

Strategies for Coping with Work Stressors and Family Stressors

Note. For the complete scale validation process, see Clark, M. A., Michel, J. S., Early, B., & Baltes, B. B. (2014). Strategies for coping with work stressors and family stressors: Scale development and validation *Journal of Business and Psychology*, 29, 617-638.

Below, we include the full 6-item version of each subscale, in addition to the final shortened 3-item versions of each subscale. Items retained for final shortened coping strategy scales are marked with a superscript (^a).

Work Stressor Coping Strategies:

Instructions:

Stress at work can result from work stressors such as work pressure, feeling that you don't have much control over your job, feeling unclear about what your specific role at your job is, or feeling that you just have too many things that you are responsible for. Of course, these are only a few of the work stressors that may result in stress at work. Please indicate how often you personally have done each of these things in order to cope with work stress on the following scale:

1) Never have done this; 2) Hardly ever do this; 3) Seldom do this; 4) Occasionally do this; 5) Frequently do this; 6) Almost always do this

Remember, we are not asking how often you do these things in general; rather, we are only interested in how often you engage in various behaviors specifically in response to work stressors.

1) Seeking assistance/sharing the workload: Asking for help from others, or dividing up one's work tasks amongst other people in order to reduce work stress. LABEL: WSA

- Delegate my work tasks WSA1
- Share work responsibilities with other coworkers WSA2^a
- Seek assistance from others in completing my work tasks WSA3^a
- Enlist help from others in the company to complete my work tasks WSA4^a
- Bring in someone who can help handle a certain work task WSA5
- Ask someone to handle a certain work task WSA6

2) Rearranging schedule: Changing or altering one's work schedule in order to reduce work stress. LABEL: WRS

- Change my work hours WRS1^a
- Change when my work occurs WRS2
- Adjust when my work occurs WRS3
- Change around my work schedule WRS4^a
- Rearrange my work schedule WRS5^a
- Rearrange when I arrive or leave work WRS6

3) Being organized/planning/scheduling: Being more organized with one's day or tasks; planning, scheduling, or prioritizing one's work tasks in order to reduce work stress. LABEL: WOP

- Prioritize my work tasks WOP1^a
- Plan out my work day in advance WOP2^a
- Allocate blocks of time for certain work responsibilities WOP3
- List all the work tasks I need to do that week WOP4
- Work on my highest priority work tasks before other tasks WOP5
- Try to plan ahead regarding my work duties WOP6^a

4) Verbalizing with others/communication: Talking with others in order to communicate a specific or general work problem or issue in order to reduce work stress. LABEL: WVC

- Am open about what job tasks I can and cannot handle WVC1
- Speak with others at work in order to get more information about a work issue WVC2^a
- Talk to others in the company in attempts to resolve a work-related problem WVC3^a
- Make efforts to ensure others are aware of problems/concerns I have regarding my job WVC4
- Allow for open communication with others at work WVC5
- Let others at work know when I cannot complete a project on my own WVC6^a

5) Family-work segmentation: Physically or mentally leaving family tasks at home. Not allowing family to permeate into one's work. LABEL: WFWSEG

- Do not handle family-related tasks while at work WFWSEG1
- Do not allow family problems to bother me while I'm at work WFWSEG2
- Actively try to keep my family problems at home WFWSEG3^a
- Actively try to separate my family life from my work life WFWSEG4^a
- Physically and emotionally keep my family problems at home WFWSEG5^a
- When I leave home to go to work, I make a conscious effort to switch my focus from home to work WFWSEG6

6) Work-family segmentation: Physically or mentally leaving work tasks at work. Not allowing work to permeate into one's family. LABEL: WWFSEG

- Do not handle work-related tasks while at home WWFSEG1
- Do not allow work problems to bother me while I'm at home WWFSEG2
- Actively try to keep my work problems at work WWFSEG3^a
- Physically and emotionally keep my work problems at work WWFSEG4^a
- Actively try to separate my work life from my family life WWFSEG5^a
- When I leave work to go home, I make a conscious effort to switch my focus from work to family WWFSEG6

7) Working to improve skills/efficiency: Working to improve one's skills or one's efficiency in certain areas in order to reduce work stress. LABEL: WSE

- Try to find the most efficient way to do my job WSE1
- Seek input from others on how to improve my work efficiency WSE2
- Seek out learning opportunities in order to improve my work skills WSE3^a

- Look for ways to be more efficient at work WSE4
- Try new strategies in order to increase my work efficiency WSE5^a
- Do things (e.g., take classes, read books) to improve my job-related skills WSE6^a

8) Cognitive restructuring: Thinking about problems or stressors (can be either specific issues or the “big picture”) in a different way in order to reduce work stress. LABEL: WCR

- Examine work problems from the “bigger picture” perspective WCR1^a
- Focus on problems at work that I know are within my control WCR2
- Approach work problems with a more positive attitude WCR3^a
- Take a step back and re-examine the problem WCR4
- Change my attitude towards a work problem WCR5^a
- If I can’t get all my work done that day I realize I can always work on it tomorrow WCR6

9) Changing behaviors: Changing the way one behaves in order to reduce work stress. LABEL: WCB

- Change how I interact with coworkers who cause me stress WCB1^a
- Deal with people differently in order to reduce job stress WCB2^a
- Change how I deal with problems at work WCB3
- Adjust my interpersonal style to suit a particular work problem WCB4^a
- Separate myself from others who cause me stress at work WCB5
- Change how I behave in response to job stressors WCB6

10) Emotional disclosure: Venting to others about work problems/issues in order to reduce work stress. LABEL: WED

- Share stressful situations with others at work WED1^a
- Vent to my family members about my job stress WED2
- Talk with others at work about a problem WED3
- Talk with my family members about job stressors WED4
- Talk about my work problems with others WED5^a
- Talk with someone about how I am feeling about job stressors WED6^a

11) Recreation and relaxation: Engaging in recreational or relaxing activities in order to reduce work stress. LABEL: WRR

- Mentally “check out” for a few minutes WRR1^a
- Separate myself from others to be alone for a few minutes WRR2
- Physically leave my office for a few minutes WRR3^a
- Engage in a short relaxing activity WRR4^a
- Close my eyes for a few minutes WRR5
- Engage in a social activity outside of work WRR6

12) Exercise: Exercising in order to reduce work stress. LABEL: WEX

- Exercise WEX1^a
- Work out WEX2^a
- Engage in physical activity WEX3^a

- Go for a run or walk WEX4
- Take an exercise class WEX5
- Go to the gym WEX6

Family Stressor Coping Strategies:

Instructions:

Stress at home can result from family stressors such as the amount of time you spend in parental activities, child misbehavior, tension in a marital or other family relationship or the amount of time and energy you devote to your family. Of course, these are only a few examples of family stressors that may result in stress at home. Please indicate how often you personally have done each of these things in order to reduce your family stress on the following scale:

1) Never have done this; 2) Hardly ever do this; 3) Seldom do this; 4) Occasionally do this; 5) Frequently do this; 6) Almost always do this

Remember, we are not asking how often you do these things in general; rather, we are only interested in how often you engage in various behaviors specifically in response to family stressors.

1) Seeking assistance/sharing the workload: Asking for help from others, or dividing up one's family tasks amongst other people in order to reduce family stress. LABEL: FSA

- Hire someone to assist with family responsibilities FSA1
- Ask others (e.g., relatives, neighbors) for assistance with family responsibilities FSA2
- Delegate household responsibilities to other family members (e.g., spouse/partner, children) FSA3^a
- Ask my spouse/partner or children to assist with family responsibilities FSA4^a
- Delegate my family duties or tasks FSA5^a
- Seek assistance from others in completing my family duties FSA6

2) Rearranging schedule: Changing or altering one's work situation or schedule in order to reduce family stress. LABEL: FRS

- Change my work hours FRS1
- Change when my work occurs FRS2^a
- Adjust when my work occurs FRS3^a
- Change around my work schedule FRS4^a
- Rearrange my work schedule FRS5
- Rearrange when I arrive or leave work FRS6

3) Being organized/planning/scheduling: Being more organized with one's day or tasks; planning, scheduling, or prioritizing one's family tasks in order to reduce family stress. LABEL: FOP

- Prioritize my family duties FOP1^a
- Plan out my family responsibilities in advance FOP2^a
- Allocate blocks of time for certain family responsibilities FOP3
- List all the family tasks I need to do that week FOP4
- Work on my highest priority family tasks before other tasks FOP5
- Try to plan ahead regarding my family duties FOP6^a

4) Verbalizing with others/communication: Talking with others in order to communicate a specific or general family problem or issue in order to reduce family stress. LABEL: FVC

- Am open about what family responsibilities I can and cannot handle FVC1
- Communicate openly with my spouse/partner about family issues FVC2^a
- Talk with my family about specific problems/issues relating to the family FVC3
- Speak with my spouse/partner in order to get more information about a family issue FVC4^a
- Communicate problems/concerns I have regarding my family responsibilities FVC5
- Let my spouse/partner know when I cannot handle certain family responsibilities on my own FVC6^a

5) Family-work segmentation: Physically or mentally leaving family tasks at home. Not allowing family to permeate into one's work. LABEL: FFWSEG

- Do not handle family-related tasks while at work FFWSEG1
- Do not allow family problems to bother me while I'm at work FFWSEG2
- Actively try to keep my family problems at home FFWSEG3^a
- Actively try to separate my family life from my work life FFWSEG4^a
- Physically and emotionally keep my family problems at home FFWSEG5^a
- When I leave home to go to work, I make a conscious effort to switch my focus from home to work FFWSEG6

6) Work-family segmentation: Physically or mentally leaving work tasks at work. Not allowing work to permeate into one's family. LABEL: FWFSEG

- Do not handle work-related tasks while at home FWFSEG1
- Do not allow work problems to bother me while I'm at home FWFSEG2
- Actively try to keep my work problems at work FWFSEG3^a
- Physically and emotionally keep my work problems at work FWFSEG4^a
- Actively try to separate my work life from my family life FWFSEG5^a
- When I leave work to go home, I make a conscious effort to switch my focus from work to family FWFSEG6

7) Working to improve skills/efficiency: Working to improve one's skills or one's efficiency in certain areas in order to reduce family stress. LABEL: FSE

- Try to find the fastest way to take care of family duties FSE1
- Try to find the most efficient way to do my family duties FSE2
- Seek input from others on how to improve my efficiency at home FSE3
- Seek out learning opportunities in order to improve my ability to handle family responsibilities FSE4^a
- Try new strategies in order to increase my efficiency at home FSE5^a
- Do things (e.g., take classes, read books) to improve my ability to handle family responsibilities FSE6^a

8) Cognitive restructuring: Thinking about problems or stressors (can be either specific issues or the "big picture") in a different way in order to reduce family stress. LABEL: FCR

- Examine family problems from the "bigger picture" perspective FCR1^a

- Focus on problems at home that I know are within my control FCR2
- Approach family problems with a more positive attitude FCR3^a
- Take a step back and re-examine the problem FCR4^a
- Change my attitude towards a family problem FCR5
- If I can't get all my family duties done that day I realize I can always work on it tomorrow FCR6

9) Changing behaviors: Changing the way one behaves in order to reduce family stress. LABEL: FCB

- Change how I interact with my spouse/partner or children FCB1
- Deal with my family members differently in order to reduce family stress FCB2^a
- Change how I deal with problems at home FCB3^a
- Adjust my interpersonal style to suit a particular family problem FCB4
- Work on changing how I react when I'm feeling stressed at home FCB5
- Change how I behave in response to family stressors FCB6^a

10) Emotional disclosure: Venting to others about family problems/issues in order to reduce family stress. LABEL: FED

- Vent to others about my family stress FED1^a
- Talk with someone outside the family (e.g., friend, counselor) about my family stressors FED2
- Have conversations with others about family stressors in order to vent FED3
- Talk about family stressors with others FED4
- Talk about my family-related problems with others FED5^a
- Talk with someone about how I am feeling about family stressors FED6^a

11) Recreation and relaxation: Engaging in recreational or relaxing activities in order to reduce family stress. LABEL: FRR

- Mentally "check out" for a few minutes FRR1^a
- Separate myself from others to be alone for a few minutes FRR2^a
- Spend time outside the house by myself FRR3
- Engage in a short relaxing activity FRR4^a
- Close my eyes for a few minutes FRR5
- Engage in a social activity outside of home FRR6

12) Exercise: Exercising in order to reduce family stress. LABEL: FEX

- Exercise FEX1^a
- Work out FEX2^a
- Engage in physical activity FEX3^a
- Go for a run or walk FEX4
- Take an exercise class FEX5
- Go to the gym FEX6

13) Spending more time with family: spending more time with family in order to reduce family stress. LABEL: FTI

- Spend more time at home FTI1
- Focus on spending more time with family members rather than doing household chores FTI2
- Try to allow more time for family activities FTI3^a
- Schedule “family time” to ensure the family spends time together FTI4^a
- Give up outside activities/interests in order to allow for more family time FTI5
- Maximize quality time with family members FTI6^a

14) Taking care of marriage: Engaging in activities and behaviors that serve to maintain or improve one’s relationship with his/her spouse/partner in order to reduce family stress. LABEL: FTM

- Make sure to pay attention to my spouse/partner FTM1^a
- Spend quality time with my spouse/partner FTM2^a
- Do something special with my spouse/partner FTM3
- Make time for my spouse/partner FTM4^a
- Ensure that I spend time alone with my spouse/partner FTM5
- Find ways to show my spouse/partner that I care about them FTM6

15) Improving finances: working to improve one’s finances or the family financial situation in order to reduce family stress. LABEL: FFI

- Make getting our finances in order a priority FFI1^a
- Cut back on spending in order to improve my financial situation FFI2^a
- Monitor our family’s financial situation FFI3
- Reduce spending on things our family doesn’t need FFI4
- Create a family budget FFI5
- Work on improving the family financial situation FFI6^a