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THE DEVELOPMENT OF THE ADAPTABLE SELF-DISCLOSURE SCALE (ASDS)
A MULTIDIMENSIONAL APPROACH TO DISCLOSURE ASSESSMENT

A Dissertation
Presented to
the Graduate School of
Clemson University

In Partial Fulfillment
of the Requirements for the Degree
Doctor of Philosophy
Industrial-Organizational Psychology

by
Brandon McIntyre
December 2021

Accepted by:
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ABSTRACT

Understanding how individuals share or conceal parts of their identity has long been a topic of research with little consistency of measurement validation. The present study had three main goals: (1) define and conceptualize a multidimensional model of identity disclosure that can apply to any concealable identity, (2) generate a validated and adaptable scale for assessing any concealable identity, and (3) demonstrate the adaptability of this scale for a specific concealable identity. In Study 1, the proposed disclosure model was used to generate 72 items which were narrowed down using factor analysis to form the Adaptable Self-Disclosure Scale (ASDS). The results from Study 1 were used to produce a short and long form of the ASDS (ASDS-10 and -30) which was determined to have a two-factor structure. Study 1 used a sample of individuals having any concealable identity to determine the final factor structure of the ASDS items. The multidimensional model used in Study 1 also drew distinctions between Disclosure Willingness and Disclosure Frequency as independent constructs which was supported by the results of Study 1. Study 2 functions as a demonstration of adaptability of the final ASDS generated in Study 1. Specifically, Study 2 adapted the two final versions of the ASDS to fit the specific identity of ‘Recent Traveler’ during the early stages of the COVID-19 pandemic. The goal of Study 2 was to assess the validity and reliability of an adapted form of the ASDS for a specific concealable identity.

DEDICATION

I would like to start out by thanking my fiancé Jordan Wilkinson for supporting and loving me while I have completed this manuscript – I am so excited to see what our next chapter holds as this one comes to a close. I would also like to thank my amazing family: Mark McIntyre, Renee McIntyre and Sammy McIntyre for their unwavering love and support. Without their words of encouragement and wisdom over the years, none of my education and professional success would have been possible. Lastly, I would like to thank my advisor, Dr. Cindy Pury, for guiding me through my numerous research endeavors and helping me develop my skills as a student, instructor, researcher, and psychologist.

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CHAPTER ONE

THE GAP IN ADAPTABLE DISCLOSURE ASSESSMENT

As the world continues to adapt and innovate to address the emerging issues surrounding the novel coronavirus 2019 (COVID-19) pandemic, a large issue facing organizations worldwide is the honest personal reporting of an individual's health and travel status. In March of 2020, during the initial US outbreak, many universities asked their students to disclose spring break travel plans with the intention of implementing mandatory quarantines upon the return of students who had traveled to destinations deemed high risk for COVID-19 (Redden, 2020). More recently, following summer break 2020, many universities employed mandatory testing for all students intending to return to campus for in-person classes with the aim of blocking students who tested positive for COVID-19 until they were clear of the virus (Lederman, 2020). There are still large amounts of debate regarding the ethics and legal concerns of forced disclosure scenarios such as employers requiring testing and medical evaluations (e.g., Bodie & McMahon, 2020; Maya et al., 2020).

During a time of so much uncertainty, the world is looking for methods of assessing how individuals choose to accurately share their health and travel status. This disclosure dilemma of health information is not new, with many researchers drawing parallels with COVID-19 exposure/symptom disclosure and HIV disclosure with regards to its level of stigmatization and community risk for concealing health status (Teo, Tan, & Prem, 2020). Disclosing health and travel status has never carried this level of intense consideration by

employers, however there are currently no validated disclosure scales for either of these specific identities. Previous disclosure scales have focused on very specific forms of information such as general emotions (e.g. Snell, Miller, & Belk, 1988), emotional distress (e.g. Kahn & Hessling, 2001; Larson & Chastain, 1990), familial relationship dynamic disclosure (e.g. Morr Serewicz & Canary, 2008) or for specific well-recognized concealable identity groups such as LGB identities (e.g. Anderson, Croteau, Chung, & DiStefano, 2001; Van Dam, 2015) and religious affiliation (Charoensap-Kelly, Mestayer, & Knight, 2020). What will be the next novel concealable identities of tomorrow that carry such importance and how can researchers quickly adapt to begin assessing them? This proposal aims to address the present disclosure assessment problem along with future disclosure-based issues by developing an adaptable scale based on context and specific concealable identity information. The proposed scale measures the frequency of disclosure behaviors and an individual's willingness to partake in these behaviors regarding identity-specific information.

Like the disclosure dependent practices universities are implementing during the COVID-19 pandemic, organizations across the country have begun daily screenings where employees are asked to reveal information regarding their health, travel, and potential COVID-19 symptoms. During this pandemic, the EEOC has stated that it is permissible under ADA to ask workers if they are experiencing symptoms of the virus and employers are allowed to send workers home who exhibit COVID-19 symptoms (EEOC, 2020b). The EEOC has also stated that it is allowed for employers to prevent workers from working for a quarantine period that aligns with the guidelines provided by the CDC if a worker has

traveled to a high risk region during the outbreak as a means of maintaining healthy working conditions and to slow the spread of COVID-19 (EEOC, 2020a). Given this, it is not surprising to find that employees and students may not be completely forthcoming when disclosing that they are a recent traveler or that they may be an individual who has tested positive for COVID-19 given the potential immediate implications of this information.

Since the outbreak, individuals are faced with novel risks of disclosure as a product of the development of these newly stigmatized identities (e.g., recent traveler, COVID-19 survivor/victim) such as being socially judged or feared. The knowledge and tools to understand what information is being used to influence individuals' cognitive processes surrounding their identity formation and the disclosure of these identities could guide policies that promote more honest reporting. The COVID-19 outbreak is a perfect demonstration of why more applied disclosure research is needed, and more specifically, the importance of an adaptable measure of disclosure. If there were a standard measure that could be adapted to assess many forms of identity disclosure behaviors, organizations and practitioners may be better positioned to effectively conduct research during future pandemics or events that create new and labile identity groups. This is only one instance where having an adaptable and validated measure of disclosure would be valuable in organizational psychology.

Sharing information about one's identity is a complicated pattern of behaviors with a mixture of motives and purposes. Being able to inventory these disclosure behaviors across a variety of contexts and types of disclosable information would offer clarity when

attempting to understand how individuals make the judgment to share or conceal information about themselves. The aim of the current research is to clarify the complex patterns of disclosure behaviors using a multidimensional scale. The first proposed dimension that is emphasized by the present disclosure scale is between the frequency of disclosure behaviors and an individual's willingness to partake in these behaviors. The second proposed dimension is between four proposed typologies of disclosure behaviors: explicit disclosure, implicit disclosure, passive concealment, and active concealment. Beyond clarifying types of disclosure behaviors and cognitions, a key goal of this scale development is to produce an adaptable scale that can be successfully applied across multiple contexts (e.g., in the workplace, at school, around family, etc.) and for multiple types of concealable identities (e.g., being a part of any general concealable identity group, health and travel status during a pandemic, specific disability, etc.).

This paper will begin with a review of the current perspective of identity development and disclosure decision-making research which will set the foundation for a review and critique of the different forms of identity disclosure scales that have previously been used. The model and theory for the present multidimensional disclosure scale development will be reviewed followed by an outline of the two studies that aim to validate the proposed scale.

CHAPTER 2

IDENTITY THEORIES AND DISCLOSURE

A social identity is defined by Abrams and Hogg (1988) as an individual's knowledge or belief that they are a member of a particular social category or group. They outline two main aspects of social-identity development: self-categorization and group comparisons. The first step of identity formation occurred through a process called *self-categorization* which happens when a person groups or labels themselves as part of some specific social category (Hogg, Terry, & White, 1995; Tajfel, 1978). Turner, Hogg, Oakes, Reicher, and Wetherell (1987) expanded the self-categorization process into *self-categorization theory*, where these categories are broken down into three superordinate categories: human identity, social identity, and personal identity. With this theory, personal identity is the self-categorization based on specific interpersonal comparisons (Hornsey, 2008), which is inherently much broader than the traditional social categorization as outlined in social identity theory.

This is important for the development of the present scale in that it allows for this self-identification to happen at many levels of interpersonal and societal relationships (i.e., individual versus group). With self-identification theory, there is no longer a need for any pre-existing social grouping that an individual could be categorizing themselves. Rather, this theory allows individuals to identify with aspects of their individuality that makes them unique from others. This, in theory, could be a social "grouping" the size of one. For example, an individual might identify as someone who has a very specific identity such as

being Britney Spears's father. While this may fit into some larger interpersonal categorizations (e.g., individuals related to Britney Spears, individuals related to popstars or individuals with famous relatives), this individual may identify with specific elements that only he experiences as a product of his relationship as a father to Britney Spears. This flexibility enlisted in this conceptualization of identity allows for a very adaptable and customizable assessment of broad identity disclosure scenarios.

A second component of social identity theory outlined by Abrams and Hogg (1988) is group comparisons where individuals make comparisons between themselves and others, both inside and outside their groups. Through this social comparison, individuals who are deemed similar to the self are categorized as the in-group and individuals who differ from the self are categorized as the out-group. This social comparison accentuates differences between the self and the out-group and similarities of the self and the in-group. This accentuation occurs on the attitudes, beliefs and values, affective reactions, behavioral norms, styles of speech, and other properties that are believed to be a function of the intergroup categorization (Abrams & Hogg, 1988; Stets & Burke, 2000). This in-group and out-group comparison naturally creates positive affective associations with the in-group and more negative associations of individuals in the out-group (Tajfel, 1981). This positive and negative association create inherent risks and benefits for openly identifying as a specific group member. These negative out-group associations are the basis for implicit bias and stigmatization of out-groups or identities.

Concealable Stigmatized Identities

A concealable stigmatized identity is any identity that can be hidden from others and is socially devalued (Crocker, Major, & Steele, 1998). Goffman (2009) termed individuals with these less overt stigmatized identities as “discreditable” which includes people with mental disorders, addictions, criminal records, immigration status and minority sexual identities. This list is not exhaustive, and it is important to note that each identity has varied levels of social stigmatization which are dependent on the current cultural and societal climate. This influences the amount of cultural stigma associated with an identity at any given time.

Associative Stigma

Another distinct form of concealable stigmatized identity, which further broadens the scope of individuals who possess a stigmatized identity, is an associative stigmatized identity. Associative stigmatized identities may impact individuals who are closely affiliated with an individual who has any form of stigmatized identity that might or might not be concealable. These associative stigmas, or “courtesy” stigmas, may cause an individual who is closely related to another stigmatized individual to suffer similar devaluations as their associated group (Goffman, 2009). The nature of an associative stigma creates a concealable identity for an individual who otherwise may not have any personal stigmas themselves. For example, family members of an individual with a mental illness can experience marked stigma and emotional distress from this association (Corrigan & Miller, 2004). These family members have the associative stigmatized identity of being related to a person with a mental illness where they then choose to conceal or disclose this identity. Including individuals with associative stigmatized identities allows

for a fuller and more inclusive sample to further understand identity disclosure of multiple levels and types of stigmatizations.

Self-Disclosure

Self-disclosure has been defined as the communication of any information about oneself to another individual (Chaudoir & Fisher, 2010; Cozby, 1973). Through social exchange theory it is broadly accepted that any form of disclosure comes with some amount of risk (Omarzu, 2000), and there is a greater risk of rejection and discrimination when disclosing information about one's stigmatized identities (Chaudoir & Fisher, 2010). While understanding how people chose to reveal or conceal specific information about themselves has regularly been studied with regard to varied personal information such as psychological distress or affective states (e.g., Kahn & Hessling, 2001; Snell et al., 1988), health information (e.g. Greene, 2009) and specific social identities such as sexual orientation (e.g., Day & Schoenrade, 1997; Durso & Meyer, 2013; Wells & Kline, 1987), little research has focused on the criterion of disclosure and how it is assessed.

CHAPTER THREE

A REVIEW OF DISCLOSURE ASSESSMENT

Many researchers have tried to address the central criterion issues of measuring disclosure with the use of non-obtrusive observational measures, simplistic binary self-report measures and full-scale measures inventorying disclosure behaviors for specific identities or information. The most straight forward assessments of disclosure behaviors have been based on observational data such as online disclosure on social media sites (e.g., Alaggia & Wang, 2020; Balani & De Choudhury, 2015; Bazarova & Choi, 2014; De Choudhury, Sharma, Logar, Eekhout, & Nielsen, 2017). In these forms of disclosure assessments, public social media and blogging sites are examined and coded based on disclosure relevant metrics such as disclosure content, frequency, affect, level of detail, and goals behind disclosure. Several limitations of behavioral observation assessments of disclosure of this sort have been identified such as the inaccurate observer judgments behind disclosure intentions (Bazarova & Choi, 2014) and the difficulty in assessing related constructs such as the emotional impacts of disclosure on the disclosing individual (Alaggia & Wang, 2020). While these objective metrics of disclosure offer unintrusive field data representing authentic cases of self-disclosure, scale measures offer researchers the ability to address these limitations by providing self-report assessments regarding disclosure behaviors. Self-report allows for the flexibility in assessing many levels of disclosure behaviors beyond this more extreme form of online disclosure. In other words, individuals who are disclosing online are only portraying very extreme and outward

disclosure behaviors in this scenario which is only a small portion of disclosure management behaviors an individual can invoke.

Scale Measures

Given the broad nature of disclosure on the basis of target choice, frequency, breadth and depth of disclosure, researchers have adopted many forms of scale or Likert measures of disclosure to address the wide range of variations in disclosure behaviors. There are two overall forms of these disclosure scales: (1) proportion or number of individuals disclosed to and (2) behavioral inventories that assess frequency or extent of disclosure.

Proportion or Number of Individuals Disclosed To

Some measures of disclosure are based around the number of people or proportion of a specific group of people to which an individual has disclosed their identity. For example, Ragins and Cornwell (2001, p. 1250) assessed disclosure of sexual orientation in the workplace using a one-item measure by asking participants “At work, you have disclosed your sexual orientation to: (1) *no one*, (2) *some people*, (3) *most people*, or (4) *everyone*”. The results of this demonstrated the scale concept of disclosure with only 26.7% of their sample indicating that they had disclosed their sexual orientation to everyone and 11.7% indicating that they did not disclose to anyone (Ragins & Cornwell, 2001). This underlines that the majority of people fall somewhere in-between these two extremes. This idea is supported by previous findings of Cain (1991) that showed sexual identity disclosure is typically carried out on a person-by-person basis depending on the disclosing individual’s assessment of the situation and their relationship with the target individual.

A variation of this form of disclosure assessment is based around the disclosing individual's perception or awareness that others in their workgroup know about their identity. For example, Rostosky and Riggle (2002) used a three item measure assessing the extent that clients, coworkers and bosses were aware of their sexual orientation. Participants were asked "At work, [my coworkers/clients/bosses] are aware of my sexual orientation". The response categories for each question were: (100) *all*, (75) *most*, (50) *about half*, (25) *a few*, and (0) *none*. The researchers accounted for the fact that not all respondents worked with clients, coworkers, or supervisors (indicated by a does not apply response), by averaging the responses across all items answered for each participant. This scale example is a good assessment of an individual's overall identity disclosure by not focusing on specific instances of disclosure behaviors but the individual's perception that others are aware of their identity. This could reflect less direct or implicit disclosure scenarios.

One of the truest examples of assessing the number of people an individual discloses to while at work would be items that gauge the strict number of people an individual discloses to at work. For instance, Driscoll, Kelley, and Fassinger (1996) used an item assessing the degree to which an individual disclosed their lesbian identity at work. This was accomplished by asking participants to indicate the number of people at work to which they had disclosed their identity which was termed as an individual's level of "outness". The participants were asked to respond to a Likert scale: (5) to all, (4) out to five co-workers, (4) *out to immediate supervisor*, (3) *out to three*, (2) *out to two*, (1) *out to one*, and (0) *out to nobody at work*. The largest limitation of this form of scale specifically

is that it could be skewed by the size of the workgroup. It may be the case that an individual's work group may be composed of only 3 people. In this specific example, the individual may have disclosed to all the individuals in their workgroup but indicate that they have only disclosed to three people. Beyond this, the authors also identified the problem that disclosing to different individuals in their workgroup come with different risks which should be considered when tallying a disclosure score. The researchers decided to account for this by indicating that being out to five co-workers holds equal weight as being out to their immediate supervisor. This decision comes with many potential threats to validity by assuming this threshold of equivalence but also limits their ability to fully capture these disclosure dynamics.

These forms of count or proportion measurement are associated with many other limitations. The first being that it limits the adaptability of disclosure measurement. Specifically, measurements based on proportions would only be applicable in the context of a finite number of people in the target population (e.g., the workplace, or school). It would be ambiguous to ask what proportion of people in-general an individual discloses. Similarly, measures that would ask the specific number of people that an individual has disclosed to would be confounded by the size of the specific target population group. Furthermore, the extreme high-end response of "everyone" or "all" is problematic in that it is increasingly unlikely that everyone in a given context knows about an individual's concealable identity as the size of a target population gets larger. Even if an individual is very open regarding sharing this information, if they work in an organization with a large number of individuals, it is unlikely that an individual has disclosed to every person in that

workplace. Lastly, the verbiage prompting participants to quantify the proportion of number of individuals they have disclosed to restricts the criterion of disclosure to active disclosure cases where an individual explicitly discloses their identity to another person. This neglects instances of more implicit or passive forms of disclosure where the individual may assume others know about their identity but have never explicitly disclosed their identity to them.

Disclosure Extent and Frequency

Like strict reporting of the number of people to whom an individual discloses, many scales assess the extent to which an individual engages in a variety of disclosure behaviors or the number of times a disclosure behavior is engaged. These self-report measures give individuals the ability to determine their personal perceived level of disclosure behavior engagement that may be missed in objective measures or skewed by looking at proportion or number of people an individual has disclosed.

James M. Croteau (1996) assessed disclosure behaviors of lesbian and gay participants by inventorying 12 specific disclosure and concealment behaviors and asking individuals to indicate the extent to which they agree that they engage in the behaviors. An example of these items is “At work, I pretend that I have a partner of the opposite sex”. These procedures have been repeated to find similar reliabilities (Griffith & Hebl, 2002).

Anderson et al. (2001) developed the Workplace Sexual Identity Management Measure (WSIMM). Items were rated on a Likert scale from (1) *never/seldom* to (4) *almost always/always*. Some example items include: “*tell most or all of my coworkers that I am gay/lesbian/bisexual*” and “*I tell coworkers when I’m going to a gay or lesbian identified*

location or event because I am open about my sexual orientation". This scale is unique in that it focuses on the distinction between four social identity management strategies outlined by Griffin (1992) which could be exhibited by an individual concealing or revealing their sexual orientation. These social identity management strategies were passing, covering, implicit disclosure and explicit disclosure. The goal of this scale organization was to assess the full continuum of disclosure behaviors an individual in the LGB community may engage.

These methods of conceptualizing the extent of disclosure have been used beyond social identity literature with the assessment of more general forms of self-disclosure such as emotional or distress disclosure (e.g., Kahn & Hessling, 2001; Snell et al., 1988). Snell et al. (1988) assessed an individual's willingness to discuss various emotions with others using a willingness scale from (1) *not at all willing to discuss* to (5) *completely willing to discuss*. This scale is interesting in that it starts to tap into the individual's decision-making process weighing the cost and utility for each behavior rather than an explicit inventory of actual disclosure engagement.

These scale measures inventorying disclosure behaviors have also been used in combination with proportion of workgroup measures where targets of disclosure are varied. These items frame behavioral inventory items with respect to varied forms of individuals a worker may come in contact with to determine the extent to which they engage in behaviors for specific workplace targets. For example, Day and Schoenrade (1997) asked participants, "In general, how hard do you try to keep your sexual orientation secret from these people at work?" The participants were instructed to assess this question with regard

to a list of individuals who the target of disclosure would be such as: coworkers, immediate supervisor, other supervisors, subordinates, middle management, and top management. The items were rated on a scale of: (1) *I try very hard to keep it secret*, (2) *I try somewhat hard to keep it secret*, (3) *I don't try to keep it secret*, and (4) *I actively talk about it to others at work*.

The main shortcomings in these forms of self-report scales assessing disclosure frequency and extent are the lack in validation, adaptability, and comparability between measures. Specifically, there are currently no validated and adaptable scales that produce comparable scores of disclosures across multiple forms of disclosable information. Having a consistent index assessing disclosure of multiple types of identities would provide powerful insights when developing comprehensive disclosure models that generalize to multiple identities.

Contextual Disclosure: Identity Disclosure at Work

Disclosure within a social collective such as an organization or workplace becomes more complex due to an increased risk of potential negative outcomes generated by the unique dynamic between coworkers, subordinates, and supervisors. For example, Spirito Dalgin and Bellini (2008) found that applicants with concealable disabilities were scored lower on employability by their potential employers. Beyond employability, in the early-stages of a job application, where essentially all identities are concealable by the nature of these disclosure opportunities not being in-person, there are clear preferences for individuals who did not self-identify as having a disability in an application letter (Pearson, Ip, Hui, & Yip, 2003). Roberts and Macan (2006) demonstrated that this stigmatization of

applicants may be more complex given that an applicant's timing when disclosing a concealable disability affects qualification and likability scores. These risks have been acknowledged by employers, with Bishop, Stenhoff, Bradley, and Allen (2007) finding that approximately 95% HR professionals recommended that an individual should not disclose a disability in a cover letter.

The research regarding sexuality in the workplace emphasizes the need for updated and frequent research on disclosure outcomes at work due to the changing climate surrounding concealable identities. Levine and Leonard (1984) found that 60% of lesbian women feared discrimination if their employer knew about their sexuality. More recent findings reiterate this form of discrimination through resume audits indicating that women who self-disclosed their sexual orientation thought LGBT identifiers received 30% fewer callbacks than a control (Mishel, 2016).

There has also been a recent push to understand the unique experiences of bisexual individuals specifically when compared to the lesbian and gay experience which is especially pivotal given that bisexual individuals make up the majority of the LGB population (Gates, 2011). This recent push has aimed to address the gap in research regarding bisexual identity specifically—much of the previous literature focuses on the experiences of strictly homosexual individuals or broadly grouping LGB individuals together despite the large proportion of bisexuals compared to homosexuals. With this push, literature on disclosure for non-heterosexual employees has drawn nuanced distinctions between the rates of disclosure for bisexual and homosexual workers where lesbian and gay workers were six times more likely to be fully out at work compared to

bisexual workers (Gates, 2010). This same study reported a similar trend in the general population where bisexual individuals are also significantly less likely to be out in-general than gays and lesbians (Gates, 2010). Similarly, Corrington, Nittrouer, Trump-Steele, and Hebl (2019) confirmed that bisexual men were significantly less likely to disclose their sexuality prior to and during employment. The impacts of discriminatory hiring practices for LGBT workers seems to be exacerbated for bisexual applicants with studies finding that bisexual workers who disclose their sexuality as part of their application process are perceived more negatively than lesbian or gay applicants and ultimately experience more job-related penalties (Arena Jr & Jones, 2017). This demonstrates that there are differences in disclosure decisions and identity management practices being utilized by employees depending on their specific sexual orientation – further emphasizing the need for an adaptable measure of disclosure for specific sexual orientation identities.

Conversely, there are not always negative outcomes associated with identity disclosure. Identity disclosure has been shown to have positive implications for both the individual revealing information as well as for their employer. Disclosing sexual identities, for instance, has been found to positively correlate with worker satisfaction, productivity and loyalty (Powers, 1996; Powers & Ellis, 1995). Even with there being no causal evidence for these relationships, yet, this is especially impactful for effective organizational functioning as studies and meta-analyses have routinely shown that workers are more inclined to do well when they are more satisfied and happy with their current job (e.g., Cropanzano & Wright, 2001; Judge, Thoresen, Bono, & Patton, 2001). Outside of worker satisfaction and performance, Friskopp and Silverstein (1995) found that in a sample of

over 100 gay and lesbian Harvard Business school alumni, individuals who were open about their sexuality experienced less discrimination than individuals who had not disclosed their identity. Along with these workplace outcomes, actions by an organization have been shown to promote worker identity disclosure with perceived organizational supportiveness being predictive of disclosure of lesbian and gay workers (Griffith & Hebl, 2002).

Beyond these more traditional social identities, organizations have been interested in understanding organizational factors that drive disclosure of other experiences creating social categories through self-identification such as sexual harassment experiences at work (e.g., Bergman, Langhout, Palmieri, Cortina, & Fitzgerald, 2002; Vijayasiri, 2008). This is even more relevant given the recent increase in the sexual harassment disclosure surrounding the #MeToo movement which has generated many studies conceptualizing how disclosure has changed with the evolving climate surrounding sexual harassment (e.g., Alaggia & Wang, 2020; Brown & Battle, 2019). Concealable disabilities, sexual orientation and sexual harassment are only a few examples of the forms of disclosable information in which organizations are interested in understanding how employees share.

Other studies have looked at worker disclosure of religious affiliation (Charoensap-Kelly et al., 2020), family related issues such as intimate partner violence (MacGregor, Wathen, Olszowy, Saxton, & MacQuarrie, 2016; J. Swanberg, Macke, & Logan, 2007; J. E. Swanberg & Macke, 2006) or caregiving necessities (White & Wills, 2016); specific concealable disability groups such as hearing loss (Southall, Jennings, & Gagné, 2011), or positive HIV status (Fesko, 2001); and even more atypical personal identities that workers

may be inclined to disclose such as office romance involvement (Cowan & Horan, 2014) or BDSM (bondage, domination, sadism and masochism) engagement (Meeker, 2013). In these previous studies, identity disclosure was assessed using a variety of single item, or scale self-report measures with little psychometric validation. Having a standardized method for assessing multiple forms of identity disclosure at work could clarify convoluted findings and help inform organizational initiatives that impact employee identity management.

CHAPTER FOUR

PROPOSED MODEL OF PRESENT DISCLOSURE SCALE

Disclosure Behaviors Versus Disclosure Willingness

A key consideration when measuring disclosure is that explicit disclosure and disclosure intentions are two distinct criteria. When one first begins thinking about disclosure behaviors, it could be easy to simplify the construct as a dichotomy – to disclose or not to disclose. However, the idea that a simple ‘yes’ or ‘no’ response could adequately assess how an individual shares information with others becomes more apparent as more identity management strategies and scenarios are reviewed – this is consistent with the qualitative findings from McIntyre (2019). Some people may have disclosed information to only one specific person but would otherwise be very reserved about sharing this same information in general. So, while this person would be categorized in the “disclosure” group, this may not be an accurate representation of their complete set of disclosure behaviors. Notice with this last example, the idea of the individual being “reserved” has come up. This is tapping into the idea regarding the cognitive processes or motivations that go into disclosure behaviors which are inherently too complex for a binary measure of disclosure to assess.

I propose that disclosure willingness may be more relevant than explicitly observable disclosure behaviors when assessing an individual’s disclosure decision. There are many situations that may be better explained by disclosure willingness. For example, someone may keep identity-revealing pictures in their office or wear/display symbols that identify them as a member of their respective identity group, but they may never actually

have an explicit conversation with a coworker or employer disclosing their identity. This person would likely indicate that they are willing to disclose their concealable identity and that people at their work already know about this identity. However, this same person may also indicate that they have not disclosed their identity at work because there was never a specific incident of explicit disclosure. Similarly, some information is not salient or central to an individual's self-concept (e.g., an individual's preference for iced coffee). This person may not ever explicitly reveal this information; however, they would probably indicate that they are willing to disclose it if it were relevant. This individual would only disclose this aspect of themselves under a very specific set of circumstances where the information was made salient to the individual (e.g., if it were brought up in conversation or asked by their barista if they wanted their coffee over ice).

Conversely, an individual may not be willing to disclose specific information but may also indicate that they have disclosed said information. For example, an individual may be forced to disclose a concealable identity of having a criminal record to their employer as part of an application process but otherwise would be very opposed to sharing this information. This form of explicit disclosure is likely less important to understand due to its involuntary nature and is separate from the disclosing individual's decision-making process. In this situation, it would be more useful to understand why the individual is not willing to disclose rather than their forced disclosure. For this reason, disclosure willingness is potentially more relevant than explicit frequency measures of disclosure behaviors when it comes to decision-making research given its foundation in the individual's voluntary choice. It is important for the researcher to decide which criterion

aligns best with their theory and needs. Along these lines, researchers should consider the restrictions and advantages that each criterion offers.

Parallel with Turnover and Turnover Intentions

The turnover literature in I-O psychology offers an interesting parallel that can be used to demonstrate the complexity in measuring cognitions versus behaviors. Additionally, the turnover literature has a long history of the dilemma regarding the oversimplification of a dichotomous (stay or leave) model of turnover and the complexity that is encompassed assessing previous intentions of an observable behavior. It has been routinely established that intentions to quit only partially relate to a worker's final decision to leave an organization (e.g., Allen, Weeks, & Moffitt, 2005; Griffeth, Hom, & Gaertner, 2000; Steel & Ovalle, 1984). There are many factors that go into an individual's decision to follow through with their intentions to quit their job such as personality (Allen et al., 2005), dissatisfaction (Vandenberg & Nelson, 1999), gender (Cho & Lewis, 2012; Weisberg & Kirschenbaum, 1993), and availability of better alternatives (Gerhart, 1990; Lee & Mitchell, 1994). Like turnover decisions, there are many internal and external factors that go into an individual's decision to actually share information and an individual may be considering disclosure long before a disclosure incident. Conversely, there is a subset of individuals who have disclosed information that they had never had any intentions of disclosing. The parallel with turnover literature offers an explanation for this type of unintentional behavior as well – involuntary turnover. With this form of turnover, outside forces cause an individual to leave their organization (e.g., being fired, or having to leave due to health concerns) completely independent of the individual's intentions.

A Note on Disclosure Intent Versus Disclosure Willingness

With the complex nature of disclosure, a distinction between disclosure intent and disclosure willingness should be drawn. An individual can have intentions to disclose or conceal information. This implies that there is a goal directed ideation behind an individual's decision to share information. If someone has intentions to disclose or conceal information they are actively planning on a situation where these behaviors will occur. On the other hand, willingness is a distinct construct from intent. An individual can be willing to share or hide information with no intent to engage in either of those behaviors.

Willingness to disclose or conceal information could be framed as a measure of comfortability with inauthenticity or dishonesty. In other words, willingness to share or hide information may be better conceptualized as the assessment of potential dissonance caused by concealing information. As outlined in many disclosure decision-making models (DD-MMs), an individual is making an assessment of the risks and utility of each disclosure behavior when deciding to conceal or reveal information (e.g. Greene, 2009; Omarzu, 2000). Cognitive dissonance theory (CDT) has frequently been used to understand the motivation or willingness to engage in behaviors that do not align with an individual's personal morals or values (Festinger, 1957; Mills, 1958).

With CDT in mind, it can be assumed that withholding information causes some level of cognitive dissonance if the act is perceived by the actor as immoral which would inform the disclosure decision assessment of how willing an individual is to disclose their identity. There is a certain degree of dissonance that the individual is willing to sustain

based on that individual's calculation of risk and utility. It is important to note that this threshold is unique to each individual based on their personal values and goals.

The problem with measuring intentions of disclosure behaviors rather than willingness is that it would not adequately tap into different types of information that is not generally regarded in the context of planned disclosure. This would be information that is generally less salient or less central to an individual. For example, an individual may not frequently contemplate how they will share their affinity for iced coffee. This person would not have a specific plan to reveal or conceal this information because it is not generally regarded as information that is formally shared. However, this person would likely indicate that they are willing to share this information if it were to come up in a social situation.

This idea is consistent with findings from McIntyre (2019) where 11% of participants indicated that they had not disclosed their concealable identity at work because it was "not important" or "not a workplace topic". It could be interpreted that these people would not necessarily try to hide their identity at work but rather they had not explicitly disclosed their identity yet at this time because there hasn't been an appropriate opportunity, or it has not come up as a topic at work. Disclosure intent in this situation would likely not accurately predict actual disclosure until much later in the disclosure process - when the individual forms the intention to disclose (i.e., right as the disclosure is prompted or an individual is asked about their coffee preference). For this reason, only disclosure willingness and actual disclosure are being used as criterion variables in the present study rather than disclosure intent.

Typology of Disclosure Behaviors (Identity Management Strategies)

Researchers have developed many typologies when it comes to describing and understanding types of disclosure behaviors. These typologies categorize disclosure behaviors on an array of descriptive factors such as intimacy level (Altman & Taylor, 1973), status distance (Phillips, Rothbard, & Dumas, 2009), and identity management strategies (Griffin, 1992). Anderson et al. (2001) has already used the typology outlined by Griffin (1992) to create a multidimensional scale assessing sexual identity management strategies – the Workplace Sexual Identity Management Measure (WSIMM) which was used as the foundation for the development of the scale used in the present study.

Griffin (1992) originally outlined four sexual identity management strategies that lie on a continuum from most reserved strategy to most open strategy: Passing, Covering, Implicitly Out, and Explicitly Out. *Passing* is described as fabricating false information about oneself to conceal a minority sexual identity. In other words, these are explicit statements or actions that are engaged to present an individual as heterosexual when they are not. *Covering* involves an individual censoring information that may imply that they are not part of a sexual minority. These behaviors can best be described as avoidant where the individual does not make up information about their sexual identity but intentionally does not share specific aspects of their lives or avoids scenarios that may indicate their sexuality. It is postulated these behaviors are motivated by fear of discrimination and workplace hostility. The *Implicitly Out* strategy involves being honest about one's life without making any explicit confirmations of their homosexual identity. This would be where an individual is open about activities or behaviors that may imply their homosexual identity but does not explicitly confirm this identity. Explicitly Out is the last and most

open identity management strategy outlined by Griffin (1992) where the individual engages in explicitly confirmatory behaviors or statements that reveal their status of being lesbian or gay.

The present study utilizes Griffin's (1992) typology the way Anderson et al. (2001) did for the basis of an identity disclosure scale development, However, rather than focusing on the specific identities regarding sexuality, I broaden the scope of the typology to encompass any form of concealable self-categorized identity. With that, I propose a modified nomological system for these four identity management strategies: *Active Concealment*, *Passive Concealment*, *Implicit Disclosure*, and *Explicitly Disclosure*. These four new identity management strategies fall on the same continuum and follow the same operational criteria outlined by Griffin (1992) but are framed more broadly to include any form of concealable identity.

CHAPTER FIVE

STUDY 1

Validation Strategy and Hypotheses

The following outlines the development of hypotheses as they relate to the psychometric properties of the ASDS and construct validity.

Psychometric Properties

Factor Structure of the ASDS. The first major contribution of the present scale is the multidimensional nature allowing it to inventory multiple facets of concealable identity disclosure strategies (i.e., explicit disclosure, implicit disclosure, passive concealment, and active concealment). To begin the validation of this measure, the proposed four-factor structure should be confirmed. Contrary to this assumption, Anderson et al. (2001) found that when validating the Workplace Sexual Identity Management scale – from which the present scale was initially based around – only three factors emerged with the active and passive concealment (originally coined passing and covering) loaded on the same factor. The authors recommended retaining all their original items and proposed that this anomaly could have been caused by having a restricted sample of only college students who were likely more “out” than the general population. The present study aims to confirm these speculations by adding additional items to enhance item variability, increasing the range of participant demographics, and expanding the range of identities that are being assessed beyond only lesbian and gay participants. Additionally, the response scale for frequency of disclosure was increased from 4 to 7 where “never/seldom” and “almost always/always” were separated into four distinct responses (e.g., never, rarely, very frequently, and

always). There was also an additional point added in the middle that allows the respondent to indicate “half of the time” as a frequency of behavioral engagement.

***Hypothesis 1.1a:** The ASDS is multidimensional such that a four-factor model representing explicit disclosure, implicit disclosure, passive concealment, and active concealment provides the best fit to the data.*

***Alternative Hypothesis 1.1a:** The ASDS is multidimensional such that a three-factor model representing explicit disclosure, implicit disclosure, one general factor of concealment (loading both the passive and active concealment strategies) provides the best fit to the data.*

***Hypothesis 1.1b:** The factor results will be mirrored across the two item stems indexing willingness to engage in the disclosure strategies and actual frequency of disclosure behavior engagement.*

Disclosure Willingness vs. Disclosure Frequency. Similarly, the present scale adds an additional distinction between willingness to engage in the disclosure strategies and actual frequency of disclosure behavior engagement. As indicated by McIntyre (2019), there are significant distinctions between explicit disclosure and disclosure willingness. Due to these distinctions, these two measures should be distinct from one another and should be related to co-correlates differently.

***Hypothesis 1.2:** The willingness to engage in the disclosure strategies and actual frequency of disclosure behavior engagement will only be moderately correlated.*

In addition, when asking yes or no question of if someone is willing to engage in behaviors when comparing their actual frequency in engaging these behaviors, these

wording distinctions should generate higher correlations for their congruently worded stems of the ASDS. Specifically, when individuals are asked if they are willing to disclose, keep hidden or fabricate information to keep their identity hidden, these items should have higher correlations with the ‘how willing are you to engage in the following behaviors’ stem of the ASDS when compared to the “how often” stem. Conversely, when individuals are asked if they actually disclose, keep hidden or fabricate information to keep their identity hidden, these items should have higher correlations with the “how often do you actually engage in the following behaviors” stem of the ASDS when compared to the “how willing” stem.

***Hypothesis 1.3a:** When individuals are asked if they are willing to: (i.) disclose, (ii.) keep hidden or (iii.) fabricate information to keep their identity hidden, these items should have higher correlations with the ‘how willing are you to engage in the following behaviors’ stem of the ASDS when compared to the “how often” stem.*

***Hypothesis 1.3b:** When individuals are asked if they actually (i.) disclose, (ii.) keep hidden or (iii.) fabricate information to keep their identity hidden, these items should have higher correlations with ‘how often do you actually engage in the following behaviors’ stem of the ASDS when compared to the “how willing” stem.*

Disclosure Likelihood vs. Comfort. As outlined previously, there are clear distinctions when an individual would be willing to disclose their concealable identity, but it may not be a relevant or frequently considered part of who they are. To further illustrate this concept, Disclosure Comfort and Disclosure Likelihood will be assessed. The purpose

of developing a scale that conceptualizes disclosure willingness and disclosure frequency independently is to adequately represent specific scenarios such as this. The case could be made that in the scenario where an individual is completely comfortable with disclosing their identity, but the topic or opportunity never comes up, they would likely score low on the frequency scale of actual identity disclosure but high on the willingness scale of the ASDS. In addition to this, this same individual would likely indicate that they are not likely to disclose their identity because the opportunity rarely presents itself. With this, their likelihood for disclosure would be more related to their indicated frequency of Disclosure Frequency score of the ASDS and their Disclosure Comfort score would be more related to their Disclosure Willingness score of the ASDS.

***Hypothesis 1.4a:** Disclosure Comfort will have a stronger positive correlation with the Disclosure Willingness scores of the ASDS compared to the Disclosure Frequency scores of the ASDS.*

***Hypothesis 1.4b:** Disclosure Likelihood will have a stronger positive correlation with the Disclosure Frequency scores of the ASDS compared to the Disclosure Willingness scores of the ASDS.*

Construct Validity

To begin building construct validity for the ASDS, external correlates will be used with the reduced scale of best performing items to lend to discriminant and convergent validity. These external correlates are based on common co-correlates of previous disclosure research as well as newly proposed exploratory items to help more adequately describe disclosure strategies.

Perceived Risk of Disclosure. As mentioned previously, risk of disclosure has been cited as one a fundamental component in an individual's decision to reveal or conceal information about oneself. Fear or risk of disclosure has consistently been proposed as the primary contributor to identity non-disclosure (James M Croteau, Anderson, & VanderWal, 2008; Ragins, Singh, & Cornwell, 2007). For this reason, Perceived Risk of Disclosure should be negatively correlated with ASDS scores.

Hypothesis 1.5: The Perceived Risk of Disclosure will be strongly negatively correlated with ASDS scores.

General Tendency for Self-Disclosure. Omarzu (2000) proposes that individual differences will influence disclosure behaviors at many points of the disclosure decision process, such as: to whom an individual chooses to disclose, and how they evaluate subjective utility and risk. A similar approach that has previously been used determined that LGB individuals who were predisposed to high risk taking were more likely to disclose their identity than those who tended to avoid risk (Clair, Beatty, & MacLean, 2005). These results were echoed in previous work where General Tendency for Self-Disclosure (GTSD) was a significant predictor of concealable identity disclosure with GTSD being positively correlated with individual's willingness to disclose ($r = .28$) (McIntyre, 2019). While individual differences have rarely been used as a key component in disclosure decision-making research, these results demonstrate that these distinctions should be considered when assessing disclosure decisions. In alignment with these results, GTSD should be positively correlated with the ASDS.

***Hypothesis 1.6:** General Tendency for Self-Disclosure will be positively correlated with ASDS scores.*

Knowing Others with the Same or Similar Identity. In a previous project, knowing at least one coworker who shared their same or similar identity as well as knowing anyone with the same or similar identity was positively related to both explicit identity disclosure and willingness to disclose while at work (McIntyre, 2019). These effects are likely caused by reduced risk of disclosure and shared experiences between these individuals. With this, it should be seen that knowing others with the same or similar identity is positively related to ASDS scores.

***Hypothesis 1.7:** Knowing others with the same or similar concealable identity will be positively correlated with ASDS scores.*

Identity Centrality. *Identity centrality* is the extent to which an individual defines themselves in terms of their identity. Like perceived risk, the levels of identity centrality are specific for each individual and are influenced by the specific identity that an individual possesses. While past studies have failed to find direct relations between identity centrality and identity disclosure (e.g., Griffith & Hebl, 2002), higher levels of both identity centrality and identity salience were found to be significant predictors of higher levels of distress by individuals with concealable stigmatized identities (Quinn & Chaudoir, 2009). When considering specific scenarios, it makes sense why there would not be direct correlational relationships between these variables and disclosure. For instance, an individual who has a very central identity would likely think about their identity a lot but because it is so close to their core self-evaluations, disclosure could come with much larger risks. So, while this

individual may think about this identity often and it may be a large part of who they are, they may still decide to not disclose their identity. However, the same individual with the same identity may instead choose to disclose their identity due to this increased centrality – it would depend on their individual assessment and perceived values.

With this, it would make more sense to assume individuals with high identity centrality would likely engage in more extreme identity management strategies. They may be more likely to fabricate information and avoid disclosure situations due to the increased risk that accompanies these strong identities. Conversely, they may feel more compelled to disclose because it is a large part of who they are.

***Hypothesis 1.8a:** There will be low correlations between identity centrality with scores of the ASDS.*

***Hypothesis 1.8b:** Individuals with high identity centrality will have more extreme scores on the ASDS – they will have either very low scores due to increased concealment strategy engagement or very high disclosure scores. In other words, if ASDS scores are separated into high, medium, and low groups, the high and low ASDS scoring groups will have significantly higher scores on identity centrality than individuals who had moderate scores on the ASDS.*

Disclosure or Non-Disclosure Motives. There should be distinctions in disclosure behaviors based on the motives behind why an individual is disclosing. From qualitative data coding, it was found that disclosure motives can be grouped into two groups for individuals who share their identity: isolated/goal directed motives (e.g., disclosing to one close friend, for social support, or the individual was specifically asked)

or the desire to be authentic (McIntyre, 2019). Within these two groups, it can be postulated that individuals who only disclose their identity during isolated incidents or for specific goal directed reasons will score lower on the ASDS than individuals who are disclosing for the more general reason of being authentic to oneself. For example, using social support as a goal directed motive, these individuals would be expected to score lower on the ASDS due to the nature of seeking or lending social support being rooted in shared experiences (Simich, Beiser, & Mawani, 2003) which would only involve individuals engaging in disclosure behaviors when they are in need of social support or feel like they are in an environment that would foster shared experiences (i.e., the individual is already aware of some underlying factor that protects the disclosure scenario).

McIntyre (2019) also found that individuals who did not share their identity chose to conceal due to fear of disclosure/the identity was too personal, or because it is not important/not a common topic. It can be postulated that for the individuals who do not disclose, those who conceal due to disclosure/their identity was too personal would score lower on the ASDS when compared to the individuals who conceal because it is not important/not a common topic.

***Hypothesis 1.9a:** Of individuals who disclose their concealable identity, those who only disclose their identity during isolated incidents or for specific goal directed reasons will score lower on the ASDS than individuals who are disclosing for the more general reason of being authentic to oneself.*

***Hypothesis 1.9b:** Of individuals who do not disclose their concealable identity, those who conceal due to their disclosure fear/ their identity being too personal*

would score lower on the ASDS when compared to the individuals who conceal because it is not important/not a common topic.

Methods

Participants

Through an online survey on Amazon Mechanical Turk, participants were selected by setting the requirement for participation to individuals who are 18 years of age or older and who were located in the United States. At the end of the first survey, participants were prompted with this study's definition of a concealable identity. Participants were then asked if they believe they have a concealable identity. This determined who would participate in the full study.

To estimate the sample size needed to confirm the model structure for this scale, a power analysis was conducted based on the statistical requirements of a confirmatory factor analysis. Depending on how many observations and latent factors that are determined from the EFA, it was estimated that 100 to 400 participants would be needed in the final sample to gain reliable results from a CFA. The simplest scale structure proposed as a possible outcome of the first round EFA is a three-factor structure with five observations for each factor (producing a 15-item scale). A CFA of this model would require at least 100 participants to determine the model structure and 119 to detect an effect. The most complex scale structure proposed as a possible outcome of the original EFA is a four-factor structure with seven observations for each factor (producing a 28-item scale). A CFA of this model would require at least 400 participants to determine the model structure and 137 to detect an effect of this more complex model.

These estimates were determined using an a-priori sample size calculator for structural equation models (Soper, 2021) with an effect size of .30, an alpha level of .05 and power level of .80. This calculator was developed using procedures and methodologies from Cohen (1988) and Westland (2010). The estimates of effect size were conservative when considering similar effects of a previous study. Anderson et al. (2001) were able to explain between 39.3% and 44.9% of the variance of lesbian and gay identity disclosure using similar items with a mirror of the conceptual factor structure proposed in the present study. Given the requirements of this CFA, the goal was to collect 600 total participants for the final sample. This would allow the sample to be split in half – 300 participants could be used for an EFA, and the other half could be used to run a CFA on the reduced scale based on the factor structure and loadings from the EFA.

Procedure

This study will consist of two main parts with the second part occurring immediately after the first. The first survey began with measures of general demographics (e.g., gender, race, ethnicity, and age) and a measure of life satisfaction. These two measures were administered as part of the first survey before the participants were asked if they have a concealable identity. The measure of life satisfaction aimed to conceal the study's method of selecting participants for a second part of the survey. The measure of satisfaction also produced data for the exploratory portion of this study where the relationship between the presence of a concealable identity, identity disclosure behaviors and life satisfaction were assessed. The first section of this study was concluded with the

following neutral definition of a concealable identity as taken from Quinn and Chaudoir (2009):

Almost all people have parts of their history or personal identity that they regularly keep concealed from other people. In the questions that follow, we are interested in learning more about the experience of both concealing and revealing ‘hidden’ experiences or identities, this will then be followed by examples of positive, negative, and neutral identities. (p. 639)

To maintain the integrity of the methodology from the original study, the authors were contacted for the specific wording and examples used in the original Quinn and Chaudoir (2009) study.

For example, many people at some time in their lives have been treated for a mental illness. Although this is part of their identity, it is not something that is easily known to strangers. People can decide when and to whom they will reveal their past. There are many possible aspects of ourselves that we may generally choose to keep concealed. Other examples of concealed identities are a past history with drug use; a traumatic experience such as rape or assault; or more positive or neutral experiences such as being adopted or winning a prestigious award. People may also keep concealed information about their family or background (e.g., a family member in prison; or a very famous relative) or a current or past illness (e.g., cancer). In short, there are many different types of concealed identities (D. M. Quinn, personal communication, March 5, 2018).

After exposing the participants to this description of a concealable identity, they were then asked if they believe they have a concealable identity. If they answered “no”, their portion of the survey was concluded, and they were compensated for participating in the short first portion of the study. If they answered “yes”, they were invited to participate in a second survey with a larger compensation where they could complete a more time demanding portion of the study. Quinn and Chaudoir’s (2009) neutral definition of concealable identity was chosen due to the sensitive nature of this research topic. The positive, negative, and neutral examples were given so that the participants would not feel “marked” by identifying that they have a concealable stigmatized identity and to give the participants the option to select a less negative concealable identity if they prefer. The full scales and items used in Study 1 can be found in Appendix A.

The second phase of the survey began with a reiteration of the previous definition and examples of a concealable identity. They were reminded that they answered “yes” to they believe they have a concealable identity in the first survey. The participants were then told if they feel they mis-answered this question in the first survey or if they feel uncomfortable answering questions about their experiences, they may stop participation at any time during the survey. They were also reminded that all responses would be kept confidential and that we will remove identifiable information (e.g., IP addresses) before storing and analyzing the data.

In accordance with the procedure outlined in Quinn and Chaudoir’s (2009) study, the participants were then asked to recall the part of themselves or their history that they have the ability to keep concealed. They were then told that throughout the rest of the

survey, this identity will be referred to as their “concealed identity”. The participants were asked that if they have more than one concealable identity, they should only refer to their most important one for the remainder of the survey. At this point, the following measures were administered in this order: the full 75-item ASDS, the measure of General Tendency for Emotional Delf-Disclosure, the measure of Perceived Risk of Disclosure, and the measure for identity centrality. This concluded the Likert-type questions for this study. The full Likert scale measures that contain multiple items can be found in Appendix A-1 through A-4 – each subsection containing the individual scales.

Comprehension and Attention Check Item. Due to the length and higher potential for guessing or straight-line responders on the Likert scale measures of this study, at this point, an attention check item was administered. To ensure that the participants were mindfully answering and fully understanding the type of questions that are being asked in the Likert portion of the second survey, there was a simple one-item measure of comprehension and attention. This item asked the participants to briefly describe what they have been answering questions about. The item was deliberately placed before the remaining open-ended questions so that it would give a more accurate representation of the participant’s awareness of the study immediately after they completed the Likert-type questions. At this point, the participants were not allowed to go back to review their previous prompts or answers. The sole purpose of this item was to better understand the data and to control for responses that may be false, inaccurate, or misunderstood. In accordance with Brawley and Pury’s (2016) findings on the MTurk worker experience, the

participants' response to this attention check item had no effect on their compensation for participating in the study.

The participants were then taken to the final portion of this part of the survey where they were asked a series of demographic questions and single item indices of disclosure with regards to their specific concealable identity and disclosure behaviors to validate the ASDS. These items can be found in Appendix A-5. At the end of this portion of the survey, the participant had completed the entire study and was compensated.

Measures

Adaptable Self-Disclosure Scale (ASDS) Item Development. The Workplace Sexual Identity Management Measure (WSIMM) from Anderson et al. (2001) was used as the basis for item generation for the present ASDS scale. All initially proposed scale factors were retained: Explicitly Out, Implicitly Out, Passing, and Covering. Due to the high level of lesbian and gay identity specificity of these original subscale titles and to improve construct clarity, they are renamed as the following: Explicit Disclosure, Implicit Disclosure, Active Concealment and Passive Concealment.

The initial phase of item generation began by adapting all of the WSIMM items from Anderson et al. (2001). The adaptation involved removing any wording that would be specific to only lesbian and gay identities. With that, not all the original items generalized to any concealable identities. To increase the range of identities that the ASDS would be able to assess, any items too specific to the lesbian or gay identity were removed. Similarly, there were several items that were only relevant in a workplace context. To further emphasize the contextual flexibility of the ASDS, all items that were too specific

to the workplace were removed. This adaptation retains four of the eight items from the Explicitly Out subscale, five of the seven items from the Implicitly Out subscale, six of the eight items from the Passing subscale, and six of the eight items from the Covering subscale. These retained items are italicized in the final ASDS scale which can be found in Appendix B.

Item generation was then conducted using five undergraduate psychology researchers who were all extensively exposed on the literature of identity disclosure decision-making. These students have also previously coded open-ended data describing first-hand accounts of identity disclosure for hundreds of participants who have concealable identities. These accounts described how, when, and why individuals choose to disclose their concealable identity. In addition to these experiences, the undergraduate researchers were given the definitions of each of the disclosure behaviors outlined by Griffin (1992). Item generation took place over a 9-week period where each disclosure strategy was the primary focus for a two-week cycle. At the beginning of week one, the researchers would review the definition for that week's specific disclosure strategy and were prompted to generate as many behavioral indicators that would align with these strategies as possible. The researchers were given the entire week to develop items that would generalize across identities and contexts. At the end of first week, the team would meet to compile all the items that were generated and to extensively discuss the strengths and weaknesses of each item. The team would then spend the following week refining and removing items of concern. This process was repeated for eight weeks until all of the disclosure strategies outlined by Griffin (1992) were completed. The final week was used

to review all the generated items to ensure wording consistency and that each item aligned with each construct accurately. At the end of this process, A 72-item scale was produced through this process with 16 items assessing Implicit Disclosure, 14 items assessing Explicit Disclosure, 21 assessing Active Concealment, and 21 items assessing Passive Concealment.

These items were rated on two scales: a five-point Likert scale assessing frequency of actual disclosure from (1) never to (5) always and a five-point Likert scale assessing willingness to engage with these behaviors from (1) not at all willing to (5) completely willing. Some example items include: “Use language that would hint at my involvement in events related to my concealable identity” and “Tell people about my concealable identity”. Additionally, given the length of this scale, the item order will be randomized between participants to mitigate the effects of survey fatigue on the items at the end of this scale. The full set of items to be considered for the ASDS can be found in Appendix B.

Satisfaction with Life. The Satisfaction with Life Scale was used to measure general life satisfaction of our participants (Diener, Emmons, Larsen, & Griffin, 1985). This is a five item, 7-point Likert measure with responses ranging from (1) strongly disagree to (7) strongly agree to a series of statements such as “In most ways my life is close to my ideal”. This scale has decent internal constancy ($\alpha = 0.87$) and test-retest reliability. In a more recent study, this measure has been further validated with its convergent validity with well-being measurements and found to be good for a broad range of applications and measuring a wide range of age groups (Pavot, Diener, Colvin, & Sandvik, 1991). The full scale can be found in Appendix A-1.

General tendency for self-disclosure. The Emotional Self-Disclosure Scale was adapted to measure an individual's tendency to disclose information (Snell et al., 1988). This adaptation measured the willingness of a person to discuss emotions with anyone rather than with a: male friend, female friend, or spouse/lover. Additionally, only the first of the five items from each of the eight emotion subscales was used. These were the most direct assessments of each emotion category. For example, to assess a participants' willingness to discuss feeling depressed they were asked how willing they would be to talk about a time when they "... felt depressed". This produced a shorter and more direct scale to measure a person's general tendency to share emotions with coworkers on a day-to-day basis. This measure has a five-point response scale from (1) not at all willing to discuss this topic to (5) totally willing to discuss this topic. The original scale had good internal consistency ranging from $\alpha = .83$ to $.95$ (Snell et al., 1988). The full adaptation of this scale can be found in Appendix A-2.

Perceived Risk of Disclosing. To assess Perceived Risk of Disclosure, a similar procedure outlined by Quinn and Chaudoir (2009) for their anticipated stigma measure was used. This measure was originally adapted from the Day-to-Day Perceived Discrimination Scale (Kessler, Mickelson, & Williams, 1999). Eight of the original nine items of the Day-to-Day Perceived Discrimination Scale were retained. "Receive poor service in stores/restaurants" was removed due to its high level of contextual specificity. Like the methodology of Quinn and Chaudoir (2009), participants were asked to rate each item on a seven-point Likert scale, ranging from (1) extremely unlikely to (7) extremely likely, given the following statement: "If others knew your concealed identity, how likely do you

think the following would be to occur?”. Some sample items include “People will act as if you are inferior” and “You will be treated with less respect than others”. The full adapted scale can be found in Appendix A-3.

Centrality. To measure identity centrality, the Centrality Subscale of the Revised Multidimensional Inventory of Black Identity ($\alpha = .77$) (Sellers, Rowley, Chavous, Shelton, & Smith, 1997) was used. This scale has had previous success when adapted for other specific identities (e.g., Settles, 2004). This scale was adapted for the purpose of making it more applicable for any concealable identity rather than for the specific – and frequently non-concealable – identity of being Black. Furthermore, all the reverse score worded items were reworded for consistency amongst the items and to remove any attention check components from the scale. Participants responded on a seven-point Likert scale ranging from (1) strongly disagree to (7) strongly agree on items such as “In general, having this concealable identity is an important part of my self-image” and “I have a strong sense of belonging to other people with my concealable identity”. The full scale can be found in Appendix A-4.

Identity and Disclosure Description Items. To gain a better understanding of the concealable identities that participants were referencing throughout the survey, they were given the same 17 categories outlined by Quinn and Chaudoir (2009) to choose from with an addition of veteran status. Additionally, many previous studies have looked at veteran status as a concealable identity that can be concealed (Metraux, Stino, & Culhane, 2014) and that can also influence perceptions about that individual such as hiring decisions (Stone & Stone, 2015) and wage gaps amongst the veteran population (Bryant, Samaranayake, &

Wilhite, 1993). With the inclusion of veteran's status, all 18 categories that the participants could have chosen from can be found in Appendix A-5. Since many people likely have multiple concealable identities, they were asked to identify all the concealable identities they have. This could potentially be used to understand the effects of identity intersectionality which has recently been shown to have significant impacts in how individuals manage their identities (e.g., Brennan-Ing & Emler, 2020; Pilling, 2012; Settles & Buchanan, 2014). They were then asked to indicate which of these categories best describes their one – most important – concealable identity to which they referred to throughout the study.

For the purposes of obtaining a better understanding of the demographics and to confirm the previous self-categorization of the participants, the nature of the participant's concealable identity was also measured by adapting a method outlined by Quinn and Chaudoir (2009). At the end of the second survey, participants were prompted to describe their concealable identity in an open-ended manner. This allowed the participants to share as much or as little as possible about the details of their concealable identity.

Additionally, based on findings from McIntyre (2019), there was a section to assess disclosure and concealment motives. These criteria were generated from a series of coding qualitative data where participants were asked to describe their motives behind their disclosure strategy (disclosure or concealment). This section began by asking the participants a yes or no question of if they had disclosed their concealable identity. If they indicated that they have, they were promoted to select which motives best describe their reasons for disclosing. These motives include only to close friend(s), to receive social

support, to give social support, I was asked specifically, it came up in conversation, to be authentic, or other. If the participant selected 'other', they were prompted to briefly describe their reason behind disclosing. Like the previous section regarding type of identity, participants were then asked to indicate their one most important motive behind disclosing their identity. If the participants indicated that they have not disclosed their identity, they were given a list of motives that describe why they have concealed their identity. This list includes fear of repercussions, fear of pity, fear of judgment, not an important or relevant issue, my identity is not a common topic, I am a private person, it's too personal/uncomfortable/embarrassing, or other. Like before, participants who select 'other', were prompted to briefly describe their reason behind not disclosing. They were then asked to indicate their most important motive behind not disclosing their identity.

Participants were also asked to indicate the number of other people they personally knew with their same or similar identity with the following scale: no one, one other person, a couple of other people, several other people, or too many to count. This could be an important factor to consider given the findings from McIntyre (2019) indicating that knowing others with the same or similar identity was the strongest predictor of concealable identity disclosure. This index could also help describe a fuller picture of the prevalence of opportunities that participants must engage with their identity. For instance, if an individual has a very rare concealable identity, they will likely not have many others in their lives to share this experience with which would likely decrease the level of disclosure.

Identity Perceptions. To add additional constructs to the nomological network being assessed in this study with regards to ASDS development, two measures of Identity

Perceptions will be measured: Negative and Positive Perceptions. To measure these, the Internalized Homo-negativity subscale of the Lesbian and Gay Identity Scale ($\alpha = .79$) was adapted (Mohr & Fassinger, 2000). The original measure evaluates the internalized identity perceptions of lesbian and gay individuals. All eight items of this scale were adapted so that it could generalize to any concealable identity group. Three additional reverse score items were added so that there would be an equal number of items assessing the positive and negative perception of the participants' concealable identity. The response scale for these items ranged from disagree strongly (1) to agree strongly (7) on items such as "I would rather not have this concealable identity if I could" and "I am glad that I have this concealable identity". This adapted version of this scale has had great success in the past with Positive and Negative Identity Perceptions being considered two separate constructs (McIntyre, 2019). The full scale can be found in Appendix A-5.

Disclosure Utility. This is a new measure that was created to assess an individual's personalized assessment of the psychological risks and benefits that are related to disclosure of a concealable identity. This is a 9-item 7-point Likert scale where participants were asked to respond on a scale from (1) extremely unlikely to (7) extremely likely. All items were framed with the question "if others knew your concealed identity, how likely do you think the following would be to occur?" and were asked to respond to different indicator statements such as: "you will be upset", "you will be scared" and "you will feel supported". The full scale can be found Appendix A-6.

Single Item Validation Measures. The survey concluded with a series of single items that assess disclosure strategies which can be used to validate the ASDS. These items

included a series of yes or no items (e.g., “do you plan on disclosing in the future?”, “do you fabricate information to protect your concealable identity from others?”) and Likert scales (e.g., “How comfortable would you be with disclosing your identity?”, “if prompted, how likely would you be to disclose your identity?”). Participants were then asked: “how would you best describe how you disclose your concealable identity?” with the following response scale: I have not disclosed to anyone and no one knows about my identity, I have not disclosed to anyone but I assume many people know this about me, I have only disclosed my identity to ONE person, I have disclosed my identity to a select group of a few individuals, or I have disclosed my identity to many people. These identity demographic questions and single item measures can be found in Appendix A-7.

Results

Data Cleaning and Quality

Of the 1,646 participants who completed part one of the study, 730 identified as having a concealable identity and completed part two of the study. Two undergraduate coders coded two columns of the open-ended responses. The first asked participants to describe their concealable identity that they referred to throughout the duration of the study. The second column was the open-ended attention check item that asked participants to describe what they had been answering questions about. From this coding, 353 participants were removed from the sample due to poor responding or due to suspected ‘bot’ data. Any response with both coders indicating that the participant did not answer either of these two open-ended questions accurately were removed. Some of the open-ended responses were very short and did not match the question with many participants simply indicating

“NONE”, “bad”, or “yes”. There were also numerous cases where instructional text used earlier in the survey was pasted into this area or nonsensical definitions of related topics such as “criminal behaviors” or “identity” were passed into the open-ended field. This left 377 participants after this first round of cleaning.

Round two of cleaning involved reviewing the scale responses of the remaining sample to check for ‘straight responders’ who had very low variability across their scale response (i.e., they may have selected all of the lowest or highest scores) and participants who left more than one item on a scale blank. Through this process, eight additional participants were removed, and 11 single scale items were interpolated across 10 participants. This left a final sample of 369 participants in the final sample.

Sample Descriptive Statistics

Of the 369, 167 (45.3%) were female, 201 (54.5%) were male and 1 who identified as non-gender conforming (0.3%). Additionally, 299 (81.1%) identified as ‘white’, 33 (8.9%) as ‘black or African American’, 22 (6%) as ‘Asian’, and 15 (4.1%) identified as being “American Indian/Alaskan Native’, ‘Pacific Islander’ or ‘other’. With this, more than half of the sample indicated that they had at least a bachelor’s degree with 13.9% having a master’s or doctorate Degree. The full breakdown of ethnicity and education frequencies can be found in Tables 1 and 2.

Concealable Identities

While there was the possibility that an individual could have described an identity that was not stigmatized, all the participants indicated an identity that had the potential for being stigmatized or socially devalued which is consistent with the findings of Quinn and

Chaudoir's (2009). Out of all 369 participants who completed part two of the study, the largest identity group was 'Mental Illness' with 89 people (24.1%), followed by 'Criminal Actions' with 44 people (11.9%), then 'Sexually Related Activities', and 'Drug Use'. Many of the individuals in the 'Mental Illness' category described anxiety or depression-related disorders (e.g., "I spent some time in a mental hospital after having some pretty bad manic episodes... I take medication for being Bipolar... it is extremely embarrassing." and "I have a severe anxiety disorder that I was mocked and judged for as a child"). Some examples of individuals' responses in the 'Criminal Actions' category were: "I try to hack websites sometime" and "I did time for falling behind in child support while I was disabled". The next largest group was 'Sexually Related Activities' and some examples consist of: "my wife and I are swingers", "I've been having an affair for 20 years with the same person", and "I have a porn addiction... I would never admit this to anyone". Some other more nuanced identities were under "Lies about Background" where someone responded: "I lie about my age to be a part of an age-restricted group" and another person said, "I never completed college while telling everyone including family that I have".

There were 19 participants who coded into the 'other' category. This category contained identities such as religion, gambling addictions, political view, financial trouble, and other very specific identities. For example, one participant responded: "I have a son that I do not see or talk to... the best way for me to describe this concealable identity would be to say, I am a father who isn't there for his son" and another revealing that they are a part of an embarrassing online community. The full list of the identity categories and their frequencies can be found in Table 3.

ASDS Scale Reduction

To begin reducing the 72 proposed items into a final scale, EFA's were conducted to determine the factor structure. These analyses were used to test Hypotheses 1.1a and 1.1b. After reviewing the principal components analysis, there were four potential factors that could be extracted from both the 'frequency' and 'willingness' version of the ASDS items with four of the extracted components being larger than the random chance given the parameters of the current dataset. The principal component extractions and their explained variances for each factor can be found in Appendix G along with the PCA scree plots for each version of the ASDS items.

Once forcing the factors to load on both a four-factor and three-factor maximum likelihood model, it was clear that neither the disclosure frequency or willingness worded scales fit either of the proposed three- or four-factor structures outlined in Hypothesis 1.1 and Alternative Hypothesis 1.1. With no pattern structure with respect to implicit disclosure, explicit disclosure, passive concealment, or active concealment like originally proposed, neither version of Hypothesis 1.1 was supported. However, there was a clear distinction in the pattern matrix where the concealment and disclosure items loaded clearly onto two separate factors (disclosure and concealment items) which was mirrored across the two versions of the scale which supports Hypothesis 1.1b.

When looking at the four-factor maximum likelihood model, there were 9 items that loaded onto the third and fourth factors for the frequency worded items, and 13 items that loaded onto the third and fourth factors for the willingness worded items. Of these items, there were only two that had factor loadings over .60 for the frequency items and

four over .60 for the willingness items. Additionally, many of the items that loaded onto the third and fourth factors were cross loaded onto the other factors. These cross loaded items can be seen in dark grey at the bottom of Tables G-7 and G-8 of Appendix G.

To draw more clarity with these items not clearly loading onto the disclosure or concealment factors, a maximum likelihood three-factor model was assessed using a Promax rotation. This improved the factor structure significantly by correcting the factor loadings of several of the concealment and disclosure items. However, there were still 7 items from the disclosure willingness worded items and 5 items from the frequency worded items that loaded onto the third factor of these two models.

Five items loaded onto a third factor between both the willingness and frequency version of the 72 proposed ASDS items. Four of these items (Item- 31, 35, 37, and 38) involve highly negative concealment components of disclosure that involve degrading or talking poorly about their own identity group. People would likely be less honest with these very extremely negative items. In addition, Item-67 loaded onto this third factor in both EFAs and were strongly cross loaded with the general concealment factor. With this, all five items had severe positive skew, having 60-68% of participants indicating that they have the lowest possible score and only 3-4% indicating that they almost always engage in these behaviors. Similarly, only 2-4% of individuals indicated that they would be completely willing to engage in these behaviors. For these reasons, these five items were removed from analysis at this point.

Future studies looking at all 72 originally proposed items may consider retaining these more extremely worded items to capture these drastic concealment behaviors. They

may be reworded to remove the negative connotation that may prevent respondents from answering honestly. These more extreme items may be useful in the long version of the ASDS to increase the range of behaviors being assessed. Since these are more extreme items, they should be used with caution in future versions of the ASDS. With this, future researchers may consider writing equally extreme disclosure items to equally assess the full range of the two ASDS factors.

To determine the items to include in the final ASDS, a two-factor maximum likelihood model was conducted on the remaining items. This model has a perfect factor structure across the disclosure and concealment items for both the willingness and frequency worded versions. The full two factor pattern matrix can be found in Appendix G in Table G-11 and G-12. Using a Promax rotation, two protocols were used to generate two final versions of the ASDS items.

The first method selected the top 15 performing items from each of the two factors. This was done for both the willingness and frequency version of the items. Given that the goal of this study was to generate an adaptable scale that could be purposed for either the willingness or frequency version, only items that were in the top 15 of both versions were retained for a final scale. To assess disclosure and concealment equally, only an equal number of items was selected from each of the disclosure and concealment item lists. For example, this method generated 11 items that were in the top 15 of each of the versions for assessing concealment but only 5 items were overlapping between the two versions when assessing disclosure so only 5 items were taken from each factor. This generated a 10-item version of the ASDS (ASDS-10).

The second method used a similar protocol, except instead of only using the top 15 performing items from each of the 2-factor EFAs, all the items that had a factor loading above .60 were selected as potential final items. Like before, only items that had loadings above .60 for both the frequency and willingness versions of the scale were retained. Also like in the first method, there were an equal number of items selected from the disclosure and concealment factors. So, while there were 20 items that overlapped between the two versions for measuring concealment, only 15 items overlapped between the two versions for measuring disclosure. For this reason, only the top 15 concealment items were retained in the final scale. This method generated a longer, 30-item, measure of identity disclosure – the ASDS-30 each of which can be used to assess frequency and willingness of disclosure. In addition, each version generates three scores: a composite Disclosure score, a composite Concealment score, and a combined total index of Concealment and Disclosure behaviors. For the calculation of these combined total ASDS scores, the Concealment items were reverse scored before combining into the total composite.

Preliminary scale descriptive statistics on the composite scores look promising given the low amount of skew and kurtosis exhibited in both versions of the ASDS-10 and ASDS-30 total composite scores and in the disclosure and concealment sub-facets. In addition, all the total and sub-composite scores had good to acceptable reliabilities ($\alpha = .93-.74$). These results can be reviewed in Table 8 and the frequency distributions and Q-Q plots of these combined composite scores can be seen in Figures 1-4. Unfortunately, since so many participants were lost in the data cleaning process, not enough participants were gathered to use a second half to confirm these finalized using a CFA. However, study

two will use CFA to assess the constancy of these results on an adapted version of these items.

Willingness and Frequency ASDS Score Independence

Hypotheses 1.2 proposes that there will only be moderate correlations between scores on the willingness and frequency scores. To establish independence between the frequency and willingness versions of the ASDS, correlations were compared between the ASDS-30 (W) and ASDS-30 (F) total, Disclosure and Concealment composite scores. Overall, there were inconclusive preliminary support for independency of these two versions with high correlations between these two versions of the 30-item ASDS; ASDS-30 ($r = .92, p < .01$), ASDS-30D ($r = .84, p < .01$), and ASDS-30C ($r = .89, p < .01$). However, when comparing correlations between the willingness and frequency versions of the 10-item versions of the ASDS, there is slightly stronger case of interdependence with weaker correlations ASDS-10 ($r = .89, p < .01$), ASDS-10D ($r = .82, p < .01$), and ASDS-10C ($r = .87, p < .01$).

Single-Item ASDS Validation of Willingness and Frequencies. To build further validity for the ASDS, single item measures were used to run correlation analyses across the different willingness and frequency versions. This was done by administering single item measures of willingness asking participants how willing they would be to (i.) “disclose”, (ii.) “keep hidden” or (iii.) “fabricate information to keep their identity hidden” where they responded on a scale from (1) not at all willing to (5) completely willing. Given the similarity in item stem structures, these items should have had a stronger correlation with the willingness worded version of the ASDS. When comparing the correlations

between the ASDS-30 and ASDS-10 willingness and frequency versions, the willingness versions did have higher correlations with all the single item willingness items when compared to the frequency versions of the ASDS which gives support to Hypothesis 1.3a. The composite scores of the ASDS-30 were used to conduct a test of dependent correlations using methodologies outlined by Zou (2007) and it was confirmed that the correlations between the (ii.) “keep hidden” or (iii.) “fabricate information to keep their identity hidden” items and the two versions of the ASDS-30 were significantly different. However, there was no statistically significant difference between the two ASDS-30 correlations and the willingness to (i.) “disclose” item. With this Hypothesis 1.3a was only partially supported. All the ASDS correlations and these single item measures can be found in Table 10 and the results of the test of independent correlations can be found in Table 11.

This same procedure was followed to test single items with a frequency response scale. A single item measure of behavior frequency asking participants how frequent they (i.) “disclose”, (ii.) “keep hidden” or (iii.) “fabricate information to keep their identity hidden” where they responded on a scale from (1) never to (5) always. Like before, when comparing the correlations between the ASDS-30 and ASDS-10 willingness and frequency versions, the frequency versions did have higher correlations with all but one of the single item frequency items when compared to the willingness versions of the ASDS which gives partial preliminary support to Hypothesis 1.3b. The correlation between the ASDS-30 willingness version was slightly larger for the (iii.) “fabricate information” item when compared to the frequency version of the ASDS-30 and the correlations were the exact same for the ASDS-10 for this item. This was tested using a test of dependent correlations,

however there were no statistically significant differences between these correlations which does not give support for Hypothesis 1.3b. These results can be found in Table 11.

While the total ASDS composite scores did not have many significant distinctions between these single item measures and the total composite scores on the Willingness and Frequency version of the ASDS, there are several correlations for Disclosure and Concealment specific factors of the ASDS in the direction of the previously proposed hypotheses. For example, while there was no statistically significant difference between the ASDS-30 (W) and the ASDS-30 (F) correlations with the (i) “disclose” worded of the willingness single item set, there was a significant difference between the Concealment subscale composite scores for this single item measure: ASDS-30C (W) ($r = -.34, P < .01$) and ASDS-30C (F) ($r = -.29, p < .01$). This difference was confirmed through a test of dependent correlations.

This same procedure confirmed significant differences for the (i.) “disclose”, and (iii.) “fabricate information to keep their identity hidden” frequency items at the factor level of the ASDS despite there being no significant differences at the total composite correlations. Specifically, the (i.) “disclose” frequency item had significantly stronger correlations with the ASDS-30D (F) ($r = .58, P < .01$) compared to the ASDS-30C (W) ($r = .52, P < .05$). However, there was a significantly stronger correlation for this frequency item and the Willingness Concealment factor ASDS-30C (W) ($r = -.23, p < .01$) compared to the ASDS-30C (F) ($r = -.18, p < .01$) which gives inconclusive support for Hypothesis 1.3b (i).

A stronger case was made using the Disclosure and Concealment factors for the (iii.) “fabricate information to keep their identity hidden” item where there were significantly stronger correlations for the Frequency version of the ASDS subscale than the Willingness version of the ASDS Disclosure and Concealment subscales. Specifically, the correlations for the frequency item (iii.) “fabricate information to keep their identity hidden” was stronger for the ASDS-30C (F) ($r = .59, p < .01$) than the ASDS-30C (W) ($r = .51, p < .01$). The same is said for the correlation of this item and the Disclosure ASDS subscales ASDS-30C (F) ($r = .18, p < .01$) than the ASDS-30C (W) ($r = .00$). It should be noted that this last correlation is in the opposite direction as expected, leaving overall inconsistent evidence for Hypothesis 1.3b.

Exploratory Analyses Regarding Willingness and Frequency Independence. In addition to this, while there were no explicit hypotheses, there are other covariate correlations that make a stronger case for Willingness and Frequency ASDS scale independence when considering Life Satisfaction, General Tendency of Self-Disclosure, Identity Centrality, and Positive Identity Perceptions. When looking at the correlations for the Disclosure subscale of the 30-item ASDS with Life Satisfaction, there is a significantly stronger relationship with the Disclosure Frequency version of the ASDS ($r = .34, p < .01$) than with Disclosure Willingness subscales of the ASDS ($r = .20, p < .01$). Similarly, when looking at the correlations for the Disclosure subscale of the 30-item ASDS with General Tendency for Self-Disclosure, there is a significantly stronger relationship with the Disclosure Willingness version of the ASDS ($r = .29, p < .01$) than with Disclosure Frequency subscales of the ASDS ($r = .22, p < .01$). There are similar effects when looking

at the correlations for the Disclosure subscale of ASDS with Identity Centrality where there is a significantly stronger relationship with the Disclosure Frequency version of the ASDS ($r = .56, p < .01$) than with Disclosure Willingness subscales of the ASDS ($r = .57, p < .01$). Lastly, Positive Identity Perceptions had stronger relationships for the Disclosure subscale totals of these measures ASDS-30D (F) ($r = .60, p < .01$) and ASDS-30D (W) ($r = .46, p < .01$). It was confirmed that all paired correlations mentioned above were significantly different using Zou's (2007) tests of dependent correlations.

Disclosure Comfortability and Disclosure Likelihood. Additionally single item measures of Disclosure Comfortability and Disclosure Likelihood were also used to draw more construct validity between the frequency and willingness version of the final ASDS scales. Hypothesis 1.4a proposed that Disclosure Comfortability scores would have a higher correlation with the willingness versions of the ASDS than with the frequency version of the ASDS. However, the correlation between Disclosure Comfortability had a lower correlation with the willingness version for the ASDS-30 ($r = .56, p < .01$) and ASDS-10 ($r = .53, p < .01$) when compared to the correlations between the frequency version of the ASDS-30 ($r = .60, p < .01$) and ASDS-10 ($r = .55, p < .01$). These differences were confirmed for the ASDS-30 using tests of dependent correlations. There were no statistically significant differences when comparing the ASDS-10 scores. These findings do not support Hypothesis 1.4a.

Hypothesis 1.4b proposed that Disclosure Likelihood scores would have a higher correlation with the frequency versions of the ASDS than with the willingness version of the ASDS. Surprisingly, the exact opposite relationship is observed by the correlations of

this item with Disclosure Likelihood having a lower correlation with the frequency version for the ASDS-30 ($r = .67, p < .01$) and ASDS-10 ($r = .60, p < .01$) when compared to the correlations between the willingness version of the ASDS-30 ($r = .68, p < .01$) and ASDS-10 ($r = .62, p < .01$). However, after conducting a test of dependent correlations, there were not significant differences between these correlations. This finding also does not support Hypothesis 1.4b.

Construct Validity of ASDS

To begin building construct validity of the ASDS, several other scale measures were administered along with the original 72 items being validated which included Perceived Risk of Disclosure, General Tendency for Self-Disclosure, knowing others with the same or similar concealable identity, Identity Centrality, Positive Identity Perceptions and Negative Identity Perceptions. The correlations between the different versions of the ASDS and the scale measures can be found on Table 9. The correlations between the single item measure of knowing others with the same or similar concealable identity can be found in Table 10.

Perceived Risk of Disclosure. Hypotheses 1.5-1.7 involved the strict comparison of correlations to see if they follow previously determined expectations with other disclosure studies. Hypothesis 1.5 proposes that Perceived Risk of Disclosure should be strongly negatively correlated with ASDS scores. This is partially supported with Perceived Risk of Disclosure by only having a weak negative correlation between the ASDS-30 (W) ($r = -.26, p < .01$), ASDS-30 (F) ($r = -.27, p < .01$), ASDS-10 (W) ($r = -.25, p < .01$), and ASDS-10 (F) ($r = -.25, p < .01$). Unsurprisingly, these trends are especially

notable when looking at the concealment specific factor of the ASDS, with Perceived Risk of Disclosure having the strongest correlations with these Concealment composite scores ASDS-30C (W) ($r = .38, p < .01$), ASDS-30C (F) ($r = .41, p < .01$), ASDS-10C (W) ($r = .37, p < .01$), and ASDS-10C (F) ($r = .38, p < .01$).

General Tendency of Self-Disclosure. Hypothesis 1.6 proposes that General Tendency of Self-Disclosure should be positively correlated with ASDS scores. This is supported with General Tendency for Self-Disclosure having a positive correlation between the ASDS-30 (W) ($r = .24, p < .01$), ASDS-30 (F) ($r = .23, p < .01$), ASDS-10 (W) ($r = .23, p < .01$), and ASDS-10 (F) ($r = .23, p < .01$). General Tendency for Self-Disclosure had the strongest correlations with the Disclosure scores of the ASDS when compared to the total combined ASDS composite scores and Concealment scores ASDS-30D (W) ($r = .29, p < .01$), ASDS-30D (F) ($r = .23, p < .01$), ASDS-10D (W) ($r = .29, p < .01$), and ASDS-10D (F) ($r = .22, p < .01$).

Same or Similar Identity. Hypothesis 1.7 proposes that knowing someone with the same or similar identity should be positively correlated with ASDS scores. This is supported with knowing someone with the same or similar identity having a positive correlation between the ASDS-30 (W) ($r = .27, p < .01$), ASDS-30 (F) ($r = .28, p < .01$), ASDS-10 (W) ($r = .25, p < .01$), and ASDS-10 (F) ($r = .26, p < .01$). Interestingly, the Disclosure scores had the strongest correlations with this measure when compared to the ASDS total and Concealment scores ASDS-30D (W) ($r = .30, p < .01$), ASDS-30D (F) ($r = .32, p < .01$), ASDS-10D (W) ($r = .27, p < .01$), and ASDS-10D (F) ($r = .29, p < .01$).

Identity Centrality. Hypothesis 1.8 has two parts and is based around the idea that Disclosure and ASDS score may not be linearly related to Identity Centrality like postulated in the previous hypotheses. Hypothesis 1.8a states that there should not be a correlation between ASDS scores and Identity Centrality. From correlation analysis, this hypothesis is not supported due to there being a moderate correlation between Identity Centrality and ASDS-30 (W) ($r = .26, p < .01$), ASDS-30 (F) ($r = .26, p < .01$), ASDS-10 (W) ($r = .26, p < .01$), and ASDS-10 (F) ($r = .24, p < .01$).

Hypothesis 1.8b states that Individuals with high Identity Centrality will have more extreme scores on the ASDS – they will have either very low scores due to increased concealment strategy engagement or very high disclosure scores. To test this, ASDS-30 frequency and willingness scores were separated into high (top 33%), medium (middle 33%), and low (lower 33%) groups. The high and low ASDS scoring groups should have significantly higher scores on Identity Centrality than individuals who had moderate scores on the ASDS. To test this, two one-way between subjects ANOVAs were conducted to check for subgroup mean differences in Identity Centrality across the three levels of ASDS scores. There was a significant effect of Identity Centrality on ASDS-30 willingness scores at the $p < .05$ level for the three conditions [$F(2, 366) = 21.93, p < .01$]. There was also a significant effect of Identity Centrality on ASDS-30 frequency scores at the $p < .05$ level for the three conditions [$F(2, 366) = 16.75, p < .01$].

Post hoc comparisons using the Tukey HSD test indicated that the mean score of Identity Centrality for the low ASDS-30 (W) group ($M = 27.62, SD = 10.52$) was significantly different than medium ASDS-30 (W) group ($M = 33.26, SD = 11.75$) and high

ASDS-30 (W) group ($M = 36.52$, $SD = 10.08$). There was also a significant mean difference between the medium ASDS-30 (W) group and high ASDS-30 (W) group.

Additionally, post hoc comparisons using the Tukey HSD test indicated that the mean score of Identity Centrality for the low ASDS-30 (F) group ($M = 29.09$, $SD = 10.52$) was significantly different than the high ASDS-30 (F) group ($M = 36.80$, $SD = 10.50$) and between the medium ASDS-30 (F) group ($M = 31.21$, $SD = 11.75$) and high ASDS-30 (F) group. However, there was no mean difference between the low ASDS-30 (F) group and medium ASDS-30 (F) group.

Individuals who scored high on both versions of the ASDS-30 did have higher scores on Identity Centrality – the individuals who scored low on the different versions of the ASDS-30 had lower Centrality scores. However, there is correlational evidence that may indicate that individuals who have higher Centrality do not always disclose more by the slight positive correlation between the frequency versions of the Concealment items and Centrality for the ASDS-30C (F) ($r = .11$, $P < .05$) and ASDS-10C (F) ($r = .12$, $p < .05$). Give this, Hypothesis 1.8b is only partially supported. Tables 12.1-13.3 display these results and Figures 6 and 6 show the mean differences. The results of these correlations and ANOVAs indicate that the relationship between Identity Centrality and ASDS scores are more linear than originally proposed.

Disclosure Motives. Hypothesis 1.9a proposes that of the participants who disclose their concealable identity, those who only disclose their identity during isolated incidents or for specific goal directed reasons will score lower on the ASDS than individuals who are disclosing for the more general reason such as being authentic to oneself. To test this,

participants self-coded themselves into 7 categories that best describes their motives behind disclosure. Some examples of these categories include: only to close friends(s), to receive social support, and to be authentic or true to myself. The full list of categories and their frequencies can be found in Table 5. All the motives that were isolated or goal directed were grouped together so that their mean ASDS scores could be compared between these two groups. Two independent sample t-tests were conducted on these two groups to compare the differences in ASDS-30 (F) and ASDS-30 (W) across the two disclosure motive groups. The 206 participants who indicated that they have only disclosed under isolated, or goal directed situations ($M = 81.27$, $SD = 18.00$) compared to the 49 participants who indicated that they disclosed for the purpose of being authentic and true to themselves ($M = 93.00$, $SD = 21.54$) had significantly lower scores on the ASDS-30 (W), $t(253) = -3.94$, $p < .01$. Similarly, the 206 participants who indicated that they have only disclosed under isolated, or goal directed situations ($M = 81.09$, $SD = 15.71$) compared to the 49 participants who indicated that they disclosed for the purpose of being authentic and true to themselves ($M = 89.73$, $SD = 15.70$) had significantly lower scores on the ASDS-30 (F), $t(253) = -3.46$, $p < .01$. These findings give direct support to Hypothesis 1.9a. These results and subgroup means can be found in Table 14.

Concealment Motives. Hypothesis 1.9b proposes that the participants who conceal due to fear of their identity being too personal should score lower on the ASDS when compared to the individuals who conceal because it is not important/not a common topic. To test this, participants self-coded themselves into 7 categories that best describes their motives behind concealing their concealable identity. Some examples of these categories

include: fear of judgment, fear of repercussions, my identity is not a common topic and it is not an important or relevant issue. The full list of categories and their frequencies can be found in Table 6. All the motives that were fear based or due to it being too personal were grouped together so that their mean ASDS scores could be compared to those who indicated that they concealed because it was not an important issue or a common topic. Two independent sample t-tests were conducted on these two groups to compare the differences in ASDS-30 (F) and ASDS-30 (W) across the two concealment motives group. The 72 participants who indicated that they have not disclosed because of fear ($M = 61.38$, $SD = 18.55$) compared to the 30 participants who indicated that they concealed because of it not being important or a common topic ($M = 81.60$, $SD = 20.04$) had significantly lower scores on the ASDS-30 (W), $t(100) = -4.90$, $p < .01$. Similarly, the 72 participants who indicated that they have not disclosed because of fear ($M = 64.22$, $SD = 17.63$) compared to the 30 participants who indicated that they concealed because of it not being important or a common topic ($M = 80.70$, $SD = 17.42$) had significantly lower scores on the ASDS-30 (F), $t(100) = -4.32$, $p < .01$. These findings give direct support to Hypothesis 1.9b. These results and subgroup means can be found in Table 15.

Exploratory Correlational Analyses

While there were no specific hypotheses for the results in this section, these trends and relationships provide additional support to the construct validity to the ASDS by increasing the nomological network of constructs used alongside these versions of the ASDS. To do this, correlational analysis with the ASDS versions were conducted using:

Life Satisfaction, Positive Identity Perceptions, Negative Identity Perceptions, and a completely new measure developed for this study – Disclosure Utility.

Life Satisfaction seems to only have a very small positive correlation with the ASDS-30 (W) ($r = .12, p < .01$), ASDS-30 (F) ($r = .16, p < .01$), ASDS-10 (W) ($r = .15, p < .01$), and ASDS-10 (F) ($r = .16, p < .01$). Negative Identity Perceptions have a moderate negative correlation with the ASDS-30 (W) ($r = -.31, p < .01$), ASDS-30 (F) ($r = -.31, p < .01$), ASDS-10 (W) ($r = -.31, p < .01$), and ASDS-10 (F) ($r = -.31, p < .01$). Positive Identity Perceptions have a moderate positive correlation with the ASDS-30 (W) ($r = .34, p < .01$), ASDS-30 (F) ($r = .37, p < .01$), ASDS-10 (W) ($r = .35, p < .01$), and ASDS-10 (F) ($r = .36, p < .01$). Lastly, with the strongest positive correlations of all the proposed co-variates, Disclosure Utility has strong positive correlations with the ASDS-30 (W) ($r = .63, p < .01$), ASDS-30 (F) ($r = .65, p < .01$), ASDS-10 (W) ($r = .61, p < .01$), and ASDS-10 (F) ($r = .60, p < .01$).

Discussion

The primary objective for Study 1 was to generate a reduced, psychometrically sound, and multidimensional scale for assessing the frequency and willingness of disclosure/concealment behaviors. Additionally, Study 1 aimed to begin building construct validation for the implementation of the ASDS by assessing its performance with previously tested and newly established measures.

Factor Structure of the ASDS

The first step in validating the ASDS was to test Griffin's (1992) proposed four-factor structure (implicitly out, explicitly out, passing, and covering) of sexual identity

management. This is the model in which the present scale was developed from. While this strategy for scale development has previously worked okay in the past with the Workplace Sexual Identity Management Measure (WSIMM) confirming a three-factor structure in disclosure assessment of sexual orientation disclosure in the workplace, there was no evidence that supports either of these factor structures. However, there was a clear two-factor structure that emerged from the 72 items proposed for the ASDS with almost all the Disclosure and Concealment items loading onto two separate factors. It was identified that five items consistently loaded onto a third factor between both the Frequency and Willingness version of the scale. Four of these items seemed to be measuring very extreme concealment behaviors involving talking poorly or denigrating others in their own identity group. One other item was extremely cross loaded onto this third factor and the Concealment factor. After removing these five poorly performing items, the two-factor model exhibited a perfect pattern matrix that separated the Disclosure and Concealment items.

The 4- and 3-factor structure proposed in Hypothesis 1.1 was not confirmed. This is likely due to the nature of assessing so many types of concealable identity groups at one time. The original 4-factor structure was designed with sexual orientation identity in mind. It is likely that not all identities have the same level of applicability for the various forms of concealment and disclosure behaviors. Not all identity groups are associated with many instances of passive forms of disclosure. For example, if a participant's concealable identity is being an identical twin, there are not many implicit disclosure items that would be relevant for this identity (e.g., leaving items or symbols related to this identity out for

others to see, or openly seeking identity specific resources or accommodations). With this in mind, a two-factor structure is more generalizable to many forms of identity groups with less established social networks, groups, or community identifiers.

This two-factor structure was used to determine the final items to retain for the 10- and 30-item versions of the ASDS. As a note on the methods for final scale reduction, the method of only retaining top performing items that worked well on both the Willingness and Frequency version of the exam was completed to ensure the ASDS could be used with either the Willingness or Frequency versions without compromising reliability between versions. The primary goal of this study was to create an adaptable scale that can be used to measure many different forms of concealment and disclosure related constructs. This method innately reduces the reliability and accuracy of the individual Willingness and Frequency versions by removing items that performed well on one but not the other. It was considered to generate two separate assessments that better fit each version of the ASDS individually, but this would compromise the advantage of having a single scale with the ability of assessing both forms of disclosure constructs.

Willingness and Frequency ASDS Score Independence

Another goal of the current study was to demonstrate the independence of Disclosure Willingness and Frequency which was first proposed in McIntyre (2019). The most direct way of testing this was through Hypothesis 1.2, postulating that the correlations between the ASDS scores on the Frequency version and the Willingness version would only be moderately high. The correlations for all three indices (Disclosure, Concealment, and Total Composite scores) of the ASDS-30 were all highly correlated between the

Frequency and Willingness versions ($r = .84, .89, .92$). While these correlations are very high, given that these items were administered side-by-side using different 5-anchor response scales, it is clear that individuals are not indicating the exact levels across the Willingness and Frequency versions of the ASDS.

Single-Item ASDS Validation of Willingness and Frequencies. To test that the willingness and frequency version of the ASDS were performing properly, single item measures assessing (i.) “disclose”, (ii.) “keep hidden” or (iii.) “fabricate information to keep their identity hidden” were administered using a frequency and willingness response scale. Hypothesis 1.3a and 1.3b stated that the items with the matching “frequency” or “willingness” stem would have higher correlations with their corresponding ASDS version (ASDS (W) v. ASDS (F)). This assessment gave mixed results with only 6 of the 18 pairwise correlational comparisons of the ASDS-30 indices having significantly stronger correlations with the single items worded with their congruent “Frequency” or “Willingness” response scales. Even more interesting 1 of the 18 pairwise correlations had a significantly stronger correlation with the opposite worded single item measure. Specifically, the Frequency worded (i.) “disclose” item had a stronger correlation with the concealment factor of the Willingness version of the ASDS. The remaining pairwise correlations were inconclusive given that the differences in correlations were insignificant. This analysis alone gives mixed results when trying to confirm the Frequency and Willingness ASDS versions assess two distinct constructs.

Given these mixed results, other pairwise comparisons were made between the Willingness and Frequency versions of the ASDS with respect to the other proposed

covariates: Life Satisfaction, General Tendency of Self-Disclosure, Identity Centrality, and Positive Identity Perceptions. These analyses paint a clearer picture of the independence of these two constructs and point to potential scenarios of when each should be used. When looking at the correlations for the Disclosure subscale of the 30-item ASDS with Life Satisfaction, there is a significantly stronger relationship with the Disclosure Frequency version of the ASDS ($r = .34, p < .01$) than with Disclosure Willingness subscales of the ASDS ($r = .20, p < .01$). This could point to the idea that individuals who disclose their behaviors more often may be more satisfied with their lives than individuals who are more willing to disclose. This could indicate that behavioral components of disclosure have larger impacts on an individual's overall satisfaction when compared to their willingness. For instance, two people may be completely open to disclosing their identity but the individual who actively takes actions to share their identity may have more life satisfaction than the individual who is willing but keeps their identity hidden. This idea is supported in other studies that have shown that life satisfaction is positively related with disclosure of LGB identity (Fletcher & Everly, 2021) and cancer survivor status (Park, Bharadwaj, & Blank, 2011). Similarly, one study found that sharing personal information online was related to increased life satisfaction and feelings of connectedness (Miller, 2020). This could explain the differences in life satisfaction in the two individuals described above – the one who had taken actions towards disclosure would likely feel more connected with others which could relate to higher levels of life satisfaction than the individual who was only willing to disclose.

Similarly, when looking at the correlations for the Disclosure subscale of the 30-item ASDS with General Tendency for Self-Disclosure, there is a statistically significantly stronger relationship with the Disclosure Willingness version of the ASDS ($r = .29, p < .01$) than with Disclosure Frequency subscales of the ASDS ($r = .22, p < .01$). This could be because individuals who are more open to share types of generalized emotions with others would also be more likely to be willing to discuss their identity with others. The Frequency version for the ASDS may be clouded by measuring forms of more goal directed, isolated, or forced disclosures rather than what an individual is willing to do. This is supported by a stronger correlation between goal directed disclosures with ASDS-30 Frequency scores than Willingness scores.

A similar situational effect could explain why Identity Centrality has a significantly stronger relationship with the Disclosure Frequency version of the ASDS ($r = .56, p < .01$) than with Disclosure Willingness subscales of the ASDS ($r = .47, p < .01$). Individuals who have a higher Identity Centrality likely have more times that their identity is relevant or comes up which would create more opportunity to disclose their identity (i.e., they would disclose more frequently regardless of their willingness). Additionally, Positive Identity Perceptions had much higher positive correlations with the Frequency version of the ASDS-30 compared to the Willingness version. This could indicate that individuals are more likely to make initiatives to share their identity when they hold more positive perceptions of it. For example, consider two individuals, one who has a very strong positive perception of their identity and one who has a more neutral identity. They both may be extremely willing to disclose their identity but the individual who has more positive

perceptions may be more likely to create opportunities to share their identity than the individual who may just be waiting for a convenient time to share their more neutral identity.

Disclosure Comfortability and Disclosure Likelihood. Additionally, single item measures of Disclosure Comfortability and Disclosure Likelihood were also used to draw more construct validity between the frequency and willingness version of the final ASDS scales. Hypothesis 1.4a proposed that Disclosure Comfortability scores would have a higher correlation with the willingness versions of the ASDS than with the frequency version of the ASDS. This hypothesis was not supported by the data given the opposite relationship was present for these variables. With Disclosure Comfortability having lower correlations the Willingness version of the ASDS when compared to the Frequency version, it seems like individuals who more frequently disclose may become more comfortable overtime as they disclose more. The original hypothesis did not take this into consideration. Studies have shown that disclosure becomes easier overtime as more in-depth social connections are made (Andalibi, 2019) and as individuals progress through later stages in their identity development (Halpin & Allen, 2004). Future studies may want to focus on demonstrating a causal relationship between Disclosure Frequency and Disclosure Comfortability, where people become more comfortable with disclosure as their frequency of disclosure increases.

In contrast, Hypothesis 1.4b proposed that Disclosure Likelihood scores would have a higher correlation with the frequency versions of the ASDS than with the willingness version of the ASDS. This hypothesis was inconclusive with there being no

significant differences between Disclosure Frequency and Willingness scores with respect to Disclosure Likelihood. It could be that the response scale for this item (1-extremely unlikely to 5-extremely likely) was too vague to allow participants to generate accurate assessments of their disclosure probability. The goal of this measure was to get the participant to take an informed measure of their feelings of disclosure and their probability that a disclosure scenario would present itself for their specific identity. This may have more accurately gauged this ‘likelihood’ construct if the item had a more descriptive question priming the participant to take these factors into consideration making their response.

Construct Validity of ASDS

To begin building construct validity of the ASDS, several other measures were administered with the ASDS which included: Perceived Risk of Disclosure, General Tendency for Self-Disclosure, knowing others with the same or similar concealable identity, Identity Centrality, Positive Identity Perceptions and Negative Identity Perceptions. Hypotheses 1.5-1.7 involved the strict comparison of correlations to see if they follow previously determined expectations with other disclosure studies. The correlations between the different versions of the ASDS and the scale measures can be found on Table 9. The correlations between the single item measure of knowing others with the same or similar concealable identity can be found in Table 10.

Perceived Risk of Disclosure. Hypothesis 1.5 proposes that Perceived Risk of Disclosure should be strongly negatively correlated with ASDS scores. This Hypothesis was partially supported with Perceived Risk of Disclosure by only having a weak negative

correlation with all the total composite scores of the ASDS versions. More conclusive evidence was found when looking at the Concealment specific factor of these ASDS versions where these correlations were the strongest. There is face validity that Perceived Risk would have a higher impact on the Concealment items of the ASDS given that risk would likely be more related to concealment behaviors rather than non-disclosure (low disclosure scores). In other words, someone may be more likely to use more extreme concealment behaviors with higher Perceived Risk when compared to an individual who scores low on the total composite ASDS due to having a less central or salient identity. Both individuals would score low on the Discloser subscale but only the individual with the high perceived risk would engage more extreme concealment strategies of the Concealment subscale. This also makes sense given previous studies finding that Perceived Risk was one of the strongest predictors of non-disclosure (e.g., Chaudoir & Fisher, 2010; Omarzu, 2000; Treiblmaier & Chong, 2011).

General Tendency of Self-Disclosure. Hypothesis 1.6 proposes that General Tendency of Self-Disclosure should be positively correlated with ASDS scores. This is supported with Perceived Risk of Disclosure having a positive correlation between all versions of the ASDS used in this study. Not surprisingly, General Tendency for Self-Disclosure had stronger correlations with the Disclosure subscales of the ASDS versions. This is consistent with the findings from (McIntyre, 2019) using this same scale adaptation of the Emotional Self-Disclosure Scale by Snell et al. (1988). This is consistent with another trait based approach in disclosure assessment, finding LGB individuals who were

predisposed to high risk taking were more likely to disclose their identity than risk avoiders (Clair et al., 2005).

Same or Similar Identity. Hypothesis 1.7 proposes that knowing someone with the same or similar identity should be positively correlated with ASDS scores. This is supported with Perceived Risk of Disclosure having a positive correlation between all the total composite ASDS scores. Furthermore, the Disclosure subscale scores had the strongest correlations with this measure when compared to the ASDS total and Concealment scores. These findings are consistent with findings from McIntyre (2019) where knowing other co-workers with the same or similar identity was one of the strongest predictors of identity disclosure. These effects are likely caused by reduced risk of disclosure and shared experiences between these individuals leading to increased Positive Identity Perceptions and decreased Negative Identity Perceptions. Through follow-up analysis, this idea is partially supported by knowing someone with the same or similar identity being positively correlated with Positive Identity Perceptions ($r = .20, P < .01$). However, there were no significant correlations with knowing someone with the same or similar identity with Negative Identity Perceptions or Perceived Risk.

Identity Centrality. Hypothesis 1.8 has two parts and is based around the idea that Disclosure and ASDS score may not be linearly related to Identity Centrality like postulated in the previous hypotheses. Hypothesis 1.8a states that there should not be a correlation between ASDS scores and Identity Centrality. From correlation analysis, this hypothesis is not supported due to there being a moderate correlation between Identity Centrality and all total composite scores of the ASDS. This indicates that there is an overall

relationship where individuals with higher centrality disclose more than those with lower centrality. This contrasts with other studies that have not been able to conclude consistent relationships between Identity Centrality and disclosure (e.g., Griffith & Hebl, 2002; Holman, Ogolsky, & Oswald, 2021).

Hypothesis 1.8b states that Individuals with high Identity Centrality will have more extreme scores on the ASDS – they will have either very low scores due to increased concealment strategy engagement or very high disclosure scores. To test this, ASDS-30 frequency and willingness scores were separated into high (top 33%), medium (middle 33%), and low (lower 33%) and a one-way between subjects ANOVA was conducted on Identity Centrality Scores. While the ANOVAs were statistically significant, the post-hoc analyses were not in the proposed direction. There seemed to be a unidimensional relationship between Identity Centrality and ASDS scores such that higher scores on centrality have a positive relationship with ASDS scores. This linear positive correlation is even more prevalent when looking at the Disclosure specific scores of all versions of the ASDS. Interestingly, there were no significant relationships between any of the Concealment subscale scores and Identity Centrality. This indicates that Centrality may only impact how much individuals share their identity rather than how much they keep it concealed. In other words, individuals who have very high Identity Centrality are more likely to disclose their identity but individuals who are very low on Identity Centrality are not necessarily more likely to conceal their identity. These individuals scoring low on Identity Centrality would just indicate they are less willing to disclose and that they disclose less without exhibiting strong concealment behaviors. This could explain the

inconclusive results in previous studies and further emphasizes the need for multi-dimensional assessment of disclosure and concealment behaviors.

Disclosure Motives. Hypothesis 1.9a proposes that of the participants who disclose their concealable identity, those who only disclose their identity during isolated incidents or for specific goal directed reasons will score lower on the ASDS than individuals who are disclosing for the more general reason such as being authentic to oneself. Through independent sample t-tests, it was confirmed that the individuals who disclose only during goal directed, or isolated situations scored significantly lower on both 30-item versions of the ASDS when compared to individuals who disclosed to be authentic to themselves. These findings give direct support to Hypothesis 1.9a. This is to be expected because the individuals who are disclosing to be authentic are going to be more open to sharing their identity across many different contexts when compared to the isolated disclosure.

Concealment Motives. Hypothesis 1.9b proposes that the participants who conceal due to fear of their identity being too personal should score lower on the ASDS when compared to the individuals who conceal because it is not important/not a common topic. Through independent sample t-tests, it was confirmed that the individuals who conceal due to fear scored significantly lower on both 30-item versions of the ASDS when compared to individuals who conceal because their identity is not as important. These findings give direct support to Hypothesis 1.9b.

These results have face validity because it should be expected that individuals concealing due to fear will be exhibiting more extreme concealment behaviors than individuals who choose not to disclose because it is not an important or relevant identity.

Individuals with identities that are perceived as irrelevant or unimportant would likely have very moderate scores on the ASDS, not scoring very high or low. Unfortunately, this could not be tested because concealment motives were only collected from individuals who had indicated that they have not shared their identity. Future studies may get participants to list all the reasons why they would choose to conceal or reveal so these effects could be assessed. The closest variable that relates to this “unimportant or irrelevant” concealment motives would be Identity Centrality – however, it has already been established that Identity Centrality does not relate to levels of Concealment scores in this dataset.

Exploratory Correlational Analyses

While there are no specific hypotheses for the results in this section, these trends and relationships provide additional support to the construct validity to the ASDS by increasing the nomological network of constructs used alongside these versions of the ASDS. To do this, correlational analysis with the ASDS versions were conducted using: Positive Identity Perceptions, Negative Identity Perceptions and a completely new measure developed for this study – Disclosure Utility.

Identity Perceptions. Negative Identity Perceptions were found to have a moderate negative correlation with all the total composite ASDS scores across the different versions. With this, Positive Identity Perceptions were found to have slightly higher but comparable positive relationship strengths with the total composite ASDS scores. This finding is consistent with the results by McIntyre (2019) where Positive Identity Perceptions had stronger relationships with Disclosure than negative Identity Perceptions. It should be noted that Positive Identity Perceptions had strong positive correlations with

all the Disclosure subscale scores on all versions of the ASDS with weak to nonexistent correlations with the Concealment subscale scores. In contrast, Negative Identity Perceptions had moderate correlations with all Concealment subscale totals on all versions of the ASDS. Like before, there were only weak or nonexistent correlations between Negative Identity Perceptions and Disclosure subscale totals. This indicates that Positive Perceptions mainly only relates to how much someone will disclose, and Negative Identity Perceptions mainly only relate to how much an individual conceals. Future studies should investigate a causal relationship within these effects. This is another key example of why the ASDS could be critical in future identity research where Concealment and Disclosure are assessed on two independent factors.

Disclosure Utility. Lastly, with the strongest positive correlations of all the proposed covariates, Disclosure Utility has strong positive correlations with all total composite scores of the ASDS. This measure goes beyond a simple measure of Perceived Risk and begins to look at the psychological risks and benefits of disclosure. This scale was mirrored after the Perceived Risk of disclosure developed for this study and encompasses some of the major considerations an individual undertakes when making a disclosure/concealment decision. With this measure assessing both the positive and negative outcomes of disclosure, it has high correlations with both the concealment and disclosure subscales of all ASDS versions. While this scale was not the primary focus of the present study, this “pro/con” assessment has potential to be a new device used in disclosure decision-making research. While the preliminary results in the study are

promising, further validation and research should be conducted on this measure to confirm content and construct validity.

Limitations and Considerations

The major limitation of the current study is the sample size. Due to poor responding and contamination of this Amazon Mechanical Turk sample, most of the dataset was not usable. This caused the sample size to be significantly smaller than originally proposed which limited the level of analysis that could be conducted on the factor structure of the ASDS. With this, a split-half CFA was not able to be conducted to confirm the factor structure of the reduced model derived from the EFAs. Study 2 aims to address this limitation by conducting confirmatory factor analysis on an adaptation of the ASDS versions derived in Study 1. However, this factor structure was not confirmed on another sample of multiple concealable identity groups. Future studies should use the same methodology with the reduced ASDS to confirm the factor structure when assessing multiple concealable identities in a sample. Additionally, while the goal was to collect data that could be generalized to multiple identity groups, this MTurk sample had a surprisingly high number of individuals whose identity was a mental illness or criminal activity which may not reflect comparable estimates to the general population. This would mean that the identities used to select items for the final ASDS may be more suited for these specific identity groups with high representation in the current sample. However, this issue has been addressed numerous times in other similar studies and it has not been found to have substantial impacts on generalizability of findings (e.g., Levay, Freese, & Druckman, 2016; Ross, Zaldivar, Irani, & Tomlinson, 2009).

Study 1 Summary

Overall, the findings in Study 1 indicate promising performance of the reduced items that generated four versions of the ASDS: the short 10-item ASDS and the longer 30-item ASDS, both of which can be used with Frequency and Willingness response scales. Each ASDS generates three scores: a total composite index of combined disclosure/concealment behaviors, a Disclosure composite score and a Concealment composite score. The multidimensional nature of the ASDS makes it ideal for assessing a wider range of disclosure/concealment behaviors that has not previously been possible. Additionally, this scale has distinct benefits given that it has been validated on a sample of multiple identity groups and has been written so that it can be adapted for any specific identity groups as needed in research and field work. Given this, Study 2 aims to demonstrate how the ASDS can be adapted for a specific identity group while maintaining its psychometric properties displayed in Study 1.

Table 1. Ethnicity Frequencies

Ethnicity	Frequency	%
American Indian or Alaska Native	4	1.1
Asian	22	6
Black or African American	33	8.9
Native Hawaiian or Pacific Islander	1	0.3
Other	10	2.7
White	299	81.1

Table 2. Education Frequencies

Education	Frequency	%
Some high school, no diploma	1	0.3
High school graduate, diploma, or the equivalent (for example: GED)	31	8.4
Some college credit, no degree	66	17.9
Associate degree	44	11.9
Bachelor's degree	175	47.4
Master's degree	43	11.7
Doctorate degree	8	2.2

Table 3. Concealable Identity Frequencies

Concealable Identity	Frequency	%
Mental Illness	89	24.1
Criminal Action	44	11.9
Sexually Related Activates	42	11.4
Drug Use	31	8.4
Medical Condition	21	5.7
Lies about Background	19	5.1
Other	19	5.1
Weight/Appearance	16	4.3
Abusive Family	14	3.8
History of Rape	13	3.5
Childhood Sexual Abuse	12	3.3
Sexual Orientation	12	3.3
Death of Family	10	2.7
Family with Medical	9	2.4
Abortion	8	2.2
Family with Drug Prob	5	1.4
Adoption	3	0.8
Veteran Status	2	0.5
Total: 369		

Table 4. Disclosure Description Self-Categorization

Disclosure Category	Frequency	%
I have not disclosed to anyone, and no one knows about my identity.	71	19.2
I have not disclosed to anyone, but I assume many people know this about me.	26	7
I have only disclosed my identity to ONE person.	64	17.3
I have disclosed my identity to a select group of a few individuals.	183	49.6
I have disclosed my identity to many people.	25	6.8
Total: 267		

Table 5. Disclosure Motive Self-Categorization

Disclosure Motive	Frequency	%
Only to close friend(s)	64	24
To receive social support	52	19.5
To be authentic or true to myself	49	18.4
To give social support	33	12.4
I was asked specifically	31	11.6
It came up in conversation	26	9.7
Other	12	4.5

Total: 267

Table 6. Concealment Motive Self-Categorization

Concealment Motive	Frequency	%
It's too personal, uncomfortable, or embarrassing	32	31.4
Fear of judgment	23	22.5
I am a private person	22	21.6
Fear of repercussions	11	10.8
Fear of pity	6	5.9
My identity is not a common topic	5	4.9
Not important or relevant issue	3	2.9

Total: 102

Table 7. Number of People with the Same or Similar ID

Category	Frequency	%
No one	96	26
One other person	54	14.6
A couple of other people	117	31.7
Several other people	70	19
Too many to count	32	8.7

Table 8. Scale and Item Descriptive Statistics

Scales/Items	Cronbach's Alpha	N	Mean	SD	Skewness		Kurtosis	
					Statistic	SE	Statistic	SE
ASDS-30 (W)	0.92	369	78.37	21.25	-0.10	0.13	-0.16	0.25
ASDS-30D (W)	0.93	369	32.55	12.38	0.65	0.13	-0.16	0.25
ASDS-30C (W)	0.93	369	44.18	14.93	0.02	0.13	-0.72	0.25
ASDS-30 (F)	0.90	369	78.35	18.19	-0.38	0.13	-0.20	0.25
ASDS-30D (F)	0.93	369	29.26	11.18	0.87	0.13	-0.05	0.25
ASDS-30C (F)	0.92	369	40.92	13.61	0.17	0.13	-0.47	0.25
ASDS-10 (W)	0.80	369	25.43	7.68	-0.19	0.13	-0.53	0.25
ASDS-10D (W)	0.85	369	10.13	4.41	0.80	0.13	0.18	0.25
ASDS-10C (W)	0.84	369	14.70	5.64	0.05	0.13	-0.92	0.25
ASDS-10 (F)	0.74	369	25.76	6.50	-0.42	0.13	-0.32	0.25
ASDS-10D (F)	0.86	369	9.26	3.98	0.95	0.13	0.10	0.25
ASDS-10C (F)	0.82	369	13.50	5.09	0.13	0.13	-0.68	0.25
Life Satisfaction	0.95	369	20.62	8.89	-0.29	0.13	-1.23	0.25
GTSD	0.84	369	27.33	6.44	-0.28	0.13	-0.02	0.25
Perceived Risk	0.91	369	30.28	12.10	-0.05	0.13	-0.88	0.25
Disclosure Utility	0.76	369	30.76	12.00	0.20	0.13	-0.54	0.25
ID Centrality	0.90	369	32.44	11.38	-0.28	0.13	-0.66	0.25
Positive ID Perceptions	0.96	369	12.78	8.86	0.96	0.13	-0.38	0.25
Negative ID Perceptions	0.86	369	24.89	7.44	-0.73	0.13	-0.11	0.25
Willingness 1 (Disclose)	--	367	2.39	1.20	0.55	0.13	-0.67	0.25
Willingness 2 (Keep hidden)	--	368	3.95	1.17	-0.95	0.13	-0.06	0.25
Willingness 3 (Lie)	--	368	2.99	1.41	-0.05	0.13	-1.29	0.25
Frequency 1 (Disclose)	--	366	2.16	1.04	0.84	0.13	0.14	0.25
Frequency 2 (Keep hidden)	--	365	4.02	1.04	-1.08	0.13	0.73	0.26
Frequency 3 (Lie)	--	364	2.77	1.38	0.19	0.13	-1.26	0.26
Disclosure Likelihood	--	368	2.69	1.37	0.16	0.13	-1.40	0.25
Disclosure Comfortability	--	368	2.21	1.36	0.80	0.13	-0.69	0.25

Figure 1.1 ASDS-30 (W) Histogram

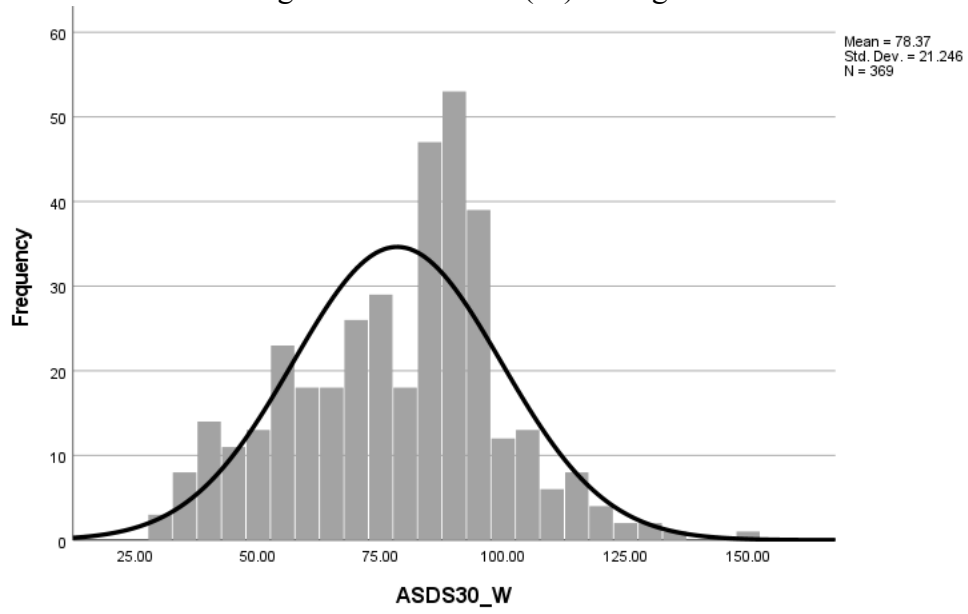


Figure 1.2 ASDS-30 (W) Q-Q Plot

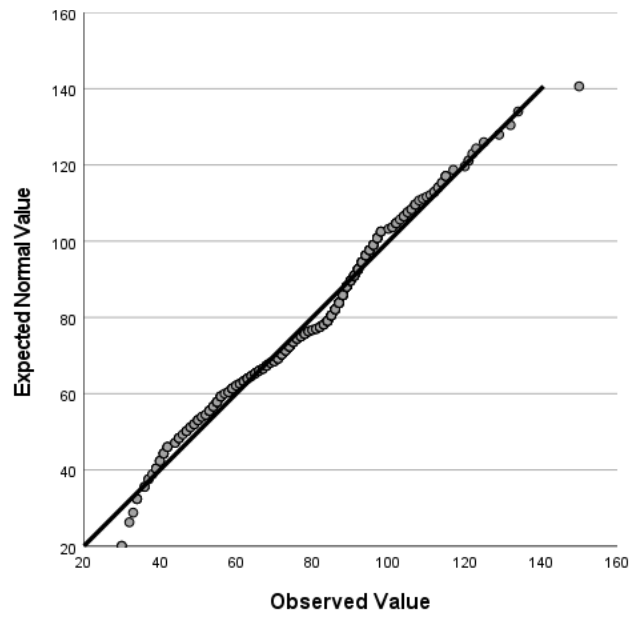


Figure 2.1 ASDS-30 (F) Histogram

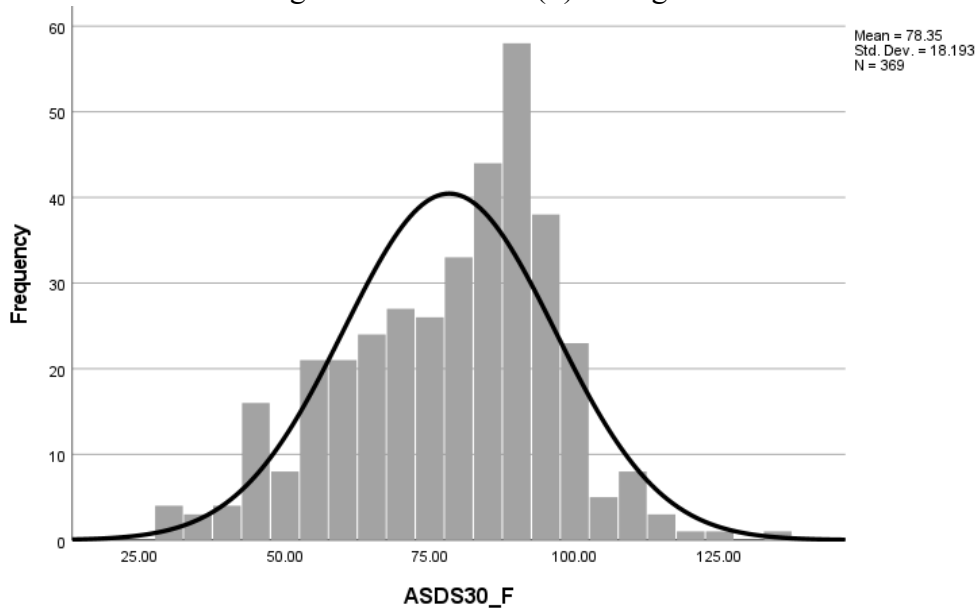


Figure 2.2 ASDS-30 (F) Q-Q Plot

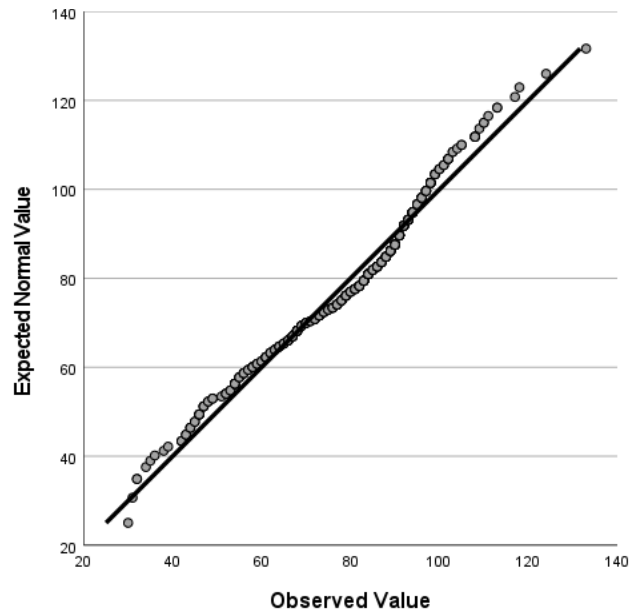


Figure 3.1 ASDS-10 (W) Histogram

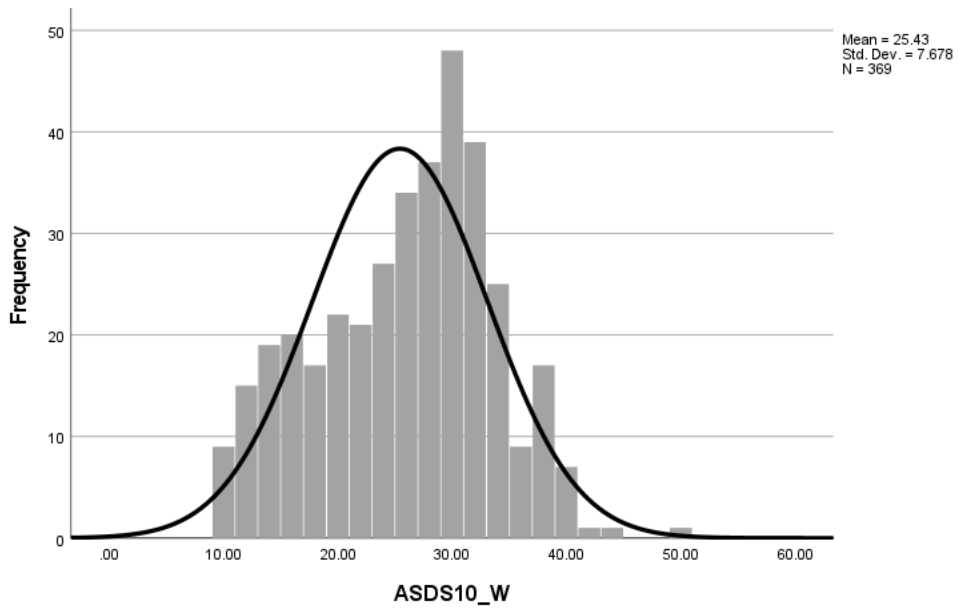


Figure 3.2 ASDS-10 (W) Q-Q Plot

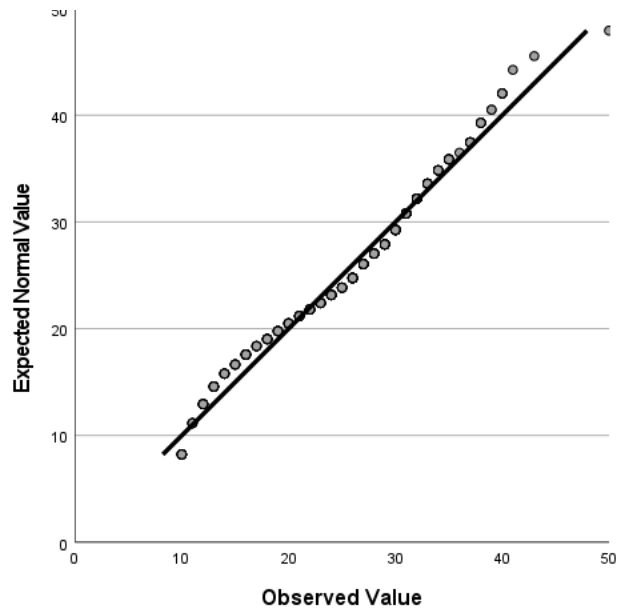


Figure 4.1 ASDS-10 (F) Histogram

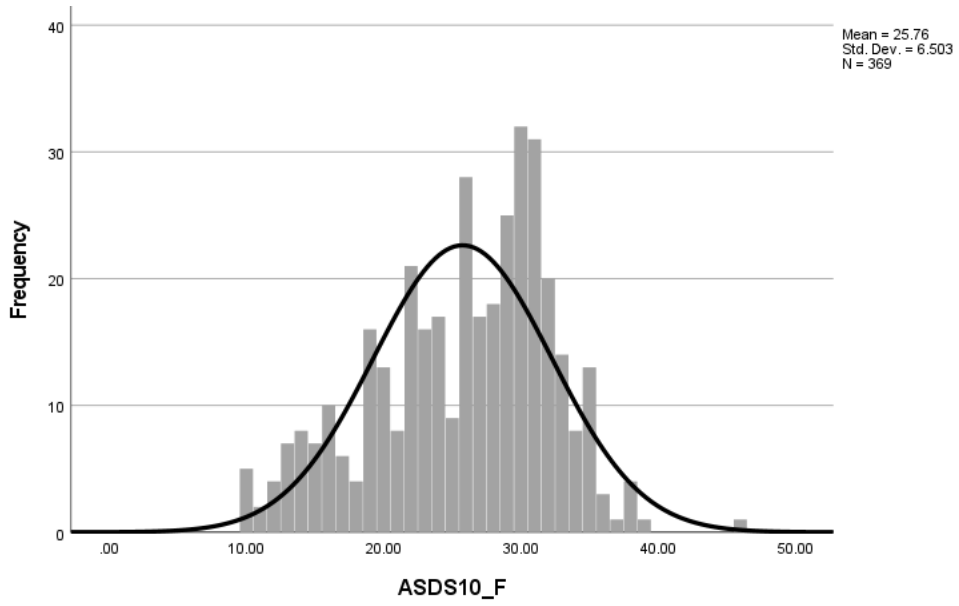


Figure 4.2 ASDS-10 (F) Q-Q Plot

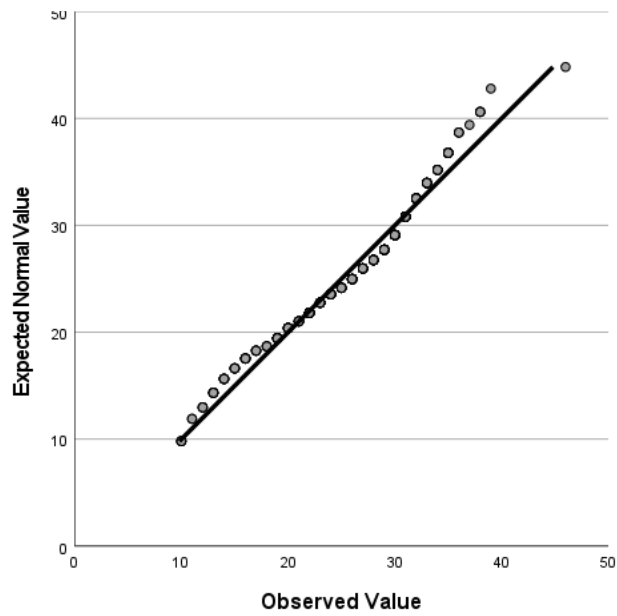


Table 9. ASDS Correlations with Scale Measures

Scale Measures	N	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
1. Age	368	–																			
2. ASDS-30 (W)	369	-.15**	–																		
3. ASDS-30D (W)	369	-.24**	.73**	–																	
4. ASDS-30C (W)	369	.02	-.82**	-.20**	–																
5. ASDS-30 (F)	369	-.19**	.92**	.67**	-.76**	–															
6. ASDS-30D (F)	369	-.29**	.59**	.84**	-.15**	.67**	–														
7. ASDS-30C (F)	369	.02	-.74**	-.20**	.89**	-.79**	-.07	–													
8. ASDS-10 (W)	369	-.14**	.95**	.67**	-.79**	.87**	.56**	-.70**	–												
9. ASDS-10D (W)	369	-.23**	.66**	.94**	-.17**	.61**	.81**	-.15**	.69**	–											
10. ASDS-10C (W)	369	.01	-.77**	-.19**	.94**	-.70**	-.13**	.83**	-.82**	-.15**	–										
11. ASDS-10 (F)	369	-.16**	.87**	.62**	-.72**	.94**	.61**	-.75**	.89**	.61**	-.74**	–									
12. ASDS-10D (F)	369	-.26**	.54**	.79**	-.12*	.61**	.95**	-.04	.55**	.82**	-.10*	.62**	–								
13. ASDS-10C (F)	369	.00	-.69**	-.17**	.83**	-.72**	-.04	.93**	-.71**	.13**	.87**	-.79**	-.01	–							
14. Life Satisfaction	369	-.07	.12*	.20**	-.01	.16**	.34**	.06	.15**	.22**	-.03	.16**	.31**	.03	–						
15. GTSD	369	-.01	.24**	.29**	-.10*	.23**	.22**	.13**	.23**	.29**	-.09	.23**	.31**	-.12*	.14**	–					
16. Perceived Risk	369	-.05	-.26**	.02	.38**	-.27**	.07	.41**	-.25**	.03	.37**	-.25**	.07	.38**	-.08	.15**	–				
17. Disclosure Utility	369	-.13*	.63**	.57**	-.43**	.65**	.62**	-.36**	.61**	.54**	-.40**	.60**	.58**	-.31**	.35**	.14**	-.34**	–			
18. ID Centrality	369	-.21**	.26**	.47**	.02	.26**	.56**	.11*	.26**	.47**	.01	.24**	.55**	.12*	.14**	.07	.18**	.36**	–		
19. Positive ID Perceptions	369	-.23**	.34**	.46**	-.11*	.37**	.60**	.00	.35**	.44**	-.13*	.36**	.56**	-.02	.42**	.16**	.10	.57**	.52**	–	
20. Negative ID Perceptions	369	.07	-.31**	-.10	.35**	-.31**	-.12*	.32**	-.31**	-.08	.36**	-.32**	-.10	.34**	-.21**	.03	.37**	-.40**	.01	-.43**	–

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Table 10. ASDS Sub-Scale Correlations with Single Item Measures

Scales/Items	n	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
1. ASDS-30 (W)	369	–																					
2. ASDS-30D (W)	369	.73**	–																				
3. ASDS-30C (W)	369	-.82**	-.20**	–																			
4. ASDS-30 (F)	369	.92**	.67**	-.76**	–																		
5. ASDS-30D (F)	369	.59**	.84**	-.15**	.67**	–																	
6. ASDS-30C (F)	369	-.74**	-.20**	.89**	-.79**	-.07	–																
7. ASDS-10 (W)	369	.95**	.67**	-.79**	.87**	.56**	-.70**	–															
8. ASDS-10D (W)	369	.66**	.94**	-.17**	.61**	.81**	-.15**	.69**	–														
9. ASDS-10C (W)	369	-.77**	-.19**	.94**	-.70**	.13**	.83**	-.82**	-.15**	–													
10. ASDS-10 (F)	369	.87**	.62**	-.72**	.94**	.61**	-.75**	.89**	.61**	-.74**	–												
11. ASDS-10D (F)	369	.54**	.79**	-.12**	.61**	.95**	-.04**	.55**	.82**	-.10**	.62**	–											
12. ASDS-10C (F)	369	-.69**	-.17**	.83**	-.72**	-.04**	.93**	-.71**	-.13**	.87**	-.79**	-.01**	–										
13. Willingness 1 (Disclose)	367	.65**	.70**	-.34**	.64**	.68**	-.29**	.58**	.64**	-.28**	.56**	.62**	-.22**	–									
14. Willingness 2 (Keep hidden)	368	-.60**	-.41**	.51**	-.55**	-.36**	.43**	-.55**	-.38**	.45**	-.51**	-.34**	.39**	-.51**	–								
15. Willingness 3 (Lie)	368	-.49**	-.09**	.62**	-.42**	.04**	.60**	-.46**	-.04**	.59**	-.39**	.06**	.55**	-.14**	.45**	–							
16. Frequency 1 (Disclose)	366	.46**	.52**	-.23**	.49**	.58**	-.18**	.44**	.50**	-.21**	.46**	.55**	-.16**	.65**	-.30**	.00	–						
17. Frequency 2 (Keep hidden)	365	-.54**	-.42**	.43**	-.55**	-.43**	.39**	-.51**	-.40**	.38**	-.53**	-.41**	.36**	-.47**	.76**	.38**	-.39**	–					
18. Frequency 3 (Lie)	364	-.34**	.03**	.51**	-.33**	.18**	.59**	-.32**	.07**	.49**	-.32**	.19**	.56**	.01**	.32**	.83**	.17**	.30**	–				
19. Disclosure Comfortability	368	.56**	.67**	-.24**	.60**	.74**	-.19**	.53**	.63**	-.23**	.55**	.69**	-.16**	.69**	-.40**	-.01	.63**	-.47**	.30**	–			
20. Disclosure Likelihood	368	.68**	.65**	-.44**	.67**	.64**	-.37**	.62**	.59**	-.38**	.60**	.59**	-.31**	.74**	-.59**	-.29**	.59**	-.58**	-.11**	.77**	–		
21. Knows Someone with ID	369	.27**	.30**	-.14**	.28**	.32**	-.12**	.25**	.27**	-.14**	.26**	.29**	-.10**	.31**	-.16**	-.11**	.24**	-.19**	-.02**	.28**	.29**	–	
22. Goal Directed Disclosure	255	-.24**	-.11**	.23**	-.21**	.02**	.28**	-.18**	-.05**	.20**	-.16**	.06**	.25**	-.14**	.26**	.24**	.00	.19**	.21**	.01**	-.16**	-.06**	–
23. Fear Driven Concealment	102	-.44**	-.46**	.27**	-.40**	-.39**	.22**	-.41**	-.42**	.25**	-.36**	-.39**	.17**	-.29**	.33**	.27**	-.23**	.28**	.12**	-.39**	-.43**	.06**	–

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Table 11. Test of Dependent Correlations between ASDS (W) and ASDS (F) Scores

Item Tested	r12	r13	r23	t	df	p
Willingness 1 (Disclose)	.65**	.64**	.92**	0.52	166	0.607
Willingness 2 (Keep hidden)	-.60**	-.55**	.92**	-2.10	166	0.037*
Willingness 3 (Lie)	-.49**	-.42**	.92**	-2.50	166	0.014*
Frequency 1 (Disclose)	.46**	.49**	.92**	-0.78	166	0.437
Frequency 2 (Keep hidden)	-.54**	-.55**	.92**	0.31	166	0.755
Frequency 3 (Lie)	-.34**	-.33**	.92**	-0.55	166	0.582

The difference between r12 and r13 are being tested using an alpha of .05.

r12 is the correlation between the item tested and the ASDS-30 (W).

r13 is the correlation between the item tested and the ASDS-30 (F).

r23 is the correlation between the ASDS-30 (W) and the ASDS-30 (F).

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Table 12.1. Centrality Means for ASDS-30 (W) Levels

ASDS-30 (W)	n	Mean	SD
Low	126	27.62	10.52
Medium	117	33.26	11.75
High	126	36.52	10.08

Table 12.2. ANOVA Comparing ASDS (W) and Centrality

	Sum of Squares	df	Mean Square	F	p
Between Groups	5099.62	2	2549.81	21.93	< 0.00
Within Groups	42561.49	366	116.29		
Total	47661.11	368			

Table 12.3. Post Hoc Comparisons between ASDS (W) and Centrality

	ASDS-30 (W)	ASDS-30 (W)	Mean Δ	Std. Error	p
Centrality	Low -	Medium	-5.637*	1.38	< 0.00
		High	-8.897*	1.36	< 0.00
	Medium -	High	-3.259*	1.38	0.05

Figure 5. Centrality by ASDS-30 (W) Groupings

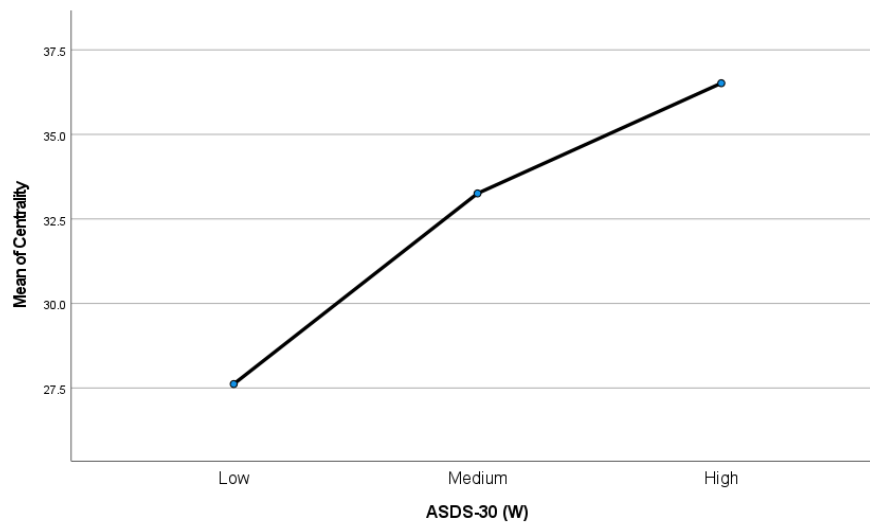


Table 13.1. Centrality Means for ASDS-30 (F) Levels

ASDS-30 (F)	n	Mean	SD
Low	123	29.09	10.52
Medium	118	31.21	11.75
High	128	36.80	10.50

Table 13.2. ANOVA Comparing ASDS (F) and Centrality

	Sum of Squares	df	Mean Square	F	p
Between Groups	3997.27	2	1998.64	16.75	< 0.00
Within Groups	43663.84	366	119.30		
Total	47661.11	368			

Table 13.3. Post Hoc Comparisons between ASDS (F) and Centrality

	ASDS-30 (F)	ASDS-30 (F)	Mean Δ	Std. Error	p
Centrality	Low -	Medium	-2.122	1.41	0.29
		High	-7.715*	1.38	< 0.00
	Medium -	High	-5.593*	1.39	< 0.00

Figure 6. Centrality by ASDS-30 (F) Groupings

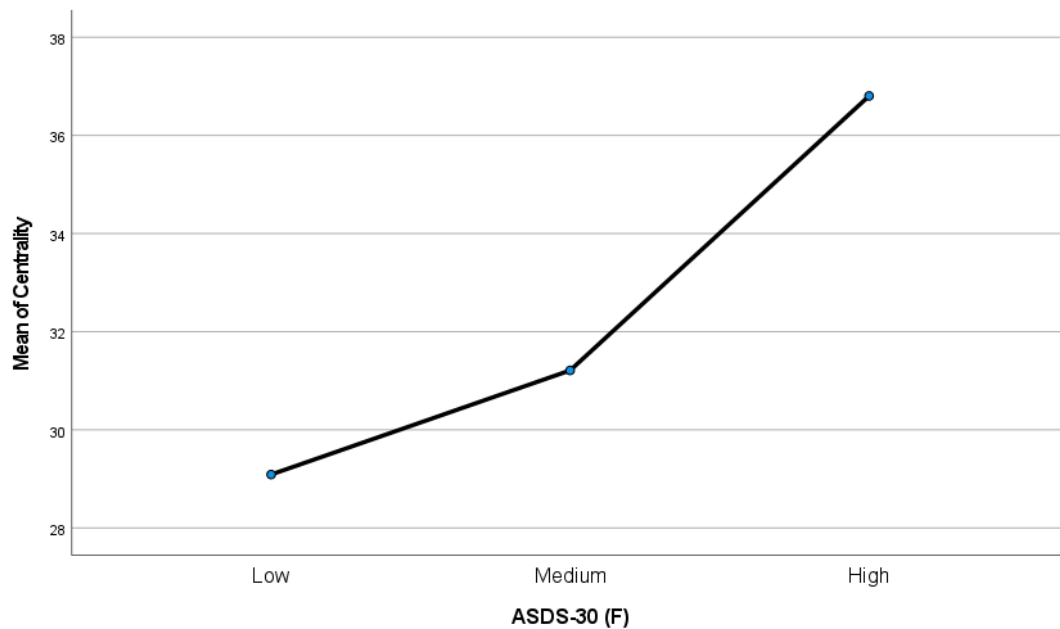


Table 14. ASDS and Disclosure Motives T-Test

ASDS Scale	Disclosure Motive	Mean	SD	N	t	df	p	Mean Δ	S.E. Δ	95% CI	
										Lower	Upper
ASDS-30 (W)	Goal Directed Disclosure	81.27	18.00	206.00	-3.94	253	< 0.001	-11.73	2.98	-17.59	-5.87
	Disclosure to be Authentic	93.00	21.54	49.00							
ASDS-30 (F)	Goal Directed Disclosure	81.09	15.71	206.00	-3.46	253	0.001	-8.64	2.50	-13.56	-3.73
	Disclosure to be Authentic	89.73	15.70	49.00							

Table 15. ASDS and Concealment Motives T-Test

ASDS Scale	Concealment Motive	Mean	SD	N	t	df	p	Mean Δ	S.E. Δ	95% CI	
										Lower	Upper
ASDS-30 (W)	Fear Driven Concealment	61.38	18.55	72	-4.90	100	< 0.001	-20.23	4.13	-28.41	-12.04
	Non-important ID	81.60	20.04	30							
ASDS-30 (F)	Fear Driven Concealment	64.22	17.63	72	-4.32	100	< 0.001	-16.48	3.82	-24.05	-8.90
	Non-important ID	80.70	17.42	30							

CHAPTER SIX

STUDY 2

To begin building a case for the adaptability and specialization of the scale generated in Study 1, this second study centered around travel disclosure during the 2019 COVID-19 pandemic. This study will use the reduced scale generated in Study 1 and be adapted for the specific identity of being a recent traveler during the early stages of the 2019 Coronavirus pandemic. As outlined earlier, disclosing health and travel information to an employer has become a surging topic in workplace psychology and has not previously been associated with such high risks. This is a prime example of how new identities can quickly develop and become relevant research topics which emphasizes the need of an adaptable scale that can be ready to use any time for any identity of interest.

Given the unique opportunity that the pandemic provided, a convenient sample of Amazon Mechanical Turk workers was used to assess Recent Travel Disclosure of full-time employees. With this study, participants who had recently traveled (within the last 45 days) via commercial airplanes, cruise ships, or to an area that was perceived to have a high COVID risk were the primary populations of interest. This data was collected from March 16th to March 28th, 2020. The time frame is important given how quickly travel stigma has changed over the course of the pandemic. This time frame is also critical given that Carnival, Royal Caribbean, Norwegian, and MSC cruise lines all agreed to suspend outbound cruises from the United States the week prior to the commencement of data collection (Feuer, 2020).

The procedures are very similar to Study 1. The major distinctions between studies were the adaptations of the ASDS and additional scales that were used to assess any concealable identity to reflect recent travel disclosure specifically. With that, as the main purpose of Study 2 is to demonstrate the adaptability of the ASDS, there are no specific hypotheses for Study 2. Using findings from Study 1, after the ASDS has been reduced to its final length, the ASDS should have comparable performance when assessing both general (Study 1) and specific (Study 2) identity disclosure patterns.

Methods

Participants

Through an online survey on Amazon Mechanical Turk, participant selection began by setting the requirement for participation to individuals who are 18 years of age or older and who were in the United States.

Procedure

Using a similar methodology of the first study, Study 2 consisted of two parts with the second part occurring immediately after the first. The first survey began with a measure of general demographics (e.g., gender, race, ethnicity, and age) and a brief measure of Coronavirus Concerns which indexes the level of concern participants had regarding specific facets of the virus (e.g., catching the virus, symptoms of the virus, and quarantine threats). This Coronavirus Concern index was administered as part of the first survey before the participants were asked if they had traveled on a cruise, commercial airplane, or to a location deemed high risk for Coronavirus within the last 45 days. This index was developed to conceal the study's method of selecting participants for participating in the

second part of the study. The measure of Coronavirus Concerns produced data for the exploratory portion of this study where the relationship between recent travel disclosure behaviors and facet level concerns for Coronavirus will be assessed. The first portion of the survey was concluded with the following yes or no questions:

1. *Have you traveled on a cruise ship or commercial airline in the past 45 days?*
2. *In the past 45 days, have you traveled (outside of your residential area) to a large city which has been deemed high-risk for the Coronavirus (COVID-19)?*

If they answered “yes” to either of these items, they were invited to participate in a second survey with a larger compensation where they completed the second and more time demanding portion of the study. If they answered “no” to both questions, their portion of the survey was concluded, and they were compensated for participating in the short first portion of the study.

The second part of the survey began with a reiteration of the previous criteria for participating in part 2 where they have either traveled on a cruise ship/commercial airplane or they had traveled to a high-risk area for COVID within the last 45 days. The participants were told that if they feel that they mis-answered this question in the first portion of the survey or if they feel uncomfortable answering questions about their recent travel experiences, that they may stop participation then or at any other time during the survey. They were also reminded that all responses would be kept confidential and that all

identifiable information (e.g., IP addresses) would be removed before analyzing or storing the data.

At this point, the 72 items proposed for the ASDS adapted for Recent Travel Disclosure, General Tendency for Self-Disclosure Measure and Perceived Risk of Travel Disclosure were administered. Examples of the adaptation can be found in Appendix C – these adapted items are listed beside their un-adapted, general, stems to demonstrate how each was generated. The remaining survey measures adapted specifically for Study 2 can be found in Appendix D.

Comprehension and Attention Check Item. Like in Study 1, an attention check item was used to ensure that the participants were mindfully answering and fully understanding the type of questions that were being asked in the Likert-portion of the second survey. There was a simple one item measure of comprehension and attention. This item asked the participants to briefly describe what they have been answering questions about. This section was intentionally placed before the open-ended exploratory measures because it gives a more accurate measure of the participants' comprehension and the accuracy of their responses for the section of the study that is most susceptible to guessing. Additionally, at this point, the participants were not allowed to go back to review their previous prompts or answers. The sole purpose of this item was to better understand the data and to control for responses that may be false, inaccurate, or misunderstood. The participants' response to this attention check item had no effect on their compensation for participating in the study.

The participants then completed the final portion of the survey where they were asked a series of single item measures regarding their recent travel. These will be used to validate this adapted version of the ASDS. All single item measures can be found in Appendix D-2. At the end of this portion of the survey, they had completed the entire study and were compensated.

Measures

Recent Travel Disclosure Adaptation of the ASDS. Using the full 72-item general ASDS scale that was produced at the beginning of Study 1, each item stem was adapted to remove “my concealable identity” and replaced with ‘my recent travel’. This adapted scale used the same 16 items assessing Implicit Disclosure, 14 items assessing Explicit Disclosure, 21 assessing Active Concealment, and 21 items assessing Passive Concealment.

These items were rated on two scales: a seven-point Likert scale assessing frequency of actual disclosure from (1) never to (7) always and a five-point Likert scale assessing willingness to engage with these behaviors from (1) not at all willing to (5) completely willing. Some example items include: “Use language that would hint at my involvement in events related to my recent travel” and “Tell people about my recent travel”. Like in Study 1, the item order was randomized between participants to mitigate the effects of survey fatigue on the items at the end of this scale. Examples of the adapted ASDS can be found in Appendix C where the stem adaptations can be compared side-by-side with the original ASDS items. It should be noted that the frequency response scale in this study is

has two additional points than in Study 1. This is due to a methodological change after this data was collected.

General tendency for self-disclosure. To measure an individual's tendency to disclose information, I used the same adaptation of the Emotional Self-Disclosure Scale (Snell et al., 1988) that I used in Study 1. The full adaptation of this scale can be found in Appendix A-2.

Perceived Risk of Recent Travel Disclosure. To assess Perceived Risk of Recent Travel Disclosure, the six items that Quinn and Chaudoir (2009) used for their anticipated stigma measure were used. These were originally obtained from the Day-to-Day Perceived Discrimination Scale (Kessler et al., 1999). Similar to Quinn and Chaudoir (2009), three additional items were added that would be more relevant to recent travel disclosure during the pandemic such as "People will act as if you are contagious" and "People will think you are irresponsible". Participants were asked to rate each item on a seven-point Likert scale, ranging from (1) extremely unlikely to (7) extremely likely, given the following statement: "If others knew about your Recent Travel, how likely do you think the following would be to occur?". Some sample items include "People will act as if you are inferior" and "You will be treated with less respect than others". The full adapted scale can be found in Appendix D-1.

Perception of Recent Travel. To measure an individual's perception of their recent travel identity, an adaptation of the Positive and Negative Perception of Identity scale from Study 1 was used. This was originally adapted from the Internalized Homo-negativity subscale of the Lesbian and Gay Identity Scale ($\alpha = .79$) (Mohr & Fassinger, 2000). Items

were reworded to reflect the specific identity of being a recent traveler. From the 10 items used in Study 1, only 8 items were retained due to the nature of two of the items not lending to recent travel identity. With this, there was still an equal number of items assessing the positive and negative perception of the participants' recent travel identity. The response scale for these items ranged from disagree strongly (1) to agree strongly (7) on items such as "I am proud to have recently traveled" and "Whenever I think a lot about my recent travel, I feel critical about myself". The full adapted scale with markups showing how it was adapted can be found in Appendix D-2.

Single Item Validation Measures. The survey will conclude with a series of single items that will assess disclosure strategies which can be used to validate the ASDS. These items include a series of yes or no items regarding if the participant's recent travel was essential or recreational, and if they know others who have recently traveled. There were also several single-item Likert scales (e.g., "How comfortable would you be with disclosing your recent travel?", and "If prompted, how likely would you be to disclose your recent travel?"). All single item measures can be found in Appendix D-3.

Results

There were no explicit hypotheses in Study 2, so all subsequent analyses are exploratory in nature to demonstrate the adaptability of the current versions of the ASDS and to test the reliability of the measure on a specific identity group.

Data Cleaning and Quality

Of the 1,692 participants who completed part one of the study, 265 identified as having traveled on a commercial plane, cruise or to a high-risk location for Coronavirus in

the last 45 days. Two undergraduate coders coded two columns of the open-ended responses. The first asked participants to describe their concealable their recent travel. The second column was the open-ended attention check item that asked participants to describe what they had been answering questions about. From this coding, 131 participants were removed from the sample due to poor responding. Any response with both coders indicating that the participant did not answer either of these two open-ended questions accurately were removed. This left 134 participants after this first round of cleaning.

Sample Descriptive Statistics

Of the 134, 44 (32.8%) were female and 90 (67.2%) were male. Additionally, 102 (76.1%) identified as ‘white’, 16 (11.9%) as ‘Asian’, 10 (7.5%) as ‘black or African American’, and 6 (4.4%) identified as being “American Indian/Alaskan Native’, ‘Pacific Islander’ or ‘other’. With this, more than half of the sample (82.9%) indicated that they had at least a bachelor’s degree with 20.2% having a master’s or doctorate Degree. The full breakdown of frequencies by race/ethnicity and education can be found in Tables 15 and 16.

Confirming Two Factor Structure

In accordance with the results from Study 1, all the adapted versions of the ASDS scales loaded well on a two-factor model when specifying the concealment and disclosure items. Weston and Gore (2006) suggest using the following fit indices for SEM models with a sample size less than $n = 500$: $CFI \geq .90$, $RMSEA \leq .10$, and $SRMR \leq .10$. The willingness version of the adapted ASDS-30 had the worst fit indices of all four ASDS scales $\chi^2(404) = 673.20$, $p < .001$; $CFI = .862$; $RMSEA = .071$; $SRMR = .100$. The

frequency version of the adapted ASDS-30 had similar indices $\chi^2(404) = 698.28, p < .001$; CFI = .865; RMSEA = .074; SRMR = .107. The willingness version of the adapted ASDS-10 had decent fit indices $\chi^2(34) = 63.35, p < .01$; CFI = .939; RMSEA = .080; SRMR = .085. The frequency version of the adapted ASDS-10 had the best fit indices $\chi^2(34) = 48.618, p < .05$; CFI = .968; RMSEA = .057; SRMR = .064. While all model fits are close to the acceptable range, none of the two-factor structures on this adapted ASDS had a good fit. This is likely due to the limited sample size. All CFA results of the adapted ASDS versions can be found in Table 17.

While the CFA results were not ideal, the 30-item versions of the ASDS had good internal reliabilities ($\alpha = .95-.86$). In contrast, the 10-item measures of the ASDS did not have good reliabilities ($\alpha = .49-.67$) for the total composite ASDS scores. All the scale descriptive statistics of the ASDS and other scale measures in Study 2 can be found in Table 18. In addition to these scale descriptive statistics, tests of normality were also conducted on the total composite scores of the adapted ASDS. With this, there were stronger cases of skewness and kurtosis with the adapted versions of the scale when compared to the results in Study 1. The histograms and Q-Q plots for the composite scores of the ASDS versions can be found in Figures 7- 10.

Exploratory Scale Analyses

Like in Study 1, several scale measures were taken alongside the ASDS including General Tendency for Self-Disclosure, Perceived Risk of Disclosure, and Perceptions of Recent Travel. The goal of these specific analyses is to draw parallels between the strength of the correlations in the general form of the ASDS and this specific adapted version. All

correlations between these covariates, the ASDS Disclosure, Concealment, and total composite scores for the different scale versions can be found in Table 19.

General Tendency of Self-Disclosure. There were no significant correlations between any of the Disclosure scores or total composite scores of the ASDS for recent travel. Surprisingly, there were two small correlations between the willingness and frequency Concealment score of the 10-item ASDS, ($r = .21, p < .05$) and ($r = .17, p < .05$).

Perceptions of Recent Travel. Like in Study 1, Positive and Negative Perceptions were assessed independently. Like in Study 1, there were overall moderate negative correlations for Negative Identity Perceptions and the composite total ASDS scores: ASDS-30 (W) ($r = -.32, p < .01$), ASDS-30 (F) ($r = -.34, p < .01$), ASDS-10 (W) ($r = -.27, P < .01$) and ASDS-10 (F) ($r = -.31, P < .01$). Also consistent with Study 1, there were positive correlations between Concealment scores and Negative Perceptions of Recent Travel except they were much stronger in Study 2, ASDS-30C (W) ($r = .50, p < .01$), ASDS-30C (F) ($r = .51, p < .01$), ASDS-10C (W) ($r = .48, P < .01$) and ASDS-10C (F) ($r = .52, P < .01$). In contrast to Study 1, there were no significant correlations between Positive Perceptions of Recent Travel and total composite ASDS scores. However, there were positive correlations between disclosure scores and Positive Travel Perceptions ASDS-30D (W) ($r = .39, p < .01$), ASDS-30D (F) ($r = .42, p < .01$), ASDS-10D (W) ($r = .38, P < .01$) and ASDS-10D (F) ($r = .47, P < .01$) but slightly weaker than in Study 1. Interestingly, there were moderate positive correlations between Positive Perceptions of Recent Travel and Concealment scores ASDS-30C (W) ($r = .32, p < .01$), ASDS-30C (F) ($r = .31, p < .01$), ASDS-10C (W) ($r = .29, P < .01$) and ASDS-10C (F) ($r = .30, P < .01$).

This is the opposite of the correlations observed in Study 1 between Positive Perceptions of a Concealable Identity and Concealment scores of the ASDS.

Exploratory Single Item Measures

Disclosure Likelihood and Comfortability. Like in Study 1, these single item measures were taken alongside the ASDS to build construct validity of the ASDS. The overall ASDS composite scores had slightly weaker positive correlations with the Disclosure Likelihood in Study 2, ASDS-30 (W) ($r = .32, p < .01$), ASDS-30 (F) ($r = .30, p < .01$), ASDS-10 (W) ($r = .30, P < .01$) and ASDS-10 (F) ($r = .32, P < .01$). This same trend is prevalent in Disclosure Comfortability and ASDS composite scores ASDS-30 (W) ($r = .24, p < .01$), ASDS-30 (F) ($r = .32, p < .01$), ASDS-10 (W) ($r = .19, P < .01$) and ASDS-10 (F) ($r = .34, P < .01$). However, the opposite trend was discovered when looking at the stronger negative correlations for Study 2 between Disclosure Comfortability and Concealment scores when compared to Study 1. Overall, Disclosure Likelihood had similar correlations with Concealment scores when compared to Study 1. One of the most distinct features between these variables is the disappearance of the very strong positive correlations between Disclosure scores of the ASDS and Disclosure Likelihood and Comfortability scores which were exhibited in Study 1. These correlations between Disclosure Comfort and Likelihood and Disclosure were between .74 to .59 in study one and there were no such significant correlations in Study 2. The correlations between these two single-item measures can be found on lines 9 and 10 of Table 19.

Essential and Recreational Travel. The last variables assessed in Study 2 was whether the participant's recent travel was for recreational purposes or essential.

Participants who indicated ‘yes’ that their recent travel was recreational had moderate positive correlations with all of the Concealment versions of the ASDS indicating that they were much more likely to conceal their travel if their recent travel was recreational ASDS-30C (W) ($r = .38, p < .01$), ASDS-30C (F) ($r = .30, p < .01$), ASDS-10C (W) ($r = .35, P < .01$) and ASDS-10C (F) ($r = .27, P < .01$). Interestingly, three of the four Disclosure scores also had weak positive correlations with recreational travel ASDS-30D (F) ($r = .23, p < .01$), ASDS-10D (W) ($r = .18, P < .01$) and ASDS-10D (F) ($r = .25, P < .01$). However, it seems like once these two factors were combined into a single composite score, it washed most of these effects out because only the willingness version of the ASDS-30 had a significant negative correlation with recreational travel. From the other covariates, the participants who indicated their recent travel was recreational also had a higher perceived risk of disclosure ($r = .29, p < .01$). Surprisingly, the individuals who indicated that their travel was recreational also indicated that they had a more Positive Perception of their Recent Travel (i.e., they were still proud and felt good about their recent travel). Even more interesting, the individuals who indicated that they had recently traveled due to essential reasons had more negative perceptions of their recent travel ($r = .20, p < .05$). Essential Travel did not seem to have as strong of an impact on Travel Disclosure/Concealment since there were only two weak significant correlations between the ASDS scores and the Essential Travel variable ASDS-30D (F) ($r = .17, P < .05$), and ASDS-30C (F) ($r = .18, p < .05$). These two weak positive correlations washed out once combining them into the total composite score for the ASDS-30 (F). All correlations between Recreational and Essential Travel can be found on the last two lines of Table 19.

Discussion

The primary objective for Study 2 was to build a case for the adaptability and specialization of the scale generated in Study 1. This study will use the reduced scale generated in Study 1 and be adapted for the specific identity of being a recent traveler during the early stages of the 2019 Coronavirus pandemic. Additionally, Study 2 aimed to build further construct validation for the ASDS by assessing its performance with previously tested and newly established measures relating to the pandemic.

Confirming Two Factor Structure

In accordance with the results from Study 1, all the adapted versions of the ASDS scales loaded fairly well on a two-factor model when specifying the concealment and disclosure items. There were several fit indices that pointed to poor model fit, especially with regard to the 30-item version of the ASDS with the lowest CFI indices for the ASDS-30 (W) (CFI = .86) and ASDS-30 (F) (CFI = .87). While this could pose problems with the adaptability of the ASDS onto specific concealable identity groups, it could be the case that the current sample of 134 participants was too small to confirm such a complex model. This theory is supported by the 10-item version having significantly better fit on almost all the critical fit indices with the ASDS-10 (F) having the highest CFI of .97. Other studies have confirmed the inconsistent appropriate model fit when using smaller sample sizes (e.g., Hau & Marsh, 2004; Kyriazos, 2018).

This is further demonstrated using a a-priori sample size calculator for structural equation models (Soper, 2021) with an effect size of .30, an alpha level of .05 and power level of .80. This calculator was developed using procedures and methodologies from

Cohen (1988) and Westland (2010). Given the requirements of a two-factor CFA with 30 indicators, it was estimated that 90 participants would be needed to begin detecting an effect and over 5000 participants would be needed to confirm a model structure. In contrast, the two-factor CFA with 10 indicators would only require 100 participants to confirm a factor structure. Given the severe discrepancy in sample size requirements to test the 30-item versions of the ASDS. These results were not used to redefine alternative model structures. This decision is supported by the high reliabilities exhibited in the adapted versions of these scales paired with the adapted reliabilities being in comparable ranges of those found in Study 1 using the original ASDS scale.

Exploratory Scale Analyses

Like in Study 1, several scale measures were taken alongside the ASDS including General Tendency for Self-Disclosure, Perceived Risk of Disclosure, and Perceptions of Recent Travel. The goal of these specific analyses is to draw parallels between the strength of the correlations in the general form of the ASDS and this specific adapted version.

General Tendency of Self-Disclosure. There were no significant correlations between any of the Disclosure scores or total composite scores of the ASDS for recent travel. Surprisingly, there were two small correlations between the willingness and frequency Concealment score of the 10-item ASDS, ($r = .21, p < .05$) and ($r = .17, p < .05$). This contrasts with trends noted in Study 1 where there were weak negative correlations between Concealment scores General Tendency for Self-Disclosure. Additionally, in Study 1, there were moderate positive correlations between the Disclosure scores and total ASDS composite scores. This is even more interesting when considering that General Tendency

for Self-Disclosure is positively related with both Positive Perceptions of Recent Travel and Negative Perceptions of Recent Travel. This is demonstrating that the specific identity of Recent Travel during the pandemic does not function as a traditional concealable identity as predisposition to self-disclosure does not seem to have an impact on ASDS scores like in Study 1. This emphasizes the need for further research on more nuanced concealable identities to better understand what factors go into a disclosure decision of less prevalent identities.

Travel Motivations, Perceived Risk and Perceptions of Recent Travel. Like in Study 1, Positive and Negative Perceptions were assessed independently. There were overall moderate negative correlations for Negative Travel Perception and the composite total ASDS scores. Also consistent with Study 1, there were positive correlations between Concealment scores and Negative Perceptions of Recent Travel except they were much stronger in Study 2. All findings support the performance of the adapted version of the ASDS.

In contrast to Study 1, there were no significant correlations between Positive Perceptions of Recent Travel and total composite ASDS scores. However, there were still positive correlations between disclosure scores and Positive Travel Perceptions. Very interestingly, there were moderate positive correlations between Positive Perceptions of Recent Travel and Concealment scores. This is the opposite of the correlations observed in Study 1 between Positive Perceptions of a Concealable Identity and Concealment scores of the ASDS. It should also be noted that there was no correlation between Positive Travel Identity Perception and Negative Travel Identity Perceptions.

There is clearly a very different cognitive appraisal in action with how individuals are assessing their recent traveler identity when compared to more traditional concealable identities. In Study 2, having any sort of extreme perception of recent travel (positive or negative) is related to higher rates and willingness of disclosure and concealment. It could be the case that travel motives have a strong impact on how an individual perceives their recent travel which could explain these inconsistent findings. This theory is supported by the weak positive correlation showing that if the recent travel was essential, there was a more negative perception of travel. This indicates that people who were required to travel for school, work or to see family felt worse about their travel. There was no correlation between Positive Travel perception and essential travel status. Conversely, there was a moderate positive correlation showing that if recent travel was deemed recreational, this was associated with more positive perceptions of travel. There was no correlation between Recreational Travel status and Negative Travel Perceptions – recreational travel only related to positive travel perceptions.

This effect would explain why recreational travel had such low positive correlations with total composite scores of the ASDS. This theory was further supported when considering the strong correlation between recreational travel and Concealment ASDS scores. This shows that while individuals who had traveled recreationally during this time had positive perceptions of their travel, they were much less likely and willing to disclose their travel. This was confirmed by the individuals who indicated their recent travel was recreational, also perceived a significantly higher risk for travel disclosure. This is a much

different process than most identity disclosure scenarios. Like in Study 1, all total composite ASDS scores were negatively related to Perceived Risk of Disclosure.

Study 2 Summary

Overall, Study 2 demonstrated a successful adaptation of the ASDS versions generated in Study 1. This begins to build a case for generalizability of this scale across concealable identity groups and for the adaptation for specific concealable identities. Furthermore, the unique relationships uncovered in this sample function as a great example of why having a multidimensional measure of disclosure is so important. Specifically, much of the rich information generated for this study was in part due to the multidimensional scale properties which demonstrated the nuances between Concealment and Disclosure relationships independently that would have been missed by only looking at total composite ASDS scores.

Table 16. Ethnicity Frequencies

Ethnicity	Frequency	%
American Indian or Alaska Native	1	0.7
Asian	16	11.9
Black or African American	10	7.5
Native Hawaiian or Pacific Islander	5	3.7
Other	102	76.1
White	1	0.7

Table 17. Education Frequencies

Education	Frequency	%
No school completed	1	0.7
Some high school, no diploma	1	0.7
High school graduate, diploma, or the equivalent (for example: GED)	5	3.7
Some college credit, no degree	10	7.5
Associate degree	2	1.5
Professional degree	4	3
Bachelor's degree	84	62.7
Master's degree	25	18.7
Doctorate degree	2	1.5

Table 20. CFA Results Summary for Adapted ASDS Scales (Recent Travel)

Scale	Cronbach's α	χ^2	<i>df</i>	CFI	RMSEA	RMSEA CI ⁹⁰	SRMR
ASDS-30 (W)	0.862	673.20***	404	0.862	0.071	0.061 - 0.080	0.100
ASDS-30 (F)	0.805	698.28***	404	0.865	0.074	0.064 - 0.083	0.107
ASDS-10 (W)	0.674	63.35**	34	0.939	0.080	0.049 - 0.111	0.085
ASDS-10 (F)	0.492	48.618*	34	0.968	0.057	0.002 - 0.090	0.064

Note. CFI = comparative fit index, RMSEA = root mean-square error of approximation, SRMR = standardized root mean square, BIC = Bayesian information criterion.

* $p < .05$, ** $p < .01$, *** $p < .001$

Table 18. Scale and Item Descriptive Statistics

Scales/Items	Cronbach's Alpha	N	Mean	SD	Skewness		Kurtosis	
					Statistic	SE	Statistic	SE
ASDS-30 (W)	0.86	134	95.75	16.71	0.53	0.21	1.26	0.42
ASDS-30D (W)	0.89	134	43.25	11.42	-0.29	0.21	-0.25	0.42
ASDS-30C (W)	0.94	134	37.51	14.11	-0.23	0.21	-1.03	0.42
ASDS-30 (F)	0.81	134	127.77	19.80	0.16	0.21	2.45	0.42
ASDS-30D (F)	0.89	134	52.18	15.40	-0.15	0.21	-0.27	0.42
ASDS-30C (F)	0.95	134	44.41	20.28	0.01	0.21	-1.04	0.42
ASDS-10 (W)	0.67	134	31.96	6.36	0.08	0.21	1.26	0.42
ASDS-10D (W)	0.78	134	14.25	4.55	-0.15	0.21	-0.53	0.42
ASDS-10C (W)	0.86	134	12.29	5.10	-0.02	0.21	-0.96	0.42
ASDS-10 (F)	0.49	134	42.74	7.28	0.23	0.21	1.89	0.42
ASDS-10D (F)	0.75	134	17.42	5.95	-0.21	0.21	-0.39	0.42
ASDS-10C (F)	0.87	134	14.68	7.08	0.02	0.21	-1.15	0.42
GTSD	0.78	133	28.19	5.59	-0.29	0.21	0.57	0.42
Perceived Risk	0.91	133	41.71	11.02	-1.11	0.21	0.88	0.42
Negative Travel Perception	0.83	132	16.85	6.05	-0.57	0.21	-0.71	0.42
Positive Travel Perception	0.83	126	18.15	5.78	-0.63	0.22	-0.43	0.43
Disclosure Likelihood	--	131	3.04	1.30	0.23	0.21	-1.35	0.42
Disclosure Comfortability	--	131	2.99	1.25	0.06	0.21	-1.21	0.42

Figure 7.1 Travel Adapted ASDS-30 (W) Histogram

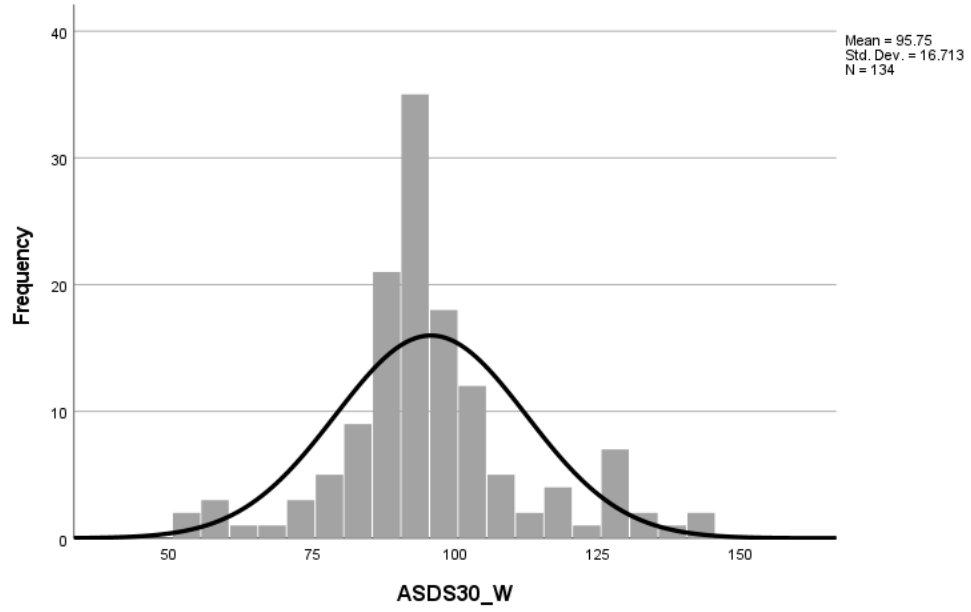


Figure 7.2 Travel Adapted ASDS-30 (W) Q-Q Plot

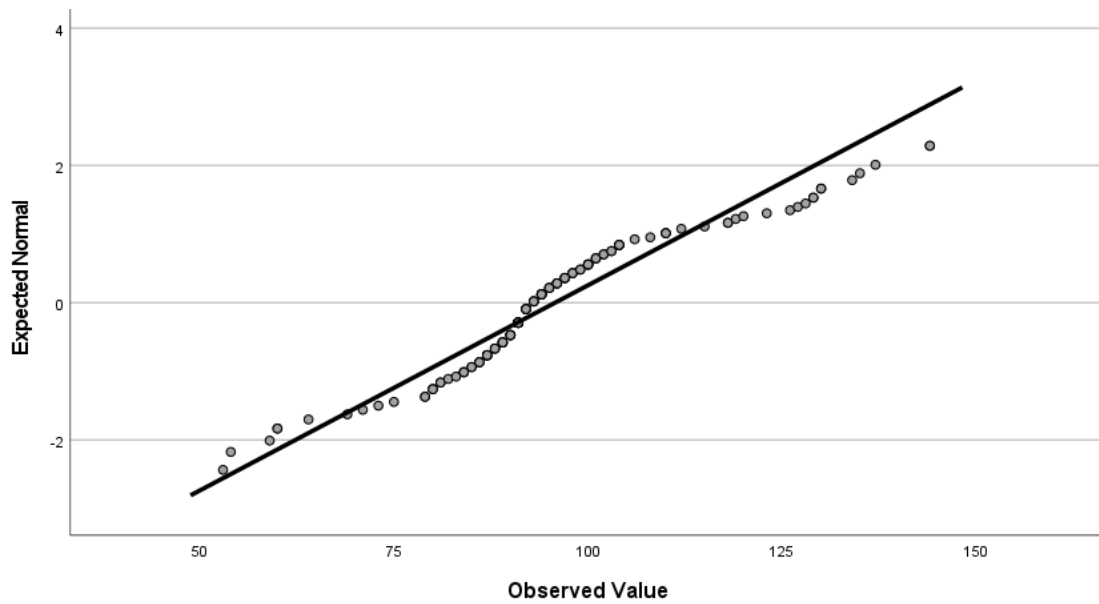


Figure 8.1 Travel Adapted ASDS-30 (F) Histogram

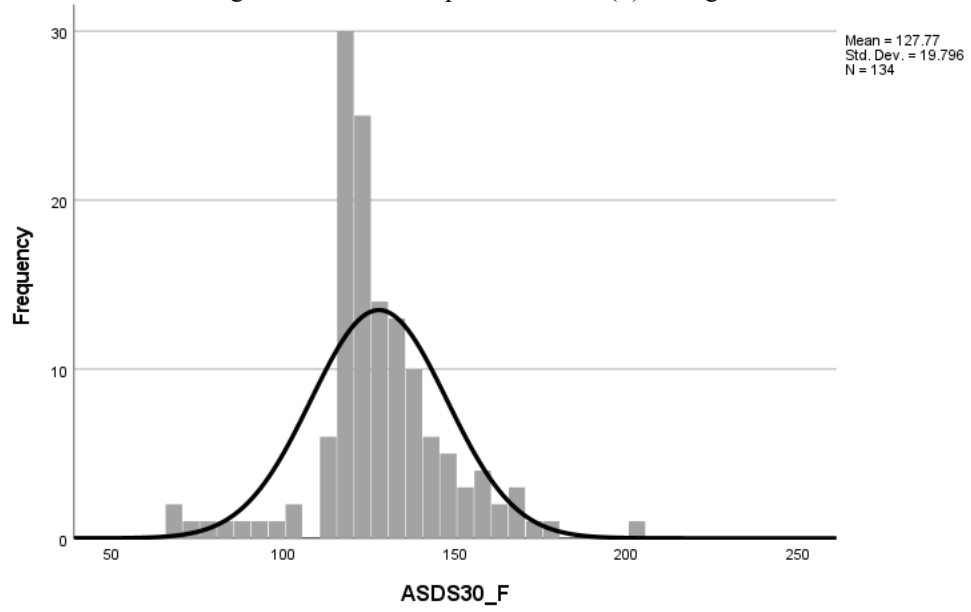


Figure 8.2 Travel Adapted ASDS-30 (F) Q-Q Plot

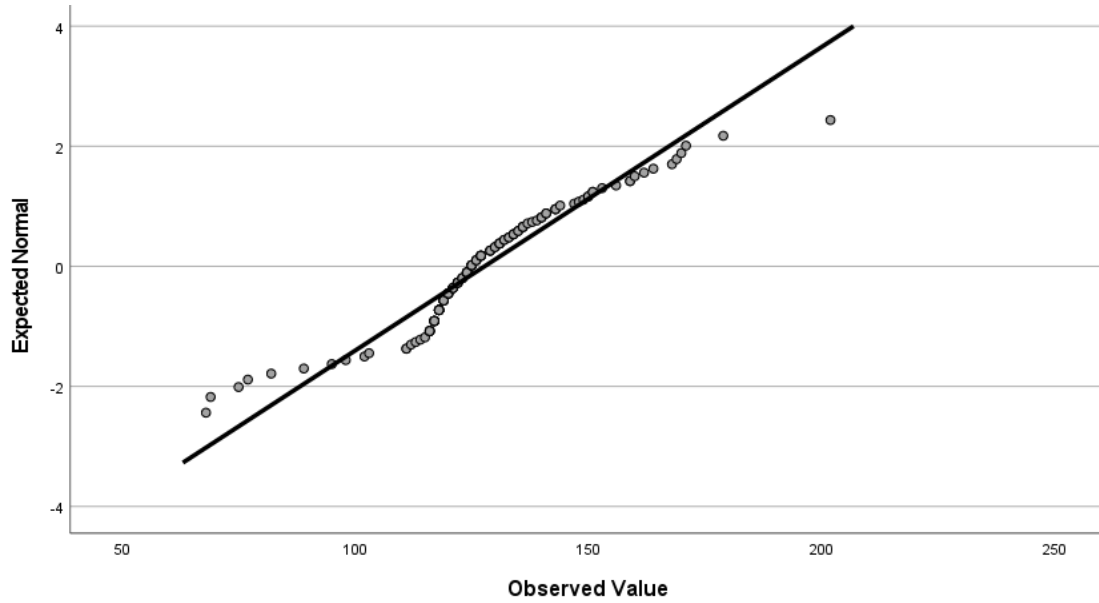


Figure 9.1 Travel Adapted ASDS-10 (W) Histogram

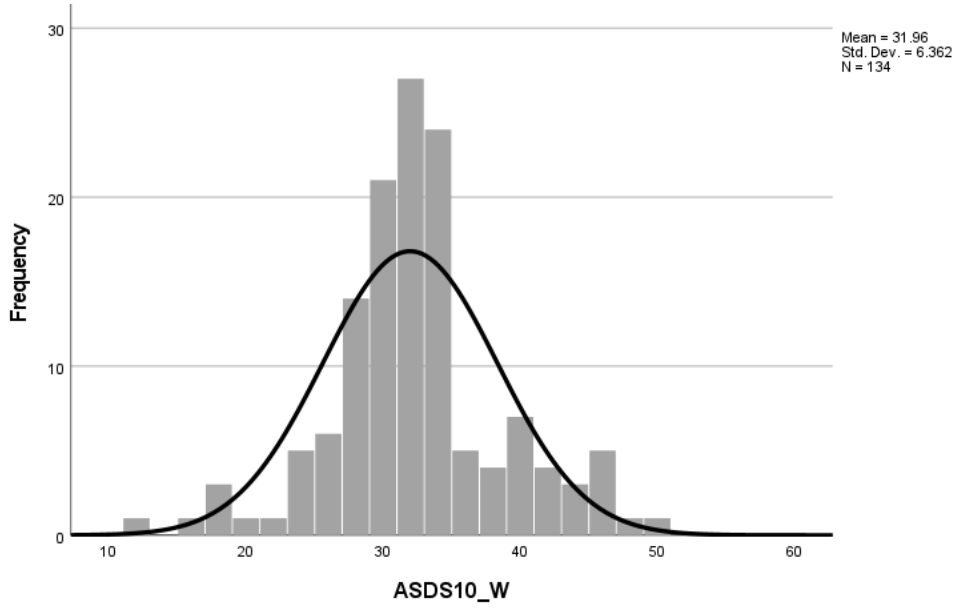


Figure 9.2 Travel Adapted ASDS-10 (W) Q-Q Plot

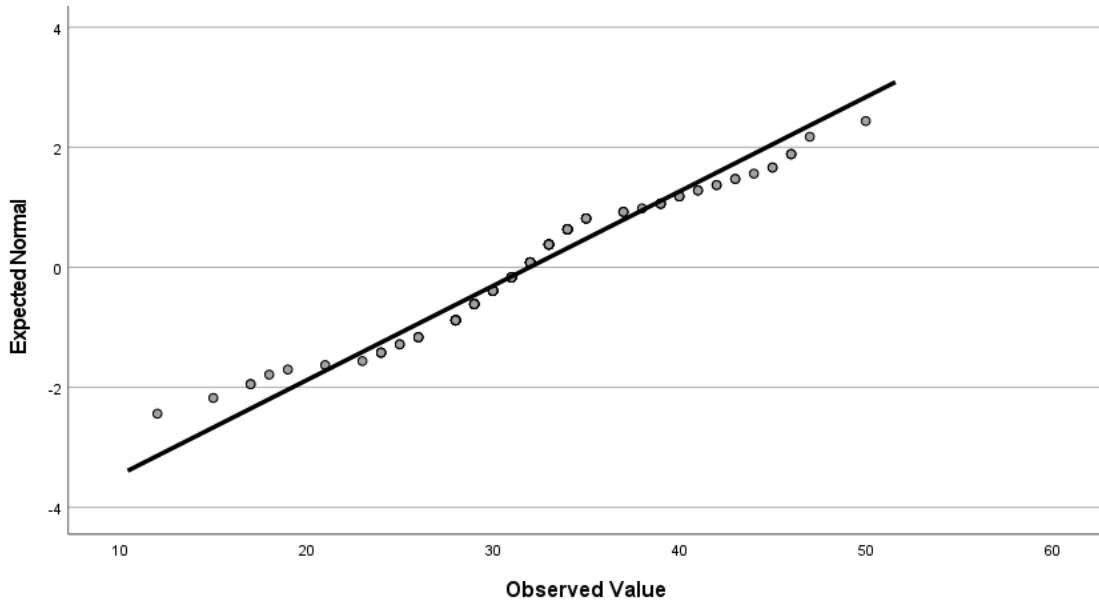


Figure 10.1 Travel Adapted ASDS-10 (F) Histogram

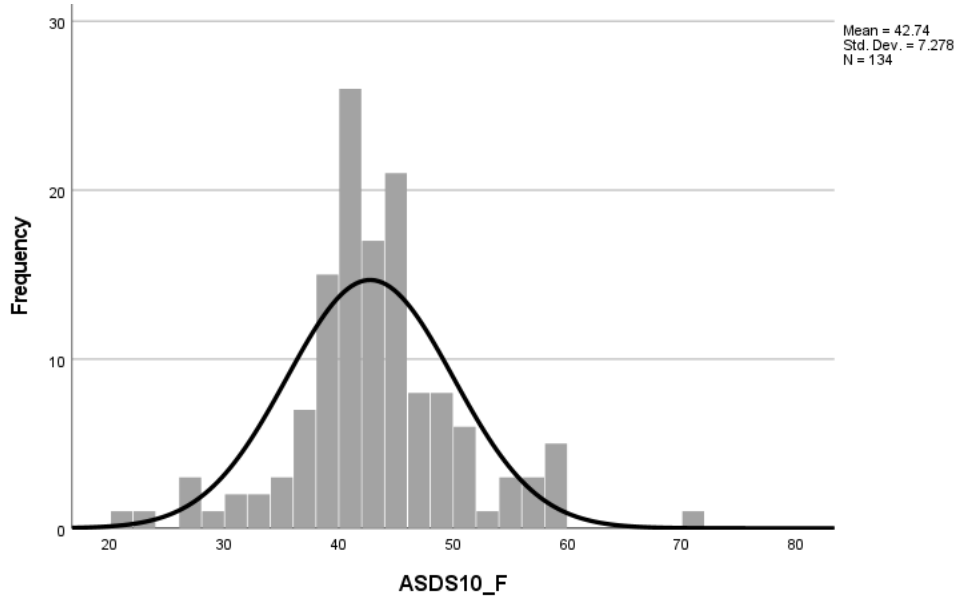


Figure 10.2 Travel Adapted ASDS-10 (F) Q-Q Plot

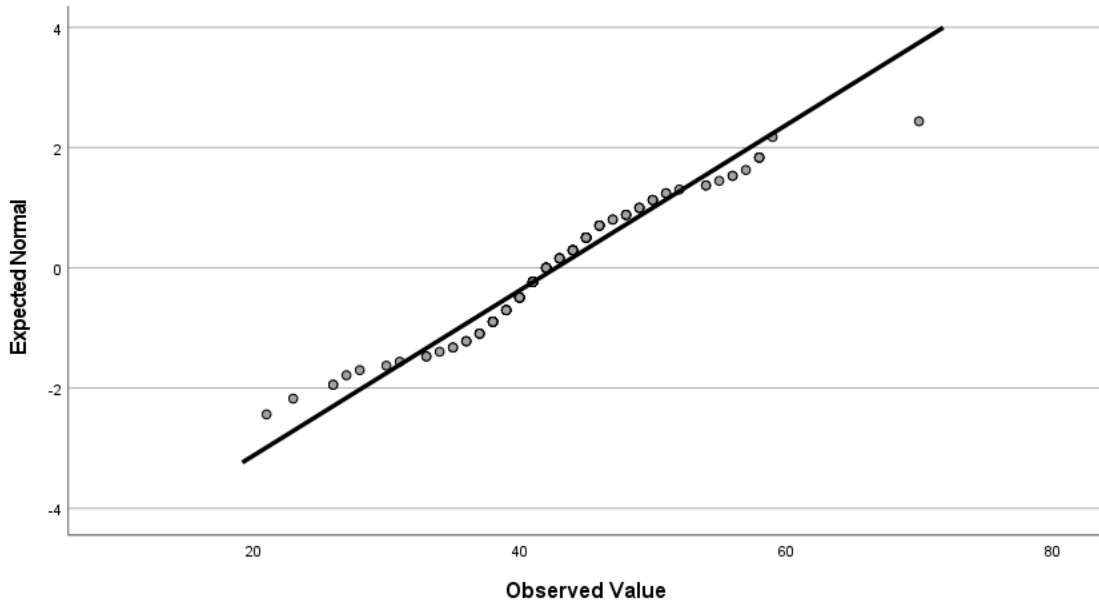


Table 19. Recent Travel ASDS Subscale Correlations

Scale Measures	N	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
1. ASDS-30 (W)	134	--																			
2. ASDS-30D (W)	134	.55**	--																		
3. ASDS-30C (W)	134	-.74**	.16	--																	
4. ASDS-30 (F)	134	.81**	.40**	-.63**	--																
5. ASDS-30D (F)	134	.23**	.78**	.35**	.36**	--															
6. ASDS-30C (F)	134	-.61**	.20*	.88**	-.70**	.41**	--														
7. ASDS-10 (W)	134	.93**	.51**	-.69**	.75**	.23**	-.55**	--													
8. ASDS-10D (W)	134	.55**	.93**	.10	.42**	.74**	.15	.61**	--												
9. ASDS-10C (W)	134	-.67**	.19*	.95**	-.56**	.37**	.82**	-.70**	.13	--											
10. ASDS-10 (F)	134	.74**	.39**	-.57**	.91**	.33**	-.64**	.75**	.42**	-.55**	--										
11. ASDS-10D (F)	134	.26**	.75**	.31**	.36**	.92**	.35**	.30**	.75**	.30**	.44**	--									
12. ASDS-10C (F)	134	-.55**	.23**	.84**	-.64**	.44**	.95**	-.52**	.20*	.82**	-.66**	.39**	--								
13. GTSD	133	-.02	.17	.16	-.02	.16	.14	-.07	.15	.21*	-.06	.13	.17*	--							
14. Perceived Risk	133	-.40**	-.04	.45**	-.31**	.20*	.46**	-.37**	-.04	.43**	-.27**	.19*	.44**	.30**	--						
15. Negative Travel Perception	132	-.32**	.15	.50**	-.34**	.24**	.51**	-.27**	.16	.48**	-.31**	.24**	.52**	.22*	.40**	--					
16. Positive Travel Perception	126	-.01	.39**	.32**	.01	.42**	.31**	.04	.38**	.29**	.08	.47**	.30**	.21*	.22*	.04	--				
17. Disclosure Likelihood	131	.32**	-.01	-.38**	.30**	-.14	-.40**	.30**	.02	-.36**	.32**	-.11	-.42**	-.17*	-.30**	-.26**	-.14	--			
18. Disclosure Comfortability	131	.24**	-.10	-.37**	.32**	-.12	-.40**	.19*	-.13	-.36**	.34**	-.09	-.43**	-.17*	-.21*	-.39**	-.07	.63**	--		
19. Travel was Essential	131	-.04	.09	.12	-.05	.17*	.18*	-.04	.06	.11	-.07	.11	.17*	.20*	-.02	.20*	-.05	-.09	-.07	--	
20. Travel was Recreational	131	-.22*	.15	.38**	-.13	.23**	.30**	-.15	.18*	.35**	-.05	.25**	.27**	-.13	.29**	.15	.28**	-.07	-.02	-.28**	--

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

CHAPTER SEVEN

GENERAL DISCUSSION

The largest contributions of the development of the ASDS are the: generation of an adaptable disclosure scale, and confirmation of a multidimensional structure in this form of disclosure assessment. This allows research to assess disclosure of many forms of concealable identity disclosure with higher accuracy, more reliability and consistency across studies. Having a single scale that allows for the comparison of different types of concealable identity disclosures between samples and studies could change the landscape of disclosure research. The ASDS could greatly improve the quality and ease of comparison of disclosure decisions between different identity groups and contexts.

Additionally, the adaptable nature of the ASDS lends itself well to quickly developing reliable adaptations for the use of specific identities as they emerge. The recent travel disclosure during the COVID-19 pandemic of Study 2 serves as a great example of just how quickly measures of disclosure may be needed and implemented. Future iterations of this scale may be used to focus on COVID-19 vaccination status disclosure. This could be even more pivotal considering recent government regulations requiring the vaccination of all government employees which requires the disclosure of vaccination status of all government employees ("COVID-19 Workplace Safety: Agency Model Safety Principles," 2021). Having an accessible measure of disclosure that can be utilized for these specific evolving identities could be essential in workplace and public health research.

Summary of Findings

ASDS Factor Structure

Through exploratory factor analysis, a two-factor structure ASDS emerged such that Disclosure and Concealment loaded separately using a generalized sample with multiple concealable identities. Through two scale reduction techniques, a short 10-item scale (ASDS-10) and a longer 30-item (ASDS-30) was produced. Study 2 applied this reduced scale to assess the very specific identity of recent travel during the early stages of the COVID-19 pandemic. The two-factor structure was retained for the adapted version with adequate reliabilities and acceptable fit using a two-factor CFA giving good initial support for the adaptability of the ASDS.

Furthermore, there was substantial evidence indicating that a two-factor structure of disclosure assessment has considerable advantages over a single factor composite of disclosure with several distinct relationships found using the Concealment and Disclosure subscales of the ASDS independently. Specifically, Study 1 demonstrated that Life Satisfaction, General Tendency for Self-Disclosure, Identity Centrality and Positive Identity Perceptions had much stronger relationships with the Disclosure subscale of the ASDS when compared to the Concealment subscale or the total composite ASDS scores. Conversely, Perceived Risk of Disclosure had much stronger correlations with the Concealment subscale of the ASDS when compared to the Disclosure and total composite ASDS scores.

Interestingly, these findings were not mirrored across the two samples. Study 2 confirmed that Concealment scores of the ASDS consistently had stronger correlations with Perceived Risk of Disclosure and Negative Travel Perceptions when compared to the Disclosure subscale or total composite ASDS scores. However, there were mixed findings

with regards to Positive Travel Perceptions and General Tendency of Self-Disclosure indicating that disclosure of recent travels has a unique disclosure decision-making process. It is postulated that these differences arise from nuances in travel motives causing confounding perceptions between essential and recreational travel.

Disclosure Frequency and Willingness

Aside from the general contributions of providing a consistent multidimensional scale measure of disclosure, this research also sets forth a framework that allows researchers to have flexibility when measuring disclosure. Specifically, with regards to measuring actual frequencies of disclosure versus disclosure willingness. The data generated in Study 1 confirms that Disclosure Willingness is a distinct construct from Disclosure Frequency. Study 1 confirmed that there are distinct correlational differences when comparing the Willingness and Frequency versions of the ASDS when measuring Disclosure Likelihood and Disclosure Comfortability. Interestingly, the differences between these two measures were not in the predicted direction with the results indicating that there is a stronger relationship between Disclosure Comfortability and Disclosure Frequency. Additionally, there was a stronger correlation between Disclosure Likelihood and Disclosure Willingness. Future research should try to explain the relationships between these related constructs. For example, it was postulated that these effects could be in part caused by recurring or regular disclosure increasing disclosure comfortability (i.e., the more an individual discloses over time, the more they feel comfortable with disclosure).

Additional research could also focus on the effect of disclosure opportunity on Disclosure Frequency and Willingness. The goal of assessing Disclosure Likelihood was

to begin addressing this issue however the wording of the likelihood item seemed to be too vague to gauge an individual's true probability of disclosure. Research may try to bring the issue of disclosure opportunity to mind by asking "how often are you given the chance to disclose?" to see how this relates to Disclosure Willingness and Frequency scores. It should be expected that Disclosure Opportunity has a higher correlation with Disclosure Frequency. If this is confirmed, researchers and organizations may want to focus on Disclosure Willingness rather than incidents of actual disclosure. Disclosure willingness could be especially important when assessing effects of climate, culture, and organizational policies on an individual's assessment of their disclosure decision.

The distinctions between Disclosure Willingness and Frequency were more significant when assessing trends related to the Disclosure and Concealment subscales of the ASDS. Specifically, when looking at the Disclosure subscale of the ASDS, there was a significantly stronger correlation between Life Satisfaction and the Frequency Version of the ASDS when compared to the Willingness version. This points towards the idea that actual disclosure could be more impactful for Life Satisfaction compared to Disclosure Willingness. Similar trends were found when looking at Disclosure Utility, Identity Centrality, and Positive Identity Perceptions.

Finally, the distinction between the Willingness and Frequency versions could change depending on the specific type of identity being assessed. In other words, some identities may have larger distinctions between Willingness and Frequency scores than others, specifically when there are large risks or benefits of disclosure. For example, an individual disclosing recent travel may be more likely to actually disclose due to the

potential impact on other's health even though they may not be willing to disclose due to the stigma related to travel during the pandemic. However, some identities may not have big distinctions between Willingness and Frequency scores if there are no strong risks or benefits that would influence actual disclosure. For these scenarios, an individual's willingness to disclosure would likely have stronger correlations with their disclosure frequency scores since there would be fewer confounding factors impacting their disclosure/concealment decision. Future studies should compare Willingness and Frequency scores between various identities to pinpoint which factors accentuate and minimize the differences between these constructs.

Limitations

One of the largest limitations of this study is the sample size in both studies being too small to adequately confirm a two-factor structure using confirmatory factor analysis. Future studies should be conducted to confirm this finding across multiple samples. Survey length is also a limitation for both studies. This scale before being reduced in Study 1 had 72 behavioral items assessing both willingness and frequencies of disclosure (totaling to 144 individual item responses for the disclosure scale alone). This portion of the survey was very taxing on the participants and survey fatigue is a concern especially when combining this scale with the other scale measures used for validation. These effects were evident in both samples with a large number of responses being removed due to poor responding. The effects of these long surveys were aided by formatting them so participants could indicate their frequency and willingness scores side by side. This kept participants from having to read each behavioral item twice.

With this smaller sample, comparisons between specific identity groups were not assessed in the current studies. There may be some controversy with regard to the adaptability of the ASDS across so many different types of concealable identities and the validities generated in Study 1 with the current methodology using such a mixed sample, specifically with the broad conceptualization of a concealable identity. There is a distinct divide between more established concealable identities with more developed social communities and protections when compared to more individualized identities. There is also a distinction between the level of choice an individual has regarding their concealable identity. In other words, identities that are chosen (e.g., hobbies, interests, or political views) compared to identities that cannot be changed (e.g., concealable disabilities, medical or psychological disorders, or parts of an individual's history). All of these factors could have significant impacts on the performance of the ASDS which is why such a broad sample was used to select the final items of the ASDS to maximize its adaptability. However, further research should look into the differences in ASDS item performance across specific identity groups and types of identities to see how well the originally proposed ASDS can be adapted. The finds of these studies may further refine the items used in the ASDS or generate additionally ASDS versions that more accurately adapted to specific types of identities (e.g., voluntary or involuntary identities).

As mentioned earlier, another limitation to the present study is that disclosure intent is not being measured. Like disclosure willingness, specific situations may make disclosure intent a better criterion measure of disclosure rather than measures of actual disclosure. For instance, assessing disclosure intent or plans for future disclosure could be a way of

measuring the effectiveness of organizational policies, initiatives, or training that have the goal of promoting employee identity disclosure. Disclosure intent would be especially relevant if the basis of these trainings were to generate knowledge regarding the benefits of disclosure or to introduce new interpersonal tools and techniques that facilitate future disclosure conversations. It would be interesting to apply this framework and scale using verbiage that would indicate future disclosure as an aim for measuring intent.

In addition, this study did not assess social desirability or the prevalence of faking on the ASDS items. It was identified in Study 1 that there were several problematic items regarding extremely worded concealment items which described openly putting others down who shared a similar identity. Very few participants indicated they engaged in these forms of concealment strategies. While it could be the case that these items are so extreme that they are not relevant behaviors for most individuals, it could also be that individuals are not as open to admitting they have used these tactics due to their malicious nature. Future studies should investigate the potential effects of social desirability on ASDS scores and potential protocols for minimizing the impacts of faking beyond removing problematic items. There has been substantial research on methods for reducing faking and social desirability such as warnings and forced choice reposes (e.g., Cao & Drasgow, 2019; Nederhof, 1985), few methods would be relevant for the ASDS as it would be difficult to identify fake responses.

Given this, the best method for mitigating faking would likely come from budling trust between the researcher and participant or implicit goal priming. For instance, researchers may want to preface these extreme concealment items with a statement that lets

the participant know these are common behaviors across many people who conceal their identities. This could also be followed up with a statement reminding them that their responses will be kept confidential which has previously been shown to increase honest reporting (Warner et al., 2011). This may reduce the negative connotation with these intense items and make individuals more willing to be honest.

In addition, previous research has shown that implicit goal priming has successfully increased honest reporting in self-report measures (Rasinski, Visser, Zagatsky, & Rickett, 2005; Vinski & Watter, 2012). Future studies may try to use implicit priming to encourage honest reporting while administering the ASDS. Priming participants with the importance of the information being collected may also enhance reporting accuracy by demonstrating how the information will be used and how the results may have positive impacts on others. Understanding social desirability and faking with how they relate to the ASDS could be a crucial area of research for improving scale performance given the sensitive nature of concealable identity disclosure and honest reporting of these behaviors.

Lastly, these studies did not account for contextual disclosure where specific environmental factors surrounding disclosure (e.g., disclosing to coworkers, family members, friends, or strangers). Previous studies have confirmed that frame-of-reference has increased validities for other measures (e.g., Holtrop, Born, de Vries, & de Vries, 2014; Schmit, Ryan, Stierwalt, & Powell, 1995; Shaffer & Postlethwaite, 2012). Schmit et al. (1995) found that simply rewording items to reflect a specific context such as work (e.g., "...at work") significantly increased scale validities for personality assessment. Given that the current studies have demonstrated high levels of reliability for the ASDS, it would be

expected that the adaptation for specific context increases scale validity and accuracy within more finite contextual domains. This should be tested in future studies to determine how contextual adaptations of the ASDS impacts reliabilities and validity of disclosure assessment.

Furthermore, additional studies should investigate the impacts of cultural climate as a contextual factor impacting ASDS scores. Specifically, looking at how variations of cultural stigma alter ASDS performance. For instance, this study did not confirm a three-factor structure in identity management behaviors which contrasts the findings from Anderson et al. (2001). This lack in more nuanced identity management strategies emerging may be caused by the mixture of levels of stigmatization across identities. Using the ASDS to assess specific identities with clear and consistent cultural stigma may provide evidence for retaining a more complex factor structure of disclosure by removing the intricacies of assessing so many identities at one time or identities that have a rapidly changing stigma (i.e., recent travel).

It should be reiterated that cultural stigma should be considered when assessing any form of identity disclosure given that the perceived risk and utility of disclosure is a function of the specific time, location a study is administered. Some contextual factors evolve slowly overtime – for instance, the stigma regarding homosexuality has significantly improved globally in the past two decades (Charlesworth & Banaji, 2021) which likely has significantly reduced the stigma surrounding LGB disclosure. However, there may be some identities or situations with more complex and rapidly evolving context which impact disclosure decision making. Study 2 provides a good example of this using

recent travel disclosure during the COVID-19 pandemic. Travel stigma has evolved drastically over the course of the pandemic with the development of vaccines and government regulations constantly changing the landscape of travel disclosure. More research should evaluate ASDS performance across a variety of levels of stigmatization. This may be accomplished by comparing differences between various levels of self-reported perceived identity stigma using a mixed sample of identity group representation or by looking at the distinctions between specific identities with previously established levels of stigma. Results from these studies may be used to develop more refined forms of the ASDS for identities with specific levels of known stigmatization. In other words, some of the proposed ASDS items may be more relevant for highly stigmatized identities and others may work better for assessing disclosure of less stigmatized identities.

Conclusion

From these studies, it is clear that disclosure-concealment decision making is a complex process and can be executed using numerous disclosure and concealment strategies that go far beyond any binary measure of disclosure. It is also clear that these strategies are not unidimensional. Results from these studies indicate that disclosure and concealment are two distinct constructs and should be assessed independently, when possible, to provide a more comprehensive index of how an individual shares or hides their identity. The present studies have only provided a glimpse into the complex world of disclosure assessment and have highlighted the importance of future studies to test the adaptability of the ASDS across various identities and contexts which may further refine the current scale. While there is much work that needs to be done regarding how to best

assess identity disclosure, these studies demonstrate promising preliminary evidence that the ASDS may be used to provide a consistent and adaptable framework for assessing many forms of concealable identity disclosure. Having this scale available for applied psychology researchers to utilize could be paramount in gaining further knowledge and understanding regarding how, when, and why individuals disclose (and conceal) their concealable identities.

APPENDICES

Appendix A

Scales and Measures Used in Study 1

A-1: Satisfaction with Life Scale

Below are five statements with which you may agree or disagree. Using the one to seven scale below, indicate your agreement with each item with one being strongly disagree and seven being strongly agree.

1= Strongly Disagree

2 = Disagree

3 = Slightly Disagree

4 = Neither Agree nor Disagree

5 = Slightly Agree

6 = Agree

7 = Strongly Agree

1. In most ways my life is close to my ideal.
2. The conditions of my life are excellent.
3. I am satisfied with my life.
4. So far I have gotten the important things I want in life.
5. If I could live my life over, I would change almost nothing.

A-2: General Tendency for Self-Disclose Emotion

How willing would you be to discuss the following topics with a coworker?

Rate your response on a scale from one to five, with one (1) being not at all willing to discuss this topic and five (5) being totally willing to discuss this topic.

1 = No at all willing to discuss

2 = Slightly unwilling to discuss

3 = Neutral

4 = Slightly willing to discuss

5 = Totally willing to discuss

1. Times when you felt depressed.
2. Times when you felt happy.
3. Times when you felt jealous.
4. Times when you anxious.
5. Times when you felt angry.
6. Times when you felt calm.
7. Times when you felt apathetic or indifferent.
8. Times when you felt afraid.

A-3: Perceived Risk of Disclosure

If others knew your concealed identity, how likely do you think the following would be to occur?

Rate your response on a scale from (1) extremely unlikely to (7) extremely likely.

1. People will act as if you are inferior.
2. People will act as if you are not smart.
3. People will act as if they are afraid of you.
4. You will be treated with less courtesy than others.
5. You will be treated with less respect than others.
6. People will act as if you are dishonest.
7. People will call you names or insult you.
8. You will be threatened or harassed.

A-4: Centrality

Indicate the extent to which you agree with the following statements on a scale ranging from (1) strongly disagree to (7) strongly agree.

1. Overall, having this concealable identity has a lot to do with how I feel about myself.
2. In general, having this concealable identity is an important part of my self-image.
3. My destiny is tied to the destiny of other people with this concealable identity.
4. Having this concealable identity is important to my sense of what kind of person I am.
5. I have a strong sense of belonging to other people with my concealable identity.
6. I have a strong attachment to other people with my concealable identity.
7. Having this concealable identity is an important reflection of who I am.
8. Having this concealable identity is a major factor in my social relationships.

A-5: Perception of Concealable Identity

Indicate the extent to which you agree with the following statements on a scale from (1) strongly disagree to (7) strongly agree.

1. I would rather not have this concealable identity if I could.
2. I am glad that I have this concealable identity. (Reverse score)
3. The lifestyles of people in my specific concealable identity group are not as fulfilling as other lifestyles.
4. I'm proud to be a part of the community of my concealable identity. (Reverse score)
5. I wish I could identify as not having my concealable identity.
6. Whenever I think a lot about having this concealable identity, I feel critical about myself.
7. Whenever I think a lot about having this concealable identity, I feel depressed.
8. If I had a choice, I would choose to have this concealable identity. (Reverse score)
9. Whenever I think a lot about having this concealable identity, I feel good about myself. (Reverse score)
10. Whenever I think a lot about having this concealable identity, I feel proud. (Reverse score)

A-6: Disclosure Utility (Benefits and Risks)

If others knew your concealed identity, how likely do you think the following would be to occur? Rate your response on a scale from (1) extremely unlikely to (7) extremely likely.

1. You will be upset. (Reverse score)
2. You will feel bad about yourself. (Reverse score)
3. You will be scared. (Reverse score)
4. You will be relieved.
5. You will feel supported.
6. You will feel good about yourself.
7. People will treat you better.
8. People will like you more.
9. People will respect you.

A-7: Demographic and Exploratory Questions for Study 1

- 1) How many identities did you keep in mind while answering the previous questions in this survey? (1-10)

- 2) Please indicate all the categories that describe a concealable identity that you have. (You may select more than one.)
 - a. Mental Illness (e.g., depression, obsessive compulsive disorder)
 - b. Weight/Appearance Concerns (e.g., eating disorder)
 - c. Sexually Related Activity (e.g., fetishes, affairs)
 - d. Medical Conditions (e.g., diabetes, epilepsy)
 - e. History of Rape
 - f. History of Childhood Sexual Abuse
 - g. Sexual Orientation
 - h. Family Member with Medical or Psychological Issues (e.g., cancer, mental illness)
 - i. Family Member with Addiction (e.g., alcoholism, gambling)
 - j. Abusive Family (e.g., domestic violence)
 - k. Drug Use
 - l. Criminal Actions (e.g., stealing)
 - m. Abortion
 - n. Lies about Background or Personal Information
 - o. Death of a Family Member
 - p. Adoption
 - q. Veteran Status
 - r. Other (Describe)

- 3) Which of the following categories best describes your most important concealable identity to which you referred while answering the questions in this study?
 - a. Mental Illness (e.g., depression, obsessive compulsive disorder)
 - b. Weight/Appearance Concerns (e.g., eating disorder)
 - c. Sexually Related Activity (e.g., fetishes, affairs)
 - d. Medical Conditions (e.g., diabetes, epilepsy)
 - e. History of Rape
 - f. History of Childhood Sexual Abuse
 - g. Sexual Orientation

- h. Family Member with Medical or Psychological Issues (e.g., cancer, mental illness)
 - i. Family Member with Addiction (e.g., alcoholism, gambling)
 - j. Abusive Family (e.g., domestic violence)
 - k. Drug Use
 - l. Criminal Actions (e.g., stealing)
 - m. Abortion
 - n. Lies about Background or Personal Information
 - o. Death of a Family Member
 - p. Adoption
 - q. Veteran Status
 - r. Other (Describe)
- 4) Did you only keep one “most important” identity in mind while answering the previous questions in this study? (YES or NO)
- 5) In your own words, describe your concealable identity.
- 6) How many people do you personally know with this identity?
- 7) Have you disclosed your identity to anyone? (YES or NO)
- 8) If yes, why did you not disclose this concealable identity? (Select all that apply.)
- a. Fear of pity
 - b. Fear of judgment
 - c. Not important or relevant issue
 - d. My identity is not a common topic
 - e. I am a private person
 - f. It is too personal, uncomfortable, or embarrassing
 - g. Other (Describe)
- 9) If no, what was the most important reason for not disclosing? (Select ONE)
- a. Fear of pity
 - b. Fear of judgment
 - c. Not important or relevant issue
 - d. My identity is not a common topic
 - e. I am a private person
 - f. It is too personal, uncomfortable, or embarrassing
 - g. Other (Describe)

10) If yes, why did you disclose this concealable identity? (Select all that apply.)

- a. To receive social support
- b. To give social support
- c. I was asked specifically
- d. It came up in conversation
- e. To be authentic or true to myself
- f. Other (Describe)

11) If yes, what was the most important reason for disclosing this concealable identity? (Select ONE.)

- a. To receive social support
- b. To give social support
- c. I was asked specifically
- d. It came up in conversation
- e. To be authentic or true to myself
- f. Other (Describe)

12) Do you plan on disclosing your concealable identity in the future? (YES or NO)

13) Do you disclose your concealable identity to others? (YES or NO)

14) How willing would you be to engage in the following behaviors from (1) never to (5) always?

- a. Disclose your concealable identity.
- b. Keep your concealable identity hidden.
- c. Fabricate information in order to protect your concealable identity from others.

15) How often do you engage in the following behaviors from (1) not at all willing to (5) very willing?

- a. Disclose your concealable identity.
- b. Keep your concealable identity hidden.
- c. Fabricate information in order to protect your concealable identity from others.

16) Do you try to keep your concealable identity hidden from others? (YES or NO)

17) Do you fabricate information in order to protect your concealable identity from others? (YES or No)

18) If prompted, how likely would you be to disclose your identity?

- a. 1 = extremely unlikely
- b. 5 = extremely likely

19) How comfortable would you be with disclosing your identity?

- a. 1 = not at all comfortable
- b. 5 = completely comfortable

20) How would you best describe how you disclose your concealable identity?

- a. I have not disclosed to anyone, and no one knows about my identity
- b. I have not disclosed to anyone, but I assume many people know this about me
- c. I have only disclosed my identity to one person
- d. I have disclosed my identity to a select group of a few individuals
- e. I have disclosed my identity to many people

Appendix B

Examples of 72 Proposed Items for the ASDS

How **often** do you actually engage in the following behaviors?

- 1 – Never
- 2 – Rarely
- 3 – Half of the Time
- 4 – Usually
- 5 – Always

How **willing** would you be to engage in the following behaviors?

- 1 – Not at All Willing
- 2 – Slightly Willing
- 3 – Somewhat Willing
- 4 – Very Willing
- 5 – Completely Willing

Implicit Disclosure

1. Use language that would hint at my involvement in events related to my concealable identity.

Explicit Disclosure

1. *Wear apparel (e.g., clothes, buttons, jewelry) that reveals my concealable identity.*
2. Use identity specific terms to let others know that I have my concealable identity.
3. Use identity specific terms to make it known that I have my concealable identity.
4. Tell people about my concealable identity.

Active Concealment

1. Pretend to know less about my concealable identity than I actually do.
2. Alter my behavior so that it does not fit the stereotype of people with my concealable identity.
3. Fabricate certain details about my life so to conceal my concealable identity.
4. Hide items or symbols related to my concealable identity so that others cannot see.
5. Alter personal traits that would indicate that I have my concealable identity.

All of these items are used in the 10-Item version of the ASDS under their originally proposed factor.

Appendix C

Example Adaptations of Identity Disclosure Items for Recent Travel

General Identity Disclosure Items	Recent Travel Disclosure Items
Disclosure Items	
9. Use language that would hint at my involvement in events related to my concealable identity.	9. Use language that would hint at my involvement in events related to my recent travel.
18. Wear apparel (e.g., clothes, buttons, jewelry) that reveals my concealable identity.	18. Wear apparel (e.g., clothes, buttons, jewelry) that reveals my recent travel.
22. Use identity specific terms to let others know that I have my concealable identity.	22. Use specific terms to let others know that I have traveled recently.
23. Use identity specific terms to make it known that I have my concealable identity.	23. Use specific terms to make it known that I have traveled recently.
28. Tell people about my concealable identity.	28. Tell people about my recent travel.
Concealment Items	
41. Pretend to know less about my concealable identity than I actually do.	41. Pretend to know less about recent travel than I actually do.
43. Alter my behavior so that it does not fit the stereotype of people with my concealable identity.	43. Alter my behavior so that it does not fit the stereotype of people who have recently traveled.
45. Fabricate certain details about my life so to conceal my concealable identity.	45. Fabricate certain details about my life to conceal my recent travel.
50. Hide items or symbols related to my concealable identity so that others cannot see.	50. Hide items or symbols related to my recent travel so that others cannot see.
51. Alter personal traits that would indicate that I have my concealable identity.	51. Alter personal traits that would indicate that I have traveled recently.

These are the items used in the 10-Item version of the ASDS.

Appendix D

Scales and Measures Used in Study 1

D-1: Perceived Risk of Recent Travel Disclosure Adaptation

If others knew you recently traveled, how likely do you think the following would be to occur? Rate your response on a scale from (1) extremely unlikely to (7) extremely likely.

1. People will act as if you are **contagious**.
2. People will act as if you are not smart.
3. People will act as if they are afraid of you.
4. You will be treated with less courtesy than others.
5. You will be treated with less respect than others.
6. People will act as if you are **selfish**.
7. People will call you names or insult you.
8. **People will think you are irresponsible.**
9. **People will not want to be around you.**

*Items in bold were modifications from Study 1 to make them more relevant to participants who have recent traveled.

D-2: Perception of Recent Travel Adaptation

Indicate the extent to which you agree with the following statements on a scale from (1) strongly disagree to (7) strongly agree.

1. I would rather not have **traveled recently** if I could.
2. I am glad that I have **traveled recently**. (Reverse score)
3. ~~The lifestyles of people in my specific concealable identity group are not as fulfilling as other lifestyles.~~
4. I'm proud to **have recently traveled**. (Reverse score)
5. I wish I could identify as not **being a recent traveler**.
6. Whenever I think a lot **about my recent travel**, I feel critical about myself.
7. Whenever I think a lot about having this concealable identity, I feel depressed.
8. If I **could go back**, I would choose to **have recently traveled**. (Reverse score)
9. Whenever I think a lot about having **recently traveled**, I feel good about myself.
(Reverse score)
10. ~~Whenever I think a lot about having this concealable identity, I feel proud.
(Reverse score)~~

D-3: Demographic and Exploratory Questions for Study 2

- 1) Do you know other people who traveled on a cruise ship, commercial plane, or to a large city outside of their residential area in the past 45 days? (YES or NO)
- 2) Was your recent travel (on a cruise ship, commercial flight or to a large city outside of your residential area) in the last 45 days essential? (YES or NO)
- 3) Was your recent travel (on a cruise ship, commercial flight or to a large city outside of your residential area) in the last 45 days recreational? (YES or NO)
- 4) What portion of your recent travel (on a cruise ship, commercial flight or to a large city outside of your residential area) in the last 45 days was essential?
 - a. 1 = none
 - b. 2 = Almost none
 - c. 3 = About half
 - d. 4 = Most
 - e. 5 = All
- 5) Have you disclosed your recent travel (cruise ship, commercial plane, or to a large city outside of your residential area) in the past 45 days to anyone? (YES or NO)
- 6) If prompted, how likely would you be to disclose your recent travel?
 - a. 1 = Extremely likely
 - b. 5 = Extremely unlikely
- 7) How comfortable would you be with disclosing your recent travel?
 - a. 1 = Extremely uncomfortable
 - b. 5 = Extremely comfortable
- 8) How would you best describe how you disclose your recent travel?
 - a. I have not disclosed to anyone, and no one knows about my identity

- b. I have not disclosed to anyone, but I assume many people know this about me
- c. I have only disclosed my identity to one person
- d. I have disclosed my identity to a select group of a few individuals
- e. I have disclosed my identity to many people

Appendix E

Final Reduced Items of the 30 Item Version of the Adaptable Self-Disclosure Scale

(ASDS-30)

Item-6	Disclosure
Item-7	Disclosure
Item-8	Disclosure
Item-9	Disclosure
Item-12	Disclosure
Item-17	Disclosure
Item-18	Disclosure
Item-19	Disclosure
Item-21	Disclosure
Item-22	Disclosure
Item-23	Disclosure
Item-25	Disclosure
Item-28	Disclosure
Item-29	Disclosure
Item-30	Disclosure
Item-40	Concealment
Item-41	Concealment
Item-43	Concealment
Item-44	Concealment
Item-45	Concealment
Item-47	Concealment
Item-50	Concealment
Item-51	Concealment
Item-52	Concealment
Item-57	Concealment
Item-61	Concealment
Item-68	Concealment
Item-69	Concealment
Item-70	Concealment
Item-71	Concealment

The items in bold are reverse coded.

Appendix F

Final Reduced Items of the 10-Item Version of the Adaptable Self-Disclosure Scale

(ASDS-10)

9. Use language that would hint at my involvement with events related to my concealable identity.

18. Wear apparel (e.g., clothes, buttons, jewelry) that reveals my concealable identity.

22. Use identity specific terms to let others know that I have my concealable identity.

23. Use identity specific terms to make it known that I have my concealable identity.

28. Tell people about my concealable identity.

41. Pretend to know less about my concealable identity than I actually do.

43. Alter my behavior so that it does not fit the stereotype of people with my concealable identity.

45. Fabricate certain details about my life so to conceal my concealable identity.

50. Hide items or symbols related to my concealable identity so that others cannot see.

51. Alter personal traits that would indicate that I have my concealable identity.

The items in bold are reverse coded.

Appendix G

EFA Tables and Pattern Matrices

Table G-1. Principal Component Analysis ASDS (F)

Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	15.43	21.43	21.43
2	14.97	20.79	42.23
3	3.08	4.27	46.50
4	2.02	2.80	49.31
5	1.55	2.16	51.46

Figure G-1. ASDS (F) PCA Scree Plot

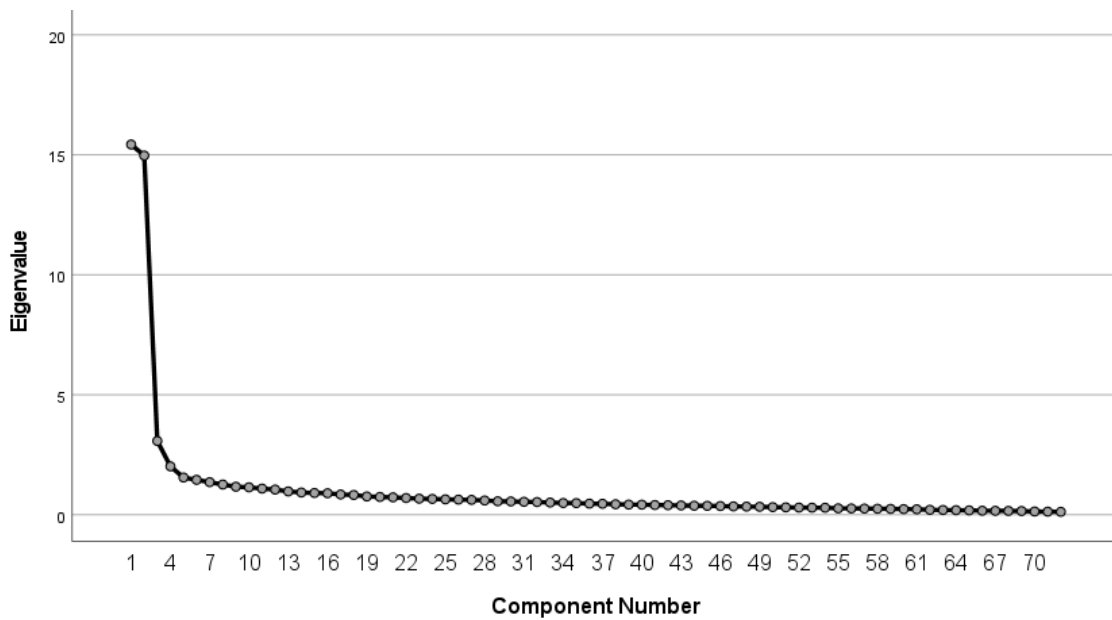


Table G-2. Principal Component Analysis ASDS (W)

Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	17.31	24.05	24.05
2	12.71	17.65	41.69
3	3.88	5.38	47.08
4	1.97	2.73	49.81
5	1.59	2.21	52.02

Figure G-2. ASDS (W) PCA Scree Plot

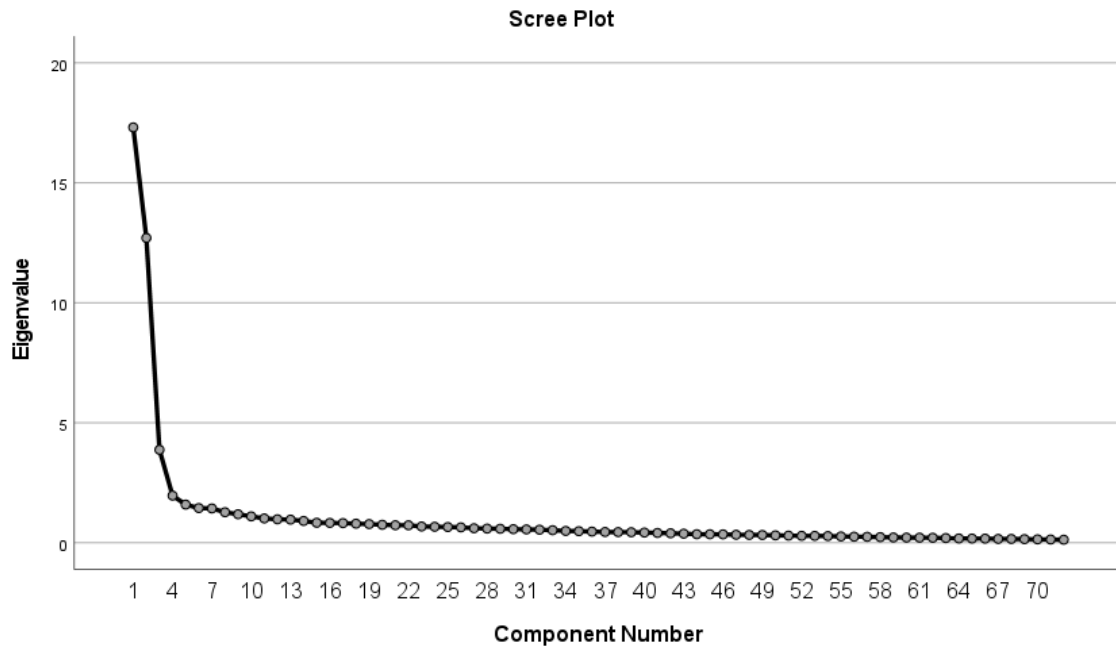


Table G-3. 4-Factor EFA ASDS (F)

Factor	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	15.43	21.43	24.05
2	14.97	20.79	41.69
3	3.08	4.27	47.08
4	2.02	2.80	52.02

Table G-4. 4-Factor EFA ASDS (W)

Factor	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	17.31	24.05	24.05
2	12.71	17.65	41.69
3	3.88	5.38	47.08
4	1.97	2.73	52.02

Table G-5. 3-Factor EFA ASDS (F)

Factor	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	15.43	21.43	24.05
2	14.97	20.79	41.69
3	3.08	4.27	47.08

Table G-6. 3-Factor EFA ASDS (W)

Factor	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	17.31	24.05	24.05
2	12.71	17.65	41.69
3	3.88	5.38	47.08

Table G-7. 4-Factor ASDS (F) Pattern Matrix

Item	Factor			
	1	2	3	4
ASDS_F_22	0.79	0.01	0.12	-0.04
ASDS_F_10	0.79	0.06	-0.03	-0.06
ASDS_F_29	0.76	0.03	-0.26	-0.06
ASDS_F_09	0.76	0.04	0.06	-0.06
ASDS_F_13	0.76	-0.02	0.00	-0.01
ASDS_F_19	0.75	-0.06	0.00	-0.18
ASDS_F_01	0.73	0.03	-0.04	0.00
ASDS_F_17	0.73	-0.04	0.14	-0.02
ASDS_F_25	0.72	-0.03	-0.19	-0.08
ASDS_F_23	0.72	0.01	0.13	-0.03
ASDS_F_28	0.72	-0.10	-0.01	-0.11
ASDS_F_15	0.71	0.00	-0.01	-0.04
ASDS_F_06	0.67	0.00	0.03	-0.02
ASDS_F_24	0.67	-0.06	-0.20	0.01
ASDS_F_20	0.66	0.07	-0.03	-0.04
ASDS_F_27	0.66	0.01	-0.33	-0.17
ASDS_F_03	0.63	0.06	0.38	-0.06
ASDS_F_08	0.63	-0.10	-0.21	0.22
ASDS_F_04	0.62	-0.06	-0.35	0.18
ASDS_F_21	0.60	0.05	0.02	0.08
ASDS_F_26	0.59	0.06	-0.40	-0.16
ASDS_F_07	0.59	-0.08	0.16	0.11
ASDS_F_18	0.57	0.09	0.33	-0.06
ASDS_F_30	0.56	-0.02	0.43	-0.06
ASDS_F_12	0.56	0.04	0.24	0.05
ASDS_F_02	0.53	0.10	0.01	0.15
ASDS_F_11	0.53	0.11	-0.02	0.21
ASDS_F_38	0.49	0.03	0.47	0.05
ASDS_F_16	0.48	-0.01	-0.20	0.24
ASDS_F_05	0.43	0.08	-0.38	0.27
ASDS_F_32	0.29	0.28	0.24	0.20
ASDS_F_14	0.26	0.08	-0.48	0.14
ASDS_F_64	-0.11	0.75	-0.09	-0.09

ASDS_F_71	-0.06	0.75	0.03	-0.13
ASDS_F_58	-0.16	0.72	-0.17	-0.02
ASDS_F_68	-0.07	0.71	-0.18	0.06
ASDS_F_62	-0.07	0.70	-0.13	-0.02
ASDS_F_70	-0.01	0.69	0.09	-0.12
ASDS_F_59	-0.15	0.69	-0.01	-0.16
ASDS_F_57	-0.03	0.68	0.14	-0.09
ASDS_F_50	0.02	0.64	-0.09	0.15
ASDS_F_66	0.12	0.63	0.08	-0.09
ASDS_F_56	0.10	0.61	0.18	-0.09
ASDS_F_65	0.08	0.60	0.18	-0.17
ASDS_F_60	-0.13	0.60	-0.29	0.16
ASDS_F_61	0.00	0.58	0.13	0.04
ASDS_F_72	-0.15	0.58	-0.24	0.03
ASDS_F_69	0.18	0.58	0.05	0.10
ASDS_F_48	-0.38	0.56	-0.13	0.18
ASDS_F_49	0.03	0.55	-0.10	0.16
ASDS_F_53	0.04	0.54	0.03	0.12
ASDS_F_43	-0.02	0.52	-0.03	0.35
ASDS_F_33	0.18	0.52	0.01	0.09
ASDS_F_63	0.19	0.51	-0.02	0.12
ASDS_F_51	0.08	0.50	0.00	0.38
ASDS_F_41	-0.12	0.49	0.14	0.26
ASDS_F_52	0.01	0.46	0.39	0.00
ASDS_F_42	0.29	0.43	0.08	0.19
ASDS_F_54	0.34	0.41	-0.27	0.21
ASDS_F_45	-0.01	0.40	0.11	0.35
ASDS_F_44	0.00	0.38	0.18	0.34
ASDS_F_55	-0.03	0.29	-0.15	0.20
ASDS_F_34	0.28	0.29	0.23	0.25
ASDS_F_37	0.21	0.01	0.60	0.11
ASDS_F_31	0.16	0.04	0.60	0.13
ASDS_F_35	0.20	-0.05	0.59	0.12
ASDS_F_67	-0.05	0.38	0.43	0.04
ASDS_F_40	-0.20	0.24	0.16	0.55
ASDS_F_46	0.10	0.36	-0.12	0.42
ASDS_F_36	0.03	0.36	0.04	0.39
ASDS_F_47	-0.38	0.31	0.27	0.38

ASDS F 39	0.03	0.29	0.21	0.36
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Extraction Method: Maximum Likelihood.

Rotation Method: Promax with Kaiser Normalization.

Table G-8. 4-Factor ASDS (W) Pattern Matrix

Item	Factor			
	1	2	3	4
ASDS_W_29	0.06	0.80	-0.34	-0.04
ASDS_W_10	0.05	0.80	0.11	-0.04
ASDS_W_25	0.01	0.76	-0.18	0.01
ASDS_W_13	0.00	0.76	0.00	-0.01
ASDS_W_19	-0.05	0.73	0.06	-0.13
ASDS_W_22	0.01	0.72	0.21	-0.06
ASDS_W_01	-0.04	0.72	0.00	0.10
ASDS_W_27	0.02	0.71	-0.18	-0.18
ASDS_W_08	-0.08	0.70	-0.14	0.19
ASDS_W_24	-0.06	0.70	-0.06	-0.03
ASDS_W_15	-0.03	0.69	0.05	0.03
ASDS_W_28	-0.13	0.68	0.02	-0.01
ASDS_W_09	-0.02	0.68	0.15	-0.01
ASDS_W_06	0.03	0.67	0.05	0.01
ASDS_W_16	0.11	0.67	-0.21	0.16
ASDS_W_04	-0.07	0.67	-0.25	0.10
ASDS_W_02	0.16	0.66	-0.12	0.10
ASDS_W_17	-0.08	0.65	0.23	-0.07
ASDS_W_23	0.00	0.64	0.21	-0.04
ASDS_W_20	-0.02	0.61	0.10	-0.09
ASDS_W_03	0.03	0.60	0.35	-0.07
ASDS_W_07	-0.07	0.59	0.13	0.04
ASDS_W_26	0.02	0.57	-0.16	-0.13
ASDS_W_12	0.00	0.56	0.23	-0.03
ASDS_W_05	0.07	0.54	-0.27	0.20
ASDS_W_11	0.18	0.54	0.00	0.08
ASDS_W_18	0.08	0.49	0.35	-0.13
ASDS_W_21	0.00	0.49	0.10	0.02
ASDS_W_14	0.09	0.43	-0.48	0.12
ASDS_W_71	0.77	-0.04	-0.11	-0.11
ASDS_W_58	0.77	-0.03	-0.29	-0.03

ASDS_W_62	0.74	-0.01	-0.15	-0.04
ASDS_W_61	0.71	0.04	0.02	-0.05
ASDS_W_66	0.71	0.06	0.01	-0.14
ASDS_W_56	0.69	0.02	0.13	-0.12
ASDS_W_59	0.68	-0.13	-0.13	-0.07
ASDS_W_64	0.67	-0.05	-0.16	0.12
ASDS_W_57	0.67	-0.09	0.16	-0.12
ASDS_W_60	0.65	0.02	-0.27	0.14
ASDS_W_50	0.64	0.03	-0.01	0.19
ASDS_W_68	0.63	0.00	-0.11	0.10
ASDS_W_65	0.63	0.03	0.02	-0.13
ASDS_W_72	0.62	-0.07	-0.16	0.02
ASDS_W_69	0.61	0.03	0.10	-0.01
ASDS_W_70	0.61	-0.13	0.07	0.02
ASDS_W_49	0.58	0.04	-0.01	0.02
ASDS_W_53	0.55	-0.06	0.15	0.08
ASDS_W_48	0.53	-0.18	-0.20	0.23
ASDS_W_54	0.52	0.31	-0.16	0.09
ASDS_W_63	0.51	0.02	0.17	-0.05
ASDS_W_33	0.50	0.07	0.14	0.08
ASDS_W_41	0.48	-0.10	0.15	0.28
ASDS_W_52	0.48	-0.15	0.41	-0.03
ASDS_W_46	0.48	0.13	-0.01	0.37
ASDS_W_42	0.47	0.14	0.28	0.02
ASDS_W_43	0.46	-0.04	0.11	0.35
ASDS_W_45	0.45	-0.01	0.17	0.35
ASDS_W_51	0.43	0.01	0.23	0.33
ASDS_W_55	0.33	0.11	-0.07	0.15
ASDS_W_37	0.01	0.04	0.72	0.16
ASDS_W_31	-0.04	-0.01	0.71	0.22
ASDS_W_35	-0.06	0.08	0.66	0.24
ASDS_W_38	0.01	0.21	0.66	0.01
ASDS_W_30	0.00	0.42	0.51	-0.12
ASDS_W_34	0.21	0.10	0.50	0.18
ASDS_W_32	0.30	0.14	0.36	0.24
ASDS_W_67	0.26	-0.08	0.35	0.10
ASDS_W_40	0.25	-0.08	0.26	0.57
ASDS_W_47	0.27	-0.16	0.25	0.55

ASDS_W_44	0.31	0.04	0.16	0.51
ASDS_W_36	0.35	0.08	0.05	0.44
ASDS_W_39	0.27	0.00	0.25	0.40

Extraction Method: Maximum Likelihood.

Rotation Method: Promax with Kaiser Normalization.

Table G-9. 3-Factor ASDS (F) Pattern Matrix

Item	Factor		
	1	2	3
ASDS_F_10	0.79	0.03	-0.05
ASDS_F_22	0.78	-0.01	0.12
ASDS_F_29	0.78	0.00	-0.28
ASDS_F_13	0.75	-0.02	0.00
ASDS_F_9	0.75	0.02	0.05
ASDS_F_19	0.74	-0.13	-0.05
ASDS_F_25	0.74	-0.07	-0.21
ASDS_F_1	0.73	0.03	-0.03
ASDS_F_17	0.72	-0.05	0.15
ASDS_F_15	0.71	-0.02	-0.01
ASDS_F_28	0.71	-0.14	-0.03
ASDS_F_23	0.70	-0.01	0.13
ASDS_F_24	0.68	-0.05	-0.19
ASDS_F_27	0.68	-0.06	-0.38
ASDS_F_6	0.67	-0.01	0.03
ASDS_F_20	0.66	0.06	-0.04
ASDS_F_4	0.65	0.02	-0.28
ASDS_F_8	0.65	-0.01	-0.12
ASDS_F_26	0.62	-0.01	-0.46
ASDS_F_21	0.60	0.09	0.05
ASDS_F_3	0.60	0.03	0.37
ASDS_F_7	0.58	-0.03	0.21
ASDS_F_12	0.54	0.06	0.26
ASDS_F_2	0.53	0.16	0.06
ASDS_F_11	0.53	0.19	0.05
ASDS_F_18	0.53	0.07	0.32
ASDS_F_30	0.52	-0.05	0.42
ASDS_F_16	0.50	0.09	-0.11
ASDS_F_5	0.46	0.19	-0.29

ASDS_F_14	0.30	0.14	-0.44
ASDS_F_68	-0.05	0.75	-0.21
ASDS_F_50	0.04	0.72	-0.09
ASDS_F_58	-0.14	0.72	-0.22
ASDS_F_64	-0.11	0.71	-0.17
ASDS_F_62	-0.06	0.69	-0.18
ASDS_F_71	-0.07	0.69	-0.05
ASDS_F_60	-0.10	0.67	-0.28
ASDS_F_43	0.00	0.67	0.04
ASDS_F_51	0.10	0.66	0.09
ASDS_F_57	-0.04	0.65	0.06
ASDS_F_70	-0.03	0.64	0.01
ASDS_F_48	-0.36	0.64	-0.12
ASDS_F_49	0.05	0.62	-0.09
ASDS_F_69	0.18	0.62	0.05
ASDS_F_59	-0.16	0.62	-0.10
ASDS_F_61	-0.01	0.60	0.11
ASDS_F_66	0.11	0.60	0.01
ASDS_F_72	-0.12	0.60	-0.28
ASDS_F_41	-0.12	0.60	0.19
ASDS_F_53	0.04	0.59	0.03
ASDS_F_56	0.09	0.57	0.11
ASDS_F_63	0.20	0.56	-0.02
ASDS_F_33	0.18	0.56	0.00
ASDS_F_45	-0.01	0.55	0.20
ASDS_F_46	0.12	0.54	-0.01
ASDS_F_65	0.05	0.53	0.08
ASDS_F_36	0.04	0.52	0.15
ASDS_F_44	0.00	0.52	0.27
ASDS_F_42	0.29	0.51	0.11
ASDS_F_54	0.36	0.50	-0.22
ASDS_F_40	-0.18	0.47	0.31
ASDS_F_47	-0.38	0.47	0.37
ASDS_F_52	-0.02	0.46	0.37
ASDS_F_39	0.03	0.44	0.30
ASDS_F_34	0.27	0.39	0.30
ASDS_F_55	-0.01	0.38	-0.10
ASDS_F_32	0.28	0.37	0.29

ASDS_F_31	0.11	0.08	0.66
ASDS_F_35	0.15	-0.02	0.66
ASDS_F_37	0.15	0.05	0.66
ASDS_F_38	0.45	0.04	0.50
ASDS F 67	-0.08	0.39	0.42

Extraction Method: Maximum Likelihood.
Rotation Method: Promax with Kaiser
Normalization.

Table G-10. 3-Factor ASDS (W) Pattern Matrix

Item	Factor		
	1	2	3
ASDS_W_29	0.04	0.81	-0.34
ASDS_W_10	0.03	0.80	0.11
ASDS_W_25	0.01	0.77	-0.18
ASDS_W_13	-0.01	0.76	0.00
ASDS_W_19	-0.13	0.73	0.07
ASDS_W_22	-0.03	0.72	0.22
ASDS_W_27	-0.10	0.72	-0.16
ASDS_W_1	0.02	0.71	-0.02
ASDS_W_24	-0.08	0.70	-0.06
ASDS_W_8	0.04	0.69	-0.16
ASDS_W_15	-0.01	0.69	0.04
ASDS_W_28	-0.13	0.68	0.02
ASDS_W_9	-0.03	0.68	0.15
ASDS_W_6	0.03	0.67	0.05
ASDS_W_4	0.00	0.67	-0.26
ASDS_W_16	0.21	0.67	-0.22
ASDS_W_2	0.23	0.66	-0.12
ASDS_W_17	-0.12	0.65	0.23
ASDS_W_23	-0.02	0.64	0.21
ASDS_W_20	-0.08	0.61	0.11
ASDS_W_3	-0.01	0.60	0.35
ASDS_W_7	-0.04	0.58	0.12
ASDS_W_26	-0.07	0.58	-0.14
ASDS_W_12	-0.01	0.56	0.23
ASDS_W_11	0.23	0.53	0.00
ASDS_W_5	0.19	0.53	-0.28

ASDS_W_18	0.00	0.49	0.36
ASDS_W_21	0.01	0.49	0.10
ASDS_W_14	0.16	0.43	-0.49
ASDS_W_50	0.75	0.03	-0.02
ASDS_W_64	0.73	-0.04	-0.16
ASDS_W_58	0.73	-0.01	-0.27
ASDS_W_60	0.73	0.03	-0.27
ASDS_W_46	0.70	0.12	-0.05
ASDS_W_62	0.69	0.00	-0.13
ASDS_W_68	0.68	0.01	-0.11
ASDS_W_71	0.68	-0.02	-0.09
ASDS_W_43	0.67	-0.04	0.07
ASDS_W_48	0.67	-0.18	-0.22
ASDS_W_45	0.67	-0.01	0.14
ASDS_W_61	0.66	0.04	0.04
ASDS_W_41	0.65	-0.11	0.12
ASDS_W_51	0.63	0.00	0.20
ASDS_W_44	0.63	0.03	0.11
ASDS_W_36	0.62	0.06	0.01
ASDS_W_59	0.62	-0.12	-0.10
ASDS_W_72	0.62	-0.06	-0.15
ASDS_W_47	0.62	-0.18	0.19
ASDS_W_70	0.61	-0.12	0.08
ASDS_W_40	0.60	-0.09	0.19
ASDS_W_66	0.60	0.07	0.03
ASDS_W_69	0.60	0.04	0.11
ASDS_W_56	0.59	0.03	0.15
ASDS_W_53	0.59	-0.05	0.15
ASDS_W_49	0.58	0.05	-0.01
ASDS_W_57	0.58	-0.08	0.18
ASDS_W_54	0.56	0.31	-0.16
ASDS_W_33	0.54	0.07	0.14
ASDS_W_65	0.53	0.04	0.04
ASDS_W_39	0.53	-0.01	0.21
ASDS_W_63	0.47	0.03	0.18
ASDS_W_42	0.47	0.14	0.28
ASDS_W_32	0.46	0.13	0.34
ASDS_W_52	0.45	-0.15	0.42

ASDS_W_55	0.41	0.11	-0.08
ASDS_W_37	0.12	0.03	0.70
ASDS_W_31	0.11	-0.03	0.69
ASDS_W_38	0.02	0.20	0.66
ASDS_W_35	0.10	0.06	0.64
ASDS_W_30	-0.07	0.42	0.52
ASDS_W_34	0.32	0.09	0.48
ASDS_W_67	0.32	-0.09	0.34

Extraction Method: Maximum Likelihood.

Rotation Method: Promax with Kaiser Normalization.

Table G-11. 2-Factor Reduced ASDS (W) Pattern Matrix

Item	1	2
ASDS_W_09	0.07	0.85
ASDS_W_21	0.05	0.82
ASDS_W_18	-0.11	0.76
ASDS_W_12	-0.01	0.76
ASDS_W_16	-0.03	0.76
ASDS_W_02	0.12	0.75
ASDS_W_08	0.03	0.75
ASDS_W_23	0.06	0.73
ASDS_W_14	-0.01	0.70
ASDS_W_22	0.01	0.70
ASDS_W_05	0.04	0.69
ASDS_W_28	-0.13	0.69
ASDS_W_24	-0.11	0.67
ASDS_W_25	-0.07	0.67
ASDS_W_11	0.08	0.66
ASDS_W_19	-0.04	0.66
ASDS_W_17	0.14	0.66
ASDS_W_30	0.13	0.65
ASDS_W_27	-0.17	0.64
ASDS_W_06	0.01	0.63
ASDS_W_29	-0.11	0.63
ASDS_W_07	-0.04	0.61
ASDS_W_01	0.16	0.58

ASDS_W_15	0.11	0.54
ASDS_W_03	-0.11	0.54
ASDS_W_20	0.05	0.53
ASDS_W_10	0.22	0.52
ASDS_W_26	-0.13	0.51
ASDS_W_04	0.07	0.38
ASDS_W_13	-0.04	0.19
ASDS_W_50	0.73	-0.01
ASDS_W_45	0.71	0.02
ASDS_W_51	0.71	0.07
ASDS_W_43	0.69	-0.04
ASDS_W_41	0.69	-0.08
ASDS_W_47	0.68	-0.11
ASDS_W_40	0.68	-0.03
ASDS_W_46	0.67	0.07
ASDS_W_44	0.67	0.06
ASDS_W_61	0.67	0.03
ASDS_W_64	0.66	-0.14
ASDS_W_56	0.65	0.08
ASDS_W_53	0.65	0.00
ASDS_W_57	0.64	-0.02
ASDS_W_71	0.63	-0.09
ASDS_W_68	0.63	-0.07
ASDS_W_62	0.63	-0.09
ASDS_W_69	0.63	0.06
ASDS_W_70	0.62	-0.11
ASDS_W_66	0.62	0.07
ASDS_W_36	0.61	0.03
ASDS_W_52	0.61	0.03
ASDS_W_58	0.61	-0.17
ASDS_W_39	0.60	0.07
ASDS_W_60	0.60	-0.13
ASDS_W_33	0.59	0.11
ASDS_W_32	0.59	0.27
ASDS_W_42	0.58	0.25
ASDS_W_49	0.57	0.02
ASDS_W_48	0.57	-0.31
ASDS_W_59	0.57	-0.20

ASDS_W_72	0.55	-0.15
ASDS_W_65	0.54	0.05
ASDS_W_63	0.54	0.09
ASDS_W_34	0.50	0.30
ASDS_W_54	0.48	0.20
ASDS_W_55	0.37	0.05

Extraction Method: Maximum Likelihood.

Rotation Method: Promax with Kaiser

Normalization.

Table G-12. 2-Factor Reduced ASDS (F) Pattern Matrix

Item	1	2
ASDS_F_22	0.84	0.04
ASDS_F_17	0.79	0.02
ASDS_F_09	0.77	0.03
ASDS_F_10	0.76	-0.01
ASDS_F_23	0.76	0.05
ASDS_F_03	0.76	0.22
ASDS_F_13	0.76	-0.03
ASDS_F_01	0.72	0.00
ASDS_F_19	0.71	-0.18
ASDS_F_30	0.71	0.17
ASDS_F_15	0.71	-0.03
ASDS_F_28	0.70	-0.17
ASDS_F_06	0.68	0.00
ASDS_F_18	0.67	0.23
ASDS_F_07	0.67	0.07
ASDS_F_12	0.66	0.19
ASDS_F_29	0.64	-0.16
ASDS_F_20	0.64	0.02
ASDS_F_25	0.64	-0.19
ASDS_F_21	0.62	0.11
ASDS_F_08	0.60	-0.09
ASDS_F_24	0.59	-0.16
ASDS_F_02	0.55	0.18
ASDS_F_11	0.54	0.21

ASDS_F_04	0.52	-0.14
ASDS_F_27	0.49	-0.28
ASDS_F_16	0.44	0.02
ASDS_F_26	0.40	-0.26
ASDS_F_05	0.31	0.03
ASDS_F_14	0.08	-0.10
ASDS_F_51	0.11	0.70
ASDS_F_41	-0.06	0.69
ASDS_F_43	-0.01	0.69
ASDS_F_57	-0.04	0.67
ASDS_F_50	-0.04	0.66
ASDS_F_47	-0.23	0.66
ASDS_F_44	0.11	0.66
ASDS_F_61	0.01	0.65
ASDS_F_71	-0.13	0.65
ASDS_F_45	0.06	0.65
ASDS_F_52	0.13	0.65
ASDS_F_40	-0.06	0.64
ASDS_F_69	0.17	0.64
ASDS_F_70	-0.06	0.63
ASDS_F_68	-0.18	0.62
ASDS_F_56	0.11	0.62
ASDS_F_64	-0.22	0.61
ASDS_F_53	0.03	0.61
ASDS_F_66	0.09	0.60
ASDS_F_39	0.15	0.60
ASDS_F_58	-0.28	0.59
ASDS_F_62	-0.18	0.59
ASDS_F_36	0.08	0.59
ASDS_F_42	0.33	0.58
ASDS_F_48	-0.44	0.57
ASDS_F_65	0.07	0.57
ASDS_F_49	-0.03	0.57
ASDS_F_33	0.15	0.56
ASDS_F_59	-0.24	0.55
ASDS_F_63	0.16	0.55
ASDS_F_34	0.39	0.55
ASDS_F_46	0.09	0.52

ASDS_F_32	0.40	0.52
ASDS_F_60	-0.26	0.51
ASDS_F_72	-0.28	0.44
ASDS_F_54	0.23	0.36
ASDS F 55	-0.08	0.31

Extraction Method: Maximum Likelihood.
Rotation Method: Promax with Kaiser
Normalization.

Appendix H

ASDS Proposed Item Statistics

Table H-1. Proposed ASDS Item Statistics

Items	Mean	SD	Skewness		Kurtosis	
			Statistic	Std. Error	Statistic	Std. Error
ASDS_F_1	2.00	1.02	0.89	0.13	0.17	0.25
ASDS_F_2	2.25	1.02	0.64	0.13	-0.23	0.25
ASDS_F_3	1.55	0.95	1.64	0.13	1.68	0.25
ASDS_F_4	2.37	1.09	0.43	0.13	-0.52	0.25
ASDS_F_5	2.78	1.18	0.10	0.13	-0.96	0.25
ASDS_F_6	1.93	1.01	1.13	0.13	0.86	0.25
ASDS_F_7	1.93	1.11	1.10	0.13	0.39	0.25
ASDS_F_8	2.18	1.03	0.66	0.13	-0.28	0.25
ASDS_F_9	1.93	1.00	1.02	0.13	0.51	0.25
ASDS_F_10	2.00	1.01	0.91	0.13	0.31	0.25
ASDS_F_11	2.17	1.11	0.83	0.13	-0.05	0.25
ASDS_F_12	1.67	1.05	1.59	0.13	1.75	0.25
ASDS_F_13	2.02	1.03	0.86	0.13	0.06	0.25
ASDS_F_14	3.14	1.20	-0.12	0.13	-0.89	0.25
ASDS_F_15	2.10	0.99	0.75	0.13	0.03	0.25
ASDS_F_16	2.41	1.04	0.46	0.13	-0.46	0.25
ASDS_F_17	1.82	1.09	1.25	0.13	0.67	0.25
ASDS_F_18	1.61	1.03	1.61	0.13	1.58	0.25
ASDS_F_19	2.02	0.88	0.86	0.13	0.68	0.25
ASDS_F_20	1.94	1.09	1.04	0.13	0.21	0.25
ASDS_F_21	2.09	1.14	0.92	0.13	0.00	0.25
ASDS_F_22	1.82	1.01	1.16	0.13	0.61	0.25
ASDS_F_23	1.85	1.00	1.14	0.13	0.71	0.25
ASDS_F_24	2.13	1.11	0.77	0.13	-0.20	0.25
ASDS_F_25	2.34	1.12	0.52	0.13	-0.58	0.25
ASDS_F_26	2.75	1.35	0.23	0.13	-1.18	0.25
ASDS_F_27	2.31	1.18	0.64	0.13	-0.56	0.25
ASDS_F_28	2.05	0.96	0.88	0.13	0.51	0.25
ASDS_F_29	2.42	1.11	0.38	0.13	-0.78	0.25

ASDS_F_30	1.61	1.06	1.69	0.13	1.82	0.25
ASDS_F_31	1.67	0.99	1.42	0.13	1.23	0.25
ASDS_F_32	1.92	1.11	0.88	0.13	-0.43	0.25
ASDS_F_33	2.64	1.42	0.23	0.13	-1.31	0.25
ASDS_F_34	1.90	1.18	1.10	0.13	0.05	0.25
ASDS_F_35	1.72	1.03	1.33	0.13	0.84	0.25
ASDS_F_36	2.78	1.22	0.10	0.13	-1.03	0.25
ASDS_F_37	1.65	1.01	1.55	0.13	1.58	0.25
ASDS_F_38	1.56	1.05	1.82	0.13	2.15	0.25
ASDS_F_39	2.31	1.31	0.64	0.13	-0.80	0.25
ASDS_F_40	2.54	1.36	0.44	0.13	-1.07	0.25
ASDS_F_41	2.70	1.35	0.20	0.13	-1.19	0.25
ASDS_F_42	2.07	1.23	0.80	0.13	-0.61	0.25
ASDS_F_43	2.85	1.30	0.06	0.13	-1.15	0.25
ASDS_F_44	2.52	1.26	0.37	0.13	-0.92	0.25
ASDS_F_45	2.51	1.25	0.37	0.13	-0.95	0.25
ASDS_F_46	2.62	1.22	0.30	0.13	-0.95	0.25
ASDS_F_47	2.81	1.41	0.19	0.13	-1.26	0.25
ASDS_F_48	3.58	1.25	-0.55	0.13	-0.78	0.25
ASDS_F_49	2.80	1.53	0.16	0.13	-1.48	0.25
ASDS_F_50	2.85	1.50	0.13	0.13	-1.44	0.25
ASDS_F_51	2.60	1.31	0.33	0.13	-1.04	0.25
ASDS_F_52	2.30	1.29	0.67	0.13	-0.68	0.25
ASDS_F_53	2.76	1.39	0.20	0.13	-1.24	0.25
ASDS_F_54	2.66	1.19	0.17	0.13	-1.03	0.25
ASDS_F_55	2.92	1.42	0.04	0.13	-1.32	0.25
ASDS_F_56	2.62	1.25	0.28	0.13	-0.98	0.25
ASDS_F_57	2.78	1.33	0.13	0.13	-1.18	0.25
ASDS_F_58	3.34	1.21	-0.35	0.13	-0.92	0.25
ASDS_F_59	3.21	1.37	-0.23	0.13	-1.18	0.25
ASDS_F_60	3.44	1.20	-0.48	0.13	-0.67	0.25
ASDS_F_61	2.72	1.41	0.14	0.13	-1.34	0.25
ASDS_F_62	3.08	1.28	-0.12	0.13	-1.08	0.25
ASDS_F_63	2.34	1.34	0.57	0.13	-0.95	0.25
ASDS_F_64	3.16	1.25	-0.21	0.13	-0.97	0.25
ASDS_F_65	2.62	1.24	0.24	0.13	-1.02	0.25
ASDS_F_66	2.59	1.25	0.31	0.13	-0.96	0.25
ASDS_F_67	2.35	1.21	0.45	0.13	-0.90	0.25

ASDS_F_68	3.21	1.33	-0.21	0.13	-1.14	0.25
ASDS_F_69	2.64	1.37	0.30	0.13	-1.21	0.25
ASDS_F_70	2.94	1.19	0.01	0.13	-0.86	0.25
ASDS_F_71	2.95	1.15	-0.03	0.13	-0.80	0.25
ASDS_F_72	3.37	1.45	-0.43	0.13	-1.21	0.25
ASDS_W_1	2.16	1.15	0.74	0.13	-0.32	0.25
ASDS_W_2	2.47	1.18	0.47	0.13	-0.56	0.25
ASDS_W_3	1.76	1.12	1.39	0.13	0.96	0.25
ASDS_W_4	2.69	1.28	0.24	0.13	-0.96	0.25
ASDS_W_5	3.05	1.33	0.02	0.13	-1.18	0.25
ASDS_W_6	2.22	1.20	0.73	0.13	-0.35	0.25
ASDS_W_7	2.25	1.20	0.63	0.13	-0.57	0.25
ASDS_W_8	2.55	1.25	0.41	0.13	-0.81	0.25
ASDS_W_9	2.12	1.15	0.79	0.13	-0.28	0.25
ASDS_W_10	2.17	1.16	0.76	0.13	-0.26	0.25
ASDS_W_11	2.36	1.19	0.65	0.13	-0.35	0.25
ASDS_W_12	1.86	1.18	1.23	0.13	0.44	0.25
ASDS_W_13	2.19	1.16	0.70	0.13	-0.42	0.25
ASDS_W_14	3.36	1.26	-0.36	0.13	-0.83	0.25
ASDS_W_15	2.26	1.18	0.67	0.13	-0.38	0.25
ASDS_W_16	2.68	1.20	0.34	0.13	-0.74	0.25
ASDS_W_17	1.99	1.16	0.95	0.13	-0.16	0.25
ASDS_W_18	1.75	1.09	1.33	0.13	0.76	0.25
ASDS_W_19	2.22	1.12	0.83	0.13	0.05	0.25
ASDS_W_20	2.18	1.20	0.69	0.13	-0.64	0.25
ASDS_W_21	2.34	1.21	0.48	0.13	-0.78	0.25
ASDS_W_22	2.03	1.16	0.96	0.13	0.03	0.25
ASDS_W_23	2.00	1.10	0.93	0.13	0.05	0.25
ASDS_W_24	2.18	1.14	0.82	0.13	-0.05	0.25
ASDS_W_25	2.52	1.23	0.53	0.13	-0.62	0.25
ASDS_W_26	2.70	1.36	0.27	0.13	-1.14	0.25
ASDS_W_27	2.37	1.23	0.62	0.13	-0.59	0.25
ASDS_W_28	2.24	1.11	0.77	0.13	-0.02	0.25
ASDS_W_29	2.78	1.32	0.19	0.13	-1.12	0.25
ASDS_W_30	1.68	1.11	1.57	0.13	1.52	0.25
ASDS_W_31	1.73	1.10	1.41	0.13	0.98	0.25
ASDS_W_32	2.22	1.33	0.70	0.13	-0.75	0.25
ASDS_W_33	2.81	1.46	0.12	0.13	-1.35	0.25

ASDS_W_34	2.12	1.34	0.89	0.13	-0.49	0.25
ASDS_W_35	1.76	1.12	1.39	0.13	1.03	0.25
ASDS_W_36	2.99	1.34	0.08	0.13	-1.15	0.25
ASDS_W_37	1.65	1.06	1.61	0.13	1.79	0.25
ASDS_W_38	1.65	1.10	1.58	0.13	1.47	0.25
ASDS_W_39	2.54	1.37	0.43	0.13	-1.04	0.25
ASDS_W_40	2.81	1.50	0.20	0.13	-1.38	0.25
ASDS_W_41	2.91	1.46	0.09	0.13	-1.33	0.25
ASDS_W_42	2.29	1.38	0.68	0.13	-0.84	0.25
ASDS_W_43	3.07	1.44	-0.03	0.13	-1.31	0.25
ASDS_W_44	2.75	1.40	0.23	0.13	-1.19	0.25
ASDS_W_45	2.79	1.42	0.19	0.13	-1.26	0.25
ASDS_W_46	3.09	1.42	-0.06	0.13	-1.28	0.25
ASDS_W_47	3.10	1.50	-0.06	0.13	-1.45	0.25
ASDS_W_48	3.73	1.29	-0.68	0.13	-0.70	0.25
ASDS_W_49	3.05	1.52	-0.03	0.13	-1.47	0.25
ASDS_W_50	3.17	1.47	-0.17	0.13	-1.34	0.25
ASDS_W_51	2.77	1.42	0.20	0.13	-1.28	0.25
ASDS_W_52	2.49	1.39	0.54	0.13	-0.96	0.25
ASDS_W_53	2.97	1.40	0.02	0.13	-1.24	0.25
ASDS_W_54	2.87	1.35	0.16	0.13	-1.11	0.25
ASDS_W_55	3.07	1.47	-0.07	0.13	-1.38	0.25
ASDS_W_56	2.86	1.37	0.12	0.13	-1.17	0.25
ASDS_W_57	2.80	1.39	0.15	0.13	-1.21	0.25
ASDS_W_58	3.47	1.35	-0.34	0.13	-1.17	0.25
ASDS_W_59	3.26	1.42	-0.22	0.13	-1.28	0.25
ASDS_W_60	3.58	1.33	-0.52	0.13	-0.90	0.25
ASDS_W_61	3.04	1.51	-0.05	0.13	-1.44	0.25
ASDS_W_62	3.23	1.35	-0.24	0.13	-1.14	0.25
ASDS_W_63	2.56	1.35	0.32	0.13	-1.12	0.25
ASDS_W_64	3.44	1.33	-0.38	0.13	-1.03	0.25
ASDS_W_65	2.75	1.35	0.23	0.13	-1.12	0.25
ASDS_W_66	2.81	1.38	0.17	0.13	-1.19	0.25
ASDS_W_67	2.48	1.32	0.43	0.13	-0.96	0.25
ASDS_W_68	3.30	1.40	-0.26	0.13	-1.21	0.25
ASDS_W_69	2.92	1.43	0.06	0.13	-1.31	0.25
ASDS_W_70	3.07	1.32	-0.09	0.13	-1.11	0.25
ASDS_W_71	3.20	1.29	-0.14	0.13	-1.11	0.25

ASDS W 72	3.44	1.44	-0.38	0.13	-1.22	0.25
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N = 369						

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