

## **FAQ**

### **1) Why managers should encourage engineers to participate?**

Research in the social and organizational sciences reveals that our social context can have a large but often under-appreciated effect on our day-to-day experience of stress and life satisfaction. When these effects are prolonged or chronic, they can tax the cardiovascular system and take a toll on both our physical and mental health. This project will provide insight into how to promote a safe, rewarding, and productive workplace environment for engineering employees.

### **2) Why engineers should participate?**

Engineers who participate in the study will contribute to the broader scientific inquiry of factors that contribute to workplace health and well-being. They will learn about organizational research and might gain insight into the factors that shape their own day-to-day changes in well-being. In appreciation of their efforts, participants who complete the survey component will receive a \$10 gift card for Starbucks. Furthermore, participants will be entered into a raffle for 6 Kindle Fires (1 in 50 chance of winning). Participants who work in the greater Vancouver region might also be eligible to participate in an ambulatory blood pressure component of the study. They will be entered into an additional raffle for two \$150 cash prizes (1 in 20 chance of winning) and will receive a report of their blood pressure data.

### **3) How much time will it take?**

The study will take place over the course of two work weeks. Participants will be asked to complete the following:

- 1) A daily diary survey that will be completed by engineers over the course of two working weeks. Each survey will take participants no longer than 15 minutes to complete online during non-working hours.
- 2) Two longer online surveys that will be completed at both the beginning and end of the daily diary component of the project. Each survey will take participants no longer than 25 minutes to complete online during non-working hours.
- 3) A subsample of participants who live in the greater Vancouver region will be invited to take part in a health monitoring arm of the study. Those who choose to participate will wear an ambulatory blood pressure monitor for two days (during some portion of the daily diary component of the project).

### **4) How will privacy be protected?**

Participants will be identified through a confidential participant ID and not by name. All data from participants will be coded and matched by this number. Participants' data will be kept completely confidential and only members of the research team will have access to these data. Participants' will be instructed that their decision to participate in the study will have no bearing whatsoever on their status or evaluation at their place of employment.

#### **5) Who will see the data - what will they see?**

After data have been analyzed in aggregate form, a summary of the findings and recommendations stemming from them will be provided to scientific community. These reports will not identify the names of individual participants but will present aggregate data. Names of companies and individuals will not be identified in any academic presentations or publications.

#### **6) How will the results be shared?**

Findings on organizational factors that contribute to physical or psychological well-being will be submitted for publication in academic journals and conference presentations. Participants can email the researchers for a copy of any publications that this research yields.

#### **7) What will be the result of this study?**

Although we cannot anticipate the findings before data have been collected and analyzed, the study is designed to identify features of the workplace context can influence day-to-day experiences of stress and job satisfaction. We are focused on dynamics of workplace conversations as well as broader aspects of workplace culture and their relationship with organization commitment, organizational identification, employee self efficacy, and employee burnout. We will examine whether these relationships differ for male and female engineering employees. We will also identify factors that contribute and relate to cardiovascular stress in the workplace. From these data, we will isolate best practices for promoting a healthy and productive workforce.

#### **8) How can engineers sign-up to participate?**

To sign up for the study, follow this link: <https://www.surveymonkey.com/s/H9RT8HH>