Boundary management Scales

These scales were developed in the following study:

Kossek, E., Ruderman, M., Braddy, P., Hannum, K. 2012. Work-nonwork boundary management profiles: A person-centered approach, *Journal of Vocational Behavior*, 81: 112–128. http://dx.doi.org/10.1016/j.jvb.2012.04.003

Please cite any usage of these scales accordingly so as to give proper credit to the researchers who developed them.

Note that the items with asterisks were included in the final 17-item, five-factor model. All other items were dropped based on the study's CFA results.

Nonwork interrupting work behaviors

1. I take care of personal or family needs during work.*

2. I respond to personal communications (e.g., emails, texts, and phone calls) during work.*

3. I do not think about my family, friends, or personal interests while working so I can focus.*

4. When I work from home, I handle personal or family responsibilities during work.*

5. I monitor personal-related communications (e.g., emails, texts, and phone calls) when I am working.*

6. I attend to family or personal issues during work.

7. When I work from home, I work in a space designated for that purpose only.

8. When I work from home, it is okay if my family or friends interrupt me.

Work interrupting nonwork behaviors

9. I regularly bring work home.*

10. I respond to work-related communications (e.g., emails, texts, and phone calls) during my personal time away from work.*

11. I work during my vacations.* E.E. Kossek et al. / Journal of Vocational Behavior 81 (2012) 112–128 125

12. I allow work to interrupt me when I spend time with my family or friends.*

13. I usually bring work materials with me when I attend personal or family activities.*

14. When I'm at home, I rarely think about work, so I can fully get away from my job.

15. I monitor work-related communications (e.g., emails, texts, and phone calls) during my personal time away from work.

Boundary control

16. I control whether I am able to keep my work and personal life separate.*

17. I control whether I have clear boundaries between my work and personal life.*

18. I control whether I combine my work and personal life activities throughout the day.*

19. I decide whether I blend my work and personal activities throughout the day.

Work identity

20. People see me as highly focused on my work.*

21. I invest a large part of myself in my work.*

Family identity

22. People see me as highly focused on my family.*

23. I invest a large part of myself in my family life.*