

TABLE 1- NORMATIVE DATA ON WHITE COLLEGE STUDENTS'
GENDER ROLE CONFLICT

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
O'Neil et al (1986) N= 527	53.18	30.27	29.09	21.4	133.94
Good & Wood (1995) N= 393	55.60	33.60	34.20	23.70	147.10
Good et al (1995) N= 107	53.15	31.42	31.93	23.35	139.84
Good et al (1995) N= 535	56.38	33.23	30.84	22.98	145.43
Good et al (1995) N= 401	55.58	33.58	34.23	23.66	147.05
Wade & Gelso (1998) N=240	54.17	33.24	30.09	22.95	140.00
Cournoyer & Mahalik (1995) N= 88	50.20	31.29	28.62	21.01	131.12
Rochlen & O'Brien (2002) N=301	52.55	30.37	27.57	21.37	131.77
Raw Score Average Mean	53.80	32.12	30.82	22.55	139.53
Scale Score Average Mean	4.14	3.21	3.85	3.75	3.77

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations

TABLE 2- NORMATIVE DATA ON WHITE ADULT MEN'S GENDER ROLE
CONFLICT

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
Campbell & Snow (1992) N= 70	45.20	30.70	27.50	22.30	133.94
Cournoyer & Mahalik (1995) N= 88	44.87	32.60	27.25	23.12	127.84
Sileo (1995) N= 150	47.33	30.75	26.62	23.33	128.02
Alexander (1995) N= 179	43.00	34.17	26.47	24.18	127.82
Sharpe, Heponer, & Dixon (1995) N= 88	45.75	31.43	28.68	20.33	126.19
Cortese (2003) N=308	44.19	28.17	23.55	22.00	118.21
Swenson (1998) N= 85	38.84	27.96	21.89	20.02	108.71
Chamberlin (1993) N=188	46.8	30.4	29.30	22.60	129.26
Raw Score Average	44.49	30.77	26.40	22.23	124.99
Scale Score Average	3.42	3.07	3.30	3.70	3.37

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations

TABLE 3 - NORMATIVE DATA ON THERAPY CLIENTS' GENDER ROLE
CONFLICT

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
Good et al. (1996) N= 130	51.20	35.90	30.60	22.80	140.60
Mertens (2000) N= 51	45.37	33.60	27.04	22.86	128.76
Hayes & Mahalik (2000) N= 91	46.54	28.90	24.00	22.56	122.00
Raw Score Average	47.70	32.80	27.20	22.74	130.45
Scale Score Average	3.66	3.28	3.40	3.79	3.52

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations

TABLE 4 - NORMATIVE DATA ON ADULT AND COLLEGE AGE
AFRICAN AMERICAN MEN'S GRC

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
Brewer, 1998 N=104 X=39 yrs	47.02	32.80	26.77	21.51	128.09
Laurent, 1997 N=193 X=29 yrs	47.58	34.87	28.78	22.98	134.21
Wade, 1996 N=95 X=43 yrs	46.93	29.20	25.44	20.34	121.30
White, 2002 College Men N=271	37.70	39.50	27.68	20.70	125.80
Lily, 1999 College Men N=80	49.67	45.54	36.75	22.69	129.33
Raw Score Average	45.78	36.38	29.08	21.64	127.74
Scale Score Average	3.52	3.63	3.63	3.60	3.45

¹ SPC = Success Power Competition
 RE = Restrictive Emotionality
 RABBM = Restrictive Affectionate Behavior Between Men
 CBWFR = Conflict Between Work and Family Relations

TABLE 5 - NORMATIVE DATA ON HISPANIC/LATINO MEN'S GRC

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
Leka, 1998 N=164 College Men	52.13	31.25	30.14	22.36	137.17
Fragoso + Kashubeck, 2000 N=113 X=38 yrs	50.18	34.00	28.80	21.90	134.31
Raw Score Average	51.09	32.50	29.40	22.10	135.60
Scale Score Average	3.93	3.25	3.67	3.68	3.66

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations

TABLE 6 - NORMATIVE DATA ON COLLEGE AGE ASIAN AMERICAN
MEN'S GRC

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
Kim, O'Neil, & Owen, 1996 N=125 X=22 yrs	51.87	31.30	28.40	22.74	134.31
Liu, 2002 N=323 X=21 yrs	49.96	31.99	26.80	21.55	130.30
Liu, 2004 N=194	53.28	32.56	25.13	23.59	134.56
Raw Score Average	51.70	31.95	26.77	22.62	133.05
Scale Score Average	3.97	3.19	3.34	3.77	3.59

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations

TABLE 7 - NORMATIVE DATA ON ADULT GAY MEN'S GRC

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
Simonsen et al, 2000 N=117 X=37 yrs	42.47	26.37	17.58	20.91	107.33
Naranjo, 2001 N=50 X=33 yrs	43.76	30.34	19.94	20.21	114.25
Ervin, 2004 N=277 X=39 yrs	45.11	28.30	18.80	20.60	112.85
Jones, 1998 N=130 X=36 yrs	46.68	30.20	20.02	22.66	119.56
Raw Score Average	44.50	28.80	19.08	21.09	113.49
Scale Score Average	3.42	2.88	2.38	3.51	3.06

¹ SPC = Success Power Competition
 RE = Restrictive Emotionality
 RABBM = Restrictive Affectionate Behavior Between Men
 CBWFR = Conflict Between Work and Family Relations

TABLE 8 - NORMATIVE DATA ON OLDER RETIRED MEN'S GRC

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
Lontz, 1999 N=161 X=70 yrs	44.00	37.00	27.00	23.00	
Graham, 2003 N=114 X=74.4	47.41	30.13	27.40	14.84	
Raw Score Average	45.70	33.56	27.20	18.92	
Scale Score Average	3.51	3.35	3.40	3.15	

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations

TABLE 9 - NORMATIVE DATA ON ADOLESCENT BOY'S GRC

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	NSA	RE	RABBM	CBWSF	
Blazina et al in press N=330	25.99	31.10	26.84	22.59	106.52
Soublis, 2003 N=110	27.50	29.90	25.50	23.10	105.20
Cadenhead, 2002 N=65	29.60	32.98	26.52	19.41	72.18
Raw Score Average	27.69	31.32	26.28	21.70	94.63
Scale Score Average	4.61	3.48	3.75	3.10	3.26

¹ NSA = Need for Success & Achievement
 RE = Restrictive Emotionality
 RABBM = Restrictive Affectionate Behavior Between Men
 CBWSF = Conflict Between , Work, School & Family

GRCS-A is a 29 item measure

TABLE 10 – SUMMARY OF NORMATIVE DATA INTERNATIONAL
MEN’S GRC

GRCS SCORES AVERAGE MEANS ACROSS FACTORS

COUNTRY AUTHOR DATE SAMPLE SIZE	SPC	RE	RABBM	CBWFR	TOTAL SCORE
Bjerke & Skylvingstad, 2002 Sweden N=170	43.00	26.58	20.95	19.32	109.85
Birchistle, 1999 Ireland N=40	47.08	35.30	30.23	22.03	134.64
Cachia, 2001 Malta N=151	50.37	33.93	33.55	24.82	143.27
Chartier, Graff & Arnold, 1986 Canada N=555	48.40	41.10	28.5	21.20	139.20
Faria, 2000 Portugal N=300	43.66	29.67	24.69	20.23	118.25
Jo, 2000 Korea N=111	51.48	31.80	22.80	20.70	126.91
Kang Korea N=410	48.49	30.78	20.75	17.86	117.88
Tate, 1998 N=82 England	40.84	28.77	28.86	20.12	118.67
Tsai, 2000 N=737 Taiwan	54.08	30.80	27.76	21.12	133.57

¹ SPC = Success Power Competition
RE = Restrictive Emotionality
RABBM = Restrictive Affectionate Behavior Between Men
CBWFR = Conflict Between Work and Family Relations

TABLE 10 – SUMMARY OF NORMATIVE DATA INTERNATIONAL
MEN’S GRC (CONTINUED)

GRCs SCORES AVERAGE MEANS ACROSS FACTORS

COUNTRY AUTHOR DATE SAMPLE SIZE	SPC	RE	RABBM	CBWFR	TOTAL SCORE
Theodore & Lloyd, 2000 N=221 Australia	44.33	32.72	29.09	20.76	126.90
Naully, 2002 N=300 Indonesia	51.87	37.30	28.56	18.96	136.69
O’Neil et al, 1994 N=191 Russia	49.40	32.20	27.36	21.72	130.68

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations

TABLE 11- NORMATIVE DATA ON COLLEGE WOMEN'S GRC

STUDY AUTHOR DATE SAMPLE SIZE	MEAN GRCS FACTOR SCORE ¹				TOTAL SCORE
	SPC	RE	RABBM	CBWFR	
Borthick, 1997, N= 426	48.62 11.31	30.00 11.00	22.40 8.72	22.98 7.02	124.00
Schwartz, 2003 N=300	45.30 11.44	29.76 10.95	23.33 8.14	26.81 7.14	125.20
Newman, 1997 N=50	44.00 9.60	25.20 7.10	17.50 8.10	22.40 7.00	109.10
Eicken, 2003 N=174	49.36 11.22	27.69 10.62	19.82 8.03	22.32 6.76	119.18 24.60
Raw Score Average	46.82	28.16	20.76	23.62	119.37
Scale Score Average	3.60	2.18	2.59	3.93	3.22

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations

TABLE 12 – SUMMARY OF NORMATIVE DATA ALL POPULATION’S
GRC

Raw GRCS Scores Average Means Across Numerous Studies

NUMBER OF STUDIES POPULATIONS	SPC	RE	RABBM	CBWFR	TOTAL SCORE
White College Students N=8	53.80	32.12	30.82	22.55	139.53
Adult White Men N=8	44.49	30.77	26.40	22.23	124.99
African American Men N=5	45.78	36.38	29.08	21.64	127.74
Asian American Men N=3	51.70	31.95	26.77	22.62	133.05
Hispanic/Latino Men N=2	51.09	32.50	29.40	22.10	135.60
Gay Men N=4	44.50	28.80	19.08	21.09	113.49
Older Retired Men N=2	45.70	33.56	27.20	18.92	125.38
College Women N=4	46.82	28.16	20.76	23.62	119.39

¹ SPC = Success Power Competition

RE = Restrictive Emotionality

RABBM = Restrictive Affectionate Behavior Between Men

CBWFR = Conflict Between Work and Family Relations