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Longitudinal Profiles of Work-Family Interface: Their Individual and Organizational Predictors, Personal and Work Outcomes, and Implications for Onsite and Remote Workers

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Abstract

This study relied on person-centered analyses to improve our understanding of how the four components of the work-family interface (i.e., work-to-family conflict, family-to-work conflict, work-to-family enrichment, and family-to-work enrichment) combine within specific profiles of employees. We also documented the stability of these profiles over time and their associations with theoretically-relevant predictors and outcomes. Finally, we examined whether these associations differed as a function of working remotely or onsite. A sample of 432 workers (152 working onsite and 280 working remotely) from the United States and the United Kingdom was recruited online and completed a questionnaire twice over a three-month period. Six profiles were identified and found to be moderately to highly stable over time: High Conflict, High Enrichment, Low Conflict and Low Enrichment, Low Conflict and High Enrichment, Low Conflict and Very High Enrichment, and Very Low Conflict. These profiles differed from one another in relation to work engagement, work-family balance satisfaction, work and family performance, and work and family authenticity, suggesting that the presence or absence of conflict between the work and home domains might be key in predicting workers' functioning. Harmonious passion for work predicted membership into the most desirable profiles, whereas obsessive passion, work centrality, and job demands had mixed effects on profile membership. Working onsite acted as a buffer against the detrimental effects of hindrance demands, while bolstering the benefits of challenge demands. Conversely, working remotely acted as a double-edged sword, maximizing the benefits of challenge demands and the risks of hindrance demands.

Keywords: Work-family interface; conflict and enrichment; latent transition analyses; work passion; job demands; work engagement; performance

Research has recently devoted increased attention to the work-family interface (Allen et al., 2020; Li et al., 2021), due to its relevance for organizational (e.g., work performance; Gillet et al., 2021) and individual (e.g., well-being; Huyghebaert et al., 2018b) functioning. Research focusing on the work-family interface has established the bidirectional (from work to family, and from family to work) and dual (conflict and enrichment) nature of the interactions between these two life domains (Vaziri et al., 2020; Wayne et al., 2020): (a) work-to-family conflict (WFC) occurs when work demands interfere with one's ability to meet family demands; (b) family-to-work conflict (FWC) occurs when family demands hinder one's ability to meet work demands ; (c) work-to-family enrichment (WFE) occurs when resources gained at work help to meet one's family demands; and (d) family-to-work enrichment (FWE) occurs when family resources help to meet one's work demands.

These facets of the work-family interface are typically seen as relatively independent from one another, and prior studies have shown that each of these components shares unique associations with predictors and outcomes (Odle-Dusseau et al., 2012; Wayne et al., 2020). Beyond the unique role played by each of these four facets, emerging person-centered research has also started to look at how these components of the work-family interface combine within profiles of employees (Lee, 2018; Moazami-Goodarzi et al., 2019). Nonetheless, person-centered research has rarely done so while jointly considering WFC, FWC, WFE, and FWE, to obtain a complete picture of the work-family interface. Moreover, the longitudinal stability of such combinations and of their associations with predictors and outcomes remains to be documented (Vaziri et al., 2020), and research still has to address whether these distinct combinations hold comparable associations with predictors and outcomes in remote versus onsite workers. This study addresses these issues by documenting the nature of work-family interface profiles, as well as the within-person and within-sample stability of these profiles (Huyghebaert-Zouaghi et al., 2020; Sandrin et al., 2020) over a three-month period. We also document the criterion-related validity of these profiles in relation to theoretically-relevant predictors and outcomes, and whether these associations differ as a function of working remotely or onsite.

A Person-Centered Perspective on the Work-Family Interface

Research focusing on WFC, FWC, WFE, and FWE has relied on variable-centered analyses, assuming that all employees come from the same population for which results can be summarized by a unique set of "average" parameters. Person-centered analyses are specifically designed to identify qualitatively distinct subpopulations of workers presenting distinct configurations of work-family interface components (Rantanen et al., 2013; Robinson et al., 2016). As such, person-centered analyses are specifically designed to account for the joint role played by the multiple facets of the work-family interface, without assuming that these effects will generalize to the whole population. Person-centered results are also more naturally aligned with managers' and practitioners' tendency to think about employees as members of different categories (Meyer & Morin, 2016). For this reason, our findings are likely to have important implications for practice. Likewise, from a theoretical standpoint, person-centered results make it much easier to holistically grasp the nature of employees' experience at the work-family interface, without having to artificially separate this reality into separate components treated as distinct, when in fact they are intimately intertwined.

Person-centered research has started to look at how the work-family interface components combine within employees (Carvalho & Chambel, 2016; Rantanen et al., 2013). Unfortunately, many of those studies have solely focused on WFC and WFE (Moazami-Goodarzi et al., 2019; Robinson et al., 2016) or on WFC and FWC (Lee, 2018). Alternatively, research in which all four facets were considered also incorporated other variables (e.g., work-family balance satisfaction; Casper et al., 2018), making it impossible to isolate the unique effects of WFC, FWC, WFE, and FWE in the definition of the profiles. Among the few studies focusing solely on these four facets, Demerouti and Geurts (2004) identified five clusters of participants among a sample of Dutch postal employees: (1) FWE; (2) WFE; (3) High Conflict and Low Enrichment; (4) High Conflict and High Enrichment; and (5) Low Conflict and Low Enrichment. Vaziri et al. (2020) identified three profiles in two distinct studies conducted among mixed samples of US workers: (1) Low Conflict and High Enrichment; (2) Moderate Conflict and Moderate Enrichment; and (3) Low Conflict and Low Enrichment. Likewise, Rantanen et al. (2013) identified three profiles among four samples of Finnish nurses, Slovenian nurses, Finnish health and social care workers, and Finnish service sector employees: (1) Low Conflict and High Enrichment; (2) Low Conflict and Low Enrichment; and (3) High Conflict and High Enrichment. However, the first of those studies (Demerouti & Geurts, 2004) relied on cluster analytic procedures, known to lack precision as a

result of their sensitivity to many analytic and methodological issues (Meyer & Morin, 2016). Although both remaining studies relied on latent profile analyses, and tested the replicability of their solution, their results suggest that there is little value in differentiating conflict (WFC and FWC) or enrichment (WFE and FWE) components. Indeed, the identified profiles were characterized by matching levels across the two conflict or the two enrichment facets. Importantly, the generalizability of person-centered results emerges from an accumulation of results obtained across diversified samples (e.g., workers from different countries, cultures, occupations), allowing to distinguish the core profiles that emerge systematically across all situations from other profiles that are specific to some contexts, and from the rarer profiles that only reflect random sampling variation (Meyer & Morin, 2016).

More generally, when we consider all aforementioned studies, which have relied on a variety of samples, methods, and indicators, the bulk of evidence seems to suggest the presence of four profiles, including a Low Conflict and Low Enrichment, Low Conflict and High Enrichment, High Conflict and Low Enrichment, and High Conflict and High Enrichment configuration. However, in light of the results obtained by Vaziri et al. (2020), it seems reasonable to expect additional profiles characterized by moderate levels of conflict and enrichment (e.g., High Conflict and Average Enrichment, High Enrichment and Average Conflict, Low Conflict and Average Enrichment). Finally, considering the results reported by Demerouti and Geurts (2004), it also seems plausible to expect profiles dominated by one specific type of enrichment (FWE or WFE). Therefore, we propose that:

Hypothesis 1. At least four profiles showing matching levels of WFC and FWC and of WFE and FWE will be identified. These profiles will be characterized by matching (i.e., High Conflict and High Enrichment, and Low Conflict and Low Enrichment) or different (i.e., Low Conflict and High Enrichment, and High Conflict and Low Enrichment) levels of conflict and enrichment.

Hypothesis 2. At least one profile characterized by average levels of conflict or enrichment (e.g., High Conflict and Average Enrichment) will be identified.

Hypothesis 3. At least one profile dominated by FWE or WFE will be identified.

A Longitudinal Person-Centered Perspective

It is critical to ascertain the stability of person-centered solutions to support their use as guides for the development of interventions tailored at distinct types, or profiles, of employees (Meyer & Morin, 2016). This study assesses the extent to which the nature of work-family interface profiles would remain similar (within-sample stability) and to which employee's membership into these profiles (within-person stability) would remain stable over a three-month period. In line with prior research (Huyghebaert et al., 2018a; Vaziri et al., 2020), we expected this specific time lag to be suitable because it goes beyond daily fluctuations (Junker et al., 2020) while being short enough to capture changes that would be impossible to detect over longer periods of time (Rantanen et al., 2008).

So far, research on work-family interface profiles has been largely cross-sectional, with the exception of Vaziri et al. (2020) who found moderate to high levels of within-sample and within-profile stability for their three profiles over a six-week period (before and during the COVID-19 pandemic). However, the stability observed over a period of six weeks cannot automatically be expected to persist for longer periods of time. Additional studies are thus needed to examine whether work-family interface profiles would remain equally stable over longer periods of time. Interestingly, variable-centered longitudinal studies have revealed moderately high levels of stability in WFE (Daniel & Sonnentag, 2014) or WFC (Huyghebaert et al., 2018a) ratings over a period of three months. Yet, variable-centered results only provide information on the stability of profile indicators taken separately, rather than on the stability of distinct combinations of these indicators. When considered together, the aforementioned observations suggest that:

Hypothesis 4. The identified work-family interface profiles will display evidence of configural, structural, and dispersion within-sample similarity.

Hypothesis 5: The identified work-family interface profiles will display a moderate to high level of within-person stability.

A Construct Validation Perspective

In person-centered analyses, it is also critical to document the theoretical and practical implications of the identified profiles via the examination of their associations with theoretically-relevant predictors and outcomes (Marsh et al., 2009; Meyer & Morin, 2016). Without information related to key predictors of work-family interface profiles, knowledge regarding the nature of these profiles will be of limited utility for managers and organizations who need to know which levers can be used to influence profile

membership. Likewise, without outcome information, it is impossible to assess the true desirability of these profiles, making it hard to decide which to target through intervention.

To replicate and extend upon prior studies of predictors and outcomes of work-family interface profiles (Demerouti & Geurts, 2004; Rantanen et al., 2013; Vaziri et al., 2020), we rely on the Work-Home Resources (W-HR) model (ten Brummelhuis & Bakker, 2012). This model provides an integrative theoretical framework to explain both desirable and undesirable processes related to the work-family interface. This model first sheds light on how the occurrence of conflict and enrichment between the work and family domains is influenced by individual and organizational factors. In this study, we consider the role of individual orientations (work passion and centrality) and organizational characteristics (challenge and hindrance demands) in predicting profile membership. Second, the W-HR model defines conflict as a process of resource depletion and positions enrichment as a process of resource accumulation, while seeking to explain how one's resources can in turn contribute to improve or deteriorate work and personal outcomes. In the present study, we examine the implications of work-family interface profiles for work (work engagement and performance) and personal (satisfaction with work-family balance, work-family authenticity, and family performance) outcomes.

When examining the relations between the theoretical predictors and outcomes of profile membership considered in this study, we need to acknowledge that none of these variables were previously examined in relation to profiles of WFC, FWC, WFE, and FWE. As such, our hypotheses have to be anchored on previous evidence from variable-centered research, even though variable-centered evidence cannot be directly transposed to person-centered research. Indeed, person-centered results reflect more complex patterns of associations between distinct profiles of participants, predictors influencing the likelihood of membership into these profiles, and outcome differences between these profiles. Yet, despite this added complexity, variable-centered results can still provide tentative guidance in relation to the expected role of predictors for membership into profiles dominated by specific variables, as well as to the outcomes levels expected to be observed in these profiles (e.g., Huyghebaert-Zouaghi et al., 2020; Sandrin et al., 2020).

Predictors of Profile Membership

In line with the W-HR model, we consider the role played by key personal resources (i.e., personal characteristics of the employees) and job demands (i.e., physical, emotional, social, or organizational aspects of the work context that require sustained physical and/or mental effort; ten Brummelhuis & Bakker, 2012). According to the WH-R model, key resources are those that allow workers to better obtain, retain, protect, and utilize their other resources, in turn helping to prevent the emergence of conflict while fostering enrichment. For instance, ten Brummelhuis and Bakker (2012) cite employees' intrinsic motivation as a key resource. Such intrinsic motives can be captured by the concept of harmonious passion (i.e., a strong work inclination based on intrinsic motives where work occupies an important, but not overpowering, place in workers' identity; Vallerand et al., 2003). For harmoniously passionate workers, work is in harmony with the other facets of their life, allowing them to establish adaptive boundaries between their work and other life areas (Vallerand & Houlfort, 2019). In contrast, obsessively passionate workers have a strong work inclination linked to an uncontrollable urge to engage in their work (Houlfort et al., 2018), making it more likely for their work to interfere with other areas of their life (Vallerand & Houlfort, 2019).

Consistent with the role of harmonious passion as a key resource for employees, variable-centered research has shown that harmoniously passionate workers were more likely to display lower levels of WFC and FWC, whereas obsessively passionate workers were more likely to experience higher levels of WFC and FWC (Caudroit et al., 2011; Houlfort et al., 2018). However, research has yet to consider whether and how these two forms of work passion (Vallerand et al., 2003) relate to the experience of WFE and FWE. Based on the W-HR model, we argue that harmonious passion should lead employees to utilize their various resources in a more optimal manner, thus making them more likely to experience a gain spiral of resource accumulation (Hobfoll, 2011). As a result, harmoniously passionate workers should be better able to accumulate, and preserve, affective and instrumental resources, while also using them in a more effective manner to support the execution of their family (e.g., profiles characterized by higher levels of WFE; Wayne et al., 2020) and work (e.g., profiles displaying higher levels of FWE) roles. Based on these observations, we propose that:

Hypothesis 6a. Harmonious passion will be associated with a lower likelihood of membership into profiles presenting higher levels of conflict (High Conflict and Low Enrichment) and with a higher

likelihood of membership into the Low Conflict and High Enrichment profile relative to other profiles characterized by higher levels of WFC and FWC, and/or lower levels of WFE and FWE.

Conversely, obsessively passionate employees, because they use and deplete their resources in a dysfunctional manner while uncontrollably and rigidly engaging in their work, may find themselves in a loss spiral of resource depletion (Hobfoll, 2002). Obsessively passionate workers should thus be less able to capitalize on their work-related resources in the family domain (e.g., profiles characterized by lower WFE) and to draw on their family resources to enhance their work experience (e.g., profiles displaying lower FWE; Wayne et al., 2020). Based on these observations, we propose that:

Hypothesis 6b. Obsessive passion will be associated with a higher likelihood of membership into profiles presenting higher levels of conflict (High Conflict and Low Enrichment), as well as with a higher likelihood of membership into profiles characterized by higher levels of enrichment (Low Conflict and High Enrichment) relative to other profiles characterized by lower levels of enrichment (Low Conflict and Low Enrichment).

Work centrality (i.e., "individuals' beliefs regarding the degree of importance that work plays in their lives"; Walsh & Gordon, 2008, p. 46) was also proposed to fall within the scope of the key resources outlined in the W-HR model (Bakker et al., 2019). Work centrality differs from work passion through its focus on the relative importance that the work role plays in one's identity relative to other roles, while passion reflects the nature of this strong inclination toward the work role in and of itself (i.e., whether it fits within employees lives harmoniously or obsessively; Vallerand et al., 2003). Bakker et al. (2019) showed that work centrality contributed to the mobilization and effectiveness of other resources. Indeed, when work is central to their identity, employees should be better able to use their accumulated resources to facilitate their personal role (i.e., profiles characterized by higher levels of WFE). Yet, past studies have demonstrated contrasted effects of work centrality on various components of the work-family interface (Bennett et al., 2017; Lapierre et al., 2018). To better understand these associations, it appears important to consider the duality of work centrality, which can both lead to an increase (due to a sense of meaning and purpose) and to a decrease (due to workers' high level of work investment) in employees' resources. Indeed, employees for whom work occupies a central place tend to spend an excessive amount of time and effort at work at the expense of their family life, thus increasing their likelihood of belonging to profiles characterized by higher levels of WFC. Moreover, these workers may come to feel that their family life prevents them from investing in their work and achieving their professional goals, making them more likely to display profiles marked by higher levels of FWC (Houlfort et al., 2018). We thus propose that:

Hypothesis 7. Work centrality will be associated with a higher likelihood of membership into profiles presenting higher levels of conflict (High Conflict and Low Enrichment), as well as with a higher likelihood of membership into profiles characterized by higher levels of enrichment (Low Conflict and High Enrichment) relative to other profiles characterized by lower levels of enrichment (Low Conflict and Low Enrichment).

The W-HR model (ten Brummelhuis & Bakker, 2012) positions job demands as playing a key role in the prediction of work-family processes by contributing to deplete employees' resources, thus resulting in higher levels of conflict at the work-family interface. When examining such demands, it is necessary to distinguish between hindrance (i.e., demands that unnecessarily obstruct personal growth and goal attainment) and challenge (i.e., demands to be overcome to learn and achieve) demands (LePine et al., 2005). Although the WH-R model does not directly address this challenge-hindrance distinction (ten Brummelhuis & Bakker, 2012), this distinction is important as it implies that job demands could both conflict with and/or enrich the family domain (Webster & Adams, 2020). Regarding the work-to-family direction, both types of demands can tax employees' resources and are thus both likely to come with a higher likelihood of membership into profiles characterized by higher levels of WFC (Crawford et al., 2010; LePine et al., 2005). Furthermore, employees facing hindrance demands should be more likely to match profiles displaying less WFE, because this type of demand is harder to overcome, and is thus more likely to create feelings of failure. Conversely, challenge demands should be associated with profiles higher on WFE, as they tend to be rewarding, stimulating, and to offer potential for learning and growth (Webster & Adams, 2020). Regarding the family-to-work direction, hindrance and challenge demands are both taxing and require efforts from workers, who may thus experience a depletion of their resources (Hobfoll, 2011). Indeed, the positive effects of hindrance and challenge demands on FWC are well documented (Huang et al., 2019; Page et al., 2021). Because

they cannot fully enjoy their family life and accumulate resources in this life domain, employees facing job demands are less inclined to feel that their family role enriches their work role (profiles characterized by lower levels of FWE; Lapierre et al., 2018). We thus propose that:

Hypothesis 8a. Hindrance demands should be associated with a higher likelihood of membership into profiles presenting high levels of conflict (High Conflict and Low Enrichment) relative to profiles characterized by lower levels of conflict (Low Conflict and High Enrichment).

Hypothesis 8b. Challenge demands should be associated with a lower likelihood of membership into profiles presenting low levels of conflict and enrichment (Low Conflict and Low Enrichment) relative to profiles characterized by higher levels of conflict and/or enrichment (High Conflict and Low Enrichment, Low Conflict and High Enrichment).

Outcomes of Profile Membership

The WH-R model (ten Brummelhuis & Bakker, 2012) proposes that when employees find themselves in a resource-depletion process (e.g., profiles dominated by WFC and FWC) they should experience long-term negative consequences. For instance, conflicts at the work-family interface have been shown to relate to lower satisfaction with work-family balance (i.e., perception of satisfaction and effectiveness in combining work and family roles; Wang et al., 2019), work authenticity (i.e., the extent to which one's time, energy, and attention to work are consistent with one's life values; Carlson et al., 2018), and job performance (i.e., employees' feelings of effectively performing the work tasks that are expected of them; Nohe et al., 2014). Because of this resource loss spiral, employees no longer have the resources to perform their work and personal roles effectively, and may seek to protect themselves from further resource loss by withdrawing from both roles (Hobfoll, 2011), which is likely to result in maladaptive professional and personal outcomes (Allen et al., 2020; Wayne et al., 2020).

Conversely, the WH-R model (ten Brummelhuis & Bakker, 2012) indicates that when employees benefit from a resource-accumulation process (e.g., profiles dominated by high enrichment), they report more positive long-term consequences. For instance, the enrichment facets have been shown to relate to higher levels of family performance (i.e., employees' feelings of performing well in the family tasks that are expected of them; Wayne et al., 2019), work engagement (i.e., a positive work-related state constituted by vigor, dedication, and absorption; McNall et al., 2010; Timms et al., 2015), and family authenticity (i.e., the extent to which one's time, energy, and attention to family are consistent with one's life values; Wayne et al., 2019). Indeed, when experiencing resource gain, individuals have a natural tendency to accumulate resources into "resource caravans" (Hobfoll, 2011), thus creating a gain spiral of resources, which should result in better work and personal functioning (Loi et al., 2018).

Results from prior person-centered studies (e.g., Demerouti & Geurts, 2004; Rantanen et al., 2013; Vaziri et al., 2020) are concordant with these propositions from the WH-R model (ten Brummelhuis & Bakker, 2012) in showing that the profile characterized by the lowest levels of conflict and the highest levels of enrichment (Low Conflict and High Enrichment profile) was associated with the most adaptive outcomes (e.g., higher levels of job satisfaction and organizational commitment, and lower levels of turnover intentions and exhaustion). In sum, previous results suggest that:

Hypothesis 9. Profiles presenting lower levels of WFC and FWC coupled with higher levels of WFE and FWE (Low Conflict and High Enrichment) should be characterized by higher levels of work engagement, work-family balance satisfaction, work and family performance, and work and family authenticity, relative to profiles presenting higher levels of conflict and/or lower levels of enrichment (Low Conflict and Low Enrichment, High Conflict and Low Enrichment).

The Role of Work Type: Remote versus Onsite Work

We finally examined whether the work-family interface profiles would generalize across samples of employees working remotely or onsite (Wang et al., 2021). Based on prior findings, it is unclear whether working remotely can be considered to represent a job resource, a job demand, or a bit of both (ten Brummelhuis & Bakker, 2012). Indeed, research has shown that remote work has the potential to be both beneficial and harmful to employees (Wang et al., 2021). The present study thus sought to verify whether and how the associations between the work-family interface profiles, their predictors, and their outcomes would vary across employees working remotely or onsite.

The person-environment interaction model (Kristof-Brown, 2000) suggests that the extent to which individual characteristics (e.g., harmonious/obsessive passion, work centrality) predict work-family interface profiles can be expected to be contingent on contextual variables (such as working remotely or onsite). Indeed, employees have different preferences when it comes to managing the boundaries

between their work and personal domains (Kossek et al., 2012). For instance, employees high in harmonious passion like to keep healthy boundaries between their work and non-roles. Remote work, by providing them with more control of when and how they transition between their work and their nonwork roles, should thus be more aligned with their preferences (Kossek et al., 2012) and therefore increase their likelihood of membership into a Low Conflict and High Enrichment profile. Conversely, because obsessive passion and work centrality imply that employees devote an excessive amount of time and effort to their work at the expense of their family role, it would seem logical to expect that a work context (i.e., remote working) in which the boundaries between the work and family roles are blurred should contribute to increase the detrimental impact of these predictors (Wang et al., 2021), leading to an increased likelihood of membership into a High Conflict and Low Enrichment profile.

Because remote work also provides employees with more flexibility in the accomplishment of their work activities (Sherman, 2020), this setting could play a buffering role against the negative effects of hindering job demands (Bakker & Demerouti, 2017), leading to profiles characterized by lower levels of WFC and FWC. In contrast, the positive effect of challenging job demands might be exacerbated among onsite employees whose work setting makes it easier for them to ensure that the strain associated with these demands does not contaminate their personal life, while still allowing them to reap the rewards of successfully overcoming these demands (LePine et al., 2005).

Finally, because remote work blurs the boundaries between the work and home domains, this work setting should limit employees' ability to create physical and temporal boundaries between their work and family roles (Kreiner, 2006). This lack of control (Carver & Scheier, 1990) may come with higher levels of conflict and lower levels of enrichment, and thus deteriorate their functioning at work and at home (Allen et al., 2020; Wayne et al., 2020). In contrast, onsite employees, because they work in a setting allowing them to maintain clearer boundaries between both domains, should be more likely to undergo positive work-home interface experiences (Wang et al., 2021; Wayne et al., 2019).

Due to the lack of prior empirical guidance, we rely on a predominantly inductive approach to investigate whether and how these profiles, as well as their associations with predictors and outcomes, would vary across these two types of work settings (Morin et al., 2018). Valuable research insights can emerge from the examination of well-supported research questions, even when it is impossible, due to lack of previous theoretical or empirical guidance, to specify the exact nature of the expected results (Morin et al., 2018). In the present study, we argue that sufficient empirical and theoretical evidence exists to highlight the importance of considering whether and how our results would differ across these two critically important types of workers to support this inductive perspective.

Method

Participants and Procedure

Participants working in the US and UK were invited to complete an online questionnaire twice over a period of three months via the Prolific Academic crowdsourcing platform. A time lag of three months was selected based previous studies revealing that work-family interface ratings tend to be moderately stable over a period of three months (e.g., r = .66 in Huyghebaert et al., 2018a), and become far less stable over longer time intervals (e.g., r = .39 over a six-year period in Rantanen et al., 2008). Only participants who responded at Time 1 (December 2^{d} to 5th, 2020) were recontacted three months later, via their Prolific ID, to complete the Time 2 questionnaire (March 4th to 11th, 2021). At Time 1, the US and UK were not on national lockdown due to the COVID pandemic (the second national lockdown in the UK ended on the day Time 1 data collection started). At Time 2, the US was not on national lockdown and the UK's third national lockdown was lifted on March 8th, a few days after Time 2 data collection started. Still, most of the remote working participants (58.6%) did not use to work remotely prior to the COVID-19 pandemic.

Before completing each questionnaire, participants were informed about the objectives of the research, told that participation was voluntary and confidential, and notified that they could freely withdraw from the survey at any time. They were also asked to provide an anonymous identifier to allow the research team to match their responses over time while maintaining confidentiality. At both time points, participants were compensated £1.75 for completing the questionnaire (15 minutes).

Recruitment was limited to participants: (1) who lived with a spouse or partner; (2) who spoke English as a main language; (3) who were employed by an organization (for/not-for profit, local/state government) rather than self-employed; (4) who used technology at work at least once a day; and (5) whose work required them to regularly interact with other employees (e.g., co-workers, colleagues,

subordinates, assistants). The survey included two questions located at random points of the survey assessing participants' attention (e.g., "It is important that you pay attention to our survey, please tick strongly disagree"), and one final question verifying "for scientific reasons", if they really worked in an organization. Only respondents who completed all verifications were included in the study, resulting in a final sample of 432 participants (54.6% females) at Time 1 (T1) and 335 participants (54.0% females) at Time 2 (T2: Three months later). Of those, 152 reported working fully onsite, and 280 reported working remotely. Remote working participants often (57.5%) or sometimes (37.5%) had other people present at home when working (partner: 90.4%; children: 43.6%).

Participants lived and worked in the UK (74.3%) or in the US (25.7%), had a mean age of 40.06 years (*SD* = 10.44), had a mean tenure in their position of 6.27 years (*SD* = 5.64), and 72.9% of them had at least a bachelor degree. Most participants held a permanent (93.5%) full-time (89.4%) position, most of them worked in the private sector (60.6%), and a small majority supervised a team (52.1%). Half of the participants worked in non-market services (50%), followed by those working in market services (35.2%), in industry (10%), in construction (2.1%), in agriculture (0.7%). A few participants (2.1%) were not able to specify in which of these areas their job fell.

Measures

WFC and FWC (profile indicators). A ten-item scale developed by Netemeyer et al. (1996) was used to assess WFC (five items; e.g., "The amount of time my job takes up makes it difficult to fulfill family responsibilities"; α = .96 at T1 and T2) and FWC (five items; e.g., "I have to put off doing things at work because of demands on my time at home"; α = .93 at T1 and T2). All items were rated on a seven-point response scale ranging from "Strongly Disagree" to "Strongly Agree". Prior research (Netemeyer et al., 1996) supported the reliability (α = .83 to .89) and validity (in relation to measures of employees' health, attitudes, and behavioral intentions) of these measures.

WFE and FWE (profile indicators). A six-item scale developed by Kacmar et al. (2014) was used to measure WFE (three items; e.g., "My involvement in my work makes me feel happy and this helps me be a better family member"; α = .91 at T1 and α = .89 at T2) and FWE (three items; e.g., "My involvement in my family helps me acquire skills and this helps me be a better worker"; α = .85 at both T1 and T2). All items were rated on a five-point response scale ranging from "Strongly Disagree" to "Strongly Agree". Prior research (Kacmar et al., 2014) supported the reliability (α_{WFE} = .87; α_{FWE} =.83) and validity (in relation to measures of work and family demands, as well as measures of work and family functioning) of these measures.

Work Passion (predictors). A six-item scale used by Philippe et al. (2017) was used to measure harmonious (three items; e.g., "Work is in harmony with the other things that are part of me"; α = .87 at T1 and T2) and obsessive (three items; e.g., "I have almost an obsessive feeling for work"; α = .64 at T1 and α = .68 at T2) passion for work. All items were rated on a seven-point response scale ranging from "Strongly Disagree" to "Strongly Agree". Prior research (Philippe et al., 2017) supported the reliability ($\alpha_{Harmonious}$ = .82; $\alpha_{Obsessive}$ =.83) and validity (in relation to measures of well- and ill-being) of these measures.

Work centrality (predictor). Work centrality was measured using a five-item scale (e.g., "Work should be considered central to life rather than family*"*; α = .92 at T1 and α = .91 at T2) developed by Carr et al. (2008). All items were rated on a five-point response scale ranging from "Strongly Disagree" to "Strongly Agree". Prior research (Bakker et al., 2019) supported the reliability (α = .91) and validity (in relation to measures of well-and ill-being) of this measure.

Challenge and hindrance demands (predictors). A nine-item scale developed by French et al. (2019) was used to assess participants' perceptions of challenge (three items; e.g., "How often does your work demand a high level of skill or expertise?"; α = .68 at T1 and α = .69 at T2) and hindrance (six items; e.g., "How often do you have a lot of interruptions?"; α = .75 at T1 and α = .79 at T2) demands. All items were rated on a five-point response scale ranging from "Never" to "Always". Prior research (French et al., 2019) supported the reliability ($\alpha_{Challenge}$ = .63; $\alpha_{Hindrance}$ =.72) and validity (in relation to measures of health behaviors) of these measures.

Work engagement (outcome). Work engagement was assessed using a three-item scale (i.e., "When working, I feel bursting with energy", "I am enthusiastic about my job", and "I am immersed in my work"; α = .88 at T1 and α = .90 at T2) developed by Schaufeli et al. (2019). All items were rated on a seven-point response scale ranging from "Never" to "Always". Prior research (Schaufeli et al., 2019) supported the reliability (α = .77 to .85) and validity (in relation to measures of job demands and

of well-and ill-being) of this measure.

Work and family authenticity (outcomes). A six-item scale developed by Wayne et al. (2019) was used to assess participants' levels of work (three items; e.g., "The time I spend working is consistent with my values"; α = .86 at T1 and α = .89 at T2) and family (three items; e.g., "The attention I give to my family is what I think it should be based on my life priorities"; α = .94 at T1 and α = .95 at T2) authenticity. All items were rated on a five-point response scale ranging from "Strongly Disagree" to "Strongly Agree". Prior research (Wayne et al., 2019) supported the reliability (α_{Work}= .81 to .82; α_{Family} =.85 to .91) and validity (in relation to measures of the work-family interface and of well-being) of these measures.

Work-family balance satisfaction (outcome). Work-family balance satisfaction was assessed using a five-item scale (e.g., "How satisfied are you with the way you divide your attention between work and home"; α = .83 at T1 and α = .85 at T2) developed by Valcour (2007). All items were rated on a five-point response scale ranging from "Very Dissatisfied" to "Very Satisfied". Prior research (Wayne et al., 2019) supported the reliability (α = .94 to .96) and validity (in relation to measures of the work-family interface and of well-being) of this measure.

Family performance (outcome). Family performance was measured using a three-item scale (e.g., "I adequately complete my family responsibilities"; α = .96 at T1 and T2) developed by Wayne et al. (2019). All items were rated on a five-point response scale ranging from "Never" to "Always". Prior research (Wayne et al., 2019) supported the reliability (α = .89) and validity (in relation to measures of the work-family interface) of this measure.

Work performance (outcome). Work performance was self-reported on a single item developed by Kessler et al. (2003) asking participants: "On a scale ranging from 0 to 10, how would you rate your work performance over the past four weeks? (with 0 reflecting the worst work performance anyone could have and 10 the performance of a top worker)". Prior research (Huyghebaert-Zouaghi et al., 2021) supported the validity (in relation to measures of the work-family interface and of well- and ill-being) of this measure.

Analyses

Preliminary Analyses

The psychometric properties of all multi-item measures were verified with preliminary factor analyses. Details on these analyses (factor structure, measurement invariance across groups of employees working in the UK or in the US as well as onsite or remotely, measurement invariance over time, composite reliability, and factor correlations) are reported in the online supplements (Tables S1 to S5). The main analyses relied on factor scores from these preliminary analyses (Meyer & Morin, 2016; Morin et al., 2016b). To ensure comparability over time, factor scores were obtained from models specified as invariant longitudinally (Millsap, 2011), and estimated in standardized units (*SD* = 1; *M* = 0). Factor scores provide a partial control for unreliability (Skrondal & Laake, 2001) and preserve the structure of the measurement model (e.g., invariance; Morin et al., 2016a).

Analyses were conducted using the maximum likelihood robust (MLR) estimator implemented in Mplus 8.6 (Muthén & Muthén, 2021). Missing responses were handled using full information maximum likelihood procedures (FIML), allowing us to estimate longitudinal models using all participants who responded to at least one data collection time (*n* = 432), using all of the available information to estimate each model parameter, without having to rely on a suboptimal listwise deletion strategy including only participants (*n* = 335) who completed both measurements. FIML is recognized to be as efficient as multiple imputation, but less computationally demanding (Enders, 2010). Latent profile analyses (LPA) are sensitive to the start values used in the model estimation process (Hipp & Bauer, 2006). For this reason, all models were estimated using 5000 sets of random start values allowed 1000 iterations each, and final stage optimization was conducted on the 200 best solutions. These numbers were changed to 10000, 1000, and 500 for the longitudinal analyses.

Identifying Work-Family Interface Profiles

Latent Profile Analyses (LPA)

LPA models are designed to examine the multivariate distribution of scores on a set of profile indicators to summarize this distribution via the identification of a finite set of latent subpopulations, or profiles, of participants characterized by distinct configurations on this set of indicators, while allowing for within profile variability on all indicators (McLachlan & Peel, 2000). These profiles are similar to prototypes, and called latent to reflect their probabilistic nature (Morin et al., 2018). Each participant is

assigned a probability of membership in each of the latent profiles, which provides a way to assess the LPA model while controlling for classification errors. Time-specific LPA models were first estimated using the four work-family interface factors as indicators. At each time point, solutions including one to eight profiles were estimated while allowing the means and variances of the indicators (WFC, FWC, WFE, and FWE) to be freely estimated (Morin & Litalien, 2019).

Model Comparison and Selection

The decision of the number of profiles to retain at each time point relies on the consideration of whether the profiles themselves are meaningful, aligned with theory, and statistically adequate (Marsh et al., 2009; Morin, 2016). Statistical indicators (McLachlan & Peel, 2000) can also be consulted. Thus, a lower value on the Akaïke Information Criterion (AIC), Consistent AIC (CAIC), Bayesian Information Criterion (BIC), and sample-size Adjusted BIC (ABIC) indicate better fitting models. Likewise, statistically significant *p*-values on the adjusted Lo, Mendell and Rubin's (2001) Likelihood Ratio Test (aLMR), and Bootstrap Likelihood Ratio Test (BLRT) suggest better fit relative to a model with one fewer profile. Statistical research has shown that the BIC, CAIC, ABIC, and BLRT, but not the AIC and aLMR, are efficient at helping to identify the number of latent profiles (e.g., Diallo et al., 2016, 2017). For this reason, the AIC and aMLR will not be used for purposes of model comparison and selection and are only reported for purposes of transparency. These tests all present a strong sample size dependency (Marsh et al., 2009). For this reason, they often fail to converge on a specific number of profiles. When this happens, it is usually recommended to rely on a graphical display of these indicators, referred to as an elbow plot, in which the observation of a plateau in the decrease in the value of these indicators helps to pinpoint the optimal solution (Meyer & Morin, 2016). Finally, the classification accuracy (from 0 to 1) is summarized by the entropy value, which should not be used to select the optimal number of profiles present in a solution (Lubke & Muthén, 2007).

Examining the Longitudinal Stability of Work-Family Interface Profiles

When considering profile stability, it should be noted that no formal guideline exists, or should exist, to guide the interpretation of what represents high, low, or moderate rates of stability (Huyghebaert-Zouaghi et al., 2020). To some extent, these interpretations will always have to vary from one study to the other, depending on the time interval, but also on the relative stability of all profiles. As a very rough guideline, considering that the present study relies on a relatively short time interval (three months) and on constructs that are known to fluctuate moderately over time (i.e., WFC, FWC, WFE, and FWE) we tentatively suggest rates of stability close to 50% or higher to reflect moderate levels of stability, and rates close to 70% or higher to reflect high levels of stability. We caution readers, however, about blindly adopting such guidelines, and reinforce that we do not see such guidelines as necessary to the interpretation of latent transition analyses.

Longitudinal Tests of Profile Similarity

Assuming that the same number of profiles would be extracted at both time points (Morin & Wang, 2016), the two time-specific LPA solutions will then be combined into a longitudinal LPA for longitudinal tests of within-sample profile similarity. Morin et al.'s (2016b) recommendations, optimized for the longitudinal context by Morin and Litalien (2017), are used to guide these tests. This sequential strategy starts by assessing if each measurement occasion results in the estimation of the same number of profiles. The two time-specific solutions can then be combined in a longitudinal model of *configural* similarity. Equality constraints can then be imposed on the within-profile means (*structural* similarity), variances (*dispersion* similarity), and size (*distributional* similarity). The CAIC, BIC, and ABIC can be used to contrast these models so that each form of profile similarity can be considered to be supported as long as at least two of these indices decrease following the integration of equality constraints (Morin et al., 2016b).

Latent Transition Analyses (LTA)

The most similar longitudinal LPA solution will then be re-expressed as a LTA to investigate within-person stability and transitions in profile membership (Collins & Lanza, 2010). This LTA solution, as well as all following analyses, are specified using the manual three-step approach (Asparouhov & Muthén, 2014) outlined by Morin and Litalien (2017). Readers interested in a complete coverage of the technical and practical aspects involved in the estimation of LPA and LTA are referred to Morin and Litalien (2019).

Examining the Associations between the Profiles, the Predictors, and the Outcomes

We assessed the extent to which the relations between profiles, predictors (*predictive* similarity),

and outcomes (*explanatory* similarity) remained the same over time. Demographics (sex, age, status, sector, and country) were first considered across a series of four models in which their association with profile membership was specified using a multinomial logistic regression link function. First, we estimated a null effects model assuming no relations between these variables and the profiles. Second, the effects of these demographic variables were freely estimated, and allowed to vary over time and as a function of T1 profile membership (to assess the effects on specific profile transitions). Third, predictions were allowed to differ over time only. Finally, a model of *predictive* similarity was estimated by constraining these associations to be equal over time. Relations between the predictors (working remotely or onsite, harmonious passion, obsessive passion, work centrality, challenge demands, and hindrance demands) and profile membership were then assessed in the same sequence.

Time-specific outcomes (work engagement, work-family balance satisfaction, work and family authenticity, and work and family performance) were directly included in the final LTA and allowed to vary as a function of participants' profile membership at the same time point. Outcome measures at T2 can be considered to be controlled for what they share with their T1 counterparts (i.e., stability), due to their joint inclusion in the model. *Explanatory* similarity was then assessed by constraining these associations to be equal over time. The multivariate delta method was used to test the statistical significance of between-profile differences in outcome levels (Raykov & Marcoulides, 2004).

Results

Identifying Work-Family Interface Profiles

The statistical indicators associated with each of the time-specific LPA solutions are reported in Table S6 of the online supplements, and are graphically illustrated in Figures S1 and S2 of the same supplements. These indicators failed to pinpoint a clearly dominant solution at both time points. However, both elbow plots revealed inflexion points corresponding to the four and six profile solutions. Solutions including three to seven profiles were thus carefully examined. This examination revealed that all of these solutions were highly similar across time points and that adding profiles resulted in a meaningful contribution to the solution up to six profiles (i.e., each additional profile presented a well-differentiated and meaningful shape). However, adding a seventh profile simply resulted in the splitting of one profile into two smaller ones presenting a comparable configuration. On this basis, we retained the six-profile solution at both time points for further analyses.

The fit indices from all longitudinal models are reported in Table 1. Starting with a model of *configural* similarity including six profiles per time point, equality constraints were progressively integrated. The second model of *structural* similarity resulted in lower BIC and CAIC values, and was thus supported by the data. Likewise, the *dispersion* and *distributional* similarity of the solution was also supported by the data, resulting in lower BIC, ABIC, and CAIC values. The model of *distributional* similarity was thus retained for interpretation and further analyses. This model is graphically represented in Figure 1, and detailed parameter estimates from this model are reported in Tables S7 and S8 of the online supplements. As shown in Table S8, this solution is associated with a high level of classification accuracy, ranging from 88.3% to 99.0% across T1 profiles, from 86.9% to 99.0% at T2, and summarized in a high entropy value of .896.

Profile 1 displayed high levels of WFC and FWC, moderately low levels of WFE, and average levels of FWE. This *High Conflict* profile characterized 47.65% of the participants. Profile 2 corresponded to participants reporting average levels of WFC and FWC, high levels of WFE, and moderately high levels of FWE. This *High Enrichment* profile characterized 16.40% of the participants. Profile 3 corresponded to participants reporting low levels of WFC and FWC, and moderately low levels of WFE and FWE. This *Low Conflict and Low Enrichment* profile characterized 20.62% of the participants. Profile 4 corresponded to participants reporting low levels of WFC, moderately low levels of FWC, high levels of WFE, and moderately high levels of FWE. This *Low Conflict and High Enrichment* profile characterized 3.52% of the participants. Profile 5 corresponded to participants reporting low levels of WFC and FWC, and very high levels of WFE and FWE. This *Low Conflict and Very High Enrichment* profile characterized 4.85% of the participants. Finally, Profile 6 corresponded to participants reporting very low levels of WFC and FWC, and average levels of WFE and FWE. This *Very Low Conflict* profile characterized 6.96% of the participants. These results generally supported Hypotheses 1, 2, and 3.

Examining the Longitudinal Stability of Work-Family Interface Profiles

The transition probabilities estimated as part of the LTA are reported in Table 2. Membership into Profile 1 (*High Conflict*: Stability of 82.7%) was the most stable over time. Membership into Profiles 3

(*Low Conflict and Low Enrichment*: Stability of 69.4%), 2 (*High Enrichment*: Stability of 65.9%), and 6 (*Very Low Conflict*: Stability of 51.7%) was also moderately stable over time. In contrast, membership into Profiles 4 (*Low Conflict and High Enrichment*: Stability of 33.8%), and 5 (*Low Conflict and Very High Enrichment*: Stability of 21.8%) was not as stable. Thus, our results revealed a high level of profile stability that appears to decrease as the within-profile levels of WFC and FWC decrease, and as the within-profile levels of WFE and FWE increase. When coupled with the previously reported *distributional* similarity of the LPA solution, this moderately high level of within-person stability associated with a majority of the profiles generally supports Hypotheses 4 and 5.

When participants initially presenting high levels of WFC and FWC transitioned to another profile at T2, they tended to move toward a profile characterized by lower levels of conflict. Indeed, 8.7% of participants corresponding to the *High Conflict* profile at T1 transitioned to the *Low Conflict and Low Enrichment* profile at T2, 4.8% transitioned to the *High Enrichment* profile at T2, 2.8% transitioned to the *Low Conflict and Very High Enrichment* profile at T2, and 1.0% transitioned to the *Low Conflict and High Enrichment* profile at T2. For members of the *High Enrichment* profile at T1, transitions mainly involved the *High Conflict* profile at T2 (24.8%), whereas some of them transitioned toward the *Low Conflict and Very High Enrichment* (4.8%), *Low Conflict and High Enrichment* (3.1%) or *Low Conflict and Low Enrichment* (1.3%) profiles at T2. For members of the *Low Conflict and Low Enrichment* profile at T1, transitions also mainly involved the *High Conflict* profile at T2 (16.7%), whereas fewer of them transitioned to the *High Enrichment* (6.5%), *Very Low Conflict* (4.7%), *Low Conflict and Very High Enrichment* (1.7%), and *Low Conflict and High Enrichment* (1.1%) profiles at T2. For members of the *Low Conflict and High Enrichment* profile, transitions mainly involved the *High Enrichment* profile (64.2%), whereas some of them also transitioned to the *High Conflict* (2.0%) profile at T2. In contrast, when they transitioned to a new profile at T2, members of the *Low Conflict and Very High Enrichment* profile were likely to transition to the *Low Conflict and Low Enrichment* (27.9%), *High Enrichment* (23.9%) or *High Conflict* (18.5%) profiles at T2. In contrast, few of them transitioned to the *Low Conflict and High Enrichment* (4.1%) or *Very Low Conflict* (3.8%) profiles at T2. Finally, for members of the *Very Low Conflict* profile at T1, transitions mainly involved the *Low Conflict and Low Enrichment* (31.4%) or *High Enrichment* (9.0%) profiles at T2, whereas some of them also transitioned to the *Low Conflict and Very High Enrichment* (5.3%) or *Low Conflict and High Enrichment* (2.7%) profiles at T2.

Examining the Associations between Profile Membership and the Predictors

As shown in Table 1, the lowest values on all information criteria were associated with the null effects model, consistent with a lack of associations between the profiles and the demographics. This interpretation was supported by an examination of the parameter estimates of these models, which revealed a lack of associations between these variables and the profiles. As a result, demographic predictors were excluded from further analyses.

Results also indicated that the associations between the predictors and the profiles generalized over time (i.e., supporting the model of *predictive* similarity). These results are reported in Table 3 and show that harmonious passion predicted a lower likelihood of membership into the *High Conflict* (1) and *Low Conflict and Low Enrichment* (3) profiles relative to the *Very Low Conflict* (6) profile. It also predicted a lower likelihood of membership into the *High Conflict* (1), *High Enrichment* (2), *Low Conflict and Low Enrichment* (3), and *Low Conflict and High Enrichment* (4) profiles relative to the *Low Conflict and Very High Enrichment* (5) profile. Finally, harmonious passion predicted a lower likelihood of membership into the *High Conflict* (1) profile relative to the *High Enrichment* (2) and *Low Conflict and Low Enrichment* (3) profiles. These results supported Hypothesis 6a. In contrast, obsessive passion predicted a higher likelihood of membership into the *High Conflict* (1), *High Enrichment* (2), and *Low Conflict and High Enrichment* (4) profiles relative to the *Low Conflict and Low Enrichment* (3) and *Very Low Conflict* (6) profiles. These results supported Hypothesis 6b.

Work centrality predicted membership into the *High Conflict* (1), *High Enrichment* (2), *Low Conflict and Low Enrichment* (3), and *Low Conflict and High Enrichment* (4) profiles relative to the *Very Low Conflict* (6) profile. It also predicted a higher likelihood of membership into the *Low Conflict and Low Enrichment* (3) and *Low Conflict and High Enrichment* (4) profiles relative to the *Low Conflict and Very High Enrichment* (5) profile. These results supported Hypothesis 7.

Challenge demands predicted a lower likelihood of membership into the *Low Conflict and Low Enrichment* (3) profile relative to the *High Conflict* (1) and *Low Conflict and Very High Enrichment* (5)

profiles. In contrast, hindrance demands predicted an increased likelihood of membership into the *High Conflict* (1), *High Enrichment* (2), and *Low Conflict and Low Enrichment* (3) profiles relative to the *Very Low Conflict* (6) and *Low Conflict and High Enrichment* (4) profiles. Hindrance demands also predicted an increased likelihood of membership into the *High Conflict* (1) and *High Enrichment* (2) profiles relative to the *Low Conflict and Very High Enrichment* (5) profile. Finally, hindrance demands predicted an increased likelihood of membership into the *High Conflict* (1) profile relative to the *Low Conflict and Low Enrichment* (3) profile. These results supported Hypotheses 8a and 8b.

Results finally showed that, compared to working onsite, working remotely resulted in a higher likelihood of membership into the *High Conflict* (1) and *Low Conflict and Low Enrichment* (3) profiles relative to the *Very Low Conflict* (6) profile. It also resulted in a higher likelihood of membership into the *High Conflict* (1) profile relative to the *High Enrichment* (2) profile.

Investigating the Moderating Role of Work Type (Remote or Onsite)

To investigate whether the role of predictors differed for employees working onsite (coded 0) or remotely (coded 1), we also investigated whether the effects of these predictors on profile membership interacted with work type. Results from these additional analyses revealed few, but noteworthy, statistically significant interaction effects involving challenge and hindrance demands.

Among employees working onsite, challenge demands predicted a decreased likelihood of membership into the *Very Low Conflict* (6) profile relative to the *High Conflict* (1) [b = -1.713 (.842), $p < .05$], *Low Conflict and Low Enrichment* (3) [b = -2.177 (.804), $p < .01$], *Low Conflict and High Enrichment* (4) [b = -3.132 (.925), $p < .001$], and *Low Conflict and Very High Enrichment* (5) [b = -2.212 (1.057), $p < .05$] profiles. Among employees working onsite, challenge demands also predicted an increased likelihood of membership into the *Low Conflict and High Enrichment* (4) relative to the *High Conflict* (1) [b = 1.419 (.629), $p < .05$] and the *High Enrichment* (2) [b = 1.623 (.654), $p < .05$] profiles. In contrast, all of these predictions involving challenge demands were in the opposite direction for employees working remotely. Thus, for these employees, challenge demands predicted an increased likelihood of membership into the *Very Low Conflict* (6) profile relative to the *High Conflict* (1) [b = 1.750 (.854), $p < .05$], *Low Conflict and Low Enrichment* (3) [b = 2.240 (.819), $p < .01$], *Low Conflict and High Enrichment* (4) [b = 3.194 (.918), $p < .001$], and *Low Conflict and Very High Enrichment* (5) [b = 2.272 (1.057), $p < .05$] profiles. Moreover, among employees working remotely, challenge demands also predicted a decreased likelihood of membership into the *Low Conflict and High Enrichment* (4) profile relative to the *High Conflict* (1) [b = -1.445 (.623), $p < .05$] and *High Enrichment* (2) [b = -1.626 (.633), $p < .01$] profiles.

Among employees working onsite, hindrance demands predicted an increased likelihood of membership into the *Very Low Conflict* (6) profile relative to the *Low Conflict and High Enrichment* (4) [b = 2.713 (1.351), $p < .05$] and *Low Conflict and Very High Enrichment* (5) [b = 3.085 (1.310), $p < .05$] profiles. Both of these relations were in the opposite direction for employees working remotely, for whom hindrance demands predicted a decreased likelihood of membership in the *Very Low Conflict* (6) profile relative to the *Low Conflict and High Enrichment* (4) [b = -2.791 (1.310), $p < .05$] and *Low Conflict and Very High Enrichment* (5) [b = -3.226 (1.265), $p < .05$] profiles.

Finally, hindrance demands also predicted a decreased likelihood of membership into the *Very Low Conflict* (6) profile relative to the *High Conflict* (1) [b = -2.128 (1.045), $p < .05$] and *Low Conflict and Low Enrichment* (3) [b = -2.042 (.973), $p < .05$] profiles among employees working remotely. In contrast, none of these relations where statistically significant among employees working onsite [respectively b = 1.897 (1.101), p = .085, and b = 1.851 (1.053), p = .079].

Examining the Relations between Profile Membership and the Outcomes

The model of *explanatory* similarity resulted in the lowest values on the information criteria and was thus supported by the data (see Table 1). The profile-specific outcomes levels are reported in Table 4. Results revealed clear differentiations across all profiles and support Hypothesis 9.

The highest levels of work engagement were observed in Profile 5 (*Low Conflict and Very High Enrichment*), followed by Profiles 2 (*High Enrichment*) and 4 (*Low Conflict and High Enrichment*), which did not differ from one another, followed equally by Profiles 3 (*Low Conflict and Low Enrichment*) and 6 (*Very Low Conflict*), and finally by Profile 1 (*High Conflict*), although not all differences between these profiles were statistically significant (i.e., Profile 6 did not differ from Profiles 1, 2, 3, and 4; and Profile 2 did not differ from Profile 3).

The highest levels of work-family balance satisfaction and family performance were observed in

Profiles 5 (*Low Conflict and Very High Enrichment*) and 6 (*Very Low Conflict*), followed by Profiles 3 (*Low Conflict and Low Enrichment*) and 4 (*Low Conflict and High Enrichment*), then by Profile 2 (*High Enrichment*), and finally by Profile 1 (*High Conflict*), although not all comparisons were significant (Profiles 4 and 5 did not differ in terms of work-family balance satisfaction; and Profile 2 did not differ from Profile 4 or from Profile 1 in terms of family performance).

The highest levels of work authenticity and family authenticity were observed in Profile 5 (*Low Conflict and Very High Enrichment*), followed by Profile 6 (*Very Low Conflict*), then by Profiles 2 (*High Enrichment*), 3 (*Low Conflict and Low Enrichment*) and 4 (*Low Conflict and High Enrichment*), with the lowest levels observed in Profile 1 (*High Conflict*). Whereas few differences were observed between Profiles 2 (*High Enrichment*), 3 (*Low Conflict and Low Enrichment*), and 4 (*Low Conflict and High Enrichment*) in terms of work authenticity (where the only statistically significant differences involved the slightly higher levels observed in Profile 4 relative to Profile 2), levels of family authenticity were higher in Profile 3 (*Low Conflict and Low Enrichment*) than in Profiles 2 (*High Enrichment*) and 4 (*Low Conflict and High Enrichment*).

Finally, work performance was the highest in Profiles 4 (*Low Conflict and High Enrichment*), 5 (*Low Conflict and Very High Enrichment*), and 6 (*Very Low Conflict*), which did not differ from one another, then in Profiles 2 (*High Enrichment*) and 3 (*Low Conflict and Low Enrichment*), which also did not differ from one another, and was the lowest in Profile 1 (*High Conflict*).

Investigating the Moderating Role of Work Type (Remote or Onsite)

To further investigate whether the associations between the outcomes and the profiles differed as a function of working remotely or onsite (a status that can change for individual employees over time), we also estimated multi-group (with work type as the grouping variable) LPA solutions separately at each time point. The results from these additional analyses are reported in Tables S9 and S10 of the online supplements (elbow plots are reported in Figure S3 of the online supplements) and confirmed the superiority of the six-profile solution across groups and time points, as well as the *configural*, *structural*, *dispersion*, and *distributional* similarity of this solution across groups at T1 and T2. Outcomes were then integrated separately to the two time-specific multi-group solutions of *distributional* similarity. The T1 and T2 results both supported the *explanatory* similarity of this solution across samples of employees working remotely or onsite, consistent with the presence of outcome associations corresponding to those previously reported which did not differ across groups.

Discussion

Anchored in the theoretical perspective of the WH-R model (ten Brummelhuis & Bakker, 2012), this longitudinal person-centered study sought to increase our understanding of commonly occurring work-family interface (WFC, FWC, WFE, and FWE) profiles. Our results provided evidence that work-family interface profiles tend to be quite stable over a period of time (i.e., three months) longer than those previously considered (Vaziri et al., 2020). They also indicated that key personal resources (i.e., work passion and work centrality) and job demands (i.e., challenge and hindrance demands) presented well-differentiated associations with these profiles. More precisely, harmonious passion for work predicted membership into the most beneficial profiles, while obsessive passion, work centrality, and job demands had mixed effects on the work-family interface profiles. The effects of challenging/hindering job demands on profile membership were also found to interact with working onsite or remotely, showing that working onsite seemed to act as a buffer against the detrimental effects of hindering demands, while bolstering the benefits of challenging demands. Conversely, working remotely seemed to act as a double-edged sword, maximizing the benefits of challenging demands and the risks of hindrance demands. Finally, employees' work (i.e., work engagement and work performance) and personal (i.e., satisfaction with work-family balance, work/family authenticity, and family performance) functioning was found to differ as a function of profile membership. More precisely, the presence or absence of conflict between the work and family domains seemed to be key in the prediction of these outcomes. Interestingly, these outcome associations did not differ as a function of working remotely or onsite.

Theoretical Implications

Work-Family Interface Profiles

Our results revealed that six profiles best summarized the work-family interface configurations observed in the present sample: (1) *High Conflict*, (2) *High Enrichment*, (3) *Low Conflict and Low Enrichment*, (4) *Low Conflict and High Enrichment*, (5) *Low Conflict and Very High Enrichment*, and

(6) *Very Low Conflict*. Similar profiles were already identified in prior person-centered studies (e.g., Demerouti & Geurts, 2004; Rantanen et al., 2013; Vaziri et al., 2020). Turning our attention to the nature of these profiles, as demonstrated in prior studies (e.g., Vaziri et al., 2020), our results highlight the limited value of differentiating the bidirectional component of conflict (WFC and FWC) and enrichment (WFE and FWE) in the identification of the profiles. Indeed, in this study, all profiles were characterized by matching levels across the two conflict or enrichment indicators. This is an important contribution of the person-centered approach, as it shows that, for all categories of employees, it is the dual (conflict and enrichment) nature of the relationship between the work and the family domains that mainly serves to define their unique work-family interface configuration, rather than the directionality of the interactions between domains. This result does not imply that the bidirectional nature of the relationship between the work and family domains does not matter, but it indicates that conflict and enrichment experiences across domains are intricately entangled. This result is also aligned with the W-HR model, which mainly differentiates between conflict and enrichment, paying only little attention to their bidirectional nature, and only in a secondary manner (ten Brummelhuis & Bakker, 2012). This result is also in line with previous reports of high correlations among the respective components of the conflict and enrichment experiences at the work-family interface (Huang et al., 2019; Wayne et al., 2019).

Our results supported the generalizability of these profiles across time points and work settings (remote *versus* onsite). We thus go beyond prior person-centered evidence demonstrating the stability of such profiles over six weeks (Vaziri et al., 2020), by showing that their nature and structure remain stable over longer periods of time (i.e., three months). In terms of within-person stability, membership into four of the six profiles (i.e., *High Conflict*, *High Enrichment*, *Low Conflict and Low Enrichment*, and *Very Low Conflict* profiles) was moderately to highly stable (51.7% to 82.7%) over three months, thus supporting variable-centered information on the stability of work-family interface components (Huyghebaert et al., 2018a). Importantly, these moderate to high rates of stability indicate that changes are possible, and thus that these profiles neither reflect completely rigid psychological states, nor purely ephemeral phenomena. These results thus support their use as guides for interventions seeking to manage the work-family interface (e.g., Meyer & Morin, 2016).

It is noteworthy that membership into the two smallest profiles (3.52% to 4.85% of the participants), both characterized by a combination of low levels of conflict and high levels or enrichment (i.e., *Low Conflict and High Enrichment* with a stability of 33.8% and *Low Conflict and Very High Enrichment* with a stability of 21.8%), was far less stable over time. Fortunately, most employees (98%) initially corresponding to the first of those profiles (*Low Conflict and High Enrichment*) remained in a profile in which high levels of enrichment coupled with moderate to low levels of conflict were maintained over time. In contrast, the very high levels of enrichment observed in the *Low Conflict and Very High Enrichment* profile seemed to be much harder to maintain, as only 49.8% of the employees initially corresponding to this profile remained in a profile similarly characterized by high levels of enrichment and moderate to low levels of conflict. These observations could suggest that it might be particularly difficult to maintain a work-family interface profile characterized by low levels of conflict coupled with high to very high levels of enrichment over time. This result suggests that maintaining low levels of conflict and high levels of enrichment may not be sustainable, even in a rather short period of time (i.e., three months), in a society that blurs the boundaries between the work and family contexts (Kreiner, 2006). An alternative explanation worth considering is that regression to the mean could have been responsible for these changes (Yu & Chen, 2015), as extreme values at the first measurement occasion (i.e., low levels of conflict combined with high levels of enrichment) tended to be closer to the mean at the second measurement occasion. Importantly, these two interpretations are not mutually exclusive, as regression to the mean also describes a real phenomenon implying that extreme levels are harder to maintain and do not last as long (e.g., work-family interface profiles characterized by low levels of conflict and high levels of enrichment are less sustainable). In any case, given the desirability of these profiles, organizations could consider ways to support employees characterized by such profiles, that would also be useful to all employees, to help them maintain these highly positive profiles over time.

Predictors of Work-Family Interface Profiles

By identifying predictors of profile membership, we also contributed to identify actionable levers to guide interventions aiming to improve employees' holistic work-family experiences, rather than focusing on the role of these predictors for isolated components of this interface, artificially considered

as distinct from one another. By investigating key resources (i.e., work passion and work centrality) and challenge/hindrance job demands as predictors of profile membership, our results provide practical guidance regarding some likely drivers of work-family interface configurations. Our results suggested that, although both forms of work passion seemed to contribute to increase the likelihood of experiencing higher levels of enrichment, harmonious passion also seemed to decrease the likelihood of experiencing high levels of conflict (i.e., higher likelihood of membership into the *Low Conflict and Very High Enrichment* and into the *Low Conflict* profiles relative to most of the other profiles), whereas obsessive passion increased it (i.e., higher likelihood of membership into the *High Conflict, High Enrichment* profile relative to the *Low Conflict and Low Enrichment* and *Very Low Conflict* profiles). These results align with previous evidence supporting the adaptive role of harmonious passion and the double-edged role of obsessive passion (Vallerand & Houlfort, 2019).

Work centrality was mainly associated with a reduced likelihood of membership into profiles characterized by low levels of conflict (*Very Low Conflict* and *Low Conflict and Very High Enrichment*). These results are consistent with previous propositions highlighting the undesirability of work centrality for the emergence of work-family conflict (Bennett et al., 2017; Lapierre et al., 2018). They also fail to support Bakker et al.'s (2019) suggestion, based on the WH-R model, that work centrality acts as a key resource for employees, at least when the work-family interface is considered. In sum, our results indicate that only harmonious passion seems to truly reflect a key personal resource, as it is the only individual characteristics that seemed able to reduce the likelihood of conflict while fostering enrichment (ten Brummelhuis & Bakker, 2012).

Turning our attention to the role played by job demands, our results are aligned with prior research as they show that challenge and hindrance demands seem to be positively related to membership into profiles characterized by both conflict and enrichment (Jenkins et al., 2016; Rastogi & Chaudhary, 2018), while also highlighting the more widespread role of hindrance (relative to challenge) demands (Webster & Adams, 2020). To the best of our knowledge, our research is the first to differentiate, within the W-HR framework (ten Brummelhuis & Bakker, 2012), between challenge and hindrance demands. In this regard, our results partially contradict the W-HR model by showing that job demands have the dual potential to deplete and replenish employees' resources. These results thus advocate for a more refined conceptualization of job demands within the W-HR model (ten Brummelhuis & Bakker, 2012). Interestingly, our results were concordant with the boosting hypothesis of the Job Demands-Resources model (see Bakker & Demerouti, 2017), suggesting that job demands could also have beneficial effects on employees, in the presence of high levels of job resources. Because we did not measure job resources in this research, this interaction between demands and resources in the prediction of employees' work-family profiles would need to be verified as part of future studies.

The Role of the Work Setting (Remote or Onsite)

Our results support recent studies showing that the work-family interface components tend to vary as a function of job settings (Lapierre et al., 2018; Wayne et al., 2020), and suggest that remote work, because it contributes to blur the boundaries between employees' professional and personal lives (Vaziri et al., 2020), can increase the likelihood of experiencing conflict between both life domains (i.e., lower likelihood of membership into *High Enrichment* and *Very Low Conflict* profiles). The fact that participants working remotely most often worked while other people were present at home (e.g., partner, children) could explain this higher likelihood of conflict. Indeed, this situation is likely to come with more interruptions and intrusions from family members, which might interfere with the work process (Derks et al., 2021). By having to simultaneously juggle the demands of their work and personal roles, remote workers might thus be more inclined to experience role conflict (Kahn et al., 1964). Moreover, most participants working remotely were not used to work remotely prior to the COVID pandemic, which may have made it harder for them to effectively cope with such situations. Indeed, the less experience people have working remotely, the more they lack self-discipline and experience HWC (Wang et al., 2021), which could contribute to feelings of inadequacy and overwhelmingness, fueling a loss cycle of resource depletion and conflict (ten Brummelhuis & Bakker, 2012).

Second, for onsite employees, our results suggest that exposure to challenging job demands may increase the likelihood of experiencing enrichment at the work-family interface in a way that is untainted by conflict (i.e., higher likelihood of membership into the *Low Conflict and High Enrichment* profile relative to the *High Conflict* and *High Enrichment* profile). Indeed, their onsite work setting may provide them with higher levels of job resources (e.g., social support) to help them to overcome their

challenging job demands (Bakker & Demerouti, 2017), without letting those interfere as much with their personal life (i.e., without increasing the risk of conflict; Lee, 2018). Rather, onsite workers draw more positive experiences and gain resources from challenging job demands (Hobfoll, 2011; ten Brummelhuis & Bakker, 2012) which can then be used to enrich their personal life (Odle-Dusseau et al., 2012). It should still be noted that these demands also make onsite workers less likely to correspond to the profile characterized by the lowest levels of conflict (i.e., lower likelihood of membership into the *Very Low Conflict* profile relative to most other profiles), possibly due to the stimulating and resource-consuming nature of challenging demands, which may still result in some minimal spillover effects into employees' personal life (Webster & Adams, 2020).

In contrast, for remote employees, challenging job demands seem to play the opposite role, making them more likely to correspond to the *Very Low Conflic*t profile but also to the *High Conflict* and *High Enrichment* profiles. This observation suggests that different processes might be at play for remote employees exposed to high levels of challenging job demands. On the one hand, for a subset of these employees, the motivational aspect of challenging job demands (Bakker & Demerouti, 2017) could make them less likely to be consumed by their work at the expense of other life domains. Indeed, their remote work setting provides them with greater flexibility, which they may use to face their challenging demands in an adaptive manner (Webster & Adams, 2020), reducing their likelihood of experiencing conflict. On the other hand, other remote workers may experience difficulties in facing their challenging demands efficiently. This could be due to a variety of work characteristics (e.g., insufficient equipment or support) or personal factors (e.g., lack of self-discipline), making it difficult for remote employees to effectively handle their challenging job demands (Wang et al., 2021). As a result, the challenging demands of their professional life may expose them to higher levels of conflict between the work and family domains (Jenkins et al., 2016). Yet, because we did not measure such factors in this study, this hypothesis would need to be verified as part of future studies.

Third, our results showed that hindrance demands predicted a decreased likelihood of membership into the *Very Low Conflict* profile relative to most other profiles for remote employees. Indeed, employees perceiving high levels of hindering job demands who work remotely may never be able to achieve a complete detachment from their work as a result of the blurred temporal (e.g., workdays are interrupted and may extend into the night) and physical (i.e., their workplace is their home) boundaries between their work and personal lives (Sonnentag & Fritz, 2015). This might lead them to experience an inner compulsion to work even when the work day is over (Huyghebaert et al., 2018a), leading them to experience higher levels of conflict between the work and family domains (Gillet et al., 2021). These results were in the opposite direction for onsite employees (although limited to a subset of profile comparisons), who were more likely to correspond to the *Very Low Conflict* profile relative to the *Low Conflict and High Enrichment* and *Low Conflict and Very High Enrichment* profiles as a result of exposure to hindrance demands. Given the clearer separation between their work and personal lives, onsite employees seemed to be better able to organize their life to protect themselves from extreme resource depletion (Hobfoll, 2011) in the face of hindering demands.

More generally, our results indicate that remote work seems to act as a double-edged sword. It seems to maximize the benefits experienced by some employees as a result of exposure to challenging job demands (*Very Low Conflict* and *High Enrichment* profiles), but to increase the risks of experiencing higher level of conflict as a result of these demands for some others (*High Enrichment* profile). Similarly, working remotely also seems to increase the likelihood of experiencing both higher levels of conflict and higher levels of enrichment, as a result of exposure to hindrance job demands. In contrast, onsite employees seemed protected against the effects of hindrance demands, while also being more likely to benefit from challenging job demands. Onsite work thus could constitute an important macro resource allowing for the prevention and attenuation of conflict, and supporting and nurturing enrichment at the work-family interface (ten Brummelhuis & Bakker, 2012). It would be important for future research to consider the mechanisms at play in these differentiated associations, as well as to investigate the various work-related characteristics involved in the emergence of these specific work-family interface configurations.

Outcomes of Profile Membership

Documenting the outcome implications of the profiles identified here should help practitioners decide which types of employees should be prioritized for interventions, and to design the nature of interventions for different groups of employees. Indeed, our results revealed well-differentiated

associations between the work-family interface profiles and the outcomes considered in this study without artificially handling each component of that interface as if it was artificially disconnected from the others. More specifically, the *High Conflict* profile was found to be associated with the most detrimental outcomes (i.e., the lowest levels of work engagement, work-family balance satisfaction, work and family performance, and work and family authenticity). In contrast, the *Very Low Conflict* profile was associated with the highest levels of work-family balance satisfaction as well as work and family performance. These findings support the detrimental effects of WFC and FWC identified in previous research (e.g., Allen et al., 2020; Wang et al., 2019). Furthermore, some of the most desirable outcome levels were associated with the *Low Conflict and Very High Enrichment* profile, which even differed from the *Low Conflict and Low Enrichment* and from the *High Enrichment* profiles (which both presented lower levels of enrichment) on most of the outcomes, thus supporting the benefits of WFE and FWE (Zhang et al., 2018). More generally, these results also confirm that combinations of low levels of WFC and FWC with very high levels of WFE and FWE are the most adaptive (e.g., Demerouti & Geurts, 2004; Rantanen et al., 2013; Vaziri et al., 2020) and are thus consistent with the propositions of the W-HR model (ten Brummelhuis & Bakker, 2012).

Given that these associations between the profiles and the outcomes did not differ as a function of the work setting, these negative effects of conflict coupled with the positive effects of enrichment seem to generalize to both remote and onsite employees. These results more generally confirm prior research demonstrating the generalizable detrimental effects of profiles characterized by high conflict and low enrichment on various indicators of well- and ill- being among employees working in very distinct settings (e.g., Slovenian nurses, Finnish service sector employees; Rantanen et al., 2013). In line with these prior findings, our results suggest that the health alteration versus health promotion processes triggered by membership into distinct work-family interface profiles are the same for all employees belonging to a profile, no matter their work type (e.g., remote versus onsite). This implies that interventions must be targeted at the determinants of employees' work-family experiences.

Beyond these generic conclusions, the *High Enrichment* profile did not differ from the *Low Conflict and Low Enrichment* profile on work engagement, work authenticity, and work performance, but was associated with lower levels of work-family balance satisfaction, family authenticity, and family performance. These results suggest that the higher levels of enrichment experienced by the employees corresponding to the *High Enrichment* profile are not sufficient to compensate for the harmful effects of the average levels of WFC and FWC observed in this profile, in relation to outcomes related to the family domain (lower levels of work-family balance satisfaction, family authenticity, and family performance). Rather, for these outcomes, it seems that the undesirable effects of the average levels of conflict observed in this profile are high enough to offset the benefits of the higher levels of WFE and FWE observed in this profile. In contrast, the benefits associated with these higher levels of WFE and FWE seem to remain when outcomes related to the work domain are considered (work engagement, work authenticity, and work performance). These findings corroborate the idea that conflict has a stronger influence on functioning than enrichment (Lu & Chang, 2014; Vieira et al., 2016), particularly in relation to family outcomes (Allen et al., 2020; Gillet et al., 2021).

In addition, the *Low Conflict and Low Enrichment* profile did not differ from the *Low Conflict and High Enrichment* profile in relation to work-family balance satisfaction, family performance, and work authenticity. More surprising, the *Low Conflict and Low Enrichment* profile was associated with higher levels of family authenticity relative to the *Low Conflict and High Enrichment* profile. Thus, although the *Low Conflict and Low Enrichment* profile presented lower levels of enrichment, this profile still seemed to carry benefits. On the one hand, although these results seem to contradict the positive relations between WFE/FWE and family authenticity reported in previous studies (Wayne et al., 2020), it is important to acknowledge that these variable-centered results focused on the average relations observed in a sample, and are thus not directly comparable to the present person-centered results focusing on distinctive work-family interface configurations. Perhaps more importantly, these observations suggest that a lack of enrichment does not necessarily lead to undesirable outcomes (Vaziri et al., 2020). On the other hand, it is important to keep in mind that the *Low Conflict and Low Enrichment* profile still predicted lower levels of work engagement and work performance than the *Low Conflict and High Enrichment* and *Low Conflict and Very High Enrichment* profiles. These results confirm our expectations and indicate that higher levels of enrichment have benefits for employees' work functioning (McNall et al., 2010; Odle-Dusseau et al., 2012).

Limitations and Future Directions

Although the present research offers the first investigation of the nature, stability, predictors, and outcomes of work-family interface profiles over a three-month period, while comparing remote and onsite workers, it still has some limitations. First, the fact that this study relied solely on self-report measures increases the risk of social desirability and self-report biases. To alleviate these concerns, it would be useful for future studies to consider the incorporation of objective measures (e.g., organizational data on work performance) and informant ratings of employees' functioning (e.g., colleagues, supervisors, spouse). Likewise, despite our reliance on factor scores corrected for unreliability, some of our measures were associated with reliability coefficients located at the lower bound of acceptability (i.e., obsessive passion, challenge demands), which could have made it harder to detect associations involving these predictors. Second, the present study was conducted among a highly educated (i.e., over 70% had, at least, an undergraduate degree) sample of employees working in the UK or the US, which was not representative of the general population of the UK (about 44% of the population has an undergraduate degree according to the UK government) or US (about 32% of the population holds an undergraduate degree according to the US Census Bureau). Moreover, as we were not able to collect information related to the race, ethnicity, and socioeconomic status of the participants, some caution is warranted when interpreting our results, at least until more evidence of generalizability across racial, ethnic, and socioeconomic groups can be provided. It would also be important for future studies to investigate the generalizability of these profiles across occupations (e.g., sales, technicians) or cultures (e.g., South America, Asia).

Third, we did not assess the reasons for which employees ended up working remotely (e.g., whether it was a choice made by employees or required by their organization) or the context in which remote work occurred (e.g., access to childcare or to a proper home office, whether employees were trained, supported and provided resources to support their work). It would thus be important for future research to consider how these characteristics might influence the likely impact of remote work on employees' professional and personal experiences. Moreover, although our data collection did not occur during the national lockdowns occurring in the US and the UK, it still took place in the midst of a global pandemic which significantly affected individuals' psychological and social functioning, as well as their work and family experiences (Vaziri et al., 2020; Wang et al., 2021). This context could have influenced our results, whose generalizability should thus be verified.

Fourth, the current research assessed the stability of work-family interface profiles over a three-month period, which was not characterized by any specific or systematic transition or intervention for most participants. Clearly, estimates of stability reported in the current investigation could be reduced if longer time intervals were considered, or if continuity and change were assessed across more meaningful transitions (e.g., promotion) or interventions (e.g., professional training). Future studies should thus examine the extent to which our findings would generalize to longer periods and socio-contextual changes. In doing so, scholars could consider the role played by important life events in the prediction of (in)stability in profile membership. For instance, direct (e.g., the birth of a child, a job promotion) or indirect (e.g., children leaving the parental home, ongoing illness of a colleague) shocks or events occurring in one's personal or professional life could shift employees' conflict and enrichment experiences and predict sudden changes in profile membership (Bakker et al., 2019). It is also possible that, after a few months, people would return to their baseline work-family profile, as suggested by the Dynamic Equilibrium Theory (Smith et al., 2021). Future research conducted through longer time spans is needed to better understand this issue.

Finally, although harmonious and obsessive passion for work, work centrality, and challenging and hindering job demands are well-established factors in work-family interface research, they were the only predictors of interest in our study. Yet, it would be interesting to examine how other personal characteristics (e.g., psychological capital, self-efficacy, preference for onsite versus remote work) as well as group, leader, and organizational resources (e.g., social support, transformational leadership, organizational justice) relate to the work-family interface, and their interplay with remote and onsite working. Likewise, it would be interesting to incorporate a broader range of positive (e.g., organizational citizenship behaviors, marital satisfaction) and negative (e.g., absenteeism, life stress) work and family outcomes to get a broader understanding of the implications of these profiles.

Practical Implications

From an intervention perspective, our findings suggest that managers should be particularly attentive

to workers exposed to hindering job demands and to those characterized by high levels of obsessive passion for work and work centrality. Indeed, our results show that these employees were least likely to be members of the profile associated with the most positive outcomes and most likely to be members of the profile associated with the worst outcomes. Changes designed to reduce hindering job demands, obsessive passion, and work centrality could be associated with better functioning. For instance, obsessive passion and work centrality could be reduced at the organizational level by stating clear segmentation norms and encouraging balanced and healthier lifestyles (Kreiner, 2006), by creating well-being-oriented work environments, and by offering enabling versus enclosing work-life policies (Bourdeau et al., 2019). Obsessive passion and work centrality could also be decreased at the individual level through coaching or counseling (e.g., developing new habits and replacing one's old malfunctioning behaviors; Van Gordon et al., 2017). More generally, it might be useful to encourage more efficient work recovery processes to protect employees' well-being and facilitate positive spillover between their work and personal roles (Gillet et al., 2020). Efficient work recovery can be developed and trained, and approaches to successfully train work recovery (e.g., time management techniques, self-reflection, mindfulness) have previously proved to be efficient (Hahn et al., 2011; Hülsheger et al., 2015).

Organizations may also design interventions to help employees deal with hindering job demands. For instance, organizations may strive to design more structural opportunities to experience communion (i.e., close relationships with colleagues and strong cooperation with others) and agency (i.e., mastering the environment and experiencing competence; Scharp et al., 2021). Employees may also benefit from playful work design (i.e., proactively creating working conditions that encourage fun and competition; Bakker et al., 2020) to complement top-down job design initiatives and deal directly with hindrance demands. Organizations may also take measures to eliminate workflow interruptions by building a channel for employees to report such hindrance demands (Ma et al., 2020). Furthermore, time-management skills constitute internal coping resources that can lessen the negative effects of hindrance demands and be facilitated through the implementation of training programs such as time-management workshops (Häfner & Stock, 2010). However, caution is needed in relation to the implementation of interventions seeking to decrease hindering job demands, as low levels of hindrance demands seem to be associated with less desirable work-family interface profiles among some employees.

Indeed, although few differences were identified between remote and onsite workers, our results suggest that it might be particularly useful to implement interventions designed to help employees working remotely to cope more efficiently with hindering and challenging job demands. Employees working onsite seem to be naturally better equipped to handle the interference posed by hindrance demands into their family lives, and to reap benefits from exposure to challenge demands. In contrast, employees working remotely seem to struggle more in finding ways to balance the demands of their work life with those from their personal life. More precisely, remote workers' ability to benefit from challenge demands and to be protected from the harm associated with hindrance demands seems to be associated with their ability to maintain efficient, and yet flexible, boundaries between both domains. As such, organizations might particularly benefit from interventions seeking to help employees working remotely to achieve an efficient management of these boundaries (Wang et al., 2021). More generally, our results indicate that awareness should be raised in organizations and supervisors on the fact that challenge and hindrance demands have contrasted effects on the work-family interface for employees working onsite or remotely, and that job design and supervision would gain in being crafted accordingly.

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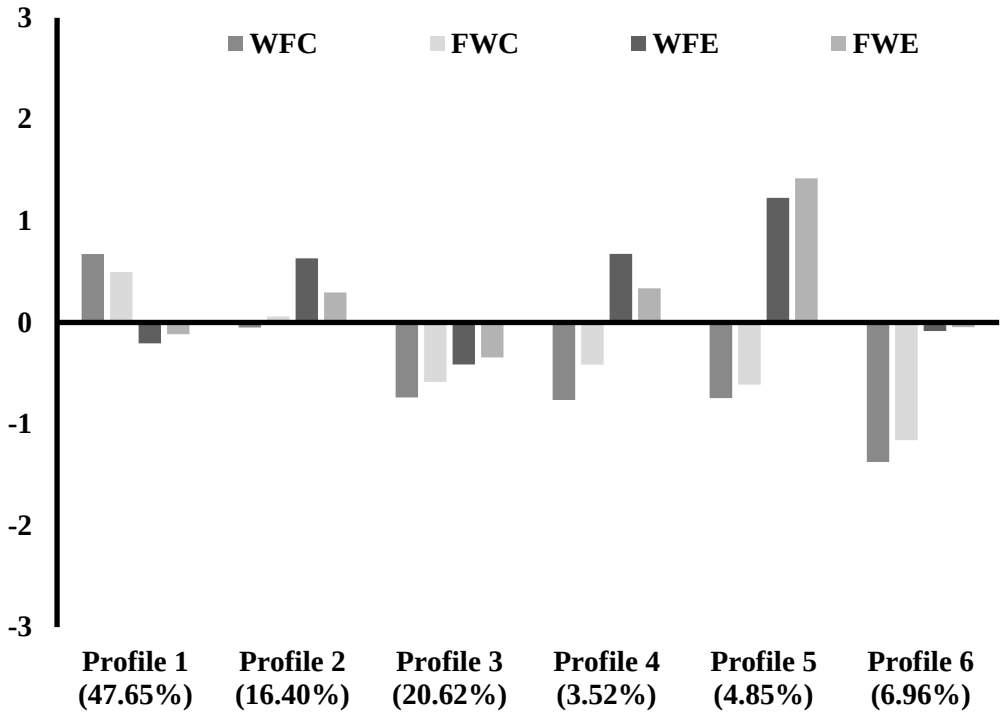

Figure 1. Final Six-Profile Solution
Note. Profile 1: *High Conflict*; Profile 2: *High Enrichment*; Profile 3: *Low Conflict and Low Enrichment*; Profile 4: *Low Conflict and High Enrichment*; Profile 5: *Low Conflict and Very High Enrichment*; and Profile 6: *Very Low Conflict*.

Table 1

Results from the Time-Specific and Longitudinal Models

Model	LL	#fp	Scaling	AIC	CAIC	BIC	ABIC	Entropy
Final Latent Profile Analyses								
Time 1	-1760.965	53	1.185	3627.931	3896.557	3843.557	3675.365	.864
Time 2	-1781.636	53	1.110	3669.272	3937.898	3884.898	3716.706	.860
Longitudinal Latent Profile Analyses								
Configural Similarity	-3552.049	106	1.213	7316.098	7853.351	7747.351	7410.967	.865
Structural Similarity	-3588.027	82	1.268	7340.054	7755.665	7673.665	7413.443	.853
Dispersion Similarity	-3608.563	58	1.657	7333.125	7627.094	7569.094	7385.034	.852
Distributional Similarity	-3613.085	53	1.552	7332.170	7600.796	7547.796	7379.604	.896
Predictive Similarity: Demographics								
Null Effects Model	-2641.801	55	.875	5393.602	5672.366	5617.366	5442.827	.887
Profile-Specific Free Relations with Predictors	-2539.769	255	.631	5589.539	6881.987	6626.987	5817.761	.921
Free Relations with Predictors	-2613.758	105	.951	5437.517	5969.701	5864.701	5531.491	.892
Equal Relations with Predictors	-2627.825	80	.920	5415.650	5821.124	5741.124	5487.249	.888
Predictive Similarity: Predictors								
Null Effects Model	-4653.199	125	1.096	9556.398	10189.951	10064.951	9668.272	.887
Profile-Specific Free Relations with Predictors	-4384.685	365	.657	9499.371	11349.346	10984.346	9826.042	.931
Free Relations with Predictors	-4469.337	185	1.096	9308.674	10246.333	10061.333	9474.248	.904
Equal Relations with Predictors	-4482.071	155	1.093	9274.141	10059.747	9904.747	9412.865	.900
Explanatory Similarity								
Free Relations with Outcomes	-6962.906	179	1.183	14283.811	15191.059	15012.059	14444.015	.928
Equal Relations with Outcomes	-6978.849	143	1.289	14243.697	14968.482	14825.482	14371.681	.926

Note. LL: Model loglikelihood; #fp: Number of free parameters; Scaling: Scaling correction factor associated with robust maximum likelihood estimates; AIC: Akaïke information criteria; CAIC: Constant AIC; BIC: Bayesian information criteria; ABIC: Sample size adjusted BIC.

Table 2

Transitions Probabilities

	Profile 1	Profile 2	Profile 3	Profile 4	Profile 5	Profile 6
Profile 1	.827	.048	.087	.010	.028	.000
Profile 2	.248	.659	.013	.031	.048	.000
Profile 3	.167	.065	.694	.011	.017	.047
Profile 4	.020	.642	.000	.338	.000	.000
Profile 5	.185	.239	.279	.041	.218	.038
Profile 6	.000	.090	.314	.027	.053	.517

Note. Profile 1: *High Conflict*; Profile 2: *High Enrichment*; Profile 3: *Low Conflict and Low Enrichment*; Profile 4: *Low Conflict and High Enrichment*; Profile 5: *Low Conflict and Very High Enrichment*; and Profile 6: *Very Low Conflict*.

Table 3

Results from the Predictive Analyses

	Profile 1 vs 6		Profile 2 vs 6		Profile 3 vs 6		Profile 4 vs 6		Profile 5 vs 6		Profile 1 vs 5	
Predictors	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR
HP	-1.326 (.398)**	.266	-.274 (.409)	.760	-.774 (.361)*	.461	-.617 (.497)	.540	.929 (.609)	2.533	-2.255 (.588)**	.105
OP	1.723 (.678)*	5.603	1.734 (.670)*	5.666	.582 (.661)	1.789	1.659 (.730)**	5.256	1.064 (.757)	2.899	.659 (.428)	1.933
Centrality	.933 (.419)*	2.543	.866 (.406)*	2.377	1.227 (.409)**	3.412	1.115 (.436)*	3.051	.341 (.493)	1.406	.592 (.328)	1.808
Challenge	-.024 (.391)	.977	-.158 (.406)	.854	-.482 (.367)	.617	.125 (.476)	1.133	.384 (.489)	1.469	-.408 (.406)	.665
Hindrance	1.946 (.476)**	7.001	1.600 (.489)**	4.953	1.369 (.437)**	3.933	.305 (.559)	1.357	.594 (.595)	1.811	1.352 (.463)**	3.865
Work type	1.418 (.453)**	4.127	.685 (.458)	1.983	.942 (.435)*	2.566	.618 (.571)	1.855	.620 (.541)	1.858	.798 (.438)	2.221
	Profile 2 vs 5		Profile 3 vs 5		Profile 4 vs 5		Profile 1 vs 4		Profile 2 vs 4		Profile 3 vs 4	
Predictors	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR
HP	-1.203 (.554)*	.300	-1.704 (.572)**	.182	-1.546 (.630)*	.213	-.709 (.387)	.492	.343 (.397)	1.409	-.157 (.388)	.854
OP	.670 (.376)	1.955	-.483 (.449)	.617	.595 (.467)	1.813	.064 (.351)	1.066	.075 (.355)	1.078	-1.078 (.390)**	.340
Centrality	.525 (.303)	1.690	.886 (.329)**	2.426	.774 (.341)*	2.169	-.182 (.239)	.834	-.249 (.221)	.779	.112 (.251)	1.118
Challenge	-.543 (.393)	.581	-.867 (.397)*	.420	-.260 (.446)	.771	-.148 (.332)	.862	-.283 (.343)	.753	-.607 (.333)	.545
Hindrance	1.006 (.461)*	2.734	.775 (.476)	2.171	-.289 (.517)	.749	1.641 (.383)**	5.159	1.295 (.398)**	3.649	1.064 (.407)**	2.898
Work type	.065 (.423)	1.067	.323 (.459)	1.381	-.002 (.558)	.998	.799 (.462)	2.224	.067 (.460)	1.069	.324 (.469)	1.383
	Profile 1 vs 3		Profile 2 vs 3		Profile 1 vs 2							
Predictors	Coef. (SE)	OR	Coef. (SE)	OR	Coef. (SE)	OR						
HP	-.551 (.225)*	.576	.500 (.274)	1.649	-1.052 (.243)**	.349						
OP	1.142 (.320)**	3.132	1.153 (.298)**	3.168	-.011 (.230)	.989						
Centrality	-.294 (.244)	.745	-.361 (.227)	.697	.067 (.177)	1.070						
Challenge	.459 (.221)*	1.582	.324 (.253)	1.383	.135 (.232)	1.144						
Hindrance	.577 (.271)*	1.780	.231 (.314)	1.259	.346 (.261)	1.414						
Work type	.475 (.300)	1.608	-.258 (.333)	.773	.733 (.291)*	2.081						

Note. * $p < .05$; ** $p < .01$; SE: Standard error of the coefficient; OR: Odds ratio; HP: Harmonious passion; OP: Obsessive passion; the coefficients and OR reflect the effects of the predictors on the likelihood of membership into the first listed profile relative to the second listed profile; harmonious passion, obsessive passion, work centrality, challenge demands, and hindrance demands are estimated from factor scores with a standard deviation of 1 and a mean of 0; work type was coded 0 for onsite workers and 1 for remote workers; Profile 1: *High Conflict*; Profile 2: *High Enrichment*; Profile 3: *Low Conflict and Low Enrichment*; Profile 4: *Low Conflict and High Enrichment*; Profile 5: *Low Conflict and Very High Enrichment*; and Profile 6: *Very Low Conflict*.

Table 4

Associations between Profile Membership and the Outcomes Taken from the Model of Explanatory Similarity (Equal across Time Points)

	Profile 1 *M* [CI]	Profile 2 *M* [CI]	Profile 3 *M* [CI]	Profile 4 *M* [CI]	Profile 5 *M* [CI]	Profile 6 *M* [CI]	Summary of Statistically Significant Differences
Work engagement	-.338 [-.504; -.172]	.287 [.125; .450]	.068 [-.105; .241]	.413 [.195; .631]	1.016 [.694; 1.337]	.055 [-.462; .572]	5 > 2 = 4 > 1; 5 > 2 = 3 = 6; 4 > 3 > 1; 1 = 6; 4 = 6
Work-family balance satisfaction	-.804 [-.966; -.642]	.263 [.229; .297]	.504 [.408; .601]	.645 [.350; .940]	.987 [.771; 1.203]	1.114 [.985; 1.243]	5 = 6 > 3 > 2 > 1; 6 > 3 = 4 > 2 > 1; 4 = 5
Family performance	-.279 [-.438; -.120]	-.123 [-.340; .094]	.201 [-.029; .432]	.241 [-.104; .585]	.778 [.561; .995]	.703 [.505; .900]	5 = 6 > 3 > 1 = 2; 5 = 6 > 3 = 4 > 1; 2 = 4
Work authenticity	-.652 [-.824; -.480]	.352 [.335; .369]	.329 [.237; .421]	.396 [.363; .430]	1.308 [1.089; 1.528]	.720 [.484; .955]	5 > 6 > 4 > 2 > 1; 5 > 6 > 2 = 3 > 1; 3 = 4
Family authenticity	-.653 [-.813; -.492]	.196 [.192; .201]	.378 [.242; .514]	.222 [.194; .251]	1.292 [1.283; 1.301]	.875 [.715; 1.034]	5 > 6 > 3 > 2 = 4 > 1
Work performance	6.924 [6.669; 7.178]	7.631 [7.354; 7.908]	7.730 [7.505; 7.956]	8.360 [8.057; 8.663]	8.786 [8.444; 9.127]	8.616 [8.198; 9.034]	4 = 5 = 6 > 2 = 3 > 1

Note. *M*: Mean; CI: 95% confidence interval; the indicators of work engagement, work-family balance satisfaction, family performance, work authenticity, and family authenticity are estimated from factor scores with a mean of 0 and a standard deviation of 1; Profile 1: *High Conflict*; Profile 2: *High Enrichment*; Profile 3: *Low Conflict and Low Enrichment*; Profile 4: *Low Conflict and High Enrichment*; Profile 5: *Low Conflict and Very High Enrichment*; and Profile 6: *Very Low Conflict*.

Online Supplements for:

Longitudinal Profiles of Work-Family Interface: Their Individual and Organizational Predictors, Personal and Work Outcomes, and Implications for Onsite and Remote Workers

Preliminary Measurement Models

Due to the complexity of the longitudinal models underlying all constructs assessed in the present study, preliminary analyses were conducted separately for the work-family interface variables and the predictor (harmonious passion, obsessive passion, work centrality, challenge demands, and hindrance demands) and outcome (work engagement, work-family balance satisfaction, work authenticity, family authenticity, and family performance) variables. These longitudinal measurement models were estimated using Mplus 8.6 (Muthén & Muthén, 2021) using the maximum likelihood robust (MLR) estimator, which provides parameter estimates, standard errors, and goodness-of-fit indices that are robust to the non-normality of the response scales used in the present study. These models were estimated using full information maximum likelihood (FIML; Enders, 2010) procedures to handle missing data. Given the known oversensitivity of the chi-square test of exact fit (χ^2) to sample size and minor model misspecifications (e.g., Marsh et al., 2005), we relied on sample-size independent goodness-of-fit indices to describe the fit of the models (Hu & Bentler, 1999): The comparative fit index (CFI), the Tucker-Lewis index (TLI), as well as the root mean square error of approximation (RMSEA) and its 90% confidence interval. Values greater than .90 for the CFI and TLI indicate adequate model fit, although values greater than .95 are preferable. Values smaller than .08 or .06 for the RMSEA respectively support acceptable and excellent model fit.

The goodness-of-fit results from all work-family interface models are reported in Table S1. These results clearly supported the adequacy of the a priori confirmatory factor analytic (CFA) model underlying the work-family interface measures (with all CFI and TLI ≥ .90, and all RMSEA ≤ .08). This solution was thus retained for sequential tests of measurement invariance (Millsap, 2011) focusing on: (1) configural invariance; (2) weak invariance (loadings); (3) strong invariance (loadings and intercepts); (4) strict invariance (loadings, intercepts, and uniquenesses); (5) invariance of the latent variance-covariance matrix (loadings, intercepts, uniquenesses, correlated uniquenesses, and latent variances-covariances); and (6) latent means invariance (loadings, intercepts, uniquenesses, correlated uniquenesses, latent variances-covariances, and latent means). These tests were first conducted across groups of employees in the UK or in the US at Time 1, and working remotely or onsite at Time 1, and then at Time 2, before being conducted for the total sample across measurement occasions (longitudinal invariance). Like the chi square, chi square difference tests are oversensitive to sample size and minor misspecifications. For this reason, invariance was assessed by considering changes in CFI and RMSEA (Chen, 2007; Cheung & Rensvold, 2002). A ΔCFI/TLI of .010 or less and a ΔRMSEA of .015 or less between a more restricted model and the previous one support the invariance hypothesis.

The results from these tests, reported in Table S1, supported the configural, weak, strong, strict, latent variance-covariance, and latent means invariance of the model across groups and time points. These results thus show that the measurement models underlying work-family interface ratings can be considered to be fully equivalent across groups and over time, leading to the estimation of similar constructs, consistent with a lack of latent means differences across groups or over time. Factor scores used in the main analyses were extracted from the final longitudinal model of latent means invariance. Parameter estimates from this final longitudinal model of latent means invariance are reported in Table S2. Composite reliability coefficients associated with each of the a priori factors are calculated from the model standardized parameters using McDonald (1970) omega (ω) coefficient:

$$\omega = \frac{(\sum|\lambda_i|)^2}{[(\sum|\lambda_i|)^2 + \sum \delta_i]}$$

where $|\lambda_i|$ are the standardized factor loadings associated with a factor in absolute values, and δi, the item uniquenesses. Results from the final solution revealed well-defined work-family conflict (λ = .832 to .955, ω = .961), family-work conflict (λ = .820 to .884, ω = .932), work-family enrichment (λ = .756 to .940, ω = .904), and family-work enrichment (λ = .717 to .894, ω = .854) factors over time.

A CFA model was also estimated for the multi-item predictor and outcome variables at both T1 and T2, and included a total of ten factors (harmonious passion, obsessive passion, work centrality, challenge demands, hindrance demands, work engagement, work-family balance satisfaction, work authenticity, family authenticity, and family performance) at each time point. All factors were freely allowed to correlate. The goodness-of-fit results for these models are reported in Table S3. These results supported the adequacy of the a priori model (with all CFI/TLI ≥ .90 and all RMSEA ≤ .08). Although the fit of the multi-group models for participants working in the UK or in the US and remote or onsite workers (but not of the longitudinal models from which factor scores were extracted form the main analyses)

was suboptimal, results supported the configural, weak, strong, strict invariance of this model across groups and time points, as well as the invariance of the latent variances-covariances, and latent means (ΔCFI $\leq$ .010; ΔTLI $\leq$ .010; and ΔRMSEA $\leq$ .015). These results show that the parameter estimates can be considered to be fully equivalent across groups and time waves. The parameter estimates and composite reliability scores obtained from the most invariant longitudinal measurement models (latent means invariance) are reported in Table S4. These results show that all factors were well-defined by satisfactory factor loadings (λ = .531 to .970), resulting in satisfactory composite reliability coefficients, ranging from ω = .677 to .964. Factor scores were saved from this most invariant measurement model and used as predictor and outcome indicators in the main analyses. The correlations between all variables are reported in Table S5.

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Table S1

Goodness-of-Fit Statistics for the Estimated Models (Work-Family Interface)

Description	χ^2 (*df*)	CFI	TLI	RMSEA	90% CI	CM	$\Delta\chi^2$ (*df*)	ΔCFI	ΔTLI	ΔRMSEA
Work-Family Interface										
CFA Time 1	186.161 (98)*	.977	.972	.046	[.036; .056]	-	-	-	-	-
CFA Time 2	259.432 (98)*	.951	.940	.070	[.060; .081]	-	-	-	-	-
Work-Family Interface: Multi-Group (UK vs. US) Invariance T1										
M1. Configural invariance	302.684 (196)*	.975	.969	.050	[.039; .061]	-	-	-	-	-
M2. Weak invariance	327.397 (208)*	.972	.967	.052	[.041; .062]	M1	26.748 (12)*	-.003	-.002	+.002
M3. Strong invariance	357.351 (220)*	.967	.964	.054	[.043; .064]	M2	32.107 (12)*	-.005	-.003	+.002
M4. Strict invariance	407.218 (236)*	.959	.959	.058	[.048; .067]	M3	39.124 (16)*	-.008	-.005	+.004
M5. Variance-covariance invariance	424.543 (246)*	.958	.959	.058	[.049; .067]	M4	17.331 (10)	-.001	.000	.000
M6. Latent means invariance	429.379 (250)*	.957	.959	.058	[.048; .067]	M5	4.445 (4)	-.001	.000	.000
Work-Family Interface: Multi-Group (UK vs. US) Invariance T2										
M7. Configural invariance	438.311 (196)*	.933	.918	.086	[.075; .097]	-	-	-	-	-
M8. Weak invariance	456.676 (208)*	.931	.920	.084	[.074; .095]	M7	16.504 (12)	-.002	+.002	-.002
M9. Strong invariance	470.432 (220)*	.930	.924	.082	[.072; .093]	M8	11.725 (12)	-.001	+.004	-.002
M10. Strict invariance	474.553 (236)*	.934	.933	.078	[.068; .088]	M9	17.670 (16)	+.004	+.009	-.004
M11. Variance-covariance invariance	487.134 (246)*	.933	.935	.076	[.067; .086]	M10	12.796 (10)	-.001	+.002	-.002
M12. Latent means invariance	496.766 (250)*	.931	.934	.077	[.067; .087]	M11	9.863 (4)	-.002	-.001	+.001
Work-Family Interface: Multi-Group (Remote vs. Onsite) Invariance T1										
M13. Configural invariance	310.649 (196)*	.972	.966	.052	[.041; .063]	-	-	-	-	-
M14. Weak invariance	321.608 (208)*	.973	.968	.050	[.039; .061]	M13	9.614 (12)	+.001	+.002	-.002
M15. Strong invariance	343.197 (220)*	.970	.967	.051	[.040; .061]	M14	22.280 (12)	-.003	-.001	+.001
M16. Strict invariance	361.138 (236)*	.970	.969	.050	[.039; .059]	M15	21.381 (16)	.000	+.002	-.001
M17. Variance-covariance invariance	390.027 (246)*	.965	.966	.052	[.042; .062]	M16	30.327 (10)*	-.005	-.003	+.002
M18. Latent means invariance	399.289 (250)*	.964	.965	.053	[.043; .062]	M17	10.339 (4)	-.001	-.001	+.001
Work-Family Interface: Multi-Group (Remote vs. Onsite) Invariance T2										
M19. Configural invariance	378.880 (196)*	.948	.936	.075	[.063; .086]	-	-	-	-	-

M20. Weak invariance	406.199 (208)*	.943	.935	.075	[.064; .086]	M19	28.832 (12)*	-.005	-.001	.000
M21. Strong invariance	430.191 (220)*	.940	.934	.076	[.065; .086]	M20	24.140 (12)	-.003	-.001	+.001
M22. Strict invariance	428.351 (236)*	.945	.944	.070	[.059; .080]	M21	11.006 (16)	+.005	+.010	-.006
M23. Variance-covariance invariance	451.851 (246)*	.941	.943	.071	[.060; .081]	M22	23.817 (10)	-.004	-.001	+.001
M24. Latent means invariance	459.416 (250)*	.940	.943	.071	[.060; .081]	M23	7.618 (4)	-.001	.000	.000
Work-Family Interface: Longitudinal Invariance										
M25. Configural invariance	720.843 (420)*	.965	.959	.041	[.036; 046]	-	-	-	-	-
M26. Weak invariance	739.524 (432)*	.965	.959	.041	[.036; .046]	M25	17.928 (12)	.000	.000	.000
M27. Strong invariance	748.673 (444)*	.965	.961	.040	[.035; .045]	M26	6.099 (12)	.000	+.002	-.001
M28. Strict invariance	750.034 (460)*	.967	.964	.038	[.033; .043]	M27	10.858 (16)	+.002	+.003	-.002
M29. Variance-covariance invariance	759.187 (470)*	.967	.965	.038	[.033; .043]	M28	8.088 (10)	.000	+.001	.000
M30. Latent means invariance	762.755 (474)*	.967	.965	.038	[.033; .042]	M29	2.820 (4)	.000	.000	.000

Note. * $p < .01$; CFA: Confirmatory factor analysis; χ^2: Scaled chi-square test of exact fit; *df*: Degrees of freedom; CFI: Comparative fit index; TLI: Tucker-Lewis index; RMSEA: Root mean square error of approximation; 90% CI: 90% confidence interval; CM: Comparison model; and Δ: Change in fit relative to the CM.

Table S2

Standardized Factor Loadings (λ) and Uniquenesses (δ) for the M30 Solution (Longitudinal Latent Means Invariance)

Items	Work-family conflict λ	Family-work conflict λ	Work-family enrichment λ	Family-work enrichment λ	δ
Work-family conflict					
Item 1	.924				.146
Item 2	.955				.088
Item 3	.924				.146
Item 4	.921				.151
Item 5	.832				.309
Family-work conflict					
Item 1		.820			.328
Item 2		.837			.299
Item 3		.884			.218
Item 4		.856			.268
Item 5		.877			.230
Work-family enrichment					
Item 1			.756		.428
Item 2			.940		.116
Item 3			.909		.173
Family-work enrichment					
Item 1				.717	.486
Item 2				.820	.327
Item 3				.894	.201
ω	.961	.932	.904	.854	

Factor Correlations	Work-family conflict	Family-work conflict	Work-family enrichment	Family-work enrichment
Work-family conflict	-			
Family-work conflict	.466	-		
Work-family enrichment	-.127	*.037*	-	
Family-work enrichment	*-.029*	-.109	.515	-

Note. λ: Factor loading; δ: Item uniqueness; ω: Omega coefficient of composite reliability; non-significant ($p > .05$) parameters are marked in italics.

Table S3

Goodness-of-Fit Statistics for the Estimated Models (Predictors and Outcomes)

Description	χ^2 (*df*)	CFI	TLI	RMSEA	90% CI	CM	$\Delta\chi^2$ (*df*)	ΔCFI	ΔTLI	ΔRMSEA
Predictors and Outcomes										
CFA Time 1	1327.180 (584)*	.923	.912	.054	[.050; .058]	-	-	-	-	-
CFA Time 2	1237.504 (584)*	.921	.910	.058	[.053; .062]	-	-	-	-	-
Predictors and Outcome: Multi-Group (UK vs. US)										
Invariance T1										
M1. Configural invariance	2269.249 (1168)*	.897	.882	.066	[.062; .070]	-	-	-	-	-
M2. Weak invariance	2308.966 (1195)*	.896	.884	.066	[.062; .070]	M1	42.465 (27)	-.001	+.002	.000
M3. Strong invariance	2373.147 (1222)*	.892	.882	.066	[.062; .070]	M2	65.287 (27)*	-.004	-.002	.000
M4. Strict invariance	2380.723 (1259)*	.895	.889	.064	[.060; .068]	M3	40.492 (37)	+.003	+.007	-.002
M5. Variance-covariance invariance	2431.767 (1314)*	.895	.884	.063	[.059; .067]	M4	54.797 (55)	.000	-.005	-.001
M6. Latent means invariance	2462.589 (1324)*	.893	.893	.063	[.059; .067]	M5	31.306 (10)*	-.002	+.009	.000
Predictors and Outcomes: Multi-Group (UK vs. US)										
Invariance T2										
M7. Configural invariance	2190.791 (1168)*	.890	.874	.072	[.068; .077]	-	-	-	-	-
M8. Weak invariance	2210.565 (1195)*	.891	.878	.071	[.067; .076]	M7	28.619 (27)	+.001	+.004	-.001
M9. Strong invariance	2238.063 (1222)*	.891	.881	.070	[.066; .075]	M8	27.475 (27)	.000	+.003	-.001
M10. Strict invariance	2242.948 (1259)*	.894	.888	.068	[.064; .073]	M9	36.602 (37)	+.003	+.007	-.002
M11. Variance-covariance invariance	2301.182 (1314)*	.894	.892	.067	[.062; .071]	M10	63.558 (55)	.000	+.004	-.001
M12. Latent means invariance	2313.480 (1324)*	.893	.893	.067	[.062; .071]	M11	12.268 (10)	-.001	+.001	.000
Predictors and Outcome: Multi-Group (Remote vs. Onsite)										
Invariance T1										
M13. Configural invariance	2140.395 (1168)*	.906	.893	.062	[.058; .066]	-	-	-	-	-
M14. Weak invariance	2154.212 (1195)*	.907	.897	.061	[.057; .065]	M13	21.735 (27)	+.001	+.004	-.001
M15. Strong invariance	2208.740 (1222)*	.905	.896	.061	[.057; .065]	M14	55.267 (27)*	-.002	-.001	.000
M16. Strict invariance	2219.860 (1259)*	.907	.902	.059	[.055; .063]	M15	38.803 (37)	+.002	+.006	-.002
M17. Variance-covariance invariance	2288.827 (1314)*	.906	.905	.059	[.055; .063]	M16	69.868 (55)	-.001	+.003	.000
M18. Latent means invariance	2324.495 (1324)*	.903	.903	.059	[.055; .063]	M17	38.117 (10)*	-.003	-002	.000

Description	χ^2 (*df*)	CFI	TLI	RMSEA	90% CI	CM	$\Delta\chi^2$ (*df*)	ΔCFI	ΔTLI	ΔRMSEA
Predictors and Outcomes: Multi-Group (Remote vs. Onsite) Invariance T2										
M19. Configural invariance	2043.702 (1168)*	.903	.890	.067	[.062; .072]	-	-	-	-	-
M20. Weak invariance	2103.170 (1195)*	.900	.888	.067	[.063; .072]	M19	57.955 (27)*	-.003	-.002	.000
M21. Strong invariance	2152.748 (1222)*	.897	.888	.067	[.063; .072]	M20	49.731 (27)*	-.003	.000	.000
M22. Strict invariance	2183.905 (1259)*	.898	.892	.066	[.062; .071]	M21	47.171 (37)	+.001	+.004	-.001
M23. Variance-covariance invariance	2300.521 (1314)*	.891	.890	.067	[.062; .071]	M22	115.752 (55)*	-.007	-.002	+.001
M24. Latent means invariance	2322.987 (1324)*	.890	.889	.067	[.063; .072]	M23	22.648 (10)	-.001	-.001	.000
Predictors and Outcomes: Longitudinal Invariance										
M25. Configural invariance	3901.013 (2400)*	.931	.922	.038	[.036; .040]	-	-	-	-	-
M26. Weak invariance	3917.724 (2427)*	.931	.923	.038	[.036; .040]	M25	21.310 (27)	.000	+.001	.000
M27. Strong invariance	3937.048 (2454)*	.931	.924	.037	[.035; .040]	M26	17.331 (27)	.000	+.001	-.001
M28. Strict invariance	3961.303 (2491)*	.932	.926	.037	[.035; .039]	M27	40.775 (37)	+.001	+.002	.000
M29. Variance-covariance invariance	4012.635 (2546)*	.932	.928	.037	[.034; .039]	M28	53.893 (55)	.000	+.002	.000
M30. Latent means invariance	4029.060 (2556)*	.932	.928	.037	[.034; .039]	M29	16.529 (10)	.000	.000	.000

Note. * $p < .01$; CFA: Confirmatory factor analysis; χ^2: Scaled chi-square test of exact fit; *df*: Degrees of freedom; CFI: Comparative fit index; TLI: Tucker-Lewis index; RMSEA: Root mean square error of approximation; 90% CI: 90% confidence interval; CM: Comparison model; and Δ: Change in fit relative to the CM.

Table S4

Standardized Factor Loadings (λ) and Uniquenesses (δ) for the M30 Solution (Longitudinal Latent Means Invariance)

Items	HP λ	OP λ	Engagement λ	Centrality λ	Challenge λ	Hindrance λ	Balance λ	Family perf. λ	Work auth. λ	Family auth. λ	δ
HP											
Item 1	.830										.312
Item 2	.801										.359
Item 3	.882										.222
OP											
Item 1		.774									.400
Item 2		.643									.586
Item 3		.545									.703
Engagement											
Item 1			.821								.326
Item 2			.909								.174
Item 3			.838								.297
Centrality											
Item 1				.696							.515
Item 2				.904							.183
Item 3				.898							.193
Item 4				.780							.391
Item 5				.870							.244
Challenge											
Item 1					.725						.474
Item 2					.634						.599
Item 3					.560						.686
Hindrance											
Item 1						.672					.548
Item 2						.513					.737
Item 3						.676					.543
Item 4						.597					.643
Item 5						.531					.718
Item 6						.567					.678

Items	HP λ	OP λ	Engagement λ	Centrality λ	Challenge λ	Hindrance λ	Balance λ	Family perf. λ	Work auth. λ	Family auth. λ	δ
Balance											
Item 1							.920				.154
Item 2							.910				.172
Item 3							.924				.146
Item 4							.932				.132
Item 5							.878				.229
Family perf.											
Item 1								.929			.137
Item 2								.970			.059
Item 3								.945			.107
Work auth.											
Item 1									.726		.473
Item 2									.888		.212
Item 3									.901		.189
Family auth.											
Item 1										.862	.257
Item 2										.945	.106
Item 3										.960	.078
ω	.876	.695	.892	.919	.677	.766	.962	.964	.879	.946	
Factor Correlations	HP	OP	Engagement	Centrality	Challenge	Hindrance	Balance	Family perf.	Work auth.	Family auth.	
HP	-										
OP	.249	-									
Engagement	.694	.463	-								
Centrality	.208	.560	.279	-							
Challenge	.190	.377	.483	*.106*	-						
Hindrance	-.377	.344	-.168	.132	.514	-					
Balance	.568	-.206	.272	*-.060*	-.197	-.547	-				
Family perf.	*.060*	*-.044*	.148	-.192	*.026*	-.251	.161	-			
Work auth.	.603	*.021*	.446	.114	*-.006*	-.394	.574	.125	-		
Family auth.	.389	-.139	.229	-.130	-.140	-.388	.588	.170	.546	-	

Note. HP = Harmonious passion; OP = Obsessive passion; perf. = Performance; auth. = Authenticity; λ: Factor loading; δ: Item uniqueness; ω: Omega coefficient of composite reliability; the non-significant parameters ($p > .05$) are marked in italics.

Table S5

Correlations Between Variables

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1. Sex	-																	
2. Age	.126**	-																
3. Status	-.149**	.008	-															
4. Sector	-.163**	.004	.106*	-														
5. Country	.220**	-.064	-.151*	-.116*	-													
6. WFC (T1)†	-.027	-.061	-.033	-.004	-.078	-												
7. FWC (T1)†	.059	-.007	.027	.006	-.082	.502**	-											
8. WFE (T1)†	-.120*	.046	-.026	-.002	-.036	-.127**	.029	-										
9. FWE (T1)†	-.077	-.041	-.074	-.023	.012	-.019	-.089	.570**	-									
10. HP (T1)†	-.083	.065	-.056	-.033	.061	-.337**	-.040	.627**	.298**	-								
11. OP (T1)†	-.004	.023	-.072	-.027	-.030	.422**	.304**	.338**	.115*	.298**	-							
12. Centrality (T1)†	.032	.053	-.052	-.037	.047	.210**	.244**	.223**	-.094	.222**	.645**	-						
13. Challenge (T1)†	-.165**	-.033	-.027	.028	-.162**	.381**	.105*	.251**	.231**	.223**	.472**	.114*	-					
14. Hindrance (T1)†	-.109*	-.069	.041	.023	-.173**	.633**	.290**	-.214**	-.092	-.404**	.376**	.139**	.575**	-				
15. Engagement (T1)†	-.124**	.028	-.057	-.023	-.053	-.056	.007	.652**	.362**	.744**	.535**	.299**	.545**	-.168**	-			
16. Balance (T1)†	.015	.021	.002	-.058	.047	-.722**	-.268**	.317**	.147**	.592**	-.233**	-.085	-.208**	-.606**	.297**	-		
17. Work authenticity (T1)†	-.053	.123*	.009	-.036	.064	-.448**	-.188**	.479**	.239**	.646**	.070	.118*	.035	-.400**	.486**	.596**	-	
18. Family authenticity (T1)†	-.078	-.039	-.044	-.014	-.034	-.501**	-.264**	.255**	.211**	.351**	-.176**	-.184**	-.146**	-.370**	.202**	.592**	.555**	-
19. Work performance (T1)	-.064	.182**	-.052	-.064	.059	-.169**	-.285**	.271**	.236**	.317**	.107*	-.007	.181**	-.165**	.359**	.261**	.305**	.215**
20. Family performance (T1)†	.154**	.011	-.075	.062	.067	-.138**	-.236**	.117*	.274**	.071	-.042	-.179**	.035	-.268**	.164**	.199**	.156**	.158**
21. Work type (T1)	.107*	-.017	-.076	-.111*	.056	.004	.130**	.012	.000	.101*	-.020	.092	-.004	-.084	-.015	.101*	.020	.049
22. WFC (T2)†	-.010	-.011	-.069	-.025	-.076	.792**	.393**	-.033	.032	-.256**	.422**	.183**	.382**	.568**	-.010	-.626**	-.319**	-.414**
23. FWC (T2)†	.043	-.017	.052	.000	-.111*	.418**	.765**	.058	-.088	-.050	.269**	.175**	.136**	.302**	.005	-.239**	-.181**	-.226**
24. WFE (T2)†	-.155*	.050	.023	.033	-.040	-.131**	.064	.775**	.431**	.597**	.310**	.175**	.213**	-.210**	.614**	.324**	.411**	.267**
25. FWE (T2)†	-.172**	-.051	-.013	.036	-.008	.012	-.094	.438**	.725**	.260**	.103*	-.091	.247**	-.050	.360**	.132**	.247**	.254**
26. HP (T2)†	-.068	.059	-.021	-.029	.081	-.369**	-.040	.579**	.271**	.887**	.244**	.215**	.165**	-.415**	.691**	.614**	.594**	.381**
27. OP (T2)†	-.026	.015	-.039	-.013	-.057	.394**	.306**	.318**	.102*	.272**	.915**	.590**	.549**	.453**	.503**	-.205**	.065	-.146**
28. Centrality (T2)†	-.020	.035	-.030	-.013	-.011	.162**	.261**	.216**	-.077	.195**	.525**	.801**	.206**	.211**	.306**	-.038	.074	-.162**
29. Challenge (T2)†	-.145**	-.042	-.028	.021	-.108*	.346**	.076	.297**	.278**	.204**	.445**	.134**	.885**	.491**	.542**	-.214**	.169**	-.052
30. Hindrance (T2)†	-.075	-.062	.019	.008	-.119*	.620**	.270**	-.187**	-.064	-.408**	.351**	.134**	.494**	.903**	-.177**	-.630**	-.329**	-.402**
31. Engagement (T2)†	-.114*	.025	-.019	-.010	-.027	-.085	.026	.613**	.324**	.711**	.501**	.269**	.483**	-.160**	.919**	.307**	.456**	.196**
32. Balance (T2)†	.036	.005	.013	-.019	.074	-.654**	-.221**	.232**	.134**	.522**	-.250**	-.068	-.267**	-.585**	.237**	.806**	.409**	.486**
33. Work authenticity (T2)†	-.014	.137**	.026	-.012	.057	-.512**	-.173**	.392**	.198**	.597**	.010	.095*	-.056	-.467**	.459**	.712**	.657**	475**
34. Family authenticity (T2)†	-.011	.042	-.045	.003	.069	-.472**	-.199**	.244**	.183**	.432**	-.114*	-.080	-.204**	-.489**	.227**	.585**	.374**	.574**
35. Work performance (T2)	-.081	.108*	-.055	-.056	.161**	-.287**	-.350**	.264**	.219**	.413**	.130*	-.013	.137*	-.279**	.437**	.329**	.341**	.237**
36. Family performance (T2)†	.201**	.015	-.081	.025	.056	-.136**	-.219**	.093	.229**	.040	-.063	-.135**	.025	-.277**	.186**	.177**	.133**	.160**
37. Work type (T2)†	.104	-.045	-.091	-.109*	.057	-.077	.103	.053	-.001	.141*	.020	.109*	.022	-.050	.036	.157**	.139*	.183**

Note. * $p < .05$; ** $p < .01$; † variables estimated from factor scores with mean of 0 and a standard deviation of 1; sex was coded 0 for women and 1 for men; status was coded 0 for employed full-time and 1 for employed part-time; sector was coded 0 for private sector and 1 for public sector; country was coded 0 for UK and 1 for USA; and work type was coded 0 for onsite workers and 1 for remote workers.

Table S5 (Continued)

Correlations Between Variables

	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
18. Family authenticity (T1)†																		
19. Work performance (T1)	-																	
20. Family performance (T1)†	.214**	-																
21. Work type (T1)	-.083	.009	-															
22. WFC (T2)†	-.154**	-.132**	-.030	-														
23. FWC (T2)†	-.222**	-.252**	.102*	.483**	-													
24. WFE (T2)†	.242**	.086	-.003	-.135**		-												
25. FWE (T2)†	.235**	.230**	-.031	-.029	-.152**	.550**	-											
26. HP (T2)†	.316**	.066	.075	-.356**	-.076	.605**	.291**	-										
27. OP (T2)†	.083	-.068	-.016	.437**	.293**	.304**	.107*	.274**	-									
28. Centrality (T2)†	.003	-.215**	.034	.181**	.240**	.203**	-.123**	.240**	.624**	-								
29. Challenge (T2)†	.190**	.058	-.026	.373**	.093	.206**	.290**	.195**	.514**	.159**	-							
30. Hindrance (T2)†	-.168**	-.247**	.074	.612**	.291**	-.277**	-.074	-.457**	.414**	161**	.563**	-						
31. Engagement (T2)†	.334**	.127**	-.033	-.068	.008	.634**	.359**	.763**	.521**	.313**	.531**	-.204**	-					
32. Balance (T2)†	.214**	.125**	.129**	-.750**	-.292**	.339**	.165**	.626**	-.248**	-.043	-.278**	-.647**	.283**	-				
33. Work authenticity (T2)†	.282**	.083	.011	-.513**	-.219**	.452**	.248**	.686**	-.005	.129**	-.042	-.518**	.508**	.647**	-			
34. Family authenticity (T2)†	.222**	.164**	.092	-.543**	-.253**	.327**	.239**	.513**	-.151**	-.082	-.195**	-.541**	.297**	.660**	.627**	-		
35. Work performance (T2)	.521**	.186**	-.082	-.185**	-.338**	.320**	.237**	.414**	.123*	.025	.149**	-.292**	.453**	.278**	.395**	.272**	-	
36. Family performance (T2)†	.202**	.794**	.000	-.131**	-.274**	.078	.246**	.060	-.053	-.121**	.029	-.290**	.159**	.132**	.126**	.203**	.238**	-
37. Work type (T2)†	-.071	.038	.650**	-.092	.065	.043	-.012	.154**	.070	.121*	-.001	-.071	.020	.186**	.059	.148**	-.063	.018

Note. * $p < .05$; ** $p < .01$; † variables estimated from factor scores with mean of 0 and a standard deviation of 1; sex was coded 0 for women and 1 for men; status was coded 0 for employed full-time and 1 for employed part-time; sector was coded 0 for private sector and 1 for public sector; country was coded 0 for UK and 1 for USA; and work type was coded 0 for onsite workers and 1 for remote workers.

Table S6

Results from the Latent Profile Analysis Models at Times 1 and 2

Model	LL	#fp	Scaling	AIC	CAIC	BIC	ABIC	Entropy	aLMR	BLRT
Time 1										
1 Profile	-2405.940	8	.966	4827.881	4868.428	4860.428	4835.041	Na	Na	Na
2 Profiles	-2180.628	17	1.216	4395.256	4481.419	4464.419	4410.471	.997	< .001	< .001
3 Profiles	-1999.617	26	2.312	4051.235	4183.014	4157.014	4074.505	.940	.544	< .001
4 Profiles	-1885.863	35	1.381	3841.726	4019.120	3984.120	3873.050	.952	.001	< .001
5 Profiles	-1836.213	44	1.372	3760.426	3983.436	3939.436	3799.805	.856	.486	< .001
6 Profiles	-1760.965	53	1.185	3627.931	3896.557	3843.557	3675.365	.864	.178	< .001
7 Profiles	-1723.260	62	1.367	3570.521	3884.763	3822.763	3626.010	.859	.630	< .001
8 Profiles	-1687.989	71	.990	3517.978	3877.836	3806.836	3581.523	.874	.032	< .001
Time 2										
1 Profile	-2267.451	8	1.027	4550.903	4591.450	4583.450	4558.063	Na	Na	Na
2 Profiles	-2100.079	17	1.171	4234.159	4320.322	4303.322	4249.374	.893	< .001	< .001
3 Profiles	-1960.509	26	1.516	3973.018	4104.797	4078.797	3996.288	.925	.169	< .001
4 Profiles	-1877.875	35	1.214	3825.751	4003.146	3968.146	3857.075	.857	< .001	< .001
5 Profiles	-1829.964	44	1.142	3747.927	3950.938	3926.938	3787.307	.886	.002	< .001
6 Profiles	-1781.636	53	1.110	3669.272	3937.898	3884.898	3716.706	.860	.083	< .001
7 Profiles	-1750.783	62	1.100	3625.566	3939.809	3877.809	3681.056	.858	.024	< .001
8 Profiles	-1713.696	71	1.084	3569.393	3929.251	3858.251	3632.937	.857	.048	< .001

Note. LL: Model loglikelihood; #fp: Number of free parameters; scaling: Scaling correction factor associated with robust maximum likelihood estimates; AIC: Akaïke information criteria; CAIC: Constant AIC; BIC: Bayesian information criteria; ABIC: Sample size adjusted BIC; aLMR: Adjusted Lo-Mendel-Rubin likelihood ratio test; and BLRT: Bootstrap likelihood ratio test.

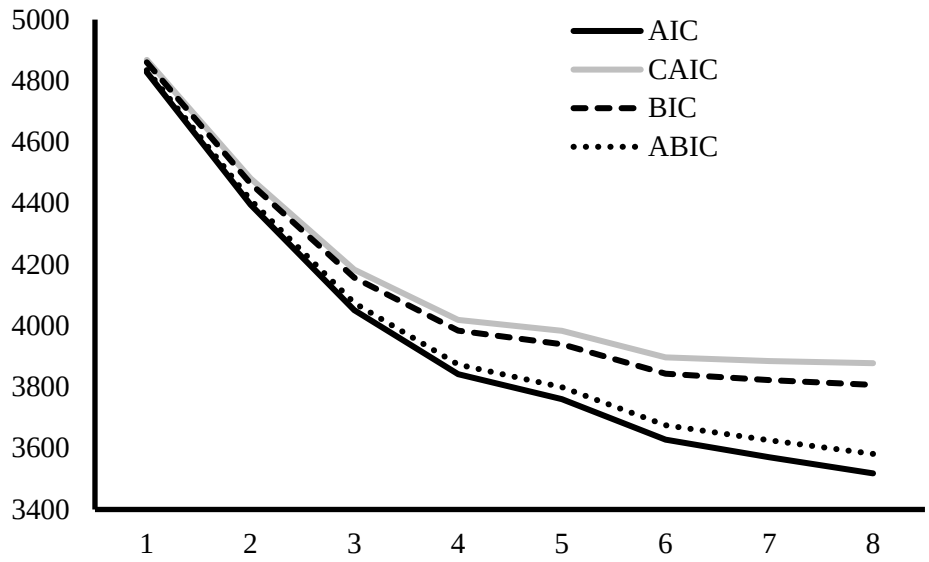

Figure S1

Elbow Plot of the Value of the Information Criteria for Solutions Including Different Numbers of Latent Profiles at Time 1

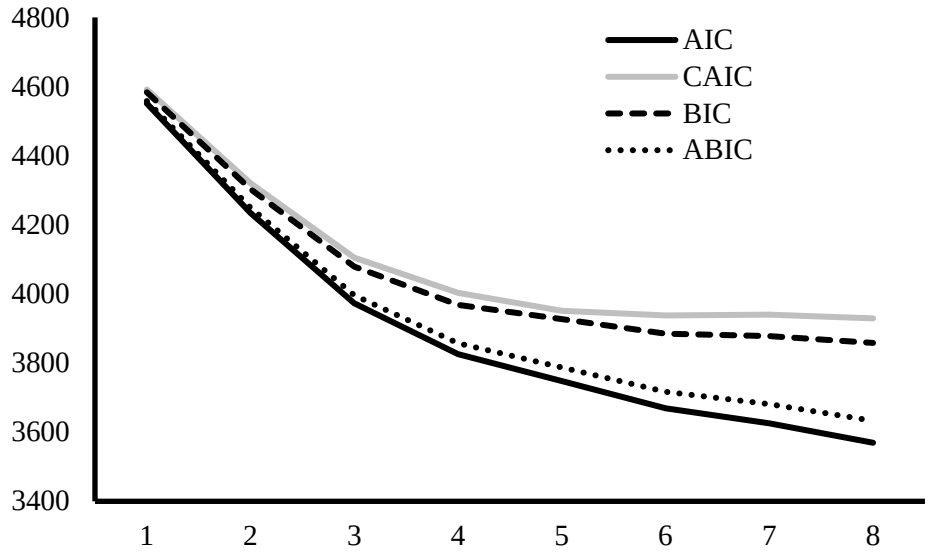

Figure S2

Elbow Plot of the Value of the Information Criteria for Solutions Including Different Numbers of Latent Profiles at Time 2

Table S7

Detailed Parameter Estimates from the Final LPA Solution (Distributional Similarity)

	Profile 1 Mean [CI]	Profile 2 Mean [CI]	Profile 3 Mean [CI]	Profile 4 Mean [CI]	Profile 5 Mean [CI]	Profile 6 Mean [CI]
WFC	.673 [.544; .803]	-.050 [-.281; .181]	-.739 [-.826; -.653]	-.764 [-.774; -.753]	-.745 [-1.059; -.431]	-1.373 [-1.378; -1.368]
FWC	.497 [.361; .633]	.059 [-.231; .349]	-.586 [-.665; -.506]	-.415 [-.422; -.408]	-.613 [-.820; -.406]	-1.159 [-1.164; -1.154]
WFE	-.205 [-.367; -.042]	.632 [.601; .662]	-.413 [-.609; -.216]	.676 [.663; .689]	1.227 [1.040; 1.414]	-.084 [-.461; .293]
FEW	-.116 [-.246; .014]	.296 [.269; .323]	-.344 [-.544; -.143]	.336 [.277; .395]	1.419 [1.371; 1.467]	-.047 [-.478; .384]
	Profile 1 Variance [CI]	Profile 2 Variance [CI]	Profile 3 Variance [CI]	Profile 4 Variance [CI]	Profile 5 Variance [CI]	Profile 6 Variance [CI]
WFC	.616 [.502; .730]	.506 [.361; .650]	.115 [.080; .149]	.001 [.000; .001]	.244 [-.041; .528]	.000 [.000; .000]
FWC	.915 [.793; 1.037]	.628 [.306; .951]	.136 [.113; .159]	.000 [.000; .000]	.224 [.099; .349]	.000 [.000; .000]
WFE	.817 [.685; .948]	.011 [.006; .016]	.862 [.691; 1.033]	.002 [.001; .003]	.176 [.132; .221]	1.375 [.886; 1.863]
FEW	.760 [.603; .916]	.015 [-.020; .050]	.894 [.613; 1.174]	.022 [.003; .042]	.010 [.005; .016]	1.895 [1.009; 2.780]

Note. CI = 95% confidence interval; the profile indicators are estimated from factor scores with a mean of 0 and a standard deviation of 1; Profile 1: *High Conflict*; Profile 2: *High Enrichment*; Profile 3: *Low Conflict and Low Enrichment*; Profile 4: *Low Conflict and High Enrichment*; Profile 5: *Low Conflict and Very High Enrichment*; and Profile 6: *Very Low Conflict*.

Table S8

Classification Accuracy: Average Probability of Membership into Each Latent Profile (Column) as a Function of the Most Likely Profile Membership (Row)

	Profile 1	Profile 2	Profile 3	Profile 4	Profile 5	Profile 6
Time 1						
Profile 1	.971	.016	.013	.000	.000	.000
Profile 2	.084	.883	.034	.000	.000	.000
Profile 3	.109	.009	.877	.000	.004	.001
Profile 4	.001	.016	.010	.974	.000	.000
Profile 5	.052	.000	.030	.000	.918	.000
Profile 6	.000	.004	.002	.000	.003	.990
Time 2						
Profile 1	.956	.018	.023	.000	.004	.000
Profile 2	.067	.876	.057	.000	.000	.000
Profile 3	.121	.006	.869	.000	.003	.000
Profile 4	.000	.009	.001	.990	.000	.000
Profile 5	.054	.000	.033	.000	.913	.000
Profile 6	.000	.018	.004	.000	.002	.976

Note. Profile 1: *High Conflict*; Profile 2: *High Enrichment*; Profile 3: *Low Conflict and Low Enrichment*; Profile 4: *Low Conflict and High Enrichment*; Profile 5: *Low Conflict and Very High Enrichment*; and Profile 6: *Very Low Conflict*.

Table S9

Results from the Latent Profile Analysis Models Estimated Separately Across Groups and Time Points

Model	LL	#fp	Scaling	AIC	CAIC	BIC	ABIC	Entropy	aLMR	BLRT
Onsite Workers: Time 1										
1 Profile	-875.874	8	.964	1767.748	1800.044	1792.044	1766.722	Na	Na	Na
2 Profiles	-757.466	17	1.052	1548.933	1617.561	1600.561	1546.754	.997	< .001	< .001
3 Profiles	-674.250	26	1.238	1400.499	1505.460	1479.460	1397.166	.989	.045	< .001
4 Profiles	-609.684	35	1.356	1289.368	1430.662	1395.662	1284.881	.956	.259	< .001
5 Profiles	-577.682	44	1.484	1243.365	1420.991	1376.991	1237.724	.936	.474	< .001
6 Profiles	-549.176	53	1.032	1204.351	1418.310	1365.310	1197.557	.947	.056	< .001
7 Profiles	-515.695	62	1.004	1155.391	1405.682	1343.682	1147.442	.968	.028	< .001
8 Profiles	-510.003	71	.996	1162.006	1448.682	1377.630	1152.904	.951	.060	< .001
Onsite Workers Time 2										
1 Profile	-617.435	8	1.036	1250.871	1280.401	1272.401	1247.122	Na	Na	Na
2 Profiles	-507.579	17	1.053	1049.157	1111.910	1094.910	1041.192	1.000	.006	< .001
3 Profiles	-457.897	26	1.232	967.795	1063.770	1037.770	955.613	.934	.139	< .001
4 Profiles	-421.284	35	.974	912.568	1041.765	1006.765	896.169	.947	.152	< .001
5 Profiles	-390.963	44	.900	869.925	1032.345	988.345	849.310	.948	.010	< .001
6 Profiles	-370.600	53	.886	847.201	1042.842	989.842	822.369	.909	.588	< .001
7 Profiles	-351.484	62	.980	826.967	1055.831	993.831	797.919	.946	.030	< .001
8 Profiles	-329.687	71	.857	801.373	1063.459	992.459	768.108	.945	1.000	< .001
Remote Workers: Time 1										
1 Profile	-1519.831	8	.953	3056.662	3092.683	3084.683	3059.316	Na	Na	Na
2 Profiles	-1381.040	17	1.315	2796.079	2874.749	2857.749	2803.844	.978	.010	< .001
3 Profiles	-1294.233	26	1.320	2640.467	2760.785	2734.785	2652.342	.974	.115	< .001
4 Profiles	-1227.968	35	1.034	2525.936	2687.902	2652.902	2541.921	.908	< .001	< .001
5 Profiles	-1193.254	44	1.021	2474.507	2678.123	2634.123	2494.604	.828	.005	< .001
6 Profiles	-1161.918	53	1.115	2429.835	2675.099	2622.099	2454.042	.853	.226	< .001
7 Profiles	-1130.653	62	1.157	2385.306	2672.219	2610.219	2413.624	.858	.502	< .001
8 Profiles	-1113.962	71	1.045	2369.925	2698.486	2627.486	2402.353	.888	.008	< .001
Remote Workers Time 2										
1 Profile	-1205.633	8	.975	2427.267	2462.631	2454.631	2429.277	Na	Na	Na
2 Profiles	-1118.079	17	1.059	2270.157	2345.306	2328.306	2274.429	.933	< .001	< .001
3 Profiles	-1034.125	26	1.134	2120.251	2235.185	2209.185	2126.784	.936	< .001	< .001
4 Profiles	-993.546	35	1.109	2057.093	2211.811	2176.811	2065.888	.866	.041	< .001
5 Profiles	-947.443	44	1.070	1982.885	2177.389	2133.389	1993.942	.891	.035	< .001
6 Profiles	-930.284	53	1.152	1966.568	2200.856	2147.856	1979.887	.897	.445	< .001
7 Profiles	-907.537	62	1.084	1939.075	2213.148	2151.148	1954.655	.887	.182	< .001
8 Profiles	-884.874	71	.951	1911.749	2225.607	2154.607	1929.591	.929	.017	< .001

Note. LL: Model loglikelihood; #fp: Number of free parameters; scaling: Scaling correction factor associated with robust maximum likelihood estimates; AIC: Akaïke information criteria; CAIC: Constant AIC; BIC: Bayesian information criteria; ABIC: Sample size adjusted BIC; aLMR: Adjusted Lo-Mendel-Rubin likelihood ratio test; and BLRT: Bootstrap likelihood ratio test.

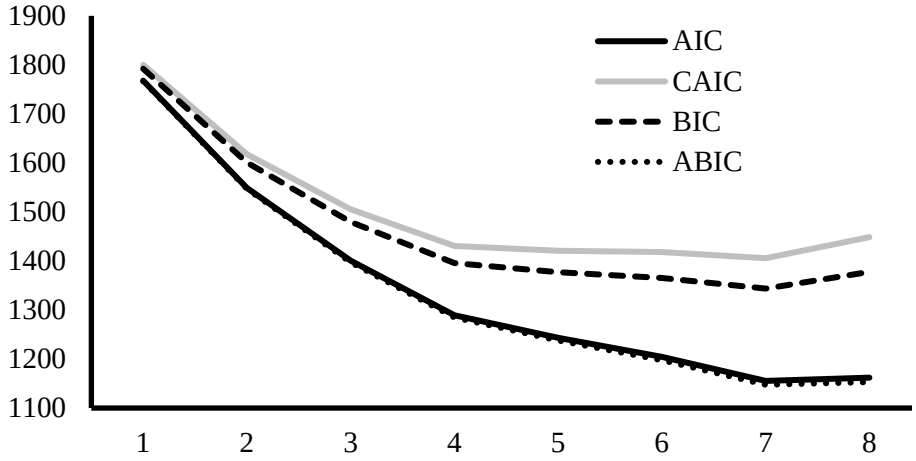

Figure S3a: Onsite Workers, Time 1

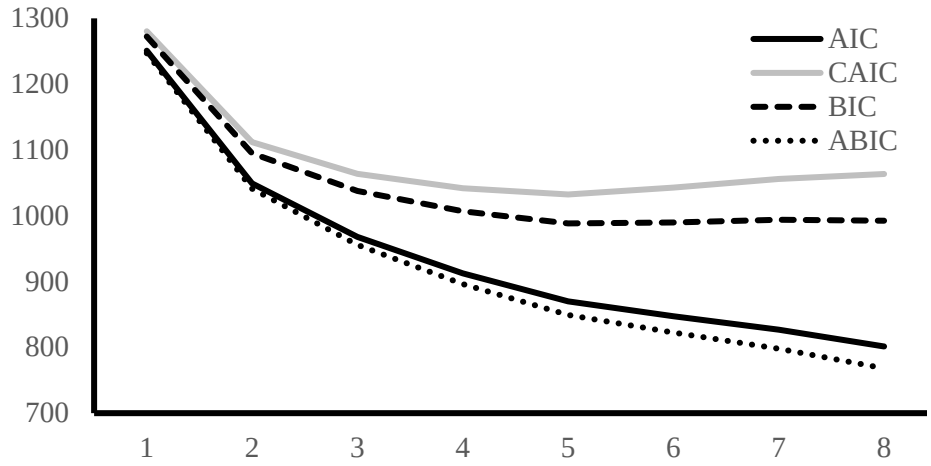

Figure S3b: Onsite Workers, Time 2

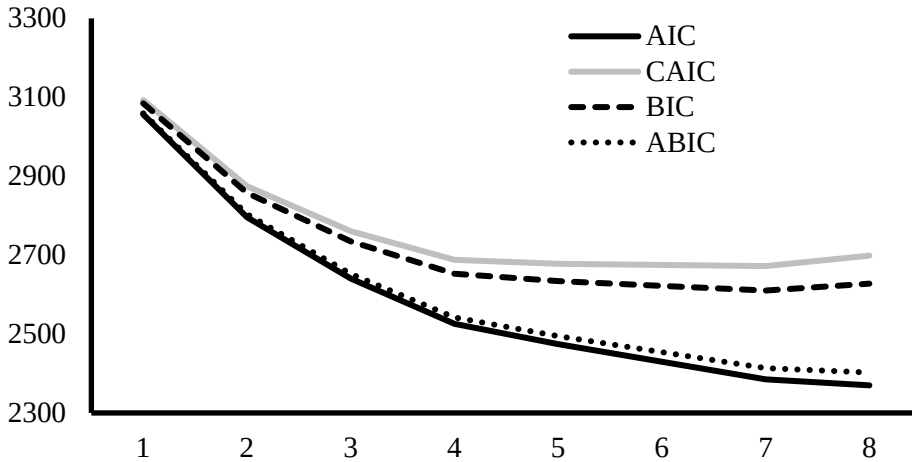

Figure S3c: Remote Workers, Time 1

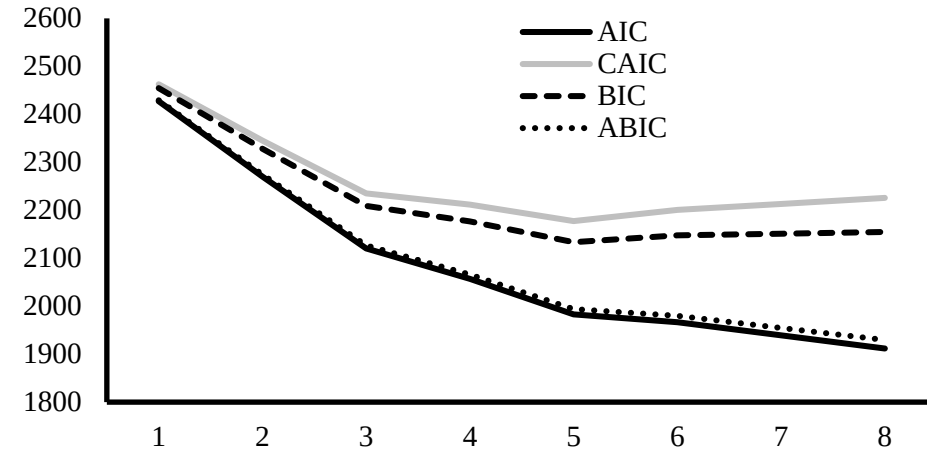

Figure S3d: Remote Workers, Time 2

Figure S3

Elbow Plot for Solutions Estimated Separately among Onsite Workers at Times 1 (S3a) and 2 (S3b) and among Remote Workers at Times 1 (S3c) and 2 (S3d)

Table S10

Results from the Multi-Group Models

Model	LL	#fp	Scaling	AIC	CAIC	BIC	ABIC	Entropy
Multi-Group Tests of Similarity (Time 1)								
Configural Similarity	-2015.852	107	1.036	4245.704	4788.025	4681.025	4341.368	.892
Structural Similarity	-2025.255	83	1.121	4216.511	4637.190	4554.190	4290.795	.881
Dispersion Similarity	-2038.683	59	1.116	4195.367	4494.404	4435.404	4248.171	.863
Distributional Similarity	-2042.356	54	1.181	4192.711	4466.406	4412.406	4241.041	.864
Predictive Similarity: Demographics (Time 1)								
Null Effects Model	-3596.696	26	.973	7245.392	7377.171	7351.171	7268.662	.864
Free Relations with Predictors	-3576.990	76	.975	7305.980	7691.181	7615.181	7374.000	.866
Equal Relations with Predictors	-3588.856	45	.982	7267.712	7495.791	7450.791	7307.987	.865
Predictive Similarity: Predictors (Time 1)								
Null Effects Model	-4464.939	26	1.170	8981.879	9113.658	9087.658	9005.148	.864
Free Relations with Predictors	-4303.367	76	1.085	8758.734	9143.935	9067.935	8826.754	.885
Equal Relations with Predictors	-4337.699	45	1.054	8765.399	8993.478	8948.478	8805.673	.876
Multi-Group Explanatory Similarity (Time 1)								
Free Relations with Outcomes	-5135.015	144	1.1903	10558.030	11287.884	11143.884	10686.909	.935
Equal Relations with Outcomes	-5164.347	108	1.1619	10544.693	11092.083	10984.083	10641.352	.930
Multi-Group Tests of Similarity (Time 2)								
Configural Similarity	-2016.887	107	1.092	4247.774	4790.096	4683.096	4343.538	.873
Structural Similarity	-2041.798	83	1.126	4249.596	4670.275	4587.275	4323.880	.845
Dispersion Similarity	-2060.343	59	1.140	4238.686	4537.723	4478.723	4291.491	.863
Distributional Similarity	-2063.026	54	1.108	4234.053	4507.748	4453.748	4282.382	.860
Predictive Similarity: Demographics (Time 2)								
Null Effects Model	-2843.541	26	.993	5739.083	5864.250	5838.250	5755.775	.861
Free Relations with Predictors	-2806.299	76	.979	5764.598	6130.472	6054.472	5813.392	.875
Equal Relations with Predictors	-2832.527	45	1.003	5755.053	5971.689	5926.689	5783.945	.865
Predictive Similarity: Predictors (Time 2)								
Null Effects Model	-3528.997	26	1.106	7109.995	7235.162	7209.162	7126.688	.861
Free Relations with Predictors	-3380.036	76	1.105	6912.072	7277.946	7201.946	6960.866	.896
Equal Relations with Predictors	-3435.859	45	1.059	6961.719	7178.355	7133.355	6990.610	.871
Multi-Group Explanatory Similarity (Time 2)								
Free Relations with Outcomes	-4066.878	144	1.0653	8421.756	9114.991	8970.991	8514.208	.947
Equal Relations with Outcomes	-4102.203	108	1.1319	8420.406	8940.332	8832.332	8489.745	.933

Note. LL: Model loglikelihood; #fp: Number of free parameters; Scaling: Scaling correction factor associated with robust maximum likelihood estimates; AIC: Akaïke information criteria; CAIC: Constant AIC; BIC: Bayesian information criteria; and ABIC: Sample size adjusted BIC.