

Hello!

You are invited to participate in a web-based online survey to learn more about workplace environment, satisfaction, and overall well-being and how it relates to skills training. You will also have the opportunity to opt-in to a very brief survey about your childhood experiences to help us better understand emotional patterns in the workplace. This is research being conducted by Laura Louise Green, MEd, LPC of Healthy Pour and should take between 15 and 25 minutes to complete.

Why is this being investigated? Healthy Pour is asking for this information from you to better understand the relationships between the workplace environment, organizational support, and social impact training, and your job satisfaction with your well-being and intention to stay in your current job or industry. Questions about your childhood experiences are to help identify patterns with certain kinds of experiences and the ways individuals and groups engage with their work and well-being.

The outcomes of this study will help Healthy Pour and other organizations create more effective training and systems to improve the workplace environment—particularly in the hospitality industry, though we hope to learn more about work and well-being in general.

## PARTICIPATION

Your participation in this survey is voluntary. You may refuse to take part in the research or exit the survey at any time without penalty. You are free to decline to answer any particular question you do not wish to answer for any reason. Please note that closing the survey window and exiting the survey before completion will exclude your responses from the study and be considered a withdrawal.

## BENEFITS

You will receive no direct benefits from participating in this research study. However, your responses will help us learn more about the relationships between training, well-being and the workplace environment.

## RISKS

You will be asked to answer questions about your well-being and experiences at work, and if you so choose, adverse and positive childhood experiences as well. Due to the subject matter being explored, there is the risk that some questions may cause slight emotional discomfort. In the case that they do, you are welcome to skip the question or withdraw from the survey.

If you need additional support, we've provided resources for you here that will also be available to you after the survey. Additionally, they are available anytime at <https://healthypour.org/if-you-need-help>

Sites to find a therapist:  
[www.PsychologyToday.com](http://www.PsychologyToday.com)  
[www.OpenPathCollective.org](http://www.OpenPathCollective.org)  
[www.GoodTherapy.org](http://www.GoodTherapy.org)



Substance Abuse and Mental Health Services Administration

[www.samhsa.gov](http://www.samhsa.gov)

1800 622 HELP

National Suicide Prevention Helpline

<https://suicidepreventionlifeline.org/>

1 800 273 8255

Crisis Text Line

Text "HOME" to 741741 to text with a crisis counselor

Information About ACEs (Adverse Childhood Experiences) and PCEs (Positive Childhood Experiences)

[www.healthypour.org/ACE-PCE](http://www.healthypour.org/ACE-PCE)

CONFIDENTIALITY

This survey is anonymous, and responses are confidential. Your survey answers will be sent to a link at SurveyMonkey.com where data will be stored in a password protected electronic format. Survey Monkey does not collect identifying information such as your name, email address, or IP address. Therefore, your responses will remain anonymous. No one will be able to identify you or your answers, and no one will know whether or not you participated in the study.

COMPENSATION

After completing and submitting the survey, participants will have the opportunity to submit their email address to enter a raffle for a \$500 Visa gift card, or one of five \$100 Visa gift cards. Your email submission is not linked to your responses, and we will not share your personal information with anyone.

Chances of winning are dependent on the number of entries from respondents. For example, if 100 respondents submit their email to enter the raffle, the chances of winning a gift card are 1 in 10. If 1,000 respondents submit their email to enter the raffle, the chances of winning a gift card are 1 in 100.

The emails collected will be ran through Random Picker, a service that guarantees a proper, independent drawing, and winners will be notified via email no later than March 31, 2024. The Visa gift cards will be emailed digitally directly to the email address provided.

FUNDING

This study is funded by Healthy Pour through compensation of consultation and training. Laura Louise Green, LPC is the owner of Healthy Pour, and has received reimbursement for services associated with this study. In order to mitigate risks associated with potential conflicts of interest, an outside consultant will oversee the data collection, assessment, and reporting of this study.

CONTACT

If you have questions at any time about the study or the procedures, you may contact Laura Louise Green via email at [laura@healthypour.org](mailto:laura@healthypour.org)



If you feel you have not been treated according to the descriptions in this form, or that your rights as a participant in research have not been honored during the course of this project, or you have any questions, concerns, or complaints that you wish to address to someone other than the investigator, you may contact Solutions IRB at [participants@solutionsirb.com](mailto:participants@solutionsirb.com) or +1 (855) 226.4472.

#### WITHDRAWAL

Participants can withdraw their responses at any time up until the moment they select "submit," at which point it would be impossible to identify individual responses due to the anonymity of the survey. Prior to selecting "submit," you can withdraw from the survey by closing your browser window or exiting the survey on your computer or device.

Withdrawal from the survey will not affect your access to training sessions provided through Healthy Pour, your standing at your workplace, or your employment.

**ELECTRONIC CONSENT:** Please select your choice below. You may print a copy of this consent form for your records. Clicking on the "Agree" button indicates that:

- You have read the above information
- You voluntarily agree to participate
- You are 18 years of age or older

Agree

Disagree