

# REFLEXIVITY AND ETHICS IN RESEARCH INTERVIEWING

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## SITUATION

You have been invited to serve as an interviewer on a research project. The goal of this case study research is to describe how employees view the organizational culture of a local company. Data will include face-to-face interviews, observations, and document analysis of the company's handbook.

## PART I INSTRUCTIONS

Take a few minutes to reflect on the personal, interpersonal, methodological, and contextual questions presented below. Feel free to record notes. Be prepared to discuss your thoughts with a partner.

*Reflexivity Types and Questions for Consideration for Research Interviews (Adapted from Olmos-Vega et al., 2023; Walsh, 2003)*

Types of Reflexivity	Questions to Consider	Notes
Personal	•How do my unique perspectives influence how I construct, deliver, and analyze/interpret interviews?	
Interpersonal	•What relationships exist with and among participants? •How could these relationships influence the research and people involved in the research? •What power dynamics could be at play?	
Methodological	•How am I making decisions about how to conduct interviews? •What could be the implications of interviewing decisions I make? •How do I construct interview questions in a way that aligns with my research paradigm? •When and how might I need to adjust my interview processes to adapt to unforeseen circumstances that occur?	
Contextual	•How could the context or setting of my interviews influence the research? •Who could potentially be impacted by this research in the interview setting?	

## PART II INSTRUCTIONS

Based on your discussion, which potential ethical issues found in the figure below might you face? Which preparations could help you be ready should an ethical issue occur?

*Preparing for ethical issues in research interviewing (Adapted from Lazard & McAvoy., 2020; Taquette & Borges da Matta Souza., 2022)*

Potential Ethical Issue	How to prepare for ethical issue
Discomfort for participants	<ul style="list-style-type: none"><li>•Prior to the interview, explain participants may discontinue the interview at any time they feel uncomfortable</li><li>•Ask the participant if they would like to proceed if they show signs of discomfort or distress during the interview</li><li>•Be prepared ahead of time to refer participants to appropriate resources or professionals if needed</li></ul>
Discomfort for interviewer	<ul style="list-style-type: none"><li>•Continually ask "What is the research process and how am I influencing it?"</li><li>•Utilize reflexive journaling to record thoughts, emotions, and concerns</li><li>•Allow recovery time for the interviewer between interviews</li></ul>
Conflation of roles (e.g., researcher, therapist, friend)	<ul style="list-style-type: none"><li>•Remember and reiterate the purpose of the interview</li><li>•Provide the participant an explanation of the role of the interviewer as part of the interview protocol</li><li>•Consider how the population may need additional help understanding the role of the researcher (i.e., youth, elderly participants with language or cognitive differences)</li></ul>
Threats to anonymity and confidentiality	<ul style="list-style-type: none"><li>•Understand the communities and cultures of participants to identify where breaches of confidentiality could occur</li><li>•Think about pre-existing relationships with participants and how these could challenge anonymity</li><li>•When writing findings, consider if information could breach confidentiality of people, programs, or communities</li></ul>

### NOTES: