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INTIMACY AND RECIPROCAL COMPATIBILITY IN DUAL-CAREER
MARRIAGES

The University of Oklahoma

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THE UNIVERSITY OF OKLAHOMA
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INTIMACY AND RECIPROCAL COMPATIBILITY IN
DUAL-CAREER MARRIAGES

A DISSERTATION
SUBMITTED TO THE GRADUATE FACULTY
in partial fulfillment of the requirements for the
degree of
DOCTOR OF PHILOSOPHY

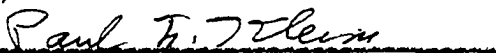
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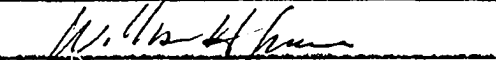
1983

INTIMACY AND RECIPROCAL COMPATIBILITY IN
DUAL-CAREER MARRIAGES

APPROVED BY











DISSERTATION COMMITTEE

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Abstract

The differences in perceived and expected intimacy in five areas (emotional, social, sexual, intellectual, and recreational) and differences in reciprocal compatibility (inclusion, control, affection) were examined among dual-career marriages, career-worker marriages and traditional marriages across three age groups using the Personal Assessment of Intimacy in Relationships (PAIR) (Schaefer & Olson, 1977) and the Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B) (Schutz, 1958). Each of these areas was analyzed within a 3 X 3 multivariate analysis of variance design. A total of 135 couples were assigned to one of nine groups on the basis of men's ages and wife's career level. Men's careers were in the fields of higher education, psychology, social work, business management, and law.

No significant differences were found on any five of the MANOVAs. Univariate ANOVAs were conducted and discussed in the text. However, correlations among a measure of General Marriage Satisfaction (GMS) and the intimacy variables showed that men's GMS was highly correlated with recreational intimacy while women's GMS was highly correlated with emotional intimacy. When correlations were done among levels, men in dual-career marriages were found to be different in that emotional intimacy was highly correlated with GMS.

Interviews with dual-career couples found that the benefits of the dual-career pattern were seen to be improved self esteem, and a strong sense of identity for both partners, increased empathy, and the enabling of growth in

each other. Two incomes were seen as a benefit, but the primary emphasis seemed to be on psychological tasks. The biggest problem was having too little time and energy for a demanding life-style. Younger couples appeared much more equalitarian and more at ease with their life-style than the other groups, while the middle age group seemed to be struggling to change their previous traditional socializations. The older group appeared to respect each other's careers, but follow more traditional lines in regard to domestic tasks. The results are discussed with respect to the absence of statistical significance for the MANOVAs, and implications of other findings for the clinician.

INTIMACY AND RECIPROCAL COMPATIBILITY IN DUAL-CAREER MARRIAGES

The dual-career marriage is an emergent family form in our society that offers new sources of satisfaction and new types of problems for families. This form is of recent historical vintage with little found in the literature before the 1950's. The chief reason for the infrequency of this type of marriage has been that the traditional form was efficient from the point of task specificity (Rice, 1979). Men have traditionally performed the instrumental (economic and material comfort) functions of the family, while women carried out the expressive (emotional needs and domestic environmental functions). These functions have been programmed into marital aspirations and expectations of most contemporary individuals (Rice, 1979).

The dual-career marriage has been defined in many ways. Rapoport and Rapoport (1969, 1971a, 1976), who did the pioneer research in this area, used in-depth case studies and identified the dual-career marriage as an emergent social unit in which both husband and wife hold jobs which are highly salient, have a developmental sequence, and require a high degree of commitment. They distinguished dual-career marriages from "two-earner" marriages, the latter being characterized by gainful but not necessarily permanent or meaningful employment of the wife.

David Rice (1979) emphasized dual-career marriages as relationships where the partners are legally married and where both partners hold jobs for reasons other than or in addition to, economic considerations. Also, both spouses have prepared educationally and by

experience for such career-type operations. This is in contrast to the dual-worker marriage where both spouses work, not out of felt choice, but for mainly economic purposes.

Characteristics of dual-career couples emerge from various studies. Dual-career couples are highly educated, have attained at least some degree of success in their careers, and have higher incomes than other families. They are highly qualified individuals who hold similar values (Rapoport & Rapoport, 1971a).

Dual-career couples appear to be more inner-directed and flexible in applying personal values (Holahan & Gilbert, 1979). These characteristics are to be expected in individuals who have transcended some of the traditional values of male dominance and female subservience and, instead, have embraced an emergent and more egalitarian life-style. They report a moderate level of role conflict but high levels of career commitment, self-esteem, spouse support and life satisfaction (Holohan & Gilbert, 1979).

Dual-career marriages produce fewer children (Holmstrom, 1972), the mean number being 1.7 (Johnson & Johnson, 1977), and the women are more likely to have well established careers before they have children. Moreover, these women come from smaller families than do conventional wives and tend to be either only children or first children. They are often described as falling into the "only-lonely" child pattern (Bebbington, 1973; Rapoport & Rapoport, 1971b; St. John-Parsons, 1978). Poloma and Garland (1972) also found that many women were only children or were from a family of all girls. These wives are more likely to have had an early family constellation with significant elements of tension. This tension most usually focused between father and daughter, but sometimes between mother and daughter (Bebbington, 1973).

The wives in these couples are viewed as risking loss of many sources of social support from the larger society (Rapoport & Rapoport, 1976), consequently becoming more dependent on a narrower range of people who are important to them including their husbands. Therefore, in dual-career couples, the husband's responsiveness to his wife's needs meshes with the wife's reliance on him for support and approval (Price-Bonham & Murphy, 1980).

Less is known about the men in dual-career marriages. However, one factor which differentiates dual-career husbands from their traditional counterparts, is that they had a particularly warm relationship with their mothers (Rapoport & Rapoport, 1971b). The husband is also described as being a "facilitator factor", as his attitudes and manner in integrating family and work are viewed as crucial to the success of the wife in her career (Bailyn, 1970).

The literature points to several benefits that dual-career couples may enjoy. The early dual-career marriages placed an emphasis on the woman's self-realization as a primary gain--many being expected to carry the extra burden of doing so. In a strictly financial sense the gains were that the family was able to raise their standard of living. For women, money seemed to serve both utilitarian and symbolic function, serving as a sign of recognition for the quality of the work being done (Rapoport & Rapoport, 1976).

Other more current benefits are: intellectual companionship; mutual empathy or understanding of both work and home obligations, stress, and joys; feelings of self-fulfillment and contentment (Holmstrom, 1972; Rapoport & Rapoport, 1971a); and a sharing of resources, knowledge, and ideas in work roles (Martin, Berry, & Jacobsen, 1975). Also significant was an equal distribution of resource and influence power in the relationship; there were equal opportunities for both to attain the ultimate accomplishment of the mature adult--to realize

a meaningful work role and meaningful relationships (Hall & Hall, 1972).

Many studies have evaluated the degree of marriage satisfaction in dual-career marriages. The relationship between the degree of commitment to work and the degree of satisfaction in marriage among women studied by Safilios-Rothschild (1970), indicated that women who possessed a high commitment to work outside the home reported a significantly greater degree of satisfaction and happiness in marriage than those who remained in the home. The Rapoport (1972) indicated that the marriage relationship is more likely to be strengthened if both partners are economically viable and feel that each is achieving a great deal out of both career and family responsibilities.

A number of other benefits of dual-career marriages are reported by Bailyn (1970) who indicates that a happier relationship resulted when both partners balanced their career aspirations with an involvement in family life, though this often called for some career sacrifice. Children's development was a high source of gratification. They felt that their life style called for more independence and resourcefulness than in conventional one career families. Children helped more with family tasks and developed a sense of social worth through their contributions to the family. Many partners found that their children were proud of them and of the fact that their mothers as well as their fathers had careers. Bailyn further reported that men giving primary emphasis to their families, while at the same time functioning satisfactorily in their own careers, make a larger impact on the satisfaction of the family than the wife who emphasizes both.

Men have reported becoming aware of gains from a dual-career marriage for themselves as men. Many husbands got vicarious gratifications from their wives' achievements and enjoyed the idea that both were continuing to develop

as people. Some dual-career husbands commented that once one has tasted the dual-career pattern it was difficult to settle for anything else (Rapoport & Rapoport, 1976).

Comparison of concerns between two-career and one-career families were made by Burke and Weir (1976). They found that career wives communicated with their husbands more than housewives especially in the areas of: expressing pleasant feelings toward their spouses, and feelings about their own work and activities. Career wives were happier with their marriages and reported that disagreements were usually resolved by mutual give and take. Better mental and physical health was also reported by career wives than by housewives. Husbands of career wives reported communicating with their spouse more than husbands of housewives and more perceived agreement as to behaviors and values.

As well as studying benefits of the dual-career family, researchers have also identified the stress and problem areas common to this type of family form. Most of the stress in these relationships comes from differences between this type of life-style and the pattern of life in larger society. Early studies by the Rapoport (1969, 1971a, 1976) reported five general areas of stress in the dual-career family, areas dealt with by other researchers also.

The first area has to do with overload dilemmas--or "role overload". Since it is the woman traditionally who takes care of the domestic needs of the household, the key issue for dual-career families is the source of domestic back-up. This feeling of overload was found to be affected by four conditions which may be in many ways, self-imposed: (a) the degree to which having children and a family life (as distinct from simply being married) was salient; (b) the degree to which the couple aspired to a high standard of domestic living;

(c) the degree to which there was a satisfactory reapportionment of tasks; (d) the degree to which the social-psychological overload compounded the physical overloads (Rapoport & Rapoport, 1969, 1976).

The second area of concern in the areas of stress reported by the Rapoports is the discrepancy between personal norms and social norms or environmental sanctions. The dual-career family is becoming a less variant family pattern as sanctions against women pursuing a full-time career are lessening. St. John-Parsons (1978) reports little trace on environmental sanctions against women pursuing full-time careers.

The third area reported by the Rapoports (1969, 1976) has to do with questions of personal identity and self-esteem. This area of stress focuses on the questions of whether or not one is a "good man or a good woman" as the socio-cultural definitions of work and family are distinctly masculine or feminine. Dual-career couples seem to develop "tension lines" regarding just how much they can handle the inter-change of sex roles without having it affect the psychological sense of self-esteem and possibly their physical capacity to carry on the dual-career relationship. Spouses seem to be aware of the danger involved in pushing the other one beyond this point, i.e., the "identity tension line" (Rapoport & Rapoport, 1971). Somewhat related to this issue is the rebalancing of the sexual relationship in couples who move from a traditional role partnership to a dual-career relationship. Men may be proud of their wives' achievements but at the same time feel uncomfortable about her new independence. Conflicts may be due also to a change in the energy levels of the couple--changes that result in a lower sex drive. This may be the result of sheer exhaustion on the part of one or both spouses (Johnson, Kaplan, & Tusel, 1979).

The "good man and good woman" issue was considered also in relation to a wife's occupational prestige. Investigations of couples where the wife had equal or higher occupational prestige than her husband found no problems (Richardson, 1979). Garland (1972) found a negative effect only if the wife made more money than her husband.

The fourth stress area reported by the Rapoport's has to do with the issue of social network dilemmas. The commitment to careers and families leaves little time for sociability with friends and extended family. Interaction with kin often relates to the securing of help, which may produce tension because of the deficiency between what is expected from these couples by kin and what they are able to give. In relationships with friends, there was an emphasis on the mutual service aspects of the relationships as well as the recreational aspects (Rapoport & Rapoport, 1971).

The fifth area of stress concerns multiple-role cycling dilemmas. Many of the couples experience dilemmas associated with the blending of their differing individual life and career cycles. Consistent with role development theory, transition points in these roles may be especially stressful (Rapoport & Rapoport, 1969, 1976).

Three other problems were addressed by Holmstrom (1972): (a) the inflexibility of work occupations; (b) the isolation of the small modern family; and (c) the prevalent definition of masculinity as superiority. In comparing her two-career families with traditional ones, she says that professional wives fare very well in relation to other women, but relative to men, specifically their husbands, they are still a long way from equality--the man's career is simply still more important. Heckman, Bryson and Bryson (1977) found that dual-career psychologist wives had a high level of achievement in relation to men and

women in general, but not relative to their own husbands. Women were willing to place their careers secondary to the needs of their families and to the needs of their husband's careers. Bryson, Bryson, and Johnson (1978) found that dual-career wives still perform a disproportionate share of child care.

Poloma (1972) found management of role strain by women in dual-career families was attempted in four different ways: (1) favorable definition of the situation ("I spend more time with my children than . . ."); (2) placing family roles first in her role constellation; (3) compartmentalization (don't bring work home); and (4) compromise--the wife makes the necessary adjustment to manage the role strain. Dual-career women are basically satisfied with life as it is. Being a wife and a mother is found to be very satisfying. Their assertion is strong that in light of our contemporary social structure, the family must come first for a woman.

Change in accommodation has produced some exchanges in dual-career marriages. The traditional male executive is usually the least accommodating person and the traditional female housewife is the most accommodating person. Men at mid-life seem to move to a more accommodating position. The sharing of responsibilities required for a dual-career marriage is a much more complex situation as it takes more energy to make it work. She suggests that by building into the lives of working couples a hierarchy of commitments and responsibilities for each partner, the intensity of potential conflict is reduced.

Many of the early studies on dual-career marriages were done in the form of case studies. There were qualitative, exploratory and used small samples. A second generation of studies found research being drawn from better data bands and looking at families in different stages of the life cycle and different social classes and national/cultural settings. Poloma, Pendleton and Garland (1981) did

the first longitudinal study. Most of the studies on marriage satisfaction have been of a general nature.

The purpose of this study was: (1) to measure the differences between dual-career marriages, career-worker marriages and traditional marriages on measures of social, emotional, intellectual, recreational, and sexual intimacy (perceived and expected) among three age spans, 24-35; 35-49; and 50 and over; (2) to measure reciprocal compatibility in these same groups among age spans; and (3) to interview dual-career couples, six of whom had low and six of whom had high differences in perceived and expected intimacy. This study was exploratory in nature.

RESEARCH STATEMENTS

1. There will be a significant difference among the career line categories on the variables measured.
2. There will be a significant difference between the age groups on the variables measured.
3. There will be interactions among the ages by career line sub-groupings on the variables measured.

METHOD

Participants

The participants of this study were married couples from the Southwest area of the United States, centering around the metropolitan Oklahoma City area, identified for this study by professional network referrals. All men in this study were professionals in the area of law, psychology, higher education, business (management), and social work. A total of 342 letters were sent to obtain the sample size of 135, which constituted a 40 percent utilization.

Independent Measures

Independent variables were marriage employment pattern, and chronological age of the husband. The employment patterns were: dual-career couples, career-worker couples (with the man maintaining the career), and traditional couples (also with the man maintaining the career). Both spouses in the dual-career group were in active pursuit of a career field, and had at least a Master's Degree in their work area, or highly specialized training. The men in the career-worker and the traditional groups also followed the criteria for the dual-career group. Participants were sought on the basis of the man's career in the field of higher education, psychology, business (management), law, or social work. Career representativeness was sought for each cell. The careers for the women in the dual-career group included any career listed in the Dictionary of Occupational Titles under Professional, Technical, and Managerial Occupation 00/01 - 199. Women in the career-worker groups were employed full time, but had less than a Master's Degree. Women in the traditional groups were either unemployed or were employed for less than 20 hours a week. See Table 1.

Insert Table 1 about here

The categories were defined by the husband's age group: 24-35, representing those couples who were typically in early career development; 36-49, representing those couples who were typically in mid-career development; and 50 and over, representing couples that were more fully established in a career.

Dependent Variables and Measures

Dependent variables in this study were perceived and expected emotional, social, intellectual, sexual, and recreational intimacy, and three areas of

reciprocal compatibility between couples, namely affection, power, and inclusion.

The dependent measures used to assess the levels of intimacy and measure reciprocal compatibility were the Personal Assessment of Intimacy in Relationships (PAIR) (Schaefer & Olson, 1977) and the Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B) (Schutz, 1958), respectively.

The PAIR is a 36 item measure of intimacy of a specific couple's relationship and is therefore personalized. Scores of "perceived" and "expected" intimacy provide a measure of a given partner's goals, needs, or expectations in the relationship and an intra-pair comparison provides a measure of the couple's perceptual agreements and disagreements. Scores range from 0-99 with the mean around 50. Olson (1973) describes and defines these areas of intimacy as: (1) emotional intimacy--experiencing a closeness of feelings; (2) social intimacy--the experience of having common friends, similarities in social networks, etc.; (3) intellectual intimacy--the experience of sharing general ideas; (4) sexual intimacy--the experience of sharing general affection and/or sexual activity; and (5) recreational intimacy--shared experiences of interests in hobbies, mutual participation in a sporting event. Intimacy is a process and an experience which is the outcome of the disclosure of intimate experiences.

The PAIR was normed on a sample of 192 couples. Item analysis and factor analysis were conducted to test for adequacy of the items and the scales. Pearson correlation coefficients comparing it with the Locke-Wallace Marital Adjustment Scale ranged from .44-.60. Reliability testing consisted of a split-half method of analysis. Cronbach's alpha reliability coefficients achieve

scores ranging from .70 to .77.

The FIRO-B is a 54 item instrument designed to measure a person's characteristic behavior toward other people in the areas of inclusion, control, and affection. It is designed not only to measure individual characteristics but also to assess relationships between people, such as compatibility, or coefficient.

The interpersonal need for inclusion is defined behaviorally as the need to establish and maintain a satisfactory relation with people with respect to interaction and association. The interpersonal need for control is defined as the need to establish and maintain a satisfactory relation with people with respect to control and power. The interpersonal need for affection is defined as the need to establish and maintain a satisfactory relation with others with respect to love and affection.

Reciprocal compatibility is the degree to which expressed behavior of one person equals the wanted behavior of the other person and vice versa. It is expressed in the formula $rK = (e_i - w_j) + (e_j - w_i)$, which generates scores from 0 to 18, with 0 being perfect compatibility and 18 representing extreme incompatibility.

The reliability of the FIRO-B is measured by a reproducibility score since all of the FIRO scales are Guttman scales and reproducibility is the appropriate measure of internal consistency. The mean score on all six scales is .94. The mean coefficient of stability (test-retest) for the FIRO-B over the six scales is .86. Validity is based on the theory of the Guttman scales and the reproducibility score yields a satisfactory content validity.

Design

A three (career patterns) X three (age levels) MANOVA on the five

dependent measures of the PAIR was performed for each of the two conditions (perceived and expected) of intimacy. These were performed separately for males and females, making a total of four MANOVAs on the intimacy measures. The same procedure was also used for the paired scores for the conditions of reciprocal compatibility. This produced one additional MANOVA making a total of five for the study.

Power was calculated to be .80 with an alpha level at .05 against the hypothesis with one-half standard deviation difference among dual-career, career-worker, and traditional groups (cell size = 15).

There was an attempt to maintain intracell representativeness by including in each cell 3 men in law, 4 in higher education, 3 in psychology, 4 in business and 1 in social work. This was maintained with no more than a one person variation for each career except for the older traditional group in which there was no social worker.

Procedure

Letters were sent initially to 100 couples explaining the nature of the study. The letter contained a consent form and a demographic data form which included a general marriage satisfaction scale (GMS) and a general life satisfaction scale (GLS) ranging from 1-7, with 7 being the most satisfied. (The GLS was not used in later correlations.) From the demographic data, couples were assigned to the appropriate cell. The consent form also contained an optional agreement for interviews for participating couples. After the initial mailing, participants were sought elsewhere on the basis of needed professional fields and age groups. Phone calls were made following the letter when necessary in order to obtain participants for the study.

Upon agreeing to be part of the study, the couple was mailed 2 copies

each of the PAIR and the FIRO-B. Couples were asked to complete the forms as individual persons and not to discuss the questions before they had finished. Upon completion, the tests were returned to the researcher by mail.

Upon completion of the data collection and the statistical analysis, interviews were conducted by the researcher. These were structured interviews focusing on the benefits and problems of dual-career marriages and on the coping techniques used in the problem areas. Two couples with the least difference in perceived and expected scores on the intimacy measure and two with the greatest difference were selected from each dual-career age for interviewing. A total of 12 couples were interviewed. If the first or second ranked couple were not available, the next place was selected, and similarly for the low ranked couples. All couples interviewed came from the top and bottom quartiles, respectively, for a given age level.

RESULTS

A three (career patterns) X three (age levels) MANOVA on the five dependent measures of the PAIR was performed for each of the two conditions (perceived and expected) of intimacy. These were performed separately for males and females, making a total of four MANOVAs on the intimacy measures. The same procedure was also used for the paired scores for the conditions of reciprocal compatibility. This produced one additional MANOVA, making a total of five for the study.

The MANOVA results on all five analyses were non-significant both for main and for interaction effects. Although not statistically significant at the .05 level there were findings on the subsequent ANOVAs that suggest possible importance in future research.

Insert Tables 2-5 here

Consequently the findings on the ANOVAs are as follows: On the expected intimacy condition for women, two suggestive main effects were found in the ANOVAs. Women in the dual-career groups had higher expectations on the sexual intimacy measure than the traditional career level. The career-worker level showed no real difference from the dual-career or the traditional level. Women in the younger age groups had lower expectations on the recreational intimacy measure than the other two age levels.

On the reciprocal compatibility measures there were two main effects. The younger age group was less compatible than the other two age levels on the inclusion measure and, the dual-career group was more compatible on the affection measure than either of the other two career pattern levels. Table 7 presents the individual comparisons.

Insert Table 7 about here

The correlational matrix for the general marriage satisfaction measure (GMS) and the dependent measures on intimacy represents additional findings from the present study and is shown in Table 8.

Insert Table 8 about here

Mens' GMS is most highly correlated with their own perceived recreational intimacy at .57*, the lowest being sexual intimacy at .40. For women

*All correlations significant at .05 level.

emotional intimacy was most highly correlated with GMS at .50, the lowest being social at .32.

When post hoc correlations were done by career levels, and age levels several other interesting trends were noted. Across age groups again men's recreational intimacy was most highly correlated with GMS with the lows being intellectual intimacy for young and middle age men. Highs for women's age groups were sex for young women, emotional for middle age women and recreation for older women. When levels for career line were examined again women's emotional intimacy was highest as were dual-career men. For career-worker men recreation was highest and for traditional men social intimacy was most highly correlated with GMS. The significant lows were sex for career-worker men, intellectual for traditional men and social intimacy for traditional women.

Interviews with dual-career couples found that the benefits of the dual-career pattern were seen to be improved self esteem, and a strong sense of identity for both partners, increased empathy, and the enabling of growth in each other. Two incomes were seen as a benefit, but the primary emphasis seemed to be on psychological tasks. The biggest problem was having too little time and energy for a demanding life style. Younger couples appeared much more equalitarian and more at ease with their life style than the other groups, while the middle age group seemed to be struggling to change their previous traditional socializations. The older group appeared to respect each other's careers, but follow more traditional lines in regard to domestic tasks.

DISCUSSION

Perhaps the finding of greatest practical significance in this study is that dual-career marriages are no different than other types, at least related to satisfaction and the meeting of mutual needs. Thus, this "variant" form (Rapoport & Rapoport, 1969) of marriage shows no difference from other forms.

There are several speculations as to why no differences were found. One speculation relates to possible insufficient precision in the measuring instruments. Another factor to be considered is the possibility that people were not being entirely truthful. The scale on the PAIR intended to produce a "faking good" score found mean scores of 58 for men and 65 for women. Anything above 55 is considered to fall in the "faking good" area. The last factor may be the homogeneity of these groups. Many women who were not in the dual-career group by the definition of this study, are in fact pursuing jobs that are very pleasurable and self-fulfilling. Women in the traditional group were also pursuing a part-time career, further education, or volunteer work which provided for their needs for recognition and achievement as did a professional career for women in the dual-career group. During the interviews, women in the dual-career group spoke of their own satisfaction being a contributing factor to the satisfaction of their marriage. Since interviews were not done with the other career levels, it remains a possibility that non-career activities fulfilled these same needs for non-dual-career wives. The selection bias is another consideration in that consent to participate may be given by only relatively "healthy" couples, thus decreasing the differences between groups.

In spite of insignificant statistical results there were some interesting

confirmations of other findings about dual-careers and some interesting trends taken from the interviews with these couples.

Interview analysis

During the interviews, when questioned about the benefits of their marriage style, dual-career couples (many of whom had at one time traditional marriages) talked about their perceptions of their partners as bright, interesting and intellectually stimulating. Understanding the pressures, problems, frustrations, and fatigue of a career was thought to be a plus in the relationship. This conforms to findings by Holmstrom (1972) and Martin, Berry, and Jacobsen (1975). It must be noted that people other than dual-career people may also perceive their partners to be bright, interesting, and intellectually stimulating.

A strong sense of personal identity was spoken of by each partner interviewed. Women spoke of the assurance of being able to take care of themselves. Men saw their wives as happier when they were fulfilled, thus reducing the stress of the relationship. This is related to what Hall and Hall (1972) suggest as the equal distribution of resource and influence power in the relationship. Furthermore, couples in this study frequently cited the challenge of helping each other grow professionally and personally, thus eliminating the danger of one spouse outgrowing the other.

A genuine respect for equality seemed to be evident, and even more so in the younger group of dual-career couples. The group also talked about the pride of sharing in domestic tasks. The middle age group seemed to be struggling to move to that position, but were finding change difficult. The older group exhibited a psychological sense of equality, but seemed to divide domestic tasks along traditional lines, with the woman assuming the burden. The trends with younger couples are related to Bailyn's (1978) study which indicates that men

are learning to be more accommodating. One couple from the older dual-career group have both a son and a daughter in dual-career marriages. They spoke of the pride they found in watching the younger couples share in tasks that they themselves would not have felt comfortable doing when they were younger. Another possibility is that given time and developmental changes, these younger couples may begin to look more traditional.

The biggest problem dual-career couples shared was the one related to distribution of time and energy necessary to maintain their busy life-style, which is related to the Rapoport's (1969) "role overload". Dual-career couples with fewer perceived differences reported coping with this problem by their attitudes and by getting priorities straight. All of these couples held family life as a very high priority. Dual-career families seemed to plan carefully to make family-life meaningful in light of their busy schedules. Special times in the form of vacations, mini-trips, dinner times, etc., were carefully reserved. All couples with children at home spent quality time with their children, paying close attention to each child's "special events" (ball games, school activities, etc.). Dual-career family children assumed the care of their own room as well as making a contribution to the well-being of the household. One couple utilized an "opportunity chart" in which all tasks of the household were rotated each week. Findings related to children and families stand with Bailyn's (1978) evaluation of children and families of dual-career couples.

Social sanction against women pursuing careers was experienced less by the younger women, and the two older groups of women spoke of the positive changes they experienced with regards to this matter. One way of coping with this issue was to include in their close networks, friends with the same values.

When asked to make suggestions to couples contemplating a dual-career

marriage, replies by almost all couples interviewed included the planning to keep quality time with each other at a priority. Time for each individual was also highly encouraged. Flexibility was a characteristic seen as necessary in order to meet the demands of the dual-career relationship. All those interviewed urged young couples to hold their values in perspective including both career and family.

Generalizations

Upon exploring the correlation of the entire study population, generalizations about marriage satisfaction are important. For men, sharing of recreational intimacy is most important to their own GMS with sex being the least important. For women emotional intimacy is most important to their GMS with social intimacy being the least important.

Implications for the clinician include paying attention to the differences in men's and women's GMS and intimacy needs in order to help the couple meet one another's needs. In light of the MANOVA results, clinicians should not view dual-career couples differently than other couples with relation to intimacy needs.

Dual-career men may be an exception to men in general in that their GMS is more highly correlated to emotional intimacy. Clinicians may capitalize on that strength.

Considerations for further research on dual-career couples may be made from the univariate analyses with significance and the correlations. Emotional intimacy and reciprocal compatibility of affection as strengths to dual-career GMS could be explored further by more discrete measures and populations. It may be that this is a function of personality differences.

Although generalizations to the population as a whole cannot be made, at

least for this group the interview data indicate that dual-career lifestyles are becoming more comfortable for the young. Perhaps the day is being approached when this life-style is seen as an acceptable choice of life-styles by society. This may bring to an end the need to investigate "variant" forms of family life, and lead to an investigation of the traditional family as a "variant" form of family life.

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Table 1
Design for Study

Independent Variables

	<u>Age Categories</u>		
	24-35	36-49	50 & over
Career-line Categories			
Dual-career	n=15	n=15	n=15
Career-worker	n=15	n=15	n=15
Traditional	n=15	n=15	n=15

Dependent Variables

Intimacy (Perceived and Expected)

determined by PAIR scores

Emotional

Social

Sexual

Intellectual

Recreational

Reciprocal Compatibility

determined by FIRO-B scores

Inclusion

Control

Affection

Table 2

Analysis of Variance
Perceived Intimacy - Women

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Emotional				
Career (C)	1139.91	2	569.95	1.41
Age (A)	662.04	2	330.02	.82
(C X A)	751.64	4	188.66	.47
Error	50901.33	126	403.98	
Social				
(C)	354.98	2	177.49	.57
(A)	1045.64	2	522.82	1.69
(C X A)	816.98	4	204.25	.66
Error	38931.33	126	308.98	
Sexual				
(C)	1310.58	2	655.29	1.49
(A)	1896.53	2	948.26	2.15
(C X A)	1477.69	4	389.42	.84
Error	55534.93	126	440.75	

Table 2 cont'd

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Intellectual				
(C)	1725.57	2	862.78	2.60
(A)	145.13	2	72.56	.22
(C X A)	208.47	4	52.12	.16
Error	41809.60	126	331.82	
Recreational				
(C)	677.51	2	338.75	1.22
(A)	1310.40	2	605.20	2.36
(C X A)	664.89	4	141.22	.60
Error	34954.13	126	277.41	

Table 3

Analysis of Variance
Perceived Intimacy - Men

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Emotional				
Career (C)	365.75	2	182.87	.47
Age (A)	1317.21	2	658.60	1.72
(C X A)	720.19	4	180.04	.47
Error	48249.07	126	382.93	
Social				
(C)	143.17	2	71.58	.25
(A)	1746.73	2	878.36	3.03
(C X A)	1973.81	4	494.45	1.71
Error	36316.27	126	288.22	
Sexual				
(C)	1140.86	2	570.43	.99
(A)	463.88	2	231.94	.40
(C X A)	1077.10	4	269.27	.47
Error	72354.13	126	574.24	

Table 3 cont'd

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Intellectual				
(C)	276.86	2	138.43	.43
(A)	365.75	2	182.87	.56
(C X A)	1684.39	4	421.09	1.29
Error	41056.00	126	325.84	
Recreational				
(C)	411.24	2	205.62	.64
(A)	1209.73	2	604.86	1.88
(C X A)	2210.75	4	552.87	1.72
Error	40555.60	126	321.87	

Table 4
Analysis of Variance
Expected Intimacy - Women

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Emotional				
Career (C)	504.18	2	252.09	2.96
Age (A)	110.93	2	55.46	.65
(C X A)	82.49	4	20.62	.24
Error	10732.80	126	85.18	
Social				
(C)	175.17	2	87.59	.55
(A)	239.35	2	119.68	.75
(C X A)	262.16	4	65.54	.41
Error	20195.06	126	159.56	
Sexual				
(C)	1246.04	2	623.02	5.19*
(A)	280.00	2	140.00	1.17
(C X A)	84.08	4	21.02	.18
Error	15116.80	126	119.97	

* MANOVA significance at .05, however these univariates may be beyond the .05 level.

Table 4 cont'd.

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Intellectual				
(C)	499.44	2	249.72	1.62
(A)	233.66	2	116.83	.72
(C X A)	498.25	4	124.56	.81
Error	19371.20	126	153.74	
Recreational				
(C)	739.38	2	369.69	2.55
(A)	1905.24	2	952.62	6.57*
(C X A)	272.71	4	136.66	.47
Error	18260.27	126	364.66	

* MANOVA significance at .05, however these univariates may be beyond the .05 level.

Table 5

Analysis of Variance
Expected Intimacy - Men

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Emotional				
Career (C)	432.59	2	216.30	1.89
Age (A)	182.99	2	91.50	.80
(C X A)	242.96	4	60.74	.53
Error	14457.60	126	107.32	
Social				
(C)	430.64	2	215.32	1.31
(A)	94.28	2	47.14	.29
(C X A)	496.47	4	124.12	.76
Error	20704.53	126	127.67	
Sexual				
(C)	412.68	2	206.34	1.76
(A)	18.73	2	9.37	.08
(C X A)	301.99	4	75.50	.64
Error	14764.80	126	117.18	

Table 5 cont'd.

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Intellectual				
(C)	93.64	2	46.82	.30
(A)	200.13	2	100.06	.65
(C X A)	504.62	4	126.16	.32
Error	19416.93	126	154.11	
Recreational				
(C)	654.99	2	327.50	2.09
(A)	219.26	2	109.63	.70
(C X A)	103.23	4	25.81	.16
Error	19756.26	126	156.79	

Table 6

Analysis of Variance
Reciprocal Compatibility

Source	<u>SS</u>	<u>df</u>	<u>MS</u>	<u>F</u>
Inclusion				
Career (C)	5.61	2	2.81	.47
Age (A)	59.75	2	29.88	5.03*
(C X A)	16.56	4	4.14	.70
Error	748.27	126	5.94	
Control				
(C)	5.91	2	2.85	.28
(A)	8.04	2	4.02	.38
(C X A)	13.78	4	3.45	.33
Error	1319.87	126	10.47	
Affection				
(C)	92.64	2	46.32	5.24*
(A)	1.35	2	.67	.08
(C X A)	10.87	4	2.72	.31
Error	113.33	126	8.84	

* MANOVA significance at .05, however these univariates may be found beyond the .05 level.

Table 7

Newman Keuls Individual Comparisons

Reciprocal Compatibility - Affection			
	Traditional	Career-Worker	Dual-Career
T	7.02	.09	1.80 *
CW		6.93	1.71
DC			5.22
Intimacy Expected Sexual - Women			
	Traditional	Career-Worker	Dual-Career
T	83.75	2.25	7.45*
CW		87.95	3.25
DC			91.20
Reciprocal Compatibility - Inclusion			
	Older	Middle	Younger
O	3.90	.03	1.43*
M		3.93	1.40*
Y			5.33

* Significant at .05 level.

Table 7 cont'd

	Intimacy - Expected Recreational - Women		
	Older	Middle	Younger
O	86.97	2.04	8.66*
M		84.93	6.62
Y			78.31

Table 8

High and Low Correlations of
General Marriage Satisfaction to Intimacy Variables

		High			Low		
Men _a		Rec			Sex		
		.57*			.40**		
Women _a		Emo			Soc		
		.50*			.32**		
		Age			Career		
		Young	Middle	Old	DC	CW	T
Men							
High		Rec	Sex	Rec	Emo	Rec	Soc
		.56*	.54*	.62*	.41*	.62*	.68*
Low		Int	Int	Sex	Soc	Sex	Int
		.32*	.48*	.24**	.13	.36*	.48*

a n=135; other figures based on n=45.

* Significantly different from 0 at .05. For n=135 difference is .16; for n=45 difference is .30.

** Lows significantly different from the high at .05. For n=135 difference is .15; for n=45 difference is .34.

Table 8, cont'd.

		Age			Career		
		Young	Middle	Old	DC	CW	T
Women							
High	Sex	Emo	Rec		Emo	Emo	Emo
		.42*	.56*	.63*	.48*	.47*	.53*
Low	Soc	Int	Sex		Sex	Soc	Soc
		.09	.27	.16**	.16**	.23	.30*

APPENDIX A
PROSPECTUS

PROSPECTUS

I. INTRODUCTION

A. Objectives

The objectives of this proposed study are (1) to investigate specific areas of marriage satisfaction in dual-career marriages by analyzing intimacy in five areas: social, emotional, intellectual, sexual, and recreational; and (2) to compare reciprocal compatibility and intimacy in each of these areas.

B. Background

1. Definition

The dual-career marriage is an emergent family form in our society that offers new sources of satisfaction and new types of problems for families. This form is of recent historical vintage with little found in the literature before the 1950's. The chief reason for the infrequency of this type of marriage has been that the traditional form was efficient from the point of task specificity. Men have traditionally performed the instrumental (economic and material comfort) functions of the family, while women carried out the expressive (emotional needs and domestic environmental functions). These functions have been programmed into marital aspirations and expectations of most contemporary individuals (Rice, 1979).

The dual-career marriage has been defined in many ways. Rapoport and Rapoport (1969, 1971a, 1976), who did the pioneer research in this area, utilized in-depth case studies. They identified the dual-career marriage as an emergent social unit in which both husband and wife hold jobs which are highly salient,

have a developmental sequency, and require a high degree of commitment. They distinguished dual-career marriages from "two-earner" marriages, the latter being characterized by gainful but not necessarily permanent or meaningful employment of the wife.

David Rice (1979) emphasized dual-career marriages as relationships where the partners are legally married and where both partners hold jobs for reasons other than or in addition to, economic considerations. Also, both spouses have prepared educationally and by experience for such career-type occupations. This is in contrast to the dual-worker marriage where both spouses work, not out of felt choice, but for mainly economic purposes.

2. Characteristics

Studies identifying characteristics of dual-career marriages include several areas of findings. Dual-career couples are highly educated, have attained at least some degree of success in their careers, and have higher incomes than other families (Rapoport & Rapoport, 1971a). They are highly qualified individuals who hold similar values. When they are compared to members of traditional families, spouses in dual-career marriages have significantly lower needs for social interchange in the areas of affection, inclusion, control; and are more self-sufficient individuals. The husbands in this study were accountants and engineers (Burke & Weir, 1976b).

Dual-career couples seem to be more inner-directed and flexible in applying personal values. These characteristics are perhaps to be expected in individuals who have transcended some of the traditional values of male dominance and female subserviance and, instead, have embraced an emergent and more egalitarian life-style (Huser & Grant, 1978). The Huser and Grant

study was done with faculty members at the University of Utah. Holohan and Gilbert (1979) also studied couples in a university setting. They reported a moderate level of role conflict but high levels of career commitment, self-esteem, spouse support and life satisfaction.

Dual-career marriages produce fewer children (Holmstrom, 1972), the mean number being 1.7 (Johnson & Johnson, 1977). The women are more likely to have well established careers before they have children (Rapoport & Rapoport, 1971a). However there are several career patterns that vary with adaptation to children. These career patterns were studied by Paloma and Garland (1981), in relation to Duvall's family stages. The stages are as follows:

- (1) beginning families (married couples without children)
- (2) childbearing families (oldest child under 30 months)
- (3) families with preschool children (oldest child 30 months to 6 years)
- (4) families with schoolage children (oldest child 6 to 13 years)
- (5) families with teenagers (oldest child 13 to 20 years)
- (6) families as launching centers (first child gone to last child leaving home)
- (7) families in the middle years (empty nest to retirement)
- (8) aging families (retirement of both spouses)

(Duvall, 1971)

The patterns were: (a) regular career; (b) interrupted career (career training + experience; followed by Duvall's stages 1 and 2 with career resumed in stages 3 or 5 and following); (c) second careers (stages 1 - 5, then career training beginning in stages 5 and 6); and (d) modified second career (stages 1 and 2 followed by career training with career involvement beginning in 4 or 5).

The women in dual-career couples tend to come from a higher socio-

economic status than their husbands (Rapoport & Rapoport, 1971b, 1976; St. John-Parsons, 1978). Career wives are more likely than traditional wives to have had mothers who were employed when they were children. This relation is even stronger when their mothers enjoyed working (Bebbington, 1973; Rapoport & Rapoport, 1976). Mothers of dual-career wives who had not been employed are more likely to have been perceived by their daughters as frustrated in their domestic situations (Rapoport & Rapoport, 1971b, 1976).

Dual-career women come from smaller families than do conventional wives and tend to be either only children or first children. They are often described as falling into the "only-lonely" child pattern (Rapoport & Rapoport, 1971b; Bebbington, 1973; St. John-Parsons, 1978). Paloma and Garland (1972) also found that many women were only children or were from a family of all girls. They interpreted this as the tendency of these women to become their "fathers sons". The Rapoports indicate that they think that when this pattern ceases to be a pioneering one, these background factors may not be present (Rapoport & Rapoport, 1976). These wives are more likely to have had an early family constellation with significant elements of tension. This tension was most usually focused between father and daughter, but sometimes between mother and daughter (Bebbington, 1973). This is not to imply these wives are from backgrounds in which tension was so high or so exclusive a feature as to characterize their family life as "disturbed", but the general level of tension was higher than conventional families (Rapoport & Rapoport, 1976). There was a prolonged separation or other potentially psychologically upsetting experience while the career wife was growing up (Rapoport & Rapoport, 1976; Bebbington, 1973). These two studies relating to separation were done in Britain with a group who had grown up during World War II, therefore, the findings well might

be related to the bombing stress and separations from family related to this era of history. It remains an open question whether this phenomenon is increasing in a world that offers both more governmental support and more diffuse anxiety about what the future may hold. In any case, social insecurity seems to have operated for many of these women by producing a strong wish to develop an independent earning capability (Rapoport & Rapoport, 1976).

Less is known about the men in dual-career marriages. However, one factor which differentiates dual-career husbands from their traditional counterparts, is that they had a particularly warm relationship with their mothers (Rapoport & Rapoport, 1971b). The husband is also described as being a "facilitator factor", as his attitudes and manner of integrating family and work are viewed as crucial to the success of the wife in her career (Bailyn, 1970). A pattern of warmth and sympathy seems to have been established that may have laid the foundations for a subsequent responsiveness to the aspirations of their wives (Rapoport & Rapoport, 1976).

Satir (1967) suggests that an individual seeks out a marriage partner who is capable of complementing aspects of his/her personality and talents. This seems to apply to the dual-career couple in that the empathic feature of the husband's personality would have been crucial at the time the pattern was emerging. The wives in these couples are viewed as risking loss of many sources of social support from the larger society (Rapoport & Rapoport, 1976), consequently becoming more dependent on a narrower range of people who are important to them including their husbands. Therefore, in dual-career couples, the husband's responsiveness to his wife's needs meshes with the wife's reliance on him for support and approval (Price-Bonham & Murphy, 1980).

3. Benefits.

The early dual career marriages seemed to place an emphasis on the woman's self-realization as a primary gain--many being expected to carry the extra burden of doing so. The gains in a strictly financial sense were that the family was able to raise their standard of living. Money for women seemed to serve both utilitarian and symbolic functions, serving as a sign of recognition for the quality of the work being done (Rapoport & Rapoport, 1976).

The literature points to several other current benefits that dual career couples may enjoy: intellectual companionship; mutual empathy or understanding of both work and home obligations, stress, and joys; and feelings of self-fulfillment and contentment (Holmstrom, 1972; Rapoport & Rapoport, 1971a). They share resources, knowledge, and ideas in work roles (Martin, Berry, & Jacobsen, 1975). Also found was an equal distribution of resource and influence power in the relationship; and equal opportunities for both to attain the ultimate accomplishment of the mature adult--to realize a meaningful work role and meaningful relationships (Hall & Hall, 1972).

These benefits represent powerful incentives, especially in terms of the intellectual and self-esteem gains they offer for dual-career couples (St. John-Parsons, 1978). After all, the "necessity" for two careers is usually a psychological rather than an economic matter for these couples--and thus is most likely to represent a need to avoid what Maslow termed "neurosis as a failure of personal growth" (cited by Hall & Hall, 1979). Furthermore, personal needs for self-expression and autonomy tend to be realized for both spouses through serious career involvement. St. John-Parsons (1978) found that the families he studied were noticeably healthy and physically active.

4. Marriage Satisfaction

Many studies have been done evaluating the degree of marriage satisfaction in these marriages. The relationship between the degree of commitment to work and the degree of satisfaction in marriage among women studied by Safilios-Rothschild. She indicates that women who possessed a high commitment to work outside the home reported a significantly greater degree of satisfaction and happiness in marriage than those who remained in the home (Safilios-Rothschild, 1970). The Rapoport (1972) indicated that the marriage relationship is more likely to be strengthened if both partners are economically viable and feel that each is achieving a great deal out of both career and family responsibilities.

Bailyn (1970) indicates that a happier relationship resulted when both partners balanced their career aspirations with an involvement in family life, though this often called for some career sacrifice. Children's development was a high source of gratification for many dual-career families. They felt that their life style called for more independence and resourcefulness than in conventional one career families. Children helped more with family tasks and developed a sense of social worth through their contributions to the family. Many parents found that their children were proud of them and of the fact that their mothers as well as their fathers had careers. She reported that men giving primary emphasis to their families while at the same time functioning satisfactorily in their own careers may be more relevant to the problem of careers for married women than dealing with women's problems.

Men have reported becoming aware of the gains for themselves as men. Many husbands got vicarious gratifications from their wives' achievements and enjoyed the idea that both were continuing to develop as people. Some dual-

career husbands commented that once one had tasted the dual-career pattern it was difficult to settle for anything else (Rapoport & Rapoport, 1976).

A study done by Rapoport, Rapoport, and Thiessen (1974) on couple symmetry and enjoyment, found that the ways in which both husbands and wives integrated work and family were found to have an impact on the couple's level of enjoyment. The husband's orientation was more pivotal than the wife's for the couple. That is to say, the more the husband was family-oriented, the more the wife enjoyed activities than where he was career-oriented, regardless of her own position. The reverse does not hold true.

Hardesty and Betz (1980) reported high levels of marital adjustment for both men and women in dual-career marriages. Higher educational level of the wife and greater combined income were significantly related to higher levels of marital adjustment. Higher marital adjustment was significant when the husband's level of income was higher than the wife's.

Burke and Weir (1976a) studied two-career and one-career families. They found that the working wives communicated with their husbands more than housewives especially in the areas of: expressing pleasant feelings towards their spouses, feelings about their own personality, feelings about their spouse's parents, feelings about their sex relations with their spouses, and feelings about their own work and activities. Working wives were happier with their marriages and reported that disagreements were usually resolved by mutual give and take. Housewives reported poorer mental and physical health, were more likely to have an ulcer, and saw themselves more as the worrying type. They described their spirits as generally lower than did the working wives.

The husbands in Burke and Weir's study were more concerned and worried than were husbands of housewives about housing problems, feeling "in a rut",

money problems, and increasing difficulties in communicating with and showing affection for their wives. Husbands of housewives were in turn, more bothered or worried about the general world situation and the possibility that their children would not measure up to their expectations. Husbands of working wives reported communicating with their spouse more than husbands of non-working wives. Husbands of working wives reported less happiness with their marriage, but more perceived agreement with their wives on behaviors and values. They also reported that when disagreements arose, they were more likely resolved by mutual give and take than by either person giving in. Husbands of working wives reported poorer mental and physical health. They were more likely to describe themselves as the worrying type, and they described their spirits as lower in general than did husbands of housewives.

Locksley (1980) found no difference in marriage satisfaction with working and non-working wives. The measures in this study were global and did not differentiate between career and worker.

John Richardson (1979) found no support for the theory that marital troubles rise in dual-career families in which wives are equal to or higher in occupational prestige than their husbands.

5. Stress and Problem Areas

As well as studying benefits of the dual-career family, researchers have also identified the stress and problem areas common to this type of family form. Most of the stress in these relationships comes between this type of lifestyle and the pattern of life in larger society. Rapoport and Rapoport (1969, 1971a, 1976) report five general areas of stress in the dual-career family.

The first area has to do with overload dilemmas--or "role overload". As it is the woman traditionally, who takes care of the domestic needs of the

household, (shopping, cooking, cleaning, social arrangements and childcare), the key issue for dual-career families is where this domestic back-up was to come from. Men have traditionally made their contribution to domestic maintenance in more intermittent jobs that can be done optionally in the evenings or at weekends--e.g., domestic repairs, decorating, and maintaining the car. The concept of "helpmate" is primarily feminine in its cultural definition and much of the work she may do in this aspect is invisible except when it is not done. In dual-career families overloads tended to arise as the domestic core of work had to be handled as overtime. Logical possibilities for coping with the problems include providing outside help, changing ideas about who should do what, and the husband accepting more responsibility for domestic chores, the children helping more, the wife accepting the overload herself by sacrificing time for herself and cooperating with other families for backup activities (Rapoport & Rapoport, 1969, 1976).

The feeling of overload is affected by four conditions which may be in many ways, self-imposed:

a. The degree to which having children and a family life (as distinct from simply being married) was salient. There seems to be a high concern about the possible effects on children as a result of both people pursuing a career. There is a definite limit to the degree to which the couples are willing to delegate child care, even where satisfactory resources are available. Because these people are highly committed to work and to a high level of interaction with their own children, there is experienced an element of psychic strain involved in being committed to two major areas of life (Rapoport & Rapoport, 1969, 1976).

b. The degree to which the couple aspired to a high standard of domestic living. Dual-career spouses are high achievers and are characterized by being successful. They not only want successful careers but also want to have attractively decorated homes, high quality meals, quality entertainment, and interesting vacations. Many younger dual-career families seem to have some renunciation of some of the material elements of consumption in light of realizing their egalitarian ideals (Rapoport & Rapoport, 1969, 1976).

c. The degree to which there was a satisfactory reapportionment of tasks. Dual-career couples vary greatly in the degree to which they have reorganized their domestic division of labor. Most couples use helpers as well as reassigning household tasks. This reapportionment included preserving the more intimate tasks, e.g., cooking a meal, while delegating those tasks which could be classified as "not liked" (Rapoport & Rapoport, 1969, 1976).

d. The degree to which the social-psychological overload compounded the physical overloads. Non-rational elements such as stress over some tasks not being done contribute to a build-up of tension. Leisure time activities are usually the first to go in the face of overloads. In order to preserve this safety valve, many couples cope with the overloads by deliberately "working" to create leisure.

The second area of concern in the areas of stress reported by the Rapoports has to do with the discrepancy between personal norms and social norms or environmental sanctions. The dual-career family is becoming a less variant family pattern as sanctions against women pursuing a full-time career are lessening. St. John-Parsons (1978) reports little trace on environmental sanctions against women pursuing full-time careers. The dilemma still exists latently however, because of the internalized norms from childhood socializa-

tion. They still tend to produce covert uneasiness, anxiety and guilt although they have intellectually accepted the pattern. This may tend to become more acute at critical transitional points in family life e.g., the birth of a child, job change, illness, or problems with a child.

The third area reported by the Rapoport's has to do with questions of personal identity and self-esteem. This area of stress focuses on the question of whether or not one is a "good man or a good woman" as the socio-cultural definitions of work and family are distinctly masculine or feminine. Dual-career couples seem to develop "tension lines" regarding just how much they can handle the interchange of sex roles without having it affect the psychological sense of self-esteem and possibly their physical capacity to carry on the dual-career relationship. Spouses seem to be aware of the danger involved in pushing the other one beyond this point, i.e., the "identity tension line" (Rapoport & Rapoport, 1971).

The fourth area the Rapoport's report concerns the issues of social network dilemmas. The commitment to careers and families leaves little time for sociability with friends and extended family. Interaction with kin often relates to the securing of help, which may produce tension because of the deficiency between what is expected from these couples by kin and what they are able to give.

There is also little time to foster friendships. Dual-career couples more often have couple friends where the wife had at least a determining role in the selection of friendships, and sometimes more. In many couples there was an emphasis on the mutual service aspects of the relationships as well as the recreational aspects.

The last area reported by the Rapoport's has to do with multiple-role

cycling dilemmas. Many of the couples experience dilemmas associated with the blending of their different individual cycles. Consistent with role development theory, transition points in these roles may be especially stressful. There seem to be two basic types of role-cycling conflict in families during the plateau stage: between the demands of the occupational roles of husband and/or wife and family roles (the career-family dilemma); and between the demands of the occupational roles of the husband and of the wife (the dual-career dilemma). Wives in dual-career families are most vulnerable when they wish to be parents because parenting in our culture has tended to mean mothering. Most women felt fortunate that they have a career at all and tend to accept as inevitable that women will have to bear the brunt of childcare and domestic organization. The newer dual-career couples seem to be more outspoken in their views that equality in the marital relationship should be equality in the degree to which each must make sacrifices in each career for the other.

Linda Holmstrom (1972) in her study, emphasized three problem areas: (a) the inflexibility of work occupations; (b) the isolation of the small modern family; and (c) the prevalent definition of masculinity as superiority. In comparing her two-career families with traditional ones, Holmstrom summed up as follows:

The major overall finding was that in many areas of life the career interests of the professional wives were given much greater weight than were those of the traditional wives. Thus relative to other professional women they fare very well. Relative to men--specifically their husbands--the professional women fare less well. Despite their great deviation from middle class norms, most professional couples were still a great

distance from equality of the sexes. Even though both careers were important, typically the man's career was still more important . . .

(Holmstrom, 1972, p. 155).

Rosen, Jerdee and Prestweich (1975) conducted a survey-experiment with a national sample of managers and executives to assess the influence of discriminatory managerial attitudes on dual-career marital adjustment problems. They found that there was (1) less managerial confidence in the ability of women to balance home and career responsibilities, and (2) less expectation that husbands should sacrifice for the career of their wife. They are concerned with the end results of higher stress and conflict for couples who are unwilling to downgrade the importance of family life and who also want to pursue professional careers.

A study done with 196 couples--in which both spouses were members of the American Psychological Association indicated that wives were less satisfied and less productive than husbands in these couples. Family size was found to influence satisfaction with time available for domestic activities, job and avocations. Wives in dual-career couples bear a disproportionate share of the burden for child care (Bryson, Bryson, & Johnson, 1978).

Heckman, Bryson, and Bryson (1977), studied 200 psychologist couples and found that the women had a high level of achievement relative to men and women in general, but not relative to their own husbands. This is due to the fact that women are willing to place their careers secondary to (a) the needs of their families, and (b) the needs of their husband's careers. This is due in large part to the strong socialization of what a woman is supposed to do.

Harriet Gross (1980) did interviews with dual-career couples who live apart (about half of this sample was in academia) and found that older couples,

those married longer, those among whom at least one spouse has an established career, and those free from child rearing responsibilities may find the lifestyle less stressful. Women may be more comfortable with the arrangement than men.

From the feminist perspective, what seems required to remove the powerful legacy of traditional socialization is a generation accustomed to expect greater equity in marital roles. As the accounts of even these relatively egalitarian spouses indicate vestiges of traditional socialization erode the most 'liberated' resolve. From childhood on, men and women need to experience a non-sexist reality that brings spouses to marriages as equals before egalitarian ideology can become reality (Gross, 1980).

Another possible area of stress to be considered is in the marriage where the wife began her career after the birth of children into the family. These couples may be likely to face the challenge of rebalancing their sexual relationship (Johnson, Kaplan, & Tusel, 1979). These researchers make note of the fact that the sexual stresses faced are almost always symptomatic of other intrapersonal or marital conflicts. The most common ones are connected with the redistribution of power within the marriage. As the wives become more assertive in and out of the home, the husband's reactions are mixed. A man may be proud of his wife's achievements but at the same time feel uncomfortable about her new independence. Arguments over money, responsibilities, and children often arise.

Johnson, Kaplan, and Tusel further note that other conflicts may be related to a change in the energy levels of the couple--changes that result in a lower sex drive. This may be the result of sheer exhaustion on the part of one or both spouses. Additional conflicts may be related to the husband's covert

hostility if he does not approve of his wife's career. He may express conscious or unconscious hostility toward her through sexual issues. Dependence changes occur in all marriages at different stages but such changes in a dual-career marriage are likely to be blamed on the changed status of the wife because they are such radical changes. Sometimes the issue is not the wife's lack of dependence, but the couple's mutual dependence on maids, baby-sitters, and other professionals to keep the family unit functioning.

The Rapoport (1975) feel that if men feel they are losing out, they are likely to feel emasculated and deprived, and that they might act this out sexually in the form of impotence; that women also, if they are deprived, may also act out sexually. If, however, they are both developing as individuals and enhancing one another, the sexual relationship may improve.

Garland (1972) addressed this same issue by concentrating on the male in the 'dual-professional family' when he reported the idea that the male will automatically resent having a wife who is practicing a high-status profession, or that he will feel emasculated or dominated by her. This was not supported by the empirical evidence. The one factor which seems to have a negative effect on the quality of marital life is money, when the wife makes more money than the husband.

Poloma (1972) found that women manage the role strain of dual-career families by four kinds of tension-management techniques: (1) favorable definition of the situation ("I spend more time with my children than . . ."); (2) establishment of a salient role in the particular role constellation-family roles come first; (3) compartmentalization (don't bring work home); (4) compromise -- the wife makes the necessary adjustment to manage the role strain. These women are basically satisfied with life as it is. Being a wife and a mother was

found to be very satisfying. Their assertion is strong that, in light of our contemporary social structure, the family must come first for a woman (Poloma, 1972).

Lotte Bailyn (1978) suggests that the traditional male executive is the most non-accomodating person and that the traditional female housewife is the most accomodating person. Accomodation is becoming more positive and men at mid-life seem to move in that direction. The sharing of responsibilities required for a dual-career marriage is a much more complex situation and it takes more energy to make it work. She suggests that by building into the lives of working couples a hierarchy of commitments and responsibilities for each partner, the intensity of potential conflict is reduced.

C. Rationale

Many of the early studies were done in the form of case studies. (Rapoport & Rapoport, 1971--5 couples; Holmstrom, 1972--20 couples compared with 7 traditional; Bebbington, 1973--14 couples.) These were qualitative and exploratory and used small samples. A second generation, according to Rapoport and Rapoport (1978), found research drawing from better data bands and looking at families in different stages of the life cycle and different social classes and national/cultural settings. Poloma, Pendleton, and Garland (1981) have done the first longitudinal study. Most of the studies on marriage satisfaction have been of a general nature. This study will utilize a combination of methods. Quantitative data analyzing various aspects of intimacy, which is related to marriage satisfaction, will be used to identify those couples with high and low levels of intimacy. Interviews will be done with these couples to gain a better understanding of how couples in the decade of the 80's are coping with the demands of this lifestyle. This data will be placed in a

computer bank for use in longitudinal studies.

Knowledge gained in this area can be used in clinical interventions with dual-career couples. Also, it can be used in the development of educational and prevention measures.

II. SPECIFIC AIMS AND RESEARCH QUESTIONS

A. Aims

The specific aims of this study are (1) to measure the differences between dual-career marriages, career-worker marriages, and traditional marriages on measures of social, emotional, intellectual, recreational, and sexual intimacy among three age spans, 23-34; 35-49; and 50-65, and (2) to measure reciprocal compatibility in these same groups among age spans.

B. Research Statements

1. There will be a significant difference between the career line categories on any of the variables measured.
2. There will be a significant difference between the age groups on any of the variables measured.
3. There will be interactions among the ages by career line sub-groupings on the variables measured.

III. METHOD

A. Participants

The participants of this study will be married couples from metropolitan areas in the Southwest. They will be limited to couples who are native born United States Citizens contacted by network methodology. The participants included in the dual-career group will both be in active pursuit of a career field, have at least a Master's Degree in their area or highly specialized training. The men in the career-worker and the traditional groups will follow the criteria for

the dual-career group. Participants will be sought on the basis of the man's career including the fields of higher education, social work, psychology, business (management), and law. This will be done in order to maintain some representativeness in each cell. The careers for the women in the dual-career group may include any career listed in the Dictionary of Occupational Titles under Professional, Technical, and Managerial Occupations 00/01-199. Individual scores from individual respondents will be the appropriate unit of analysis.

B. Independent Measures

This study will require nine groups of subjects: three groups of dual-career couples; three groups of career-worker couples (with the man maintaining the career); and three traditional couples (also with the man maintaining the career). These groups will be defined as the age groups: 23-34, representing those couples who are typically in early career development; 35-49, representing those couples who are typically in mid-career development; and 50-65, representing couples that are established in a career.

C. Dependent Variables and Measures

Dependent variables in this study will be perceived and expected emotional, social intellectual, sexual, and recreational intimacy and the three areas of reciprocal compatibility between couples, including affection, power, and inclusion.

The dependent measures used to assess the levels of intimacy and reciprocal compatibility will be the Personal Assessment of Intimacy in Relationships (PAIR) (Schaefer & Olson, 1977) and the Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B) (Schutz, 1958).

The Personal Assessment of Intimacy in Relationships (PAIR) is a 36 item measure of intimacy specifically focused on the couple's relationship and is

therefore personalized. Comparison of the partner's scores of both "perceived" and "expected" intimacy provide a measure of their goals, needs, or expectations in the relationship but also the couple's perceptual agreements and disagreements. Scores range from 0-99 with the mean around 50. Olson (1973) describes and defines these areas of intimacy as: (1) emotional intimacy--experiencing a closeness of feelings; (2) social intimacy--the experience of having common friends, similarities in social networks, etc.; (3) intellectual intimacy--the experience of sharing ideas; (4) sexual intimacy--the experience of sharing general affection and/or sexual activity; (5) recreational intimacy--shared experiences of interests in hobbies, mutual participation in a sporting event. Intimacy is a process and an experience which is the outcome of the disclosure of intimate topics and sharing of intimate experiences.

The PAIR was normed on a sample of 192 couples. Item analysis and factor analysis were conducted to test for adequacy of the items and the scales. Pearson Correlation coefficients in comparison with the Locke-Wallace Marital Adjustment Scale ranged from .44 to .60. Reliability testing consisted of a split-half method of analysis. Cronbach's Alpha Reliability coefficients achieved scores ranging from .70 to .77.

The FIRO-B is a 54 item instrument designed to measure a person's characteristic behavior toward other people in the areas of inclusion, control, and affection. It is designed not only to measure individual characteristics but also to assess relationships between people, such as compatibility, or coefficient.

The interpersonal need for inclusion is defined behaviorally as the need to establish and maintain a satisfactory relation with people with respect to interaction and association. The interpersonal need for control is defined as the

need to establish and maintain a satisfactory relation with people with respect to control and power. The interpersonal need for affection is defined as the need to establish and maintain a satisfactory relation with others with respect to love and affection.

Reciprocal compatibility is the degree to which expressed behavior of one person equals the wanted behavior of the other person and vice versa. It is expressed in the formula $rK = (e_i - w_j) + (e_j - w_i)$. The formula generates scores from 0 to 18, with 0 being perfect compatibility and 18 representing extreme incompatibility.

The reliability of the FIRO-B is measured by a reproducibility score since all of the FIRO scales are Guttman scales and reproducibility is the appropriate measure of internal consistency. The mean score on all six scales is .94. The mean coefficient of stability (test-retest) for the FIRO-B over the six scales is .86. Validity is based on the theory of the Guttman scales and the reproducibility score yields a satisfactory content validity.

D. Procedure

The researcher will make the necessary contacts to obtain names of potential participants. The participants will be contacted by letter, and if agreeing to participate will mail the researcher the demographic information form and the consent form. The participants will also be asked to indicate whether or not they would be available for an in-depth interview with the researcher upon the completion of the tests. Upon agreement to participate in the study, each couple will be mailed two sets of the two tests: the PAIR and the FIRO-B. Each test is a paper and pencil test and is self-administered. It will then be returned to the researcher by mail.

E. Human Experimentation Considerations

Although this study proposes to investigate a sensitive area of personal concern, it is believed that no undue stress will be imposed on the participants. However, if a couple experiences stress, they will be allowed to withdraw from the study.

Before entering the study, each subject will be required to read and sign a consent form. Questions regarding the procedures of the study will be fully explained to the participants. In order to avoid contamination, explanations of the purpose of the study will be withheld until its completion. Psychological test data will be made available to the subjects if they make an appointment with the researcher at the University Counseling Center. Information gained regarding individual subjects and the couple will be held in strict confidence. Code numbers will be assigned to each subject and only this number will be used to identify subjects on psychological tests, demographic information and interviews. The code will be kept in a secure location under the control of the experimenter.

F. Experimental Design

1. Main Effects

The data from these nine groups collected on intimacy will be analyzed by a 3 X 3 multivariate analysis. This analysis will be employed twice, once for each gender. The same analysis will be employed to analyze the difference scores between husbands and wives for each of the three measures of reciprocal compatibility. Means will be compared to see if there is any relationship between high intimacy and high reciprocal compatibility.

2. Interaction Effects

Ryan's individual comparison test will be used to explore all possible cell

mean comparisons for each of the dependent measures that are significant.

3. Interview

Couples will be chosen for interviews from the dual-career groups by those with the smallest difference score between expected and perceived intimacy (2 couples per cell and those with the largest difference score (2 couples per cell) total--12 couples for interviews). The interview will have as its purpose to determine background characteristics, problems and benefits of dual-career couples in the Southwestern area of the United States, and to determine specific ways these people have learned to cope with an alternate lifestyle.

4. Statistical Considerations

Power was calculated to be .80 with an alpha level at .05 against the hypothesis with one-half standard deviation difference between the Dual-Career group and the Career-Worker and Traditional groups (cell size--15).

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APPENDIX B
CONSENT FORM

CONSENT FORM

I, _____ and I, _____, voluntarily consent
(husband) (wife)
to participate in this study regarding intimacy and reciprocal compatibility in marriage. We will each be asked to take two paper and pencil self-administered tests, the PAIR (Personal Assessment of Intimacy in Relationships) and the FIRO-B (Fundamental Interpersonal Relations Orientation-Behavior). We further understand that intimacy is defined as the degree of closeness in a relationship having to do with feelings, ideas, affection, interests, etc. Reciprocal Compatibility has to do with how well each one can meet the others' needs in the areas of inclusion, affection, and control.

By signing this consent form we have not waived any of our legal rights or released investigators from liability for negligence. We may revoke our consent and withdraw from the study at any time.

The tests administered to us will be treated as confidential and will receive a code number so they will remain anonymous when filed. In no case will any use of these tests be made other than their application to experimental analysis.

(husband's signature) (date)

(wife's signature) (date)

We further agree/do not agree to be available for an in-depth interview following the completion of the two tests in the study.

(husband's signature) (date)

(wife's signature) (date)

APPENDIX C
LETTER REQUESTING PARTICIPATION



The University of Oklahoma

COLLEGE OF EDUCATION
820 Van Vleet Oval
Norman, Oklahoma 73019

Dear Friend:

May 1, 1982

We are writing you concerning some research we are conducting at University of Oklahoma concerning dual-career marriages, an emerging phenomenon about which clinicians and educators know relatively little. This research, which will serve as the basis for Ms. Nigh's doctoral dissertation, will focus on the intimacy, stresses and coping mechanisms of the dual-career and related patterns of marriage. We would greatly appreciate your help.

The sample for this study will consist of males in the careers of higher education, social work, psychology, law or business (management); and their spouses, irrespective of occupational status. Couples who agree to be involved in this study will be asked to take two self-administered paper and pencil tests requiring a total time of about an hour. Upon completion of these tests, those couples who are willing will be asked to be available for an in-depth interview with the researcher (Ms. Nigh). It is not necessary to be available for an interview to be involved in the research.

If you are willing to participate, please read and sign the enclosed consent form and return it along with the completed demographic data form. Naturally, identity of the participants will be known only to the researcher conducting the study and the data will be published only as group trends or anonymous examples. Moreover, we would be delighted to send you a summary of the research results if you would like.

One last item. We are using network sampling for our study. So even if you are ineligible or choose not to participate, would you refer to us other couples, appropriate to our study, who might be willing to participate? Thank you very much.

Sincerely yours,

Albert D. Smouse, Ph.D.
Professor

Linda Nigh
Principal Researcher

Others who might be interested in participating in the above study are:

Names

Addresses

Thank you again.

APPENDIX D
DEMOGRAPHIC DATA

NOT TO BE SHARED WITH SPOUSE

WIFE _____ HUSBAND _____

DEMOGRAPHIC DATA

NAME _____ PHONE _____ AREA CODE _____

ADDRESS _____
(street) (city) (state) (zip)AGE _____ EDUCATION _____ YEAR EARNED _____
(highest degree earned)

OTHER TRAINING OR CERTIFICATION _____

OCCUPATION _____

CHILDREN (age and sex) _____

HAVE YOU BEEN MARRIED BEFORE? _____

NUMBER OF YEARS IN PRESENT MARRIAGE _____

RATE YOUR FEELING ABOUT YOUR GENERAL LIFE SATISFACTION
(circle one number)

(extremely unsatisfied) 1 2 3 4 5 6 7 (extremely satisfied)

RATE YOUR FEELING ABOUT YOUR GENERAL MARRIAGE SATISFACTION
(please circle)

(extremely unsatisfied) 1 2 3 4 5 6 7 (extremely satisfied)

APPENDIX E

PAIR (PERSONAL ASSESSMENT OF INTIMACY IN RELATIONSHIPS)

APPENDIX F

FIRO-B (FUNDAMENTAL INTERPERSONAL RELATIONS ORIENTATION-BEHAVIOR)

PLEASE NOTE:

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These consist of pages:

Appendix E, pages 79-81

Appendix F, pages 83-86

University
Microfilms
International

300 N. ZEEB RD., ANN ARBOR, MI 48106 (313) 761-4700

APPENDIX G
INTERVIEW

COUPLE NUMBER _____

INTERVIEW

1. How did you meet? (introductory question-intended to set couple at ease)

2. What were your ages at the time you married?

_____ husband _____ wife

3. What was your educational level when you married?

_____ husband _____ wife

4. As you compare your marriage to other marriages, what do you see to be the benefits of a dual-career marriage? (defined as high salience, high educational level, high developmental character of both careers)

1.

2.

3.

4.

5.

5. As you compare your marriage to other types of marriages, what do you see to be the problems of a dual-career marriage?

1. _____

2. _____

3. _____

4. _____

5. _____

The following are problems encountered by other researchers that are related to dual-career marriages. Will you respond as to whether you have experienced these problems and if so, how have you dealt with them?

6. Have you experienced "role overload"?

husband wife
 _____yes _____no _____yes _____no

- (a) Explain: _____

- (b) How much time do you spend on the following responsibilities during each week?

	husband	wife
career	_____	_____
grocery shopping	_____	_____
yardwork	_____	_____
cooking	_____	_____
transportation to work	_____	_____
laundry	_____	_____

	husband	wife
car maintenance	_____	_____
house cleaning	_____	_____
physical fitness	_____	_____
childcare	_____	_____
recreation	_____	_____
other _____	_____	_____
other _____	_____	_____
other _____	_____	_____

(c) What roles do your children play in assuming household duties?

7. How have you arranged time to make family life meaningful in light of busy schedules? List specific things that have helped.

8. Have you experienced any social sanction against women pursuing full-time careers?

(b) How have you coped with this issue?

9. How do you make time for your extended family?

- (b) How much do you call on them for help?

10. Has the issue of developing and maintaining social contacts been a problem for you?

- (b) explain

11. Does your career allow you to be flexible when the family has a crisis of special needs?

- (a) Which one is best able to respond?

12. If one of you were to consider a job change involving a move, how would you deal with that issue?

13. Under what conditions would you consider living apart for a period of time?

14. Some dual-career couples have had temporary problems in rebalancing their sexual relationship. Do you have any comments?

15. If the wife had a higher status job or a higher paying job, would this present a problem for either of you?

16. What suggestions could you make to couples contemplating a dual-career marriage?

17. As you think back over the issues we have raised, are there additional comments that come to your mind?

APPENDIX H
SUMMARY STATISTICS

Table 9
Means and Standard Deviations of Demographic Data and Dependent Variables

		Ages 24-35		Ages 36-49		Ages 50 and over	
		Men	Women	Men	Women	Men	Women
Age							
Dual-career	M	31.93	29.93	42.80	40.13	53.47	50.33
(DC)	SD	2.86	2.15	4.33	4.94	3.59	5.82
Career Worker	M	30.80	29.33	42.73	40.20	56.00	51.33
(CW)	SD	2.54	3.08	3.43	4.52	4.12	5.55
Traditional	M	32.93	30.93	40.60	38.86	61.53	57.80
(T)	SD	2.08	2.95	3.52	5.42	6.52	8.18
No. of children							
DC	M	1.13	.73	2.06	1.73	2.13	2.26
	SD	1.35	.88	1.57	.79	1.30	1.16
CW	M	.66	.67	2.33	2.01	2.13	2.26
	SD	.81	.82	1.45	.70	.99	.99
T	M	1.93	1.87	2.53	2.40	2.93	2.66
	SD	.80	.74	.91	.98	1.66	.97

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over		95
		Men	Women	Men	Women	Men	Women	
Years Married								
DC	M	6.33	6.33	14.86	14.80	20.66	20.73	
	SD	3.77	3.77	7.94	7.93	13.77	13.22	
CW	M	5.87	5.87	15.60	15.53	28.67	28.66	
	SD	3.83	3.83	9.19	9.14	9.34	9.34	
T	M	8.07	8.00	16.06	16.13	35.20	35.06	
	SD	3.61	3.54	5.66	5.62	8.86	8.89	
General Life Satisfaction								
DC	M	5.60	5.40	5.82	5.93	5.80	5.80	
	SD	.82	.91	.83	.88	.68	.68	
CW	M	5.86	5.73	6.07	5.73	5.93	5.47	
	SD	.74	.59	1.10	.46	.59	1.19	
T	M	5.53	6.00	5.93	6.00	5.86	5.46	
	SD	.57	.84	.70	1.31	.64	.99	

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over		
		Men	Women	Men	Women	Men	Women	
General Marriage Satisfaction								
DC	M	6.20	5.60	6.13	6.40	6.27	6.26	96
	SD	.56	.82	.74	.82	.88	.79	
CW	M	5.80	5.87	6.07	5.73	6.33	5.93	
	SD	.86	.64	1.10	.46	.72	1.16	
T	M	5.67	5.93	5.87	6.06	6.13	5.86	
	SD	.98	1.03	1.18	.59	.92	.99	
Perceived Emotional Intimacy								
DC	M	66.93	69.86	66.66	72.53	66.66	66.93	96
	SD	20.58	19.70	19.40	14.25	20.72	22.19	
CW	M	67.47	60.80	66.67	72.53	77.60	66.13	
	SD	20.05	18.71	27.74	16.89	13.76	23.65	
T	M	63.47	64.53	65.33	63.20	73.86	60.26	
	SD	16.55	15.26	18.24	25.13	15.77	22.19	

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over	
		Men	Women	Men	Women	Men	Women
Perceived Social Intimacy							
DC	M	65.06	66.13	71.46	77.60	72.00	73.06
	SD	14.69	22.36	20.61	10.12	13.77	15.00
CW	M	61.60	63.13	63.73	72.27	80.53	71.46
	SD	15.97	15.77	14.85	18.11	9.18	18.94
T	M	68.00	69.87	65.60	69.60	67.46	66.66
	SD	17.95	16.20	24.32	19.05	17.02	19.80
Perceived Sexual Intimacy							
DC	M	72.26	68.80	73.86	80.53	61.87	80.80
	SD	16.45	25.84	23.12	19.47	26.61	14.82
CW	M	74.13	73.60	72.00	83.20	75.46	69.87
	SD	21.10	20.93	22.06	14.51	24.51	22.52
T	M	65.87	69.60	69.60	73.87	65.06	65.33
	SD	28.76	22.87	29.46	21.37	20.64	23.74

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over	
		Men	Women	Men	Women	Men	Women
Perceived Intellectual Intimacy							
DC	M	68.53	74.40	71.20	77.86	63.73	72.26
	SD	20.33	18.81	17.05	11.98	22.04	20.36
CW	M	67.47	70.67	66.67	69.60	78.93	70.67
	SD	17.75	20.49	21.20	21.42	12.60	14.27
T	M	66.40	64.53	66.93	68.13	71.20	65.60
	SD	18.38	19.70	16.03	15.83	14.98	18.81
Perceived Recreational Intimacy							
DC	M	73.06	68.26	70.13	81.06	67.87	75.20
	SD	17.13	17.59	18.75	10.74	16.91	19.37
CW	M	60.53	65.87	61.60	70.93	77.60	72.80
	SD	21.26	17.56	22.62	21.42	10.56	16.71
T	M	62.93	67.73	66.40	69.06	70.86	74.26
	SD	19.27	17.79	15.03	13.31	17.11	15.17

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over	
		Men	Women	Men	Women	Men	Women
Covariance (If above 55 there is a tendency to "fake good.")							
DC	M	53.60	68.27	58.40	65.06	55.20	61.86
	SD	22.05	17.59	21.47	16.18	26.28	23.74
CW	M	54.93	57.06	54.93	62.93	58.40	61.33
	SD	23.22	22.45	25.83	23.10	15.07	22.25
T	M	54.00	54.53	58.93	53.60	63.40	59.46
	SD	21.37	20.62	21.78	22.47	22.06	20.72
Expected Emotional Intimacy							
DC	M	91.20	90.40	89.33	91.73	90.13	92.53
	SD	7.28	7.37	8.09	6.48	9.78	4.24
CW	M	86.67	87.20	86.40	88.27	86.93	90.93
	SD	9.64	7.28	10.88	10.30	11.16	6.67
T	M	85.60	85.87	82.93	88.27	90.13	86.40
	SD	11.88	12.45	16.25	8.74	8.79	14.72

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over	
		Men	Women	Men	Women	Men	Women
Expected Social Intimacy							
DC	M	77.73	78.00	79.20	78.16	79.47	80.53
	SD	8.17	13.15	14.82	10.43	11.89	11.30
CW	M	72.53	72.93	73.07	80.26	78.67	90.93
	SD	10.68	11.44	13.48	12.50	11.18	6.67
T	M	81.33	76.40	76.53	78.40	76.80	76.26
	SD	11.77	15.04	14.88	11.19	16.43	12.51
Expected Sexual Intimacy							
DC	M	92.00	91.20	90.66	91.73	88.53	90.66
	SD	6.23	7.12	9.64	8.48	12.91	7.50
CW	M	88.80	88.53	90.67	90.13	93.06	85.20
	SD	7.59	10.01	9.40	9.78	4.40	9.67
T	M	88.53	85.20	87.20	85.06	85.06	81.06
	SD	17.09	13.13	11.13	13.39	13.22	16.10

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over	
		Men	Women	Men	Women	Men	Women
Expected Intellectual Intimacy							
DC	M	77.60	82.66	86.26	87.06	85.07	89.60
	SD	15.69	14.32	8.97	7.81	9.62	9.32
CW	M	81.33	82.67	80.93	82.13	82.93	87.60
	SD	7.53	11.77	12.21	9.54	11.05	9.32
T	M	81.60	83.73	80.53	80.80	80.73	80.66
	SD	11.49	13.81	15.33	15.94	13.63	16.27
Expected Recreational Intimacy							
DC	M	85.86	79.20	84.80	90.40	87.73	90.13
	SD	7.98	15.79	13.62	5.19	8.07	6.20
CW	M	79.87	78.00	80.00	83.87	83.06	86.80
	SD	13.23	14.59	14.42	10.86	10.61	7.65
T	M	84.00	77.73	79.60	80.53	82.93	84.53
	SD	15.04	16.75	12.15	17.73	14.93	12.54

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over	
		Men	Women	Men	Women	Men	Women
Reciprocal Compatibility for Inclusion							
DC	M	5.46		3.33		3.73	
	SD	2.61		1.71		1.71	
CW	M	4.66		4.47		3.87	
	SD	2.81		2.82		2.47	
T	M	5.86		4.00		4.13	
	SD	2.32		1.81		3.15	
Reciprocal Compatibility for Control							
DC	M	5.93		4.40		5.40	
	SD	3.99		2.41		2.82	
CW	M	5.80		5.87		5.53	
	SD	3.82		3.40		3.56	
T	M	5.60		5.33		5.93	
	SD	2.32		2.94		3.41	

Table 9 cont'd.

		Ages 24-35		Ages 36-49		Ages 50 and over	
		Men	Women	Men	Women	Men	Women
Reciprocal Compatibility for Affection							
DC	M	4.93		5.53		5.20	
	SD	2.79		2.38		2.43	
CW	M	7.26		6.80		6.73	
	SD	2.28		3.45		2.94	
T	M	7.33		6.46		7.26	
	SD	2.92		3.34		3.84	