

Table 6.3 Both have agency and lack agency

Social Cues	
Tangible signs	<i>Ivan:</i> Hopefully my monthly salary cheque keeps arriving that is the most definitive thing [knowing that I work for the organisation], but also my travel subsistence gets paid
Social relationships	<i>Dave:</i> I am on the phone to my colleagues on a daily basis just to get to know everyone really. I think it really does help in our working relationship.
Visibility	<i>Duncan:</i> I think ‘out of sight out of mind’ is definitely applicable, you see things that bypass you, that just because you are not there they tend to forget about you... so visibility is probably an issue