

# I am looking for Volunteers!

I am a doctoral learner under the direction of Professor Jeff Cranmore in the College of Doctoral Studies at Grand Canyon University. My Name is Jennifer Edwards-Saul. I am conducting a research study to explore how early education teachers describe their experiences of character strengths at work.

## I am recruiting individuals who meet these criteria:

- More than 18 years old.
- A teacher working in an early education setting, teaching children ages 6 weeks to 5 years of age.
- A teacher with three (3) or more years of teaching experience.
- Working in a public, private, or grant-funded program.
- Are teaching in early education, who teach students in an early childhood setting.
- Are willing to provide informed consent and answer personal, identifiable, and demographic questions related to your work experience.

## The activities for this inquiry will include:

- Join a study involving research in understanding experiences of character strengths.
- Complete a 20–30-minute questionnaire that asks questions about your experience of character strength at work.
- Be willing to answer questions about:
  - Work experiences
  - Demographics
  - Donate 60-90 minutes of your time, if you say yes, to participate in a one-on-one interview.
- Participate in a follow-up meeting for members to review the information and findings of this study (90-120 minutes).

## Eligibility Criteria:

You cannot take part in this study if you are:

- Less than 18 years old.
- A union employee that restricts you from participating in research.
- Someone who has worked for less than 3 years in early education.
- In the role of director, administrator, or supervisor.
- Someone who is working with children above the age of 5.
- Working in a setting that is not part of the study population.



IRB Approval

**Grand Canyon University**  
Institutional Review Board  
3300 W. Camelback Rd.  
Phoenix, AZ 85017  
602-639-7804 | [irb@gcu.edu](mailto:irb@gcu.edu)



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This study will collect data during the Fall of 2025. The questionnaire will be available for a minimum of three weeks, but for up to three months. Interviews will be conducted for a minimum of two weeks. The interview process can last up to four months.

- Questionnaires are accessible within the research announcement and can be found online through the provided link. Participants will gain access to the questionnaires after giving informed consent.
- Interviews are conducted via Zoom during the agreed-upon time and date. Participants can schedule their one-on-one interview.
- The questionnaire will have a calendar-accessible link to schedule the one-on-one interview.
- There will be an option to request that the researcher contact the participant to schedule the interview.
- Additionally, participants will receive invitations to schedule their one-on-one interviews once the questionnaires are completed.
- The researcher will confirm the date and time of the interviews. An email will be sent to the participants to confirm the schedule of their interview.
- You do not have to be in this study.

Your participation is voluntary. After reading this informed consent, you can decide whether to take part in this study or not. Additionally, if you choose to take part in this study, you are free to change your mind. You can withdraw and leave the study at any time. Even if you have not completed all parts of the study, you can leave without any penalty or loss of benefits.

Additionally, you can withdraw from the study if you experience any discomfort in taking part in this study. If you decide to stop taking part, you may do so by emailing the researcher at:

[JEdwards119@my.gcu.edu](mailto:JEdwards119@my.gcu.edu) or calling the researcher at 516 437-3729. I will not use any information you provided as part of this study if you choose to withdraw.

All data in this study will be protected by being stored on a secure USB drive. It will be password-protected. No names of the participants will be used in this study. As part of this study, you will be assigned a pseudonym identifier. All other electronic data remains secure on the researcher's personal computer. The secured information will be protected by a specific code known only to the researcher. The researcher will keep the data for three years. After three years, the information connected to this study will be destroyed.

### **Link to Survey/Questionnaire**

If interested, please click on the link to enter the survey/questionnaire:



**Informed Consent Form/  
Approved IRB**



**Early Education  
Teachers Character  
Strengths at Work  
Questionnaire**

If you have questions about this study or are interested in taking part, please contact me at [JEdwards119@my.gcu.edu](mailto:JEdwards119@my.gcu.edu) or call me at (516) 437-3729 for more information and next steps.

Thank you!  
Jennifer Edwards-Saul