**Consent and information sheet**

**Leadership survey**

Thank you for your interest in this research.

**Background of the study**

This research is being conducted by the University of Oxford and is examining opinions and experiences related to leadership.

**Why have I been invited to take part?**

You have been invited because you are aged 18+ years and are a resident in a country we would like to ensure is represented in the study sample.

**Do I have to take part?**

No. If you do agree to participate, you may withdraw yourself from the study at any time (for example, by simply closing your browser window), without giving a reason and without penalty. Note that, because the survey is conducted anonymously, it is not possible to remove your data after you have completed the questionnaire.

**What will happen in the study?**

If you choose to participate in this 20-minute online survey, you will be asked to complete some questions relating to leadership, the groups you identify most closely with, your bonds with these groups, and some demographic questions (such as your age).

**Are there any potential risks in taking part?**

There are no anticipated risks for completing the questionnaire.

**What happens to the data provided?**

Every effort is made to ensure the confidentiality of your data. Your original responses are stored on a password-protected server (that guarantees full compliance with European privacy laws, namely the "EU-US Privacy Shield” 2016), and a password-protected computer. Only the research team will have access to this original data. The survey software automatically collects your IP address for the purposes of preventing data fraud, but your responses will be anonymised and stripped of all identifying information after collection, and before analysis. The anonymised data will be viewed by members of the research team and research collaborators and will ultimately be deposited in open-access public repositories (such as the Open Science Framework) to facilitate further research and analysis.

Note that the University of Oxford is the data controller for the purposes of the Data Protection Act 1998. The data that we collect from you may be transferred to, and stored or processed at, a destination inside and outside the European Economic Area ("EEA"). By submitting your personal data, you agree to this transfer, storing or processing. All research data and records will be stored for a minimum retention period of 3 years after publication or public release of the work of the research.

**Will the research be published?**

The research may be published online and in print in academic journals, professional publications, blogs and other mediums.

**Further Information and Contact Details**

If you would like to discuss the research with someone beforehand (or if you have questions afterwards), please contact: Dr. Christopher Kavanagh (christopher.kavanagh@anthro.ox.ac.uk).

To continue, please read and complete the consent form below:

|  |  |
| --- | --- |
|  | Agree |
| I have read and understand the information provided about the research | x |
| I confirm that I am 18 years of age or over | x |
| I hereby fully and freely consent to participate in the study | x |

**SECTION 1: Leadership experience**

1. Describe briefly the most important leadership role you have held in your life:
2. How many people's interests did you represent in this role? Please estimate if the exact number isn’t known.
3. What kind of people were you leading (e.g., employees where I work, people in my congregation, members of my sports team, etc.)? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SECTION 1: Self-Generated Ingroup/Outgroup Prompt**

All people have communities and groups they belong to (**ingroups**) and those that they do not belong to (**outgroups**). Examples could include political groups, ethnic groups, or religious groups. Often different groups in a society can have different interests and these can be in conflict.

In your society, what are three groups that you belong to, that you consider very important to who you are:

1. \_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_

If these three groups are taken to be your **ingroups** (meaning groups that you belong to and feel are important to you), what are the corresponding **outgroups** (meaning groups from the same category that you do not belong to)? For example, if someone identifies their ingroup as ‘Christians’ they might identify ‘Muslims’ as the corresponding outgroup. Alternatively, someone who identifies their ingroup as ‘Catholics’ might feel that ‘Protestants’ are a more relevant outgroup. An example outside of religion could be a supporter of a specific political party who identifies a rival political party as their outgroup.

What are the three corresponding outgroups to your ingroups:

1. \_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_

From the above list please select a paired ingroup and outgroup \*that is important to you\* and indicate your choice below:

My ingroup is \_\_\_\_\_\_\_\_\_\_\_

My outgroup is \_\_\_\_\_\_\_\_\_\_

**SECTION 2: Barrier Crossing Leadership**

1. **Endorsement of BCL or BBL styles (Novel items)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** | **Wording** | **Component** | **BCL/BBL** |
| **Intro** | *To what extent do you agree with the following statements? Good leaders should:*  (1- Strongly Disagree to 7- Strongly Agree) | ***N/A*** | **N/A** |
| **1** | Seek out opportunities to bridge social divisions with their opponents, enemies, opposition groups, or other relevant outgroups. | **Bridging Social Divisions** | **BCL** |
| **2** | Demonstrate willingness to compromise with their opponents, enemies, opposition groups, or other relevant outgroups. | **Compromise with Outgroup** | **BCL** |
| **3** | Try to understand and empathize with their opponents, enemies, opposition groups, or other relevant outgroups. | **Outgroup Empathy** | **BCL** |
| **4** | Try to accurately represent the interests of the communities and groups that they belong to. | **Ingroup Representation** | **BBL** |
| **5** | Seek out opportunities to build stronger connections with the communities and groups they belong to. | **Ingroup Connections** | **BBL** |
| **6** | Promote the interests of the communities and groups they belong to even at the expense of other competing groups. | **Ingroup focus on Zero sum interactions** | **BBL** |

1. **Experience of BCL or BBL Styles (Novel Items)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** | **Wording** | **Component** | **BCL/BBL** |
| **Intro** | *In your experience, to what extent do leaders from your ingroup* engage in the following*:*  (1- Never to 7- Always) | ***N/A*** | **N/A** |
| **1** | Seek out opportunities to bridge social divisions with their opponents, enemies, opposition groups, or other relevant outgroups. | **Bridging Social Divisions** | **BCL** |
| **2** | Demonstrate willingness to compromise with their opponents, enemies, opposition groups, or other relevant outgroups. | **Compromise with Outgroup** | **BCL** |
| **3** | Try to understand and empathize with their opponents, enemies, opposition groups, or other relevant outgroups. | **Outgroup Empathy** | **BCL** |
| **4** | Try to accurately represent the interests of the communities and groups that they belong to. | **Ingroup Representation** | **BBL** |
| **5** | Seek out opportunities to build stronger connections with the communities and groups they belong to. | **Ingroup Connections** | **BBL** |
| **6** | Promote the interests of the communities and groups they belong to even at the expense of other competing groups. | **Ingroup focus on Zero sum interactions** | **BBL** |

**SECTION 3: Imagistic Experiences**

1. **Ingroup Imagistic Prompt**

We want you now to think about <your ingroup> and in particular to try and recall an important experience you have had with <your ingroup>. This should be an experience that had a significant impact on you. Please use the space below and spend 2-3 minutes to describe the event that you are thinking about and tell us how you felt during the experience.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Response Items to Ingroup Imagistic Account**

|  |  |  |
| --- | --- | --- |
| **Item** | **Wording** | **Component** |
| **Intro** | *Continue thinking about the experience you described above. To what extent do you agree with the following statements?*  (1- Strongly Disagree to 7- Strongly Agree) | ***N/A*** |
| **1** | This experience overall was unpleasant and challenging. | **Negative Affect** |
| **2** | This experience overall was pleasant and enjoyable. | **Positive Affect** |
| **3** | My memory of this experience is vivid and detailed. | **FB-like Recall** |
| **4** | I can remember clearly who I was with during this experience. | **FB-like Recall** |
| **5** | I feel that this experience similarly affected others in my ingroup. | **Shared Perception** |
| **6** | I feel that this experience is remembered similarly by others in my ingroup. | **Shared Perception** |
| **7** | This experience was significant for me personally. | **Personally Defining** |
| **8** | Without this experience I would not be the person I am today. | **Personally Defining** |
| **9** | I have spent a lot of time reflecting on the experience I described. | **Self-reflection** |
| **10** | I think about this experience a lot more than other experiences in my life. | **Self-reflection** |
| **11** | This experience is very important to the ingroup. | **Group defining-ness** |
| **12** | Without this experience the ingroup would not be what it is today. | **Group defining-ness** |

1. **Outgroup Imagistic Prompt**

We want you now to think about <your outgroup> and in particular to try and recall an important experience you have had with <your outgroup>. This should be an experience that had a significant impact on you. Please use the space below and spend 2-3 minutes to describe the event that you are thinking about and tell us how you felt during the experience.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Response Items to Outgroup Imagistic Account**

|  |  |  |
| --- | --- | --- |
| **Item** | **Wording** | **Component** |
| **Intro** | *Still thinking about the experience you described above. To what extent do you agree with the following statements?*  (1- Strongly Disagree to 7- Strongly Agree) | ***N/A*** |
| **1** | This experience overall was unpleasant and challenging. | **Negative Affect** |
| **2** | This experience overall was pleasant and enjoyable. | **Positive Affect** |
| **3** | My memory of this experience is vivid and detailed. | **FB-like Recall** |
| **4** | I can remember clearly who I was with during this experience. | **FB-like Recall** |
| **5** | I feel that this experience similarly affected others in my outgroup. | **Shared Perception** |
| **6** | I feel that this experience is remembered similarly by others in my outgroup. | **Shared Perception** |
| **7** | This experience was significant for me personally. | **Personal Consequentiality** |
| **8** | Without this experience I would not be the person I am today. | **Personal Consequentiality** |
| **9** | I have spent a lot of time reflecting on the experience I described. | **Self-reflection** |
| **10** | I think about this experience a lot more than other experiences in my life. | **Self-reflection** |
| **11** | This experience is very important to the outgroup. | **Group defining-ness** |
| **12** | Without this experience the outgroup would not be what it is today. | **Group defining-ness** |

**SECTION 4: Fusion & Identification**

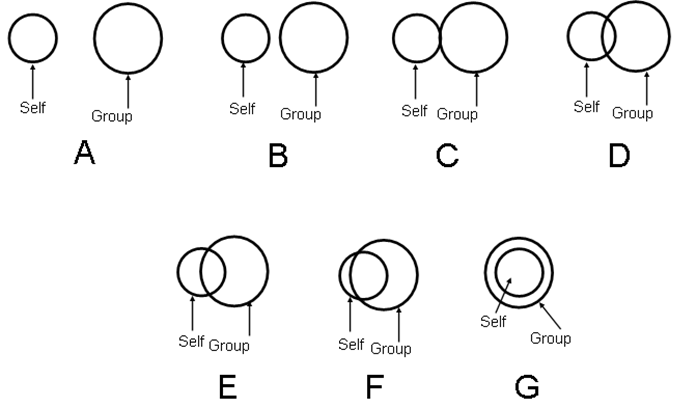
1. **Fusion & Ident. w/ Ingroup**

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** | **Wording** | **Component** | **Scale** |
| **Intro** | *To what extent do you agree with the following statements in regard to* ***your ingroup:***  (1- Strongly Disagree to 7- Strongly Agree) | ***N/A*** | **N/A** |
| **1** | I have a deep emotional bond with the [ingroup]. | **Fusion** | **V. Fusion** |
| **2** | I am strong because of the [ingroup]. | **Fusion** | **V. Fusion** |
| **3** | I make the [ingroup] strong. | **Fusion** | **V. Fusion** |
| **4** | I am one with the [ingroup]. | **Fusion** | **V. Fusion** |
| **5** | I identify with the [ingroup]. | **Identification** | **Group Idt.** |
| **6** | I have a lot in common with the [ingroup]. | **Identification** | **Group Idt.** |
| **7** | I connect with the values of the [ingroup]. | **Identification** | **Group Idt.** |
| **8** | I feel a sense of belonging with the [ingroup]. | **Identification** | **Group Idt.** |

1. **Fusion & Ident. w/ Outgroup**

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** | **Wording** | **Component** | **Scale** |
| **Intro** | *To what extent do you agree with the following statements in regard to* ***your outgroup:***  (1- Strongly Disagree to 7- Strongly Agree) | ***N/A*** | **N/A** |
| **1** | I have a deep emotional bond with the [outgroup]. | **Fusion** | **V. Fusion** |
| **2** | I am strong because of the [outgroup]. | **Fusion** | **V. Fusion** |
| **3** | I make the [outgroup] strong. | **Fusion** | **V. Fusion** |
| **4** | I am one with the [outgroup]. | **Fusion** | **V. Fusion** |
| **5** | I identify with the [outgroup]. | **Identification** | **Group Idt.** |
| **6** | I have a lot in common with the [outgroup]. | **Identification** | **Group Idt.** |
| **7** | I connect with the values of the [outgroup]. | **Identification** | **Group Idt.** |
| **8** | I feel a sense of belonging with the [outgroup]. | **Identification** | **Group Idt.** |

1. **Pictorial scale**

****

Look at the images above, the small circle represents you and the larger circle represents different groups. Which picture best represents the relationship between you and the following groups (select the relevant letter below):

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | A | B | C | D | E | F | G |
| Your ingroup |  |  |  |  |  |  |  |
| Your outgroup |  |  |  |  |  |  |  |
| Your family |  |  |  |  |  |  |  |
| All people over the world |  |  |  |  |  |  |  |

**SECTION 5: Freedom of Religious Belief & Conflict Scales**

This section relates to your experiences and views about religion and religious freedom. If you are non-religious, you can still answer the questions based on your current beliefs.

1. Social perception of religious freedom (Breskaya & Giordan, 2019).

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** | **Wording** | **Component** | **Scale** |
| **Intro** | *To what extent do you agree with the following statements****:***  (1- Strongly Disagree to 7- Strongly Agree) | ***N/A*** | **N/A** |
| **1** | It is important for everyone to be free to change their religion. | **Individual Autonomy** | **Religious Freedom** |
| **2** | Children should be brought up in the religion chosen by their parents. | **Freedom to Manifest Religion** | **Religious Freedom** |
| **3** | Everyone should be free to teach their religion, either in public or in private. | **Freedom to Manifest Religion** | **Religious Freedom** |
| **4** | Everyone should be free to observe dietary practices prescribed by their religion. | **Freedom to Manifest Religion** | **Religious Freedom** |
| **5** | Everyone should be free to have a wedding in conformity with their religious beliefs. | **Freedom to Manifest Religion** | **Religious Freedom** |
| **6** | Everyone should be free to wear religious symbols and clothes openly in public. | **Freedom to Manifest Religion** | **Religious Freedom** |
| **7** | The state should educate the public to accept religious freedom. | **State Obligation to Religious Freedom** | **Religious Freedom** |
| **8** | The state should not interfere with missionary activities in both majority and minority religions. | **State Obligation to Religious Freedom** | **Religious Freedom** |
| **9** | The state should not interfere with public activities of majority and minority religions. | **State Obligation to Religious Freedom** | **Religious Freedom** |

1. Religious discrimination scale (Allen et al., 2018; pg. 7)

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** | **Wording** | **Component** | **Scale** |
| **Intro** | *Please rate how often during your life you have had the following experiences****:***  (1- Never to 7- Always) | ***N/A*** | **N/A** |
| **1** | I felt disrespected because of my religious views. | **Perceived prejudice** | **Religious Discrimination** |
| **2** | I was ignored because I am a religious person. | **Perceived prejudice** | **Religious Discrimination** |
| **3** | People assumed things about me because of my religion. | **Negative labels** | **Religious Discrimination** |
| **4** | I felt inclined to keep my religious affiliation private. | **Closet Symptoms** | **Religious Discrimination** |
| **5** | I was afraid of others finding out about my religious beliefs. | **Closet Symptoms** | **Religious Discrimination** |
| **6** | I felt socially avoided by others due to my religion. | **Perceived prejudice** | **Religious Discrimination** |
| **7** | I was passed over for opportunities due to my religion. | **Perceived prejudice** | **Religious Discrimination** |
| **8** | I sense hostility from others because of my religious affiliation. | **Perceived prejudice** | **Religious Discrimination** |
| **9** | I have heard people make unfriendly remarks about my religion. | **Negative labels** | **Religious Discrimination** |
| **10** | Others hold negative stereotypes of people with my religion. | **Negative labels** | **Religious Discrimination** |
| **11** | I do not feel free to express who I am religiously. | **Closet Symptoms** | **Religious Discrimination** |

**SECTION 6. Empathizing ability**

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** | **Wording** | **Component** | **Scale** |
| **Intro** | *The following statements inquire about your thoughts and feelings in a variety of situations. For each item, indicate how well it describes you.*  (1- Does not describe me well to 7- Describes me very well) | ***N/A*** | **N/A** |
| **1** | I often have tender, concerned feelings for people less fortunate than me. | **Empathetic Concern** | **Empathy** |
| **2** | Sometimes I don't feel sorry for other people when they are having problems. | **Empathetic Concern** | **Empathy** |
| **3** | When I see someone being taken advantage of, I feel kind of protective towards them. | **Empathetic Concern** | **Empathy** |
| **4** | Other people's misfortunes do not usually disturb me a great deal. | **Empathetic Concern** | **Empathy** |
| **5** | When I see someone being treated unfairly, I sometimes don't feel very much pity for them. | **Empathetic Concern** | **Empathy** |
| **6** | I am often quite touched by things that I see happen. | **Empathetic Concern** | **Empathy** |
| **7** | I would describe myself as a pretty soft-hearted person. | **Empathetic Concern** | **Empathy** |
| **8** | I sometimes find it difficult to see things from the "other person’s" point of view. | **Perspective Taking** | **Empathy** |
| **9** | I try to look at everybody's side of a disagreement before I make a decision. | **Perspective Taking** | **Empathy** |
| **10** | I sometimes try to understand my friends better by imagining how things look from their perspective. | **Perspective Taking** | **Empathy** |
| **11** | If I'm sure I'm right about something, I don't waste much time listening to other people's arguments. | **Perspective Taking** | **Empathy** |
| **12** | I believe that there are two sides to every question and try to look at them both. | **Perspective Taking** | **Empathy** |
| **13** | When I'm upset at someone, I usually try to "put myself in his shoes" for a while. | **Perspective Taking** | **Empathy** |
| **14** | Before criticizing somebody, I try to imagine how I would feel if I were in their place. | **Perspective Taking** | **Empath** |

**SECTION 7: Demographics**

1. **Please enter your age (in years)** \_\_\_\_\_\_\_
2. **What is your gender?** Male, Female, Other (please specify)
3. **How would you rate your approximate household level of wealth, relative to others in your society? Please drag the bar to the relevant position.**   
   Wealth level - Much lower | Slightly lower | Average | Slightly higher | Much higher
4. **What is the approximate annual income of your household?**
5. **What is your highest completed level of education? \_\_\_\_\_\_\_\_\_\_\_**
6. **What is your ethnicity? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
7. **What is your current relationship status?**

Single, Married, In a relationship but not married, Divorced, Widowed, Other (please specify)

1. **How many children do you have? (If none, please enter 0)** \_\_\_\_\_\_\_
2. **What best describes your religious affiliation? (Select the option that you feel most strongly applies)**

Christian - Catholic, Christian - Protestant, Christian - Other, Buddhist, Hindu, Muslim - Sunni, Muslim - Shia, Jewish, Sikh, Atheist, Agnostic, Spiritual not Religious, None, Other (please specify)

1. **What is your occupation?\_\_\_\_\_\_\_\_\_\_**