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Are Helicopter Parents Creating a Generation of WUSI Employees?

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Abstract

This study examines the extent to which having a helicopter parent is associated with one's propensity to perceive one's supervisor as abusive, or WUSI-ness. The WUSI construct consists of three traits including waspishness, umbrageous sensitivity and insecurity. Our findings suggest that having a helicopter mother is significantly related to an individual's tendency to react with anger in response to supervisor behaviors that others might view as benign (Waspishness), as well as a tendency to anticipate negative interactions with their supervisor and experience high levels of anxiety when such interactions occur (Insecurity). Having a helicopter father was only associated with an individual's tendency to experience higher levels of insecurity. Mothers were rated higher in helicopter parenting than fathers and respondents were also more likely to prefer their mother's involvement than their father's. Recommendations for future research are discussed.

Key Words:

Helicopter parents, abusive supervision, insecurity

In the last decade, a surprisingly large number of employers have encountered the over protective parents of Millennials in the workplace. These parents are often referred to as *helicopter parents* because they tend to hover overhead and are ever ready to swoop down to solve any problem their child might encounter (Cline & Fay, 1990; Howe & Strauss, 2007). Some of these hovering behaviors are occurring during the recruitment process, while others happen once the Millennial candidate is hired. For example, Gardner (2007) surveyed 725 employers and found parents of Millennials had done the following: submitted a resume on behalf of their child (31%), promoted their son or daughter for a position (26%), complained if the company did not hire their son or daughter (15%), attempted to negotiate salary and benefits (9%), and attended the interview (4%). A more recent survey by OfficeTeam (a Robert Half company) reported that one mother brought a cake to the company to try to convince the company to hire her daughter, a father called pretending he was from the candidate's previous employer and offered praise for his son, a mother asked if she could do the interview for her child because he had somewhere else to be, while other parents followed up to ask how their child's interview went ("Mom to Employer: 'Do you mind if I sit in on my son's interview?'", 2016). In some cases, Millennials sought their parent's help during job interviews. For example, a candidate opened his laptop and had his mother Skype in during the interview while another texted his parent the questions he was asked during the interview and then waited for a response ("Mom to Employer: 'Do you mind if I sit in on my son's interview?'", 2016). Even more invasive, but less frequent, examples included parents helping their son or daughter complete work assignments so that deadlines were not missed, reviewing their child's work and making improvements in its quality, and calling to yell at an HR person because their child had been turned down for a promotion (Gardner, 2007; Tyler, 2007).

Despite the fact that nearly one third of large-sized employers (those with more than 3688 employees) have encountered helicopter parents during the recruiting process (Gardner, 2007), workplace research examining helicopter parents has been slow to emerge. However, research examining college students suggests that the over-protective behavior of helicopter parents may have a detrimental effect on their child's development and well-being as they transition into adulthood. For example, higher levels of helicopter parenting has been found to relate to higher levels of narcissism, entitlement, depression, anxiety, neuroticism, dependency on others, and interpersonal sensitivity; and lower levels of self-efficacy, life satisfaction, locus of control, school engagement, and coping skills in their young adult children (Darlow, Norvilits, Schuetze, 2017; Kouros, Prutt, Ekas, Kiriaki, & Sunderland, 2017; Kwon, Yoo, & Bingham, 2016; Lemoyne & Buchanan, 2011; Odenweller, Booth-Butterfield, & Weber, 2014; Padilla-Walker & Nelson, 2012; Reed, Duncan, Lucier-Greer, Fixelle, & Ferraro, 2016; Scharf, Rousseau & Bsoul, 2017; Schriffirin, Liss, Miles-McLean, Geary Erchull, & Tashner, 2014; Segrin, Woszidlo, Givertz, Bauer & Murphy, 2012; Segrin, Woszidlo, Givertz, & Montgomery, 2013; van Ingen et al., 2015).

To date, we could find only three studies which examined the relationship between helicopter parenting and work-related behavior or attitudes but all three utilized a different approach. One of these studies investigated Millennial job seekers' perceptions of the appropriateness of parental involvement (Insch, Heames, & McIntyre, 2010). Among the 310 undergraduate students surveyed, most viewed parental mentoring behaviors as appropriate. For example, most respondents indicated that it was somewhat appropriate or very appropriate for their parents to: (1) give them advice about a job (87.14%), (2) suggest what to wear to the job interview (85.8%), or (3) help them write their resume and/or cover letters (68.4%). However, a

much smaller percentage believed “meddling” behaviors were somewhat or very appropriate including having their parents attend job fairs with them (21.6%), set up job interviews (12.2%), fill out job applications (6.1%), and attend interviews (2.9%).

In another study, Karl and Peluchette (2016) analyzed the comments of 596 contributors to online discussion boards and found that most (84.9%) were opposed to parental involvement in the workplace, only 6.2 percent were supportive, and the remaining were mixed, neutral or unclear. Those who supported parental involvement referred to the benefits of certain workplace practices, such as a “Family Day” or a “Bring Your Parents to Work Day”. It is interesting to note that one contributor opined that parental participation in the selection process could be beneficial to companies, “It takes a lot of time and money to train people from the ground up. I would imagine bringing the parents in and letting them know what it takes for their kid to succeed would be a good thing, since if they know their kid is a slacker, the parent would probably talk them out of it. That is win-win for all involved” (Karl & Peluchette, 2016; p. 97).

Another study examined Millennials’ reactions to a variety of workplace scenarios. Bradley-Geist and Olson-Buchanan (2014) gave 482 undergraduate students four workplace scenarios involving job seeking behaviors (i.e., attending a career fair), meeting deadlines (i.e., completing a task under short notice), and handling work commitments. For example, one scenario stated, “Imagine that you started working for a new employer and your boss is giving you a hard time. You just had your three-month performance review and the boss criticized you and gave you a bad rating that you think is unfair” (p. 327). Students were then asked how likely they would be to have one of the following responses: “I would listen to the criticisms and try to improve my performance using the suggestions my boss offered”, “I would quit the job”, “I would ask my parent/guardians to call my boss on my behalf to ask the manager to treat me

better”, and “I would explain to the manager why the rating is unfair and demand that I be treated better” (p. 328). In this example, the latter three responses were considered maladaptive responses. Other maladaptive responses to the work scenarios included blaming others, lying, getting some else to take care of the problem for them, or ignoring or avoiding the problem. Their findings showed that over-parenting was significantly related to these maladaptive responses.

Given the paucity of research examining the relationship of helicopter parenting to work-related attitudes and behaviors, and the fact that Millennials now constitute the largest share of the American workforce (Fry, 2015), additional research is sorely needed. Based on research showing that young adults with helicopter parents tend to react to supervisor criticism by asking for their parent’s involvement or complaining that the criticism is unfair (Bradley-Geist & Olson-Buchanan, 2014), the purpose of this exploratory study is to merge the helicopter parenting literature with the literature on abusive supervision by examining the extent to which having a helicopter parent is associated with one’s propensity to perceive one’s supervisor as abusive.

Abusive Supervision

Abusive supervision is defined as the extent to which subordinates perceive their supervisor displays hostile verbal and nonverbal behaviors, excluding physical contact (Tepper, 2000). Because ratings of abusive supervision reflect subjective perceptions rather than objective assessments, several studies have examined the extent to which personality traits are related to these evaluations. For example, research findings show higher levels of external attribution styles, negative affectivity, trait anger, psychological entitlement, agreeableness, and emotional stability are all associated with greater perceptions of abusive supervision (Brees,

Mackey, Martinko, & Harvey, 2014; Brees, Martinko & Harvey, 2016; Harvey, Harris, Gillis & Martinko, 2014; Martinko, Harvey, Sikora, & Douglas, 2011; Wang, Harms, & Mackey, 2015).

Additional research has identified affective trait-like tendencies that predispose employees to perceptions of abusive supervision, or what we refer to as WUSI-ness. The WUSI construct includes three traits: waspishness, umbrageous sensitivity and insecurity (Harvey, Butler & Brees, 2016). Waspishness, named after the easily agitated insect, refers to one's tendency to react with anger in response to supervisor behaviors that others might view as benign. Waspish individuals also tend to be spiteful and stay angered for a long time. Umbrageous sensitivity refers to a tendency to take offense and feel resentment at often-imagined slights or insults. Individuals high in this trait have their feelings hurt very easily, tend to perceive any supervisor criticism as a personal attack, and tend to hold a grudge when criticized. Those high in insecurity tend to anticipate negative interactions with their supervisor and experience high levels of anxiety when such interactions occur. These individuals often feel scared of their boss. Based on the cognitive appraisal literature (e.g., Douglas, Kiewitz, Martinko, Harvey, Kim & Chun, 2008; Weiner, 1985), Harvey et al. (2016) suggest that the negative emotional states (anger, insult, and fear) associated with these three traits predispose Millennials high in WUSI-ness to evaluate unpleasant and unexpected supervisor behavior more negatively than others.

Helicopter Parenting and WUSI-ness

As noted earlier, past research shows that helicopter parenting is related to an external locus of control (Kwon, et al., 2016), and higher levels of entitlement (Segrin et al., 2012), interpersonal sensitivity (Scharf et al., 2017), and anxiety (LeMoyne & Buchanan, 2011) in their young adult children. Additionally, studies show that these same traits are related to perceptions of abusive supervision (Brees et al., 2014; Martinko, et al., 2011; Harvey et al., 2014). Given

these similarities, it is also likely that helicopter parenting is associated with WUSI-ness. That is, individuals with helicopter parents should have a greater propensity to perceive their supervisor as abusive than those whose parents are not overprotective.

The extreme levels of parental responsiveness, tangible assistance, and intervention that are characteristic of helicopter parenting may teach their offspring that they are special and worthy of exceptional care or attention from others. Consequently, overinvolved parents create an expectation of privilege such that their children expect problems will always be solved for them and that they should always get what they want (i.e., high levels of entitlement and narcissism). This high level of entitlement and narcissism is also associated with ineffective emotion regulation, making the child prone to anger, frustration, and more negative social interactions (Fischer, Forthum, Pidcock & Dowd, 2007; Givertz & Segrin, 2012; McCann & Biaggio, 1989). The waspishness trait is also characterized by high levels of anger and it has been suggested that anger may trigger negative appraisal reactions (Harvey, et al., 2016). Thus, it follows that helicopter parenting will be associated with waspishness.

Existing research supports the relationship between helicopter parenting and interpersonal sensitivity (Rousseau & Scharf; 2015; Scharf et al., 2017). Using Bandura's (1977) observational learning theory, Rousseau and Scharf (2015) suggest that young adults learn the importance of excessive levels of investment in relationships with others through observation of, and experience with, their parents' excessive behavior. As a result, they develop excessive sensitivity to the behaviors and feelings of others. Additionally, people who are high in interpersonal sensitivity tend to expect criticism and rejection from others (Boyce & Parker, 1989). Given these findings, it is expected that children of helicopter parents would also be more likely to have higher levels of umbrageous sensitivity.

Another consequence of helicopter parents' excessive level of anticipatory problem solving, risk aversion, and intervention on their child's behalf well into adulthood is that the adult child never develops a strong sense of his or her own competence. Moreover, because their autonomy and independence have been severely restricted, the young adults are often unable to acquire the skills necessary to feel competent (Scharf et al., 2017). In support, several studies have found that children of helicopter parents have lower levels of self-efficacy, higher levels of anxiety, and an external locus of control (Darlow et al., 2017; Reed et al., 2016; Segrin et al., 2013; van Ingen et al., 2015). Likewise, lower core self-evaluations (Wu & Hu, 2009), insecurity (Harvey et al., 2016) and external attribution styles (Martinko et al., 2011) have been found to relate to perceptions of abusive supervision. Therefore, it can be inferred that those individuals with helicopter parents will be more likely to experience high levels of insecurity.

In summary, given the considerable overlap between the research on helicopter parents and perceptions of abusive supervision, it is likely that adult children of helicopters parents will have a greater propensity to demonstrate WUSI-ness traits that would, in turn, make them more likely to perceive a supervisor's behavior as abusive. This is supported by the findings of Bradley-Geist and Olson-Buchanan's (2014) in which students with helicopter parents tended to select the more maladaptive responses to workplace scenarios (e.g., asking parents to call their boss).

Parent Gender and WUSI-ness

According to sex role theories (Bem, 1974; Hosley & Montemayor, 1997), women are more expressive than men, and despite significant changes in the traditional more distant, "breadwinner" role of fathers over the past several decades, mothers still interact with their children significantly more than fathers (Lamb, 2000). It has also been suggested that the

parenting behavior of mothers, compared to fathers, have greater impact on children's adjustment because mothers generally spend more time with and are more involved with their children (Patoek-Peckham & Morgan-Lopez, 2009; Nelson, Padilla-Walker, Christensen, Evans & Carroll, 2011). This high level of involvement by mothers does not appear to stop when their children reach adulthood. Research evidence shows that mothers are more likely than fathers to be overly involved in their adult child's life (Fingerman, Cheng, Wesselmann, Zarit, Furstenberg, & Birditt, 2012; Rousseau & Scharf, 2015; Schiffrin et al., 2014). Based on these findings, we expect that the mother's role in helicopter parenting will have a stronger relationship to WUSI-ness than the father. However, given the exploratory nature of this research, we examine the impact of maternal and paternal helicopter parenting separately. Thus, it is predicted:

Hypothesis 1: Individuals whose mothers exhibit high levels of helicopter parenting behavior will have higher scores on waspishness, umbrageous sensitivity and insecurity than those with low levels of helicopter parenting behavior.

Hypothesis 2: Individuals whose fathers exhibit high levels of helicopter parenting behavior will have higher scores on waspishness, umbrageous sensitivity and insecurity than those with low levels of helicopter parenting behavior.

Because WUSI-ness is a personal trait reflecting an individual's view of the world through his or her own lens, perceptions of abuse will vary from individual to individual (Harvey et al., 2016). Based on research showing helicopter parenting is associated with higher levels of interpersonal dependency and lower coping efficacy (Odenweller et al., 2014; Segrin et al., 2013), and also the work of Bradley-Geist and Olson-Buchanan (2014) who found perceptions of unfair supervisor criticism to be related to an increased likelihood of asking one's parents to call

their boss, it is likely that WUSI-ness will be related to a preference for parental involvement in important work and life decisions or activities. That is, we believe that young adults whose parents have intervened excessively on their behalf in the past, will be more likely to seek out their parent's involvement in work-related problems. An individual's preference for which parent becomes involved is likely dictated by the parent who is more overly involved in the adult child's life. As it has been suggested by Schiffrin et al (2014) and supported by the evidence of "Mothers Clubs" at some universities (Hunt, 2008), it is likely that adult children would prefer their mother's involvement. Again, given the exploratory nature of this research, we separate out the hypotheses regarding preference for one's mother's involvement versus one's father's involvement and predict:

Hypothesis 3: Individuals whose mothers exhibit high levels of helicopter parenting behavior will have an increased preference for their mother's involvement.

Hypothesis 4: Individuals whose fathers exhibit high levels of helicopter parenting behavior will have an increased preference for their father's involvement.

Hypothesis 5: Higher levels of waspishness, umbrageous sensitivity and insecurity will be associated with higher levels of preference for involvement by one's mother.

Hypothesis 6: Higher levels of waspishness, umbrageous sensitivity and insecurity will be associated with higher levels of preference for involvement by one's father.

Method

Sample

Our respondents consisted of 187 undergraduates born 1982 or later (i.e., Millennials, Howe & Strauss, 2007). These respondents were recruited from business courses at two medium-sized universities; one in the Midwestern part of the U.S. (N=104) and one in Italy

(N=92). Participation was voluntary and adhered to Institutional Review Board guidelines. Because we were interested in perceptions of one's supervisor, we eliminated all those who were not currently working. The final sample (N= 128) consisted of 48 males (36.4%) and 84 females (63.6%). The mean age was 22.06 (sd=3.75) and the average hours worked per week was 22.39 (sd = 11.28).

Measures

Helicopter Parenting. The helicopter parenting scale consisted of 10 items. Four items are from the Helicopter Parenting Instrument developed by Odenweller, et al. (2014). The remaining six items are from the helicopter parenting scale developed by Barton (2012). Sample items include: "My parent tries to make all of my major decisions", "My parent really goes out of their way to protect or defend me from negative things", and "When something goes wrong in my life, my parent usually jumps in to take care of it." Respondents used a 7-point rating scale to rate the frequency with which their parents exhibited each of the behaviors. (1 = Never; 2 = Rarely, about 10% of the time; 3 = Occasionally, about 30% of the time; 4 = Sometimes, about 50% of the time; 5 = Frequently, about 70% of the time; 6 = Almost Always, about 90% of the time; 7 = Every Time). Respondents rated first their mother and then their father. Cronbach's alpha was .86 and .87, for the maternal and paternal helicopter parenting scales, respectively.

Preference for Parental Involvement. The preference for parental involvement scale consisted of 5 items. Two items were developed by Barton (2012) and the remaining 3 items were developed by the authors for the current study. These 5 items were as follows: "When I have a problem, I usually try to get my parent to work it out for me", "When I have to do something difficult, I want my parent to do at least some of it for me", "When I have college advisement meetings, I prefer my parent to come along with me", "When I have a job interview,

I prefer my parent to come along with me”, and “When I have to make an important decision, I prefer to have my parent present”. As with the helicopter parenting scale, respondents rated both their mother and then their father using the same 7-point rating scale. Cronbach’s alpha was .64 and .71, for the preference for maternal and paternal involvement scales, respectively.

WUSI: Waspishness, Umbrageous Sensitivity and Insecurity. Waspishness, umbrageous sensitivity and insecurity was measured using the 15-item scale developed by Harvey, Butler and Brees (2016). These authors found support for a three-factor structure and discriminant validity with related constructs. Sample items include: “I am generally quick to anger when someone criticizes me” (Waspishness), “I have been told that I take criticism too personally” (Umbrageous Sensitivity), and “I often feel scared of my boss” (Insecurity). Each item was rated on a 5-point scale (1= strongly disagree, 5 = strongly agree). Cronbach’s alpha for Waspishness, Umbrageous Sensitivity, and Insecurity were .74, .79, and .82, respectively.

Results

Means, standard deviations and correlations among all variables are shown in Table 1. Means for the maternal and paternal helicopter parenting scales were 3.46 and 2.97, respectively. Thus, our respondents occasionally or sometimes experienced helicopter parenting from their mother but only occasionally experienced helicopter parenting from their father. Means for the preference for parental involvement scales were less than 2 ($M = 1.93$ and 1.79 , for mother and father, respectively), thus, our respondents preferred parental involvement less than occasionally, but more than rarely. An ANOVA with repeated measures analysis revealed the difference between mothers and fathers was significant for both the helicopter parenting scale [$F(1, 113) = 36.25, p < .000$] and the preference for parental involvement scale [$F(1, 117) = 10.47, p < .002$] (providing support for hypotheses 5 and 6). This indicates that respondents were more likely to

experience helicopter parenting from their mother than their father, as well as prefer parental involvement from their mother.

An examination of the correlations shows that having a helicopter mother was significantly related to both Waspishness ($r = .22, p < .05$) and Insecurity ($r = .20, p < .05$). Having a helicopter father was significantly related to Insecurity ($r = .18, p < .05$). Umbrageous Sensitivity was not related to having either a helicopter mother or father ($r = .01$, and $r = -.02$, respectively). Thus, hypotheses 1 and 2 were only partially supported. Preference for the parental involvement of one's mother and one's father were significantly related to Insecurity ($r = .17, p < .05$, and $r = .24, p < .01$, respectively) but not to Umbrageous Sensitivity ($r = .11$, and $r = .04$, respectively) or Waspishness ($r = .06$, and $r = -.02$, respectively). Thus, hypotheses 3 and 4 were only partially supported.

Discussion

This exploratory study extends past research in that it is one of the first to examine the relationship between helicopter parenting and perceptions of abusive supervision. In addition, it makes a significant contribution to the literature by examining gender differences in helicopter parenting in this context. Consistent with past research (Hunt, 2008; Rousseau & Scharf, 2015; Schiffrin et al., 2014), the young adults in this study rated their mothers as higher in helicopter parenting than their fathers. This finding indicates that gender does play a role in who is more likely to be a helicopter parent. Our respondents were also more likely to prefer their mother's involvement than their father's. This was not surprising given that mothers are more likely to be the helicopter parent. However, the antecedents for their preference of involvement should be explored in more detail to better understand why the mother is preferred and the type of involvement the adult child expects of their parent in this particular context.

Based on research findings showing helicopter parenting was associated with higher levels of entitlement, interpersonal sensitivity, anxiety and an external locus of control (Kwon, et al., 2016; LeMoyne & Buchanan, 2011; Scharf et al, 2017; Segrin et al., 2012), as well as additional research showing these same traits are related to perceptions of abusive supervision (Brees et al., 2014; Harvey et al., 2014; Martinko, et al., 2011), we predicted that individuals with helicopter parents would have a greater propensity to perceive their supervisor as abusive. Using the WUSI construct and measure (Harvey et al., 2016), our findings suggest that having a helicopter mother is significantly related to an individual's tendency to react with anger in response to supervisor behaviors that others might view as benign (Waspishness), as well as a tendency to anticipate negative interactions with their supervisor and experience high levels of anxiety when such interactions occur (Insecurity). Having a helicopter father was only associated with an individual's tendency to experience higher levels of insecurity. This raises an interesting question as to the behaviors of each parent leading to these attributes of their adult children. In addition, there is the question of why helicopter parenting by either parent did not influence Umbrageous Sensitivity. As predicted, helicopter parenting was associated with an adult child's greater preference for parental involvement. In addition, higher levels of insecurity in the Millennial child were associated with a greater preference for parental involvement.

Limitations and Future Research

Given the exploratory nature of this research, we did not examine the means by which helicopter parenting behaviors lead to a greater propensity to perceive one's supervisor as abusive. Yet, studies have suggested that several factors mediate the relationship between helicopter parenting and subsequent outcomes. For example, according to Aslop (2008), Millennials often received trophies and praise for participating, but not necessarily excelling, in

sports and academics and, as a result, tend to feel entitled or have unrealistic expectations about their jobs and life in general. Thus, it is likely that Millennials with helicopter mothers have a greater tendency toward Waspishness due to unmet expectations and a high sense of entitlement. That is, they expect praise and, when criticized instead, they experience anger and resentment. Future research should examine entitlement as a possible mediator of the relationship between helicopter parenting and Waspishness.

Marano (2008) suggested that overprotective parenting has resulted in young adults who feel less competent, are increasingly fragile, and are unable to make decisions or cope with failure. In support, research findings suggest that overprotective parenting can be detrimental to emerging adults' need to feel efficacious and competent (Givertz & Segrin, 2012; van Ingen et al., 2015). Additional research shows that helicopter parenting influences well-being and adjustment through its impact on self-efficacy (Darlow, et al., 2017; Reed et al., 2015). Thus, we suggest that future research examine self-efficacy as a likely mediator of the relationship between helicopter parenting and WUSI-ness. Likewise, given that locus of control has been found to mediate the relationship between helicopter parenting and emotional well-being (Kwon et al., 2016), future research should examine this variable as well.

Contrary to what was predicted, individuals who are easily offended and tend to perceive any supervisor criticism as a personal attack (Umbrageous Sensitivity) were not more likely than those low on this trait to experience helicopter parenting from either their mother or father. It is likely that our failure to find a relationship may be due to limitations of our sample size and the fact that many of our respondents had limited work experience. Future research should address these issues. Additionally, in the review of abusive supervision literature, Martinko and colleagues (2013) criticized the lack of longitudinal data to assess abusive supervision. By taking

a longitudinal approach, future research could untangle the reasons why respondents prefer maternal intervention and further understand the motivations for why the mother is more likely to become the helicopter parent.

Finally, in addition to examining the relationship between helicopter parenting and WUSI-ness, future research is needed to examine the impact of helicopter parenting on actual perceptions of abusive supervision. For example, future research examining helicopter parenting might utilize the methodology of Brees et al. (2016), in which participants were shown a videotaped role-play of a supervisor giving criticism to an employee and then reported their perceptions of how abusive the supervisor was.

Conclusion

This study has provided preliminary evidence that helicopter parents may indeed be creating a generation of employees high in WUSI-ness, however, we identify several topics and issues that require additional investigation. It is our hope that this study will provide an impetus for further research on the impact of helicopter parenting in the workplace.

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Table 1. Means, Standard Deviations, Reliabilities¹ and Correlations Among all Variables

Variables	Mean	SD	1	2	3	4	5	6	7
Helicopter Parenting									
1. Mother	3.46	1.18	(.86)						
2. Father	2.97	1.16	.70***	(.87)					
Preference for Parental Involvement									
3. Mother	1.93	.80	.49***	.44***	(.64)				
4. Father	1.79	.82	.38***	.44***	.85***	(.71)			
Propensity to Perceive one's Supervisor as Abusive (WUSI-ness)									
5. Waspishness	2.53	.72	.22*	.07	.06	-.02	(.74)		
6. Umbrageous Sensitivity	2.60	.79	.01	-.02	.11	.04	.47***	(.79)	
7. Insecurity	2.01	.63	.20*	.18*	.17*	.24**	.21*	.30***	(.82)

¹ Coefficient alphas are in the diagonal. ***p<.001, **p <.01, *p<, .05