

Hello,

I am a leadership and organisational development specialist with 20 years' experience working in major law firms: training, coaching and mentoring lawyers at all levels. I am interested in the impact of envy in the workplace and am undertaking research for a PHD in Organisational Psychology at Birkbeck College, University of London. My research study focusses on the **experience of lawyers who sense that a colleague envies/has envied them; how they have been treated by the envious colleague and the impact of that behaviour and their response.**

Envy arises when a colleague wants something (for example, position, promotion, success or client relationships) that you have.

I am looking for lawyers willing to take part in the research. **To participate you must have experienced feeling envied and be willing to attend an interview with me for between 45 – 60 minutes during which I will ask you some questions.** The information sheet below explains the terms (e.g., confidentiality) under which the research will be conducted.

Please [email me](#) to confirm “yes” if you would like to participate or “no” if you would not.

Many thanks,

Carolann Edwards

Information Sheet

How Narcissism, Self Esteem, Leader-Member Exchange, Undermining and Bullying Affect Lawyers Feeling Envid and Their Response

I would like to invite you to participate in this research project, which is part of my PhD Organisational Psychology at Birkbeck, University of London. This project has received ethical approval. To make an informed decision on whether you want to take part in this study, please take a few minutes to read this information sheet.

Who is conducting this research?

The research is conducted by Carolann Edwards an Organizational Psychology Student, under the guidance of supervisor Dr. Caroline Kamau-Mitchell both from Birkbeck, University of London.

What is the purpose of the study?

The aim of the study is to investigate lawyers' feeling envied at work and how they behave as a result of it.

Who should take part?

Any lawyer who has felt envied (a colleague wants something that you have) at work.

What are the procedures of taking part?

If you decide to take part, you will be asked to participate in a one-to-one interview on Microsoft Teams audio recording (no video). The interview will last for 45 – 60 minutes. The interview will be transcribed by a third-party transcription company. The questions will cover your experience of being envied, the causes, how the envier behaved towards you and how you responded. Following the interview you will be offered the opportunity to have access to a generalized and anonymized summary of the findings, once analysed, by contacting the research team (details below).

The research will be conducted through a virtual online platform Microsoft Teams. Links to the privacy and data security statement follow.

Microsoft Teams Privacy

<https://docs.microsoft.com/en-us/microsoftteams/teams-privacy>

Microsoft Teams data security

<https://docs.microsoft.com/en-us/microsoftteams/security-compliance-overview>

What are my participation rights?

Participation in this research guarantees the right to withdraw, to ask questions about how your data will be handled and about the study itself, the right to confidentiality and anonymity (unless otherwise agreed), the right to refuse to answer questions, to have tape recorders turned-off (in the case of recorded interviews) and to be given access to a summary of the findings.

What if I want to withdraw my information?

If you wish to withdraw responses or any personal data gathered during the study you may do this without any consequences. You can ask for your data to be removed up until the point of analysis, which will take place on approximately 1 July 2021. If you would like to withdraw your data please contact the researcher (details below).

What will happen to my responses to the study?

Data collected in this study will be analysed and used for the research student's thesis. Data will be assessed by supervisors and examiners and may also be used for academic publications. No identifying information will be released.

Will my responses and information be kept confidential?

All information will be treated with the strictest confidence throughout the study. All information will be kept in secure folders on a password protected computer, or a secure filing cabinet. Access to such information will only be allowed to the researcher, researcher supervisor and a third-party transcription company (who have signed a non-disclosure agreement). During the marking process, external examiners of my project may also have access.

What are the possible risks to taking part?

There are no risks involved in taking part in this research.

If this study causes you any negative psychological reactions, please contact one of the following non-profit independent mental support services:

Law Care
Helpline 0800 279 6888
www.lawcare.org.uk

Mind
Infoline 0300 123 3393
www.mind.org.uk

Any further questions?

If you have any questions or require more information about this study before or during your participation, please contact either of:

Carolann Edwards
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Research Student

Dr. Caroline Kamau-Mitchell

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Research Supervisor

For information about Birkbeck's data protection policy please visit: <http://www.bbk.ac.uk/about-us/policies/privacy#9>

If you have concerns about this study, please contact the School's Ethics Officer at: BEI-ethics@bbk.ac.uk.

School Ethics Officer
School of Business, Economics and Informatics
Birkbeck, University of London
London WC1E 7HX

You also have the right to submit a complaint to the Information Commissioner's Office <https://ico.org.uk/>