

**Male Gender Role Conflict Scale (Long Form)****Contact Person** Dr. James M. O'Neil**E-MAIL:** Jimoneil1@aol.com**OR** 20 Vanderbilt Drive, Narragansett, R.I. 02882**Related Publications**

O'Neil, J.M., Helms, B., Gable, R., David, L., & Wrightsman, L. (1986). Gender-role conflict scale: College men's fear of femininity. *Sex Roles, 14*, 335-350.  
 O'Neil, J.M. (2015) Men's gender role conflict: Psychological costs, consequences, and an agenda for change. Washington, D.C.: American Psychological Association.  
 O'Neil, J.M. (2008). Men' gender role conflict: 25 year research summary (Special Issue). *The Counseling Psychologist, 36*, 358-476.

O'Neil, J.M. (2013). Gender-role conflict research thirty years later: An evidenced based diagnostic schema. *Journal of Counseling and Development, 91*, 499-498.

**RELEASE FORM FOR THE GENDER ROLE CONFLICT SCALE**

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

\_\_\_\_\_ ZIP CODE \_\_\_\_\_

E-MAIL ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_ (WORK)  
\_\_\_\_\_ (HOME)1.  Yes, I plan to use the Gender Role Conflict Scale in my research.

2. Please briefly describe your research project, if possible, including the nature of your sample and any other scales to be used. (Use reverse side if necessary)

3. How many subjects do you expect will complete the GRCS ? \_\_\_\_\_

4. If this research is a supervised undergraduate thesis, masters thesis or doctoral dissertation, who is supervising your research? Please give faculty member's name, address, and phone number.

Name \_\_\_\_\_

Email \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Zip Code \_\_\_\_\_

Phone (If known) \_\_\_\_\_

I agree to send the results to the study to Dr. Jim O'Neil upon completion of research to be included on the Gender Role Conflict Research Program Web Page and in any future reviews of the literature on men's gender role conflict. This means sending me copies of the thesis, dissertation, convention presentation, and submitted or published journal articles that describe the research's rationale, methods, results, and discussion.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Retain one copy of this release for your records and before the research is implemented return one to:

Dr. James M. O'Neil E-MAIL: Jimoneil1@aol.com OR  
 20 Vanderbilt Drive Narragansett, R.I. 02882

## GENDER ROLE CONFLICT SCALE -I (GRCS-I)

Dr. James M. O'Neil  
20 Vanderbilt Drive  
Narragansett, R. I. 20882  
Jimoneil1@aol.com

Copyright, 1986

1. Age: \_\_\_\_\_
2. Educational Level: (Check the highest level that fits you.)  
 \_\_\_\_\_ High School Diploma \_\_\_\_\_ Freshman \_\_\_\_\_ Sophomore \_\_\_\_\_ Junior \_\_\_\_\_ Senior  
 \_\_\_\_\_ Master's Degree \_\_\_\_\_ Ph.D. \_\_\_\_\_ Other
3. Present Marital Status: \_\_\_\_\_ Married \_\_\_\_\_ Single \_\_\_\_\_ Divorced \_\_\_\_\_ Remarried
4. Race: \_\_\_\_\_ White \_\_\_\_\_ Black \_\_\_\_\_ Hispanic \_\_\_\_\_ Asian American
5. Sex \_\_\_\_\_ Male \_\_\_\_\_ Female \_\_\_\_\_ Other

Instructions: In the space to the left of each sentence below, write the number that most closely represents the degree that you Agree or Disagree with the statement. There is no right or wrong answer to each statement; your own reaction is what is asked for.

---

Strongly Agree						Strongly Disagree
6	5	4	3	2	1	

---

1. \_\_\_\_\_ Moving up the career ladder is important to me.
2. \_\_\_\_\_ I have difficulty telling others I care about them.
3. \_\_\_\_\_ Verbally expressing my love to another man is difficult for me.
4. \_\_\_\_\_ I feel torn between my hectic work schedule and caring for my health.
5. \_\_\_\_\_ Making money is part of my idea of being a successful man.
6. \_\_\_\_\_ Strong emotions are difficult for me to understand.
7. \_\_\_\_\_ Affection with other men makes me tense.
8. \_\_\_\_\_ I sometimes define my personal value by my career success.
9. \_\_\_\_\_ Expressing feelings makes me feel open to attack by other people.
10. \_\_\_\_\_ Expressing my emotions to other men is risky.
11. \_\_\_\_\_ My career, job, or school affects the quality of my leisure or family life.
12. \_\_\_\_\_ I evaluate other people's value by their level of achievement and success.

---

Strongly  
Agree  
6

5

4

3

2

Strongly  
Disagree  
1

---

13. \_\_\_ Talking about my feelings during sexual relations is difficult for me.
14. \_\_\_ I worry about failing and how it affects my doing well as a man.
15. \_\_\_ I have difficulty expressing my emotional needs to my partner.
16. \_\_\_ Men who touch other men make me uncomfortable.
17. \_\_\_ Finding time to relax is difficult for me.
18. \_\_\_ Doing well all the time is important to me.
19. \_\_\_ I have difficulty expressing my tender feelings.
20. \_\_\_ Hugging other men is difficult for me.
21. \_\_\_ I often feel that I need to be in charge of those around me.
22. \_\_\_ Telling others of my strong feelings is not part of my sexual behavior.
23. \_\_\_ Competing with others is the best way to succeed.
24. \_\_\_ Winning is a measure of my value and personal worth.
25. \_\_\_ I often have trouble finding words that describe how I am feeling.
26. \_\_\_ I am sometimes hesitant to show my affection to men because of how others  
might perceive me.
27. \_\_\_ My needs to work or study keep me from my family or leisure more than  
would like.
28. \_\_\_ I strive to be more successful than others.
29. \_\_\_ I do not like to show my emotions to other people.
30. \_\_\_ Telling my partner my feelings about him/her during sex is difficult for me.

---

Strongly  
Agree  
6

5

4

3

2

Strongly  
Disagree  
1

---

31. \_\_\_\_ My work or school often disrupts other parts of my life (home, family, health leisure).
32. \_\_\_\_ I am often concerned about how others evaluate my performance at work or school.
33. \_\_\_\_ Being very personal with other men makes me feel uncomfortable.
34. \_\_\_\_ Being smarter or physically stronger than other men is important to me.
35. \_\_\_\_ Men who are overly friendly to me make me wonder about their sexual preference (men or women).
36. \_\_\_\_ Overwork and stress caused by a need to achieve on the job or in school, affects/hurts my life.
37. \_\_\_\_ I like to feel superior to other people.

## FACTOR STRUCTURE

Factor 1 - Success, Power, Competition (13 items)

Items – 1, 5, 8, 12, 14, 18, 21, 23, 24, 28, 32, 34, 37

Factor 2 – Restrictive Emotionality (10 items)

Items – 2, 6, 9, 13, 15, 19, 22, 25, 29, 30

Factor 3 – Restrictive Affectionate Behavior Between Men (8 items)

Items – 3, 7, 10, 16, 20, 26, 33, 35

Factor 4 – Conflicts Between Work and Leisure – Family Relations (6 items)

Items – 4, 11, 17, 27, 31, 36

Total Number of Items = 37

FACTOR LOADINGS AND RELIABILITIES FOR ITEMS OF GRC5-I

FACTOR 1 – SUCCESS, POWER, COMPETITION (13 items)

<u>Items</u>	<u>Factor Loadings</u>
1. Moving up the career ladder is important to me.	.64
5. Making money is part of my idea of being a successful man.	.52
8. I sometimes define my personal value by my career success.	.54
12. I evaluate other people's value by their level of achievement and success.	.54
14. I worry about failing and how it affects my doing well as a man.	.45
18. Doing well all the time is important to me.	.43
21. I often feel that I need to be in charge of those around me.	.49
23. Competing with others is the best way to succeed.	.58
24. Winning is a measure of my value and personal worth.	.57
28. I strive to be more successful than others.	.72
32. I am often concerned about how others evaluate my performance at work or school.	.41
34. Being smarter or physically stronger than other men is important to me.	.61
37. I like to feel superior to other people.	.53
Mean Factor Loading	.54
Internal Consistency Reliabilities	.85
Test – Retest Reliabilities	.84
Variance Explained	17.2%

FACTOR 2 – RESTRICTIVE EMOTIONALITY (10 items)

<u>Items</u>	<u>Factor Loadings</u>
2. I have difficulty telling others I care about them.	.70
6. Strong emotions are difficult for me to understand.	.35
9. Expressing feelings makes me feel open to attack by other people	.37
13. Talking (about my feelings) during sexual relations is difficult for me.	.52
15. I have difficulty expressing my emotional needs to my partner .	.78
19. I have difficulty expressing my tender feelings.	.76
22. Telling others of my strong feelings is not part of my sexual behavior	.44
25. I often have trouble finding words that describe how I am feeling	.41
29. I do not like to show my emotions to other people	.43
30. Telling my partner my feelings about him/her during sex is difficult for me.	.75
Mean Factor Loading	.55
Internal Consistency Reliabilities	.82
Test – Retest Reliabilities	.76
Variance Explained	7.6%



FACTOR 3 – RESTRICTIVE AFFECTIONATE BEHAVIOR BETWEEN MEN –  
HOMOPHOBIA (8 items)

<u>Items</u>	<u>Factor Loadings</u>
3. Verbally expressing my love to another man is difficult for me.	.50
7. Affection with other men make me tense.	.69
10. Expressing my emotions to other men is risky	.58
16. Men who touch other men is difficult for me.	.67
20. Hugging other men is difficult for me.	.71
26. I am sometimes hesitant to show my affection to men because of how others might perceive me.	.52
33. Being very personal with other men makes me feel uncomfortable.	.66
35. Men who are overly friendly to me, make me wonder about their sexual preference (men or women).	.48
Mean Factor Loading	.60
Internal Consistency Reliabilities	.83
Test – Retest Reliabilities	.86
Variance Explained	6.1%

FACTOR 4 – CONFLICTS BETWEEN WORK AND LEISURE – FAMILY  
RELATIONS (6 items)

<u>Items</u>	<u>Factor Loadings</u>
4. I feel torn between my hectic work schedule and caring for my health	.45
11. My career, job, or school affects the quality of my leisure or family life.	.65
17. Finding time to relax is difficult for me.	.57
27. My needs to work or study keep me from my family or leisure more than I would like.	.70
31. My work or school often disrupts other parts of my life (home, health, leisure).	.58
36. Overwork and stress, caused by a need to achieve on the job or in school, affects/hurts my life.	.46
Mean Factor Loading	.57
Internal Consistency Reliabilities	.75
Test – Retest Reliabilities	.72
Variance Explained	4.6%

DATA ON ALL ITEMS

Mean Factor Loadings	.57
Overall Internal Consistency Reliabilities	
Test-Retest Reliabilities	.88

Table 1: Internal Consistency, Reliabilities of GRCS Across Various Diverse Samples

STUDY AND SAMPLE	SPC	RE	RABBM	CBWFR	Total Score
O'Neil et al (1986) American College Students N=527	0.85	0.82	0.83	0.75	N/A
Good et al. (1995) American College Student N=1043 (3 samples) #1	0.83	0.81	0.86	0.75	0.88
Sample 2	0.84	0.84	0.83	0.74	0.90
Sample 3	0.86	0.84	0.88	0.78	0.89
Rogers, Abbey-Hines Rando (1997) College Men N=198	0.87	0.88	0.86	0.79	N/A
Borthick Knox, Taylor, Dietrich Women College Students (1997) N=427	0.84	0.86	0.83	0.81	N/A
Pylluk + Casas (1998) Ethnic Men (N=153)	0.71	0.84	0.85	0.79	0.87
Non Ethnic Men (N=128)	0.87	0.88	0.87	0.84	0.91
Laurent 1997 African American Adult Men N=193	0.88	0.83	0.90	0.76	N/A
Simonsen (1998) Gay Men N=117	0.88	0.85	0.75	0.81	N/A
Chamberlin (1993) Adult Airline Pilots N=188	0.84	0.91	0.86	0.80	0.89
JO (2000) Korean Students N=303	0.85	0.77	0.71	0.67	N/A
Kang (2001) Korean Students N=303	0.78	0.76	0.72	0.67	N/A
Gulder (1999) German Adult Men N=115	0.81	0.87	0.87	0.87	N/A
Gough (1999) Australian Students N=189	0.85	0.71	0.81	0.81	N/A
Kim (1990) Asian American Men N=125	0.87	0.85	0.84	0.78	N/A
Theodore (1997) Australian Men 18-24yrs N=350	0.84	0.84	0.88	0.78	N/A
36-45yrs	0.85	0.89	0.91	0.90	N/A
55+yrs	0.86	0.88	0.85	0.80	N/A
Torres Rivera (1995) Low Class Puerto Rican Men N=84	0.71	0.67	0.80	0.76	N/A
Charter, Graff, + Arnold (1986) Canadian Men N=555	0.81	0.90	0.84	0.75	0.89
Hayashi (1999) Japanese Men N=270	0.70	0.60	0.59	0.73	0.73
Tsai (2000) Taiwanese Men N=737	0.85	0.82	0.83	0.72	0.86