

Oral Consent for Interview Study (for recording)

Sustainable Motivation and Remote Team Success (SMARTS) project

Participation consent is given at the beginning of the interview. The interviewer reads the following text aloud or it is sent to the interviewee in advance. Only the consent is recorded on the interview recording.

"In this interview study, we examine the experiences of hybrid workers regarding work practices and collaboration, as well as the benefits and challenges related to hybrid work. The information collected during the interview will be used for research purposes.

No direct identifying information will be shared with anyone other than the research team members. Direct quotations from the interviews may be used in scientific publications or presentations, but never together with information that could potentially identify you. All published data will be pseudonymized, meaning that instead of your name or other identifiable information, you will be referred to by a pseudonym. Text-based material will be stored on password-protected network drives or work platforms of the University of Jyväskylä and Tampere University, accessible only to research team members.

The interview will follow a prepared question protocol, but I may also ask additional clarifying questions in a more informal manner. You may answer freely based on your own experiences, as we are interested in your individual views and experiences. You can ask for clarification and pose questions to me if, for example, you do not understand a question. You may also say if you do not want to answer a particular question or discuss a certain topic. I will ensure that we cover the topics within about an hour. During the interview, I will take notes to support my memory, but I will not record names or other information that could identify you.

Do you have any questions at this point?

If it's okay with you, I would now like to start the recording.

[Nods or gives some signal of consent to recording]

[Recording begins]

I have started the recording.

I would now like to ask for your consent on this audio recording. You have received written information about this interview study and have had the opportunity to ask the researchers questions about it. Participation in this study is completely voluntary. You may withdraw your participation entirely or temporarily at any time and revoke your consent without giving a reason, and this will not result in any consequences for you. The information you provide will be handled confidentially in accordance with the General Data Protection Regulation. You do not

need to answer any questions you do not wish to answer. You may request the deletion of your data at any time during the study or upon withdrawal. The research results will be published in such a way that the identity of participants will not be revealed.

Do you voluntarily consent to participate in this study allow the research team to collect, store, and use your information for research purposes as described in the research notification?

[If the participant responds affirmatively, they give informed consent and the interview begins]