

THE RELATIONSHIP BETWEEN MALES' SERIOUS
LEISURE AND THEIR CONFORMITY TO
MASCULINE GENDER NORMS

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Philippians 4:13 tells me that “I can do all things through Christ which strengtheneth me.” (*King James Bible*, 1769/2008). Giving honor and thanks to Jesus Christ must be my recognized source of all things good. Thank you, Lord.

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Title of Study: THE RELATIONSHIP BETWEEN MALES' SERIOUS LEISURE AND THEIR CONFORMITY TO MASCULINE GENDER NORMS

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Abstract: Social norms have influenced leisure participation. Serious leisure pursuits are affected by time constraints as they, by definition, involve time commitments. The goal of leisure is to quench a desire for a fulfilling experience. Socially structured factors influence these experiences. Various attributes make-up what is considered normal expectations for men in the United States of America and these expectations have many inputs and exist across the lifespan. Many males are in search for masculinity in as many unique ways that people have searched for a suitable personal identity. Common characteristics of masculinity include action oriented interests and task completion. This study investigates if a relationship exists between males' serious leisure participation and their conformity to masculine gender norms. Online survey methodology was conducted with 74 participants and their responses to 56 questions: eight demographic questions, the 18 questions of the SLIM short form, and the 30 questions of the CMNI-30. The data did not support that there was a relationship in males' serious leisure participation and their conformity to masculine gender norms. Analysis of the data showed high probability values and were indicative of insignificant evidence, if any at all, that a relationship existed in males' serious leisure participation and their conformity to masculine gender norms. However, there was no credible evidence that there was no proof of a relationship in males' serious leisure participation and their conformity to masculine gender norms.

Keywords: serious leisure, masculinity, identity, gender norms

TABLE OF CONTENTS

Chapter	Page
I. INTRODUCTION.....	1
Nature and scope of the study.....	1
Purpose of the study.....	2
Research question.....	3
Hypothesis.....	3
Definitions.....	3
II. LITERATURE REVIEW.....	5
Leisure qualities and characteristics.....	6
The gendered life course perspective.....	14
Serious leisure identity.....	17
Leisure as activities.....	20
Serious leisure in practice.....	26
Biological connection to leisure.....	35
Male in the United States.....	36
Gender norms.....	44
Instrumentation.....	46
III. METHODOLOGY.....	56
Conceptual framework.....	56
Research design.....	57
Survey design.....	58
Participants.....	58
Data analysis.....	59
Delimitations.....	60

Chapter	Page
IV. RESULTS.....	61
Overview.....	61
Demographics.....	61
Descriptive statistics.....	64
Data analysis.....	66
Conclusion.....	67
V. DISCUSSION.....	69
Introduction.....	69
Statistically significant differences.....	71
Limitations.....	72
Suggestions for future research.....	73
Conclusion.....	75
REFERENCES.....	78
APPENDICES.....	90
APPENDIX A: Invitation to Participate.....	90
APPENDIX B: Participant Survey.....	93

LIST OF TABLES

Table	Page
1. Serious Leisure Qualities, Dimensions, and Correlations for the Serious Leisure Inventory and Measure	49
2. Correlations and Descriptive Statistics for the Conformity to Masculine Norms Inventory	53
3. Respondent Demographics	62
4. Descriptive Statistics.....	65
5. SLIM Mean by Question (Q#).....	65
6. CMNI Subscale Means	66
7. Coefficients	67

LIST OF FIGURES

Figure	Page
1. Theoretical Construct.....	77

CHAPTER I

INTRODUCTION

Nature and Scope of the Study

Humans actively seek understanding of themselves in relation to their environment, to have a sense of self-consistency, and to maintain a positive regard. Human beings are motivated to have their perceived self be the same as their ideal self. The attempt to strive for verifications that desired self-images represented by self-statements (e.g., I am competitive and I am disciplined) is a move that shows more than self-esteem. The affirmation of identity images is a continual, beneficial process of ongoing self-definition, endorsement, and enhancement accepted by a vast majority of individuals. Freely performed behaviors, i.e. leisure pursuits, impact self-perception more than coerced behaviors. The freedom of choice is more likely to result in an attitude change due to these behaviors being perceived as representative of the individual. Leisure pursuits may serve a symbolic meaning of providing self-affirmation. Leisure is a representation of specific identity images and certain groups of identity images could be known for different leisure interests (Haggard & Williams, 1992).

Leisure is in disproportion to work and work-related activities and it is performed for its own sake (Watkins & Bond, 2007). The search for a greater challenge is associated

with serious leisure (Stebbins, 1992, 2001). Defined, serious leisure is “the steady pursuit of an amateur, hobby, or career volunteer activity that captivates its participants with its complexity and many challenges (Stebbins, 2001, p. 54). A serious leisure pursuit leads to improved knowledge and skill, requires significant engagement, in addition to money and time investments (Wegner et al., 2015). Increased involvement of a leisure activity can become a serious leisure pursuit. Serious leisure is an activity that involves a time commitment. The challenge connected to serious leisure pursuits allows increased involvement and exclusivity in attitudes and behavior (Stebbins, 2001).

At times, gender constrains participation in serious leisure activities. Gender, according to Stebbins (1992), filters out females and males from activities determined by society to be appropriate for only one gender. Social norms often suggest sacrifices to particular forms of leisure in favor of familial commitments (Shaw, 1994). The meaning of masculinity fluctuates depending on the setting and it changes over time so that no form of masculinity is static. Similar to other socially constructed experiences, masculinity overlaps with other forms of identification (Brandth, 2016).

Purpose of the Study

The purpose of this study is to examine the relationship males who pursue serious leisure conform to masculine gender norms. Leisure is an important topic of study because it is seen as a worthwhile intellectual and physical activity to participants since their lives function and are planned around their interests as leisure participants. Leisure can be defined as “uncoerced, contextually framed activity, pursued in free time and certain kinds of work, which people want to do and, using their abilities and resources, actually enact in either a

satisfying or a fulfilling way (sometimes both)” (Stebbins, 2020, p. 38). Serious leisure is explored using serious leisure qualities and characteristics of conformity to masculine norms (Stebbins, 2015; Mahalik et al., 2003).

Research Question

The research question focused on in this study relates to serious leisure and masculinity. To achieve the purpose, this quantitative study addresses the following research question: Does a relationship exist between males’ serious leisure participation and their conformity to masculine gender norms?

Hypotheses

The research question asks whether there is a relationship between males’ serious leisure participation and their conformity to masculine gender norms. The null hypothesis to the research question is H_0 : There is no relationship in males’ serious leisure participation and their conformity to masculine gender norms. The alternative hypothesis to the research question is H_a : There is a relationship in males’ serious leisure participation and their conformity to masculine gender norms.

Definitions

Conformity: meeting societal expectations that constitute informal standards (Mahalik et al., 2003)

Leisure: “uncoerced, contextually framed activity, pursued in free time and certain kinds of work, which people want to do and, using their abilities and resources, actually enact in either a satisfying or a fulfilling way (sometimes both)” (Stebbins, 2020, p. 38)

Male: gender at birth; cisgender

Serious leisure: a comprehensive construct with six dimensions (perseverance, leisure career, identification with the pursuit, a unique ethos, durable outcomes, and significant effort) and eighteen identified sub-dimensions (perseverance, significant personal effort, a career course in the pursuit, identity with the pursuit, a unique ethos, and the durable benefits of personal enrichment, self-actualization, self-expression abilities and individuality, enhanced self-image, self-gratification satisfaction, self-gratification satisfaction enjoyment, re-creation, financial return, social attraction, group accomplishments, and group maintenance) with a concept involving commitment (Stebbins, 2001).

CHAPTER II

LITERATURE REVIEW

Serious Leisure as a Predictor of Level of Conformity to Masculine Norms

An accurate definition of leisure involves more than activities that are exclusive from work. Leisure can be defined as interests carried out beyond the essentials and objectionable commitments of daily life (Stebbins, 2016). As an expert for decades in the leisure field, Stebbins (2015) expressly defines leisure as “uncoerced activity engaged in during free time, which people want to do and, in either satisfying or a fulfilling way (or both), use their abilities and resources to succeed at this” (p. 4). Stebbins (2015 & 2018a) continues that leisure is characteristically comprehended as an optimistic outlook, comprised of pleasurable expectancies and recollections of activities and situations as well as other sentiments. Leisure has been further scrutinized to be comprised of a serious leisure component. “Serious leisure is the systematic pursuit of an amateur, hobbyist, or volunteer activity sufficiently substantial, interesting, and fulfilling for the participant to find a (leisure) career there, acquiring and expressing a combination of its special skills, knowledge, and experience” (Stebbins, 2017, p. 379). Regarding the serious leisure perspective, leisure is conceived of as voluntary, a structured endeavor engrossed in during free time, individuals desire to participate and, utilizing their aptitudes and resources, essentially do in a gratifying or a fulfilling manner (or possibly both).

(Stebbins, 2016). Contention exist that leisure is comparatively more uninhibited than the pursuits that comprise work and non-work responsibilities (Stebbins, 2017).

Leisure Qualities and Characteristics

Qualities and characteristics are present in leisure that are absent in work. Roberts (2011) describes leisure satisfactions as intrinsic, assumed for the individual's own sake and aspirations. Roberts also observed leisure has the potential to be a capacity for experimentation, taking risks that can range to the extreme, and repose in order to encounter perceptions one would not be willing to risk principal positions such as jobs and marriage. Roberts (2011) states family roles and livelihoods have the capacity to sway their leisure. People's leisure activities tend to transform as years pass (Stebbins, 2017).

Characteristics of leisure in the serious leisure perspective have the potential to either be deviant or non-deviant (Stebbins, 2015). Having the inclination to leisure, explains Stebbins (2015), brings orientation and personality. A person's disposition of the world is inclined to waning and dissolution, asserts Stebbins (2017), and continues that leisure contends with the daily battles of life. Stebbins (2015) has identified six characteristics or qualities that distinguish serious leisure: occasional inclination to persevere; unearthing a leisure career; momentous personal effort using specially developed experience, knowledge, skill, or training, at instances all four; eight robust benefits, or comprehensive outcomes ("self-actualization, self-enrichment, self-expression, regeneration or renewal of self, feelings of accomplishment, enhancement of image, social interaction and belongingness, and lasting physical products of the activity); unique ethos- the spirit of community of serious leisure participants,"

demonstrated through “shared attitudes, practices, values, beliefs, goals, and so on (a cultural formation”); and strong identification with the participants chosen pursuits (pp. 11-12). The participant’s social world is the structural environment the cultural formation is communicated such as beliefs, attitudes, and values or consummated as practices or goals. Performance standards, moral principles, comparable collective representations are associated with a social world, thus a particular experience is gained from the serious leisure pursuits (Stebbins, 2016). A trait possessed by serious leisure is the belief of not being pressed to perform what is not desired, uncoerced (Stebbins, 2018b). Stebbins (2016) affirms leisure participants with the goal of receiving fulfillment in their pursuit must be periodically challenged. It is further stated that these participants attain their profoundest level of fulfillment at the end of the pursuit instead of during it; from the perseverance of remaining with it and conquering adversity. Unadulterated fun, or self-gratification, may be included with the list of robust benefits, or comprehensive outcomes, which is undoubtedly the most ephemeral benefit; asserting it is unique ethos that distinguishes serious leisure (Stebbins, 2016). Engagement in leisure emanates from a staunch dedication to a personal project as a matter of voluntarily imposing their choice on the world; a defining characteristic to serious leisure (Stebbins, 2017).

Types of Leisure

The various types of leisure pursuits can be instrumental in the lives of individuals. According to Lyu and Oh (2015), empirical evidence does exist that demonstrates the end goal of a person’s leisure pursuits involve achievement of anticipated outcomes instead of the mere participation itself. Leisure is apportioned into three leisure forms: serious, casual, and project-based leisure (Anderson & Taylor, 2010;

Kim & Kwon, 2019; Lee & Wang, 2018; Stebbins, 2015, 2016, 2017, 2018a, 2018b).

Each of the three forms possess distinguishing groups of interconnected phases or actions that are essential to adhere to in order to attain an effect or conclusion participants find appealing (Stebbins, 2015).

Participants of serious leisure differentiate themselves apart from those who may be pursuing casual or non-serious involvement by their persistent participation, extraordinary intensity, and substantial commitment (Lee & Hwang, 2018). Lyu and Oh (2015) state pleasurable aerobic endeavor as an example of fundamental casual leisure. That is, participation in such an endeavor necessitates slightly more than nominal knowledge, skill or experience. The much less complex core activities from serious leisure than those of casual leisure are demonstrated in the actions necessary to complete the activity such as to “hold sociable conversations with friends, savor beautiful scenery, and offer simple volunteer services” (e.g., distributing literature to passersby, shuttling people from a parking lot, raking leaves in a neighborhood park) (Stebbins, 2015, p. 2). Stebbins (2018a) asserts the casual leisure form to be intrinsically rewarding right away, basically being ephemerally pleasant pursuit that does not require special training, or marginal at best, to enjoy it. Casual leisure is described as not only less complex, but to be considerably less substantial than the serious leisure form, without offering a career of any sort. Stebbins continues to illustrate casual leisure is primarily hedonic, pursued for its noteworthy amount of authentic enjoyment or gratification.

The third form of leisure is project-based leisure. It can share the characteristic of being short-lived like casual leisure. On the contrary, project-based leisure is relatively complicated, rare or intermittent, though infrequent; it calls for innovation for its

completion that is accomplished in either free time or during time unburdened of displeasing obligation (Stebbins, 2018a).

A trait that sets serious leisure apart from casual or project-based leisure is a core activity. A core activity for serious leisure involves the multiple interdependent measures it takes participants to complete in order to successfully complete the desired pursuit (Stebbins, 2015). Serious leisure pursuers are described by Chen (2014) to largely be significant investors of time, money, and effort dedicated to their leisure pursuits. Participants acquire a combination of deep self-fulfillment and cursory enjoyment, Stebbins (2017) states as the significance of the serious leisure incentive of self-gratification.

Rewards and thrills distinguish serious leisure. It is the rewards of a serious leisure activity that are the customary principles that appeal to and maintain the participation of its enthusiasts. Stebbins declares thrills belong to leisure's reward system. Thrills, or high points, are the distinctly stimulating experiences and circumstances accentuated in the minds of those who engage in a form of serious leisure (Stebbins 2015).

Obstacles to leisure pursuits may be experienced. Negotiation strategies, ways to manipulate having a desired outcome, can be helpful tools used when pursuing leisure. The notion of leisure constraints, which characterizes the existence of adversities and inconveniences in participants' leisure pursuits, was convincingly correlated with negotiation strategies. Negotiation strategies, indicated by participants' perseverance in challenging circumstances and substantial personal effort in serious leisure activities, exposed strong correlations with self-identity, enduring benefits, and social world

identity, the three important elements of serious leisure. Lyu and Oh (2015) also believe individuals with greater commitment to an expressed activity most likely demonstrate greater efforts to negotiate constraints. Research reported on by Chen (2014) revealed older adult volunteers who demonstrated serious leisure traits generally made an effort to conquer obstacles and hardships while pursuing volunteer interests. Negotiation strategies and leisure constraints are descriptors which aid in the identification of an individual's leisure pursuits.

Benefits of Leisure Participation

People are generally concerned about their welfare. Particular to leisure activity, Roberts (2011) states leisure is improvement to personal well-being and that the economy sees the evidence of leisure by people's spending. The main goal of participation in leisure activities is for people to placate their yearning for a fulfilling experience (Stebbins, 2018a). It has been observed by the researcher the concept of leisure generally has an overall positive connotation. According to Stebbins "leisure can generate happiness, but is not itself happiness" (2018a, p. 14). The process and participation for leisure activity may contain attributes that are not all positive. In their research concerning better understanding of leisure benefits, Lyu and Oh (2015) posited types and levels of leisure participation exist that produce other than beneficial outcomes. As young as the adolescent ages, an impact is made to well-being by leisure participation. It is significant school exposes students to comprehensive pursuits, according to Sivan et al. (2019), and provides opportunities for the activities to be done while perpetually making possible the engagement in leisure activities of the students' choice. The same researchers also stated students attributed importance and meaning to their leisure

participation, potentially making an impression on their development. These researchers correspondingly claim substance to activities that are stimulating to students since the activities reinforce their affiliation and psychological needs. Stebbins (2018a) affirms a multiplicity of positive sentiments gathers throughout the serious pursuits.

Sivan et al. (2019) maintain sports participation enhances well-being. As they described, it has the meaning derived from youths' sport participation that enriched the adolescents' sense of well-being. There may be positive sentiments of the serious pursuits which may not be experienced at all times (Stebbins, 2018a).

Psychological reasons were frequently the motivation students selected their activities with social and physical reasons ascribed to students choosing sports (Sivan et al., 2019). Students' leisure activity is chosen for "enjoyment and relaxation, overcoming boredom, seeking autonomy, self-actualization, and enhancing their competence" (Sivan et al., 2019, p. 109). An enriched well-being and quality of life stems from self-fulfillment promoted to an improved physical health that is affected by psychological health as conceived by Stebbins (2015). In their article *Sport and Social Change*, Lyras and Hums (2009) illustrate intergroup contact-theory and how there exists certain principles they deem ought to be applied in sports programs since they can theoretically aid in gender intergroup accession. The criteria are: "(1) equal status among the members of the groups; (2) common goals as the purpose and the framework of the contact; (3) intergroup cooperation that helps all groups reach their goals; and (4) support from the authorities, structures, and institutions of a society" (pp. 7-8). Lyras and Hums underscore girls and boys alike can be taught lessons from sports and sports can be opportunities of profound personal achievement. Sport has the potential to be a facilitator

for social change, shaping participants' lives beyond the play setting by connecting people, even those who may be in conflict with one another (Lyras & Hums, 2009).

Optimal Leisure Lifestyle

Stebbins (2015) claims achieving an optimal leisure lifestyle is the direction needed to obtain good health. A distinguished quality of life is positive when self-fulfillment is a major contributor to the process (Stebbins, 2015; Stebbins, 2018b). An optimal leisure lifestyle is created for people when the state of mind, which is the high quality of life, and the interest to a person's own well-being is aspired; willingness to seek intense gratification through experimentation with leisure's multidimensional forms centered in planning, desire, and patience (Stebbins, 2015). A deep or optimal leisure experience is not intended to signify an ideal condition every participant strives to reach. Optimal leisure denotes an "intense, purposeful action and personal commitment of self" that brings a momentous quality involving a participant, leisure activity, and its location (Elkington, 2011, p. 278). Leisure experiences are where quality of life is found (Stebbins, 2018a). The overarching concept of any form of leisure or leisure in its totality falls under the label big leisure. "Big leisure" has potentially become more instrumental: as a stimulator to well-being, economically, and an area peoples' identities may be constructed, expressed, modified, and embellished (Roberts, 2011, p. 6). "Little leisures, in contrast the particular leisure activities in which individuals choose to engage" (e.g., sport, tourism) have theoretical importance (p. 6). Little leisure is an unambiguous form of leisure that demarcates the specific activity in which the individual is participating (e.g., kayaking, traveling). Roberts (2011) argues the inconsequentiality, the matter of its unimportance, is a stipulation for the choice liberty, options of using leisure in methods

based on personal preferences and the predispositions of sociocultural collectives, thus capitalizing on the potential contributions big leisure has to well-being, the economy, maintenance, as well as identity formation.

Pursuit Contentment

Participants of serious leisure at times struggle amid their leisure pursuits and families, later influencing their satisfaction with life and emotions. Older adults, through the course of serious leisure pursuits, may feel gratification from social and personal recompense gained. Support from spouses can orchestrate an affirming affiliation between serious leisure traits and their subjective well-being (SWB). Older adult volunteers in the study who exhibited more convincing traits and better spousal support had a reasonably greater SWB (Chen, 2014). SWB may be otherwise understood as happiness. When people are engaged in interesting leisure pursuits, experience pleasure and minimal unpleasant emotions, they live the good life or have an abundant SWB (Diener, 2000). Encouragement from spouses is vital for serious leisure pursuers. Empirical data defends the postulation that an increased level of serious leisure traits leads to an increased level of SWB for older adult volunteers. Characteristics of older adult volunteers positively influence their SWB as well (Chen, 2014). Participation in group activities, primarily physical activities, may have an indirect result on increased mental health plus individuals' feelings of life satisfaction (Palmore, 1979). Sharing in leisure pursuits can improve familial ties and bonds with colleagues. Belonging to a collective effort, having aspirations to move toward, and reaching a goal are each beneficial for personal well-being. Applicable research all demonstrate that participation in practically all leisure pursuits tend to enhance well-being. Leisure not commonly

physically strenuous can also have physical health benefits, even though it may be to a lesser extent (Roberts, 2011). There are some activities that link individuals to activities. Stemming from a personal or cultural level, the advantages may assist in improving the individual's SWB. Consequently dedication to a leisure pursuit is the fundamental nature of serious leisure (Chen, 2014).

The Gendered Life Course Perspective

The life course perspective has benefitted research on aging with improvements to understanding the interactions of the developmental influences and then addressing them (Settersten, 2006). Corresponding to Giele and Elder (1998), Stebbins (2020) includes activities with the socially defined roles and events enacted by individuals over time which comprise a person's total lived experience. Stebbins (2020) submits the emphasis on age variation across social lines distinguishes the life course concept. Generational effects and age-graded roles are particularly critical due to the chronological crux of the life course. The point where someone's life course makes a significant change in direction for the sake of one or more major changes affecting one's pursuit of free-time activity is otherwise considered turning point. There are life course turning points that exist that influence leisure interests even though they do not originate leisure conditions. The concept of turning point portrays the skewed view of the life course, or the leisure experience, in a discipline of theory and research conventionally given to more rigid descriptions of this process. People define roles and occurrences as a turning point and what, exactly, it means to them. Defined events, roles, and activities frame people's pondering of everyday activities in leisure, work, and non-work (Stebbins, 2020).

Socially Constructed Factors

It was discovered in developmental psychology that common stages of development were difficult to differentiate and hefty distinctions existed by gender, individual background, experience, and race (Giele & Elder Jr., 1998). There are social and psychological influences that span short and long range causes and patterns of consequences from individual and collective experiences over the life course. Gerontological research can profit by adopting life course ideas and the comprehension of various dimensions and domains that are a part of functioning and human life (Settersten, 2006). As reported by Dr. Cathy Taylor, the dean of Gordon E. Inman College of Health Sciences and Nursing, timeline, timing, the individual's environment, equity, and weathering are some key concepts that affect an individual's capacity for success (Tennessee Department of Health, 2012). A gendered life course points to different experiences and social indoctrinations for women and men. The issue of agency is raised in the gendered life course (Genadek, Flood, and Moen, 2019) while the processes perpetuate different gendered role expectations as well as identities (Moen & Spencer, 2006). Mental and physical health corollaries are resultant of pathways of gendered employment (Leupp, 2017).

In conjunction with age and health, gender is a biological circumstance that is also socially constructed and each of these factors is interconnected with the others (Moen & Spencer, 2006). Settersten (2006) posits proximal (e.g. families and work organizations) and distal (e.g. historical events, demographic parameters, and culture) settings shape aging related events. Gender may be a determinant whether individuals' aging is salient for altering the mental health outcomes of employment. Women's timelines are more inclined to be affected by the experiences of others. Parenthood is a focal point in the life

course of women. Effects conducive to women's well-being increase as their children grow older while men's health is undiminished by young children. Timing of family roles within the life course perspective is fundamental for comprehending the life course mental health of women. Men's mental health is relatively indifferent to child-rearing and family roles (Leupp, 2017).

Social scientists have inferred circumstances which were observed at a particular point in time are consequences of social practices that have occurred continuously over time (Blanchard, Bunker & Wachs, 1977). Research that included the life course approach has concluded that various leisure activities in adulthood or in midlife are linked with enhanced cognitive health for people in old age (Hassing, 2020). The more leisure time and fewer social roles a person fulfills, the more favorable their health outlook and health is a valuable component for quality of life. Individuals with little leisure time have a greater propensity to exhibit stress-related symptoms. Women's multiple roles (e.g. spouse, parent, housekeeper, and employee) are accompanied by a lack of leisure time, declined health, and a damaged well-being (Watkins, 2016). The trajectories found in women reflected steep cognitive decline relative to greater amounts of domestic activities (Hassing, 2020). Alternatively, the absence of roles implies more leisure time which promotes well-being (Watkins, 2016). The leisure activity and cognitive aging association in men were reported by Hassing (2020) to be positively associated with cognitive functioning which aligned with findings from other studies (i.e. Iso-Ahola & Park, 1996). Irrespective of gender, women and men support the concept that participation in cognitively stimulating pursuits throughout the life course can protect cognitive function. Equality advancements have positive connotations for health and life

expectancy (Moen & Spencer, 2006). Dr. Moen declared the gendered life course can be transformed by changing social structures. She believes that by being intentional about integrating activities (i.e. education, community, and civic engagements) across the three age differentiations (young-education, middle-work, and old-leisure) and learning about their connections can prevent the perpetuation of the gendered life course and reproducing inequality (Simon Fraser University Gerontology Research Centre, 2014).

Age, Cohort, and Period Effects

Three types of effects that can demonstrate alternate details for observable phenomena at any given time are age, cohort, and period. An aging effect is a variable found to be a function of age despite which cohort is in a particular age group in a given time period. Cohort effects are groups of individuals born in one specified time interval. Period effects characterize a variable as it changes over time so that it homogeneously affects each age and cohort (Blanchard et al., 1977).

Researchers have demonstrated the practicality of longitudinal studies in categorizing the affects of period, age, and cohort effects on behaviors (Blanchard et al., 1977). Stebbins' (2016) definition of leisure is defined as the interests carried out beyond the essentials and objectionable commitments of daily life. Leisure pursuits are model situations for autonomy progression since they are categorized by self-determination. Pursuits that are internally motivated have a propensity to be continued over time (Caldwell & Witt, 2011). A conclusion reported from a study of gender and leisure activities described the importance to review data separately for women and men, particularly if there are considerable disparities (Hassing, 2020).

Serious Leisure Identity

Leisure is a capacity in which people can openly communicate their exceptionalities and receive validation beyond their immediate families, work colleagues, and neighbors (Roberts, 2011). Haggard and Williams (1992) posit that most of what people do encompasses self-affirmation. Self-affirming activities reveal themselves through physical appearances, interactions with other people, and the various options a person chooses of how to make meaning from self-relevant communication (Haggard & Williams, 1992). Serious leisure participants tend to have a concentrated identity toward their preferred pursuits (Stebbins, 2016). Serious leisure pursuit has the capacity of possessing an immense attractiveness to be used as an identifier; more so than the individual's work role (Stebbins, 2015). On an intimate level there are psychological advantages where people's arbitration attempts could be a factor to the establishment and affirmation of social world identity and self-identity (Lyu & Oh, 2015). Otherwise people may see assorted benefits that could possibly contribute to the forming and affirming the identity found in leisure pursuits. Haggard and Williams (1992) believe leisure pursuits may be chosen on the foundation of their capacity to encourage esteemed identity characteristics. Surrounding oneself with other individuals who have similar leisure pursuits may present a relaxed environment; however, it does not signify families, neighbors, work associates, and employers will predominantly relate to them as their particular form of serious leisure (Roberts, 2011). The company of others is not the sole determination of serious leisure identity. Individuals establish the make-up of their identities by means of diverse mechanisms that include decisions on and participation in various leisure pursuits (Haggard & Williams, 1992). The timing of leisure activities,

based on the serious leisure perspective, in the life course have generally been neglected in theory and research (Stebbins, 2020).

Some leisure pursuits partaken in during formative years and adolescence have a trailing influence into the participants' adult lives and extend beyond leisure (Roberts, 2011). As adults age, there is an intensifying influence of leisure on the lives of older adults and leisure activities become progressively important (Chen, 2014). Roberts' (2011) research on leisure's inconsequentiality discusses the disproportion in leisure opportunities. Socio-economics is a contributor to this disparity. Roberts maintains there is an extreme inequality in the opportunity to build favored leisure identities. Prevailing individual benefits were, however, associated with self-identity (Lyu & Oh, 2015). Overcoming the restrictions from leisure participation aids in a recreationist's desired psychological benefits and helps form unique serious leisure identities. The same researchers found that leisure goals are accomplished while maneuvering potentially contradicting leisure constraints, dedication to leisure identities, and obtaining the lasting benefits of leisure. "People who are both highly committed to an activity and willing to flexibly adapt to leisure constraints are likely to show stronger leisure identities and attain more durable benefits" (Lyu & Oh, 2015, p. 190).

According to Roberts (2011), leisure identity is a construction via leisure pursuits and always has been. In other words, self-identity is the product of particular interests. Correspondingly, Roberts maintains that non-leisure identities are conveyed through leisure activities which is an enduring state. Jun and Kyle (2011) assert individuals' identity lays out instruction for how the individuals should behave as well as providing significance of who they are. Leisure is a field where identity aggrandizements and

gender and sexual identities are expressed (Roberts, 2011). A participant of football became a footballer: an example of an identity issue. The identity could be expressed throughout life, present only during play, and while being an active footballer; the identity role manages how others associate with the participant in outside realms of life and to those the participant gives priority to with their devotions of time (Roberts, 2011). Identity images are comprised of leisure pursuits and may serve as an impetus in certain leisure activities (Haggard & Williams, 1992).

Leisure as Activities

Leisure and the activities that comprise it may be subjective and may also be categorized as part of the social sciences. Numerous mainstream social science authors, over a span of generational cohorts or theoretical bents, are of the same opinion that the activities of humans are subject to a wide range of successions: a preliminary phase that births and matures the activity, a growth phase comprised of advancement with continued progress, and an experienced phase noticeably delineated by a retarding pace, stagnation, or possibly degeneration in the activity (Suchet & Stebbins, 2015). The serious leisure pursuit has the tendency to promote and facilitate studies of the relationships between leisure activities (Stebbins, 2016). Leisure can be enduring and also goal-oriented activities. Time dedicated to leisure may be considered time a person may choose what to do (Wang, et al., 2012). Stebbins (2017) states that hobbies of the liberal arts nature, being knowledge-oriented and long-term recreations, are often times more long-standing activities throughout life than goal-oriented activities. In a study involving adolescents' choices of leisure activities, Sivan, Tam, Siu, and Stebbins (2019) reported of students' readiness to execute and devote energy to their pursuit. In this same study, students' most

frequent activities chosen as interesting and most important to them as “sports, performance and graphic arts, and media related interests” (p. 107). According to Liu and Falk (2014), leisure participants characteristically find a way to connect with hobbyist organizations like clubs and partake in these events with others hobbyists (Liu & Falk, 2014).

Activities are general and may be compartmentalized as leisure, work, or as non-work obligation. A more refined definition of activity in the notion of core activity is an apparent set of interconnected measures or phases the participant must adhere to in order to accomplish the product or outcome the participant seeks (Stebbins, 2018a). Hobbies develop as a learning vantage point as they include a dynamic search for knowledge and education, at times profound, concomitantly relinquishing essential joyful impressions and contentment anticipated from a gratifying leisure experience (Liu & Falk, 2014). Stebbins elucidates that leisure goes beyond simply being an activity by claiming the positivity of the activity. “General and core activities, sometimes joined with role, most of the time agreeable, but sometimes disagreeable, form the cornerstone of leisure” (Stebbins, 2018a, p. 10).

The theoretic construction of a combination of all three forms of leisure (serious, casual, and project-based) is termed as the Serious Leisure Perspective (SLP) (Stebbins, 2015). The SLP framework proposes a method of viewing and discerning an abundance of activities people are attracted to for the pure pleasure or satisfaction those activities may bring (Stebbins, 2016). It is during free time these activities are pursued; time a small amount, if any at all, there are unpleasant commitments to meet, during time traditionally defined as leisure (Stebbins, 2016; Stebbins, 2018a).

An activity is a variety of pursuits, in which participants in it physically or mentally (many times both) think or perform an action, influenced by the aspiration of accomplishing a sought after culmination (Stebbins, 2018a). It is what is done in free time to fashion an attractive and worthwhile life, by contrast, according to Stebbins, which explains leisure as activity. There is a concept of core activities. Stebbins (2016) posits there is a characteristic set of correlated actions followed in order to get what the participant wants that defines the concept of a core activity. The pursuit of serious leisure has an obstacle entrenched in its own context that could be a social world, provides outlets to improve and enhance performance, and extends prospects for acquiring the core activities (Stebbins, 2017).

The occurrence of executing a core activity in free time is leisure (Stebbins, 2016). Free time is defined by Stebbins (2016; 2018a), as a period absent from displeasing commitments, with pleasing commitments considered as fundamentally leisure. Free time is not always equivalent to leisure (Stebbins, 2018a). Not having formulated intentions for free time may lead to unwanted challenges for participants to overcome (Wang et al., 2012). It is possible to be bored in free time, which could be a result of sedentariness (nothing to do), or from activity which is un-stimulating and uninteresting (Stebbins, 2018a). An individual feels bored when there are not enjoyable events to participate in during the course of free time (Wang et al., 2012). Boredom happens, at times, during free time. This boredom is a widespread indication that an unhealthy lifestyle, or mental state, can materialize after work and other duties concludes (Stebbins, 2015). In place of using free time constructively and healthily, there can often be periods of time viewed by individuals as “killing time,” where leisure boredom is met,

or even when the use of time is utilized doing disparaging activities (Wang et al., 2012, p. 417). Wang et al. (2012) suggest that efficient free time preparation is practical in circumventing boredom and its resulting problems.

Participant Education on Leisure Pursuits

At certain moments, leisure participants may seek opportunities to educate themselves on their pursuits. Liu and Falk (2014) take a stance that hobbyists' are moved to confer large expanses of energy to scholarship; to achieve the objective of diversion with their leisure activity. All leisure participation is converted to a real-world perspective; "it is only when the individuals apply their knowledge to the actual situations and challenges of the hobby that they gain the confidence, skills, values, and competence necessary to move them along a trajectory toward mastery" (p. 346). Hobbyists closely interact with other participants, they learn from others who are more knowledgeable than they about areas of interest, and communicate their education with other participants. The more time a leisure enthusiast participates in a particular activity, the increased likelihood to be prompted to contribute in educational activities and outreach, functioning as mentors and advisors to corroborate, and encourage the learning of novel participants (Liu & Falk, 2014).

Self-Directed Learning and the Leisure Participant

Competence is commonly understood as the intention of education and as an outcome of distinguished personal attraction; leisure participants demonstrate high levels of enthusiasm to learn (Liu & Falk, 2014). Due to the chiefly driven fundamental motives, and since hobbyists and participants concoct unique modes of learning founded upon their needs with the freedom to choose what they want to learn, the modes

participants learn and the modes they make meaning of information may differ from those of other types of proficient participants instructed by formal education arrangements (Liu & Falk, 2014). Stebbins (2017) describes a concept of self-directed learning (SDL) that can especially be present in serious leisure. SDL can be formal and informal, a “leisure experience of its own and one that leads to positive development of the learner” (p. 378). SDL represents a distinguishing element of leisure that is considered to be a type of lifetime learning. SDL is a central method that personal agency is evident in engaging in a variety of leisure activities. Being active in SDL, individuals have utmost freedom, although surrounded by the customary restrictions created by history, social structure, and culture, to enlighten themselves as aspired (Stebbins, 2017).

Among a community of pursuits, rookies learn and grow their expertise through networking with other participants, being involved in shared experiences, and escalating their activity and responsibilities in their commitment with their communities (Liu & Falk, 2014). Leisure participants are acquainted with the culture and rationale of their activities as well as strive to attain pertinent knowledge and expertise and skills; they also have a propensity toward achieving benefits continuously (Chen, 2014). The content for leisure learners is contextualized (Liu & Falk, 2014). There is a selection of serious leisure participants who purposefully search to acquire experiential education (Stebbins, 2017). As these learners’ topical interests intensify, they become more eager to discover behaviors of obtaining information and knowledge surrounding the topic and more prepared to devote the necessary time and effort essential to learn about the topic. This time and effort hobbyist disburse generally includes looking for a variety of types of

information specific to one subject, employing numerous learning skills, and being educated in multifaceted content, extending over long time periods (Liu & Falk, 2014).

There are notable characteristics of hobbyist learning: situated learning; community of practice; expertise; and interest and motivation (Liu & Falk, 2014). As described in Stebbins (2017), all learning is SDL in serious leisure: it is the participant making the choice and determining the details about seeking the knowledge and education necessary to be successfully involved in the activity. The interdisciplinary characteristic of serious leisure permits researchers and practitioners to learn and utilize leisure from multiple angles (Stebbins, 2016).

Learning is valuable by itself and as a method for advancement in a leisure activity; Stebbins (2016) states education must not be disregarded. Particular themes materialize as fundamental to gain knowledge of simply as needed, and everyone will be linked to the tangible authenticity of the leisure pursuit (e.g., ridding a garden of pests, preventing fish from dying in an aquarium, reading to preserve the authenticity of a living history American Civil War Society scene) (Liu & Falk, 2014). It is the individual participant who determines how and where sought after information will be obtained (Stebbins, 2017). Stebbins (2017) links leisure literacy to an implied ability to recognize a transforming environment and reason according to equitable relations to an array of leisure pursuits.

Leisure has the capacity to be the supplier of innovative social worth as well as innovative educational dimensions (Stebbins, 2016). Leisure pursuits represent some of the most significant methods individuals learn. Studying the learning progression of hobbyists extends the prospects of appreciating unconventional categories of free-choice,

lifelong learning (Liu & Falk, 2014). Both adults and adolescents receive benefits during their leisure pursuits, indicating the unique contribution of education in serious leisure. An effort must be made by serious leisure participants to gain skill and knowledge and the participants' leisure pursuits are accompanied by both personal and social benefits (Sivan et al., 2019).

Serious Leisure in Practice

Creating and maintaining a sense of morale among people who many times are in an undesirable physical and psychosomatic state of affairs could be an objective in various organizations. According to Lyras and Hums (2009), sports may serve as a to improved personal achievement, incentivize social change, as well as have affects beyond the sport milieu by making bonds even for people who may be in conflict. The Department of Defense (DoD), being the sizeable, heterogeneous organization with people and locations across the globe that it is, acknowledges people's similarities and then builds upon these as an avenue to increasing morale. For the reason that a vast majority of military members of the DoD have a minimum health and physical fitness component as a condition for employment, using an enjoyable activity as the course of morale building in the military is additionally advantageous to its efforts. Making intramural sports available and sponsoring these leisure activities is the military's method of supporting and promoting healthy activity which improves the organization. The participants demonstrate commitment to, identification with, sacrifice for the sake of, exert immense effort, and benefit from leisure activities while identifying with like-minded others and by and large regarded serious leisure (Kleiber et al., 2011).

In 1982, Dr. Robert Stebbins coined the term “serious leisure” which is a systematic pursuit of amateur, hobbyist, or volunteer activity which necessitates specialized skill, knowledge and experience. A correspondingly important autonomous concept is casual leisure (Stebbins, 1997). Casual (or unserious) leisure can encompass all leisure exclusive of the realm of serious leisure (Stebbins, 1997). Serious leisure may involve financial and physical discomfort, pain, and personal sacrifice in order to facilitate participation in the activity. To make a distinction between these leisure concepts, “casual leisure can be defined as immediately, intrinsically rewarding, relatively short-lived pleasurable activity requiring little or no special training to enjoy it” (Stebbins, 1997, p.18). Stebbins (1997) further stated that “some forms of casual and serious leisure offer the reward of social attraction, the appeal of being with other people while participating in a common activity” (p. 21). Military members’ participation in base-sponsored intramural sports is an example of a medium the DoD provides for people to engage in serious leisure.

Serious leisure in the military affects individual participants and acquiesces to a comprehensive social engagement among its members (W. Hageman, personal communication, February 2020). Research reported in Arai and Pedlar (2003), explains trust throughout society is broadened by the contributions that focal practices and serious leisure provide. The focal practice is the serious leisure participation which in this instance is base-sponsored intramurals. Arai and Pedlar (2003) further identify the end being inseparable from the means when the practice of leisure activity is the leisure experience. Focal practice being shared as a community is a leisure practice that is described as communal leisure. A positive connection with serious leisure participation

and the working environment is the greater sense of community and self-efficacy that results. Many benefits arise from communal leisure and celebrating a focal practice to individuals and organizations. Koocher (1971) reported that the leisure of sport skill acquisition will lead to significant increases of an individual's perceived physical self-efficacy. This proliferation of self is a positive contribution to the military unit's morale. "Within-person variability in attachments across relationships could reflect appropriate selectivity with respect to environmental affordances" (La Guardia et al., 2000, p. 370).

Base-sponsored intramural programs are an affordance the military extends to its members to participate in serious leisure. A pre-season meeting is conducted to explain the rules that will be used during officiating; supplemental rules and regulations; military instructions that will be abided by; the people who are permitted to participate; and to offer information that will contribute to setting the schedule of games for the season. Formal competitions are generally scheduled multiple times during the week and teams are allowed to conduct practices if they elect to do so. Games are generally executed with a competitive nature, regardless of the game's score count. Teams' skill levels range with the majority of games played with high intensity. Generally, teams are divided by work areas and military rank is not demarcated during activity or with regards to a team's standing. Intramurals are coed and expand across months of exhibition play and culminate in end of season play-offs where one team is championed and all other teams are tiered sequentially thereafter. The hierarchy of the play-off bracket stems from the final win-loss ranking achieved during round-robin or exhibition play during the regular season. There are spectators who watch the activities who may cheer, applaud, and jeer during events. Games are officiated by unbiased, certified officials who do not play on

any team in the current league. After games are concluded, both teams typically display positive sportsmanship and commend one another by exchanging reciprocated physical gestures. Focal practices unite people in leisure around appreciation, not around issues which involve power. This appreciation in leisure is directed toward the focal object (Arai & Pedlar, 2003). Irrespective of the game's final score, the teams' positive sportsmanship gestures are a demonstration of their common bond (W. Hageman, personal communication, February 2020).

Need Satisfaction

Due to the fact that military rank or position is not conceded as a factor during play in a military environment, the commitment to interact and be physical and competitive in a heterogeneous setting is to be respected. Preconceptions are held and judgments are passed concerning individuals who engage in certain leisure and recreational activities. Their choices of participation in physical activities may be influenced by their perceptions held of the self-presentational implications of involvement in various activities (Schrader & Wann, 1999). It may be determined traits for serious leisure participation are rooted in the theory of self-determination. The self-determination theory suggests that the preeminent aim attachment security correlates to well-being is people's ability to indemnify their essential psychological needs amidst secure relationships (La Guardia et al., 2000).

Edward Deci and Richard Ryan are the authors of the self-determination theory. The theory applies to the serious leisure experience because of the intrinsic motivation required for continuous participation and the innate psychological needs for competence, autonomy and relatedness. People tend to pursue goals, relationships and domains that

enable or support their need fulfillment. To the extent they are accomplished in identifying such opportunities, people will incur positive psychological outcomes (Deci & Ryan, 2000). The serious leisure experience is not a professional requirement or an official directive given by the DoD. However, recreational sports programs increasingly are being given social mandates that foster particular benefits (Artinger et al., 2006). The volition of participation, and with whom, is a demonstration of participants' self-determined behavior. Kowal and Fortier (1999) maintain the self-determination theory accounts for determinants of motivation; a complementary factor is the social benefit. The influence to accomplish a common goal chiefly leads to facile social group bonding and effortless social integration (Artinger et al., 2006). Motivation and the social characteristics expound the undemanding rationale of participation within a blended group in a competitive nature. Research has described respondents of an intramural sports study have indicated more benefits in areas of personal social benefits and fewer social benefits in the area of culture. An existing sub-culture in and of itself reduces the novelty during activity interactions. Members are open to choose participation, possess the internal drive to continue participation and are exempt of outside pressure (Artinger et al., 2006).

Flow Theory

In addition to the self-determination theory being applicable to the serious leisure experience, is Mihaly Csikzentmihayli's flow theory. Csikzentmihayli is attributed to the creation of this theory. Flow is experienced when the activity is autotelic: the activity's purpose is the activity, and flow is often the example of intrinsically motivated activity (Deci & Ryan, 2000). Stebbins (2018b) states "a participant's fulfillment has been found

to stem from a constellation of particular rewards gained from an activity” and includes “the rewards are not only fulfilling in themselves, but also fulfilling as counterweights to the costs encountered in the activity” (p. 263). A flow experience exists when participants have a concentrated psychological state from their involvement in stimulating activities (Chang, 2017).

With respect to serious leisure, a person experiences flow when complete immersion to the point of lost awareness of their surroundings, loss of time and every other thing except for the activity itself exists (Kowal & Fortier, 1999). The pairing of great skill and challenge levels is the central element in experiencing flow (Chang, 2017). Due to a profound concentration on the current pursuit, the person in flow interrupts regard for the consequences of her or his actions and for a time loses mindfulness of self that often interferes with normal daily life which is a feeling that can be exhilarating (Elkington, 2011). It can happen on the individual or group level. Family can be highly influential whether and how family members experience flow and how they manage their experiences (Dieser et al., 2015). Flow may be seen when serious leisure participants lose sight of playing against peers and superiors, are indifferent to the crowd and become entrenched in the play and competition of the focal practice, the intramural game. This immersion is an explanation as to why many do not experience newfound cultural encounters due to the preexisting subculture and relationships. Serious leisure participants are accustomed to the intricacies of their activity’s environment. By definition, serious leisure participants are already accustomed to intricacies of their activity’s environment. Study results have revealed participants who felt most connected with teammates reported high instances of flow (Kowal & Fortier, 1999). Individuals

with substantial interest in recreational activities and who accredit deep symbolism to their pursuits experience flow and enjoyment on frequent occasions, and are more likely to live an exceptional quality life (Wood & Eagly, 2009).

Non-self-determined forms of motivation may be a detriment to flow states experienced by participants and in regard to building upon the motivational taxonomy posited (Deci & Ryan, 2000; Vallerand et al. 1997). Research foundational to the self-determination theory and flow postulate the relationships the psychological states of flow have on an individual's experience and the situational determinant of motivation is a positive indication of competence (Kowal & Forier, 1999). Deci and Ryan (2000) report competence is not necessary for flow; however, they view the concept of needs as:

A central unifying basis for SDT's [self-determination theory] explanations and interpretations...and that it serves effectively to specify the contexts in which optimal challenges will and will not lead to flow and the vitality that accompanies it. (Deci & Ryan, 2000, p. 261)

It is believed the distinct leisure choice intramural participants invariably make, exhibits their relationship to flow and motivation and how the presence of the two result in their commitment to leisure. In the opinion of the researcher, recreational programs and organizations may be positively affected knowing how to manipulate psychological influences to advance work and social settings.

Flow Rooted Leisure Pursuits

An influence on an individual's leisure involvement is gender which also stands to influence flow experience. Men tend to have attraction as an important standard. Chang 2017 posits high attraction involvement signifies male extreme sport participants

took pleasure in the physical activity and was regarded as momentous and imperative to them. Matching extreme sports to other sporting pursuits, more skills and risk-taking is required for extreme sports; the challenging scenarios could be considered to present an increased masculine image. For men, this perceived image could be critical, attractive, constructive, and fitting, while not perceived as fitting for women at all. The gender disparity in the self-expression of extreme sports may be compared to the ideologies in society that discourage sports participation by women. Participants of extreme sports who have increased concentrations of leisure involvement have a higher likelihood of experiencing greater levels of flow and gender expectedly negotiates this relationship. When male participants have more gratification and happiness (attraction) that come from extreme sport, they may also incur increased levels of flow (Chang, 2017). Elkington 2011, states that it is the implementation of control in individually challenging scenarios people tend to enjoy and not the feeling of being in control. Research concluded that gender disparities in involvement and flow experience exist and the differences possibly have an effect on the relationship between individual's involvement and flow experience during leisure pursuits (Chang, 2017).

Flow may be arrived at for several reasons. Theoretically, devoted involvement, high stake pursuit, and personal commitment are each pivotal qualities of serious leisure and have the potential to generate flow. Customarily, extreme sport participants must devote an increased amount of time and effort to advance their expertise and capabilities to overcome complications of the sport and contend against others, which calls for a high level of dedication. The research of Chang 2017 found that greater leisure engagement results in a greater possibility of experiencing flow. When gratification or enjoyment

occur while an individual is taking part in a pursuit, it influences the feeling the individual has on the complications shown by and skills necessary for that leisure pursuit (Chang, 2017). Elkington 2011 acknowledges leisure settings to possibly be one of the strongest sources of flow experiences. Under close analysis, a theoretical relationship is accepted despite the differences between the two frameworks of serious leisure and flow.

The empirical results of Elkington's (2011) research demonstrated self-improvement and deep enjoyment are in close proximity to serious leisure pursuits. Referencing the characteristics and conditions of flow rooted leisure pursuits and the serious element, these two frameworks have supportive functions and "when conditions are appropriately aligned they function synergistically, reinforcing and promoting each other's presence" (Elkington, 2011, pp. 277-278). Flow serves as a positive psychological construct that combines the distinctive features of the serious leisure experience. Flow and serious leisure present common frameworks for exploration and understanding leisure participation and involvement. The investigation of flow in the serious leisure perspective shows activities are able to generate flow and uniquely does so, inducing the attraction of serious leisure pursuit for flow experience, and evoking strong support that undergoing the characteristics of flow is what makes leisure gratifying. Recurring high activity involvement episodes lead to flow-like commitment and will gradually raise the level of sustained involvement present in pursuing flow in potential participation that the person's level of commitment is increased, elevating the passion of involvement and with it the seriousness of the particular leisure pursuit for the person. The experience of flow-based serious leisure stresses perseverance and personal effort in the advancement of distinctively learned knowledge and talent relative to a core interest. Research concludes

the higher the investment in activities in which a person participates, the more serious the activities will develop into and the more likely the person will structure ways to develop experiencing and maintaining flow therein (Elkington, 2011).

Biological Connection to Leisure

A key factor involved in social actions and reasoning in males and females as well, such as attachment and emotion, is the oxytocin system (Schneider-Hassloff et al., 2016). Oxytocin is predominantly generated in the hormone releasing region of the brain; the hypothalamus. Prosocial behavior, connectedness, and a reduced anxiety level are a selection of the psychological functions of oxytocin most commonly recognized (Crespi, 2016). The study results of Melton et al. provided verification that new environments may also stimulate the release of oxytocin. This premier study further produced confirmation familial leisure pursuits intensify family bonding via the discharge of oxytocin (Melton et al., 2019). Through self-governing methods, individuals engage in leisure that matches with gender identities founded on close relationships, gender-stereotypic characteristics and interests, or male and female enclaves (Wood & Eagly, 2009). In a study aimed to conceptualize masculinity and compassion in male teenagers, the premise that was promoted was compassion can aid in comprehending the function of masculinity and that it is comfortable, particularly for young males, to match with domineering and manipulating masculine ideologies and participate in threat-based aggressiveness (Kirby & Kirby, 2017).

Most people's daily social interactions are generally positive and accommodating, occurring within their customary social groups (e.g., group members, friends, family) whom an individual shares the various sorts of bonds supportive of selfless and

mutualistic behavior. Oxytocin is hormone that stimulates a relationship linking two or more people, motivates, and reconciles and feeds the behavioral and cognitive processes that trigger the organization and subtleties of a relatively social group (Crespi, 2016). Wood and Eagly (2009) posit oxytocin and additional neurochemical processes included in bonding, predominantly significant for individuals with feminine identities, direct them to express social interaction as containing attachment and close relationship with others. It was hypothesized that the results of an isolated study illustrated a significant difference in the release of oxytocin between men and women in identical circumstances where the men released twofold the oxytocin than their women partners because of the role of physical touch and novelty (Melton et al., 2019). Hormonal processes can incorporate oxytocin, in addition to testosterone, to ease the functioning of suitable identities (Wood & Eagly, 2009) and to determine whether the sex of a person determines the release of oxytocin (Melton et al., 2019).

Male in the United States

In this North American, first-world country ran by capitalism, the overarching mindset to be politically correct in the United States of America is rampant. The push for competition is present in the social, physical, intellectual, emotional, and even spiritual aspects of life. The daily struggle to decide the winner of what occupies one's time often wins out to the prestigious, uncompromising charges. In this same environment, personality and identity may be shaped by the selection of a person's leisure pursuits. Social, biological, and internal divergences may well exist within males and females. These dichotomies may very well help a male discover and define his own masculinity. A male's prevailing leisure activities frequently offer: a higher status to him in one or more

aspects of his life; allow him to excel over any present competition during leisure; uplifts his overall personal morale; provide a release of energy and aggression; and puts him in a heroic position (Haggard & Williams, 1992; Van Berkel, 2017).

Search for Masculinity

There are as many personal definitions for masculinity as there are persons defining and searching for personal application. The American Heritage College Dictionary (1997) defines masculinity as “of or relating to men or boys; suggestive or characteristic of a man.” Various attributes constitute normative expectations of men in the United States of America. Family, school, faith-based organizations and media may each play a role on a male’s journey to masculinity which spans from childhood through adulthood. Horrocks (1994) poses much of relevant literature sides that confusion exists among men as to what the expression means to be a real man as well as what the implication of masculinity implies. Neither males nor females are designated to the task to pragmatically define masculinity. Many males are in search for masculinity in many ways just as many people are in search for a suitable personal identity. According to Anderson and Taylor (2010), masculine identity is something that is constructed through the exhibition of technical expertise. In terms of interests, portions of gender identity may predict occupations and related leisure pursuits (Wood & Eagly, 2009). The American male’s search for masculinity is likely to intersect with his national identity since environment plays a role in what is recognized as acceptable gender norms. On a study of gender asymmetry in the construction of American national identity, Van Berkel et al. (2017) posited that men and masculinity, not women and femininity, are favored in the country. Being a member of society who is predictable and consistent may be a

motivating factor in identity formation: “a search for authenticity, for one’s true self” (Kleiber et al., 2011, p. 4).

Masculinity is to be included in a male’s identity formation. Kleiber et al. remark on one’s meaningful identification. Relating with others as well as being distinguished from others satisfies a need for within group connectedness combined with intergroup comparison. A paradigm Bianco and Robinett (2014) describe goes beyond purely a person’s body, but additionally his movements which show how he depicts himself and how he is identified by others. Both intangible and physical characteristics demonstrate masculinity. There are preconceived societal norms in the west which dictate popular opinion. It is gender biases and gender norms that may be the underpinning for masculine identification. Kleiber et al. (2011) ascertain particular activities already have identity images that are associated with them and the importance of leisure participation affirming one’s identity. Self-identity, even during formative years, is shaped by social interactions and sensitivities. The self-esteem of young athletes is a central component formed through membership on sport teams which this belonging serves as their social identities according to Bruner et al., 2017.

Masculinity is expressed through a vast number of comportments and the male body bears several different forms (Bianco & Robinett, 2017). This embodiment of behaviors and physical postures, at times, confusion of what is masculine may exist. Categories determined biologically (i.e. sex) and how a man represents himself and the “meanings attached to the bodies, appearances, and behaviors” (i.e. gender) all encompass masculinity (Bianco & Robinett, 2017, p. 362).

Both independently and collectively, “becoming a man is associated with power” (Farrell & Gray, 2018, p. 237). Extending beyond self to unite with other men or as an independent person, masculine identity construction occurs in a sundry of ways. Hunt (2008) claims that male groups have emerged to counter the challenges of traditionally perceived masculinities. A variety of activity, organization, sport, and leisure groups exist to model masculinity. Research involving Puerto Rican immigrants searching for masculinity, Bourgois (1996) describes research participants’ definition of masculinity around “gender, age, kinship, and community status” (p. 415).

Kinship may be interpreted as an informal familial and also a structured organizational hierarchy that includes sport teams and leisure groups. In fact, Bruner et al. (2017) reports on athletes’ identity. In their study on team behavior in a competitive sport environment, athletes identified teammates’ prosocial behavior as an increased perception of one’s social identity. According to Knickerbocker (2019), prosocial behavior, or the intention to benefit others, is a social behavior that assists other people or society as a whole such as sharing, helping, donating, accommodating, and volunteering. Altruism is the incentive to help out of true regard for their necessities rather than the manner in which how the action will benefit the individual helping. More robust group membership feelings from teammates stem from the prosocial behavior and lead to a “stronger sense of connectedness and bonds between athletes” (p. 1968). It is the competitive sports environment that masculinity through social identity is exposed. Bianco and Robinett (2014) pose competitive sports is not the sole avenue men have to express masculinity; they are frequently used during the course of men’s lives as a demonstration of masculinity.

Personal Masculinity

Similar to the maturation of the human body physically, personalities also mature and become more delineated to include a male's personal, or individual, masculinity. Since distinctiveness represents the psychological relationships of individuals to the social groups to which they belong, studying distinctive identities is important to grasp the way culture gets into the psychology of the person (Wood & Eagly, 2009). In a study comprised of adolescents, Sivan et al. (2019) described the significance of sports' popularity among boys to their culturally defined masculinity. The gauge males used to appraise themselves as masculine compared to what it means to be a man in society may be determined by sports.

A study by Gibson et al. (2014) reported that the physical activity encompassed by sports and included in aspects of personality, are postures such as diligence or hard work, scholastic achievement, intelligence, positivity, caring, and kindness. Men in higher number than women in society tend to have positions embolden of autonomous action and/or action contained by substantial collectives, masculine gender roles expectedly involve self-made situations free from others and/or positions within substantial collectives (Wood & Eagly, 2009). Rachel Wagner conducted a qualitative study in 2015 on college men and their masculinity and their ideologies of gender norms and behaviors. In the study, masculinity was described by participants as "the capacity to do what is necessary, to be physically fit, to have sex frequently (but only with women), and to be able to handle a lot of alcohol and drugs" and the participants reported a man is "stoic, strong, and capable;" and that a "strong person who lacks emotion is masculine" (p. 478). A man was portrayed as one who takes care of business, one who knows what

has to be done, and he executes what needs to be done. Insistent characteristics and dispositions were used in the study to describe men such as “stoic, problem solvers, providers, strong, and capable dominated” (p. 478). Gender identities function as self-governing patterns when they detail the way an individual of one’s gender is anticipated to behave or authoritatively detail the manner a person of one’s gender preferably would act. Gender self-stereotyping is present when degrees of gender identity are adapted to the specific sphere of interest. Gender identity is related to self-stereotyping on particular qualities when the qualities are what the individuals believe distinguish their gender group or occasions gender identity is evaluated with regard to the particular area of interest (Wood & Eagly, 2009).

Delineating personal masculinity occurs by an individual assessing himself using other people, males in particular, as a point of association (Bourgois, 1996; Farrell & Gray, 2018; Gibson et al., 2014; Sivan et al., 2019; & Wagner, 2015). The temperaments that depict men and women in a particular society are variably explained through biosocial relations. Men’s and women’s perception of the cost and benefits linked to gender identities is partially constructed through the expectations of others (Wood & Eagly, 2009). Abraham Maslow’s hierarchy of needs gives detail how humans are driven by inherent needs (Abulof, 2017). Socialization distinctly works in ways that influence young men even to the point of violence (Wagner, 2015). The social acceptance of violence, as posed by Wagner (2015), is expected by men. The ethnographic study of Bourgois (1996) recounts an illustration of a man using violence as an interpretation of how to express personal masculinity as “the only means immediately at [his] disposal” (p. 416). According to Wood and Eagly (2009), testosterone levels increase in expectancy of

sport and other contests as well as in reaction to insults. Having obtained the learned behavior through threats of shunning and violence are things that are and things that are not effectively masculine; men adhere to gender norms so they can anticipate the outcomes and avert other men's valuations of themselves as subordinate in their masculinity. Failed masculine associations can result in the shunning, shaming, and violence, the learned behaviors, from other men (Wagner, 2015). Reported in a study involving extreme sports, men prefer joining in with friends or peers from their social groups or clubs to do their extreme sports. These were people who had shared interests in their leisure pursuits and who had comparable skill levels or capabilities to participate with during the activities. By doing this, men were provided with the option for competition, which was a source of gratification and fun in regard to extreme sports (Chang, 2017).

Women can contribute to the definition of masculinity. The popularity of women participation or the lack of women participation, outstandingly in sport and physical activities, may influence its label of being feminine or masculine. Beginning at an early age, behavior and participation centered on gender curtail participation selections to fit social norms (Schmalz & Kestetter, 2006). Women are involved in the socialization predicaments that propagate hegemonic definitions of masculinity—domineering meaning of masculinity. The contradictions between prior knowledge and present learning or the cognitive dissonance has to be overcome in order to create new paths for learning. Predicaments have to be to the point of unnerving for a novel point of view to be considered (Wagner, 2015).

Masculine Characteristics

Additional characteristics of masculinity include task completion, cleanliness, physicality, and control (Bianco & Robinett, 2014). Common threads of the same study were masculinity was “action oriented” and that it was “determined by successfully completing tasks” (p. 368). These actions from their study that were frequently associated with masculinity “involved getting dirty, being physical”, as well as “being in control” (p. 370). Although these characteristics are not obligatory, they are, indeed, unexceptionally existent (Bianco & Robinett, 2014).

Motivation to do certain tasks and activities may come from multiple sources or may be intrinsically driven. In a study about masculine norms, Zamboanga et al. (2017) stated norms are socially learned and are capable of shaping a man’s motivation for certain activities. Similarly in a separate study referencing preadolescent and adolescent males, an introduction of masculinity to boys was reported to be based on other males’ perceptions, involving male sports and membership to a masculine club. There is an underlying hierarchy of masculinity that is based on an individual’s characteristics, abilities, historical, and cultural practices (Bianco & Robinett, 2014). A critical attribute to enrich the development of boys and men is to teach them positive masculinity. Positive masculinity trains boys and men to articulate their strengths differently from the attributes girls and women use to express positive qualities and behaviors. Kiselica and Englar-Carson (2010) encourage the development and refinement of this approach which helps boys and men based on male strengths. McDermott et al. (2019) report among adolescent boys, evidence suggests positive masculinity is advantageous to the boys and their academic views. Not fulfilling responsibilities and not succeeding in undertakings were

adverse to views of masculinity. Masculinity was exemplified by having charge over another, the hierarchy, and by being capable (Bianco & Robinett, 2014).

Gender Norms

Taken as a whole, it is an expectation of masculinity to act in accordance with the gender norms that are consistent with biology (Zamboanga et al., 2017). Gender norms present in adulthood have been cultivated beginning in the formative years. Beginning at an early age, boys are taught strength building is masculine and they should prevent the loss of strength, which is considered feminine, and to avoid things feminine (Farrell & Gray, 2018; McDermott et al., 2019).

Masculine Gender Norms

Avoiding femininity is a widespread masculine norm. Various dimensions of traditional masculinity are discovered in “the search for identity in male-dominated” organizations (Hunt, 2008, p. 5). These masculine gender norms are socially learned and may mold men’s standpoint and behaviors. The possibility exists that masculine norms could be theorized as a sociocultural/environmental element that could have an effect on men’s motivations (Zamboanga et al., 2017). Men commonly identify “agentic behaviors, thing-centered interests and vocations, independent and/or hierarchical relational styles, and a collective identity as a man are especially rewarding” (Wood & Eagly, 2009, p. 121). Wong et al. (2017) reported to be the first to conduct a meta-analytic synthesis on the conformity to masculine norms and that the conformity had a positive association to negative mental health in addition to an inverse relationship between positive mental health and men seeking psychological help.

Research reported by Bianco and Robinett (2014) indicate there is added stress when operating outside of acceptable gender norms. This is a case in point where privileged exhibitions of the masculine element exist. The US gives preference to men and masculinity (Van Berkel et al., 2017). American identity's defining characteristic has male being the priority gender. Men have characterized the "superordinate group norms and culture—which includes setting masculine standards as normative" (Van Berkel et al., 2017, p 354). When women endure pain and have the mindset that bruises and cuts are resultant from their leisure participation, a "symbol of triumph", it is inconsistent with US gender norms (Kim & Kwon, 2019; Van Berkel et al., 2017). It is inconsistent with US American national identity, and masculinity, for women to consider their "symbol of triumph" an indicator of hard work and their perseverance (Kim & Kwon, 2019; Van Berkel, 2017). "To face risk and not shy away from it" is a common masculine motto, particular to male-dominated serious leisure group of sky divers (Anderson & Taylor, 2010, p. 43). Additional occurrences of gender norm disparities exist are in personal relationships. A study by Hunt (2008) indicates men have a path counter to that of women to friendship and because of that; they are not as likely to have and sustain intimate friendships. Gender norms may not entirely cater to masculinity. Many factors have the potential to influence that which is deemed masculine. "Hegemonic masculinity involves understandings and expectations that are changeable and influenced by institutional and cultural environments as well as individuals' accumulated lived experiences" (Bianco & Robinett, 2014, p. 364). Men may carry a heavy burden of being selective with their representations and actions or they may be jeopardizing their masculinity (Bianco & Robinett, 2014).

Conformity to Masculine Norms

Empirical evidence has supported multifaceted construct that masculine norm conformity is beneficial in addressing intrapersonal, social, and health effects for men (Mahalik et al., 2003; Parent & Moradi, 2011). Robust conformity to masculine norms were generally an indication of individuals who were inclined to have inadequate mental health and underprivileged attitudes concerning requesting psychological help; results differed on the particular masculine norm (Wong et al., 2017). Three subscales—playboy, self-reliance, and power over women—were consistently and strongly associated with maladaptive mental health effects (Levant et al., 2020; Wong et al., 2017). Masculine conformity is frequently healthy and adaptive while nonconformity may be connected with social stressors. Masculine norms are markedly dependent on the man based on the main culture in the United States and the variability is significant to note. Conformity comprises affective, behavioral, as well as cognitive components, and spans a deep continuum (Mahalik et al., 2003). Parent and Moradi (2009) posit a multidimensional appraisal of masculine norms can demonstrate adaptive and maladaptive connections of such norms.

Instrumentation

Confirmatory factor analysis (CFA) is a statistical technique used to confirm measurement scales are accurately and consistently measuring what they are intended to measure. CFA is also a common technique utilized when comparing two different models to account for one particular dataset (Suhr, 2006). Good fit refers to a model reproducing the covariances among indicators of the model observed. Covariances that differ from the model observed imply covariances are a reason for a lack of fit. Therefore, poor fit refers

to a model failing to account for the variances (Kline, 2005). The model chi-square (χ^2), root mean square of approximation (RMSEA), comparative fit index (CFI), and (standardized) root mean residual ((S)RMR) are among the most prevalent fit statistics which the condition will be established a priori to conclude model fit and substantiate the factor structure (Suhr, 2006). The model chi-square is used to measure the overall fit and the compatibility of observed and expected matrices. An appropriate cut-off for model fit is a probability value greater than .05 ($p > .05$). The RMSEA value is indicative of the amount of inexplicable variance or residual; a parsimony-adjusted index. RMSEA values range from 0 to 1 and those values closer to 0 indicate a good fit (RMSEA < .08). Conversely, the CFI indicates a good model fit with larger values and a value greater than or equal to .90 as demonstrative of acceptable model fit (CFI \geq .90). The CFI associates the fit of the target model to the fit of an independent, or null, model. The (S)RMR, the (standardized) root mean square residual, is the square root of the difference between the residuals of the sample covariance matrix and the hypothesis model (Parry, 2020). Both the SRMR and RMSEA are absolute fit indices that measure differences between observed covariances and the model implied variances (Steiger, 1990). The standardized RMR is used for ease of interpretation as the RMR may be difficult to interpret due to the variance in range. A recommended cut-off for good fit is a value of less than 0.08 (SRMR < .08) (Parry, 2020).

Serious Leisure Inventory and Measure

A quantitative approach has been developed to assess serious leisure, the Serious Leisure Inventory and Measure (SLIM). The SLIM assesses one or more of serious leisure's distinguishing qualities (Gould et al., 2008). It contains six factors:

perseverance, considerable personal effort, professional progress in the pursuit, professional possibilities, and unique ethos (Gould et al., 2011) (see Table 1). A person's serious orientation was enumerated by the original SLIM that was designed by Dr. Robert Stebbins in the 1980s using the six factors of serious leisure to measure and inventory the results (Barbieri & Sotomayor, 2013; Gould et al., 2008; Romero, 2020). From the original full 72 item questionnaire, modified short forms of the SLIM have been developed: a 54 item and an 18 item which each included the 18 factors of the original. The eighteen factors—dimensions— established were: perseverance, effort, career progress, career contingencies, personal enrichment, self-actualization, self-expression abilities, self-expression individual, self-image, self-gratification-satisfaction, self-gratification-enjoyment, re-creation, financial return, group attraction, group accomplishments, group maintenance, unique ethos, and identity (Gould et al., 2008) (see Table 1). The succinct 18 item questionnaire maintained the ability to quantitatively inventory and measure varying levels of “seriousness” and progress in a particular pursuit by using the highest questions per factor from the original questionnaire. The factors were determined and confirmed through a process of expert panel review and a confirmatory factor analysis. The SLIM was established to have face, content, and construct validity: meaning an untrained person believed the SLIM adequately measured content, multiple experts confirmed the instrument measured what it is intended to measure based on theory, and the tool measured what it was supposed to measure (Gould et al., 2011; Dronavalli & Thompson, 2015).

Using theory and context to score it, the SLIM has been shown to perform well in assessing multiple leisure contexts (Barbieri & Sotomayor, 2013; Gould et al., 2008).

Table 1

Serious Leisure Qualities, Dimensions, and Correlations for the Serious Leisure Inventory and Measure

Serious Leisure Quality	(Factor)SLIM Dimension	Factor Correlations																	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Perseverance	(1)Perseverance	1																	
	(2)Significant personal effort	0.80	1																
Leisure career	(3)Career progress	0.69	0.73	1															
	(4)Career contingencies	0.57	0.66	0.61	1														
Identification with pursuit Unique ethos	(5)Identity with pursuit	0.53	0.62	0.54	0.57	1													
	(6)Unique ethos	0.45	0.45	0.40	0.59	0.64	1												
Durable outcomes	(7)Durable outcomes of personal enrichment	0.46	0.51	0.37	0.40	0.52	0.50	1											
	(8)Self-actualization	0.65	0.67	0.47	0.55	0.59	0.58	0.60	1										
	(9)Self-expression abilities	0.69	0.72	0.57	0.73	0.72	0.69	0.49	0.79	1									
	(10)Self-expression individuality	0.59	0.57	0.40	0.67	0.63	0.65	0.61	0.76	0.78	1								
	(11)Self-image	0.44	0.50	0.36	0.51	0.42	0.44	0.55	0.59	0.62	0.73	1							
	(12)Self-gratification satisfaction	0.56	0.61	0.49	0.37	0.48	0.41	0.86	0.62	0.49	0.58	0.45	1						
	(13)Self-gratification enjoyment	0.39	0.39	0.37	0.24	0.36	0.32	0.75	0.42	0.28	0.40	0.26	0.84	1					
	(14)Re-creation	0.44	0.45	0.33	0.30	0.36	0.37	0.76	0.55	0.40	0.51	0.39	0.85	0.81	1				
	(15)Financial return	0.24	0.29	0.20	0.34	0.36	0.28	0.15	0.32	0.40	0.25	0.19	0.14	0.07	0.14	1			
	Significant effort	(16)Group attraction	0.43	0.51	0.37	0.58	0.66	0.83	0.54	0.50	0.67	0.57	0.44	0.43	0.33	0.35	0.29	1	
(17)Group accomplishments		0.38	0.45	0.46	0.56	0.52	0.63	0.29	0.49	0.65	0.45	0.42	0.23	0.06	0.10	0.30	0.73	1	
(18)Group maintenance		0.39	0.44	0.37	0.54	0.49	0.61	0.28	0.46	0.61	0.44	0.36	0.24	0.08	0.10	0.29	0.71	0.99	1

$p \leq .01$ (J. Gould, personal communication. September 2020;(Gould et al., 2011)

Gould et al. (2011) admit that self-report measures of leisure behaviors may show bias. If the first question has a negative or adverse mood, then the respondent will reciprocate the mood throughout the entire questionnaire. According to research of Podsakoff et al. (2003) and Wainer and Kiely (1987), this method effect produced by item context may be labeled as context-induced mood which is a common method bias. Given the conceivable origin of method bias, the SLIM remains a good reliable and valid assessment of serious leisure (Gould et al., 2008, 2011). As well as the design of the tool, other indicators show validity and reliability in this instrument.

A review of literature supports the confirmatory factor analysis (CFA) of the SLIM (Gould et al., 2008). The value of the model chi-square for the SLIM was 2055.8 which a value greater than 0.05 meets the cut-off for good fit. The RMSEA was 0.04 which is less than 0.08, meeting the cut-off for good fit. The CFI scarcely met Kline's (2005) cut-off for good fit of being greater than 0.90 and measured a value of 0.91. The SRMR of the SLIM measured 0.05 meeting the cut-off for good fit by the measurement of less than 0.08 (Gould et al., 2011).

In addition to the CFA, the SLIM underwent a series of examinations and statistical analyses to determine validity and reliability. Using a q-sort, expert panel, and confirmatory factor analysis, the SLIM was determined to have validity and reliability. The structural validity signifies the extent the score of an instrument is an adequate enough reflection of the dimensionality of the concept to be measured (Mokkink et al., 2010). The structural validity of the SLIM model was affirmed in a study by Romero et al. (2020) in which the pieces of evidence allowed for the verification of the model as a consolidated and strong theoretical construct. The structural validity and psychometric

characteristics of the SLIM were adequate indicators of the tool's assessment features. A study with the principal purpose of demonstrating the tool's psychometric characteristics contributed beneficial information to the field of serious leisure. The model offered a suitable fit index through CFA (Romero et al., 2017) so much that the SLIM has been translated in multiple languages as a measurement scale for serious leisure on a website co-authored by the authority who coined the term "serious leisure." (Stebbins & Hartel, 2020).

The knowledge of serious leisure, understanding of contexts which it occurs, and ability to differentiate serious from casual participation were all hindered by the lack of a measurement tool. Research results have supported the predictive ability, with qualitative evidence, of the SLIM tool. Confirmation from previous research may provide a standardized approach option to the practical differentiation of leisure types (Gould et al., 2008). The SLIM was used and validated as an assessment of the group-related and personal benefits drawn from the levels of commitment to the leisure pursuits (Gould et al., 2011; Romero et al., 2020).

The SLIM can broaden the understanding of prospective health improving characteristics of serious leisure pursuits. It is a suitable approach to advance the awareness of serious leisure, expanding beyond the possibilities of using solely exploratory or qualitative methods. Impending research will profit from the uniformity of the SLIM (Gould et al., 2011). The SLIM can be used as a statistical test to associate serious leisure pursuits and external factors. Participant preferences may be used for marketing intelligence and additional effective leisure promotions by results of the SLIM (Barbieri & Sotomayor, 2013).

Conformity to Masculine Norms Inventory

The Conformity to Masculine Norms Inventory (CMNI) is a tool that has been utilized to examine men's commitment to masculine norms (Parent & Moradi, 2009). The CMNI has been established as a pivotal asset in improving the study of masculinity. Grounded in Mahalik's gender norms model, the CMNI postulates socially dominant groups form the gender role norms that are communicated to people in society (Mahalik et al., 2003; Parent & Moradi, 2009). The CMNI was intended to assess masculinity normatives by integrating elements of Mahalik's gender role conformity model (see Table 2). It is an instrument to test components of the overall model of conformity to gender role norms and provide improved interpretation of the advantages and detriments of conformity effects for males. The CMNI was developed to be a scale that was a factor-validated scale which assessed a greater number of masculine norms than previous measures. Literature was reviewed on traditional masculine norms in the United States. The measure was constructed by two focus groups of master's and doctoral women and men students in counseling psychology. The focus groups met with James R. Mahalik over an eight month phase to discuss, refine, and construct a continuum of items to assess the conformity to the established norms. These two focus groups constructed 12 items for each norm identified. Small groups of male and female undergraduate participants piloted the measure in three different scenarios to get a variety of feedback from the items and assess the subscales' internal consistency estimations. The CMNI has 11 well-defined characteristics—subscales—in conjunction with reasonably high internal consistency estimates as well as test-retest reliabilities. The 11 distinct factors of the measure are winning, emotional control, risk-taking, violence, dominance, playboy, self-reliance,

primacy of work, power over women, disdain for homosexuals, and pursuit of status (Mahalik et al., 2003). Levant et al. (2020) reported $\chi^2(360) = 786.46$, $p < .001$, RMSEA = .033, CFI = .961, and SRMR = .037 for the psychometric statistics of the CMNI-30. Weston and Gore (2006) suggested for sample sizes less than 500, SRMR and RMSEA values less than .10 and CFI values that are greater than .90 to be an acceptable model fit

Table 2

Correlations and Descriptive Statistics for the Conformity to Masculine Norms Inventory

Subscale	1	2	3	4	5	6	7	8	9	10	11	M	SD	α
1. Emotional Control												14.89	5.66	0.91
2. Winning	0.23**											16.91	5.10	0.88
3. Playboy	0.23**	0.22**										12.06	6.05	0.88
4. Violence	0.25**	0.32**	0.28**									12.38	3.96	0.84
5. Self-reliance	0.36**	0.14*	-0.02	0.15								6.63	2.81	0.85
6. Risk-taking	0.03	0.31**	0.20**	0.32**	0.01							16.58	3.61	0.82
7. Power Over Women	0.22**	0.27**	0.41**	0.33**	0.08	0.18**						10.59	4.46	0.87
8. Primacy of Work	0.00	0.04	0.03	-0.10	0.00	-0.07	0.10					8.97	3.28	0.76
9. Disdain for Homosexuals	0.21**	0.37**	0.08	0.23**	0.14*	0.21**	0.30**	-0.11				17.74	6.65	0.90
10. Dominance	0.13	0.41**	0.16*	0.27**	0.05	0.18**	0.31**	0.13	0.27**			5.84	1.88	0.73
11. Pursuit of Status	0.01	0.36**	0.16*	0.24**	-0.16*	0.26**	0.08	0.12	0.10	0.44**		11.85	2.43	0.72
CMNI total	0.54**	0.67**	0.56**	0.60**	0.31**	0.48**	0.61**	0.14*	0.59**	0.50**	0.38**	134.45	24.64	0.94

* $p < .05$ ** $p < .01$ (Mahalik et al., 2003; Parent & Moradi, 2009) The Dominance subscale is excluded in the CMNI-30 (Levant et al., 2020).

Limitations of the CMNI include the preliminary reliability and validity were results from a predominantly young adult, heterosexual, and Caucasian student population that was sampled. In the primitive stages of the construction of the measure, Mahalik inquired of specially formed focus groups as to whether males in the United States truly accept normative messages from the socially dominant culture identified in the masculinity literature present (e.g., to “be successful”). The model was chosen as a manner to identify acceptance of rejection of the standards of the majority, the dominant group’s masculinity norms. It was valuable the norms classified through this process conspicuously vary from feminine norms. These discussions were continually refined until the progression identified the 11 masculine norms for the original CMNI (emotional control, winning, violence, risk-taking, self-reliance, dominance, being a playboy, power

over women, primacy at work, pursuit of status, and heterosexual presentation; Hsu & Iwamoto, 2014) that reflected mainstream culture in U.S. Society (Mahalik et al., 2003). An individual's experience of the gender norms plus their level of conformity to the norms can be fashioned by demographic factors such as race and ethnicity along with their personality (Parent & Moradi, 2009). Since predominantly Caucasian men were used to create the CMNI, and the psychometric properties are grounded on them as well, factors may not operate the same for other racially demographic groups (e.g., Asian American) due to contrasting social experiences. (Hsu & Iwamoto, 2014). Researchers may focus on the CMNI because, according to Wong, et al. (2017), it was the only published measure of conformity to masculine norms in the English language.

The 94 item CMNI may pose a burden to respondents with its length proscribing research and practice. Data from the same researcher of the 94 item CMNI posed an abbreviated version with acceptable reliability coefficients, improved model fit, high correlations with the corresponding original-form subscales which support excluding low-loading items from the other factors (Parent & Moradi, 2009). The CMNI and the revised Parent and Moradi's (2009) CMNI-46 have obtained a good deal of empirical support and attention for the robust display of construct validity and psychometric properties (Hsu & Iwamoto, 2014; Mahalik et al., 2003; Parent & Moradi, 2009).

An informed study developed another abbreviated form of the original 94 item CMNI—CMNI-30—that encapsulated the greatest of the dimensions of the original with refined language and strong psychometric properties. The main advantage of the CMNI-30 short form was the reduction in participant fatigue. The CMNI-55, CMNI-22 and -11 based on the classical test theory, and the CMNI-46 descended from a CFA that did not

have the same fit levels, reduced the original to a one-dimensional scale, and remaining abbreviations had poor fit statistics with the original. None of these measures fit acceptable levels. Preliminary evidence for the validity of the CMNI-30 was reported for this shortened form. The CMNI-30 is a modified 30 item, 10 factor refinement of the original 94 item, 11 factor CMNI structure (Levant et al., 2020).

Research surrounding the CMNI indicated it was a useful tool for examining males, together with analyzing important questions from professionals within the social sciences such as the costs and benefits to the individuals, families, and society as a function of conformity to masculine norms. It was significant to identify the maximum number of masculine norms in order to study the mass variability in how men demonstrate masculinity and to help researchers improve their knowledge of that variability. Using the CMNI as a statistical measurement was a strong tool to increase the understanding of forces that influence and restrict men's lives (Mahalik et al., 2003).

CHAPTER III

METHODOLOGY

Conceptual Framework

The purpose of this study is to examine whether a relationship exists between males who pursue serious leisure and their conformity to masculine gender norms. Leisure is an important topic of study because it is a worthwhile intellectual and physical activity to participants since their lives function and are planned around their interests as leisure participants. Leisure can be defined as “uncoerced, contextually framed activity, pursued in free time and certain kinds of work, which people want to do and, using their abilities and resources, actually enact in either a satisfying or a fulfilling way (sometimes both)” (Stebbins, 2020, p. 38): devotee work being the principal work that resembles serious leisure. A spirit of openness coupled with an invitation for personal reinterpretations were pivotal characteristics to the exploration of the study (Crotty, 1998). Respondents’ knowledge was a construction of their sense of reality (Bain, 2004). In broad circumstances, each participant individually mentally constructed their world of experience through cognitive processes (Andrews, 2012). The genre of serious leisure participants was in wide variety: their abilities and demographics stretched across a broad spectrum. The relationship to serious leisure was explored using the six serious leisure qualities and the eleven subscales of conformity to masculine norms.

In other words, the objective is to determine whether a relationship between serious leisure participation and males' conformity to masculine gender norms exists. A satisfying leisure pursuit can produce positive feelings and influences toward the positive contributions to one's well-being (Liu & Falk, 2014). A person's ability to persevere in difficult situations and their significant personal effort in their serious leisure pursuits—their negotiation strategies—showed strong ties with their self-identity, enduring benefits, and social world identity—important components of serious leisure. Those with a greater level of commitment to an activity tended to show stronger attempts to negotiate the constraints they encountered (Lyu & Oh, 2015). There are biological and psychological mechanisms that influence gender identity and guide behavior. Throughout the life cycle gender identity is a self-regulatory standard that expresses expectations of masculine norms (Wood & Eagly, 2009). This understanding is used to determine the perspective for investigating the research question formulated in the study.

Research Design

A response to whether a relationship exists between males' serious leisure participation and their conformity to masculine gender norms will be used to complete data analysis gathered via Internet survey methodology. Knowledge is a construction of one's sense of reality. Individuals will be invited to participate and create their exclusive paradigm in order to construct their relationship between serious leisure and gender (Bain, 2004). The invitation to participate is presented in appendix A. The survey will be coupled with open-ended questions in order to better group the individual respondents. The participant survey is presented in appendix B.

Survey Design

A portion of the survey will use 18 item form of the Serious Leisure Inventory and Measure (SLIM) in order to quantify serious leisure. This version of the SLIM is an established nine point Likert response scale (Completely Disagree -1, Mostly Disagree -2, Moderately Disagree -3, Slightly Disagree -4, Neither Agree nor Disagree -5, Slightly Agree -6, Moderately Agree -7, Mostly Agree -8, Completely Agree -9) will be applied in order to ensure variation in serious orientation of the 18 SLIM dimensions. This short SLIM is used to help reduce participant fatigue and bias (Gould et al., 2011). The remaining portion of the survey is an established iteration of the Conformity to Masculine Norms Inventory (CMNI), the CMNI-30, which is a tool to examine men's commitment to masculine norms. The CMNI-30 is a quantitative instrument to test components of the overall model of conformity to gender role norms and provide improved interpretation of the advantages and detriments of conformity effects for males. A six point Likert response scale (Strongly Disagree -1, Disagree -2, Slightly Disagree -3, Slightly Agree -4, Agree -5, Strongly Agree -6) will be applied to each of the 11 subscales of the inventory (Parent & Moradi, 2009).

Participants

The participants in this study are self-reported, naturally born males who are currently living as a male, cisgender. A technique that progressively leads to identification of a respondent's serious leisure pursuit participation, a scaffolded approach, is used to guide the self-identification of serious leisure participation. Invitations for participation are solicited via social media platforms and Internet (i.e., Facebook, websites, Instagram, email). Respondents voluntarily show their consent when

they follow and consequently complete the online survey. Snowball and purposive techniques are used to recruit participants. A convenience sample of personnel connected to and/or affiliated to MAFB due to ease of access of the researcher. The accuracy of the self-administered participant survey is dependent on the responses and completion from the participants. All completed surveys are included in the study.

Data Analysis

Based on the purpose of the study, inferential statistics are used to incorporate an array of statistical significance tests that are used to interpret the data. Inferential statistics are applied in order to generalize the results of the sample to the population represented (Salkind, 2010). Inferential statistics use the sample data to generalize, make estimates, and draw conclusions about the relationship between males' serious leisure participation and their conformity to masculine gender norms (Scribbr, 2020). The statistical tests that are run involve regression analysis. Analysis of a scatter plot is used to check for directionality and correlation of the data. The relationship between serious leisure participation and conformity to masculine gender norms is modeled by fitting the regression line, or line of best fit, to the data. Linear regression analysis looks for a correlation then creates a model with one variable predicting the other (Miah, 2016; Statistics Solutions, 2020; Waller, 2013). A standardized regression coefficient is used to interpret the prediction (J. Khojasteh, personal communication, October 23, 2020). The intended purpose of the study is to examine the relationship between serious leisure and masculinity which is used to make inferences about the sample data (Allua & Bagley Thompson, 2009).

The survey will be electronically administered using Qualtrics online data software. The study will use a convenience sample: snowball and purposive techniques with social media and respondents who may be physically located, assigned, or connected to, McConnell Air Force Base (MAFB), KS, a military installation in the Midwest. This will be an exploratory study where it will be impractical to have a complete sampling frame. Convenience sampling will be used due to the practicality and efficiency constraints of the male population (Barratt & Shantikumar, 2018). A sample population of persons born male, currently or previously military-affiliated or not affiliated with the military at all, and able to receive an electronic request to complete the survey will be the eligible participants.

Delimitations

This study does not attempt to demonstrate causation. The study also does not attempt to examine the experiences of males who participate in serious leisure. The generalizability of the study will be affected by the non-probability sampling method, the sample size, as well as the bias in sampling. Due to the availability and access to potential participants, a convenience sample is used. A convenience sample is used because participants will be chosen based on their willingness to complete an online survey as best suited by the researcher. The volunteer bias of the survey presents a risk of the non-probability sampling method (Barratt & Shantikumar, 2018). The survey is tailored for potential participants invited to participate on the online invitation to complete the survey who are affiliated with the military. Additional attempts to narrow the scope of the study are the focus on serious leisure and a single gender. This targeted population makes up the entire population of the study.

CHAPTER IV

RESULTS

Overview

Upon closure of the survey after having been open from 23 December 2020 to 05 February 2021, there were 113 responses submitted in Qualtrics. There were 74 participants who completed all of the survey questions and only these responses were analyzed. The purpose of this study was to examine if there was a relationship between males' serious leisure participation and their conformity to masculine gender norms. Data were collected from voluntary participants of an online survey questionnaire. The survey contained 56 questions: eight questions were demographic in nature, 18 were the questions of the SLIM short form, and last 30 were the questions of the CMNI-30. Serious leisure was explored using serious qualities and characteristics of conformity.

In this chapter, an analysis of results applicable to the research question was presented. Descriptive statistics were used to analyze the dataset that was comprised of participant survey responses. The analysis involved calculating mean, correlation, and regression. Data screening involved using SPSS calculations and identification of any outliers.

Demographics

Participant responses to the demographic questions are compiled in Table 3.

Nearly each respondent was from the United States of America a total of 96%. The age category with the largest number of respondents had 23% from the 43-52 year category and the highest frequency of respondents was divided between annual household incomes of \$56,001-76,000 and \$100,001-240,000. There were 34% of respondents with one dependent, 65% were married, 38% were civilians without military affiliation, 86% had stable work, 96% had reliable transportation, and 18% of the respondents listed working out as their serious leisure activity.

Table 3

Respondent Demographics

		Frequency	Percentage
Country of origin	The United States of America	71	96
	Germany	1	1
	Country of origin not listed	2	3
Age (in years)	18-25	15	20
	26-30	15	20
	35-42	14	19
	43-52	17	23
	53-65	10	14
	66-70	3	4
	71+		

Annual household	<\$16,000		4		5.5
income (in US dollars)	\$16,000-28,000	4		5.5	
	\$28,001-44,000		6		8
	\$44,001-56,000		11		15
	\$56,001-76,000		17		23
	\$76,001-100,000			12	16
	\$100,001-240,000			17	23
	\$240,001-350,000			2	3
	\$350,001+			1	1
<hr/>					
Dependents	1		25		34
	2		15		20
	3		13		18
	4		10		14
	5		7		9
	6		1		1
	7		1		1
	8		2		3
<hr/>					
Legal marital status	Single		21		28
	Married		48		65
	Divorced		5		7
<hr/>					
Military status	Civilian, no military affiliation	28		38	
	Reservist		1		1

	Guard	16	22
	Active Reservist/Active Guard/	18	24
	Active duty		
	Retired military	11	15
Stable work/	Yes	64	86
Employment/job	No	10	14
Reliable transportation	Yes	71	96
	No	3	4
Serious leisure activities	Working out	13	18
	Gaming	9	12
	Golf	5	7
	Sports	4	5
	Rugby	3	4
	All others	40	54

(N=74)

Descriptive Statistics

A regression analysis technique was used to identify if there was a relationship between males' serious leisure participation and their conformity to masculine gender norms. The SLIM and CMNI-30 were designed to use measures of central tendency in their analysis (see Table 4). The total SLIM participant mean score was 7.368. The median SLIM score was 7.444 and the mode SLIM response was 8.388. The total CMNI participant mean was 3.064. The median CMNI was 3.05 and the mode score was 3.064.

No significant correlation or regression values were identified when the data were analyzed for the research question.

Table 4

Descriptive Statistics

	Mean	Median	Mode
SLIM	7.368	7.444	8.388
CMNI	3.064	3.05	2.966

(N=74)

Each question of the SLIM has a corresponding factor, or dimension, innate to the instrument: (Q1) perseverance, (Q2) effort, (Q3) career progress, (Q4) career contingencies, (Q5) personal enrichment, (Q6) self-actualization, (Q7) self-expression abilities, (Q8) self-expression individual, (Q9) self-image, (Q10) self-gratification-satisfaction, (Q11) self-gratification-enjoyment, (12) re-creation, (Q13) financial return, (Q14) group attraction, (Q15) group accomplishments, (Q16) group maintenance, (Q17) unique ethos, and (Q18) identity (refer to Table 5). Question number 13; the self-gratification enjoyment question reported the highest mean of all the SLIM questions with a mean of 8.676.

Table 5

SLIM Mean by Question (Q#)

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
8.014	8.068	8.176	7.986	7.716	6.865	8	7.176	7.5
Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18
7.486	7.514	8.162	8.676	7.743	2.541	7.662	6.919	6.432

Each of the CMNI subscales is listed in table 6 with its accompanying mean.

There were three questions connected to each subscale interspersed throughout the CMNI section. The violence subscale reported the highest return results of 3.712. The playboy subscale mean reported the lowest result of 2.059.

Table 6

CMNI Subscale Means

	Heterosexual	Power	Primacy	Pursuit	Risk-	Self-	Violence	Winning	
Emotional	Self-	Over	of Work	of	Taking	reliance			
Control	preservation	Women		Status					
3.599	2.937	2.059	2.225	3.149	3.568	3.635	2.982	3.712	2.833

Data Analysis

Survey methodology was used to anonymously gather data using the online survey platform, Qualtrics. The data did not support that there was a relationship in males' serious leisure participation and their conformity to masculine gender norms. Less than weak correlations were present in the data. Standardized coefficients -1 to -0.7 (1 to 0.7) are considered strong; -0.3 to -0.7 (0.3 to 0.7) are considered moderate; and 0 to -0.3 (0 to 0.3) are considered weak (Dancey & Reidy, 2007). The information in Table 7 presents the correlation coefficient value between the serious leisure participation predictor variable and the masculinity measure by the conformity to masculine gender norms (CMNI) outcome variable. The data were independent with no outliers identified. The sample was random and the subjects were independent of one another (Smalheiser, 2017). A suggested sample size of at least 20 people per predictor for good regression results was met (Green, 1991). A regression of masculinity on serious leisure did not report significant results.

Table 7*Coefficients^a*

<u>Model</u>	<u>Standardized Coefficients Beta</u>	<u>t</u>	<u>Sig.</u>
(Constant)		6.427	0.000
SLIM	-0.061	-0.522	0.603

a. Dependent Variable CMNI

Conclusion

This study of serious leisure and masculinity assessed the existence of a relationship using a regression model. The null hypothesis was: There is no relationship in males' serious leisure participation and their conformity to masculine gender norms. The alternative hypothesis was: There is a relationship in males' serious leisure participation and their conformity to masculine gender norms. The results of the significance test resulted in a high probability value indicating the data provided marginal evidence, if any at all, that a relationship in males' serious leisure participation and their conformity to masculine gender norms existed (Lane, n.d.). This research study did not provide the support to indicate that a relationship exists in males' serious leisure participation and their conformity to masculine gender norms. The presence or absence of a relationship is not an indication of causation. This study also does not show credible evidence that there is no relationship in males' serious leisure participation and their conformity to masculine gender norms. The SLIM results are not a predictor of the CMNI results. The support that a relationship exists is weak and the data are

inconclusive. No trends between the data were identified that support the alternative hypothesis.

CHAPTER V

DISCUSSION

Introduction

The purpose of this study was to determine whether a relationship exists between males' serious leisure participation and their conformity to masculine gender norms. To answer the research question presented in this study, survey methodology was used. The theoretical foundation for this study was provided by literature on serious leisure (Stebbins, 1997, 2001, 2015, 2016, 2017, 2018, 2020; Gould, 2008, 2011) and conformity to masculine gender norms (Parent & Moradi, 2009, 2011; Levant, 2020). The null hypothesis was maintained due to the lack of significance between the variables. The lack of significance for this particular study indicates that there may not be a direct association between the research variables, males' serious leisure participation and conformity to masculine gender norms, within the dataset.

This study highlighted the importance of Stebbins' serious leisure perspective in analyzing people's inventory of an activity they are meaningfully invested. How people invest their time can show what is important to them. A characteristic of serious leisure is time commitment. How men spend their free time warrants research particularly because of the six distinguishing characteristics of serious leisure. Additionally, the study also reinforced the adaptation individual males have made within societal gender norms.

Stebbins's, Parent, Moradi, and Levant's frameworks have provided a manner in which to examine the nuances found in the vitality placed on a person's particular activity and on their masculinity.

There is potential for an interested researcher to conduct a study that includes both masculinity and femininity. An interested researcher could also focus on the divorced and not remarried versus the divorced and remarried males to see if a relationship exists between their serious leisure participation and their conformity to masculine gender norms. Another variation of a demographic could be to focus on civilians with no military experience and those with military experience to see study the serious leisure and conformity to masculine gender norms. The overwhelmingly prevailing tenets for the current study was simply all cisgender males. Having a meek novel study leaves room for future research with alternative variables and could also provide insight into the direction to design additional studies.

The theories woven throughout this research that interlace with the tenets behind the study are the intergroup contact, subjective well-being, the self-determination, and the flow theories (see Figure 1). These theories are the driving force of and behind this research study. Particularly within serious leisure, the intergroup contact theory says that bringing members of different social groups together is one of the best ways to improve intergroup relations, increase trust and forgiveness, and is also effective in reducing prejudice. Males with diverse life experiences can come together for the sake of their serious leisure and potentially derive supplemental benefits from group and team cohesion. Subjective well-being theory refers to how people experience and evaluate their lives and the interests they have within their lives; it may otherwise be understood as happiness. According to Dr. Diener (2000), when people are engaged in interesting

leisure, experience pleasure and minimal unpleasant emotions, they live the good life or have plenty SWB. The reference to how life is experienced directly connects with the intergroup contact theory, the serious leisure distinguishing traits, and to subscales of the CMNI. Traits for serious leisure participation are rooted in the self-determination theory because of the intrinsic motivation required for continual participation of serious leisure and the psychological needs for autonomy, competence, and relatedness. Skill and challenge are two of the basic characteristics within serious leisure and flow. Both are central elements in experiencing flow (Chang, 2017). Each of these theories interlocks with one another to support serious leisure participation.

Statistically Significant Differences

Based on the demographical preliminary questions asked in the survey, trends were attempted to be identified based on participants reported: age, their annual household income, the number of dependents they have, marital status, military status, employment, or transportation. One of the trends found in the data that was not in relation to the research question was as the mean value of CMNI increased, the survey question 54 (Q54; I dislike any kind of violence.) also tended to increase. The correlation of the CMNI and Q54 was significant at the .01 level and had a standardized coefficient of 0.394. A second trend found in the data was as the value of question 67 (Q67; It's never ok for me to be violent.) increased, the mean value of the CMNI increased. Questions 54, 67, and 76 were included in the violent subscale of the CMNI; however, question 76 did not show to be significant within the dataset. A final trend found in the data was as the mean value of the SLIM increased, the response values of question 33 (Q33; I enjoy

interacting with other ____ enthusiasts.) increased. The SLIM dimension of Q33 was group attraction.

The reasons for these trends that are different from those originally proposed were not revealed from the research. The potential that these statistically significant trends are connected to the purpose of the study is unknown. It is possible that each of these three significant questions resonate with the overarching concept of masculinity and serious leisure.

Limitations

A weighty limitation to this study was the sample size of 74 respondents. A convenience, snowball, and purposive sample method was used to collect data. The primary survey dispersion was to people physically located, assigned, or connected to, McConnell Air Force Base (MAFB), KS, a military installation in the Midwest. This was an exploratory study where it was impractical to have a complete sampling frame of the male population.

A unique phenomenon present was during the study that may have affected the response rate of the online survey. A pandemic spanned the timeframe the survey was sent out: just previous to and the beginning of the spring 2021 semester. The novel societal changes may have influenced the response rate of the survey and the responses involving each respondent's participation in activities. It is possible there were imposed societal modifications which affected people's freedoms (e.g., travel, locale, physical social interaction with others) and options to participate in their customary activities. This phenomenon possibly restricted items that may have been previously been readily available. During the timeframe of the study, attention may have been focused on the

pandemic (news reports and repeated updates, personal and familial health, income, accessibility of staples and emergency preparedness items) instead of on the serious leisure activity and influenced, or eliminated, responses to survey questions; particularly on the SLIM questions.

Limitations were also placed on the announcement of the research and the data collection for the study. The restrictions on in-person communication restrained portions of the original design because of the reduction of the convenience and snowball methodology. The target population was designed to be service members because of the convenience sampling available. Due to their profession, service members may have had an increased wariness of clicking a link they had no previous knowledge. Space restrictions, physical health concerns, and an altered focus on basic human needs may have contributed to the limitations of the researcher and the research participants.

Suggestions for Future Research

Future research may identify more trends between serious leisure participation and males' conformity to masculine gender norms. The variables within the hypothesis did not return significant results. Focusing on a particular stage of the lifespan instead of the broad range may affect future studies on males' conformity to gender norms. A male's perspective may change across the lifespan. His conformity to the established societal norms and whether or not he cares what the norms are may also vary across his lifespan. The ages of the study ranged from 18 to 70 years old or emerging adult to later adulthood (Whitbourne & Davis, 2019). The three 70 year old participants had the lowest CMNI score. The 18 to 25 category, the emerging adults, had the highest CMNI score.

It is possible military obligations (i.e., physical fitness, readiness, volunteering, civic participation) may contribute to whether or how much a person goes beyond his duty requirements or even participating in an activity that makes them fit in with others. The active reservist/active guard/active duty military status category represented 24% of the respondents and had the highest mean SLIM participation score of 7.6358.

The same study could be replicated with a larger sample size. The sample could include people from a variety of geographic regions and the data could be gathered during a time where there is not a pandemic. Having options available for people who do not have their own access (i.e., Internet connection, cellular phone service) to the Qualtrics software should also be included in a future study. Making the survey more readily available across more socioeconomic categories will help to eliminate the innate financial biases of an online survey and be a more inclusive study.

This is believed to be the first formal study of masculinity using the serious leisure framework. Additional studies are necessary in order to expand the profession's understanding of this perspective as well as for discovering its potential for broadening the viewpoint that serious leisure participation has on males' conformity to masculine gender norms. It may be advantageous to first study the individual effects of each variable and then evaluate the correlations of those findings. For example, if men who have reliable transportation have an increased likelihood of being serious leisure participants, then a foundation for that particular connection may be warranted for further study. Perhaps these men are unaware of serious leisure opportunities that interest them that are within the span they are willing and able to travel. Similarly, if men who do not have reliable transportation are only aware of serious leisure opportunities out of their

travel reach, a potentially reduced accessibility radius, then it is possible that these correlations may also warrant further study. This study could be accomplished again and if the findings are non-significant again, the two non-significant findings could be complied to produce a significant finding (Lane, n.d.). The results and trends from this study may also indicate the need to further study the relationship between violence and conformity to masculine gender norms.

Replicating the study outside of a timeframe of a pandemic may render alternative results. Excluding the unique phenomenon of the pandemic may reveal that it potentially impacted the study by imposing aggressive limitation. Repeating the research study when societal changes are no longer novel is a suggested condition for future research.

Conclusion

This study did not result in the null hypothesis being rejected. Alternative trends with the CMNI and SLIM were identified. Further inquiry of the relationship among these variables may reveal beneficial results. Future research should include a broad demographic spectrum of participants with varied life experiences (e.g., stage in lifespan, demographic categories).

The theoretical construct of this research involved: intergroup contact theory, subjective well-being, self-determination theory, and flow theory. Each of these theories contributed to the study. Specialized efforts can be expended on the well-being of males. Subjective well-being denotes the references and evaluations of life and the interests within life. Since males make up a key portion of the population, contributing to their well-being is in effect contributing to that of society. Studies have been done about how leisure tends to enhance personal well-being. The foundational cinching of individuals in

different groups the intergroup contact theory does, contributes to the serious leisure qualities identified by Dr. Stebbins. The intrinsic motivation required of the self-determination theory also joins the continual participation of serious leisure to the flow theory. The repeated episodes of high activity involvement from serious leisure lead to flow-like involvement which elevates the level of continued participation in the serious leisure. Each of these theories is interwoven with the six serious leisure qualities. A healthy masculinity and serious leisure identity are to be included in this study.

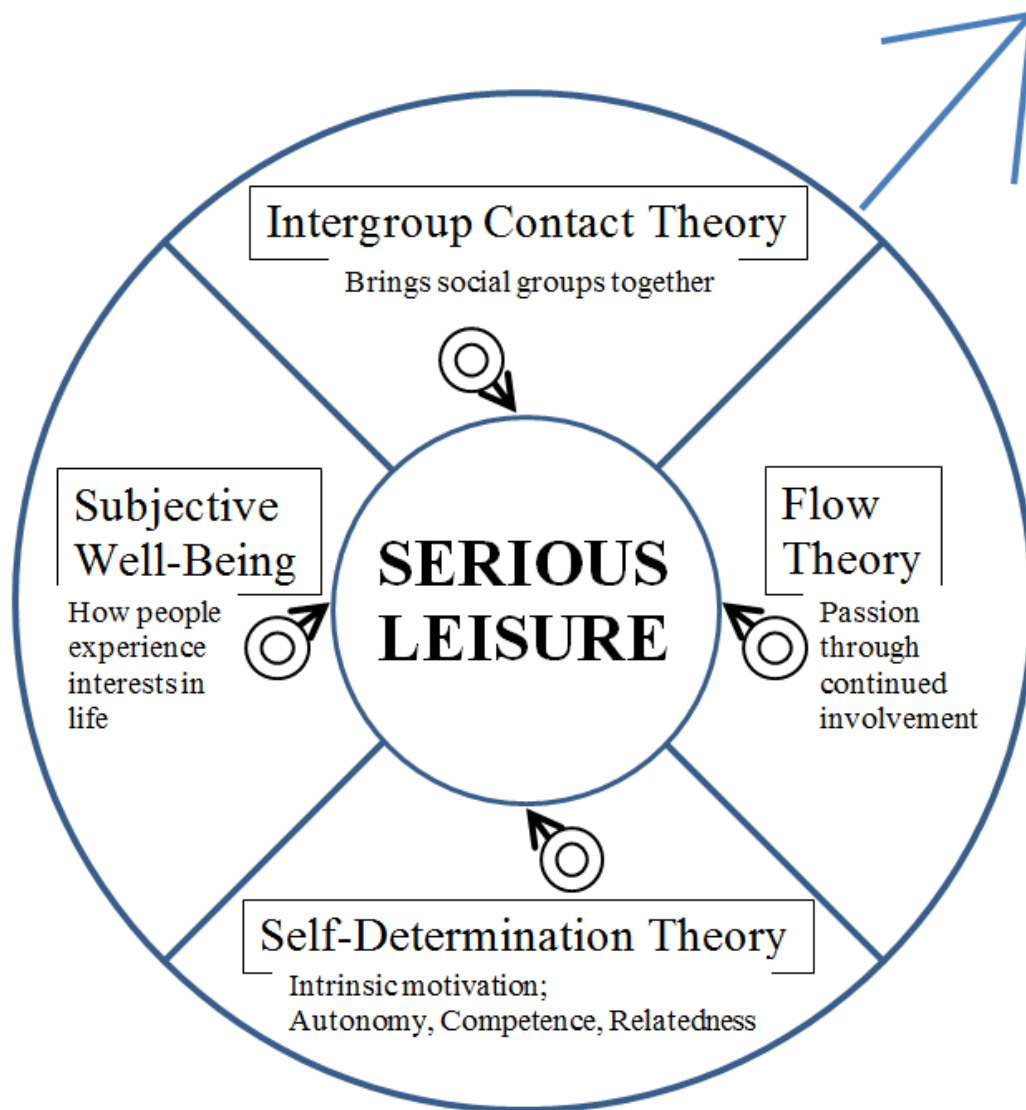
Masculinity is involved in a male's identity formation. Both, relating with others and being distinguished from others, satisfies a need for within group connectedness combined with a healthy intergroup comparison, as understood in the intergroup contact theory. Belonging to a collective effort, striving to move toward and reach a goal are beneficial for personal well-being and can be experienced in serious leisure. Previous research has demonstrated that gender, an interconnected, socially constructed factor, and serious leisure may be socially influenced as well as that participation in practically all leisure pursuits tend to enhance well-being; referring to the subjective well-being theory. Caldwell and Witt (2011) elucidated pursuits that are internally motivated have a propensity to be continued over time as categorized by self-determination. The pairing of great skill and challenge levels is the chief facet in experiencing flow. Serious leisure participants frequently experience flow and enjoyment and, according to Wood and Eagly (2009), are more likely to live an exceptional quality of life. Each of the theories is interrelated with one another and are undergirded by serious leisure.

This research study involved cisgender males who participate in serious leisure and it was conducted during a pandemic. Data was gathered from the Qualtrics Internet

survey platform and analyzed using SPSS. The results were not statistically significant and the alternative hypothesis was not supported by the dataset. Future research will provide a better understanding on options to improve males' well-being. School and community program curricula may be better designed to educate and provide males with healthy options for occupying their time and energies. Further research can be utilized as an educational tool used to potentially lead to more people having healthier lifestyles.

Figure 1

Theoretical Construct



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APPENDICES

APPENDIX A

Invitation to Participate

I am a graduate student at Oklahoma State University located in Stillwater, Oklahoma and I am inviting you to participate in a research study I am conducting about leisure activities and gender. If you would participate in my study by filling out a short survey, I would greatly appreciate it. Here are some items to consider:

An easy to use link may be used to complete the survey on line.

The survey will only take about 15 minutes to complete.

All responses are confidential. It is an anonymous survey.

If you agree to be in this study, I ask you to please participate in an anonymous online survey about leisure participation and gender. The survey will take about 10-15 minutes to complete, and can be completed on any internet enabled device (i.e. computer, mobile, or tablet).

There are no known risks associated with this project, which are no greater than those ordinarily encountered in daily life. You can withdraw from the survey at any point.

There are no direct benefits to you. More broadly, this study may help researchers learn more about improving well-being and resiliency and/or the development of programs to help enrich mental health.

The information you give in the study will be stored anonymously. This means that your name will not be collected or linked to the data in any way. Your data will not be able to be removed from the dataset once your participation is complete.

Your information will be collected through a web-based survey. This data will be stored in a restricted access folder in Dropbox.com, a cloud-based storage system. The survey is conducted using Qualtrics, a cloud-based software that stores data on secure servers.

Your data collected as part of this research project may be used or distributed for future research studies.

I will work to ensure confidentiality to the degree permitted by technology. It is possible, although unlikely, that unauthorized individuals could gain access to your responses

because you are responding online. However, your participation in this online survey involves risks similar to a person's everyday use of the Internet. If you have concerns, you should consult the survey provider privacy policy at <https://www.qualtrics.com/privacy-statement/>.

It is unlikely, but possible, that others responsible for research oversight may require me to share the information you provide in the study to ensure that the research was conducted safely and appropriately. I will share your information if law or policy requires me to do so. Finally, confidentiality could be broken if materials from this study were subpoenaed by a court of law.

Your participation in this research is voluntary. There is no penalty for refusal to participate, and you are free to withdraw your consent and participation in this project at any time. The alternative is to not participate. You can stop the survey at any time. Your decision whether or not to participate in this study will not affect your relationship with Oklahoma State University any other institution or person connected to this study.

The Institutional Review Board (IRB) for the protection of human research participants at Oklahoma State University has reviewed and approved this study. If you have questions about the research study itself, please contact the Principal Investigator Paschal Paschal at paschal.paschal@okstate.edu. If you have questions about your rights as a research volunteer or would simply like to speak with someone other than the research team about concerns regarding this study, please contact the IRB at 405.744.3377 or irb@okstate.edu. All reports or correspondence will be kept confidential.

Statement of Consent

I have read the above information. I have had the opportunity to ask questions and have my questions answered. I consent to participate in the study.

If you agree to participate in this research, please complete the survey.

This is a **voluntary** survey for persons who were **born male** and are currently **living as a male** (also known as cisgender male) who are age **18 years and older**.

APPENDIX B
Participant Survey

Please base your responses on your status on **today's date**.

What is your **country** of origin? _____

What is your **age category**? (Select one category.)

18-25 ___; 26-30 ___; 35-42 ___; 43-52 ___; 53-65 ___; 66-70 ___; 71+ ___

Which category represents your **annual household income** (in US dollars)?

<\$16,000 ___; \$16,000-28,000 ___; \$28,001-44,000 ___; \$44,001-56,000 ___;
\$56,001- 76,000 ___; \$76,001-100,000 ___; \$100,001-240,000 ___; \$240,001-350,000 ___; \$350,001+_

How many **dependents** do you have? _____

Which best represents your **legal marital status**? (choose one) Single/Married/Divorced

What is your **military status** today? (Select one status.)

Civilian, no military affiliation ___; Reservist ___; Guard ___;

Active Reservist/Guard/Active Guard/Active duty ___; Retired military ___

Do you have stable **work/employment/job**?

Yes ___; No ___

Do you have reliable **transportation**?

Yes ___; No ___

The purpose of this portion of the questionnaire is to explore the nature of free time pursuits as they occur in leisure, outside of work. Please take a moment and think of the different activities in which you participate when you have free time.

Once you have thought of and identified your free time activities, please list up to 3 of your favorite free time activities.

1. Free time activity: _____

2. Free time activity: _____

3. Free time activity: _____

From the list of your favorite free time activities, please take a moment to choose a free time activity, among all the others, that you are the most serious about. Please choose an activity, that in comparison to the others, is one in which you feel the most committed to

and serious about. Please choose an activity that you put more effort into, compared to other activities that you do, because you are serious about it.

Once you have thought of and identified the free time activity that you are most serious about, please put that activity in the blank: _____

Now that you have chosen the one free time activity that you are the most serious about, **ALL OF THE FOLLOWING QUESTIONS IN THIS PORTION OF THE QUESTIONNAIRE PERTAIN TO THIS ACTIVITY.** You will notice that each question contains a _____. The _____ refers to the leisure activity that you have chosen. Proceed by answering the following questions.

Completely Disagree	Mostly Disagree	Moderately Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Moderately Agree	Mostly Agree	Completely Agree
1	2	3	4	5	6	7	8	9

1. I overcome difficulties in _____ by being persistent.

1 2 3 4 5 6 7 8 9

2. I try hard to become more competent in _____.

1 2 3 4 5 6 7 8 9

3. I feel that I have made progress in _____.

1 2 3 4 5 6 7 8 9

4. There are defining moments within _____ that have significantly shaped my involvement in it.

1 2 3 4 5 6 7 8 9

5. Others that know me understand that _____ is a part of who I am.

1 2 3 4 5 6 7 8 9

6. I share many of my _____ group's ideals.

1 2 3 4 5 6 7 8 9

7. _____ has added richness to my life.

1 2 3 4 5 6 7 8 9

Completely Disagree	Mostly Disagree	Moderately Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Moderately Agree	Mostly Agree	Completely Agree
1	2	3	4	5	6	7	8	9

8. I make full use of my talent when _____.

1 2 3 4 5 6 7 8 9

9. I demonstrate my skills and abilities when _____.

1 2 3 4 5 6 7 8 9

10. _____ for me is an expression of myself.

1 2 3 4 5 6 7 8 9

11. _____ has improved how I think about myself.

1 2 3 4 5 6 7 8 9

12. _____ provides me with a profound sense of satisfaction.

1 2 3 4 5 6 7 8 9

13. _____ is enjoyable to me.

1 2 3 4 5 6 7 8 9

14. I feel revitalized after _____ time.

1 2 3 4 5 6 7 8 9

15. I have received financial payment as a result of my _____ efforts.

1 2 3 4 5 6 7 8 9

16. I enjoy interacting with other _____ enthusiasts.

1 2 3 4 5 6 7 8 9

17. I feel important when I am a part of my _____ group's accomplishments.

1 2 3 4 5 6 7 8 9

18. It is important that I perform duties which unify my _____ group.

1 2 3 4 5 6 7 8 9

Please complete this final section of the questionnaire by selecting the number which indicates your level of agreement or disagreement with each statement. Give only one answer for each statement. PLEASE NOTE THE CHANGE IN SCALE.

Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6

19. I tend to share my feelings

1 2 3 4 5 6

20. I would get angry if people thought I was gay

1 2 3 4 5 6

21. I dislike any kind of violence

1 2 3 4 5 6

22. It bothers me when I have to ask for help

1 2 3 4 5 6

23. I bring up my feelings when talking to others

1 2 3 4 5 6

24. Work comes first for me

1 2 3 4 5 6

25. For me, the best feeling in the world comes from winning

1 2 3 4 5 6

26. I enjoy taking risks

1 2 3 4 5 6

27. I think that trying to be important is a waste of time

1 2 3 4 5 6

28. The women in my life should obey me

1 2 3 4 5 6

29. I would be furious if someone thought I was gay

1 2 3 4 5 6

30. I would change sexual partners often if I could

1 2 3 4 5 6

31. I like to talk about my feelings

1 2 3 4 5 6

Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6

32. I would find it enjoyable to date more than one person at a time

1 2 3 4 5 6

33. It's never ok for me to be violent

1 2 3 4 5 6

34. In general I must get my way

1 2 3 4 5 6

35. It would be awful if people thought I was gay

1 2 3 4 5 6

36. Having status is not important to me

1 2 3 4 5 6

37. I put myself in risky situations

1 2 3 4 5 6

38. Things tend to be better when men are in charge

1 2 3 4 5 6

39. I feel good when work is my first priority

1 2 3 4 5 6

40. I would hate to be important

1 2 3 4 5 6

41. I will do anything to win

1 2 3 4 5 6

42. I think that violence is sometimes necessary

1 2 3 4 5 6

43. I never ask for help

1 2 3 4 5 6

44. I need to prioritize my work over other things

1 2 3 4 5 6

45. I love it when men are in charge of women

1 2 3 4 5 6

Strongly Disagree		Disagree		Slightly Disagree		Slightly Agree		Agree		Strongly Agree
1		2		3		4		5		6

46. I am not ashamed to ask for help

1 2 3 4 5 6

47. I would feel good if I had many sexual partners

1 2 3 4 5 6

48. I take risks

1 2 3 4 5 6

VITA

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