LGBT DISCLOSURE AMONG SAME-GENDER ROMANTIC PARTNERS: IMPLICATIONS FOR COUPLE- AND JOB-RELATED OUTCOMES

A Thesis

by

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ABSTRACT

Research on work-family spillover mostly examines spillover among individuals in different-gender relationships. Most research has not explored this phenomenon among same-gender couples and has not investigated LGBT-specific factors that could influence this spillover and subsequent outcomes. The present research examines how LGBT identity disclosure at work (i.e., being "out") influences work-family (and family-work) conflict (WFC/FWC) as well as work-family (and family-work) facilitation (WFW/FWF). In Study 1, I surveyed 324 individuals in same-gender relationships and examined how varying levels of partner's workplace disclosure affects the relationship between the respondent's disclosure and spillover. Results show that workplace disclosure significantly predicts increased FWF, and the effects were exacerbated by the partner's level of disclosure. In Study 2, I surveyed 693 couples and examined how these positive and negative forms of spillover subsequently impact relationship quality and job satisfaction. Results show that disclosure discrepancies between partners predict lower FWF and subsequent decreased relationship quality and job satisfaction. Higher disclosure between both partners predicts greater FWC and subsequent decreased relationship quality and job satisfaction. Additionally, I examined the effects of dyadic coping on the adverse effects of FWC and decreased FWF. Results show that dyadic coping is ineffective for mitigating the effects of increased FWC and decreased FWF. I discuss these findings and provide theoretical and practical implications as well as future directions for research in this area.

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1. INTRODUCTION

Increasingly, researchers are examining the relationship dynamics of gay and lesbian romantic couples. Some research has shown that same-gender relationships are not drastically different from different-gender relationships on broad latent constructs like marital satisfaction (Means-Christensen, Snyder, & Negy, 2003; Gottman et al., 2003). However, Means-Christensen and colleagues (2003) observed that there are likely other specific issues unique to same-gender couples that should not be overlooked; thus, it is possible that same-gender couples' experiences and dynamics vary from different-gender couples. Indeed, many same-gender couples face negative social consequences for merely being romantically involved which can affect the couple's dynamic in a multitude of ways (Green & Mitchell, 2015). Thus, given their minority status, same-gender couples face unique challenges compared to majority, different-gender couples.

On an individual level, Lesbian, Gay Bisexual, and Transgender (LGBT) people experience disproportionate rates of anxiety and depression compared to non-LGBT individuals (Meyer, 2003). They are also more likely to face workplace mistreatment (Hebl, Foster, Mannix, & Dovidio, 2002; Resnick & Galupo, 2018), as well as discrimination related to hiring and promotion decisions (Drydakis, 2015; Nadler, Lowery, Grebinoski, & Jones, 2014). These minority stressors, or stressors that are specific to one's stigmatized identity (King, Huffman, & Peddie, 2013; Sawyer, Thoroughgood, & Cleveland, 2015), likely impact both individuals and partners in important ways. Thus, it is important for researchers to acknowledge the relevance of this LGBT minority stress and to elucidate the effects this minority stress has on LGBT individuals' and their partners'/families' wellbeing.

One of the most prominent minority stressors facing LGBT individuals involves the continual decisions surrounding how and when to disclose or conceal one's identity. LGBT individuals have to weigh many external and internal factors when choosing whether to disclose (Ragins, 2008), and these decisions have the potential to elicit grave internal and interpersonal consequences (Meyer, 2003; Goffman, 1963; Smart & Wegner, 1999). Indeed, identity disclosure can be beneficial in some cases but stressful and even dangerous in others (D'Augelli & Grossman, 2001). Additionally, concealment, while seemingly adaptive in the short-term, can be stressful. Notably, disclosure-related stress has been shown to predict increased anxiety and depression particularly among gay men high in internalized homophobia (Goldberg & Smith, 2013). Others have theorized that concealment predicts hypervigilance at work which allows LGB individuals to protect themselves from rejection (Rostosky & Riggle, 2015; Sawyer et al., 2015). Despite its potential short-term protective functions, hypervigilance ultimately leads to heightened levels of stress and exhaustion.

Like other stress experienced at work, disclosure-related minority stress can also spill over into an individual's nonwork life. Notably, researchers have found that lower levels of disclosure to one's supervisor predicted increased family interference with work (i.e., family-work conflict) and reduced the partners' levels of family satisfaction (Williamson, Beiler-May, Locklear, & Clark, 2017). However, researchers have only just started examining work-family conflict among LGBT individuals. Moreover, even less research addresses this spillover in the context of one's romantic relationship and/or family. As such, it is also unclear how both partners' disclosure decisions might interact to impact their workplace and relational outcomes. Additionally, most research exploring spillover has only examined negative spillover and has not addressed positive spillover (Williamson et al., 2017). Lastly, research in this area needs to also

address factors that can buffer the negative effects of minority stress among same-gender couples.

I aim to reduce this gap by examining both partners' LGB identity disclosure decisions at work and their effects on work-family (family-work) conflict as well as work-family (family-work) facilitation. Furthermore, I will explore couple- and individual-level outcomes in this context, including relationship quality and job satisfaction. I will also examine a potential coping process that couples can engage in that might mitigate the negative effects of conflict and the lack of facilitation.

1.1. Disclosure-Related Minority Stress Across Life Domains

Same-gender couples often face negative social consequences from their families of origin, in their workplaces, or in the community overall due to their non-heterosexual identities (Green & Mitchell, 2015). These stressors are typically conceptualized as minority stressors which exist on a continuum relative to the proximity to one's self (i.e., distal to proximal minority stressors) (Meyer, 2003). Disclosure/concealment is a significant minority stressor that often involves making difficult decisions. While concealment can be mentally and cognitively taxing for individuals (Smart & Wegner, 1999), disclosure can also be dangerous, as individuals might endure backlash like overt hostility and/or subtle microaggressions for merely disclosing that they are in a same-gender romantic relationship. For example, there is a common misconception among heterosexual individuals that being gay is a choice, and that somehow an LGBT individual should possess more control over their sexual orientation or gender identity (Ragins, 2008; Sawyer, Thoroughgood, & Ladge, 2017; King et al., 2013). Given these perceptions of controllability, LGBT individuals often are stigmatized and face a great deal of interpersonal hostility and mistreatment within (Sears & Mallory, 2011) and outside (Herek,

Gillis, & Coga, 1999) of the workplace. Thus, LGBT individuals might choose to conceal their identities to avoid such backlash.

Nevertheless, humans are motivated to achieve congruence between how they perceive themselves and how others perceive them, which often motivates many LGBT individuals to disclose their identities (Ragins, 2008). Moreover, individuals strive to engage in interactions with others and to have experiences that reinforce their self-views, in accordance with self-verification theory (Swann, 2012). That is, people seek to verify not only the positive, but also the negative aspects of their self, mainly when interacting with others. According to theory, this makes people feel "that they [know] themselves better" (p. 33). Among LGBT individuals, self-verification processes might entail seeking out individuals who value their marginalized status, or, who value their non-heteronormative traits. Ultimately, LGBT individuals are intrinsically motivated to "come out" to others in their life to verify aspects of their identity. Overall, while disclosure can lead to identity congruence for LGBT individuals, they still have to weigh internal and external consequences in deciding whether or not to disclose (Ragins, 2008).

Increasingly, researchers have empirically examined the identity management outcomes for LGBT individuals in workplace contexts. Generally, concealment predicts adverse consequences, like reduced self-esteem and increased social anxiety (Green & Mitchell, 2015). In the workplace, concealment might make individuals more guarded and hypervigilant (Sawyer et al., 2015), so as to not "out" themselves to colleagues and supervisors. Furthermore, concealment reduces network ties, cohesion within teams, and opportunities to engage in mentor/mentee relationships (Day & Schoenrade 1997). Similarly, concealment cuts individuals off from support at work and might also predict colleagues perceiving their LGBT peers as inauthentic (Sabat et al., 2015). Moreover, Ragins (2008) posited that LGBT individuals could

have “disclosure disconnects”, or differing outness levels across various life domains, which can be taxing and lead to role conflict, stress, and pressure to establish congruous identities. Contrarily, disclosure across life domains is positive for LGBT individuals (Ragins, 2008), and has been found to predict lower job anxiety, higher job satisfaction (Griffith & Hebl, 2002) as well as increased organizational commitment and decreased work-family conflict (Day & Schoenrade, 2000).

2. STUDY 1

2.1. Disclosure Decisions and Spillover

In an organizational context, disclosure-related minority stress lends itself well to spillover/crossover theory, or, work-to-family spillover. Scholars conceptualize spillover across four main dimensions: work-to-family negative spillover (i.e., work-family conflict, WFC), family-to-work negative spillover (i.e., family-work conflict, FWC), work-to-family positive spillover (i.e., work-family facilitation, WFF) and family-to-work positive spillover (i.e., family-work facilitation, FWF) (Frone, 2003). While most employed individuals experience some degree of spillover, researchers have only just begun examining this phenomenon among LGBT individuals. Specifically, the relationship between LGBT identity disclosure and work-to-family spillover is mostly unclear.

WFC tends to occur when demands from one role interfere with one's ability to fulfill the demands in another role, leading to either time-based, strain-based, or behavior-based conflict (Greenhaus & Beutell, 1985; King et al., 2013). Conversely, WFF relates to the benefits experienced from integrating work and family domains (Grzywacz & Marks, 2000). Importantly, research investigating spillover has focused primarily on WFC. That is, WFF is not as well-established but is just as equally important to integrating work and family roles to achieve balance (Frone, 2003; Grzywacz & Marks, 2000).

Based on Identity Management theories (Goffman, 1963; Smart & Wegner, 1999; Swann, 2012) and Spillover/Crossover theory, I posit that LGBT identity-related stressors like disclosure/concealment can spill over from work into home to produce WFC. Researchers have found that LGBT individuals who perceived their identities were stigmatized at work reported additional "WFCs" relative to heterosexual colleagues (Sawyer et al., 2017). Notably,

individuals reported that they frequently avoided bringing their partners/family to work, and often fabricated family information (e.g., pretending to be single) (Sawyer et al., 2017). These, among other workplace stressors, likely account for the added layer of identity-related stress that can spill over into one's home. Based on prior literature demonstrating the negative effects that concealment can have on workplace, family, and work-family outcomes, I predict that workplace disclosure will predict decreased conflict and increased facilitation for LGBT employees in same-gender romantic relationships (Figure 1).

> **Hypothesis 1**: Level of workplace disclosure of an individual's LGBT identity predicts a) decreased work-to-family conflict, and b) decreased family-to-work conflict, c) increased work-to-family facilitation, and d) increased family-to-work facilitation.

2.2. Disclosure Discrepancies

Generally, disclosure is beneficial for not only LGB individuals, but also the partners of these individuals (Rostosky & Riggle, 2017). Recent research corroborates this, such that one partner's level of disclosure at work was associated with the other partner's work-to-family spillover (Williamson et al., 2017). Essentially, the effects of experiencing stressful or positive events at work can spill over into the home and subsequently cross over into the individual's partner's life. Moreover, both partners' disclosure decisions might interact and affect each other's work-to-family spillover. Specifically, researchers have shown that discrepant levels of disclosure among partners predicts negative relationship outcomes, including decreased relationship satisfaction (Jordan & Deluty, 2000).

Roth (1985) theorized that negative outcomes occur due to disclosure discrepancies because of developmental stage differences. That is, individuals' LGBT identities seem to develop over a series of "stages" (Cass, 1984), and being at different stages could be taxing for

partners, especially since partners are drawn to similarities in each other (Caspi, Herbener, & Ozer, 1992). Further, McWhirter and Mattison (1981) suggested that partners in different identity development stages may experience reduced intimacy.

Other researchers have theorized that negative outcomes from disclosure discrepancies could be the result of underlying commitment issues (MacDonald, 1998). Essentially, one partner may not disclose to avoid committing. That is, "exclusivity" in relationships implies barriers for ending the relationship (MacDonald, 1998) such that it increases the level of investment to one's partner (Lehmiller, 2010; Rostosky & Riggle, 2017). It might also be that partners with varying levels of disclosure feel as though they cannot empathize with each other and thus, adequately support each other. For example, one partner may experience workplace disclosure-related stress and will depend on the other partner for support. However, the supportive partner may not be experiencing the same stress because they are already out at work. Essentially, partner support might be more easily compromised among same-gender couples in which individuals are experiencing different levels of concealment-related stress (see Feinstein, McConnell, Dyar, Mutanski, & Newcomb, 2018).

Mohr and Fassinger (2006) provided empirical support for the positive effects of perceived partner similarities, including comfort with disclosure, on relationship quality. They further hypothesized that perceived similarities would be a stronger predictor of relationship quality than other individual identity variables. Results indicated that those who perceived that they and their partner were more similarly comfortable with LGB identity disclosure endorsed higher relationship quality as well as reported lower internalized homophobia, stigma sensitivity, and identity confusion for the individual.

Based on existing research and theory underscoring the potential harm associated with identity-management related discrepancies among same-gender couples, I predict that disclosure discrepancies between partners will lead to worser relationship and job outcomes for an individual (Figure 1).

Hypothesis 2: Partner's level of workplace disclosure moderates the relationships between an individual's level of workplace disclosure and a) decreased work-to-family conflict, b) decreased family-to-work conflict, c) increased work-to-family facilitation, and d) increased family-to-work facilitation, such that these relationships are stronger when partners disclose at higher levels.

2.3. Study 1 - Method

2.3.1. Sample and Procedure

Participants were recruited via Amazon Mechanical Turk (Mturk) to complete an IRB-approved survey regarding experiences at work and at home as an individual in a same-gender romantic relationship. To take part in this study, participants needed to be 18 years of age or older, a citizen of the United States, employed full-time, and in a same-gender romantic relationship of 6 months or longer. Participants were reimbursed $1.00 for 10 minutes of their time.

There were 969 individuals who responded to the survey; however, after extensive data cleaning 324 participants remained. Participants were excluded if they did not meet study criteria, had a duplicate IP address, or spent fewer than 10 minutes taking the survey. The 10-minute threshold was based on the minimal length of time it took the research team to complete the survey during testing. Participants' data were included if they indicated that they or their

partner were transgender, but only if they identified as the same gender as their partner. Lastly, participants were excluded if they completed less than 50% of the survey.

Participants were comprised of mostly men (n = 123) and women (n = 187). Some individuals identified as transmen (n = 3), transwomen (n = 3), and gender-nonconforming/queer (n = 8). Sexual orientations included heterosexual (n = 5), heterosexual and questioning (n = 10), gay (n = 92), lesbian (n = 117), bisexual (n = 91), and other (n = 9). Most participants identified as white (n = 225), black (n = 41), and Latina/Latino/Hispanic (n = 32). Some individuals identified as Asian/Pacific Islander (n = 15), Native American/American Indian (n = 6), Middle Eastern/North African (n = 1), and mixed/other (n = 3). One individual declined to respond. Participants were mostly younger adults, with an average age of 32.60 years (SD = 9.29). Most individuals reported living with their partner (n = 273), and on average, have been with their partner for 4.61 years (SD = 5.51). Participants reported that they worked 41.71 hours each week (SD = 12.32), and that their partners worked 40.88 hours (SD = 14.03).

2.3.2. Measures

2.3.2.1. Demographics.

Participants were asked to answer questions regarding theirs and their partner's age, gender, sexual orientation, race/ethnicity, geographical location, education level, job title, job level, occupational industry, and time spent working each week (Appendix C).

2.3.2.2. Work-Family/Family-Work Conflict.

Participants completed the Work-Family Conflict Scale (WFCS; Carlson, Kacmar, & Williams, 2000). This scale captures three primary components of negative spillover across two domains for a total of six factors: strain-based work interference with family and family interference with work; time-based work interference with family and family interference with

work; behavior-based work interference with family and family interference with work. In the present study, participants responded to 18 items across two main domains, WFC (α = .86) and FWC (α = .87) as done in a study by Williamson et al. (2017). Items in each scale possessed high internal consistency. Participants were asked to indicate using a 5-point Likert scale (1 being "strongly disagree" and 5 being "strongly agree") the degree to which they experienced work-family conflict (e.g., " I am often so emotionally drained when I get home from work that it prevents me from contributing to my family") as well as family-work conflict (e.g., "Tension and anxiety from my family life often weakens my ability to do my job") (Appendix C).

2.3.2.3. Work-Family/Family-Work Facilitation.

Participants responded to items on two subscales assessing WFF and FWF (Grzywacz & Marks, 2000). Three items assessed WFF (α = .77), and three additional items assessed FWF (α = .80). Items in each scale possessed high internal consistency. Participants rated items on a 5-point Likert scale (1 being "never" and 5 being "always") related to how often they experienced work-family facilitation (e.g., "Having a good day on your job makes you a better companion when you get home") and family-work facilitation (e.g., "Talking with someone at home helps you deal with problems at work") (Appendix C). As done by the original authors, I removed Item 3 from the WFF subscale ("Having a good day on your job makes you a better companion when you get home"). Additionally, I removed item 2 from the FWF subscale ("Providing for what is needed at home makes you work harder at your job"). These items loaded on both subscales when the measure was created (Grzywacz & Marks, 2000).

2.3.2.4. Workplace Disclosure.

Participants completed a brief measure of disclosure adapted from a 10-item Manifest group identity scale (Madera, King, & Hebl, 2012) from theirs and their partner's perspectives.

This scale contained only four items that explicitly assessed the act of disclosure (i.e., talking to others about one's LGBT identity). Participants responded using a 7-point Likert scale (1 being "strongly disagree" and 7 being "strongly agree"). Participants indicated the extent to which they identified with the experiences presented (e.g., "I express my non-heterosexual identity at work"; "My partner expresses their non-heterosexual identity at work"). The subscale possessed high internal consistency (α = .91) (Appendix C).

2.4. Study 1 - Results

Simple linear regressions were used to address Hypothesis 1. For Hypothesis 2, the PROCESS macro (Model 1) Version 3.0 for SPSS (Hayes, 2013) was used to analyze moderation analyses.

Table 1 presents the descriptive statistics and intercorrelations among all study variables. Correlations germane to my model were trending in the expected direction.

2.4.1. Disclosure and Spillover

Hypothesis 1 stated that LGBT identity disclosure at work would predict increased WFF and FWF as well as decreased WFC and FWC. Results indicated that workplace disclosure predicted increased family-work facilitation (FWF) (B = 0.051, $t_{(322)}$ = 2.34, p = 0.02) (Table 2), but did not predict increased work-family facilitation (WFF) (B = 0.040, $t_{(322)}$ = 1.86 p = 0.06) (Table 2), decreased work-family conflict (WFC) (B = 0.024, $t_{(322)}$ = 1.08, p = 0.28), or decreased family-work conflict (FWC) (B = -0.007, $t_{(322)}$ = 0.28, p = 0.78) (Table 3). As such, Hypothesis 1 was only partially supported. In sum, an individual's level of workplace disclosure did not predict increased WFW, decreased FWC, or decreased WFC as expected. However, disclosure did predict increased FWF, in support of Hypothesis 1.

I further predicted that the partner's disclosure would moderate each of these relationships. Results indicated that the partner's disclosure did not significantly moderate the relationship between the respondent's disclosure and WFF ($\Delta R^2 = 0.012, F_{(1, 322)} = 1.27, p = 0.55$) (Table 2). However, results did show that the partner's disclosure moderated the effects of disclosure onto FWF, ($\Delta R^2 = 0.035, F_{(1, 322)} = 3.90, p = 0.02$) (Table 2). Specifically, the relationship between the respondent's disclosure and FWF was significant at higher levels of partner disclosure ($B = 0.11$ ($SE = .03$), $p < 0.01$) but not at lower levels ($B = -0.01$ ($SE = .04$), $p = 0.79$) (Table 4). Put another way, the relationship between an individual's level of disclosure and FWF increased, but only when their partner also disclosed at higher levels (Figure 2).

Results also indicated that partner's disclosure did not significantly moderate the relationship between the respondent's disclosure and WFC ($\Delta R^2 = 0.005, F_{(1, 322)} = 0.56, p = 0.64$) (Table 3), nor did it moderate the relationship between respondent's disclosure and FWC ($\Delta R^2 = 0.004, F_{(1, 322)} = 0.37, p = 0.78$) (Table 3). As such, Hypothesis 2 was only partially supported. In sum, increased partner disclosure exacerbated the positive effects of increased individual disclosure, but only for FWF.

2.5. Study 1 - Discussion

In Study 1, I examined the relationship between disclosure of one's LGBT identity and work-family facilitation (WFF) and conflict (WFC) as well as family-work facilitation (FWF) and conflict (FWC). I predicted that disclosing one's LGBT identity at work would predict increased WFF and FWF, as well as decreased WFC and FWC. Results partially supported these hypotheses, such that disclosure did significantly predict FWF, but not WFF, WFC, or FWC. The significant FWF findings may be explained by the cross-domain hypothesis of spillover, which suggests that the process of work-to-family spillover begins in the sending domain (e.g.,

greater romantic relationship satisfaction) and predicts change in the opposite receiving domain (e.g., positive experiences at work) (Peeters, ten Brummelhuis, & van Steenbergen, 2013). As such, disclosure at work seems to first influence family factors which then predict effects that spill back into work via family-to-work spillover. Interestingly, previous research has also shown that FWF specifically occurred more frequently than did WFF (Grzywacz & Marks, 2000). Frone (2003) explains that work roles are likely more influenced by family roles when considering facilitation. While not the case for all employees, home and leisure life can have a significant impact on global well-being, especially for those whose family role is more central to their identity.

I also predicted that level of the partner's disclosure would moderate the relationship between the individual's disclosure and their reported spillover. Limited existing research does suggest that disclosure discrepancies among partners seem to predict negative outcomes, whereas disclosure similarities among partners tend to predict positive outcomes (Mohr & Fassinger, 2006; Jordan & Deluty, 2000; MacDonald, 1998). Furthermore, research based on spillover/crossover theory (Williamson et al., 2017) suggests that the workplace disclosure experiences of one partner can eventually cross over into one's partner's home and work life. In the current study, I found that the partner's disclosure did significantly moderate the relationship between the respondent's FWF, but not WFF, WFC, or FWC. Specifically, individuals who disclosed experienced greater FWF, but only when their partners disclosed at higher levels. This suggests that disclosing at high levels predicts beneficial outcomes, especially when partners disclose at similarly high levels. When partners do not disclose, an individual's disclosure decisions may not be met with similarly positive benefits given that the partner is likely experiencing their own concealment-related stress.

The current study was limited in that I only assessed one partner's perspective of work-to-family spillover and disclosure. This method could explain the lack of significant findings and small effect sizes. In addition, I did not assess the subsequent outcomes that may be associated with conflict and facilitation. Therefore, in the second study I will assess disclosure of both partners separately and how those experiences can influence important workplace and non-workplace outcomes. Lastly, in Study 2 I will examine a potential remediation strategy to buffer against the negative effects of disclosure discrepancies. In doing so, this work can support LGBT employees as they navigate their identities within workplace contexts, thereby strengthening positive integrations between their work and family lives.

3. STUDY 2

There is a copious amount of research documenting the aversive effects of work-family and family-work conflict on work, non-work, and health outcomes. Greenhaus and Beutell (1985) provide the formative conceptualization of WFC, that it is the intersection of experiencing time-, strain-, and behavior-based pressures from both work and home domains concurrently. These inter-role pressures/demands are essentially incompatible which can lead to a depletion of resources and ultimately to negative outcomes (Greenhaus & Beutell, 1985; Greenhaus & Powell, 2006). The resource depletion that occurs from conflict hinders individuals' abilities to cope with stressors in either domain (Greenhaus & Powell, 2006). Specifically, research has consistently shown that WFC and FWC predict turnover intentions (Greenhaus, Collins, Singh, & Parasuraman, 1997), decreased life satisfaction (Duxbury & Higgins, 1991), increased stress (O'Driscoll, Ilgen, & Hildreth, 1992), and burnout (Aryee, 1993; for a review see Allen, Herst, Bruck, & Sutton, 2000).

Conversely, work-family facilitation (i.e., "enrichment") has been linked to positive outcomes in work and home domains. Greenhaus and Powell (2006) provide an important theoretical model of facilitation/enrichment, suggesting that it occurs when resources generated in one role (i.e., work or home) predict higher performance in that role and then to positive affect in that role. The positive affect subsequently enhances performance and affect in the other role. McNall, Nicklin, and Masuda (2010) contend that conservation of resources theory (COR; Hobfoll, 2002) could be responsible for the positive implications of enrichment. That is, resource generation allows individuals to better cope with stressors in either domain. Specifically, research has shown that WFF and FWF predict increased job satisfaction (Aryee, Srinivas, & Tan, 2005), life and family satisfaction (van Steenbergen, Ellemers, & Mooijaart, 2007), and

improved physical and mental health (Williams, Franche, Ibrahim, Mustard, & Layton, 2006; for a review see McNall et al., 2010).

Among LGBT individuals, research suggests that work-to-family spillover also leads to harmful family and work outcomes (Williamson et al., 2017; Sawyer et al., 2017; Totenhagen, Randall, Cooper, Tao, & Walsh, 2017; Goldberg & Smith, 2013). Specifically, when workplace concealment elicits negative spillover, it can harm both partners' workplace and family experiences (Sawyer et al., 2015; Sawyer et al., 2017). Conversely, given the prior research on the benefits of facilitation, LGBT couples should experience similar workplace and relational benefits when their disclosure decisions produce greater levels of WFF and FWF. As such, I predict that negative and positive spillover will mediate the relationship between partners' disclosure levels and an individual's relationship and job outcomes (Figure 1).

Hypothesis 3*:* Individual and partner disclosure interact to influence relationship quality through a) WFC, b), FWC, c) WFF, and d) FWF, such that when individuals disclose at different levels from their partners, they experience decreased relationship quality through increased WFC and FWC and decreased WFF and FWF.

Hypothesis 4*:* Individual and partner disclosure interact to influence job satisfaction through a) WFC, b) FWC, c) WFF, and d) FWF, such that when individuals disclose at different levels from their partners, they experience decreased job satisfaction through increased WFC and FWC and decreased WFF and FWF.

3.1. Buffering Effects of Dyadic Coping

Considering the heightened experiences of WFC that LGBT individuals and their romantic partners experience, it is important that same-gender couples are equipped to handle these negative consequences. Moreover, research should examine potential remediation

strategies that might attenuate the aversive consequences associated with these heightened levels of WFC and FWC. Coping mechanisms that involve both partners could be especially effective and beneficial for same-gender couples. Indeed, researchers have started exploring couple-based coping among same-gender romantic partners. Notably, dyadic coping (DC) has been examined among partners experiencing minority stressors (Randall, Tao, Totenhagen, Walsh, & Cooper, 2017; Randall, Totenhagen, Walsh, Adams, & Tao, 2017; Feinstein et al., 2018).

DC is an interdependent way of coping with and managing stressors. Based on the Systemic Transactional Model (Bodenmann, Randall, & Falconier, 2016), stressors that affect one partner in a romantic relationship can also affect the other partner. Essentially, stress among partners is shared, prompting each partner to make "we-appraisals." That is, partners combine their resources for combating stress with the goal of maintaining their relationship quality (Bodenmann et al., 2016) while also enhancing intimacy and connectedness. These DC behaviors are supportive and serve to guarantee both partners' well-being via empathic understanding and problem-solving, by helping each other use strategies to actively cope with stressors.

Notably, no existing research has examined the effects of DC specifically on the heightened conflict experienced by same-gender couples. However, increased WFC and FWC experienced as a result of LGBT disclosure discrepancies likely function as other forms of minority stress do and can thus be shared. Specifically, evidence suggests that emotion-focused supportive DC from one's partner buffers the effects of LGBT minority stress on depressive symptoms (Randall, Tao et al., 2017) and problem-focused supportive DC as well as emotion-focused DC buffers the effects on anxiety (Randall, Totenhagen et al., 2017). Similarly, Feinstein et al. (2018) recently examined the effects of DC on relationship quality among same-gender

partners experiencing concordant and discordant amounts of minority stress. The authors report that DC was positively related to higher relationship quality and negatively related to problematic relationship interactions (Feinstein et al., 2018). Therefore, I will examine DC as a remediation strategy for same-gender couples experiencing heightened WFC and FWC.

In the current study, I seek to extend DC to conflict experienced due to LGBT disclosure-discrepancies. Specifically, I will examine the attenuating effects of DC on the decreased relationship quality and job satisfaction caused by the heightened conflict associated with discrepant levels of identity disclosures. Said another way, I conceptualize disclosure discrepancies as a form of conflict that DC can mitigate. As such I predict that dyadic coping will moderate the relationship between disclosure-related spillover and relationship quality (Figure 1).

> **Hypothesis 5**: Dyadic coping moderates the indirect effects of disclosure discrepancies on relationship outcomes through a) WFC, b) FWC, c) WFF, d) FWF, such that couples who disclose at different levels will experience more negative relationship outcomes through these mediators, unless they engage in high levels of DC.

3.2. Study 2 – Method

3.2.1. Procedure

Individuals and their same-gender partners were recruited from the Internet using various platforms, including Amazon's Mechanical Turk (MTurk) as well as listservs for LGBT-specific professional organizations, as done by Williamson et al. (2017). Power analysis ($\alpha = 0.05$, power = 0.95, small effect size = 0.02) indicated a required sample size of $N = 934$ for a complex mediation model with two moderators. Overall, 2,896 respondents attempted to complete the survey; however, after extensive data cleaning the total number of eligible couples was 693. In

order to be eligible to participate, participants had to be in a same-gender romantic relationship of six months or longer. Additionally, both partners had to be 18 years of age or older, able to read, speak and write in English, live in the U.S., and be employed at least 30+ hours per week. Couples had to pass all attention checks embedded within the survey in order to receive compensation. If participants did not meet all the above criteria, their data were discarded.

Eligible couples reviewed an informed consent form to verify their consent to complete the survey. The contacting partner (denoted as "the individual") completed measures of work-family conflict, family-work conflict, work-family facilitation, family-work facilitation, workplace disclosure, relationship quality, job satisfaction, and dyadic coping (Appendix D). The romantic partner (denoted as "the partner") also completed a measure of workplace disclosure. Following the survey, partners were debriefed on the study's purpose. Participants recruited from MTurk received $2 worker "credit." Participants recruited from professional listservs received a $20 Amazon e-gift card. Participants were only compensated when both they and their partners successfully completed the study and passed attention checks, which was stated in the informed consent.

Individuals were comprised of mostly men (n = 427) and women (n = 251). Some individuals identified as transmen (n = 6), transwomen (n = 3), gender-nonconforming/queer (n = 5), and other (n = 1). Sexual orientations included heterosexual and questioning (n = 15), gay (n = 436), lesbian (n = 148), bisexual (n = 91), and other (n = 3). Most participants were white (n = 428), with black (n = 54), Asian American (n = 94) and Latina/Latino/Hispanic (n = 73) following. Some individuals identified as Pacific Islander (n = 6), Native American/American Indian (n = 16), Middle Eastern/North African (n = 5) and mixed/other (n = 17). Couples were mostly younger, with the average individual age of 30.08 years (SD = 5.58) and the average

partner age of 29.53 years (*SD* = 5.36). Most couples reported living together (*n* = 636), and on average, have been coupled for 4.65 years (*SD* = 4.84). Individuals reported working 39.18 hours each week (*SD* = 8.28). The average amount of hours per week the partner works was not calculated since over half of the partners seemed to have misinterpreted the question and indicated how many days per week they work instead of hours per week.

3.2.2. Measures

3.2.2.1. Work-Family/Family-Work Conflict.

The individual completed the Work-Family Conflict Scale (WFCS; Carlson, Kacmar, & Williams, 2000) as done in Study 1. The WFC (α = .89) and FWC (α = .90) subscales both demonstrated high internal consistency.

3.2.2.2. Work-Family/Family-Work Facilitation.

The individual completed six items across two subscales assessing WFF and FWF (Grzywacz & Marks, 2000) as done in Study 1. The WFF (α = .71) and FWF (α = .65) subscales both demonstrated acceptable levels of reliability.

3.2.2.3. Workplace Disclosure.

Both partners completed the full version of the Manifest Group Identity subscale (Madera, King, & Hebl, 2012) unlike Study 1 in which only the individual responded to an abbreviated version for both themselves and their partner (Appendix D). The Manifest Group Identity scale for the individual demonstrated high internal consistency (α = .94) as did the Manifest Group Identity scale for the partner (α = .92).

3.2.2.4. Positive Relationship Quality.

The individual responded to items on the brief positive subscale of the Positive-Negative Relationship Quality Scale (PN-RQ; Rogge, Fincham, Crasta, & Maniaci, 2017). The PN-RQ is

a bivariate measure constructed using confirmatory factor analysis (CFA) and further optimized using item-response theory (IRT). Individuals are instructed to consider only the positive or only the negative qualities, while ignoring the other, and rate how true the qualities are of their relationship using a 6-point Likert scale (1 being "not at all true" and 6 being "completely true"). Positive and negative subscales each contain adjectives describing the relationship. Example adjectives include: "enjoyable"; "alive"; "miserable"; "empty." The shorter version, which contains four adjectives in each subscale, was used for the current study (Appendix D). The positive subscale demonstrated high internal consistency ($\alpha = .84$).

3.2.2.5. Job Satisfaction.

The individual indicated their level of job satisfaction over the past two weeks through the short-form 3-item measure of job satisfaction (Michigan Organizational Assessment Package, 1975). These items include, "All in all, I am satisfied with my job, "In general, I don't like my job," and "In general, I like working here" (Appendix D). Participants indicated their agreement with these items using a 7-point Likert scale (1 being "strongly disagree" and 7 being "strongly agree"). Items demonstrated strong internal consistency ($\alpha = .75$).

3.2.2.6. Dyadic Coping.

To assess the degree to which the participants and their partners engaged in dyadic coping strategies, participants completed a subscale of the Dyadic Coping Inventory (DCI; Bodenmann, 2000, adapted to English by Randall, Hilpert, Jimenez-Arista, Walsh, & Bondenmann, 2016) This subscale contains five items explicitly related to dyadic coping, in which participants responded to questions such as "We try to cope with the problem together and search for ascertained solutions" on a 5-point Likert scale (1 being "very rarely" and 5 being "very often) (Appendix D). This subscale possessed high internal consistency ($\alpha = .78$).

3.3. Study 2 – Results

For Hypotheses 3 and 4, the PROCESS macro (Model 8) Version 3.0 for SPSS (Hayes, 2013) was used to analyze the expected moderated mediation effects. The individual's workplace disclosure level was entered as the predictor (Variable X), the partner's workplace disclosure was entered as the moderator (Variable W), the four types of spillover were entered as mediators (Variable M), and positive relationship quality and job satisfaction were entered separately as the outcome variables (Variable Y). For Hypothesis 5, which predicted the moderating effects of dyadic coping (DC) on the individual's reported positive relationship quality from disclosure-related spillover, I used Model 21 from the PROCESS macros (Hayes, 2013). The individual's workplace disclosure was entered as the predictor (Variable X), the partner's workplace disclosure was entered as the moderator (Variable W), the individual's dyadic coping score was entered as the second moderator (Variable V), the spillover variables were entered as the mediators (Variable M), and positive relationship quality was entered as the outcome variable (Variable Y). Table 5 presents the descriptive statistics and intercorrelations among all study variables. Correlations germane to my model were in the expected direction.

3.3.1. Disclosure and Relationship Quality Through Spillover

Hypothesis 3 stated that individuals would experience decreased relationship quality when they and their same-gender partners disclose at differing levels at work through increased WFC and FWC and decreased WFW and FWF. Indices of moderated mediation suggested that partner disclosure moderated the indirect effect of individual disclosure on positive relationship quality through FWC (index = -0.012, BootLLCI = -0.022, BootULCI = -0.0037) and FWF (index = 0.026, BootLLCI = 0.0083, BootULCI = 0.046). As shown in Table 6, the indirect effects through FWC were more negative at higher levels of partner disclosure (b = -.070 (SE = .021), 95% bootstrap CI = -.112 to -.031) compared to lower levels of partner disclosure (b = -

.041 (*SE* =.014), 95% bootstrap CI = -.072 to -.017). Additionally, the indirect effects through FWF were negative for lower levels of partner disclosure (*b* = -.044 (*SE* = .024), 95% bootstrap CI = -.094 to .001) compared to higher levels of partner disclosure (*b* = .020 (*SE* = .018), 95% bootstrap CI = -.013 to .056). Interestingly, partner disclosure did not moderate the indirect effects through WFC (index = 0.0041, BootLLCI = -0.0014, BootULCI = 0.012) or through WFF (index = 0.0017, BootLLCI = -0.0010, BootULCI = 0.0066).

As such, an individual's level of workplace disclosure predicted decreased relationship quality through increased FWC (Figure 3), especially when one's partner disclosed at higher levels. This pattern was counter to Hypothesis 3. However, disclosure also predicted decreased relationship quality through decreased FWF when one's partner disclosed at lower levels (Figure 4), in support of Hypothesis 3. Lastly, workplace disclosure predicted increased relationship quality through increased FWF when one's partner disclosed at higher levels (Figure 4), further supporting Hypothesis 3. In sum, disclosure similarities led to decreased relationship quality through conflict whereas disclosure discrepancies led to decreased relationship quality through facilitation, demonstrating partial support for our model of disclosure discrepancies.

3.3.2. Disclosure and Job Satisfaction Through Spillover

Hypothesis 4 stated that individuals would experience decreased job satisfaction when they and their same-gender partners disclose at differing levels through increased WFC and FWC and decreased WFW and FWF. Indices of moderated mediation suggested that partner disclosure moderated the indirect effect of individual disclosure on job satisfaction through FWC (index = -0.012, BootLLCI = -0.025, BootULCI = -0.0017) and FWF (index = 0.020, BootLLCI = 0.0051, BootULCI =0.037). As shown in Table 7, the indirect effects of disclosure on job satisfaction through FWC were more negative at higher levels of partner disclosure (*b* = -.070

(*SE* = .029), 95% bootstrap CI = -.128 to -.013) compared to lower levels of partner disclosure (*b* = -.042 (*SE* =.019), 95% bootstrap CI = -.082 to -.008). Additionally, the indirect effects through FWF were negative at lower levels of partner disclosure (*b* = -.032 (*SE* = .019), 95% bootstrap CI = -.072 to .002) compared to higher levels of partner disclosure (*b* = .015 (*SE* = .014), 95% bootstrap CI = -.010 to .045). Interestingly, partner disclosure did not moderate the indirect effects through WFC (index = -0.0036, BootLLCI = -0.013, BootULCI = 0.0015) and WFF (index = 0.0026, BootLLCI = -0.0017, BootULCI = 0.011).

As such, an individual's level of workplace disclosure predicted decreased job satisfaction through increased FWC (Figure 5), especially when one's partner disclosed at higher levels. This did not support Hypothesis 4. However, disclosure also predicted decreased job satisfaction through decreased FWF when one's partner disclosed at lower levels (Figure 6), in support of Hypothesis 4. Lastly, workplace disclosure predicted increased job satisfaction through increased FWF when one's partner disclosed at higher levels (Figure 6), further supporting Hypothesis 4. In sum, disclosure similarities led to decreased job satisfaction through conflict whereas disclosure discrepancies led to decreased job satisfaction through facilitation, demonstrating partial support for our model of disclosure discrepancies.

3.3.3. Moderating Effects of Dyadic Coping on Relationship Quality

Hypothesis 5 stated that individuals would experience decreased positive relationship quality when they and their same-gender partners disclose at differing levels through increased FWC and decreased FWF *unless* they engage in high levels of dyadic coping (DC). Indices of moderated moderated mediation suggested that DC moderated the interactive effects of individual and partner disclosure on relationship quality through FWC (index = -0.0082, BootLLCI = -0.019, BootULCI = -0.0002) and FWF (index = 0.0067, BootLLCI = 0.0012,

BootULCI = 0.015). As shown in Table 8, the moderated indirect effects of the individual's disclosure on positive relationship quality through FWC revealed the largest positive effect at low levels of DC when romantic partners disclosed more at work (*b* = .018 (*SE* = .032), 95% bootstrap CI = -.044 to .082). The largest negative effect was found at high levels of DC when romantic partners disclosed more (*b* = -.050 (*SE* = .020), 95% bootstrap CI = -.091 to -.014). Additionally, moderated indirect effects through FWF revealed a negative effect at low levels of DC when partners disclosed less at work (*b* = -.018 (*SE* = .012), 95% bootstrap CI = -.044 to .001). Effects were mixed at high levels of dyadic coping such that there was a negative effect when partners disclosed less at work (*b* = -.034 (*SE* = .020), 95% bootstrap CI = -.075 to .001) and a positive effect when partners disclosed more at work (*b* = .015 (*SE* = .014), 95% bootstrap CI = -.010 to .045). Lastly, there was no significant moderation for the moderated indirect effects of disclosure on positive relationship quality through WFC (index = 0.0022, BootLLCI = -0.0020, BootULCI = 0.0097) and WFF (index = -0.0056, BootLLCI = -0.016, BootULCI = 0.0028).

Contrary to Hypothesis 5, DC was ineffective for mitigating the negative effects of increased FWC and decreased FWF on relationship quality. For FWC, DC strengthened the negative effect on relationship quality, particularly when both partners disclosed more at work (Figure 7). Interestingly, low levels of dyadic coping weakened the negative relationship between FWC and relationship quality (Figure 7). For FWF, DC also strengthened the negative effect on relationship quality, especially when the partner disclosed less at work (Figure 8). However, dyadic coping did strengthen the positive effect of FWF on relationship quality when both partners disclosed more at work (Figure 8). Overall, these findings do not support Hypothesis 5.

4. GENERAL DISCUSSION

The present research elucidates a specific antecedent of work-to-family spillover, namely, disclosure discrepancies between same-gender partners. While researchers have theorized that the unique stressors LGBT individuals experience can contribute to spillover, minimal research has empirically examined the impact of partner dynamics. I am aware of only one other study that has examined the effects of partner disclosure on spillover (Williamson et al., 2017). Additionally, this study did not examine the interacting effects of both partners' disclosure decisions. Based on existing research, I hypothesized that the disclosure decisions of one partner would exacerbate the effects of an individual's disclosure onto spillover and subsequent outcomes.

Findings across both studies partially supported my model, that disclosure discrepancies among romantic partners (i.e., when one partner is more "out" at work than the other) hindered an individual's ability to integrate their family and work roles. This lack of integration subsequently resulted in adverse effects such as decreased relationship quality and job satisfaction. However, results in Study 2 also suggested that family life interfered with work life, but especially when both partners were "out" in their respective workplaces. In other words, stress at home was more likely to negatively affect one's work stress when both partners exhibited high levels of disclosure. Interestingly, dyadic coping (DC), or, partners' abilities to cope with stressors together, did not buffer against decreased positive and increased negative spillover as originally hypothesized. DC seemed effective only for individuals that reported greater positive spillover and who were "out" at work to a similar degree as their partners.

4.1. Theoretical Implications

While findings were somewhat mixed in Study 2, the present research makes significant theoretical contributions to identity management literature. As discussed previously, LGBT individuals have to weigh many external and internal factors when choosing whether or not to disclose (Ragins, 2008), and these decisions have the potential to elicit grave internal and interpersonal consequences (Meyer, 2003; Goffman, 1963; Smart & Wegner, 1999). Furthermore, while identity disclosure can be beneficial in some cases, it can be stressful and perhaps even dangerous in others (D'Augelli & Grossman, 2001). As evidenced in Study 2, being out at work can predict beneficial outcomes for couples through positive spillover, but it can also predict harmful outcomes through negative spillover. These seemingly contradictory findings not only underscore the complex nature of disclosure, but they also imply that other factors beyond an individual's relationship are at play. That is, there are likely broader environmental factors (e.g., workplace climate) that also interact with an individual's workplace disclosure to predict job and relationship outcomes.

The present research also makes significant theoretical contributions to spillover theory, specifically as it pertains to LGBT individuals. Generally, spillover theory posits that a change in one domain (e.g., work) leads to a change in the other domain (e.g., home) (Frone, 2003). Put simply, the stress individuals experience at work or at home might spill over into the opposite domain. Interestingly, findings across both studies suggested that family-to-work spillover is affected by partners' workplace disclosure. Even in Study 2, which included relationship quality and job satisfaction as outcomes, family-to-work spillover remained the mechanism through which workplace disclosure acted. It seems more intuitive if work-to-family spillover was impacted since disclosure at *work* was measured. However, it is important to consider the role of the romantic partner's disclosure separately from the individual's disclosure, as we did in our

study. The interplay between partners' disclosure seems to induce a change first in the family domain (as experienced by the individual) which then affects the outcomes through family-to-work spillover. This is likely evidence of the cross-domain hypothesis of spillover as discussed previously (Peeters et al., 2013). Essentially, disclosure at work seems to influence family factors which then predict effects that spill back into work via family-to-work spillover. Although not the case for FWC, researchers have also found that FWF occurred more frequently than did WFF (Grzywacz & Marks, 2000) which might further explain the consistent significant effects of FWF across both current studies.

Study 2 also contributes to the Systemic Transactional Model by conceptualizing disclosure-related FWC and decreased FWF as "shared stress" that prompts partners to cope together to better handle and understand each other's disclosure decisions. Moreover, dyadic coping (DC) was thought to buffer the adverse effects of increased FWC and decreased FWF; however, DC was only effective for couples in which the individual experienced more FWF and the romantic partner was more "out" at work. Perhaps DC is not ideal for disclosure-related conflict, particularly disclosure discrepancies. Given the transactional nature of DC, it requires *both* partners to be engaged and willing to cope with stress. Discrepancies between partners' experiences might signify other more profound differences between partners. Perhaps one partner who is not as "out" at work is not committed to the relationship as much as the other partner. Essentially, the person does not disclose as much because they do not perceive the relationship as stable or long-term; not because they fear the consequences of disclosure. Alternatively, disclosure discrepancies between partners also suggests that partners' experiences are different which makes it challenging for each individual to empathize with the other. That is, one partner who is more "out" at work does not fully grasp the other's experience of concealing

their identity at work. Therefore, these experiential discrepancies might hinder partners' intimacy and ultimately their ability to rely on each other in difficult situations. Lastly, it might also be the case that more negative spillover between work and home domains makes it difficult for partners to maintain intimacy. In other words, one or both partners stop engaging in the behaviors associated with DC that are important for overall relationship quality. Or, one partner may try to engage in these intimacy-building behaviors, but the other partner does not receive these behaviors as "supportive."

4.2. Practical Implications

The present research has implications for LGBT employees and the workplaces in which they work. Notably, organizations should cultivate a working environment wherein all LGBT employees feel safe to disclose their identities. As discussed and shown by the results of Studies 1 and 2, disclosing one's LGBT status leads to more positive outcomes for individuals, especially when their partners disclose. However, there are some cases when disclosure actually leads to adverse outcomes, such as when one's romantic partner does not disclose. Thus, first and foremost, it is always important to recognize that there are many valid reasons why individuals may choose to disclose and/or conceal their identities. As such, organizations should cultivate environments where individuals feel safe to disclose on their own terms. Organizational strategies such as non-discrimination policies and diversity statements may help provide these explicit cues to LGBT individuals that their identities are accepted and supported and that there would be zero tolerance for prejudicial behaviors in response to their disclosure decisions. This study also demonstrated that workplace disclosure impacts not just one person's work-to-family spillover, but also their partner's. Specifically, when LGBT employees perceive a lack of safety in their workplace environments, their work life interferes with family life, negatively impacting

their partner and family dynamics. While any employed individual experiences some level of work-family conflict given day-to-day workplace strain, identity-related factors should *not* be a factor contributing to these experiences.

In Study 2 I also examined how DC might mitigate these unique disclosure-related stressors. Even though DC did not seem effective for individuals experiencing more FWC and less FWF, it was effective for individuals who experienced more FWF. Thus, DC may be ideal for partners already "out" at work and who experience greater integration of work and family domains. However, workplaces should provide opportunities for other same-gender couples (who do not have these benefits) to learn important skills like supportiveness and empathic perspective-taking that would promote DC and work-family facilitation. Simply put, it may be that partners experiencing disclosure discrepancies struggle to engage in DC behaviors because they struggle to relate to each other's experiences. Relationship education workshops may help these couples recalibrate their relationship so that they can better relate to each other. Workshops that teach DC-related skills specifically have already been shown to be effective among heterosexual couples in a workplace setting (Schaer, Bodenmann, & Klink, 2008). Moreover, these types of interventions are particularly useful for same-gender couples because of their flexibility (i.e., they are easily adapted to target minority stress) and because they are less stigmatizing than traditional couple therapy (Whitton, Weitbrecht, Kuryluk, & Hutsell, 2016; Whitton, Scott, Dyar, Weitbrecht, Hutsell, & Kuryluk, 2017).

4.3. Limitations

While the present research does make significant theoretical and practical contributions to disclosure-related spillover and coping processes, it does not fully capture the dynamic and complex processes associated with disclosure. Indeed, disclosure decisions vary over time and

can differ widely across workplace relationships (Mohr & Fassinger, 2000). Thus, in the future researchers might build on this work by examining the change in these workplace disclosure decisions over time and track their effects on spillover and subsequent outcomes. Moreover, the present research does not assess environmental variables like workplace climate. Importantly, disclosing may be ideal for some LGBT employees but less than ideal and even dangerous for other LGBT employees given the climate they work in. Thus, more research is needed to better capture these complex disclosure phenomena.

Another important limitation of the present research is that it is non-experimental in nature and only captures associations between variables. Thus, causality cannot be inferred. Frone (2003) proposes the "congruence model" (i.e., an alternative model to the spillover model) and suggests that work and family variables may share a common cause. Or as stated another way, there may be one or more "third variables" that account for both work and family variables. In this context, a third variable like internalized homophobia may affect the individual's likelihood of disclosing at work as well as their reported family-to-work spillover. While internalized homophobia is not necessarily specific to the family domain, it may predispose individuals to negative experiences which are perhaps most apparent in the family domain, especially if the individual is not out at work.

Lastly, recruiting LGBT individuals and their romantic partners for research is challenging, especially in more conservative places. Indeed, it is difficult to recruit participants who exhibit low levels of disclosure, which may have reduced the variability of our predictor variables (Moradi, 2009). In the current studies, I sought to recruit LGBT couples using both MTurk and listservs, to capture a larger, and more diverse subset of this population, but these concerns remain an issue. In addition, while I did include specific and explicit instructions for

partners to complete portions of the survey separately, there was no way of ensuring that this was the case. As a result, there is the possibility that some individuals completed both theirs and their partner's surveys. If this was the case, this could have further constrained the variability in our disclosure variables, causing us to be less able to detect the expected effects. Future research should seek to replicate these findings using more sophisticated methodologies and recruitment practices to mitigate these concerns.

4.4. Future Directions

As suggested, the research agenda related to LGBT disclosure and spillover among couples should examine these processes holistically. That is, researchers should construct theoretical models and include all spillover domains, like work-family and family-work facilitation, when doing so. Additionally, researchers should assess important environmental variables like workplace climate, as these could greatly impact disclosure decisions as well as work-to-family spillover outcomes.

It is important to note that other dyads comprised of marginalized individuals might experience minority stressors differently. For example, interracial couples could experience minority stress based on race/ethnicity whereas gender minority couples (i.e., where one or both partners are non-binary or transgender) may experience minority stress based on gender/sex. Even intergenerational couples in which one partner is significantly older/younger than the other might experience minority stress based on stigmatized age differences. These couples may experience different patterns of stress associated with these race-, gender-, and/or age-based discrepancies. This could be particularly challenging when one partner is of a dominant group relative to the other partner (e.g., a black partner and a white partner). Future research should explore the unique ways in which partners in these stigmatized relationships experience

difficulties with regards to disclosure processes in- and outside of the workplace. DC-related skills may be especially relevant to these couples as well to help them process and cope with additional identity-related stressors.

Lastly and perhaps most importantly, researchers should thoughtfully consider their recruitment strategies when conducting studies with LGBT and/or other minority groups. As indicated, recruiting a representative sample of LGBT couples is inherently difficult. Researchers should utilize multiple sources for data collection. Specifically, researchers might recruit participants online using MTurk, listservs and/or other social media (e.g., Facebook, Twitter, etc.). However, they might also recruit an in-person community sample. These recruitment strategies allow not only for a diverse sample, but also allow for researchers to compare data across these samples. Moreover, researchers should design their surveys to ensure that only eligible individuals are able to participate and ultimately are reimbursed. This might include adding attention and/or manipulation checks and even captchas to surveys. Given the increasing usage of telepsychology, researchers may utilize various software (e.g., Zoom, Doxy, etc.) for conducting research, especially when conducting dyadic research. This would allow the researcher to engage "virtually" and securely with couples and ensure that both partners complete the survey separately.

5. CONCLUSIONS

The current work sheds light on unique workplace stressors impacting LGBT couples. Namely, individuals in same-gender relationships must deal with the added stress of trying to decide how to optimally manage their identities at work, while also balancing their identity management decisions with those of their partners. This work also identifies dyadic coping as a strategy that couples can engage in to potentially enhance relationship quality and positive work-to-family spillover. However, organizations must also engage in strategies to support these employees by providing appropriate resources for them and their families. Some mental health resources like relationship education/skills training may be particularly effective for same-gender couples as they can teach partners relevant coping skills for handling unique stressors, are more flexible such that they can be integrated into organizations/workplaces, and are less stigmatizing than traditional couple therapy (Whitton et al., 2016; Whitton et al., 2017; Schaer et al., 2008). Given the added stressors LGBT individuals experience and the lack of empirical research examining this topic, future work is gravely needed to explore other strategies that individuals and organizations can enact to buffer this and all other forms of LGBT minority stress.

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APPENDIX A

TABLES

Table 1

Pearson Correlation Matrix among Partners' Disclosure and Spillover, Study 1 (N = 324)

Variables	1	2	3	4	5	6
1. Disclosure	1	0.52***	0.060	0.016	0.077	0.14**
2. Partner Disclosure		1	0.054	0.056	0.030	0.060
3. W-F Conflict (WFC)			1	0.68***	-0.096	-0.14**
4. F-W Conflict (FWC)				1	-0.005	-0.25***
5. W-F Facilitation (WFF)					1	0.34***
6. F-W Facilitation (FWF)						1
Variables	1	2	3	4	5	6
M	3.68	4.18	2.85	2.50	3.10	3.87
SD	1.73	1.70	0.80	0.75	0.85	0.82

Note. $p < 0.05$ **$p < 0.01$ ***$p < 0.001$

Table 2

Summary of Regression Analyses for Variables Predicting Individual's ***Positive Spillover*** *(N = 324), Study 1*

Positive Spillover Variables								
	WFF				FWF			
	Value	B	B *SE*	*t*	Value	B	B *SE*	*t*
Disclosure		.040	.029	1.39		.051+	.029	1.78
Partner Disclosure		.005	.029	.18		-.005	.029	-.16
Disclosure x Partner Disclosure		.008	.013	.60		.033*	.013	2.43
Overall R^2	.012				.035			
Overall F	1.27				3.90**			

Note. Bootstrap $N = 5{,}000$. Unstandardized coefficients are shown.
*$p < 0.05$ **$p < 0.01$ ***$p < 0.001$ +$p < 0.09$

Table 3

*Summary of Regression Analyses for Variables Predicting Individual's **Negative Spillover** (N = 324), Study 1*

Negative Spillover Variables								
	WFC				FWC			
	Value	B	B *SE*	*t*	Value	B	B *SE*	*t*
Disclosure		.024	.031	.77		-.007	.029	-.23
Partner Disclosure		.012	.031	.38		.028	.029	.96
Disclosure x Partner Disclosure		-.008	.014	-.53		-.003	.013	-.19
Overall R^2	.005				.004			
Overall F	.56				.37			

Note. Bootstrap $N = 5{,}000$. Unstandardized coefficients are shown.
$^{*}p < 0.05$ $^{**}p < 0.01$ $^{***}p < 0.001$

Table 4

Conditional Direct Effects Model Predicting F-W Facilitation (FWF) at Levels of Partner Disclosure, Study 1

Moderator Value	Conditional direct effect at mean and ± 1 SD		
	FWF		
	Effect	Boot *SE*	CI
Low Partner Workplace Disclosure, -1SD	-.011	.042	-.095 - .072
Average Partner Workplace Disclosure	.045	.029	-.013 - .10
High Partner Workplace Disclosure, +1SD	.11	.034	.044 - .18

Note. Bootstrap N = 5,000. Unstandardized coefficients are shown. CI = 95% confidence interval lower and upper limits.

Table 5

Pearson Correlation Matrix among Partners' Disclosure, Spillover, Relationship Quality, Job Satisfaction, and Dyadic Coping, Study 2 (N = 693)

Variables	1	2	3	4	5	6	7	8	9
1. Disclosure	1	0.62**	0.35**	0.49**	0.23**	0.12**	0.10**	0.01	0.06
2. Partner Disclosure		1	0.34**	0.37**	0.11**	0.24**	0.27**	0.03	0.21**
3. W-F Conflict (WFC)			1	0.8***	-0.08*	-0.09*	-0.003	-0.24**	-0.04
4. F-W Conflict (FWC)				1	0.002	-0.17**	-0.11**	-0.24**	-0.16**
5. W-F Facilitation (WFF)					1	0.37**	0.24**	0.21**	0.21**
6. F-W Facilitation (FWF)						1	0.59**	0.38**	0.61**
7. Relationship Quality							1	0.49**	0.62**
8. Job Satisfaction								1	0.33**
9. Dyadic Coping									1
Variables	1	2	3	4	5	6	7	8	9
M	4.34	4.62	3.12	2.91	3.32	3.77	3.68	5.26	3.75
SD	1.42	1.20	0.85	0.87	0.77	0.68	0.88	1.16	0.71

Note. *$p < 0.05$ **$p < 0.01$ ***$p < 0.001$

Table 6

Conditional Indirect Effects Model Predicting Positive Relationship Quality at Levels of Partner Disclosure, Study 2.

Moderator Value	Conditional indirect effect at mean and ± 1 SD											
	WFC			FWC			WFF			FWF		
	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI
Low Partner Workplace Disclosure, -1SD	.017	.009	.002 – .037	-.041	.014	-.072 - -.017	.007	.005	-.001 - .018	-.044	.024	-.094 - .001
Average Partner Workplace Disclosure	.023	.010	.006 – .043	-.058	.017	-.093 - -.025	.009	.006	-.002 - .022	-.007	.017	-.041 - .026
High Partner Workplace Disclosure, +1SD	.027	.011	.008 - .051	-.070	.021	-.112 - -.031	.011	.007	-.002 - .027	-.020	.018	-.013 - .056

Note. Bootstrap N = 5,000. Unstandardized coefficients are shown. CI = 95% confidence interval lower and upper limits.

Table 7

Conditional Indirect Effects Model Predicting Job Satisfaction at Levels of Partner Disclosure, Study 2.

Moderator Value	Conditional indirect effect at mean and ± 1 SD											
	WFC			FWC			WFF			FWF		
	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI
Low Partner Workplace Disclosure, -1SD	-.016	.011	-.041 – .001	-.042	.019	-.082 - -.008	.010	.008	-.003 - .029	-.032	.019	-.072 - .002
Average Partner Workplace Disclosure	-.021	.013	-.048 – .001	-.058	.024	-.107 - -.011	.013	.010	-.004 - .036	-.005	.013	-.030 - .022
High Partner Workplace Disclosure, +1SD	-.024	.015	-.058 - .001	-.070	.029	-.128 - -.013	.016	.012	-.004 - .044	.015	.014	-.010 - .045

Note. Bootstrap N = 5,000. Unstandardized coefficients are shown. CI = 95% confidence interval lower and upper limits.

Table 8

Conditional Indirect Effects Model Predicting Positive Relationship Quality at Levels of Dyadic Coping and Partner Disclosure, Study 2.

Moderator Value	Conditional indirect effect at mean and ± 1 SD											
	WFC			FWC			WFF			FWF		
	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI
Low Dyadic Coping/ **Low** Partner Disclosure	.002	.012	-.022 -.025	.011	.019	-.027 -.049	.027	.012	.007 -.054	-.018	.012	-.044 -.001
Low Dyadic Coping/ **Average** Partner Disclosure	.002	.015	-.028 -.030	.015	.027	-.036 -.068	.037	.012	.016 -.064	-.003	.007	-.018 -.011
Low Dyadic Coping/ **High** Partner Disclosure	.003	.018	-.034 -.036	.018	.032	-.044 -.082	.045	.016	.018 -.078	.008	.008	-.005 -.024
Average Dyadic Coping/ **Low** Partner Disclosure	.009	.007	-.003 -.024	-.013	.012	-.038 -.009	.010	.005	.002 -.022	-.027	.016	-.060 -.001
Average Dyadic Coping/ **Average** Partner Disclosure	.012	.008	-.004 -.029	-.017	.016	-.050 -.013	.014	.006	.003 -.028	-.004	.011	-.025 -.016

Table 8 cont.

Conditional Indirect Effects Model Predicting Positive Relationship Quality at Levels of Dyadic Coping and Partner Disclosure, Study 2.

Moderator Value	Conditional indirect effect at mean and ± SD											
	WFC			FWC			WFF			FWF		
	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI	Effect	Boot *SE*	CI
Average Dyadic Coping/ **High** Partner Disclosure	.014	.010	-.004 -.035	-.021	.019	-.059 -.016	.017	.008	.004 -.034	.012	.011	-.008 -.035
High Dyadic Coping/ **Low** Partner Disclosure	.015	.008	.002 -.032	-.030	.013	-.059 -.007	-.002	.004	-.012 -.004	-.034	.020	-.075 -.001
High Dyadic Coping/ **Average** Partner Disclosure	.019	.008	.005 -.038	-.042	.017	-.077 -.011	-.003	.005	-.014 -.006	-.005	.013	-.031 -.020
High Dyadic Coping/ **High** Partner Disclosure	.023	.010	.006 -.045	-.050	.020	-.091 -.014	-.004	.006	-.016 -.008	.015	.014	-.010 -.045

Note. Bootstrap $N = 5{,}000$. Unstandardized coefficients are shown. CI = 95% confidence interval lower and upper limits.

APPENDIX B

FIGURES

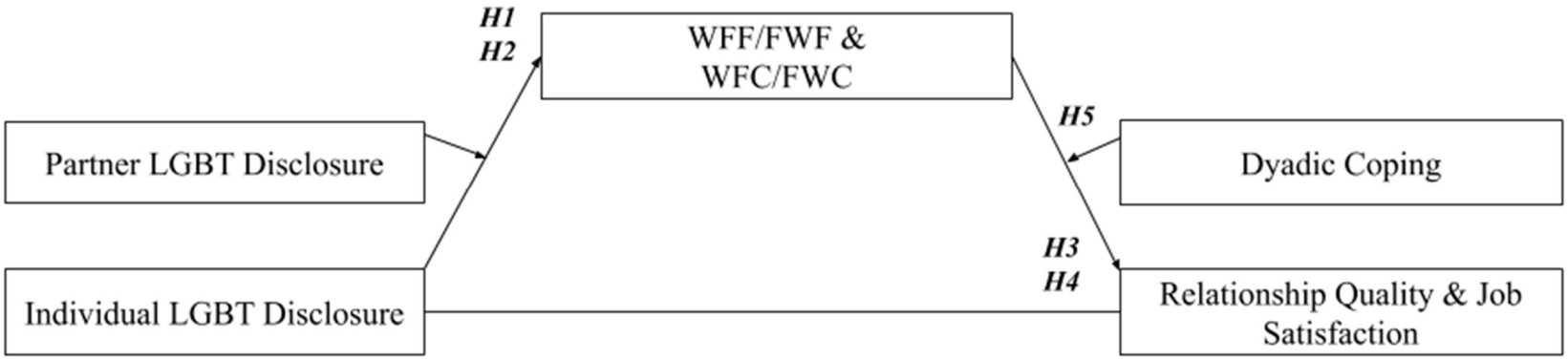

Figure 1. Model Depicting Hypothesized Relationships for Studies 1 & 2.

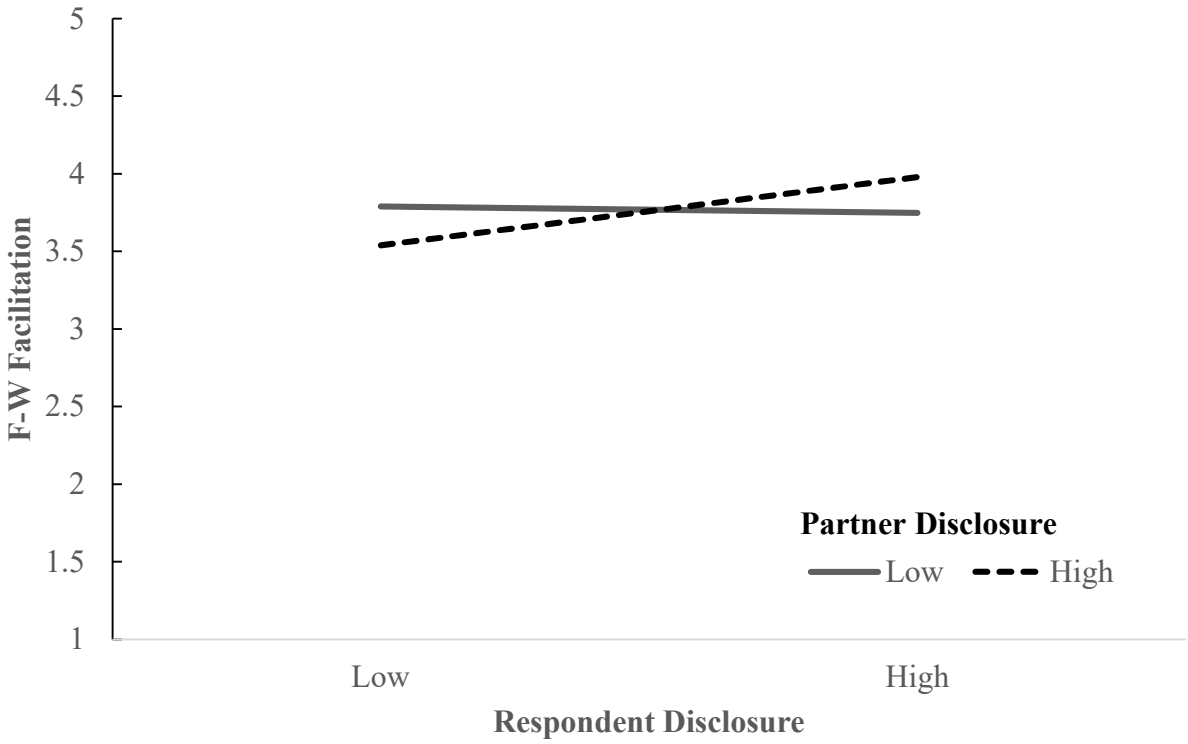

Figure 2. Interaction Effect of Individual Disclosure and Partner Disclosure in Study 1. The graph displays the relationship between respondent workplace disclosure and family-work facilitation at varying levels of the partner's workplace disclosure.

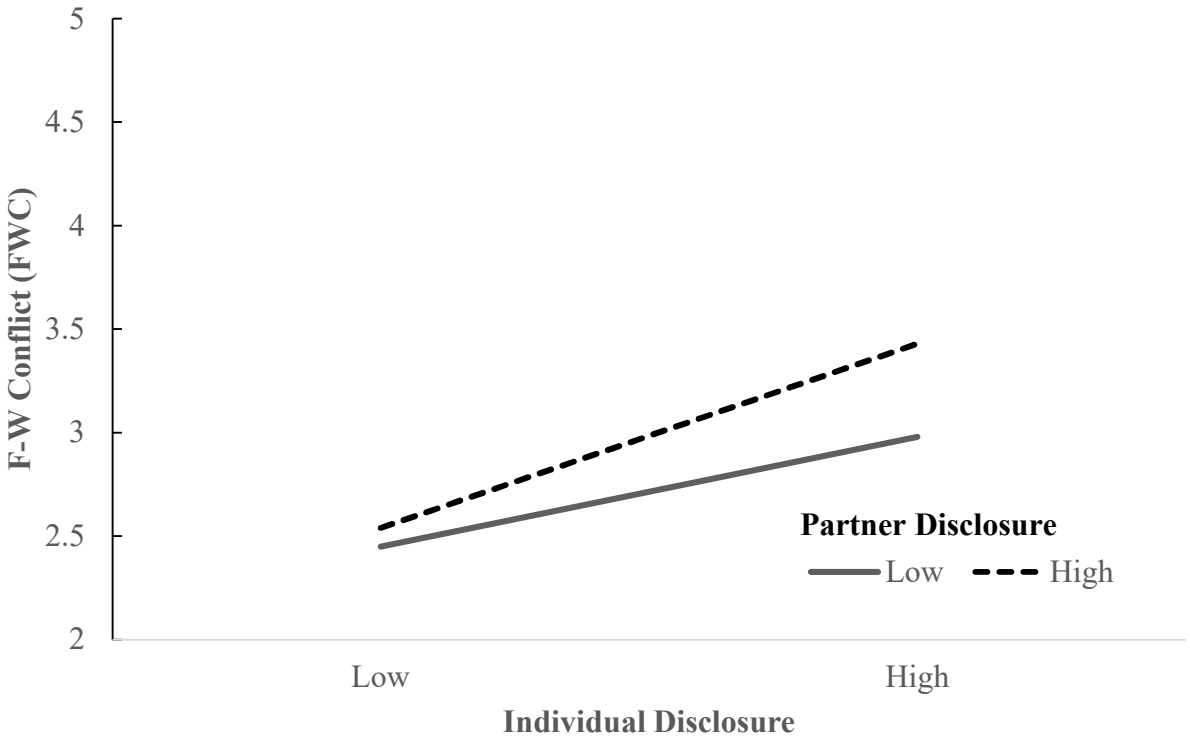

Figure 3. Interaction Effect of Individual Disclosure and Partner Disclosure for FWC and Positive Relationship Quality (PRQ) in Study 2. The graph displays the relationship between the individual's workplace disclosure and the mediator, family- work conflict (FWC) at varying levels of the partner's workplace disclosure when predicting positive relationship quality (PRQ).

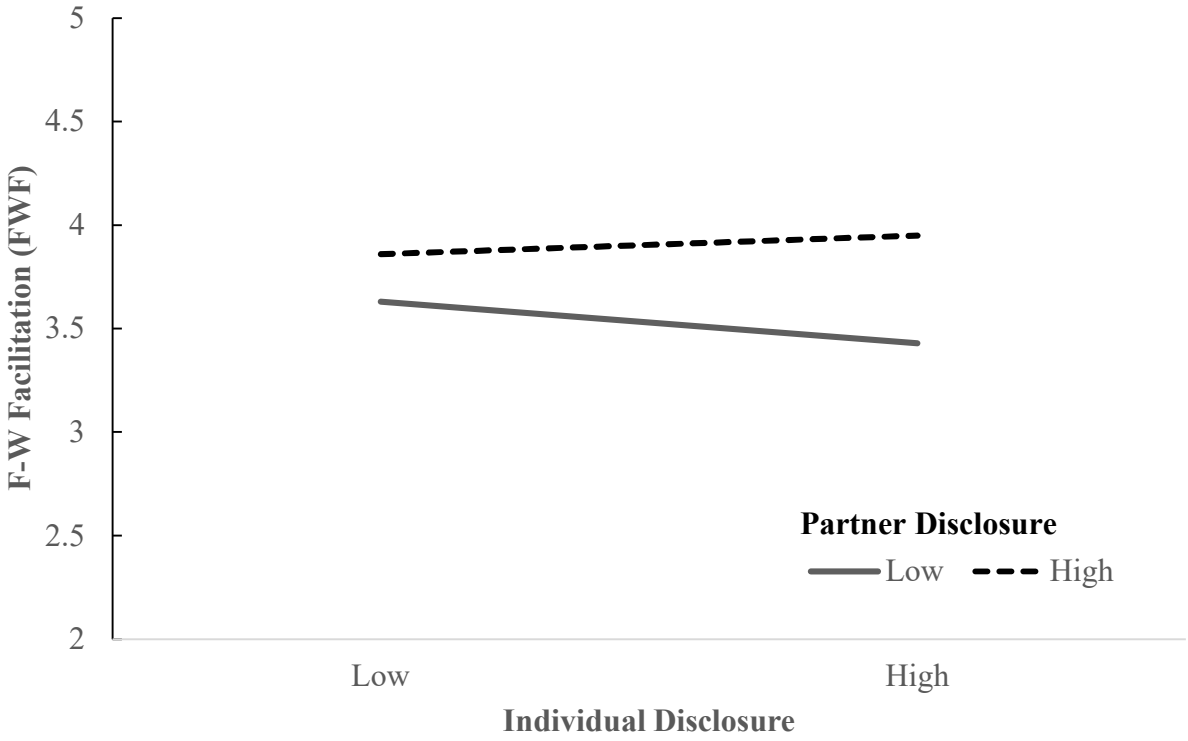

Figure 4. *Interaction Effect of Individual Disclosure and Partner Disclosure for FWF and Positive Relationship Quality (PRQ) in Study 2.* The graph displays the relationship between the individual's workplace disclosure and the mediator, family- work facilitation (FWF) at varying levels of the partner's workplace disclosure when predicting positive relationship quality (PRQ).

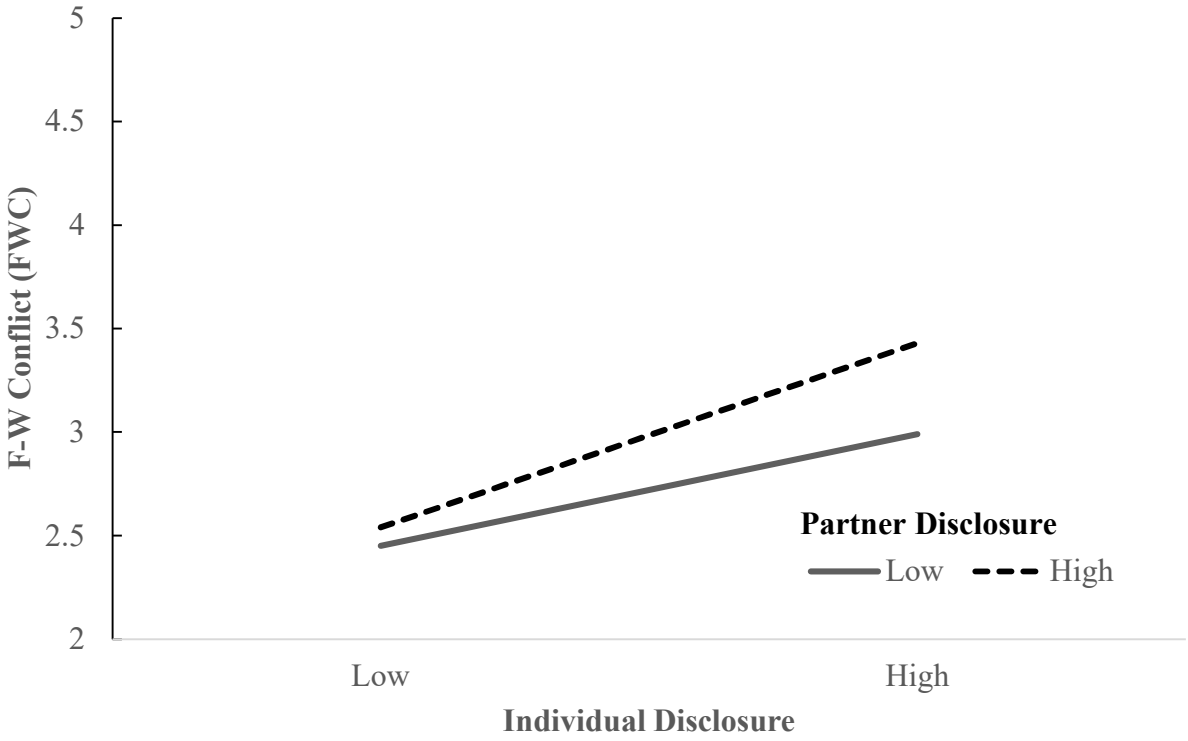

Figure 5. *Interaction Effect of Individual Disclosure and Partner Disclosure for FWC and Job Satisfaction in Study 2.* The graph displays the relationship between the individual's workplace disclosure and the mediator, family- work conflict (FWC) at varying levels of the partner's workplace disclosure when predicting job satisfaction.

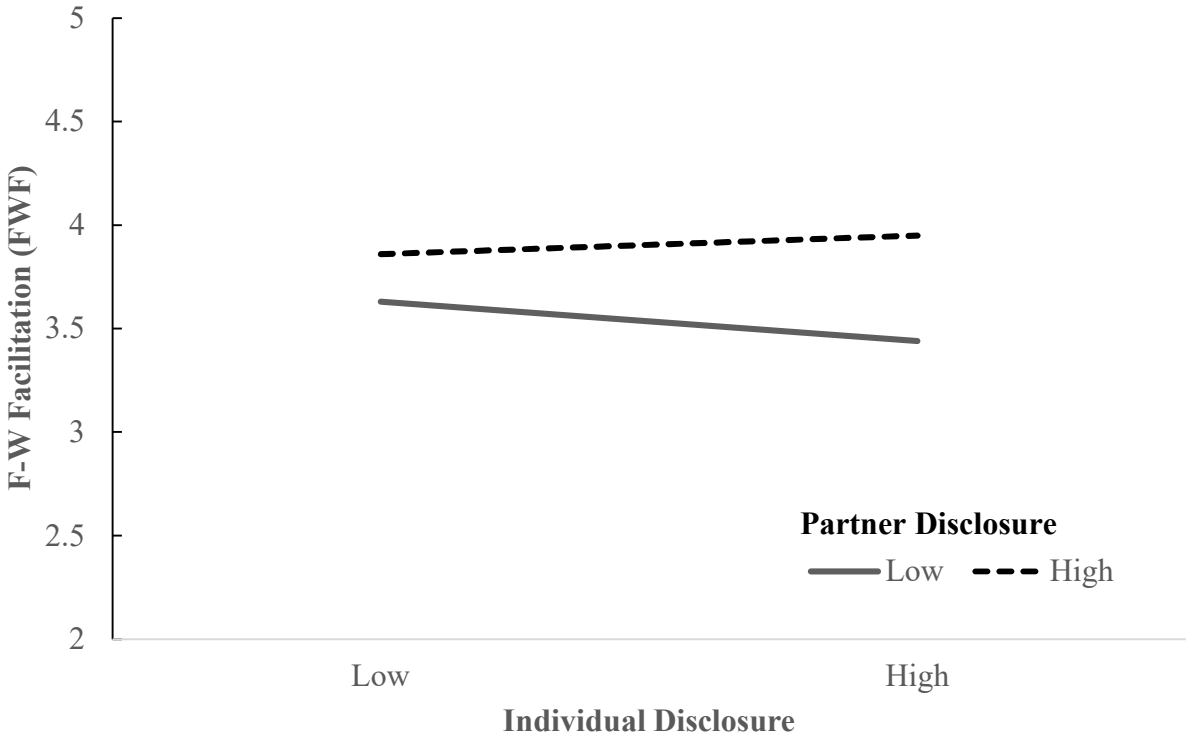

Figure 6. *Interaction Effect of Individual Disclosure and Partner Disclosure for FWF and Job Satisfaction in Study 2.* The graph displays the relationship between the individual's workplace disclosure and the mediator, family- work facilitation (FWF) at varying levels of the partner's workplace disclosure when predicting job satisfaction.

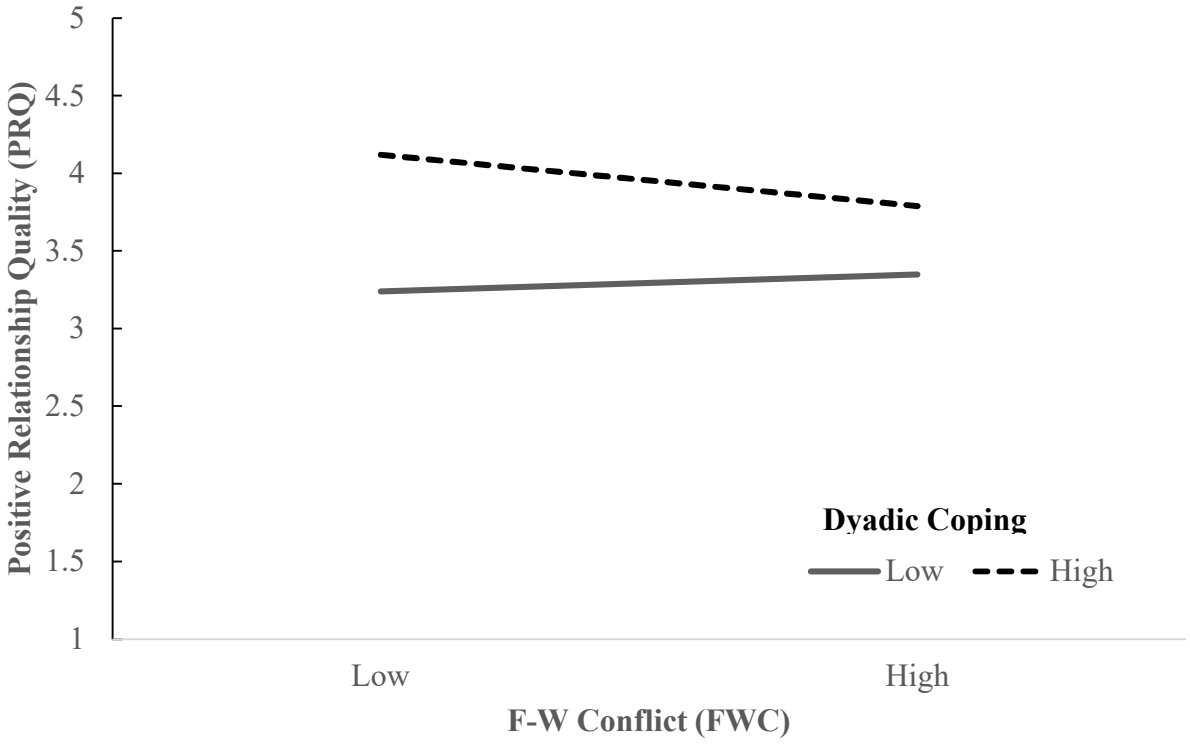

Figure 7. *Interaction Effect of Partners' Disclosure-Related Conflict and Dyadic Coping for Positive Relationship Quality (PRQ) in Study 2.* The graph displays the relationship between the mediator, family-work conflict (FWC) and positive relationship quality (PRQ) at varying levels of the individual's reported dyadic coping level.

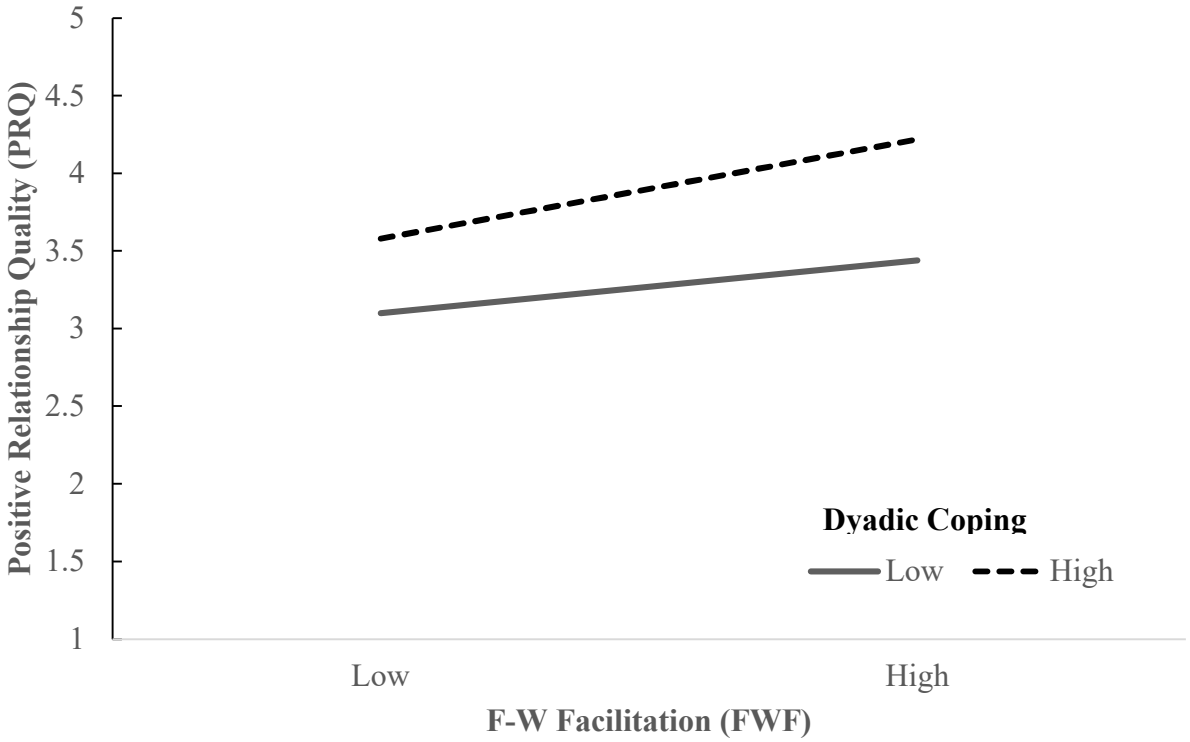

Figure 8. Interaction Effect of Partners' Disclosure-Related Facilitation and Dyadic Coping for Positive Relationship Quality (PRQ) in Study 2. The graph displays the relationship between the mediator, family-work facilitation (FWF) and positive relationship quality (PRQ) at varying levels of the individual's reported dyadic coping level.

APPENDIX C

STUDY 1 MEASURES

Eligibility

1. Are you 18 years of age or older?
    a. Yes
    b. No
2. Can you speak, read, and write in English?
    a. Yes
    b. No
3. Are you a U.S. citizen?
    a. Yes
    b. No
4. What is your sexual orientation identity?
    a. Heterosexual
    b. Heterosexual and questioning
    c. Gay
    d. Lesbian
    e. Bisexual
    f. Other (please specify)
5. Are you currently in a romantic relationship of six (6) months or longer?
    a. Yes
    b. No
6. Are you currently employed (30+ hours/ week)?
    a. Yes
    b. No
7. Is your partner currently employed (30+ hours/ week)?
    a. Yes
    b. No

Demographics

1. What is your current gender identity?
    a. Man
    b. Woman
    c. Trans man

    d. Trans woman
    e. Genderqueer/ gender non-conforming
    f. Other (please specify)
2. What is your partner's current gender identity?
    a. Man
    b. Woman
    c. Trans man
    d. Trans woman
    e. Genderqueer/ gender non-conforming
    f. Other (please specify)
3. What is your race?
    a. African American/Black
    b. Asian American/Pacific Islander
    c. Latina/Latino/Hispanic
    d. Middle Eastern/North African
    e. Native American/American Indian
    f. White/Caucasian/European American
    g. Other (please specify)
4. What is your partner's race?
    a. African American/Black
    b. Asian American/Pacific Islander
    c. Latina/Latino/Hispanic
    d. Middle Eastern/North African
    e. Native American/American Indian
    f. White/Caucasian/European American
    g. Other (please specify)
5. What is your age? (number only)
6. What is your partner's age? (number only)
7. What is the highest level of education you have completed?
    a. Less than high school diploma
    b. High school diploma
    c. Some college/tech school
    d. Bachelor's degree
    e. Some graduate school
    f. Masters degree
    g. More than a Masters degree
    h. Doctoral degree
8. What is the highest level of education your partner has completed?
    a. Less than high school diploma
    b. High school diploma

c. Some college/tech school
d. Bachelor's degree
e. Some graduate school
f. Masters degree
g. More than a Masters degree
h. Doctoral degree

9. What is your job title?
10. What is your partner's job title?
11. Which of the following best describes your occupation industry?
    a. Accommodation and Food Services
    b. Administrative and Support Services
    c. Agriculture, Forestry, Fishing and Hunting
    d. Art, Entertainment, and Recreation
    e. Construction
    f. Educational Services
    g. Finance and Insurance
    h. Government
    i. Health Care and Social Assistance
    j. Information
    k. Management of Companies and Enterprises
    l. Manufacturing
    m. Mining, Quarrying, and Oil and Gas Extraction
    n. Other Services (Except Public Administration)
    o. Professional, Scientific, and Technical Services
    p. Real Estate and Rental and Leasing
    q. Retail Trade
    r. Transportation and Warehousing
    s. Utilities
    t. Self-Employed
    u. Other: Please specify
12. Which of the following best describes your partner's occupation industry?
    a. Accommodation and Food Services
    b. Administrative and Support Services
    c. Agriculture, Forestry, Fishing and Hunting
    d. Art, Entertainment, and Recreation
    e. Construction
    f. Educational Services
    g. Finance and Insurance
    h. Government
    i. Health Care and Social Assistance

j. Information
k. Management of Companies and Enterprises
l. Manufacturing
m. Mining, Quarrying, and Oil and Gas Extraction
n. Other Services (Except Public Administration)
o. Professional, Scientific, and Technical Services
p. Real Estate and Rental and Leasing
q. Retail Trade
r. Transportation and Warehousing
s. Utilities
t. Self-Employed
u. Other: Please specify
v. Don't know

13. Which of the following most accurately describes your current job level?
    a. Intern
    b. Entry Level
    c. Manager
    d. Senior Manager
    e. Director
    f. Vice President
    g. Senior Vice President
    h. C Level Executive (CFO, COO, etc.)
    i. President or CEO
    j. Owner
    k. Other: Please specify _____
14. Which of the following most accurately describes your partner's current job level?
    a. Intern
    b. Entry Level
    c. Manager
    d. Senior Manager
    e. Director
    f. Vice President
    g. Senior Vice President
    h. C Level Executive (CFO, COO, etc.)
    i. President or CEO
    j. Owner
    k. Other: Please specify _____
    l. Don't know
15. How many years have you worked in your current organization? (number only)
16. How many years has your partner worked in their current organization? (number only)

17. How many hours/week do you work? (number only)
18. How many hours/week does your partner work? (number only)
19. On average, how many hours/week do you spend on household chores? (number only)
20. On average, how many hours/week does your partner spend on household chores? (number only)
21. Do you and your partner currently live together?
    a. Yes
    b. No
22. On average, how many hours do you and your partner spend together each week?
23. How many years have you and your partner been together? (number only)

Work-Family/Family-Work Conflict -- Carlson, Kacmar, & Williams (2000)

Rate the degree to which you felt that you experienced the conflict represented in each of the following items over the past year. Use the scale:

WFC

1. My work keeps me from my family activities more than I would like.
2. The time I must devote to my job keeps me from participating equally in household responsibilities and activities.
3. I have to miss family activities due to the amount of time I must spend on work responsibilities.
4. When I get home from work I am often too frazzled to participate in family activities/ responsibilities.
5. I am often so emotionally drained when I get home from work that it prevents me from contributing to my family.
6. Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.
7. The problem-solving behaviors I use in my job are not effective in resolving problems at home.
8. Behavior that is effective and necessary for me at work would be counterproductive at home.
9. The behaviors I perform that make me effective at work do not help me to be a better parent and spouse.

FWC

1. The time I spend on family responsibilities often interfere with my work responsibilities.
2. The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career.
3. I have to miss work activities due to the amount of time I must spend on family responsibilities.
4. Due to stress at home, I am often preoccupied with family matters at work.

5. Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.
6. Tension and anxiety from my family life often weakens my ability to do my job.
7. The behaviors that work for me at home do not seem to be effective at work.
8. Behavior that is effective and necessary for me at home would be counterproductive at work.
9. The problem-solving behavior that work for me at home does not seem to be as useful at work.

SCALE:
1 = strongly disagree
2 = disagree
3 = neither agree nor disagree
4 = agree
5 = strongly agree

Work-Family/Family-Work Facilitation -- Grzywacz and Marks (2000)
How often have you experienced each of the following in the past year? Answer the questions using the scale:
WFF

1. The things you do at work help you deal with personal and practical issues at home.
2. The things you do at work make you a more interesting person at home.
3. Having a good day on your job makes you a better companion when you get home.
4. The skills you use on your job are useful for things you have to do at home.

FWF

1. Talking with someone at home helps you deal with problems at work.
2. Providing for what is needed at home makes you work harder at your job.
3. The love and respect you get at home makes you feel confident about yourself at work.
4. Your home life helps you relax and feel ready for the next day's work.

SCALE:
1 = never
2 = rarely
3 = sometimes
4 = most of time
5 = always

Workplace Disclosure -- adapted from Madera, King & Hebl (2012)
For each of the following statements, mark the response that best indicates your experience. Please be as honest as possible in your responses.

1. I discuss my sexual orientation with my coworkers.
2. I talk about my sexual orientation with my supervisor.
3. I express my non-heterosexual identity at work.
4. I talk about my same-sex romantic partner with my colleagues and coworkers.

SCALE:
1 = strongly disagree
2 = disagree
3 = somewhat disagree
4 = neutral
5 = somewhat agree
6 = agree
7 = strongly agree

Partner Workplace Disclosure -- adapted from Madera, King & Hebl (2012)

For each of the following statements, mark the response that best indicates your partner's experience. Please be as honest as possible in your responses.

1. My partner discusses their sexual orientation with their coworkers.
2. My partner talks about their sexual orientation with their supervisor.
3. My partner expresses their non-heterosexual identity at work.
4. My partner talks about me with their colleagues and coworkers.

SCALE:
1 = strongly disagree
2 = disagree
3 = somewhat disagree
4 = neutral
5 = somewhat agree
6 = agree
7 = strongly agree

APPENDIX D

STUDY 2 MEASURES

Eligibility

1. Are you 18 years of age or older?
    a. Yes
    b. No
2. Can you speak, read, and write in English?
    a. Yes
    b. No
3. Do you currently live in the U.S.?
    a. Yes
    b. No
4. What is your sexual orientation identity?
    a. Heterosexual
    b. Heterosexual and questioning
    c. Gay
    d. Lesbian
    e. Bisexual
    f. Other (please specify
5. Are you currently in a romantic relationship of six (6) months or longer?
    a. Yes
    b. No
6. Are you currently employed (30+ hours/ week)?
    a. Yes
    b. No
7. Is your partner currently employed (30+ hours/ week)?
    a. Yes
    b. No

Baseline Workplace Disclosure

8. I discuss my sexual orientation with my coworkers.
9. I talk about my sexual orientation with my supervisor.
10. I express my non-heterosexual identity at work.
11. I talk about my same-gender romantic partner with my colleagues and coworkers.

SCALE:

1 = strongly disagree

2 = disagree

3 = somewhat disagree

4 = neutral

5 = somewhat agree
6 = agree
7 = strongly agree

Demographics

1. What is your current gender identity?
    a. Man
    b. Woman
    c. Trans man
    d. Trans woman
    e. Genderqueer/ gender non-conforming
    f. Other (please specify)
2. What is your race?
    a. African American/Black
    b. Asian American/Pacific Islander
    c. Latina/Latino/Hispanic
    d. Middle Eastern/North African
    e. Native American/American Indian
    f. White/Caucasian/European American
    g. Other (please specify)
3. What is your age? (number only)
4. What is the highest level of education you have completed?
    a. Less than high school diploma
    b. High school diploma
    c. Some college/tech school
    d. Bachelor's degree
    e. Some graduate school
    f. Masters degree
    g. More than a Masters degree
    h. Doctoral degree
5. What is your job title?
6. Which of the following best describes your occupation industry?
    a. Accommodation and Food Services
    b. Administrative and Support Services
    c. Agriculture, Forestry, Fishing and Hunting
    d. Art, Entertainment, and Recreation
    e. Construction
    f. Educational Services
    g. Finance and Insurance

h. Government
i. Health Care and Social Assistance
j. Information
k. Management of Companies and Enterprises
l. Manufacturing
m. Mining, Quarrying, and Oil and Gas Extraction
n. Other Services (Except Public Administration)
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p. Real Estate and Rental and Leasing
q. Retail Trade
r. Transportation and Warehousing
s. Utilities
t. Self-Employed
u. Other: Please specify

7. Which of the following most accurately describes your current job level?
    a. Intern
    b. Entry Level
    c. Manager
    d. Senior Manager
    e. Director
    f. Vice President
    g. Senior Vice President
    h. C Level Executive (CFO, COO, etc.)
    i. President or CEO
    j. Owner
    k. Other: Please specify _____
8. How many years have you worked in your current organization? (number only)
9. How many hours/week do you work? (number only)
10. On average, how many hours/week do you spend on household chores? (number only)
11. Do you and your partner currently live together?
    a. Yes
    b. No
12. On average, how many hours do you and your partner spend together each week?
13. How many years have you and your partner been together? (number only)

Work-Family/Family-Work Conflict -- Carlson, Kacmar, & Williams (2000)

Rate the degree to which you felt that you experienced the conflict represented in each of the following items over the past year. Use the scale:

WFC

1. My work keeps me from my family activities more than I would like.
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4. When I get home from work I am often too frazzled to participate in family activities/ responsibilities.
5. I am often so emotionally drained when I get home from work that it prevents me from contributing to my family.
6. Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.
7. The problem-solving behaviors I use in my job are not effective in resolving problems at home.
8. Behavior that is effective and necessary for me at work would be counterproductive at home.
9. The behaviors I perform that make me effective at work do not help me to be a better parent and spouse.

FWC

2. The time I spend on family responsibilities often interfere with my work responsibilities.
3. The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career.
4. I have to miss work activities due to the amount of time I must spend on family responsibilities.
5. Due to stress at home, I am often preoccupied with family matters at work.
6. Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.
7. Tension and anxiety from my family life often weakens my ability to do my job.
8. The behaviors that work for me at home do not seem to be effective at work.
9. Behavior that is effective and necessary for me at home would be counterproductive at work.
10. The problem-solving behavior that work for me at home does not seem to be as useful at work.

SCALE:

1 = strongly disagree
2 = disagree
3 = neither agree nor disagree
4 = agree
5 = strongly agree

Work-Family/Family-Work Facilitation -- Grzywacz and Marks (2000)

How often have you experienced each of the following in the past year? Answer the questions using the scale:

WFF

1. The things you do at work help you deal with personal and practical issues at home.
2. The things you do at work make you a more interesting person at home.
3. Having a good day on your job makes you a better companion when you get home.
4. The skills you use on your job are useful for things you have to do at home.

FWF

5. Talking with someone at home helps you deal with problems at work.
6. Providing for what is needed at home makes you work harder at your job.
7. The love and respect you get at home makes you feel confident about yourself at work.
8. Your home life helps you relax and feel ready for the next day's work.

SCALE:

1 = never
2 = rarely
3 = sometimes
4 = most of time
5 = always

Workplace Disclosure -- adapted from Madera, King & Hebl (2012)

For each of the following statements, mark the response that best indicates your experience. Please be as honest as possible in your responses.

1. I discuss my sexual orientation with my coworkers.
2. I talk about my sexual orientation with my supervisor.
3. I express my non-heterosexual identity at work.
4. I talk about my same-gender romantic partner with my colleagues and coworkers.

SCALE:

1 = strongly disagree
2 = disagree
3 = somewhat disagree
4 = neutral
5 = somewhat agree
6 = agree
7 = strongly agree

Positive Relationship Quality -- Positive-Negative Relationship Quality Scale (PN-RQ; Rogge, Fincham, Crasta, & Maniaci, 2017)

Considering only the positive qualities of your relationship and ignoring the negative ones, please rate your relationship on the following:

1. Enjoyable
2. Pleasant
3. Strong
4. Alive

SCALE:
0 = not at all true
1 = a little true
2 = somewhat true
3 = mostly true
4 = very true
5 = completely true

Job Satisfaction -- Michigan Organizational Assessment Package (1975)
Please rate the following items as they apply to you.

1. All in all, I am satisfied with my job.
2. In general, I don't like my job.
3. In general, I like working here.

SCALE
1 = completely disagree
2 = disagree
3 = somewhat disagree
4 = neutral
5 = somewhat agree
6 = agree
7 = completely agree

Dyadic Coping – Brief Dyadic Coping Inventory (DCI; Bondenmann, 2000, adapted to English by Randall, Hilpert, Jimenez-Arista, Walsh, & Bondenmann, 2015)
This scale is designed to measure how you and your partner cope with stress. Please indicate the first response that you feel is appropriate. Please be as honest as possible. Please respond to any item by selecting the appropriate number, which is fitting to your personal situation. There are no wrong answers.

1. We try to cope with the problem together and search for ascertained solutions.
2. We engage in a serious discussion about the problem and think through what has to be done.
3. We help one another to put the problem in perspective and see it in a new light.
4. We help each other relax with such things as a massage, taking a bath together, or listening to music together.

5. We are affectionate to each other, make love and try that way to cope with stress.

Evaluation of coping as a couple

6. I am satisfied with the support I receive from my partner and the way we deal with stress together. **(evaluation only)**
7. I am satisfied with the support I receive from my partner and I find as a couple, the way we deal with stress together is effectively. **(evaluation only)**

SCALE:

1 = very rarely
2 = rarely
3 = sometimes
4 = often
5 = very often

Future Contact

1. Would you like to be contacted in the future for other studies?
    a. Yes
    b. No
2. Please provide the best email to reach you at.