Award Number: **W81XWH-12-2-0043**

**TITLE:** The Wellbeing of Army Personnel in Dual-Military Marriages

**PRINCIPAL INVESTIGATOR:** Ann H. Huffman

**CONTRACTING ORGANIZATION:** Northern Arizona University
Flagstaff, AZ 86011

**REPORT DATE:** June 2013

**TYPE OF REPORT:** Annual Report

**PREPARED FOR:** U.S. Army Medical Research and Materiel Command
Fort Detrick, Maryland 21702-5012

**DISTRIBUTION STATEMENT:** Approved for Public Release;
Distribution Unlimited

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**1. REPORT DATE**
June 2013

**2. REPORT TYPE**
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**3. DATES COVERED**
1 Jun 2012 – 31 May 2013

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The Wellbeing of Army Personnel in Dual-Military Marriages

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**5c. PROGRAM ELEMENT NUMBER**

**5d. PROJECT NUMBER**

**5e. TASK NUMBER**

**5f. WORK UNIT NUMBER**

**6. AUTHOR(S)**
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**7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)**
Northern Arizona University, Flagstaff, AZ 86011

**8. PERFORMING ORGANIZATION REPORT NUMBER**

**9. SPONSORING / MONITORING AGENCY NAME(S) AND ADDRESS(ES)**
U.S. Army Medical Research and Materiel Command
Fort Detrick, Maryland 21702-5012

**10. SPONSOR/MONITOR'S ACRONYM(S)**

**11. SPONSOR/MONITOR'S REPORT NUMBER(S)**

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Approved for Public Release; Distribution Unlimited

**13. SUPPLEMENTARY NOTES**

**14. ABSTRACT**
The objective of this proposal is to examine the influence of stressors and benefits related to work and family on dual-military marriage wellbeing. The central hypothesis of the proposed research is that individuals in dual-military marriages are exposed to unique stressors and benefits in the work and family domain. Those individuals in dual-military marriages who receive little or no support from either domain will experience both negative health and lower subjective feelings of wellbeing. The first year of this study has been focused on research lab development, construction of measures, and contacting military units concerning recruitment of participants. We have successfully made contact and have been approved to administer surveys and interviews (focus groups) to five different military bases (Fort Bragg, Fort Campbell, Fort Bliss, Fort Hood, Fort Shafter). Data collections will begin July 2013. We have also been approved to administer surveys and interviews to the Arizona National Guard. This data collection starts June 2013. Since the data collections did not occur during the reports time period (Jun – May 2013) we currently do not have findings to report.

**15. SUBJECT TERMS**
Dual-Military Marriages, Wellbeing, Health, Work-family Conflict

**16. SECURITY CLASSIFICATION OF:**

<table>
<thead>
<tr>
<th>a. REPORT</th>
<th>b. ABSTRACT</th>
<th>c. THIS PAGE</th>
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**17. LIMITATION OF ABSTRACT**
UU

**18. NUMBER OF PAGES**
32

**19a. NAME OF RESPONSIBLE PERSON**
USAMRMC

**19b. TELEPHONE NUMBER (include area code)**
INTRODUCTION:
Approximately 8.9% of the U.S. Army is made up of dual-military members. Individuals who are in dual-military marriages not only have many demanding roles, but the roles are more likely to spillover between their work and their family. Research on the work-family interface has repeatedly shown that work-family spillover can lead to both negative and positive outcomes. There has been much research that has examined work and family experiences in the military. However, there have been very few studies that have examined the health and wellbeing of individuals in dual-military marital relationships. The objective of this proposal is to examine the influence of stressors and benefits related to work and family on dual-military marriage wellbeing. The central hypothesis of the proposed research is that individuals in dual-military marriages are exposed to unique stressors and benefits in the work and family domain. Those individuals in dual-military marriages who receive little or no support from either domain will experience both negative health and lower subjective feelings of wellbeing.

BODY: I have not yet collected any data, and therefore do not have any summaries to provide of our findings.

KEY RESEARCH ACCOMPLISHMENTS:
A. Composition of research team
B. Developed research lab space and secured equipment
C. Research protocol developed (surveys designed; interview questions developed)
D. Attended and participated in the Family Prevention Research IPR (August 1 – 2, 2012; Fort Detrick, MD)
E. IRB and Human Subjects Approved
F. Have established data collection dates for summer data collection. Amendments for Human Subjects specifying specific units are approved or are in process. Have formal approval from the following units:
   a. The Arizona National Guard (online; currently active)
   b. Fort Campbell (101 CAB, July 16 and 17, 2013)
   c. Fort Bragg (2BSTB, 2/37, July 18 and 19, 2013)
   d. Fort Bliss (1st AD, Aug 13, 14)
   e. Fort Hood (3rd Corp, Aug – specific dates not set yet)
   f. Schofield Barracks/Fort Shafter (25th Inf Division and 8th Theater Sustainment Command, July 30, 31, Aug 2)

REPORTABLE OUTCOMES: I have not collected any data, and therefore have not written any reports specific to research findings.

CONCLUSION: I have not collected any data, and therefore have not written any reports specific to research findings, nor summarized results with information on importance and/or implications.

REFERENCES: I have not collected any data, and therefore have not written any reports specific to research findings, nor summarized results with information on importance and/or implications.
APPENDICES: Please find the following appendices: Appendix A: curriculum vitae (p. 3-20); Appendix B: interview schedules (p. 21-22); Appendix C: questionnaire (p. 23-32).
Appendix A

Ann Hergatt Huffman
Department of Psychology and
W. A. Franke College of Business
Northern Arizona University
Flagstaff, AZ 86011-5106
Phone: 928-523-5881
E-mail: ann.huffman@nau.edu

EDUCATION

Ph.D. Texas A&M University, College Station, Texas. Industrial/ Organizational Psychology, December 2004.
Dissertation: An Examination of the Perceived Direction of Work-Family Conflict


B.S. University of Maryland, University College, Psychology, 1997.

B.A. San Diego State University, Political Science, 1989.

RESEARCH INTERESTS

Work-family issues; High stress occupations; Diversity Issues; Workplace environmental sustainability; Military issues

PUBLICATIONS

Note: Past and present students in bold.

Refereed Journal Articles


**BOOKS**


**BOOK CHAPTERS**


**PRODUCTS UNDER REVIEW/REVISION**


Huffman, A. H., **Olson, K., O'Gara, T., & King, E.** The Work-Family Interface and Gender Role Traditionalism among Fathers. Revise and Resubmit to *Journal of Managerial Psychology*.

**GRANTS**


APS Leadership Grant (2010). *Sustainability and Human Behavior* ($4800).


Awarded Hooper Sustainability grant with student (Romanik; 2009). *An examination of attitudes towards sustainable transportation habits*.


Awarded Hooper grant with students (Dudney, Dundas, & Clark) and Heidi Wayment (2008), *It's About Time: Understanding the Psychology of Climate Change.*


**WORKS IN PREPARATION**


Huffman, A. H., & Muse, L. Can Organizational Justice Temper the Negative Consequences of Organizational Change? An Examination of the Furlough-Turnover Intention Relationship

Huffman, A. H., & Henning, J. B. Work as a Pro-Environmental Agent: Recycling as a Boundary Spanning Behavior.


NON-REFEREED ARTICLES


**SELECTED PRESENTATIONS**

2013


Huffman, W. H., Huffman, A. H., & Berry, J. *Efficiency and Learning Goal Orientation: Why Internal Motivators Lead to Environmentally Sustainable Behavior* Poster accepted to the 121st American Psychological Association Conference, Honolulu, HA

Huffman, W. H., Huffman, A. H., Perry, M., & Barbour J. *Students’ Texting Behavior: What Role Does Narcissism Play?* Poster accepted to the 121st American Psychological Association Conference, Honolulu, HA

Olson, K., Huffman, A. H., Culbertson, S. S., Perry, M., & Lucius, T. *A Fine-Tuned Analysis of Behavior-Based Work-Family Conflict*. Poster accepted to the 121st Annual meeting of the American Psychological Association, Waikiki, HA.

Huffman, A. H., & Frevert, T. *The Mechanisms of Crossover in Dual-Earner Couples* Symposium submitted to the 28th Annual Conference, Society for Industrial and Organizational Psychology, Houston, TX

Klein, S., & Huffman, A. H. *New Perspectives in Green Organizations: Driving Change with I-O Psychology*. Symposium submitted to the 28th Annual Conference, Society for Industrial and Organizational Psychology, Houston, TX

2012

Brower, M., Boxley, K., Funk, S., Wayment, H., & Huffman, A. (2012). *Is Self-Focus or Concern for Others better for Psychological Health?* Poster accepted to the Annual Conference, Western Psychological Association, San Francisco CA.


2011


2010


Huffman, A. H., Henning, J. B., & Marum, K. An Examination of the Benefits of an Organizational Green Climate. Poster presented at the 118th annual meeting of the American Psychological Association, San Diego, CA.


Huffman, A. H., & Culbertson, S. S. (Co-Chair) (2010, April). Going Beyond Traditional Conceptualizations within Work-Family Research. Symposium presented to 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.


2009


2008


**2007**


**2006**


2005


2004


2003


2002


2001


2000


1999


**SELECTED TECHNICAL REPORTS**


**EMPLOYMENT HISTORY**

<table>
<thead>
<tr>
<th>Position</th>
<th>Institution</th>
<th>Dates</th>
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</thead>
<tbody>
<tr>
<td>Associate Professor</td>
<td>Psychology &amp; Management</td>
<td>Aug 10 – present</td>
</tr>
<tr>
<td></td>
<td>Northern Arizona University</td>
<td></td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>Psychology &amp; Management</td>
<td>Aug 05 – Jul 10</td>
</tr>
<tr>
<td></td>
<td>Northern Arizona University</td>
<td></td>
</tr>
<tr>
<td>Visiting Assistant Professor</td>
<td>Psychology</td>
<td>July 04 – May 05</td>
</tr>
<tr>
<td></td>
<td>Rice University, Houston, Texas</td>
<td></td>
</tr>
<tr>
<td>Adjunct Faculty Member</td>
<td>Psychology</td>
<td>Jun 04 – Aug 04</td>
</tr>
<tr>
<td></td>
<td>Texas A &amp; M University, College Station, TX.</td>
<td></td>
</tr>
<tr>
<td>Research Fellow</td>
<td>Army Research Institute, Alexandria, Virginia</td>
<td>Sep 03 – May 04</td>
</tr>
<tr>
<td>Research Assistant</td>
<td>Texas A &amp; M University, College Station, TX.</td>
<td>Aug 01- Sep 03</td>
</tr>
<tr>
<td>Principal Investigator</td>
<td>U.S. Army Medical Research Unit - Europe, Walter Reed, Army Institute of Research, Germany</td>
<td>Nov 97 – Jul 01</td>
</tr>
<tr>
<td>Instructor</td>
<td>Central Texas College, Okinawa, Japan</td>
<td>June 95 – November 97</td>
</tr>
</tbody>
</table>

**TEACHING INTERESTS**

- Industrial psychology/human resource management;
- Organizational psychology/organizational behavior;
- Personnel selection;
- Management;
- Research methods;
- Statistics

**NAU SERVICE ACTIVITIES**

- Global Learning Initiative (2011-present)
- PSYCHStep (International Education for Psychology, Chair, 2007-present)
Intercollegiate Athletic Committee (2009-present)
NAU environmental caucus (2008-present)
SBS Global Village Committee (2008-2009)
SBS Curriculum Committee (2005-2007)
Psychology Masters Program Committee (2005-present)
SBS Open House Committee (2005)
General Search Committee (2006)
Measurement and Statistics Search Committee (2006-2007)
Department COFs and Annual Review Committee (2006-2007)
SBS Grade Appeals Committee (2005)
Psi Chi Conference Advisor (2006-2007)

OTHER SERVICE ACTIVITIES


PROFESSIONAL ORGANIZATIONS

Academy of Management, 2002-present
Society for Industrial & Organizational Psychology, 2001-present
Society of Human Resource Management, 2012-present
Houston Area of Industrial Organizational Psychology, 2001-2004
American Psychological Association, 1999-present
Chi Sigma Iota Honor Fraternity, 1996-2001 (1996-officer)

AWARDS

Social and Behavioral Sciences Career Milestone Award (2012)
Northern Arizona University Most Promising New Scholar Award (2009)
Work-Family Early Scholar Award, Sloan Foundation (2007-2008)
American Psychological Association Division 19 Travel Award (2004; $500)
Texas A&M Liberal Arts Dissertation Award (2004; $2,500)
Texas A&M University Student Research Week, 1st Prize (2003)
Distinguished Member Award, American Counseling Association-European Branch (2001)
Commander’s Award for Public Service (2000)
Certificate of Achievement, Department of the Army (1998, 1999, 2000a, 2000b)
Scholarship, University of Maryland Graduate Program (1997)
Dean’s List - University of Maryland (1996)
Appendix B
Focus Group Question across Marital Configurations

DRAFT 4

Dual Military Marriage – Intact

1. What is it like being in a dual military marriage?
   How is it similar to or different from being in a marriage with a civilian?
   How does your family and work life fit together?
   How does your role as a spouse fit with your role in the military?
2. What are some of the challenges associated with being in a dual military marriage?
   How do these challenges affect your well-being? Job performance? Family performance?
   What are some issues you’ve encountered with time management? Competing demands?
3. How do you cope with these challenges?
   On a personal level, what do you do? What strategies do you use?
   What organizational resources do you use? How are these helpful and unhelpful?
4. What are your needs as a member of a dual military marriage?
5. How does the Army support your needs as a member of a dual military marriage?
6. What could the military do to better support your needs as a member of a dual military marriage?
7. How has being in a dual military marriage influenced your commitment to the military?
   For example, has it influenced your job security, future opportunities, work investment, planning?
8. What are some of the benefits associated with being in a dual military marriage?
9. We really want to understand dual military marriages. Did we miss asking any important questions? What should we ask next time? What else is important for us to know about being in a dual military marriage?

Previously Dual Military Marriage – Spouse Separated from Military

1. What is it like no longer being in a dual military marriage?
   How are things different now you are not in a dual military marriage?
   How are things the same now you are in a marriage where one spouse is a civilian?
2. What were some of the benefits associated with being in a dual military marriage?
   How did these benefits affect your well-being? Job performance? Family performance?
3. What were some of the challenges associated with being in a dual military marriage?
   How did these challenges affect your well-being? Job performance? Family performance?
   What were some issues you encountered with time management?
   Competing demands?
4. Why are you no longer in a dual military marriage?
5. What are some benefits of no longer being in a dual military marriage?
6. What are some challenges of no longer being in a dual military marriage?
7. What are your needs as a member of a marriage with a civilian spouse?
8. How does the Army support your needs in a marriage with a civilian spouse?
9. What could the military do to better support your needs in a marriage with a civilian spouse?
10. How has leaving a dual military marriage influenced your commitment to the military?
11. We really want to understand marriages that are no longer dual military. Did we miss asking any important questions? What should we ask next time? What else is important for us to know?

Dual Career Marriage – Civilian Spouse Never Military

1. What is it like being married to a civilian spouse?
2. What are some of the benefits associated with having a spouse who is employed outside of the military?
3. What are some of the challenges associated with having a spouse who is employed outside of the military?
   - How do these challenges affect your well-being? Job performance? Family performance? What are some issues you’ve encountered with time management? Competing demands?
4. If there are challenges, how do you deal with them?
   - On a personal level, what do you do? What strategies do you use?
   - What organizational resources do you use? How are these helpful and unhelpful?
5. What are your needs as a member of a marriage with a civilian spouse?
6. How does the Army support your needs in a marriage with a civilian spouse?
7. What could the military do to better support your needs in a marriage with a civilian spouse?
8. How has being in a marriage with a civilian spouse influenced your commitment to the military?
9. We really want to understand marriages with a civilian spouse. Did we miss asking any important questions? What should we ask next time? What else is important for us to know?
1. Sex?
   - Male
   - Female

2. Birth date?
   Month: ______ Day: ______ Year: ______

3. Highest level of education completed?
   - Less than high school degree
   - Associates degree
   - High school degree
   - Bachelors degree
   - Some college
   - Post-graduate degree

4. Race/Ethnicity? (endorse as many as apply)
   - White
   - Pacific Islander
   - Black/African American
   - Native American/American Indian
   - Hispanic/Latino
   - Asian
   - Other (please specify)

5. Do you have children?
   - Yes
   - No

   **If you answered 'No', please SKIP to question 7.**

6. If you have children, how old are they (e.g., 2, 3 and 5)?

   We are interested in what you do in the military. The following questions will assist us in understanding your experiences as a military member.

7. What is your pay grade? ______ 8. What is your current unit? ______

9. Please state in years and months (e.g., 5 years, 3 months) how long you have been in:
   - Your current unit: ______
   - The Military: ______

10. In the past 6 months, how many days have you:
    - Been on a training exercise: ______
    - Been on leave or had a pass: ______

11. In your military career, how many:
    - Deployments have you completed that lasted more than 30 days (not including training exercises or unaccompanied tours): ______
    - Unaccompanied tours have you completed: ______
    - PCS’s have you completed: ______
12. Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Having work that is interesting and exciting to me is my most important life goal.</td>
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<tr>
<td>I expect my job to give me more real satisfaction than anything else I do.</td>
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</tr>
<tr>
<td>Building a name and reputation for myself through work is not one of my goals.</td>
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<tr>
<td>It is important to me that I have a job in which I can achieve something of importance.</td>
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<td>It is important to me to feel successful in my work.</td>
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<tr>
<td>I tend to bounce back quickly after hard times.</td>
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<tr>
<td>I have a hard time making it through stressful events.</td>
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<tr>
<td>It does not take me long to recover from a stressful event.</td>
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<tr>
<td>It is hard for me to snap back when something bad happens.</td>
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<tr>
<td>I usually come through difficult times with little trouble.</td>
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<tr>
<td>I tend to take a long time to get over setbacks in my life.</td>
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<tr>
<td>The Army has a great deal of personal meaning to me.</td>
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<tr>
<td>I feel emotionally attached to the Army.</td>
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<tr>
<td>I feel a strong sense of belonging to the Army.</td>
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<tr>
<td>I have so much work to do that I cannot do everything well.</td>
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<tr>
<td>I never seem to have enough time to get everything done.</td>
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<tr>
<td>My job leaves me with little time to get things done.</td>
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<tr>
<td>I have personal control over my job performance.</td>
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<tr>
<td>Once I am given instructions, I am pretty much left alone to do my job.</td>
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<tr>
<td>I am allowed to do my job without constant supervision from others.</td>
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<tr>
<td>If a good friend of mine told me that he/she was interested in working in a job like mine I would strongly recommend it.</td>
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<tr>
<td>All in all, I am very satisfied with my current job.</td>
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</tbody>
</table>
In general, my job measures up to the sort of job I wanted when I took it.

Knowing what I know now, if I had to decide all over again whether to take my job, I would.

13. Please indicate how often in the past month:

<table>
<thead>
<tr>
<th>Question</th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>I know what duty I will be doing day to day.</td>
<td></td>
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<tr>
<td>I have a predictable daily work schedule.</td>
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<tr>
<td>I have a predictable mission schedule.</td>
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<tr>
<td>I can count on being able to take my requested leave time.</td>
<td></td>
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</tr>
<tr>
<td>I am able to plan a schedule out for at least six months.</td>
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</tr>
</tbody>
</table>

14. Which best describes your current military career intentions?

- Definitely stay in until retirement
- Probably stay in until retirement
- Definitely stay in beyond my present obligation, but not necessarily until retirement
- Undecided about whether to stay in after completion of my current obligation
- Probably leave upon completion of my current obligation

15. Please indicate how often you have:

<table>
<thead>
<tr>
<th>Task</th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carried out the core parts of my job well.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Completed my core tasks well using the standard procedures.</td>
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<tr>
<td>Ensured my tasks were completed properly.</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Volunteered to do things not formally required by the job.</td>
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<tr>
<td>Helped other military personnel when their work load increased.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Assisted my supervisor with his/her duties without being asked.</td>
<td></td>
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</tr>
</tbody>
</table>

The next set of questions is related to your wellbeing and health. Please read each question and rate your different health behaviors.

16. On average, in the last month,

<table>
<thead>
<tr>
<th>Activity</th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smoke cigarettes?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Participate in 20 minutes of vigorous exercise at least three times a week?</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Question</td>
<td>Scale</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Get between seven and eight hours of sleep a night?</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Eat breakfast daily?</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>17. How would you rate your overall health at the present time?</td>
<td>Poor</td>
<td>Somewhat Poor</td>
<td>Decent</td>
<td>Good</td>
<td>Excellent</td>
</tr>
<tr>
<td>18. Is your health is better, about the same, or worse than:</td>
<td>Better</td>
<td>About the Same</td>
<td>Worse</td>
<td></td>
<td></td>
</tr>
<tr>
<td>It was 12 months ago?</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>It is for other people your age?</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>19. Please indicate how often you have experienced the following in the past month.</td>
<td>Less</td>
<td>No more</td>
<td>Rather more</td>
<td>Much more</td>
<td></td>
</tr>
<tr>
<td>Able to concentrate</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Capable of making decisions</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Face up to problems</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Lost sleep over worry</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Constantly under strain</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Could not overcome difficulties</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Unhappy and depressed</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Loss of confidence in self</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Thinking of self as worthless</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Play useful part in things</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Enjoy day-to-day activities</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Reasonably happy</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>20. Thinking of your family in the past month, please indicate your level of agreement.</td>
<td>Strongly</td>
<td>Disagree</td>
<td>Neutral</td>
<td>Agree</td>
<td>Strongly</td>
</tr>
<tr>
<td>I often find myself feeling dissatisfied with my family.</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>I have a good time with my family.</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>I am happy with my family just the way it is.</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>In general I am very unhappy with my family.</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>I am deeply committed to my family.</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>Family members really helped and supported one another.</td>
<td>Never</td>
<td>Seldom</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
</tbody>
</table>
There was a feeling of togetherness in our family.  

Our family didn't do things together.  

We really got along well with each other.  

Family members seemed to avoid contact with each other when at home.  

We fought a lot in our family.  

Family members sometimes got so angry they threw things.  

Family members hardly ever lost their tempers.  

Family members sometimes hit each other.  

Family members rarely criticized each other.  

| The next set of questions is concerning the interaction between your work and family responsibilities. |
|---|---|---|---|---|---|
| 21. Thinking of your work and family in the past month, please indicate your level of agreement with the following statements. |

<p>| My work keeps me from my family activities more than I would like. |
|---|---|---|---|---|---|
| The time I must devote to my job keeps me from participating equally in household responsibilities and activities. |
| I have to miss family activities due to the amount of time I must spend on work responsibilities. |
| The time I spend on family responsibilities often interferes with my work responsibilities. |
| The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career. |
| I have to miss work activities due to the amount of time I must spend on family responsibilities. |
| When I get home from work I am often too frazzled to participate in family activities/responsibilities. |
| I am often so emotionally drained when I get home from work that it prevents me from contributing to my family. |
| Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy. |</p>
<table>
<thead>
<tr>
<th>Strongly</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Due to stress at home, I am often preoccupied with family matters at work.  

Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.  

Tension and anxiety from my family life often weakens my ability to do my job.  

The behaviors that work for me at home do not seem to be effective at work.  

Behavior that is effective and necessary for me at home is counterproductive at work.  

The problem-solving behaviors that work for me at home do not seem to be as useful at work.  

The problem-solving behaviors I use in my job are not effective in resolving problems at home.  

Behavior that is effective and necessary for me at work is counterproductive at home.  

The behaviors I perform that make me effective at work do not help me to be a better parent and spouse.  

22. Please think of how often you have experienced the following in the past month:  

<table>
<thead>
<tr>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The things you do at work help you deal with personal and practical issues at home.  

The things you do at work make you a more interesting person at home.  

Having a good day on your job makes you a better companion when you get home.  

The skills you use on your job are useful for things you have to do at home.  

Talking with someone at home helps you deal with problems at work.  

Providing for what is needed at home makes you work harder at your job.  

The love and respect you get at home makes you feel confident about yourself at work.
Your home life helps you relax and feel ready for the next day’s work.

**In the next several questions we are interested in your perceptions of how your immediate supervisor deals with your work demands. Think of the your supervisor's behaviors in the past month when answering these questions:**

23. Please indicate your level of agreement with the following statements, thinking of your immediate supervisor.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>My supervisor is willing to listen to my problems in juggling work and non-work life.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor takes the time to learn about my personal needs.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor makes me feel comfortable talking to him/her about my conflicts between work and non-work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor and I can talk effectively to solve conflicts between work and non-work issues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I can depend on my supervisor to help me with scheduling conflicts if I need it.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I can rely on my supervisor to make sure my work responsibilities are handled when I have unanticipated non-work demands.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor works effectively with workers to creatively solve conflicts between work and non-work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor is a good role model for work and non-work balance.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor demonstrates effective behaviors in how to juggle work and non-work balance.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor demonstrates how a person can jointly be successful on and off the job.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor thinks about how the work in my unit can be organized to jointly benefit military personnel and the military.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor asks for suggestions to make it easier for military personnel to balance work and non-work demands.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor is creative in re-allocating job duties to help my unit work better as a team</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor is able to manage the unit as a whole team to enable everyone’s needs to be met.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
24. What is your marital status?
   - Single
   - Single--but in a committed relationship
   - Married

If you answered 'Married', please SKIP to question 30.

We are interested in military members' experiences with and views toward dual-military marriages.

25. Have you previously been in a dual-military marriage (i.e., your spouse was also a service member)?
   - Yes
   - No

If you answered 'No', please SKIP to question 27.

26. Please describe the reason(s) you are no longer in this marital category (e.g., divorce, spouse ETS, spouse retirement, etc.).

27. Would you consider marrying another military member?
   - Yes
   - No

28. Why would you, or would you not, consider marrying someone in the military?

29. Is there anything else you would like to tell us about the work and/or personal demands related to your job in the military?

30. On work days, how much time (on average) is spent on home chores (e.g., cooking, cleaning, repairs, shopping, yard work, and keeping track of money and bills), personal time, and child care.

   Note: If you do not have children, please leave the last two questions blank.

   Hours per day you spend on home chores:  
   Hours per day your spouse spends on home chores:  
   Hours per day you spend on leisure/personal time:  
   Hours per day your spouse spends on leisure/personal time:  
   Hours per day you spend taking care of or doing things with your child/children:  
   Hours per day your spouse spends taking care of or doing things with your child/children:  

31. Please respond to how fair you think the division of labor is between you and your spouse.

   Note: If you do not have children, please leave the last question blank.

   How fair do you think the division of housework is between you and your spouse?  
   How fair do you think the division of leisure/personal time is between you and your spouse?
<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>How fair do you think the division of childcare is between you and your spouse?</td>
<td>Very Unfair  Unfair  Fair  Very Fair</td>
</tr>
<tr>
<td>32. Is your spouse employed?</td>
<td>Yes  No</td>
</tr>
<tr>
<td>If you answered 'No', please SKIP to debriefing on final page.</td>
<td></td>
</tr>
<tr>
<td>33. Is your spouse in the military?</td>
<td>Yes  No</td>
</tr>
<tr>
<td>If you answered 'No', please SKIP to question 40.</td>
<td></td>
</tr>
<tr>
<td>34. Spouse's branch of military:</td>
<td>Army  Air Force  Other:  Navy  Marines</td>
</tr>
<tr>
<td>35. Spouse's active status:</td>
<td>Active  Reserve  National Guard</td>
</tr>
<tr>
<td>36. Does your spouse have a civilian job?</td>
<td>Yes - part-time  Yes - full-time  No</td>
</tr>
<tr>
<td>37. Spouse's military job information:</td>
<td>Rank:  Job Title:</td>
</tr>
<tr>
<td>38. What military programs do you use that assist with the demands of being in a dual-military marriage (please list only those programs that assist with this particular marriage type)?</td>
<td></td>
</tr>
<tr>
<td>39. What are some programs that you feel the military should offer to provide assistance to those in dual-military marriages?</td>
<td></td>
</tr>
<tr>
<td>40. Think about how your spouse deals with work and family demands when answering the following questions:</td>
<td>Strongly  Disagree  Neutral  Agree  Strongly</td>
</tr>
<tr>
<td>The demands of your spouse’s personal life are likely to interfere with work-related activities.</td>
<td></td>
</tr>
<tr>
<td>Statement</td>
<td>Strongly</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>It is likely for your spouse to put off doing things at work because of demands on time at home.</td>
<td></td>
</tr>
<tr>
<td>Things that your spouse wants to do at work likely don’t get done because of the demands of family.</td>
<td></td>
</tr>
<tr>
<td>Your spouse’s home life likely interferes with responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.</td>
<td></td>
</tr>
<tr>
<td>Personal-related strain likely interferes with your spouse’s ability to perform job-related duties.</td>
<td></td>
</tr>
<tr>
<td>The demands of work are likely to interfere with your spouse’s home and family/personal life.</td>
<td></td>
</tr>
<tr>
<td>The amount of time the job takes up likely makes it difficult for your spouse to fulfill personal responsibilities.</td>
<td></td>
</tr>
<tr>
<td>Things your spouse wants to do at home likely do not get done because of the demands the job puts on the employee.</td>
<td></td>
</tr>
<tr>
<td>Your spouse’s job likely produces strain that makes it difficult to fulfill personal duties.</td>
<td></td>
</tr>
<tr>
<td>Due to work-related duties, it is likely that your spouse has to make changes to plans for family and/or personal activities.</td>
<td></td>
</tr>
</tbody>
</table>

41. Have you previously been in a dual-military marriage (i.e., your spouse was also a service member)? If you are currently in a dual-military marriage, have you previously been in another one?  
   ○ Yes  ○ No  
   If you answered 'No', please SKIP to question 43.

42. Please describe the reason(s) you are no longer in your previous dual-military marriage (e.g., divorce, spouse ETS, spouse retirement, etc.).

43. Is there anything else you would like to tell us about the work and/or personal demands related to your job in the military?

44. We would like to contact the spouse and ask them to complete a similar survey. This information is totally confidential!!

Spouse's first name: ___________________________  Spouse's email: ________________  Spouse's Birthdate (mm/dd/yyyy): ________________