## Display actual range of values in constructed variables and reliability $${\tt January}\ 06,\ 2022$$

Table 1: Empirical Summary Statistics; N=1240 Participants in Total; Cronbach Alphas are denoted by 'NA' when not applicable

Variable	Mean	SD	Min	Max	No. Missing	Percent Missing	Cronbach Alpha
baseline HED	2.385	3.658	0.000	25.000	94	0.076	NA
baseline rutgers	2.785	4.329	0.000	45.000	287	0.231	0.863
sex	0.594	0.491	0.000	1.000	0	0.000	NA
race	0.684	0.465	0.000	1.000	2	0.002	NA
age	22.221	0.742	18.583	24.833	0	0.000	NA
baseline social desirability	5.169	2.099	0.000	10.000	1	0.001	0.595
baseline impulsivity	0.936	0.639	0.000	3.000	1	0.001	0.776
Time 0: lifestress	1.187	0.965	0.000	4.000	0	0.000	0.737
Time 0: HED	1.833	2.771	0.000	21.000	3	0.002	NA
Time 0: rutgers	2.226	4.522	0.000	48.000	176	0.142	0.905
Time 0: qualitative role overload	2.492	1.293	0.000	6.000	2	0.002	0.758
Time 0: quantitative role overload	3.998	6.342	0.000	30.000	4	0.003	NA
Time 0: injunctive workplace norms	0.690	0.882	0.000	4.000	3	0.002	0.776
Time 0: descriptive workplace norms	0.256	0.496	0.000	4.000	4	0.003	0.537
Time 0: DASS	4.780	3.424	0.000	15.000	1	0.001	0.881
Time 1: lifestress	1.058	0.916	0.000	4.000	0	0.000	0.715
Time 1: HED	1.897	2.891	0.000	30.000	0	0.000	NA
Time 1: rutgers	2.492	4.607	0.000	43.000	162	0.131	0.892
Time 1: qualitative role overload	2.433	1.391	0.000	6.000	2	0.002	0.789
Time 1: quantitative role overload	5.354	6.826	0.000	30.000	0	0.000	NA
Time 1: injunctive workplace norms	0.725	0.874	0.000	4.000	2	0.002	0.727
Time 1: descriptive workplace norms	0.286	0.503	0.000	3.000	2	0.002	0.415
Time 1: DASS	5.052	3.436	0.000	15.000	1	0.001	0.877