This study counts two parts.

What is the first part of the study ?

You are currently involved in the first part of the study. Its goal is to understand how individuals develop perceptions of others based on their job application materials. Your task is to read an application and to imagine that you are an employee of the organization which hired this person. Then you will answer a set of questionnaires linked to the application. You will be contacted in few weeks for the second part, consisting as filling a short questionnaire online.

How long does it take ?

The first part of the study lasts about 30 minutes.

What should I be interested in taking part in this study ?

You will have the opportunity to assess an application containing different folders, such as a resume and a cover letter. You may be confronted something similar in your future work career. We therefore can provide you -if you like - a summary of our results once the study is completed.

For those who are involved in Psychology classes and signed up through the Experiment Management System, you will receive research credit for participation in this online survey.

Why is your participation in this study important ?

Your participation is important because it allows us to better understand how individuals perceive their peers in professional situations. Without your support, our research would not be possible.

Are there any risks ?

There are no foreseeable risks associated with your participation in this research. If you feel uncomfortable or uneasy about answering any of the questions honestly or if any of the content may cause you any emotional discomfort you may exit the survey at any time.

Is my identity protected ?

Yes. The online survey will be kept as confidential as possible. Your identity will not be used in any report or publication resulting from this study, and your identity will remain anonymous. The primary investigators will be the only people to have access to the online survey data and will keep the online survey data on a secured personal computer.

For any questions, you can contact me: annick.darioly@cmc.edu or by calling (909) 607-4163

By clicking "I Agree", I confirm that I am at least 18 years of age and I have read and agree to the terms of the study. My participation is voluntary and I have the right to stop the study at any time.