

# Daily Assessment of State Workaholism

## Psychometric qualities of the state-version Dutch Work Addiction Scale

Luca Menghini, Ph.D.

Dep. of Psychology & Cognitive Science, University of Trento, Italy

Cristian Balducci, Ph.D.

Dep. of Quality of Life, University of Bologna, Italy



Associazione  
Italiana  
di Psicologia



*New Horizons in Psychological Assessment*

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# From workaholic people to workaholic days

Workaholism = Dysfunctional form of heavy work investment (*'work addiction'*):

- **working compulsively**
- **working excessively**

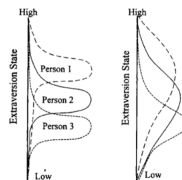


Mostly considered as a **stable trait** to be assessed with retrospective measures, e.g., Dutch Work Addiction Scale - **DUWAS** (Schaufeli et al 2009)

**BUT** poorly explained by personality / linked to working conditions like overwork climate (Clark et al 2016; Mazzetti et al 2016)

**+Whole Trait Theory** (Fleeson, 2017)

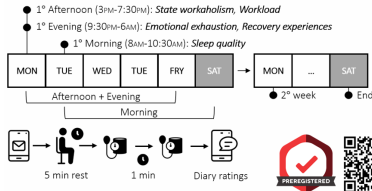
Traits = distributions of **personality states**



**State workaholism** = Daily level of an individual's work-related compulsion and overwork, compared to the individual's usual level ~ **Work craving episodes**

# State & trait workaholism: Multilevel construct?

**Participants & procedure** 916 obs. from  
135 full-time office workers, 51% women,  
42.1±12.6 years, 41.2±9.8 work hours/week.  
Intensive longitudinal design: 2-week diary  
protocol ( $N \times 10$ ) (see [osf.io/h9zvvq](https://osf.io/h9zvvq))



**Measure:** Six 7-point DUWAS items  
Adapted to reflect the daily experience  
“Usually I feel . . .” → “Today I felt . . .”

Whole trait theory: a personality state  
should reflect *the same content domain of*  
the corresponding trait (Fleeson, 2017)

→ Configural cluster construct

Requiring equivalent factor loadings  
across the *between* & the *within* level  
= **cross-level isomorphism**

(Stapleton et al, 2016; Jack & Jorgensen 2017)

## Data analysis

‘2 × 2’ multilevel CFA with MLR

- One- vs. Two-factor structure
- Configural vs. Metric invariance  
(factor loadings fixed to be equal)

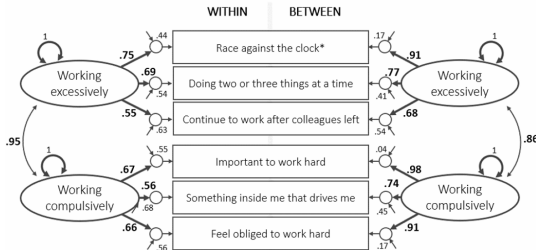
# Results: Partial cross-level isomorphism?

	rmsea	cfi	srmrW	srmrB	BICw
1F conf	.063	.962	.029	.052	0
1F metr	.062	.953	.031	.067	.005
2F conf	.054	.975	.027	.042	.004
2F metr	.056	.967	.029	.076	.205
2F partMetr	.053	.972	.027	.056	.786

Best fit for 2-factor model with partial metric invariance (i.e., not for item \*): overlapping with workload? It doesn't seem so.

Further developments are needed e.g., Multidimensional

Workaholism Scale: “*I work more than what is expected of me*” (Clark et al 2020)



Towards the **momentary assessment** of workaholism, its proximal predictors, and short-term responses



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Department of Psychology and Cognitive Science, University of Trento

[luca.menghini-1@unitn.it](mailto:luca.menghini-1@unitn.it)

 [profile/Luca-Menghini](https://www.researchgate.net/profile/Luca-Menghini)  [@LuMenPsy](https://twitter.com/LuMenPsy)  [in/menghiniluca](https://www.linkedin.com/in/menghiniluca)  [Luca-Menghini](https://github.com/Luca-Menghini)

Data & R code available from

[github.com/Luca-Menghini/measuring-StateWorkaholism](https://github.com/Luca-Menghini/measuring-StateWorkaholism)

