**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 <Insert Other institution details> 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 community 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, without giving a reason and without penalty.

**What will happen in the study?**

If you choose to participate in this 20-minute survey, you will be asked to complete a survey with questions related to leadership, the groups you identify most closely with, your bonds with these groups, and some demographic questions (such as your age). There are no anticipated risks for completing the questionnaire.

**What happens to the information provided?**

Every effort is made to ensure the confidentiality of your data. We will keep your survey answers independent from any signed consent forms, you will be assigned an anonymous participant number, and any personally identifiable details will never be made publicly available. Your answers when converted into digital copies will be 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 the original data. If you are completing the survey online the 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 and <insert collaborator> 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. This study has been reviewed and approved by the School of Anthropology and Museum Ethnography Research Ethics Committee (SAME REC) under the approval code: SAME\_C1A\_20\_097.

**Will the research be published?**

The research may be published online and in print in academic journals, professional publications, blogs, newspapers, 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: <Research Collaborator> or Dr.Christopher Kavanagh (christopher.kavanagh@anthro.ox.ac.uk).

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

1. **Describe briefly the most important leadership role you have held in your life**

* examples may include roles at work, village, district, in any political parties, at community clubs or at school/university, church, etc.

1. **How many people's interests did you represent in this role? Please estimate if the exact number isn’t known.**
2. **What kind of people were you leading?**
   * For example: employees where you work, people in your congregation, members of political party, people who belong to your ethnicity, members of your sports team
3. **How did you achieve such a leadership role?**
   * For example: through election, through appointment, self-appointment, voluntarily

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.

We want you now to think about Sunni Muslims, which we have identified as a relevant ingroup for your community.

**5.** Would you agree that Sunni Muslims are your ingroup?

**Yes No**

If no, which ingroup would you consider more relevant for you?

For the rest of the survey when we reference your group, please take it to refer to either   
 Sunni Muslims or the ingroup you selected as an alternative.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **6.** | **To what extent do you agree with the following statements? Good leaders should:** | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neutral** | **Somewhat agree** | **Agree** | **Strongly agree** |
| 1. **1.** | Seek out opportunities to bridge social divisions with their opponents, enemies, opposition groups, or other outgroups. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1. **2.** | Demonstrate willingness to compromise with their opponents, enemies, opposition groups, or other outgroups. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1. **3.** | Try to understand and empathize with their opponents, enemies, opposition groups, or other outgroups. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1. **4.** | Represent the interests of the communities and groups that they belong to even at the cost of other groups. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1. **5.** | Focus on building stronger relationships within the communities and groups they belong to rather than building stronger relationships with other groups across boundaries. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1. **6.** | Try to gain benefits for the communities and groups they belong to even at the expense of other groups. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **7.** | **In your experience, to what extent do leaders from your ingroup engage in the following:** | **Never** | **Very rarely** | **Rarely** | **Sometimes** | **Often** | **Very often** | **Always** |
|  | Seek out opportunities to bridge social divisions with their opponents, enemies, opposition groups, or other outgroups. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | Demonstrate willingness to compromise with their opponents, enemies, opposition groups, or other outgroups. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | Try to understand and empathize with their opponents, enemies, opposition groups, or other outgroups. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | Represent the interests of the communities and groups that they belong to even at the cost of other groups. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | Focus on building stronger connections within the communities and groups they belong to rather than building stronger relationships with other groups across boundaries. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | Try to gain benefits for the communities and groups they belong to even at the expense of other groups. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

**8.** We want you now to think about <your ingroup> and to recall your experience of <selected event>, an event that we think has special importance for your community.

Before you answer can we check if you would agree this event had a significant impact on you?

**Yes £ No £**

If the answer was no, what is an alternative event with <your ingroup> that you would regard as being important and having a significant impact on you?

Thinking about the event identified above, please use the space below and spend a few minutes to describe the event and tell us how you feel about it. We are interested in what occurred, your experience of the event, as well as your later feelings and reflections. Feel free to include as much detail as you like.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **9.** | **Continue thinking about the event you described above. To what extent do you agree with the following statements?** | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neutral** | **Somewhat agree** | **Agree** | **Strongly agree** |
|  | This event overall was unpleasant and challenging. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | This event overall was pleasant and enjoyable. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | My memory of this event is vivid and detailed. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I can remember clearly who I was with during this event. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I feel that this event similarly affected others in my ingroup. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I feel that this event is remembered similarly by others in my ingroup. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | This event was significant for me personally. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | Without this event I would not be the person I am today. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I have spent a lot of time reflecting on the event I described. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I think about this event a lot more than other experiences in my life. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | This event is very important to the ingroup. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | Without this event my ingroup would not be what it is today. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |

**10.** Thanks for telling us about your feelings about that event. Now we want to ask you some questions about how you feel more broadly in regard to <your ingroup> and a related outgroup.

By outgroup we mean a group from the same category as your ingroup that you do not belong to and also one that might be regarded as being in disagreement, opposition, or even in conflict with your ingroup. For example, for someone who has as their ingroup ‘Christians’ they might identify ‘Muslims’ as the corresponding outgroup. Alternatively, someone who identifies their ingroup as ‘Sunni-Muslim’ might feel that ‘Shia-Muslim’ 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.

Based on our research we think that Shia Muslims are a relevant outgroup for you, would you agree?

**Yes £ No £**

If the answer was no, what is an alternative group that you would think is a better choice for an outgroup?

In the following questions please understand that we are referring to   
your selected <ingroup> and <outgroup>.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **11.** | **To what extent do you agree with the following statements?** | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neutral** | **Somewhat agree** | **Agree** | **Strongly agree** | |
|  | I have a deep emotional bond with the [ingroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** | |
|  | I am strong because of the [ingroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** | |
|  | I make the [ingroup] strong. | **1** | **2** | **3** | **4** | **5** | **6** | **7** | |
|  | I am one with the [ingroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** | |
|  | I have a deep emotional bond with the [outgroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** | |
|  | I am strong because of the [outgroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** | |
|  | I make the [outgroup] strong. | **1** | **2** | **3** | **4** | **5** | **6** | **7** | |
|  | I am one with the [outgroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** | |
|  | I identify with the [ingroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I have a lot in common with the [ingroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I connect with the values of the [ingroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I feel a sense of belonging with the [ingroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I identify with the [outgroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I have a lot in common with the [outgroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I connect with the values of the [outgroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I feel a sense of belonging with the [outgroup]. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **12.** | **To what extent do you agree with the following statements?** | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neutral** | **Somewhat agree** | **Agree** | **Strongly agree** |
|  | I am willing to work with the [outgroup] | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | The [ingroup] can benefit from working with the [outgroup] | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | Historically, the [ingroup] has suffered from the behaviour of the [outgroup] | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | The [outgroup] wants to harm the [ingroup] | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | The [outgroup]’s gains are the [ingroup]’s losses | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I want to fight the outgroup | **1** | **2** | **3** | **4** | **5** | **6** | **7** |

13. Please indicate how you feel about the [outgroup] in general by crossing X the appropriate box in the response from the options below.

**When I think about the outgroup I feel:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Very Negative | Moderately Negative | A little Negative | Neutral | A little Positive | Moderately Positive | Very Positive |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Very Hostile | Moderately Hostile | A little Hostile | Neutral | A little Friendly | Moderately Friendly | Very Friendly |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Very Suspicious | Moderately Suspicious | A little Suspicious | Neutral | A little Trusting | Moderately Trusting | Very Trusting |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| A lot of Contempt | Moderate Contempt | A little Contempt | Neutral | A little Respect | Moderate Respect | A lot of Respect |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Very Concerned | Moderately Concerned | A little Concerned | Neutral | A little unconcerned | Moderately unconcerned | Very unconcerned |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Very Threatened | Moderately Threatened | A little Threatened | Neutral | A little Relaxed | Moderately Relaxed | Very Relaxed |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

14. On average, how often do you have **Negative/Bad** contact with the outgroup?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Never | Very Rarely | Rarely | Sometimes | Often | Very Often | Always |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

15. On average, how often do you have **Positive/Good** contact with the outgroup?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Never | Very Rarely | Rarely | Sometimes | Often | Very Often | Always |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

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.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **16.** | **To what extent do you agree with the following statements?** | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neutral** | **Somewhat agree** | **Agree** | **Strongly agree** |
|  | It is important for everyone to be free to change their religion. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | Children should be brought up in the religion chosen by their parents. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | Everyone should be free to teach their religion, either in public or in private. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | Everyone should be free to observe dietary practices prescribed by their religion. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | Everyone should be free to have a wedding in conformity with their religious beliefs. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | Everyone should be free to wear religious symbols and clothes openly in public. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | The state /government should educate the public to accept religious freedom. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | The state/government should not interfere with missionary activities in both majority and minority religions. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **17.** | **Please rate how often during your life you have had the following experiences:** | **Never** | **Very rarely** | **Rarely** | **Sometimes** | **Often** | **Very often** | **Always** |
|  | I felt inclined to keep my religious affiliation private. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | I was afraid of others finding out about my religious beliefs. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | I was passed over for opportunities due to my religion. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | I sense hostility from others because of my religious affiliation. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | I have heard people make unfriendly remarks about my religion. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  | Others hold negative stereotypes of people with my religion. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **18.** | **The following statements inquire about your thoughts and feelings in a variety of situations. For each item, indicate how well it describes you.   Strongly Disagree = Does not describe you well at all. Strongly Agree = Describes you very well.** | **Strongly disagree** | **Disagree** | **Somewhat disagree** | **Neutral** | **Somewhat agree** | **Agree** | **Strongly agree** |
|  | I often have tender, concerned feelings for people less fortunate than me. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | When I see someone being treated unfairly, I sometimes don't feel very much pity for them. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I would describe myself as a pretty soft-hearted person. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I try to look at everybody's side of a disagreement before I make a decision. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I sometimes try to understand my friends better by imagining how things look from their perspective. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I believe that there are two sides to every question and try to look at them both. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | When I'm upset at someone, I usually try to "put myself in his shoes" for a while. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |
|  | I often have tender, concerned feelings for people less fortunate than me. | **1** | **2** | **3** | **4** | **5** | **6** | **7** |

1. **Please enter your age (in years)**
2. **Please enter your address:**

**Province:**

**City**

1. **What is your gender? Male £ Female £ Other £**
2. **How would you rate your approximate household level of wealth, relative to others in your society?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Much lower | Slightly lower | Average | | Slightly higher | Much higher |
| **🞎** | **🞎** | **🞎** | **🞎** | | **🞎** |

1. **What is your socioeconomic status?**

|  |  |  |  |
| --- | --- | --- | --- |
| Lower middle | Middle | Upper middle | Upper |
| **🞎** | **🞎** | **🞎** | **🞎** |

1. **What is the approximate annual income of your household?**
2. **What is your highest completed level of education?**
3. **What is your ethnicity?**
4. **What is your current marital status?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Single | Married | Divorced | Widowed | In a relationship (not married) | Other  (please specify) |
| **🞎** | **🞎** | **🞎** | **🞎** | **🞎** | **🞎** |

Other:

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 **£**

Traditional Animism **£**

None **£**

Other **£**

1. **What is your occupation?**
2. **What is your job’s nature?**

|  |  |  |
| --- | --- | --- |
| Government | Non-Government | Self-employed |
| **🞎** | **🞎** | **🞎** |