

**Submission Date:** Wednesday December 28<sup>th</sup>, 2016

**Tri Council Policy Statement (TCPS 2) Tutorial Date:** January 12<sup>th</sup>, 2016

**Most recent review of REB FAQs Date:** Tuesday October 18<sup>th</sup>, 2016

## 1. RESEARCH TEAM

### 1.1 Research Title

“Understanding the Career Decision-Making Processes of Second-Generation Chinese-Canadian Adolescent Females”

### 1.2 Applicant (Student Researcher or Principle Researcher)

Name: Alyssa Murdocco (Student Researcher) Phone: -----

Email: ----- Program: Master of Arts in Counselling Psychology

### 1.3 Co-Principal Researcher(s) or Faculty Supervisor (Supervising Researcher)

Name: Dr. Rosa Wu, Ph. D, R. Psych (Faculty Supervisor/Supervising Researcher)

Email: [rwu@adler.edu](mailto:rwu@adler.edu) Affiliation: Adler University

### 1.4 Research Team Members (Investigators/Second Reader/Committee Members/Consultants)

Name: Pamela Patterson, Ph. D, R. Psych (Second Reader) Email: [ppatterson@adler.edu](mailto:ppatterson@adler.edu)

Affiliation: Adler University

The research team for the present study will also include one peer and one expert reviewer.

**1.5 Research Team Experience****APPLICANT:**

The student researcher has a Bachelor of Arts degree with a major in Philosophy and minor in Criminology from Simon Fraser University. She also has experience working as an Assistant Researcher at Simon Fraser University's Helping and Happiness lab under Dr. Lara Aknin. During her time in the lab, the student researcher collaborated with other members to conduct mixed-methods studies with student participants. She communicated with and booked individuals for participation, and assisted with the collection, coding, and entering of data.

The student researcher has a wide range of experiences working with adolescents, the criminal justice system, and public service agencies. She has completed volunteer work as a youth mentor with KidStart, a baking program facilitator at Burnaby Youth Custody Services, and a Family Resource Program assistant with Burnaby Family Life, to name a few. The student researcher is also currently completing her practicum at The Children's Foundation in partial fulfillment of her Master's program at Adler University. She is working with diverse youth and families from various socioeconomic backgrounds, ethnicities, and walks of life.

The student researcher will be conducting the study in accordance with the requirements for the Master of Arts in Counselling Psychology program at Adler University.

**RESEARCH TEAM:**

The student researcher's thesis advisor, Rosa Wu, Ph.D., R.Psych., is a registered psychologist in British Columbia. She has ample experience with the narrative methodology, which she utilized to co-construct individual and common themes narratives for her doctoral dissertation. She also has strong knowledge of Chinese culture which are reflective of her own personal experiences.

The student researcher's second reader, Pamela Patterson, Ph.D, R. Psych, is a registered psychologist in British Columbia. She has extensive experience with qualitative research, and has worked with many diverse adolescents and families in counselling settings over the years.

**1.6 Research Support Members (if applicable)**

N/A

**2. SUMMARY OF STUDY AND RECRUITMENT**

**2.1 A. Overview of Research Study (Maximum 300 words)****1) Purpose**

- ☐ The purpose of the present study is to explore the influences of career development of second-generation Chinese-Canadian adolescent females. I chose the narrative inquiry approach as a means of working with participants to co-construct their own personal narratives (Clandinin, 2007).

**2) Research Question**

- ☐ The research question posed for this study is as follows: What sociocultural influences impact the career decisions of second-generation Chinese-Canadian adolescents?

**3) Rationale**

- ☐ In Canada, the Chinese population comprises the second largest visible minority group after South Asians, accounting for 21.1% of the visible minority population and 4.0% of the general overall population (Statistics Canada, 2011a). Interestingly, the number of second-generation persons in Canada far exceeds the number of first-generation immigrants. According to Statistics Canada (2011a), the total number of individuals born in Canada who have at least one foreign-born parent is 45.4% - a drastic comparison to the reported number of first-generation immigrants (18.5%).
- ☐ While a significant amount of past research has focused on the career development processes of first-generation Chinese immigrants, there have been few studies that have explored the unique experiences of second-generation Chinese individuals – specifically Chinese adolescents residing in Canada. Studies that do focus on sociocultural influences on career development in second-generation Chinese youth populations have primarily been conducted in the United States and have not focused specifically on the unique experiences of females (Ma & Yeh, 2005; Okubo, Yeh, Lin, Fujita & Shea, 2007; Tang, 2002).
- ☐ In sum, there is currently no research available that explores the impact of sociocultural influences on the career development of second-generation Chinese-Canadian adolescent females.

**4) Objectives**

- ☐ To explore how second-generation Chinese-Canadian female adolescents make career decisions.
- ☐ To understand the sociocultural influences of this group on career decision-making.

**2.1 B. Summary of Research Procedures (Maximum 500 words)**

Chosen Method:



The present study will conduct interviews using qualitative narrative inquiry to understand the career development experiences of second-generation Chinese-Canadian female adolescents. Narrative inquiry is a constructivist approach that involves meaning-making and is used to help others understand one's subjective inner experiences (Josselson et al., 2003; Lieblich et al., 1998). Narratives also evoke cultural values and can be used as a means of giving a voice to underrepresented groups (Lieblich et al., 1998).

#### Research Steps:

##### **1. Recruitment:**

- ☐ Participants will be recruited using advertisements in public settings (Appendix E), through word-of-mouth, and snowball sampling. Advertisements (Appendix F) will also be posted on Facebook, Craigslist, and Kijiji outlining the study's details, participant criteria, and my contact information.
- ☐ Individuals interested in becoming a participant will be sent an email (see Appendix G) with relevant information about the study.

##### **2. Telephone Screening:**

- ☐ Those who remain interested after reading the email will be screened through a telephone interview (see Appendix I) prior to beginning the study in order to determine participation eligibility. All individuals who pass the screening phase will be assessed for mature minor status. The student researcher will also discuss informed consent. All eligible participants will be emailed an Informed Consent Form (Appendix J) for their review as well as an information letter (Appendix K) that they may show it to their family if they so desire.

##### **3. Initial Interview:**

- ☐ Participant interviews will last approximately 1-1.5 hours with possible locations including a booked room at Adler University, a booked room at a library, or another appropriate and mutually agreed upon setting.
- ☐ The day of the interviews, each participant will be assessed for capacity (see Appendix I). The student researcher will review the consent forms with all participants. Interviews will be documented using a voice recorder.
- ☐ The audio-recorded interview will last approximately 1-1.5 hours. It will begin with a short standardized script introducing the purpose of the study (see Appendix L). Participants will be then asked a series of questions (see Appendix M) and will engage in discussion with the student researcher.

##### **4. First Follow-Up Interview for Clarification**

- ☐ Participants will then be contacted for a brief unrecorded follow-up interview 1-2 weeks after their initial interview to clarify any missing information.

##### **5. Transcription of Initial Interviews**



- ☐ The initial audio-recorded interview will be transcribed using the tape-transcribe-code-interpret (TCCI) method (Lapadat & Lindsay, 1999).

## **6. Holistic-Content Analysis of Individual Narratives**

- ☐ The holistic-content analysis approach (Lieblich et al., 1998) will be used to analyze the individual narratives.

## **7. Second Follow-Up Interview for Validation**

- ☐ Participants will be given their individual narrative to review. They will then participate in an unrecorded validation interview either in-person or over the phone. Validation interview questions (Appendix N) will be used to guide the validation interviews. The participants will be given the opportunity to modify the narrative to better reflect their experiences. If participants cannot be contacted for validation interviews, this information will be noted in the research study as a limitation. However, if the information provided in the initial interviews is insufficient, new participants may be contacted.

## **8. Categorical-Content Analysis of Common Themes**

- ☐ The categorical-content analysis approach (Lieblich et al, 1998) will be used to determine common themes between narratives.

## **9. Third Follow-Up Interview for Validation**

- ☐ Each participant will be given the common themes narrative and asked to review it. They will then give their feedback in another unrecorded validation interview. In total, participants will be asked to participate in 4 interviews over the course of 6 months: the initial audio-recorded interview, the follow-up interview (for clarification), the individual narrative review, and the common themes review.

## **10. Validation Interviews with Peer and Expert Reviewers**

- ☐ The peer reviewer and expert reviewers will be sent the common themes narrative and asked to review it. They will each then participate in an unrecorded validation interview.



## 2.2 References

- Canadian Institutes of Health Research (CIHR), Natural Sciences and Engineering Research Council of Canada (NSERC), Social Sciences and Humanities Research Council of Canada (SSHRC). (2014). Tri-council policy statement 2: Ethical conduct for research involving humans. Retrieved from [http://www.pre.ethics.gc.ca/pdf/eng/tcps2-2014/TCPS\\_2\\_FINAL\\_Web.pdf](http://www.pre.ethics.gc.ca/pdf/eng/tcps2-2014/TCPS_2_FINAL_Web.pdf)
- Clandinin, D. J. (2007). *Handbook of Narrative Inquiry: Mapping a methodology*. Thousand Oaks, CA: Sage Publications.
- HealthLinkBC. (2016). The infants act, mature minor consent and immunization. Retrieved from <https://www.healthlinkbc.ca/healthlinkbc-files/infants-act-mature-minor-consent-and-immunization>
- Josselson, R., Lieblich, A., & McAdams, D. P. (Eds.). (2003). *Up close and personal: The teaching and learning of narrative research*. Washington, DC: American Psychological Association.
- Lapadat, J. C., & Lindsay, A. C. (1999). Transcription in research and practice: From standardization of technique to interpretive positionings. *Qualitative Inquiry*, 5(1), 64-86. doi:10.1177/107780049900500104
- Lieblich, A., Tuval-Mashiach, R., & Zilber, T. (1998). *Narrative research: Reading, analysis and interpretation*. Thousand Oaks, CA: Sage Publications, Inc.
- Ma, P. W., Yeh, C. J. (2005). Factors influencing the career decision status of Chinese American youths. *The Career Development Quarterly*, 53(4), 337-347. doi:10.1002/j.2161-0045.2005.tb00664
- Okubo, Y., Yeh, C. J., Lin, P., Fujita, K., & Shea, J. M. (2007). The career decision-making process of Chinese American youth. *Journal of Counseling and Development* 85(4), 440-449. doi:10.1002/j.1556-6678.2007.tb00612
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- Tang, M. (2002). A comparison of Asian American, Caucasian American, and Chinese college students: An initial report. *Journal of Multicultural Counseling and Development*, 30(2), 124-134.



## 2.3 Inclusion Criteria

Participants will:

- ☐ Self-identify as female
- ☐ Be 17 or 18 years old
- ☐ Be in their last year of high school or have already graduated
- ☐ Be born and raised in Canada
- ☐ Self-identify as ethnically Chinese, and have at least one parent who was born in China, Hong Kong, or Taiwan, and has lived in Canada for at least 10 years.
- ☐ Speak and read English fluently

The peer reviewer will:

- ☐ Be a Master's student at a recognized university
- ☐ Self-identify as a strong student
- ☐ Speak and read English fluently
- ☐ Be comfortable reading a story for about 1 hour and completing one 30-60-minute interview up to one year from the start of the study

The expert reviewer will:

- ☐ Have 5 or more years of career counselling experience
- ☐ Be a registered clinical counsellor (RCC)
- ☐ Speak and read English fluently
- ☐ Comfortable reading a story for about 1 hour and completing one 30-60-minute interview up to one year from the start of the study



## 2.4 Exclusion Criteria

The following exclusion criteria applies to participants:

- ☐ Participants who do not meet the inclusion criteria.
- ☐ Friends, relatives or coworkers of the researcher.
- ☐ Former or current clients of the researcher.

The following exclusion criteria applies to the peer and expert reviewers:

- ☐ Participants who do not meet the inclusion criteria.
- ☐ Friends, relatives or coworkers of the researcher.
- ☐ Former or current clients of the researcher.
- ☐ Former or current fellow classmates of the researcher.

These criteria were selected because:

- ☐ They allow for the study of a specific and focused population of interest.
- ☐ Prevent the occurrence of dual relationships.



## **2.5 Recruitment PARTICIPANTS**

- ☐ Participants will be recruited through word-of-mouth and by using social media and advertisements (see Appendices E and F) that will be posted in public settings such as bulletin boards and bus stop shelters. The student researcher will also engage in snowball sampling by encouraging potential participants to forward the recruitment email to individuals whom they think may meet the participation criteria. In addition, advertisements (see Appendix F) will be posted on Facebook, Craigslist, and Kijiji outlining the study's details, participant criteria, and my contact information. A new Facebook account for the study will be created; however, the student researcher's personal Facebook account details will not be posted on the study's Facebook page. In addition, I will mount posters in public areas such as community bulletin boards and bus stop shelters.
- ☐ Individuals interested in becoming a participant will be sent an email (see Appendix G) with relevant information about the study.
- ☐ Those who remain interested after reading the email will be screened through a telephone interview (see Appendix I) prior to beginning the study in order to determine eligibility. In the event too many interested individuals qualify for the study, I will organize a waitlist so that they may be contacted if participants withdraw from the study.
- ☐ Individuals deemed eligible will be given a general overview of the study as well as the opportunity to ask questions and share any concerns. Details about informed consent will also be discussed during this time.
- ☐ Individuals will then be assessed for mature minor status (see Appendix I). A summary of the study's purpose and participation requirements will be reviewed with all individuals. Individuals will then be asked to verbally explain what they understand about the study. Capacity will be demonstrated by individuals who are able to adequately describe the study's purpose, procedures, and participation requirements. Interview arrangements will then be made with those who are assessed to be mature minors.
- ☐ Although eligible individuals do not need to have a parent or guardian's consent to participate, they will be emailed an information letter (Appendix K) that they will be encouraged to show to their family if they feel it is important to do so. Individuals not deemed as eligible will be declined for participation and thanked for their interest in the study (see Appendix I).
- ☐ Eligible individuals will then be sent an electronic consent form (Appendix J) via email. The consent form will address several components of the study: overall purpose, procedures, risks, benefits, and limits to confidentiality. They may read the consent form and email back within 10 days indicating whether or not they still wish to participate. If no response is given within this timeframe, they will be sent an email reminder (see Appendix H) and given an additional 10 days to come to a decision. If individuals still do not reply by this time, their participation will be automatically withdrawn and new individuals will be contacted.
- ☐ They will also be reminded of their rights to withdraw their involvement in the study up to one month after the initial interview. Interviews will last approximately 1-1.5 hours with possible locations including a booked room at Adler University, a booked room at a library, or another appropriate and mutually agreed upon setting.

### **PEER AND EXPERT REVIEWERS**



- ☐ The peer and expert reviewers will be recruited through word-of-mouth and sent an email outlining the details of the study and requesting their response indicating whether or not they are interested in participating (Appendix A). If no response is given within 10 days, an email reminder will be sent (Appendix H).
- ☐ Once the peer and expert reviewers respond to the email indicating their interest in the study, arrangements will be made for a telephone screening interview (Appendices B and C). A waitlist will be maintained in the event a surplus of individuals are interested.
- ☐ The peer reviewer will be a Master's student at a recognized university who self-identifies as a strong student and can speak and read English fluently. In order to participate, the peer reviewer must be comfortable reading a story for about 1 hour and completing one 30-60 minute interview up to one year from the start of the study.
- ☐ The expert reviewer will have 5 or more years of career counselling experience, be a registered clinical counsellor (RCC), and speak and read English fluently. In order to participate, the expert reviewer must be comfortable reading a story for about 1 hour and completing one 30-60 minute interview up to one year from the start of the study.
- ☐ The peer and expert reviewers will receive a \$20 gift card for their participation in the study. This information is outlined in the Initial Email Contact Script for Peer and Expert Reviewers (Appendix A), the Telephone Interview Screening Scripts for Peer and Expert Reviewers (Appendices B and C), and the Confidentiality and Anonymity Agreement Form (Appendix D).

**2.6 Access to Records for Recruitment**

Are you accessing records to identify potential participants?

Yes \_\_\_\_ No **\_X\_**

**2.7 External Approvals**

Outline how you will contact and then obtain external approval from institutions or organizations, including Aboriginal communities or international sites. Although approvals do not need to be included with your Application, the REB has an obligation to conduct ongoing ethical review. You may be asked to produce copies of all external approvals during the period in which you are conducting research.

**N/A**

**2.8 Number of Participants**

How many participants do you anticipate recruiting for your Research?

- ☐ I anticipate recruiting 4-6 participants for the present study. See section 2.3 (Inclusion Criteria) for participant criteria.

If part of a larger study, how many participants will be recruited overall?

**N/A**

**2.9 Deception:**

Is deception being used in this research?

Yes \_\_\_\_ No **\_X\_**

**3. FUNDING INFORMATION & CONFLICT OF INTEREST**

**3.1 Source of Funding**

- ☐ The present study does not require funding. Financial support from a third party has not been sought and will not be sought out for this study.
- ☐

**3.2 Restrictions on Information Disclosures****N/A****3.3 Actual or Perceived Conflict of Interest**

- ☐ Do any Research Team Members or their immediate family members have past or current affiliation with an agency, institution, community, or individual that will provide assistance with recruiting sources or participants, data collection sites, participant populations or follow-up assistance for this research? This includes workplaces, volunteer organizations, practicum sites, and community-based groups.

Yes \_\_\_ No **\_X\_**

If yes, please explain the relationships between Research Team Members and the agency, institution, community, or individual in question and indicate how you plan to mitigate actual or perceived conflicts of interest or dual-relationships:

- Do any Research Team Members or their immediate family members receive personal benefits (e.g. salary, overtime hours, consultant fees, or other financial gain) in connection with this research over and above the direct cost of conducting this study?

Yes \_\_\_ No **\_X\_**

If yes, please explain and indicate how you plan to mitigate actual or perceived conflicts of interest:

**N/A****4. RISK LEVEL and RISK MANAGEMENT**



## 4.1 Determining Level of Risk

- ☐ Minimal

### Rationale:

- ☐ The interview consists of specific guide questions (Appendix M) that ask participants about the process of their career development. The Tri-council Policy Statement 2 (CIHR, NSERCC, & SSHRCC, 2014) defines minimal risk as research “in which the probability and magnitude of possible harms implied by participation in the research is no greater than those encountered by participants in those aspects of their everyday life that relate to the research” (p. 22). The questions created for the present study were designed to explore the day-to-day experiences of participants and are not anticipated to incite painful memories or experiences.
- ☐ In the event participants do not fully answer the research questions, minimal probing may be used to gather more information. The purpose of probing in the current study is not to explore distressing memories or experiences but rather to elicit more information that may better answer certain aspects of the research question.
- ☐ The peer and expert reviewers will be asked only to review the common themes and give feedback pertaining to those narratives.



## 4.2 Description and Management of Risks

Describe what is known about the risks (harm) of participating in the proposed research and any possible vulnerability that needs to be considered. Indicate how you will address these risks. Include literature related to the risks and the management of risks if relevant. Include any information about discomfort or incapacity that the participants are likely to experience as a result of the research.

- ☐ By participating in this study, participants are at low risk of experiencing psychological harm. It is possible that they may feel distressed or uncomfortable when reflecting on their personal experiences in relation to career development, school and family.

### Management of risks:

- ☐ In the event participants become distressed during the interview, several options will be offered. This information is provided in the Informed Consent Form for Participants (Appendix J) but may be reiterated if the client becomes distressed. Participants can:
  1. Decide not to answer a particular question.
  2. Take a short break from answering questions.
  3. Re-schedule their interview.
  4. Ask that their data be removed from the research up to 1 month after the first interview.
  5. Reach out to any friends, family, or professional supports they may have seen in the past.
  6. Seek support from the resource referral list provided in the Informed Consent Form for Participants (Appendix J).



### 4.3 Anonymity and Confidentiality

If you indicate that you are collecting anonymous or anonymized data online, how you are ensuring the anonymity of participants?

N/A

Are you collecting information or data that can reasonably be expected to identify participants? If so, how will you protect participants' confidentiality both during (collection and use of information) and after (dissemination of results) the research study?

- ☐ After being contacted by individuals interested in becoming participants or peer and expert reviewers, the student researcher will request their phone numbers (Appendices A and G) so that arrangements can be made for a telephone screening interview.
- ☐ Once the telephone screening interviews have been conducted, additional contact information for participants as well as the peer and expert reviewers will be gathered (Appendices B, C, and I). All participants will be asked to sign the Informed Consent Form for Participants (Appendix J). The peer and expert reviewers will be required to sign the Confidentiality and Anonymity Agreement Form (Appendix D).
- ☐ All personal information will be kept in paper form. Electronic emails with sensitive information will be printed and electronically deleted from the email hosting service and the student researcher's hard drive immediately after they have been received. All documents containing personal information will be kept in a locked storage cabinet at the student researcher's home until 5 years after the completion of the study.
- ☐ Interview recordings will be reviewed and transcribed privately in the student researcher's home using headphones. Interview recordings will be stored on a password-protected encrypted USB stick for 5 years. The USB stick and interview transcripts will be stored in a locked cabinet in the student researcher's home for 5 years.
- ☐ All participants will be asked to choose a pseudonym (false name) that will be used in place of their real name in the study. The pseudonym will be used throughout the narratives and transcripts. The real names of participants, and the peer and expert reviewers will not appear anywhere in the final version of the study.

How will you ensure that participants cannot be identified or re-identified through demographic data and/or direct quotes and/or participant descriptions (e.g. job description) in any dissemination of your research (including thesis or dissertation)?

- ☐ Although pseudonyms will be used throughout the study to protect the identity of participants, there remains a chance that family members, colleagues or other acquaintances may be able to identify participants based on direct quotes or personal anecdotes shared in their interview(s). Participants will be made aware of this possibility in the Informed Consent Form (Appendix J) and they will have the opportunity to tell the student researcher if they wish to remove or alter



any potentially identifying direct quotes or personal anecdotes in their personal narratives or in the collective narrative.

What, if any, limits to confidentiality are considerations in your research, what is your rationale for including them, and how will they be communicated to participants?

- ☐ Limits to confidentiality will exist if a participant and reviewer disclose abuse of a child or vulnerable adult, or of a clear risk of imminent harm towards herself or someone else – in which case the student researcher would have a duty to report. In addition, if the researcher receives a court order or subpoena, she would be legally obligated to comply. This information is outlined in the Informed Consent Form for Participants (Appendix J). The limits to confidentiality will be orally reviewed the day of the interviews.
- ☐ In the Confidentiality and Anonymity Agreement Form (Appendix D), peer and expert reviewers will be informed of their responsibility to maintain confidentiality and anonymity of any identifying participant information.

#### **4.4 Benefits**

The benefits to participation include:

- ☐ For participants, benefits from participating in this study include experiencing validation and/or positive emotions. They may also gain new insights and a better understanding about their own experiences.
- ☐ This study may benefit counsellors and other mental health professionals who work with adolescent females of Chinese ethnicity who were born and raised in Canada.
- ☐

#### **4.5 Peer Review**

N/A

### **5. PARTICIPANT INFORMATION AND CONSENT PROCESS**

#### **5.1 Sites for Study**

- ☐ Possible locations for the initial interviews include a booked room at Adler University, a booked room at a library, or another appropriate and mutually agreed upon setting.
- ☐ Interviews will take place in a private room that is inaccessible to the public.



## **5.2 Time Requested of Participants**

How much time will each participant be asked to dedicate to the research study?

- ☐ Participants will be asked to spend 2.5 – 3.5 hours of their time over the course of 6 months. The amount of time requested of participants is included in the Recruitment Advertisements (Appendices E and F), Information Letter for Family (Appendix K) and Informed Consent Form for Participants (Appendix J).
- ☐

## **5.3 Reimbursements and Incentives for Participation**

- ☐ The day of the initial interview, participants will be given a \$20 gift card from Starbucks, Sephora or Subway before signing the Informed Consent Form (Appendix J). This procedure is outlined in the Telephone Screening Interview (Appendix I) and Informed Consent Form for Participants (Appendix J). Participants who withdraw from the study once interviews have begun get to keep their \$20 gift card. Ensuring compensation in the event of participation withdrawal is necessary to help relieve any feelings of pressure the participants may feel to continue their involvement in the study.
- ☐



## 5.4 Assessment of Capacity

### A. Initial assessment of capacity for the purposes of informed consent

Will every participant have the capacity to give fully informed consent on his/her own behalf?

Yes **X** No     

Rationale:

- ☐ The present study aims to extend its invite for participation to all members of the population from which the sample is chosen. There may be some individuals who believe that their parents or guardians would either like to see the study data or not want them to participate at all. These individuals may want to participate but may not wish to consult with their parents or guardians about their decisions. HealthLink BC (2016) states that individuals under the age of majority (19 years old in B.C.) may give their own consent only if they are assessed to be mature minors. Mature minors are those who can demonstrate a necessary understanding of what their involvement entails as well as the risks and benefits of their participation (HealthLink BC, 2016). Since all participants in the present study will be under the age of majority, each participant must provide a sufficient understanding of the study in order to be eligible to participate. Although parental consent is not required for participation, individuals interested in the study will be emailed an Information Letter (Appendix K) that they may show to their families if they feel the need to do so.
- ☐ Individuals will be assessed for capacity during the Telephone Interview Screening (Appendix I). Capacity will be demonstrated by individuals who are able to provide an adequate understanding of the study's purpose, procedures, and participation requirements.
- ☐ Interview arrangements will then be made with those who demonstrate capacity. Individuals who are unable to demonstrate capacity will be deemed as ineligible, gently declined for participation, and thanked for their interest in the study (Appendix I).
- ☐ The student researcher will also review the Informed Consent Form (Appendix J) with participants the day of the initial interviews. Participants will be assessed for capacity using the same question outlined in the Telephone Interview Screening Script (Appendix I): "To ensure you understand what the study is about, can you tell me in your own words what you understand about this study?"
- ☐ One criterion for participation is that all participants must be in their final year of high school or have already graduated. This phase in their lives marks a transitory period during which they are beginning to make "adult" decisions in their lives. The student researcher will respect the decisions and autonomy of these individuals and grant participation so long as capacity is adequately demonstrated.

### B. Ongoing assessment of capacity



How will capacity be assessed throughout the research if the participants' involvement goes beyond a single interview or completion of a questionnaire?

- ☐ The student researcher will assess the participants' capacity to provide informed consent for continued participation in the study each time that she meets or speaks with the participants for interviews. At the start of all three follow-up interviews, the Informed Consent Form for Participants (Appendix J) will be provided either in-person or verbally (if over the phone) to participants and they will be asked to give their verbal consent as an expression of their desire to continue participating in the study.



## 5.5 Explanation of Consent Forms to Potential Participants

How will the Informed Consent Form be reviewed?

- ☐ The Informed Consent Form (Appendix J) will be emailed to potential participants following an initial telephone screening with the student researcher utilizing the Telephone Interview Screening Script (Appendix I).
- ☐ All potential participants will be assessed for capacity the day of the interview using the Telephone Interview Screening Script (Appendix I). They will be asked to answer the following question: “To ensure you understand what the study is about, can you tell me in your own words what you understand about this study?” Individuals who can provide an adequate understanding of the study’s purpose and participation requirements will be deemed mature minors. Those deemed mature minors will thoroughly review and discuss the Informed Consent Form (Appendix I) with the student researcher. All individuals will have the opportunity to ask the student researcher any further questions about the study before the audio-recorded initial interview begins. Following this conversation, potential participants may choose to sign the informed consent form, thereby providing formal consent to participate in the study. Individuals who do not wish to sign the informed consent form and participate in the study will be thanked for their time and consideration (Appendix I).
- ☐ For participants who signed the Informed Consent Form (Appendix J) at the beginning of their initial audio-recorded interview(s), a review of the informed consent form will take place at the beginning of each of the three follow-up interviews. A copy of the Informed Consent Form for Participants (Appendix J) will be made available and the participants will be asked to review the informed consent form and provide verbal consent if they wish to continue to participate in the study and the validation interviews. Any questions that the participants have at this time will also be answered. Participants who are 17 years old, the student researcher will assess for capacity using the Telephone Interview Screening Script (Appendix I) before the validation interviews begin.

How much time will the participants have to review the Informed Consent Form?

- ☐ Potential participants and reviewers will have up to 10 days after the student researcher has sent the Informed Consent Form (Appendix J) to review the form and contact the student researcher to ask any questions and/or confirm their interest in participating in the study. If after 10 days the student researcher has not been contacted, the student researcher will contact the potential participants and reviewers by email (Appendix H) as discussed during the initial contact with potential participants.

**5.6 Explanation of Assent Forms to Potential Participants**

Will you be using Assent Forms in your research?

Yes \_\_\_\_ No **\_X\_**

If yes, explain your process for presenting and completing the Assent Form, including who will be involved in each step: general process for assent:

**N/A**

**5.7 Assistance with Consent**

**N/A**

**5.8 Translation**

Will any of your recruitment, consent or other documents be available in a language other than English?

Yes \_\_\_\_ No **\_X\_**

Will interactions with participants be taking place in any language other than English?

Yes \_\_\_\_ No **\_X\_**

If Yes to either or both questions, provide information regarding the translation process.

**N/A**



### **5.9 Withdrawal of Data**

How will participants be informed of their right to request their data be withdrawn from the study and how will you remove the data?

Participants will be informed that they have the right to withdraw their participation from the study at any time throughout the interview process. They will also be informed of their rights to withdraw their data from the study up to one month after their audio-recorded interview has been completed.

Participants' rights to withdraw as a participant in the study and/or to withdraw their data from the study will be discussed in the Initial Contact Email Script for Participants and the Telephone Interview Screening Script (Appendices G and I). Prior to the initial interviews, these rights will be reinforced again in the Informed Consent Form for Participants (Appendix J). If a participant withdraws their participation from the study but chooses not to withdraw their data from the study within one month after their audio-recorded interview, their data may still be used in the research. In the event that this occurs, participants will be given the same opportunity to review their individual narrative and speak with the student researcher to request changes and/or the removal of information that may be personally identifying.

### **5.10 Summary of Results to Participants**

How will you provide a summary of results to participants – including strategies for maintaining anonymity if that has been included in informed consent process?

- ☐ Participants will be asked to indicate on the Informed Consent Form (Appendix J) whether they wish to receive an electronic copy of the final thesis project. An electronic copy of the final thesis document will be given to participants upon their request.
- ☐ Confidentiality will be maintained by referring to participants and reviewers only by their pseudonym in any and all publications of the research study.
- ☐ Prior to the study's publication, participants will be given the opportunity to let the student researcher know what parts of their individual narrative, if any, may be too identifying and therefore need to be revised or removed.

## **6. SECURITY OF INFORMATION AND DATA**

**6.1 Access to Information or Data by Persons within Adler University – Vancouver Campus**  
(Please discuss confidentiality in 6.1 and storage of data in 6.3)

During data collection and analysis, who will have access to information collected or data related to your research study?

- ☐ The student researcher will be the only individual with access to all of the participant data, including participant contact information, participant interviews, individual narratives and common themes narratives. Her thesis advisor Rosa Wu, Ph.D., R.Psych., will have access to the transcriptions of the audio-recorded interview sessions, the individual narratives, and the common themes narratives. The peer reviewer and the expert reviewer will only have access to the common themes narratives.

How will all of those who have access to that information or data be made aware of their responsibilities to protect confidentiality?

- ☐ The responsibility to protect data confidentiality has been discussed and will continue to be discussed between the student researcher and her thesis advisor.

Please describe in detail what information or data will be transferred among researchers (including research team and transcription services etc.) during data collection and analysis?

- ☐ During research, transcriptions of the audio-recorded interview sessions, the individual narratives, and the common themes narratives will be shared with the student researcher's advisor Rosa Wu, Ph.D., R.Psych. These will be transferred between the student researcher to Rosa Wu, Ph.D., R.Psych. using an encrypted, password protected USB.

How will you maintain confidentiality concerning participants' identities and how will you communicate this to participants?

- ☐ Participants will be made aware of what information or data will be available, how it will be transferred and stored, and how their identities will be protected. This information will be explained in the Informed Consent Form for Participants (Appendix J).
- ☐ The peer and expert reviewers will also be instructed to maintain the confidentiality of participants and their data in the Confidentiality and Anonymity Agreement Form (Appendix D).



## 6.2 Access to Information or Data by Persons Outside of Adler University – Vancouver Campus

Will any information collected during or raw data relating to your research study be available to persons or agencies outside of Adler University-Vancouver Campus?

Yes \_\_\_\_ No **X**

If yes, describe in detail what information or data will be available, how it will be transferred and stored, how participants' identities will be protected, and how you are communicating this to participants.

**N/A**



### 6.3 Post- Study Storage and Security of Data

During your research, how will data be secured (original and back-ups)? Please include information on storage and deletion of participant's contact information, where applicable, as well as data collected during research.

- ☐ During the research study, electronic data and back-up electronic data (including audio recordings, transcriptions, and narratives) will be stored in computerized files on an encrypted, password protected USB drive. Copies of these files will be backed-up on a second encrypted, password protected USB drive. These USB drives will be stored in a locked filing cabinet at the student researcher's place of residence at all times unless they are being used by the student researcher. All paper copies of forms and documents (including signed consent forms, transcriptions, interview notes, data analysis, and any materials with participant- and reviewer-identifying information) will be stored in the same locked filing cabinet at the student researcher's place of residence when not in immediate use. Electronic emails with sensitive information will be printed and electronically deleted from the email hosting service and the student researcher's hard drive immediately after they have been received

After research (collection, use, and dissemination) has been completed, how will different forms of data (original and back-ups) be stored and how will you maintain storage security for 5 years? If data will be kept on the Web, what precautions have been taken to keep it secure?

- ☐ For five years after the research study has been completed, electronic data (including audio recordings, transcriptions, and narratives) will be stored in computerized files on encrypted, password protected USB drives, which will be stored and locked in a filing cabinet at the student researcher's place of residence. All paper copies of forms and documents (including signed consent forms, transcriptions, data analysis, and any materials with participant- and reviewer-identifying information) will be stored in the same locked filing cabinet at the student researcher's place of residence for five years.
- ☐ Participants' and reviewers' identities will be protected by referring to them only by their pseudonym in any and all publications of the research study.
- ☐ After the data has been stored for five years, all electronic files will be permanently erased from the password protected USB drives by the student researcher. Additionally, all hard copies of forms and documents will be shredded after five years by the student researcher.



#### **6.4 Future Use of Data**

- ☐ In the future, the thesis may be published in journals and the results may be used in other publications. The results of the study may also be presented at future workshops, presentations, seminars, and conferences. This information will be presented in the Informed Consent Form for Participants (Appendix J).

*You may copy and paste the logo below. As much as possible maintain its relative size horizontally and vertically (e.g. do not make it longer without also making it deeper). Leave at least 12-point space above and below it.*



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## 7. APPLICATION SUBMISSION

### 7.1 Process for Submitting REB Application

#### 7.2 Appendices

Appendices must be included for all verbal or written communication with external institutions or agencies (including collaborators), key informants or other recruitment sources, potential participants and participants. They must be included in the chronological order they will be used during your research. The labelling (Appendix A; Appendix B; and so on) must match the labelling in your Application.

Appendices used:

- ☐ Appendix A: Initial Email Contact Script for Peer and Expert Reviewer
- ☐ Appendix B: Telephone Interview Screening Script for Peer Reviewer
- ☐ Appendix C: Telephone Interview Screening Script for Expert Reviewer
- ☐ Appendix D: Confidentiality and Anonymity Agreement Form for Peer and Expert Reviewers
- ☐ Appendix E: Recruitment Advertisement (for Public Spaces)
- ☐ Appendix F: Recruitment Advertisement (for Electronic Posts)
- ☐ Appendix G: Initial Contact Email
- ☐ Appendix H: Email Reminder About Study Participation
- ☐ Appendix I: Telephone Interview Screening Script for Participants
- ☐ Appendix J: Informed Consent Form for Participants
- ☐ Appendix K: Information Letter for Family
- ☐ Appendix L: Study Introduction Script
- ☐ Appendix M: Narrative Interview Questions
- ☐ Appendix N: Validation Interview Questions

## Appendix A: Initial Email Contact Script for Peer and Expert Reviewers

Hi (name),

I hope this email finds you well. My name is Alyssa Murdocco and I am a student at Adler University in Vancouver, B.C. I am conducting a study which seeks to understand the *Career Decisions of Second-Generation Chinese-Canadian Adolescent Females* through a series of interviews. I am conducting this study to fulfill the requirements of my master's thesis for my Master of Arts degree in Counselling Psychology. You have been referred to me by (name), and I am contacting you to see if you may be interested in helping out as a (peer/expert) reviewer.

As part of your participation, you will be asked to review and provide feedback for a written document either in person or over the phone. This document will lay out the common themes found in the research interviews. In total, the study would require **1-2 hours** of your time over a 6-month period, including review of the common themes narrative and a discussion with me. Your feedback would help validate the information and would be greatly appreciated. As a thank you for your time, you will be presented with a \$20 gift card from either Starbucks, Sephora, or Subway.

If you are interested in participating in this study, I will arrange a time for a 15-minute phone screening in order to see if you meet the eligibility requirements to be a (peer/expert) reviewer. If you meet the eligibility requirements, I will email you a copy of the confidentiality and anonymity agreement form that you are required to read. After reading the form, I will ask that you email me to let me know you are able and willing to participate. If I do not hear from you within 10 days, I will send a friendly email reminder.

If you agree to participate, I will arrange a time for you to review the common theme narrative and to meet or call you for an interview. Please note that you can refuse to participate or drop out of the study at any time. If you have any questions about the study, please contact me and I would be happy to answer your questions. If you think you know someone who may be interested in participating, please feel free to share this email or have them contact me at ----- .

Thank you very much for your time.

Sincerely,

Alyssa Murdocco, M.A. Student, Adler University

### INSTRUCTIONS

**\*Please place an 'x' next to your selection and reply to this email\***

\_\_\_\_ Yes, I am interested in participating in the study.

Phone number: \_\_\_\_\_

Best time to contact me for a phone screening: \_\_\_\_\_

\_\_\_\_ No, I do NOT want to participate in the study at this time.

\*Checking this box means you will NOT be contacted again to participate in the study\*

## Appendix B: Telephone Interview Screening Script for Peer Reviewer

Thank you for taking the time to speak with me. My name is Alyssa Murdocco and I am a master's student in the counselling psychology program at Adler University. I am conducting this study as part of the requirements for my master's thesis. My supervisor is Dr. Rosa Wu. Before we get started, I would like to ask you a series of short questions to ensure that you meet the requirements for this study.

1. Are you currently a Master's student at a recognized university?
2. Would you consider yourself to be a strong student?
3. Can you speak and read English fluently?
4. Are you comfortable reading a story for about 1 hour and completing one 30-60 minute interview up to six months from now?
5. Are you a friend, relative, coworker, former or current client, or former or current classmate of Alyssa Murdocco?

*(If the individual replies "no" to at least one of the questions numbered 1-4, or if the individual replies "yes" to question number 5, I will utilize the following script.)*

Thank you very much for your interest in my study. Unfortunately, I am only able to invite individuals who meet all of the necessary participant criteria to join in this study. I appreciate both your time and interest in participating.

*(If the individual answers "yes" to all of the above questions, but someone has already consented to be the peer reviewer, I will utilize the following script:)*

Thank you very much for your interest in my study. You qualify for participation in my study. However, at this time I have already filled the peer reviewer position that this study requires. If you're still interested, I could put your name and contact information on a waitlist so that I could reach you if another peer reviewer is needed in the future. Would this interest you?

*(If the individual replies "no," I will thank them for their time and interest. If the individual replies "yes," I will proceed to explain the research purposes and process.)*

*(If the individual meets the criteria as outlined above, I will proceed to explain the research purposes and process.)*

Thank you for answering my questions. You qualify for participation in my study. I will now explain the purpose of my research. I will also let you know what you could expect should you decide to participate in this study. Please feel free to ask questions at any time.

- ☐ The purpose of this study is to learn about the career development experiences of adolescent females of Chinese ethnicity who were born and raised in Canada. General participants in the study will be sharing stories about their meaning and understanding of their own career decision-making process. Participants will also be discussing the impact of others and their culture on their career development experiences.



- ☐ I will summarize each of the stories from the participants. Then, I will look for similarities between the stories and put together a common themes story. I will then send you a copy of the common themes story to read and reflect on for about one hour over two weeks. After two weeks, we would meet in-person or speak over the phone for a 30-minute, unrecorded interview. During this interview, I will ask you to share whether you thought that the common themes story reflected your own experiences making career decisions. I may also ask a few more questions to guide this process. I will then summarize the information from this interview and include it in the results section of my study.
- ☐ Your participation in this study is completely voluntary. You would receive a \$20 gift card for your participation after you have signed a confidentiality and anonymity agreement.
- ☐ To help protect your privacy, I would ask that you adopt a pseudonym (false name) that will be used instead of your real name throughout the study. Your real name will never appear in any publications or presentations of this research.
- ☐ Overall, if you choose to participate, it is my hope that it would be a pleasant and insightful experience for you. Do you have any questions? *(I will pause and allow time for reflection)*
- ☐ If you still might be interested in participating in this study, I can mail or e-mail a copy of the confidentiality and anonymity agreement. Would you prefer mail or e-mail? What address should I send it to?
- ☐ Should you choose to participate in the study, please email me so we can talk about a time and place to meet. If you decide that you would not like to participate, I would appreciate if you could contact me to let me know as well.
- ☐ If I have not heard back from you within 10 days of sending the confidentiality and anonymity agreement, I would like to get in touch with you again. Would it be alright if I contacted you by phone or e-mail to ask what decision you have made? Is there a phone number or e-mail address that is best for reaching you? Is there any preferred time and day for me to contact you by phone?
- ☐ Do you have any questions about the study at this point? Again, please feel free to e-mail me if any questions arise for you. Thank you for your time and interest. *(I would now gather all the necessary information below:)*

Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Preferred Time & Day for Contact: \_\_\_\_\_

**Appendix C: Telephone Interview Screening Script for Expert Reviewer**

Thank you for taking the time to speak with me. My name is Alyssa Murdocco and I am a master's student in the counselling psychology program at Adler University. I am conducting this study as part of the requirements for my master's thesis. My supervisor is Dr. Rosa Wu. Before we get started, I would like to ask you a series of short questions to ensure that you meet the requirements for this study.

1. Do you have 5 or more years of career counselling experience?
2. Are you a registered clinical counsellor (RCC)?
3. Can you speak and read English fluently?
4. Are you comfortable reading a story for about 1 hour and completing one 30-60-minute interview up to one year from now?
5. Are you a friend, relative, coworker, former or current client, or former or current classmate of the Alyssa Murdocco?

*(If the individual replies "no" to at least one of the questions numbered 1-4, or if the individual replies "yes" to question number 5, I will utilize the following script.)*

Thank you very much for your interest in my study. Unfortunately, I am only able to invite individuals who meet all of the necessary participant criteria to join in this study. I appreciate both your time and interest in participating.

*(If the individual answers "yes" to all of the above questions, but someone has already consented to be the expert reviewer, I will utilize the following script:)*

Thank you very much for your interest in my study. You qualify for participation in my study. However, at this time I have already filled the expert reviewer position that this study requires. If you're still interested, I could put your name and contact information on a waitlist so that I could reach you if another expert reviewer is needed in the future. Would this interest you?

*(If the individual replies "no," I will thank them for their time and interest. If the individual replies "yes," I will proceed to explain the research purposes and process.)*

*(If the individual meets the criteria as outlined above, I will proceed to explain the research purposes and process.)*

Thank you for answering my questions. You qualify for participation in my study. I will now explain the purpose of my research. I will also let you know what you could expect should you decide to participate in this study. Please feel free to ask questions at any time.

- ☐ The purpose of this study is to learn about the career development experiences of adolescent females of Chinese ethnicity who were born and raised in Canada. General participants in the study will be sharing stories about their meaning and understanding of their own career decision-making. Participants will also be discussing the impact of others and their culture on their career development experiences.



- ☐ I summarize the stories from each of the general participants and put them together into one document. The document is called the common themes narrative. I would send you a copy of the common themes narrative to read and reflect on for about one hour over two weeks. After two weeks, we would meet in-person or speak over the phone for a 30-minute, unrecorded interview. During this interview, I would invite you to share whether you thought that the common themes narrative was representative of the career-decision processes of adolescent females of Chinese ethnicity who were born and raised in Canada. I may also ask a few more questions to guide this process. The information from this interview would be summarized and included in the results section of my study.
- ☐ Your participation in this study is completely voluntary. You would receive a \$20 gift card for your participation after you have signed an informed consent form.
- ☐ To help protect your privacy, I would ask that you adopt a pseudonym (false name) that will be used instead of your real name throughout the study. Your real name will never appear in any publications or presentations of this research.
- ☐ Overall, if you choose to participate, it is my hope that it would be a pleasant and insightful experience for you. Do you have any questions? *(I will pause and allow time for reflection)*
- ☐ If you still might be interested in participating in this study, I can mail or e-mail a copy of the confidentiality and anonymity agreement to you. Would you prefer mail or e-mail? What address should I send it to?
- ☐ Should you choose to participate in the study, please sign the form and email me so we can talk about a time and location to meet. If you decide that you would not like to participate, I would appreciate if you could contact me to let me know as well.
- ☐ If I have not heard back from you within 10 days of sending the confidentiality and anonymity agreement, I would like to get in touch with you again. Would it be alright if I contacted you by e-mail to ask what decision you have made? What is your e-mail address?
- ☐ Do you have any questions about the study at this point? Again, please feel free to e-mail me if any questions arise for you. Thank you for your time and interest. *(I would now gather all the necessary information below:)*

Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Preferred Time & Day for Contact: \_\_\_\_\_

Appendix D: Confidentiality and Anonymity Agreement Form for  
Peer and Expert Reviewers



**CONFIDENTIALITY AND ANONYMITY AGREEMENT**

**Understanding the Career Decisions-Making Processes of  
Second-Generation Chinese-Canadian Adolescent Females**

**The Researcher**

This research is being conducted by Alyssa Murdocco. She is doing this study for her Master's thesis at Adler University. If you have any questions about the research, you may contact Alyssa Murdocco or her research supervisor. Their contact information is below:

**Student Researcher:** Alyssa Murdocco. -----

**Research Advisor:** Rosa Wu, Ph.D., R. Psych. Core Faculty, Adler University.  
[rwu@adler.edu](mailto:rwu@adler.edu)

**This Research**

The research has been approved by the Adler University (Vancouver Campus) Research Ethics Board (REB).

**The research focuses on** the career development experiences of adolescent females of Chinese ethnicity who were born and raised in Canada.

**Role as Peer or Expert Reviewer**

As a peer or expert reviewer, I will be asked to read a narrative based on the common themes of the participants' stories. I will then be asked to discuss my thoughts about the narrative in an interview. In total, I will be devoting **1-2 hours** of my time to this research project.

**Confidentiality and Anonymity**

Through my work with the Adler University as a \_\_\_\_\_, I understand my responsibilities concerning the anonymity and confidentiality of any research data collected by the student researcher. I understand that I must maintain confidentiality regarding research participants' participation in the research project (what participants say and do) and protect their anonymity as participants.



I understand it is possible to talk generally about the research data to members of the general public if there is no possibility of identifying the source of the information. I also understand that the research process and findings may be discussed among other research team members who have signed confidentiality agreements.

**A copy of this Agreement has been given to me for my records.**

\_\_\_\_\_  
**Name**

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

Peer or expert reviewer contact information:

Phone number: \_\_\_\_\_

Email: \_\_\_\_\_

## Appendix E: Recruitment Advertisement (for Public Spaces)

**PARTICIPANTS NEEDED FOR RESEARCH!****SEEKING YOUNG CHINESE FEMALES  
WHO WERE BORN AND RAISED IN CANADA**

- ❖ The purpose of this research study is to understand how culture and family influence the career decisions of young females who self-identify as Chinese and were born and raised in Canada.
- ❖ This study involves one in-person interview (1-1.5 hours) and three brief follow-up interviews (about 30 minutes each). This study will take a total of **2.5-3.5 hours** over 6 months to complete.
- ❖ Participants will be given a \$20 gift card to Starbucks, Sephora, or Subway as a thank you for their time.
- ❖ Are you eligible?
  - ✓ Are you 17-18 years old?
  - ✓ Are you in your last year of high school or have you already graduated?
  - ✓ Do you self-identify as female?
  - ✓ Do you self-identify as ethnically Chinese?
  - ✓ Were you born and raised in Canada?
  - ✓ Do you have at least one parent who was born in China, Taiwan, or Hong Kong but has lived in Canada for at least 10 years?
  - ✓ Do you speak and read English fluently?
  - ✓ Are you NOT a friend, relative, coworker, or former or current client of the student researcher, Alyssa Murdocco?



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1090 West Georgia Street, Suite 1200  
Vancouver, BC V6E 3V7 Canada

tel 604.482.5510  
fax 604.874.4634

If you answered “Yes” to all of the above questions, you may be eligible to participate in the study.

If you are interested in participating, please email ----- with your name and phone number.

This study is being conducted by Alyssa Murdocco, M.A. student,  
under the supervision of Dr. Rosa Wu, Ph.D.

**Adler University, Suite # 1200-1090 West Georgia Street, Vancouver, BC V6E 3V7**  
**T: 604-482-5510 F: 604-874-4634**

Appendix F: Recruitment Advertisement (for Electronic Posts)



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## **PARTICIPANTS NEEDED FOR RESEARCH!**

### **SEEKING YOUNG CHINESE FEMALES WHO WERE BORN AND RAISED IN CANADA**

- ❖ The purpose of this research study is to understand how culture and family influence the career decisions of young females who self-identify as Chinese and were born and raised in Canada.
- ❖ This study involves one in-person interview (1-1.5 hours) and three brief follow-up interviews (about 30 minutes each). This study will take a total of **2.5-3.5 hours** over 6 months to complete.
- ❖ Participants will be given a \$20 gift card to Starbucks, Sephora, or Subway as a thank you for their time.
- ❖ Are you eligible?
  - ✓ Are you 17-18 years old?
  - ✓ Are you in your last year of high school or have you already graduated?
  - ✓ Do you self-identify as female?
  - ✓ Do you self- identify as ethnically Chinese?
  - ✓ Were you born and raised in Canada?
  - ✓ Do you have at least one parent who was born in China, Taiwan, or Hong Kong but has lived in Canada for at least 10 years?
  - ✓ Do you speak and read English fluently?
  - ✓ Are you NOT a friend, relative, coworker, or former or current client of the student researcher, Alyssa Murdocco?

If you answered “Yes” to all of the above questions, you may be eligible to participate in the study.

If you are interested in participating, please email ----- with your name and phone number.

**\*\*Please do not respond directly or comment on this post, to protect your anonymity. Please do not ‘tag’ or publicly name anyone whom you are recommending for this study, to protect their privacy; however, if you think you know anyone who might fit these criteria, I encourage you to pass this along to them!\*\***



This study is being conducted by Alyssa Murdocco, M.A. student,  
under the supervision of Dr. Rosa Wu, Ph.D.

**Adler University, Suite # 1200-1090 West Georgia Street, Vancouver, BC V6E 3V7**

**T: 604-482-5510 F: 604-874-4634**

## Appendix G: Initial Contact Email

### About the Study

#### **Purpose of the Study**

Thank you for your interest in the my research study. My name is Alyssa Murdocco, and I am conducting this study as part of my Master of Arts degree from Adler University in



Vancouver, B.C. This study is exploring the influences on career decisions of young Chinese women who were born and raised in Canada.

## **Participation Requirements**

If you meet the participation criteria and choose to participate, you will be asked to take part in an in-person interview that would take about 1-1.5 hours to complete. You will also be contacted for three follow-up interviews, either in-person or over the phone, to make sure the information I have is correct. These three follow-up interviews may last 20-30 minutes or so each. In total, you will be spending **2.5-3.5 hours** of your time over 6 months. As a thank you for your time, you will be presented with a \$20 gift card from Starbucks, Sephora, or Subway.

## **Phone Screening**

If you are interested in participating in this study, I will arrange a time for a 15-minute phone screening in order to see if you are eligible to participate in the study. If you meet the eligibility requirements, I will email you a copy of the consent form that you are required to read. After reading the consent form, I will ask that you email me to let me know you are able and willing to participate. If I do not hear from you within 10 days, I will send a friendly email reminder.

## **Interview Arrangements**

If you agree to participate and meet the participation requirements, I will arrange a time to meet with you for an interview. Please note that you can refuse to participate or drop out of the study at any time. If you have any questions about the study, please contact me and I would be happy to answer your questions. If you think you know someone who may be interested in participating, please feel free to share this email or have them contact me at ----- .

Thank you very much for your time.

Sincerely,  
Alyssa Murdocco, M.A. Student, Adler University

## **INSTRUCTIONS**

**\*Please place an 'x' next to your selection and reply to this email\***

\_\_\_\_ Yes, I am interested in participating in the study.

Phone number: \_\_\_\_\_

Best time to contact me for a phone screening: \_\_\_\_\_

\_\_\_\_ No, I do NOT want to participate in the study at this time.

\*Checking this box means you will NOT be contacted again to participate in the study\*

## Appendix H: Email Reminder About Study Participation

Hi (name),

I hope this email finds you well. Thank you for your interest in my study. As you probably remember, you were emailed about an exciting upcoming study on the following topic:



***Understanding the career decisions of young Chinese women who were born and raised in Canada.***

I understand that our conversation may have given you a bit to think about. If you have some concerns and would like to speak with me, I would be happy to talk with you. While your participation would be greatly appreciated, please remember that you do not have to take part in the study. To get a better idea of where you are at, please indicate your preference below:

*(place an X where appropriate)*

\_\_\_\_ YES, I am still interested in participating in the study.

\_\_\_\_ I have some questions about the study and would like to talk before signing the consent form.

My phone number is: \_\_\_\_\_. The best time to reach me is: \_\_\_\_\_

\_\_\_\_ NO, I do not wish to be a part of the study at this time.

Thank you for your time and consideration. I look forward to hearing from you.

Kind regards,

Alyssa Murdocco

*Master of Arts in Counselling Psychology Student  
Adler University*

**Appendix I: Telephone Interview Screening Script for Participants**

Thank you for your interest in this study: ***Understanding the Career Decisions of Young Chinese Women Who Were Born and Raised in Canada.*** This study aims to understand how culture and other individuals influence one's career decisions. My name is Alyssa Murdocco and I am a master's student in the counselling psychology program at Adler University. I am leading this study as part of my master's thesis. My supervisor is Dr. Rosa Wu.



To begin, I would like to ask a few questions to make sure you meet the participation criteria for this study.

1. Are you female?
2. Are you between 17 and 18 years old?
3. Are you in your last year of high school or have you already graduated?
4. Do you self-identify as female and ethnically Chinese?
5. Were you born and raised in Canada?
6. Do you have at least one parent who was born in China, Hong Kong, or Taiwan, and has lived in Canada for at least 10 years?
7. Can you speak and read English fluently?
8. Are you a friend, relative, coworker, or former or current client of the student researcher?

*(If the individual replies “no” to at least one of the questions numbered 1-7, or if the individual replies “yes” to question number 8, I will utilize the following script.)*

Thank you very much for your interest in my study. Unfortunately, I am only able to invite individuals who meet the necessary criteria to participate in this study. I appreciate both your time and interest in participating.

*(If the individual replies “yes” to ALL of the above inclusion criteria questions, I will utilize the following script.)*

- ☐ Thank you for answering my questions. I would now like to take the time to go over the details of my research and what you could expect from this study should you decide to participate.
- ☐ The purpose of the study is to understand how young Chinese women who were born and raised in Canada make career decisions. You will be asked to spend 2-3 hours of your time over 6 months. You will take part in one main interview, and three brief follow-up interviews. This means I will interview you 4 times over the next 6 months and sometimes I will ask you review some stories before we talk. You will be able to withdraw from the study up to one month after the first interview. If you choose to withdraw from the study, your interviews will not be used in the study. As a thank you for your participation, you will be given a \$20 gift card the day of the first interview.
- ☐ To ensure you understand what the study is about, can you tell me in your own words what you understand about this study?

*(If the individual is unable to provide a description and demonstrate a sufficient understanding, I will utilize the following script.)*

- ☐ Thank you very much for your interest in my study. Unfortunately, I am not able to invite you to participate at this time. In order to provide consent to participate, individuals must be able to clearly state what the study is all about; otherwise, there is a chance they may



experience harm as a result of the study. Thank you for your willingness to take part in the study. I appreciate both your time and interest in participating.

*(If the individual is able to provide a description and demonstrate a sufficient understanding, I will continue to discuss the study).*

- ☐ To help protect your privacy, I will ask that you create a fake name to use during the study. Your real name will not be used in any copy of this research.
- ☐ At any point in the interview process, you have the right not to answer any questions that you are uncomfortable with, or stop your participation from the study entirely. After the first interview, you will have one month to let me know if you would not like your interview to be used in the study.
- ☐ I will keep your identity unknown by using your fake name and taking out any information that might identify you. I will give you the chance to look at your story and suggest any changes. You will also have the opportunity to tell me if you thought there was any information that might identify you in your story.
- ☐ I will then look over all the stories and collect common themes between them. You will also have a chance to look over this. Only information that you review and agree to will be used in study.
- ☐ Your personal information will not be shared unless I have discovered that:
  - A minor under the age of 19 (including yourself) has been or is at risk of being abused or neglected
  - You or another person may be seriously hurt or harmed in the near future
  - The courts need your information for a court case
- ☐ Do you have any questions? How do you feel about participating in the study? *(I will pause and allow time for individuals to reflect.)*

*(If the individual feels uncomfortable and does not want to participate, I will utilize the following script.)*

- ☐ Thank you very much for taking the time to speak with me today. I understand this study is a commitment and that you may have some concerns about your participation. I appreciate your willingness to speak with me and fully respect your decision not to participate.

*(If the individual feels comfortable and expresses a desire to participate, I will utilize the following script.)*

- ☐ Thank you very much for taking the time to speak with me today. I am pleased to invite you to participate in my study. I hope that sharing your story will be enjoyable and meaningful for you.



- ☐ I would now like to email you a copy of the consent form that outlines what I have said and other details about the study so that you may read over it. What is your email address?
- ☐ Please look over the consent before deciding whether or not you would like to participate in this study. I will go over the consent form with you in person and ask you to sign it before we begin the first interview.
- ☐ If after reviewing the consent form you decide that you would like to participate in this study, please e-mail me within 10 days so that we can talk about a time and a place for our first interview. If you decide that you would not like to participate, I would appreciate it if you could email or phone me to let me know as well.
- ☐ If I hear from you after all of the participants have been chosen, I may ask if you would be interested in being placed on a waitlist.
- ☐ If after 10 days of sending you the informed consent form, I have not heard back from you, I would like to get in touch with you again by phone or e-mail to ask if you have come to a decision or if you would need more time to look over the form. Would this be okay with you? Is there a phone number or e-mail address that is best for reaching you? Is there a time and day that is best to call you?
- ☐ If you choose to participate in this study, would you like a \$20 gift card from Starbucks, Sephora, or Subway?
- ☐ I will also send you an Information Letter about the study that you may show your family if you think it is important for them to know about your involvement.
- ☐ Do you have any questions about the study at this point? (*I will pause and provide the participant with time to reflect.*) Again, please feel free to e-mail me if any questions come up for you. Thank you for your time and interest in the study.

(*At this point, I would make sure that all necessary information below is obtained.*)

Name: \_\_\_\_\_ Age: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Preferred Time & Day for Contact:

\_\_\_\_\_

## Appendix J: Informed Consent Form for Participants



**INFORMED CONSENT FORM****Understanding the Career Decision-Making Processes of  
Young Chinese Women Who Were Born and Raised in Canada****The Researcher**

My name is Alyssa Murdocco and I am conducting this research study for my Master's thesis at Adler University. If you have any questions about the research, you may contact me or my research supervisor. Our contact information is below:

**Student Researcher:** Alyssa Murdocco. -----

**Research Advisor:** Rosa Wu, Ph.D., R. Psych. Core Faculty, Adler University.  
[rwu@adler.edu](mailto:rwu@adler.edu)

**This Research**

The research has been approved by the Adler University (Vancouver Campus) Research Ethics Board (REB).

**The research focuses on** the career development experiences of adolescent females of Chinese ethnicity who were born and raised in Canada.

**We are asking you to participate because** you meet specific criteria (see below).

You are:

- ☐ A person who self-identifies as female
- ☐ 17-18 years old
- ☐ In your last year of high school or have already graduated
- ☐ Canadian-born
  
- ☐ A person who self-identifies as ethnically Chinese
- ☐ Fluent in English (reading and writing)
- ☐ A person who has at least one parent who was born and raised in China, Hong Kong, or Taiwan, but has lived in Canada for at least 10 years
- ☐ NOT a friend, relative, former or current client, or former or current classmate of the researcher.

**As part of our research, we are asking you to** share your experiences and thoughts in a three interviews.

1. The first interview is the main interview. You will be asked to share your experiences in making decisions about your career. The interview will be voice recorded and will last about 1-1.5 hours. You will be encouraged to share only what you feel comfortable with. If there is anything that you say that you would like to be erased, I will not use that part



of the interview. If after this first interview you feel that there are any parts of your story that were missed, you can contact me through email or over the phone.

2. After the first interview, I will schedule three follow-up interviews to make sure the information I have gathered is correct. Before each of the follow-up interviews, I will review the consent form and make sure you understand the research study. Each of the interviews will last about 20-30 minutes. We will talk about your own personal story and some of the themes all the stories have in common. You will have a chance to let me know if you think there is anything that needs to be changed or if there is anything that is missing.
3. Your story will be included in a final document. Participants will only be referred to by their chosen fake name in all documents or presentations related to this study.

In total, you will be asked to spend a combined total of **2.5 – 3.5 hours of your time over 6 months**.

**We will meet somewhere private and quiet that works for both of us.** For the initial interview, we may meet in a private room at a library or school. The three follow up interviews may be conducted over the phone.

**As part of this research, you will receive** a \$20 gift card at the first interview after you have signed this form.

### **The Research is Voluntary**

You can decide if you want to participate in the research. There will be no problem if you say “no.” You may decide not to answer any question. You may also withdraw from the research for any reason up to 1 month after the initial interview.

### **The Research is Confidential**

All identifying information from this study will be kept strictly confidential. You will only be identified using a fake name in interview write-ups and stories. Your real name or initials will never be used in any publications. The student researcher and the supervising researcher will be the only people with access to the audio recordings. All the information you provide will be kept on a password protected, encrypted USB stick in a locked cabinet for five years. Paper copies of your information will also be stored in a locked cabinet for five years. The locked cabinet will be securely stored at the student researcher’s home.

After 5 years, paper copies of your information will be shredded. Electronic copies will be erased. You will be able to keep copies of your individual story and the common themes of all the stories. A summary of the research findings will be published in a thesis document. The findings may appear in future publications.



**Limits to what is Confidential: All identifying information from this study will be kept strictly confidential unless any of the following conditions are present:**

1. A minor under the age of 19 (including yourself) has been or is at risk of being abused or neglected
2. You or another person may be seriously hurt or harmed in the near future
3. The courts need your information for a court case

Due to the small number of participants in this study, someone who reads published material about this study may identify you from any direct quotes or other information provided through your story. Due to the personal nature of the study, this risk is unavoidable. Thus, confidentiality cannot be guaranteed. To reduce this risk, fake names will be used. You will be able to revise or remove parts of your individual narrative that may be too identifying.

### **The Results of the Research**

I will publish the results of the research in my thesis. I may also write or speak about the research. Your name or any other information that might identify you will NOT be included in any writing or presentation.

If you want a copy of the thesis, you can ask for one at the end of this form.

### **The Risks and Benefits**

By participating in this study, there is a low risk of experiencing stress. It is possible that you may feel discomfort when talking about your experiences. If you feel more stress than you would like, you can:

1. Decide not to answer a particular question.
2. Take a short break from answering questions.
3. Re-schedule your interview.
4. Withdraw from the research at any time.
5. Ask that your data be removed from the research up to 1 month after the first interview.
6. Reach out to any friends, family, or professional supports you may have seen in the past.
7. Seek support from the resource referral list below.

Benefits from participating in this study include experiencing validation and/or positive emotions. You may also gain new insights and a better understanding about your own experiences. This study may benefit counsellors and other mental health professionals who work with adolescent females of Chinese ethnicity who were born and raised in Canada. Chinese-



Canadian adolescent female clients who seek counselling may also benefit from the research findings.

Although this research may be helpful to you in different ways, this study is not meant to provide you with personal counselling.

### ***Resource List:***

1. East Van Youth Clinic  
1669 Broadway E  
Vancouver, B.C. V5N 1V9
2. Broadway Youth Resource Centre Youth Clinic  
2455 Fraser Street  
Vancouver, B.C. V5T 1T1
3. Kids Help Phone  
1-800-688-6868  
<http://www.kidshelpphone.ca/>

**If you have any concerns about your treatment as a participant**, you may contact the Chair of the Research Ethics Board. Her contact information is below:

REB Chair: Debbie Clelland PhD (604) 699.3570  
E-mail: [dclelland@adler.edu](mailto:dclelland@adler.edu)

### **Consent for this Research:**

- ☐ I understand my participation in this research is voluntary.
- ☐ I know I can refuse to answer any question.
- ☐ I know I can withdraw from the research at any time.
- ☐ I know that the information I give will be kept confidential.
  
- ☐ I understand my personal information will not be shared with individuals outside the research team.
- ☐ I know that what I say will be audio-recorded and quotes might be used.
- ☐ My name will NOT be used and any information that will identify me will be removed.
- ☐ I know that I have not given up any legal rights concerning this research even though I have signed this form.
- ☐ I am giving my consent to participate in this study.
- ☐ I have received a copy of this Informed Consent signed by the Researcher

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Participant Signature

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Date

---

Participant Name (Print)

---

Researcher Signature

---

Date

---

Researcher Name : Alyssa Murdocco

I would like to receive a summary of the results of this research.

\_\_\_\_\_ Yes \_\_\_\_\_ e-mail address

\_\_\_\_\_ No thanks, I do not want to receive a summary of the results.

Appendix K: Information Letter for Family

## INFORMATION LETTER

### **Understanding the Career Decision-Making Processes of Young Chinese Women Who Were Born and Raised in Canada**

#### **The Researcher**

My name is Alyssa Murdocco and I am conducting this research study for my Master's thesis at Adler University. If you have any questions about the research, you may contact me or my research supervisor. Our contact information is below:

**Student Researcher:** Alyssa Murdocco. -----

**Research Advisor:** Rosa Wu, Ph.D., R. Psych. Core Faculty, Adler University.  
[rwu@adler.edu](mailto:rwu@adler.edu)

#### **This Research**

The research has been approved by the Adler University (Vancouver Campus) Research Ethics Board (REB). **The research focuses on** the career development experiences of adolescent females of Chinese ethnicity who were born and raised in Canada.

**We are asking for participation** from those who are (see below):

- ☐ Female
- ☐ 17-18 years old
- ☐ In their last year of high school or have already graduated
- ☐ Canadian-born
- ☐ Of Chinese ethnicity
- ☐ Fluent in English (reading and writing)
- ☐ Persons who have at least one parent who was born and raised in China, Hong Kong, or Taiwan, but has lived in Canada for at least 10 years
- ☐ NOT a friend, relative, coworker, or former or current client of the student researcher

**As part of our research, we are asking individuals to** share their experiences and thoughts in a series of interviews. Participants will be asked to spend **2 – 3 hours of their time over 6 months**. In total, individuals will participate in 4 interviews: the initial audio-recorded interview (1-1.5 hours) the follow-up interview (for clarification; 20-30 minutes), the individual narrative review (20-30 minutes), and the common themes review (20-30 minutes).

Individuals will participate in the initial audio-recorded interview in-person. For the initial interview, we may meet in a private room at a library, school or another setting that works for the both of us. The remaining three interviews may be done over the phone and will not be recorded.

#### **The Risks and Benefits**



By participating in this study, individuals may be at a low risk of experiencing stress. It is possible that they may feel discomfort when talking about their experiences. If individuals feel more stress than they would like, they can:

1. Decide not to answer a particular question.
2. Take a short break from answering questions.
3. Re-schedule the interview.
4. Withdraw from the research at any time.
5. Ask that your data be removed from the research up to 1 month after the first interview.
6. Reach out to any friends, family, or professional supports they may have seen in the past.
7. Seek support from the resource referral list provided in the informed consent form.

Benefits from participating in this study include experiencing validation and/or positive emotions. Individuals may also gain new insights and a better understanding of their own experiences. This study may benefit counsellors and other mental health professionals who work with adolescent females of Chinese ethnicity who were born and raised in Canada. Chinese-Canadian adolescent female clients who seek counselling may also benefit from the research findings.

Although this research may be helpful in different ways, this study is not meant to provide personal counselling.

### **The Research is Voluntary**

Individuals can decide if they want to participate in the research. There will be no problem if they say “no.” They may decide not to answer any question. They may also withdraw from the research for any reason up to 1 month after the initial interview.

### **The Research is Confidential**

All identifying information from this study will be kept strictly confidential. Participants will only be identified using a fake name in interview write-ups and stories. Real names or initials will never be used in any publications. The student researcher and the supervising researcher will be the only people with access to the audio recordings. All the information provided will be kept on a password protected, encrypted USB stick in a locked cabinet for five years. Paper copies of your information will also be stored in a locked cabinet for five years. The locked cabinet will be securely stored at the student researcher’s home.

After 5 years, paper copies of all participant information will be shredded. Electronic copies will be erased. Each participants will be able to keep a copy of their individual story and the common themes of all the stories. A summary of the research findings will be published in a thesis document. The findings may appear in future publications.



**Limits to what is Confidential: All identifying information from this study will be kept strictly confidential unless any of the following conditions are present:**

4. A minor under the age of 19 (including yourself) has been or is at risk of being abused or neglected
5. The participant or another person may be seriously hurt or harmed in the near future
6. The courts need the participant's information for a court case

Due to the small number of participants in this study, someone who reads published material about this study may identify participants from any direct quotes or other information provided through each story. Due to the personal nature of the study, this risk is unavoidable. Thus, confidentiality cannot be guaranteed. To reduce this risk, fake names will be used. Participants will be able to revise or remove parts of your individual narrative that may be too identifying.

Thank you for taking the time to read this information letter. If you have any questions or concerns, please feel free to contact me at -----

## Appendix L: Study Introduction Script

### *Initial Check-In:*

- ☐ "Have a seat anywhere you like. Please make yourself comfortable."



- ☐ “Please note that any time, you may take a break, ask to reschedule the interview, or stop participating in the study. Do you have any questions for me?”
- ☐ “Are you ready to begin the interview?”
- ☐ “The purpose of this study is to explore the career development stories of young Chinese women who were born and raised in Canada. Earlier, you identified yourself to be such a person.”
- ☐ “Please think about your past career decision-making experiences and how you have come to where you are today.” (I will pause and provide the participant with time to reflect).
- ☐ “I invite you to share your career development story. I encourage you to tell your story as you understand it. I will ask you to think about and answer one main question. I may ask you to talk more about certain parts of your story along the way. However, please only share with me as much as you are comfortable with. My role will mostly be to listen.”
- ☐ “Please note that there may be some overlap between answers, and that this is okay. Also, I may need to glance at the interview guide at different times during the interview and look at the clock once in a while to keep track of the time.”
- ☐ “I would now like to take this time to discuss the consent form. If you feel comfortable and would like to sign, then we can begin the study. You may also decide not to participate. In either case, you will still receive your \$20 gift card. Do you have any questions?” (*We will then proceed to discuss the consent form*).

## Appendix M: Narrative Interview Questions

“Now that I have gone over the initial check-in please take a moment to consider the following two questions: **What does it mean to make career decisions, being a young female**



**of Chinese ethnicity who was born and raised in Canada?** *(I will pause and provide the participant with time to reflect).* **How has culture influenced your career decisions, being a young female of Chinese ethnicity who lives in Canada?** *(I will pause and provide the participant with time to reflect)."*

Throughout the interview, I may utilize open-ended questions to increase the depth of the interview, such as:

- ☐ "Tell me more about how that (experience, moment, time, realization, event, awareness, etc.) was for you."
- ☐ "How was that (experience, moment, time, realization, event, awareness, etc.) significant for you?"
- ☐ What were your thoughts or feelings at that time?

"We will begin with the first question: **What does it mean to make career decisions, being a young female of Chinese ethnicity who was born and raised in Canada?** Feel free to take some time to reflect on this question. I am happy to repeat the question(s) at any time. You may answer the first question whenever you feel ready." *(I will pause and provide the participant with time to reflect.)*

*After the first question, I will ask the following questions to increase the depth of the interview if the participant hasn't already answered these questions:*

- ☐ "What does a career mean to you?"
- ☐ "What are your beliefs about how you should choose a career?"
- ☐ "How would you describe your experience choosing a career thus far?"

"The second question is: **How has culture influenced your career decisions, being a young female of Chinese ethnicity who lives in Canada?** Again, feel free to take some time to reflect on this question. I am happy to repeat the question(s) at any time. You may answer whenever you feel ready."

*After the second question, I will ask the following questions to increase the depth of the interview if the participant hasn't already answered these questions:*

- ☐ "In what ways, if any, has your Chinese culture influenced your search for a career path?"
- ☐ "In what ways, if any, has your Canadian culture influenced your search for a career path?"
- ☐ "In what ways, if any, has being a female shaped the way you have explored your career options?"
- ☐ "What influence, if any, have other people had on your career decisions?"

When the participant has indicated that they have finished telling their story, I will ask:

- ☐ "Is there anything more you would like to share?"



If the participant chooses to reschedule the interview or withdraw from the study at any time, the following script will be utilized:

*(If rescheduling)*

“Would you like to reschedule our interview now? Or would you rather contact me by e-mail with a better time? I would like to remind you of the different people and places you can reach out to on the referral list. They may be able to help with any distress you may be experiencing.”

*(If withdrawing)*

“I understand that you want to withdraw from the study. I understand that this is your right and I respect your decision. Please note that you have one month from today to tell me if you would not like your information to be used in the study. I would like to remind you of the different people and places you can reach out to on the referral list. They may be able to help with any distress you may be experiencing.”

## Appendix N: Validation Interview Questions

### Guide Questions for the Individual Narrative Validation Interviews

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“In this interview, we will talk about your individual narrative. The narrative is based on our audio-recorded interview. The information from this interview will be included in my research project.. Recently, you have had the chance to read and reflect on your individual narrative. Please consider the following questions:”

(These four factors comprise the validation criteria for this study.)

1. Comprehensiveness: “Is the story complete? Does it describe your experience in enough detail? Do you feel that there is anything missing? Is there anything that you would like to add or change?”
2. Coherence: “Is the story understandable? Is there anything that you would like to add or change?”
3. Resonance: “Does the story accurately reflect your experience making career decisions? Does the story accurately reflect your perception of how the process of career development has been for you?”
4. Pragmatic value: “Has your participation in this study lead to any new insights or benefited you in any way? If so, how? In what ways might your story help counsellors, the mental health field, or adolescent females of Chinese ethnicity who were born and raised in Canada?”

“Is any part of the individual narrative that you think is too self-identifying and may compromise your confidentiality? Is there any part of the individual narrative that you do not want included?”

*(If “yes,” I would talk with the participant about the part of the individual narrative that is too self-identifying or causes discomfort. We would collaborate to revise that section of the individual narrative. If that aspect cannot be revised to our mutual satisfaction, I would remove that information from the individual narrative.)*

### **Guide Questions for the Common Themes Narrative Validation Interviews**

“In this interview, we will discuss the common themes narrative. The narrative is based on the common themes in all the participants’ stories. The information from this interview will appear in the results section of my study. Recently, you have had the chance to reflect on the common themes narrative. Please consider the following questions:”

(These four factors comprise the validation criteria for this study.)

1. Comprehensiveness: “Is the common themes narrative complete? Does it contain enough detail and depth of content? Do you feel that anything missing? Is there anything you think need to be added or changed?”
2. Coherence: “Is the common themes narrative understandable? Is there anything you think needs to be added or changed?”



3. **Resonance:** “Does the common themes narrative accurately reflect your experiences making career decisions? Do the common themes accurately reflect your perception of how the process of career development has been for you?”
5. **Pragmatic value:** “Has your participation in this study lead to any new insights or benefited you in any way? If so, how? In what ways might the common themes narrative help counsellors, the mental health field, or adolescent females of Chinese ethnicity who were born and raised in Canada?”

### **Guide Questions for the Validation Interview with Peer and Expert Reviewers**

“In this interview, we will discuss the common themes narrative. The narrative is based on the common themes in all the participants’ stories. The information from this interview will appear in the results section of my study. Recently, you had the chance to reflect on the common themes narrative. Please consider the following questions:”

*(These four factors comprise the validation criteria for this study.)*

1. **Comprehensiveness:** “Is the common themes narrative complete? Is there enough detail? Is there enough depth?”
2. **Coherence:** “Is the common themes narrative understandable? Are the findings understandable? Is the interpretation understandable?”
3. **Resonance:** “Given your knowledge and/or experience, does the common themes narrative accurately reflect the career development experiences of adolescent females of Chinese ethnicity who were born and raised in Canada?”
6. **Pragmatic value:** “Did the common themes narrative offer any new insights about the population and topic under study? How might the common themes narrative help counsellors, the mental health field, or adolescent females of Chinese ethnicity who were born and raised in Canada?”