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Comparing Self-disclosures and Disclosures of Co-Owned Private Relationship Information (COPRI) in the Workplace: Comfort, Frequencies, and Motivations for Disclosing

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COMPARING SELF-DISCLOSURES AND DISCLOSURES OF CO-OWNED PRIVATE
RELATIONSHIP INFORMATION (COPRI) IN THE WORKPLACE: COMFORT,
FREQUENCIES, AND MOTIVATIONS FOR DISCLOSING

by

Emily Mueller

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ABSTRACT

COMPARING SELF-DISCLOSURES AND DISCLOSURES OF CO-OWNED PRIVATE RELATIONSHIP INFORMATION (COPRI) IN THE WORKPLACE: COMFORT, FREQUENCIES, AND MOTIVATIONS FOR DISCLOSING

by

Emily Mueller

The University of Wisconsin-Milwaukee, 2019
Under the Supervision of Professor Sang-Yeon Kim

Individuals self-disclose (SD) private information to increase intimacy, build trust, and to give or receive social support. When private information is self-disclosed and shared between two people, it is co-owned. For individuals in romantic relationships their private information and co-owned private relationship information (COPRI) is shared in displaced contexts. One context in which such disclosures can be studied is the workplace, where differences in these two types of disclosures can be compared. A sample of 308 individuals was surveyed to compare differences between SDs and disclosures of COPRI in relation to comfort disclosing, disclosure frequency, motivations for disclosing. Additionally, comparisons between the SD and disclosure of COPRI topics were compared as they associated with work satisfaction. Findings suggest that individuals consider a greater number of private information categories when self-disclosing than when disclosing COPRI. Motivations for making SDs and disclosures of COPRI were similar overall but deviated slightly by topic. Overall, private topics relating to positive aspects of work and the disclosures of personal views and opinions were associated greater with work satisfaction. Future research could explore additional contexts to compare SDs and disclosures of COPRI.

Keywords: self-disclosure, co-owned private information, workplace

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Introduction:
Comparing Self-Disclosures and Disclosures of Co-Owned Private Relationship Information (COPRI) in the Workplace: Comfort, Frequencies, and Motivations for Disclosing

Communication privacy management (CPM) theory explains the process of how individuals self-disclose private information to build intimacy, trust, and to give or receive support (Petronio, 2002). The process begins when an individual self-discloses private information, and once the information is self-disclosed it becomes co-owned between relational partners (Caughlin et al., 2000; Durham, 2008; Lannutti, 2013; Petronio, 2002, 2004, 2010; Steuber & McLaren, 2015). One relational context in which partners co-own private information is in a romantic relationship (Petronio, 2002; Westin, 1967). Successful co-ownership of private information is contingent upon rules for disclosing the information outside of the relationship (Petronio, 2002). Thus, in a romantic relationship, partners coordinate rules that form privacy boundaries that help them maintain a sense of control over how, when, and with whom their private information can be disclosed (Petronio, 2002; Petronio, Ellemers, Giles, & Gallois, 1998).

Communication scholars have studied topics of self-disclosure (e.g., Greene, Derlega, & Mathews, 2006; Jourard & Lasakow, 1958; Omarzu, 2000) and couples' disclosures of shared private information (e.g., Bute & Brann, 2015; Durham, 2008; Steuber & McLaren, 2015). Examples of couples' shared private information, or co-owned private relationship information (COPRI), might include information about a couple's decision to remain child free (e.g., Durham, 2008), a couple's experience with same-sex marriage (e.g., Lannutti, 2013), or parents' experiences disclosing about a child's autism diagnosis (e.g., Hays & Butauski, 2018).

Additionally, scholars have studied the communicative processes and motivations behind SD in the workplace, such as how individuals communicate about chronic caregiving at work

(White & Wills, 2016), general motivations for disclosing private information in the workplace (Smith & Brunner, 2017), and motivations for disclosing about specific private topics such as undergoing reproductive treatments (Van den Akker, Payne, & Lewis, 2017). Specifically, Krouse and Afifi (2007) highlight the need to study the disclosures in the workplace, because “it is unclear what types of family stressors spill over into the workplace and how people communicate with others in the workplace to manage it” (p. 86). Krouse and Afifi found that the content of workplace disclosures was related to the perceived appropriateness of the disclosure—whether or not the information was “too private” (p. 105).

If individuals’ SDs and disclosures of COPRI in the workplace differ, learning where these differences lie will increase our understanding about individuals’ comfort disclosing about certain topics, the frequencies at which they disclose about certain topics, and their motivations behind disclosing. Understanding these differences between SD and disclosures of COPRI in the workplace will allow future researchers to ask more pointed questions about how and why individuals SD and disclose COPRI differently in the workplace. Specifically, teasing out the differences in how private information spills into the workplace—by SD or disclosing COPRI—will allow us to delve into the strategies employed or the outcomes sought from making these types of disclosures.

Thus, an exploratory comparative study of SD and disclosures of COPRI in the workplace will provide insight into the differences between how individuals in romantic relationships manage their own private information versus their partners’ private information. The workplace is a viable and accessible context to study the differences between SD and disclosures of COPRI. People in romantic relationships often allocate more time to work than their partners and home life; the Bureau of Labor Statistics (2017) reported that married

individuals spent an average of eight hours in the workplace every day, though this number is often much higher due to the increased connectivity employees are expected to maintain while away from work with continuous access to cell phones, laptops, and email (Boswell & Olson-Buchanan, 2007). Compared to situations where both romantic partners are present during a disclosure, the workplace presents a displaced context in which partners' SDs and disclosures of COPRI to others in the office setting can be studied concurrently.

The implications of this study are beneficial both theoretically and methodologically. Findings clarify the theoretical differences between self-disclosures and disclosures of COPRI. Specifically, this study demarcates the conceptual definitions of private information compared to COPRI. Methodologically, this delineation benefits the internal validity and conceptual clarity of further research that explores self-disclosures or disclosures of COPRI.

Findings will also benefit communication scholars who study family and interpersonal communication. Findings demonstrate that there are differences between how participants SD and disclose COPRI, offering a new perspective for studying the ownership and disclosure of private information in alternative settings to the workplace. The findings of this study will enable CPM scholars to more accurately differentiate between a SD and disclosure of COPRI when studying boundary management and boundary turbulence.

Finally, this research offers practical insight into workplace SDs and disclosures of COPRI. For managers and individuals in leadership roles knowing which disclosure topics associate highly with work satisfaction can provide insight into beneficial and productive teambuilding activities. Further, couples counselors or therapists can use the findings of this study to better define private topics and help clients and patients develop a stronger vocabulary and understanding of how they manage their own, and their partner's, private information.

The following study aims to demarcate the similarities and differences between SD and disclosures of COPRI in a corporate setting. To this end, this research will review literature that pertains to topics and motivations for SD and disclosing COPRI and pose research questions and a rationale for an exploratory study into the differences between the two. This research will first compare participants' level of comfort disclosing certain topics of SD and COPRI and the frequencies at which each type of disclosure is made in the workplace. Second, it will explore the differences in motivations for disclosing topics of SD and COPRI. Finally, this research will address how disclosing certain SD and COPRI topics associate differently with work satisfaction. The goal of this study is to identify clear differences between SD and disclosing COPRI in the workplace to offer theoretical and practical insights that drive future research into further analyzing differences between why and how individuals in romantic relationships SD and disclose COPRI.

Literature Review

While researchers have identified topics of SD, such as attitudes, opinions, interests, and finances (e.g., Chelune, 1975; Greene et al., 2006; Jourard & Lasakow, 1958) and motivations for SD in general, such as for social support, increased intimacy, or to vent (Greene et al., 2006; Omarzu, 2000), the current results remain a confounded mixture of those obtained from studying SD and those that might belong to the field of COPRI. SDs are disclosures of an individual's personal, private, or sensitive information to another person (Bute & Brann, 2015; Greene et al., 2006). Topics of SD include personal information, and disclosures about emotions, preferences, thoughts, or viewpoints of the speaker themselves (Omarzu, 2000), which is *not* co-owned by the relational partner. COPRI can be considered a special case of private information, as couples exert shared control over the information (Bute & Brann, 2015). Disclosures of COPRI can

implicate both partners when it is disclosed and there are additional privacy dimensions to consider when maintaining privacy over COPRI.

In the context of this study, SD will be studied as information owned by the individual disclosing it (e.g., “My personal views on religion”, “How I feel about my coworkers”). As COPRI that is shared, or co-owned, private information in a relationship, COPRI will be studied as in the context of shared information owned by a discloser’s romantic partner (e.g., “My romantic partner’s views on religion”, “How my partner feels about their coworkers”). Disclosing COPRI in displaced contexts such as the workplace is especially complex, as it requires individuals to balance their own relationship’s privacy with their individual motivations for disclosing the private information. The following review of disclosure literature will compare the topics and motivations of SD and disclosing COPRI.

Self-Disclosure

Topics. SD research has identified the private topics that individuals might self-disclose. A Self-Disclosure Questionnaire (SDQ), developed by Jourard and Lasakow (1958) aimed to identify topics of SD and to whom specific topics were disclosed. SD is measured by individuals’ likelihood to disclose information about their attitudes, opinions, tastes, interests, work, money, personality, and body (Jourard & Lasakow, 1958). Communication scholars have studied individual’s general SD behaviors (Frampton, 2013; Hosek & Thompson, 2009; Krouse & Afifi, 2007; Omarzu, 2000) and SD of a variety of topics such as SD of sexual identity (e.g., Helens-Hart, 2017; Hosek & Thompson, 2009; McKenna-Buchanan, Munz, & Rudnick, 2015), SD of health information (e.g., DeSanctis & Poole, 1994; Donovan-Kicken, Tollison, & Goins, 2011; Smith & Brunner, 2017; Weber & Solomon, 2008; Westerman, Miller, Reno, & Spates, 2015), and SD of financial information (e.g., Plander, 2013).

Motivations for Self-Disclosure. Scholars have identified motivations for SD, which are particularly relevant to individuals' decisions to self-disclose private information. Omarzu's (2000) disclosure decision model (DDM) depicted process related to how, when, to whom, and why self-disclosures are made. Specifically, the DDM identified five motivations for SD, including social approval, intimacy, relief of distress, social control, and identity clarification (Omarzu, 2000).

More broadly, Greene et al. (2006) broadly classified motivations for SD as self-focused, relationship-focused, other-focused, and situation-focused. Most SDs are self-focused, providing benefits to the discloser. For example, a self-focused SD may be made cathartically to vent, to seek support, gain social approval, relieve distress, or talk about problems (Greene et al., 2006; Omarzu, 2000). Relationship-focused SD are made to increase intimacy or feelings of closeness with the disclosure target (Greene et al., 2006; Omarzu, 2000). When individuals make relationship-focused SD, they have identified a shared commonality or experience with the target of their disclosure and identify them as trustworthy (Greene et al., 2006). SDs that are other-focused are made out of a sense of obligation to disclose, a need to educate others, or to clarify aspects of identity (Greene et al., 2006). Finally, situation-focused SDs are made to strategically present the self, to maintain social control, because the disclosure was demanded or expected, or out of convenience or involvement of others (Greene et al., 2006; Omarzu, 2000).

Communication scholars have identified motivations for making SDs about a variety of topics. In the context of family, motivations for SDs are self-, other-, and situation-focused. When self-disclosing health information to family and social networks, cancer patients disclosed to receive social support by venting or discussing shared experiences (Weber & Solomon, 2008), to come to terms with their new identity, and to protect family members by controlling the

information disclosed (Donovan-Kicken et al., 2011). Motivations for disclosing other topics, such as financial information, are also self-, other-, and situation-focused. When financial information needed to be shared with familial caregivers, disclosers were motivated to disclose primarily due to the situation, but their disclosures were also motivated by the desire to relieve the distress of a crisis, death, or change in health (Plander, 2013).

Research indicates that SD motivations in the workplace can be similarly categorized into self-, situation-, and other-focused categories as well. Disclosures are commonly made to develop trusting and supportive workplace friendships in organizations with an open culture (Smith & Brunner, 2017; Westerman et al., 2015). SDs in the workplace are also aimed to achieve multiple purposes; women's SDs of a serious health condition (e.g., fibromyalgia) are not only made to receive accommodations, but educate coworkers about the disease as well (Hall, 2017). Additionally, individuals self-disclosed their sexual orientation to build relationships with or educate coworkers, as a means of reciprocity, and in response to or to incite organizational change (Helens-Hart, 2017; McKenna-Buchanan et al., 2015) As SDs are made based on the needs of the discloser, it stands to reason that the majority of SDs are made to benefit the self, to inform or educate others, and are situation-dependent.

Co-Owned Private Relationship Information

Topics. Communication scholars have used CPM (Petronio, 2002) as a framework to study how couples, families, and friends communicatively manage their co-owned information. Co-owned information includes topics that couples self-disclose to one another and thus co-own, and the private relationship information accumulated from a shared life experience (Petronio, 2002). Although topics of COPRI have not been explicitly defined, literature that identifies

private topics that implicate both partners in a relationship when it is disclosed provides a useful starting point for identifying topics of COPRI.

Vangelisti and Caughlin's (1997) typology of family secrets provides insight into the topics that families consider private and taboo. While a couple's secrets are considered a category of COPRI, COPRI encompasses a wider and more diverse range of topics than secrets which have consistently been identified as exclusively high-risk information such as marital problems/divorce, substance abuse, or illegal activities (Petronio, 2002; Vangelisti & Caughlin, 1997; Vangelisti, 1994). In addition to secrets, scholars have studied a myriad of relationally co-owned topics and how they are disclosed, including topics related to family planning, reproduction, and infertility (e.g., Bute & Brann, 2015; Bute & Vik, 2010; Durham, 2008; Steuber & Solomon, 2012; Steuber & McLaren, 2015; Van den Akker, Payne, & Lewis, 2017), general family stressors (Krouse & Afifi, 2007), and caring for sick or disabled family members (Hays & Butauski, 2018; White & Wills, 2016). Compared to topics of SD, COPRI pertains to both partners in a relationship or private information that has been disclosed within the relationship and is thus owned by both partners. Disclosures of COPRI risk the privacy of the individual the information initially belonged to or the couple as a whole.

Motivations for disclosing COPRI. The motivations for making self-disclosures offer a starting point for identifying the motivations for disclosing COPRI. Motivations for disclosing COPRI also fall into the categories of self-, relationship-, other-, or situation-focused motivations. Motivations for disclosing COPRI were overwhelmingly self- and relationship-focused; compared to the motivations for self-disclosing in the workplace to educate others or out of necessity, motivations for disclosing COPRI in the workplace were often related to

relational intimacy, sharing experiences, and receiving social support (e.g., Bute & Brann, 2015; Durham, 2008; Hays & Butauski, 2018; Krouse & Afifi, 2007; Van den Akker et al., 2017).

COPRI topics related to family planning and reproduction, such as miscarriages (Bute & Brann, 2015), infertility (Bute & Vik, 2010; Steuber & Solomon, 2012; Steuber & Solomon, 2011), remaining voluntarily child free (Durham, 2008), and the use of assisted reproductive technology (Van den Akker et al., 2017) are well-studied. Motivations for disclosing about these COPRI topics are self-, relationship-, and other-focused. When couples disclose information about infertility or a miscarriage, they were self-motivated to receive social support (Bute & Brann, 2015), relationship-motivated to share experiences, help others, deepen friendships (Bute & Brann, 2015; Bute & Vik, 2010; Van den Akker et al., 2017), and other-focused to educate others about misconceptions and reduce stigma (Bute & Brann, 2015; Bute & Vik, 2010; Steuber & Solomon, 2012).

Motivations for disclosing COPRI related to couples' family stressors, such as children and other family members (Krouse & Afifi, 2007), dealing with a child's autism diagnosis (Hays & Butauski, 2018), and being a caretaker for a family member with a chronic health condition (White & Wills, 2016) were primarily relationship-focused. When women dealt with stressors related to children, other family members, home stress, and burnout, they sought advice, instrumental support, and depended on the coworker relationships to vent and receive affirmation and assurance (Krouse & Afifi, 2007). Similarly, Hays and Butauski (2018) found that while parents disclosed a child's autism diagnosis based on situational needs to family and friends, they were self-motivated in their disclosures to coworkers whom they depended heavily on for advice, support, and assurance.

Overall, SD research has identified the types of private information that individuals self-disclose and the motivations behind the disclosures. The following research questions and rationale identifies ways in which research about SD and COPRI can be extended through comparing these two types of disclosures and identifying their differences in terms of individuals' comfort making disclosures, the frequencies at which individuals make disclosures, and the differences in motivations for SDs and disclosures of COPRI.

Study Rationale and Research Questions

A more nuanced understanding of the differences between SDs and disclosures of COPRI will allow communication researchers to ask more pointed questions related to these different disclosures and gain further insights into how and why individuals disclose for different purposes. Westin (1966) identified that private information might range from the “management of money, personal habits, and outside activities”, and he explained that successful partnerships are those that coordinate the disclosure of these private topics *within* a relationship (p. 1028). However, once private information is co-owned between romantic partners, disclosing COPRI is done at the discretion of each partner. Individuals in relationships manage their own SDs and their disclosures of COPRI to individuals outside of their relationship. The following research questions are posed to identify differences between categories of SD and COPRI based on individuals' comfort disclosing and the frequency at which they disclose about certain topics.

RQ 1: How do individuals' SD of private topics and disclosure of COPRI differ by dimension when considering their comfort disclosing about each topic?

RQ 2: How do individuals' SD of private topics and disclosure of COPRI differ by dimension when considering their frequency disclosing about each topic?

RQ3: Is there a significant difference in comfort between individuals' SD of private topics and disclosures of COPRI?

RQ4: Is there a significant difference in frequency between individuals' SD of private topics and disclosures of COPRI?

Krouse and Afifi (2007) explained how the appropriateness of a private disclosure influenced individuals' decisions to disclose in the workplace. If individuals are motivated to SD private information to gain social approval, increase relational intimacy, relieve distress, gain social control or to clarify their identities (Omarzu, 2000), SDs can be classified into Greene et al.'s (2006) typology of self-, other-, relationship-, and situationally-motivated disclosures. The following research question aims to identify the differences in motivations for making SD and disclosing COPRI in the workplace. Provided that motivations for SD and disclosing COPRI diverge, new theoretical and practical implications for studying the disclosure of COPRI as a separate type of disclosure can become available.

RQ 5: Do motivations for SD differ from motivations for disclosing topics of COPRI in the workplace?

Also important is to identify the correlations between the COPRI topics, disclosure frequency, and motivation for disclosing COPRI in the workplace and the relationship satisfaction with colleagues. The presence of strong relationships, friendships, and shared values in the workplace tend to make individuals comfortable with self-disclosing to coworkers (Van den Akker et al., 2017). Research identified supportive relationships in the workplace as one of the key reasons for self-disclosure; individuals disclose private information to develop relational intimacy at work or because they already feel a sense of closeness with their colleagues (Smith & Brunner, 2017; White & Wills, 2016). Therefore, a research question is posed to identify how

COPRI disclosure topics, frequencies, and motivations associate with the relational satisfaction with the coworkers.

RQ 6: Do the frequencies of disclosing SD topics and disclosing COPRI topics associate differently with work satisfaction?

Overall, studying the differences between SD and disclosures of COPRI in displaced contexts such as the workplace will enhance the understanding and offer insight into the differences between two types of disclosures. Specifically, I will identify ways in which SDs and disclosures of COPRI differ in terms of topic categories, frequencies of disclosure, motivations, and how they associate with work satisfaction. These research questions contribute to the current body of disclosure literature by adding clarity about the topics disclosed and the purposes for which they are shared with others.

Methodology

Participants & Procedures

Participants ($N = 308$) were recruited for this study through Amazon Mechanical Turk (MTurk) after Institutional Review Board approval of the protocol. The study and recruitment materials were posted to MTurk, which provided a diverse sample in age, gender, location, and occupation. Prior to participating in the study, participants were required to review the Informed Consent to Participate in Research (Appendix A) and agree to participate. Participants were paid \$1 for completing the survey through MTurk. From the MTurk post, participants were brought to the Qualtrics website, where they completed the survey. At the end of the survey, each participant was provided with a unique identification code that they submitted to the MTurk post to confirm they completed the survey and initiate payment.

To be eligible for participation, participants were required to be U.S. citizens, employed, at least 18 years old, and currently be in a romantic relationship of at least one year. All participants were asked to provide demographic information. Fifty-six percent were men ($n = 157$) and 44 percent were women ($n = 124$), of which 6 percent identified as transgender ($N = 16$). The majority of participants self-identified as Caucasian ($n = 200$). The remainder of the participants self-identified as Black ($n = 31$), Hispanic or Latino/a ($n = 16$), Asian ($n = 11$), mixed race ($n = 7$), Arab ($n = 1$), Middle Eastern ($n = 1$), Pacific Islander ($n = 1$), and 8 participants did not specify their race. Most participants identified as heterosexual ($n = 211$) or bisexual ($n = 56$), and others reported identifying as lesbian ($n = 4$), gay ($n = 3$), queer ($n = 1$), or pansexual ($n = 1$). Participant ages ranged from 18 to 73 years ($M = 34.12$, $SD = 10.55$). The length of participants' romantic relationships spanned from 1 to 52 years ($M = 6.91$, $SD = 7.26$).

Participants were provided with a list of 22 occupations, the Standard Occupational Classification (SOC), which was developed by the U.S. Department of Commerce (2000). Participants' selections were classified into the following general categories: business professionals ($n = 86$), technicians and associate professionals ($n = 57$), clerical/administrative ($n = 32$), arts and media ($n = 23$), agricultural, forestry, and fishery ($n = 18$), service and sales ($n = 16$), craft and trades ($n = 15$), life/social sciences ($n = 12$), and protective services and armed forces ($n = 10$). Participants were also asked to report their individual income ($M = \$75,991.34$, $SD = \$432,831.91$) and their partners' incomes ($M = \$70,622.88$, $SD = \$380,136.83$).

In addition to demographic information, half of the participants ($n = 154$) completed a SD survey to answer questions about the information they SD in their workplaces, and the other half ($n = 154$) completed a COPRI survey to answer the same questions about the information they disclose about their partners in their workplaces.

Measures

Both the SD Survey (Appendix D) and COPRI Survey (Appendix E) included the same demographic questions to assess participant age, gender, sexual orientation, race, and length of their current relationship. Additionally, questions were asked to both survey groups to identify participants' occupations, their individual incomes and their partners' incomes.

Identical questions in the SD and COPRI surveys asked about participants' workplaces. These questions asked participants to identify the number of close relationships participants had in their workplaces ($M = 12.51$, $SD = 47.32$) and to identify the extent to which their work is independent or collaborative using a 7-point scale with "independent" (1) and "collaborative" (7) as anchor points ($M = 5.02$, $SD = 1.62$). Participants were asked to identify the extent of their job satisfaction on a 5-point scale (Price & Mueller, 1986; Wright & Bonnet, 1991) from "very unsatisfied" (1) to very satisfied (5) ("All in all, how satisfied are you with the work itself of your job?"; "All in all, how satisfied are you with your coworkers?"; "All in all, how satisfied are you with the supervision?"; $\alpha = .66$)

To collect additional information about participants' workplace, participants were asked questions pertaining to the social support they receive at work. Morgeson and Humphrey's (2006) Work Design Questionnaire (WDQ), which addresses 4 factors of job design and the nature of work, including task characteristics, knowledge characteristics, social characteristics, and work contexts. Questions from the social characteristics section of the WDQ pertaining to social support were provided to participants to assess the social support participants received at work. Participants were asked to identify the extent to which they agreed or disagreed with statements about the social support in their current workplace on a 5-point scale from "strongly disagree (1) to strongly agree (5) ("I have the opportunity to develop close friendships in my

job”; “I have the chance in my job to get to know other people”; “I have the opportunity to meet with others in my work”; “My coworkers are concerned about the welfare of the people that they work with”; “People I work with take a personal interest in me”; “People I work with are friendly”, $\alpha = .75$).

Both the SD and COPRI surveys included 40 question sets for 40 different private or personal topics of SD (Appendix B) and COPRI (Appendix C), modified from Jourard and Lasakow’s (1958) 60-item self-disclosure questionnaire. The 60 items in the self-disclosure questionnaire were reviewed and coded for thematic similarities among topics. Topics that were similar in nature were combined into a single, over-arching topic in an attempt to reduce the number of topics provided to participants in the survey. For example, the original 60-item self-disclosure questionnaire asked three questions about entertainment (“My likes and dislikes in music”, “My favorite reading matter”, and “The kinds of movies that I like to see best; the TV shows that are my favorites”). After coding for these three topics, they were combined into a composite measure for entertainment preferences, rewritten as one of the 40 topics as “My personal preferences for entertainment (music, reading, movies, TV shows)”. Similar coding was done for the remaining original topics in the 60-item questionnaire, resulting in the 40 topics that comprised the 40 question sets in this survey. Topics of disclosure included individual’s views, personal information, preferences, and feelings about certain topics.

SD Survey. Participants were asked to think about how they shared *their own* private information with the coworker they have the closest relationship with. Participants completed 40 sets of questions. Each question set began with a topic of disclosure (e.g., “My personal religious views”, “My personal style preferences”, “How I feel about my salary/bonus”, etc.). For each topic, participants identified how comfortable they were with disclosing the information, and

how frequently they discussed the topic with the coworker that they are relationally closest to. Comfort and frequency were recorded on 7-point scales with anchor points of “uncomfortable” (1) and “comfortable” (7) and “rarely” (1) and “frequently” (7). Then, participants identified their motivation(s) for sharing about the topic with the coworker they are relationally closest to. Beneath each topic, a table with 5 sliding scales (0-100) included Greene et al.’s (2006) four classifications of motivations for SD: for myself (to vent, for support, to be liked), for my coworker (to strengthen my relationship), for our relationship (to explain myself, educate my coworker), or based on the situation (work demands/expects it). An “other” category with the same sliding scale (0-100) was provided for the participant to type in their additional motivation(s) for disclosing the information. For each topic, participants slid the scales from 0 to 100 to identify the extent each motivation drove their disclosure of the topic.

COPRI Survey. The 40 question sets in the COPRI survey were organized and formatted identically to the SD survey. In the COPRI survey, however, participants were instructed that they would be provided a private or personal topic related to their romantic partner. Participants were asked to think about how they shared their *romantic partner’s private information* at work with the coworker they are relationally closest to. Each question set began with a topic of disclosure about their partner (e.g., “My partner’s personal religious views”, “My partner’s personal style preferences”, “How my partner feels about their salary/bonus”, etc.). For each of the 40 topics in the COPRI survey, participants provided the same information (comfort, frequency, and motivation) as the SD participants in relation to how they share their partners’ private information in the workplace.

Results

Comfort Self-Disclosing Versus Disclosing COPRI

Research question 1 asked how individuals' SD of private topics and disclosures of COPRI differ by dimension when considering their comfort disclosing about each topic. An exploratory factor analysis of the 40 topics of private information resulted in four factors explaining the variance of SD topics and two factors explaining the variance of COPRI topics. The 40 topics for SD and COPRI were factored in relation to participants' comfort disclosing these topics to the coworker they were relationally closest to. Participants reported comfort with disclosing on a 7-point Likert scale. The 40 topics were analyzed using exploratory factor analysis with a varimax rotation and Principal Component Analysis extraction in SPSS. The exploratory factor analysis had a cut-off point of .40 and a Kaiser's criterion of eigenvalues greater than 1.

SD. The results of the SD exploratory factor analysis are presented in Table 1. Factor 1 comprised 17 topics with factor loadings from .52 to .88. Factor 1 included SD topics of vulnerable information, including information about participants' sex life, financial information, negative emotions, mental health, and feelings. Factor 2 include 11 topics of private information as they relate to personal life and lifestyle preferences (e.g., hobbies, diet/fitness) and positive work information (e.g., enjoyable aspect of work, strengths at work) with factor loadings from .49 to .89. Factor 3 comprised six topics about negatively connotated private information about work (e.g., worst work pressures, weaknesses at work) with factor loadings from .50 to .68. Factor 4 comprised four topics of private information about beliefs and views about taboo or sensitive topics (e.g., as drinking/smoking) with factor loadings from .53 to .72.

Table 1

Factor Loadings for Exploratory Factor Analysis with Varimax Rotation of Comfort Self-Disclosing by Topic

Topic	Vulnerable	Personal/ Lifestyle	Work	Beliefs/ Views
Information: Sexual performance	.88	.02	.07	.13
Information: Owing/being owed money	.86	.04	.18	.13
Information: Present sex life	.83	.07	.01	.27
Information: Finances	.82	.09	.26	.16
Feelings: Attractiveness to others	.81	.13	.05	.13
Feelings: Wishes how body looked	.78	.16	.11	.16
Information: Most pressing need for money	.74	.09	.42	.08
Feelings: Guilty/shameful about	.72	.20	.36	.26
Feelings: Body	.71	.09	.37	.14
Views: Sexual morality	.70	.07	.28	.34
Feelings: Dislike about personality	.68	.24	.41	.07
Information: Budget	.68	.29	.25	.19
Feelings: hard to control/express	.68	.28	.28	.18
Feelings: What it takes to hurt	.66	.26	.32	.19
Feelings: Mad/depressed/worried/anxious/afraid	.62	.27	.39	.15
Feelings: Salary/bonus	.59	.09	.22	.37
Information: Gambling	.52	.07	.38	.45
Views: Politics	.49	.40	.03	.48
Views: Parenting	.48	.44	.21	.31
Preferences: Hobbies	.06	.89	.05	.03
Information: Enjoyable aspects about work	.06	.83	.15	-.03
Preferences: Style	.21	.77	.11	-.10
Preferences: Entertainment	-.10	.75	.06	.33
Preferences: Food/beverage	-.09	.71	.27	.29
Preferences: Social events	.20	.69	.30	.20
Feelings: Most proud of	.38	.66	.04	.20
Information: Strengths at work	.25	.63	.40	.08
Information: Diet/fitness	.23	.57	.37	.31
Feelings: Career choice	.25	.53	.24	.35
Information: Ambitions at work	.19	.49	.31	.26
Information: Dislikes about work	.17	.19	.72	.41
Information: Worst work pressures	.31	.40	.68	.05
Information: Weaknesses at work	.35	.32	.66	.08
Information: Health	.53	.28	.64	.00
Feelings: Being appreciated at work	.38	.31	.51	.26
Feelings: Coworkers	.24	.31	.50	.41
Views: Race/racism	.35	.14	.24	.72
Views: Religion	.45	.31	.05	.63
Views: Drinking/smoking	.32	.22	.31	.53
Views: Beauty/attractiveness	.50	.41	.21	.51

COPRI. Compared to SD, only two factors presented for COPRI as shown in Table 2. Factor 1 broadly included 23 topics with factor loadings from .60 to .92, comprising topics of private information that relate to vulnerable information about participants' romantic partners such as information about sex, negative feelings (e.g., what my partner dislikes about their personality) health information, financial information, work information that is personal or negatively connotated (e.g., my partner's worst work pressure), and beliefs about taboo or sensitive topics (e.g., race/racism, sexual morality). Factor 2 comprised 14 topics with factor loadings from .44 to .80. Topics included private information about participants' romantic partners' lifestyle (e.g., hobbies, style), more positively connotated work information (e.g., partners' most enjoyable aspects of work), feelings and emotions (e.g., what my partner is most proud of), and views about religion and parenting.

Table 2

Factor Loadings for Exploratory Factor Analysis with Varimax Rotation of Comfort Disclosing COPRI by Topic

Topic	Vulnerable	Personal/Lifestyle
Information: Present sex life	.92	.11
Feelings: Wishes how body looked	.91	.21
Feelings: Body	.90	.16
Information: Finances	.90	.20
Information: Most pressing need for money	.89	.20
Information: Owing/being owed money	.89	.23
Information: Sexual performance	.89	.19
Information: Weaknesses at work	.88	.23
Feelings: hard to control/express	.88	.22
Feelings: Guilty/shameful about	.88	.11
Feelings: Dislike about personality	.86	.15
Feelings: What it takes to hurt	.86	.12
Information: Health	.82	.23
Views: Sexual morality	.82	.22
Feelings: Attractiveness to others	.81	.28
Information: Budget	.76	.36
Feelings: Mad/depressed/worried/anxious/afraid	.75	.23
Feelings: Coworkers	.73	.41

Feelings: Salary/bonus	.71	.40
Views: Beauty/attractiveness	.68	.39
Information: Gambling	.67	.29
Information: Worst work pressures	.61	.41
Views: Race/racism	.60	.37
Feelings: Being appreciated at work	.57	.49
Information: Diet/fitness	.57	.46
Views: Politics	.46	.45
Views: Drinking/smoking	.40	.39
Preferences: Hobbies	-.05	.80
Feelings: Career choice	.21	.79
Preferences: Entertainment	-.02	.76
Preferences: Food/beverage	-.05	.75
Preferences: Style	.24	.75
Information: Enjoyable aspects about work	.29	.72
Feelings: Most proud of	.24	.71
Information: Strengths at work	.24	.69
Information: Ambitions at work	.32	.62
Preferences: Social events	.35	.62
Views: Religion	.41	.56
Views: Parenting	.44	.56
Information: Dislikes about work	.37	.44

Frequency Self-Disclosing Versus Disclosing COPRI

Research question 2 asked how individuals' SD of private topics and disclosures of COPRI differ by dimension when considering their frequency disclosing about each topic. An exploratory factor analysis of the 40 topics of private information resulted in four factors that explain the variance of SD topics and two factors explaining the variance of COPRI topics. The exploratory factor analyses were computed for the 40 private information topics for SD and COPRI for the frequency at which participants disclosed private topics to the coworker that they were relationally closest to. Participants reported frequency of disclosures on a 7-point Likert scale. The 40 topics of private information were analyzed using exploratory factor analysis with a varimax rotation and factors were extracted using Principal Component Analysis in SPSS. The factor analysis had a cut-off point of .30 and a Kaiser's criterion of eigenvalues greater than 1.

SD. The results of the SD factor analysis are presented in Table 3. Factor 1 comprised 22 topics with factor loadings from .56 to .85. Factor 1 included topics of private information that are vulnerable topics of SD, including information about participants’ sex life, financial information, and emotions (e.g., what makes me mad/depressed/worried/anxious/afraid) and feelings (e.g., what it takes to hurt my feelings). Factor 2 include seven topics of private information as they relate to personal preferences and participants’ lifestyle (e.g., hobbies and social events) with factor loadings from .67 to .86. Factor 3 comprised six topics about both positively- and negatively connotated information about work (e.g., how I feel about my coworkers, how I feel about my career choice,) with factor loadings from .50 to .68. Factor 4 included three topics of private information including views on race/racism, politics, and religion with factor loadings from .51 to .66.

Table 3

Factor Loadings for Exploratory Factor Analysis with Varimax Rotation of Frequency Self-Disclosing by Topic

Topic	Vulnerable	Personal/ Lifestyle	Work	Beliefs/ Views
Feelings: Guilty/shameful about	.85	.14	.14	.17
Feelings: Body	.84	.24	.15	-.01
Information: Sexual performance	.82	.01	.20	.27
Information: Owing/being owed money	.81	.04	.27	.28
Feelings: Wishes how body looked	.79	.29	.15	.14
Information: Present sex life	.79	.08	.10	.36
Feelings: hard to control/express	.78	.23	.21	.13
Feelings: Attractiveness to others	.78	.23	.13	.37
Feelings: What it takes to hurt	.78	.24	.17	.15
Information: Most pressing need for money	.77	.08	.37	.11
Feelings: Mad/depressed/worried/anxious/afraid	.77	.29	.20	.03
Information: Finances	.75	.10	.32	.31
Views: Sexual morality	.74	.12	.31	.32
Feelings: Dislike about personality	.74	.25	.27	.01
Information: Budget	.71	.25	.30	.22
Information: Gambling	.64	.10	.36	.31

Information: Health	.61	.33	.43	-.14
Views: Beauty/attractiveness	.57	.38	.25	.37
Feelings: Salary/bonus	.57	.09	.43	.33
Views: Parenting	.57	.32	.24	.31
Views: Drinking/smoking	.56	.09	.20	.48
Feelings: Most proud of	.51	.47	.10	.37
Preferences: Hobbies	.02	.86	.10	.07
Preferences: Entertainment	.04	.82	.12	.10
Preferences: Food/beverage	.06	.78	.29	.06
Information: Enjoyable aspects about work	.06	.74	.26	.17
Preferences: Social events	.30	.68	.24	.12
Information: Diet/fitness	.38	.67	.20	.06
Preferences: Style	.36	.67	.05	.15
Information: Strengths at work	.36	.49	.43	.15
Information: Worst work pressures	.39	.48	.44	-.23
Information: Dislikes about work	.27	.24	.75	.00
Feelings: Being appreciated at work	.33	.31	.70	.21
Feelings: Coworkers	.24	.22	.65	.32
Feelings: Career choice	.24	.38	.60	.27
Information: Weaknesses at work	.49	.28	.56	-.01
Information: Ambitions at work	.25	.45	.55	.31
Views: Religion	.46	.25	.15	.66
Views: Race/racism	.48	.18	.22	.56
Views: Politics	.45	.34	.16	.51

COPRI. As shown in Table 4, Factor 1 included 25 topics with factor loadings from .60 to .85. Factor 1 comprised topics of private information that relate to vulnerable topics about participants' romantic partners such as information about sex, feelings (e.g., what it takes to hurt my partner's feelings), health information, financial information, work information that is personal or negatively connotated (e.g., worst work pressures), and beliefs about taboo or sensitive topics (e.g., politics). Factor 2 comprised 13 topics with factor loadings from .55 to .82. Topics included private information about participants' romantic partners' preferences (e.g., entertainment, hobbies), more positively connotated work information (e.g., strengths at work), positive feelings and emotions (e.g., what my partner is most proud of), and lifestyle (e.g., diet/fitness).

Table 4

*Factor Loadings for Exploratory Factor Analysis with Varimax Rotation of Frequency
Disclosing COPRI by Topic*

Topic	Vulnerable	Personal/Lifestyle
Feelings: Guilty/shameful about	.85	.26
Information: Present sex life	.85	.29
Feelings: Body	.84	.40
Information: Owing/being owed money	.83	.37
Feelings: Dislike about personality	.82	.25
Information: Sexual performance	.82	.39
Views: Sexual morality	.81	.33
Information: Most pressing need for money	.81	.40
Information: Finances	.80	.40
Feelings: Wishes how body looked	.80	.45
Feelings: What it takes to hurt	.80	.21
Information: Weaknesses at work	.78	.45
Information: Health	.78	.37
Feelings: hard to control/express	.75	.41
Feelings: Mad/depressed/worried/anxious/afraid	.72	.30
Feelings: Attractiveness to others	.72	.44
Information: Gambling	.71	.41
Information: Budget	.71	.43
Feelings: Salary/bonus	.70	.54
Feelings: Coworkers	.69	.53
Views: Race/racism	.65	.42
Views: Beauty/attractiveness	.64	.52
Feelings: Being appreciated at work	.61	.55
Views: Politics	.60	.50
Information: Worst work pressures	.60	.51
Views: Religion	.58	.58
Views: Drinking/smoking	.48	.45
Preferences: Hobbies	.08	.82
Feelings: Most proud of	.25	.79
Feelings: Career choice	.39	.75
Information: Enjoyable aspects about work	.38	.74
Preferences: Social events	.35	.74
Preferences: Entertainment	.26	.73
Preferences: Style	.44	.71
Views: Parenting	.44	.71
Information: Strengths at work	.41	.68
Preferences: Food/beverage	.33	.68
Information: Diet/fitness	.50	.67
Information: Ambitions at work	.44	.63
Information: Dislikes about work	.48	.55

Comparison of Self-Disclosing and Disclosing COPRI by Topic

Comfort. Research question 3 inquired whether there is a significant difference in comfort between individuals' SD of private topics and disclosures of COPRI. Results from an independent sample *t*-test demonstrate that there are significant differences between participants' comfort self-disclosing and disclosing COPRI about work, feelings and views, and information about their lifestyle.

For example, as shown in Table 5, participants were more comfortable self-disclosing information about their most enjoyable aspects of work ($M = 6.11$, $SD = 1.16$, $n = 148$) compared to their partners' COPRI about enjoyable aspects of work ($M = 5.41$, $SD = 1.56$, $n = 149$), $t(295) = 4.25$, $p < .001$. Significant differences were also found for work-related topics such as information about worst work pressures, dislikes about work, weaknesses at work, and feelings about career choice, where participants felt more comfortable self-disclosing than disclosing about their partners' COPRI.

Participants also felt more comfortable self-disclosing about their own feelings and views, such as what makes them feel mad, depressed, worried, anxious, or afraid ($M = 4.87$, $SD = 1.81$, $n = 151$) compared to disclosing this COPRI about their partners ($M = 4.12$, $SD = 2.10$, $n = 154$), $t(303) = 3.09$, $p = .002$. Significant differences were also found for information about other vulnerable topics related to feelings, such as what it takes to hurt feelings, views on race and racism, and views on drinking and smoking.

Finally, participants were more comfortable self-disclosing about lifestyle information, such as information about their hobbies ($M = 6.08$, $SD = 1.24$, $n = 149$), compared to disclosing information about their partners' hobbies ($M = 5.52$, $SD = 1.41$, $n = 154$), $t(301) = 3.42$, $p = .001$.

Similar significant differences were found between comfort self-disclosing and disclosing COPRI information about preferences for social events, and entertainment preferences.

Notably, there were few differences in participants' comfort self-disclosing and disclosing COPRI about financial information. For example, when disclosing information about owing or being owed money, disclosing about the most pressing need for money, finances, and information about salaries and bonuses, there were little differences between participants' comfort self-disclosing and disclosing their partners' COPRI.

Table 5

t-test Results Comparing Comfort of Self-Disclosing and Disclosing COPRI by Topic

Topic	SD		COPRI		<i>t</i> (308)	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
Information: Enjoyable aspects about work	6.11	1.16	5.41	1.56	4.25	< .001
Preferences: Hobbies	6.08	1.24	5.52	1.41	3.42	.001
Information: Worst work pressures	5.38	1.51	4.64	1.94	3.48	.001
Feelings: Mad/depressed/worried/anxious/afraid	4.87	1.81	4.12	2.10	3.09	.002
Preferences: Social events	5.63	1.23	5.06	1.64	3.18	.002
Information: Diet/fitness	5.66	1.48	5.02	1.86	3.08	.002
Information: Dislikes about work	5.24	1.67	4.59	1.76	3.08	.002
Feelings: What it takes to hurt	4.70	2.03	3.95	2.13	2.95	.003
Information: Weaknesses at work	4.87	1.78	4.14	2.18	2.98	.003
Preferences: Entertainment	6.05	1.17	5.62	1.34	2.79	.006
Feelings: Coworkers	5.32	1.71	4.70	1.99	2.71	.007
Views: Race/racism	4.95	2.08	4.29	2.20	2.45	.02
Views: Drinking/smoking	5.22	1.79	4.72	1.91	2.18	.03
Information: Budget	4.79	1.92	4.79	1.92	2.17	.03
Preferences: Food/beverage	6.07	1.12	5.75	1.28	2.14	.03
Feelings: Career choice	5.73	1.27	5.37	1.53	2.09	.04
Feelings: Dislike about personality	4.64	2.05	4.16	2.13	1.84	.07
Information: Health	4.92	1.87	4.49	2.09	1.78	.08
Information: Strengths at work	5.64	1.37	5.32	1.66	1.73	.09
Preferences: Style	5.85	1.23	5.58	1.44	1.66	.10
Information: Ambitions at work	5.56	1.46	5.25	1.68	1.59	.11
Information: Sexual performance	3.57	2.44	3.95	2.33	-1.30	.20
Views: Beauty/attractiveness	5.14	1.79	4.87	1.90	1.18	.24
Feelings: Wishes how body looked	4.49	2.19	4.17	2.24	1.16	.25
Views: Sexual morality	4.24	2.23	3.96	2.21	1.00	.32
Feelings: Body	4.33	2.21	4.08	2.24	0.94	.35
Information: Present sex life	3.93	2.30	4.19	2.31	-0.93	.35

Feelings: Guilty/shameful about	4.27	2.13	4.02	2.26	0.92	.36
Views: Religion	4.87	2.04	5.06	1.82	-0.79	.43
Information: Gambling	4.64	2.09	4.44	2.20	0.77	.44
Feelings: Being appreciated at work	5.27	1.61	5.14	1.61	0.64	.52
Views: Parenting	5.38	1.69	5.26	1.66	0.59	.56
Feelings: Salary/bonus	4.82	1.98	4.68	2.00	0.57	.57
Feelings: Most proud of	5.61	1.56	5.50	1.53	0.57	.57
Feelings: Attractiveness to others	4.51	2.19	4.38	2.16	0.50	.62
Feelings: hard to control/express	4.42	2.10	4.32	2.13	0.35	.73
Information: Finances	4.27	2.17	4.33	2.22	-0.22	.82
Information: Most pressing need for money	4.27	2.16	4.22	2.25	0.22	.83
Views: Politics	5.04	1.97	5.06	1.77	-0.10	.92
Information: Owing/being owed money	3.90	2.25	3.91	2.20	-0.02	.98

Frequency. Research question 4 inquired about whether there is a significant difference in frequency between individuals' SD of private topics and disclosures of COPRI. Results from an independent sample *t*-test demonstrate that there are significant differences between participants' frequency self-disclosing and frequency disclosing COPRI about topics related to work, sex, and lifestyle information.

Participants reported more frequent self-disclosures about their worst work pressures ($M = 5.07$, $SD = 1.70$, $n = 150$) compared to disclosing the same information about their partners ($M = 4.24$, $SD = 2.04$, $n = 153$), $t(301) = 3.85$, $p = < .001$. Significant differences were also found for work-related topics such as information about enjoyable aspects of work, dislikes about work, and weaknesses at work, where participants more frequently self-disclosed about the topics than they shared their partners' COPRI.

On the other hand, participants disclosed their partners' COPRI related to sex more frequently than they self-disclosed their own information. For example, participants disclosed information about their partners' sex life ($M = 4.19$, $SD = 2.35$, $n = 156$) more frequently than they disclosed about their own sex life ($M = 3.57$, $SD = 2.37$, $n = 150$), $t(304) = -2.29$, $p = .02$.

Similarly, participants disclosed COPRI about their partners' sexual performance more frequently than they self-disclosed about their own sexual performance.

Finally, participants self-disclosed about their own lifestyle information, such as information about their preferences for entertainment ($M = 5.76, SD = 1.37, n = 151$) more frequently than they disclosed the same information about their partners ($M = 5.05, SD = 1.61, n = 156$), $t(305) = 4.15, p < .001$. Similarly, participants more frequently self-disclosed about other lifestyle information such as their hobbies, food and beverage preferences, and social event preferences compared to the frequency at which they disclosed that information about their partners.

Overall, there were few differences in the frequency at which individuals self-disclosed and disclosed vulnerable information about their partners, such as information about their budgets, gambling behaviors, views on race and racism, views on politics, and feelings about how they wish their bodies looked. For these topics, there was little difference in the frequencies of self-disclosing and disclosing COPRI.

Table 6

t-test Results Comparing Frequency of Self-Disclosing and Disclosing COPRI by Topic

Topic	SD		COPRI		<i>t</i> (308)	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
Preferences: Entertainment	5.76	1.37	5.05	1.61	4.15	< .001
Information: Worst work pressures	5.07	1.70	4.24	2.04	3.85	< .001
Information: Enjoyable aspects about work	5.66	1.43	4.92	1.70	4.04	< .001
Preferences: Hobbies	5.68	1.42	5.13	1.51	3.29	.001
Preferences: Food/beverage	5.60	1.28	5.07	1.61	3.12	.002
Information: Dislikes about work	4.71	1.81	4.07	1.85	3.04	.003
Preferences: Social events	5.21	1.54	4.76	1.74	2.36	.02
Information: Present sex life	3.57	2.37	4.19	2.35	-2.29	.02
Information: Weaknesses at work	4.36	1.99	3.87	2.18	2.03	.04
Information: Sexual performance	3.43	2.51	3.97	2.30	-1.98	.05
Information: Finances	3.78	2.29	4.26	2.14	-1.93	.05
Feelings: Coworkers	4.87	1.89	4.45	1.97	1.92	.06
Information: Owing/being owed money	3.52	2.35	3.99	2.19	-1.77	.08

Information: Strengths at work	5.13	1.70	4.80	1.75	1.67	.10
Information: Ambitions at work	5.18	1.76	4.84	1.89	1.64	.10
Information: Diet/fitness	5.04	1.77	4.69	1.92	1.64	.10
Preferences: Style	5.11	1.60	4.82	1.87	1.43	.15
Feelings: Guilty/shameful about	3.73	2.16	4.06	2.19	-1.35	.18
Feelings: hard to control/express	4.13	2.21	4.46	2.13	-1.32	.19
Feelings: Mad/depressed/worried/anxious/afraid	4.34	1.95	4.07	2.10	1.20	.23
Views: Religion	4.29	2.22	4.56	2.00	-1.10	.27
Feelings: Attractiveness to others	4.07	2.27	4.34	2.18	-1.04	.30
Feelings: Career choice	5.09	1.64	4.89	1.80	1.00	.32
Feelings: Salary/bonus	4.16	2.12	4.38	2.03	-0.92	.36
Information: Most pressing need for money	3.88	2.27	4.11	2.19	-0.90	.37
Views: Parenting	4.70	2.05	4.87	1.83	-0.73	.47
Views: Drinking/smoking	4.46	2.08	4.33	2.04	0.53	.60
Information: Health	4.32	2.07	4.44	2.02	-0.52	.60
Feelings: Body	3.97	2.18	4.08	2.29	-0.43	.66
Views: Sexual morality	3.83	2.26	3.93	2.21	-0.42	.67
Feelings: Being appreciated at work	4.78	1.85	4.70	1.95	0.36	.72
Feelings: Most proud of	4.96	1.82	4.89	1.70	0.32	.75
Views: Politics	4.48	2.06	4.55	1.96	-0.31	.76
Feelings: What it takes to hurt	4.05	2.01	4.11	2.09	-0.24	.81
Views: Beauty/attractiveness	4.50	2.00	4.54	1.93	-0.18	.86
Feelings: Wishes how body looked	4.16	2.21	4.12	2.16	0.17	.87
Views: Race/racism	4.13	2.22	4.09	2.07	0.14	.89
Information: Gambling	3.95	2.31	3.91	2.23	0.14	.89
Feelings: Dislike about personality	4.20	2.14	4.21	2.00	-0.06	.96
Information: Budget	4.21	2.13	4.20	2.05	0.06	.96

Motivations for Self-Disclosing and Disclosing COPRI

Research question 5 asked whether motivations for SD differ from motivations for disclosing topics of COPRI in the workplace. To answer research question 5, a mixed design with four repeated measures of motivation and one between-subjects factor (SD/COPRI) was adapted to analyze participant responses regarding Greene et al.'s (2006) motivations for disclosing:

Motivation 1 (FM) included participants disclosing for themselves to vent, for support, to be liked. Motivation 2 (FC) referred to participants disclosing for their coworker in order to increase intimacy or strengthen their relationship. Motivation 3 (FR) was disclosing for the sake of their relationship with the coworker to help explain themselves or educate their coworker. Motivation

4 (BS) referred to disclosing based on the situation when work demanded or expected the disclosure. Results from a multivariate analysis of variance (MANOVA) indicate that SD and COPRI do not differ in terms of motivations for disclosing about most private topics, indicated by the interaction being statistically non-significant at level $\alpha = .05$. However, for the topics “feelings: wishes how body looked”, “preferences: hobbies”, “preferences: food/beverage”, and “preferences: entertainment”, MANOVA results showed significant interaction effects at the $\alpha = .05$ level.

Similar Motivations for SD and COPRI

Vulnerable information. The mean effects for levels of interactions for the topic of “views: drinking/smoking” was statistically significant, Wilk’s Lambda = .93, $F(3, 305) = 7.348$, $p < .001$. Motivation 2 (FM) was highest ($M = 51.35$, $SD = 29.223$, $n = 154$), followed by Motivation 3 (FR) ($M = 50.22$, $SD = 29.04$, $n = 154$), Motivation 2 (FC) ($M = 48.95$, $SD = 28.91$, $n = 154$), and Motivation 4 (BS) ($M = 46.23$, $SD = 30.76$, $n = 154$) for COPRI. Motivations were the same for SD; Motivation 1 (FM) was highest ($M = 52.46$, $SD = 31.76$, $n = 155$), followed by Motivation 3 (FR) ($M = 51.89$, $SD = 30.70$, $n = 155$), Motivation 2 (FC) ($M = 50.14$, $SD = 29.88$, $n = 155$), and Motivation 4 (BS) ($M = 45.03$, $SD = 34.07$, $n = 155$). This trend for motivations holds true for 15 additional topics: “views: sexual morality”, “views: beauty/attractiveness”, “views: parenting”, “preferences: style”, “feelings: career choice”, “information: finances”, “feelings: dislike about personality”, “feelings: hard to express/control”, “information: present sex life”, “feelings: attractiveness to others”, “feelings: mad/depressed/worried/anxious/afraid”, “feelings: what it takes to hurt”, “feelings: most proud of”, “feelings: body”, and “information: sexual performance”. The mean effects for these topics were also statistically significant ($p < .001 - p = .003$).

Work information. Mean effects for levels of interactions for the topic “information: dislikes about work” was statistically significant, Wilk’s Lambda = .93, $F(3, 304) = 8.146$, $p < .001$. Motivation 1 (FM) was highest ($M = 52.37$, $SD = 27.75$, $n = 155$), Motivation 3 (FR) was second highest ($M = 49.71$, $SD = 28.71$, $n = 155$), followed by Motivation 4 (BS) ($M = 48.42$, $SD = 29.85$, $n = 155$), and Motivation 2 (FC) ($M = 47.70$, $SD = 27.96$, $n = 155$) for COPRI. Similarly, for SD, Motivation 1 (FM) was also highest ($M = 59.20$, $SD = 28.47$, $n = 153$), followed by Motivation 3 (FR) ($M = 53.06$, $SD = 28.62$, $n = 153$), Motivation 4 (BS) ($M = 52.97$, $SD = 31.73$, $n = 153$), and Motivation 2 (FC) ($M = 52.37$, $SD = 29.00$, $n = 153$). This trend for motivations holds true for five additional topics: “information: weaknesses at work”, “information: strengths at work”, “information: ambitions at work”, “information: health”, and “feelings: being appreciated at work”. The mean effects for these five additional topics were also statistically significant ($p < .001 - p = .002$).

Religion and politics. For the topic of “views: religion”, mean effects for levels of interactions was statistically significant, Wilk’s Lambda = .95, $F(3, 305) = 5.013$, $p = .002$. Motivation 3 (FR) was highest ($M = 51.71$, $SD = 29.26$, $n = 157$), followed by Motivation 1 (FM) ($M = 52.81$, $SD = 30.15$, $n = 157$), Motivation 2 (FC) ($M = 50.18$, $SD = 29.34$, $n = 157$), and Motivation 4 (BS) ($M = 48.62$, $SD = 32.62$, $n = 157$) for COPRI. Similarly, Motivation 3 (FR) was also highest ($M = 50.22$, $SD = 32.80$, $n = 152$), followed by Motivation 1 (FM) ($M = 29.76$, $SD = 33.32$, $n = 152$), Motivation 2 (FC) ($M = 48.84$, $SD = 31.67$, $n = 152$), and Motivation 4 (BS) ($M = 43.31$, $SD = 34.60$, $n = 152$) for SD. This trend holds true for the topic “views: politics”, and the mean effect for this topic was also statistically significant ($p < .001$).

Information about owing/being owed money. Mean effects for levels of interactions for the topic “information: owing/being owed money” was statistically significant, Wilk’s Lambda =

.91, $F(3, 300) = 5.013, p < .001$. Motivation 1 (FM) was highest ($M = 49.14, SD = 31.51, n = 152$), followed by Motivation 4 (BS) ($M = 45.89, SD = 32.27, n = 152$), Motivation 3 (F) ($M = 45.63, SD = 31.42, n = 152$), and Motivation 2 (FC) ($M = 44.10, SD = 30.72, n = 152$) for COPRI. Similarly for SD, Motivation 1 (FM) was also highest ($M = 42.31, SD = 34.02, n = 152$), followed by Motivation 4 (BS) ($M = 39.69, SD = 34.71, n = 152$), Motivation 3 (FR) ($M = 38.49, SD = 33.69, n = 152$), and Motivation 2 (FC) ($M = 36.83, SD = 31.90, n = 152$).

Different Motivations for SD and COPRI

Money, guilt, and body. For the topic “information: gambling”, mean effects for levels of interactions was statistically significant, Wilk’s Lambda = .94, $F(3, 300) = 6.802, p < .001$. For COPRI, Motivation 1 (FM) was highest ($M = 48.29, SD = 31.77, n = 156$), followed by Motivation 3 (FR) ($M = 46.24, SD = 31.63, n = 156$), Motivation 4 (BS) ($M = 45.89, SD = 30.92, n = 156$), and Motivation 2 (FC) ($M = 44.13, SD = 30.93, n = 156$). For SD, Motivation 1 (FM) ($M = 48.01, SD = 32.90, n = 148$) and Motivation 3 (FR) ($M = 46.78, SD = 33.46, n = 148$) were also the highest and second highest; however, Motivation 2 (FC) was second lowest ($M = 43.68, SD = 32.56, n = 148$) and Motivation 4 (BS) was lowest ($M = 42.14, SD = 33.65, n = 148$). This trend for motivations holds true for four additional topics: “information: most pressing need for money”, “information: budget”, “feelings: guilty/shameful about”, and “feelings: wishes how body looked”. The mean effects for these four additional topics were also statistically significant ($p < .001$).

Hobbies and enjoyable aspects of work. For the topic of “preferences: hobbies”, mean effects for levels of interactions was statistically significant, Wilk’s Lambda = .93, $F(3, 305) = 7.453, p < .001$. For COPRI, Motivation 1 (FM) was highest ($M = 58.40, SD = 26.41, n = 156$), followed by Motivation 3 (FR) ($M = 58.01, SD = 25.54, n = 156$), Motivation 2 (FC) ($M = 55.81,$

$SD = 25.62, n = 156$), and Motivation 4 (BS) ($M = 54.92, SD = 29.91, n = 156$). For SD, Motivation 3 (FR) was highest ($M = 64.25, SD = 26.24, n = 153$) and Motivation 1 (FM) was second highest ($M = 64.18, SD = 27.86, n = 153$). Similar to COPRI, Motivation 2 (FC) was second lowest ($M = 63.35, SD = 26.03, n = 153$) and Motivation 4 (BS) was lowest ($M = 53.24, SD = 30.40, n = 153$). This trend for motivations holds true for the topic “information: enjoyable aspects about work” with a mean effect that was statistically significant ($p < .001 - p = .004$).

Social events and diet/fitness. Mean effects for levels of interactions for the topic “preferences: social events” was statistically significant, Wilk’s Lambda = .93, $F(3, 300) = 7.990, p < .001$. For COPRI, Motivation 1 (FM) was highest ($M = 57.91, SD = 25.70, n = 152$), followed by Motivation 3 (FR) ($M = 57.03, SD = 26.49, n = 152$), Motivation 2 (FC) ($M = 54.78, SD = 26.45, n = 152$), and Motivation 4 (BS) ($M = 53.05, SD = 28.86, n = 152$). For SD, Motivation 1 (FM) was also highest ($M = 59.70, SD = 27.09, n = 152$). However, Motivation 2 (FC) was second highest ($M = 58.50, SD = 24.56, n = 152$), and Motivation 3 (FR) was second lowest ($M = 58.13, SD = 26.45, n = 152$). Similar to COPRI, Motivation 4 (BS) was lowest ($M = 49.43, SD = 31.75, n = 152$). This trend for motivations holds true for one additional topic: “information: diet fitness”. The mean effects for this topic was also statistically significant ($p = .001$).

Preferences for food/beverage. Mean effects for levels of interactions for the topic “preferences: food/beverage” was statistically significant, Wilk’s Lambda = .97, $F(3, 308) = 3.404, p = .02$. For COPRI, Motivation 3 (FR) was highest ($M = 56.38, SD = 26.55, n = 157$), followed by Motivation 1 (FM) ($M = 56.15, SD = 28.03, n = 157$), Motivation 2 (FC) ($M = 54.08, SD = 26.65, n = 157$), and Motivation 4 (BS) ($M = 54.54, SD = 30.18, n = 157$). For SD, however, Motivation 1 (FM) was highest ($M = 62.57, SD = 28.61, n = 155$), followed by

Motivation 2 (FC) ($M = 61.81$, $SD = 26.17$, $n = 155$), and Motivation 3 (FR) ($M = 59.93$, $SD = 27.19$, $n = 155$). Similar to COPRI, Motivation 4 (BS) was also lowest ($M = 52.78$, $SD = 32.30$, $n = 155$).

Preferences for entertainment. Mean effects for levels of interactions for the topic “preferences: entertainment” was statistically significant, Wilk’s Lambda = .91, $F(3, 302) = 10.559$, $p < .001$. For COPRI, Motivation 1 (FM) was highest ($M = 61.37$, $SD = 24.90$, $n = 156$), followed by Motivation 3 (FR) ($M = 59.22$, $SD = 24.94$, $n = 156$), Motivation 2 (FC) ($M = 59.08$, $SD = 25.35$, $n = 156$), and Motivation 4 (BS) ($M = 55.88$, $SD = 29.78$, $n = 156$). For SD, Motivation 2 (FC) was highest ($M = 64.40$, $SD = 25.03$, $n = 150$), followed by Motivation 1 (FM) ($M = 64.37$, $SD = 27.27$, $n = 150$), and Motivation 3 (FR) ($M = 63.67$, $SD = 26.41$, $n = 150$). Similar to COPRI, Motivation 4 (BS) was also lowest ($M = 50.69$, $SD = 32.62$, $n = 150$).

Information about worst work pressures. Mean effects for levels of interactions for the topic “information: worst work pressures” was statistically significant, Wilk’s Lambda = .92, $F(3, 304) = 8.768$, $p < .001$. For COPRI, Motivation 1 (FM) was highest ($M = 50.08$, $SD = 28.51$, $n = 154$), followed by Motivation 3 (FR) ($M = 48.73$, $SD = 28.16$, $n = 154$), Motivation 2 (FC) ($M = 47.35$, $SD = 29.01$, $n = 154$), and Motivation 4 (BS) ($M = 46.66$, $SD = 30.12$, $n = 154$). For SD, Motivation 1 (FM) was also highest ($M = 61.34$, $SD = 28.03$, $n = 154$). Motivation 4 (BS) was second highest ($M = 55.44$, $SD = 29.27$, $n = 154$), followed by Motivation 3 (FR) ($M = 53.94$, $SD = 29.80$, $n = 154$), and Motivation 2 (FC) ($M = 52.40$, $SD = 28.41$, $n = 154$).

Feelings about salary/bonus. Mean effects for levels of interactions for the topic “feelings: salary/bonus” was statistically significant, Wilk’s Lambda = .90, $F(3, 307) = 11.825$, $p < .001$. For COPRI, Motivation 1 (FM) was highest ($M = 53.51$, $SD = 29.28$, $n = 158$), followed by Motivation 2 (FC) ($M = 49.55$, $SD = 29.62$, $n = 158$), Motivation 3 (FR) ($M = 49.46$, $SD =$

28.99, $n = 158$), and Motivation 4 (BS) ($M = 47.97$, $SD = 30.96$, $n = 158$). For SD, Motivation 1 (FM) was also highest ($M = 51.16$, $SD = 31.84$, $n = 153$). Motivation 3 (FR) was second highest ($M = 44.36$, $SD = 31.53$, $n = 153$), followed by Motivation 4 (BS) ($M = 43.41$, $SD = 32.53$, $n = 153$), and Motivation 2 (FC) ($M = 43.29$, $SD = 31.21$, $n = 153$).

Feelings about coworkers. Mean effects for levels of interactions for the topic “feelings: coworkers” was statistically significant, Wilk’s Lambda = .97, $F(3, 309) = 2.7767$, $p = .04$. For COPRI, Motivation 1 (FM) was highest ($M = 51.72$, $SD = 30.76$, $n = 158$), followed by Motivation 4 (BS) ($M = 51.65$, $SD = 31.37$, $n = 158$), Motivation 3 (FR) ($M = 51.28$, $SD = 30.73$, $n = 158$), and Motivation 2 (FC) ($M = 48.70$, $SD = 29.27$, $n = 158$). For SD, Motivation 1 (FM) was also highest ($M = 59.89$, $SD = 29.78$, $n = 155$). Motivation 3 (FR) was second highest ($M = 58.44$, $SD = 28.90$, $n = 155$), followed by Motivation 2 (FC) ($M = 57.83$, $SD = 28.85$, $n = 155$), and Motivation 4 (BS) ($M = 54.12$, $SD = 30.01$, $n = 155$).

Views about race/racism. Mean effects for levels of interactions for the topic “views: race/racism” was statistically significant, Wilk’s Lambda = .94, $F(3, 307) = 6.575$, $p < .001$. For COPRI, Motivation 3 (FR) was highest ($M = 49.15$, $SD = 31.18$, $n = 156$), followed by Motivation 1 (FM) ($M = 48.18$, $SD = 32.06$, $n = 156$), Motivation 4 (BS) ($M = 46.79$, $SD = 33.42$, $n = 156$), and Motivation 2 (FC) ($M = 45.90$, $SD = 30.00$, $n = 156$). For SD, Motivation 3 (FR) ($M = 52.69$, $SD = 32.50$, $n = 155$) and Motivation 1 (FM) ($M = 48.18$, $SD = 32.06$, $n = 155$) were also highest and second highest. However, Motivation 2 (FC) was second lowest ($M = 49.12$, $SD = 31.06$, $n = 155$), followed by Motivation 4 (BS) ($M = 46.75$, $SD = 33.47$, $n = 155$).

SD Frequency and Work Satisfaction

Research question 6 asked if the frequencies of disclosing SD topics and disclosing COPRI topics associate differently with work satisfaction. Correlations between frequencies of

SD and work satisfaction were analyzed in SPSS. For SD topics, participants' frequent disclosure of their personal views, such as their views on parenting ($r = .325, p < .001$) and religion ($r = .310, p < .001$), were associated with work satisfaction. Additionally, frequently disclosing about positive work-related information was also associated with greater work satisfaction, such as talking about the enjoyable aspects of work ($r = .327, p < .001$), strengths at work ($r = .290, p = .001$), and ambitions at work ($r = .279, p = .001$). Topics for which frequency of disclosure were less associated to work satisfaction included negatively connotated work information, such as what participants disliked about work ($r = .080, p = .37$), their career choice ($r = .133, p = .13$), or their weaknesses at work ($r = .135, p = .12$). Additionally, the frequent disclosure of topics more unrelated to work are also less associated with work satisfaction, like topics related to gambling ($r = .081, p = .36$) or entertainment preferences ($r = .098, p = .26$). Finally, the frequency at which participants discussed their views on more controversial topics, such as drinking and smoking ($r = .133, p = .13$), race and racism ($r = .147, p = .10$), and sexual morality ($r = .170, p = .05$) were less associated with work satisfaction.

Table 7

Correlations Between Work Satisfaction and Frequency of Self-Disclosing by Topic

Topic	Correlation	<i>p</i>
Information: Enjoyable aspects about work	.327	< .001
Views: Parenting	.325	< .001
Views: Religion	.310	< .001
Feelings: Most proud of	.310	< .001
Views: Beauty/attractiveness	.305	< .001
Information: Strengths.at work	.290	.001
Information: Ambitions at work	.279	.001
Feelings: What it takes to hurt	.264	.002
Views: Politics	.256	.003
Feelings: Coworkers	.246	.004
Information: Present sex life	.246	.004
Preferences: Social events	.241	.006
Feelings: Attractiveness to others	.222	.01
Feelings: Guilty/shameful about	.217	.01

Feelings: Body	.213	.01
Information: Worst work pressures	.208	.02
Preferences: Hobbies	.203	.02
Feelings: Dislike about personality	.203	.02
Feelings: Salary/bonus	.199	.02
Information: Budget	.195	.02
Feelings: hard to control/express	.193	.03
Feelings: Mad/depressed/worried/anxious/afraid	.191	.03
Information: Most pressing need for money	.188	.03
Information: Finances	.183	.04
Feelings: Wishes how body looked	.182	.04
Views: Sexual morality	.170	.05
Information: Owing/being owed money	.169	.06
Preferences: Style	.151	.09
Information: Sexual performance	.151	.08
Information: Diet/fitness	.150	.09
Feelings: Being appreciated at work	.149	.09
Views: Race/racism	.147	.10
Information: Weaknesses at work	.135	.12
Views: Drinking/smoking	.133	.13
Feelings: Career choice	.133	.13
Preferences: Entertainment	.098	.26
Information: Health	.089	.31
Information: Gambling	.081	.36
Information: Dislikes about work	.080	.37
Preferences: Food/beverage	.030	.74

COPRI Disclosure Frequency and Work Satisfaction

Correlations between the frequency of participants' COPRI and work satisfaction were analyzed in SPSS. Based on the results of the study, frequent disclosures of COPRI topics related to romantic partners' personalities and lifestyle were strongly correlated with work satisfaction, such as what partners enjoy about work ($r = .306, p < .001$), their views on parenting ($r = .293, p = .001$), their style preferences ($r = .287, p = .001$), and their hobbies ($r = .285, p = .001$). Additionally, frequently disclosing positively-connotated information about what partners were most proud of ($r = .300, p < .001$) and their strengths at work ($r = .277, p = .001$) were also associated with work satisfaction. Disclosure frequency of topics that were less associated with

work satisfaction included disclosing about partners' feelings or vulnerabilities, such as what they dislike about their personalities ($r = .074, p = .41$), and what partners' feel guilty or shameful about ($r = .096, p = .27$).

Table 8

Correlations Between Work Satisfaction and Frequency of Disclosing COPRI by Topic

Topic	Correlation	<i>p</i>
Information: Enjoyable aspects about work	.306	< .001
Feelings: Most proud of	.300	< .001
Views: Parenting	.293	.001
Preferences: Style	.287	.001
Preferences: Hobbies	.285	.001
Information: Strengths at work	.277	.001
Preferences: Entertainment	.272	.002
Feelings: Attractiveness to others	.271	.002
Views: Religion	.265	.002
Information: Ambitions at work	.260	.003
Preferences: Food/beverage	.257	.003
Feelings: Career choice	.247	.004
Feelings: Coworkers	.238	.006
Feelings: Being appreciated at work	.234	.007
Information: Weaknesses at work	.232	.007
Information: Finances	.231	.008
Views: Politics	.227	.009
Views: Beauty/attractiveness	.222	.01
Preferences: Social events	.222	.01
Information: Diet/fitness	.219	.01
Views: Sexual morality	.218	.01
Feelings: Wishes how body looked	.215	.01
Information: Dislikes about work	.214	.02
Feelings: Salary/bonus	.214	.01
Feelings: hard to control/express	.214	.01
Information: Most pressing need for money	.205	.02
Information: Health	.205	.02
Information: Budget	.204	.02
Information: Sexual performance	.185	.03
Views: Race/racism	.177	.04
Information: Present sex life	.175	.04
Information: Worst work pressures	.168	.05
Feelings: Body	.165	.06
Information: Gambling	.158	.07
Views: Drinking/smoking	.144	.10
Information: Owing/being owed money	.113	.20

Feelings: Guilty/shameful about	.096	.27
Feelings: Mad/depressed/worried/anxious/afraid	.095	.28
Feelings: What it takes to hurt	.081	.36
Feelings: Dislike about personality	.074	.41

Discussion

Analyzing differences between SDs and disclosures of COPRI provides us with an opportunity to identify the similarities and differences between these two types of disclosures. Armed with the knowledge of where diversions between the two lie, future researcher can ask more pointed questions that will help us understand why.

Differences in Comfort and Frequency of Disclosures

To compare differences in comfort and frequency of making SDs and disclosures of COPRI, an exploratory factor analysis classified the 40 private topics of disclosure into categories of similar variance. These categories helped identify which topics are disclosed with similar levels of comfort or frequencies. Interpretation of the SD and COPRI topic categories allowed comparisons to be drawn between the two types of disclosures. Side-by-side, the factor analyses for SD and COPRI comfort and frequency highlight that there are more categories to consider when self-disclosing private information in the workplace.

When individuals SD at work, there are four categories of information that determine the comfort disclosing information and the frequency at which they disclose it. These categories relate to how vulnerable the information is, and whether it relates to an individual’s personality or lifestyle, their work, or their beliefs/views. On the other hand, two categories of information explain COPRI disclosures in the workplace: whether the information they are disclosing is vulnerable and whether the information relates personality or lifestyle. Thus, when individuals

SD in the workplace, there is greater consideration of the type of information they are disclosing compared to when individuals disclose about their romantic partners.

Particularly, disclosures about work and personal beliefs/views are topic categories exclusive to SDs. In the workplace, individuals might feel a greater pressure to self-monitoring aspects of themselves to maintain a positive face or make a good impression. On the contrary, individuals might perceive less of a threat to disclosing private information about their partners.

Further, independent sample *t*-tests indicated that participants were more comfortable disclosing about their own work information, feelings, and lifestyle information compared to the same information about their romantic partners. Especially when considering comfort disclosing about information related to work, it stands to reason that participants were more comfortable self-disclosing about work information in the workplace. There was little difference in participants' comfort self-disclosing about financial information and politics and disclosing their partners' COPRI about these topics. For romantic partners who share joint financial accounts and manage money jointly with their romantic partners, there might be less differentiation between their own financial information and their partners' financial information. Moreover, with more vulnerable topics like disclosing views about politics, individuals might feel equally comfortable or uncomfortable disclosing their own, or their partners' views on politics in the workplace.

In terms of the differences between the frequency of SD and disclosures of COPRI, participants self-disclosed about work and their lifestyle preferences more frequently than they disclosed about their partners' COPRI related to these topics. In the workplace, the topics related to work (e.g., career choice, enjoyable aspects of work, work dislikes, and strengths and weaknesses at work) are relevant topics for individuals to SD about. Interestingly, however, participants discussed information related to their romantic partners' sex life more frequently

than they self-disclosed about their own sex lives. Disclosing information about sex and sexual performance is highly sensitive and personal information, so while participants might have felt too vulnerable to discuss information specific to themselves regarding sex, focusing disclosures on their romantic partners' might be a way to disclose about topics related to sex while maintaining their own face in the workplace.

Differences in Motivations for Disclosing

For many private topics, motivations for SDs and disclosing COPRI were the same (e.g., disclosing about vulnerable topics, work, and religion and politics). However, motivations for these two types of disclosures differed for a variety of topics. Across topics where motivations differed by disclosure type, the majority of COPRI disclosures were self-motivated (i.e., made for the individuals themselves to vent, for support, or to be liked). For example, when participants disclosed about their romantic partners' hobbies, enjoyable aspects of work and entertainment preferences, these disclosures were more self-oriented. When participants SD about these topics, motivations were relationally- or coworker-oriented. The self-oriented motivation behind COPRI disclosures might be because individuals vent or complain about irritating or annoying aspects of their romantic partners' lives to coworkers. When individuals SD about these topics, they may be more motivated to disclose to build relationships and intimacy with their coworkers.

There were significant differences in motivations with disclosures related to hobbies, preferences for entertainment, and food and beverage preferences. For example, when individuals self-disclosed about hobbies, the highest motivation was for their relationship with their coworker (e.g., to explain themselves or educate their coworker about themselves). In the context of the workplace, these results make sense; if individuals desire friendships or

relationships with their coworkers outside of work, or decide on activities for work outings, these disclosures might help discover common interests and build relational connections.

On the other hand, when individuals disclosed about their partners' hobbies, they did so for themselves (i.e., to vent, for support, or to be liked). For example, individuals might disclose to complain about their partners' hobby or how much time it takes up, or to develop a sense of camaraderie with a coworker whose partner has a similar hobby. On the contrary, if individuals are attempting to build relationships with their coworkers, they might discuss their partners' hobbies to be liked in an attempt to use their partners' hobbies to find common interests with a coworker or to foster a friendship outside of work.

Surprisingly, the majority of motivations for SDs and COPRI disclosures were self-, other-, or relationally-oriented. Being motivated to disclose based on the situation (i.e., because work demanded or expected it) was ranked lowest across the majority of topics for both disclosure types. In fact, this motivation was not identified as the highest-ranked motivation for disclosing any of the private topics. These findings might be a result of the design of the survey. Since participants were asked to think about how they would disclose to the coworker they are relationally closest to in the workplace, motivations for disclosing may have been more influenced by the close relationship rather than the workplace environment.

Associations Between Frequency of Topic Disclosures and Work Satisfaction

For SDs and disclosures of COPRI, positively connotated private information was more highly correlated to work satisfaction. For both disclosure types, sharing about the most enjoyable aspects of work, what individuals were most proud of, and strengths and ambitions at work were more correlated to work satisfaction. Additionally, disclosing about views on parenting, religion, and politics were also more associated with being satisfied at work. While

the cause of these correlations is unclear, discussing positive aspects of work and of individuals' personalities might lend itself to a positive and supportive work environment and result in a greater satisfaction with ones' work. Likewise, a positive work environment in which employees are satisfied might encourage more frequent disclosures of positive information or open up about sensitive information like their opinions and beliefs.

Topics that were less correlated with work satisfaction were different for SDs and disclosures of COPRI. The frequency of SDs about lifestyle information (e.g., diet/fitness, career choice, health, gambling, etc.) were less correlated with work satisfaction, whereas the frequency of disclosing COPRI about vulnerable feelings (e.g., guilt/shame, depression/anxiety, and what romantic partners dislike about their personalities) were less correlated with work satisfaction. Regardless of the cause of the correlation for the higher association between positive private information and work satisfaction, it is clear that more surface-level SDs and disclosures about vulnerable information about romantic partners are less associated with work satisfaction.

Limitations and Future Directions

Overall, findings in general—and specifically findings about motivations for disclosing—might be limited as a result of the survey design. Although this study used the workplace as the context for disclosures, a major limitation was asking participants to think about the coworker they were relationally closest to in the workplace when answering questions about their comfort disclosing, frequencies of their disclosures, and motivations for making disclosures. Consequently, it is unsurprising that individuals were most self-, relationship-, and other-motivated to disclose to coworkers rather than being motivated to disclose because work demanded or expected it. Similarly, individuals' comfort and frequencies making disclosures of private information might be influenced by the closeness of their relationship with their

coworker rather than the workplace environment. Future research that analyzes motivations for making SDs or disclosures of COPRI should explore differences between making these disclosures in larger work teams, to managers, or to HR personnel.

Other limitations to the current study include the lack of analysis of the impact that covariates (e.g., age, occupation, or length of relationship) have on the variables analyzed. Furthermore, it is unclear the direction of the impacts of disclosure frequency and work satisfaction. Future inquiry into these factors will increase the value of these findings.

Despite the limitations of this study, the results of this research will help communication researchers more clearly distinguish between SD and disclosures of COPRI. First, predictions and implications of future studies will benefit from greater accuracy when studying the different types of information individuals disclose. Understanding differences between how and why individuals SD and disclose COPRI can help future researchers develop theories about the roles each type of disclosure has in the context of the workplace. If extended into other contexts of romantic partners' lives, research that compares strategies each type of disclosure can generate a sharper picture of how, when, and why individuals choose to SD or disclose COPRI.

Second, future research can be extended to focus on the different outcomes that individuals seek when making each type of disclosure, inquiring whether these different disclosures are made as a social exchange or for reciprocity or personal gain. Future studies should unpack the motivations behind each type of disclosure to provide additional insight into the strategic uses of each disclosure, investigating how they are used as communicative strategies in different contexts or relationships.

Third, this research can provide a new alertness about disclosure types for researchers further extending existing theory. For example, CPM, which helps researchers study the

processes by which individuals manage private information (Petronio, 2002). Petronio (2007) argued that CPM provides researchers with a framework in which to study disclosures and called for researchers to study private disclosures in a variety of contexts. Additionally, she argued that more research needs to “identify the dimensions of responsibility that emerge in various family situations” and “how responsibility is enacted across situations” (Petronio, 2010, p. 177). With greater knowledge about the differences between making SDs and disclosing COPRI, CPM researchers might discover added richness in their work. For example, when studying boundary management and boundary turbulence, CPM researchers might find it fruitful to compare how disclosure targets (the person on the receiving end of the disclosure) of SDs and of COPRI disclosures manage privacy boundaries differently.

Finally, this research can provide a springboard for qualitative interpersonal and family communication scholars to explore differences in privacy rule formation and expectations for managing boundaries for self-disclosures compared to disclosures of COPRI. Quantitative communication scholars might find it fruitful to inquire about differences between disclosure targets’ perceptions of privacy around information that was SDs compared to COPRI disclosed to them to determine whether the degree of distance from the original owner of private information affects the level of privacy around the information. Specifically related to disclosing COPRI in the workplace, communication scholars studying issues of work-life balance might find it fruitful to explore how SDs and disclosures of COPRI associate with aspects of work-life balance.

In addition to the theoretical applications, this research also offers numerous practical contributions. First, learning about how SDs and disclosures of COPRI differ provides insight into how couples manage their own private information and their romantic partners’ private

information differently. For employees, an awareness of the topics of SD and COPRI that are less comfortably or frequently disclosed might make it easier to gauge which topics of conversation should be avoided or are safe to discuss in the workplace. Moreover, as motivations for SD and disclosing COPRI can differ by topic, employees and managers can be better prepared to offer supportive responses that empathize with the motivation behind the disclosure.

Second, managers will better understand how the disclosure frequencies of certain topics associate with work satisfaction. This knowledge can be applied in team meetings and team building exercises, and managers can pinpoint beneficial topics of personal information to encourage discussions of topics that associate with work satisfaction. Depending on causation, if topics more associated with work satisfaction can spill into their employees' work life more frequently, their employees work satisfaction might increase. Likewise, having an awareness of the topics talked about more frequently when employees are satisfied at work can be beneficial for managers as they try to gauge employee satisfaction.

Finally, having a clearer understanding of differences of these disclosure types will help in therapy and couples counseling, as the language used to discuss these types of disclosures can facilitate discussion about boundary turbulence. Because individuals consider more categories of information when making SDs compared to disclosing COPRI, this finding can help facilitate conversations about privacy boundaries. If individuals' feel that their partners overshare about them in the workplace, this research can be cited to explain how we consider more categories of our own private information when disclosing in the workplace. In practice, therapists and counselors can encourage couples to categorize topics of their own private information and share their categories with their partners. This exercise will help facilitate conversation to explain how comfortable they are with the other disclosing about each category.

Overall, this research provides a promising foundation for future examination the categories of SD topics and COPRI topics. Identifying why individuals categorize private information differently when self-disclosing and disclosing COPRI will offer greater depth and understanding in disclosure, CPM, and family communication research. These future findings will offer the potential to create recommendations for romantic partners disclosing COPRI in the workplace.

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Appendix A
Informed Consent to Participate in Research

University of Wisconsin-Milwaukee
Informed Consent to Participate in Research

Study title: Identifying Co-owned Private Relationship Information (COPRI): Topics and Motivations of Workplace Disclosures

Researcher[s]:

Emily Mueller, Master's Student, College of Letters and Science
Dr. Sang-Yeon Kim, Associate Professor, College of Letters of Science

We're inviting you to participate in a research study. Participation is completely voluntary. If you agree to participate, you can always change your mind and withdraw. There are no negative consequences, whatever you decide.

What is the purpose of this study?

The purpose of this study is to help us compare self-disclosures in the workplace and disclosures of private information that is shared between two people in a relationship. We will ask questions to help us understand the different topic categories of self-disclosures and disclosures of shared information.

What will I do?

You will answer questions about the private topics you talk about at work and your motivations for disclosing this information at work. You will answer questions about your comfort level with making self-disclosures or your perceptions of how your partner feels about your shared private information being disclosed in the workplace. Additionally, you will answer questions about your satisfaction with your coworkers. Finally, you will answer questions about yourself, such as your age, gender, length of your relationship, and your occupation.

Risks:

- Some questions may be personal or upsetting. You can skip any questions you don't want to answer or stop the survey entirely.
- Online data being hacked or intercepted: This is a risk you experience any time you provide information online. We're using a secure system to collect this data, but we can't completely eliminate this risk. The survey platform, Qualtrics, will collect your IP address. I will delete your IP address when I download your survey responses.
- Amazon could link your worker ID (and associated personal information) with your survey responses. Make sure you have read Amazon's MTurk participant and privacy agreements to understand how your personal information may be used or disclosed.
- Breach of confidentiality: There is a chance your data could be seen by someone who shouldn't have access to it. We're minimizing this risk in the following ways:
 - Data is anonymous to the researchers
 - We will store all electronic data on a password protected computer.

Possible benefits:

There are many potential benefits to your help completing this survey. First, you will add to our understanding of topics and motivations for self-disclosing and disclosing shared private information at work. Second, you will increase our understanding of people's comfort with making these disclosures and how they impact satisfaction with coworkers.

Estimated number of participants:

300

How long will it take?

Approximately 20-30 minutes

Costs:

None

Compensation:

You will receive \$1.00 through Amazon MTurk.

Future research:

Since all of the information collected will be anonymous, your responses may be shared with other researchers. If this is the case, you won't be told specific details about these future research studies.

Confidentiality and Data Security:

We will not collect any identifying information for the research (e.g., your name, email address).

Where will data be stored?

Your anonymous survey responses will be stored on the server that is used for the online survey software (Qualtrics). Collected data will be kept on a secure, password protected computer.

How long will it be kept?

Your responses to survey questions will be kept for two (2) years.

Who can see my data?

- I will have access to your anonymous survey responses. This is so I can analyze your responses and conduct the study.
- The Institutional Review Board (IRB) at the University of Wisconsin-Milwaukee, the Office for Human Research Protections (OHRP), or other federal agencies may review all the study data. This is to ensure I'm following laws and ethical guidelines.
- I may share my findings in publications or presentations. If I do, the results will be aggregate (grouped) data. If I quote something specific you share in your survey, I will camouflage any information that might identify you or others (e.g., names).
- This study is being conducted for a master's thesis under the guidance of Dr. Sang-Yeon Kim. Therefore, Dr. Sang-Yeon Kim will also have access to your anonymous survey responses.
- Amazon: Because they own the MTurk internal software, and to issue payment, Amazon will have access to your MTurk worker ID. There is a possibility Amazon could link your worker ID (and associated personal information) with your survey responses.

Contact information:

For questions about the research, complaints, or problems: Contact Emily Mueller at 808-638-1226/muell534@uwm.edu.

For questions about your rights as a research participant, complaints, or problems: Contact the UWM IRB (Institutional Review Board; provides ethics oversight) at 414-229-3173/irbinfo@uwm.edu.

Please print or save this screen if you want to be able to access the information later.

IRB #: 19.A.253

IRB Approval Date: 3/22/2019

Agreement to Participate

If you meet the eligibility criteria below and would like to participate in this study, click the button below to begin the survey. Remember, your participation is completely voluntary, and you're free to withdraw at any time.

- I am a United States citizen
- I am at least 18 years old
- I am currently in a relationship of at least 1 year
- I am employed

Appendix B
Self-Disclosure (SD) Topics

1. My personal religious views
2. My personal political views
3. My personal views about race/racism
4. My personal views on drinking/smoking
5. My personal views on sexual morality (how you/others should behave sexually)
6. My personal views about beauty and attractiveness
7. My personal views about parenting
8. My personal preferences for food and beverages
9. My personal preferences for entertainment (music, reading, movies, TV shows)
10. My personal style preferences (i.e., clothing, homes, furniture, etc.)
11. My personal preferences for social events (i.e., social gatherings I like/don't like)
12. My personal hobbies (e.g., reading, games, sports, projects, etc.)
13. My worst work pressures
14. What I dislike about work
15. What I enjoy about work
16. My weaknesses at work
17. My strengths at work
18. Whether I feel appreciated at work
19. My ambitions at work
20. How I feel about my salary/bonus
21. How I feel about my career choice
22. How I feel about my coworkers
23. To whom I personally owe money and/or who owes me money
24. Information about my finances (savings, investments, income, net worth, etc.)
25. Information about my gambling (if and how I gamble)
26. Information about my most pressing need for money
27. Information about how I budget my money
28. What I dislike about my personality (my shortcomings)
29. What feelings I have a hard time expressing or controlling
30. My present sex life
31. How attractive I feel to others
32. Things I feel guilty/ashamed about
33. What makes me mad, depressed, worried, anxious, or afraid
34. What it takes to hurt my feelings
35. What I am most proud of
36. What I like/dislike about my body (face, legs, hips, waist, etc.)
37. How I wish I looked (face, parts of my body)
38. My health information (health history, current problems, future concerns)
39. My diet and fitness information (nutrition, workouts, etc.)
40. Information about my sexual performance (whether or not I feel able to perform adequately)

Appendix C
Co-owed Private Information (COPRI) Topics

1. Your romantic partner's personal religious views
2. Your romantic partner's political views
3. Your romantic partner's views about race/racism
4. Your romantic partner's views about drinking/smoking
5. Your romantic partner's views on sexual morality (how they/others should behave sexually)
6. Your romantic partner's personal views about beauty and attractiveness
7. Your romantic partner's personal views about parenting
8. Your romantic partner's personal preferences for food and beverages
9. Your romantic partner's personal preferences for entertainment (music, reading, movies, TV shows)
10. Your romantic partner's personal style preferences (i.e., clothing, homes, furniture, etc.)
11. Your romantic partner's personal preferences for social event (i.e., social gatherings they like/don't like)
12. Your romantic partner's personal hobbies (e.g., reading, games, sports, projects, etc.)
13. Your romantic partner's worst work pressures
14. What your romantic partner dislikes about work
15. What your romantic partner enjoys about work
16. Your romantic partner's weaknesses at work
17. Your romantic partner's strengths at work
18. Whether your romantic partner feels appreciated at work
19. Your romantic partner's ambitions at work
20. How your romantic partner feels about their salary/bonus
21. How your romantic partner feels about their career choice
22. How your romantic partner feels about their coworkers
23. To whom your romantic partner owes money and/or who owes them money
24. Information about your romantic partner's finances (savings, investments, income, net worth, etc.)
25. Information about your romantic partner's gambling (if and how they gamble)
26. Information about your romantic partner's most pressing need for money
27. Information about how your romantic partner budgets their money
28. What your romantic partner dislikes about their personality (their shortcomings)
29. What feelings your romantic partner has a hard time expressing or controlling
30. Your romantic partner's present sex life
31. How attractive your romantic partner feels to others
32. Things your romantic partner feels guilty/ashamed about
33. What makes your romantic partner mad, depressed, worried, anxious, or afraid
34. What it takes to hurt your romantic partner's feelings
35. What your romantic partner is most proud of
36. What your romantic partner likes/dislikes about their body (face, legs, hips, waist, etc.)
37. How your romantic partner wishes they looked (face, parts of their body)
38. Your romantic partner's health information (health history, current problems, future concerns, etc.)

39. Your romantic partner's diet and fitness information (nutrition, workouts, etc.)
40. Information about your romantic partner's sexual performance (whether or not they feel able to perform adequately)

Appendix D
SD Survey

Identifying Co-owned Private Relationship Information: Workplace Disclosures

Think about your current workplace. With how many co-workers do you have a close relationship? A close relationship is defined as someone you feel close to or consider a friend. Please enter **ONLY** the **NUMBER** in the box below.

Please identify the extent to which you are satisfied with your job.

	Very unsatisfied (1)	Unsatisfied (2)	Neither satisfied nor unsatisfied (3)	Satisfied (4)	Very satisfied (5)
All in all, how satisfied are you with the work itself of your job? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All in all, how satisfied are you with your coworkers? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All in all, how satisfied are you with the supervision? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please identify to what extent you agree or disagree with the following statements about social support in your current workplace.

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I have the opportunity to develop close friendships in my job. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the chance in my job to get to know other people. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the opportunity to meet with others in my work. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My coworkers are concerned about the welfare of the people that they work with. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I work with take a personal interest in me. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I work with are friendly. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please identify the extent to which you work independently or collaboratively (with others) at work.

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Independently	<input type="radio"/>	Collaboratively						

For all of the following questions, you will be given a private/personal topic. Please think about how you share **YOUR own private information** with *the coworker with whom you have the closest relationship*.

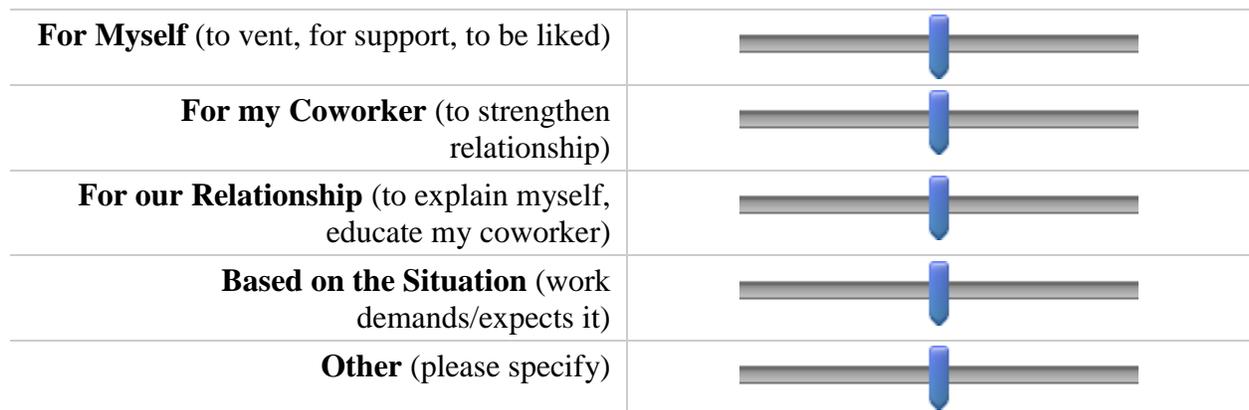
My personal RELIGIOUS views

How do you feel about sharing this information with the coworker you are **relationally closest** to? How often do you share this information with the coworker you are **relationally closest** to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



My personal POLITICAL views

How do you feel about sharing this information with the coworker you are **relationally closest** to? How often do you share this information with the coworker you are **relationally closest** to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

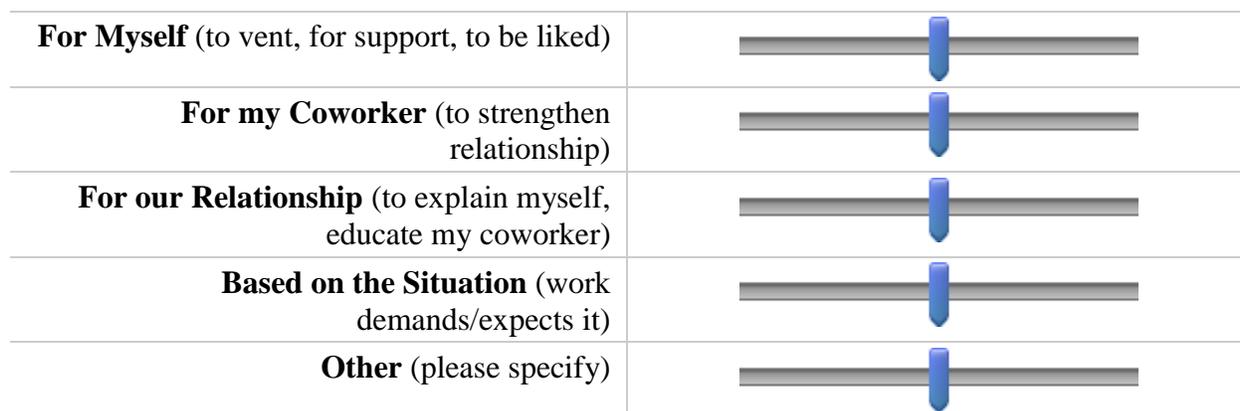
My personal views about RACE/RACISM

How do you feel about sharing this information with the coworker you are **relationally closest** to? How often do you share this information with the coworker you are **relationally closest** to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



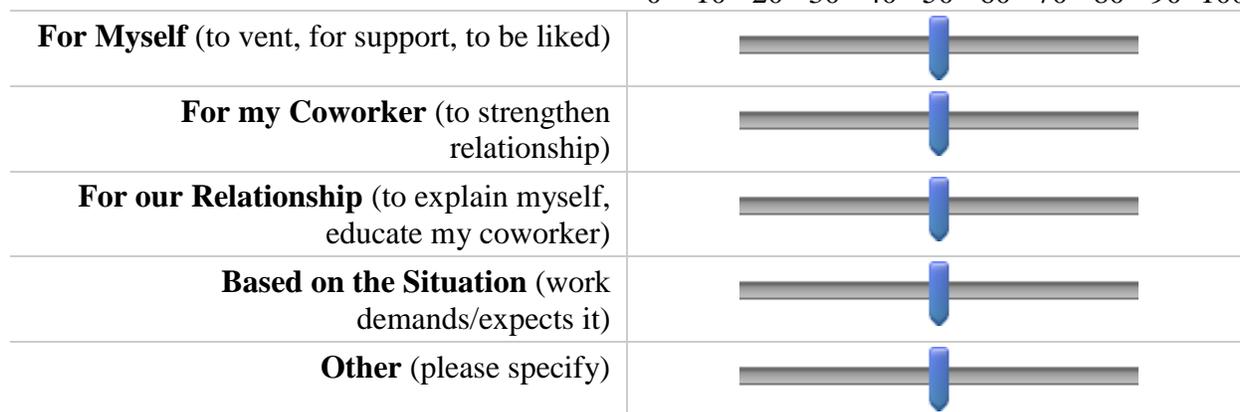
My personal views on DRINKING/SMOKING

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



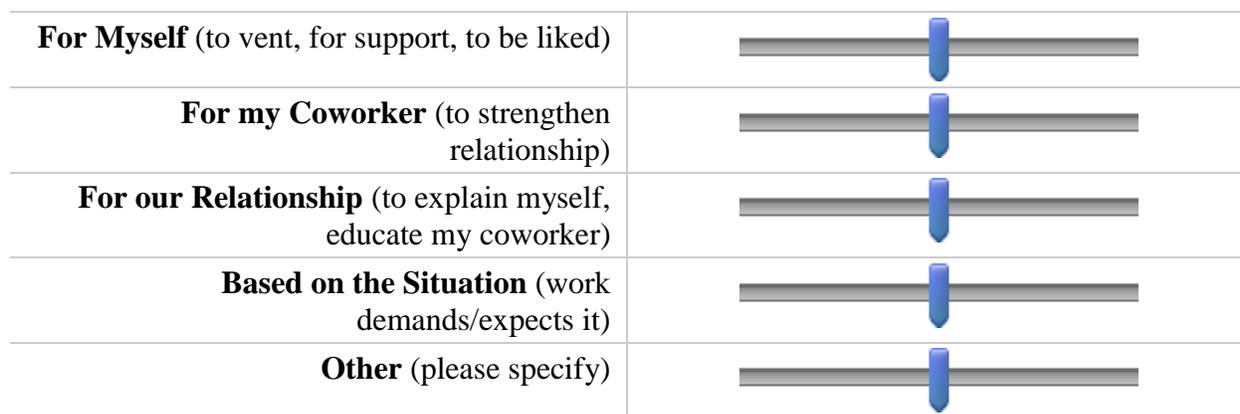
My personal views on SEXUAL MORALITY (how you/others should behave sexually)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



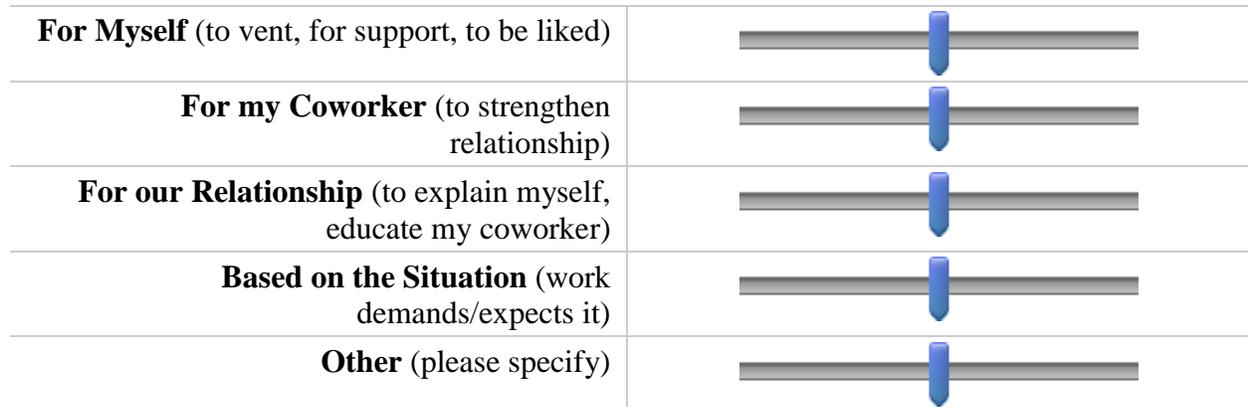
My personal views about BEAUTY AND ATTRACTIVENESS

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

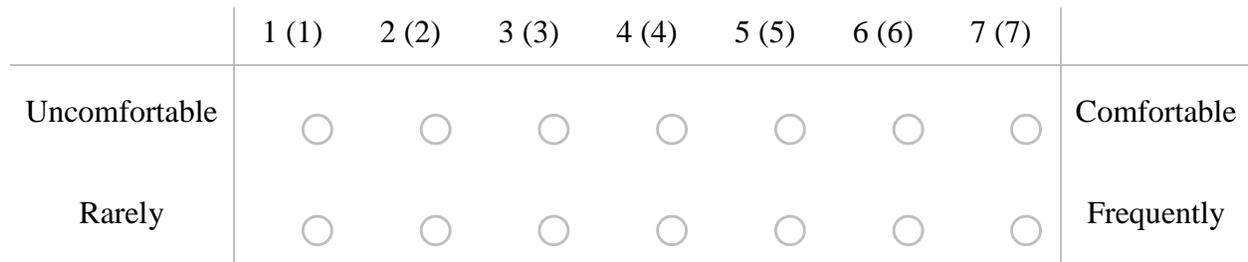
Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



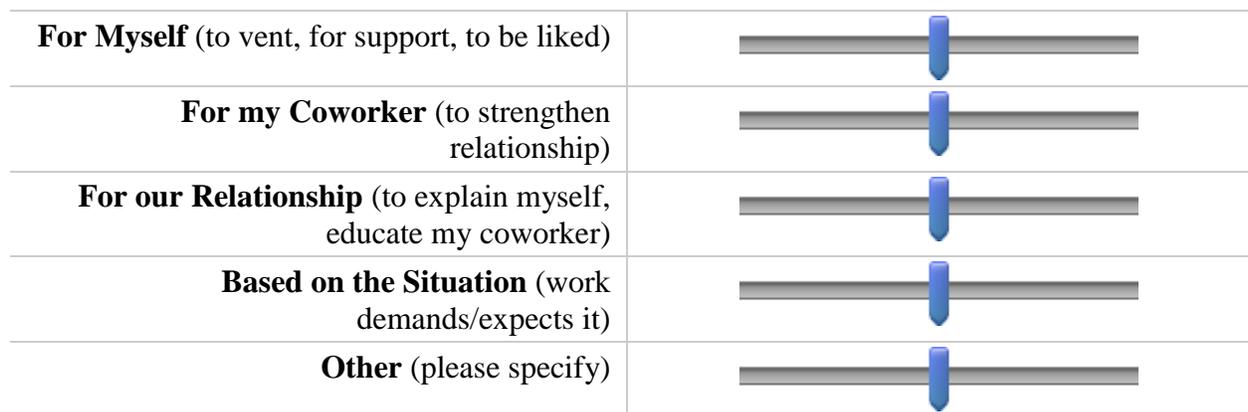
My personal views about PARENTING

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?



Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



My personal preferences for FOOD AND BEVERAGES

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

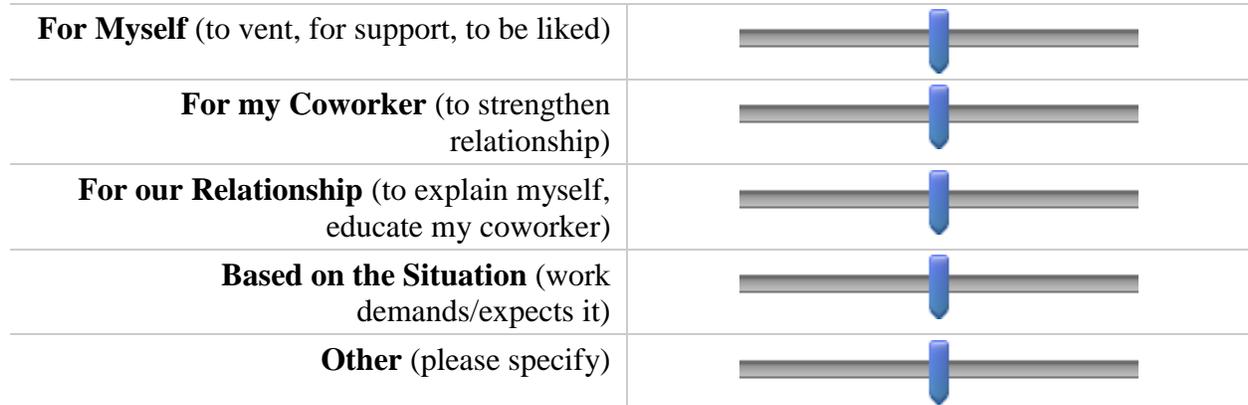
My personal preferences for ENTERTAINMENT (music, reading, movies, TV shows)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



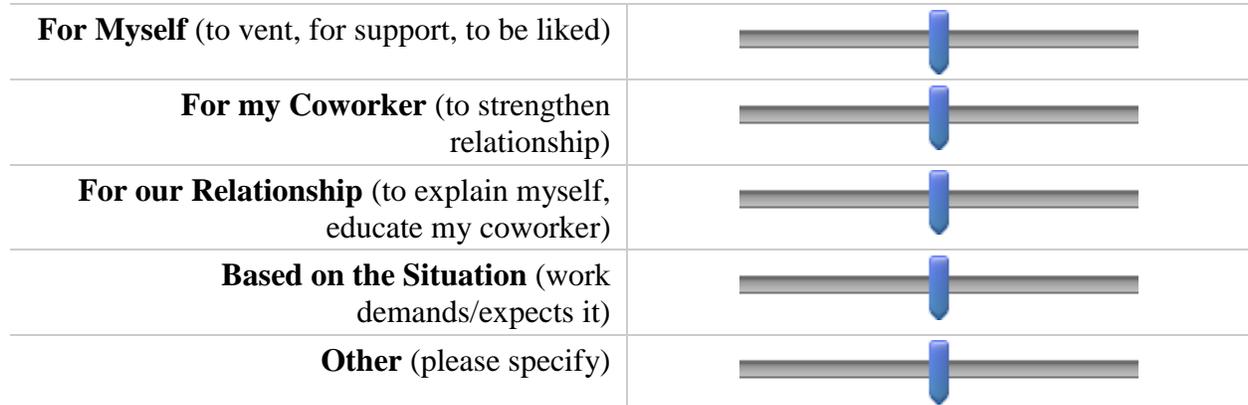
My personal STYLE preferences (i.e., clothing, homes, furniture, etc.)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



My personal preferences for SOCIAL EVENTS (i.e., social gatherings I like/don't like)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

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For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

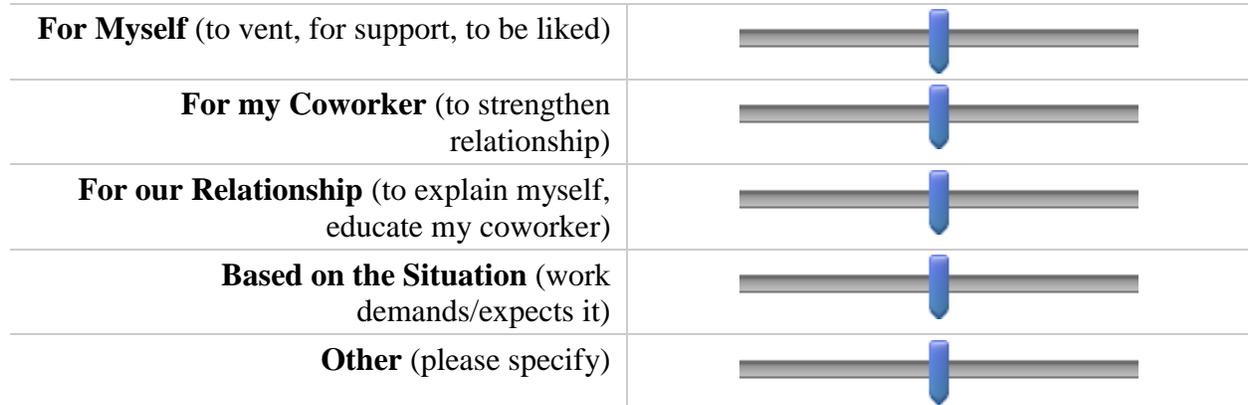
My personal HOBBIES (e.g., reading, games, sports, projects, etc.)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

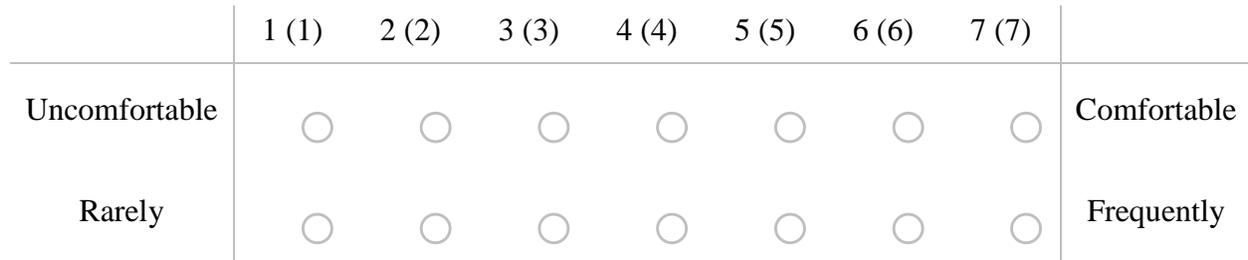
Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



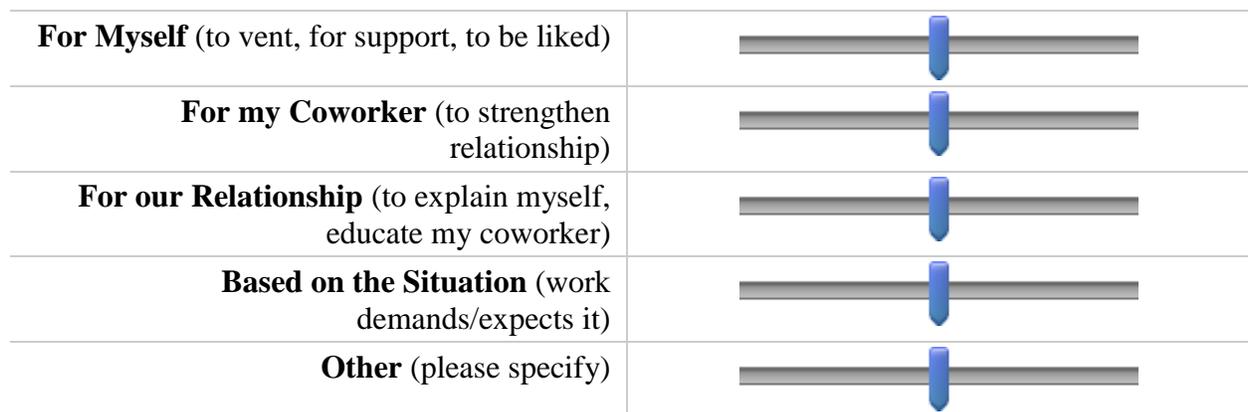
My WORST WORK PRESSURES

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?



Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



What I DISLIKE ABOUT WORK

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

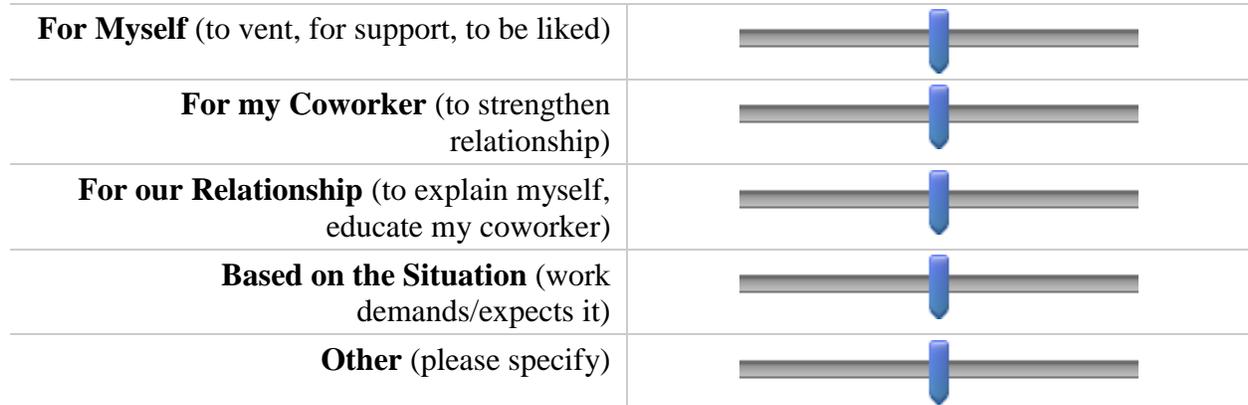
What I ENJOY ABOUT WORK

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

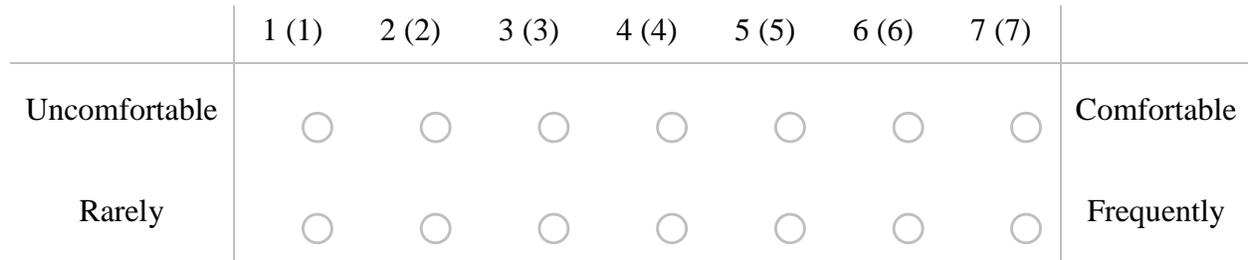
Why do/would you share this information with the coworker you are relationally closest to?

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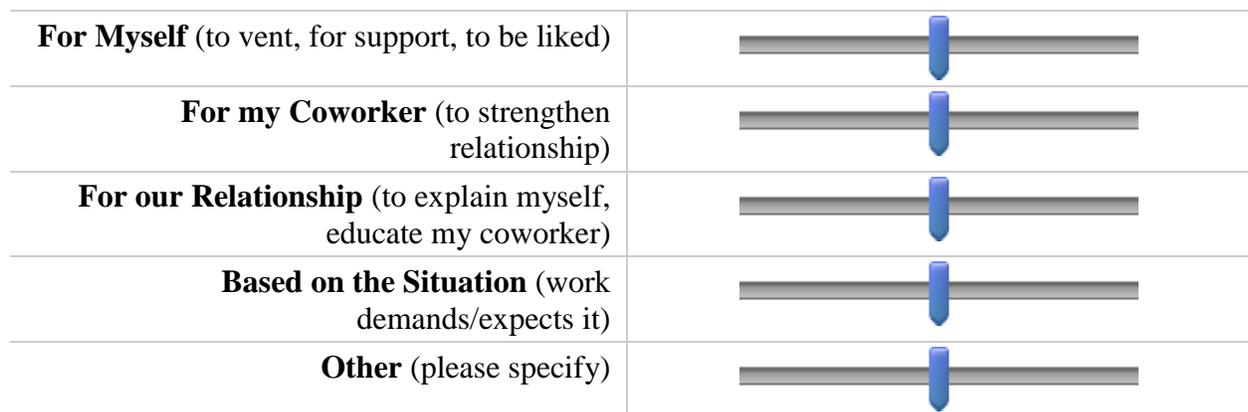
My WEAKNESSES AT WORK

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?



Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



My STRENGTHS AT WORK

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

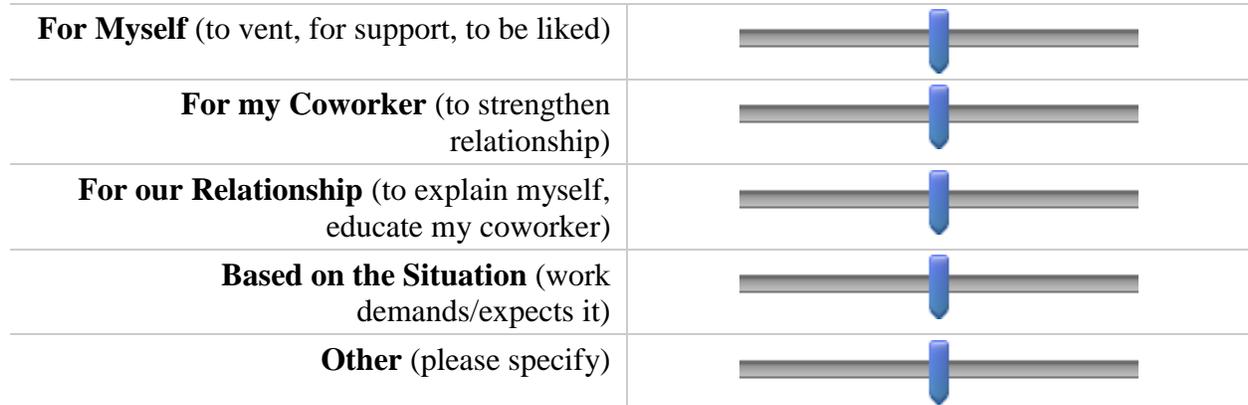
WHETHER I FEEL APPRECIATED at work

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

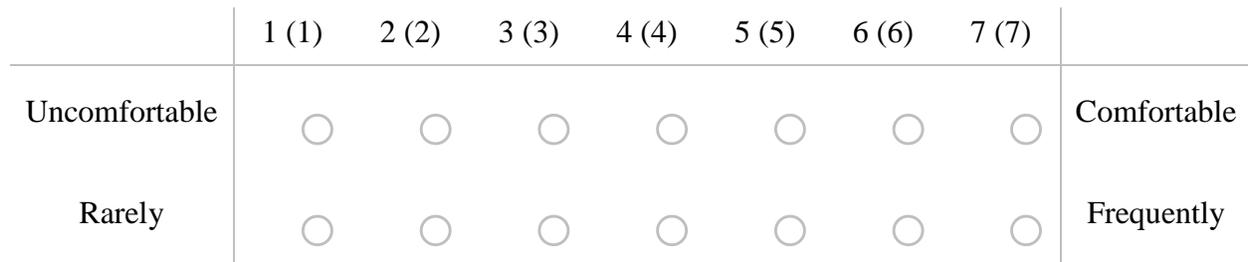
Why do/would you share this information with the coworker you are relationally closest to?

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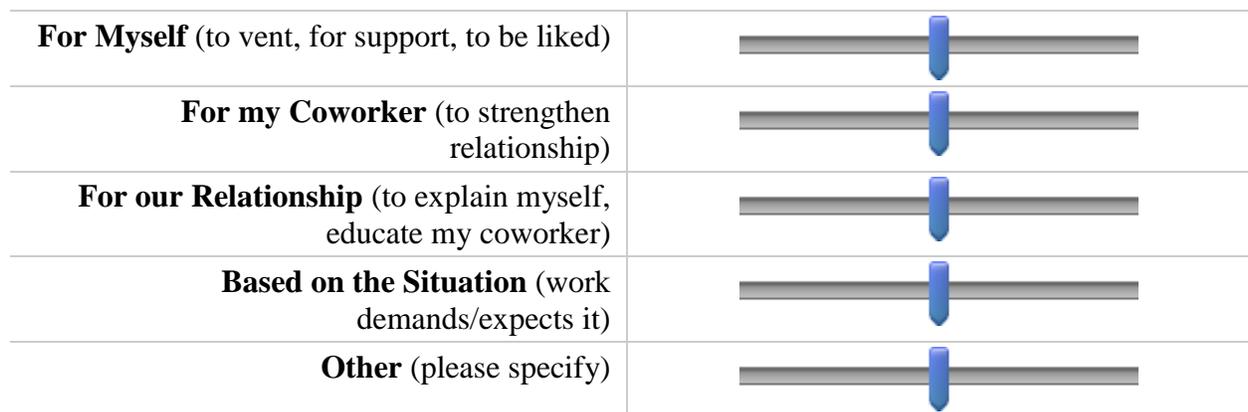
My AMBITIONS at work

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?



Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



How I feel about my SALARY/BONUS

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

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For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

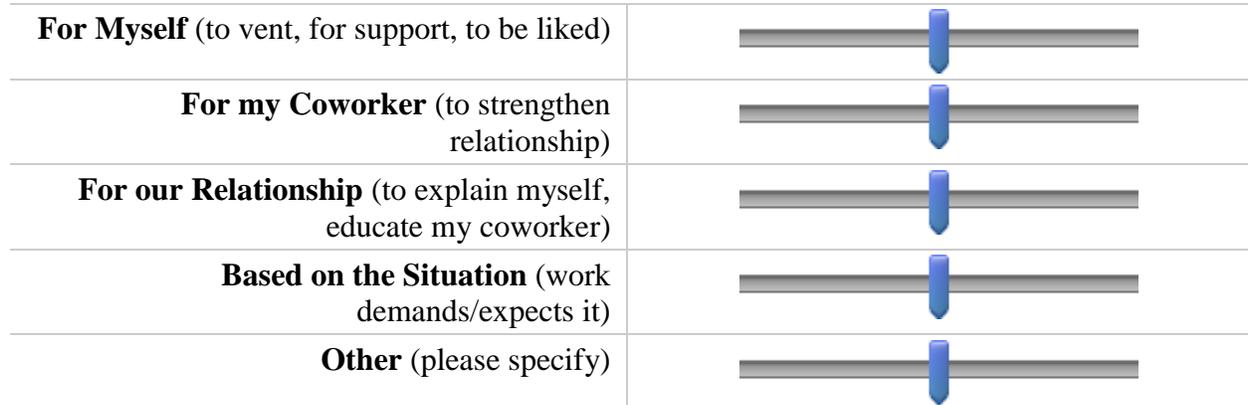
How I feel about my CAREER CHOICE

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

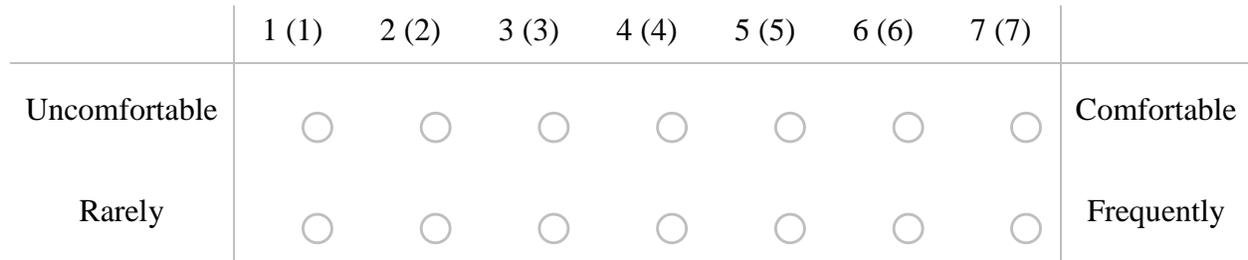
Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



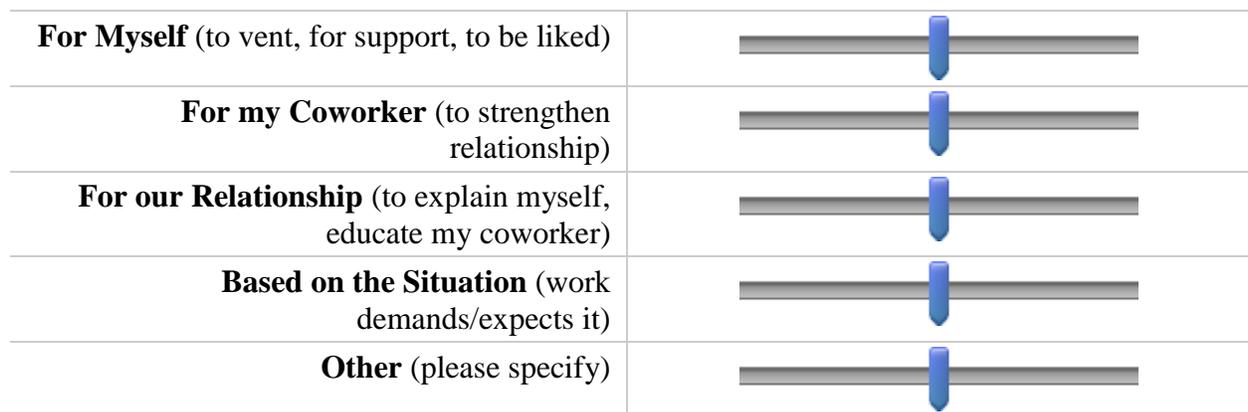
How I feel about my COWORKERS

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?



Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



To whom I personally OWE MONEY and/or who OWES ME MONEY

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

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For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

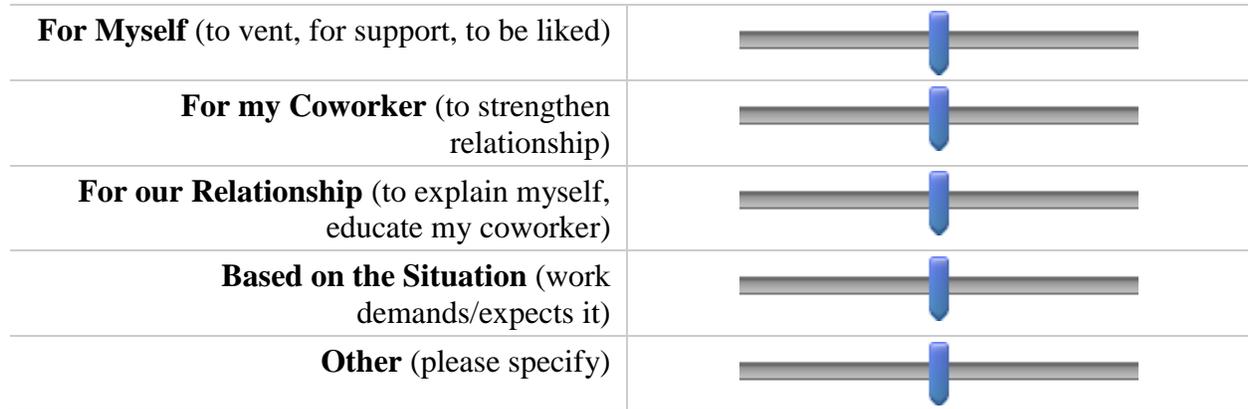
Information about my FINANCES (savings, investments, income, net worth, etc.)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



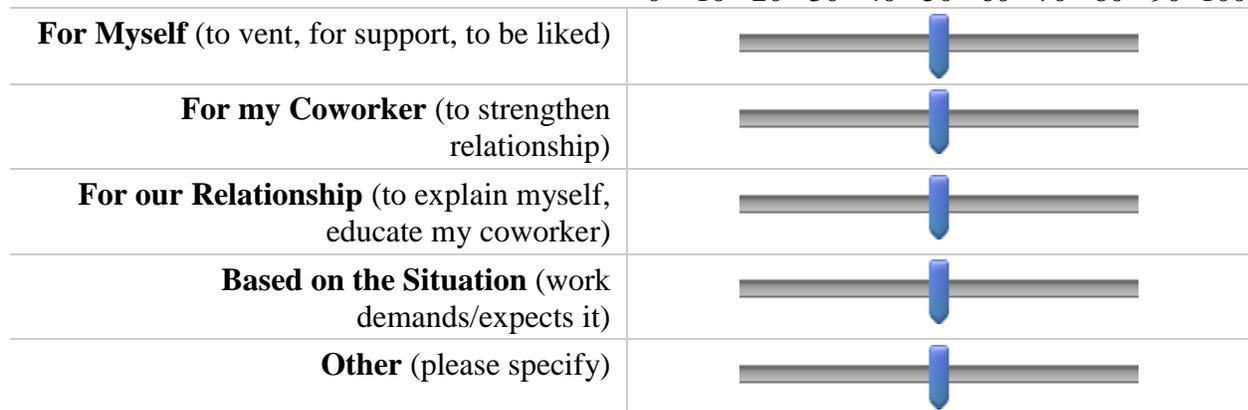
Information about my GAMBLING (if and how I gamble)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Information about my MOST PRESSING NEED FOR MONEY

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

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For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

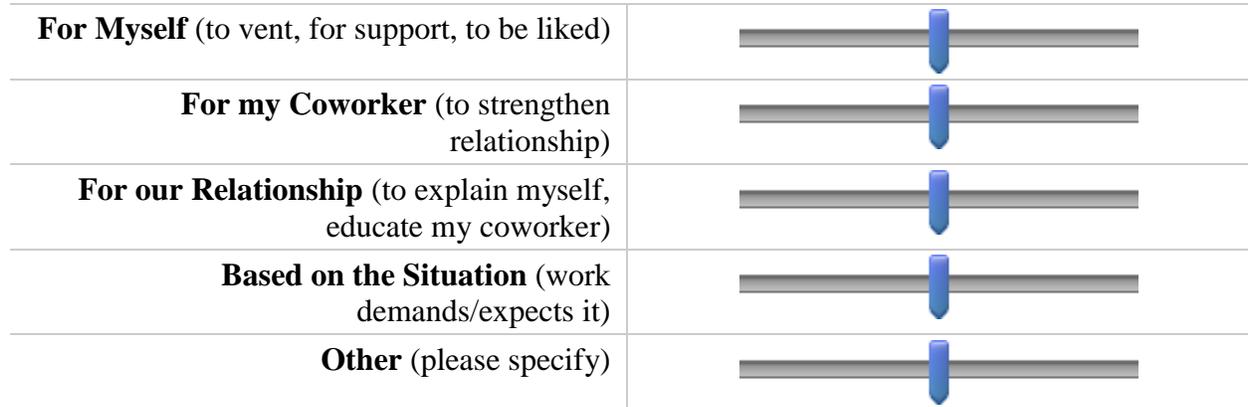
Information about how I BUDGET my money

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



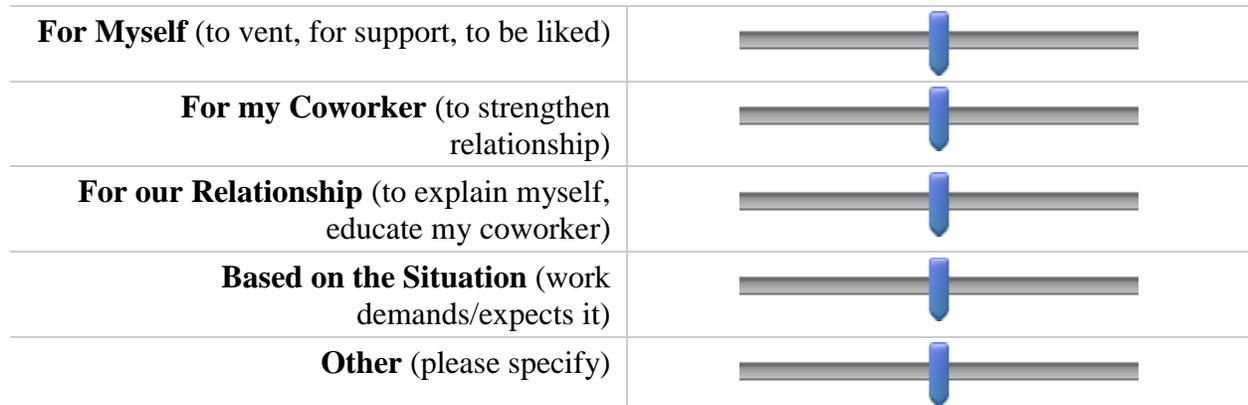
What I DISLIKE about my personality (my shortcomings)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



What FEELINGS I have a hard time expressing or controlling

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

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For Myself (to vent, for support, to be liked)	
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For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

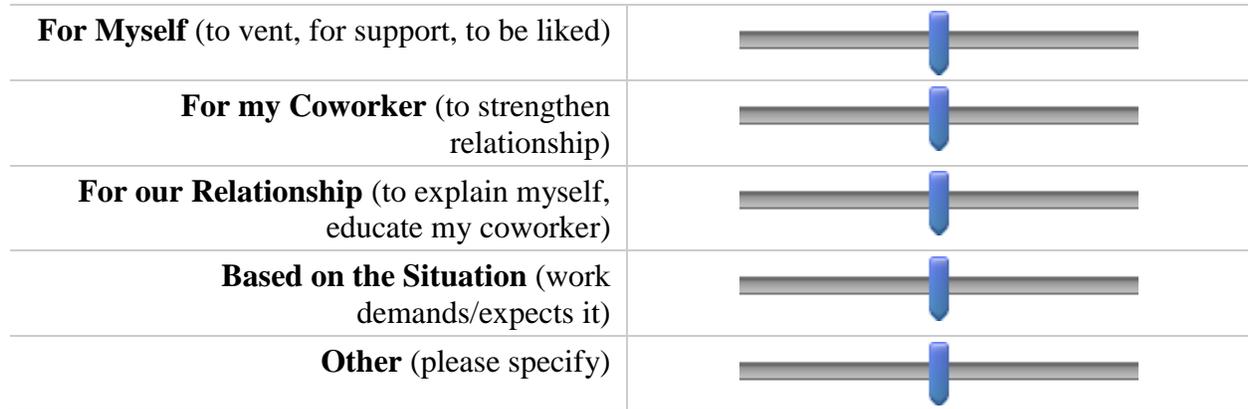
My present SEX LIFE

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



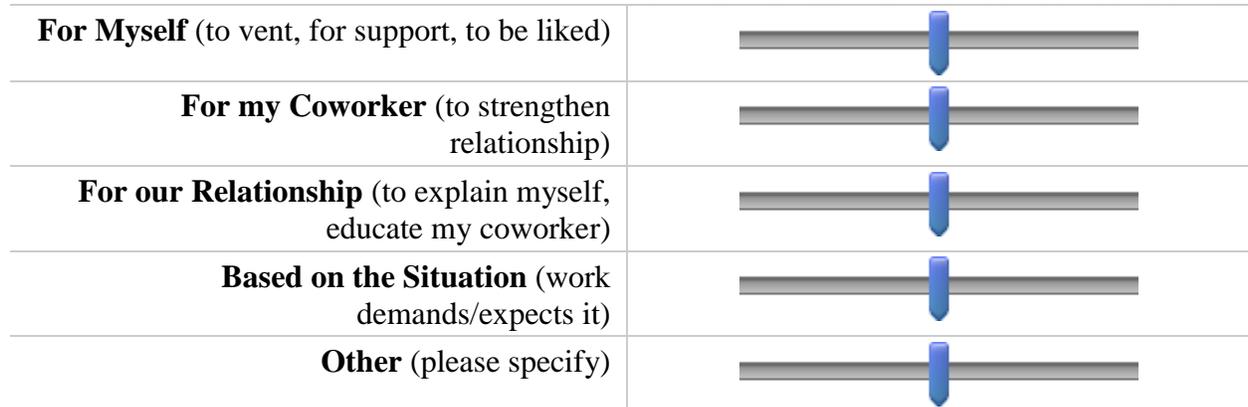
How ATTRACTIVE I feel to others

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



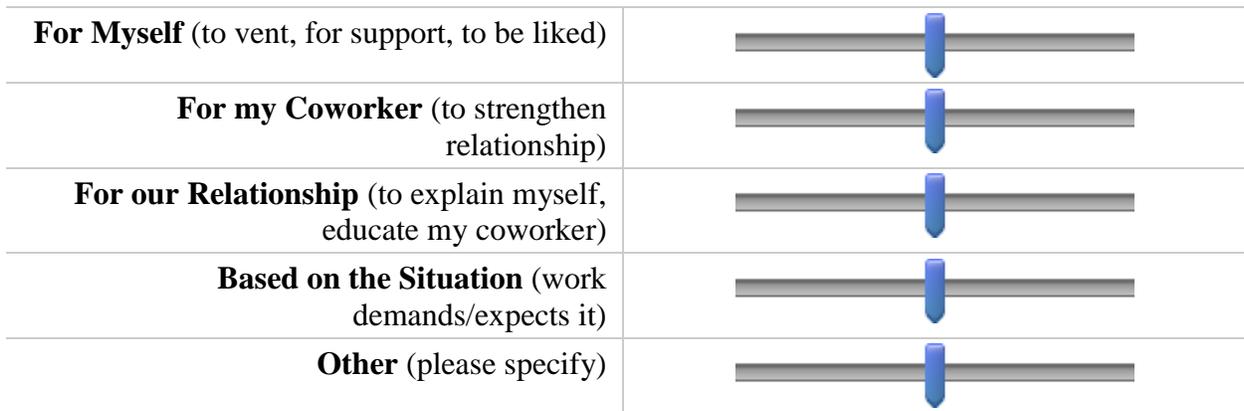
Things I feel GUILTY/ASHAMED about

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

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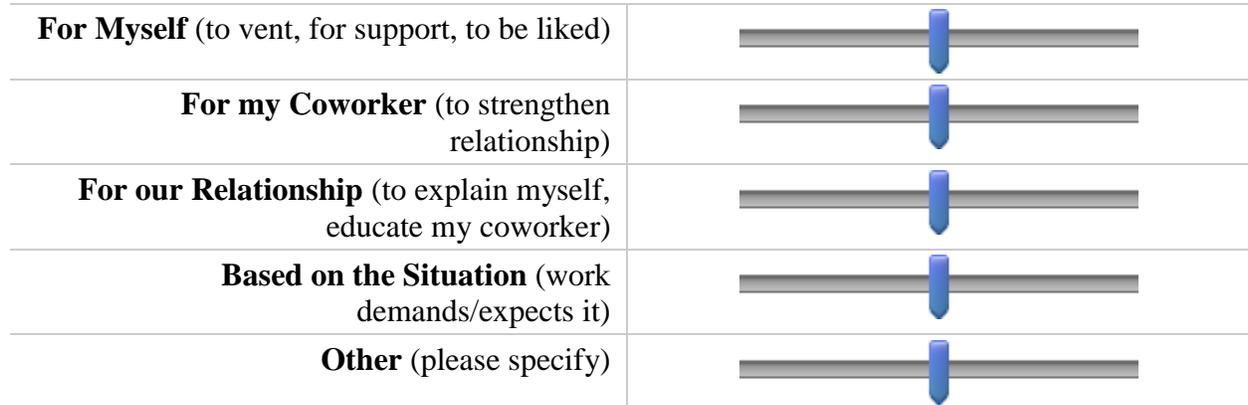
What makes me MAD, DEPRESSED, WORRIED, ANXIOUS, or AFRAID

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

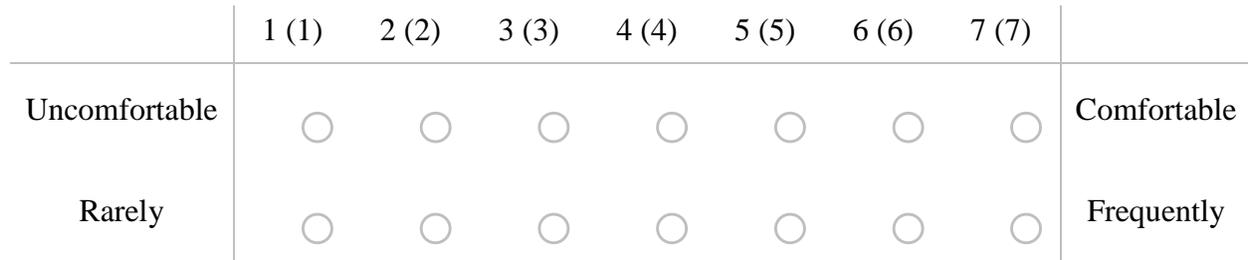
Why do/would you share this information with the coworker you are relationally closest to?

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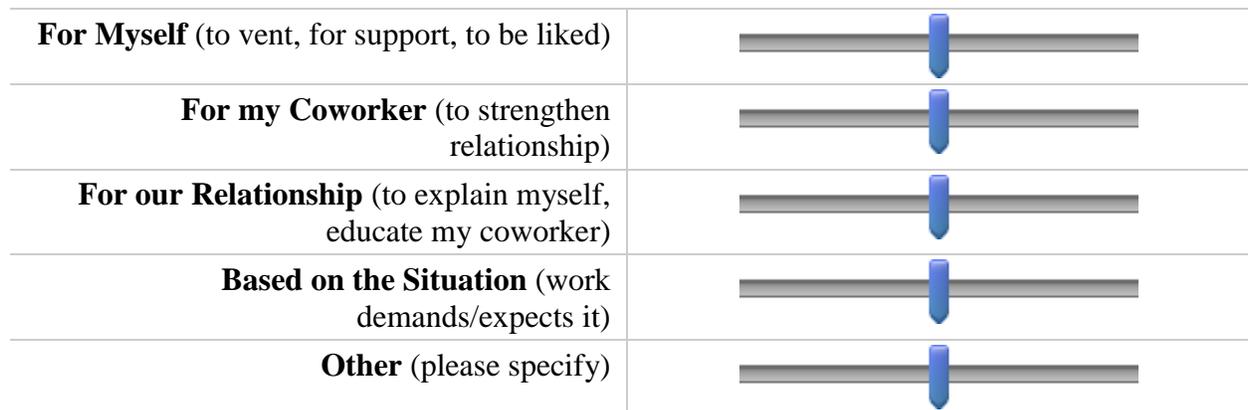
What it takes to HURT MY FEELINGS

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?



Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



What I am MOST PROUD OF

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

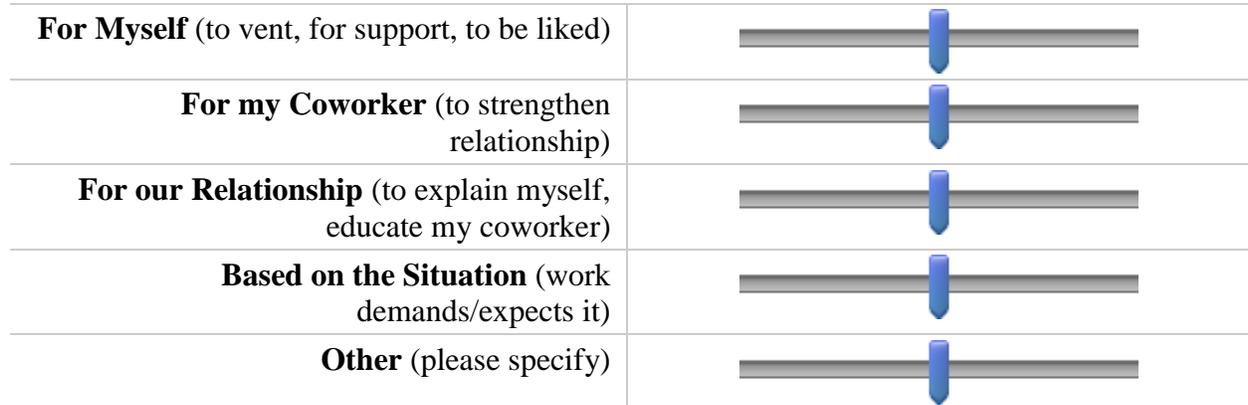
What I LIKE/DISLIKE about my BODY (face, legs, hips, waist, etc.)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



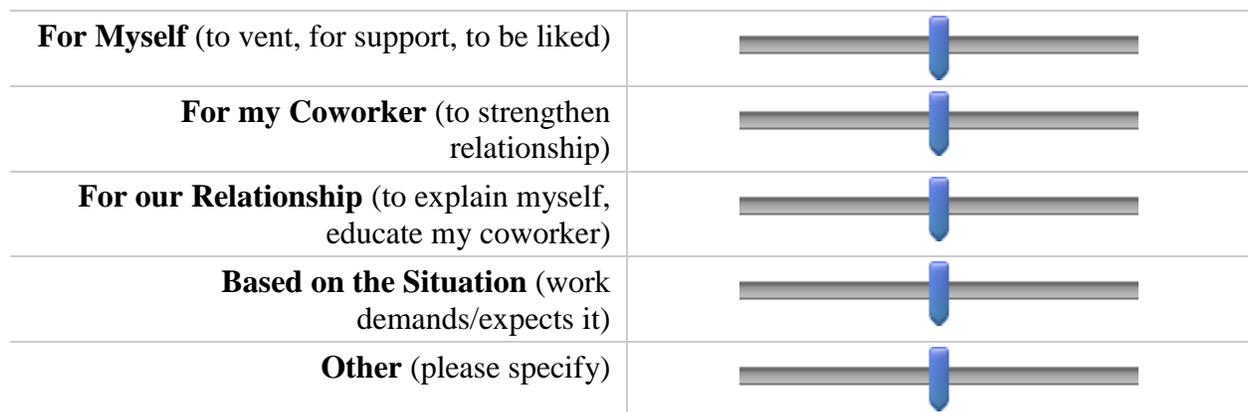
How I WISH I LOOKED (face, parts of my body)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

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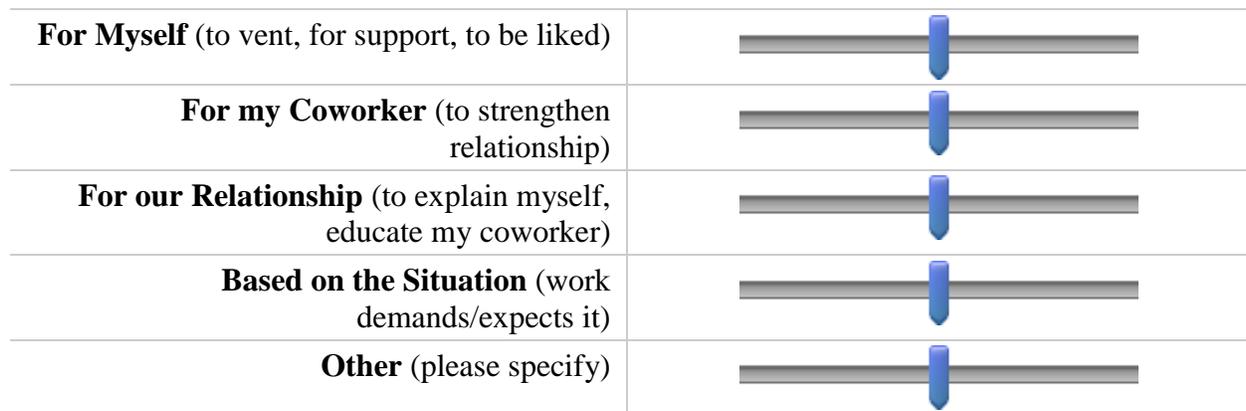
My HEALTH information (health history, current problems, future concerns, etc.)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



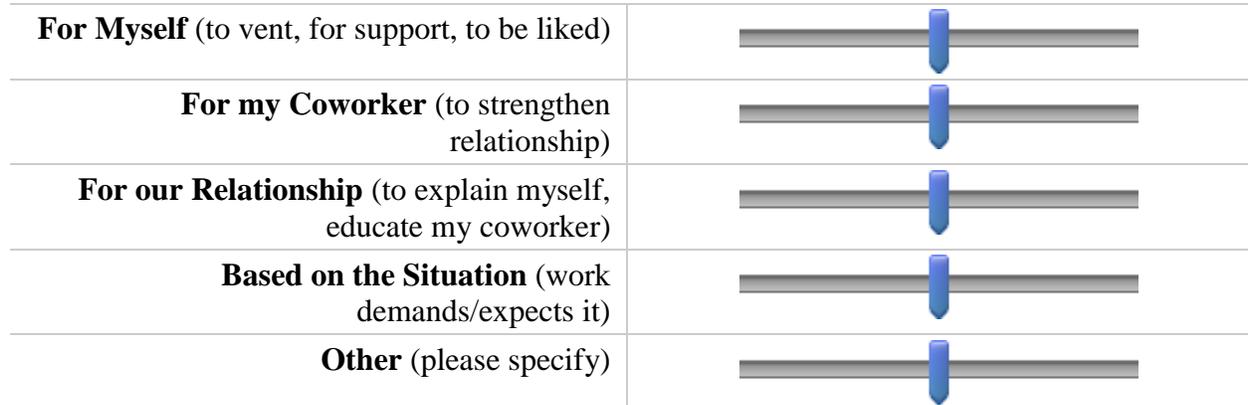
My DIET and FITNESS information (nutrition, workouts, etc.)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



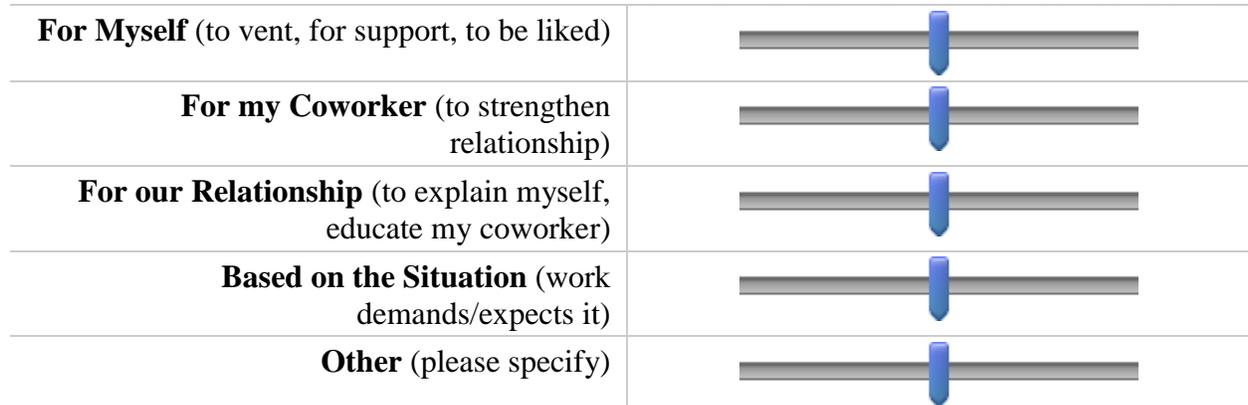
Information about my SEXUAL PERFORMANCE (whether or not I feel able to perform adequately)

How do you feel about sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



How old are you (in years)?

What is your gender?

- Man (1)
- Woman (2)
- Another gender identity not listed here (please specify) (3)

Are you transgender?

- Yes (1)
- No (2)

What is your sexual orientation?

- Heterosexual (1)
- Lesbian (2)
- Gay (3)
- Bisexual (4)
- Queer (5)
- Pansexual (6)
- Asexual (7)
- Alternate Self-identification (please specify) (8)

What race do you identify with?

How long have you been in your current relationship (in years)?

What is your occupation?

▼ Please Select One:

Management
Business and financial
Computer and mathematical
Architecture and engineering
Life, physical, and social science
Community and social services
Legal
Education, training, and library
Arts, design, entertainment, sports, and media
Health care practitioners and technical
Health care support
Protective services
Food preparation and serving related
Personal care and service
Sales and related
Office and administrative support
Farming, fishing, and forestry
Construction and extraction
Installation, maintenance, and repair
Production
Transportation and material moving
Military specific

What is your individual annual income (approximate dollar amount)?

What is your romantic partner's annual income (approximate dollar amount)?

Appendix E
COPRI Survey

Identifying Co-owned Private Relationship Information: Workplace Disclosures

Think about your current workplace. With how many co-workers do you have a close relationship? A close relationship is defined as someone you feel close to or consider a friend. Please enter **ONLY** the **NUMBER** in the box below.

Please identify the extent to which you are satisfied with your job.

	Very unsatisfied (1)	Unsatisfied (2)	Neither satisfied nor unsatisfied (3)	Satisfied (4)	Very satisfied (5)
All in all, how satisfied are you with the work itself of your job? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All in all, how satisfied are you with your coworkers? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All in all, how satisfied are you with the supervision? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please identify to what extent you agree or disagree with the following statements about social support in your current workplace.

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I have the opportunity to develop close friendships in my job. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the chance in my job to get to know other people. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the opportunity to meet with others in my work. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My coworkers are concerned about the welfare of the people that they work with. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I work with take a personal interest in me. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I work with are friendly. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please identify the extent to which you work independently or collaboratively (with others) at work.

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Independently	<input type="radio"/>	Collaboratively						

For all of the following questions, you will be given a private/personal topic about your romantic partner. Please think about how you share **YOUR ROMANTIC PARTNER'S private information** with *the coworker with whom you have the closest relationship*.

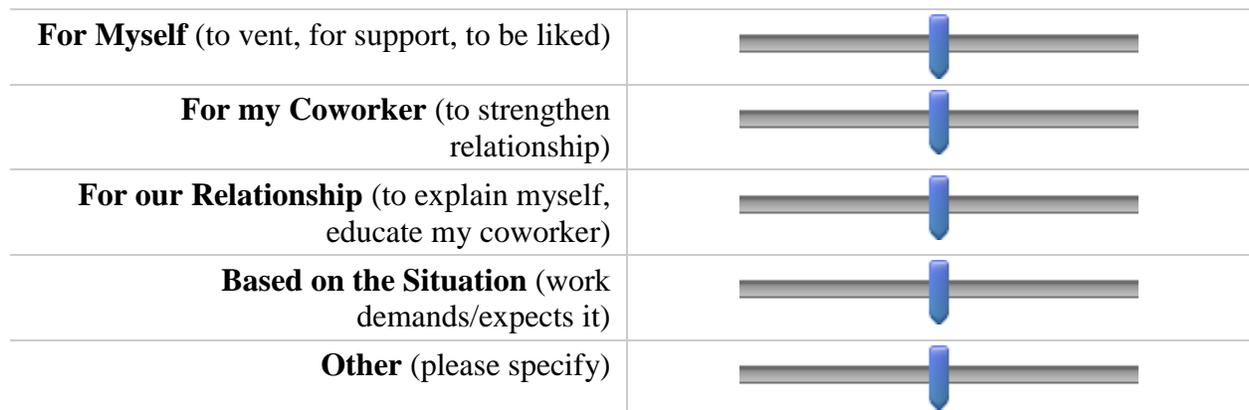
Your romantic partner's personal RELIGIOUS views

How would your romantic partner feel about you sharing this information with the coworker you are **relationally closest** to? How often do you share this information with the coworker you are **relationally closest** to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Your romantic partner's POLITICAL views

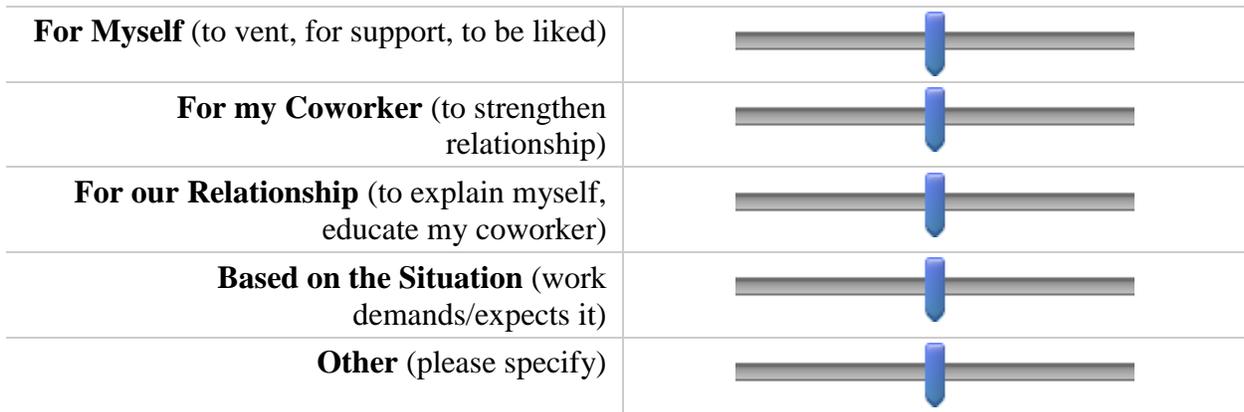
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Your romantic partner's views about RACE/RACISM

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

Your romantic partner's views about DRINKING/SMOKING

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

Your romantic partner's personal views on SEXUAL MORALITY (how they/others should behave sexually)

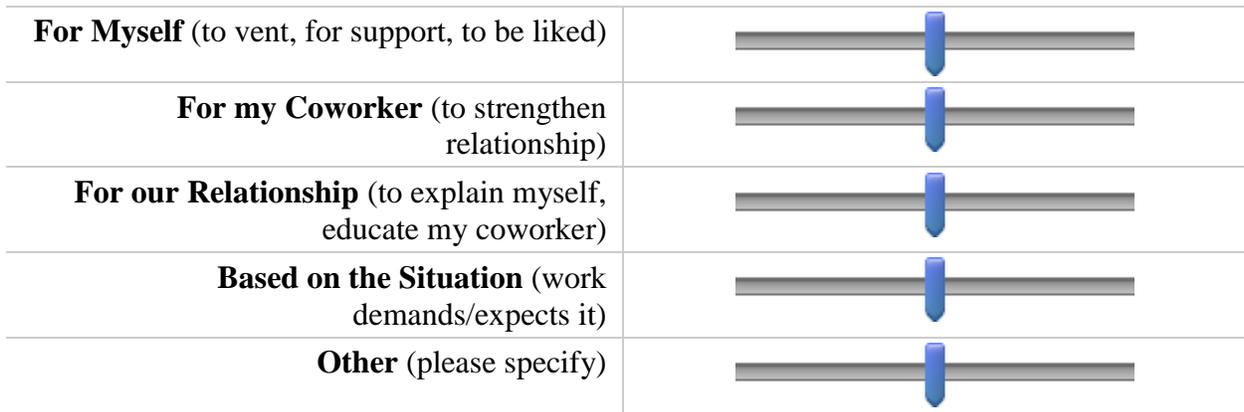
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



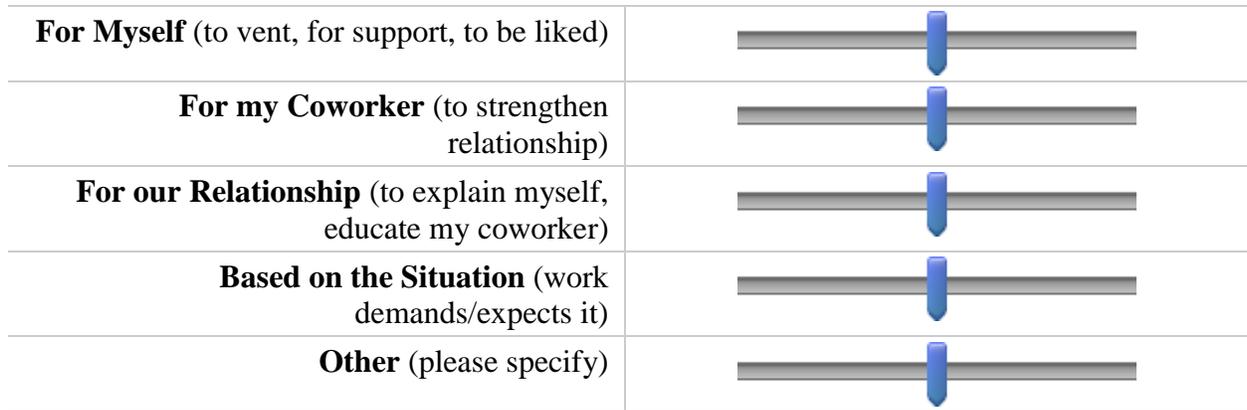
Your romantic partner's personal views about BEAUTY AND ATTRACTIVENESS

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

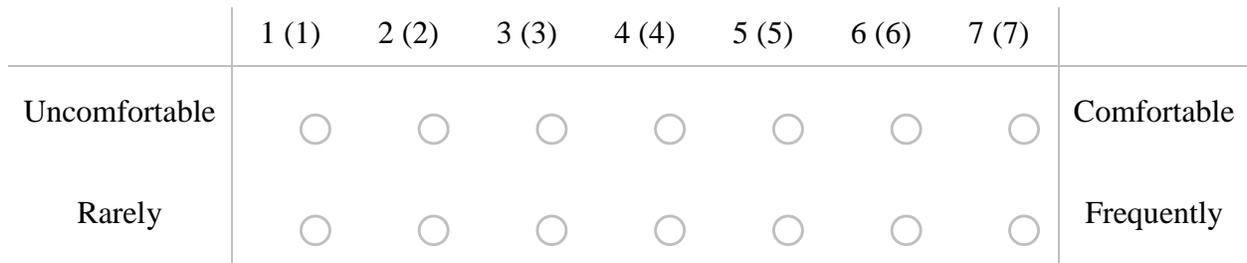
Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



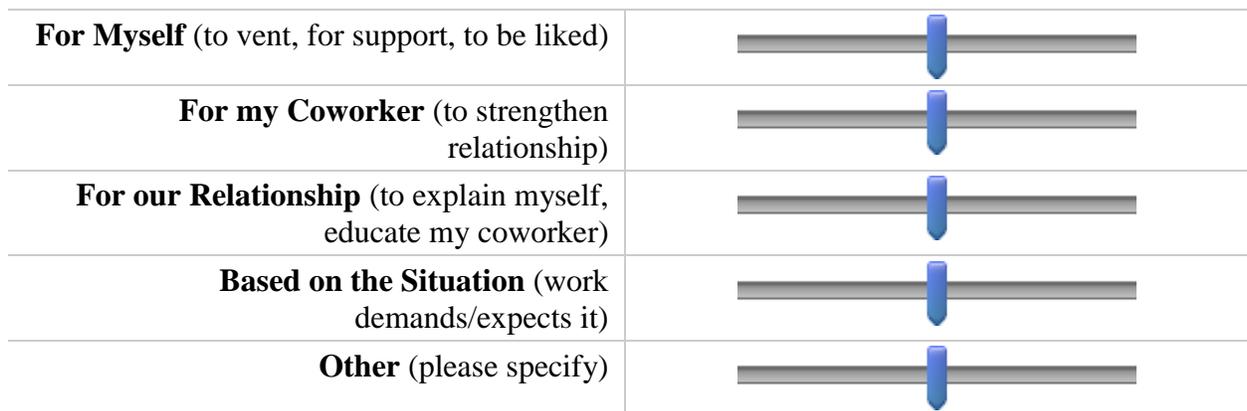
Your romantic partner's personal views about PARENTING

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?



Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Your romantic partner's personal preferences for FOOD AND BEVERAGES

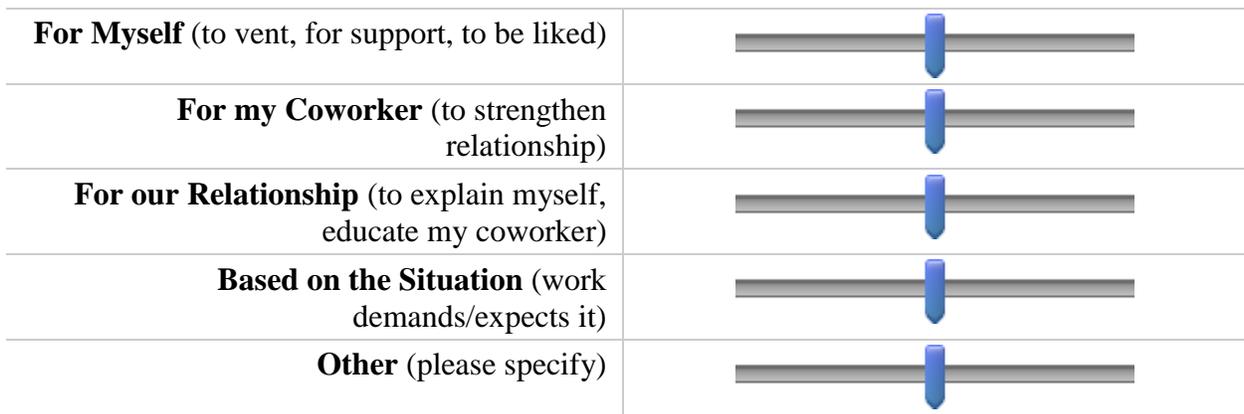
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



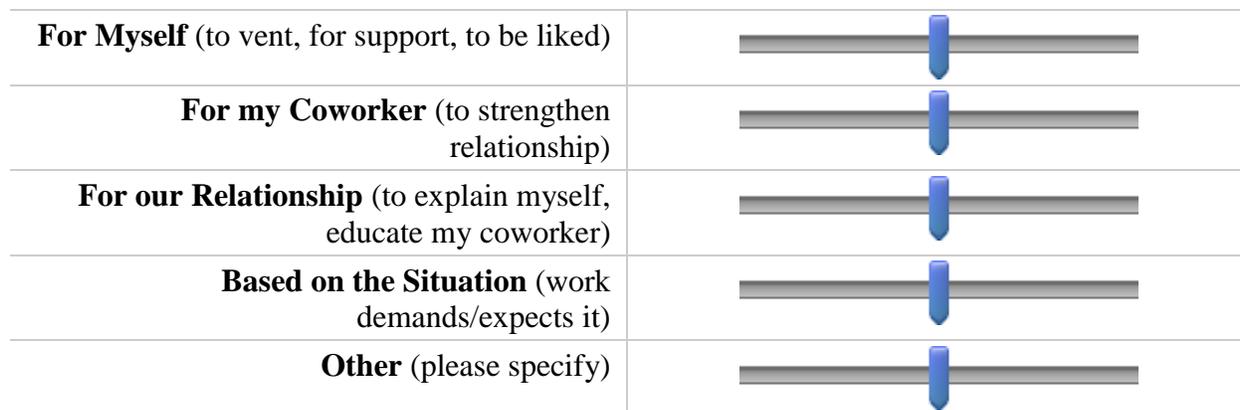
Your romantic partner's personal preferences for ENTERTAINMENT (music, reading, movies, TV shows)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

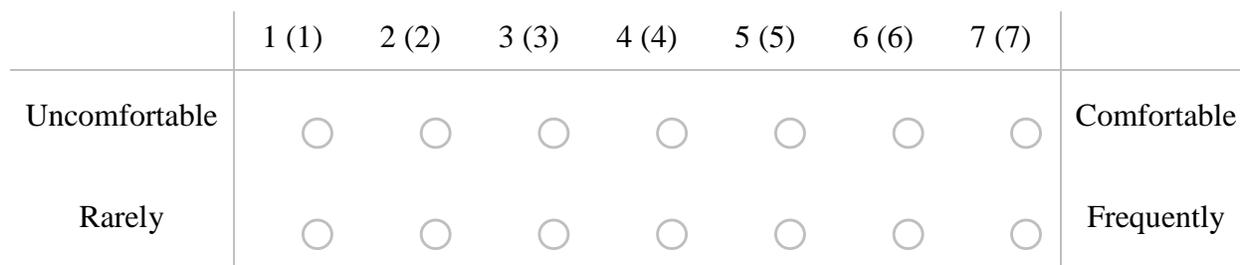
Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



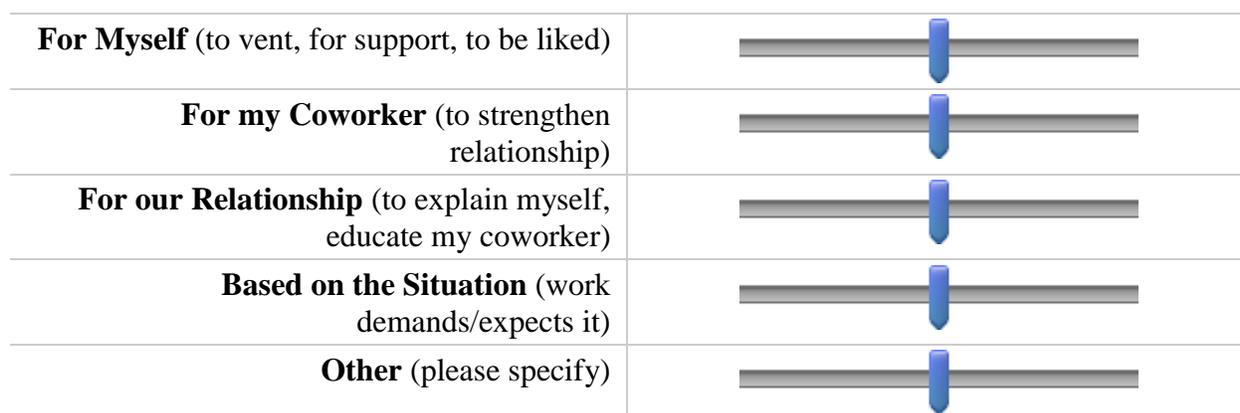
Your romantic partner's personal STYLE preferences (i.e., clothing, homes, furniture, etc.)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?



Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Your romantic partner's personal preferences for SOCIAL EVENTS (i.e., social gatherings they like/don't like)

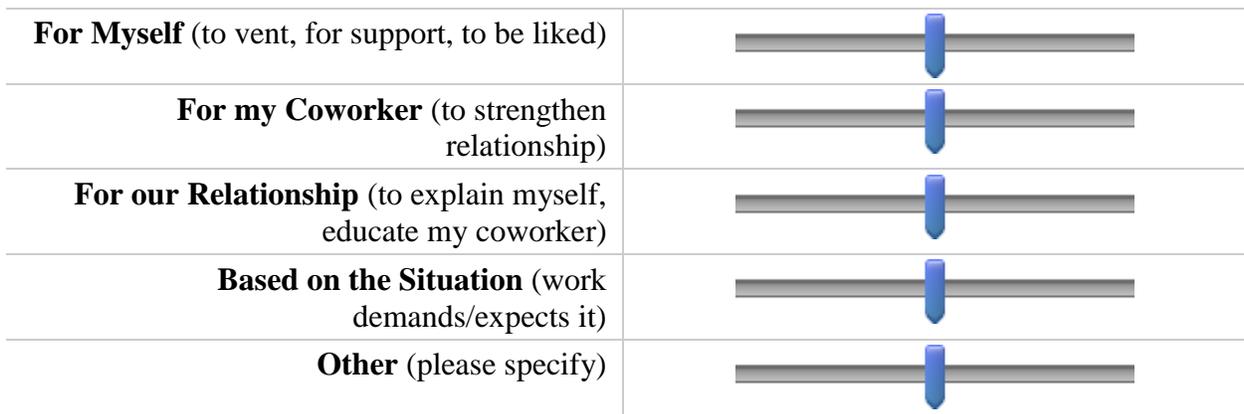
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Your romantic partner's personal HOBBIES (e.g., reading, games, sports, projects, etc.)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

Your romantic partner's WORST WORK PRESSURES

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

What your romantic partner DISLIKES ABOUT WORK

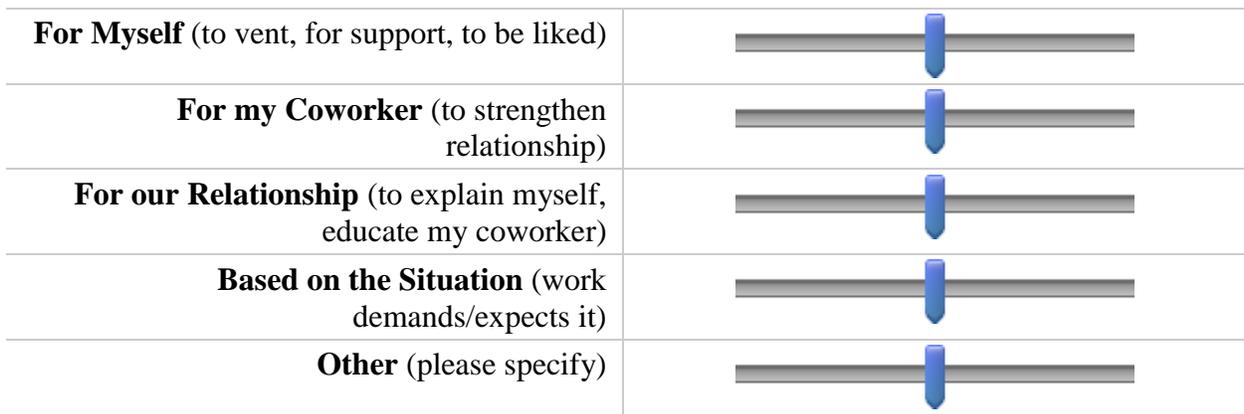
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



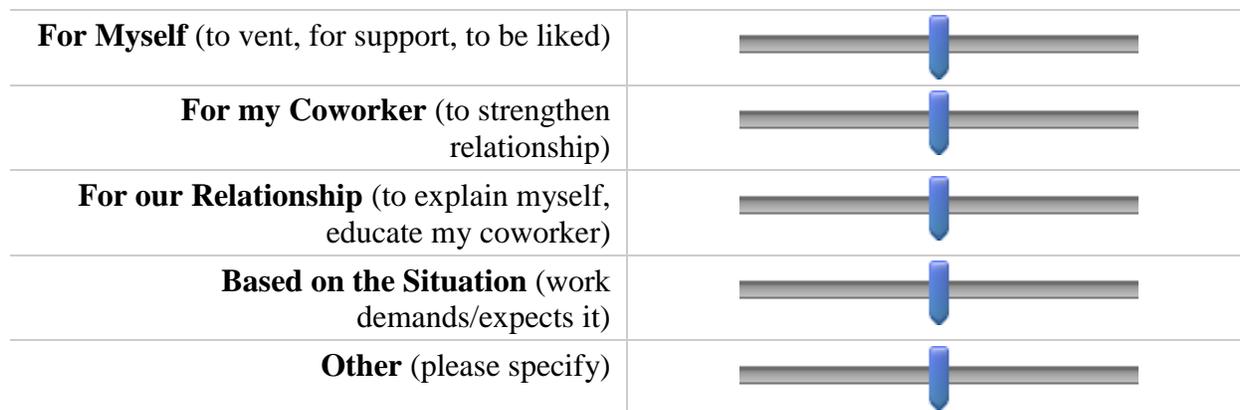
What your romantic partner ENJOYS ABOUT WORK

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



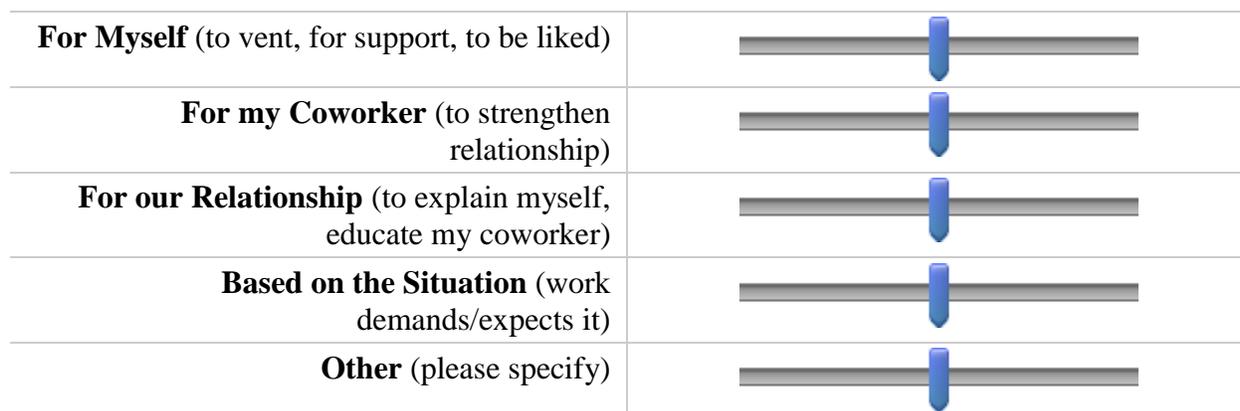
Your romantic partner's WEAKNESSES AT WORK

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Your romantic partner's STRENGTHS AT WORK

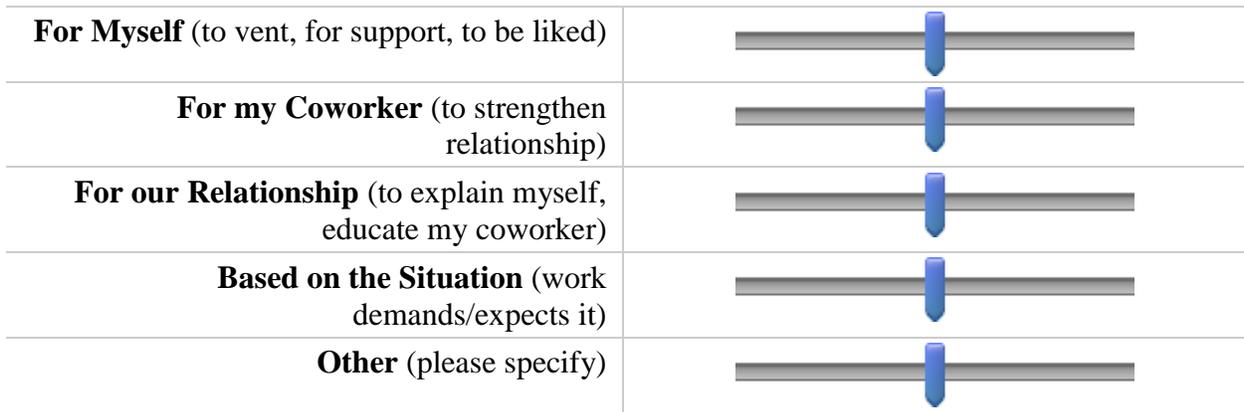
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Whether your romantic partner FEELS APPRECIATED at work

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

Your romantic partner's AMBITIONS at work

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

How your romantic partner feels about their SALARY/BONUS

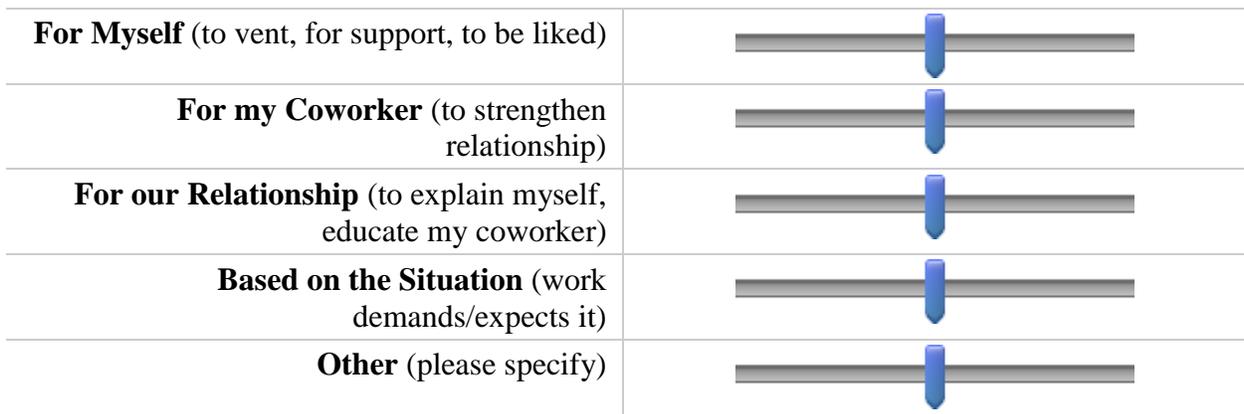
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



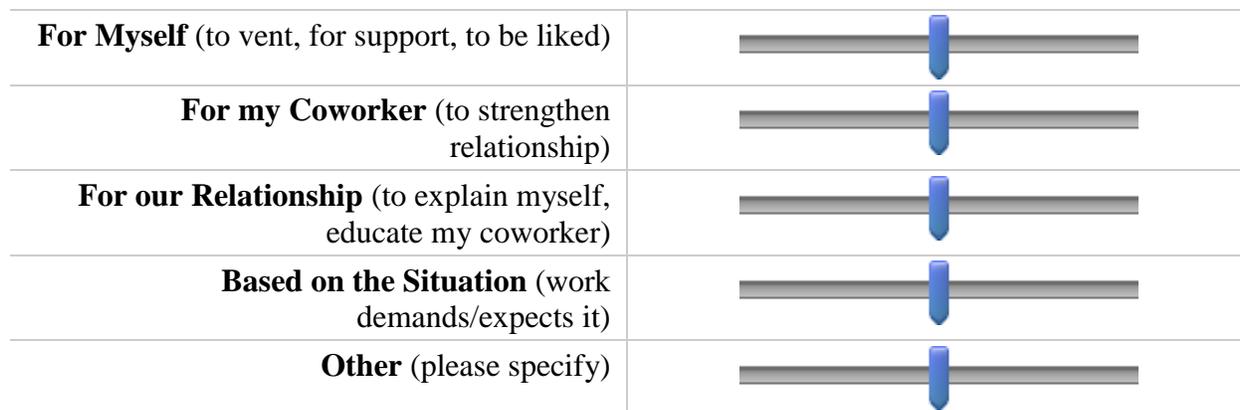
How your romantic partner feels about their CAREER CHOICE

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



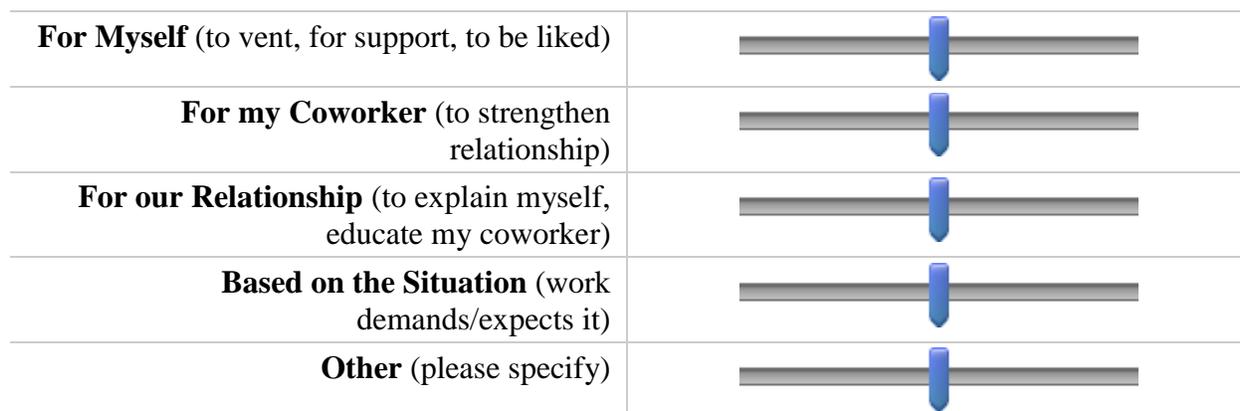
How your romantic partner feels about their COWORKERS

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



To whom your romantic partner OWES MONEY and/or who OWES THEM MONEY

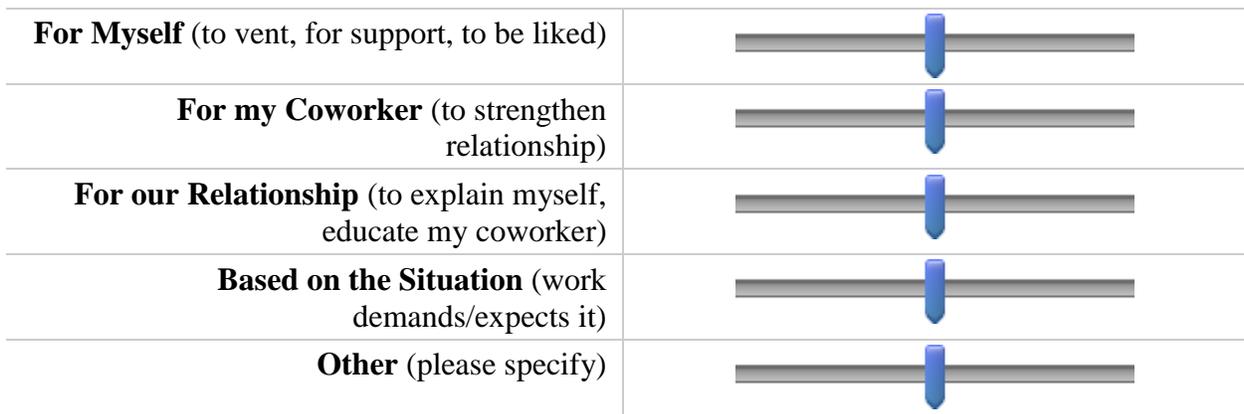
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Information about your romantic partner's FINANCES (savings, investments, income, net worth, etc.)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

Information about your romantic partner's GAMBLING (if and how they gamble)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

Information about your romantic partner's MOST PRESSING NEED FOR MONEY

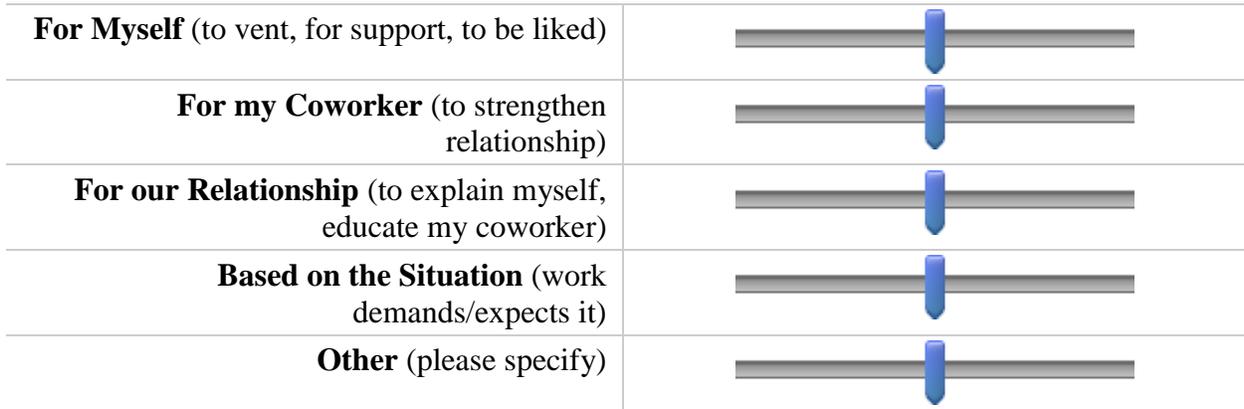
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Information about how your romantic partner BUDGETS their money

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

What your romantic partner DISLIKES about their personality (their shortcomings)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100

For Myself (to vent, for support, to be liked)	
For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

What FEELINGS your romantic partner has a hard time expressing or controlling

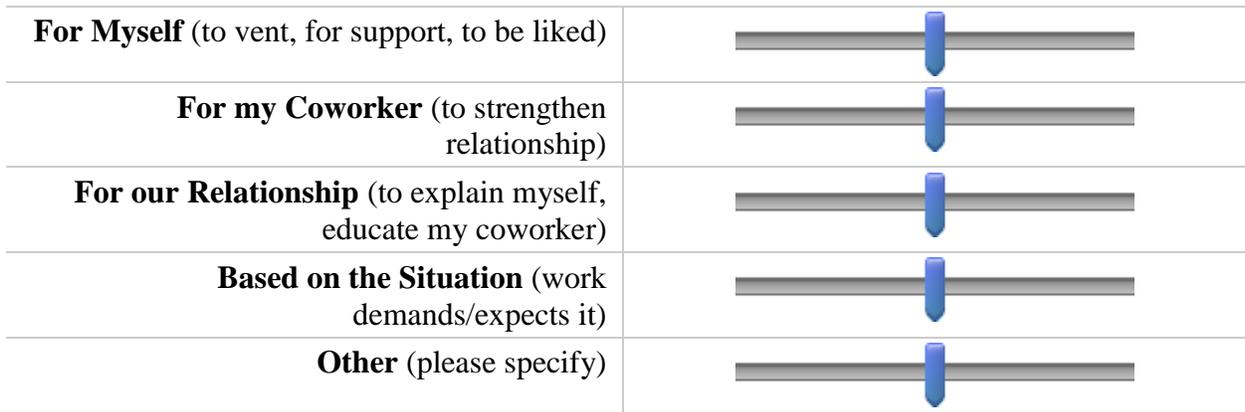
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Your romantic partner's present SEX LIFE

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
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For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

How ATTRACTIVE your romantic partner feels to others

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
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For my Coworker (to strengthen relationship)	
For our Relationship (to explain myself, educate my coworker)	
Based on the Situation (work demands/expects it)	
Other (please specify)	

Things your romantic partner feels GUILTY/ASHAMED about

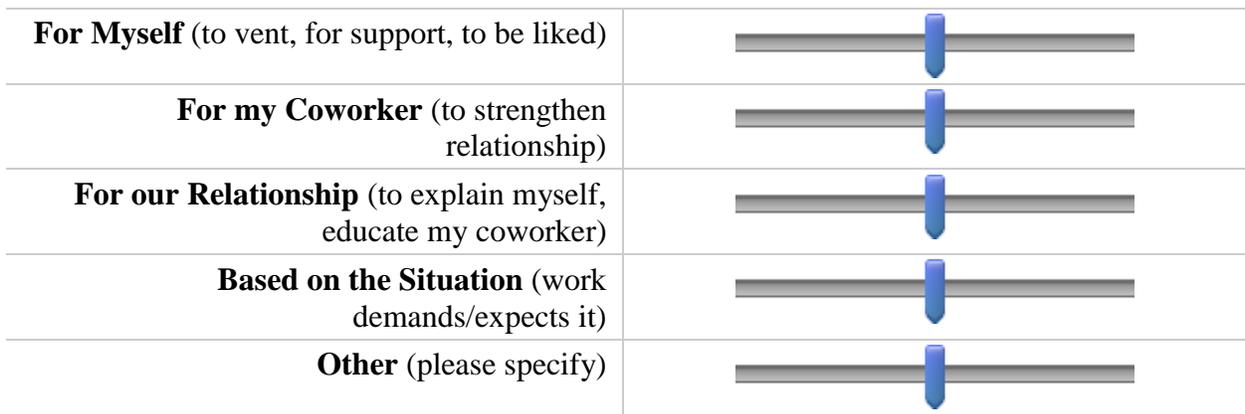
How would your romantic partner feel about you sharing this information with the coworker

you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



What makes your romantic partner MAD, DEPRESSED, WORRIED, ANXIOUS, or AFRAID

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
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Based on the Situation (work demands/expects it)	
Other (please specify)	

What it takes to HURT YOUR ROMANTIC PARTNER'S FEELINGS

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

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Based on the Situation (work demands/expects it)	
Other (please specify)	

What your romantic partner is MOST PROUD OF

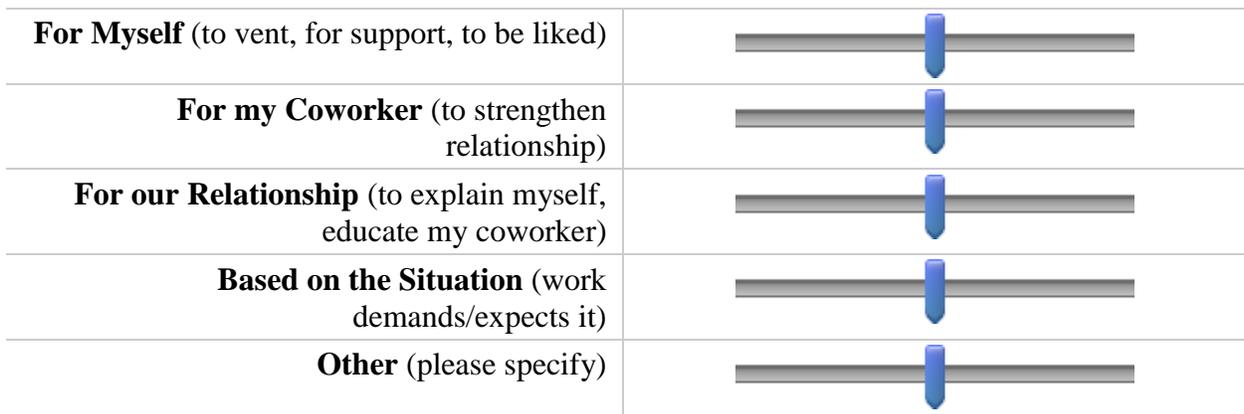
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you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

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Uncomfortable	<input type="radio"/>	Comfortable						
Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



What your romantic partner LIKES/DISLIKES about their BODY (face, legs, hips, waist, etc.)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Uncomfortable	<input type="radio"/>	Comfortable						
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Other (please specify)	

How your romantic partner WISHES THEY LOOKED (face, parts of their body)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
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Other (please specify)	

Your romantic partner's HEALTH information (health history, current problems, future concerns, etc.)

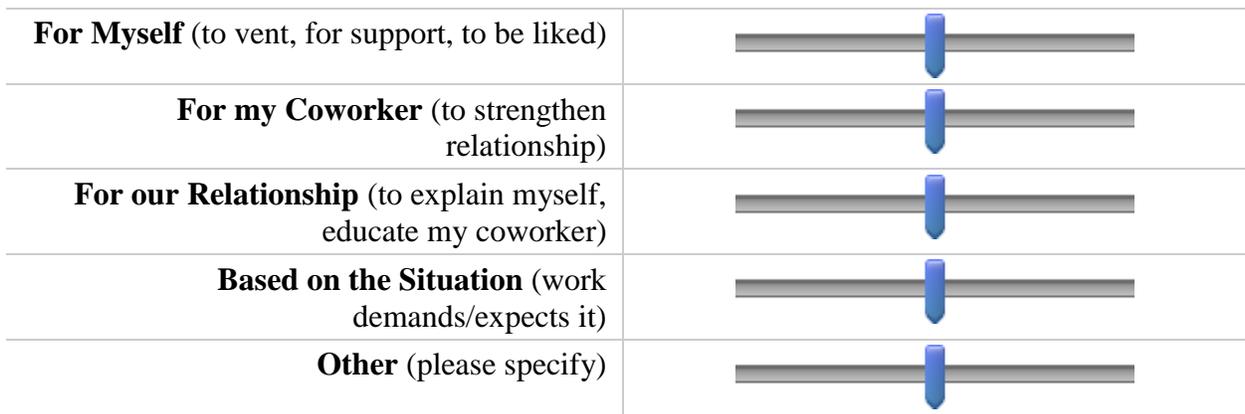
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Rarely	<input type="radio"/>	Frequently						

Why do/would you share this information with the coworker you are relationally closest to?

0 10 20 30 40 50 60 70 80 90 100



Your romantic partner's DIET and FITNESS information (nutrition, workouts, etc.)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
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Other (please specify)	

Information about your romantic partner's SEXUAL PERFORMANCE (whether or not they feel able to perform adequately)

How would your romantic partner feel about you sharing this information with the coworker you are relationally closest to? How often do you share this information with the coworker you are relationally closest to?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
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Based on the Situation (work demands/expects it)	
Other (please specify)	

How old are you (in years)?

What is your gender?

- Man (1)
 - Woman (2)
 - Another gender identity not listed here (please specify) (3)
-

Are you transgender?

- Yes (1)
- No (2)

What is your sexual orientation?

- Heterosexual (1)
 - Lesbian (2)
 - Gay (3)
 - Bisexual (4)
 - Queer (5)
 - Pansexual (6)
 - Asexual (7)
 - Alternate Self-identification (please specify) (8)
-

What race do you identify with?

How long have you been in your current relationship (in years)?

Q47occupation What is your occupation?

▼ Please Select One

- Management
- Business and financial
- Computer and mathematical
- Architecture and engineering
- Life, physical, and social science
- Community and social services
- Legal
- Education, training, and library
- Arts, design, entertainment, sports, and media
- Health care practitioners and technical
- Health care support
- Protective services
- Food preparation and serving related
- Personal care and service
- Sales and related
- Office and administrative support
- Farming, fishing, and forestry
- Construction and extraction
- Installation, maintenance, and repair
- Production
- Transportation and material moving
- Military specific

What is your individual annual income (approximate dollar amount)?

What is your spouse's annual income (approximate dollar amount)?
