



# Psychometric Properties of the Gender Role Conflict – Short Form (GRC-SF) in Straight and Gay Greek Men

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## Abstract

The current study examined the reliability and validity of Gender Role Conflict Scale-Short Form (GRCS-SF) among Greek men, 753 straight and 437 gay men. A multigroup confirmatory factor analysis was conducted on the Greek version of the scale to validate the measurement model across the two groups. Findings revealed a well-fitting model with a stable factorial structure and partial measurement and scalar invariance. The four-factor solution matched the four theoretical GRC domains. However, factor loadings and scores differed between the two groups on almost all domains. Cronbach's  $\alpha$  reliabilities were satisfactory in both groups for both the overall scale and its subscales. Further, population and criterion validity were supported as higher GRC for both straight and gay men predicted lower relationship satisfaction. The Greek-language version of GRC-SF seems to be a valid and reliable tool for future studies.

## Keywords

GRC-SF, psychometric properties, multigroup CFA, Greek straight and gay men

Gender Role Conflict (GRC) is manifested “when rigid, sexist, or restrictive gender roles lead to personal restrictions, devaluation, or violation of others or oneself” (O’Neil, 2008 as cited in O’Neil, 2015, p. 10). To assess GRC, O’Neil et al. (1986) created the Gender Role Conflict Scale that measures four domains of conflict: (a) restrictive emotional expression, called Restrictive Emotionality (RE), (b) excessive focus on success / power / competition (SPC), (c) conflict between work and family relations (CBWFR) and (d) limited emotional expression towards men, called Restrictive Affectionate Behavior Between Men (RABBM) (Berger et al., 2005).



The four domains are key parts in GRC theory. The first domain (RE) describes men's avoidance to express emotions and their monitoring of own emotional states, lest they appear feminine or gay (e.g., [Sánchez et al., 2009](#); [Zurbruggen, 2010](#)). The second domain (SPC) is indicated by the attitudes to seek success and power through competition with mostly other men. CBWFR represents the inability of a person to balance personal and work life; quality of personal spare time and relationships with family and friends are undermined by an overemphasis on work and career. The last key domain is RABBM, which portrays restrictive emotional behavior towards other men, including physical contact, self-disclosure of thoughts and feelings and profound communication, again to avoid being characterized as feminine and gay ([Wester et al., 2007](#)). These domains are the consequence of men's fear of femininity, which affects men's interactions in various social settings ([O'Neil, 2008](#)).

The four domains are assessed using the Gender Role Conflict Scale ([O'Neil et al., 1986](#)) which includes 37 questions. Later, a short version was developed (Gender Role Conflict-Short Form; [Wester et al., 2012](#)) containing 16 questions, four per each domain. The score on both psychometric tools is assessed using the 6-point Likert scale, while the GRC-SF has been translated and validated in 20 languages, with well documented factorial validity (4-factor structure solution; e.g., [Englar-Carlson & Vandiver, 2002](#); [O'Neil et al., 1986](#)), further established by confirmatory factor analysis (CFA; e.g. [Faria, 2000](#); [Herdman et al., 2012](#)) and from acceptable to high internal consistency with an average of good internal consistency  $> .80$  ([O'Neil, 2015](#)).

The aim of the current analysis was to test the validity and reliability of the GRCS-SF translated in Greek in a sample of straight and gay men in separate sampling periods with one year apart. With the use of a sample of men with diverse socio-demographic backgrounds and the different sampling periods, we thus add to the literature on the psychometric properties of the GRCS-SF and tested whether population and criterion validity of the GRCS-SF can be supported. Also, with the use of multigroup CFA for the first time, we tested structural, metric and scalar invariance across straight and gay men. We tested the criterion validity by applying a multiple regression model and hypothesized that the four GRC domains will negatively predict relationship satisfaction, as measured by the Relationship Assessment Scale ([Hendrick, 1988](#)). Relationship satisfaction has been found to be negatively correlated with GRC domains ([Rochlen & Mahalik, 2004](#)), perhaps due to low relationship cohesion (e.g., [Campbell & Snow, 1992](#)) and low levels of interpersonally expressed affect or social intimacy (e.g., [Theodore & Lloyd, 2000](#)).

## Method

### Participants

#### Straight Men

Initially, 774 participants were recruited. Twenty-one participants were excluded. Exclusion criteria consisted of Greek language difficulties, claiming a sexual orientation other than exclusively heterosexual, gender other than male, not being in a current relationship or being in a relationship that had been terminated more than 6 months prior to data collection. The final sample consisted of 753 straight men.

#### Gay Men

Initially, 540 participants were recruited. One hundred and three participants were excluded. Exclusion criteria were the same as for the straight men, apart from claiming a sexual orientation other than exclusively homosexual. The final sample consisted of 437 gay men.

### Measures

The measures employed were the Kinsey scale, the GRC-SF, and the Relationship Assessment Scale (RAS).

#### Kinsey Scale

The sexual orientation of the respondents was assessed through the Heterosexual-Homosexual Rating Scale, more commonly known as the Kinsey Scale (Kinsey et al., 1948). The scale is a seven-point, ranging from 0 (“Exclusively heterosexual”) to 6 (“Exclusively homosexual”). Responses between 1 (“Predominantly heterosexual, only incidentally homosexual”) to 5 (“Mostly homosexual and only occasionally heterosexual”) identify individuals with different levels of same-sex or opposite-sex attraction and sexual behavior in both sexes (Grollman, 2012) and thus were discarded from further analyses.

#### Gender Role Conflict Scale-Short Form

The Gender Role Conflict-Short Form scale (Wester et al., 2012) is based on the primary Gender Role Conflict scale (O’Neil et al., 1986). The Gender Role Conflict Scale-Short Form consists of 16 questions (out of 37 contained in the actual Gender Role Conflict scale) which are categorized into four factors (RE, SPC, CBWFR and RABBM). Responses are collected using a 6-point Likert scale (1 = strongly disagree and 6 = strongly agree). Higher scores indicate higher gender role conflict. For the translation of the tool, we employed the forward-backward translation procedure (Brislin, 1970). The resulting Greek version was first administered to 10 male graduate students who were asked to provide feedback on the ease of understanding the items within the Greek cultural linguistic

context (Swami & Barron, 2019). Any problematic items were discussed until consensus was achieved. For a detailed description of the items in Greek, see the [Appendix](#).

### Relationship Assessment Scale

The Relationship Assessment Scale (Hendrick, 1988) measures relationship satisfaction and consists of 7 questions (e.g., “How good is your relationship compared to most?”). Participants state their satisfaction by using a 5-point Likert scale (1 = not at all and 5 = too much). The reliability of the scale was found satisfactory ( $\alpha = .87$ ; Graham et al., 2011). The scale has also been found to have a high correlation with self-disclosure, commitment, walk-on and altruistic love, and a low correlation with playful love (Hendrick, 1988).

### Demographic Characteristics Questionnaire

Participants were asked to complete a short demographic questionnaire stating their age, gender, sexual orientation, education. Participants were also asked to answer questions about their current or most recent romantic relationship duration.

### Procedure

Gay men were recruited from April to June 2018 and straight men from March to May 2019. The virtual snowball sampling technique was employed (Baltar & Brunet, 2012) via the Google Forms platform. Participants were informed about the purpose of the study and were asked to fill out the informed consent form. They were assured about the anonymity and confidentiality of their responses and the right to withdraw at any time during the procedure in accordance with the Declaration of Helsinki (World Medical Association, 2013). Subsequently, they provided information on their demographics and responded to the study measures. Average participation time was 20 minutes.

### Statistical Analysis

Data were analyzed using the SPSS, Version 26. For conducting the multigroup CFA analysis, a baseline model was initially created for the straight and gay samples separately, without imposing constraints on parameters, in AMOS, Version 26 (Tabachnick et al., 2007). Following assessment of fit of the baseline configural model (configural invariance), a series of constrained models was generated in which equality constraints were imposed upon error covariances, factor loadings (metric invariance) and item intercepts (scalar invariance). Metric invariance and scalar invariance were tested in separate nested models; thus, for comparison of nested models, equality constraints of previous models (e.g., factor loadings) were maintained while additional constraints (e.g., item intercepts) were added to subsequent models. For determining whether the fit of the models was good, the following fit indices and cut-off points were used: the relative/

normed chi-square ( $\chi^2/df < 3.0$ ; Ullman, 2001), the Comparative Fit Index (CFI  $\geq .95$ ; Bentler, 1990), the Root Mean Square Error of Approximation (RMSEA  $\leq .05$ ; Steiger, 1990), and the Bentler and Bonnet's Normed Fit Index (NFI  $> .95$ ; Schumacker & Lomax, 2004). Concurrent validity was tested by two multiple regression models; predictors were the four GRC domains and relationship satisfaction (RS) was the criterion variable. Differences between straight and gay men were examined using an independent samples t-test and chi-square where appropriate; the reliability of the scales was tested with Cronbach's alpha; the cross-scale correlations with the bivariate Pearson correlation analysis and with partial correlation controlling for sexual orientation. For all analyses, alpha level was set at 0.05 (5% error – 95% confidence interval).

## Results

A total of 1,190 participants were included in the study. Table 1 shows the characteristics of the straight and gay men groups. Apart from age and current relationship duration, the two groups differed statistically significant in their educational level (most gay men were holding either a Bachelor or a master's degree), cohabitation (many gay men were living alone) and duration of past relationship ( $32.00 \pm 58.03$  for straight men,  $20.93 \pm 31.23$  for gay men).

**Table 1**

*Demographic Characteristics Presented as Mean  $\pm$  Stand. Deviation or Numbers (%)*

Variable	Straight men, N = 753	Gay men, N = 437	t / $\chi^2$	p
Age, years	28.75 $\pm$ 10.43	29.49 $\pm$ 9.40	-1.23	.218 <sup>a</sup>
<b>Education</b>			22.19	.002 <sup>b</sup>
Less than prim. school	3 (0.4)	0 (0)		
Primary school	4 (0.5)	1 (0.2)		
Junior high school	10 (1.3)	3 (0.7)		
High school	89 (11.8)	38 (8.7)		
After high school educ.	58 (7.7)	48 (11.0)		
Bachelor's degree	483 (64.1)	250 (57.2)		
Master's degree	89 (11.8)	80 (18.3)		
PhD	17 (2.4)	17 (3.9)		
<b>Cohabitation</b>			16.74	.002 <sup>b</sup>
With parents	296 (39.3)	140 (32.0)		
With partner	163 (21.6)	78 (17.8)		
Alone	227 (30.1)	159 (36.4)		
With flat-/roommates	44 (5.8)	45 (10.3)		
None of the above	23 (3.1)	15 (3.4)		

Variable	Straight men, <i>N</i> = 753	Gay men, <i>N</i> = 437	<i>t</i> / $\chi^2$	<i>p</i>
Relationship dur. (now)	58.72 ± 82.18	33.42 ± 44.01	1.13	.261 <sup>a</sup>
Relationship dur. (past)	32.00 ± 58.03	20.93 ± 31.23	3.22	.001 <sup>a</sup>

Note. Relationship dur. = Relationship duration.

<sup>a</sup>Student's *t*-test. <sup>b</sup>Chi-square test.

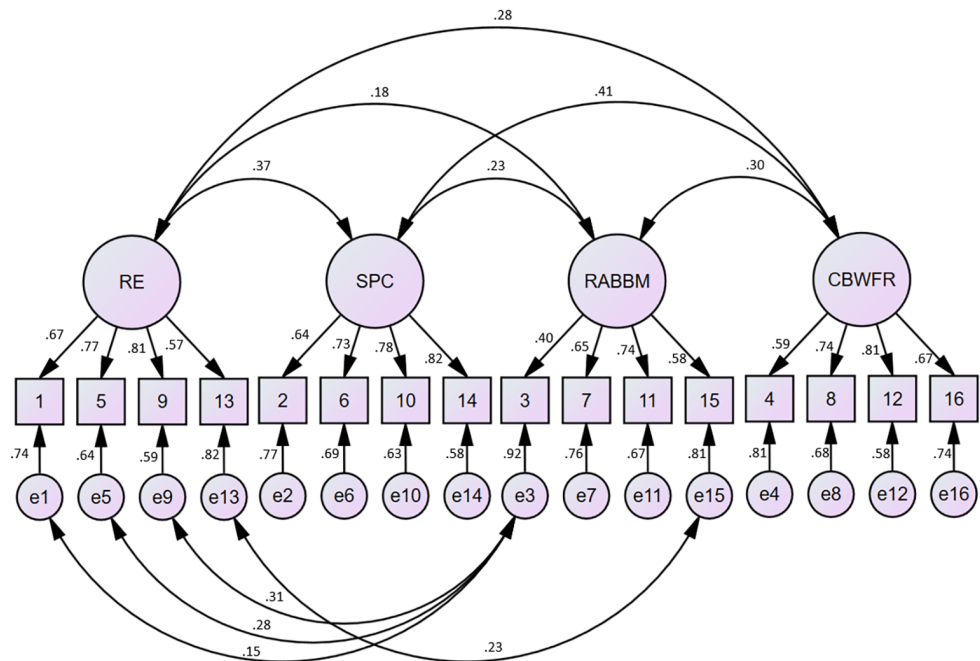
## Validity

### Multigroup Confirmatory Factor Analysis (MCFA)

CFA was conducting to examine the proposed four-factor structure of the GRC-SF. Fit indices showed that the default model was a mediocre fit:  $\chi^2 = 557.41$ ,  $\chi^2/df = 4.31$ , CFI = .94, NFI = .92 and an RMSEA index = .052, 90% CI [.048, .056]. To improve model fit, we proposed four inter-item errors' covariances (Figure 1). The fit indicators for the modified model showed good data-model fit:  $\chi^2 = 184.09$ ,  $\chi^2/df = 2.35$ , CFI = .97, NFI = .95 and an RMSEA index = .034, 90% CI [.030, .038]. This modified model was then used for the multigroup analyses.

Figure 1

The Four-Factor Multigroup CFA Model for Straight and Gay Men



Multigroup analyses were conducted using an unconstrained-constrained approach (using the  $\chi_{diff}^2$ ). First, an unconstrained model was run, which allowed parameters to vary freely. This analysis was followed by examining configural, metric and scalar invariance across groups (i.e., straight and gay men) (Hoyle, 2012).

## Configural Invariance

The configural invariance was examined by fitting the four-factor solution to the data for straight and gay men. In this model, the factor loadings were freely estimated; no parameter estimates were constrained to equality across groups. The data showed a good fit to the data (Table 2). All factor loadings for both groups were significant (Table 3), providing further evidence for configural invariance.

**Table 2**

*Measurement Invariance of the GRC-SF: Model Fit Indices for the Multigroup Models: Sex. Orientation Invariance*

Model / constraints	$\chi^2$	df	$\chi^2/df$	$\Delta\chi^2$	$\Delta df$	CFI	NFI	$\Delta CFI$	RMSEA	$\Delta RMSEA$
Unconstrained	449.32	188	2.39			.96	.94		.034	
Measurement weights	556.53	200	2.78	107.21*	12	.95	.92	-.01	.039	.005
Structural weights	1,286.80	216	5.96	837.48*	28	.84	.81	-.12	.065	.031
Structural covariances	1,391.61	226	6.15	939.59*	38	.83	.80	-.13	.066	.032
Measurement residuals	1,391.61	230	6.05	942.30*	42	.83	.80	-.13	.065	.031

\* $p < .01$

**Table 3**

*Descriptive Statistics and Standardized Factor Loadings From Baseline Models for Straight and Gay Participants (GRC-SF)*

GRC-SF	Straight (n = 753)		Gay (n = 437)	
	Factor loadings	M (SD)	Factor loadings	M (SD)
<b>RE</b>				
Item 1	.67***	2.86 (1.57)	.63***	2.72 (1.46)
Item 5	.77***	2.60 (1.55)	.83***	2.69 (1.44)
Item 9	.81***	2.88 (1.63)	.87***	2.68 (1.53)
Item 13	.57***	3.06 (1.57)	.66***	2.70 (1.51)
<b>SPC</b>				
Item 2	.64***	3.40 (1.57)	.70***	3.24 (1.45)
Item 6	.73***	3.28 (1.58)	.75***	2.82 (1.45)
Item 10	.78***	3.31 (1.61)	.75***	3.95 (1.52)
Item 14	.82***	3.19 (1.65)	.74***	3.06 (1.53)

GRC-SF	Straight ( <i>n</i> = 753)		Gay ( <i>n</i> = 437)	
	Factor loadings	<i>M</i> ( <i>SD</i> )	Factor loadings	<i>M</i> ( <i>SD</i> )
<b>RABBM</b>				
Item 3	.40***	2.85 (1.51)	.64***	1.69 (1.08)
Item 7	.65***	2.93 (1.72)	.77***	2.13 (1.27)
Item 11	.74***	2.45 (1.58)	.62***	1.52 (0.87)
Item 15	.58***	2.29 (1.36)	.70***	2.45 (1.43)
<b>CBWFR</b>				
Item 4	.59***	3.44 (1.58)	.60***	3.75 (1.50)
Item 8	.74***	3.41 (1.64)	.73***	3.11 (1.54)
Item 12	.81***	3.58 (1.63)	.76***	3.09 (1.46)
Item 16	.69***	3.59 (1.54)	.84***	3.56 (1.56)

\*\*\**p* < .001.

## Metric Invariance

Next, the metric invariance was examined by constraining factor loadings to equivalence across straight and gay men groups (Table 2). The metric invariance model did not show a good fit overall, which indicates that response patterns between groups were not equivalent. Because of this, invariance testing of individual factor loadings was performed and was found that factor loadings in all factors, but SPC were different. More specifically, Item 13 (RE factor, “*I do not like to show my emotions to other people*”,  $\chi^2 = 4.32$ ,  $p = .038$ ), Item 8 (CBWFR factor, “*Finding time to relax is difficult for me*”,  $\chi^2 = 333.08$ ,  $p < .001$ ), Item 12 (CBWFR factor, “*My need to work or study keep me from my family or leisure more than I would like*”,  $\chi^2 = 334.70$ ,  $p < .001$ ), Item 16 (CBWFR factor, “*My work or school often disrupts other parts of my life (home, health, leisure, etc.)*”,  $\chi^2 = 338.81$ ,  $p < .001$ ) and Item 11 (RABBM factor, “*Men who touch other men make me uncomfortable*”,  $\chi^2 = 39.56$ ,  $p < .001$ ) was found different between two groups. The rest of the comparisons with the unconstrained model were found invariant ( $p < .05$ ) across groups.

## Scalar Invariance

In the final step, equality constraints on the factor variance were added to the metric invariance model (Table 2). The factor variance invariance model again did not fit well overall, which indicated that straight and gay men groups did not yield the same range on the continuum of GRC-SF scores ( $\Delta RMSEA = .03$  and  $\Delta CFI = -.10$ ). Having examined the GRC-SF scale in terms of scalar invariance, we proceeded to further explore the differences between the two groups.



## Differences Between Straight and Gay Men Across GRC Domains

To examine differences between straight and gay men across GRC domains, four independent samples *t*-tests were conducted. Across all variables, straight men scored higher than gay men with effect sizes ranging from small (.12) to high (.86). Results are shown in Table 4.

**Table 4**

*Independent Samples t-Test for Differences Between Straight (N = 753) and Gay Men (N = 437)*

Variable	Sexual orientation				95% CI	<i>t</i>	<i>df</i>	<i>p</i>	<i>d</i>
	Straight men		Gay men						
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>					
RE	2.85	1.26	2.70	1.21	0.01, 0.30	2.04	1188	.042	.12
SPC	3.29	1.30	3.04	1.20	0.11, 0.40	3.38	970.54	.001	.20
CBWFR	3.50	1.26	3.35	1.22	0.01, 0.30	2.02	1188	.044	.12
RABBM	2.63	1.10	1.94	0.90	0.57, 0.80	11.53	1054.63	<.001	.86

Note. CI = Confidence Interval; *d* = Cohen's *d*.

## Criterion Validity (RAS)

### Concurrent Validity

Two standard multiple regression models were performed for predicting RAS to test for concurrent validity, as both the predictor and criterion data were collected at the same time, separately for straight and gay men (see Table 5).

**Table 5**

*Standard Multiple Regression Models for Predicting RAS Score in Straight and Gay Men*

Predictor	Straight men			Gay men		
	<i>B</i>	<i>SE B</i>	$\beta$	<i>B</i>	<i>SE B</i>	$\beta$
RE	-0.23	.03	-.35***	-0.21	.04	-.29***
SPC	-0.03	.03	-.04	-0.05	.04	-.70
CBWFR	0.05	.02	.07*	< -0.01	.03	< -.01
RABBM	0.05	.03	.06	< -0.01	.05	< .01
<i>R</i> <sup>2</sup>		.12			.11	
<i>F</i>		25.66***			12.97***	

Note. SEB = Standard Error of B.

\**p* < .05. \*\**p* < .01. \*\*\**p* < .001.

Standard multiple regression models showed that both models were statistically significant (Straight men:  $F(4, 748) = 25.66, p < .001, R^2 = .12$ , Gay men:  $F(4, 432) = 12.97, p < .001, R^2 = .11$ ). However, only RE negatively predicted RAS for both straight ( $\beta = -.35, p < .001$ ) and gay men ( $\beta = -.29, p < .001$ ), while CBWFR only negatively predicted RAS in straight men ( $\beta = -.07, p = .045$ ).

## Reliability

### Internal Consistency

Table 6 presents the Cronbach  $\alpha$  coefficients for the four scales of GRC-SF for straight and gay men. All were found satisfactory ( $\alpha > .70$ ), while all inter-item correlations were more than .20 ( $p < .05$ ).

**Table 6**

*Cronbach's Alpha for the GRC Domain Scores*

GRC domain	Straight men	Gay men
RE	.81	.83
SPC	.83	.82
CBWFR	.79	.82
RABBM	.70	.77

### Cross-Scale Correlations

Table 7 shows that for both straight and gay men, correlation coefficients between scales were  $r > .19$ . All correlations were significant at  $p < .001$ . Table 8 shows cross-scale correlations for both groups after controlling for sexual orientation. All correlations were found significant at  $p < .001$ , indicating that GRC-SF has external validity (population), as initially hypothesized. Moreover, sexual orientation does not seem to affect the cross-scale correlations.

**Table 7**

*Cross-Scale Correlations of the Study Variables for Each Sample Separately*

Variable	<i>M</i>	<i>SD</i>	1a	2a	3a	4a	1b	2b	3b	4b
<b>Straight sample</b>										
1a. RE	2.85	1.26	—							
2a. SPC	3.29	1.30	.42***	—						
3a. CBWFR	3.50	1.26	.23***	.26***	—					
4a. RABBM	2.63	1.10	.55***	.37***	.19***	—				

Variable	<i>M</i>	<i>SD</i>	1a	2a	3a	4a	1b	2b	3b	4b
<b>Gay sample</b>										
1b. RE	2.70	1.21					—			
2b. SPC	3.04	1.20					.33***	—		
3b. CBWFR	3.35	1.22					.16***	.21***	—	
4b. RABBM	1.95	0.91					.31***	.35***	.25***	—

\*\*\* $p < .001$ .

**Table 8**

*Cross-Scale Correlations for Both Groups After Controlling for Sexual Orientation*

Variable	<i>M</i>	<i>SD</i>	1	2	3	4
1. RE	2.79	1.24	—			
2. SPC	3.20	1.27	.36***	—		
3. CBWFR	3.45	1.25	.19***	.23***	—	
4. RABBM	2.38	1.08	.38***	.35***	.23***	—

\*\*\* $p < .001$ .

## Discussion

The current study examined the psychometric properties of the Greek translation of GRC-SF in straight and gay men. The results are in line with previous research on the validity properties of the GRCS-SF conducted in various cultural contexts (e.g., García-Sánchez et al., 2018; Komlenac et al., 2018; Levant et al., 2015; Zhang et al., 2015). Generally, the internal structure of the four-factor model is in consonance with the original study by Wester et al. (2012). Specifically, it can be argued that the Greek version of GRCS-SF validly assesses the four different GRC domains among Greek straight and gay men (Levant et al., 2015; Zhang et al., 2015). However, the factor loadings were not found the same. More specifically, Item 13 (“*I do not like to show my emotions to other people*”) seems to define more decisively the RE domain among gay men, possibly signifying a generic restriction in emotional expression resulting from an effort to minimize identity exposure, stress discrimination and its repercussions from a hostile heteronormative majority (for a detailed meta-analytic review, see Pachankis et al., 2020). Item 5 (“*Men who touch other men make me feel uncomfortable*”) appears to be of a greater concern among straight men as a possible threat to their straight identity and their heteronormative attitudes about manhood. Items 8 (“*Finding time to relax it's difficult for me*”) and 12 (“*My needs to work or study keep me from my family or leisure more than I would like*”) the heteronormative pressure exerted upon straight men to conform to the characteristics of the stereotypic competitive male, predominantly for increasing

their mating opportunities (Gorelik & Bjorklund, 2015). Gay men seem to have a similar experience although it is more associated with their personal rather than their family life and family is being treated as merely an aspect of gay men's general life (Item 16: "My work or school often disrupts other parts of my life (home, health, leisure, etc.)") perhaps to avoid negative reactions including parents' and siblings' rejecting behavior (e.g., D'Amico & Julien, 2012; Ryan et al., 2009).

The observed covariance between errors for RABBM Items 3 and 15 and all RE items suggests that for gay men the distinction between restrictive emotionality and restrictive affectionate behavior between men is fuzzy as their sexual orientation by default requires at least some degree of emotional communication and affectionate behavior towards other men. In contrast, for straight men the distinction between RE and RABBM bears meaningful normative significance in the sense that RABBM is more likely to demonstrate their fear that showing affection to other men may be stereotypically miscast as feminine or gay.

Internal consistency of the GRC-SF was acceptable for all scales, with Cronbach's alphas ranging from 0.70 to 0.83 for both straight and gay men. These results correspond to the values reported in the literature, concerning both straight and gay populations in different cultures (see O'Neil, 2015 for a detailed presentation of the studies). Inter-item and item-total correlations indicated that the Greek version of the tool had satisfactory population validity.

In terms of criterion (concurrent) validity, we investigated whether the GRC domains predict relationship satisfaction (RAS). Even though the overall model was found statistically significant, only RE negatively predicted RAS in both populations of straight and gay men. This finding is consistent with the relevant literature, as it has been demonstrated that GRC is negatively correlated with relationship satisfaction (Rochlen & Mahalik, 2004; Wester et al., 2005). Unexpectedly, we found that higher CBWFR predicted higher relationship satisfaction only among straight men. It should also be noted that straight men had the highest score of CBWFR among all four domains and scored higher in this domain than gay men (see Table 2). Conflict between work and family tapped by CBWFR is more intense among straight men possibly because it is more central to the definition of the normative masculine identity (e.g., Meeussen et al., 2016).

## Limitations and Recommendations for the Future Studies

One of the limitations of the study is that it was conducted via Internet (virtual snowball technique). Therefore, both straight and gay men keen with digital skills and familiar with internet platforms were more likely to participate in the study (self-selection). Nevertheless, it is also very likely that a lot of the actual population of straight and gay men in the age of 18 to 40 years participating in the study are indeed familiar with the digital milieu. Our study lacks a test-retest examination of the reliability of the Greek measure with the same population, straight or gay. Albeit the stability of

the measure's structure across time in different populations (straight/ gay) implies that the measure may also possess test-retest reliability features. A stronger demonstration of the measure's validity would be to further examine other forms of validity, such as convergent and discriminant. For example, the measure could be correlated with the Male Role Norms Inventory (McDermott et al., 2019), the Conformity to Masculine Norms Inventory (Burns & Mahalik, 2008) and the Beliefs About Sexual Functioning Scale (Pascoal et al., 2017).

## Implications and Conclusion

There is no research based on the concept of GRC in Greece. There is, however, growing concern in Greece and southern Europe about intimate partner violence and femicides perpetrated by straight men (e.g., Weil et al., 2018; Zara & Gino, 2018). Based on GRC theory and research one could argue that such phenomena are associated with uncontained high GRC (O'Neil, 2015) among the Greek male population. Moreover, recent studies on gender roles in Greece suggest that they are in transition from the more restricted traditional heteronormative masculine and feminine prototypes to more loosely defined ones (Archakis & Lampropoulou, 2015; Mahalik, 2000; Mihail, 2006; Sotiriou et al., 2011). Such transitions are likely to interfere with relationship satisfaction, relationship adjustment and communication between intimate partners (Closson et al., 2020; Pourshahbaz et al., 2020). Greek gay men are confronted with both homonegativity and outright prejudice that interferes with the development of their identity and the prospect of having a well-adjusted life within satisfying relationships. GRC may be one of the internalized factors responsible for their adjustment (Amorello, 2016).

Despite limitations, the Greek version of the GRC-SF can be a valid instrument for research that explores gender role changes in the Greek society. Furthermore, by providing a basic tool for research in this area, research will enlighten our understanding on the consequences of GRC for the functioning of intimate relationships and the psychological well-being of their members, straight or gay. In the long run, the empirical data of such research will encourage interventions to sensitize and educate men and women on the processes that build up gender role conflict and its psychological and interpersonal consequences.

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## Appendix

**Table A**

*The GRC-SF (Greek version)*

No Item	Domain	Description – translation
Item 1	RE	Talking (about my feelings) during sexual relations is difficult for me. <i>Είναι δύσκολο για μένα να συζητάω τα συναισθηματά μου στις σεξουαλικές μου σχέσεις.</i>
Item 2	SPC	I strive to be more successful than others <i>Προσπαθώ συνέχεια να είμαι πιο επιτυχημένος από τους άλλους.</i>
Item 3	RABBM	Hugging someone of the same sex is difficult for me. <i>Είναι δύσκολο για μένα να αγκαλιάζω κάποιον του ίδιου φύλου.</i>
Item 4	CBWFR	Overwork and stress, caused by a need to achieve on the job or in school, affects/ hurts my life <i>Οι υπερβολικές ώρες δουλειάς και το στρες, από την ανάγκη να πετύχω πράγματα στη δουλειά ή τη σχολή, επηρεάζουν/ βλάπτουν τη ζωή μου</i>
Item 5	RE	I have difficulty expressing my emotional needs to my partner. <i>Έχω δυσκολία να εκφράσω τις συναισθηματικές μου ανάγκες στον/στην σύντροφό μου.</i>
Item 6	SPC	Being smarter or physically stronger than other men is important to me <i>Είναι σημαντικό για μένα να είμαι πιο έξυπνος ή σωματικά ισχυρότερος από άλλους άντρες.</i>
Item 7	RABBM	Being very personal with people of the same sex makes me feel uncomfortable <i>Νιώθω άβολα να μιλάω για πολύ προσωπικά πράγματα με άτομα του ίδιου φύλου.</i>

No Item	Domain	Description – translation
Item 8	CBWFR	Finding time to relax is difficult for me <i>Είναι δύσκολο να βρω ελεύθερο χρόνο για χαλάρωση.</i>
Item 9	RE	I have difficulty expressing my tender feelings <i>Έχω δυσκολία να εκφράσω τα τρυφερά μου συναισθήματα.</i>
Item 10	SPC	Winning is a measure of my value and personal worth <i>Το να κερδίζω δείχνει πόση αξία έχω και πόσο «μετράω» προσωπικά.</i>
Item 11	RABBM	Men who touch other men make me uncomfortable <i>Οι άνδρες που αγγίζουν άλλους άνδρες με κάνουν να νοιώθω άβολα.</i>
Item 12	CBWFR	My needs to work or study keep me from my family or leisure more than I would like. <i>Η ανάγκη μου να δουλεύω ή να σπουδάζω μου στερεί πολύ περισσότερο χρόνο από την οικογένειά μου από όσο θα ήθελα.</i>
Item 13	RE	I do not like to show my emotions to other people <i>Δεν μου αρέσει να δείχνω τα συναισθήματά μου σε άλλους ανθρώπους.</i>
Item 14	SPC	I like to feel superior to other people <i>Μου αρέσει να αισθάνομαι ανώτερος από τους άλλους.</i>
Item 15	RABBM	Affection with other men makes me tense. <i>Το να δείχνω συναισθήματα σε άλλους άνδρες μου φέρνει ένταση</i>
Item 16	CBFWR	My work or school often disrupts other parts of my life (home, health, leisure, etc). <i>Η δουλειά μου ή οι σπουδές συχνά παρεμποδίζουν άλλους τομείς της ζωής μου (οικογένεια, υγεία, ελεύθερο χρόνο κλπ).</i>

*Note.* Translations of the four domains in Greek: Restrictive Emotionality = Περιοριστική συναισθηματικότητα; Success, Power, and Competition = Επιτυχία, Ισχύς και Ανταγωνισμός; Restrictive Affectionate Behavior Between Men = Περιοριστική συναισθηματική συμπεριφορά μεταξύ ανδρών; Conflict Between Work and Family Relations Items = Σύγκρουση μεταξύ εργασίας και οικογενειακών σχέσεων.