



Informed Consent

This initiative is designed to gather data about the lived experiences of the State of Missouri team members. We aim to use the human-centered design approach to understand your work experience and sense of connection within your department to better identify barriers and successes for working effectively. We are using multiple data sources, collecting information through focus groups, external research studies, and surveys. This evidence-based data is vital for better decision-making.

The focus groups are led by Office of Administration (OA), Division of Personnel (DOP), Director of Talent Development, Beckie Brietzke, and supported in whole by Sr. Staff Development Specialist, Gabrielle Lewis. Additional support will be provided by OA Talent Development, and the State of Missouri Workforce Survey committee.

● Key Information

These documents explain the expectations regarding your participation in this initiative:

[General Focus Group FAQs for Team Members](#)

[Focus Group Participant and Privacy and Data and Security FAQs](#)

If you have additional questions, please [email](#) Talent Development.

● How do I know if I can be in this initiative?

All team members are eligible to participate, *unless* they are currently under disciplinary action, suspended, or involved in an active investigation. Make sure to work with your supervisor to confirm shift coverage.

● Important Information

- Sessions will focus solely on survey data and will not address topics outside of that scope.
- OA-DOP will be a neutral facilitator of the sessions and will send email registrations directly to each team member.
- Sessions are limited to 25 team members, on a first-come, first-served basis.
- Separate sessions will be held for team members and department leadership.
- The data collected will be reported as aggregate, anonymous data; scrubbed of all identifying information.
- To help prepare facilitators for each session, you can choose to answer demographic questions about employment status (full time vs. part time), age, work metro area (Jefferson City, Kansas City, St. Louis, etc.), leadership status, years of service, and job title.

● Voluntary Consent

- You have been given a chance to read and discuss the informed consent and ask questions about this initiative.
- You have read and understand the expectations and agree to take part in this initiative.
- You understand your participation is voluntary and that you may withdraw at any point prior to your session attendance without penalty.