Invitation to a confidential research interview

Has someone close to you died or been seriously ill?

Salling Group is working with the Danish National Center for Grief and the University of Bergen on the research project *Grief in the Workplace*. This invitation is shared widely with employees at Salling Group. We do not tell Salling Group whether you book or take part.

We study how workplaces can support employees when someone close to them dies or becomes seriously ill. Your experiences will help us develop tools for managers, HR and colleagues.

We would like to learn from your experiences

We would like to hear from you whether you got good support, did not get the support you needed, or no one at work knew about your situation.

Who can take part?

You can take part if you have had one of these experiences in the past five years:

- **Someone close to you died.** The death must have happened at least three months before the interview.
- **Someone close to you has been through a period of serious illness that has now ended.** The acute phase must have ended at least three months before the interview. They may still go for checkups.

It is okay if the loss or illness still affects your everyday life.

Someone close to you could be your partner, your child, a parent, a sibling or someone else who has played a similarly close role in your life.

You can also take part if you lost a baby during pregnancy or around the time of birth. This applies to both parents.

You must have been employed by Salling Group at the time of the death or during the illness. You can still take part if you are on sick leave or other leave.

Unfortunately, you cannot take part as an employee if:

- someone close to you is still going through a period of serious illness. This also applies during periods when their condition is stable.
- you are still caring for them as part of an ongoing period of illness.

The project does not cover your own illness or the death of a colleague. If you are unsure, please call or email us.

What will we talk about?

The conversation is about what it was like to be at work when someone close to you died or was seriously ill. What happened at work? What did you need? What helped, and what was difficult?

We are also interested in times when it was hard to tell people at work, or when no one knew what you were going through.

You talk about your own experience, not on behalf of Salling Group. You decide how much you share, and you do not need to name other people.

Before you book

- The interview takes about 60 minutes and normally takes place on Teams, on your phone or computer. You do not need to create an account.
- The interview can take place in Danish or English.
- You can take part during working hours if work allows and your manager has approved it. You do not need to tell your manager what the interview is about.
- Interview times are normally between 8 am and 4 pm. Call or email us if you need a different time or cannot use Teams.
- You do not need to prepare or have anything ready. Try to find a place where you can talk without being disturbed.

Book an interview

On the booking page, choose an employee interview, a language and a time. You can also read how we use the contact details you enter.

The day before the interview, you will receive a link to a consent form. Please read and sign it before the interview begins.

Voluntary participation and confidentiality

Taking part is voluntary. You can skip questions, take a break, stop or cancel without giving a reason.

We record the interview and make a written version of it. Salling Group, HR and your manager do not receive your answers, the recording or the written version. Your work schedule or calendar may, however, show that you are taking part.

Salling Group receives the project's findings without names. Details that could identify you, someone close to you or your experience are removed, changed or left out. In small groups, however, we cannot promise that no one will recognize parts of what happened.

The interviewer may need to get help only if they become seriously concerned about your safety or someone else's. If the situation allows, they will talk to you about it first.

You can read about your personal information and your rights in the project's privacy policy.

If the conversation is difficult

It can be hard to talk about, even if it happened a long time ago. You decide the pace. If the conversation becomes difficult for you, we will talk with you about it and can agree to have another short conversation. The project does not offer long term treatment, but with your consent we can help you contact a suitable source of support.

Questions

Please call or email:

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