
Work-to-Family Behavioral Role Conflict

Instructions: For the following items, you will be asked to think about behaviors that may be associated with your work and family life. Please rate how frequently you generally experience each of these items.^a

^a A specific timeframe can be substituted in place of the “general” referent. For example:
Please rate how frequently you have experienced each of these items [in the past month]

Rating Scale: 1 (never), 2 (rarely), 3 (occasionally), 4 (frequently), 5 (very frequently)

1. My sleep is more restless when my workload is heavy.
2. I exercise less when I have had a busy day at work.
3. I talk to my family less after I arrive home when work was overwhelming than I normally would.
4. I am less engaged in my family conversations than I would be if work was less demanding.
5. I am easily frustrated with others outside of work when I have had a stressful day at work.
6. I use time I should spend with my family to catch up on work responsibilities.
7. I arrive home from work late when I have a lot of work to do.
8. I need time to transition from work to home when I am stressed from work.
9. I pick fights with family members when I get home if I have had a very busy day at work.
10. I am less attentive to my family's needs or interests when work is demanding.
11. I don't "have time" for members of my family when I have a heavy workload.
12. My health is compromised when my workload is heavy.
13. I am less romantic with my significant other when I have a lot to do at work.
14. I take fewer vacations with my spouse and/or family because of the demands of work.
15. I forget to pay bills on time when my workload is heavy.

Family-to-Work Behavioral Role Conflict

Instructions: For the following items, you will be asked to think about behaviors that may be associated with your work and family life. Please rate how frequently you generally experience each of these items.^a

^a A specific timeframe can be substituted in place of the “general” referent. For example:
Please rate how frequently you have experienced each of these items [in the past month]

Rating Scale: 1 (never), 2 (rarely), 3 (occasionally), 4 (frequently), 5 (very frequently)

1. I have no choice but to make personal phone calls while I am work.
2. I am distracted at work when I am stressed about issues with my family.
3. I arrive to work late when I have a lot going on with my family.
4. I leave work early to attend personal appointments.
5. I leave work early to be with my family sooner when there are issues going on at home.
6. I am unprepared for my work day when my family life is stressful.
7. I am short-tempered with coworkers when I am battling stress from my family life.
8. I discount things that would otherwise be important to me when I have a lot of family pressures.
9. If my family keeps me up at night, I am less productive the next day at work.
10. I talk less with my colleagues at work when I am preoccupied with family issues.
11. I care less about my appearance at work if my family life is stressful.
12. I take significantly longer than usual to complete routine work tasks when I am stressed from family issues compared to when I am not.
13. I make more mistakes in my work (e.g., typos, data entry errors) when I have family stress.
14. I forget or confuse deadlines for my work projects when I am distracted by my family life.
15. I take longer breaks at work (e.g., take longer or more frequent walks, delay doing work by talking to others) when I am really concerned with issues in my family life.