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Université d'Ottawa • University of Ottawa

**Instrumentality, Expressivity, and Dyadic Adjustment:
Gender-Specific Mediation Processes**

Dissertation
submitted to the School of Graduate Studies
of the University of Ottawa
in partial fulfillment of the requirements for
the degree of Doctor of Philosophy

by
M. M. Lefebvre
Ottawa, Ontario

1997



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0-612-21975-5

Acknowledgement Page

I would like to acknowledge the support of my thesis advisor, Dr. John Hunsley, whose style of guidance during all stages of the dissertation permitted me to make my own choices and mistakes, and to learn from them. As an inveterate empiricist, I thank him for that opportunity, and for his humour and expertise.

I am also grateful to Drs. Tim Aubry, Louise Lemyre, Luc Pelletier, and Janet Spence for their comments and suggestions. Dwayne Schindler provided important support on statistical matters, as did Dr. Barbara Byrne. My appreciation also to Drs. Valerie Whiffen and Sue Johnson for their comments on an earlier version of this project.

I would like to take this opportunity to thank my family and friends for their love and support. Natalie and Bernie, your patience made this possible. Your ability to balance work and play reminded me of the importance of equilibrium, and of family. Thanks for your practical support and understanding, and your willingness to occasionally serve as sounding boards and devil's advocates. You helped me sustain the necessary effort.

Renée, Françoise, and Gérard, you were tireless in your encouragement throughout these many months. Jan and Magnus, Mike,

Stella, Renée R., and Jennifer, your ability to laugh was priceless to me. You convinced me that working hard deserved playing hard, too.

I gratefully share my accomplishment with all of you.

M.M.L.

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Abstract

Although Instrumentality and Expressivity scores have been shown to be powerful intrapersonal predictors of reported relationship satisfaction and adjustment, conceptual models exploring the mechanisms by which Instrumentality (I) and Expressivity (E) influence intimate relationships are few. The results presented in this thesis are derived from two studies, each using survey research methods and the little-used Bem Sex Role Inventory Short-Form (BSRI-SF). Study 1 ($N = 75$ couples) examined several statistical and methodological issues in using the short form BSRI in couples research. Study 2 ($N = 119$ couples) provided a preliminary evaluation of a model in which it was proposed that the relations among Instrumentality (I), Expressivity (E), and relationship adjustment are mediated in part by interpersonal processes related to couple conflict resolution (CR) and maintenance and enhancement of intimacy (MEI). A number of gender-specific findings were obtained. The proposed model was supported using a path analytic approach comparing the direct model of IE with the mediator model. Specifically, variance in men's reported levels of dyadic adjustment covaried with their own levels of Instrumentality, Expressivity, and self-reported intimacy and conflict behaviour. Variance in women's reported levels of dyadic adjustment covaried in a complex fashion with their own and their partners' scores. Across couple-related variables (DAS, CR, and MEI), results generally supported a main effects model (i.e., significant statistical prediction from

Instrumentality scores and/or Expressivity scores), but not an interactional model (Instrumentality times Expressivity). Results indicated that use of the BSRI-SF's nonconfounded Instrumentality and Expressivity subscales can be valuable in model testing in couples research. It is suggested that the short-form provides ease of interpretation compared to the controversial long-form BSRI. Gilligan's theory of gender-specific developmental tasks is proposed as a framework for understanding the gender-specific correlational patterns which emerged.

Introduction

Although interest in clinically distressed couples has increased dramatically in the last 10-15 years, the components of satisfactory and unsatisfactory relationships are rather poorly understood. One approach to exploring this issue has been to examine couple-based process variables which might be expected to co-vary with relationship satisfaction or adjustment.

A review of the research literature on couple relationship processes suggested two related but conceptually distinct classes of couple behaviours which have been of particular interest (Johnson, White, Edwards, & Booth, 1986). These are (a) the study of that which makes a couple relationship a positive experience, and (b) the study of that which can destroy it (e.g., Bienvenu, 1970; Frazier & Esterly, 1990). The maintenance of a loving and intimate emotional bond, and attempts to effectively resolve couple conflict, represent two of the most challenging tasks that couples face. The study of these domains has typically focused on the study of intimacy (Chelune, Rosenfeld, & Waring, 1985; Chelune, Waring, Vosk, Sultan, & Ogden, 1984; Schaefer & Olson, 1981; Waring, McElrath, Lefcoe, & Weisz, 1981), and of relationship conflict resolution (Baucom, Epstein, Sayers, & Sher, 1989; Fincham & Bradbury, 1987; Gottman & Krokoff, 1989).

Another approach to studying couple relationships is to examine individual differences and the degree to which these differences covary with dyadic processes presumed to be correlated with couple adjustment and satisfaction. One such body

of research is the study of Masculinity and Femininity, including research by Bem and her colleagues based on the Bem Sex Role Inventory (BSRI; Bem, 1974) and on the theory of psychological androgyny (e.g., Bem, 1974; 1975; 1977).

Most of the couples research related to the BSRI and to the theory of androgyny has been correlational, examining the relation of BSRI scores to individuals' subjective experience of their dyadic relationship. Such evaluations of couple adjustment or satisfaction are often based on survey methods wherein couples agree to fill in questionnaires separately at home (e.g., Baucom & Aiken, 1984; Langis, Sabourin, Lussier, & Mathieu, 1994; Peterson, Baucom, Elliot & Farr, 1989; Sayers & Baucom, 1991). Some studies have also looked at situation-specific couple processes, including the correlation of BSRI scores to variables related to intimacy and conflict resolution. However, no explicit model has yet been tested which incorporates predictions about relations among the trait variables of Masculinity and Femininity and perceptions related to the interpersonal processes of intimacy, conflict resolution, and couple adjustment or satisfaction.

It seems timely to explore whether reported differences on the process variables described above (i.e., intimacy and conflict resolution) might be systematically related to reported levels of couple functioning, and to individuals' scores on the BSRI. That is, the constructs measured with the BSRI may ultimately be related to reported levels of couple adjustment

through relations with individuals' perceptions of their intimacy and conflict resolution behaviours (see Figure 1).

Despite the causal relations which are implied by a mediational model, the present research tested correlational hypotheses as a preliminary evaluation of the proposed conceptual model. This is based on the statistical notion that no variable can be a potential mediator unless it is correlated with the outcome variable (Kerlinger & Pedhazur, 1973). In a sufficiently powerful research design, failure to find statistical support for covariance among Instrumentality, Expressivity, intimacy behaviours, conflict resolution behaviours, and relationship adjustment would suggest that these same variables are unlikely to be related through underlying causal relations. However, testing any causal hypotheses will require subsequent longitudinal research.

The focus of this thesis was to explore whether BSRI scores' relation to relationship adjustment could be explained by BSRI scores' relation to reported intimacy and conflict resolution behaviours. A two-study approach was utilized. Study 1 explored certain statistical and methodological issues related in part to the feasibility of utilizing a path modeling approach to couples research using the BSRI-SF. The design of Study 2 was informed by the results of Study 1.

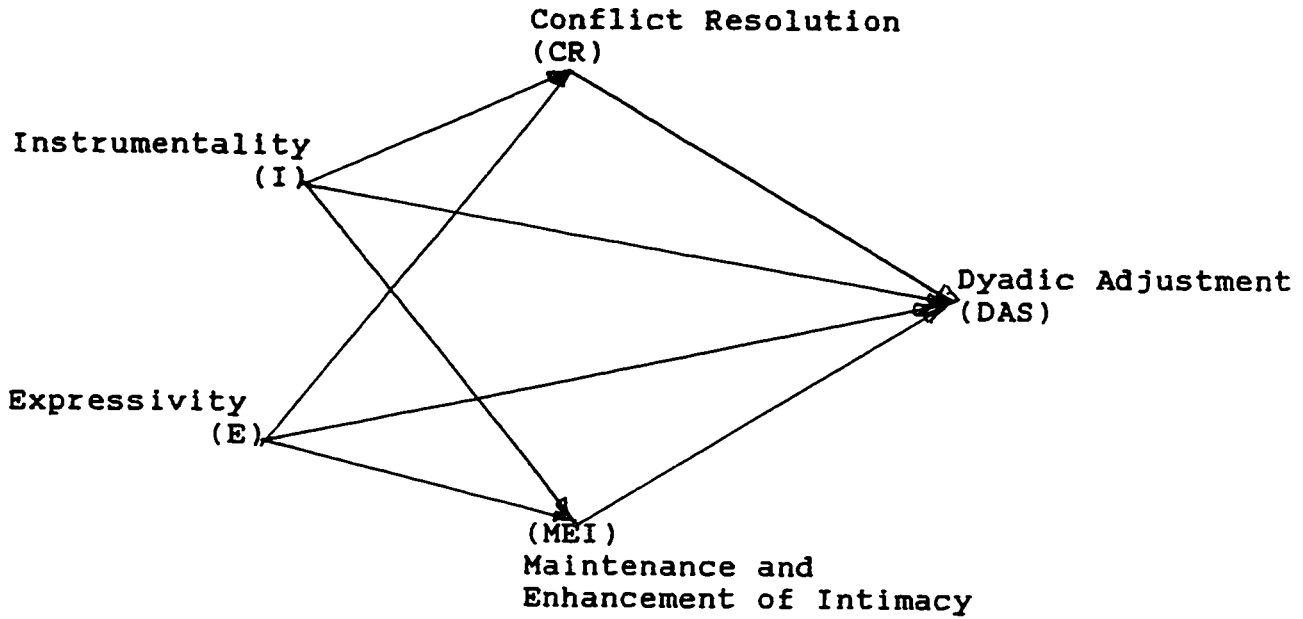


Figure 1. Conceptual model illustrating expected relations among variables.

Dyadic Adjustment and Satisfaction

There is a large body of couples research derived from correlational methods and utilizing self-reported levels of couple adjustment or satisfaction as outcome measure. This approach provides important information on participants' internal experience, which is otherwise unavailable to researchers. Given the data collection method, however, scores derived through self-report measures of dyadic adjustment or satisfaction are best viewed not as objective evaluations, but as respondents' subjective assessments of their well-being in relation to their relationship. Support for this view is provided by recent findings by Kurdek (1992) and Hunsley, Pinsent, Lefebvre, James-Tanner, and Vito (1995), who found most of the variance in DAS scores to be accounted for by the Dyadic Satisfaction subscale. With cautious interpretation, however, studies using the DAS and related measures provide a rich source for comparison.

Couple Processes

Maintenance and enhancement of intimacy.

Few would dispute the premise that intimacy is a potent aspect of couple relationships. Intimacy is related to relationship satisfaction (Tolstedt & Stokes, 1983), as well as to emotional dependence on relationships, relationship awareness, and reliance on such relationships for intimacy (Frazier & Esterly, 1990; Kipnis, Castell, Gergen, & Mauch, 1976; Vannoy, 1991; Waring, McElrath, Lefcoe, & Weisz, 1981). Post-1960 cultural norms of North America suggest that marriages and

common-law relationships are based not only on the desire, but indeed the expectation by both individuals (with some cultural variations) that marriage will provide emotional intimacy (Miller, Corrales, & Wackman, 1975; Rampage, 1994). Thus, increased value is being placed on the potential for emotional rewards in intimate romantic relationships, with a shift in the primary reasons to marry from security toward greater self-fulfillment, love, and companionship (e.g., Cancian & Gordon, 1988; Duncan & Duncan, 1978, cited in Losh-Hesselbart, 1987). These newer goals for marriage suggest a desire for greater relationship intimacy, defined here as a close emotional bond that provides security, mutual nurturance, and joy (Johnson, 1986).

Several components have consistently emerged from research into intimacy (e.g., Schaefer & Olson, 1981) and its relation to relationship satisfaction. These include, among others, self-disclosure and verbal expression of affection. The confiding of personal facts, thoughts, feelings, and desires (Schumm, Barnes, Bollman, Jurich, & Bugaighis, 1986) is related to the degree of relationship satisfaction (Reis, Senchak, & Solomon, 1985; Tolstedt & Stokes, 1983), and it serves a number of purposes. It reduces the ambiguity of meaning and intention, and it helps ensure coordinated action (Chelune, Rosenfeld, & Waring, 1985; Chelune, Waring, Vosk, Sultan, & Ogden, 1984), perhaps decreasing the risk of couple conflict. It allows the relationship to develop and to be sustained because it decreases personal

distance and favors increased emotional attachment. The most consistently high levels of intimate disclosure have been found to occur in the marital relationship (e.g., Gilbert, 1976, also see Cozby, 1973), with no gender differences in the degree of self-disclosure of men and women (Reis, Senchak, & Solomon, 1985), and some decrease in disclosures with age and relationship duration.

The ideal level of self-disclosure within the couple has been disputed (see Cozby, 1973). However, there is little evidence of a curvilinear effect of self-disclosure within the context of intimate relationships except where couples have extremely low relationship satisfaction (Schumm, Barnes, Bollman, Jurich, & Bugaighis, 1986). Despite its demonstrated value in relationships, however, it seems reasonable to assume that there is some measure of risk possible in self-disclosure. Consequently, self-assertion and emotional expressiveness both might be expected to be significantly related to reported levels of self-disclosure.

Self-disclosure is highly correlated with the perceived quality of a couple's relationship, but the strongest predictor of day-to-day marital satisfaction levels is the general perception that the partner cares (Holmes & Boon, 1990; Broderick, 1981). This perception is sensitive to the communication of feelings of closeness and of intense liking for the partner. Indeed, this specific type of self-disclosure is often crucial to partner satisfaction and emotional security.

Research indicates that self-disclosure and verbal expression of affection covary reliably (Tolstedt & Stokes, 1983), being powerful means of maintaining and enhancing couple intimacy (Chelune, Waring, Vosk, Sultan, & Ogden, 1984). As with self-disclosure, verbal expression of affection is positively related to relationship satisfaction, and it shows no interactive or curvilinear effects (e.g., Tolstedt & Stokes, 1983).

Conflict resolution.

Conflict is not uncommon in intimate relationships (Gilbert, 1976; Shaver & Hazan, 1988; Schaefer & Olson, 1981; Waring, McElrath, Lefcoe, & Weisz, 1981) and conflict resolution may be viewed as a special case of problem-solving. Researchers have extensively explored the means by which individuals in an intimate relationship resolve their differences, noting a general increase in problem-solving and communication skill over time (Markman, Silvern, Clements, & Kraft-Hanak, 1993). (For reviews, see Baucom, Notarius, Burnett, & Haefner, 1990, and Noller & Fitzpatrick, 1990.)

The constructive handling of negative feelings by a couple requires an approach style to conflict: a tendency to directly address conflict through the constructive use of skills in communication and problem-solving. At the couple level, these skills include the expression of one's subjective experience of the other's behavior, combined with the other's willingness to hear and validate that experience (see Holmes & Boon, 1990; Krokoff, 1991; Markman, 1991).

In contrast, ineffective attempts at conflict resolution include avoidance and negative escalation (i.e., a cycle of negative retaliation), and reliably predict marital distress over time (e.g., Gottman & Krokoff, 1989; Levinson & Gottman, 1985). Avoidant responses may be related to lack of self-confidence, and have been found to be more common among men than women, often as a function of aversively high levels of physiological arousal (Gottman & Krokoff, 1989).

The Relation Between Conflict Resolution and Maintenance and Enhancement of Intimacy

A couple's desire for a bond is insufficient without conflict resolution skills with which to address dissent. Dyadic conflict is not inherently negative, however. It is at the very least a forum for continued engagement. Nonetheless, without a mutual desire for the relationship to succeed, no effort at conflict resolution can bring a couple closer. Thus, conflict resolution and intimacy enhancement processes should be viewed as distinct but related constructs.

Research on "Masculinity" and "Femininity"

Researchers studying couple functioning have demonstrated much interest in the assessment of relations among couple adjustment and satisfaction, and the constructs of Masculinity and Femininity. By 1991, self-report instruments purporting to measure Masculinity and Femininity numbered over 150 (Lenney, 1991). The two most utilized of these over the past 15-20 years have been the Personality Attributes Questionnaire (PAQ; Spence,

Helmreich, & Stapp, 1974; 1975), and the Bem Sex Role Inventory (BSRI; Bem, 1974). (Detailed analyses of these measures are beyond the scope of this dissertation, and the interested reader is encouraged to consult Spence (1984) and Lenney [1991]). Despite its relatively greater popularity, the use of the BSRI has been surrounded by much controversy since its development, and this on several levels.

Construct labels.

Much of the BSRI's controversy has been based on the acceptability of inferences guiding the interpretation of BSRI findings. In contrast, the PAQ's theoretical assumptions have generally been limited to subscale content (i.e., trait clusters), despite the similarity of construct labels utilized.

Significant gender differences are often found in scores on the BSRI subscales (i.e., more assertiveness in men, more tendermindedness in women; Feingold, 1994). However, critics have argued that findings based on the BSRI (and PAQ and others, see Spence, 1984; Lenney, 1991) are not equivalent to findings regarding other components of the higher order constructs of "Masculinity" and "Femininity" (see Jackson, 1985), which include, in addition to the BSRI's dimensions, variables such as gender identification, sex-role orientation, and sex role stereotypes (e.g., Spence, Helmreich & Stapp, 1975). Nor are BSRI scores necessarily correlated with gender-specific attitudes, values, interests, or preferences (e.g., Aubù & Koestner, 1992; Nettles & Loevinger, 1983; Pleck, Sonenstein, & Ku, 1993;

Siavelis & Lamke, 1992). As an illustrative example, couple scores on the BSRI (and PAQ) tend not to be significantly correlated (Orlofsky, 1981), whereas there is significant covariance in couples' patterns of sex role expectations (White, Speisman, Jackson, Bartis, & Costos, 1986). These findings suggest a need for caution in comparisons of findings based on measures of "Masculinity" and "Femininity", as well as caution in the interpretation of these findings.

Critics of the BSRI advocate the use of construct labels reflective of item content. Because the item content of the BSRI was originally derived from Parson and Bales's instrumental-expressive dichotomy (see Bem, 1981; Wong, McCreary, & Duffy, 1990), some researchers have suggested the labels of Instrumentality and Expressivity. However, no terminology has gained widespread acceptance for the "Masculinity" dimension (alternately described as agency, interpersonal potency, dominance/self-assertion, and instrumentality), nor for the "Femininity" dimension (also known also as communion, interpersonal orientation/sensitivity and nurturance, and expressivity) (see Helgeson, 1994). This difficulty also extends to other measures based on these trait clusters, including the PAQ and Extended PAQ, as well as the short-form of the BSRI (BSRI-SF; Bem, 1979, 1981). The terms Instrumentality and Expressivity will be exclusively utilized throughout this thesis to reflect the origin of BSRI items, although it is acknowledged that some researchers identify subtle distinctions among the

alternative labels.

Despite its various controversies, the BSRI's construct validity as a measure of Instrumental and Expressive trait clusters is well-established, based on numerous evaluations of varying methodologies (Brems & Johnson, 1990; LaFrance & Carmen, 1980; Marsh & Byrne, 1991; Taylor, 1984; Uleman & Weston, 1986; Wiggins & Holzmueller, 1981; Wong, McCreary & Duffy, 1990), and it continues to enjoy widespread popularity. Below is a detailed (although not exhaustive) review of findings from research with individuals, followed by a review of studies of Instrumentality and Expressivity in relation to the couple variables of interest (i.e., dyadic adjustment and satisfaction, intimacy, and conflict resolution). A brief discussion then follows which examines theoretical and research issues pertinent to utilization of the BSRI for research, including the BSRI-SF. Although it has not been as widely utilized as the original BSRI nor caused similar controversy, the short-form of the BSRI has been described as a pure (i.e., nonconfounded) measure of the Instrumentality and Expressivity constructs (Spence, 1984), psychometrically equivalent to the well-established, factorially pure PAQ.

IE and research with individuals.

The majority of individual-level studies of Instrumentality and Expressivity have looked at various constructs related to psychological adjustment. The results obtained for each construct tend to vary based on respondents' gender, as well as on the exact nature of the outcome variable. Taken together, for men and

women Instrumentality appears to be more reliably related than Expressivity to general self-esteem, positive feelings, and psychological well-being, and it is said to be negatively correlated with various forms of affective distress (e.g., Bassoff & Glass, 1982; Hafner & Minge, 1989; Whitley, 1983).

Some writers have suggested that the strong relation of Instrumentality to various measures of psychological adjustment may be spurious due to item overlap (Aubù, Norcliffe, Craig, & Koestner, 1995; Taylor and Hall, 1982; Lenney, 1991) or to a tendency towards self-deception (see Aubù, Norcliffe, Craig, & Koestner, 1995). Instrumentality does represent traits which favor a certain form of survival of the individual (i.e., traits that facilitate accessing resources and controlling the environment), and as such it is somewhat related to subjective well-being and other aspects of adjustment. However, correlations have been demonstrated to be low (rarely exceeding .30), indicating that these are separate, if related, phenomena (see Spence's review, 1984).

The evidence for the contribution of Expressivity to psychological adjustment is also complex. Expressivity alone is believed to be only weakly related to levels of general self-esteem and subjective well-being (Lubinski, Tellegen, & Butcher, 1983; Ryff, 1989). However, it is positively related to social competence, social self-esteem, and other measures of subjective well-being related to an interpersonal context (see Aubù & Koestner, 1992; Marsh & Byrne, 1991; Wells, 1980). Expressivity

scores have also been shown to predict complaints of a somatoform, anxious, or affective nature (Conway, Giannopoulos, & Stiefenhofer, 1990; Elpern & Karp, 1984; Ingram, Cruet, Johnson, & Wisnicki, 1988), and to be related to high self-reported levels of submissive behaviour (Wiggins & Holtzmuller, 1981). Although the classes of dysfunction which are related to Expressive traits and Instrumental traits tend to be associated more with women and men, respectively (i.e., somato-affective for Expressivity, and high-risk "acting out" behaviours for Instrumentality), data are emerging which indicate that individuals' levels of Instrumentality and Expressivity are better predictors of types of dysfunction than is gender per se (Christensen & Heavey, 1990; Ingram et al., 1988; Joseph, Markus, & Tafarodi, 1992; White, Speisman, Jackson, Bartis, & Costas, 1986; Yelsma & Brown, 1985).

Given that Instrumentality and Expressivity are clusters of traits deemed desirable at least for one gender (see Bem, 1981), much research has been based on the expectation that high levels of both dimensions (i.e., two significant main effects, sometimes called the main effects model) would likely be cross-situationally advantageous to an individuals. Several studies would seem to support this claim, including results obtained through a variety of methodologies (e.g., self-reports, peer reports, and observational data). In comparison to others, individuals who are high on both Instrumentality and Expressivity (described for the present purposes as IE individuals) tend to rate themselves as happier, and to rate their goal-related stress

as less undesirable (Shaw, 1982). In comparison to other individuals, IE individuals have been observed to be skilled at both oppositional and expressive statements (Stokes, Childs, & Fuehrer, 1981), to be more flexible in problem-solving situations, and to handle relationship conflict more constructively and with more empathy (Baucom & Danker-Brown, 1979). As well, IE individuals have been found to be more socially adept and likeable (Ickes & Barnes, 1978; Major, Deaux, & Carnevale, 1981; Wells, 1980), and they report less apprehension about self-disclosure, and higher self-esteem (Spence, Helmreich, & Stapp, 1975). Their responses indicate relatively high levels of ego development (Nettles & Leovinger, 1983) and relatively greater personality integration (Wiggins & Holtzmuller, 1981).

These findings suggest that Instrumentality's self-enhancing and self-asserting components make an important contribution to interpersonal functioning beyond that expected from levels of interpersonal orientation and sensitivity (Hafner & Minge, 1989; Steenbarger & Greenberg, 1990). However, despite androgyny theory's implied interaction (see Lubinski, Tellegen, & Butcher, 1983; Spence, 1984) between Instrumentality and Expressivity (known as the interactive model), there is little evidence for such a statistical interaction. This suggests that Instrumentality's relation to an outcome variable is not moderated by the level of Expressivity, or vice versa.

IE and research with couples: Couple adjustment and satisfaction.

The study of couples and Instrumentality/Expressivity tends to be based on cross-sectional samples, using the original BSRI (or PAQ) and measuring self-reported relationship adjustment and satisfaction. The most informative of these findings have been derived from data collected from both individuals (e.g., Antill, 1983; Lamke, 1989; Murstein & Williams, 1983).

As might be expected from subscale item content, Expressivity has been found to be an important aspect of interpersonal relationships of an intimate nature. For men and women, Expressivity makes a unique contribution to relatively more adjusted and happy relationships--including the sexual relationship (e.g., Baucom & Aiken, 1984; Marchese, 1993; Murstein & Williams, 1983; Peterson, Baucom, Elliot, & Farr, 1989). Expressivity scores can predict relationship satisfaction up to six years later (Bradbury, Campbell, & Fincham, 1995), and they are correlated with pleasant interpersonal emotions and more effective relationship functioning, as corroborated by partner evaluations (Aubù, Norcliffe, Craig, & Koestner, 1995; Lamke, Sollie, Durbin, & Fitzpatrick, 1994). Where both individuals are low on Expressivity, there is a significant likelihood of having significant couple distress, or of being in couples therapy (Nettles & Loevinger, 1983; see also Peterson et al., 1989).

The possession of both characteristics is said to be not only desirable, but necessary to mental health (e.g., Helgeson,

1994; Guisinger & Blatt, 1994), although the evidence is less compelling than that for Instrumentality alone. Nonetheless, at least in some samples, both Instrumentality and Expressivity have been shown to be positively correlated with the highest levels of reported relationship adjustment and satisfaction (Peterson, Baucom, Elliot, and Farr, 1989; Zammichieli, Gilroy, & Sherman, 1988; Langis, Mathieu, & Sabourin, 1991). Moreover, IE individuals appear to cope more effectively with lengthy periods of partner absence (Patterson & McCubbin, 1984) and, in cases of divorce, to demonstrate greater psychosocial adjustment at one year reassessment compared to individuals high on Instrumentality alone or Expressivity alone (Alain & Lussier, 1988).

Some researchers have interpreted findings regarding IE individuals' high reported levels of marital adjustment to indicate that most of the variance in outcome scores is predicted by the high Expressivity levels. The inconsistency of a significant main effect for Instrumentality (e.g., Bradbury & Fincham, 1988) would appear to support this. However, in a number of cases, comparisons of IE individuals versus individuals high on Expressivity alone have found significant differences favoring the IE individual over the Expressive individual in relationships (Peterson, Baucom, Elliot, and Farr, 1989; Langis, Mathieu, & Sabourin, 1991; Zammichieli, Gilroy, & Sherman, 1988). This suggests that although Expressivity may be the most important single correlate, Instrumentality is also correlated with couple functioning in at least some instances.

Despite this support for Instrumentality, it has generally been observed that individuals high on Instrumentality alone tend to report less satisfaction and adjustment in their relationships than others, and to have a partner who also reported less adjustment and satisfaction (e.g., Antill, 1983; Aubù, Norcliffe, Craig, & Koestner, 1995; Bradbury & Fincham, 1988; Lamke, 1989; Murstein & Williams, 1983; Peterson, Baucom, Elliot, & Farr, 1989; Snell, 1989; Zammichieli, Gilroy & Sherman, 1988; also, see Marchese, 1993).

Among the most consistent findings in couples research is that the lowest reported levels of relationship functioning are found among couples where both individuals describe themselves as low in Expressivity as well as in Instrumentality (Peterson, Baucom, Elliot, & Farr, 1989). Indeed, such couples have been found to have a significant decrease in relationship satisfaction as little as one year later (Bradbury, Campbell, & Fincham, 1995), and to more frequently request marital therapy than any other couple (Peterson et al., 1989).

Overall, evidence suggests a positive correlation between reported relationship satisfaction and adjustment, and both Instrumentality and Expressivity. The relation of Expressivity to these couple variables appears stronger and/or more consistent than that of Instrumentality. Data have generally failed to support an interactive effect of Instrumentality and Expressivity, as demonstrated in a well-designed and thorough comparison of statistical models of reported marital adjustment

and the BSRI (Langis, Mathieu, & Sabourin, 1991; Langis, Sabourin, Lussier, & Mathieu, 1994). These researchers utilized hierarchical multiple regression analyses to test various statistical models which have been proposed in the literature, including interactive and curvilinear models. Results indicated that only the main effects model (i.e., two significant main effects) was reliably correlated with reported marital adjustment in their sample of 117 couples drawn from the community.

IE and research with couples: Intimacy.

In addition to studies of couple adjustment and satisfaction, some researchers have studied the relations among Instrumentality, Expressivity, and components of intimacy. Some researchers have found that the superior ability to give and receive love in the context of an intimate relationship--assumed here to be central to couple intimacy--is linked not to Expressivity alone as one might suppose from item content, but to a combination of both Instrumental and Expressive traits. Specifically, men and women high on Expressivity as well as Instrumentality were found to be highest on verbal expression of love and on the likelihood of expressing feelings, in comparison to individuals high on one or the other trait cluster, or high on neither. These results suggest an important contribution of self-assertion to intimate relationships of high quality. Coleman and Ganong (1985) interpreted their data as suggesting a behaviourally constraining quality to possession of high levels of Expressivity traits or Instrumentality traits alone (see also

Kelly & Worell, 1977; LaFrance & Carmen, 1980).

Other studies measuring Instrumentality, Expressivity, and self-disclosure have found differences in self-disclosure levels to be positively correlated with both trait clusters (e.g., Stokes, Childs, & Fuehrer, 1981), with variance in Expressivity levels accounting for the most variance. Trait scores were more reliably correlated with self-disclosure than gender (Aubø, Norcliffe, Craig, & Koestner, 1995; also see White, Speisman, Jackson, Bartis, & Costos, 1986). Interestingly, some data indicate important gender differences in the degree of correlation between Instrumentality, Expressivity, and self-disclosure, with Expressivity levels being significantly related to men's degree of communication intimacy, but not to women's (Markman, Silvern, Clements, & Kraft-Hanak, 1993).

That skills in intimacy maintenance and enhancement are non-gender specific was demonstrated by Davis and Oathout (1987), who found that empathic concern and the ability to take another's perspective were more closely related to interpersonal warmth and nurturance (i.e., to Expressivity traits) than to gender. Consequently, a man high on Expressivity might be expected to be more skilled in this area than, say, a woman high on Instrumentality only, or on neither dimension.

The mechanism by which Instrumentality is related to intimacy behaviour is still unclear. The suggestion has been made that Instrumentality contributes to intimacy behaviour by helping to prevent subjugation of the self. Indeed, without Instrumental

traits it is conceivable that individuals might ignore their personal needs, accepting too much responsibility for maintaining and enhancing intimacy (see Buss, 1990; Horowitz, 1979; Schwartz, 1979; Guisinger & Blatt, 1994). Conversely, very high levels of independence and self-assertion might be viewed as lack of caring by the partner.

In comparison, the presence of Instrumental as well as Expressive traits appears to provide an other-focus (i.e., partner and relationship needs and goals) as a function of Expressivity (see Sayers & Baucom, 1991; Siavelis & Lamke, 1992), as well as a self-focus (self-assertion and personal development) as a function of Instrumentality. One might expect some gender differences with respect to the strength of the relation between self-assertive, or Instrumental, traits and the maintenance and enhancement of intimacy, perhaps as a function of gender-specific differences in socialization. In North America, traditional socialization practices have tended to emphasize men's achievements and autonomy, in contrast to women's connections and attachments. The result may be that many women experience relatively lower discomfort/risk than men at emotional closeness and expressivity (see Balswick & Peek, 1971; Eisler & Blalock, 1991; Gilligan, 1982; Guisinger & Blatt, 1994; Josephs, Markus, & Tafarodi, 1992). Based on this literature, for men and for women, Expressivity is expected to be more strongly correlated than Instrumentality with reported intimacy behaviours that help enhance and maintain relationship intimacy. Instrumentality is

expected to be positively correlated with reported intimacy behaviours, although the strength of the relation with dyadic adjustment scores may be weak in contrast to that of Expressivity.

IE and research with couples: Conflict resolution.

Researchers have examined the relations among various aspects of conflict resolution using a number of research methods. Results have often indicated gender effects wherein the male partner is defensive and the female partner expresses high negative affect (e.g., Carstensen, Gottman, & Levenson, 1995). Laboratory studies measuring Instrumentality and Expressivity levels in addition to gender, however, have demonstrated that such gender effects often become nonsignificant when levels of Instrumentality and Expressivity (as well as marital distress) are considered (Markman, Silvern, Clements, & Kraft-Hanak, 1993; also see Ingram, Cruet, Johnson, Wisnicki, 1988).

Of Instrumentality and Expressivity, the strongest relation to effective conflict resolution is with Expressivity. Reported levels of Expressivity seem to be related to a high value being placed on intimate relationships, as well as comfort with emotional issues (although not necessarily comfort with the direct expression of anger) (Sayers & Baucom, 1991). Men who complain that their partner pursues issues excessively have been found to describe themselves as relatively low on traits of Expressivity. In this laboratory study, men's high Expressivity levels predicted their degree of facilitative conflict resolution

behaviours at reassessment six years later, as well as their wives' levels of relationship satisfaction (Markman, Silvern, Clements, & Kraft-Hanak, 1993).

As with intimacy, one might expect high levels of Expressivity alone to be related to high levels of sensitivity to the partner, including the partner's moods or criticisms (see Ingram, Cruet, Johnson, & Wisnicki, 1983). In contrast, Instrumental traits might provide the autonomy and self-assertion necessary for maintaining some psychological independence in the relationship, and for protecting one's fundamental rights. Indirect evidence for the positive contribution of Instrumentality to relationship functioning is emerging from longitudinal, microanalytic research of communication patterns (see Bradbury, Campbell, & Fincham, 1995; Markman, Silvern, Clements, & Kraft-Hanak, 1993; Sayers & Baucom, 1991).

In research with female participants, some studies have demonstrated a correlation between high reported levels of Instrumental traits and the ability to firmly set boundaries and to take risks and initiative, as well as to comfortably express angry feelings directly (Kleinplatz, McCarry, & Kateb, 1992). In contrast, laboratory research has indicated that women who describe themselves as low on Instrumental traits tend to submerge their anger and to make statements incongruent with their feelings (Evans, 1982; also see Buss's work on unmitigated communion, 1990).

In comparison to other individuals, persons describing

themselves as high on Instrumentality but not Expressivity appear to have a relatively greater focus on the self than on the relationship (see Baucom, Notarius, Burnett, & Haefner, 1990). This may partly explain the tendency of individuals high on Instrumentality alone to direct anger toward the frustrating person (Lobel & Winch, 1986). Other results from laboratory research have indicated that men describing themselves as high on Instrumentality alone assume a more polarized position toward the partner than do men high on Expressivity, as evidenced by exaggeration of their "masculine" traits during conflict (Babl, 1979). Thus, Instrumentality without Expressivity may be problematic to one's own, and to one's partner's, relationship satisfaction, although the mechanism for this remains unclear (but see Buss, 1990).

In summary, Expressivity appears to be related in both men and women to ensuring that the importance of the relationship is not overlooked. It is expected that the correlation of Expressivity to reported conflict resolution behaviours will be a positive and significant one. In contrast, the impact of Instrumentality on conflict resolution behaviour is less clear, although there appears to be some evidence for a positive contribution to conflict resolution. The effect of Instrumentality may be weak or indirect, despite the social desirability of its item content. Further, gender differences might occur as a function of North-American socialization practices, which have traditionally reinforced men for behaving

competitively and assertively under adversarial circumstances (of which conflict is often perceived to be an example), whereas women's socialization has tended to emphasize cooperation and compromise (Gilligan, 1982). However, as cited above, some research has indicated a correlation between women's ability to address conflict directly and comfortably and high levels of reported self-assertive traits.

Theoretical and Methodological Issues Concerning the BSRI

The goal of this thesis was to develop and test a model of Instrumentality and Expressivity using the BSRI-SF as measure of these constructs. Consequently, theoretical and methodological issues which have been raised about the original BSRI must be examined.

Widespread utilization of the BSRI has provided strong evidence of its internal and test-retest reliability since it was designed by Bem in 1974. However, in contrast to the PAQ which also has established psychometric properties, a number of concerns remain about the nature of the constructs measured, its psychometric properties, and theoretical and statistical issues pertaining to the theory of psychological androgyny and its related scoring and classification methods. Although an exhaustive review of this literature is beyond the scope of this thesis, brief mention will be made of those aspects of Bem's theory and research which are most directly relevant to the present research. (For a detailed analysis of these issues, see Spence's [1984] thorough review.)

Orthogonality.

Bem described the BSRI subscales as logically independent, and reported nonsignificant correlations in her normative samples (Bem, 1981). These data are generally supported by other studies (see Spence, 1984; Taylor, 1984), including factor analytic research (see Lenney, 1991). However, small significant correlations are not uncommon (see Lenney, 1991), and multitrait multimethod analyses indicate less than perfect orthogonality (Wong, McCreary, & Duffy, 1990). The short form proposed by Bem has improved orthogonality over the long-form (BSRI-SF, Bem, 1979; 1981; Wong et al., 1990).

Social desirability.

Bem's inclusion of Femininity items with negative social desirability to attempt to balance social desirability levels across subscales appears to have introduced psychometric irregularities into the BSRI (see Pedhazur & Tetenbaum, 1979; Taylor, 1981). As well, the nature of instructions to participants in the normative research (i.e., evaluation of the desirability of traits by gender) has resulted in a measure which is, not surprisingly, correlated with social desirability measures (Lenney, 1991; Marsh, Antill, & Cunningham, 1989). As a consequence, several authors, including Bem (1979; 1981), have offered modified forms which omit negatively valenced items. Research on social desirability has indicated a stronger relation of Expressivity scores to social desirability than of Instrumentality scores (Bem, 1981; Taylor, 1981), perhaps more so

among female respondents. The possibility of a response bias confound must therefore be considered in data interpretation.

Factorial structure.

Many studies have examined the BSRI's factorial structure (for reviews see Lenney, 1991; Spence, 1984). In one of the earliest and most cited of these studies, Pedhazur and Tetenbaum (1979) described a number of psychometric weaknesses. Specifically, four factors were identified rather than the hypothesized two. This finding has been reliably replicated using various statistical methods, including the multitrait multimethod approach (Brems & Johnson, 1990; Briñre, Ward, & Hartsough, 1983; Marsh, Antill & Cunningham, 1989; Marsh & Myers, 1986; Wong, McCreary, & Duffy, 1990). Notably, two items ("Masculine" and "Feminine") were found to represent a separate factor distinct from the main factors which were described as clusters of the traits of Instrumentality and Interpersonal Sensitivity (i.e., Expressivity).

Androgyny theory.

The BSRI has often been utilized to test predictions derived from Bem's androgyny theory. Psychological androgyny has been variously defined as the possession of both the Masculine and Feminine gender roles (initially, as equal levels, and later as high levels of both), and perhaps of neither role (that is, a transcendence of gender roles) (see Spence, 1984). Because the cross-situational advantage of psychological androgyny was hypothesized to occur through an optimal combination of the BSRI

constructs, this has been said to imply an interactive process (Locksley & Colten, 1979; Lubinski, Tellegen, & Butcher, 1983; Taylor & Hall, 1982). However, research does not generally support an interactive effect of BSRI subscale scores (but see Payne & Futterman, 1983).

Given the previously-cited evidence that the BSRI is more parsimoniously viewed as a measure of the trait clusters of Instrumentality and Expressivity, not necessarily correlated with scores on the higher order constructs of Masculinity and Femininity, interpretation of findings in the present research will be limited to item content and data collection method. That is, data are believed to represent self-reported perceptions of levels of these two trait clusters. Consequently, neither gender role theory nor androgyny theory will be utilized as referents.

Scoring and classification.

Many of the theoretical and statistical difficulties in question have arisen from attempts to derive a combination rule to obtain a single score from BSRI subscale scores, based on principles of, and subsequent modifications to, androgyny theory. However, it has been demonstrated that different scoring schemes imply different theoretical positions (Spence, 1984), and produce gender-specific differences in the nature of what that single score represents (see Brière, Ward, & Hartsough, 1983).

Classification methods have been described by Bem (1981) as a useful way of visually representing the characteristics of sample findings--that is, for descriptive purposes. However,

according to Pedhazur and Tetenbaum (1979), the factorial irregularities of the BSRI make the most popular method of categorization (i.e., the median split method), a crude and inappropriate classification scheme. For research purposes, Bem (e.g., 1977), Spence (1984), Langis, Sabourin, Lussier and Mathieu (1994), Marsh, Antill, & Cunningham (1989), Marsh and Byrne (1991), Lubinski, Tellegen, and Butcher (1983), and Taylor and Hall (1982), have all advocated the use of regression analyses as an appropriate method to test for interactional effects, perhaps followed by analyses of variance where significant interactive effects have been identified.

As analyses of variance are a specific form of regression analysis (Taylor & Hall, 1982; Edwards, 1985), the results of analyses of variance with BSRI data are said to be similar to results of regression analyses under most circumstances (Spence, 1984), and have been described as often equally appropriate (Lenney, 1991; Marsh & Byrne, 1991). However, the drawbacks of analyses of variance are viewed by many researchers as significant (Cohen & Cohen, 1983; Pedhazur, 1982). These include loss of variance in individuals' scores and thus a loss of statistical power over regression techniques, unstable classifications which are fully dependent upon the characteristics of the specific sample (e.g., in median split approach, the median of the sample), the creation of statistical "noise" where individuals' classification results are different although their scores were initially close to the medians (see

Bem, 1981), and the inability to test for curvilinear effects. One recommended improvement over the median-split method has been to utilize quartiles (Kelly & Worell, 1977; Marsh & Byrne, 1991).

In contrast, regression methods have the advantage of preserving all statistical variance in scores. As a result, regression analyses are now considered by many to be superior to analyses of variance, particularly with respect to research and model testing (Bem, 1977, 1981; Fiske, Kenny, & Taylor, 1982; Spence, 1984). Testing interaction effects requires entering all main effects in previous steps, followed by the interaction term on a subsequent step. Most regression programs protect against the multicollinearity and singularity which is sometimes introduced by testing product terms by using tolerance levels to screen the entry of variables (Tabachnick & Fidell, 1989). Despite these strengths to multiple regression analyses, such analyses are highly sensitive to the nature and order of the variables in the equation, and can only reveal relationships, rather than imply causality.

Refining the use of the BSRI.

In response to these various concerns about the psychometric properties of the BSRI, Bem and several others have proposed alternate forms to the original instrument (e.g., Bradbury, Campbell, & Fincham, 1995; Taylor, 1981; Vonk & van Nobelen, 1993). Bem's modified BSRI (BSRI-SF: Bem, 1979; 1981) has two subscales of 10 items each, plus 10 filler items. Each subscale is comprised of two factorially pure measures of the trait

clusters of Instrumentality and Expressivity. The measure excludes the original items with a negative social desirability rating, as well as those items which failed to load on the two primary factors in the original BSRI (including the items "Masculine" and "Feminine"). Despite these changes, Bem has elected to retain the original construct labels of Masculinity and Femininity. The labels of M and F are sometimes utilized.

Very little BSRI-SF research is available as yet (e.g., Harrington & Andersen, 1981; Payne & Futterman, 1983), but some researchers are electing to use the BSRI-SF for comparison of findings with the BSRI (and PAQ). Comparative studies indicate that the BSRI-SF is one of the purest measures of the Instrumentality and Expressivity constructs, empirically and conceptually interchangeable with the PAQ (Lubinski, Tellegen, & Butcher, 1983; Marsh, Antill, & Cunningham, 1989; Spence, 1984). Interestingly, despite .90 correlations between original and short-form subscales (Lenney, 1991), Bem has rejected the use of this instrument for her research, stating that core elements of Masculinity and Femininity have been removed in the short form, which lead to different patterns of findings from those obtained with the original instrument, including different classification results (Frable & Bem, 1985; Jackson 1985). Perhaps those items considered confounds by most researchers (especially "Masculine" and "Feminine") are those items which most directly assess the Masculinity and Femininity dimensions which are of interest to Bem.

In summary, given the research findings detailed above, the two BSRI measures appear to be reliable and valid measures of the trait clusters of Instrumentality and Expressivity, and should be parsimoniously interpreted as such (Spence, 1984; Spence, 1993). Research evidence indicates that the BSRI-SF is a purer measure of these constructs, equivalent to the PAQ in its factorial purity. It should be noted, however, that Bem has argued against this more limited use and interpretation of the original BSRI (Lenney, 1991).

The Research Project

This dissertation aimed at advancing research on intimate relationships by testing the potential usefulness of reported conflict resolution and intimacy maintenance and enhancement behaviour as mediators of the relation among BSRI subscales and reported dyadic adjustment. The constructs of interest, as well as important issues concerning Instrumentality and Expressivity in couples research, were presented in the Introduction. Two separate studies were designed and conducted, and are presented here.

Study 1 served to inform the design and methodology of Study 2 through attempting a conceptual replication of the statistical study of couples by Langis, Mathieu and Sabourin (1991). These researchers found significant main effects, but no evidence of a significant interactive effect of Instrumentality and Expressivity in predicting reported dyadic adjustment. Evidence of significant interactive effects between the BSRI-SF's

Instrumentality and Expressivity subscales in Study 1 would require important modifications to the planned path analytic approach intended for testing Study 2's mediator-related hypotheses, because interactive effects among independent variables violate the assumptions of this statistical approach. To facilitate the interpretability and generalizability of findings, a relatively more heterogeneous sample of couples was recruited than was studied by Langis and her colleagues, and the BSRI-SF was utilized instead of the BSRI because of its greater construct purity.

Study 2 tested the replicability of Study 1 findings concerning the prediction of DAS scores from the main effects and interactive models, to assess the feasibility of a path analytic approach with this new sample. A larger and relatively more heterogeneous sample of couples was recruited for Study 2 than was obtained for Study 1, to enhance the generalizability of findings. The possibility that reported levels of relationship-specific conflict resolution (CR) behaviour and intimacy enhancement and maintenance (MEI) behaviour mediate the relations among dyadic adjustment and the trait clusters of Instrumentality and Expressivity was then explored.

Reported maintenance and enhancement of intimacy behaviour was operationalized as reported self-disclosure and verbal expression of affection, measured with two subscales of the Revised Scale of the Feelings and Behaviours of Love (RSFBL: Swenson, 1961; Swenson, Nelson, Warner, & Dunlap, 1992). Reported

conflict resolution behaviour was operationalized as a combination of relative confidence concerning personal efficacy, and a relatively effective conflict resolution style (i.e., approach versus avoidance), as assessed through self-reports on a questionnaire based on a modification of the Problem Solving Inventory (PSI: Heppner & Petersen, 1982; Nezu, 1985; Sabourin, Laporte & Wright, 1990). (See the Method section of Study 2 for details.)

Study 1

Research Hypotheses

Hypotheses for Study 1 included predictions about the relation of individuals' DAS scores to their own BSRI-SF subscale scores, and the relation of individuals' DAS scores to their partner's BSRI-SF scores. Results are described briefly in the text, in keeping with the preliminary nature of Study 1.

(Corresponding regression tables are found in the Appendices.)

The importance of Study 1 findings to the design of Study 2 is outlined in the Discussion section.

The (replication) hypotheses for Study 1 were that:

- A) Instrumentality and Expressivity would both be significantly correlated with participants' reported level of dyadic adjustment.
- B) The interactive (I times E) model of Instrumentality and Expressivity would account for a significant amount of additional variance in reported dyadic adjustment beyond that accounted for by the main effects.

- C) Partners' Instrumentality and Expressivity scores would both be significantly correlated with participants' self-reported dyadic adjustment level.
- D) The combination of both partners' Instrumentality and Expressivity scores would account for a significantly greater proportion of dyadic adjustment score variance than that accounted for by either the individual's own scores, or the individual's partner's scores.
- E) All relations among Instrumentality and Expressivity main effects and reported dyadic adjustment were expected to be positively valenced.

Significant prediction of variance in DAS scores refers to a significant increase in R^2 occurring with the inclusion of the variable(s) in that particular step of the hierarchical regression analysis. Note that use of the term "prediction" throughout this dissertation refers strictly to statistical prediction based on correlational data--that is, testing the strength of a relation between scores. Statistical prediction does not imply a causal relation among variables.

Sample Size Requirements.

Although formal statistical equations are available from which to calculate necessary statistical power to detect a significant effect, the more common practice is to derive sample size estimates from existing tables which consider the number of dependent variables, the choice of alpha level, and the anticipated effect size based on the research literature. Sample

size requirements for Studies 1 and 2 were estimated in this manner based on Cohen (1992).

For Study 1, assuming the standard alpha level of .05, an anticipated medium effect size, and a maximum of 7 variables per analysis, the number of participants required is approximately 100 couples. A large effect size (i.e., as anticipated from the Expressivity variable) would require a minimum of 50 couples. These values are well within the 10 to 20 participants per independent variable recommended by Tabachnick and Fidell (1989). Therefore, the recruitment target for Study 1 was 100 couples.

Method

Participants

The initial sample consisted of 195 participants ($n = 101$ women, $n = 94$ men), all of whom were married or cohabiting with a partner of the opposite sex. Participants were required to have lived together a minimum of 6 months at the time of completion of the questionnaires. Due to incomplete data sets and data distribution outliers, the analyses reported here are based on the responses of 150 participants (i.e., 75 couples).

The mean age for men was 30.1 years ($SD = 7.6$) with a range from 20 to 57 years. The mean age for women was 28.3 years ($SD = 7.1$) with a range from 19 to 49. Couples had been living together an average of 5 years ($SD = 5.7$). Nearly 30% (26.7%) had at least one child together. Eight percent (8%) of men ($n = 6$) and 15% of women ($n = 11$) had been previously married. Of these 17 individuals, all six of the men (100%) and most of the women

(81.8%; $n = 9$) had had children with a previous partner. None of the men's children lived with their biological father and his partner, whereas 54.5% of the women were sharing their household with their child(ren) by a previous relationship ($n = 6$).

Participants were generally well-educated. Seventy-two (72%) percent of women and eight-three (83%) percent of men had a college degree or higher. Of these women, 13.3% had a post-graduate university degree, as did 17.3% of these men (see Appendix A). Fifty-one percent (51%, $n = 38$) of female participants and 28% ($n = 21$) of male participants reported that being a student was their primary occupation. Other occupational domains varied widely (see Appendix B). Most couples reported combined yearly earnings of \$20,000 to \$40,000. Twenty-four percent had a combined income of \$70,000 or more (see Appendix C). Personal income for men, women, and the total sample are reported in Appendix D.

Comparisons to 1991 Census data from Statistics Canada (published in 1995) indicated that the average family income in the Ottawa-Carleton region was higher than that of this sample (\$64,815). Approximately 10% of the population in the Census earned \$70,000 or more--versus 25% in the present sample. Education levels for the region indicated that approximately 20% of the adult population had an undergraduate university degree or higher.

Measures

The short form of the Bem Sex Role Inventory (BSRI-SF) was used to measure Instrumentality (I) and Expressivity (E) (Bem, 1981). Consisting of half of the items from the original BSRI, it is made up of 10 items each for the Instrumentality and Expressivity subscales as well as 10 filler items. Bem's choice of items was based on factor analytic data, with the goal of maximizing internal reliability, as well as orthogonality between subscales (Bem, 1981). No items were retained which had negative social desirability. The subscales are logically independent, although not perfectly orthogonal. Correlational data show modest correlations of approximately .10 to .15, indicating a small shared effect size (Bem, 1981; Lenney, 1991). For female respondents, internal reliability coefficients are reported as .84 for Expressivity and .87 for Instrumentality, and one-month test-retest reliability is reported as .85 for Expressivity, and .91 for Instrumentality. Values are equal or higher for male samples. Research with the original BSRI indicates that it has good concurrent validity, in that in interpersonal situations with at least implicit demands for Instrumental or Expressive behaviours, subjects' behaviour in each domain is correlated with corresponding trait scores (e.g., Taylor, 1984; Uleman & Weston, 1986; Wiggins & Holtzmuller, 1981). (See Appendix E.)

The Dyadic Adjustment Scale (DAS) was used as the measure of reported dyadic adjustment. The DAS (Spanier, 1976) is a 32 item, primarily Likert-style questionnaire developed for married and

cohabiting couples. The global index represents the sum of scores on the four subscales (i.e., Consensus, Satisfaction, Cohesion, and Affectional Expression). This total score is the most often used in research, as recommended by Spanier. The global DAS index has an internal consistency alpha of .90 or greater for men and women in heterosexual relationships, and it is highly stable over time (Kurdek, 1992; see also Carey, Spector, Lantinga, & Krauss, 1993). The measure has been shown to have good construct validity, as it is highly correlated with other measures of marital quality and can differentiate between distressed and nondistressed couples. Although it is possible to combine couples' individual scores for a couples score, this scoring method results in an important loss of information about individuals' own perceptions of the relationship. In the present research, respondents' individual global DAS index scores were utilized exclusively. (See Appendix F.)

Procedure

The findings reported in Study 1 are based on data obtained as part of a larger survey of couples currently in marital or cohabiting relationships of six months duration or longer. Participants for the survey were recruited through local advertisement (i.e., radio, community service cable channels, posters, and newspapers), and through presentations made at evening classes at the University of Ottawa. Potential participants provided their names and telephone numbers either on a sign-up sheet or on a telephone answering machine. These

individuals were then contacted by the researchers, who provided information according to a script approved by the Human Research Ethics Committee (HREC) of the School of Psychology (see Appendix G). Potential participants were made aware of the importance of each individual filling out his or her questionnaire separately and without consultation with the partner, to most effectively assess each individual's experience of the relationship. When asked about partner participation, most callers stated that their partner was aware of the study and had accepted to participate. (Also see Appendices H through J for copies of the Studies 1 and 2 Project Approvals from the HREC.)

Interested individuals were mailed a questionnaire package to their home, to be completed and returned (see Appendix K for a copy of the Study 1 questionnaire). The questionnaire package included a detailed cover letter explaining the purpose of the study. Also included in the package were 2 stamped return envelopes, two questionnaires (including demographic questions), and a detailed consent form for each individual. As outlined both in the consent forms and cover letter, each individual who wished to participate was to read, sign, and return the consent form with their questionnaire. To maintain the integrity of the selected measures, questions were presented measure by measure. Approximate time to complete the questionnaire was approximately 1.5 to 2 hours, as previously determined through feedback from a small convenience sample of four individuals of varying levels of formal education.

If questionnaires had not been returned within 4-6 weeks of mailing, couples were contacted by telephone and encouraged to submit their completed questionnaires if they wished to be involved in the study. Participating couples were assured that either or both individuals could withdraw at any time, but that in the event that one individual withdrew from the study, the remaining questionnaire would still be useful for some statistical analyses. An approved script was also utilized for this second telephone contact (see Appendix G). Of the 254 couple packages sent out, responses were obtained from 195 of 508 individuals (38.3%), representing 105 of the 254 couples who had requested a questionnaire package (41.3%).

Results

Prior to testing the research hypotheses, all variables were closely examined for accuracy of data entry, missing values, and distribution characteristics. Skewed demographic variables were transformed where appropriate, and outliers identified and dealt with according to recommendations by Tabachnick and Fidell (1989). This process resulted in normal distributions of scores. Internal reliability values were verified and found to range from acceptable to very satisfactory across BSRI-SF subscales and DAS scores. (See Appendix L for a detailed description of the data screening procedures.) It should be noted that the obtained sample for Study 1 did not meet the suggested sample size of 100 couples, indicating somewhat less statistical power than might be optimal. Nonetheless, multiple regression analyses with 10 cases

per independent variable per analysis are considered acceptable (Tabachnick & Fidell, 1989).

Table 1 presents a summary of means, standard deviations, and alpha coefficients for men's and women's global DAS scores and BSRI-SF subscale scores, as well as results from Student t-tests. Sample means for men and women were found to be very similar to those reported by Spanier (1976) in his original married sample ($M = 114.8$), and by Carey, Spector, Lantinga, and Krauss ($M = 113.1$; 1993). Comparison of normative data with Study 1 descriptive statistics indicated that women's Instrumentality scores, and particularly men's Expressivity scores, were relatively high, with less variability in scores. As well, male respondents' scores on the Instrumentality dimension tended to be less variable than in the normative sample of men. (See Appendix M.) Correlations among men's and women's age, BSRI-SF subscale scores, and DAS scores are summarized in Table 2. Couples' age was correlated $.92$ ($p < .001$), and (not shown) age was correlated $.71$ and $.70$ with relationship duration for women and men, respectively (p 's = $.001$). Couple DAS scores were correlated $.62$ ($p < .001$), similar to findings in other couples studies (e.g., $r = .64$, Kurdek, 1992; $r = .53$, White, Speisman, Jackson, Bartis, & Costos, 1986).

Research hypotheses were tested using a combination of standard and hierarchical multiple regression analyses. Due to differences in response formats across the BSRI-SF and DAS instruments, all Beta weights reported are standardized for ease

of interpretability, as recommended by Pedhazur (Kerlinger & Pedhazur, 1982). As a precaution against overestimation of R^2 due to the modest sample size in Study 1, the R^2 values reported are Adjusted R^2 , as recommended by Tabachnick and Fidell (1989).

Table 1.

Men's and Women's Means, Standard Deviations, and Reliability Coefficients for the BSRI-SF Subscales and DAS for Study 1

	Men ($n = 75$)			Women ($n = 75$)		
	<u>Mean</u>	<u>SD</u>	Alpha	<u>Mean</u>	<u>SD</u>	Alpha
I	4.8	.67	.76	5.0	.71	.77
E	5.6	.66	.84	5.7	.65	.86
DAS	114.7	12.5	.90	115.8	13.5	.91

Note. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale; Alpha: Cronbach's reliability coefficient. Student t-tests indicated nonsignificant differences at the $p = .03$ significance level (Bonferroni adjustment from .05) for men and women on (pooled) variance estimates for Instrumentality: $t(148) = -.96$, Expressivity: $t(148) = -1.23$, and DAS: $t(148) = -.50$.

Table 2

Study 1 Correlations Among Women's and their Partners' I, E, and DAS Scores (N = 75 couples)

	I	E	DAS	pAge	pI	pE	pDAS
Age	.03	-.16	-.00	.92***	-.16	-.03	-.00
I	-	.15	.22	.04	.07	.11	.19
E		-	.42***	-.15	.29	.07	.43***
DAS			-	.01	.29	.11	.62***
pAge				-	-.15	-.07	.01
pI					-	.31**	.33**
pE						-	.20
pDAS							-

Note. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale; p: partner data.

** $p < .01$, *** $p < .001$

Relating DAS Scores to Participants' Own BSRI-SF DataPooled data.

The regression model tested proved to be significant; $F(4, 145) = 6.37, p < .001$, (see Appendix N). The first step, with gender entered alone, was statistically nonsignificant. Instrumentality and Expressivity scores, entered simultaneously, were both significant predictors of levels of DAS, accounting for a total of 11% of the variance in DAS scores. The multiplicative term was nonsignificant. These findings supported Hypothesis A, which stated that both Instrumentality and Expressivity would be significantly related to dyadic adjustment levels. The positive values for Instrumentality and Expressivity Beta weights provided support for Hypothesis E. Results failed to support Hypothesis B, which stated that the multiplicative model of Instrumentality and Expressivity would predict additional variance beyond that accounted for by the main effects model.

Separate gender analyses.

Additional regression analyses were also carried out which examined men's and women's responses separately. This decision was based on the level of analysis of primary research interest, which was gender similarities and differences. Two major statistical issues were of concern.

First, couple data are often nonindependent, as demonstrated in Study 1 by the significant correlation between partners' individual DAS scores ($r = .62$). This indicates that couples' perceptions of their relationships are similar, although far from

identical. Nonetheless, such covariance between scores might be expected to produce artificially high correlations among the other couple variables of interest, confounding the strength of relations among variables. Second, despite a nonsignificant effect for gender in predicting DAS, and despite nonsignificant differences between Instrumentality and Expressivity scores for the sample's men and women (see Table 1), major components of Instrumentality and Expressivity (assertiveness and tender-mindedness, respectively) have been found to correlate significantly with male and female gender, respectively (Feingold, 1994). This suggests the possibility that different psychological models may best represent the relations among Instrumentality, Expressivity, and dyadic adjustment. This hypothesis would be impossible to test with a pooled sample. For these reasons, separate gender analyses were conducted despite the loss of statistical power inherent in halving the full sample.

In these analyses, several demographic variables were included in a first regression step. This regression step was judged to be important in that DAS variance which could be attributed to covariance on the demographic variables in question would be extracted before the subsequent regression step consisting of the individual Instrumentality and Expressivity scores. Briefly, a combination of hierarchical and simultaneous multiple regression analysis was utilized to control for shared variance with respondents' age (square root), personal income,

education level, and occupation (coded as a categorical variable). Instrumentality and Expressivity subscale scores were then entered simultaneously on a second step, and the multiplicative term (I times E) was entered alone on the third and last step.

For the male subsample, the full regression model was found to be nonsignificant, $F(7, 61) = 1.84, p = .10$. (See Appendix O.) The first step failed to reach statistical significance. The second step (i.e., test of main effects) did reach significance, accounting for 11% of men's DAS variance. Only the Beta weight for Instrumentality was statistically significant, being positively related to men's reported dyadic adjustment. The Expressivity Beta weight failed to reach statistical significance, as did the multiplicative term in the third step (i.e., test of interactive effects). These results provided partial support for Hypothesis A in that only the Instrumentality score Beta weight attained statistical significance. Both the Instrumentality and Expressivity Beta weights were positive in value, providing some support for Hypothesis E. The nonsignificant interaction term failed to support Hypothesis B.

For the female subsample, the regression model explained approximately 24% of variance in women's DAS scores; $F(7, 62) = 3.72, p = .002$. The first step accounted for 10% of variance in women's DAS, with a significant Beta value for women's primary occupation. The second step accounted for another 14% of DAS variance, with only the Expressivity Beta weight reaching

statistical significance. Results provided partial support for the main effects model (Hypothesis A) but failed to support the interactive model (Hypothesis B). Beta weights were positively valenced, supporting Hypothesis E. (See Appendix P.)

Given the significant Beta weight for the primary occupation demographic variable and the large female subsample of students (i.e., 51%), brief post-hoc statistical comparisons between student and non-student female participants were conducted to examine group differences in relations among the variables. (See Appendices Q and R.) Results suggested the presence of (at least) two cohorts. However, due to the low statistical power available with such small subsamples, no further analyses were conducted.

Relating DAS Scores to Partner Data

Hypothesis C predicted that respondents' partners' Instrumentality and Expressivity scores would covary with respondents' own DAS scores. In the two three-step regression analyses that follow, men and women's DAS scores served in turn as outcome variable, and partner demographic data and BSRI-SF subscale scores were entered as potentially significant predictors of variance. Variables and order and method of entry in the regression equation were identical to those of the previous two hierarchical multiple regression analyses.

For the male subsample, the statistical model was significant; $F(7, 62) = 2.75$, $p = .01$. Only the second step reached statistical significance, explaining approximately 13% of men's DAS variance, with a significant and positive Beta weight

value only for women's Expressivity scores. (See Appendix S.) Results supported Hypothesis E, but only partially supported Hypothesis C.

For the female subsample, the full regression model was statistically nonsignificant; $F(7, 61) = 1.37, p = .23$. (See Appendix T.) Once again, these findings provided support for Hypothesis E, but only partial support for Hypothesis C.

Relating DAS scores to Couples' BSRI-SF Scores

Hypothesis D stated that the statistical prediction of reported dyadic adjustment levels of individuals within a couple is more effective (i.e., explains more variance) when considering the combination of each individual's Instrumentality and Expressivity scores, in comparison to consideration of either the individual's BSRI-SF scores, or the individual's partner's BSRI-SF scores. A final pair of regression analyses was conducted in Study 1. Demographic variables were excluded due to the relatively modest sample size. The four variables in question were entered simultaneously in one step (i.e., both individuals' BSRI-SF subscale scores), to assess which variables most reliably predicted variance in the outcome variable.

For the male subsample, DAS results indicated that the regression model was statistically significant, explaining approximately 21% of variance in men's DAS scores; $F(4, 70) = 5.99, p < .001$. As with the previous model which tested the women's subsample, the only Beta weight reaching statistical significance was women's Expressivity scores, which were

positively correlated with men's DAS. These findings provided weak support for Hypothesis D, in that only one variable of the four in the equation obtained a significant Beta weight. All Beta weights were positive, however, as predicted in Hypothesis E. (See Appendix U.)

For the female subsample, DAS results indicated that the regression model was statistically significant, explaining approximately 19% of variance in women's DAS scores; $F(4, 70) = 5.33, p < .001$. Of the four variables entered, only women's level of Expressivity reached statistical significance. Men's Instrumentality scores, which had previously been found to be a significant correlate of women's DAS, became nonsignificant in this equation. These results provided only partial support for Hypothesis D. All Beta weights were positively valenced, supporting Hypothesis E. (See Appendix V.)

It should be noted that for Study 1, the demographic variable of duration of the relationship was not included in regression equations that included the age variable because of the substantial correlation between these variables for men and women (.70 and .71, respectively). All analyses in Study 1 which included demographic variables were repeated, substituting relationship duration (\log^{10}) for age (square root). Results were identical to the findings presented thus far, with no significant predictive power detected for either age or relationship duration.

Discussion

In Study 1, separate gender analyses highlighted the strong correlation between the Instrumentality and Expressivity subscales and individuals' DAS scores, although there were important gender specific differences in patterns of relations. As expected, Expressivity scores covaried positively and significantly with female participants' own DAS levels. Men's reported levels of dyadic adjustment were most highly correlated with their level of Instrumentality--an unexpected result. Study 1 findings consistently failed to support the interactive model.

Gender-specific findings were also found in analyses relating men's and women's DAS to their partners' BSRI-SF data. Whereas variance in women's Expressivity levels reliably accounted for variance in men's dyadic adjustment as predicted based on the literature, men's level of Instrumentality, rather than Expressivity, was most strongly related to women's DAS levels, in contrast to reported findings (e.g., Antill, 1983; Murstein & Williams, 1983). When competing to account for variance in men's and women's DAS scores, respectively, only women's reported Expressivity scores were significantly correlated with both partners' reported dyadic adjustment.

Several factors may explain findings from the separate gender analyses. For men's data, the small sample size may not have provided the statistical power to detect what is perhaps a small effect size of Expressivity when predicting men's own and their partners' DAS levels. If this was the case, insufficient

power would also have prevented a true test of the interaction effect. The hypothesis of insufficient power appears unlikely, as much of the couples research has found a rather robust effect of men's Expressivity in predicting men's own and their partners' dyadic adjustment. A more likely explanation is that the male subsample's relatively low variance for Expressivity (i.e., compared to BSRI-SF norms) resulted in a statistical variable which was all but constant, regardless of differences in the outcome variable. Such a distribution of scores would result in a (misleading) nonsignificant main effect for that variable.

Another possible explanation for the difference in results compared to those cited in the literature is that research based on the BSRI is known to occasionally result in a different pattern of findings from that obtained with the short-form (see Bem, 1981; Lenney, 1991). Specifically, the short-form of the BSRI is said to result in a narrower range, and higher mean, of scores than that obtained with the original BSRI. Although this may serve as a partial explanation of Study 1 findings in comparison to research with the long-form, a comparison of sample distributions and normative data for the short-form BSRI indicates that the male subsample of Study 1 did report higher levels of Expressivity than expected based on BSRI-SF norms. Unfortunately, no BSRI-SF couples data were located which could be utilized for comparison purposes.

Another possibility is that score distributions are the result of cohort effects specific to the population represented

in this study. Significant sample differences are indeed present between the Study 1 sample and those of cited studies. Male and female participants of Study 1 were more likely to be university students, young, cohabiting for a relatively short period of time, and unmarried, with a relatively modest income. Given these multiple differences in sample characteristics, it is possible that data accurately reflect differences in Instrumentality and Expressivity occurring naturally across different cohorts, with the "best fit" psychological model differing among various demographic groups.

An alternate hypothesis to that of a cohort effect is that findings reflect differences between the American and Canadian cultures. Comparison to a similar Canadian study which used the BSRI long-form (e.g., Langis, Sabourin, Lussier, & Mathieu, 1994) supports the contribution of Expressivity in predicting women's DAS, but both Instrumentality and Expressivity in predicting men's DAS. Differences in samples preclude closer comparisons.

Another possibility is that there have been widespread (i.e., cross-cohort) socio-political changes in North America over the last 20 years, with increased self-assertion among women, and increased levels of nurturance and interpersonal sensitivity among men. Indirect evidence for this comes from the fact that the young, adult university population of the normative 1978 sample, although similar in many ways to the present sample, obtained means quite different in some cases from our sample means (albeit with a much larger sample). The normative sample

obtained a more traditional distribution of trait scores by gender than were found in the current sample. However, if social change is indeed a significant factor, then one might expect to replicate current findings when assessing a more heterogeneous sample. Direct comparisons of the present findings are problematic due to use of a variety of measures of Instrumentality and Expressivity (i.e., some with more than trait content items). This hypothesis was tested in Study 2, which again utilized the short-form BSRI, but with a larger and more heterogeneous sample than that obtained in Study 1.

Finally, social desirability factors can affect self-reporting. This could have resulted, in Study 1, in female participants over-reporting their level of self-assertive traits, and male participants downplaying their self-assertive traits while exaggerating their level of interpersonal sensitivity and expressivity. To assess this possibility, a validated measure of the social desirability dimension of Impression Management (IM) was included in the Couples Survey questionnaire of Study 1 to control for this potential response bias. The Impression Management measure is a subscale of the Balanced Inventory of Desirable Responses [BIDR]; Paulhus, 1991: See Appendix W for a description, and Appendix X for a copy of the IM subscale.)

No significant correlations were found among scores on the Impression Management measure and either DAS scores or BSRI-SF subscale scores (Also see Hunsley, Vito, Pinsent, James, & Lefebvre, 1996.). Further, inclusion of social desirability

scores as a control variable on the first step of Study 1 hierarchical multiple regression analyses resulted in removal of this variable from subsequent analyses due to consistently nonsignificant Beta weight values.

The significant correlation between men's Instrumentality and Expressivity scores but not women's was unexpected, raising the possibility that this was a spurious finding, that it represents a gender effect, or a validity issue. Given the large number of correlations, it is possible that this finding is meaningless, and ought not to be over-interpreted. Conversely, it may be that men responded to the questionnaire differently than women. This possibility cannot be further explored on the basis of the available data. Alternately, some questionnaires intended for the male partner may have been answered by the female partner, resulting in a different pattern of findings from those typically obtained with men's "true" self-reports on the BSRI-SF. Although this is possible given the difficulties of verifying responder identity using at-home survey methodology, every effort was made to minimize research demand characteristics and to be open and accepting of participants' right to withdraw from the study at any time. This is expected to have maximized participants' willingness to be open and honest in following the study protocol or choosing to withdraw from the study. Consequently, the likelihood that this might have occurred often enough to alter the final correlational pattern in men's data seems very remote.

Perhaps a measure of the degree of tendency towards political correctness ought to have been included to provide some measure of the relation among BSRI-SF subscale scores and attitudes towards the Instrumentality and Expressivity traits in men and women. Alternately, a measure of degree of adherence to traditional sex roles might have helped in the prediction of relations among BSRI-SF scores and gender, although these variables are by no means equivalent (see the literature review by Spence, 1984).

Results of Study 1 did successfully replicate a number of the findings from the Langis project (1991, 1994). First, the main effects model of Instrumentality and Expressivity was supported in that scores on both subscales were found to be correlated with variance in DAS scores when pooling all respondents' scores and controlling for gender, as reported in the Langis, Sabourin & Mathieu article (1991). This statistical model accounted for 11% of DAS--almost identical to results by Langis and her colleagues using the long-form BSRI. Somewhat weaker results were noted for Instrumentality than for Expressivity, a pattern similar to that obtained by Baucom and Aiken (1984), and by Peterson, Baucom, Elliot, and Farr (1989).

In comparing the notable differences among results obtained from utilizing a pooled sample and those obtained from the separate gender samples, however, the risk of obtaining misleading data with pooled couple scores became clearer. Controlling for gender in a first regression step can fail to

identify complex relationships among gender and the predictor variables of interest (e.g., gender, Instrumentality, and Expressivity). As well, pooling genders can lead to an additive effect for gender specific significant main effects (e.g., adding the predictive value of men's Instrumentality scores and women's Expressivity scores).

There may be other factors which help explain the differences in results from pooled and separate gender analyses. Perhaps the loss of statistical power resulting from halving the full sample of 150 individuals for gender specific analyses led to insufficient ability to detect a significant effect for the weaker variable. Assuming an alpha level of .05, a power level of .80, and a medium effect size, a sample size of 76 individuals would likely have detected a statistically significant effect (Cohen, 1992), very close to the current sample size. However, for a small effect size (given the same alpha and power levels) 547 participants would have been required, much larger than the sample size obtained by Langis and her associates. Therefore, this explanation seems unlikely, given that other researchers have identified significant main effects for Instrumentality and Expressivity with much more modest sample sizes.

A second possible explanation is that the nonindependence of couples' individual DAS scores inflated the strength of correlation among the variables of interest, resulting in significance levels which capitalized on this shared variance. This risk has been highlighted by Kashy and Snyder (1995).

Although the reasons for the differences cannot be stated with certainty based on the analyses conducted, the decision to pool genders in couples analyses for the sake of maximizing statistical power must be weighed carefully, as the resulting ambiguity and loss of information is substantial. At the very least, separate gender analyses should also be considered (as Langis and her colleagues subsequently reported in 1994).

In summary, results based on the BSRI-SF did not support the interactive IE model, but generally supported the main effects model in that self-reported levels of Instrumentality and Expressivity appeared to have a positive relation to self-reported levels of dyadic adjustment across genders (i.e., all Beta weights positive). However, Beta weights did not always reach statistical significance, and gender-specific differences in findings were noted.

These results should be viewed with caution, given the limitations of the study. Self-report measures allow researchers to study the intrapsychic experience, but they are also subject to conscious and unconscious efforts at self-presentation. Further, in cases of at-home surveys, validation of responder identity can be problematic.

Multiple regression analysis is highly sensitive to the order and nature of the variables in the equation, and results can only reflect the merit of a particular equation to account for variance in the outcome variable. Further, the large number of hypotheses and analyses in Study 1, and the presence of

significant correlations among couples' scores on Instrumentality, Expressivity, and/or the DAS increased the likelihood of making a Type 1 error. This risk was related in part to the sample obtained, and to its representativeness of the population of interest. Any attempt to generalize from the current findings should be limited to individuals of similar demographic background. In particular, the high numbers of student participants in Study 1 suggests the possibility of cohort effects specific to university samples (see Implications for Research and Theory). Similarly, given the factorial purity of BSRI-SF subscale content, interpretation of results beyond the constructs of Instrumentality and Expressivity traits is inappropriate. For this reason, comparisons with data from other studies should be reserved for data obtained with equivalent measures (notably the PAQ), and only cautiously to the long-form BSRI.

In conclusion, Study 1 sought to address statistical and methodological issues of importance to designing a study looking at possible mediators of the relation among DAS scores and Instrumentality and Expressivity. These issues were explored through an attempt to conceptually replicate findings by Langis and her colleagues (1991), using the BSRI-SF rather than the BSRI. Results indicated that the BSRI-SF subscale scores did covary reliably with self-reported dyadic adjustment, and that the interactive model of Instrumentality/Expressivity did not predict variance in DAS scores beyond that accounted for by the

main effects. Based on these findings, use of the BSRI-SF in Study 2 was supported, and path analysis was retained as a (likely) appropriate statistical tool for testing the mediator model. Other modifications to the methodology of Study 2 based on Study 1 findings included a stronger emphasis on obtaining a heterogeneous sample, particularly with respect to age and relationship duration.

Study 2

Study 2 sought to replicate findings from Study 1 concerning the relative statistical power of the main effects and interactive models of Instrumentality and Expressivity to predict variance in dyadic adjustment, with a larger and more heterogeneous sample than obtained in Study 1. Replication of Study 1's nonsignificant findings for the interactive model would permit the utilization of a path analytic approach to assessing relations among BSRI-SF subscales, dyadic adjustment, and two proposed mediators of the BSRI/dyadic adjustment relation: self-reported conflict resolution (CR) behaviour, and self-reported behaviour related to the maintenance and enhancement of intimacy (MEI). (See Figure 1). Consideration of partner scores on the BSRI-SF and on the proposed mediators is expected to improve statistical prediction of variance in individuals' reported levels of dyadic adjustment.

Results are provided in two sections. The first section includes descriptive data and results of replication analyses (corresponding tables are available in the Appendices). In the

second section, results of path analyses are provided.

Research Hypotheses

The specific hypotheses concerning the proposed mediators were as follows, with all Beta coefficients expected to be statistically significant:

- 1) Variance in Instrumentality and Expressivity scores would be positively related to higher reported levels of dyadic adjustment. That is, direct paths of each of the BSRI-SF subscores to the outcome variable would be significant. (Hypotheses F and G, respectively.) This is an attempt to replicate findings from Study 1 (i.e., Hypothesis A.)
- 2) Effective conflict resolution behaviour (i.e., low scores) and effective intimacy enhancement and maintenance behaviour (i.e., high scores) would be related to higher reported levels of dyadic adjustment. That is, the paths from reported conflict resolution behaviour to self-reported dyadic adjustment, and from reported intimacy maintenance and enhancement behaviour to self-reported dyadic adjustment would be significant. (Hypotheses H and I, respectively.)
- 3) When reported levels of conflict resolution and intimacy enhancement and maintenance behaviours are considered as statistical predictors of reported levels of dyadic adjustment, the strength of the direct relations (i.e., paths) between the BSRI-SF subscales and dyadic adjustment would decrease (Hypotheses J and K, respectively), whereas the indirect paths of Instrumentality and Expressivity

mediated by self-reported conflict resolution (Hypotheses L and M, respectively) and self-reported intimacy maintenance and enhancement (Hypotheses N and O, respectively) would be significant.

These same relations among variables are expected to hold when correlating partner BSRI-SF, CR, and MEI scores to individuals' own DAS scores. Specifically,

- 4) Partners' Instrumentality and Expressivity levels would be positively related to relatively higher reported levels of dyadic adjustment. That is, direct paths of partner BSRI-SF subscales to individuals' DAS scores would be significant. (Hypotheses P and Q, respectively). This is an attempt to replicate findings from Study 1 (i.e., Hypothesis C).
- 5) Partners' self-reports of relatively effective conflict resolution behaviour (i.e., low partner scores) and of relatively effective intimacy enhancement and maintenance behaviour (i.e., high partner scores) would be related to higher reported levels of dyadic adjustment. That is, the direct paths from partners' scores on the proposed mediators would be significantly correlated with DAS scores. (Hypotheses R and S, respectively).
- 6) When partners' reported levels of conflict resolution and intimacy enhancement and maintenance behaviours are considered as predictors of reported levels of dyadic adjustment, the strength of the relation of partner Instrumentality and Expressivity scores to dyadic adjustment

would decrease. That is, the direct paths of partner scores on Instrumentality and Expressivity to DAS would be significantly reduced (Hypotheses T and U, respectively), whereas the indirect paths of Instrumentality and Expressivity mediated by conflict resolution (Hypotheses V and W, respectively) and intimacy maintenance and enhancement (Hypotheses X and Y, respectively) would be statistically significant.

No formal hypotheses were generated concerning the relative strength of individuals' own versus their partner's data in predicting individuals' DAS scores. However, it was expected that consideration of data from both individuals would account for a relatively larger proportion of the variance both in women's and men's DAS scores than where predicting from either individual's data alone.

Sample Size Requirements

For Study 2, assuming an alpha level of .05, a medium effect size, and a maximum of 8 variables per analysis, the recommended sample size would be 107 couples. This sample size allows just under 15 participants per variable, well within recommendations by Tabachnick and Fidell (1989). Therefore, the recruitment target for Study 2 was 110 couples.

Method

Participants

Study 2's sample consisted of 328 newly recruited participants ($n = 175$ women, $n = 153$ men), all of whom were

married or cohabiting with a partner of the opposite sex. Given the relative ease of recruiting young couples from the University student population for Study 1, recruitment efforts were directed off-campus, towards the greater Ottawa-Carleton region--including rural regions. The goal was to recruit older, non-student couples likely to be in relationships of a relatively greater duration than couples of the Study 1 sample. Initial criteria for inclusion included cohabitation of at least 1.5 years' duration where both individuals were 25 years of age or older.

Advertisements were placed in locations which would be of relevance to couples varying widely on income level, occupation, age, cultural background, and education level (e.g., local newspapers and specialty publications, community service television programs, community centers, laundromats, churches, cultural friendship centres, general and specialty stores in nearby suburban and rural areas).

During the latter period of the data collection, inclusion criteria were relaxed to ensure the broadest variability on all demographic variables including age, relationship duration, and occupation, thus ensuring the greatest possible generalizability of results. At this time, any couple could participate a) if they had cohabited at least 1.5 years, or b) if at least one partner was 25 years of age or older and the couple had cohabited for at least six months. This relaxing of the inclusion criteria added 25 couples to the final sample, including 18 couples where one individual was 25 years of age over, and 7 couples where both

were under 25. Due to incomplete data sets and data distribution outliers, the analyses reported here are based on the responses of 238 participants (119 couples). The most common reasons given for incomplete couple data sets by the participating partner (i.e., provided to the researcher in the second telephone contact) included lack of interest by the male partner, or current couple distress.

In the final sample of 119 couples, the mean age for men was 37.1 years ($SD = 12.6$) with a range from 20 to 78 years, older than the Study 1 male subsample's mean age of 30.1 years, ($SD = 7.6$) in Study 1. The mean age for women was 34.7 years ($SD = 11.0$) with a range from 18 to 72, older than the Study 1 female subsample's mean age of 28.3 years in Study 1 ($SD = 7.1$). Couples in Study 2 had been living together an average of 8.8 years ($SD = 10.0$), longer than the average 5 years' cohabitation for the Study 1 sample ($SD = 5.7$). Fifty-eight (58%) percent of couples were legally married and 42% were living common-law. Forty-one percent (41%, $n = 49$) had at least one child together.

Most respondents reported their cultural background as being English-Canadian (63.9% of men, 59.7% of women) or French-Canadian (19.3% of men, 23.5% of women). This is roughly equivalent to the figures provided by Statistics Canada. However, a great many cultural groups were represented in the Study 2 sample, reflecting the cultural diversity of the Ottawa-Carleton region. (See Appendix Y.) Seventeen percent of men (17%, $n = 20$) and 17% of women ($n = 20$) had been previously married. Of these

20 men and 20 women, all the men and 15 of the women had children by a previous partner. One man reported having a child with a previous partner, although the couple had never legally married. Of the 21 fathers who had children with a previous partner, five (23.8%) had their child(ren) living with them. Eleven (55%) of the 20 women had their child(ren) living with them.

Participants were generally well educated. Over 82% percent of women ($n = 98$) and over 73% of men ($n = 87$) had a college degree or higher. Of these 87 men and 98 women, 11.8% of women and 16.8% of men held post-graduate degrees (see Appendix Z.). Most couples reported substantial combined yearly earnings, with over 50% of the sample earning \$70,000 or more, with evidence of a possible ceiling effect for this variable (see Appendix AA). Personal income for men, women, and the total sample are reported in Appendix BB. Occupational domains varied widely, with 17% of female participants ($n = 20$) and 14% of male participants ($n = 17$) describing themselves primarily as students (see Appendix CC.) In contrast, 51% of women and 28% of men in Study 1 were university students. Comparisons to a 1995 report from Statistics Canada (based on Census information from 1991) indicated that the average family income in the Ottawa-Carleton region was \$64,815. Approximately 10% of the population reported earning \$70,000 or more, with individual income levels for women averaging \$22,292, and for men, \$36,694. Approximately 20% of the adult population had an undergraduate university degree or higher. (See Appendix ZZ for a summary of Study 1 and Study 2 demographic

characteristics.)

Measures

The Bem Sex Role Inventory; Short-form (BSRI-SF) was used to measure Instrumentality (I) and Expressivity (E). (See Method section of Study 1 for psychometric data, and Appendix E for a copy of the Inventory, respectively.)

The Dyadic Adjustment Scale (DAS) was used as the self-report measure of dyadic adjustment. (See Method section of Study 1 for psychometric data, and Appendix F for psychometric data and a copy of the DAS, respectively.)

The measure of Conflict Resolution (CR) was based on modified content from two subscales of a measure of self-appraised general problem-solving behaviours and attitudes (Problem Solving Inventory [PSI] (Heppner, 1988; Heppner, Hibel, Neal, Weinstein, & Rabinowitz, 1982; Heppner & Petersen, 1982; Nezu, 1985; Sabourin, Laporte & Wright, 1990)). This instrument was designed on the basis of factor analysis and a sample of 150 university students. Internal reliability coefficients for the two subscales of interest and for the total score are .84 or higher. The measure is not correlated with intelligence measures or academic achievement. Test-retest at two weeks was .85 or higher (for details and for other examples of estimates of validity, see Heppner & Petersen, 1982).

Correlational data have indicated significant relations of self-reports of a confident and effective problem-solving style to fewer irrational beliefs, more problem-focused coping

practices (also see Phillips, Paziienza, & Ferrin, 1984), greater enjoyment of cognitive activities (Heppner, Reeder, & Larson, 1983), low levels of psychological distress (Nezu, 1985), an internal locus of control (for a review of validation studies see Heppner, Kampa & Brunning, 1987), and psychological adjustment as evaluated by corresponding MMPI profiles (Heppner & Anderson, 1985). (Blind) interviewer-based observational ratings suggest good differentiation between low and high scorers on the PSI, with ratings indicating greater insight, awareness of problem-solving processes, and thoughtfulness in individuals who rate themselves as confident and likely to approach (rather than avoid) a problem (Heppner, Hibell, Neal, Weinstein, & Rabinowitz, 1982). One longitudinal study of couples using observational and self-report methods indicated no gender differences in PSI scores (Markman, Silvern, Clements, & Kraft-Hanak, 1993; also see Sabourin, Laporte, & Wright, 1990). The originators of the PSI have encouraged use of the instrument in couples research (Heppner & Petersen, 1982).

Questions from the PSI were modified for the specific context of conflictual interactions with the partner. As with the original PSI, respondents selected a response from a six-point scale from Strongly Agree (1) to Strongly Disagree (6). Eleven questions explored conflict solving confidence, and 15 items assessed approach-avoidance style to couple conflict. Ten questions were reverse-scored. The individual's total score was obtained from the sum total of these two subscales. Due to the

absence of reliability data for these modified items, the CR subscales were assessed for internal reliability both at the subscale and total score levels, and for men and women, using Cronbach's alpha reliability coefficient. All alpha values were found to be .85 or higher. High correlation values between the CR subscales (r 's = .64 and .56 for men and women, respectively, p 's < .001), led to a decision to utilize only the total CR score in all subsequent analyses. It is to be noted that low scores on the CR measure are desirable because they represent a relatively confident and proactive approach to conflict resolution. In the instructions to participants, the specific situational context for responding was "conflict in your intimate relationship". (See Appendix DD for a copy of the CR measure utilized in Study 2.)

Two subscales from the Revised Scale of the Feelings and Behaviours of Love (RSFBL) (Swenson, 1961; Swenson, Nelson, Warner, & Dunlap, 1992; Swensen, Eskew, & Kohlhepp, 1981) were selected to measure self-reported behaviour which helps maintain and enhance relationship intimacy (see Appendix EE). The RSFBL is derived from statements by 300 people who were asked to describe their behaviour and feelings about loved ones, including friends, family members, same-sex friends, or partners. The 383 obtained items were factor analyzed independently for each type of relationship, and combined for one overall factor analysis. The instrument was then administered to 250 college students, who responded for each type of friendship, and these results were also factor-analyzed. Responses to the questionnaire were also

collected for each type of friendship from 262 people of 18-26 years old, 210 people of 26-50, and 81 subjects over 50 years of age.

Six factors consistently appeared. Scales were reduced in number through examination of factor-item correlations. The six derived subscales include verbal expression of affection (20 items), self-disclosure (of intimate personal facts, 20 items), as well as tolerance of loved ones' bothersome aspects (21 items), moral support, encouragement, and interest (24 items), unexpressed feelings (19 items), and material evidence of affection (16 items). The instrument was modified to provide 5 rather than 3 response choices, and to improve item clarity. The modified scale was re-normed on 206 married people of an average of 42 years of age, a relationship duration of 18 years, and a college education. Norms are also available for a matched sample of couples seeking marital counseling and couples from the community, where the mean age was 36 years, relationship duration was 11 years, and participants had a high school education.

The instrument has most frequently been utilized to study marriages, often in conjunction with the Marriage Problems Scale but also with a variety of constructs related to the marital relationship. Cronbach's alphas range from .78 to .97, with a total scale reliability coefficient of .94. Test-retest reliability scores for one week ranged from .77 to .93 for the original measure. Several subscale scores (including verbal expression of affection and self-disclosure) have the power to

discriminate between functional and dysfunctional couples, as does the total score (Fiore & Swensen, 1977). No gender differences have been identified in responses to the RSFBL, and the scales are not affected by social desirability (Dunlap, cited in Swensen, Nelson, Warner, & Dunlap, 1992).

Two subscales were selected from the RSFBL. Subscales were excluded where they involved the provision of material resources, or the necessity for restraint from dissent (i.e., a possible confound with conflict resolution). Subscales were chosen for inclusion where they represented commitment to intimacy despite the possible presence of some emotional risk (i.e., the 20-item Verbal Expression of Affection subscale, and the 20-item Self-Disclosure [of intimate, personal facts] subscale). A third subscale of interest was excluded due to the lower level of emotional risk involved (i.e., Moral support, encouragement, and interest). Respondents selected a response from a 5-point scale from Never (1) to Always (5).

In the Study 2 sample, internal reliability coefficients were .88 or higher. As with the CR measure, high correlation values between these subscales for men and for women (r 's = .67 and .52 for men and women, respectively, both p 's < .001), resulted in selection of the sum total of the two subscales as MEI score for all subsequent analyses, rather than subscale scores. In the original instrument, each of these two subscales includes items related both to partner behaviour and to respondent behaviour. For the purposes of Study 2, only items

assessing the respondent's own behaviours were entered in the calculation of MEI scores. Alpha coefficients provided in Table 3 are based on this restricted pool of items.

Procedure

Participants were recruited through local advertisement (radio and community television stations, posters, publications). Potential participants provided their names and phone numbers either on a sign-up sheet, or on a telephone answering machine. Interested individuals were contacted by the researcher, who provided information using a script approved by the Human Research Ethics Committee of the School of Psychology (see Appendix FF for a copy of this script). Emphasis was placed on the importance of each individual filling in the questionnaire separately, including the necessity of avoiding discussion of individuals' responses. Interested couples were mailed a questionnaire package to be completed and returned.

The questionnaire package included two identical sets of questionnaires (including a detailed cover letter and demographic questions), informed consent forms, and stamped return envelopes. (See Appendix GG for a copy of the consent form, cover letter, and demographic questions.) To maintain the integrity of the selected measures, questions were presented measure by measure. Approximate time to complete the questionnaire was one hour, as assessed by a convenience sample of 2 couples with various educational backgrounds who also provided feedback on clarity of instructions. If questionnaires had not been returned within 2 to

4 weeks of mailing, participants were contacted by telephone by the researcher and encouraged to submit their completed questionnaires if they wished to be involved in the study. This second contact by the researcher also followed a script approved by the School of Psychology's Human Research Ethics Committee (see Appendix HH). At this time, participants were assured that they could participate in the study even if their partner had decided not to complete his or her questionnaire.

Of the 267 questionnaire packages mailed to interested individuals, responses were obtained from 183 couples (68.5%). Couples reported their original source of information regarding the study as being presentations by the researcher (2.5%), acquaintances, friends, family members and co-workers (21%), posters on bulletin boards in community centers, church halls, laundromats, stores, etc. (10.9%), and television and newspaper advertisements (65.5%). Of the returned packages, 145 couples (54.3%) returned data sets from both partners. Thirty women ($n = 30$, 11%) and 8 men (3%) sent back only one questionnaire because one person had elected not to participate.

Results

Prior to conducting the analyses of interest, all variables were examined for accuracy of data entry, missing values, and characteristics of distributions. Scores on the CR, MEI, DAS, and BSRI-SF subscales were computed. Univariate and multivariate outliers on all variables were dealt with according to suggestions by Tabachnick and Fidell (1989). (See appendix II for

details of data screening procedures.) These procedures resulted in a final sample size of 119 couples, exceeding the recruitment target for Study 2, which was 110 couples.

The internal consistency values for men's and women's CR, MEI, BSRI-SF subscales, and full-scale DAS were then determined. All reliability coefficients fell within the acceptable to highly satisfactory range. A summary of alpha coefficients, means, and standard deviations for these measures are presented in Table 3. Correlation values among variables of interest for women and their partners are presented in Table 4. A comparison of BSRI-SF means for Study 2 and the normative samples is available in Appendix M.

Examination of the demographic characteristics of the final 25 couples to participate in the study (i.e., younger couples) indicated that these individuals were more likely to be university students. Given the possibility that this subsample represented a different cohort (e.g., young university couples similar to couples recruited for Study 1), correlational data for these younger couples were compared to the remainder of Study 2 couples ($n = 94$) and to the overall sample of 119 couples. Results of these comparisons indicated that correlational patterns within couple subsets were indeed different, but that in no instance did the strength or direction of correlation in the younger sample ($n = 25$) change the strength or direction of correlation in the overall sample (i.e., the correlational pattern for the overall sample was in all cases essentially the

same as that of the subset of 94 couples where both were 25 years of age or older, and in a relationship of at least 1.5 years duration or more.

Table 3.

Means, Standard Deviations, and Reliability Coefficients for the
BSRI-SF Subscales and DAS for Study 2

	Men			Women		
	(n = 119)			(n = 119)		
	Mean	SD	Alpha	Mean	SD	Alpha
I	4.9	.75	.81	4.8	.75	.80
E ***	5.3	.69	.84	5.9	.69	.88
CR **	71.7	19.01	.87	65.7	17.31	.85
MEI ***	74.4	17.12	.95	82.3	15.43	.93
DAS	112.7	12.11	.79	115.6	11.08	.77

Note. I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; Alpha: Cronbach's alpha reliability coefficient.

Student t-test results indicated that men and women had similar scores on Instrumentality ($t(236) = 1.30, p > .01$, Bonferroni adjustment), and DAS ($t(236) = -1.96, p > .01$) (pooled variance estimates). Men and women had dissimilar scores on Expressivity ($t(236) = -6.12, p < .001$), CR ($t(236) = 2.53, p = .01$), and MEI ($t(236) = -3.71, p < .001$) (separate variance estimates).

Table 4 (p 1 of 2).

Study 2 Correlations Among Women's and their Partners' I, E, CR, MEI, and DAS Scores

	2	3	4	5	6	7
1: Age	-.11	-.09	-.02	-.30**	.14	.91***
2: I		-.05	-.28	-.00	-.07	-.15
3: E			-.31**	.33***	.34***	-.07
4: CR				-.37***	-.30**	.02
5: MEI					.41***	-.30**
6: DAS						.13
7: pAge						
8: pI						
9: pE						
10: pCR						
11: pMEI						
12: pDAS						

Note. N = 119 couples. Age: Square root of age; I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; p: man's score. Correlations of age and relationship duration (not shown) were .72 and .80 for men and women, respectively.

** $p < .01$, *** $p < .001$.

Table 4 (p 2 of 2).

Study 2 Correlations Among Women's and their Partners' I, E, CR, MEI, and DAS Scores

	8	9	10	11	12
1: Age	-.18	-.11	-.00	-.22	-.02
2: I	-.04	.05	.04	.19	-.04
3: E	.16	.12	.04	.24	.21
4: CR	.00	-.17	.01	-.33***	-.20
5: MEI	.07	.30**	-.26**	.43***	.35***
6: DAS	-.13	.16	-.28**	.26**	.51***
7: pAge	-.11	-.09	-.01	-.23	.04
8: pI		.12	-.18	.27**	.19
9: pE			-.43***	.45***	.23
10: pCR				-.40***	-.42***
11: pMEI					.40***
12: pDAS					-

Note. N = 119 couples. I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; p: man's score. Correlations of age and relationship duration (not shown) were .72 and .80 for men and women, respectively. ** $p < .01$, *** $p < .001$.

Testing the Replicability of Study 1 Findings

Interaction terms among variables in a path analytic model are a violation of the assumption of linearity (Kerlinger & Pedhazur, 1973). Therefore, as a preliminary set of analyses to testing proposed path analytic models, the regression analyses from Study 1 (i.e., predicting individuals' own and partner DAS from Instrumentality and Expressivity scores) were repeated. As well, regression analyses were conducted for each of the mediator variables in turn. These analyses were also intended to rule out significant interactive effects which would affect inclusion of these proposed mediators in the path models. Given the literature trends, it was expected that, as with DAS as outcome variable, the multiplicative IE model would not add significant predictive power to Instrumentality and Expressivity main effects.

DAS scores as dependent variable.

Study 2 regression findings confirmed Study 1 results of no significant predictive value to the interactive term of I times E either for men or women, and this when predicting either their own or their partner's DAS scores (see Appendices JJ through MM). With respect to the patterns of main effects for Instrumentality and Expressivity, results provided support for much of the existing long-form BSRI (and PAQ) research. Individuals' own DAS scores in Study 2 were reliably correlated with their Expressivity (but not their Instrumentality) scores. Men's DAS scores also covaried reliably with their partner's Expressivity

(but not Instrumentality) scores. Variance in men's BSRI-SF scores did not covary with variance in their partner's DAS. In contrast, Study 1 findings had indicated that Expressivity was related to women's own, and to their partner's, dyadic adjustment scores, whereas Instrumentality was related to men's own, and to their partner's, dyadic adjustment scores (see the Study 1 Discussion for possible explanations for Study 1 findings). Among demographic variables, variance in primary occupation failed to account for any variance in DAS in the Study 2 sample.

All replication analyses were repeated with relationship duration (\log^{10}) replacing participants' age (square root) as a control variable. Results (not shown) were the same as for the age variable. That is, no Step 1 (i.e., demographic variables) was significant in any of the four regressions, and no Beta weight for the relationship duration variable was significant in any of the four analyses.

The proposed mediators as dependent variables.

In predicting Conflict Resolution, the multiplicative term was nonsignificant in all four cases (see Appendices NN through QQ). Further, as with the previous analyses utilizing DAS scores as outcome variable, men and women's own levels of Expressivity were correlated with desirable (i.e., low) self-reported CR scores. Interestingly, women's scores also covaried reliably with their Instrumentality trait scores, supporting the main effects model of IE for women and reported conflict resolution behaviour. Results from relating men and women's CR scores to their partner's

BSRI-SF scores indicated no significant main effects.

As with the Study 2 replication analyses using DAS as outcome variable, analyses using CR as outcome variable were repeated with the transformed relationship duration variable (not shown). All findings were similar to the DAS replication analyses (i.e., nonsignificant).

In predicting Maintenance and Enhancement of Intimacy, the multiplicative term was once again nonsignificant in all four cases (see Appendices RR through UU). As with the previous analyses utilizing DAS scores and CR scores as outcome variables, men and women's own reported levels of Expressivity as well as their partner's reported level of Expressivity were correlated with their reported intimacy behaviour. In addition to Expressivity, for men (but not for women), their own as well as their partner's reported Instrumentality trait levels were also related to their reported intimacy behaviour, supporting the main effects model for men and reported intimacy maintenance and enhancement behaviour.

Although demographic variables were not consistently correlated with DAS or Conflict Resolution scores, reported levels of intimacy behaviours as measured by the MEI did appear to covary consistently and inversely in relation to age (including partner age) as well as relationship duration. This finding is consistent with other studies (e.g., Swensen, Eskew, & Kohlhepp, 1981).

In summary, using BSRI-SF scores to predict DAS, CR, and MEI

scores resulted in no consistent evidence of a significant interactive effect of Instrumentality and Expressivity. Patterns of main effects across self-reported conflict resolution and intimacy behaviours appear to be somewhat gender-specific.

Testing the Mediator Model

Assessing the value of the proposed mediator model for men and for women from their own BSRI-SF data, and for men and for women from their partner's BSRI-SF data, was conducted in two phases for each of these four scenarios. Phase 1 involved testing the strength of the non-mediated, or direct, model of Instrumentality and Expressivity for predicting self-reported levels of dyadic adjustment. This required a single regression analysis wherein Instrumentality and Expressivity scores were entered simultaneously to note the strength and valence of each Beta weight as well as the overall percentage of variance in DAS accounted for by the particular equation. Results of the test of the direct IE/DAS model are briefly summarized in the text (with corresponding Figures in the Appendices).

Phase 2 consisted of testing the proposed mediator model with men's and women's own BSRI-SF, CR, and MEI data to predict DAS scores, as well as corresponding partner data to predict DAS scores (see Figures 2 and 3), through a series of three regression analyses. The first of these regressions consisted of an equation testing the relative value of the proposed mediators and the Instrumentality and Expressivity variables, entered

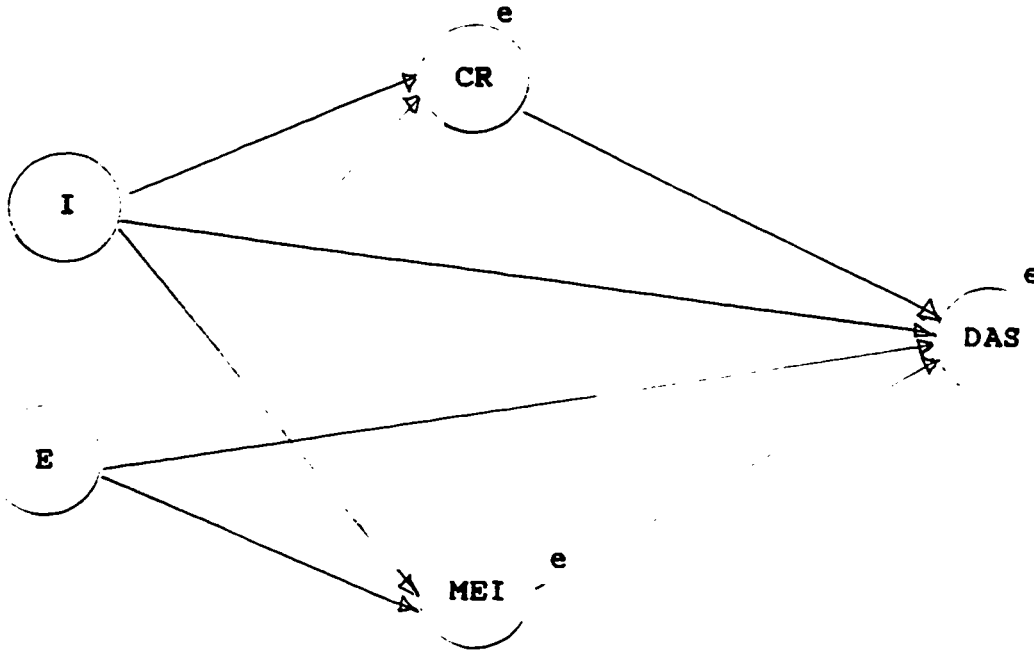


Figure 2. Hypothesized relations among pathways for individuals' own scores on the BSRI-SF, CR, MEI, as well as their reported levels of dyadic adjustment. I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; e: error.

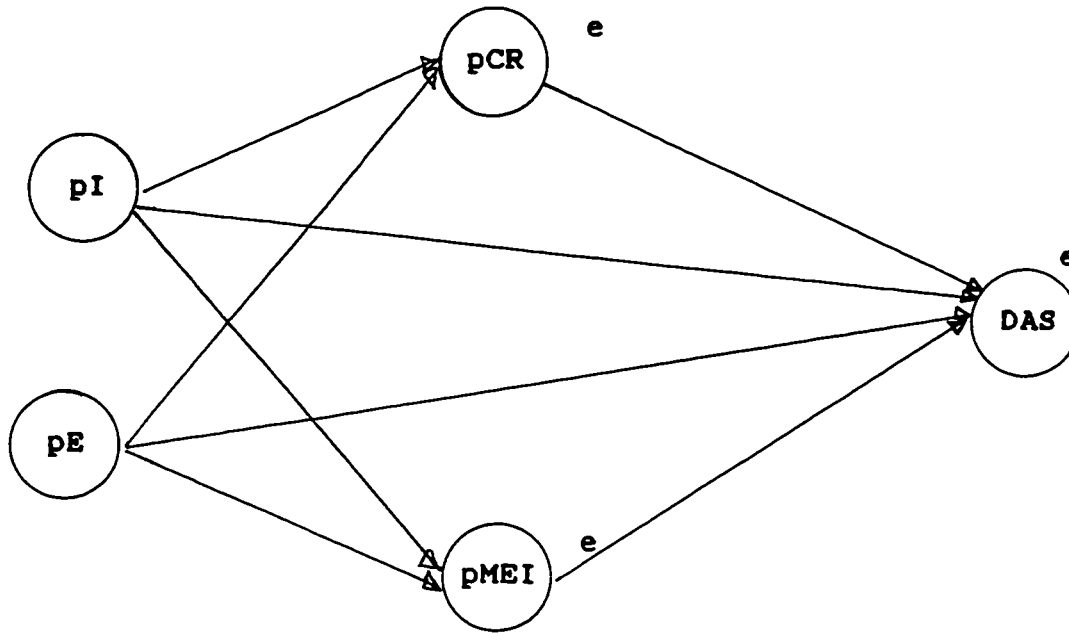


Figure 3. Hypothesized relations among pathways for partners' scores on the BSRI-SF, CR, MEI, and individuals' reported levels of dyadic adjustment. I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; p: partner; e: error.

simultaneously in a single step. The second and third regression analyses tested the relative value of Instrumentality and Expressivity scores in predicting scores on Conflict Resolution, and on Maintenance and Enhancement of Intimacy, respectively, by entering BSRI-SF scores simultaneously in a single step. The variance accounted for by this model was then calculated, as well as the error terms for the mediator variables.

All values below the path lines in these diagrams are correlation values for that pair of variables. Due to the large number of correlations, a significance level of .001 (two-tailed probability) was utilized as a cut-off, and correlations of .30 and higher were found to be significant.

Relating men's DAS to their own data.

In relating men's DAS to their own data, the direct path model accounted for only 8% of variance in men's DAS scores; $F(2, 116) = 4.99, p < .001$. Only the Expressivity Beta weight reached statistical significance. Thus, approximately 92% of variance in men's DAS scores was not accounted for by their scores on the BSRI-SF (see Appendix VV.) These results supported Hypothesis G, but provide disconfirming evidence for Hypothesis F.

In the mediator model, the correlations between the proposed mediators and DAS scores were significant, as seen in Figure 4. In testing the model, the four variables were simultaneously regressed onto the outcome variable; $F(4, 114) = 9.42, p < .001$.

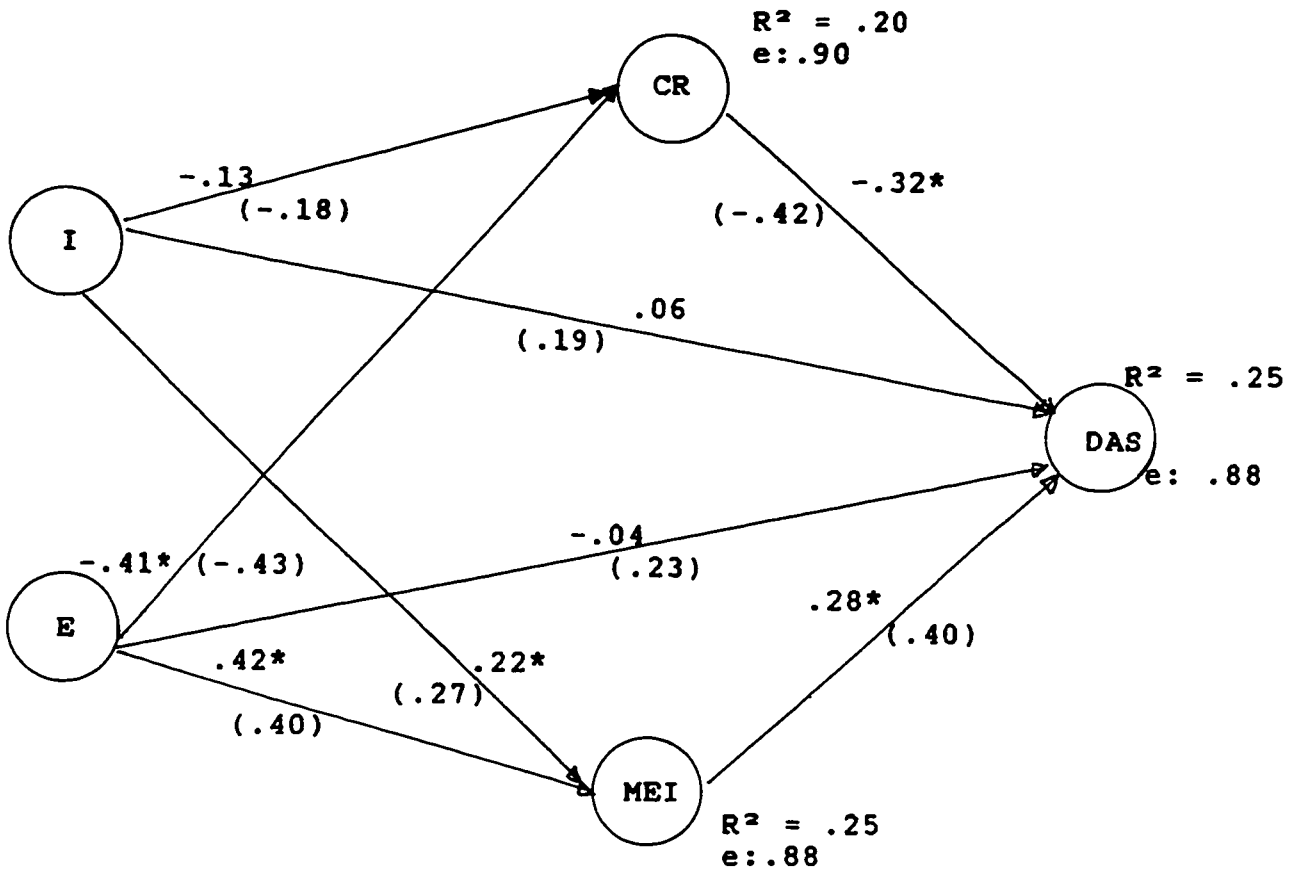


Figure 4. Proposed mediator model relating men's dyadic adjustment to their own BSRI-SF, CR, and MEI scores.

($n = 119$). Low scores on CR indicate a relatively confident, proactive approach to dyadic conflict. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations; I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; e: error.

* $p < .05$.

All correlations .30 or greater, $p < .001$ (two-tailed).

The direct paths of Instrumentality and Expressivity were nonsignificant in this equation (confirming Hypotheses J and K, respectively), whereas Beta weights for both mediators were significant (supporting Hypotheses H and I, respectively).

Men's BSRI-SF subscale scores were then regressed simultaneously onto Conflict Resolution; $F(2, 116) = 14.39$; $p < .000$, and then onto Maintenance and Enhancement of Intimacy; $F(2, 116) = 18.85$, $p < .001$, in the second and third regression analyses, respectively. Three indirect paths for the BSRI-SF subscales proved to be statistically significant in this model. The indirect effect of Expressivity mediated by CR scores was significant (confirming Hypothesis M). For self-reported intimacy behaviours, results indicated significant indirect effects of Expressivity and Instrumentality through the MEI mediator (confirming Hypotheses N and O, respectively). Instrumentality's indirect effect on DAS through CR was nonsignificant in this model (providing disconfirming evidence for Hypothesis L). Overall, the model accounted for 25% of DAS variance. Error terms for the mediators indicated that 81% of men's CR variance, and 77% of men's MEI variance was not accounted for by variance in the BSRI-SF subscale scores.

Relating women's DAS to their own data.

In relating women's DAS to their own data, the direct path model accounted for 12% of variance in women's DAS scores; $F(2, 116) = 7.68$, $p < .001$. Only the Expressivity Beta weight reached statistical significance, supporting Hypothesis G, women's DAS

scores was not accounted for by their scores on the BSRI-SF (see Appendix WW.)

In testing the proposed mediator model, correlations between BSRI-SF scores and the mediators were both significant, as seen in Figure 5. The four variables of interest were simultaneously regressed onto the outcome variable; ($F(4, 114) = 9.07$, $p < .001$). The direct paths of Expressivity and MEI were significant in this equation, whereas Beta weights for Instrumentality and CR were nonsignificant. These results provided some support for Hypothesis J, which stated that the direct path of Instrumentality would be nonsignificant in the mediator model. However, results failed to support Hypothesis K, in that the direct path of Expressivity remained significant in the model including mediators. Predicted significant paths from mediators to dyadic adjustment supported Hypothesis I (MEI), but not Hypothesis H (CR).

Women's BSRI-SF subscale scores were then regressed simultaneously onto Conflict Resolution; ($F(2, 116) = 13.07$; $p < .001$), and onto Maintenance and Enhancement of Intimacy; ($F(2, 116) = 7.33$, $p = .001$) in the second and third regression analyses, respectively. Women's scores on both BSRI-SF subscales were significant predictors of variance in reported levels of Conflict Resolution. However, due to the nonsignificant direct path of CR to DAS, the indirect effects for Instrumentality and Expressivity mediated by CR were statistically nonsignificant, providing disconfirming evidence for Hypotheses L and M,

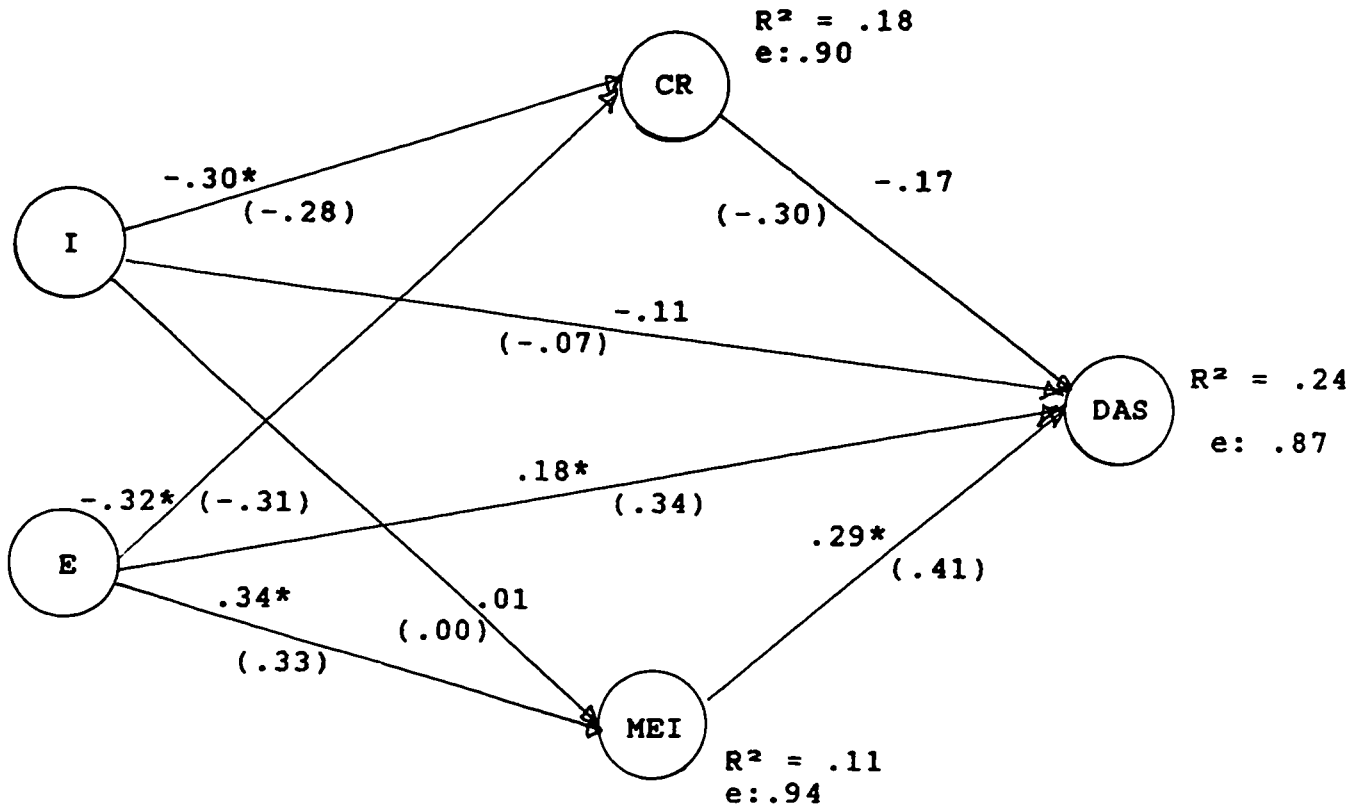


Figure 5. Proposed mediator model relating women's dyadic adjustment to their own BSRI-SF, CR, and MEI scores.

$n = 119$. Low scores on CR indicate a relatively confident, proactive approach to dyadic conflict. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations; I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; e: error.

* $p < .05$.

All correlations .30 or greater, $p < .001$ (two-tailed).

respectively. Only one indirect path for the BSRI-SF subscales--the effect of Expressivity mediated by MEI--proved to be statistically significant in this model (as predicted in Hypothesis O, but disconfirming Hypothesis N). Overall, the model accounted for 25% of DAS variance. Error terms indicate that eighty-one percent (81%) of women's CR variance and 88% of women's MEI variance was not explained by women's BSRI-SF scores.

Relating men's DAS to their partner's data,

In relating men's DAS from their partner's data, the direct path model accounted for approximately 5% of variance in men's DAS scores and was nonsignificant; $F(2, 116) = 2.74, p > .05$ (see Appendix XX). The mediator variable of partner MEI score was significantly correlated with the outcome variable of men's DAS scores (see Figure 6), suggesting it may serve as a mediator for Instrumentality and/or Expressivity. However, the correlation of partner CR to DAS was nonsignificant. The four variables of interest were regressed simultaneously onto DAS; $F(4, 114) = 9.42, p < .001$. The direct paths of Instrumentality and Expressivity became nonsignificant in this model (confirming Hypotheses T and U, respectively), as did the path from the CR mediator. Among proposed mediators only the partner MEI variable as mediator obtained a significant Beta weight in predicting men's DAS levels, confirming Hypothesis S, but not Hypothesis R.

In a second regression analysis, women's BSRI-SF subscale scores were regressed simultaneously onto women's scores on Conflict Resolution; $F(2, 116) = 13.07; p < .001$. A third

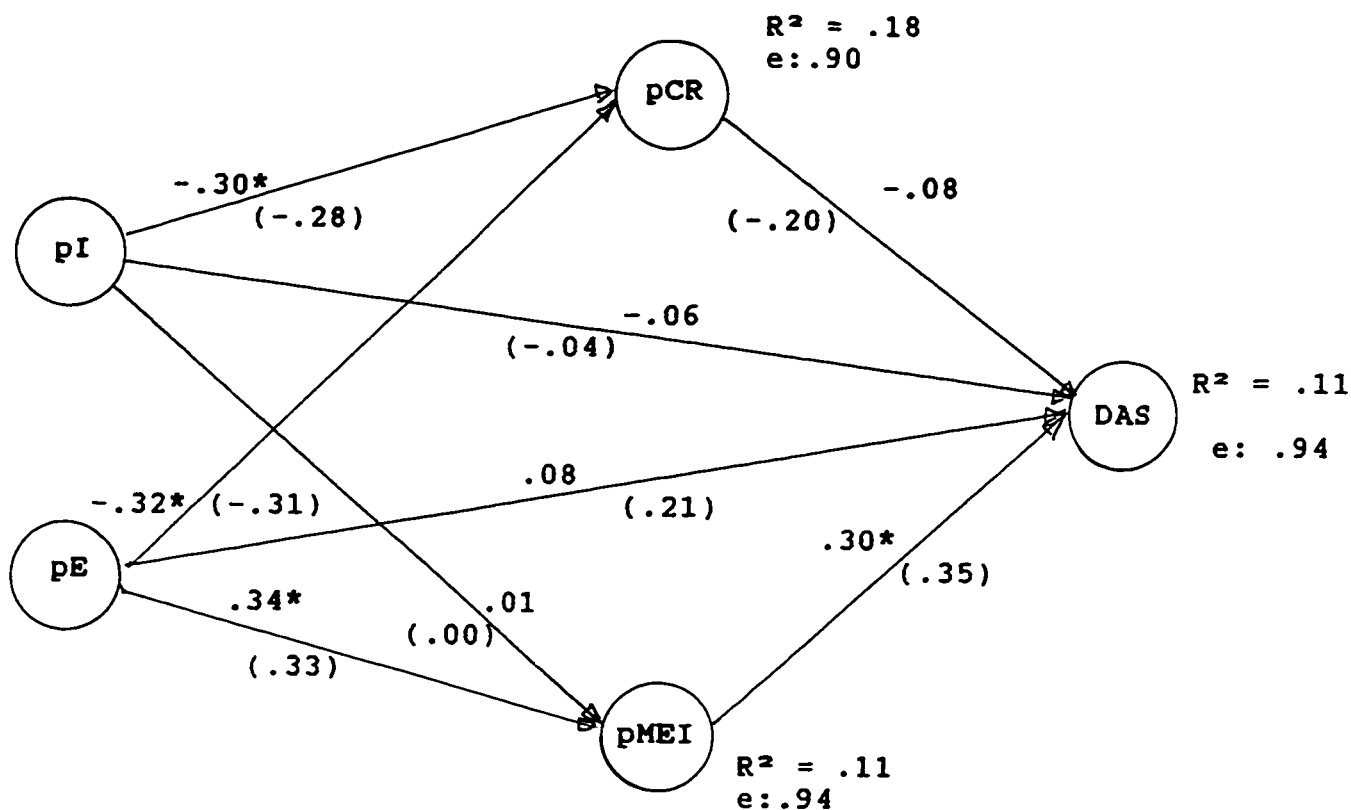


Figure 6. Proposed mediator model relating men's dyadic adjustment to their partner's BSRI-SF, CR, and MEI scores. $N = 119$ couples. Low scores on CR indicate a relatively confident, proactive approach to dyadic conflict. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations; I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; p: partner data; e: error.

* $p < .05$.

All correlations .30 or greater, $p < .001$ (two-tailed).

regression analysis regressed women's BSRI-SF subscale scores onto women's Maintenance and Enhancement of Intimacy; $F(2, 116) = 7.33$, $p = .001$. Results indicated that only one indirect path was significant; the effect of women's Expressivity as mediated by women's Maintenance and Enhancement of Intimacy behaviour. This confirmed Hypothesis Y, but failed to confirm Hypotheses V, W, and X representing, respectively, the mediated paths of women's Instrumentality and Expressivity through women's CR, and the mediated path of women's Instrumentality through women's MEI. Overall, the model accounted for only 14% of variance in men's self-reported dyadic adjustment. Error terms for the mediators indicated that 81% of variance in women's CR scores, and 90% of variance in women's MEI scores could not be explained by variance in women's Instrumentality and Expressivity scores.

Relating women's DAS to their partner's data.

In relating women's DAS to their partner's data, the direct path model accounted for approximately 5% of variance in men's DAS scores, and was nonsignificant; $F(2, 116) = 2.95$, $p > .05$ (see Appendix YY). In testing the mediator model, the correlations between the mediators and DAS scores were significant (see Figure 7). The four variables of interest were regressed onto women's DAS; ($F(4,114) = 5.24$, $p < .001$). The direct path of men's Instrumentality was negatively valenced and statistically significant, providing disconfirming evidence for Hypothesis T. The direct path of men's Expressivity was nonsignificant as predicted in Hypothesis U.

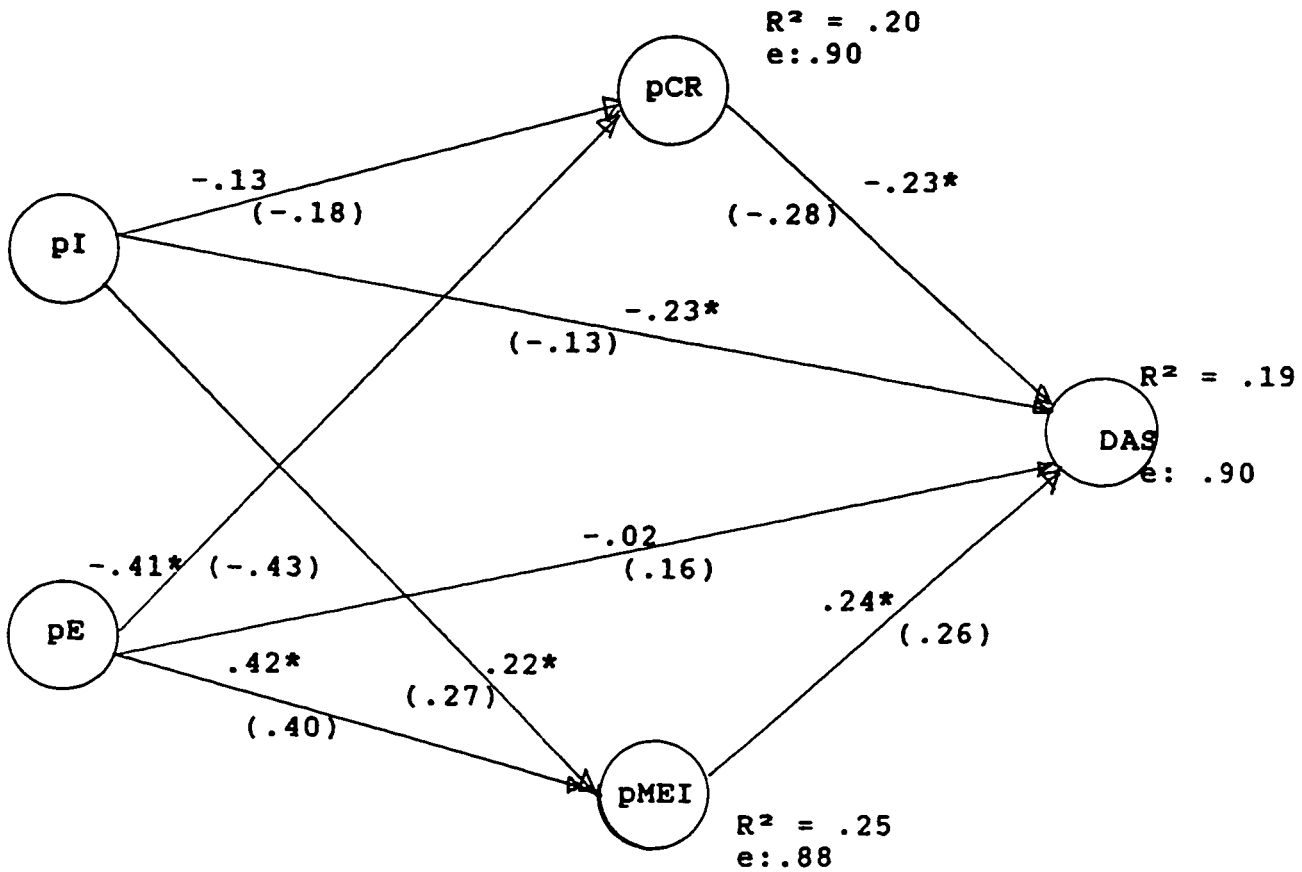


Figure 7. Proposed mediator model relating women's dyadic adjustment to their partners' BSRI, CR, and MEI scores. $N = 119$ couples. Low scores on CR indicate a relatively confident, proactive approach to dyadic conflict. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations; I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; p: partner data; e: error.

* $p < .05$.

All correlations .30 or greater, $p < .001$ (two-tailed).

Both mediators obtained statistically significant Beta weights in this equation, as predicted in Hypotheses R and S.

In a second regression analysis, men's BSRI-SF subscale scores were regressed simultaneously onto men's CR scores; $F(2, 116) = 14.39$; $p < .001$. A third regression analysis regressed men's BSRI-SF subscale scores onto their own level of Maintenance and Enhancement of Intimacy; $F(2, 116) = 7.33$, $p = .001$. Significant indirect paths to women's self-reported levels of dyadic adjustment included those representing men's Expressivity mediated by men's level of Conflict Resolution, men's Expressivity mediated by men's scores on MEI, and men's Instrumentality (positively valenced) mediated by men's level of MEI. These significant mediated paths confirmed Hypotheses W, X, and Y, respectively, but not Hypothesis V. Overall, the model accounted for 19% of variance in DAS scores.

To summarize results of path analyses presented thus far (see Table 5 for a summary of significant paths in the direct and mediator models), some gender-based similarities and differences were noted. The direct model of BSRI-SF subscale scores and DAS was generally a weak predictor of DAS level. Direct paths for Instrumentality scores were almost invariably nonsignificant, providing disconfirming evidence for Hypotheses F, G, P, and Q. Overall, a relatively small proportion of DAS variance was accounted for by each direct model tested.

Direct paths within the proposed mediator models were nonsignificant except in two cases. In predicting women's DAS levels from their own data, the direct path of Expressivity was

Table 5.

Summary of Significant Paths Derived from the Direct and the Mediator Models.

Predicting men's DAS from men's data:

Direct model (8%)

E.....DAS

Mediator model (25%)

E.....CR.....DAS

E.....MEI.....DAS

I.....MEI.....DAS

Predicting women's DAS from women's data

Direct model (12%)

E.....DAS

Mediator model (24%)

E.....DAS

E.....MEI.....DAS

Predicting men's DAS from women's data

Direct model (5%, n.s.)

Mediator model (11%)

pE.....pMEI.....DAS

Predicting women's DAS from men's data

Direct model (5%, n.s.)

Mediator model (19%)

pI (neg).....DAS

pE.....pMEI.....DAS

pI.....pMEI.....DAS

pE.....pCR.....DAS

significant in addition to the indirect path of Expressivity mediated by MEI. As well, in predicting women's DAS from their partner's data, the direct path of men's Instrumentality was significant and negatively valenced, in addition to the indirect path of Instrumentality through MEI, in which the Beta weight was positively valenced.

A result which was replicated across subsamples of men and women was the significant Beta weight for the model's indirect path of Expressivity mediated by Intimacy (MEI) behaviour, predicting both from individuals' or partners' data. In contrast, gender differences were observed with respect to the CR mediator, in that women's CR path to DAS was not significantly related to women's own or their partner's DAS, but men's CR path to both individuals' DAS did reach statistical significance.

Pedhazur's Model Trimming Approach, and Joint Consideration of Couples' Individual Data

Thus far, analyses have focused on four different and specific research questions pertaining to men's and women's DAS as it may be either to individuals' own, or their partner's, data. This essentially reanalyzes the same covariance with different equations. As a more stringent test of relations, and to explore possible research directions for future research, two final models were examined which simultaneously entered both individuals' CR, MEI, and BSRI-SF subscale scores, to allow these variables to compete, as it were, for variance in men's and women's DAS scores. Due to the exploratory nature of these analyses and the large

number of variables and moderate sample size, Pedhazur's (Kerlinger & Pedhazur, 1973; Pedhazur, 1982) somewhat controversial model trimming approach was utilized. In this approach, all variables of interest are included simultaneously in one step. Variables reaching significance are retained, and the analysis is repeated. This procedure is then repeated for each proposed mediator that reached statistical significance in the first regression equation. No specific hypotheses were formulated, but simultaneous consideration of both individuals' scores on the independent variables is expected to account for a greater proportion of DAS variance than separate consideration of individuals' own scores, or their partners' scores.

Deriving a reduced model of men's DAS.

In predicting men's DAS from their own and their partner's data, six regression analyses were conducted (see Figure 8). In Regression 1, only men's CR and MEI scores reached statistical significance; $F(8, 110) = 5.75, p < .001$. The variables entered the equation in the following order (bracketed values are standardized Beta weights): woman's Expressivity (.04), woman's Instrumentality (-.09), man's CR (-.31), man's Instrumentality (.07), woman's MEI (.15), man's Expressivity (-.06), woman's CR (-.10), man's MEI (.20). The regression analysis was repeated in Regression 2 with only men's CR and MEI scores as predictor variables. This equation accounted for 24% of variance in men's DAS scores; $F(2, 116) = 18.70, p < .001$.

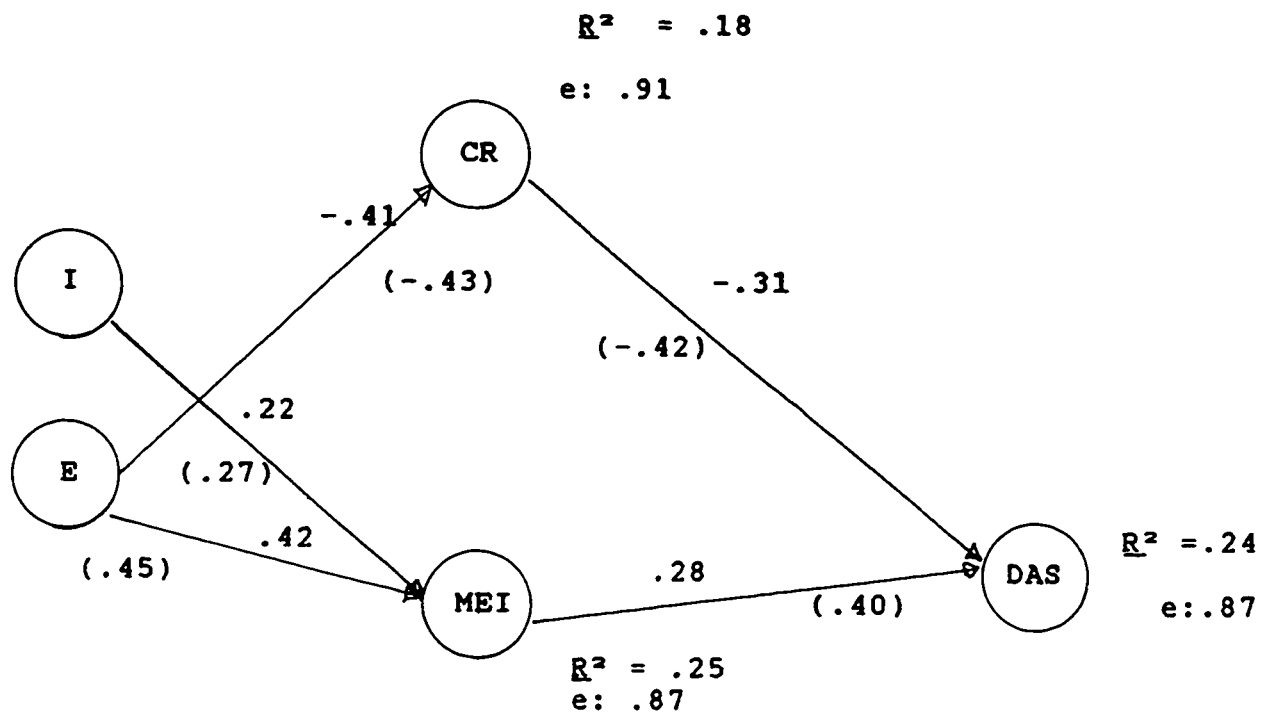


Figure 8. Relating men's DAS to their own and to their partner's data. $N = 119$ couples. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations. Low scores on CR indicate a relatively confident, proactive approach to dyadic conflict; I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; p: partner data; e: error.

All Beta values are significant at $p < .05$.

All correlations .30 or greater, $p < .001$ (two-tailed).

Regression 3, seeking to predict men's CR scores, entered both individuals' scores on the two BSRI-SF subscales simultaneously. Beta weights for these variables were .05, -.12, -.41, and -.04, with only the man's Expressivity score Beta weight reaching statistical significance; $F(4, 114) = 7.28, p < .001$. This analysis was repeated in Regression 4, with only men's Expressivity scores as the predictor variable. Eighteen percent (18%) of variance in men's CR scores was accounted for by this model; $F(1, 117) = 26.05, p < .001$.

Regression 5, seeking to predict men's MEI scores, entered both individuals' scores on the BSRI-SF simultaneously. Beta weights for these variables were .17, .19, .39, and .20, with only the men's BSRI-SF subscale scores' Beta weights reaching statistical significance; $F(4, 114) = 12.54, p < .001$. This analysis was repeated in Regression 6, with only men's Instrumentality and Expressivity scores as the predictor variables. This equation explained 25% of variance in men's MEI scores; $F(2, 116) = 18.85, p < .001$.

Results indicated that, for the male subsample, the strongest predictors of men's self-reported dyadic adjustment levels in the model tested were men's own self-reported levels of Instrumentality, Expressivity, dyadic conflict resolution behaviour, and intimacy maintenance and enhancement behaviour. Direct paths from men's BSRI-SF scores were not significant predictors of DAS scores. However, an indirect effect for men's Expressivity was found to be mediated by men's dyadic Conflict

Resolution behaviour. Men's Instrumentality and men's Expressivity were also indirectly related to their self-reported dyadic adjustment through the mediating effect of men's reported levels of Intimacy behaviour. Women's data failed to reach statistical significance in predicting their male partner's reported level of dyadic adjustment.

Deriving a reduced model of women's DAS.

In predicting women's DAS from their own and their partner's data, 8 regressions were required (see Figure 9). In Regression 1, the variables entered the equation in the following order: woman's MEI (.22), woman's Instrumentality (-.13), man's Instrumentality (-.24), man's CR (-.22), woman's Expressivity (.20), man's Expressivity (-.06), woman's CR (-.17), and man's MEI (.09). The regression model was statistically significant; $F(8, 110) = 6.71$, $p < .001$. Four variables' Beta weights reached statistical significance and the analysis was repeated in Regression 2 with only the significant predictors. The variables entered in the following order: man's Instrumentality, woman's MEI, man's CR, and woman's Expressivity. This equation explained a total of 29% of variance in women's DAS scores; $F(4, 114) = 11.85$, $p < .001$.

Regression 3, seeking to predict women's CR scores, entered both individuals' scores on the BSRI-SF simultaneously. Beta weights for these variables were -.12, -.29, .06, and -.32, with only the women's Instrumentality and Expressivity scores' Beta weights reaching statistical significance; $F(4, 114) = 7.14$, $p < .001$. This analysis was repeated in Regression 4, with only

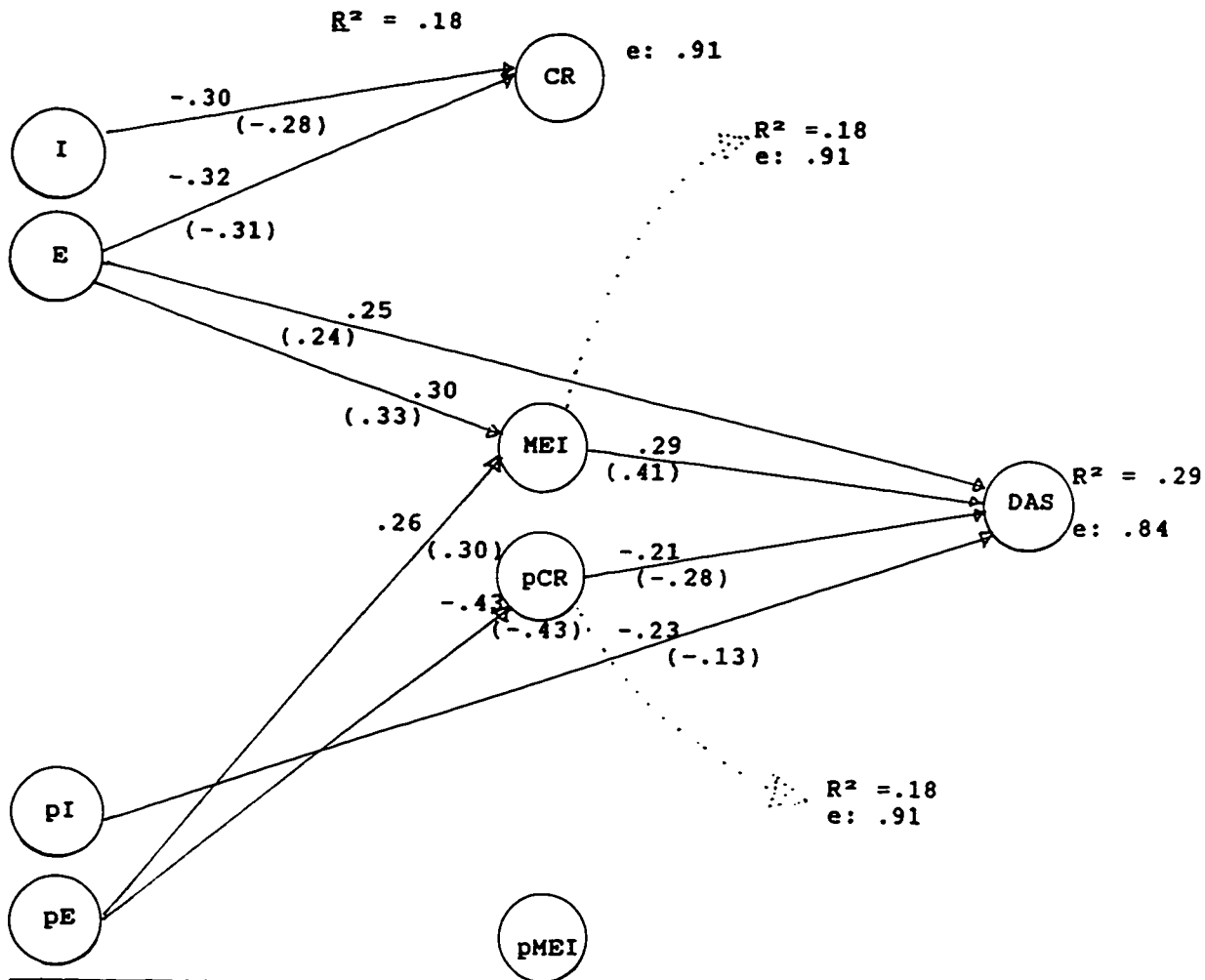


Figure 9 Relating women's DAS to their own and to their partner's data.

$N = 119$ couples. Values shown above path lines are standardized Beta weights. Bracketed values are correlations. Low scores on CR indicate a relatively confident, proactive approach to dyadic conflict; I: Instrumentality; E: Expressivity; CR: Conflict Resolution; MEI: Maintenance and Enhancement of Intimacy; DAS: Dyadic Adjustment Scale; p: partner data; e: error. All Beta values, p 's $< .05$. Correlation values $.30$ or greater, $p < .001$ (two-tailed).

women's Instrumentality and Expressivity scores as the predictor variables. Results indicated that 18% of variance in women's CR scores was accounted for with this model; $F(2, 116) = 13.07, p < .001$. Regression 5, seeking to predict women's MEI scores, entered both individuals' scores on the BSRI-SF simultaneously where they entered the equation as man's Expressivity, woman's Instrumentality, man's Instrumentality, and woman's Expressivity. Beta weights for these variables were .26, .00, -.01, and .30, respectively. This model was statistically significant; $F(4, 114) = 6.20, p < .001$. For Regression 6, only men's and women's Expressivity scores were included as predictor variables. This model explained 18% of variance in men's MEI scores; $F(2, 116) = 12.60, p < .001$. Regressions 7 and 8 are identical to Regressions 3 and 4 in the men's subsample (Figure 8), and are included as a result of the statistically significant direct path of men's CR scores to women's DAS.

In contrast to the path model for the male subsample, the path model which best predicted women's DAS suggests a significant relation between self-reported levels of dyadic adjustment (and Intimacy behaviour) among women, and their partners' scores on Instrumentality, Expressivity, and dyadic Conflict Resolution. Among women's predictor variables, Expressivity had both a direct relation to women's reported DAS, and an indirect relation mediated by women's reported Intimacy behaviour. Women's Conflict Resolution scores, which were significantly and positively related to women's own

Instrumentality and Expressivity levels, did not achieve statistical significance as a mediator for women's DAS due to a nonsignificant Beta weight in Regression 1 (Beta = $-.17$).

Among the men's variables, men's Instrumentality has a negative direct relation to women's DAS. Men's Expressivity was found to be related in two ways to women's DAS. It was mediated by women's Intimacy scores, as well as by men's own Conflict Resolution scores. Finally, men's CR scores had a significant direct relation to women's self-reported dyadic adjustment. The Beta weight for men's self-reported levels of Intimacy behaviour failed to reach significance (Beta = $.09$).

To summarize findings from the model trimming approach, simultaneous consideration of both individuals' CR, MEI, and BSRI-SF subscale scores resulted in important differences between the combination of variables best able to account for variance in men's and women's DAS, respectively. Specifically, men's DAS was most highly related to their own scores, and not with their partner's. In contrast, women's DAS were highly correlated with their own as well as their partner's scores. These findings are discussed in detail in the Model Trimming section of the General Discussion.

General Discussion

Main and Interactive Effects of Instrumentality and Expressivity

The first goal in studying IE and dyadic processes for this dissertation was to test which of two statistical models of Instrumentality and Expressivity (i.e., interactive versus main effects models) was superior when utilizing a nonconfounded measure of these constructs. Multiple regression analyses were utilized to retain all variance in Instrumentality and Expressivity scores, and to test possible interactive effects, as suggested by Bem (1981), Spence (1984), and others.

The results failed to provide any support for an interactive effect of Instrumentality and Expressivity, and this across gender and outcome measure. As well, no interactive effect was found when correlating either with individuals' own or their partner's BSRI-SF data. Although the main effects model was partially supported, no pattern of significant Beta weights consistently and sufficiently explained dyadic outcome scores across gender, couple variable (i.e., DAS, MEI, CR), or source of BSRI-SF data (own or partner data). Generally speaking, the Instrumentality and Expressivity constructs were both significantly correlated with reported intimacy and conflict resolution behaviours, at least as they were operationalized here and as assessed with a relatively educated and non-distressed sample of couples. The data offer the most support for the importance of the construct of Expressivity, with some cross-situational support for gender-specific main effects models.

Dyadic adjustment.

Results of Study 2 generally indicated a significant correlation between Expressivity scores and individuals' own reported levels of dyadic adjustment, accounting for the most statistical variance in both men's and in women's DAS scores. This is consistent with previously published results based on a number of rural and urban samples from North America and from Australia (e.g., Kurdek & Schmitt, 1986; Lamke, 1989), particularly with respect to female subsamples (e.g., Antill, 1983; Langis, Sabourin, Lussier, & Mathieu, 1994). However, the present data do not replicate findings which indicate a significant correlation between Instrumentality and DAS scores (e.g., Baucom & Aiken, 1984; Coleman & Ganong, 1985; Peterson, Baucom, Elliot, & Farr, 1989; Zammichieli, Gilroy, & Sherman, 1988).

Previous studies reporting a significant main effect for Instrumentality as well as Expressivity have tended to be based on male subsamples, predicting relationship satisfaction from men's own data (e.g., Antill, 1983; Langis et al., 1994; Murstein & Williams, 1983). This finding of two significant main effects for men's adjustment has also been noted in a sample of dating men (e.g., Siavelis & Lamke, 1992).

Findings based on the Study 1 sample differed in several ways from those of Study 2. Notably, Study 1 suggests the possibility of more traditionally stereotypical relations among BSRI scores and dyadic adjustment, although this may have been an

artifact of score distributions. Although it is possible that these reflect cohort or other general sample differences (see Study 1 Discussion section), this pattern of results may also be an artifact of the Expressivity scores distribution among men in Study 1, in that men's average Expressivity score was high, and their range of scores was limited. Analyses where Study 1 men's Expressivity scores were not utilized, (e.g., predicting men's DAS from women's BSRI-SF data) resulted in findings similar across Studies 1 and 2 (i.e., only Expressivity Beta weights were significant). Perhaps a methodological replication sampling from a similar population as Study 1 would be able to shed light on this question.

When relating DAS scores to partner BSRI-SF data, correlational findings from Study 2 were weaker than when relating DAS scores to individuals' own data. Some gender differences were observed. Notably, variance in men's BSRI data could not account for a significant proportion of variance in women's dyadic adjustment scores. Although several researchers (e.g., Murstein & Williams, 1983; Antill, 1983) have found a reliable predictive value of men's Expressivity to women's dyadic adjustment, the exact meaning of current, nonsignificant data is unclear. Perhaps nonsignificant findings are due to limitations of sample size, or specific to this sample. As the present results closely replicated those of another Canadian study (Langis, Sabourin, Lussier, & Mathieu, 1994), however, it is unlikely that these results are artifactual.

In relating men's DAS to their partner's BSRI-SF data, only women's Expressivity was found to be able to account for variance in self-reported dyadic adjustment. This finding is similar to that of Langis et al.'s (1994), and this with the present study's relatively heterogeneous sample and purer measure of Instrumentality and Expressivity. Comparable analyses in Study 1 also support this finding. The current data are also similar to those obtained with dating couples (Siavelis & Lamke, 1992) and Australian samples (e.g., Antill, 1983). Murstein and Williams (1983) also found Expressivity to be related to men's dyadic adjustment, but found the statistical power of this variable to predict variance to be much weaker than that of men's own Expressivity levels. Current data failed to replicate research by Cooper, Chassin, Braver, Zeiss, and Khavari (1986; also see Bradbury, Campbell, & Fincham, 1993) who found that wives' Expressivity and Instrumentality levels were both significantly correlated with men's reported levels of dyadic adjustment. Perhaps cultural or other sample differences resulted in these disparate patterns. This is suggested by the fact that current data were most similar to those obtained with a Canadian sample (Langis et al., 1994).

Some researchers have suggested that the importance of Expressivity to relationship quality may vary over time and gender, in that women's Expressivity may be more strongly correlated with reported levels of relationship quality early on, but men's Expressivity to reported levels of relationship quality

in later stages of the relationship (Antill, 1983). At least one study would appear to support this (Markman, Silvern, Clements, & Kraft-Hanak, 1993). However, in the current, correlational study, neither age nor relationship duration covaried significantly with either individual's level of dyadic adjustment. Longitudinal data would be necessary to most powerfully test this intriguing hypothesis.

Conflict resolution.

In examining the predictive value of BSRI-SF subscale scores for certain aspects of conflict resolution (i.e., reported levels of confidence and approach/avoidance), results indicated that, once again, self-reported levels of Expressivity were consistently and positively related to reports of a relatively proactive and self-confident approach to couple conflict for men and for women. Although the present CR measure has never been utilized in its modified form, conceptual comparisons are possible based on related research.

A significant correlation between men's Expressivity and wives' reported dyadic satisfaction over time were reported by Markman, Silvern, Clements, and Kraft-Hanak (1993). These researchers found no gender differences between men and women's scores on conflict-related problem-solving behaviours, and this using observational as well as self-report data. Importantly, other researchers have reported that Expressivity, more than gender, covaries with the tendency to actively seek to resolve conflict (Sayers & Baucom, 1991). Thus, the present data appear

to support the existing literature indicating a positive relation between Expressivity and self-reports of effective conflict resolution.

In addition to the significant correlation between Expressivity scores and men and women's CR scores, women's Instrumentality scores were also found to covary significantly with their own CR scores. Such a pattern of results supports the main effects model of IE in that both main effects were significant. A number of previous studies have also identified a significant contribution of women's self-assertive traits to more effective conflict resolution. Women describing themselves as high on Expressivity alone tend to turn their anger inwards, to be overly contrite and self-effacing (Evans, 1982), and to endorse the belief that couple conflict is destructive (Kurdek & Schmitt, 1986). This belief is likely to result in incongruent communication (see Chelune, Rosenfeld, & Waring, 1985), increasing the risk that this ambiguous message will be interpreted as hostile (Holmes & Boon, 1990).

The nonsignificant contribution of Instrumentality to men's CR scores indicates that, at least in this sample, men's self-assertive traits did not covary reliably with relatively more effective conflict resolution as it was operationalized (i.e., a confident, proactive approach to conflict). This underscores the importance of conducting separate gender analyses, as it is possible that Instrumentality traits in men and women are perceived and/or expressed differently in conflictual situations.

In contrast, the significant main effect for Expressivity found in the current data closely parallels those of other researchers who found Expressivity in men and women to be correlated with a win/win focus (Sayers & Baucom, 1991), a willingness to stay with issues instead of avoiding them (Bradbury, Campbell, & Fincham, 1995), and a low probability of feeling aversively pursued by the partner during conflict (Markman, Silvern, Clements, & Kraft-Hanak, 1993).

In summary, the present data indicated that women's CR was predicted by their Expressivity and Instrumentality levels, whereas men's CR was predicted solely by their Expressivity level. This pattern of findings failed to replicate laboratory findings by Yelsma and Brown (1985) and by Markman, Silvern, Clements, and Kraft-Hanak (1993), who found both main effects to be significant when predicting men's conflict resolution behaviours.

Finally, results of Study 2 indicated no significant value of partner BSRI-SF data in predicting men's or women's CR scores. This suggests that the attempt to measure individual-level CR attitudes and behaviours was successful, measuring a relatively stable set of internally located tendencies (e.g., personality) rather robust to outside factors. Conversely, the CR measure may have more reliably covaried with respondents' own levels of dyadic or personal adjustment, or other unmeasured constructs such as self-esteem. The current data are insufficient to clarify this point, although such a general effect might be expected to

influence MEI findings as well, and this did not appear to be the case.

Maintenance and enhancement of intimacy.

Intimacy behaviours such as self-disclosure have been shown to be related to relationship satisfaction (e.g., Merves-Okin, Amidon, & Bernt, 1991; Tolstedt & Stokes, 1983), and to be related to, but not equivalent to, affective intimacy behaviours such as verbal expression of affection. It has been shown that gender is not always as powerful a statistical predictor as Instrumentality and Expressivity levels (see Bradbury, Campbell & Fincham, 1995; White, Speisman, Jackson, Bartis, & Costos, 1986). Individuals high on both dimensions tend to score highest on intimacy behaviour as assessed with either observational and self-report data (Stokes, Childs, & Fuhrer, 1981; see also Markman, Silvern, Clements, & Kraft-Hanak, 1993).

In the current research, there was no statistical difference between men and women's mean scores on the intimacy measures. This replicated findings by Reis, Senchak, and Solomon (1985), and by Stokes, Childs, and Fuehrer (1981). However, different patterns of results emerged among the variables of interest for each gender, as well as in comparison to analyses based on CR and DAS.

Significant differences in correlations among Instrumentality, Expressivity, and MEI scores were observed for both self and partner. Although the MEI measure has not been utilized elsewhere in its present abbreviated form, the results

obtained are comparable to studies utilizing related constructs (e.g., Aubé, Norcliffe, Craig, & Koestner, 1995; Markman, Silvern, Clements, & Kraft-Hanak, 1993; White, Speisman, Jackson, Bartis, & Costos, 1986), in that women and men's own Expressivity was correlated with self-disclosure and expression of affection (see Davis & Oathout, 1987). Given that intimacy is perceived to include intensity of feeling plus breadth and depth of shared information (see Perlmutter & Hatfield, 1980), Expressivity scores might understandably be expected to covary more reliably with these emotionally expressive behaviours than would Instrumentality scores. In the present sample, this was in fact the case for the female respondents, despite the initial prediction of two significant main effects. This is in contrast to findings by Stokes, Childs and Fuehrer (1981), but in keeping with findings reported by Coleman and Ganong (1985) who found that IE women and Expressive women scored equally and highly on self-reported ability to give and receive love.

For the male subsample, both main effects were positively and significantly correlated with self-disclosure and verbal expression of affection, indicating significant covariance between men's Instrumental and Expressive traits and their self-reported levels of intimacy behaviours. The present finding closely approximated those of Coleman and Ganong (1985), who found IE men to be the most able to give and receive love. This supports findings by Barker and Lemle (1986), and by Stokes, Childs, and Fuehrer (1981). Predicting men's MEI scores from

their female partner's BSRI-SF scores also resulted in two significant effects, in contrast to a single main effect for women's Expressivity when predicting men's DAS scores. (See Implications, below, for more details.)

Testing the Mediator Model of Instrumentality and Expressivity's Influence on Dyadic Adjustment

A second goal of the current research project was to test a proposed mediator model. Results indicated that in comparison to the direct IE model of dyadic adjustment, the general mediator model including the constructs of conflict resolution and intimacy maintenance and enhancement improved prediction of dyadic adjustment in all cases (i.e., relating men's and women's own as well as their partner's BSRI-SF data to reported dyadic adjustment). These results offer support for previous findings concerning the importance of these process-focused variables to self-reported dyadic adjustment, and extend the idea that Instrumentality can be a consistent predictor of reported levels of dyadic processes under certain circumstances (e.g., in a gender specific manner).

In assessing the model using individuals' own data, the results for men indicated that variance in CR and MEI scores could account for the covariance between Expressivity and DAS. These findings are consistent with previously cited data that men's own Expressivity levels are related to conflict resolution behaviour and to intimacy behaviour, and that both of these dyadic processes are significantly related, for men, to levels of

self-reported dyadic adjustment. However, men's Instrumentality scores did not covary reliably with DAS, CR, or MEI, providing disconfirming evidence for the prediction that the combination of high Instrumentality and Expressivity would be the best predictor of relatively effective reported conflict resolution and intimacy behaviours, or indeed of subjective dyadic adjustment.

Results for the male subsample provided the most support for the existence of complex, gender-specific mediation processes rather than one general mechanism. Current findings are consistent with the hypothesis that covariance between men's Expressivity scores and their dyadic adjustment scores is related to relatively more effective intimacy and conflict resolution behaviour. However, interpreting men's data using a model based on Expressivity alone would be incomplete as this would fail to account for the overall pattern of findings across outcome variables in the current research project.

In relating women's dyadic adjustment to women's own data, CR scores were related to scores on Instrumentality as well as Expressivity. For reported intimacy behaviours and relationship adjustment, however, correlations with Instrumentality were nonsignificant. Expressivity and MEI scores were found to covary most reliably with subjective levels of relationship adjustment. These findings are consistent with abovementioned research indicating that women's reported intimacy behaviours and levels of dyadic adjustment are primarily predicted by their Expressivity levels.

In relating men's dyadic adjustment to their partner's BSRI-SF data, the direct path of women's Expressivity scores became nonsignificant when the (significant) indirect path through women's intimacy scores was considered. A nonsignificant correlation between women's Expressivity and men's DAS has been noted in some previous studies (e.g., Langis et al., 1994). The present data, however, support research indicating that for women's variables, men's subjective level of relationship adjustment is closely linked to women's reported levels of Expressive traits and to reported levels of self-disclosure and verbal expression of affection. A strong test of this hypothesis would require a longitudinal design to assess causality. However, the current results may also partly reflect sample characteristics, as well as the difficulty of predicting behaviour from personality (Epstein, 1979) rather than interactional processes.

In relating women's DAS to their partner's BSRI-SF data and MEI and CR scores, men's CR and MEI scores were found to be significantly correlated with women's reported levels of dyadic adjustment. These data support the contention that men's conflict resolution behaviour is very important to women, as is the partner's ability to self-disclose and to verbally express affection. The model including the proposed mediators received support, as men's Expressivity scores became nonsignificant statistical predictors of women's dyadic adjustment when scores on the CR and MEI constructs were considered. The present data

suggest that relations among men's Expressivity and women's DAS levels can be fully explained by reported levels of conflict resolution and intimacy behaviour. This finding is of some significance, given that the strong correlation between men's Expressivity and women's DAS is one of the most consistent findings in couples' research (e.g., Antill, 1983, Langis, Sabourin, Lussier, & Mathieu, 1994; Murstein & Williams, 1983; Baucom & Aiken, 1984; Peterson, Baucom, Elliot, & Farr, 1989).

In a somewhat unexpected finding, men's Instrumentality scores were directly and negatively correlated with women's reported levels of relationship adjustment, although they were indirectly and positively correlated with women's relationship adjustment through men's reported intimacy behaviours. This pattern is intriguing in its implications. It would appear that the relation of men's Instrumental traits to women's relationship satisfaction is situation-specific, despite the positive valence of items on the Instrumentality subscale of the BSRI-SF, particularly for men (Bem, 1981). (See Implications, below, for more details.)

Model Trimming

Assessing models which included only individuals' own data, or only partner data in predicting variance in outcome variables results in repeated analysis of the same covariance among scores, with results sensitive to the variables included in the regression equations. To submit the data to a more stringent (i.e., more competitive) test of relations among individual

scores, Pedhazur's model trimming approach (Kerlinger & Pedhazur, 1973; Pedhazur, 1982) was utilized in an effort to reduce the number of variables of interest to the strongest covariates (i.e., one model for each gender). Results indicated significant differences in the best-fit combination of variables which could predict variance in men's and women's DAS scores. Gender-specific differences were found in the correlations among dyadic adjustment, reported MEI and CR behaviours, and the trait clusters of Instrumentality and Expressivity.

The men's model indicated that when both individuals' scores were considered simultaneously, men's reported dyadic adjustment levels were only reliably correlated with their own levels of Instrumentality, Expressivity, CR, and MEI. In this model, there was no significant value to any of the comparable partner variables in predicting men's DAS. Thus, in the present sample, variance in men's reported level of relationship adjustment was best predicted by variance in their own BSRI-SF, CR, and MEI data.

For the women's model, women's reported dyadic adjustment level was found to be correlated in a complex fashion not only to their own levels of Expressivity and reported MEI (but not their Instrumentality or reported CR), but also to their partner's levels of reported CR and Expressivity, and, in a direct and negative fashion, their partner's level of Instrumentality. These findings underscore the importance of nurturance and interpersonal sensitivity in intimate relationships, and may also

represent the potential for dissatisfaction for women in relationships with Instrumental men, and with men low on both trait clusters (e.g., Markman & Kraft, 1989).

Further, men's reported CR behaviours, but not women's, covaried reliably with women's subjective evaluations of relationship functioning--as they did with men's own reported levels of relationship adjustment. This finding is similar to that of Bradbury, Campbell, and Fincham (1995), White, Speisman, Jackson, Bartis, & Costos (1986), and Murstein and Williams (1983), who found husbands' traits to be highly related to their wives' marital satisfaction. In the present study, relationship adjustment for both appeared to covary reliably with men's, but not women's, reported ability to proactively and confidently approach dyadic conflict. Somewhat surprisingly perhaps, men's reported MEI behaviours were not significant predictors of women's reported dyadic adjustment when assessed in this more stringent equation. This underscores the relative importance to women's subjective evaluation of the quality of their relationship adjustment of addressing couple conflict in a timely fashion with the partner's willing involvement.

Finally, the model trimming approach replicated the significant and negative direct path of men's Instrumentality traits to women's dyadic adjustment, suggesting that men's Instrumental traits covary in a strong and negative fashion with women's subjective evaluation of their relationship, in addition to covarying in an indirect but positive fashion to reported

levels of intimacy-enhancing behaviour.

Implications for Research and Theory

Dyadic adjustment.

The present results replicated those of a number of studies where the correlation of Expressivity to reported dyadic adjustment was superior to that of Instrumentality. Data obtained using dyadic adjustment as outcome variable failed to support any interactive effects between Instrumentality and Expressivity (see Spence, 1984). Data on dyadic adjustment also failed to support a main effects model of two significant main effects. Perhaps, as some researchers have suggested, IE individuals' self-reported dyadic adjustment levels are correlated with IE only as a function of high levels of Expressivity (Antill, 1983).

The relation of women's Expressivity to men and women's dyadic adjustment was a robust finding across studies, and is consistent with the notion that women are traditionally reinforced for being nurturing and interpersonally sensitive; characteristics important to the couple's perception of the quality of their relationship (Balswick & Peek, 1971; Cancian & Gordon, 1988). In addition to the value of women's Expressivity, men's scores also made a contribution to their own and their partner's dyadic adjustment through their own Expressivity levels. This suggests that, regardless of gender, Expressivity is related to positive (i.e., relationship enhancing) interactions, perhaps through a combination of emotional closeness and involvement, and concern for the quality of the relationship.

Conflict resolution

As with men's dyadic adjustment, reports of relatively more effective conflict resolution behaviour in men was found to covary reliably with levels of Expressivity. A strong relationship focus (versus self focus), a positive, emotionally engaged attitude, and a desire for a win-win solution are all characteristics likely to result in greater willingness to address conflict directly and with confidence, and each of these characteristics has been shown to covary reliably with Expressivity (e.g., Bradbury, Campbell, & Fincham, 1995).

In contrast to Expressive individuals, individuals high on Instrumentality alone tend to feel pursued during conflict, and they tend to use avoidant or withdrawal strategies (Markman, Silvern, Clements, & Kraft-Hanak, 1993). These avoidance tactics effectively end (in the short-term) a situation which causes aversively high physiological reactivity (Gottman & Levenson, 1986). Given the evidence of relatively more effective (i.e., non-avoidant) conflict resolution behaviours among Expressive and IE individuals, Expressivity levels may be an important moderator of this gender-based reactivity (see Sayers & Baucom, 1991; Gottman & Krokoff, 1989). An individual low on Expressivity's interpersonal nurturance and sensitivity may feel (and may in fact be) rather poorly equipped to help resolve a conflict within the dyad. Threat appraisals are correlated with emotion-focused coping (Peacock, Wong, & Reker, 1993) such as avoidance, resulting in psychological symptoms (Giunta & Compas, 1993), as

well as poor marital adjustment (Bradbury, Campbell, & Fincham, 1995).

In contrast to findings concerning the male subsample and conflict resolution, women who reported relatively greater levels of Expressivity as well as Instrumentality reported the highest scores on proactive and confident conflict resolution behaviours. The significant correlations between women's Instrumentality and Expressivity, and their reported CR behaviour--not found when relating BSRI scores to women's DAS--can be interpreted in a number of ways. First, despite the emancipation of women in the last few decades, there are still inequities in the power distribution between men and women (see Rampage, 1994). As a result, women's initiation of, and engagement in, dyadic conflict may subjectively or objectively involve risk-taking. Further, where differences in power exist, it is natural for the less powerful individual to be watchful of the actions of the other. This is particularly true when the less powerful individual desires access to a resource controlled at least in part by the other. This watchfulness may be reflected in the greater salience of men's characteristics (see Costanzo & Archer, 1989; Sabatelli, Buck, & Kenny, 1986; Holmes & Boon, 1990; Murstein & Williams, 1983).

Difficulties with closeness-distance regulation are considered by some researchers and theorists to be a power issue (Jacobson, 1989). Future research might explore the hypothesis that conflict provides one available strategy for regulating

personal distance (Feldman, 1979, cited in Harper & Elliot, 1988), such as when a partner is the more desirous of intimacy.

Second, traditional socialization practices which reinforce affiliative and caregiving behaviours in women may lead to difficulty engaging in apparently contradictory behaviour such as conflict engagement. This is suggested by data which indicate that couples where the man is Instrumental and the woman is Expressive are the most likely couples to separate when marital distress is high (Baucom & Aiken, 1984). Despite the power inequality, women are still generally expected (and may themselves expect) to carry the greatest responsibility for the relationship, and they may in fact compensate for their husband's lack of relationship competence (see White, Speisman, Jackson, Bartis, & Costos, 1986) through discussion, suggestions, compromise, and personal change proposals (Rusbult, Johnson, & Morrow, 1986). Interestingly, some data suggest that the more cohesive and committed the couple, the more risky the conflict resolution tactics employed by both (Fitzpatrick & Winke, 1979).

Gilligan's theory (see White, Speisman, Jackson, Bartos, & Costos, 1986) provides a useful framework for interpreting the pattern of findings obtained in the present research. Gilligan (1982) posited that women's primary developmental task is to learn to individuate, in addition to being affiliative and caregiving as traditionally socialized (see Helson & Moane's [1987] cross-sectional study). If indeed a woman's main developmental task is individuation, then it is reasonable to

expect that asserting her position during dyadic conflict would involve the threat of loss of the relationship. This threat might be modulated by self-assertive traits (e.g., Kleinplatz, McCarry, & Kateb, 1992). Nonetheless, in certain situations the perceived threat is likely to be two-fold: threat to the person (i.e., through engaging in non-affiliative behaviour which is implicitly discouraged in women), and threat to the relationship's survival.

Women have generally been found to cope with conflict better than do men, perhaps in part because they typically experience less physiological arousal during conflictual discussions than men do (Gottman & Levenson, 1986). However, sequential analyses indicate that, longitudinally, a conflict engaging style is associated with Expressive traits rather than female gender (Gottman & Krokoff, 1989). Thus, it may be that low Expressivity, for instance, is a stronger predictor of physiological arousal than male gender. Ironically, given the aversion of many men to couple conflict, longitudinal data indicate that the expression of negative emotion in couple conflict is not necessarily deleterious to the relationship. Specifically, women's strong negative affect was found to be correlated with increases in dyadic adjustment as long as conflict was relatively rare and not characterized by extreme levels of anger (Krokoff, 1991). In contrast, reactions of avoidance and withdrawal, although possibly decreasing immediate negative emotion (Folkman & Lazarus, 1988), were found to be correlated with marital distress over time.

Women's Instrumentality might contribute to a relatively proactive and confident style by providing the firm conviction that personal needs and desires are important. Nonetheless, there is likely to be anxiety or ambivalence about provoking or engaging in conflict, which is by nature somewhat adversarial. This anxiety on the part of women may explain the importance of men's characteristics to women's reported dyadic adjustment in that the male partner controls part of the outcome of that conflict engagement. This view is also consistent with the hypothesis of a gender-based power differential that results in women being more sensitive to men's characteristics than vice versa.

The effects of partner criticism or anger vary widely. People generally ascribe to a norm of providing only positive feedback to one another, but the nature of intimate relationships makes this less true for couples. Negative feedback may be defended against as threatening to the self-esteem or to self-efficacy (Taylor & Brown, 1988), or, conversely, the individual may be motivated to consider the negative feedback seriously. This motivation may come from consideration of the relationship as important. This ability to put the well-being of the relationship first is found among individuals high on Expressivity. Without this relationship-focus, the survival of the relationship may be at risk through reactions that are self-focused, either through defensive manoeuvres (e.g., withdrawal, minimization, denial), or defensively aggressive reactions. This

is particularly true because couple conflict is experienced very aversively by many men, and particularly so in distressed relationships. In fact, men in marital therapy tend to name decreased marital conflict as their primary therapeutic goal (Markman & Kraft, 1989).

Future research might focus on the long-term effects of partner perceptions of problem-solving styles (Rusbult, Johnson, & Morrow, 1986; Merves-Okin, Amidon, & Bernt, 1990). Such perceptions of the partner and of the relationship may be even more predictive than partner characteristics, perhaps providing a partial explanation for the current, nonsignificant findings of Study 2 when relating women's DAS scores to men's BSRI-SF data. Similarly, the particular level of intimacy in a relationship, although predictive of relationship adjustment, may not be as crucial over time as a large discrepancy between real and preferred intimacy levels.

Other research questions might involve self-efficacy or couple efficacy perceptions (Bandura, 1982; Doherty, 1981), as these may mediate conflict resolution ability (Sherer & Adams, 1983). Given the physiological correlates of various degrees of self-efficacy, these questions would lend themselves well to a laboratory design. Other variables of interest might include perceived intent and motivation to resolve conflict (see Fincham & Bradbury, 1987), as well as other cognitive variables such as self-schema (Skitka & Maslach, 1990) and relationship beliefs (Eidelson & Epstein, 1982). These latter two might be of

particular interest in the study of Instrumental men and Expressive women, who appear to share a number of traditional beliefs about relationships and gender roles, as predicted by Bem.

Maintenance and enhancement of intimacy.

Women's reported intimacy behaviours covaried with their own and their partner's levels of Expressivity, without covarying with their own levels of Instrumentality. Given traditional socialization practices which teach women to care for others, it is perhaps not surprising that women's affiliative and caregiving traits, but not their self-assertive traits, were correlated with reported levels of self-disclosure and verbal expression of affection.

In contrast, men's MEI data indicated a rather dramatic reversal in pattern from that obtained with the conflict resolution measure and in comparison to MEI findings for women. These different patterns of findings for men and women have been reported in other studies of Instrumentality, Expressivity, intimacy behaviours, and relationship adjustment (e.g., White, Speisman, Jackson, Bartis, & Costos, 1986). Specifically, men's reported levels of self-disclosure and verbal expression of affection were found to correlate with their own levels of Instrumentality in addition to Expressivity, replicating findings by Coleman and Ganong (1985). Perhaps, as with women and reported conflict resolution behaviours, risky intimacy situations favor men who perceive themselves as having high levels of self-

assertive traits. Conversely, perhaps men with assertive traits select partners who will provide them with relationship challenges.

Men's MEI scores were also correlated with their female partners' Instrumentality and Expressivity scores. Gilligan's theory of gender-based developmental tasks once again provides a plausible explanation for this gender-specific pattern involving men's reported intimacy behaviours. Whereas women must learn to individuate, Gilligan has suggested that men's task is to learn to connect with others. Empirical evidence suggests that at adolescence, girls teach boys how to relate intimately to others (see White, Speisman, Jackson, Bartis, & Costos, 1986). The early socialization of boys, in contrast, tends to involve reinforcement of goals and priorities emphasizing personal autonomy and emotional control. Although such behaviour may serve well in general (e.g., future employment), it is of limited value in intimate relationships, where it can be perceived as inherently intimacy-limiting.

According to Gilligan, getting emotionally closer to others is not only less of a priority for men, but it is also perceived as threatening because it represents the possibility that distance regulation will be compromised. Men vary, however, in their success at moving beyond their traditional socialization, just as women do, and understanding how men successfully transcend their early socialization experiences is likely to require consideration of a number of factors.

Appraisals of difficulty of the task and personal ability affect reactions to demands (e.g., Heppner and Anderson, 1985; Peacock, Wong, & Reker, 1993), and individual differences in men's (and women's) ability to be intimate, or to integrate autonomy and closeness, appear to be related both to Expressivity and Instrumentality. In the present data, men's intimacy enhancement skills were found to covary with women's relationship adjustment as a function of their Instrumentality and Expressivity levels. These data nicely complement those of a laboratory experiment by White, Speisman, Jackson, Bartis, and Costos (1986), who found that men's global intimacy maturity, which was correlated with Expressivity (but not Instrumentality), also predicted variance in individuals' reported levels of dyadic adjustment.

As with women wanting more intimacy, men working to enhance or maintain intimacy in their relationship require the partner's cooperation--unlike the individual who wants more distance. Gender-based research indicates that women usually desire more intimacy than their partner provides them (see Christensen & Heavey, 1990), frequently identify their present intimacy levels as a great source of dissatisfaction to them (Holmes & Boon, 1990; Weiss, in Harper & Elliot, 1988), and cite intimacy enhancement as their primary goal in marital therapy (Markman & Kraft, 1989).

As a consequence of this frequent discrepancy between the present and desired level of intimacy, men's risk-taking in

expressing affection and making self-disclosures is likely to be viewed very favorably by the partner. Consequently, these efforts are unlikely to threaten the relationship despite any personal sense of risk-taking. Ironically, given the developmental challenge for men, women's positive reactions to men's efforts at intimacy may in fact compound men's concerns about personal distance regulation. Thus, although women's Expressivity could facilitate intimacy-related efforts on the part of the male partner, a female partner who also possesses traits of self-assertion and autonomy may possess a level of independence which provides sensitivity to the male partner's concerns over distance regulation. This is supported by the present research, wherein men's intimacy scores were positively related both to their partner's Instrumentality and Expressivity scores.

It has been suggested that the relation between men's level of Expressivity and women's relationship adjustment indicates greater social acceptance of flexibility in men's roles for women (Langis, Sabourin, Lussier, & Mathieu, 1994). One might argue, however, that this acceptance reflects increased expectations or demands being placed on men in relationships, as reflected in women's preference for men with high levels of Expressive traits, including IE men, who can simultaneously fulfill the more traditional sex role expectations concerning masculine behaviour (Murstein & Williams, 1983). In contrast, men low on Expressivity may be unable to meet their partner's preference for ready emotional accessibility and closeness (see Lapointe, Lussier,

Sabourin, & Wright, 1994).

This suggests a number of possible research directions involving the respective roles of Expressive and Instrumental traits in circumstances where individuals experience a sense of threat (i.e., a sense of inadequacy) in their relationship. Variables of interest might include self-efficacy and couple efficacy (Bandura, 1982), related perhaps to physiological reactivity not only during conflict, but when engaging in intimacy behaviours. As well, dispositional empathy (e.g., Davis & Oathout, 1987), intimacy maturity (e.g., White, Speisman, Jackson, Bartis, & Costos, 1986), and attachment styles (e.g., Bartholomew & Horowitz, 1991; Lapointe, Lussier, Sabourin, & Wright, 1994) hold promise as possible mediators of the IE/dyadic functioning relation. Such research would be most powerful if done longitudinally.

In summary, findings suggest that couples where both individuals are high on both Instrumentality and Expressivity report relatively higher levels of functioning during intimacy and conflict. Should these relations be validated in the future with objective measures of intimacy and conflict resolution behaviour and a longitudinal design, these results would support the hypothesis that IE individuals and IE/IE couples have a cross-situational advantage over others as a result of more adaptive behavioural repertoires.

An unexpected finding was the significant correlation between CR and MEI scores in men's and women's data, despite the

expectation of orthogonality due to the absence of conceptual and item overlap. Although additional, "adjusted" models were not tested in order to limit research alpha, further research would need to take into account the possibility of an underlying latent variable. Structural equation modeling would be a powerful test of this possibility, as well as a method of testing recursive relations among variables.

Gender effects.

As evidenced by the patterns of findings in Studies 1 and 2, research on personality traits which covary somewhat by gender should be restricted to separate gender analyses despite the resulting loss in power of halving the sample size. Although power considerations often lead to the pooling of data, the increase in statistical power cannot justify the unwitting (and perhaps unidentified) introduction of an interaction effect among independent variables. As time-consuming and expensive as it may be, the importance of recruiting an adequate sample size for separate gender analyses cannot be overstated.

Student effects

Patterns of findings in Studies 1 and 2 suggest that, as with gender effects, the pooling of dissimilar groups (such as multiple cohorts such as students and non-students) confounds and can ultimately compromise the interpretation of findings. In particular, couples research based on university samples may not generalize well to the general population, and one must question whether the advantages of recruiting from a university sample, or

of pooling university students with non-students, may not be outweighed by the limitations. At this time, there is little research demonstrating that findings based on university samples are generalizable to non-student populations, and researchers have called for an assessment of the impact of the university environment on research findings concerning Instrumentality and Expressivity (Street, Kimmel, & Kromrey, 1995). Some research literature appears to suggest that findings are in fact not generalizable (e.g., Pancoast & Archer, 1992; Roberts, Scott, & Baluch, 1993). The importance of recruiting an adequate sample size for separate gender analyses, and preferably from a community sample, should not be underestimated.

Limitations of the Current Research

This project contributes to existing research into the relations among Instrumentality, Expressivity, and subjective evaluations of intimacy behaviour, conflict resolution behaviour, and dyadic adjustment. Strengths include the recruitment of a heterogeneous sample, use of a pure measure of the Instrumentality and Expressivity constructs, and analysis through multiple regression techniques which allow maximum statistical power from variability in continuous scores.

A number of limitations to the present studies must be acknowledged. The use of a cross-sectional design does not permit examination of directionality and causality, despite the possibility of causal relationships which are suggested by the conceptual model. Consequently, there can be no assumption, for

example, that Expressivity causes couple satisfaction, because relationship satisfaction may in fact promote Expressive traits (Lamke, 1989). Similarly, relations that are significant at a particular point in time may change in predictive value at a subsequent time point (e.g., Markman, 1991). Further, cohort effects, which are of great interest in examining possible gender differences, cannot be satisfactorily examined with cross-sectional data.

In the present research, decisions to enter variables at various steps in regression analyses were based on assumptions about the likelihood of order of these variables' appearance (i.e., gender, personality traits, couple processes). Models which include feedback loops or latent variables (e.g., couple intimacy, conflict, and adjustment) and interaction effects would require structural equation modelling approaches beyond the scope of the moderate sample obtained here.

The recruitment method utilized in the present research emphasized public advertising, and thus necessarily involved a participant self-selection factor. The goal of the research was to obtain a heterogeneous sample and this was accomplished. However, given the non-renumerative nature of participation it is reasonable to expect that individuals who participated may have differed from couples who chose not to participate. Therefore, the generalization of results is best limited to couples similar on demographic variables. That is, best limited to relatively non-distressed, heterosexual couples of a generally higher

education and socio-economic status, as evidenced by the demographic data. Given the largely caucasian sample obtained, generalization to various groups (e.g., homosexual couples, various ethnocultural groups) should be made with caution, and await specific replication of findings. The theoretical model may not be useful with different sample groups. Or, it is possible that findings could in fact be statistically stronger with greater variability on demographic variables and reported dyadic adjustment levels.

Self-report surveys provide welcome insight into the subjective experience of research participants. However, they may also involve a number of biases, perhaps due to research demand characteristics. Self-descriptions on Instrumentality and Expressivity are thought to be dependent on the social role in question (Uleman & Weston, 1986; Vonk & van Nobelen, 1993), and a couples survey necessarily possesses certain demand characteristics. To counter this possibility, participants inquiring about the research hypotheses were informed that all types of couples were of interest, and that there were no particular expectations that couples' responses would be highly similar or dissimilar.

The impact of demand characteristics in couples research may be less than anticipated by researchers. One study looking at impression management in couples research found no significant impact of this variable on self-reported levels of couple variables, including dyadic adjustment (Hunsley, Vito, Pinsent,

James, & Lefebvre, 1996).

As with all large research projects, the number of analyses conducted in the present studies augmented the chance of spurious findings, particularly given the moderate sample size. Replication studies would provide welcome information on the generalizability of the present findings, especially if these replications were accompanied by corroboration from third-party participants, or from observational data. Available comparisons of observational data and self-report data on dyadic adjustment, intimacy behaviours, and conflict resolution behaviours, often based on various related measures and methods, tend to provide at least preliminary evidence of construct and at times convergent validity.

Similarly, convergent validity has been offered for the Instrumentality and Expressivity constructs based on behavioural research (e.g., Taylor, 1984), and questionnaire-style survey techniques for marital research have been shown to provide information equivalent to that obtained in telephone surveys (Gano-Phillips & Fincham, 1992). These studies provide indirect support for the selection of variables and methodology in the present research.

As with all social science research, many variables were excluded which might have added to the understanding of relations among Instrumentality, Expressivity, and dyadic adjustment. Consequently, much of the variance in participants' subjective well-being concerning their intimate relationship could not be

accounted for. Other conceptual models might substitute or add variables such as a) moral support, encouragement, and interest in partner, b) power strategies, c) self-efficacy levels, and d) beliefs about the self, the partner, and relationships. Exclusion of these variables of interest necessarily resulted in increasing the risk that some variables that appear to be significantly correlated may in fact covary with unmeasured variables which could more fully explain the observed relations. For instance, it is possible that self-efficacy perceptions about Instrumentality and Expressivity behaviours mediate the relation of Instrumentality and Expressivity traits, respectively, and satisfaction with the relationship, as well as conflict resolution and intimacy behaviours.

Similarly, general adjustment and mental health could conceivably influence the level of self-reported dyadic adjustment, although these relations appear to be bidirectional, indirect, and nonspecific (see Burman & Margolin, 1992). Some researchers have suggested that adjustment or self-esteem account for the relations among BSRI-SF scores and outcome variables related to various aspects of adjustment (i.e., depression and anxiety; see Payne & Futterman, 1983), and that these be controlled for in future research. However, no particular self-esteem measure has been found to covary reliably with both Instrumentality and Expressivity, requiring consideration of the inclusion of two measures of self-esteem--one general, one pertaining to interpersonal relationships.

Controlling for "adjustment" would result in similar difficulties, given the multifactorial nature of the global construct of adjustment. As with self-esteem, various forms of adjustment appear to be correlated with Instrumentality and Expressivity, respectively, requiring the consideration of inclusion of at least two measures of adjustment--hardly parsimonious. In the present research, a decision was made to exclude the self-esteem and adjustment constructs because of these many unresolved issues. Further, it seems reasonable to assume that socially desirable traits (and behavioural tendencies) which are situationally useful might be related to successful attempts to "act in the world", and thus suggest a feedback loop best assessed with structural equation modeling permitting assessment of bidirectional relations (Pedhazur, 1982). For the time being at least, the question of the causality of relations among adjustment, self-esteem, and Instrumentality and Expressivity must remain unaddressed.

Conclusion

Overall, the most important finding of the present research is that the mediator model including conflict resolution and intimacy enhancement processes accounted for significantly more variance in DAS scores for men and for women (and in predicting from individuals' or their partner's BSRI-SF scores) than the more traditional, direct IE/DAS model. Specifically, self-reported intimacy and conflict resolution behaviours were found to co-vary in a complex fashion as a function of both gender and

personality traits. Findings suggest a mechanism by which the trait of Expressivity may predict men's and women's DAS scores, and highlight particularly subtle and indirect relations between gender and Instrumentality as a function of the specific couple process. Although under-utilized, the Short-Form of the BSRI provides parsimonious interpretation of findings as a pure measure of Instrumentality and Expressivity, and is to be preferred (along with the empirically interchangeable PAQ) over the original BSRI for subsequent attempts at replication.

The present research begins to address an identified need for new theoretical trait/behaviour models in couples research (Bradbury, Campbell, & Fincham, 1995) and particularly in IE research with couples (Siavelis & Lamke, 1992). To date, much of the research in this realm has focused on the correlation of these trait clusters to relationship satisfaction. The present findings suggest that this outcome variable may not be as helpful as more process oriented couple variables when attempting to understand the relation of Instrumentality and Expressivity to the dyadic experience. Models which consider non-distressed couples (Miller, Corrales, & Wackman, 1975) and couple-specific outcome variables other than dyadic adjustment and satisfaction (as the present study does) suggest new and interesting hypotheses concerning the strength of relations among Instrumentality, Expressivity, and various constructs of growing interest to couples researchers (see Kenrick & Funder, 1988).

The varied patterns of findings obtained with the present,

couple process variables raise fundamental questions about the selection of dependent variables for couples research. At least for the purposes of exploring Instrumentality and Expressivity, it appears that the dyadic adjustment construct may be too general to elucidate the possible mechanisms by which these trait clusters are related to couple functioning.

The possible role of Instrumentality and Expressivity in predicting whether or in which situation individuals will experience a threat of loss appears particularly promising. To paraphrase Rusbult, Johnson and Morrow (1986) the most predictive variable of relationship health is the reaction to destructive behaviours by the partner. Perhaps, for women, this destructive behaviour is related to men's lesser need or desire for intimacy, whereas for men, this destructive behaviour is related to women's tendency to insistently address conflicts.

The present research explored one possible framework for dyadic adjustment and Instrumentality and Expressivity that, hopefully, will have raised as many questions as it sought to address. The relational processes by which couples--and especially nondistressed couples--solve problems, care for each other, and regulate distance and constructive re-engagement are important areas for investigation by social scientists, as they hold the key to understanding what makes relationships function more or less well, with all that that implies for theory, research, and clinical work.

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Appendix A.

Highest Education Level Attained

(Percentages)

Level	Total	Women (n = 75)	Men (n = 75)
High School	7.3	5.3	9.3
Some College	4.0	1.3	6.7
Community College	10.0	13.3	6.7
Some University	34.0	45.3	22.7
Bachelor Degree	28.0	20.0	36.0
Masters Degree	14.7	13.3	16.0
Ph.D., M.D.	0.7	0.0	1.3
Missing	1.3	1.3	1.3

Appendix B.
Primary Occupation
(Percentages)

Occupation	Total	Women (n = 75)	Men (n = 75)
Student	39.3	50.7	28.0
Manag/Admin	11.3	8.0	14.7
Sci/Eng/Mths	8.0	4.0	12.0
Social Science	.7	0.0	2.7
Teaching	4.0	5.3	5.3
Medicine/Health	6.0	6.7	2.7
Sports	1.3	0.0	2.7
Clerical	4.0	5.3	6.7
Sales	6.0	5.3	1.3
Techn Assembly	.7	0.0	1.3
Transportation	1.3	0.0	2.7
Crafts	.7	1.3	0.0
Other	10.0	5.3	14.7
Unemployed	2.7	4.0	1.3
Missing	4.0	2.0	2.0

Note. Manag/Admin: Management or Administration;

Sci/Eng/Mths: Science, Engineering, or Mathematics; Techn

Assembly: Technical Assembly; Other: Individuals who reported

more than one occupation, or who did not give sufficient

information for classification.

Appendix C.
Combined Yearly Income
(Percentages)

Income	Total (n = 75)
Under \$10,000	5.3
\$10-20,000	10.7
\$20-30,000	16.0
\$30-40,000	17.3
\$40-50,000	10.7
\$50-60,000	8.0
\$60-70,000	8.0
Over \$70,000	20.0
Missing	4.0

Appendix D.
Yearly Personal Income Level
(Percentages)

Personal Income	Total	Women (<u>n</u> = 75)	Men (<u>n</u> = 75)
Under \$10,000	30.7	44.0	17.3
\$10-20,000	17.3	21.3	13.3
\$20-30,000	13.3	8.0	18.7
\$30-40,000	16.7	13.3	20.0
\$40-50,000	8.0	5.3	10.7
Over \$50,000	11.3	6.7	16.0
Missing	2.7	1.3	4.0

Appendix E.

Short-Form Bem Sex Role Inventory

(BSRI-SF)

PLEASE DESCRIBE YOURSELF.

- 1= Never or almost never true
- 2= Usually not true
- 3= Sometimes but infrequently true
- 4= Occasionally true
- 5= Often true
- 6= Usually true
- 7= Always or almost always true

- Defend own beliefs
- Moody
- Independent

- Conscientious
- Affectionate
- Assertive

- Strong personality
- Forceful
- Reliable

- Sympathetic
- Jealous
- Have leadership abilities

- Sensitive to the needs of others
- Truthful
- Willing to take risks

- Understanding
- Secretive
- Compassionate

- Eager to soothe hurt feelings
- Conceited
- Dominant

- Warm
- Willing to take a stand
- Tender

- Aggressive
- Adaptable
- Love children

- Tactful
- Gentle
- Conventional

Appendix F.
Dyadic Adjustment Scale
(DAS)

Most people have disagreements in their relationships. Please indicate below the approximate extent of agreement or disagreement between you and your partner for each item on the following list. (check one)

	Always agree	Almost always agree	Occasionally disagree	Frequently disagree	Almost always disagree	Always disagree
-Handling family finances	___	___	___	___	___	___
-Matters of recreation	___	___	___	___	___	___
-Religious matters	___	___	___	___	___	___
-Demonstrations of affection	___	___	___	___	___	___
-Friends	___	___	___	___	___	___
-Sexual relations	___	___	___	___	___	___
-Conventionality (correct or appropriate behaviour)	___	___	___	___	___	___
-Philosophy of life	___	___	___	___	___	___
-Ways of dealing with parents or in-laws	___	___	___	___	___	___
-Aims, goals, and things believed important	___	___	___	___	___	___
-Amount of time spent together	___	___	___	___	___	___
-Making major decisions	___	___	___	___	___	___
-Household tasks	___	___	___	___	___	___
-Leisure time interests and activities	___	___	___	___	___	___
-Career decisions	___	___	___	___	___	___

	All the time	Most of the time	More often than not	Occasionally	Rarely	Never
-How often do you discuss or have you considered divorce, separation, or terminating your relationship?	___	___	___	___	___	___
-How often do you or your mate leave the house after a fight?	___	___	___	___	___	___
-In general how often do you think that things between you and your mate are going well?	___	___	___	___	___	___
-Do you confide in your mate?	___	___	___	___	___	___
-Do you ever regret that you married (or lived together)?	___	___	___	___	___	___
-How often do you and your partner quarrel?	___	___	___	___	___	___
-How often do you and your mate "get on each other's nerves"?	___	___	___	___	___	___

	Every day	Almost every day	Occasionally	Rarely	Never
-Do you kiss your mate?	_____	_____	_____	_____	_____

	All of them	Most of them	Some of them	Very few of them	None of them
-Do you and your mate engage in outside interests together?	_____	_____	_____	_____	_____

How often would you say the following events occur between you and your mate?

	Never	Less than once/month	Once or twice/month	Once or twice/week	Once a day	More often
-Have a stimulating exchange of ideas	_____	_____	_____	_____	_____	_____
-Laugh together	_____	_____	_____	_____	_____	_____
-Calmly discuss something	_____	_____	_____	_____	_____	_____
Work together on a project	_____	_____	_____	_____	_____	_____

There are some things about which couples sometimes agree and sometimes disagree. Indicate if either item below caused differences of opinion or were problems in your relationship during the past few weeks.

Being too tired for sex. Yes _____ No _____

Not showing love. Yes _____ No _____

The following scale represents different degrees of happiness in your relationship. The middle point, "happy", represents the degree of happiness of most relationships. Please circle the number which best describes the degree of happiness, all things considered, of your relationship.

1	2	3	4	5	6	7
EXTREMELY UNHAPPY	FAIRLY UNHAPPY	A LITTLE UNHAPPY	HAPPY	VERY HAPPY	EXTREMELY HAPPY	PLEASED WITH HAPPY

Which of the following statements best describes how you feel about the future of your relationship? (check ONE)

_____ I want desperately for my relationship to succeed, and would go to almost any length to see that it does.

_____ I want very much for my relationship to succeed, and will do all I can to see that it does.

_____ I want very much for my relationship to succeed, and will do my share to see that it does.

_____ It would be nice if my relationship succeeded, but I can't do much more than I am doing now to help it succeed.

_____ It would be nice if it succeeded, but I refuse to do any more than I am doing now to keep the relationship going.

_____ My relationship can never succeed, and there is no more that I can do to keep the relationship going.

Appendix G.
Telephone Scripts for
First and Second Contacts

Telephone Scripts

First Call

Thank you for responding to our advertisement. We are conducting a research study designed to investigate characteristics of couples' relationships. The is being conducted by Dr. John Hunsley, a psychology professor at the University of Ottawa, and has been approved by the Human Research Ethics Committee of the School of Psychology at the University of Ottawa.

As mentioned in the advertisement, participation involves filling out a questionnaire that we will mail to your home. The questionnaire deals with attitudes and beliefs about marriage, communication between partners, and marital and general life satisfaction. It will take between one and a half to two hours to complete. We would appreciate it if both you and your partner each completed a questionnaire, but it is entirely up to each of you to decide whether you want to participate.

To participate, you need to satisfy certain criteria, so I would like to ask you a few questions. First, are you and your partner currently living together? How long have you been living together? Are you both fluent in English?

If meet criteria: Thank you for your interest in this study. Could I please have your address so that we can mail you a consent form and questionnaire? Do you have any further questions?

If don't meet criteria: Thank you for your interest in this study, but we are looking for couples who have lived together for at least 6 months and who are fluent in English.

Second Call

I am calling about the study on couples and intimate relationships being conducted by Dr. John Hunsley from the University of Ottawa. We contacted you earlier about participating in the study and mailed you our questionnaires. We have not yet received your completed questionnaire and we were wondering if you had any questions or required a new questionnaire package.

Thank you once again for your participation.

If the person indicates the she or he no longer wishes to participate: Well, thank you for taking the time to talk to me and for having considered participating in the study.

Appendix H.
Ethics Committee Project Approval
for Study 1



UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

ÉCOLE DE PSYCHOLOGIE
SCHOOL OF PSYCHOLOGY

July 13, 1992

John Hunsley, Ph.D.
Centre for Psychological Services
University of Ottawa
INTRA

Dear John:

RE: Research project "The marital relations project: An integrative empirical approach"

Thank you for the modification received for the above-mentioned research project. This project has full approval from the Human Research Ethics Committee of the School of Psychology (under category I.A.). The approval of this proposal is valid for one year.

We wish you the best with your research project.

Sincerely,

Cameron

for

Robert Leclerc, Ph.D.
Chair of HRECSP

RL/jc

Appendix I.

Renewal of Ethics Committee Project Approval
for Study 1



UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

ÉCOLE DE PSYCHOLOGIE
SCHOOL OF PSYCHOLOGY

October 13, 1993

John Hunsley, Ph.D.
Centre for Psychological Services
University of Ottawa
INTRA

Dear colleague:

SUBJECT: Project "The marital relations project: An integrative empirical approach"

Thank you for your reply to our Annual Questionnaire concerning the status of your project mentioned above.

It is my pleasure to inform you that the Human Research Ethics Committee of the School of Psychology has approved your project for another year.

On behalf of the Committee, I wish you success in your project.

Sincerely,

A handwritten signature in cursive script, appearing to read "Pierre Ritchie".

fa Pierre Ritchie, Ph.D.
Chair, HRECSP

PR:jc

Appendix J.

Ethics Committee Project Approval

for Study 2



UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

ÉCOLE DE PSYCHOLOGIE
SCHOOL OF PSYCHOLOGY

December 1, 1994

Dr. John Hunsley
Centre for Psychological Services
University of Ottawa
INTRA

Dear Dr. Hunsley:

RE: Ph.D. Project: Instrumentality/Expressivity and Marital Quality (M. Lefebvre
& J. Hunsley)

Thank you for sending us the requested modifications on the above mentioned research project.

I am pleased to inform you that your project has now received the full approval of the Human Research Ethics Committee of the School of Psychology (under category I.A.). Such approval is valid for one year.

We wish you the best in your project.

Sincerely,

A handwritten signature in black ink, appearing to read "Claude Lamontagne".

Claude Lamontagne, Ph.D.
Chair of the HRECSP

CL/jc

Appendix K.
Couple Survey Package for Study 1,
including Consent Form

**THE
INTIMATE RELATIONSHIPS
PROJECT**

JOHN HUNSLEY, PH.D, C.PSYCH.

SCHOOL OF PSYCHOLOGY

UNIVERSITY OF OTTAWA

Consent Form for Couples Survey

The purpose of the present study is to learn about different characteristics and aspects of couples' relationships. This study is being conducted by Dr. John Hunsley, a professor in the School of Psychology at the University of Ottawa.

If I agree to participate in this study, my participation will involve the completion of a questionnaire on my attitudes and beliefs about marriage, the communication between me and my partner, and my marital and general life satisfaction. I understand that it will take between one and a half to two hours to complete. Furthermore, I understand that although the researcher would appreciate it if both my partner and I each completed a questionnaire, it is entirely up to each of us to decide whether to participate. Should I decide to complete the questionnaire, I understand I am to return it to the researcher in the addressed stamped envelope provided to me.

I understand that I am free to withdraw from this study at any time. Furthermore, although it is preferable that I answer all the questions, I understand that I can decide not to answer any or all of the questions in the questionnaire. I understand that any answers I provide will remain confidential and will be used only for research purposes.

There are two copies of this consent form for each participant. If you decide to participate, please sign them both and return one with the questionnaire. If you have any questions about this questionnaire or your involvement in the study, please call Dr. Hunsley at 564-9468.

Participant's Signature: _____

Date: _____

Researcher's Signature: _____

Optional: I wish to receive a summary of the findings of this study upon its completion (approximately June 1993) at the following address:

Optional: Would you be interested in being contacted during the next year about possible involvement in further research on intimate relationships. Yes _____ No _____
(Your interest in being contacted does not commit you to involvement in the research.)

SECTION A: DEMOGRAPHICS

TO HELP US INTERPRET THIS QUESTIONNAIRE, WE NEED SOME DEMOGRAPHIC INFORMATION ABOUT YOU. PLEASE CIRCLE THE ANSWER THAT BEST DESCRIBES YOU AND/OR FILL IN THE INFORMATION REQUESTED.

- What is your sex? Male Female

- What is your age? _____ years

- What is your present occupation? (please be specific)

- What is **YOUR** annual gross income? (check one)
____ under \$10,000 ____ \$30,000 - \$40,000
____ \$10,000 - \$20,000 ____ \$40,000 - \$50,000
____ \$20,000 - \$30,000 ____ over \$50,000

- What is the **COMBINED** annual gross income for you and your spouse? (check one)
____ under \$10,000 ____ \$40,000 - \$50,000
____ \$10,000 - \$20,000 ____ \$50,000 - \$60,000
____ \$20,000 - \$30,000 ____ \$60,000 - \$70,000
____ \$30,000 - \$40,000 ____ over \$70,000

- What is your highest level of education completed? (check one)
____ less than grade 10 ____ some university
____ high school diploma ____ Bachelor's degree
____ some community college ____ Master's degree
____ community college diploma ____ Ph.D/M.D./L.L.B

- Do you and your partner currently live at the same address? Yes No

- How many years have you and your partner lived together as a couple? _____ years

- Do you and your partner have any children? Yes No

If yes, what are their sex and ages?

- Have you previously been married? Yes No

- Do you have any children from previous marriages? Yes No
- If yes, do they currently live with you? Yes No

Comments: _____

What are their sex and ages?

- Have you and your partner ever received marital counseling? Yes No

SECTION B: VIEWS OF YOUR RELATIONSHIP

- 1 = Extremely dissatisfied
- 2 = Very dissatisfied
- 3 = Somewhat dissatisfied
- 4 = Somewhat satisfied
- 5 = Very satisfied
- 6 = Extremely satisfied

Using the above number system, please indicate your level of satisfaction in the following three areas.

- _____ How satisfied are you with your relationship?
- _____ How satisfied are you with your partner?
- _____ How satisfied are you with your relationship with your partner?

The statements below describe ways in which a person might feel about a relationship with another person. Please mark the space next to each statement according to how strongly you believe that it is true or false for you. Write in a 5, 4, 3, 2, 1, or 0 to stand for the following answers.

- 5= I **STRONGLY** believe that the statement is **TRUE**.
- 4= I believe that the statement is **TRUE**.
- 3= I believe that the statement is **PROBABLY TRUE**, or more true than false.
- 2= I believe that the statement is **PROBABLY FALSE**, or more false than true.
- 1= I believe that the statement is **FALSE**.
- 0= I **STRONGLY** believe that the statement is **FALSE**.

- _____ If your partner expresses disagreement with your ideas, s/he probably doesn't think highly of you.

5= I **STRONGLY** believe that the statement is **TRUE**.

4= I believe that the statement is **TRUE**.

3= I believe that the statement is **PROBABLY TRUE**, or more true than false.

2= I believe that the statement is **PROBABLY FALSE**, or more false than true.

1= I believe that the statement is **FALSE**.

0= I **STRONGLY** believe that the statement is **FALSE**.

- ___ I do not expect my partner to sense all my moods.
- ___ Damages done early in a relationship probably cannot be reversed.
- ___ I get upset if I think I have not completely satisfied my partner sexually.
- ___ Men and women have the same basic emotional needs.
- ___ I cannot accept it when my partner disagrees with me.
- ___ If I have to tell my partner that something is important to me, it does *not* mean that s/he is insensitive to me.
- ___ My partner does not seem capable of behaving other than s/he does now.
- ___ If I'm not in the mood for sex when my partner is, I don't get upset about it.
- ___ Misunderstandings between partners generally are due to inborn differences in psychological makeups of men and women.
- ___ I take it as a personal insult when my partner disagrees with an important idea of mine.
- ___ I get very upset if my partner does not recognize how I am feeling and I have to tell him/her.
- ___ A partner can learn to become more responsive to his/her partner's needs.
- ___ A good sexual partner can get himself/herself aroused for sex whenever necessary.
- ___ Men and women probably will never understand the opposite sex very well.
- ___ I like it when my partner presents views different from mine.
- ___ People who have a close relationship can sense each other's needs as if they could read each other's minds.
- ___ Just because my partner has acted in ways that upset me does not mean that s/he will do so in the future.
- ___ If I cannot perform well sexually whenever my partner is in the mood, I would consider that I have a problem.
- ___ Men and women need the same basic things out of a relationship.

5= I **STRONGLY** believe that the statement is **TRUE**.

4= I believe that the statement is **TRUE**.

3= I believe that the statement is **PROBABLY TRUE**, or more true than false.

2= I believe that the statement is **PROBABLY FALSE**, or more false than true.

1= I believe that the statement is **FALSE**.

0= I **STRONGLY** believe that the statement is **FALSE**.

- ___ I get very upset when my partner and I cannot see things the same way.
- ___ It is important to me for my partner to anticipate my needs by sensing changes in my moods.
- ___ A partner who hurts you badly once probably will hurt you again.
- ___ I can feel OK about my lovemaking even if my partner does not achieve orgasm.
- ___ Biological differences between men and women are *not* major causes of couples' problems.
- ___ I cannot tolerate it when my partner argues with me.
- ___ A partner should know what you are thinking or feeling without you having to tell.
- ___ If my partner wants to change, I believe that s/he can do it.
- ___ If my sexual partner does not get satisfied completely, it does not mean that I have failed.
- ___ One of the major causes of marital problems is that men and women have different emotional needs.
- ___ When my partner and I disagree, I feel like our relationship is falling apart.
- ___ People who love each other know exactly what each other's thoughts are without a word ever being said.
- ___ If you don't like the way a relationship is going, you can make it better.
- ___ Some difficulties in my sexual performance do not mean personal failure to me.
- ___ You can't really understand someone of the opposite sex.
- ___ I do not doubt my partner's feelings for me when we argue.
- ___ If you have to ask your partner for something, it shows that s/he was not "tuned into" your needs.
- ___ I do not expect my partner to be able to change.
- ___ When I do not seem to be performing well sexually, I get upset.
- ___ Men and women will always be mysteries to each other.

	<i>All the time</i>	<i>Most of the time</i>	<i>More often than not</i>	<i>Occa- sionally</i>	<i>Rarely</i>	<i>Never</i>
■ Do you confide in your mate?	_____	_____	_____	_____	_____	_____
■ Do you ever regret that you married (or lived together)?	_____	_____	_____	_____	_____	_____
■ How often do you and your partner quarrel?	_____	_____	_____	_____	_____	_____
■ How often do you and your mate "get on each other's nerves"?	_____	_____	_____	_____	_____	_____
	<i>Every day</i>	<i>Almost every day</i>	<i>Occa- sionally</i>	<i>Rarely</i>	<i>Never</i>	
■ Do you kiss your mate?	_____	_____	_____	_____	_____	
	<i>All of them</i>	<i>Most of them</i>	<i>Some of them</i>	<i>Very few of them</i>	<i>None of them</i>	
■ Do you and your mate engage in outside interests together?	_____	_____	_____	_____	_____	

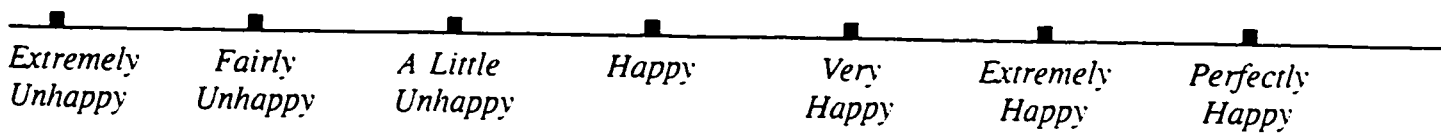
How often would you say the following events occur between you and your mate?

	<i>Less than once/month</i>	<i>Once or twice/month</i>	<i>Once or twice/week</i>	<i>Once a day</i>	<i>More often</i>	<i>Never</i>
■ Have a stimulating exchange of ideas	_____	_____	_____	_____	_____	_____
■ Laugh together	_____	_____	_____	_____	_____	_____
■ Calmly discuss something	_____	_____	_____	_____	_____	_____
■ Work together on a project	_____	_____	_____	_____	_____	_____

There are some things about which couples sometimes agree and sometimes disagree. Indicate if either item below caused differences of opinion or were problems in your relationship during the past few weeks.

- Being too tired for sex Yes ____ No ____
- Not showing love. Yes ____ No ____

■ The dots on the following line represent different degrees of happiness in your relationship. The middle point, "happy", represents the degree of happiness of most relationships. Please circle the dot which best describes the degree of happiness, all things considered, of your relationship.



■ Which of the following statements best describes how you feel about the future of your relationship? (*check one*)

- ___ I want desperately for my relationship to succeed, and would go to almost any length to see that it does.
- ___ I want very much for my relationship to succeed, and will do all I can to see that it does.
- ___ I want very much for my relationship to succeed, and will do my fair share to see that it does.
- ___ It would be nice if my relationship succeeded, but I can't do much more than I am doing now to help it succeed.
- ___ It would be nice if it succeeded, but I refuse to do any more than I am doing now to keep the relationship going.
- ___ My relationship can never succeed, and there is no more that I can do to keep the relationship going.

This questionnaire is to be completed twice. The first response column asks about your relationship as it **ACTUALLY** seems to you. The second column refers to the relationship as you would **IDEALLY** like it to be.

1 2 3 4 5
Almost never Once in a while Sometimes Frequently Almost always

ACTUAL IDEAL

- _____ _____ We ask each other for help.
- _____ _____ When problems arise, we compromise.
- _____ _____ We approve of each other's friends.
- _____ _____ We are flexible in how we handle our differences.
- _____ _____ We like to do things with each other.
- _____ _____ Different persons act as leaders in our marriage.
- _____ _____ We feel closer to each other than to people outside our family.
- _____ _____ We change our way of handling tasks.
- _____ _____ We like to spend free time with each other.
- _____ _____ We try new ways of dealing with problems.
- _____ _____ We feel very close to each other.
- _____ _____ We jointly make the decisions in our marriage.
- _____ _____ We share hobbies and interests together.
- _____ _____ Rules change in our marriage.
- _____ _____ We can easily think of things to do together as a couple.
- _____ _____ We shift household responsibilities from person to person.
- _____ _____ We consult each other on our decisions.
- _____ _____ It is hard to identify who the leader is in our marriage.
- _____ _____ Togetherness is a top priority.
- _____ _____ It is hard to tell who does which household chores.

Using the scale below, please place the most appropriate number next to each statement.

1	2	3	4	5
<i>Strongly Disagree</i>	<i>Moderately Disagree</i>	<i>Neither agree nor disagree</i>	<i>Moderately Agree</i>	<i>Strongly Agree</i>

- ___ It is very easy for me to express all my true feelings to my partner.
- ___ When we are having a problem, my partner often gives me the silent treatment.
- ___ My partner sometimes makes comments which put me down.
- ___ I am sometimes afraid to ask my partner for what I want.
- ___ I wish my partner was more willing to share his/her feelings with me.
- ___ Sometimes I have trouble believing everything my partner tells me.
- ___ I often do not tell my partner what I am feeling because he/she should already know.
- ___ I am very satisfied with how my partner and I talk with each other.
- ___ I do not always share negative feelings I have about my partner because I am afraid he/she will get angry.
- ___ My partner is always a good listener.

Please respond to the following items by circling the number that best describes how often you are willing to discuss that topic with your partner. Please be as honest as possible.

1= not at all willing to discuss this topic
 2= rarely willing to discuss this topic
 3= sometimes willing to discuss this topic
 4= often willing to discuss this topic
 5= always willing to discuss this topic

- | | | | | | |
|----------------------------------|---|---|---|---|---|
| ■ Times when you felt depressed. | 1 | 2 | 3 | 4 | 5 |
| ■ Times when you felt happy. | 1 | 2 | 3 | 4 | 5 |
| ■ Times when you felt jealous. | 1 | 2 | 3 | 4 | 5 |
| ■ Times when you felt anxious. | 1 | 2 | 3 | 4 | 5 |
| ■ Times when you felt angry. | 1 | 2 | 3 | 4 | 5 |
| ■ Times when you felt calm. | 1 | 2 | 3 | 4 | 5 |
| ■ Times when you felt apathetic. | 1 | 2 | 3 | 4 | 5 |
| ■ Times when you felt afraid. | 1 | 2 | 3 | 4 | 5 |

- 1= not at all willing to discuss this topic**
2= rarely willing to discuss this topic
3= sometimes willing to discuss this topic
4= often willing to discuss this topic
5= always willing to discuss this topic

■ Times when you felt discouraged.	1	2	3	4	5
■ Times when you felt cheerful.	1	2	3	4	5
■ Times when you felt possessive.	1	2	3	4	5
■ Times when you felt troubled.	1	2	3	4	5
■ Times when you felt infuriated.	1	2	3	4	5
■ Times when you felt quiet.	1	2	3	4	5
■ Times when you felt indifferent.	1	2	3	4	5
■ Times when you felt fearful.	1	2	3	4	5
■ Times when you felt pessimistic.	1	2	3	4	5
■ Times when you felt joyous.	1	2	3	4	5
■ Times when you felt envious.	1	2	3	4	5
■ Times when you felt worried.	1	2	3	4	5
■ Times when you felt irritated.	1	2	3	4	5
■ Times when you felt serene.	1	2	3	4	5
■ Times when you felt numb.	1	2	3	4	5
■ Times when you felt frightened.	1	2	3	4	5
■ Times when you felt sad.	1	2	3	4	5
■ Times when you felt delighted.	1	2	3	4	5
■ Times when you felt suspicious.	1	2	3	4	5
■ Times when you felt uneasy.	1	2	3	4	5
■ Times when you felt hostile.	1	2	3	4	5
■ Times when you felt tranquil.	1	2	3	4	5
■ Times when you felt unfeeling.	1	2	3	4	5
■ Times when you felt scared.	1	2	3	4	5
■ Times when you felt unhappy.	1	2	3	4	5
■ Times when you felt pleased.	1	2	3	4	5
■ Times when you felt resentful.	1	2	3	4	5
■ Times when you felt flustered.	1	2	3	4	5
■ Times when you felt enraged.	1	2	3	4	5

- 1= not at all willing to discuss this topic
 2= rarely willing to discuss this topic
 3= sometimes willing to discuss this topic
 4= often willing to discuss this topic
 5= always willing to discuss this topic

- Times when you felt relaxed. 1 2 3 4 5
- Times when you felt detached. 1 2 3 4 5
- Times when you felt alarmed. 1 2 3 4 5

Using the scale below, please place the most appropriate number next to each statement.

1	2	3	4	5
<i>Strongly Disagree</i>	<i>Moderately Disagree</i>	<i>Neither agree nor disagree</i>	<i>Moderately Agree</i>	<i>Strongly Agree</i>

- _____ In order to end an argument, I usually give up too quickly.
- _____ My partner and I have very different ideas about the best way to solve our disagreements.
- _____ When discussing problems, I usually feel my partner understands me.
- _____ When we are having a problem, I can always tell my partner what is bothering me.
- _____ Sometimes we have serious disputes over unimportant issues.
- _____ I would do anything to avoid conflict with my partner.
- _____ I sometimes feel our arguments go on and on and never seem to get resolved.
- _____ When we have a disagreement, we openly share our feelings and decide how to resolve our differences.
- _____ I usually feel that my partner does not take our disagreements seriously.
- _____ When we argue, I usually end up feeling that the problem was all my fault.

SECTION D: FEELINGS ABOUT YOUR RELATIONSHIP

Please respond to the next sixteen items by circling the number that best describes how often the following occur in your relationship. Please be as honest as possible.

1 = *never* 2 = *seldom* 3 = *often* 4 = *very often*

- | | | | | |
|---|---|---|---|---|
| ■ When I do feel love toward my partner I tell him/her. | 1 | 2 | 3 | 4 |
| ■ When I do feel happy I tell my partner. | 1 | 2 | 3 | 4 |
| ■ When I do feel angry toward my partner I tell him/her. | 1 | 2 | 3 | 4 |
| ■ When I do feel sorrow I tell my partner. | 1 | 2 | 3 | 4 |
| ■ When I do feel tenderness toward my partner I tell him/her. | 1 | 2 | 3 | 4 |
| ■ When I do feel delight I tell my partner. | 1 | 2 | 3 | 4 |
| ■ When I do feel hate toward my partner I tell him/her. | 1 | 2 | 3 | 4 |
| ■ When I do feel grief I tell my partner. | 1 | 2 | 3 | 4 |
| ■ When I do feel warmth toward my partner I tell him/her. | 1 | 2 | 3 | 4 |
| ■ When I do feel joy I tell my partner. | 1 | 2 | 3 | 4 |
| ■ When I do feel resentment toward my partner I tell him/her. | 1 | 2 | 3 | 4 |
| ■ When I do feel sad I tell my partner. | 1 | 2 | 3 | 4 |
| ■ When I do feel affection toward my partner I tell him/her. | 1 | 2 | 3 | 4 |
| ■ When I do feel elation I tell my partner. | 1 | 2 | 3 | 4 |
| ■ When I do feel rage I tell my partner. | 1 | 2 | 3 | 4 |
| ■ When I do feel blue I tell my partner. | 1 | 2 | 3 | 4 |

- 1= Never or almost never true**
2= Usually not true
3= Sometimes but infrequently true
4= Occasionally true
5= Often true
6= Usually true
7= Always or almost always true

- | | |
|---|--|
| <input type="checkbox"/> Sensitive to the needs of others | <input type="checkbox"/> Warm |
| <input type="checkbox"/> Truthful | <input type="checkbox"/> Willing to take a stand |
| <input type="checkbox"/> Willing to take risks | <input type="checkbox"/> Tender |
| <input type="checkbox"/> Understanding | <input type="checkbox"/> Aggressive |
| <input type="checkbox"/> Secretive | <input type="checkbox"/> Adaptable |
| <input type="checkbox"/> Compassionate | <input type="checkbox"/> Loves children |
| <input type="checkbox"/> Eager to soothe hurt feelings | <input type="checkbox"/> Tactful |
| <input type="checkbox"/> Conceited | <input type="checkbox"/> Gentle |
| <input type="checkbox"/> Dominant | <input type="checkbox"/> Conventional |

Using the scale below as a guide, write a number beside each statement to indicate how much you agree with it.

1 2 3 4 5 6 7
not true *somewhat true* *very true*

- I sometimes tell lies if I have to.
- I never cover up my mistakes.
- There have been occasions when I have taken advantage of someone.
- I never swear.
- I sometimes try to get even rather than forgive and forget.
- I always obey laws, even if I'm unlikely to get caught.
- I have said something bad about a friend behind his or her back.
- When I hear people talking privately, I avoid listening.
- I have received too much change from a salesperson without telling her.
- I always declare everything at customs.
- When I was young I sometimes stole things.
- I have never dropped litter on the street.
- I sometimes drive faster than the speed limit.

Please Note

**Page(s) missing in number only; text follows.
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Pages 216-217

UMI

Appendix L.

Detailed Description of Data Screening Procedures
for Study 1

Of the 195 individuals sending back questionnaires, 17 respondents did not have questionnaires returned by their partners (12 women, 5 men) and these individuals were excluded from subsequent analyses. Of the remaining 178 individuals representing 89 couples, 4 individuals and their partners were excluded because of extensive missing data (i.e., over 20% of questionnaire items), and one couple was excluded because one individual left over 15% of BSRI-SF items unanswered. One couple was excluded because of missing information on gender. Of the 83 couples remaining in the study sample, twenty-three (23) participants omitted to answer a small number of items from the BSRI-SF and DAS (i.e., fewer than 5% on either). These missing data were replaced with the gender mean for that item. Most of these questionnaires had only one datum missing ($n = 17$). Occasionally, two values were missing ($n = 4$) or, rarely, three items ($n = 2$). No item in either questionnaire was omitted by more than 4% of participants, and missing values appeared to be randomly distributed both at the individual level and across the entire sample.

With respect to demographic information, where individuals had data missing on age, years together, marital status, personal or combined income, the missing values were inferred wherever possible from their partner's data, or, if necessary, replaced by the gender mean for that question. This affected fewer than 10 questionnaires. Couples with information missing on education level or occupation (which could not be inferred from partner

data) were retained. Four men and 4 women left out a sum of 7 and 5 demographic values, respectively, on education level, occupation, and/or income.

The positively skewed distributions for age of men and age of women, and the severely positively skewed demographic variable of relationship duration were transformed using the square root and \log^{10} formulae, respectively. Verification of transformed variables' distributions confirmed greatly improved and normal distribution of scores on all four transformed variables.

Scores on the three variables of interest were then computed (i.e., Instrumentality, Expressivity, and DAS). A check of distributions of scores identified 5 univariate outliers. These were placed to the third standard deviation for that distribution in an effort to retain the couple while decreasing the undue influence of those scores. Subsequent test for multivariate outliers using Mahalanobis distance indicated that the combinations of scores of 8 couples exerted undue statistical influence on regression analysis. These 8 couples (3 of whom had been identified as having a univariate outlier) were excluded as five on the first run, one on the second, and two on the third and final run, resulting in a final Study 1 sample of 75 couples.

Interitem consistency of responses on the BSRI-SF Instrumentality and Expressivity subscales and on the DAS total score were calculated using Cronbach's alpha coefficient. Values ranged from the acceptable to the very satisfactory.

Appendix M.

Comparison of BSRI-SF Means

in Studies 1 and 2 and the Normative Samples

	Men			Women		
	<u>Mean</u>	<u>SD</u>	<u>Median</u>	<u>Mean</u>	<u>SD</u>	<u>Median</u>
<u>Instrumentality</u>						
S-F Norms	4.9	.79	4.9	4.8	.81	4.8
S1 Sample	4.8	.67	4.8	5.0	.71	4.9
S2 Sample	4.9	.75	5.0	4.8	.75	4.8
<u>Expressivity</u>						
S-F Norms	5.2	.78	5.3	5.6	.76	5.7
S1 Sample	5.6	.66	5.7	5.7	.65	5.7
S2 Sample	5.3	.69	5.4	5.9	.67	5.9

Note. S-F: Short-Form; S1: Sample 1; S2: Sample 2.

Normative sample: $n = 340$ women, $n = 476$ men; S1 sample: $n = 75$ women, $n = 75$ men; S2 sample: $n = 119$ women, $n = 119$ men. Normative data are from the 1978 Stanford University sample, cited in the Bem Sex-Role Inventory: Professional Manual. Palo Alto, CA: Consulting Psychologists Press, 1981.

Appendix N.

Summary of Hierarchical Regression

Analysis Relating DAS Scores

to the Pooled Sample's BSRI-SF Scores

Variable	<u>B</u>	<u>SE B</u>	<u>Beta</u>	<u>ΔR²</u>
Step 1				
Gender	-1.07	2.13	.04	
				.00
Step 2				
Instrumentality	.41	.15	.22**	
Expressivity	.52	.16	.26***	
				.11**
Step 3				
I times E	.03	.03	1.15	
				.00

Note. N = 150. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

** p < .01, *** p < .001.

Appendix O.

Summary of Hierarchical Regression Analysis
Relating Men's DAS Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	Δ(Adj)R ²
Step 1				
Personal income	-1.50	1.44	-.20	
Occupation	.07	.05	.18	
Level of education	.34	1.10	.04	
Age (square root)	1.77	3.55	.09	
				.02
Step 2				
Instrumentality	.63	.24	.33**	
Expressivity	.21	.25	.11	
				.13**
Step 3				
I times E	.02	.04	.86	
				.00

Note. Due to missing demographic data, 6 cases were excluded from this analysis ($n = 69$). I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

** $p < .01$.

Appendix P.

Summary of Hierarchical Regression Analysis
Relating Women's DAS Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	$\Delta(\text{Adj})R^2$
Step 1				
Personal income	.44	1.13	.05	
Level of education	2.23	1.39	.19	
Occupation	.19	.07	.34**	
Age (square root)	-1.73	2.65	-.08	
				.10*
Step 2				
Instrumentality	.39	.21	.20	
Expressivity	.95	.24	.31**	
				.14**
Step 3				
I times E	.01	.04	.53	
				.00

Note. N = 70. Missing values on demographic variables led to 5 cases being excluded from this analysis. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

* $p < .05$, ** $p < .01$.

Appendix Q.

Student t-test Comparisons of Female Student
and Non-Student Subsamples

	Students ($n = 38$)			Non-students ($n = 34$)		
	<u>Mean</u>	<u>SD</u>	Range	<u>Mean</u>	<u>SD</u>	Range
Age	24.9	5.1	19-41	31.8	7.2	22-49
Yrs	3.5	4.9	1-20	6.5	6.0	1-22
I	4.9	.59	3.7-6.1	5.0	.9	2.9-6.8
E	5.7	.62	4.0-6.6	5.8	.7	4.2-6.9
DAS	112.8	14.0	73-132	119.4	12.0	95-143

Note. Yrs: Years together. Student-t tests for both BSRI-SF subscales mean differences were nonsignificant at $p .01$ (Bonferroni adjustment), as were the t-tests for DAS and years together. The mean age (square root) (separate) variance estimate was $F = - 4.65$, $p < .001$.

Appendix R.

Subsample Correlations for Some Demographics
and I, E, and DAS Scores for Female
Students and Non-Students

	Yrs	I	E	DAS	pI	pE	pDAS
Age	.83 (.59***)	.12 (.05)	-.39*** (-.14)	-.14 (-.18)	-.39*** (-.18)	-.14 (.00)	-.31*** (-.05)
Yrs	- -	.14 (.06)	-.26 (-.17)	.15 (-.26)	-.25 (-.19)	-.21 (-.08)	-.22 (-.15)
I		- -	.08 (.19)	.35 (.13)	.08 (.02)	.08 (.11)	.21 (.18)
E			- -	.47*** (.30)	.32 (.18)	.01 (.07)	.49*** (.32***)
DAS				- -	.48*** (-.08)	-.04 (.24)	.58*** (.59***)
pI					- -	.43 (.10)	.48*** (.10)
pE						- -	.12 (.24)

Note. n 's = 38 (students) and 34 (non-students). Numbers in brackets refer to non-student women. Yrs: years together; I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale; p: partner.

*** $p < .001$

Appendix S.

Summary of Hierarchical Regression Analysis Relating
Men's DAS Scores to Partner
Demographics and Partner BSRI-SF Scores

Variable	B	SE B	Beta	$\Delta(\text{Adj})R^2$
Step 1				
Level of education	.22	1.35	.02	
Age (square root)	-2.74	2.56	-.14	
Occupation	.09	.07	.17	
Personal income	1.60	1.09	.20	
				.02
Step 2				
Instrumentality	.23	.21	.13	
Expressivity	.71	.23	.37**	
				.15**
Step 3				
I times E	.02	.04	.97	
				.00

Note. Due to missing demographic information, 5 couples were excluded from this analysis ($n = 70$ couples). I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

** $p < .01$.

Appendix T.

Summary of Hierarchical Regression Analysis Relating

Women's DAS Scores to Partner

Demographics and Partner BSRI-SF Scores

Variable	B	SE B	Beta	$\Delta(\text{Adj})R^2$
Step 1				
Age (square root)	1.52	3.84	.07	
Level of education	2.28	1.19	.25	
Occupation	.01	.05	.03	
Personal income	-1.15	1.56	-.14	
				.00
Step 2				
Instrumentality	.59	.27	.28*	
Expressivity	.06	.28	.03	
				.08
Step 3				
I times E	-.00	.04	-.08	
				.00

Note. Due to missing demographic data, 6 couples were excluded from these analyses ($n = 69$). I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

* $p < .05$.

Appendix U.

Summary of Regression Analysis Relating
Men's DAS Scores to their
Own and their Partner's BSRI-SF Scores

Variable	B	SE B	Beta	Δ(Adj)R ²
Step 1				
man I score	.35	.21	.19	
woman I score	.20	.18	.11	
woman E score	.68	.21	.35**	
man E score	.19	.21	.10	
				.21**

Note. N = 75 couples. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

** p < .01.

Appendix V.

Summary of Regression Analysis

Relating Women's DAS Scores to their
Own and their Partner's BSRI-SF Scores

Variable	B	SE B	Beta	$\Delta(\text{Adj})R^2$
Step 1				
woman I score	.30	.20	.16	
man I score	.35	.23	.17	
woman E score	.72	.23	.35**	
man E score	.04	.23	.02	
				.19***

Note. N = 75 couples. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

** $p < .01$, *** $p < .001$.

Appendix W.

Description of the Impression

Management subscale of the Balanced Inventory of Desirable

Responses (BIDR)

The Impression Management subscale of the Balanced Inventory of Desirable Responses (BIDR) (Paulhus, 1991) measures the tendency to over-report desirable behaviours and to under-report undesirable behaviours. It includes 20 items scored on a 7-point scale. The reliability coefficient is .86 and test-retest reliability for 5 weeks is .65. The overall BIDR, which also includes a subscale of self-deception, is correlated .71 with the Marlowe-Crowne. The Impression Management subscale is also strongly correlated with several lie scales, including the MMPI and the Eysenck lie scales. Given the demonstrated sensitivity of this instrument to demands for impression management (e.g., higher scores are obtained when subjects are responding in public), the author suggests that respondents scoring high even when answering anonymously have a social approval motive.

Appendix X.

Impression Management subscale of the
Balanced Inventory of Desirable Responses
(BIDR)

Appendix Y.
Reported Cultural Background
(Percentages)

Cultural Background	Total	Women	Men
		($n = 119$)	($n = 119$)
English	61.8	59.7	63.9
French	21.4	23.5	19.3
Italian	1.3	.8	1.7
German	1.7	1.7	1.7
Hungarian	0.9	0.0	1.7
Danish	0.4	0.0	.8
Dutch	0.4	.8	0.0
Polish	0.4	.8	0.0
Aboriginal	0.4	.8	0.0
Scottish	0.8	.8	.8
East Indian	0.4	.8	0.0
Salvadorean	0.4	0.0	.8
Lebanese	0.4	0.0	.8
Haitian	0.8	.8	.8
Mixed descent	6.3	7.6	5.0
Other	1.3	1.7	.8
Missing	0.9	0.0	1.7

Note. Other: Cultural background reported as Canadian or American.

Appendix Z.

Highest Education Level Attained

(Percentages)

Level	Total	Women ($n = 119$)	Men ($n = 119$)
Less than Grade 10	1.3	0.0	2.5
High School	12.2	10.9	13.4
Some College	7.6	5.0	10.1
Community College	14.3	15.1	13.4
Some University	19.7	21.0	18.5
Bachelor Degree	29.4	34.5	24.4
Masters Degree	10.9	10.1	11.8
Ph.D., M.D.	3.4	1.7	5.0
Missing	1.3	1.7	.8

Appendix AA.

Combined Yearly Income Level

(Percentages)

	Total
Income	(<u>N</u> = 119 couples)
Under \$10,000	3.4
\$10-20,000	9.2
\$20-30,000	6.7
\$30-40,000	9.2
\$40-50,000	12.6
\$50-60,000	6.7
\$60-70,000	15.1
Over \$70,000	36.1
Missing	0.8

Appendix BB.

Yearly Personal Income Level
(Percentages)

Income	Total	Women (n = 119)	Men (n = 119)
Under \$10,000	21.0	28.6	13.4
\$10-20,000	14.7	21.0	8.4
\$20-30,000	15.1	15.1	15.1
\$30-40,000	17.2	12.6	21.8
\$40-50,000	13.0	15.1	10.9
Over \$50,000	18.5	7.6	29.4
Missing	0.4	0.0	0.8

Appendix CC.
Primary Occupation
(Percentages)

IE and Dyadic Adjustment

Occupation	Total	Women (n = 119)	Men (n = 119)
Student	15.6	16.8	14.3
Management/Administration	8.0	4.2	11.8
Natural Sciences/Engineering	5.9	2.5	9.2
Social Sciences/Environment	2.1	4.2	0.0
Mental Health Professions	3.0	4.2	1.7
Teaching	4.7	7.6	1.7
Medicine/Health	4.6	5.0	4.2
Clerical	12.6	16.0	9.2
Protection/Enforcement	4.2	1.7	6.7
Law and Politics	1.3	0.8	1.7
Banking and Economics	1.3	0.8	1.7
Sales-retail	2.6	1.7	3.4
Small Business Owner	2.5	2.5	2.5
Farming	0.4	0.0	0.8
Technician	3.0	1.7	4.2
Transportation	1.7	0.0	3.4
Arts/Crafts	0.9	0.0	1.7
Home Care	0.9	1.7	0.0
Full-Time Parent, Pre-S.	2.1	4.2	0.0
Retired/Disability Pension	4.6	4.2	5.0
Other	21.9	10.1	11.8
Unemployed	4.7	7.6	1.7
Missing	1.3	1.7	0.8

Note. Pre-S.: Pre-school children; Other: Multiple occupations, or insufficient information for classification (e.g., civil servant).

Appendix DD.

Conflict Resolution Measure

(CR)

The following statements deal with how people deal with conflict in their intimate relationship. People respond to conflict in different ways. Please respond to the items as honestly as possible so as to reflect what you do--not what you think you should do. When you read an item, ask yourself: Do I ever behave this way? Please answer every item using the numbers corresponding to the following responses.

1	2	3	4	5	6
Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree

- | | | | | | | |
|---|---|---|---|---|---|---|
| 1) When my solution to our conflict has failed, I do not examine why it didn't work. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2) When I am confronted with a complex problem, I do not bother to develop a strategy to collect information so I can define exactly what the problem is. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3) After the conflict is resolved, I do not analyse what went right and what went wrong. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4) I am usually able to think of creative and effective alternatives to our conflict. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5) After following a course of action to resolve our conflict, I compare the actual outcome with the one I had anticipated. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6) When we have a conflict, I think of as many possible ways to handle it as I can until I can't come up with any more ideas. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7) When we are in conflict, I consistently examine my feelings to find out what is going on in the situation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8) When confused about our conflict, I don't clarify vague ideas or feelings by thinking of them in concrete terms. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9) I have the ability to help resolve most of our conflicts, even though initially no solution is immediately apparent. | 1 | 2 | 3 | 4 | 5 | 6 |
| 10) Many of the conflicts we have are too complex for me to help resolve. | 1 | 2 | 3 | 4 | 5 | 6 |
| 11) When resolving a conflict, I make decisions I am happy with later. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12) When confronted with a conflict, I tend to do the first thing I can think of to resolve it. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13) When deciding on an idea or possible solution, I do not take time to consider the chances of each alternative being successful. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14) When confronted with conflict, I stop and think about it before deciding on a next step. | 1 | 2 | 3 | 4 | 5 | 6 |

	1	2	3	4	5	6
	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree

- | | | | | | | |
|--|---|---|---|---|---|---|
| 15) In trying to help resolve our conflict I generally act on the first idea that comes to mind. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16) When making a decision, I compare alternatives and weigh the consequences of one against the other. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17) When I make plans to help resolve our conflict, I am almost certain that I can make them work. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18) I try to predict the result of a particular course of action related to conflict resolution. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19) When I try to think of possible solutions, I usually do not come up with very many alternatives. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20) When trying to resolve a conflict, one strategy I often use is to think of past conflicts that have been similar. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21) Given enough time and effort, I believe I can help resolve most of the conflicts that confront us. | 1 | 2 | 3 | 4 | 5 | 6 |
| 22) When faced with a new possible source of conflict, I have confidence that I can help resolve the conflicts that might arise. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23) I trust my ability to help resolve new and difficult conflicts. | 1 | 2 | 3 | 4 | 5 | 6 |
| 24) I use a systematic method to compare alternatives and to make decisions. | 1 | 2 | 3 | 4 | 5 | 6 |
| 25) When thinking of ways to handle a conflict, I seldom combine ideas from various alternatives to arrive at a workable solution. | 1 | 2 | 3 | 4 | 5 | 6 |
| 26) When faced with conflict, I seldom assess the external forces that may be contributing to the situation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 27) When confronted with conflict, I usually first survey the situation to determine the relevant information. | 1 | 2 | 3 | 4 | 5 | 6 |
| 28) After making a decision, the actual outcome is usually similar to what I had anticipated. | 1 | 2 | 3 | 4 | 5 | 6 |
| 29) When faced with conflict, I am unsure of whether I can handle the situation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 30) When I become aware of conflict, one of the first things I do is try to find out exactly what the problem is. | 1 | 2 | 3 | 4 | 5 | 6 |

Appendix EE.

Selected Subscales of the Revised
Scale of the Feelings and Behaviours of Love
(RSFBL)

This scale contains items related to thoughts and feelings people might or might not express within their relationship. Each item has five choices, represented by a number (e.g., 1, 2, 3, 4, or 5). Please make the choice that best describes your relationship as it exists at the present time.

1= Never 2= Seldom 3= Sometimes 4= Often 5= Always

- 1) Your partner tells you that he/she feels good about how well you get along together.
- 2) Your partner tells you that he/she wants you to be proud of him/her.
- 3) Your partner tells you that he/she feels good about the things you do together.
- 4) Your partner tells you that he/she feels free to talk about anything with you.
- 5) Your partner tells you that he/she trusts you completely.
- 6) You tell your partner that you feel safe when you are together.
- 7) You tell your partner that you believe your relationship keeps getting better.
- 8) Your partner tells you that the thought of you dying disturbs him/her.
- 9) Your partner tells you that he/she believes your relationship keeps getting better.
- 10) You tell your partner that you feel you understand him/her.
- 11) You tell your partner that you feel comfortable enough with him/her to be yourself.
- 12) You tell your partner that you feel really good when you are with him/her.
- 13) You tell your partner that you believe in him/her.
- 14) You tell your partner that you want him/her to be proud of you.
- 15) You tell your partner that you feel more cheerful, optimistic and confident when you are with him/her.
- 16) You tell your partner that you feel good about the things you do together.
- 17) You tell your partner that you trust him/her completely.
- 18) You tell your partner that you feel he/she is a good, valuable person.
- 19) You tell your partner that you feel free to talk about anything with him/her.
- 20) You tell your partner that you are comfortable with his/her expectations of you.

1= Never 2= Seldom 3= Sometimes 4= Often 5= Always

- _____ 21) Your partner tells you when he/she does something to improve his/her appearance for you.
- _____ 22) Your partner tells you what others do that really make him/her angry or upset.
- _____ 23) Your partner talks with you about his/her beliefs and feelings on religious groups, other than the one to which he/she belongs.
- _____ 24) Your partner tells you about major events, plans, and decisions that are coming up in his/her life.
- _____ 25) Your partner tells you his/her favorite jokes--the kind you both like to hear.
- _____ 26) You tell your partner the things that bother you about your best (opposite sex) friend.
- _____ 27) You tell your partner things about your own personality that bother or upset you.
- _____ 28) Your partner tells you about his/her own most pressing worries, problems, and/or health concerns.
- _____ 29) Your partner tells you about his/her interests and hobbies.
- _____ 30) Your partner tells you about the things that bother him/her most about his/her best (opposite sex) friend.
- _____ 31) You tell your partner about the daily pressures and stresses that you face.
- _____ 32) You tell your partner what worries you about the future.
- _____ 33) You tell your partner what you are most sensitive about.
- _____ 34) You tell your partner the kinds of things others do that make you really angry or upset.
- _____ 35) You tell your partner what you regard as your chief handicap to doing a better job in school or work.
- _____ 36) You tell your partner what the most important goals in your life are.
- _____ 37) You tell your partner about major events, plans, and decisions that are coming up in your life.
- _____ 38) Your partner tells you about the daily pressures and stresses in his/her life.
- _____ 39) Your partner tells you what he/she is most sensitive about.
- _____ 40) Your partner tells you his/her opinions on what is acceptable sexual behaviour for other people to follow.

Appendix FF.

Telephone Script for Study 2:

First Contact

Thank you for responding to our advertisement. We are conducting a research study designed to investigate characteristics of couples' relationships. This is being conducted by Dr. John Hunsley, a psychology professor at the School of Psychology at the University of Ottawa, and by Monique Lefebvre, a doctoral student in psychology at the University of Ottawa.

As mentioned in the advertisement, participation involves filling out questionnaires that we will mail to your home. The questionnaire package deals with communication between you and your partner, and with your marital and general life satisfaction. Time to complete is about one hour.

We would appreciate it if you and your partner each completed a questionnaire package, but it is entirely up to each of you to decide whether or not you want to participate. If you both decide to participate, it would be important for each of you to work on your questionnaires separately, and not to discuss your responses until you've both finished.

To participate, you need to satisfy certain criteria, so I would like to ask you a few questions.

First, are you and your partner currently living together?

How long have you been living together?

How old are you?

How old is your partner?

Are you both fluent in English?

IF MEET CRITERIA

Thank you for your interest in this study. Do you have any questions about the study? Could I please have your address so that we could mail you consent forms and questionnaires?

IF DO NOT MEET CRITERIA

Thank you for your interest in the study, but we are looking for couples who have lived together for at least six months, where each individual is over 25 years of age and fluent in English.

Appendix GG.

Study 2 Consent Form, Cover Letter,
and Demographic Questionnaire

Consent Form for Couples Study

The purpose of the present study is to learn about different aspects of couples' relationships. This study is being conducted by Dr. John Hunsley, a professor at the School of Psychology at the University of Ottawa, and by Monique Lefebvre, a doctoral student in psychology at the University of Ottawa.

If I agree to participate in this study, my participation will involve the completion of a questionnaire package including questionnaires on communication between my partner and me, and on my marital and general life satisfaction.

I understand that it will take approximately one hour to complete.

I also understand that although the researcher would appreciate it if both my partner and I each completed a questionnaire package, it is entirely up to each of us to decide whether to participate.

Further, if I decide to participate in the study, I agree not to discuss or reveal my responses to my partner until I have completed my questionnaire package.

I understand that I am to return my questionnaires to the researchers in one of the two addressed stamped envelopes provided for that purpose.

I understand that I am free to withdraw from this study at any time. Furthermore, although it is preferable that I answer all the questions, I understand that I can decide not to answer any or all of the questions in the questionnaires. I understand that any answers I provide will remain strictly confidential and will be used only for research purposes.

There are two copies of this consent form for each participant. If you decide to participate, please sign them both and return one with your questionnaire package. If you have any questions or concerns about the questionnaires, or if you experience any discomfort as a result of filling in the questionnaires, please call Dr. Hunsley at 564-9468.

Participant's signature: _____

Date: _____

Researcher's signature: _____

Optional:

I wish to receive a summary of the findings of this study upon its completion (approximately December 1995) at the following address:

THE COUPLES RELATIONSHIPS SURVEY

Thank you for expressing interest in our study on intimate relationships. The following survey asks questions in a number of different areas regarding your relationship with your partner. Some of the questions may seem to be very similar or not relevant to yourself or to your own relationship. However, please answer them to the best of your ability. We have chosen questions which are appropriate for a wide range of couples. Of course you are free to refuse to answer any or all of the following questions, but we would greatly appreciate it if you would take some time and answer as many questions as possible.

Consent Forms: In this package you will find two sets of consent forms. Each partner must sign his/her own set of consent forms. Please keep one copy of the consent form for your own records. Include your second signed copy of the consent form in the return envelope with your own completed questionnaires.

Questionnaires: There are two identical questionnaire packages in the mail-out kit you have received. Each partner is to fill out his/her own questionnaire package according to how she/he feels. Once you have completed your questionnaire package, please place it in one of the pre-stamped envelopes (with the consent form) included in the mail-out kit. Your partner will place his/her own questionnaire package in the other envelope. **To maintain your anonymity, please do not write your name on the questionnaires-- only on the consent form.**

Filling out the questionnaires: We estimate that it will take you approximately one hour to complete the questionnaires. There are many different types of questions. For each set of questions there are instructions on how to answer them.

Once again, we appreciate you taking the time to help us with our study. Hopefully we will be able to come to a better understanding of couples' relationships. If you have any questions or concerns about your participation in this study, or if you experience any discomfort as a result of filling out the questionnaires, please contact Dr. John Hunsley at 564-9468.

Thank you for your cooperation,

John Hunsley, Ph.D., C.Psych.
Associate Professor of Psychology
University of Ottawa

Monique Lefebvre
University of Ottawa
Doctoral Student, Psychology

-What is **YOUR** annual gross income?
(check one)

- under \$9,999
- \$10,000 - \$19,999
- \$20,000 - \$29,999
- \$30,000 - \$39,999
- \$40,000 - \$49,999
- over \$50,000

-What is the **COMBINED** annual gross income for you and your spouse? (check one)

- under \$9,999
- \$10,000 - \$19,999
- \$20,000 - \$29,999
- \$30,000 - \$39,999
- \$40,000 - \$49,999
- \$50,000 - \$59,999
- \$60,000 - \$69,999
- over \$70,000

-What is **YOUR** highest level of education completed? (check one)

- less than grade 10
- high school diploma
- some community college
- community college diploma
- some university
- Bachelor's degree
- Master's degree
- Ph.D.

How did you learn about this Couples Study?

Appendix HH.
Telephone Script for Study 2:
Second Contact

I am calling about the study on couples, being conducted by Dr. John Hunsley from the University of Ottawa. We contacted you earlier about participating in the study and mailed you our questionnaires.

We have not yet received your completed questionnaire package and we were wondering if you had any questions or required a new mail-out of questionnaire packages.

Thank you once again for your participation.

IF PERSON NO LONGER WISHES TO PARTICIPATE

Well, thank you for taking the time to talk to me and for having considered participating in the study.

Appendix II.

Detailed Description of Study 2

Data Screening Procedures

Thirty-eight individuals (30 women, 8 men) were found to be missing partner questionnaires, and these couples were excluded from the sample. Two individuals misinterpreted instructions, and they and their partner were excluded from the study. Six individuals (4 men, 2 women) were found to have left 20% or more of items unanswered, and they and their partner's questionnaire were excluded. Couples with combined missing data of 20% or more over both questionnaires were also excluded as a means of keeping score substitutions to a minimum. In the case of missing information regarding participants' age, the gender mean was substituted. This affected fewer than 5 individuals. Wherever possible, missing data for relationship duration, personal income, and combined income, were inferred from partner's responses. This affected fewer than 10 questionnaires. Where values were missing for cultural background, primary occupation, or educational level, these items were retained as missing data, with the expectation that, at least in some regression analyses using demographic variables as control variables, sample size and statistical power would be somewhat diminished.

In the case of missing values related to the BSRI-SF, CR, MEI, or DAS questionnaires, the items were graphed and found to be randomly distributed both at the individual and group levels. A total of 42 questionnaires had at least one such item missing for a total of 69 missing values. No individual had over 6% of data missing overall on the BSRI-SF, CR, MEI, and DAS. Most individuals had one item missing ($n = 25$), but occasionally two

($n = 11$), three ($n = 4$), four ($n = 1$), or six items ($n = 1$). No participant had over 10% of data missing in the BSRI-SF, the CR measure, the MEI measure, or the DAS. For these 42 participants, the gender mean value for that item was substituted.

Distributions were then examined and the positively skewed distributions for age of men and age of women, and the severely positively skewed distributions for years living together were transformed using the square root and \log_{10} formulae, respectively. Subsequent verification of these distributions confirmed greatly improved and normal score distributions.

Scores on the CR, MEI, DAS, and BSRI-SF subscales were computed, and univariate and multivariate outliers dealt with according to suggestions by Tabachnick and Fidell (1989). Ten cases proved to be univariate outliers randomly distributed across variables. These ten extreme scores were set to the third standard deviation for that gender and variable in an attempt to retain the couple in the sample. A sequence of tests for multivariate outliers using Mahalanobis' distance identified a total of 18 couples whose distribution of scores were unacceptably influential in regression analysis. These 18 couples included 4 individuals who had had missing data substituted, as well as 2 individuals who had had a univariate outlier value adjusted. These six couples were excluded, leaving 119 couples for further analysis. This sample size met the recruitment target for Study 2, which was 110 couples.

Appendix JJ.

Summary of Hierarchical Regression Analysis
Relating Men's DAS Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	AR ²
Step 1				
Level of education	.58	.69	.09	
Occupation	.01	.04	.02	
Age (square root)	.70	1.32	.06	
Personal income	-.63	.80	-.09	
				.01
Step 2				
Instrumentality	2.81	1.48	.18	
Expressivity	3.98	1.71	.22*	
				.09**
Step 3				
I times E	2.22	2.52	1.00	
				.01

Note. $n = 119$. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

* $p < .05$, ** $p < .01$.

Appendix KK.

Summary of Hierarchical Regression Analysis
Relating Women's DAS Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	ΔR ²
Step 1				
Level of education	.34	.70	.05	
Occupation	-.00	.04	-.01	
Age (square root)	1.53	1.21	.12	
Personal income	.26	.66	.04	
				.02
Step 2				
Expressivity	5.95	1.48	.36***	
Instrumentality	-1.14	1.39	-.07	
				.13***
Step 3				
I times E	-1.67	1.84	-.78	
				.01

Note. n = 119. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

*** p < .01.

Appendix LL.

Summary of Hierarchical Regression Analysis
Relating Men's DAS Scores to
Their Partner's Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	ΔR^2
Step 1				
Level of education	.31	.77	.04	
Occupation	.02	.04	.06	
Age (square root)	-.29	1.33	-.02	
Personal income	-.19	.72	-.03	
				.01
Step 2				
Expressivity	4.03	1.69	.22*	
Instrumentality	-.68	1.59	-.04	
				.05
Step 3				
I times E	-3.31	2.09	-1.41	
				.02

Note. N = 119 couples. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

* $p < .05$.

Appendix MM.

Summary of Hierarchical Regression Analysis
Relating Women's DAS Scores to
Their Partner's Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	ΔR ²
Step 1				
Level of education	.36	.60	.06	
Occupation	-.01	.03	-.04	
Age (square root)	1.87	1.16	.17	
Personal income	-.88	.70	-.14	
				.03
Step 2				
Instrumentality	-1.73	1.34	-.12	
Expressivity	2.90	1.54	.18	
				.04
Step 3				
I times E	-.32	2.28	-.16	
				.00

Note. N = 119 couples. I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale.

Appendix NN.

Summary of Hierarchical Regression Analysis
Relating Men's CR Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	AR ²
Step 1				
Level of education	-2.35	1.03	-.23*	
Occupation	- .08	.05	-.13	
Age (square root)	- .64	2.00	-.03	
Personal income	1.97	1.20	.18	
				.05
Step 2				
Instrumentality	-3.99	2.15	-.16	
Expressivity	-9.72	2.49	-.35***	
				.16***
Step 3				
I times E	-5.12	3.62	-1.49	
				.01

Note. N = 119. Low scores on the CR measure indicate a more proactive and confident approach to dyadic conflict resolution. I: Instrumentality; E: Expressivity; CR: Conflict Resolution measure.

* $p < .05$, *** $p < .001$.

Appendix 00.

Summary of Hierarchical Regression Analysis
Relating Women's CR Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	AR ²
Step 1				
Level of education	- 2.41	1.07	-.21	
Occupation	.04	.05	.07	
Age (square root)	-1.10	1.84	-.06	
Personal income	1.04	1.00	.10	
				.05
Step 2				
Expressivity	-8.47	2.17	-.33***	
Instrumentality	-6.89	2.04	-.29***	
				.18***
Step 3				
I times E	2.51	2.70	.76	
				.01

Note. N = 119. Low scores on the CR measure indicate a more pro-active and confident approach to conflict resolution. I: Instrumentality; E: Expressivity; CR: Conflict Resolution measure.

*** p < .001.

Appendix PP.

Summary of Hierarchical Regression Analysis
Relating Men's CR Scores to
Their Partner's Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	AR ²
Step 1				
Level of education	1.26	1.20	.10	
Occupation	-.00	.06	-.00	
Age (square root)	.03	2.07	.00	
Personal income	.14	1.12	.01	
				.01
Step 2				
Expressivity	-3.36	2.69	-.12	
Instrumentality	-.14	2.53	-.01	
				.01
Step 3				
I times E	-.59	3.36	-.16	
				.00

Note. N = 119 couples. I: Instrumentality; E: Expressivity; CR: Conflict Resolution score.

Appendix QQ.

Summary of Hierarchical Regression Analysis
Relating Women's CR Scores to
Their Partner's Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	AR ²
Step 1				
Level of education	-2.29	.94	-.25*	
Occupation	.03	.05	.05	
Age (square root)	.03	1.82	.00	
Personal income	1.46	1.09	.15	
				.06
Step 2				
Instrumentality	1.11	2.11	.05	
Expressivity	-4.06	2.42	-.16	
				.02
Step 3				
I times E	-5.43	3.54	-1.74	
				.02

Note. N = 119 couples. I: Instrumentality; E: Expressivity; CR: Conflict Resolution score.

* $p < .05$.

Appendix RR.

Summary of Hierarchical Regression Analysis
Relating Men's MEI Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	AR ²
Step 1				
Level of education	.92	.94	.10	
Occupation	.06	.05	.11	
Age (square root)	-3.65	1.82	-.21*	
Personal income	-.98	1.10	-.10	
				.08
Step 2				
Instrumentality	4.26	1.88	.19*	
Expressivity	10.57	2.16	.41***	
				.21***
Step 3				
I times E	3.80	3.17	1.20	
				.01

Note. $n = 119$. I: Instrumentality; E: Expressivity; MEI: Maintenance and Enhancement of Intimacy.

* $p < .05$, *** $p < .001$.

Appendix SS.

Summary of Hierarchical Regression Analysis
Relating Women's MEI Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	AR ²
Step 1				
Level of education	-.34	.93	-.03	
Occupation	-.05	.05	-.09	
Age (square root)	-4.79	1.61	-.28**	
Personal income	-.70	.87	-.08	
				.10*
Step 2				
Expressivity	6.95	2.00	.30***	
Instrumentality	.09	1.88	.00	
				.09**
Step 3				
I times E	-3.74	2.47	-1.27	
				.02

Note. $n = 119$. I: Instrumentality; E: Expressivity; MEI: Maintenance and Enhancement of Intimacy.

* $p < .05$, ** $p < .01$, *** $p < .001$.

Appendix TT.

Summary of Hierarchical Regression Analysis
Relating Men's MEI Scores to
Their Partner's Data on Selected Demographics
and the BSRI-SF

Variable	B	SE B	Beta	ΔR ²
Step 1				
Level of education	-1.11	1.03	-.10	
Occupation	-.12	.05	-.20*	
Age (square root)	-4.71	1.78	-.25**	
Personal income	.60	.96	.06	
				.10*
Step 2				
Expressivity	5.57	2.22	.22**	
Instrumentality	4.67	2.09	.20*	
				.08**
Step 3				
I times E	-5.20	2.73	-1.59	
				.03

Note. N = 119 couples. I: Instrumentality; E: Expressivity; MEI: Maintenance and Enhancement of Intimacy.

* $p < .05$, ** $p < .01$.

Appendix UU.

Summary of Hierarchical Regression Analysis
Relating Women's MEI Scores to
Their Own Data on Selected Demographics
and the BSRI-SF

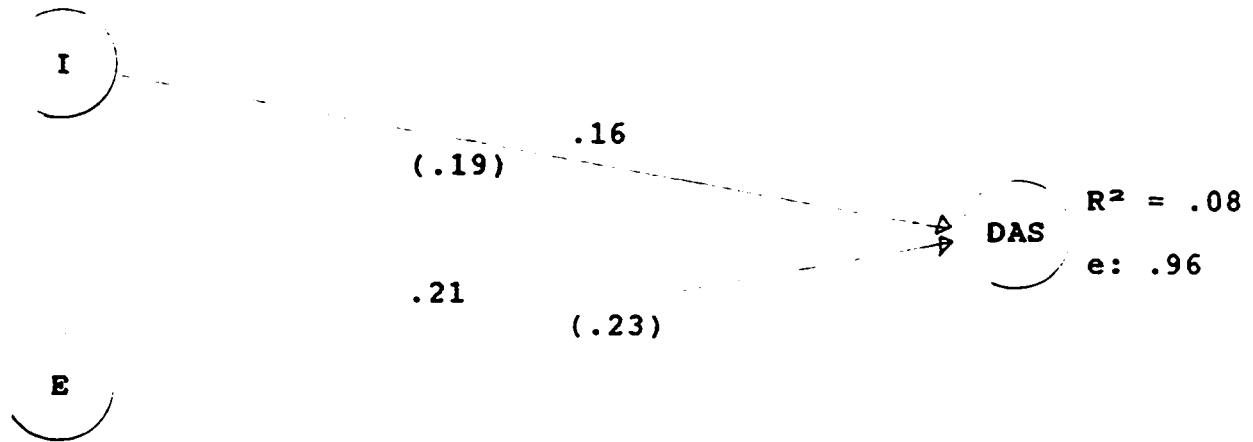
Variable	B	SE B	Beta	ΔR^2
Step 1				
Level of education	.57	.82	.07	
Occupation	.04	.04	.08	
Age (square root)	-4.63	1.58	-.30**	
Personal income	-.65	.95	-.07	
				.11**
Step 2				
Instrumentality	.47	1.79	.02	
Expressivity	5.63	2.06	.25**	
				.06*
Step 3				
I times E	2.08	3.05	.74	
				.00

Note. N = 119 couples. I: Instrumentality; E: Expressivity; MEI: Maintenance and Enhancement of Intimacy.

* $p < .05$, ** $p < .01$.

Appendix VV.

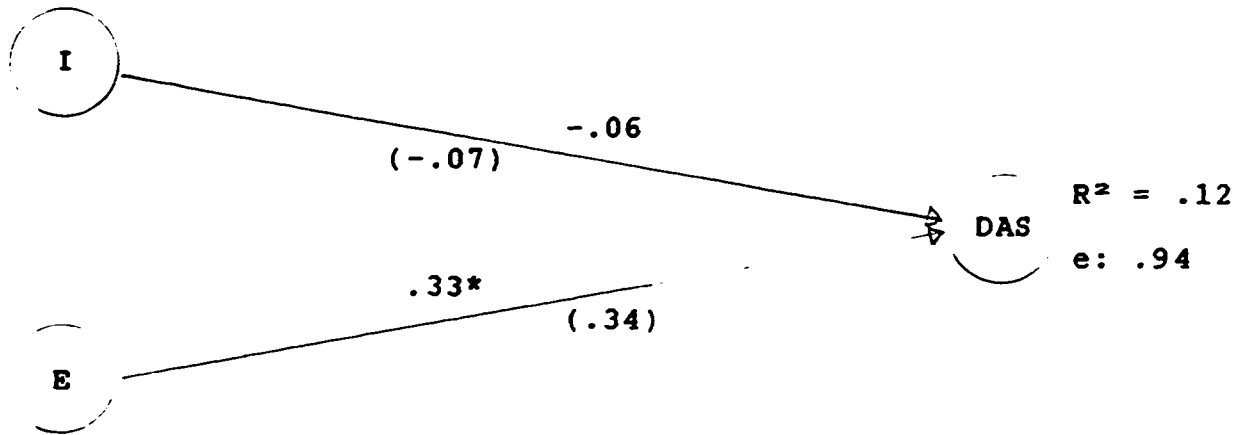
Direct Model Predicting Men's Dyadic Adjustment
from their Own Scores on the BSRI-SF.



Note. $n = 119$. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations; I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale; e: error.

Appendix WW.

Direct Model Predicting Women's Dyadic Adjustment
from their Own Scores on the BSRI-SF.

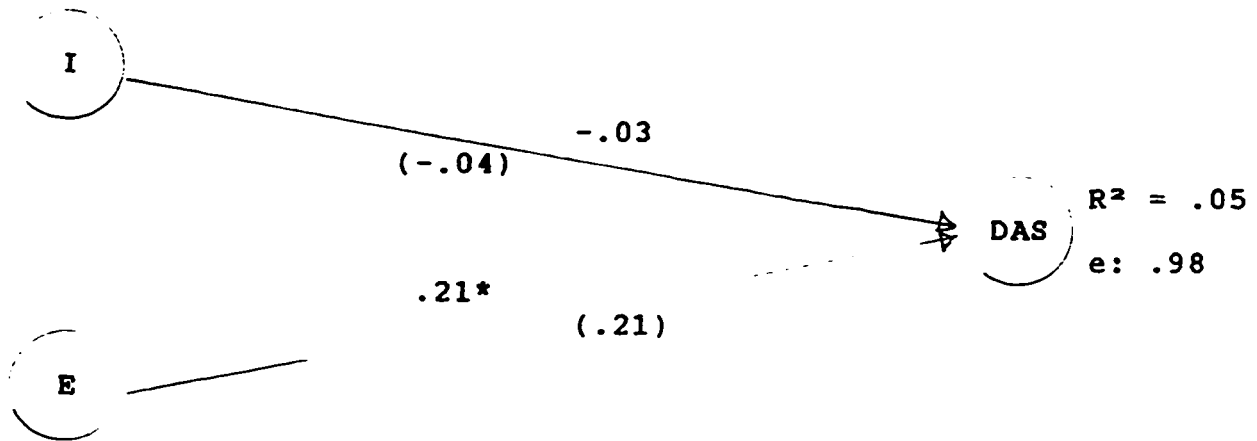


Note. $n = 119$. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations; I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale; e: error.

* $p < .05$.

Appendix XX.

Direct Model Predicting Men's Dyadic Adjustment
from their Partner's Scores on the BSRI-SF.

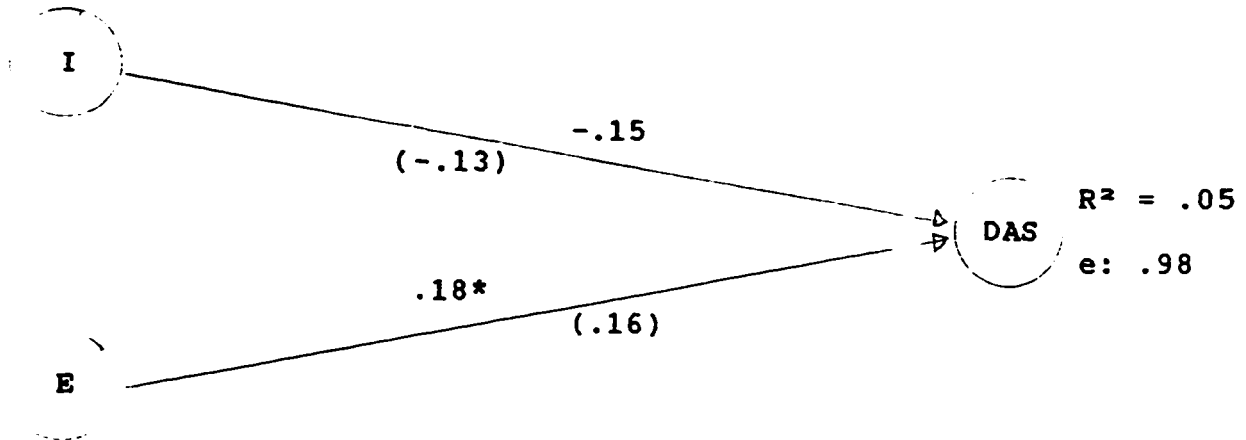


Note. $N = 119$ couples. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations; I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale; e: error.

* $p < .05$.

Appendix YY.

Direct Model Predicting Women's Dyadic Adjustment
from their Partner's Scores on the BSRI-SF.



Note. N = 119 couples. Values shown above path lines are standardized Beta weights. Bracketed values below path lines are correlations; I: Instrumentality; E: Expressivity; DAS: Dyadic Adjustment Scale; e: error.

* $p < .05$.

Appendix ZZ.

Comparative Summary of Study 1 and Study 2

Sample Characteristics.

Study 1

Study 2

N = 75 couples

N = 119 couples

Mean, Standard Deviation, and Range for Age (yrs)

Men		Men
30.1 (7.6) range: 20-57		37.1 (12.6) range: 20-78
Women		Women
28.3 (7.1) range: 19-49		34.7 (11.0) range: 18-62

Cultural background

not available	English-Canadian @ 60%
	French-Canadian @ 21%
	Other @ 19%

Mean and Standard Deviation for Relationship Duration (yrs)

5 (5.7)	8.8 (10.0)
---------	------------

Education (undergraduate university degree or higher)

43.4%	43.7%
-------	-------

Primary Occupation: Student

Men	Men
28%	14%
Women	Women
41%	17%

Reporting Combined Yearly Earnings over \$70,000

24%	36.1%
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.....
 Note: Census 1991 (published in 1995) indicates that:
 Average family income for the Ottawa-Carleton region was \$64,815,
 and that approximately 20% of individuals in the Ottawa-Carleton
 region have an undergraduate degree or higher.
