

AMERICAN UNIVERSITY OF BEIRUT

RELATIONS BETWEEN MOTHERS' PERSONAL VALUES,
PERSONALITY TRAITS, AND CAREER PREFERENCES

by
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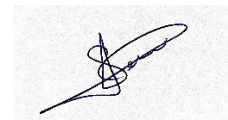
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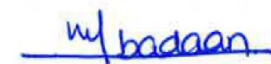
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ABSTRACT OF THE THESIS OF

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When given the choice, some highly educated mothers of minor children prefer to stay at home to care for the family and the house, while others prefer to work outside the house in addition to caring for the children. Past research has investigated cultural, social, or organizational factors that push women to drop from the workforce after transitioning to motherhood. However, there were no studies that examined personality-level predictors of mother's career preferences. There are two theoretical models that can be built on regarding relations between mothers' personalities and career preferences. The Social Role Theory proposes that mothers' career preferences are influenced by their endorsement of the traditional gender-based roles, while the Preference Theory proposes that mothers' personal values are central determinants of their career preferences. Building on the Preference Theory, the aim of this study was to examine the associations between mothers' personal values, personality traits, and career choices above and beyond their endorsement of traditional gender roles attitudes. Around 400 mothers of minor children holding at least a Bachelor's degree in Lebanon were recruited through social media platforms and WhatsApp groups. Participants were asked to complete an online survey about their personal values, personality traits, gender role attitudes, work preferences, and demographics. Data was analyzed using multiple regression tests. It was found that the valuation of Achievement was a negative predictor of mothers' preference for staying at home above and beyond their endorsement of traditional gender roles. It was also found that the valuation of Security and the personality trait of Neuroticism were positive predictors of mothers' preference for staying at home above and beyond their endorsement of traditional gender roles. The results of the study lend support to the Preference Theory and call for the respect of mothers' career preferences.

TABLE OF CONTENTS

| | |
|--|----|
| ACKNOWLEDGEMENTS..... | 1 |
| ABSTRACT..... | 2 |
| ILLUSTRATIONS..... | 7 |
| TABLES..... | 8 |
| INTRODUCTION | 9 |
| LITERATURE REVIEW ABOUT REASONS BEHIND MOTHERS CAREER PREFERENCES | 11 |
| A. Struggles of Working Mothers | 12 |
| 1. Stress from Dual Roles | 12 |
| 2. Unsupportive Work Environments | 12 |
| 3. Lack of Family / Cultural Support..... | 13 |
| B. Incentives for Mothers to Stay in the Workforce..... | 14 |
| C. The Kaleidoscopic Model | 15 |
| D. Working Mothers in Lebanon..... | 16 |
| THEORETICAL MODELS FOR UNDERSTANDING MOTHERS' CAREER PREFERENCES | 18 |
| A. Social Role Theory | 18 |
| B. Preference Theory | 20 |
| THEORETICAL MODELS ABOUT PERSONALITY CHARACTERISTICS | 23 |

| | |
|---|-----------|
| A. Schwartz Theory of Basic Values..... | 23 |
| 1. Self-direction | 24 |
| 2. Stimulation..... | 24 |
| 3. Hedonism..... | 24 |
| 4. Achievement | 25 |
| 5. Power | 25 |
| 6. Security..... | 25 |
| 7. Conformity..... | 26 |
| 8. Tradition | 26 |
| 9. Benevolence..... | 26 |
| 10. Universalism | 27 |
| 11. Higher-Order Structure of Personal Values..... | 27 |
| B. Big Five Personality Traits | 28 |
| 1. Extraversion..... | 29 |
| 2. Agreeableness | 30 |
| 3. Conscientiousness..... | 30 |
| 4. Neuroticism..... | 31 |
| 5. Openness to Experience..... | 32 |
| C. Past Studies about the Relations between Personality Characteristics and Career Outcomes | 33 |
| PRESENT STUDY | 34 |
| A. Aim and Hypotheses..... | 34 |
| B. Novel Contributions | 36 |
| METHOD..... | 38 |
| A. Participants..... | 38 |
| B. Instruments..... | 38 |
| 1. Personal Values | 38 |

| | |
|--|-----------|
| 2. Personality Traits | 39 |
| 3. Gender Roles Attitudes | 39 |
| 4. Dependent Variables | 40 |
| 5. Demographic Information..... | 40 |
| C. Procedure | 41 |
| D. Pilot Study..... | 41 |
| RESULTS | 43 |
| A. Missing Values Analysis | 43 |
| B. Psychometric Properties..... | 43 |
| 1. Statistical Assumptions of Factor Analyses..... | 44 |
| 2. Results of Factor Analyses | 45 |
| C. Univariate and Multivariate Outliers | 47 |
| D. Normality Tests..... | 48 |
| E. Scale Descriptives | 50 |
| F. Sample Descriptives | 51 |
| G. Correlation Matrix | 54 |
| H. Main Statistical Analyses..... | 58 |
| 1. Statistical Assumptions of Multiple Regression..... | 58 |
| 2. Accounting for the Violations of Statistical Assumptions..... | 60 |
| 3. Results of Main Analyses | 60 |
| 4. Additional Models | 66 |
| DISCUSSION | 75 |
| A. Summary of Results..... | 75 |
| B. Interpretation of Findings..... | 77 |

| | |
|--|-----|
| 1. Achievement | 77 |
| 2. Security | 77 |
| 3. Self-Direction | 78 |
| 4. Neuroticism..... | 79 |
| 5. Control Variables..... | 79 |
| C. Implications..... | 82 |
| 1. Theoretical Implications | 82 |
| 2. Practical Implications | 83 |
| D. Limitations and Future Directions | 83 |
| APPENDIX I..... | 86 |
| APPENDIX II | 96 |
| APPENDIX III..... | 97 |
| APPENDIX IV | 99 |
| APPENDIX V | 101 |
| APPENDIX VI..... | 105 |
| APPENDIX VII | 112 |
| REFERENCES..... | 114 |

ILLUSTRATIONS

Figure

1. Illustration of the Concepts of the Social Role Theory 20

TABLES

Table

| | |
|---|----|
| 1. Reliability Coefficients of the Personal Values, Personality Traits, and Gender Role Attitudes Factors | 47 |
| 2. Skewness and Kurtosis Scores..... | 49 |
| 3. Scale Descriptives..... | 51 |
| 4. Sample Descriptives | 52 |
| 5. Correlation Matrix | 56 |
| 6. Results of Multiple Regression Test (Model 1)..... | 61 |
| 7. Results of Multiple Regression Test (Model 2)..... | 63 |
| 8. Results of Multiple Regression Test (Model 3)..... | 64 |
| 9. Results of Multiple Regression Test (Model 4)..... | 65 |
| 10. Results of Multiple Regression Test (Model 5)..... | 67 |
| 11. Results of Multiple Regression Test (Model 6)..... | 68 |
| 12. Results of Multiple Regression Test (Model 7)..... | 70 |
| 13. Results of Multiple Regression Test (Model 8)..... | 71 |
| 14. Summary of Results of Models 1,2,3,4,7 & 8 | 73 |
| 15. Summary of Results of Models 5 & 6 | 74 |

CHAPTER 1

INTRODUCTION

According to a poll conducted by Gallup research organization in 2019, 50% of American women with children below 18 years old would rather stay at home than work outside, while 45% prefer to work outside the house (Brenan, 2019). Consistently, an earlier study found that 43% of American women opt out of the career path when they become mothers (Hewlett & Luce, 2005). As a matter of fact, choosing to stay at home after transitioning to motherhood is not a new trend. In 2003, Lisa Belkin wrote a controversial article in the New York Times Magazine titled “The Opt-Out Revolution”, in which she claimed that a growing number of educated women, with at least a Bachelor’s degree, were choosing to pursue homemaker roles after having children. Belkin’s article sparked a heated debate as opponents considered it as a backlash against feminism (e.g., Lorber, 2003; Willis, 2003).

Based on findings from polls and previous studies, it is evident that a considerable percentage of mothers are choosing to stay at home to care for their minor children (Belkin, 2003; Brenan, 2019; Hewlett & Luce, 2005). It is intuitive then to explore the reasons which push some mothers to choose the traditional role when given the choice. Most of the existing studies have focused on the contextual factors such as stress from dual roles and unsupportive workplaces (Dugan & Barnes-Farrell, 2018; Nomaguchi et al., 2005; Stone & Lovejoy, 2004). However, there are no studies to the best of our knowledge that examined mothers’ individual-level characteristics behind those preferences. Despite the lack of empirical studies about individual-level predictors of mothers’ career preferences, there are two theories that offer competing propositions.

The Social Role Theory (Eagly & Wood, 2016) posits that mothers' preferences for being a stay-at-home mom or a working mom are attributed to their level of endorsement of traditional gender roles. On the other hand, it is implied from the Preference Theory (Hakim, 2000) that mothers' career preferences are attributed to their personal values irrespective of cultural influences. Building on these theories, the aim of the proposed study was to examine the associations between mothers' personality characteristics and their preference for staying at home using a sample of mothers residing in Lebanon. Specifically, we will focus on the role of the mothers' personal values and personality traits in predicting their career preferences above and beyond their endorsement of gender roles.

Before we describe the method of the study, we will review past studies about mothers' experiences in the workforce, theories that explain mothers' career preferences, and past studies about the relations between personality characteristics and career preferences.

CHAPTER 2

LITERATURE REVIEW ABOUT REASONS BEHIND MOTHERS CAREER PREFERENCES

Mothers who work outside the house are referred to as working mothers (WM, Merriam-Webster, 2017). They work outside the house for income in addition to raising the children at home (Turkington & Tzeel, 2004). On the other hand, mothers who stay at home to manage the household and raise the children are referred to as Stay-at-Home Mothers (SAHM). They remain in their residence to care for the children and the house while the spouse is at work (Merriam-Webster, 2017).

Several qualitative studies have reported the personal accounts of mothers who chose to stay at home or remain in the workforce. From these accounts, we can understand the experiences of those mothers, and the reasons that push them to opt in or out the workforce. There are common themes that arise from these accounts about the struggles that working mothers face such as the stress from their dual roles (Dugan & Barnes-Farrell, 2018; Nomaguchi et al., 2005), the unsupportive working environments (Stone & Lovejoy, 2004), and the lack of support from the family or culture (Mainiero & Sullivan, 2006; Treas & Widmer, 2000). We also learn from those accounts about the incentives that push some mothers to remain in the workforce despite the challenges. Additionally, we learn that mothers' choices are not limited to staying at home or staying at the workforce, but that many of them are opting for more flexible career trajectories (Mainiero & Sullivan, 2005).

A. Struggles of Working Mothers

1. Stress from Dual Roles

It was reported that women who enter motherhood face the struggle of balancing their dual roles as an employee and a caregiver (Leupp, 2020; Stevens et al., 2007). Mothers expressed high levels of stress, drained time and energy resources, and little opportunity for self-care (Dugan & Barnes-Farrell, 2018). With double demands piling up at work and at home, it was reported that mothers experience greater bidirectional spillover within their work and family life compared to fathers (Nomaguchi et al., 2005). Working mothers have to deal with the time binds that restrict them from having sufficient time to spend with their children, spouses, and fulfill their own needs (Nomaguchi et al., 2005). Mothers who were exposed to such factors expressed that their jobs became inconsequential and futile leading them to walk out of their jobs (Cabrera, 2007; Mainiero & Sullivan, 2005). Although there are optimistic reports from women who appeared to manage their work and family duties, those mothers expressed sacrifices they had to make. For example, among those who expressed general well-being, the majority of the mothers had opted for part-time work (Dugan & Barnes-Farrell, 2018).

2. Unsupportive Work Environments

Some personal accounts of mothers show that they encounter organizational inequities in terms of hiring, wages, and work conditions, which impede their participation in the workforce (Glauber, 2012). This phenomenon is referred to as the “motherhood penalty”, where women are treated unfairly at work after becoming mothers (Budig & England, 2001; Dechter, 2014). Underlying this phenomenon is the

assumption that professional women lose their commitment at work and become less productive after becoming mothers (Kelley et al., 2020). It is specifically referred to as “motherhood” penalty because it is only working mothers that are subject to such penalty compared to working fathers or childless workers (Aranda & Glick, 2014; Correll et al., 2007).

Mothers have also expressed that their inflexible and highly demanding workplaces left them with no chance of discretion (Stone & Lovejoy, 2004). Some mothers opted out of the workplace because when they tried to reduce their hours to part-time, they were denied the option since their jobs followed an “all or nothing” structure (Moen, 2011).

3. Lack of Family / Cultural Support

Another reason behind mothers’ choice to drop out of the workforce is the substantial cultural pressure that they face that is rooted in the expectation that women are bound to homemaking and family duties (Mainiero & Sullivan, 2005). For example, Treas and Widmer (2000) found a decreased support for women’s employment across 23 countries when young children were involved, with varying opinions about maternal employment when children are at least at an age where they enter school. Even in countries with less traditional gender roles, men were less supportive of the integration of women in the workforce (Treas & Widmer, 2000). Moreover, it was found that marital discord takes place when the women’s economic resources make them better equitable to assume the bread-winning role (Rogers & DeBoer, 2001). On a related note, it was argued that there is better harmony within families when women’s choices adhere to the stereotypical gender roles (Crompton & Lyonette, 2005). Additionally,

some women have expressed that their careers implicitly became secondary to their husbands' careers even when they had equal or higher earnings (Bean et al., 2015). Relatedly, it was argued that the prioritization of the husbands' careers is primarily driven by the traditional gendered division of labor where women bear the brunt of domestic work and defer to their husbands' preferences (Stone & Lovejoy, 2004).

B. Incentives for Mothers to Stay in the Workforce

Although most of the existing studies focused on the mothers' reasons to drop out of the workforce, there are other studies which reported the personal accounts of mothers who stayed in the workforce. From these accounts, we learn that there are several reasons behind mothers' choice to stay in the workforce after having their children. One fundamental reason is the sense of identity that a job brings about in their lives. In a study done by Grant-Vallone and Ensher (2010), some mothers explained that they simply do not see themselves as fitting to be homemakers, while others expressed how much a stimulating work environment is necessary for their mental health. The majority of the mothers in the study believed that the challenges that come with a job may help them become better mothers as the positive exchange of feelings, attitudes, and behaviors between the domains of work and home enhances their performance in either of or both domains. In line with these findings, Nordenmark (2002) found that working mothers reported greater levels of stress and wished to reduce their working hours; however, there were no significant links between their double demands and psychological distress. As such, Nordenmark (2002) argued that there could be alternative benefits from having multiple social roles that compensate for the stress that working mothers face.

Relatedly, it was found that mothers preferred employment due to the rewards that they receive from being employed. For example, Grant-Vallone and Ensher (2010) found that the primary motive behind mothers' decision to remain in the job market was the financial benefit that they receive from the job. In their study, it was reported that mothers appeared to reach a happy medium while seeking balance between family and work as they regulated their working hours in ways that would not overlap with child-rearing responsibilities (Grant-Vallone & Ensher, 2010). Furthermore, Morrison (2009) found that mothers appreciate occupational rewards that are aligned with what they personally value in life whether it be emotional support from interpersonal relationships at work or materialistic incentives. More specifically, Morrison (2009) found that tending and befriending at the workplace appeared to be a major factor that influenced the decision of some mothers to stay at work.

C. The Kaleidoscopic Model

Other accounts of mothers' experiences show that some mothers opt for a new flexible career model for balancing work and family life that is referred to as the "kaleidoscopic" model. Mainiero and Sullivan (2005) reported that some mothers shift the trajectories of their careers and rearrange different aspects of their lives in ways that would yield positive effects on others around them, especially their children and husbands.

Essentially, the Kaleidoscope Career Model (KCM) was developed to account for the current changes in the world of work which, as opposed to traditional career trajectories, is characterized by opt-outs and career interruptions (Mainiero & Gibson, 2018). The KCM postulates that there are three main parameters that influence

individuals' employment decisions over the course of their careers, which are the needs for authenticity, balance, and challenge (Mainiero & Sullivan, 2005). As per the mechanisms of a kaleidoscope, women may rearrange the three parameters by prioritizing their needs at different intensities depending on their life stage and in relation to those around them. For example, as women kick-start their careers, they primarily focus on the challenge parameter where they make career-focused decisions to satisfy their need for personal growth, skill development, and stimulation (Mainiero & Gibson, 2018). As they enter the midcareer stages, women are more likely to prioritize the need for balance to meet demands emanating from work and family (Mainiero & Gibson, 2018). In an effort for balance, mothers may choose to balance dual roles by focusing on one at a time (Yang & Rodriguez, 2009). Indeed, it was found that educated mothers with at least a Bachelor's degree chose to opt out of the workplace when family obligations required so, with every intention to return to work once their children grew up if they so desired (Rubin & Wooten, 2007). As for the later stages of women's careers, where family obligations may largely decrease, women are more likely to engage in behaviors in pursuit of authenticity where they become true to themselves (Mainiero & Gibson, 2018). Decisions that pivot on the need for authenticity may present differently among mothers as it heavily depends on their genuine inner selves and personal values.

D. Working Mothers in Lebanon

According to the Labour Force Survey (LFS; 2022), the labor force participation rate of females in Lebanon was 22.2%, which was significantly lower than that of male participation (66.2%). Relatedly, the unemployment rate of females in Lebanon (32.7%)

was higher than that of the male unemployment rate (28.4%). A notable decrease in female labor force participation was detected among women ranging between 25 and 29 years old, which alluded to a retreat of women from the labor market at the birth of a child and a return to employment at ages between 40 and 44 after the child enters adolescence (Central Administration of Statistics of the Lebanese Republic, 2022).

Furthermore, there are a few studies which examined the experiences and barriers that working mothers in Lebanon face. For example, it was found that cultural variables, such as the gendered division of labor, play a salient role in shaping Lebanese women's work experiences (Tlais & Klauser, 2010). Relatedly, It was reported that the most prominent barrier that Lebanese working women face in employment is the patriarchal attitude which emphasizes that a woman's family duties take precedence over her career (Jamali et al., 2005). Despite the salience of such attitude, other Lebanese working women did not find that their family responsibilities impeded their career success, and they attributed their success in both spheres to their internal characteristics (Tlais & Klauser, 2011). Moreover, it was found that Lebanese mothers manage family and work responsibilities with the help that they receive from extended family members or domestic helpers (Tlais & Klauser, 2011).

CHAPTER 3

THEORETICAL MODELS FOR UNDERSTANDING MOTHERS' CAREER PREFERENCES

Studying mothers' personal accounts regarding their career choices is informative. However, to better understand mothers' career preferences, it is important to look for theories that explain them. For example, the Social Role Theory implies that mothers' preferences about staying at home or staying in the workforce are attributed to their level of endorsement of traditional gender roles. On the other hand, the Preference Theory implies that mothers' career preferences are attributed to their personal preferences above and beyond cultural influences.

A. Social Role Theory

The Social Role Theory, which was proposed by Eagly and Wood (2016), suggests that differences in social behavior between men and women are a product of the distribution of men and women into gender roles within their society (see Figure 1). Specifically, women have been historically relegated to communal roles such as “caregiver” or “homemaker”, while men have been assigned agentic roles such as “breadwinner”. These divisions in labor perpetuate through socialization processes that encourage individuals to ascribe to the gender roles that support the divisions of labor in their society (Eagly & Wood, 2016). To explain, it is easier for individuals to follow gender role expectations than to disregard them because behavior that is inconsistent with gender roles often elicits negative sanctions and cultural disapproval, while behavior that meets societal expectations receives general support and positive reactions. For example, stay-at-home mothers were generally seen as warm, nurturing,

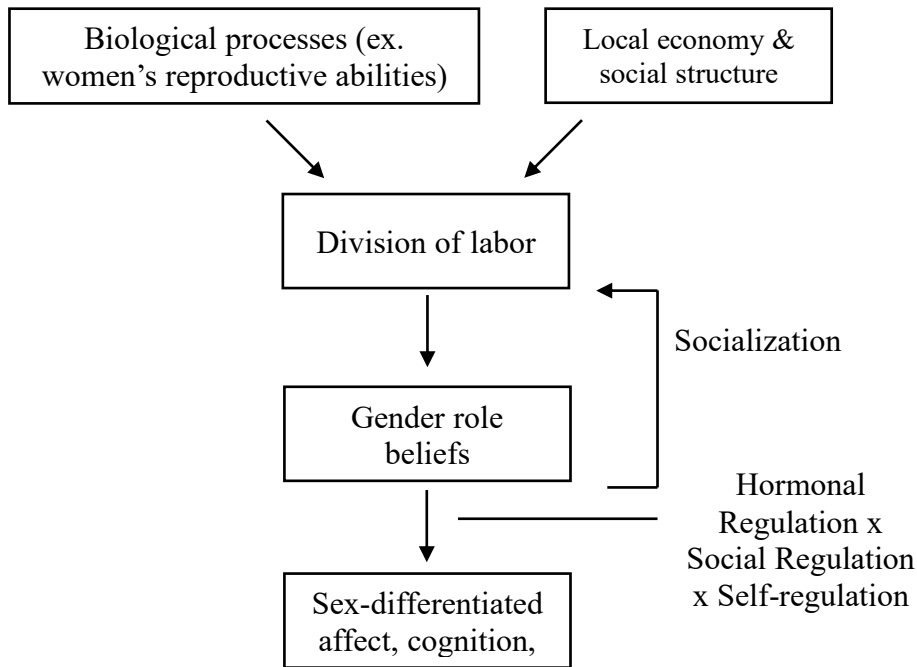
emotional, dependent, and traditional, while working mothers were seen as competent and independent, but also cold and neglectful (Odenweller & Rittenour, 2017).

Furthermore, working mothers are often negatively depicted as selfish, less committed to their maternal role, and concerned with their own personal success over the well-being of their children (Dillaway & Paré, 2008; Gorman & Fritzsche, 2002).

Additionally, it was found that there is little support for motherhood identities that violate traditional norms. To elaborate, it is expected from women in many cultures to engage in “intensive mothering”, which entails that mothers tremendously invest time, energy, and emotions to enrich their children’s lives (Hays, 1996), as well as foregoing any personal engagements, especially income-earning activities, that may hinder responding to their children’s needs (Dillaway & Paré, 2008). Although some mothers redefined good mothering as ‘extensive mothering’, which entails that mothers be “in charge” of their children’s needs by delegating caregiving tasks (Christopher, 2012; Crowley, 2014; Walls et al., 2016), it was only individuals with more egalitarian views who responded favorably to the modern motherhood identities (Gaunt, 2013).

Figure 1

Illustration of the Concepts of the Social Role Theory



B. Preference Theory

Unlike the Social Role Theory, the Preference Theory (Hakim, 2000) posits that women's choices regarding their work and family roles are largely driven by their life preferences and values. It challenges the notion that women are inherently more interested in family than in careers. Hakim (2003) acknowledged that societal pressure, cultural expectations, and economic necessity may override personal preferences in their impact on women's choices. However, she argued that in modern societies, women's lifestyle preferences become the central determinants of their life choices (Hakim, 2003), especially in lower threat contexts that allow for free expression.

The Preference Theory has four main tenets. The first tenet highlights that the historical changes in society, such as the contraception revolution and the equal

opportunities revolution, produced new options and opportunities for women. The second tenet highlights the heterogeneity of women's preferences and priorities regarding family and work, resulting in three "ideal types" (home-centered, work-centered, and adaptive). The third tenet highlights that the heterogeneity of interests among women leads to conflicting concerns and difficulty in finding a common voice. The fourth tenet highlights that women's heterogeneity of interests is the primary cause of their varying responses to public policies that aim to support them in their work or home role.

To elaborate on the second tenet of the Preference Theory, Hakim (1996, 2000) proposed that once women are given the genuine choice to choose between market work and family work, their preferences will fall into three main categories: home-centered, work-centered, or adaptive. It is speculated that home-centered women, who make up around 20% of the total population, prioritize their family by staying at home and not getting employed unless there is a financial necessity. They adhere to the traditional division of labor where they assume the role of a 'homemaker' undertaking family work. Work-centered women, who account for 20% of the population, prioritize their career and focus on competitive activities in the public sphere. Work-centered women exhibit a long-term commitment to their career, invest in educational qualifications, and are more likely to rearrange their family life around their work. Adaptive women, who make up 60% of the total population, prefer to combine employment and family life by devoting similar time and effort to both. For example, adaptive women may choose to seek part-time jobs with flexible schedules that would not impinge on their time with family. These women adapt to the external situations around them without prioritizing either of the spheres over the other. Hakim (2006) notes that due to the third group's

size and diversity, it is falsely assumed that adaptive women are representative of all women.

All in all, the Preference Theory acknowledges the diversity of women's preferences regarding prioritizing family or work. It places personal values at the center of those preferences beyond cultural influences.

CHAPTER 4

THEORETICAL MODELS ABOUT PERSONALITY CHARACTERISTICS

Building on the Preference theory, it is informative to understand which of the mothers' values are associated with their career preferences. For this reason, we will use Schwartz theory of Basic Values as the theoretical framework for organizing mothers' values. Moreover, we will go beyond personal values to understand which of the mothers' personality traits, which are also an important aspect of their personality, are associated with their career preferences. We focus on personal values and personality traits because it is well-established that both personal values and personality traits predict behavior, with personality traits being stronger predictors of spontaneous behavior, and personal values being stronger predictors of planned deliberate behavior (Roccas et al., 2014; Sagiv & Schwartz, 2022).

A. Schwartz Theory of Basic Values

Values are a central concept in social sciences as they underlie human behavior and affect (Schwartz, 2012). Personal values predict certain behaviors, preferences, and goal-oriented attitudes based on how individuals subjectively prioritize them across time (Sagiv et al., 2017). A theory by Schwartz (1992) presents a system for organizing values that consist of ten basic personal values that are recognized universally. Different individuals ascribe different levels of importance to each of the values (Schwartz, 2012). The ten basic personal values are: self-direction, stimulation, hedonism, achievement, power, security, conformity, tradition, benevolence, and universalism.

1. *Self-direction*

Self-direction refers to independence in thought and action where one freely explores and determines their own life goals (Schwartz, 2012). A self-directed individual would be autonomous and self-reliant rather than dependent on others. This autonomy manifests in most aspects of their lives, especially socially and occupationally (Cohen, 2009). In fact, self-directed individuals tend to have less commitment in their jobs and employment altogether as they prioritize their own self-assigned goals (Cohen, 2009).

2. *Stimulation*

Stimulation entails the need for excitement and novelty in one's life (Schwartz, 2012). Individuals who value stimulation enjoy having a varied life and are less inclined to be satisfied with a mundane lifestyle. Also, they would naturally avoid commitments. For example, an inverse association was found between stimulation and organizational commitment (Cohen, 2009).

3. *Hedonism*

Hedonism is about seeking pleasure and self-gratification in life (Schwartz, 2012). Individuals who score high on hedonism consider arousal as a primary motivational goal in life and appreciate activities that are pleasing. They chase after self-gratifying opportunities and direct their efforts towards commitments that will make them ever increase. For example, it was found that individuals who value hedonism are highly committed to occupational institutions that pave a way for achieving self-indulgent goals (Cohen, 2009).

4. *Achievement*

Achievement refers to the valuation of personal success and social recognition (Schwartz, 2012). Valuation of achievement manifests in personal efforts to demonstrate competence and self-respect as pertaining to social standards. Therefore, achieving individuals work hard on personally developing in ways appreciated by societal expectations. Indeed, there is a consistent positive relation between achievement and occupational commitment where individuals focus on developing in their careers to become professionally well-off, and socially recognized and respected (Cohen, 2009).

5. *Power*

The value of power manifests in the desire to dominate and control people or resources while seeking social status and wealth (Schwartz, 2012). Among the different aspects of life, employment appears to provide a key environment that allows the expression and fulfillment of power goals (Cohen, 2009). Therefore, it is understandable that individuals seeking power are more likely to be committed to work (Cohen, 2009).

6. *Security*

As for security values, the primary motive that underlies this value is to uphold a sense of security and social stability. Individuals who prioritize security avoid conflict and instability with the purpose of maintaining harmonious relationships with others. They are inclined towards attaining harmony through respecting social order, family security, and national security (Schwartz, 2012).

7. *Conformity*

People who value conformity emphasize self-restraint and obedience so as not to harm others or violate social norms (Schwartz, 2012). Individuals who value conformity behave responsibly and politely especially towards close others such as parents and elders. They also accept subordination to others to avoid disrupting interpersonal functioning (Schwartz, 2012). As a result, individuals who value conformity and security are hesitant towards arrangements that may challenge societal norms and general stability. Occupationally, it is possible to see more restraint and caution by people who prioritize security or conformity values (Cohen, 2009).

8. *Tradition*

Valuing tradition entails subordination to abstract objects in favor of socially imposed standards (Lindeman & Verkasalo, 2005). People who value tradition are respectful to traditions such as religion and cultural customs. Empirically, it was found that the value of tradition is negatively correlated with work commitment (Cohen, 2009). It is possible that individuals who prioritize tradition tend to disengage from dynamic work environments that may threaten the legitimacy of certain customs and social standards.

9. *Benevolence*

The valuation of benevolence entails setting goals that guarantee the welfare of others, especially the in-group (Schwartz, 2012). Benevolent individuals are especially helpful and considerate towards others within their close social circles. They are trustworthy friends and loyal partners. In the workplace, benevolent individuals tend to

be committed to their jobs especially when they have developed deep and meaningful connections with their colleagues (Cohen, 2009).

10. Universalism

Analogous to, yet distinct from benevolence, is the value of universalism. Universalism extends benevolence to involve the welfare of all people within society rather than just an in-group (Schwartz, 2012). Individuals who value universalism advocate for world peace, equality, and the welfare of nature, the world, and those living in it. By its nature, universalism has a consistent positive correlation with job commitment (Cohen, 2009). More specifically, individuals who value universalism tend to fully commit to their jobs as a service to their society.

11. Higher-Order Structure of Personal Values

Beyond defining the ten basic values, it is important to note that pursuing a value may come at the cost of other competing values (Schwartz, 2012). Structurally, the ten basic values lie in a circular arrangement that organizes them among two contrasting dimensions. Within its circular structure, values fall on a continuum of shared motivations. The values that lay closer to one another around the circle are congruent in their motivations, whereas those that are more distant have antagonistic motivations (Schwartz, 2012). For example, in pursuit of achievement values, actions driven by benevolence are obstructed (Schwartz, 2012). When a self-directed individual seeks personal success, compatible values such as power and stimulation, may assist the individual in their quest; however, incongruent values such as benevolence may be compromised.

From a broader perspective, these values are visually organized along two bipolar dimensions where they are assigned to four higher-order values, which are Openness to Change, Conservation, Self-Enhancement, and Self-Transcendence (Schwartz, 2012). Openness to Change comprises of self-direction and stimulation values, while Conservation comprises of security, conformity, and tradition values. Self-Enhancement consists of power and achievement values, while Self-Transcendence consists of universalism and benevolence values. Hedonism shares motivations that are characteristic of both openness to change and self-enhancement values (Schwartz, 2012).

B. Big Five Personality Traits

Personality traits are defined as enduring patterns of thoughts, feelings, and behaviors that are consistent across time and situations (Roberts, 2009). Although there exist several models to describe the variations in personality traits, the Big Five Model is the most commonly used one (Kajonius & Giolla, 2017). The Big Five Model suggests that personality differences can be reduced to five dimensions, which are Extraversion (E); Agreeableness (A); Conscientiousness (C); Neuroticism (N); and Openness to experience (O). Each of these five personality dimensions comprises of subdimensions, which are called facets (Costa & McCrae, 1988). In the sections below, we define each of the Big Five traits and its associations with relationships and work-related outcomes.

1. Extraversion

Extraversion refers to the tendency of experiencing positive emotions and moods especially in stimulating environments. Unlike introverts who prefer solitude, extraverts prefer the company of others as they seek excitement and stimulation (Eysenck & Eysenck, 1967). This highlights their nature as socially oriented, ambitious, and on-the-go.

In the workplace, individuals high on extraversion are more likely to utilize their assertiveness in job positions that are fast-paced and involve interaction with others (Barrick & Mount, 1991). They are more likely to feel delight in rewarding work environments (Smillie et al., 2012). In addition, extraverts have been found to emerge as leaders who inspire, challenge, and motivate others (Judge et al., 2002). On the other hand, introverts prefer silence while working and avoid jobs with constant interaction with strangers (Smillie et al., 2012).

Interpersonally, extraverts are comfortable with forming and maintaining satisfying relationships with many people (Schmitt & Shackelford, 2008). They have no reservations towards meeting new friends and potential romantic partners. However, extraverts may be less involved with their relationships and have shallow or superficial friend groups (Schmitt & Shackelford, 2008). In contrast, introverts prefer a quieter life closer in proximity to their family and close friends (Eysenck & Eysenck, 1967; Geen, 1984). Introverts tend to have limited relationships which allows them to focus on developing meaningful and deeper relations with loved ones (Schmitt & Shackelford, 2008).

2. Agreeableness

Agreeableness refers to the inclination towards being trusting, cooperative, and humble. Agreeable individuals are generally good-natured and likeable (Costa, & McCrae, 1988). Individuals high on agreeableness are self-effacing and mindful of others' needs which makes them great friends, partners, and caregivers (Twenge & Campbell, 2017). In contrast, disagreeable individuals are more likely to appear apathetic and egocentric. Individuals low in agreeableness are generally argumentative and uncaring.

Agreeable people are kind and nice, which are traits that help make a relationship work well (Twenge & Campbell, 2017). Therefore, they tend to maintain positive satisfying relationships with others. Professionally, agreeable individuals fit well in helping professions such as nursing, social work, or psychology, which bode well with their empathetic and warm nature (Twenge & Campbell, 2017). On the other hand, disagreeable people tend to face difficulty maintaining relationships (Twenge & Campbell, 2017). They may also gain advantage in occupations that require competition (Twenge & Campbell, 2017). With disagreeable individuals preferring competition instead of cooperation, they may be presented with better opportunities for career mobility. More on that, it was found that disagreeable individuals generally earn more money than agreeable individuals (Judge et al., 2002).

3. Conscientiousness

Conscientiousness distinguishes attitudes towards achievement, order, and self-control (Costa & McCrae, 1988). Individuals high on conscientiousness are diligent and disciplined which bears significance in their distinguished academic and professional

performance (Barrick et al., 2001). With great willpower and ambition, conscientious individuals work hard towards achieving goals. Conversely, individuals low on conscientiousness tend to be impulsive and unorganized making them more likely to engage in risky behaviors (Hoyle et al., 2000). Thus, people low in conscientiousness are disorderly, unreliable, and easily distractable.

Out of all the personality traits, conscientiousness has been found to be the strongest predictor of academic and professional success (Twenge & Campbell, 2017). As such, conscientious people perform well in occupations even with the presence of distractions and frustrations. On the other hand, individuals with low conscientiousness are less ambitious and find it difficult to perform well or maintain jobs requiring structure and organization (Twenge & Campbell, 2017). Regarding relationships, conscientiousness may bolster interpersonal relationships since conscientious individuals deal better with conflict (Barrick et al., 2001).

4. Neuroticism

Neuroticism refers to the tendency of experiencing negative emotions intensely and frequently (McCrae & Costa, 1996). Neurotic individuals find difficulty adjusting to stress and are more likely to have negative moods (Judge et al., 1999). Therefore, neurotic people tend to be irritable, anxious, and self-conscious, whereas those low in neuroticism are composed and resilient.

In the workplace, neurotic individuals perform poorly especially in arduous positions with a lot of pressure (Byrne et al., 2015). Regarding relationships, neuroticism brings about troubled, anxious, and unstable relationships with others (Donnellan et al., 2004; White et al., 2004). Consequently, neurotic individuals may

largely avoid uncertain environments and commitments where they have little control over (Byrne et al., 2015).

5. *Openness to Experience*

Openness to experience describes the tendency to be intellectual, creative, and autonomous. Individuals high on openness to experience are curious and flexible in exploring novel and unconventional things (McCrae & Costa, 1996). Such individuals are prone to have artistic sensitivity, intellectual curiosity, and engage in political or social events (Twenge & Campbell, 2017).

People who are high on openness to experience prefer occupations that offer new challenges, and they adapt well in dynamic work environments (Twenge & Campbell, 2017). As a result, high-openness individuals may become dissatisfied and perform poorly in jobs that follow routine and offer little opportunity for growth and creativity. Alternatively, people who are low on openness to experience favor sticking to routine and traditional activities as opposed to new experiences. Such individuals perform better in conventional job positions (Twenge & Campbell, 2017).

In relationships, openness to experience motivates individuals to adapt and incorporate aspects of culture and identity derived from those with whom they interact (Aron et al., 1991). This offers them a chance to expand themselves and experience novelty depending on the diversity found in their relationships. Additionally, individuals with high openness to experience have dynamic relationships where trying new experiences with their partners or friends becomes highly rewarding (Twenge & Campbell, 2017).

C. Past Studies about the Relations between Personality Characteristics and Career Outcomes

To the best of our knowledge, there are no studies about the relations between mothers' personality characteristics, namely personality traits and personal values, and career preferences. However, there are studies which examined the relations between personality characteristics and employment outcomes or work-family balance. For example, it was found that self-enhancement values, such as power and achievement, were positive predictors of workers' self-efficacy and career success (Francescato et al., 2020). Conversely, self-transcendence values such as benevolence and universalism, which emphasize the welfare of others and a disengagement from selfish concerns, were associated with little career progression. With respect to personality traits, it was found that extraversion, openness to experience, and conscientiousness positively predicted career self-efficacy and career development, whereas neuroticism predicted opposite outcomes (Francescato et al., 2020; Hartman & Betz, 2007; Wilmot et al., 2019). Furthermore, it was found that certain personal values facilitated the balance between parenthood pressures and employment responsibilities whereas others were deemed unhelpful (Chernyak-Hai & Tziner, 2016). For example, egocentric values, such as hedonism, self-direction, power, and achievement, were associated with high experiences of work-family conflict. In contrast, values of conformity, tradition, security, universalism, and benevolence were linked to better work-family balance (Chernyak-Hai, & Tziner, 2016). As for personality traits, it was found that extraversion, conscientiousness, openness to experience, and low neuroticism predicted work-life balance and life satisfaction (Köse et al., 2021).

CHAPTER 5

PRESENT STUDY

A. Aim and Hypotheses

The overarching goal of this study is to examine the associations between personality characteristics and mothers' preferences for being stay-at-home mothers in a sample of mothers residing in Lebanon who hold at least a Bachelor's degree. Our work was guided by the Preference theory, which suggests that mothers' values play a central role in their career preferences above and beyond their endorsement of traditional gender roles. Although personality encompasses an array of constructs, we focused on personality traits and personal values for two reasons. First, they are widely used personality constructs in the psychology literature (Parks-Leduc et al., 2014). Second, there is substantial evidence that they are important predictors of attitudes, behaviors, and outcomes (Roccas et al., 2014). It is worth mentioning that although personality traits and personal values are correlated, they are considered to be distinct constructs (Olver & Mooradian, 2003). We used two theoretical frameworks to organize personality characteristics. The first framework is Schwartz's theory of values. The second framework is the Big Five Model.

Accordingly, the study had two specific aims. The first aim was to examine the associations between mothers' valuation of self-direction, stimulation, hedonism, achievement, power, security, tradition, conformity, benevolence, and universalism on one hand, and their preference for being stay-at-home moms (currently and prospectively) on the other hand above and beyond their endorsement of traditional gender roles. The second aim was to examine the associations between mothers'

extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience on one hand, and their preference for being stay-at-home (currently and prospectively) on the other hand above and beyond their endorsement of traditional gender roles. Our hypotheses for this study were based on inferences we made from analyzing the findings of existing studies about the relations between personal values, personality traits and career outcomes. For example, since values of achievement and power were shown to be positive predictors of career progression (Francescato et al., 2020), we inferred that these values would encourage mothers' participation in the workforce. Similarly, since the value of self-direction showed an association with high work-family conflict (Chernyak-Hai & Tziner, 2016), we inferred that mothers who value self-direction would be less inclined to assume the role of a stay-at home-mother. As for the values of conformity, tradition, and security, we inferred that they would be associated with mothers' adherence to the traditional role of a homemaker to avoid work-family conflict and maintain work-family balance (Chernyak-Hai, & Tziner, 2016). Regarding personality traits, we inferred that high levels of conscientiousness, high levels of openness to experience, and low levels of neuroticism would be associated with mothers' preference to remain in employment since they predict positive career development (Francescato et al., 2020; Hartman & Betz, 2007; Wilmot et al., 2019).

In summary, we hypothesized the following:

- *H1*: There will be a negative association between mothers' valuation of self-direction and their preference to be stay-at-home moms.
- *H2*: There will be a negative association between mothers' valuation of achievement and their preference to be stay-at-home moms.

- *H3*: There will be a negative association between mothers' valuation of power and their preference to be stay-at-home moms.
- *H4*: There will be a positive association between mothers' valuation of tradition and their preference to be stay-at-home moms.
- *H5*: There will be a positive association between mothers' valuation of conformity and their preference to be stay-at-home moms.
- *H6*: There will be a positive association between valuation of security and their preference to be stay-at-home moms.
- *H7*: There will be a negative association between mothers' conscientiousness and their preference to be stay-at-home moms.
- *H8*: There will be a negative association between mothers' openness to experience and their preference to be stay-at-home moms.
- *H9*: There will be a positive association between mothers' neuroticism and their preference to be stay-at-home moms.

The relations between the remaining personal values, personality characteristics, and preferences for being a stay-at-home mom will be left for exploration.

B. Novel Contributions

The present study offers novel contributions to the literature in three ways. First, this is the first study to the best of our knowledge that examined individual-level factors that are associated with mothers' preference for being homemakers. Previous studies which examined the factors that push mothers to take the traditional homemaker role have focused on contextual factors such as cultural expectations about gender roles and unfavorable work environments (e.g. Mainiero & Sullivan, 2006; Treas & Widmer,

2000; Stone & Lovejoy, 2004). Second, we used a quantitative design to examine the predictors of mothers' career preferences. Past studies which investigated similar topics have relied heavily on qualitative designs (e.g. Bean et al., 2015; Grant-Vallone & Ensher, 2010; Stone & Lovejoy, 2004). Third, our study adds to the scarce psychological literature about mothers' career preferences in the Arab world. Previous studies which examined mothers' career preferences were based in Western countries, primarily the United States of America (e.g. Brennan, 2019; Hewlett & Luce, 2005; Belkin, 2003).

CHAPTER 6

METHOD

A. Participants

Based on a power analysis that was done using G*Power software, 250 participants were needed to achieve a power of 80% (significance level = .05, small-to-medium effect size). We ended up collecting data from 420 participants. To be eligible to participate in the study, the mothers should be 1) residing in Lebanon, 2) have at least one child under 18 years old who is residing with them, and 3) hold at least a Bachelor's degree. Participants were recruited to fill an online survey using convenience and snowball sampling methods. In total, we received 420 complete responses, however 11 cases were removed after further inspection. Out of the 11 removed cases, two of them disapproved of using their data after reading the debriefing note and their responses were deleted accordingly. As for the other nine cases, they breached the eligibility criteria as some of them had no children or no children under the age of 18. The "Sample Descriptives" subsection includes more information about the characteristics of the participants.

B. Instruments

1. Personal Values

The Portrait Value Questionnaire (PVQ; Schwartz et al., 2001) is a 40-item instrument that we used to measure mothers' personal values. The items on the PVQ were in the form of short verbal portraits of hypothetical individuals with certain goals and aspirations. After reading the portraits, the mothers responded to the question "How

much like you is this person?’. The responses ranged from 1 (*not like me at all*) to 6 (*very much like me*). Values are inferred based on the self-reports of similarity to the individuals described in the portraits. There were four items that measured conformity, four items that measured tradition, four items that measured benevolence, six items that measured universalism, four items that measured self-direction, three items that measured stimulation, three items that measured hedonism, four items that measured achievement, three items that measured power, and five items that measured security. Previous studies showed that the PVQ had Cronbach’s coefficients ranging between .77 and .83 (Oreg et al., 2008).

2. *Personality Traits*

Personality traits were measured using the Big Five Inventory (BFI; John & Srivastava, 1999). It consisted of 44 items that measure extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience. The BFI items were rated using a five-point Likert scale ranging from 1 = *Strongly Disagree* to 5 = *Strongly Agree*. There were eight items that measured extraversion, nine items that measured agreeableness, nine items that measured conscientiousness, eight items that measured neuroticism, and ten items that measured openness to experience. Previous studies showed that the BFI scales have high internal reliability with alpha coefficients ranging from .75 and .90, with an average of above .80 (Karaman, Dogan, & Coban, 2010).

3. *Gender Roles Attitudes*

The Arab Adolescents Gender Roles Attitude Scale (AAGRAS; Al-Ghanim & Badahdah, 2017) is a 12-item scale that measures endorsement of gender-role attitudes.

The 12 items in this scale assess two aspects of gender role ideology: traditional gender-role attitudes, and egalitarian gender-role attitudes. Of these, six items measured traditional gender-role attitudes, and another six items measured egalitarian gender-role attitudes. The AAGRAS items were rated using a 4-point Likert scale ranging from 1 = *Strongly Disagree* to 4 = *Strongly Agree*. Previous studies showed that this scale has good internal consistency ($\alpha = .78$, Al-Ghanim & Badahdah, 2017).

4. *Dependent Variables*

To assess mothers' preferences to be stay-at-home moms, they were presented with a definition of stay-at-home and working moms, then asked to indicate their agreement with the following statement: "If I am given the choice, I currently prefer to be a stay-at-home mom rather than a working mom" using a seven-point scale (1 = *Strongly Disagree*, 7 = *Strongly Agree*). Then, they were asked about their work plans in the future through indicating their agreement with the following statement: "If I am given the choice, I prefer to be a stay-at-home mom rather than a working mom in the future" using a seven-point scale (1 = *Strongly Disagree*, 7 = *Strongly Agree*). These statements were adopted from a question that was presented in the Gallup research poll (Brenan, 2019).

5. *Demographic Information*

Participants were asked to indicate their age, nationality, marital status, highest educational level, number of children, age of children, whether any of their children have special needs, household income status, current employment status, and past employment status.

The full items of all instruments mentioned above can be found in Appendix I.

C. Procedure

After receiving IRB's approval to launch the study, we sent recruitment flyers to our personal WhatsApp groups that included mothers (found in Appendix II). We also posted the flyers on our personal social media platforms such as Facebook and Instagram. The flyers directed participants to the link of the study. Once they accessed the link, they were presented with an informed consent (found in Appendix III). After providing consent, participants were asked questions about their personal values, Big Five traits, work preferences, and demographics. The order of the questions of the questionnaires was counterbalanced to avoid order effects.

Upon completion, participants were provided with a debriefing note (found in Appendix IV) that mentioned the full purpose of the study, thanked them for their participation, and asked them for their permission to use their data responses. The participants were encouraged to forward its link to other eligible participants. The survey was set up using AUB's Lime Survey in English language. It took around 20 minutes to complete the survey. Participants were not offered any compensation for their participation.

D. Pilot Study

Before the start of data collection, we ran a pilot study using a sample of ten women. It took them between 15 and 20 minutes to complete the survey. All participants expressed that the questions were clear. Two participants commented that the information provided in the informed consent and debriefing note appeared to be

redundant and made the survey seem longer. We did not modify these forms to abide by IRB requirements. Moreover, three participants expressed confusion because some scales had response options in an ascending order, while others had the response options in descending order. Based on this feedback, we decided to have the response options of all the scales in an ascending order to avoid confusion.

CHAPTER 7

RESULTS

In this section, we first present the results of the missing values analysis. Then, we provide the results of the psychometric properties tests of the Portrait Value Questionnaire (PVQ-40), the Big Five Inventory (BFI-44), and the Arab Adolescents Gender Roles Attitude Scale (AAGRAS). After that, we present the results of normality tests, outliers analyses, descriptive tests, and correlations tests. Finally, we report the findings of the regression analyses. All analyses were done using SPSS version 26.

A. Missing Values Analysis

A “Missing Values Analysis” was run on the items of all the scales. The results of the analysis show that there were no items with missing values greater than 5% except for age (5.5%) and relationship status (14.7%). The relatively high missing values on age and relationship status could be due to the sensitivity of these questions.

Little’s MCAR test was significant ($p < 0.05$). This shows that the pattern of missing values was not missing completely at random. Although the pattern of the data was shown not to be missing completely at random, the percentages of the missing values were not high. Therefore, the missing values were not replaced.

B. Psychometric Properties

The current subsection presents the results of the factor analyses that were run on the Portrait Value Questionnaire (PVQ-40), the Big Five Inventory (BFI-44), and the

Arab Adolescents' Gender Roles Attitude Scale (AAGRAS). All pattern matrices can be found in Appendix V.

1. Statistical Assumptions of Factor Analyses

a. Bartlett's Test of Sphericity

Bartlett's test of sphericity examines whether the correlations between the items of the scale are strong enough to conduct a factor analysis (Field, 2017). The test was significant for all the scales used in this study: PVQ ($X^2(780) = 7742.524, p < .001$), BFI ($X^2(946) = 8857.303, p < .001$), and AAGRAS ($X^2(66) = 2820.441, p < .001$). This means that the assumption of sphericity was met.

b. Kaiser-Meyer-Olkin Test

The Kaiser-Meyer-Olkin test indicates the amount of variance in the items of the scale that might be due to an underlying factor. The Kaiser-Meyer-Olkin values were .908, .919, and .897 for the PVQ, BFI, and AAGRAS scales respectively. They were all above the cutoff of .7, which means that samples are adequate for running factor analyses (Field, 2017).

c. Determinant

The determinant of the correlation matrix of the items of each scale is important for detecting multicollinearity. A determinant greater than .00001 denotes that there are no issues of multicollinearity (Field, 2017). The determinant for the AAGRAS scale was greater than .00001, which means that there were no issues of multicollinearity. The determinant for the PVQ and BFI scales were less than .00001, which means that there

might be high inter-item correlations. However, a closer examination of the correlation matrices of the items of the PVQ and BFI shows that there were no inter-item correlations that exceeded .80. Therefore, we will consider the items of the scales to be factorable, especially that the other factor analysis assumptions were met.

2. Results of Factor Analyses

a. Portrait Value Questionnaire

A factor analysis was conducted using Maximum-Likelihood method, ten-factors forced extraction, and Direct Oblimin rotation on the 40 items of the Portrait Value Questionnaire (PVQ). The ten extracted factors explained 66.07% of the total variance. Hypothetically, the ten factors should represent the values of *Conformity*, *Tradition*, *Benevolence*, *Universalism*, *Self-direction*, *Stimulation*, *Hedonism*, *Achievement*, *Power*, and *Security*. However, the items of the pattern matrices did not align well with the hypothetical factor structure of the PVQ. Only the items of the Hedonism factor did not cross-load on other factors. The remaining items cross-loaded on more than one factor. It is worth noting that the ten items of the PVQ were derived using the Multidimensional Scaling method instead of the factor analysis method. Therefore, we will assume that the items in our study did not follow the hypothetical factor structure due to the differences in the derivation methods. All the ten factors displayed acceptable reliability ranging between $\alpha = .627$ and $.783$ as shown in Table 1.

b. Big Five Inventory

A factor analysis was run using Maximum-Likelihood method, five-factors forced extraction, and Direct Oblimin rotation on the 44 items of the Big Five Inventory (BFI). The five extracted factors explained 49.163% of the total variance. The five

factors should represent *Extraversion*, *Agreeableness*, *Conscientiousness*, *Neuroticism*, and *Openness to Experience*. However, only *Neuroticism* and *Openness to Experience* had items with proper factor loadings that aligned with the hypothesized Big Five model. The remaining three factors comprised of a mix of items that hypothetically should fall under *Agreeableness*, *Conscientiousness*, or *Extraversion* only. Although the items of *Agreeableness* and *Conscientiousness* did not load properly on two distinct dimensions, they had good Cronbach's alpha reliabilities as shown in Table 1.

Extraversion had poor reliability (Cronbach's $\alpha = .445$). Despite the good reliability indices of *Agreeableness* and *Conscientiousness*, we decided to exclude them from the subsequent analyses because of their muddled factor structure. Only *Neuroticism* and *Openness to Experience* were used in the subsequent analyses. *Neuroticism* had acceptable reliability ($\alpha = .638$). *Openness to Experience* increased in reliability after removing item 9 (*has few artistic interests*); therefore, we decided to exclude this item when creating the composite score of *Openness to Experience*.

c. Arab Adolescents' Gender Roles Attitude Scale

A factor analysis was conducted with Maximum-Likelihood extraction method, two-factors forced extraction, and Direct Oblimin rotation on the 12 items of the Arab Adolescents' Gender Roles Attitude Scale (AAGRAS). The two extracted factors explained 61.59% of the total variance. These two factors represented *Egalitarian Gender Roles* and *Traditional Gender Roles*, comprising of six items each. All the items loaded properly on the relevant factor, except for item 1 (*men and women are more alike than different*) which did not load on any factor. However, we kept this item. Both the *Egalitarian Gender Roles* and *Traditional Gender Roles* factors showed high reliability (Cronbach's $\alpha = .821, .878$ respectively).

To obtain a score for endorsement of *Traditional Gender Roles*, we reverse coded the items under the *egalitarian roles* factor as done by Al-Ghanim and Badahdah (2017).

Table 1

Reliability Coefficients of the Personal Values, Personality Traits, and Gender Role Attitudes Factors

| Factor | Number of Items | Cronbach's α |
|--------------------------|-----------------|---|
| Conformity | 4 | .662 |
| Tradition | 4 | .627 |
| Benevolence | 4 | .713 |
| Universalism | 6 | .783 |
| Self-direction | 4 | .679 |
| Stimulation | 3 | .693 |
| Hedonism | 3 | .754 |
| Achievement | 4 | .769 |
| Power | 3 | .728 |
| Security | 5 | .727 |
| Extraversion | 8 | .445 |
| Agreeableness | 9 | .751 |
| Conscientiousness | 9 | .750 |
| Neuroticism | 8 | .630 |
| Openness to Experience | 10 | .638 – increased to .780 after deleting item 9 |
| Egalitarian Gender Roles | 6 | .821 |
| Traditional Gender Roles | 6 | .878 |

C. Univariate and Multivariate Outliers

After creating composite scores of the ten personal values, two personality traits, and gender roles attitudes endorsement, we examined the univariate and multivariate outliers in each of them. We examined univariate outliers using z-scores. In total, there were 21 univariate outliers found among the ten personal values composite scores.

Specifically, there were two outliers under *Conformity* (case numbers 484, 483), three under *Tradition* (case numbers 525, 339, 392), one under *Benevolence* (case number 648), two under *Universalism* (case numbers 628, 49), three under *Self-direction* (case numbers 649, 490, 537), two under *Stimulation* (case numbers 48, 68), four under *Hedonism* (case numbers 60, 643, 628, 569), one under *Achievement* (case number 647), and three under *Security* (case numbers 483, 537, 157). Two univariate outliers were found among the Big Five composite scores; one under *Neuroticism* (case number 414), and another under *Openness to Experience* (case number 101). There were no univariate outliers found in the AAGRAS composite score.

Next, multivariate outliers were detected through computing Mahalanobis distance. There were 26 multivariate outliers in total (case numbers 483, 97, 645, 339, 522, 490, 647, 525, 484, 93, 504, 309, 238, 588, 66, 298, 414, 300, 306, 529, 42, 72, 515, 471, 605, 572).

The removal of the outliers did not affect the results of the main analyses substantially. Therefore, we decided to keep them.¹

D. Normality Tests

We inspected the normality of the variables using histograms and skewness/kurtosis scores (see Table 2). Most of the z-scores of skewness and kurtosis did not fall between -2 and +2, showing a highly skewed and kurtotic distribution. Upon further inspection of the histograms (see in Appendix VI), the scale distributions showed positive skewness for *neuroticism*, *gender roles attitudes*, *current preference*

¹ When running the four main models without the outliers, *Security*, age of mother, and number of children were not significant predictors in Model 1. Moreover, *Neuroticism* and age of mother became significant predictors in Model 4 ($B = .292, p = .033, B = .036, p = .036$ respectively).

for being a stay-at-home mom, and future preference for being a stay-at-home mom.

The other variables displayed negatively skewed distributions (*conformity, tradition, benevolence, universalism, self-direction, stimulation, hedonism, achievement, power, security, and openness to experience*). All variables show positively kurtotic distributions (leptokurtic distributions), except for *gender roles attitudes* and *current preference for being a stay-at-home mom* which show a negatively kurtotic distribution (platykurtic distribution). Among the variables, *openness to experience* showed a relatively lower deviation from normality (z-skewness = -2.08; z-kurtosis = .38). *Power* displayed negative skewness, but an acceptable score of kurtosis (z-kurtosis = .029). Similarly, *AAGRAS, current preference for being a stay-at-home mom, and future preference for being a stay-at-home mom* showed acceptable kurtosis z-scores of -0.71, -1.55, and 0.20 respectively.

Table 2

Skewness and Kurtosis Scores

| Variables | z-scores of skewness | z-scores of kurtosis |
|---|----------------------|----------------------|
| Conformity | -8.71 | 5.11 |
| Tradition | -7.61 | 2.70 |
| Benevolence | -6.05 | 4.28 |
| Universalism | -6.09 | 3.24 |
| Self-direction | -8.33 | 8.83 |
| Stimulation | -8.33 | 3.17 |
| Hedonism | -11.09 | 13 |
| Achievement | -6.95 | 3.32 |
| Power | -7.38 | 0.29 |
| Security | -6.80 | 6.69 |
| Neuroticism | 6.00 | 2.93 |
| Openness to experience | -2.08 | 0.38 |
| Gender Roles Attitudes | 7.88 | -0.71 |
| Current preference for being a stay-at-home mom | 8.20 | -1.55 |

| | | |
|---|------|------|
| Future preference for being a stay-at-home mom | 9.52 | 0.20 |
|---|------|------|

E. Scale Descriptives

Table 3 shows the means, standard deviations, and ranges of the composite scores of the independent and dependent variables.

All the means of the personal values variables were above the midpoint. Participants scored the highest on the value of self-direction, followed by security, benevolence, universalism, hedonism, achievement, conformity, stimulation, tradition, and power.

Regarding personality traits, we found that the mean of neuroticism was below the midpoint ($M = 2.31$, $SD = .77$), but the mean of openness to experience was above the midpoint ($M = 3.92$, $SD = .58$). This indicates that participants in this study were low on neuroticism and high on openness to experience.

With respect to endorsement of traditional gender role attitudes, we found that the mean was below the midpoint of the scale ($M = 1.64$, $SD = .53$), which indicates that the women in this sample did not adopt traditional gender roles.

As for mothers' career preferences, the mean was below the midpoint of the scales for both current and future preferences ($M = 2.45$, $SD = 1.908$; $M = 2.25$, $SD = 1.753$ respectively). This indicates that mothers in this study preferred being working moms rather than stay-at-home moms both currently and prospectively.

Table 3*Scale Descriptives*

| Variables | Mean | SD | Range |
|---|------|-------|-------------|
| Conformity | 4.50 | .76 | 1.75 – 6.00 |
| Tradition | 4.40 | .79 | 1.50 – 6.00 |
| Benevolence | 4.68 | .72 | 2.25 – 6.00 |
| Universalism | 4.66 | .67 | 2.17 – 6.00 |
| Self-direction | 4.74 | .69 | 1.75 – 6.00 |
| Stimulation | 4.43 | .89 | 1.33 – 6.00 |
| Hedonism | 4.63 | .84 | 1.00 – 6.00 |
| Achievement | 4.63 | .77 | 2.25 – 6.00 |
| Power | 4.14 | 1.04 | 1.33 – 6.00 |
| Security | 4.71 | .67 | 2.00 – 6.00 |
| Neuroticism | 2.31 | .77 | 1.00 – 5.00 |
| Openness to experience | 3.92 | .58 | 1.75 – 5.00 |
| Gender Role Attitudes | 1.64 | .53 | 1.00 – 3.08 |
| Current preference for being a stay-at-home mom | 2.45 | 1.908 | 1 – 7 |
| Future preference for being a stay-at-home mom | 2.25 | 1.753 | 1 – 7 |

F. Sample Descriptives

The final sample of this study comprised of 409 mothers residing in Lebanon. Their ages ranged between 19 and 55 years old ($M = 35.86$, $SD = 6.94$). The majority of them were Lebanese (80%), where the rest were Syrian (15.9%), Palestinian (0.7%), British (0.2%), Austrian (0.5%), or Lebanese/Romanian (0.2%). Most of the participants were married (83.6%), whereas 1.7% were either separated, divorced, or widowed. Approximately half of the mothers in the sample were holding a Master's degree or equivalent (47.7%), 44.7% were holding a Bachelor's degree or equivalent, and 3.4% were holding a PhD degree or equivalent.

On average, the mothers in the sample had two children ($M= 2.15$, $SD= .98$), and the mean age of their children was around 7 years ($M= 7.17$, $SD= 5.29$). The vast majority of the mothers indicated that their children did not have special needs (94.6%). More than half of the mothers reported that they have a full-time job (57%), with the minority being stay-at-home moms (14.2%). Similarly, the majority of the mothers indicated that they have had full-time jobs prior to having their first child (66.3%), Around half of the mothers reported that their household’s income covers their needs but with no chance of saving from it (56.7%), while 24% of mothers reported a relatively good household income that allows them to save, and 12.7% reported that their income does not cover their needs.

All sample descriptives are presented in Table 4.

Table 4

Sample Descriptives

| | Mean | SD | N | % | Missing Count Percent |
|--------------------------------------|-------|-------|-----|-------|----------------------------|
| Please specify your age | 35.84 | 6.935 | 386 | | 23 (5.6%) |
| What is your nationality? | | | | | 10 (2.4%) |
| Lebanese | | | 327 | 80.0% | |
| Syrian | | | 65 | 15.9% | |
| Palestinian | | | 3 | 0.7% | |
| British | | | 1 | 0.2% | |
| Austrian | | | 2 | 0.5% | |
| Lebanese/ Romanian | | | 1 | 0.2% | |
| What is your relationship status? | | | 349 | | 60 (14.7%) |
| Married | | | 342 | 83.6% | |
| Separated/Divorced/Widowed | | | 7 | 1.7% | |
| How many children do you have? | 2.15 | .982 | 404 | | 5 (1.2%) |
| What is the average age of children? | 7.17 | 5.29 | 404 | | 5 (1.2%) |

| | | | | |
|--|---|------|-------|-----------|
| Do any of your children have special needs or face challenges? | Yes | 403 | | 6 (1.5%) |
| | No | 16 | 3.9% | |
| What is your highest educational level? | | 392 | | 17 (4.2%) |
| | Bachelor's degree or equivalent | 183 | 44.7% | |
| | Master's degree or equivalent | 195 | 47.7% | |
| | PhD degree or equivalent | 14 | 3.4% | |
| Which of the following best describes your current status? | | 404 | | 5 (1.2%) |
| | I am a stay-at-home mom. | 58 | 14.2% | |
| | I am a working mom with a part-time job. | 105 | 25.7% | |
| | I am a working mom with a full-time job. | 233 | 57.0% | |
| | Other | 8 | 2.0% | |
| Which of the following statements best describes your past status? | | 402 | | 7 (1.7%) |
| | Before I had my first child, I never had a job. | 30 | 7.3% | |
| | Before I had my first child, I had a part-time job. | 94 | 23.0% | |
| | Before I had my first child, I had a full-time job. | 271 | 66.3% | |
| | Other | 7 | 1.7% | |
| Approximately, how many years did you work previously before you had your first child? | 4.55 | 4.16 | 396 | 13 (3.2%) |
| | | | 402 | 7 (1.7%) |

| | | | |
|---|---|-----|-------|
| Which of the below best describe your household income? | Our household income covers our needs well, and we can save from it. | 98 | 24.0% |
| | Our household income covers our needs, but we cannot save from it. | 232 | 56.7% |
| | Our household income does not cover our need, and we face difficulties meeting those needs. | 52 | 12.7% |
| | I don't know. | 20 | 4.9% |

G. Correlation Matrix

The correlation matrix was examined to gain a preliminary understanding of the associations between the variables. Interestingly, there were significant negative correlations between the ten personal values and the two outcome variables. The correlations ranged between $r = -.123$ and $r = -.357$. As for the personality traits, neuroticism displayed significant, positive, and small-to-medium correlations with the outcome variables ($r = .242, p < .01$; $r = .181, p < .01$), whereas openness to experience displayed significant, negative, and moderate correlations with the outcome variables ($r = -.302, p < .01$; $r = -.310, p < .01$). This means that neurotic mothers were more likely to prefer being stay-at-home mothers both currently and prospectively, whereas mothers who were open to experience were less likely to prefer being stay-at-home moms currently and prospectively.

Additionally, it was found that the two outcome variables were strongly correlated with each other ($r = .824, p < .01$). This means that women showed consistent career preferences currently and prospectively.

It is also worth noting that mothers' endorsement of traditional gender roles displayed the strongest correlations with the outcome variables ($r = .553, p < .01$; $r = .565, p < .01$). This indicates that mothers who highly endorsed traditional gender roles were more likely to prefer to be stay-at-home mothers currently and prospectively. Table 5 includes the correlations found between all predictors and outcome variables.

Table 5*Correlation Matrix*

| | CPref | FPref | Pow | Achi | Sec | Hed | Stim | Self | Conf | Trad | Bene | Univ | Neur | Open | GR |
|-------|--------------|--------|-------|-------|-------|-------|-------|-------|--------------|-------|------|------|------|------|----|
| CPref | 1 | | | | | | | | | | | | | | |
| FPref | .82** | 1 | | | | | | | | | | | | | |
| Pow | -.29** | -.23** | 1 | | | | | | | | | | | | |
| Achi | -.36** | -.28** | .60** | 1 | | | | | | | | | | | |
| Sec | -.17** | -.16** | .31** | .55** | 1 | | | | | | | | | | |
| Hed | -.20** | -.15** | .35** | .41** | .55** | 1 | | | | | | | | | |
| Stim | -.31** | -.25** | .61** | .62** | .50** | .54** | 1 | | | | | | | | |
| Self | -.29** | -.28** | .33** | .60** | .64** | .48** | .61** | 1 | | | | | | | |
| Conf | -.21** | -.15** | .45** | .43** | .46** | .27** | .38** | .26** | 1 | | | | | | |
| Trad | -.20** | -.12* | .51** | .37** | .41** | .26** | .40** | .19** | .73** | 1 | | | | | |
| Bene | -.23** | -.17** | .26** | .45** | .63** | .39** | .41** | .54** | .61** | .49** | 1 | | | | |

| | | | | | | | | | | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---|
| Univ | -.22** | -.21** | .35** | .49** | .72** | .51** | .52** | .65** | .47** | .41** | .69** | 1 | | | |
| Neur | .24** | .18** | -.29** | -.20** | -.25** | -.27** | -.37** | -.28** | -.23** | -.29** | -.28** | -.33** | 1 | | |
| Open | -.30** | -.31** | .28** | .40** | .40** | .28** | .47** | .56** | .17** | .17** | .38** | .46** | -.48** | 1 | |
| GR | .55** | .57** | -.09 | -.24** | -.24** | -.18** | -.18** | -.36** | -.10 | -.02 | -.26** | -.29** | .11* | -.28** | 1 |

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

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

CPref = Current Preference, FPref = Future Preference, Pow = Power, Achi = Achievement, Sec = Security, Hed = Hedonism, Stim = Stimulation, Self = Self-direction, Conf = Conformity, Trad = Tradition, Bene = Benevolence, Univ = Universalism, Neur = Neuroticism, Open = Openness, GR = AAGRAS.

H. Main Statistical Analyses

We ran four independent multiple regression analyses using the Enter method. The first model included the ten personal values as independent variables, and current career preference as the dependent variable. The second model included the ten personal values as independent variables, and future career preference as the dependent variable. The third model included neuroticism and openness to experience as independent variables, and current career preference as the dependent variable. The fourth model included neuroticism and openness to experience as independent variables, and future career preference as the dependent variable. All the models controlled for mother's endorsement of traditional gender role attitudes, mother's age, mother's educational level, mother's income level, number of children, and mean age of children.

1. Statistical Assumptions of Multiple Regression

Before running multiple regression tests, it should be established that the statistical assumptions of regression are not violated (Field, 2017). We tested if the statistical assumptions for multiple regression were met in the four regression models. However, we will report the results of the first model only. The results of the three remaining models were very similar. Appendix VII includes the supporting plots.

a. Influential Cases

The inspection of Cook's distance and standardized DFBeta showed that none of them exceeded 1, which indicates that there were no influential cases in the data.

b. Linearity and Homoscedasticity Assumptions

The scatterplot of ZPREDIC vs ZRESID was inspected to examine the assumptions of linearity and homoscedasticity of errors (see Appendix VII). There were no curves in the scatterplot; therefore, the errors are assumed to be linear. However, the dots are not arbitrarily scattered across the graph, which points to some heteroscedasticity in the data.

c. Independence of Errors Assumption

We examined the Durbin-Watson test statistic for the assumption of independence of errors. The value of the test statistic was 1.985, which is between 1 and 3. Therefore, the assumption of independent errors was met.

d. Multicollinearity Assumption

To test for multicollinearity, VIF and tolerance values were inspected. The VIF values were less than 5, and the Tolerance values were greater than .10. This means that there were no issues of multicollinearity in the data.

e. Normality of Errors Assumption

The assumption of normality of errors was inspected using a histogram and p-p plots. The histogram shows that the errors did not follow a normal distribution. Moreover, the p-p plot shows that not all the dots were located along the probability line, which means that residuals deviated from normality.

2. Accounting for the Violations of Statistical Assumptions

The assumptions of homoscedasticity and normality of errors were not met in our data. To account for the violations in these assumptions, we decided to use the bootstrapping method when running the regression models.

The bootstrapping method is a statistical procedure that calculates statistics values, standard errors, and confidence intervals through resampling from the sample's data (Field, 2013). In this study, we used the following bootstrapping settings: bootstrap samples= 2000; bias-corrected (BC) 95% confidence intervals.

3. Results of Main Analyses

Model 1: Personal Values and Current Career Preference

In the first model, the ten personal values were the predictors, and mother's preference for staying at home was the outcome variable. The overall regression model was statistically significant ($F(16, 351) = 18.692, p < .001$), and accounted for a large percentage of the variance ($R^2 = 46\%$) in the outcome variable. The bootstrap coefficients, significance values, and confidence intervals of the first regression model can be found in Table 6.

Among the predictor variables, the values of *Achievement* and *Security* had significant associations with a mother's current preference to be a stay-at-home mom. *Achievement* was negatively associated with the outcome variable ($B = -.467, p = .022$), whereas *Security* was positively associated with the outcome variable ($B = .555, p = .035$). This indicates that mothers who highly prioritized *Achievement* were less likely to prefer to be stay-at-home moms, whereas those who highly prioritized *Security* were more likely to prefer to be stay-at-home moms. These two findings were consistent with hypotheses 2 and 6 respectively.

As for the control variables, the age of mothers displayed a negative association with their preference to stay-at-home ($B = -.046, p = .041$), indicating that the older the mothers were, the less likely they preferred to be stay-at-home mothers currently. It was also found that the total number of children a mother had was positively associated with her preference to be a stay-at-home mom ($B = .262, p = .016$). Also, the level of education was negatively associated with a mothers' career preference ($B = -.598, p = .006$), showing that mothers with higher academic degrees were less likely to prefer to stay-at-home. Additionally, the endorsement of traditional gender roles variable was positively associated with preference for staying at home ($B = 1.202, p < .001$). This indicates that the more mothers ascribed to traditional gendered views, the more likely they preferred to stay at home and care for their children and home.

Table 6

Results of Multiple Regression Test (Model 1)

| | B | p-value | 95% Confidence Interval | |
|----------------------|-------|-------------|-------------------------|-------|
| | | | Lower | Upper |
| Age | -.046 | .041 | -.088 | -.009 |
| Number of Children | .262 | .016 | .056 | .475 |
| Mean age of Children | -.007 | .802 | -.070 | .058 |
| Level of Education | -.598 | .006 | -1.013 | -.186 |
| Household Income | -.220 | .076 | -.450 | .038 |
| AAGRAS | 1.202 | .000 | .790 | 1.590 |
| Power | -.148 | .337 | -.428 | .119 |
| Achievement | -.467 | .022 | -.860 | -.016 |
| Security | .555 | .035 | .062 | 1.092 |
| Hedonism | -.115 | .344 | -.351 | .142 |
| Stimulation | -.176 | .338 | -.558 | .180 |
| Self-Direction | -.313 | .191 | -.781 | .143 |

| | | | | |
|--------------|-------|------|-------|------|
| Conformity | -.321 | .137 | -.778 | .100 |
| Tradition | -.195 | .232 | -.514 | .152 |
| Benevolence | .082 | .710 | -.353 | .506 |
| Universalism | .211 | .353 | -.272 | .719 |

Bold: p -value < .05

b. Model 2: Personal Values and Future Career Preference

The second model included the ten personal values, the control variables, and the second outcome variable, which is mothers' future preference for being a stay-at-home mom. The overall regression model was statistically significant ($F(16, 351) = 17.334, p < .001$). The model accounted for a large percentage of the variance ($R^2 = 44.1\%$) in the outcome variable. The bootstrap coefficients, significance values, and confidence intervals of the second regression model can be found in Table 7.

In this model, *Self-direction* had a significant and negative association with a mothers' future preference to be a stay-at-home mom ($B = -.546, p = .006$). Mothers who value *Self-Direction* were less likely to prefer being stay-at-home mothers in the future. Moreover, the mother's age was negatively associated with the outcome ($B = -.064, p = .001$), whereas the average age of children was positively associated with the outcome ($B = .060, p = .030$). This means that the older the mothers were, the less likely they preferred to be stay-at-home moms in the future, and that the older their children were, the more likely they preferred to be stay-at-home mothers in the future. Similar to model 1, the level of education was negatively associated with mothers' future career preference for being a stay-at-home mom ($B = -.476, p = .011$). Also, mothers' endorsement of traditional gender roles was positively associated with their preference to assume the traditional homemaking role in the future ($B = 1.100, p < .001$).

Table 7*Results of Multiple Regression Test (Model 2)*

| | B | <i>p</i> -value | 95% Confidence Interval | |
|----------------------|-------|-----------------|-------------------------|-------|
| | | | Lower | Upper |
| Age | -.064 | .001 | -.104 | -.027 |
| Number of Children | .164 | .077 | -.020 | .357 |
| Mean age of Children | .060 | .030 | .003 | .118 |
| Level of Education | -.476 | .011 | -.887 | -.113 |
| Household Income | -.123 | .281 | -.371 | .109 |
| AAGRAS | 1.100 | .000 | .715 | 1.509 |
| Power | -.195 | .121 | -.474 | .049 |
| Achievement | -.125 | .477 | -.481 | .252 |
| Security | .453 | .075 | -.010 | .947 |
| Hedonism | .048 | .715 | -.207 | .343 |
| Stimulation | -.042 | .787 | -.367 | .262 |
| Self-Direction | -.546 | .006 | -.948 | -.100 |
| Conformity | -.317 | .126 | -.754 | .060 |
| Tradition | .006 | .972 | -.311 | .344 |
| Benevolence | .077 | .711 | -.331 | .542 |
| Universalism | .002 | .994 | -.430 | .396 |

Bold: *p*-value < .05**c. Model 3: Personality Traits and Current Career Preference**

In the third model, we entered *Neuroticism* and *Openness to Experience* as predictor variables, and a mother's current preference to be a stay-at-home mom as the outcome variable. The overall regression model was statistically significant ($F(8, 354) = 27.727, p < .001$), and it accounted for 38.5% of the total variance in a mothers' current preference to be a stay-at-home mom. The bootstrap coefficients, significance values, and confidence intervals of the third regression model can be found in Table 8.

As hypothesized (*H9*), *Neuroticism* had a significant and positive association with the outcome variable ($B = .418, p = .003$), indicating that neurotic mothers were more likely to prefer to be stay-at-home mothers currently. However, we did not find a significant association between *Openness to Experience* and the outcome variable ($B = -.270, p = .222$). Among the control variables, we found a significant and negative association between the educational level and the outcome variable ($B = -.679, p = .004$). We also found a significant and positive association between endorsement of traditional gender role views and preference to be a stay-at-home mom ($B = 1.364, p < .001$).

Table 8

Results of Multiple Regression Test (Model 3)

| | B | p-value | 95% Confidence Interval | |
|------------------------|-------|-------------|-------------------------|-------|
| | | | Lower | Upper |
| Age | -.017 | .501 | -.062 | .026 |
| Number of Children | .041 | .689 | -.157 | .256 |
| Mean age of Children | .016 | .593 | -.045 | .077 |
| Level of Education | -.679 | .004 | -1.094 | -.275 |
| Household Income | -.082 | .505 | -.330 | .160 |
| AAGRAS | 1.364 | .000 | .916 | 1.798 |
| Neuroticism | .418 | .003 | .139 | .700 |
| Openness to Experience | -.270 | .222 | -.708 | .221 |

Bold: p -value $< .05$

d. Model 4: Personality Traits and Future Career Preference

The fourth model included the two personality traits *Neuroticism* and *Openness to Experience*, the control variables, and the second outcome variable (mother's future preference to be a stay-at-home mom). The overall regression model was statistically significant ($F(8, 354) = 30.579, p < .001$). The model accounted for 40.9% of the variance found in a mothers' preference to be a stay-at-home mom in the future. The bootstrap coefficients, significance values, and confidence intervals of the fourth regression model can be found in Table 9.

Unlike Model 3, neither *Neuroticism* ($B = .201, p = .088$) nor *Openness to Experience* ($B = -.392, p = .061$) were significantly associated with a mothers' preference to be a stay-at-home mom in the future. As for the control variables, we found that the average age of children was a positive predictor of preferring to be a stay-at-home mother in the future ($B = .056, p = .041$). We also found that mothers' level of education was negatively associated with mothers' preference for staying-at-home in the future ($B = -.544, p = .004$). Consistent with Models 1-3, we found a significant and positive association between traditional gender role views and the future preference to be a stay-at-home mom ($B = 1.228, p < .001$).

Table 9

Results of Multiple Regression Test (Model 4)

| | B | p-value | 95% Confidence Interval | |
|----------------------|-------|-------------|-------------------------|-------|
| | | | Lower | Upper |
| Age | -.039 | .103 | -.084 | .005 |
| Number of Children | .042 | .632 | -.132 | .242 |
| Mean age of Children | .056 | .041 | .000 | .112 |

| | | | | |
|------------------------|-------|-------------|-------|-------|
| Level of Education | -.544 | .004 | -.956 | -.146 |
| Household Income | -.071 | .522 | -.292 | .148 |
| AAGRAS | 1.228 | .000 | .809 | 1.663 |
| Neuroticism | .201 | .088 | -.030 | .447 |
| Openness to Experience | -.392 | .061 | -.799 | .056 |

Bold: p -value < .05

4. *Additional Models*

In addition to Models 1-4, we ran extra models to further investigate the relations between personal values, personality traits, and mother's career preferences.

The first two extra models included the higher-order personal values which are *Self-transcendence*, *Openness to Change*, *Self-enhancement*, and *Conservation* values. *Self-transcendence* factor includes *Benevolence* and *Universalism*. *Openness to Change* factor includes *Self-direction*, *Stimulation*, and *Hedonism*. *Self-enhancement* factor includes *Achievement* and *Power*. *Conservation* factor includes *Conformity*, *Tradition*, and *Security*.

The second two extra models included all the individual personal values and personality traits that were measured in the study.

a. Model 5: Higher-Order Personal Values and Current Career Preferences

The fifth model included the four higher-order personal values as predictors, the control variables, and mother's current preference to be a stay-at-home mom as the outcome variable. The overall regression model was statistically significant ($F(10, 357) = 27.546, p < .001$). The model accounted for 43.6% of the total variance in a mothers' current preference to be a stay-at-home mom. The bootstrap coefficients, significance values, and confidence intervals of model 5 can be found in Table 10.

Only the *Self-enhancement* factor had a significant association with mothers' current preference to be stay-at-home moms ($B = -.614, p = .001$). The negative regression coefficient indicates that mothers with *Self-enhancement* values were less likely to prefer being stay-at-home moms. As for the control variables, the educational level of mothers showed a significant and negative association with the preference of being a stay-a-home mom ($B = -.594, p = .011$). There was also a positive and significant association between the number of children and a mother's current career preference ($B = .214, p = .041$). Moreover, traditional gender role views showed a significant and positive correlation with a mothers' current preference to be a stay-at-home mom ($B = 1.258, p < .001$).

Table 10

Results of Multiple Regression Test (Model 5)

| | B | p-value | 95% Confidence Interval | |
|----------------------|-------|-------------|-------------------------|-------|
| | | | Lower | Upper |
| Age | -.035 | .127 | -.076 | .003 |
| Number of Children | .214 | .041 | .005 | .429 |
| Mean age of Children | -.013 | .639 | -.077 | .051 |
| Level of Education | -.594 | .011 | -1.043 | -.138 |
| Household Income | -.215 | .079 | -.465 | .045 |
| AAGRAS | 1.258 | .000 | .853 | 1.645 |
| Self-enhancement | -.614 | .001 | -.936 | -.270 |
| Self-transcendence | .464 | .091 | -.070 | .976 |
| Openness to Change | -.342 | .121 | -.768 | .164 |
| Conservation | -.340 | .208 | -.858 | .172 |

Bold: p -value < .05

b. Model 6: Higher-Order Personal Values and Future Career Preferences

The four higher-order personal values were entered as predictors of mothers' future preference to be stay-at-home moms. The overall regression model was statistically significant ($F(10, 357) = 25.709, p < .001$) and accounted for 41.9% of the total variance in the outcome. The bootstrap coefficients, significance values, and confidence intervals of model 6 can be found in Table 11.

Similar to Model 5, *Self-enhancement* was significantly associated with mothers' future preference to be stay-at-home moms ($B = -.346, p = .028$). Mothers with *Self-enhancement* values were less likely to prefer being stay-at-home moms in their future. As for the control variables, the age of mothers and the mean age of children showed significant associations with mothers' future career preferences ($B = -.056, p = .006; B = .054, p = .045$ respectively). The results show that the older the mothers were, the less likely they preferred to be stay-at-home moms in the future, and the older the children were, the more likely they preferred to be stay-at-home moms in the future. Similar to Model 5, both education and traditional gender role attitudes showed significant associations with the outcome ($B = -.489, p = .007; B = 1.153, p < .001$ respectively).

Table 11

Results of Multiple Regression Test (Model 6)

| | B | p-value | 95% Confidence Interval | |
|----------------------|-------|-------------|-------------------------|-------|
| | | | Lower | Upper |
| Age | -.056 | .006 | -.096 | -.018 |
| Number of Children | .121 | .195 | -.050 | .295 |
| Mean age of Children | .054 | .045 | .001 | .109 |

| | | | | |
|-----------------------|-------|-------------|-------|-------|
| Level of Education | -489 | .007 | -.858 | -.149 |
| Household Income | -.126 | .253 | -.348 | .112 |
| AAGRAS | 1.153 | .000 | .756 | 1.545 |
| Self-enhancement | -.346 | .028 | -.663 | -.028 |
| Self-transcendence | .150 | .549 | -.300 | .625 |
| Openness to Change | -.315 | .094 | -.683 | .087 |
| Conservation | -.040 | .857 | -.473 | .350 |

Bold: p -value < .05

c. Model 7: Personal Values, Personality Traits, and Current Career Preferences

We ran a regression model that included the ten personal values and the two personality traits. The outcome variable was mothers' current preference for being stay-at-home mothers. The overall regression model was statistically significant ($F(18, 344) = 17.674, p < .001$), and accounted for a large percentage of the variance ($R^2 = 48\%$) in the outcome variable. The bootstrap coefficients, significance values, and confidence intervals of model 7 can be found in Table 12.

We found that *Achievement* was a significant and negative predictor of mothers' preference for staying at home ($B = -.567, p = .011$), while *Security* was a significant and positive predictor of mothers' preferences for staying at home ($B = .477, p = .045$). As for personality traits, *Neuroticism* was a significant and positive predictor of mothers' preference for staying at home ($B = .346, p = .022$). This means that mothers with *Achievement* values were less likely to prefer staying at home, whereas mothers who value *Security* and score high on *Neuroticism* were more likely to prefer that option. We also found that mothers' level of education was a significant and negative predictor of preference for staying at home ($B = -.575, p = .009$). Additionally, mothers' endorsement of traditional gender role attitudes was a significant and positive predictor

($B = 1.167, p < .001$), indicating that mothers with more traditional gender role views were more likely to prefer staying at home.

Table 12

Results of Multiple Regression Test (Model 7)

| | B | p-value | 95% Confidence Interval | |
|------------------------|-------|-------------|-------------------------|-------|
| | | | Lower | Upper |
| Age | -.048 | .044 | -.091 | -.009 |
| Number of Children | .230 | .040 | .019 | .461 |
| Mean age of Children | .003 | .927 | -.057 | .067 |
| Level of Education | -.575 | .009 | -.998 | -.177 |
| Household Income | -.172 | .165 | -.433 | .101 |
| AAGRAS | 1.167 | .000 | .766 | 1.548 |
| Power | -.103 | .492 | -.393 | .162 |
| Achievement | -.567 | .011 | -1.008 | -.094 |
| Security | .477 | .045 | .029 | .955 |
| Hedonism | -.074 | .603 | -.340 | .193 |
| Stimulation | -.126 | .497 | -.501 | .229 |
| Self-Direction | -.190 | .436 | -.657 | .277 |
| Conformity | -.337 | .120 | -.760 | .107 |
| Tradition | -.120 | .480 | -.456 | .198 |
| Benevolence | .156 | .460 | -.262 | .558 |
| Universalism | .243 | .263 | -.192 | .705 |
| Neuroticism | .346 | .022 | .047 | .637 |
| Openness to Experience | -.112 | .640 | -.577 | .372 |

Bold: p -value $< .05$

d. Model 8: Personal Values, Personality Traits, and Future Career Preferences

Model 8 included the same predictors as Model 7, but with future preference for being a stay-at-home mom as the outcome variable. The overall regression model was

statistically significant ($F(18, 344) = 16.222, p < .001$), and accounted for a large percentage of the variance ($R^2 = 45.9\%$) in the outcome variable. The bootstrap coefficients, significance values, and confidence intervals of model 8 can be found in Table 13.

Among the control variables, the age of mothers showed a significant negative association ($B = -.061, p = .003$) where the older the mothers were the less likely they preferred to be stay-at-home moms prospectively. As has been consistent across all models, mothers' level of education showed a significant negative association ($B = -.469, p = .010$), such that the more educated the mothers were, the less likely they preferred to stay at home in the future. As for the traditional gender role attitudes, a significant and positive association indicated that the more traditional the mothers were, the more likely they preferred to be stay-at-home mothers in the future ($B = 1.076, p < .001$).

Table 13

Results of Multiple Regression Test (Model 8)

| | B | p-value | 95% Confidence Interval | |
|----------------------|-------|-------------|-------------------------|-------|
| | | | Lower | Upper |
| Age | -.061 | .003 | -.099 | -.024 |
| Number of Children | .167 | .067 | -.026 | .353 |
| Mean age of Children | .054 | .050 | -.006 | .112 |
| Level of Education | -.469 | .010 | -.817 | -.132 |
| Household Income | -.115 | .317 | -.340 | .099 |
| AAGRAS | 1.076 | .000 | .690 | 1.465 |
| Power | -.175 | .187 | -.433 | .070 |
| Achievement | -.167 | .380 | -.533 | .209 |

| | | | | |
|------------------------|-------|------|-------|------|
| Security | .490 | .050 | .061 | .961 |
| Hedonism | .059 | .664 | -.200 | .358 |
| Stimulation | -.029 | .858 | -.375 | .270 |
| Self-Direction | -.438 | .055 | -.881 | .035 |
| Conformity | -.284 | .184 | -.746 | .131 |
| Tradition | -.010 | .939 | -.320 | .313 |
| Benevolence | .074 | .729 | -.330 | .499 |
| Universalism | .033 | .870 | -.415 | .441 |
| Neuroticism | .140 | .310 | -.133 | .401 |
| Openness to Experience | -.241 | .290 | -.688 | .255 |

Bold: p -value < .05

In sum, from the personality-level variables that were adequate for testing, four associations were found to be consistent with the hypotheses of this study. Namely, it was shown that *Self-direction*, *Achievement*, *Security*, and *Neuroticism* met the hypothesized associations with the outcome variables (H1, H2, H6, and H9 respectively). It is important to note that these associations were not found on both levels of the outcome variable (currently and prospectively). *Self-direction* had a significant association with mothers' future preferences for being stay-at-home moms, but not their current preference. *Achievement* and *Security* showed significant associations with mothers' current career preferences, however, failed to show these same associations with mothers' future preferences. *Neuroticism* showed a significant association with mothers' current career preferences but not mothers' future career preferences.

From the additional models, it was shown that *Self-enhancement* values had a significant association with a mothers' career preference both currently and prospectively. Additionally, upon entering all predictors within one model, it was shown that *Achievement*, *Security* and *Neuroticism* maintained their significant

associations with a mother’s current preference to be a stay-at-home mom. Across all models, endorsement of traditional gender role attitudes and mother’s educational level showed significant associations consistently. As for mothers’ age, it showed negative associations in all models except for models 3-4-5. Another interesting observation was that the mean age of the children showed significant positive associations with the second outcome variable (future preference to be a stay-at-home mom) across all models excluding model 8, whereas the number of children showed positive associations with the first outcome variable (current preference to be a stay-at-home mom) in all models, excluding model 3.

Tables 14 and 15 include a summary of all the results.

It is crucial to note that the output of the bootstrapping method shows unstandardized regression coefficient only. No standardized coefficients were produced. Therefore, we could not compare the relative strengths of the different predictor variables in the models.

Table 14

Summary of Results of Models 1,2,3,4,7 & 8

| Predictor | Model 1 | Model 2 | Model 3 | Model 4 | Model 7 | Model 8 |
|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Conformity | Ns | Ns | | | Ns | Ns |
| Tradition | Ns | Ns | | | Ns | Ns |
| Benevolence | Ns | Ns | | | Ns | Ns |
| Universalism | Ns | Ns | | | Ns | Ns |
| Self-direction | Ns | -ve | | | Ns | Ns |
| Stimulation | Ns | Ns | | | Ns | Ns |
| Hedonism | Ns | Ns | | | Ns | Ns |
| Achievement | -ve | Ns | | | -ve | Ns |
| Power | Ns | Ns | | | Ns | Ns |
| Security | +ve | Ns | | | +ve | Ns |
| Neuroticism | | | +ve | Ns | +ve | Ns |

| | | | | | | |
|----------------------|-----|-----|-----|-----|-----|-----|
| Openness | | | Ns | Ns | Ns | Ns |
| AAGRAS | +ve | +ve | +ve | +ve | +ve | +ve |
| Age of mother | -ve | -ve | Ns | Ns | -ve | -ve |
| Mean age of children | Ns | +ve | Ns | +ve | Ns | Ns |
| Number of children | +ve | Ns | Ns | Ns | +ve | Ns |
| Level of Education | -ve | -ve | -ve | -ve | -ve | -ve |
| Household Income | Ns | Ns | Ns | Ns | Ns | Ns |

Ns: nonsignificant predictor, +ve: significant and positive predictor, -ve: significant and negative predictor

Table 15

Summary of Results of Models 5 & 6

| Predictor | Model | Model |
|----------------------|-------|-------|
| | 5 | 6 |
| Self-enhancement | -ve | -ve |
| Self-transcendence | Ns | Ns |
| Openness to Change | Ns | Ns |
| Conservation | Ns | Ns |
| AAGRAS | +ve | +ve |
| Age of mother | Ns | -ve |
| Mean age of children | Ns | +ve |
| Number of children | +ve | Ns |
| Level of education | -ve | -ve |
| Household Income | Ns | Ns |

Ns: nonsignificant predictor, +ve: significant and positive predictor, -ve: significant and negative predictor

CHAPTER 8

DISCUSSION

Several polls have found that an increasing number of educated mothers are opting out of employment as they enter motherhood (e.g., Belkin, 2003; Brenan, 2019; Hewlett & Luce, 2005). Previous studies have focused on the contextual and cultural factors that push or pull mothers into or out of employment. To further understand the underlying reasons behind mothers' preferences to stay at home, this study aimed at examining the associations between personal values and personality traits on one hand, and mothers' career preferences on the other hand above and beyond cultural factors.

A. Summary of Results

In this study, we focused on examining whether mothers' personal values and personality traits predicted their career preferences currently or prospectively above and beyond their endorsement of traditional gender roles.

With respect to personal values, it was found that mothers who value *Achievement* were less likely to prefer being stay-at-home mothers. This finding supports *Hypothesis 2*. Conversely, it was found that mothers who valued *Security* preferred the homemaker role. This finding supports *Hypothesis 6*. The two aforementioned associations were observed in relation to mothers' *current* career preferences only. *Achievement* and *Security* did not appear to be predictors of mothers' *future* career preferences. Furthermore, it was found that mothers who valued *Self-direction* were less likely to prefer being stay-at-home mothers in the future. This finding is consistent with *Hypothesis 1*. However, the remaining hypotheses were not

supported because there were no significant associations found between *Power*, *Stimulation*, *Benevolence*, *Universalism*, *Conformity*, *Tradition*, *Hedonism*, and mother's preference for being stay-at-home mothers.

Further inspection of the associations between personal values and mothers' career preferences showed that mothers with *Self-enhancement* values were less likely to prefer the traditional role of a stay-at-home mom. This finding lends further support to the role of *Achievement* in predicting mother's career preferences. With respect to personality traits, it was found that neurotic mothers preferred being stay-at-home mothers, which is consistent with *Hypothesis 9*. This was only evident in relation to mothers' current career preferences. *Openness to Experience* was not found to be a significant predictor of mothers' career preferences.

More interestingly, we found that *Achievement*, *Security*, and *Neuroticism* remained significant predictors of mother's current preference of the homemaker role upon entering all personal values and personality traits in one model. The consistent emergence of *Achievement*, *Security*, and *Neuroticism* as significant predictors bolsters our confidence in their associations with mothers' career preferences.

As for the control variables, mothers' education and endorsement of traditional gender roles had significant relations with the outcomes in all the models that we ran. Mothers who held higher level degrees were less likely to prefer to stay at home, whereas mothers with traditional gender role views were more likely to prefer the traditional role of a homemaker. The age of the mother appeared to be a significant and negative predictor in five of the eight models, indicating that the older the mothers were, the less likely they preferred homemaking responsibilities. Moreover, the number of children was a positive and significant predictor in three models, suggesting that as

the number of children increased in the household, mothers were more likely to prefer to stay at home. Furthermore, the mean age of the children was a significant and positive predictor of staying at home in three models. This means that the older the children were, the more likely mothers expressed a preference to remain at home in those models. Interestingly, income did not appear to be a significant predictor in any of the models.

B. Interpretation of Findings

1. Achievement

According to Schwartz (2012), people who value *Achievement* find it important to be ambitious, successful, and get ahead in life. Based on this conceptualization of *Achievement*, it is not surprising to find that mothers who highly endorse this value were less likely to prefer the homemaking role. Mothers who value *Achievement* might perceive the homemaking role as limiting in terms of how much they can show their abilities and use their skills. This finding is consistent with previous studies which showed that *Achievement* was associated with high occupational commitment (Cohen, 2009; Francescato et al., 2020). In further support of this finding, a previous study showed that some mothers find stimulating work environments rewarding and necessary for their personal achievements and development (Grant-Vallone & Ensher, 2010).

2. Security

It is important for people who value *Security* to be safe, stay healthy, live in secure surroundings, and stay organized and clean (Schwartz, 2012). Accordingly, it could be that mothers who highly value *Security* prefer to be stay-at-home mothers because they perceive the “home” as a safe environment that protects them from

possible dangers they might face in the workplace. To support this proposition, previous studies have found that some mothers opt out of employment due to unsupportive work environments, organizational discrimination and inequalities, and high levels of stress that drain them (Dechter, 2014; Dugan & Barnes-Farrell, 2018; Glauber, 2012).

3. *Self-Direction*

People who value *Self-direction* like to be independent, do things in their own way, make their own decisions, plan freely, and rely on themselves (Schwartz, 2012). Hence, mothers who endorse *Self-direction* were less likely to prefer the home-making role. This could be because working outside the house provides them with financial rewards that support their independence (e.g., Grant-Vallone & Ensher, 2010). Interestingly, self-direction predicted mothers' *future* career preferences only. This could be because self-directed people like to develop their own life path instead of succumbing to societal pressure; hence, self-directed mothers might prefer to be in the workforce when *they* feel ready.

An additional insight that we gained from analyzing these results is that the values that appeared to significantly predict mother's career choices overlap with two fundamental human needs that were proposed by the Self-Determination Theory (Deci & Ryan, 1991). Specifically, mothers' valuation of *Achievement* overlaps with the need for *Competence*, and valuation of *Self-direction* overlaps with the need for *Autonomy*. The Self-Determination Theory postulates that most human behavior could be explained by striving to fulfill those fundamental needs (Deci, 1975; Deci & Ryan, 1991; Ryan & Connell, 1989). Moreover, the theory proposes that individuals whose needs are fulfilled are mentally healthy, while those whose needs are not fulfilled are not. Hence,

it could be that mothers who have strong needs for competence and autonomy are less likely to prefer staying at home because the workplace offers them an environment to fulfill those needs, and consequently feel mentally healthy and happy.

4. *Neuroticism*

With respect to personality traits, *Neuroticism* was associated with mothers' preference for staying at home. This finding is consistent with previous studies which reported negative associations between neuroticism and career outcomes. For example, Wichert and Pohlmeier (2010) found that neuroticism lowered the probability of women's participation in the labor market. Likewise, it was reported that neuroticism was negatively associated with career self-efficacy or career development (Francescato et al., 2020; Hartman & Betz, 2007; Wilmot et al., 2019). It is very plausible that neurotic mothers are more likely to prefer the homemaking role because of their tendency to avoid high-stress situations that may arise within the domains of work and increase pressure on them (Byrne et al., 2015). It is important to note that *Neuroticism* appeared to only predict mothers' current preference to be stay at home moms. This could be because personality traits predict spontaneous behavior (Roccas et al., 2014; Sagiv & Schwartz, 2022).

5. *Control Variables*

As previously mentioned, the results showed invariant significant associations across all models between mothers' gender role attitudes and their preference to be stay-at-home mothers. Not only was the endorsement of traditional gender role views a consistent significant predictor across the multiple regression models, but it also showed

the strongest correlations with mothers' career preferences. These findings are consistent with the basic tenets of the Social Role Theory which argues that the distribution of gender-based roles within the society is the primary driver of mothers' employment preferences. Therefore, our results provide further evidence of the role of gender role attitudes in predicting career preferences.

However, after controlling for mothers' level of endorsement of traditional gender role views, we found that personality-level characteristics were also important factors that predict mothers' career preferences. This indicates that when mothers do express preferences for communal roles of a caregiver or a homemaker, their preferences are not necessarily driven by cultural expectations and stereotypes but may stem from their own personal values and personality traits, as is consistent with the Preference Theory (Hakim, 2000). Furthermore, mothers who hold egalitarian gender views were more likely to remain in employment regardless of the age and number of children in their household. Practically, this may be facilitated by delegating caregiving tasks to extended family members or domestic helpers, which is characteristic of Lebanese mothers and modern motherhood identities (Graunt, 2013; Tlais & Klauser, 2011; Walls et al., 2016).

Interestingly, mothers' level of education was a consistent predictor of mothers' career preferences. The higher the degrees they held, the less likely they preferred the homemaking role. This is an unsurprising finding because after investing several years in attaining education, entering the workforce may be a means for these mothers to apply what was studied, deepen their knowledge base, and reap tangible benefits such as financial rewards (Grand-Vallone & Ensher, 2010), or intangible benefits such as emotional support and self-satisfaction (Morrison, 2009).

Furthermore, the age of the mother was a negative predictor of preference for staying-at-home. This finding could be explained in light of the Kaleidoscopic Career Model. This model proposes that mothers tend to value authenticity at a later stage in their lives, where they make decisions that will allow them to be true to themselves and in touch with their own goals in life (Mainiero & Gibson, 2018). As mothers age, prioritizing authenticity may become easier and less shameful since they would not necessarily need to accommodate to their children's needs as much.

Additionally, the number of children was a positive predictor of preference for staying at home. This could be because mothers who decide to have more children would be classified as home-centered where they focus their efforts on the family and home (Hakim, 2000). Moreover, it could be that as the number of children increases, homemaking and childcare responsibilities increase, which impedes mothers from pursuing career-related roles.

Surprisingly, we initially expected that mothers with older children will prefer to work, however results showed that when children were older, mothers preferred to stay at home. This surprising finding could be explained by two factors. First, although childcare responsibilities eventually decrease when kids grow up, taking care of children who enter adolescence may be more challenging. Second, it could be that mothers who stayed at home for too long have come to accept their role as homemaker and may no longer be interested in other roles, or may feel discouraged and assume that they are not qualified to enter the workforce anymore.

C. Implications

1. *Theoretical Implications*

To the best of our knowledge, this is the first study that examined personality-level characteristics that predict mothers' career preferences. Previous studies have investigated contextual factors only. Although not all our hypotheses were supported, our findings advance the propositions of the Preference Theory because some mothers' values and personality traits predicted their preference for the homemaker role above and beyond their endorsement of the traditional gender roles. To explain, high endorsement of *Achievement*, low endorsement of *Security*, and having an emotionally stable personality were predictors of not wanting to be a stay-at-home mother despite the social rewards that could be accrued by the mothers from succumbing to the traditional gender roles that are imposed by the culture.

Furthermore, the significant relations between personality characteristics and preference of the homemaking role calls for approaching the topic of mothers' career preferences holistically, taking into consideration individual-level and cultural-level factors behind their preferences. This holistic approach is consistent with theories such as Bronfenbrenner's ecological systems theory (Bronfenbrenner, 1979), which proposes that multiple social environments influence human development such as the microsystem (e.g., personality characteristics), ecosystem (e.g., work environment), and macrosystem (e.g., culture). Although the theory is frequently discussed in the context of human development, its conceptualization of the multiple environments of social influence could be built on to comprehensively understand the reasons behind mothers' career preferences.

2. Practical Implications

On the practical level, the findings of our study encourage a more nuanced and inclusive perspective about mothers' career preferences by acknowledging the diversity of mothers' preferences and highlighting the importance of individual choice. Accordingly, the study adheres to the core principles of "choice feminism" which include pluralism, self-determination, and nonjudgement (Snyder-Hall, 2010). Building on the principle of pluralism, this study recognizes that both choices of fully committing to parenting or pursuing a career while parenting can be valid and fulfilling as they highly depend on mothers' different personalities and personal values. After recognizing the personality-level differences, this study calls for granting women the freedom to be empowered enough to make decisions that align with their personal preferences and values, thus satisfying the principle of self-determination. Finally, to adhere to the nonjudgement principle of choice feminism, it is important to recognize that women feel empowered when their preferences are honored, and attacked when their preferences are ridiculed (Snyder-Hall, 2010). Therefore, the findings of this study call for promoting tolerance for mothers' preferences and attenuating the "mommy war" feuds.

D. Limitations and Future Directions

There is a number of limitations that should be taken into account when interpreting the findings of this study. First, the sample is not representative of Lebanese women. This limitation could be due to the fact that participants were recruited through our personal networks, which resulted in a sample with a significant number of women with shared characteristics such as holding a Master's degree, currently working in the education sector, and living in Mount Lebanon governorate.

The limited representation could also be due to the online survey method used in this study that excludes women with limited access to the internet from participation.

Second, the factor structure of the Big Five traits of the participants did not align well with the hypothetical structure. Only two of the Big Five traits were included in the main analyses, which limited our understanding of the relations between personality traits and mothers' career preferences. To overcome this limitation, the study should be replicated in the future using several samples. Alternatively, personality inventories that are indigenous to the Arab world, such as the Arab Personality Inventory (Zeinoun et al., 2017), can be used to assess the personality traits of Lebanese mothers. Third, only one item was used to measure mothers' career preferences. Although this item was previously used in a Gallup research poll, it could be problematic because inaccurate responses from the participants to the item can inflate the amount of error in the data. It is preferable to use multiple items in future studies because they are more resistant to errors. Fourth, the findings of the study cannot be generalized to other cultures. It would be interesting in the future to examine whether women's values and personality traits predict career preferences above and beyond endorsement of traditional gender roles in societies that are more traditional than Lebanon. Fifth, the study was based on the assumption that mothers identify as either "stay-at-home mothers" or "working mothers", which ignores a considerable segment of mothers who choose roles that do not neatly fit this dichotomy. For example, some mothers choose to pursue roles beyond childcare but not employment such as volunteering for humanitarian organizations or schools. Future studies should examine the experiences of those mothers and the predictors of their preferences through qualitative and quantitative designs. Sixth, the cross-sectional design of the study limits the amount of knowledge that we can gain

about the relations between mothers' personality characteristics and career preferences. Longitudinal designs, if used in future studies, will permit the examination of the bidirectional relations between personality characteristics and career preferences, in addition to the development of mothers' career preferences across the different life stages. Seventh, it is important to note that personal values and personality traits do not represent the entirety of human personality. To gain a more comprehensive understanding of the individual-level reasons behind mother's career preferences, future studies should examine other personality characteristics such as self-efficacy, needs, and attachment styles.

APPENDIX I
SURVEY INSTRUMENTS

Portrait Values Questionnaire (PVQ)

Here we briefly describe some people. Please read each description and think about how much each person is or is not like you.

| Not like me at all | Not like me | A little like me | Somewhat like me | Like me | Very much like me |
|-------------------------------|--------------------|-----------------------------|-----------------------------|----------------|----------------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 |

_____ 1. Thinking up new ideas and being creative is important to her. She likes to do things in her own original way.

_____ 2. It is important to her to be rich. She wants to have a lot of money and expensive things.

_____ 3. She thinks it is important that every person in the world be treated equally. She believes everyone should have equal opportunities in life.

_____ 4. It's very important to her to show her abilities. She wants people to admire what she does.

_____ 5. It is important to her to live in secure surroundings. She avoids anything that might endanger her safety.

_____ 6. She thinks it is important to do lots of different things in life. She always looks for new things to try.

_____ 7. She believes that people should do what they're told. She thinks people should follow rules at all times, even when no-one is watching.

_____ 8. It is important to her to listen to people who are different from her. Even when she disagrees with them, she still wants to understand them.

_____9. She thinks it's important **not** to ask for more than what you have. She believes that people should be satisfied with what they have.

_____10. She seeks every chance she can to have fun. It is important to her to do things that give her pleasure.

_____11. It is important to her to make her own decisions about what she does. She likes to be free to plan and to choose her activities for herself.

_____12. It's very important to her to help the people around her. She wants to care for their well-being.

_____13. Being very successful is important to her. She likes to impress other people.

_____14. It is very important to her that her country be safe. She thinks the state must be on watch against threats from within and without.

_____15. She likes to take risks. She is always looking for adventures.

_____16. It is important to her always to behave properly. She wants to avoid doing anything people would say is wrong.

_____17. It is important to her to be in charge and tell others what to do. She wants people to do what she says.

_____18. It is important to her to be loyal to her friends. She wants to devote herself to people close to her.

_____19. She strongly believes that people should care for nature. Looking after the environment is important to her.

_____20. Religious belief is important to her. She tries hard to do what her religion requires.

_____21. It is important to her that things be organized and clean. She really does **not** like things to be a mess.

_____22. She thinks it's important to be interested in things. She likes to be curious and to try to understand all sorts of things.

_____23. She believes all the worlds' people should live in harmony. Promoting peace among all groups in the world is important to her.

_____24. She thinks it is important to be ambitious. She wants to show how capable she is.

_____25. She thinks it is best to do things in traditional ways. It is important to her to keep up the customs she has learned.

_____26. Enjoying life's pleasures is important to her. She likes to 'spoil' herself.

_____27. It is important to her to respond to the needs of others. She tries to support those she knows.

_____28. She believes she should always show respect to her parents and to older people. It is important to her to be obedient.

_____29. She wants everyone to be treated justly, even people she doesn't know. It is important to her to protect the weak in society.

_____30. She likes surprises. It is important to her to have an exciting life.

_____31. She tries hard to avoid getting sick. Staying healthy is very important to her.

_____32. Getting ahead in life is important to her. She strives to do better than others.

_____33. Forgiving people who have hurt her is important to her. She tries to see what is good in them and not to hold a grudge.

_____34. It is important to her to be independent. She likes to rely on herself.

_____35. Having a stable government is important to her. She is concerned that the social order be protected.

_____36. It is important to her to be polite to other people all the time. She tries never to disturb or irritate others.

_____37. She really wants to enjoy life. Having a good time is very important to her.

_____38. It is important to her to be humble and modest. She tries not to draw attention to herself.

_____39. She always wants to be the one who makes the decisions. She likes to be the leader.

_____40. It is important to her to adapt to nature and to fit into it. She believes that people should not change nature.

Big Five Inventory (BFI)

Here are a number of characteristics that may or may not apply to you. Please write a number next to each statement to indicate the extent to which you agree or disagree with that statement.

| Disagree strongly | Disagree a little | Neither agree nor disagree | Agree a little | Agree strongly |
|-------------------|-------------------|----------------------------|----------------|----------------|
| 1 | 2 | 3 | 4 | 5 |

I see Myself as someone who...

- | | |
|--|---|
| _____ 1. Is talkative | _____ 16. Generates a lot of enthusiasm |
| _____ 2. Tends to find fault with others | _____ 17. Has a forgiving nature |
| _____ 3. Does a thorough job | _____ 18. Tends to be disorganized |
| _____ 4. Is depressed, blue | _____ 19. Worries a lot |
| _____ 5. Is original, comes up with new ideas | _____ 20. Has an active imagination |
| _____ 6. Is reserved | _____ 21. Tends to be quiet |
| _____ 7. Is helpful and unselfish with | _____ 22. Is generally trusting |
| _____ 8. Can be somewhat careless | _____ 23. Tends to be lazy |
| _____ 9. Is relaxed, handles stress well | _____ 24. Is emotionally stable, not easily upset |
| _____ 10. Is curious about many different things | _____ 25. Is inventive |
| _____ 11. Is full of energy | _____ 26. Has an assertive personality |
| _____ 12. Starts quarrels with others | _____ 27. Can be cold and aloof |
| _____ 13. Is a reliable worker | _____ 28. Perseveres until the task is finished |
| _____ 14. Can be tense | _____ 29. Can be moody |
| _____ 15. Is ingenious, a deep thinker | _____ 30. Values artistic, aesthetic experiences |

_____ 31. Is sometimes shy, inhibited

_____ 38. Makes plans and follows through
with them

_____ 32. Is considerate and kind to almost
everyone

_____ 39. Gets nervous easily

_____ 33. Does things efficiently

_____ 40. Likes to reflect, play with ideas

_____ 34. Remains calm in tense situations

_____ 41. Has few artistic interests

_____ 35. Prefers work that is routine

_____ 42. Likes to cooperate with others

_____ 36. Is outgoing, sociable

_____ 43. Is easily distracted

_____ 37. Is sometimes rude to others

_____ 44. Is sophisticated in art, music, or
literature

Arab Adolescents Gender Roles Attitude Scale (AAGRAS)

On a 4-point Likert scale, identify how much you agree/disagree with the following statements:

| Strongly Agree | Agree | Disagree | Strongly Disagree |
|-----------------------|--------------|-----------------|--------------------------|
| 1 | 2 | 3 | 4 |

- _____ 1. Men and women are more alike than different.
- _____ 2. Women are weak.
- _____ 3. Women have the right to travel abroad alone.
- _____ 4. A woman should choose her spouse without family's interference.
- _____ 5. A husband should have the main say-so in all family matters.
- _____ 6. A husband has the right to discipline his wife if she makes a mistake.
- _____ 7. Men should participate in household chores.
- _____ 8. All fields of study are suitable for women.
- _____ 9. For women, marriage is more important than education.
- _____ 10. A woman's place is the home.
- _____ 11. Women should participate in parliamentary elections.
- _____ 12. If a man and a woman are running for the same office, I would vote for the man.

Career Preferences

A **stay-at-home mother** remains in her residence to care for the children and the house while her spouse is at work.

A **working mother** works outside the house for income in addition to raising the children at home.

Please rate your preference using a 7-points scale (1 = strongly disagree, 7 = strongly agree)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|---|---|---|---|---|
| If I am given the choice, I currently prefer to be a stay-at-home mom rather than a working mom. | | | | | | | |
| If I am given the choice, I prefer to be a stay-at-home mom rather than a working mom in the future . | | | | | | | |

Demographic Questions

- 1) Please specify your age _____
- 2) What is your nationality?
 - Lebanese
 - Syrian
 - Palestinian
 - Other
- 3) What is your relationship status?
 - Married
 - Separated/Divorced/Widowed
- 4) How many children do you have? _____
- 5) How old is your first child? _____
How old is your second child? _____
How old is your third child? _____
How old is your fourth child? _____
How old is your fifth child? _____
- 6) Do any of your children have special needs or face challenges?
 - Yes
 - NoIf yes, how many children have special needs in your household?

- 7) What is your highest level of education that you have completed?
 - Bachelor's degree or equivalent
 - Master's degree or equivalent
 - PhD degree or equivalent
- 8) Which of the following statements best describes your current status?

A **stay-at-home mother** remains in her residence to care for the children and the house while her spouse is at work.

A **working mother** works outside the house for income in addition to raising the children at home.

- I am a stay-at-home mom.

- I am a working mom with a part-time job.
- I am a working mom with a full-time job.
- Other (please describe)

9) Which of the following statements best describes your past status?

- Before I had my first child, I had a full-time job.
- Before I had my first child, I had a part-time job.
- Before I had my first child, I never had a job.
- Other (please describe)

10) Approximately, how many years did you work previously before you had your first child? (If none, please type 0).

APPENDIX II
INVITATION FLYER

PARTICIPATE IN A RESEARCH STUDY



ARE YOU A MOTHER?

Do you have at least one child under 18 years old?

Do you reside in Lebanon and have at least a Bachelor's degree?

YOU'RE INVITED

To complete a short survey to share your career preferences, personal values, and personality traits.

It takes around 15-20 minutes to complete this survey.

FOR QUESTIONS OR CONCERNS, PLEASE CONTACT:

Dr. Mona Ayoub
☎ 01 350 000 ext. 4370
✉ ma519@aub.edu.lb
Liza El Helou
☎ 71 807 462
✉ lce06@mail.aub.edu

APPENDIX III

INFORMED CONSENT FORM

English Informed Consent

We are asking you to participate in a **research study**. Please read the information below and feel free to ask any questions that you may have.

A. Project Description

1. In this study, you will provide consent for participation, then answer a series of questions about your personal values, personality traits, career preferences, and demographic variables. The objective of this study is to examine reasons behind mothers' career choices. The study is targeting a sample of 300 mothers who have at least one child under 18 years old living with them, and at least a Bachelor's degree. The survey is available in English language.
2. The estimated time to complete this study is 15-20 minutes.
3. The research is being conducted with the goal of publication in peer-reviewed journals and possibly presentation at academic conferences.

B. Risks and Benefits

Your participation in this study does not involve any physical risk or emotional risk to you beyond the risks of daily life.

You have the right to withdraw your consent or discontinue participation at any time for any reason. Your decision to withdraw will not involve any penalty or loss of benefits to which you are entitled. Discontinuing participation in no way affects your relationship with AUB.

Your participation will help advance knowledge about the reasons behind mothers' career choices.

C. Confidentiality

To secure the confidentiality of your responses, no identifying information such as names will be asked from you. There is no way of linking your answers in the survey to your identity. Your privacy will be maintained in all published and written data resulting from this study.

D. Contact Information

1) If you have any questions or concerns about the research, you may contact Dr. Mona Ayoub at ma519@aub.edu.lb or 961 1 350000 ext 4370; or Ms. Liza El Helou at lce06@mail.aub.edu or 71 807 462.

2) If you have any questions, concerns, or complains about your rights as a participant in this research, you can contact the following office at AUB:

Social & Behavioral Sciences Institutional Review Board Email irb@aub.edu.lb

Telephone: 00961 -1-350000 or 1 374374, ext: 5445

Fax: +961 1 738025,

PO BOX: 11-0236 F15

Riad El Solh, Beirut 1107 2020

Lebanon

E. Participant rights

Participation in this study is voluntary. You are free to leave the study at any time without penalty. Your decision not to participate in no way influences your relationship with AUB.

Do you have any questions about the above information? Do you wish to participate in this study?

By clicking “Next”, you acknowledge that you have read and understood the above information and you agree to participate in this research study.

Thank you in advance for your time and input in this study.

APPENDIX IV

DEBRIEFING NOTE

Relations between Mothers' Personal Values, Personality Traits, and Career Choices

Thank you for your participation. The goal of this study is to examine associations between mothers' personal values, personality traits, and their career choices between being working mothers or stay-at-mothers in a sample of mothers in Lebanon. Previous studies show that cultural factors may heavily influence mothers' career choices, however, this study focuses on the influence of mothers' personality characteristics above and beyond cultural factors.

How was this tested?

In this study, you were asked to complete a survey where you were asked about your personal values, personality traits, work preferences, and demographics. From that, we have gotten useful information about how personality-level characteristics relate to career preferences.

Hypotheses and main questions:

There are two research questions in this study. The first, questions whether mothers' personal values relate to their preference for being stay-at-home moms or working moms. The second, questions whether mothers' personality traits relate to their preference for being stay-at-home moms or working moms. We expect that personal values and personality traits will be associated with a mother's preference for being a working mother or a stay-at-home mother above and beyond cultural factors.

Why is this important to study?

This study is important because it will further our understanding of how mothers' personality-level factors influence their choices of pursuing a career or the traditional homemaking role.

What if I want to know more?

If you have any questions about the study, feel free to contact Dr. Mona Ayoub, at ma519@aub.edu.lb, or 01 350 000 ext. 4370; Ms. Liza El Helou, at lce06@mail.aub.edu or 71 807 462

If you have any concerns or questions about your rights as a research participant, please contact the AUB IRB office at:

Address: ACC Building, Third Floor

Email: irb@aub.edu.lb

Telephone: 00961-1-350000 or 1 374374, ext: 5445

If you feel upset after having completed the study or find that some questions or aspects of the study triggered distress, talking with a qualified clinician may help. If you feel you would like assistance, please contact the AUB Counseling Center at counselingcenter@aub.edu.lb or 01 350 000 ext. 3170. You can also contact Embrace Lebanon at info@embracelebanon.org or 01 346 226 or the lifeline: 1564.

Upon reading the debriefing note and knowing the true purpose of the study, you can approve or disapprove to use your data after filling the survey. If you choose to disapprove to use your data, your survey responses will be disregarded.

By clicking "**Yes**", you acknowledge that you have read and understood the above information and you approve to submit your survey responses.

By clicking "**No**", you acknowledge that you have read and understood the above information and you disapprove to submit your survey responses.

APPENDIX V

PATTERN MATRICES

Table 1

Pattern Matrix for PVQ – Personal Values

| | Factor | | | | | | | | | |
|------------------|--------|-------|-------|------|-------|---|-------|---|------|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Humble & Modest | .533 | | | | | | | | | |
| Good Time | .439 | -.338 | -.404 | | | | | | .416 | |
| Avoid Sick | .420 | | | | | | | | | |
| Unchanged Nature | .398 | | | | | | | | | |
| Be Polite | .395 | | | | .371 | | | | | |
| Forgiving People | .333 | | | | | | | | | |
| Protect Weak | .304 | | | | | | | | | |
| Be Satisfied | | .606 | | | | | | | | |
| Do Told | | .593 | | | | | | | | |
| Keep Tradition | | .558 | | | | | | | | |
| Behave | | .553 | | | | | | | | |
| Properly | | | | | | | | | | |
| Be Rich | | .425 | | | -.317 | | | | | |
| Likes Spoiling | | | -.952 | | | | | | | |
| Have Fun | | | -.521 | | | | | | | |
| Be Ambitious | | | | .544 | | | | | | |
| Make Decisions | | | | .539 | | | | | | |
| Take Charge | | .427 | | .519 | | | | | | |
| Be Successful | | | | .498 | | | | | | |
| Getting Ahead | | | | .476 | | | | | | |
| Show Ability | | | | .471 | | | | | | |
| Be Independent | | | | .416 | | | -.314 | | | |
| Support Others | | | | | .647 | | | | | |
| Help People | | | | | .604 | | | | | |
| Respect Parents | | | | | .515 | | | | | |
| Listen Different | | | | | .332 | | | | | |
| Is Clean | | | | | | | | | | |

| | | | | |
|-----------------|------|-------|------|------|
| Loyal Friend | | | | |
| New Ideas | .792 | | | |
| Try New | .573 | | | |
| Take Risks | .432 | | | |
| Be Curious | .385 | | | |
| Stable | | -.883 | | |
| Government | | | | |
| Country Safe | | -.517 | | |
| Peace Promoter | | | | |
| Religious | | | .693 | |
| Treat Equal | | | | |
| Nature Care | | | | |
| Secure | | | | .607 |
| Surroundings | | | | |
| Make Own | | | | .364 |
| Decision | | | | |
| Likes Surprises | | | | |

Table 2

Pattern Matrix for BFI – Personality Traits

| | Factor | | | | |
|--------------|--------|-------|------|------|-------|
| | 1 | 2 | 3 | 4 | 5 |
| Talkative | | -.401 | | .458 | |
| Fault (r) | | .713 | | | |
| Thorough | | | | | -.514 |
| Depressed | | -.666 | | | |
| Original | .640 | | | | |
| Reserved (r) | | .392 | | | |
| Helpful | | | | | -.704 |
| Careless (r) | | .708 | | | |
| Relaxed (r) | | | .551 | | |
| Curious | .525 | | | | |
| Energetic | | | | | -.458 |
| Quarrel (r) | | .781 | | | |
| Reliable | | | | | -.508 |
| Tense | | -.538 | .378 | | |

Table 3*Pattern Matrix for AAGRAS – Traditional Gender Role Attitudes*

| | Factor | |
|---|--------|-------|
| | 1 | 2 |
| Women travel (r) | .901 | -.068 |
| Women choose spouse (r) | .891 | -.050 |
| Men participate in chores (r) | .777 | .058 |
| Women are fit in all areas of studies (r) | .753 | .087 |
| Women involved in election (r) | .454 | .080 |
| Marriage and Education | -.059 | .732 |
| Women are weak | -.191 | .731 |
| Husband has the say so | .269 | .651 |
| The woman's place is the home | .298 | .628 |
| Vote for man vs woman | .193 | .606 |
| Husband disciplines wife | .403 | .587 |
| Men & women are alike (r) | .008 | .042 |

APPENDIX VI

HISTOGRAMS OF THE VARIABLES

Figure 1

Histogram for Conformity (PVQ)

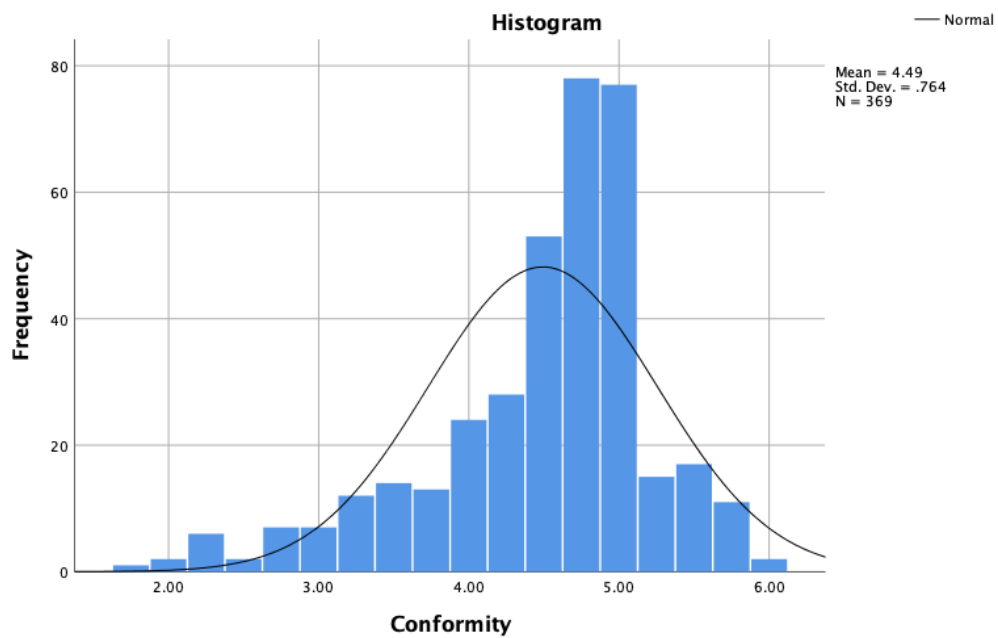


Figure 2

Histogram for Tradition (PVQ)

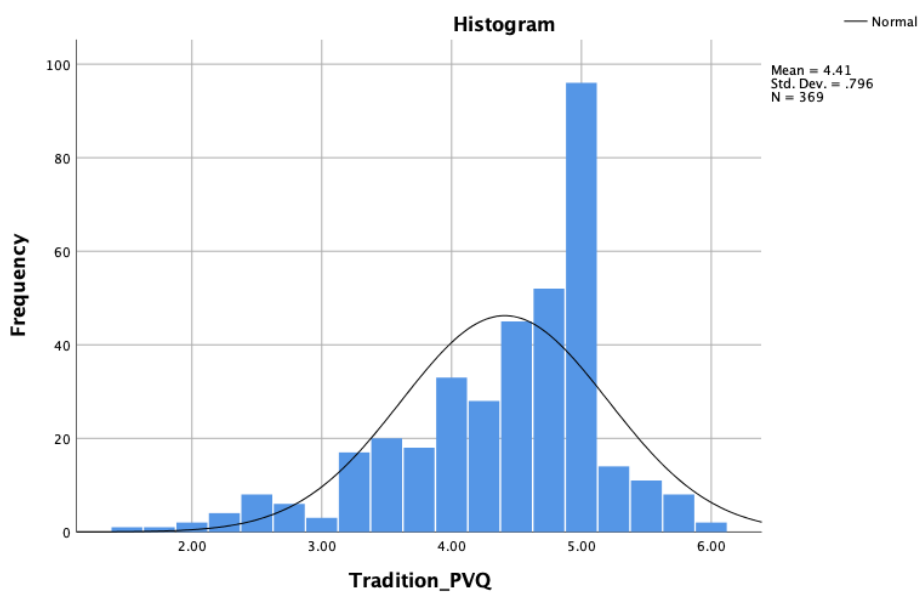


Figure 3

Histogram for Benevolence (PVQ)

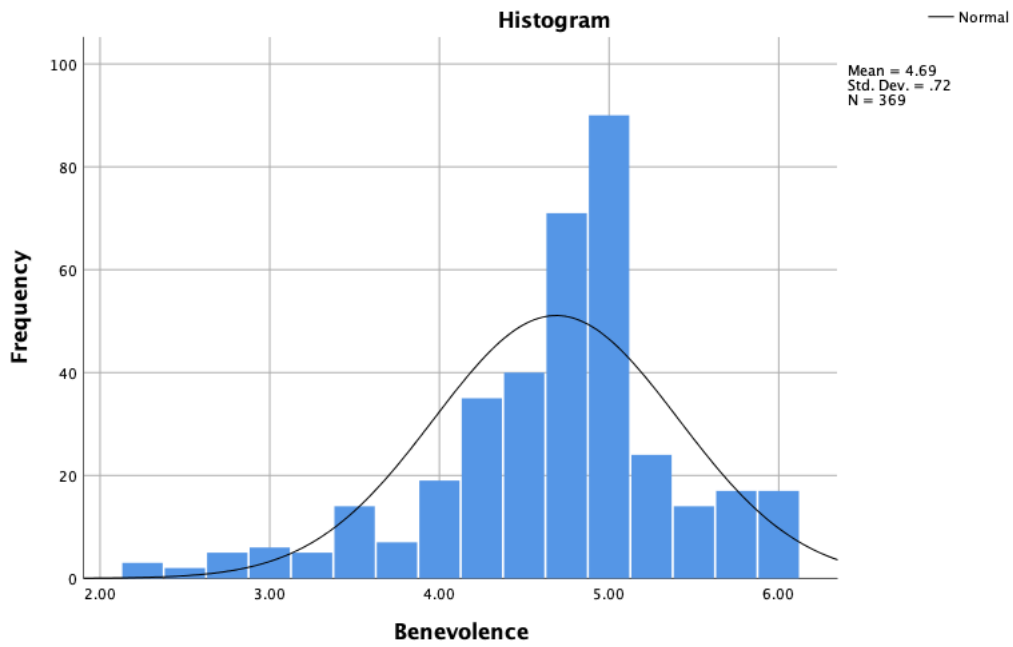


Figure 4

Histogram for Universalism (PVQ)

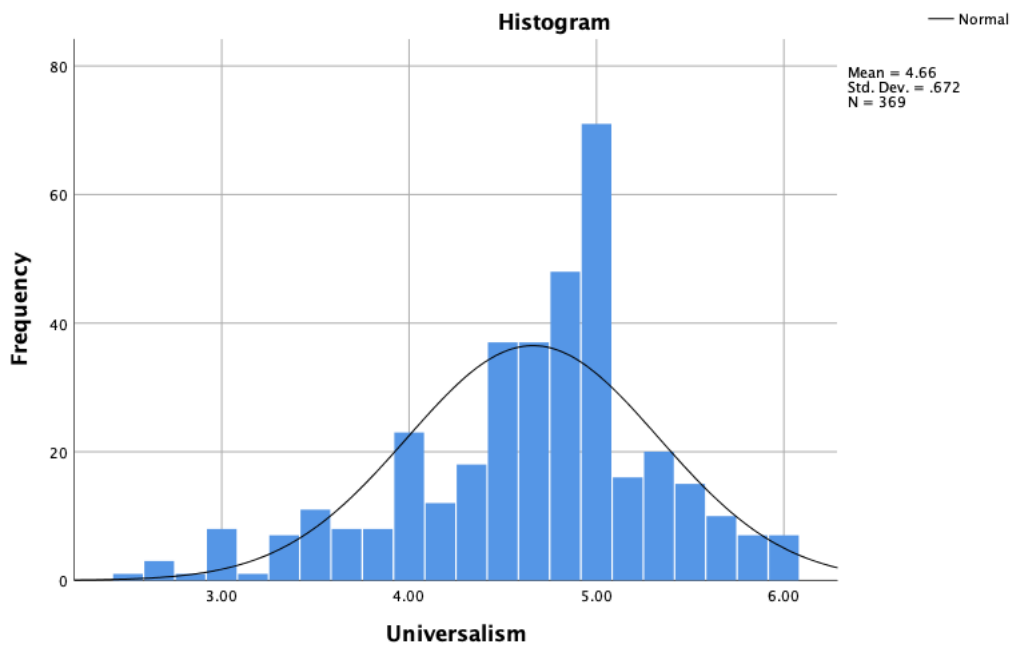


Figure 5

Histogram for Stimulation (PVQ)

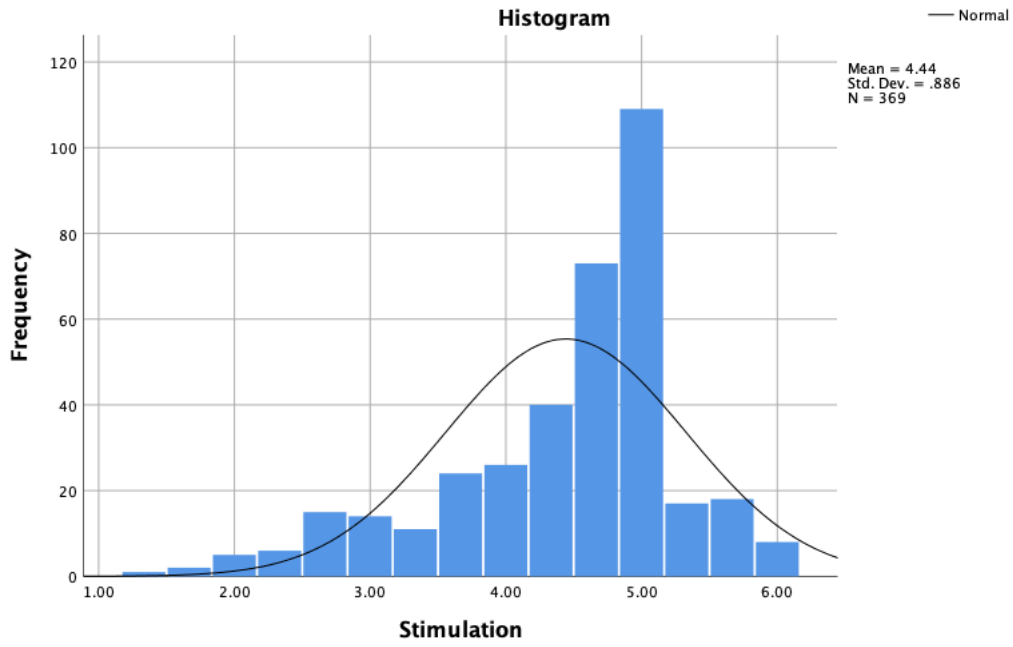


Figure 6

Histogram for Hedonism (PVQ)

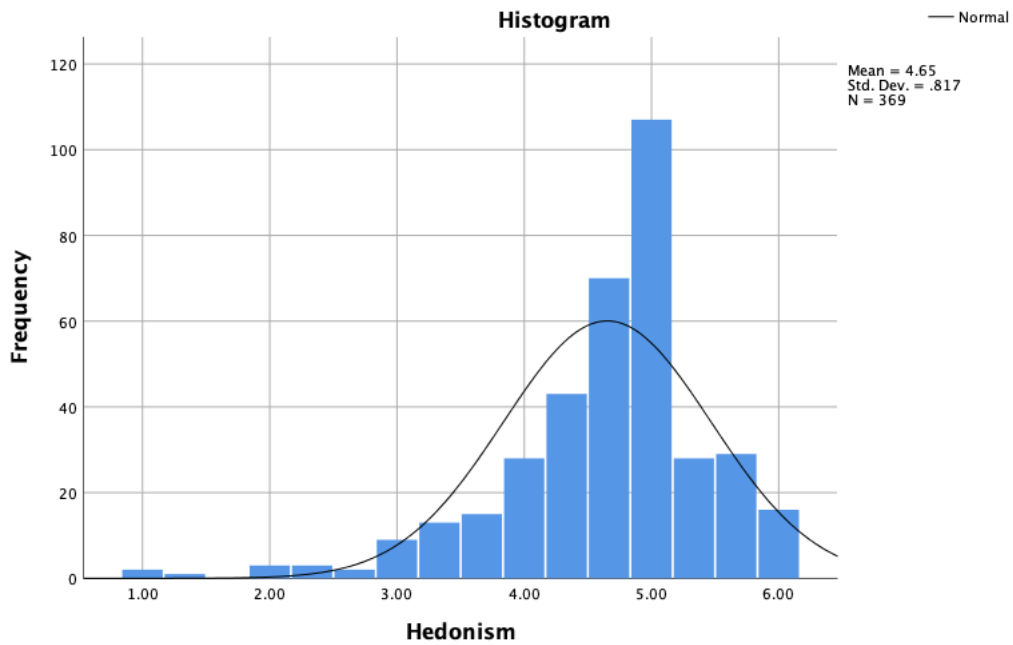


Figure 7

Histogram for Achievement (PVQ)

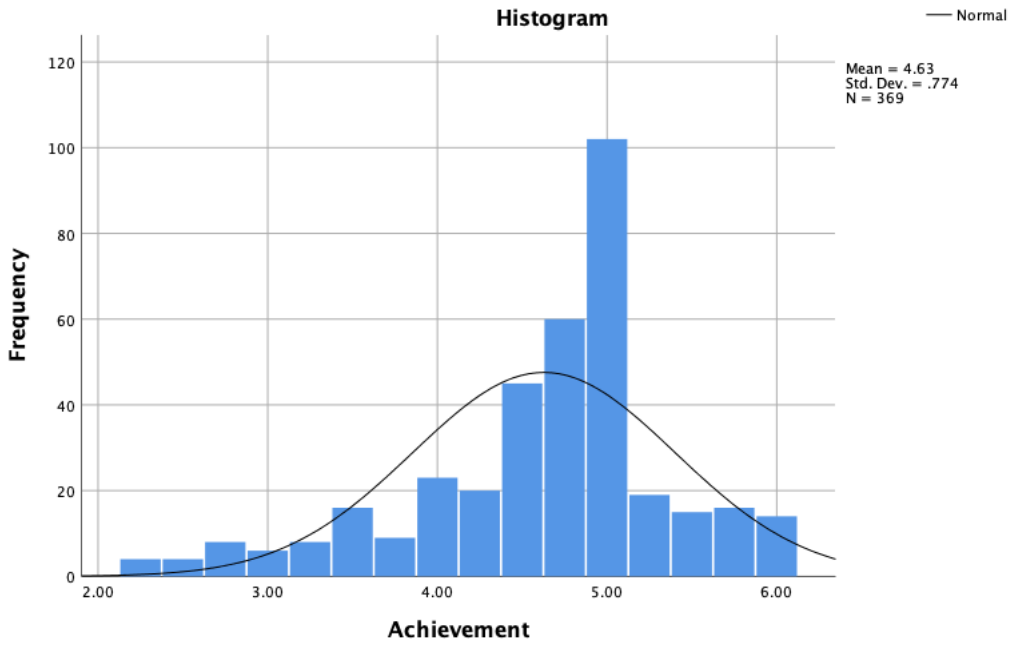


Figure 8

Histogram for Power (PVQ)

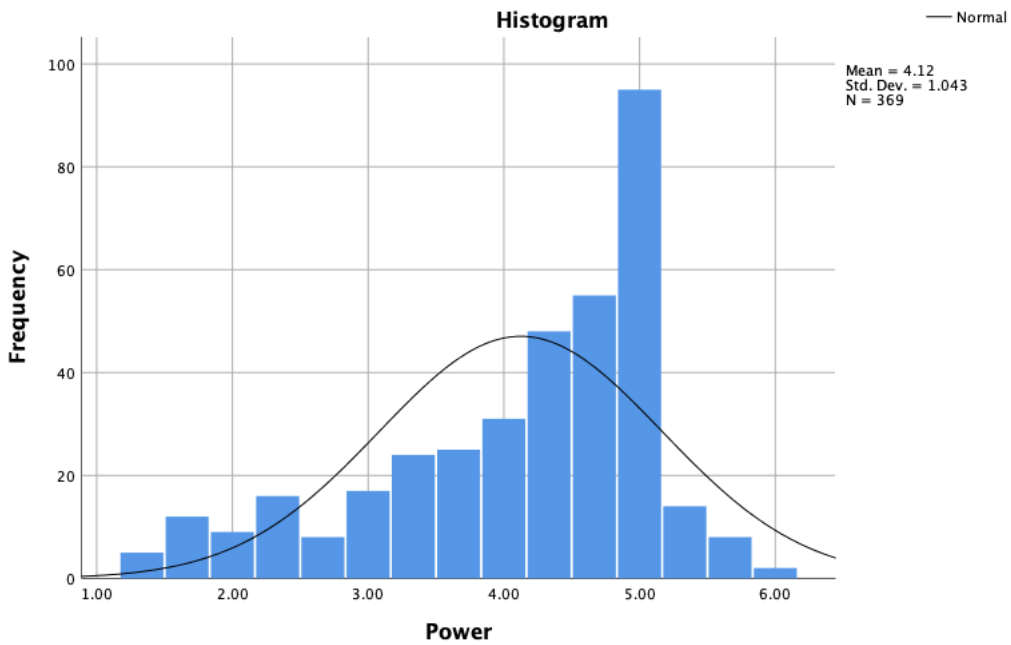


Figure 9

Histogram for Security (PVQ)

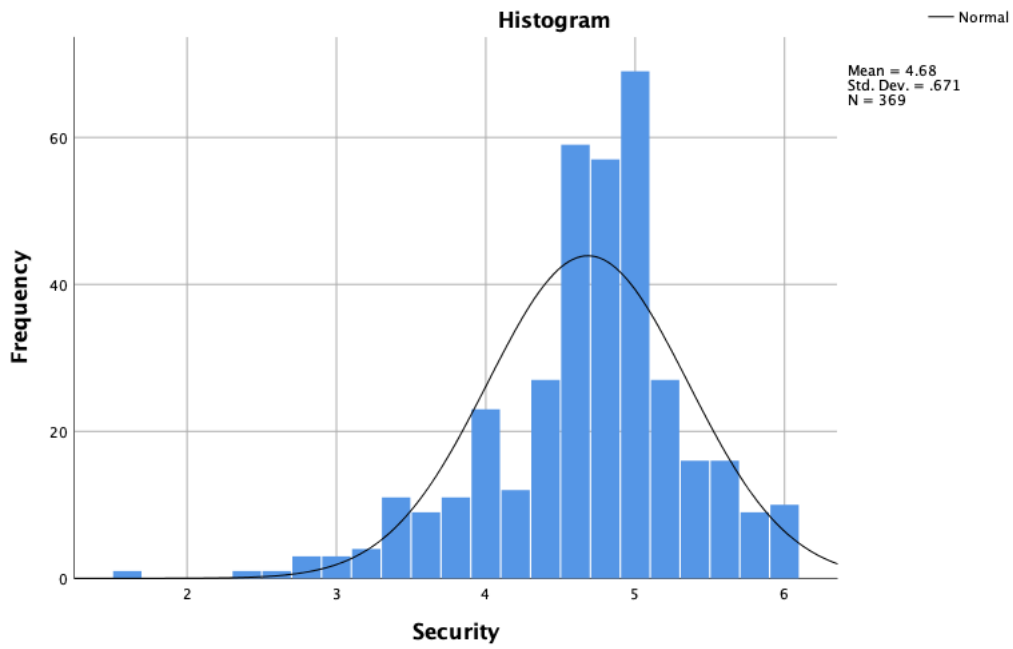


Figure 10

Histogram for Neuroticism (BFI)

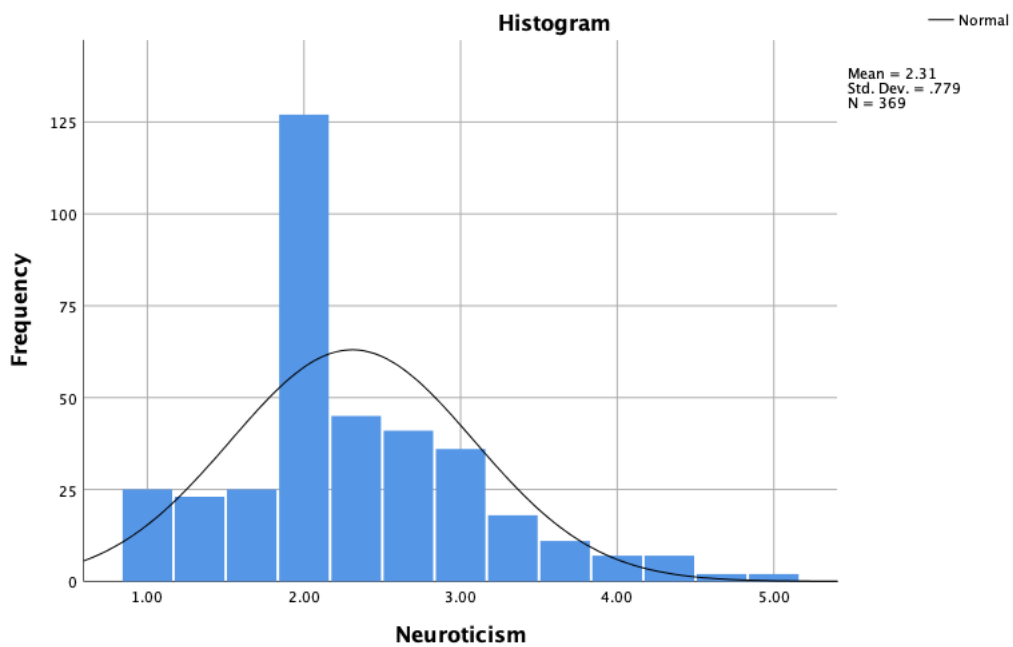


Figure 11

Histogram Openness to Experience (BFI)

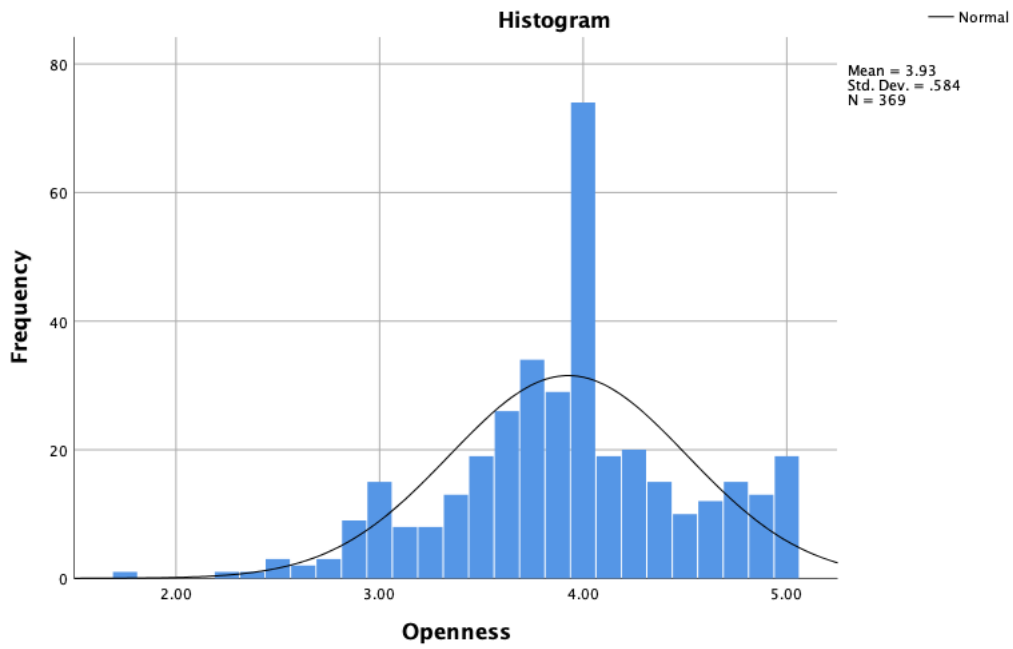


Figure 12

Histogram for Traditional Gender Roles Attitude (AAGRAS)

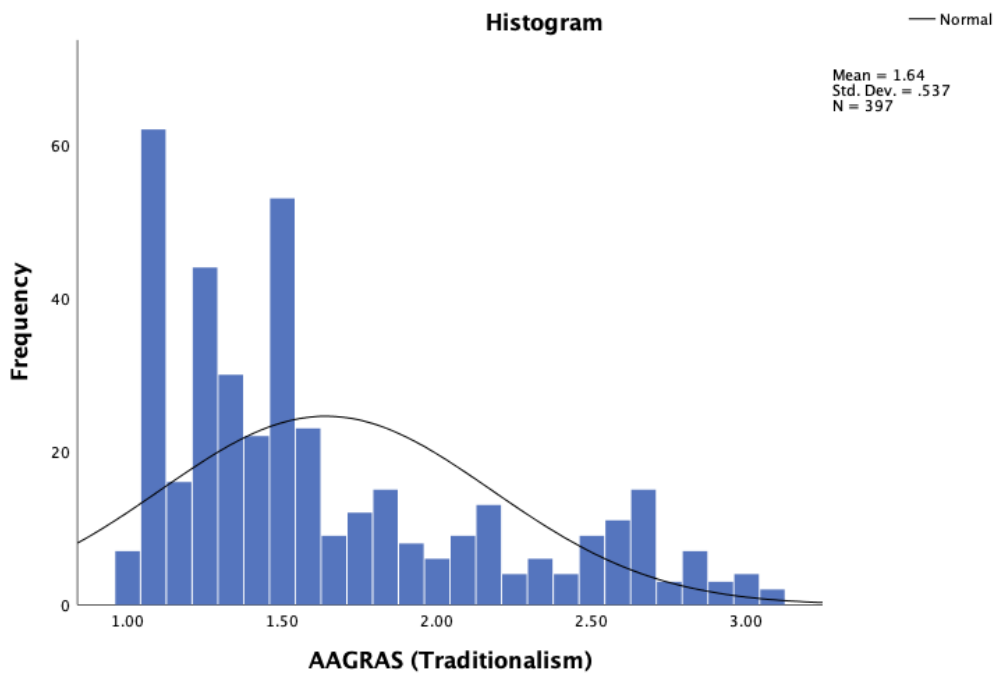


Figure 13

Histogram for Current Career Preferences

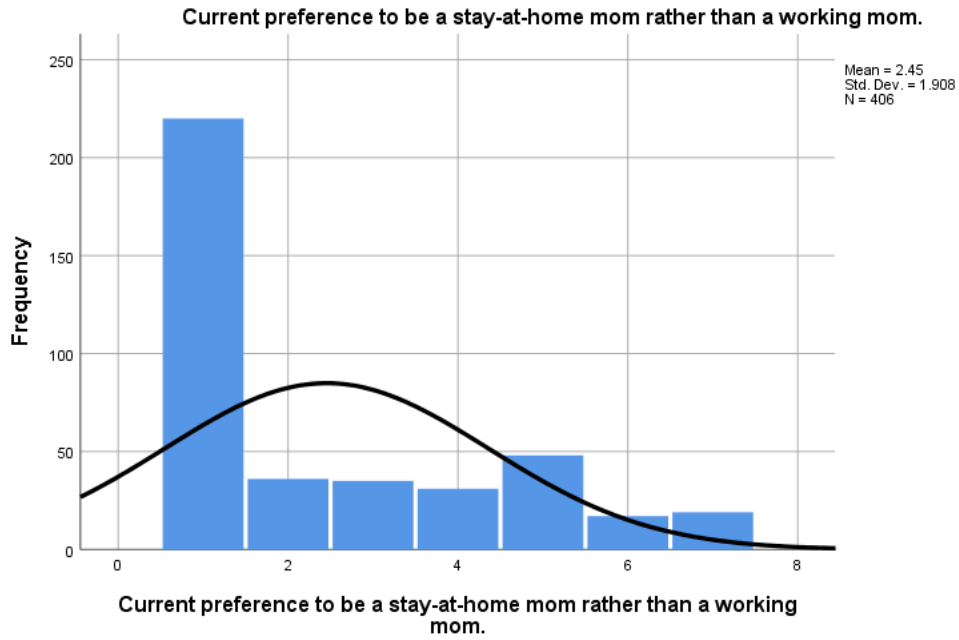
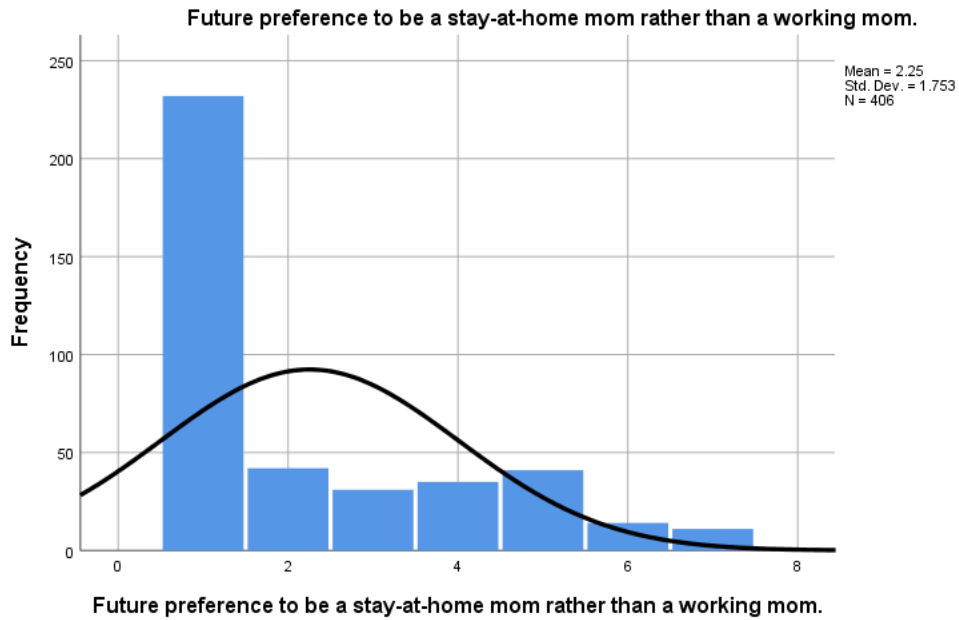


Figure 14

Histogram for Future Career Preferences



APPENDIX VII

TESTING MULTIPLE REGRESSION ASSUMPTIONS OF MODEL 1 (RELEVANT PLOTS)

Figure 15

Histogram of Residuals

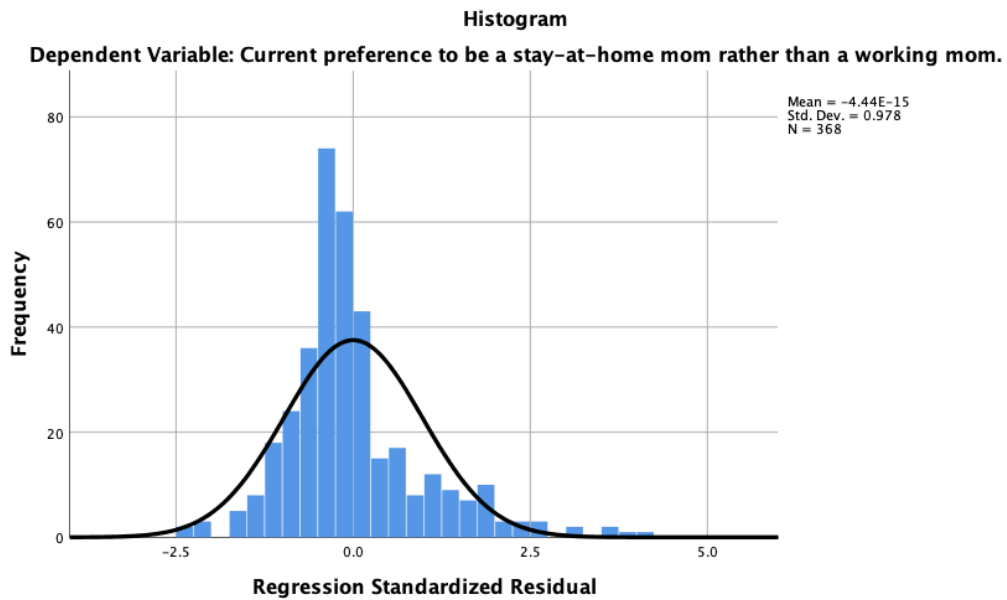


Figure 16

P-P of Residuals

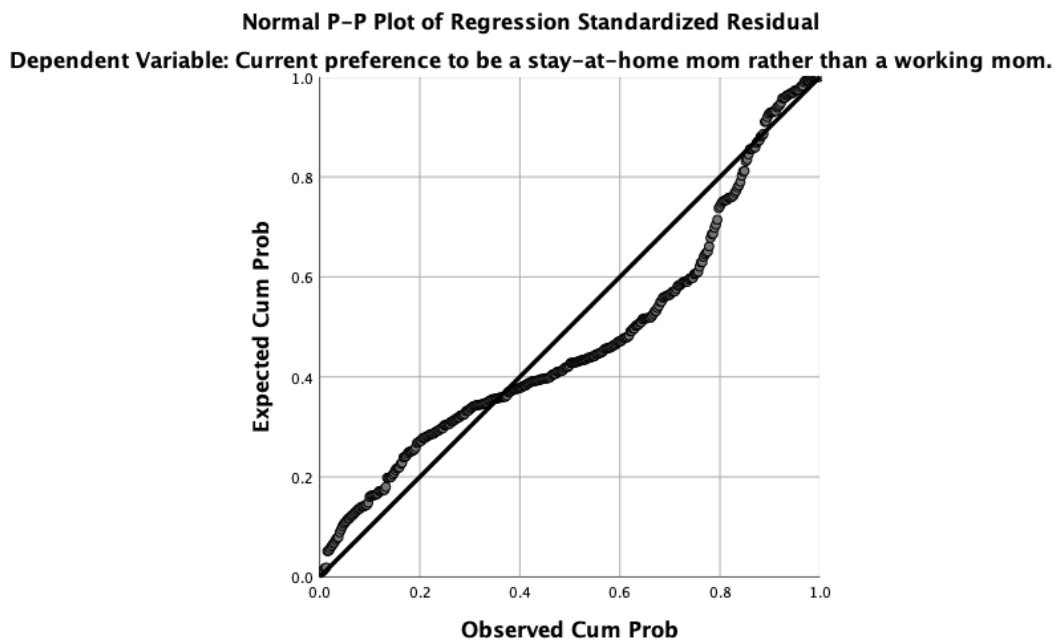
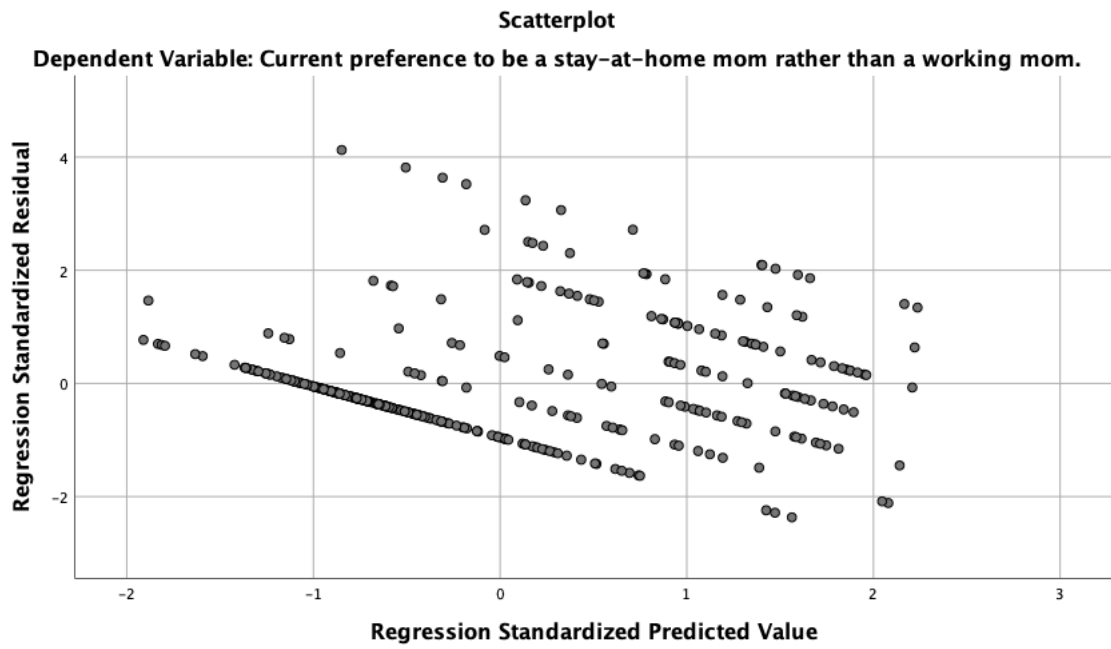


Figure 17

Scatterplot of ZPREDIC vs ZRESID



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