

Display actual range of values in constructed variables and reliability

January 17, 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 |