

Confidentiality at Work and the Need for Relatedness: A Gender-Based Perspective

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PSB3N-BT15: Bachelor Thesis

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22 January 2026

Acknowledgement

I acknowledge the use of ChatGPT (<https://chatgpt.com>) to help me with regard to statistical interpretation of my results and to evaluate the logicalness between my theory and hypotheses. Subsequently, I have used NotebookLM (<https://notebooklm.google/>) to help me assist with summarizing articles. The output by generative AI has been thoroughly and critically revised and put into my own words before it was integrated in my work. Overall, generative AI has mainly been used as assisting rather than creating.

Abstract

For a lot of people it is a mandatory part of their job to keep work-related secrets. This happens on a day-to-day basis. Not being allowed to share the work-related secrets one might have to keep, can lead to spill-over effects to close relationships, such that the social connection and feeling of belongingness gets negatively affected. That is why this thesis suggests that having confidentiality requirements at the workplace negatively influences the satisfaction of the need for relatedness in close relationships. Furthermore, it proposed the idea that this effect gets moderated by gender, such that the aforementioned relation is stronger for women than for men. A cross-sectional correlational survey was carried out to 115 participants to test the hypotheses. There were no significant results found for either hypothesis. This might be due to power or non-work-related activities that act as a buffer. Future research should look at more controlled settings where the type of confidentiality requirements are the same for every participant, to be able to draw a better and more specific conclusion.

The Moderating Effect of Gender on the Influence of Confidentiality Requirements at the Workplace on the Need of Relatedness within Close Relationships

A lot of people have close relationships. This might be platonic relationships, say with family or a coworker, but it might also be in a romantic way, such as with a partner (Vieth et al., 2025). Vieth et al. (2025) found that having these relationships is associated with quite some positive outcomes, two of which are social connection and the feeling of belongingness. These findings match with earlier research done by Deci and Ryan (2000). Their study found that people have three basic psychological needs that need to be satisfied. The research of Deci and Ryan (2000) grew to be known as the Self-Determination Theory, of which autonomy, competence, and relatedness are universally seen as the three basic psychological needs every person needs to feel satisfied. When these needs are met, a person experiences a well-preserved well-being, as well as being able to function effectively in everyday life, which also includes close relationships (Deci & Ryan, 2000). The aforementioned feeling of belongingness as a positive outcome, plays an important role in the need for relatedness, even as disclosure and social interaction (Slepian et al., 2024). Typically, this disclosure involves sharing the significant pillars of one's life, such as family, friends, and – for most adults – their work. However, many individuals face a barrier to this connection: workplace confidentiality, since for a lot of people it is a mandatory part of their job that happens on a day-to-day basis (Slepian et al., 2024). Earlier research already showed this, stating that an overarching subject people keep secrets about is their employment (Slepian et al., 2017). And even though they are secrets that are required to keep to oneself, Slepian et al. (2017) found that they still get confided, but just to a small number of people.

However, not every secret can be confided to the people around you. Think about having to sign a Non-Disclosure Agreement (NDA) for a new project that you are working on. Research shows that not being able to confide general secrets leads to negative

consequences, including stress, depressive symptoms, anxiety for the consequences revealing the secret might have (Afifi & Afifi, 2020; Bedrov & Gable, 2023; Slepian & Moulton-Tetlock, 2019). Distant feelings from their close ones may also arise because the other party cannot give the social support that the secret keeper might need (Afifi & Afifi, 2020; Bedrov & Gable, 2023).

Studies done by McDonald et al. (2020) and Baudat et al. (2022) show that keeping secrets has a complex effect on relationships and that there is no direct effect of secrecy on relationships or the satisfaction of need for relatedness within relationships. Even though they did not show significant results, there is still a gap in the literature from earlier studies not looking at a specific type of secrecy and its influence on the need for relatedness. That is what makes the current study different. It will look at a specific type of secrecy, being work-related secrecy.

The Influence of Workplace Secrecy on Relatedness

But how does it look for people if they have to keep work-related secrets? If we look at the results of the earlier mentioned research of Slepian et al. (2024), there are multiple outcomes. They looked at the direct effect of confidentiality requirements at the workplace on the satisfaction of the need for relatedness. Their results show that not being allowed to share the secrets, or talk about them, constrains the ability to generate interpersonal closeness. (Slepian et al., 2024). This might interact with the possibility of the satisfaction of the need for relatedness, since research of Ryan and Deci (2000) showed that interpersonal closeness is a key factor for the satisfaction of this need.

Considering that these different researches show there is some overlap between key factors that undermine the satisfaction of the need for relatedness, mainly the ability to disclose to others, leads to the possible connection that the inability to disclose secrets to

others affects the satisfaction of the need for relatedness. This leads me to the first hypothesis.

Hypothesis 1: Having confidentiality requirements at the workplace has a negative effect on the satisfaction of the need for relatedness in relationships with close ones.

By researching the aforementioned relation, this research adds to the current existing literature by adding a nuance to the already existing information about the influence of secrecy on the need for relatedness. More specifically, it gives a clearer view on the satisfaction of the need for relatedness. Multiple sources can get advantages from the conclusions of this research. If this study shows that having confidentiality requirements at the workplace affects the need for relatedness in close relationships, organizations can implement support systems; such as specialized coaching or peer-support groups for those in high-secrecy roles, to help employees navigate the psychological burden of professional silence. Furthermore, individuals can benefit from these findings by making more informed career choices, understanding how the nature of their work might impact their personal lives and social connection.

To be able to research the proposed hypothesis, the key variables will be defined as follows: work-related secrets will from now on be called confidentiality requirements. Confidentiality requirements and the accompanying secrecy will be defined in the current study as done by Slepian et al. (2017). They stated that within keeping secrets, there is a form of intention when an individual conceals information from one or more person(s). It is added upon this, that it is not necessary for the person(s) the secret is kept from to be physically present (Slepian et al., 2017). The concept of the need for relatedness will be taken from the earlier mentioned Self-Determination Theory of Deci and Ryan (2000). They explain it as the need to feel connected, loved, and cared for. Besides the aforementioned consequences of satisfaction, it furthermore leads to the ability to grow as a person, and the ability to regulate

oneself (Deci & Ryan, 2000). Although the theoretical framework focuses on the satisfaction of the need for relatedness, the present study will operationalise this variable by using experienced relatedness in close relationships.

Gender Differences

And this satisfaction of the need for relatedness that is being talked about, has not been thoroughly studied, even more so when secrecy plays a role. Where the Self-Determination Theory mainly talks about the universal role of the three basic psychological needs (Deci & Ryan, 2000), it does not say anything about how it might be different in the way it gets satisfied for men and women. That is where gender theories and social theories come in. Research of Eagly and Wood (2012) mentions the Social Role Theory, in which they explain that through the years, socialization created sex-typical roles that get associated with a certain set of skills and personality traits. They were created by the view people have of the genders and the role that suits them best (Eagly & Wood, 2012). Women, for example, are seen as more caretaking and communal persons, mostly in industrialized societies (Eagly & Wood, 2012). This adds upon earlier research by Cross and Madson (1997). They found that women are seen as people who have an interdependent self-construal. This means that others are seen as a part of the self (Cross & Madson, 1997). The emphasis within this type of self-construal lies in the feeling of connection, but also the social roles. Furthermore, they stated that women tend to foster their relationships with close ones by being more expressive and sharing one's emotions more, which can be seen as ways to disclose (Cross & Madson, 1997). Lastly, their research shows that men have a lower need to talk with others to still have their need for relatedness satisfied (Cross & Madson, 1997).

The studies about social and gender roles suggest women need to take part in disclosure more than men to get the need satisfied, which is a direct effect. But the indirect effect of gender on secrecy and the need for relatedness, cannot yet be extensively supported

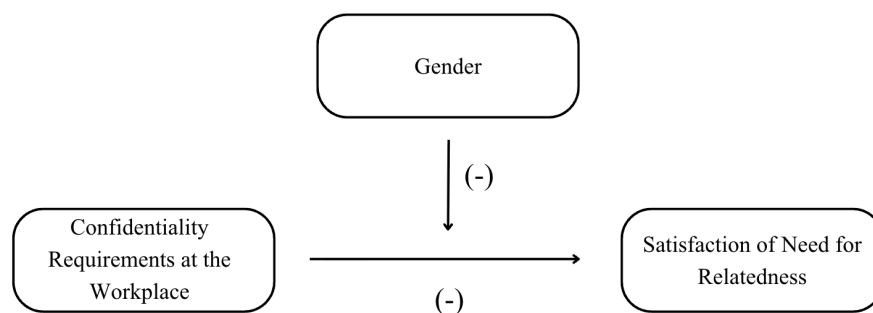
by literature. This is due to the other side of results that is being presented by earlier literature, showing no significant effect of the influence of secrecy on the need for relatedness (McDonald et al., 2020; Baudat et al., 2022). Since there are still questions to be raised about this, it leads to my second hypothesis.

Hypothesis 2: Gender moderates the negative relationship between confidentiality requirements at the workplace and the satisfaction of the need for relatedness in close relationships, such that the relationship is stronger for women than for men.

Due to earlier research not looking at other genders than men and women, this research will do so as well, since there is no existing theory yet to build the hypothesis on if non-binary people are taken along.

Figure 1.

Research Model: The Relationship between Confidentiality Requirements at the Workplace and the Satisfaction of the Need for Relatedness in Close Relationships, Moderated by Gender.



Method

Participants

A total of 115 respondents participated in this study (34.8% men, 65.2% females, 0% identified otherwise; $M_{\text{age}} = 43.47$; $SD = 13.70$). Participants represented various nationalities, including Dutch (74.8%), German (16.5%), and Italian (2.6%). Their work experience ranged from 0 to 50 years ($M = 19.53$; $SD = 13.10$). Their working hours ranged

from 20 to 60 hours per week ($M = 35.65$; $SD = 7.41$). The most common work sector was health and social welfare (51.3%). Next to that, the most common work sectors were the financial industry (7.0%), production industry (7.0%), and education (6.1%).

Procedure and Design

For the data collection we used an online questionnaire administered via Qualtrics survey software (Qualtrics, 2025). A cross-sectional correlational survey design was carried out for the variables of interest. The project examines multiple workplace variables through self-reported data at a single point in time. We used convenience sampling, where the questionnaire was distributed via Whatsapp, LinkedIn and other social media. Participants were invited to take part voluntarily and were provided with a description text stating the aim of the study, that participation was anonymous, and that the survey would take fifteen to twenty minutes to complete. Participants were required to be at least 18 years old and work more than 20 hours per week. The participants that handle confidential information got additional questions about this. All participants provided informed consent prior to participation. No compensation was offered. Before starting, participants had to confirm their consent to participate and were informed of their right to terminate participation at any time without having to specify a reason. Data were collected between 10 and 27 November 2025. The study is registered with the Ethics Committee of the Psychology department of the University of Groningen.

Measures

For this research, a questionnaire was used that contained established and validated scales to measure the variables confidentiality requirements, experienced relatedness, and gender. Some of the items within the scales were adapted, so that they would fit within the aim of this study. For scales where either an official Dutch or German translation was not

available yet, a procedure of translation and back-translation was used to make sure that the translations were accurate and appropriate for both the Dutch and the German version.

Confidentiality Requirements

The variable of confidentiality requirements was measured by using four items, of which two are from Slepian et al. (2024) and two items were self-developed. Participants were asked to report if they have access to information that cannot be shared, either by contract requirements, law, or a non-disclosure agreement (NDA). Sample items include ‘Does your job involve access to information that you cannot share with others outside of the organization?’ and ‘Does your job involve access to information that is specifically required by law (or executive order) to be kept secret?’. The questions could be answered by either *Yes* (0) or *No* (1). To say something meaningful about the responses, a new variable was created, which is the sum of the four items. A higher value indicates a higher degree of confidentiality requirements.

Experienced Relatedness

The experienced satisfaction of the need for relatedness was measured by three items of the secrecy burden scale (Bedrov & Gable, 2024). The participants were asked to think of the workplace secrets that they were currently keeping from one or more people. They furthermore had to take a moment to think about what influence keeping the secret has had on their life. After this, they answered three items. The items include: ‘To what extent do you feel like your true authentic self when interacting with those people?’, ‘To what extent has keeping the workplace secrets made you feel more distant or closer to them?’, and ‘To what extent has keeping the workplace secrets made your interactions with these people easier or more difficult?’. The responses of the three items within this measure all got recorded on a 7-point Likert scale, but with different response scales, depending on what construct was being measured. Item 1 was distributed from 1 = *not at all* to 7 = *completely*. Item 2 was distributed

from 1 = *significantly more distant* to 7 = *significantly closer*. Item 3 was distributed from 1 = *significantly more difficult* to 7 = *significantly easier*. The internal consistency of the scale was $\alpha=.626$

Gender

Lastly, gender was assessed by asking the participants to state their gender from three options: *male (0)*, *female (1)*, and *otherwise defined (2)*. Since there were no people in the sample that chose the option *otherwise defined*, but also because of the non-existing literature about individuals that identify other than men or women, hypothesis 2 only looked at the difference between males and females.

Data Analysis

The data analysis was carried out by using PROCESS macro (Hayes, 2022) for JASP (Version 0.95.4). To assess the hypotheses proposed for this research between confidentiality requirements (the independent variable), experienced relatedness (the dependent variable) and gender (the moderating variable), we made use of a regression analysis.

To test hypothesis 1, a linear regression analysis was performed, where *confidentiality requirements* predicted *experienced satisfaction of the need for relatedness* to see if there is a significant relationship between the two variables.

To test hypothesis 2, the interaction term *gender* was measured to assess if this moderates the relationship between *confidentiality requirements* and *experienced relatedness*.

Furthermore, to be able to test the hypotheses, the variable *confidentiality requirements* was centered.

Results

Descriptive Statistics

The descriptive statistics of the researched variables, being *confidentiality requirements* (independent variable), *experienced satisfaction of the need for relatedness*

(dependent variable), and *gender* (moderating variable) are stated in Table 1, which can be found below. In addition, assumption checks were performed.

Table 1.

Means, Standard Deviations, Correlations, and Cronbach's Alpha of the Variables.

	M	SD	1	2	3
1 Confid_Req_Sum	3.07	.915	<i>.513</i>		
	0				
2 Relatedness_Mean	4.56	.892	-.041	<i>.626</i>	
	8				
3 Gender	.661	.475	.046	-.066	<i>.661</i>

Note. N = 115. Gender coded as 0 = Male and 1 = Female. Cronbach's alpha in diagonal noted in italics.

Assumptions Check

To be sure the data could be used, the assumptions had to be checked. To do this, linearity, normality, and multicollinearity were checked. For the linearity and homoscedasticity, a scatterplot was generated (Appendix C) which shows no violations of the assumption. For normality, several Q-Q plots were generated (Appendix D). The Q-Q plot for *confidentiality requirements* shows a slight deviation, but not a substantial violation. For the multicollinearity, the Variance Inflation Factor was generated (Appendix E), which also did not show violations. The conclusion is that all assumptions were sufficiently met in the data set. For visual representations, see Appendix C-E.

Testing of the Hypotheses

Hypothesis 1

In Hypothesis 1, it was stated that having to keep confidentiality requirements at work is negatively related to the relationships with close ones. A linear regression was conducted

and the results show that there is no significant effect ($b = -.250$; $SE = .154$; $p = .104$). This shows that confidentiality requirements do not predict the experienced relatedness.

Hypothesis 1 is therefore not supported by the obtained results. See Table 2 below for more information.

Hypothesis 2

In hypothesis 2, it was stated that gender moderates the effect between confidentiality requirements, with the relationship being stronger for women than men. Even though the interaction effect was not statistically significant, it showed a weak tendency ($b = .323$; $SE = .189$; $p = .088$), as can be seen below in Table 2. However, this still means that hypothesis 2 is not supported by the results.

The variance explained by the overall model in experienced relatedness is .6% ($R^2 = .006$; Adjusted $R^2 = -.012$; $p = .724$).

Table 2.

Unstandardized Regression Analysis: The Effects of Confidentiality Requirements on Experienced Relatedness, Moderated by Gender.

Variable	<i>b</i>	<i>SE</i>	<i>p</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Constant	.250	.154	.104	-.051	.551
Confidentiality Requirements	-.111	.172	.521	-.449	.227
Gender	.073	.110	.509	-.289	.143
Confidentiality Requirements x Gender	.323	.189	.088	-.693	.048

Note. $N = 115$. CI = Confidence Interval; LL = Lower Limit; UP = Upper Limit.

Discussion

The purpose of this study was to determine whether there is an effect of confidentiality requirements at the workplace on the satisfaction of the need for relatedness in close relationships, because it interferes with being authentic. Furthermore, if this would be the case, the moderation analysis then would look at if gender moderates this effect. Earlier research has not found this relationship yet, so this study proposed there might be a significant result if gender was added. If there was a significant result to be found, the results could be taken into account during job interviews, but also when someone is looking for a job.

The results showed that there is no significant relationship between confidentiality requirements at the workplace and the satisfaction of the need for relatedness, which is on one hand in accordance with previous research (McDonald et al., 2020; Baudat et al., 2022) that talk about the influence of general secrecy on the need for relatedness. On the other hand it speaks against results found by Slepian et al. (2024) that do state that workplace related secrecy influences the need for relatedness. However, the results of the direct effect of the current study does not support the hypothesis. Contrary to what Hypothesis 2 stated, the results show that gender does not significantly moderate the effect between confidentiality requirements and satisfaction of the need for relatedness. This is also slightly in accordance with the Self-Determination Theory (Deci & Ryan, 2000), saying that men and women both have to get the need for relatedness satisfied. The results did show a weak tendency that men indeed get less affected by confidentiality requirements, but due to non-significance there is no conclusion to be drawn from this.

Theoretical Implications

The results of this paper in a certain way add to the existing research about confidentiality requirements and its effect on the satisfaction of the need for relatedness by

showing that men and women do not differ in this relation. This is contrary to earlier research mentioned in this study (Cross & Madson, 1997; Eagly & Wood, 2012; Slepian et al., 2024). There, literature stated that the need for relatedness gives a more fulfilling feeling for women when they share their thoughts and feelings with others (Cross & Madson, 1997). Furthermore, they showed that women partake on average more in emotional labor than men do, based on social roles (Eagly & Wood, 2012). Earlier in this paper it was already mentioned that not being able to confide your work-related secrets with the people closest to you might lead to anxiety, bad physical health, and depression (Bedrov & Gable, 2023; Slepian et al., 2017; Slepian & Moulton-Tetlock, 2019). The results about these two direct effects imply that not being able to share secrets has a relatively bigger impact on women and their satisfaction of the need for relatedness than it has on men.

However, the results of the current study showed that men and women do not show any significant differences. As mentioned earlier, there was a slight tendency for men to be less affected by confidentiality requirements. The result is not significant, but it seems that there might be something that can explain this tendency.

One of them might be within verbal disclosure. Even though verbal disclosure seems to be one of the most prominent variables within the satisfaction of the need for relatedness (Deci & Ryan, 2002), it is not the only one playing a role. Existing literature states that women tend to make more use of verbal disclosure to get the need for relatedness satisfied (Cross & Madson, 1997; Deci & Ryan, 2002; Eagly & Wood, 2012), which implies that men need less verbal disclosure to get the same amount of satisfaction. Research by Cross and Madson (1997) mentions that men are more likely to satisfy the need for relatedness through shared activities with others, but mainly in platonic same-sex close relationships. In heterosexual relationships, men are more likely to disclose their emotions, but only because women tend to start these types of conversations (Cross & Madson, 1997). Slepian et al.

(2024) add to this by saying that talking about topics that do not make the mind wander to the secret adds a buffering effect for the satisfaction of the need for relatedness. This might imply that people, despite their gender, benefit from enough interaction and other coping mechanisms that are not secrecy related, which buffer for potential damage to the satisfaction of the need for relatedness.

Practical Implications

The results show that there is no direct effect of confidentiality requirements on the experienced relatedness and that there is no significant difference between men and women. Even though there seems to be no strong effect, the results can still be relevant to employers, as well as employees.

Employers

The results of this specific study show that companies do not need to keep strict policies around confidentiality requirements into account when they fear for their employees' well-being, since there is no direct effect of these variables on each other. What they can do, however, is make sure that all their employees, regardless of their gender, have access to information about coping strategies (Eagly & Wood, 2012). This can be done through an onboarding document for new employees when they are getting familiar with the company. This document should then also be shared with the employees the company already has, so that they are also aware of the consequences bad coping strategies might have on relationships with close ones.

Employees

Even though it seems that the satisfaction of the need for relatedness does not rely on confidentiality requirements, there are still things employees can do to prevent possible impact on their relationships with close ones. Employees might want to look into ways to keep a strong connection with close ones, even though there are constraints in sharing

workplace-related secrets. This could include accepting that the need for relatedness can still be fulfilled through other channels, such as making sure there is a safe relational basis in the relationship, but also being responsive to one another.

Strengths and Limitations

A strong aspect of this study is the fairly new focus on the so-called possible spillover effects of confidentiality requirements at the workplace to close relationships and the difference in effect between different genders. This construct has not been researched a lot before, which means that this study adds valuable insight to the already existing literature. Second, the questionnaire that was used was available in three different languages, being English, Dutch, and German. This helped with reachability of participants, but also prevented misinterpretations of questions, which can lead to between-person invalidity. Lastly, the study made use of the Secrecy Burden Scale, which is developed, designed, and validated by Bedrov and Gable (2024), and seems to grasp a clear image of the different impacts confidentiality requirements can have on someone's life.

Even though the scale that was used to measure experienced satisfaction of the need for relatedness is a standardized measurement (Bedrov & Gable, 2024), it showed a lower-than-optimal reliability for the *relationship impact* items ($\alpha=.626$). This might be due to the lack of items the scale consists of (See Appendix A). The scale consisted of only three items, where if item 1 got dropped, the internal consistency would go up to a value of $\alpha=.827$. This low reliability of item 1 can be explained by several things. First off, it did not say anything about the influence of secrecy on the feeling of authenticity. It also does not ask anything about the change in feelings towards the close one, which the other two items do. So, the phrasing of item one may have led to an incomplete capture of the construct that was being measured. Besides, it only asked about if the relatedness got satisfied, not how, which would add more to the hypotheses. Lastly, the items ask the participant to think about people closest

to them, which is a very broad term. For some participants this might be their partner they see daily, for others it might be a friend that they only see once in a while. This undermines the controllability of the items and might lead to internal inconsistencies, which makes it harder to draw conclusions.

Another limitation of this study lies in the way the participants were sampled. Snowball sampling is a technique that is mainly used for qualitative research (Biernacki & Waldorf, 1981), but is also useful for quantitative research, such as the current study. It is a sampling method where participants are recruited through the social networks of the researcher(s) (Biernacki & Waldorf, 1981). Due to the use of existing social networks, there is a possibility that the data sample gets skewed and/or biased. This might have been the case in the current study as well. The sample of this study shows a high percentage (67.8%) of highly educated participants, who might be better educated about how to cope with negative consequences of confidentiality requirements on well-being. This leads to not being able to strongly generalize the results to the general population (Biernacki & Waldorf, 1981).

Future Research

The results of this research and its accompanying limitations lead to opportunities for interesting future research.

Firstly, to be able to draw a stronger conclusion, the variables within the current study would need to be more specific. Even though confidentiality requirements at the workplace is already a more specific type of secret, there was still room for personal interpretation for the participants. That is why it would be interesting for future research to look at a specific type of secrecy within confidentiality requirements. This will mean that the sample should only exist of people that, for example, have to sign an NDA for their work. Secondly, besides it needing to be more specific, it also needs to be more controlled. People might tend to share their secrets anyways, even though they are not allowed to. In a controlled setting, where the

sample really is not allowed to share, there is a bigger possibility that people have to cope with the possible negative influences themselves, which might lead to a negative effect on relationships and the satisfaction of the need for relatedness.

Lastly, since existing literature is not consistent in how the need for relatedness gets satisfied, plus the results of this study not being consistent with earlier research (Cross & Wadson, 1997; Eagly & Wood, 2012; Slepian et al., 2024) on if it gets satisfied, it would be interesting if future research not only looks at if the satisfaction of the need for relatedness gets satisfied even when confidentiality requirements are present, but also how they get satisfied. This way, future research can add a nuance to the current literature, but also to the limitations of this study.

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Appendix A

Secrecy Burden Scale, Adapted from Bedrov and Gable (2024).

Instruc	When thinking about the	Wenn Sie an die Menschen	Als je nadenkt over de
tion	people closest to you from whom you are keeping the workplace secrets...	denken, die Ihnen am nächsten stehen und denen die Geheimnisse Ihres Arbeitsplatzes vorenthalten...	mensen die het dichtst bij je staan van wie je de werkplek geheimen houdt ...
Scale	1 – not at all, 4 –	1- überhaupt nicht, 4- in	1 – helemaal niet, 4 –
Item 1	somewhat, 7 – completely	gewissem Maße, 7- voll und ganz	enigszins, 7 – volledig
Scale	1 – significantly more	1- signifikant ferner, 4-	1 – significant verder weg, 4 –
Item 2	distant, 4 – no effect/neutral, 7 – significantly closer	neutral, 7- signifikant näher	geen effect / neutraal, 7 – significant dichterbij
Scale	1 – significantly more	1- signifikant erschwert, 4-	1 – significant moeilijker, 4 –
Item 3	difficult, 4 – no effect/neutral, 7 – significantly easier	neutral, 7- signifikant erleichtert	geen effect / neutraal, 7 – significant gemakkelijker
1)	To what extent do you feel like your true authentic self when interacting with those people?	In welchem Maß fühlen Sie sich als Ihr authentisches Selbst, wenn Sie mit diesen Personen interagieren?	In hoeverre voel je je echte authentieke zelf als je met die mensen omgaat?

- 2) To what extent has keeping the workplace secrets made you feel more distant or closer to them? Wie sehr fühlen Sie sich durch das Geheimnis diesen Menschen näher oder ferner?
- In hoeverre heeft het bewaren van geheimen op de werkvloer ervoor gezorgd dat u zich dichter bij of juist verder van hen voelt?
- 3) To what extent has keeping the workplace secrets made your interactions with these people easier or more difficult? Wie sehr hat das Geheimnis Ihre Interaktionen erschwert oder erleichtert mit diesen Personen?
- In hoeverre heeft het bewaren van de werkplek geheimen uw interacties met deze mensen gemakkelijker of moeilijker gemaakt?

Appendix B

Confidentiality Requirements Scale, Self Developed

Instruction	Sometimes people are asked to keep information related to their work secret. Examples are medical information of clients, salary and bonus payments of people in the organization, private information of coworkers or	Manchmal wird von Arbeitnehmern verlangt, arbeitsrelevante Informationen (Arbeitsgeheimnisse) für sich zu behalten. Zum Beispiel medizinische Daten von Klient*innen, Gehalts- oder Bonuszahlungen, private Informationen von Kolleg*innen durch eine	Soms wordt mensen gevraagd om informatie over hun werk geheim te houden. Voorbeelden zijn medische informatie van patiënten, salaris- en bonusbetalingen van mensen in het bedrijf, privé-informatie van collega's of ondergeschikten waar u toegang tot heeft gekregen door een leidende rol, of een
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	subordinates gained access to through a leadership role, or a new product the company is developing. So, by workplace secret - we mean a secret about a workplace practice or activity that an employee is required to keep.	Führungsrolle oder vertrauliche Informationen über ein neues Produkt, das die Firma entwickelt. Unter einem „Arbeitsplatzgeheimnis“ verstehen wir also Informationen über betriebliche Vorgänge, die Mitarbeitende nicht weitergeben dürfen.	nieuw product dat het bedrijf ontwikkelt. Dus, met werkplekgeheim - bedoelen we een geheim over een werkpraktijk of activiteit die een werknemer moet houden.
Scale	0=No, 1=Yes	0=Nein, 1=Ja	0=Nee, 1=Ja

- | | | | |
|----|--|--|---|
| 1) | Does your job involve access to information that you cannot share with others outside of the organization? | Haben sie durch ihre Arbeit Zugang zu Informationen, die sie nicht mit anderen außerhalb der Organisation teilen dürfen? | Heeft uw baan betrekking op toegang tot informatie die u niet kunt delen met anderen buiten de organisatie? |
| 2) | Does your job involve access to information that you cannot share with others in your organization? | Haben Sie durch Ihre Arbeit Zugang zu Informationen, die sich nicht mit anderen Mitarbeitern teilen dürfen? | Heeft uw baan betrekking op toegang tot informatie die u niet met anderen in uw organisatie kunt delen? |
| 3) | Does your job involve access to information | Haben Sie im Rahmen Ihrer Arbeit Zugang zu | Heeft uw baan betrekking op toegang tot informatie die |

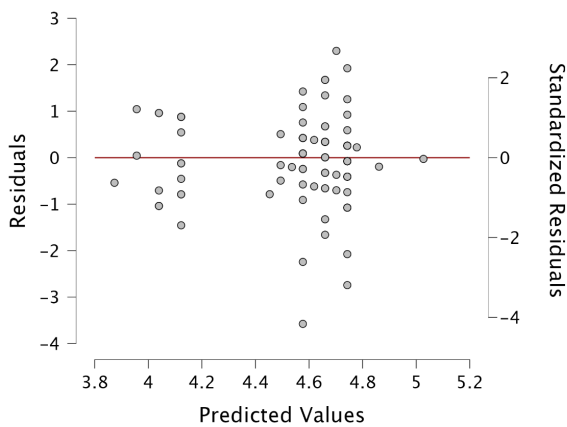
that is specifically Informationen, die Sie spezifiek wettelijk verplicht is
 required by law (or aufgrund gesetzlicher (of uitvoeringsbevel) om
 executive order) to be Vorschriften oder aufgrund geheim te worden gehouden?
 kept secret? einer anderen Autorität
 (Arbeitgeber) geheim halten
 müssen?

- 4) Have you signed a non- Haben Sie im Rahmen Ihrer Heeft u een
 disclosure agreement as Arbeit eine geheimhoudingsverklaring
 part of your work? Geheimhaltungsvereinbarung ondertekend als onderdeel van
 unterzeichnet? uw werk?

Appendix C

Figure C1

Residuals Versus Predicted Values to Assess Linearity and Homoscedasticity.



Appendix D

Figure D1

Q-Q Plot Confidentiality Requirements

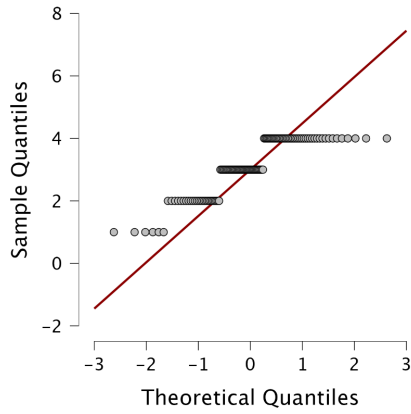
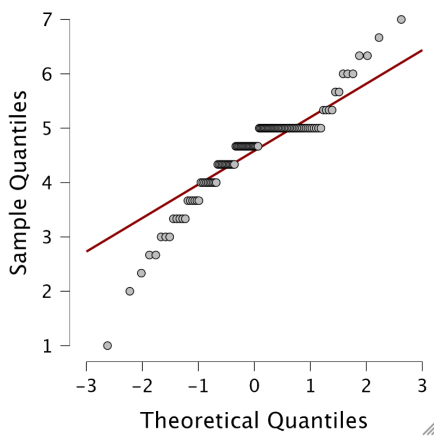


Figure D2

Normal Q-Q Plot Relatedness



Appendix E

Table E1

Variance Inflated Factor for Multicollinearity

Model	b	SE	t	p	Tolerance	VIF
Constant	4.53	.321	.513			
	4					
Confidentiality	.037	.092	-.041	.626	.998	1.002
Gender	-.120	.177	.046	-.066	.998	1.002