**Tables**

|  |
| --- |
| Table 1: Prevalence of Mansplaining |
| **Themes/Items** | **Have Experienced Mansplaining**(%) |  | **Frequency of Mansplaining†**Mean (*sd)* |  | **Gender of Mansplainer**(%) |
| Women and Gender Minorities | Men |  | Women and Gender Minorities | Men |  | Women and Gender Minorities | Men |
| Provide you with an **unsolicited or unwelcome** explanation or advice on a work matter? | 91.5\* | 84.1 |  | 1.97\*\*(1.02) | 1.42(0.94) |  | 28.0 | 72.0\*\*\* |
| Explain something to you, **assuming that you didn't know**? | 93.3\* | 88.0 |  | 1.96\*\*(1.00) | 1.68(1.03) |  | 33.3 | 66.7\*\*\* |
| Use a **condescending or patronizing** tone while providing an explanation or advice? | 72.2\*\* | 56.9 |  | 1.31\*\*(1.17) | 1.01(1.11) |  | 33.9 | 66.1\*\*\* |
| **Doubt your expertise** **or questioned your knowledge** while providing an explanation or advice? | 71.3\*\* | 57.8 |  | 1.31\*\*(1.14) | 0.97(1.07) |  | 34.5 | 65.5\*\*\* |
| Give you an **incorrect/inaccurate** explanation or advice about a work matter, believing they knew better than you? | 69.5 | 63.8 |  | 1.28(1.18) | 1.20(1.20) |  | 37.8 | 62.2\*\*\* |
| Explain something to you with **persistence, overconfidence or arrogance**? | 70.9\*\* | 48.7 |  | 1.37\*\*(1.22) | 0.91(1.16) |  | 27.8 | 72.2\*\*\* |
| Any of the 6 | 97.8 | 96.7 |  | 1.53\*\*(0.87) | 1.20(0.81) |  |  |  |
| † Of those reporting mansplaining (1=once or twice; 4=often)\* Significantly different at *p*< .05; \*\* Significantly different at *p*< .01; \*\*\* Significantly different at *p*<.001 |

|  |
| --- |
| Table 2: Means, standard deviations, reliabilities, and inter-correlations of study variables  (*N* = 499) |
| **Study Variable** | ***M*** | ***SD*** | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. Mansplaining | 1.35 | 0.85 | *.858* |  |  |  |  |  |  |
| 2. Emotional exhaustion | 2.43 | 0.51 | .308\*\* | *.819* |  |  |  |  |  |
| 3. Psychological distress | 2.11 | 0.85 | .380\*\* | .579\*\* | *.936* |  |  |  |  |
| 4. Org. commitment | 4.46 | 1.33 | -.226\*\* | -.526\*\* | -.369\*\* | *.921* |  |  |  |
| 5. Job satisfaction | 4.95 | 1.57 | -.274\*\* | -.609\*\* | -.449\*\* | .833\*\* | *.916* |  |  |
| 6. Turnover intentions | 2.86 | 1.17 | .302\*\* | .474\*\* | .412\*\* | -.647\*\* | -.707\*\* | *.940* |  |
| 7. Incivility | 0.73 | 0.81 | .636\*\* | .371\*\* | .511\*\* | -.251\*\* | -.282\*\* | .338\*\* | *.921* |
| *Note*: Cronbach’s alphas are italicized and presented along the diagonal.\*\* Significantly different at *p* < .01 |

|  |
| --- |
| Table 3: Mansplaining Themes Correlations with Mistreatment |
|  | Emotional Exhaustion | Psychological Distress | Organizational Commitment | Job Satisfaction | Turnover Intentions |
| Provide you with an **unsolicited or unwelcome** explanation or advice on a work matter? | .235\*\* | .297\*\* | -.174\*\* | -.226\*\* | .244\*\* |
| Explain something to you, **assuming that you didn't know**? | .211\*\* | .247\*\* | -.112\* | -.157\*\* | .177\*\* |
| Use a **condescending or patronizing** tone while providing an explanation or advice? | .228\*\* | .349\*\* | -.197\*\* | -.236\*\* | .277\*\* |
| **Doubt your expertise** **or questioned your knowledge** while providing an explanation or advice? | .275\*\* | .333\*\* | -.154\*\* | -.184\*\* | .185\*\* |
| Give you an **incorrect/inaccurate** explanation or advice about a work matter, believing they knew better than you? | .192\*\* | .222\*\* | -.183\*\* | -.212\*\* | .254\*\* |
| Explain something to you with **persistence, overconfidence or arrogance**? | .268\*\* | .302\*\* | -.211\*\* | -.239\*\* | .246\*\* |
| \*\* Significant at *p*< .01 |

|  |
| --- |
| Table 4: Confirmatory Factor Analysis  |
| **Model** | ***χ2*** | ***df*** | ***CFI*** | ***RMSEA*** | ***SRMR*** |
| Model 1: One factor | 591.3 | 89 | .878 | .106 | .079 |
| Model 2: Two factors, uncorrelated | 440.4 | 89 | .915 | .089 | .275 |
| Model 3: Two factors, correlated | 180.2 | 88 | .978 | .046 | .037 |
|  |

|  |
| --- |
| Table 5: Hierarchical Regression of Mistreatment Correlates on Demographic Predictors, Incivility, and Mansplaining Experience |
|  | Emotional Exhaustion | Psychological Distress | Organizational Commitment | Job Satisfaction | Turnover Intentions |
| *B*(SE) | *B*(SE) | *B*(SE) | *B*(SE) | *B*(SE) |
| Coefficients | *Model 2* | *Model 3* | *Model 2* | *Model 3* | *Model 2* | *Model 3* | *Model 2* | *Model 3* | *Model 2* | *Model 3* |
| *Constant* | 2.091(0.124) | 2.067(0.125) | 1.553(0.193) | 1.518\*\*(0.194) | 4.465(0.342) | 4.546(0.344) | 5.554(0.400) | 5.683(0.401) | 2.111(0.290) | 2.036(0.291) |
| Gender | 0.179\*\*(0.042) | 0.167\*\*\*(0.043) | 0.212\*\*\*(0.066) | 0.193(0.067) | -0.113(0.117) | -0.07(0.119) | -0.229(0.136) | -0.16(0.138) | 0.233\*(0.099) | 0.193(0.100) |
| Race | 0.085(0.046) | 0.084(0.046) | 0.109(0.071) | 0.108(0.071) | -0.152(0.126) | -0.151(0.125) | -0.335\*(0.147) | -0.333\*(0.146) | 0.296\*\*(0.107) | 0.295\*\*(0.106) |
| Age | -0.007\*(0.003) | -0.007\*(0.003) | -0.014\*\*(0.005) | -0.014\*\*(0.005) | 0.012(0.008) | 0.013(0.008) | 0.005(0.010) | 0.006(0.010) | 0.002(0.007) | 0.002(0.007) |
| Education | -0.027(0.020) | -0.027(0.020) | -0.036(0.031) | -0.036(0.031) | 0.103(0.055) | 0.105(0.055) | 0.104(0.064) | 0.106(0.064) | -0.037(0.047) | -0.038(0.046) |
| Tenure | 0.003(0.006) | 0.003(0.006) | 0.014(0.009) | 0.015(0.009) | 0.01(0.016) | 0.008(0.016) | 0.014(0.019) | 0.009(0.019 | -0.038\*\*(0.014) | -0.036\*\*(0.014) |
| Incivility | 0.226\*\*\*(0.026) | 0.193\*\*\*(0.034) | 0.529\*\*(0.041) | 0.481\*\*\*(0.053) | -0.394\*\*\*(0.072) | -0.283\*\*(0.093) | -0.534\*\*\*(0.084) | -0.359\*\*\*(0.109) | 0.479\*\*\*(0.061) | 0.378\*\*(0.079) |
| Mansplaining |  | 0.049(0.032) |  | 0.072(0.050) |  | -0.166(0.089) |  | -0.263\*(0.104) |  | 0.153\*(0.076) |
| Summary | *Model 2* | *Model 3* | *Model 2* | *Model 3* | *Model 2* | *Model 3* | *Model 2* | *Model 3* | *Model 2* | *Model 3* |
| *R*2 | .189 | .193 | .296 | .299 | .088 | .095 | .105 | .117 | .162 | .169 |
| *R*2 Change | .124 | .004 | .245 | .003 | .055 | .007 | .073 | .012 | .107 | .007 |
| Model *F* (*df*) | 18.99\*\*\*(6,495) | 16.64\*\*\*(7,495) | 34.27\*\*\*(6,495) | 29.73\*\*\*(7,495) | 7.90\*\*\*(6,495) | 7.30\*\*\*(7,495) | 9.61\*\*\*(6,495) | 9.23\*\*\*(7,495) | 15.65\*\*\*(6,492) | 14.08\*\*\*(7,492) |
| \* *p* < .05, \*\* *p* < .01, \*\*\* *p < .*001 |

**Appendix A**

|  |
| --- |
| Incivility, Mansplaining Scale Items and Weights for the Final CFA Model (correlated, two-factor)  |
|  | Item | Standardized Estimates (*b*) |
| Factor 1 | Factor 2 |
| Workplace Incivility Scale (Cortina et al., 2013) |
| 1 | Paid little attention to your statements or showed little interest in your opinions. |  |  |
| 2 | Doubted your judgment on a matter over which you had responsibility. |  |  |
| 3 | Gave you hostile looks, stares, or sneers. | .80 |  |
| 4 | Addressed you in unprofessional terms, either publicly or privately. | .78 |  |
| 5 | Interrupted you or “spoke over” you. |  |  |
| 6 | Rated you lower than you deserved on an evaluation. | .63 |  |
| 7 | Yelled, shouted, or swore at you. | .76 |  |
| 8 | Made insulting or disrespectful remarks about you. | .85 |  |
| 9 | Ignored you or failed to speak to you (e.g., gave you the “silent treatment”). | .67 |  |
| 10 | Accused you of incompetence. | .73 |  |
| 11 | Targeted you with anger outbursts or “temper tantrums”. | .83 |  |
| 12 | Made jokes at your expense. | .73 |  |
| Mansplaining Items |
| 1 | Provided you with an unsolicited or unwelcome explanation or advice on a work matter. |  | .69 |
| 2 | Explained something to you, assuming that you didn’t know. |  | .63 |
| 3 | Used a condescending or patronizing tone while providing an explanation or advice. |  | .78 |
| 4 | Doubted your expertise or questioned your knowledge while providing an explanation or advice. |  | .72 |
| 5 | Gave you an incorrect or inaccurate explanation or advice about a work matter, believing they knew better than you. |  | .67 |
| 6 | Explained something to you with persistence, overconfidence, or arrogance. |  | .74 |