

Psychological Flexibility in the Spillover-Crossover Model of Work-Related Strain

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work

career

business

performance

responsibility

life

health

family

friend

happiness



Work-family balance

The negative side:

- Work-family conflict—when role pressures from both domains are mutually incompatible.
 - Work interference with family
 - Family interference with work

The positive side:

- Work-family enrichment—when participation at work (or home) is made easier by virtue of the experiences, skills and opportunities developed at home (or work).
 - Work enrichment of family
 - Family enrichment of work



The spillover-crossover model of strain

Work

Home

Partner



Spillover

A within-person, across-domain transmission of strain from one area of life to another.

Crossover

A between-person, within-domain transmission of strain across closely related individuals.

Individual characteristic moderators of spillover and crossover

- Research focusses heavily on vulnerability factors

Spillover

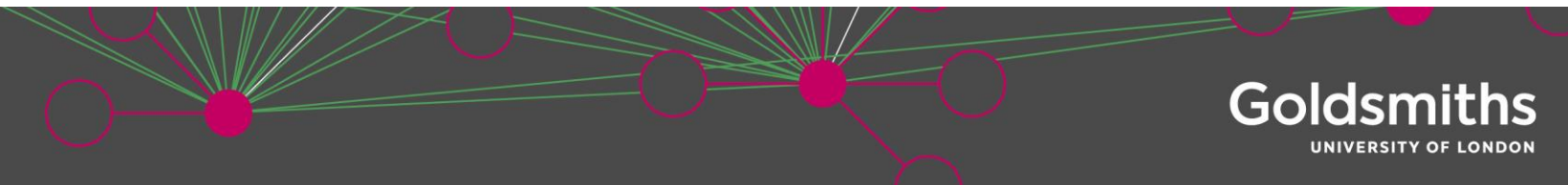
- Neuroticism (+)
- Work orientation (+)
- Hostility (+)
- Hardiness (-)

Crossover

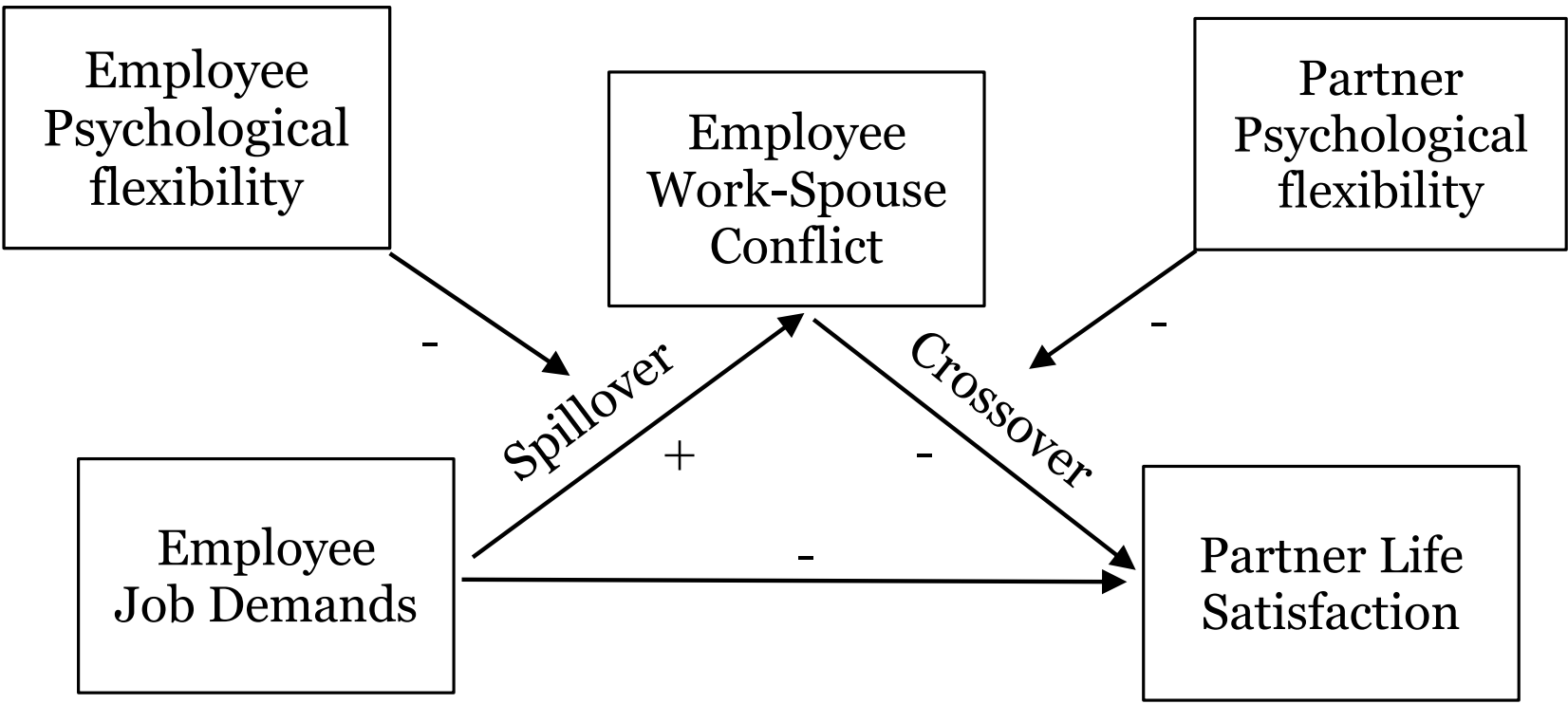
- Empathy (+)
- Susceptibility (+)
- Negative affect (+)
- Family identity salience (+)

Psychological flexibility as a resilience factor

- Spillover: Psychological flexibility may influence people's efforts to cope with their job demands—higher psychological flexibility correlates with, and longitudinally predicts, better mental health, attitudes and performance in the context of work (e.g., Bond & Bunce, 2003; Bond & Flaxman, 2006)
- Crossover: Psychological flexibility may influence people's efforts to cope with interpersonal conflict—higher psychological flexibility buffered the impact of workplace discrimination on LGB employees' psychological distress (Lloyd et al., under review)



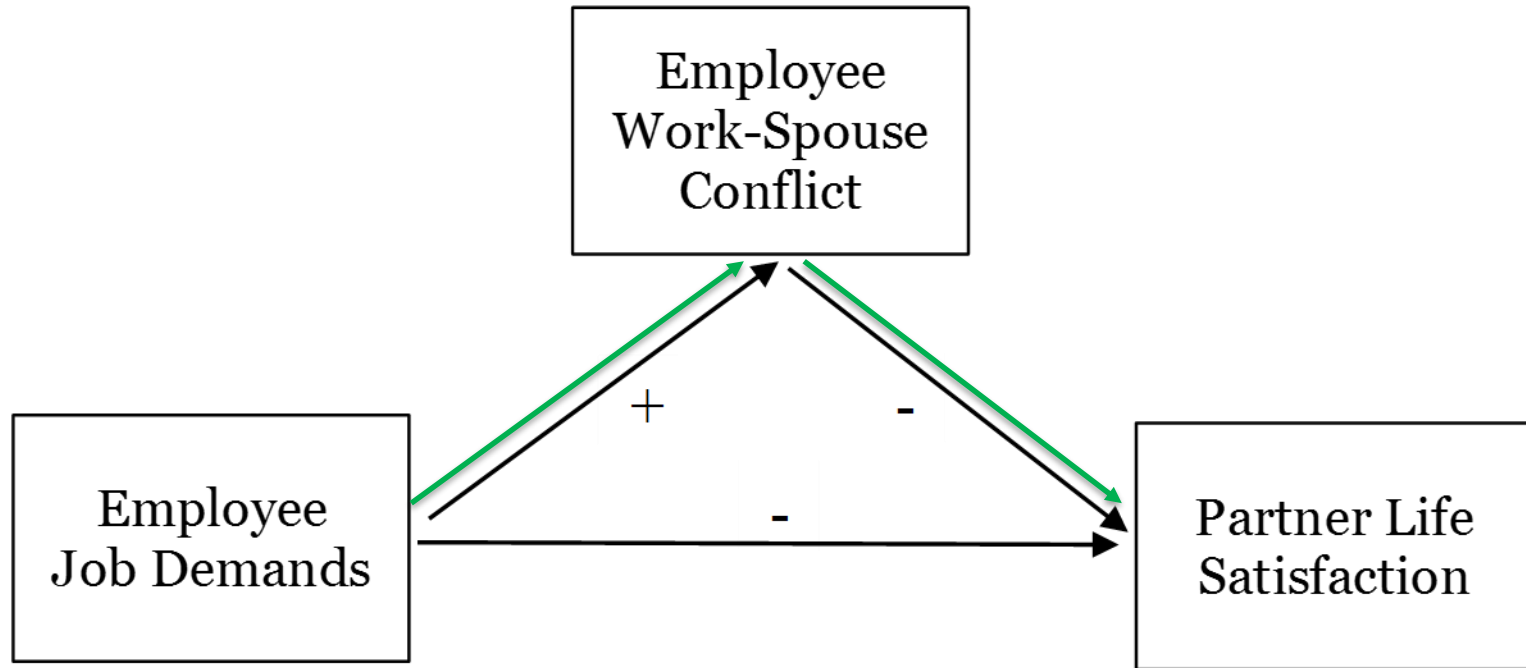
Aims of the study



Method

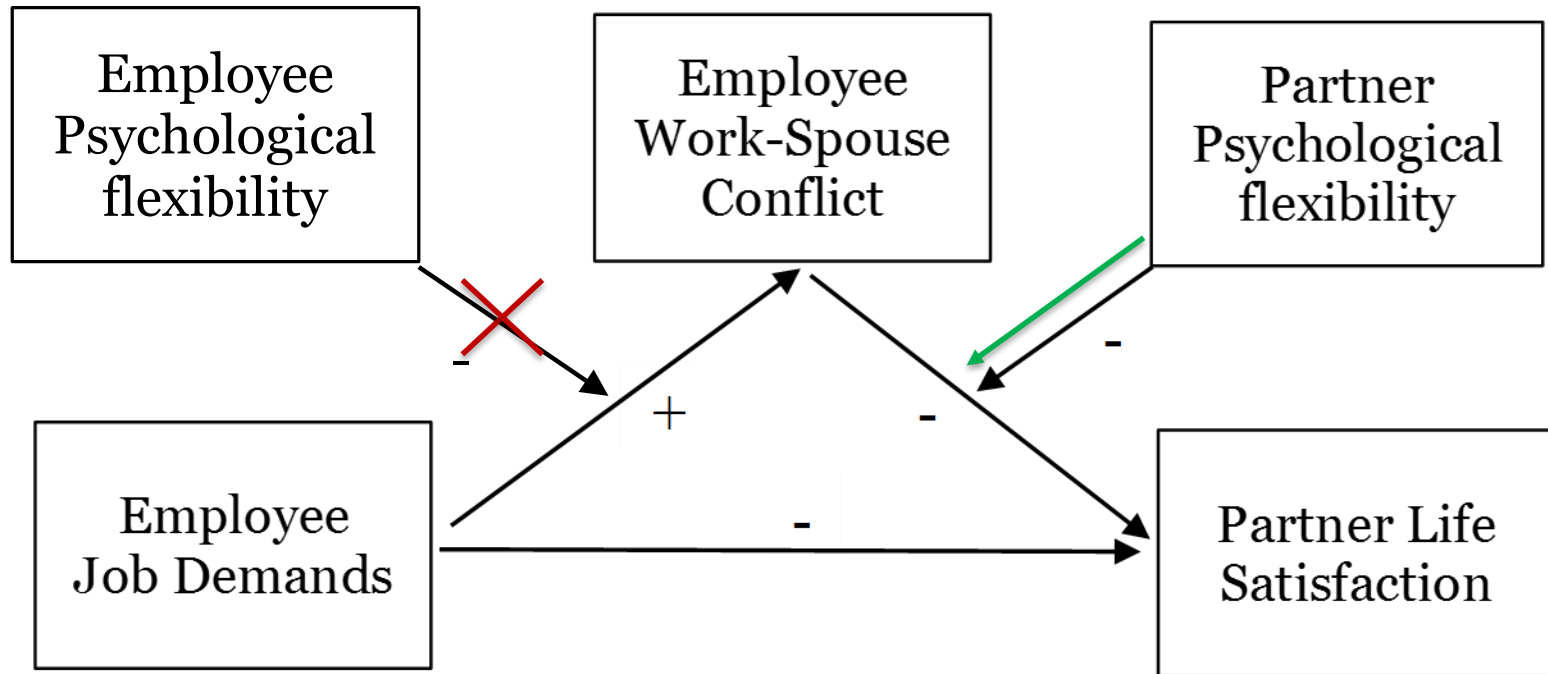
- Design: Dyad methodology
- Participants: 128 romantic couples (dual and single earning)
- 127 females and 129 males (96.5% heterosexual)
- White British (78.1%), White Irish (4.7%) and White Other (10.9%)
- Questionnaires:
- Job demands (JCQ; Karasek, 1985)
- Work-spouse conflict (Koekemoer et al., 2010)
- Life satisfaction (SWLQ; Diener et al., 1985)
- Psychological flexibility (AAQ-II; Bond et al., 2011)

Results: Spillover-crossover effects



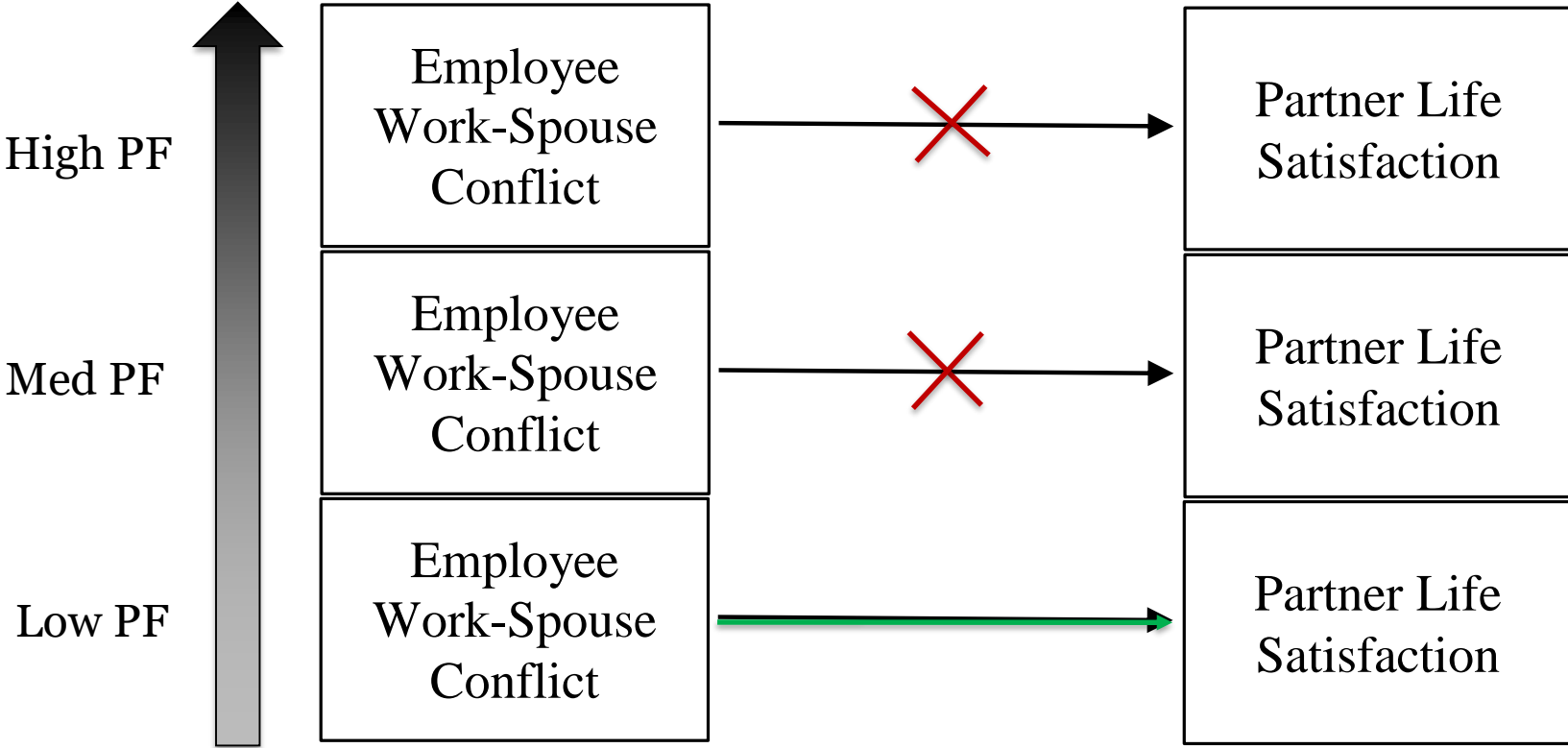
- Direct effect sig: Job demands > work-spouse conflict
- Direct effect sig: Work-spouse conflict > life satisfaction
- Indirect effect sig: Job demands > life satisfaction via work-spouse conflict

Results: Employee moderation effects



- Spillover conditional effect non-sig: Job demands > work-spouse conflict
- Crossover conditional effect sig: Job demands > work-spouse conflict

Results: Employee moderation effects



Conclusions

- First study to examine psychological flexibility in the context of employee-partner dyads.
- First study to show that psychological flexibility can buffer the extended impact of job demands outside of the workplace.
- Few studies examine how resilience factors reduce the negative impact of spillover and crossover.
- Interesting that psychological flexibility only moderated crossover effects.



Thanks for listening & questions

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