Title: Positive Work Relationships

Please read this document carefully before you decide to participate in this study.

The purpose of our study is to learn more about the nature of high quality workplace relationships. We are surveying workers and managers to find out more about relationships they form with others at work.

What you will be asked to do: If you agree to be in this study, you will be asked to complete a two-part online survey that will take about 15 minutes. First, you will be asked to describe a good relationship that you had with someone at work. Next, we will ask you a few questions about yourself (e.g., age, sex and industry you work in) and about the relationship you described (e.g., length or whether it was with a boss, subordinate, or co-worker).

Time required. Approximately 15 minutes.

Risks and Benefits: There are no known risks to participation in this study, nor will there be any direct personal benefit to you for participation.

Compensation: You will be paid $3.00 (per Amazon Mechanical Turk guidelines) for participating in this research.

Confidentiality: Your participation in this study is confidential and your responses will be anonymous. We will never have access to your name at any point. You will identify your participation via the process used by Amazon Mechanical Turk.

During the study, your data will be kept on secure UF servers or on encrypted hard drives. The University of Florida uses several layers of encryption, firewalls, and performs regular vulnerability/penetration checks, but there is still a minimal risk that the security of your online data could be breached. However, since we will not have your personal data it unlikely that a security breach would result in any adverse consequence for you. We recommend that you view http://privacy.ufl.edu/privacy-policies-and-procedures/onlineinternet-privacy-statement/ for more information on your privacy/security.

Voluntary participation: Your participation in this study is completely voluntary. There is no penalty for not participating.

Right to withdraw from the study: You have the right to withdraw from the study at any time without consequence.

Whom to contact if you have questions about the study:

Joyce Bono, Professor, Department of Management, University of Florida. joyce.bono@ufl.edu

Whom to contact about your rights as a research participant in the study:

IRB02 Office, Box 112250, University of Florida, Gainesville, FL 32611-2250; phone 392-0433.