

Understanding Motivation in Women with ADHD working remotely: A Self-Determination Theory Perspective

Research team

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Why is the study being conducted?

We would like to invite you to take part in our research study. Before you decide it is important that you understand why we are doing the research and what we are asking of you. Please read this information. If you have questions, or if you would like more information, please ask us.

Who is carrying out the research? This research project is being undertaken as part of Masters study by Julia Scott.

Why is the research being done? The purpose of this project is to explore the experience of motivation in women with ADHD who work remotely. The study also explores the impact of coaching on motivation in this group of people.

Why you are invited? You are invited to participate in this research project because you are a woman with ADHD who has been working remotely for at least 6 months.

We will now answer some important questions about this research

What does participation involve?

Phase 1

Your participation will involve an audio recorded interview on Microsoft Teams, that will take approximately 45 – 60 minutes of your time.

Questions will include:

How would you describe your motivation when working remotely?

What aspects of your remote work setup support or hinder your motivation?

How does working remotely affect your sense of connection with colleagues or clients?

Have you ever worked with a coach on motivation? If so, what aspects of coaching were helpful in sustaining your motivation?

Phase 2

As part of this study, you will be invited to take part in an **optional** coaching component following your interview. This consists of a 30-minute discovery call and three one-to-one coaching sessions, each lasting up to 60 minutes, conducted on Microsoft Teams. This is a brief, structured opportunity to focus on a motivational challenge or goal of your choosing. You will not be asked to share anything you're uncomfortable with, and you can opt out at any point.

The coaching sessions themselves will not be recorded. However, a brief follow-up interview will take place within 2-3 days of the third session, and this will be audio-recorded with your consent. The follow-up interview focuses on your experience of the coaching and whether you found it helpful. Again, you are free to opt out at any point.

Please note that participation in the coaching phase is only available to those who complete the initial interview.

What happens if you change your mind and want to withdraw?

Your participation in this research project is entirely voluntary. If you choose to take part, you may withdraw from the study at any point during the interview or coaching intervention, without needing to provide a reason and without any penalty.

You will also have the opportunity to review a transcript of your interview responses. If you choose to withdraw within two weeks of your initial interview, and request that your data be removed, any identifiable information collected from you will be securely destroyed.

After this two-week period, it may not be possible to erase your data without significantly affecting the integrity of the research findings. Therefore, we may not be able to accommodate data withdrawal requests beyond this point.

Please be assured that your decision to participate or not participate will have no impact on your current or future relationship with the University.

What are the possible benefits for me if I take part?

Although this research is not designed to offer direct personal benefit, you may find value in participating - particularly if you choose to take part in the optional coaching sessions. These sessions may help you reflect on your motivation and identify small, meaningful actions to support your well-being at work.

More broadly, the findings from this study aim to contribute to the fields of coaching psychology, workplace practice, and ADHD research by informing how psychological needs can be more effectively supported in coaching and workplace contexts. In addition, the research may promote greater self-understanding for women with ADHD by highlighting common motivational patterns and sharing potential strategies for enhancing motivation in remote work settings.

What are the possible risks for me if I take part?

There are minimal risks associated with your participation in this research project. You may experience some emotional discomfort when discussing personal experiences related to ADHD, motivation, and work challenges. To minimise this, you will be informed in advance about the topics covered, and you can take breaks or withdraw at any time without consequence. If needed, you will also be provided with information on support resources.

What about privacy and confidentiality?

All comments and responses are coded i.e. it will be possible to re-identify you. A re-identifying code stored separately to personal information (e.g. name, email address), will only be accessible to the research team, and the code plus identifying information will be destroyed immediately after transcription.

Any personal information that could potentially identify you will be removed or changed before files are shared with other researchers or results are made public. The information that will be removed includes name, age, occupation, education.

Any data collected as part of this research project will be stored securely as per the University of Chichester's [Privacy Standard](#). Personal data will only be retained for as long as necessary, in accordance with the University's Privacy Standard, and will be securely deleted/destroyed when no longer required. An exemption applies to right to erasure if complying with this right is likely to render impossible or seriously impair the achievement of the research though there must be sufficient safeguards to protect individuals. Personal data would only be disclosed where there is a legal basis for doing so, e.g. to protect individuals from harm, to meet a statutory or regulatory requirement.

As the research project involves an audio recording:

- You will have the opportunity to verify your comments and responses prior to final inclusion.
- The recording will be destroyed immediately after transcription and verification.
- The recording will not be used for any other purpose.
- Only the named researchers will have access to the recording.

- It is not possible to participate in the research project without being recorded.

Every effort will be made to ensure that the data you provide cannot be traced back to you in reports, publications and other forms of presentation. For example, we will only include the relevant part of a quote, we will not use any names, or names will be changed, and/or details such as dates and specific circumstances will be excluded. Nevertheless, while unlikely, it is possible that if you are quoted directly your identity may become known.

How do I give my consent to participate?

We would like to ask you to sign a written consent form (enclosed) to confirm your agreement to participate.

What if I have questions about the research project?

If you have any questions or require further information please contact one of the listed researchers:

Julia Scott (Principal Researcher)
Dr Valentina Canessa-Pollard (Supervisor)

2408956@stu.chi.ac.uk
v.canessapollard@chi.ac.uk

What if I have a concern or complaint regarding the conduct of the research project?

The University of Chichester is committed to research integrity and the ethical conduct of research projects. Please contact the University's Data Protection Officer dpofficer@chi.ac.uk if you have any queries relating to Data Protection. If you wish to discuss the study with someone not directly involved, particularly in relation to matters concerning policies, information or complaints about the conduct of the study or your rights as a participant, you may contact the Research Office on 01243 816000 or email research@chi.ac.uk.

**Thank you for helping with this research project.
Please keep this sheet for your information.**