

# PREDICTING LEISURE SATISFACTION: A COMPARATIVE ANALYSIS OF THE AGENCY AND COMMUNION MODEL WITH THE FIVE-FACTOR MODEL OF PERSONALITY

~ Dave Korotkov & Heather McLean & Lauren Hamilton

Department of Psychology,  
St. Thomas University,  
Fredericton, New Brunswick Canada E3B 5G3

## Abstract

The aim of this study was to determine whether the trait-based five-factor model and the sex-linked characteristics of agency and communion would predict leisure and life satisfaction over and above other established psychosocial leisure variables such as leisure activity, leisure interests, constraints and facilitators of leisure behavior, and domain satisfactions. One hundred and sixty seven students were administered several questionnaires to test the predictions. Overall, the results provided partial support for the hypotheses, indicating that personality was related to both leisure and life satisfaction. Further, conscientiousness, openness to experience, and agency were found to moderate the relationship between leisure activity and satisfaction. The results suggest that both agency and various domains of the five-factor model should be taken into account in future studies of leisure satisfaction.

**Key Words:** leisure, personality, life satisfaction

## Introduction

There are many benefits associated with living a leisurely lifestyle. For example, leisure can be more satisfying than work, as well as a significant antecedent to pleasure and achievement. Further, engaging in leisure behavior may have a positive influence on a variety of other outcomes including physical, emotional, spiritual, and psychological well-being (Gillium, 2006; Schmidt & Little, 2007). In particular, leisure time can be used for work, relaxation, enjoyment, release, recuperation, and therapy (e.g., Wijndaele et al., 2007; Wilkinson & Hansen, 2006). Despite such positive outcomes, one benefit that psychologists have struggled to understand is leisure satisfaction.

### *Predictors of Leisure Satisfaction*

In general, leisure satisfaction refers to the positive perception or feeling that an individual forms, elicits or even gains as a result of engaging in leisure (Beard & Ragheb, 1980). Several variables have been linked to leisure satisfaction, in particular, personality, leisure activity or participation, leisure interest, facilitators and constraints to leisure, as well as various domain related satisfactions.

Numerous authors appear to agree that behavior, in particular leisure, is a reflection or extension of who we are, our traits or internal attributes (e.g., Lu & Kao, 2009a). As such, researchers have linked various general and leisure-specific personality traits including extraversion, neuroticism (Argyle, 1996, p. 136), various other domains within the five-factor model (e.g., Barnett, 2006; Kovacs, 2007), locus of control, shyness, leisure boredom, the self-as-entertainment capacity, and leisure motivation (e.g., Mannell &

Kleiber, 1997) to various leisure experiences including leisure satisfaction. For example, data from a national probability sample in Taiwan suggested that both extraversion (enhancing) and neuroticism (inhibiting) directly impacts leisure satisfaction levels (Lu & Kao, 2009a; see also Kovacs, 2007). In separate moderator analyses (indirect model), Lu and Kao (2009a) also found that extraversion and sensation-seeking influenced the relationship between leisure participation and leisure satisfaction. In this latter analysis, introverts and low sensation-seekers who reported engaging in fewer leisure activities also reported less leisure satisfaction.

Clearly, leisure activity has also been linked to leisure satisfaction. For example, in a study conducted by Lu and Hu (2005) in which sex of participant, personality, and domain satisfactions (e.g., academic) were controlled for, individuals who engaged in more leisure activities also reported higher levels of leisure satisfaction. Other studies suggest that leisure activity also impacts such satisfaction based correlates as mood and happiness (Wijnallele et al., 2006). However, in addition to personality, leisure activity does not account for a large percentage of the variance in leisure satisfaction. Other variables appear to contribute to such variations.

Two other factors contribute to the prediction of leisure satisfaction, those variables that constrain leisure activity and those that facilitate such participative behaviors. Leisure constraints refer to those factors (e.g., few facilities) that limit the cognitive formation of a leisure preference and that also inhibits or prohibits participation or enjoyment in actual leisure activity (Crawford, Jackson, & Godbey, 1991). Conversely,

facilitators (e.g., positive peer influence; Crawford et al., 1991) enable or promote participation or enjoyment (Raymore, 2002). Both factors appear to influence access to and opportunity for participation in leisure activity and subsequent satisfaction.

Leisure interest, or how appealing an activity is, may also be linked to leisure satisfaction (Tsai, 2005). Unfortunately, studies relating leisure interest to satisfaction tend to be few and far in between, inconsistent, or indirect. For example, leisure interest has been studied in relation to health, a variable akin to leisure and life satisfaction. In one study, it was found that interest in leisure activity did not reduce anxiety or depression, although participation did (Wijndaele et al., 2006). Leisure interest has also been found to correlate with a variety of personality variables that are linked to leisure satisfaction and other wellness variables (Wilkinson & Hansen, 2006). For example, openness to explore has been related to artistic quality, while extraversion has been found to be correlated with interests in enterprising and social domains (Costa, McCrae, & Holland, 1984).

Lastly, domain satisfactions, or those cognitive evaluations linked to particular life areas such as school, finances, family, friends, and work, have also been associated with leisure satisfaction. For example, life satisfaction, which may be comprised of various satisfactions, has been directly related to leisure satisfaction (Coyle, Lesnik-Emas, & Kinney, 1994). However, in a different study, leisure satisfaction was not clearly related to various life domain satisfactions (Herzog & Rodgers, 1981). Further research is thus needed to clarify the role of these potentially important relationships.

*Purpose and Hypotheses*

The research of Lu and Hu as well as others suggests that personality may have a role to play in the prediction of leisure (and life) satisfaction. However, it is unclear whether other wellness related personality variables such as openness, conscientiousness, and agreeableness, as well as agency (the tendency towards assertiveness, thinking, problem solving) and communion (being focused on the needs of others; e.g., Helgeson, 1994; see also Mannell & Kleiber, 1997 and Walker, Jackson, & Deng, 2008) may directly (direct effects) or indirectly (moderation model) predict satisfaction. These relationships may be even more tenuous given that in most of these studies, other key variables such as leisure interest, domain satisfactions, constraint and facilitator variables, plus activity, have not been controlled for as possible confounding or intervening variables. Further research is therefore needed to explore these connections in order to advance our precision in predicting leisure satisfaction as well as our conceptual understanding.

Using a questionnaire-based research design, it was hypothesized that the five-factors, in particular extraversion, conscientiousness, agreeableness, emotional stability, and openness to experience, as well as agency and communion, will each moderate the relationship between leisure participation and satisfaction (leisure, life). Specifically, it was predicted that high scores on both the personality moderator and the leisure activity predictor variable will result in higher satisfaction scores.

## Method

### *Participants and Procedure*

One hundred and sixty seven students ( $n_{\text{women}} = 122$  and  $n_{\text{men}} = 45$ ; mean age = 21,  $SD = 3.93$ ) were recruited from introductory psychology and upper level classes. All questionnaires and consent forms were administered in both lab and classroom settings.

### *Materials*

(1) *Extended Personal Attribute Questionnaire* (EPAQ; Spence, Helmreich, & Holahan, 1979): The 40-item EPAQ was used to measure both agency and communion. Participants were instructed to indicate where they fall on a 1 to 5 scale of opposing traits (e.g., 1 = "Not at all emotional" to 5 = "Very emotional").

(2) *The Ten-item Personality Inventory* (TIPI; Gosling, Rentfrow, & Swann, 2003). The TIPI is comprised of 10 items, with two adjective statements measuring each of the five factors (e.g., conscientiousness; "Dependable, self-disciplined" and "Disorganized, careless"). Each item is rated on a 7-point scale (1 = *Strongly disagree* to 7 = *Strongly Agree*).

(3) *The Leisure Satisfaction Scale* (LSS; Beard & Ragheb, 1980). The 24-item LSS measures the degree to contentment with one's leisure life. Each item (e.g., "My leisure activities are very interesting to me") is rated on a 5-point scale (1 = *almost never true* to 5 = *always true*). Although subscales scores are available, only the total leisure score analyses are reported herein.

(4) *Nottingham Leisure Questionnaire and Leisure Interest* (NLQ, expanded;

Drummond, Parker, Gladman, & Logan, 2001). The NLQ is a 35-item (e.g., “walking,” “gardening”) questionnaire with a 3 - point scale (0 = *Never*, 1 = *Occasionally*, and 2 = *Regularly*). To enhance the construct validity of the measure, several items were added that are relevant to a student population (e.g., “residence activities.” Leisure interest was measured by a 2-point scale (*Yes* or *No*) for each of the NLQ items, in response to the following statement: “Are you interested in the following.”

(5) *Student Life Satisfaction Scale*: A 7-item questionnaire assessing student life satisfaction (e.g., “I am satisfied with my friendships”) was developed (see Huebner (1997). Each item is rated on a 7-point scale (1 = *strongly disagree* to 7 = *strongly agree*). A total life satisfaction score and separate domain scores were used.

(6) *Constraint and Facilitator Questionnaires* (see Hultsman, 1992): Based on Hultsman’s constraint items, a 14-item constraint measure (e.g., “I had no way to get there”) as well as a 10-item facilitator measure (e.g., “It was affordable”) was developed (1 = “strongly disagree” to 7 = “strongly agree”).

(7) *Demographics Questionnaire*: Participant age, gender, as well as other basic information (e.g., birth order) were queried for.

## Results

### *Descriptive Statistics*

The means, standard deviations, and alpha coefficients are presented in Table 1 (a copy of the correlation matrix is available from the first author). As Table 1 indicates, all variables were found to be fairly reliable with the exception of conscientiousness and

agreeableness. Given the results that follow, the magnitude of these coefficients appears to have had little negative impact.

Table 1: *Descriptive statistics for the study variables*

---

| Variables                      | Mean  | Standard Deviation | Alpha<br>( $\alpha$ ) |
|--------------------------------|-------|--------------------|-----------------------|
| 1. Agency                      | 27.04 | 4.85               | .74                   |
| 2. Communion                   | 31.63 | 4.13               | .78                   |
| 3. Openness to Experience      | 10.80 | 2.32               | .61                   |
| 4. Conscientiousness           | 10.54 | 2.30               | .47                   |
| 5. Extraversion                | 9.31  | 2.91               | .74                   |
| 6. Agreeableness               | 10.20 | 2.04               | .44                   |
| 7. Emotional Stability         | 8.96  | 2.67               | .70                   |
| 8. Leisure Interest            | 53.34 | 5.57               | .79                   |
| 9. Leisure Activity            | 35.29 | 9.99               | .85                   |
| 10. Leisure Constraints        | 38.68 | 13.54              | .85                   |
| 11. Leisure Facilitators       | 53.16 | 6.78               | .70                   |
| 12. Total Leisure Satisfaction | 3.68  | .54                | .91                   |
| 13. Life Satisfaction          | 32.50 | 5.70               | .81                   |

---

*Note.* High scores on each of the variables reflect higher levels of that construct.

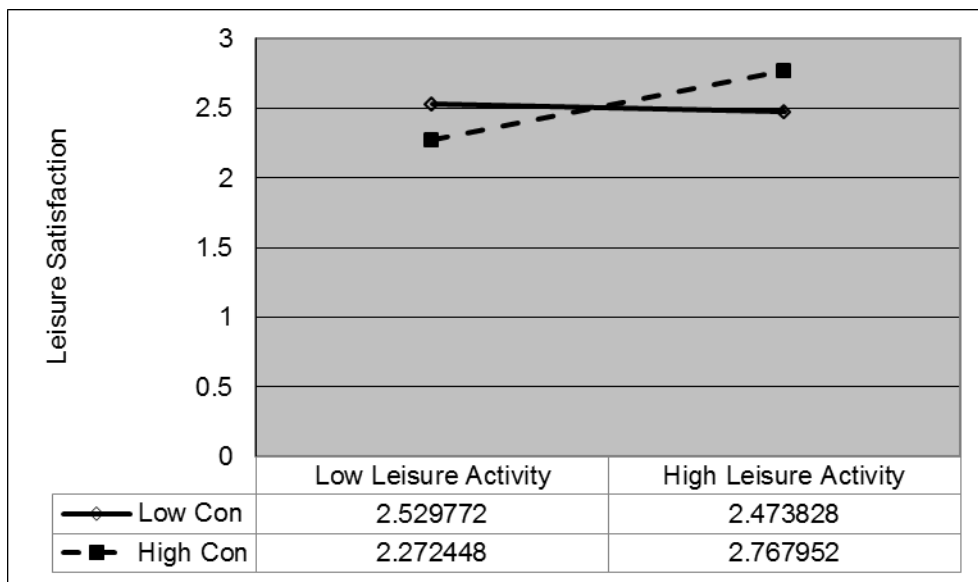
*Moderated Multiple Regression Analyses*

The data were analysed using hierarchical multiple regression with total leisure satisfaction and life satisfaction serving as the criteria. To minimize the impact of multicollinearity, each of the personality (agency, communion, five factors) and leisure activity variables were first centered or linearized by subtracting the respective means from the individual scores. These deviation scores were then entered into the regression equations in the following order: leisure interest, leisure facilitators, leisure constraints, separate domain satisfactions (Step 1), leisure participation, personality (Step 2), and the personality by leisure participation product terms (Step 3). A significant  $R^2$  change ( $\Delta R^2$ ) in the product-term indicates that personality moderated the relationship between leisure participation or activity and leisure/life satisfaction. To minimize model overfit and to conserve statistical power, sex, age, and other demographic variables unrelated to leisure and life satisfaction, were omitted from all regression analyses. The constraint variable as well as one item from the life satisfaction measure ("I am satisfied with my family life"), were also left out from the leisure satisfaction analyses given their nonsignificant correlations. For the life satisfaction analyses, the constraint but not the domain satisfaction measure, was also removed.

(1) *The Five-Factor Model*. Examination of the regression output indicated that when leisure satisfaction was the criterion, the leisure facilitator measure ( $\beta = .25, p < .001$ ) and

the leisure activity construct ( $\beta = .19, p < .05$ ) were significant in predicting the leisure satisfaction outcome. A marginally significant effect for the openness to experience measure ( $\beta = .13, p < .10$ ) and a significant conscientiousness by leisure activity interaction term ( $\Delta R^2 = .05; p < .05; R^2 = .40; \text{statistical power}_{\text{PostHoc}} = 1.00$ ; Faul, Erdfelder, Buchner, & Lang, 2009) were also found. To explore the nature of the interaction, the approach suggested by Cohen, Cohen, West, and Aiken (2003, p. 269) was adopted (plus and minus 1 SD from the mean; see Figure 1). As Figure 1 indicates, highly conscientious individuals who participated more regularly in leisure activity, relative to those who self-described as less conscientious, were more likely to experience greater levels of leisure satisfaction.

Figure 1. Predicted scores for the interaction between conscientiousness and leisure activity with leisure satisfaction as the criterion.



Moderation effects were also tested for in relation to life satisfaction. For this analysis, the domain satisfactions were removed and replaced with the leisure satisfaction measure. Examination of the output indicated significant direct effects for leisure satisfaction ( $\beta = 18, p < .05$ ), conscientiousness ( $\beta = .20, p < .01$ ), extraversion ( $\beta = .24, p < .01$ ), and emotional stability ( $\beta = .33, p < .001$ ). Significant interaction effects were also found for conscientiousness and openness to experience ( $\Delta R^2 = .06, p < .05$ ;  $R^2 = .40$ ; statistical power<sub>PostHoc</sub> = 1.00). Once again the predicted scores for these interactions were plotted (see Figures 2a and 2b). Interestingly, as Figure 2a suggests, open individuals who regularly engaged in more leisure activity, relative to those less open, were also more likely to report less satisfaction with various aspects of their lives. Figure 2. Interaction between openness (Figure 2a) and conscientiousness (Figure 2b) in relation to leisure activity and life satisfaction.

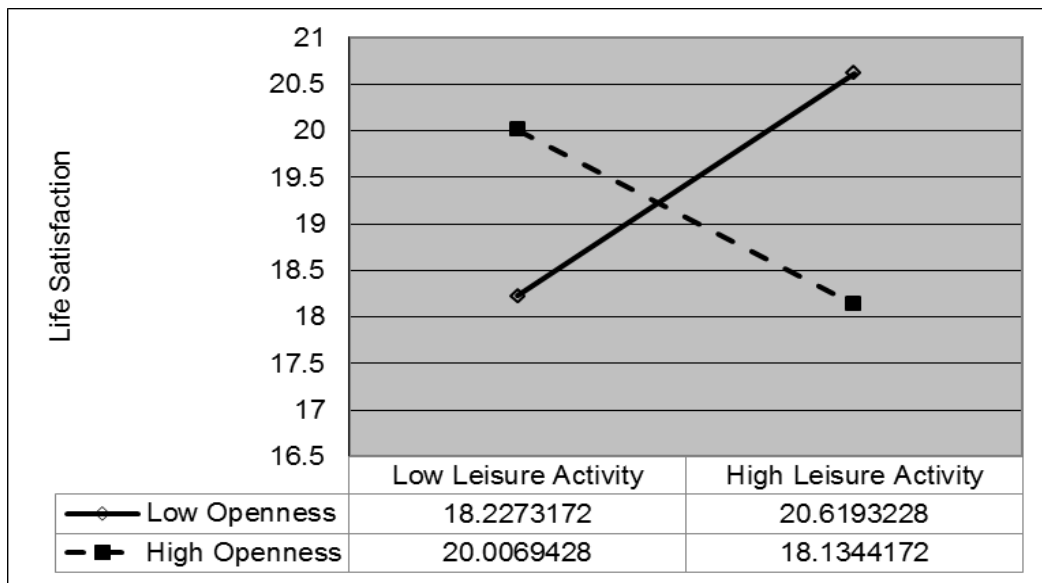


Figure 2a

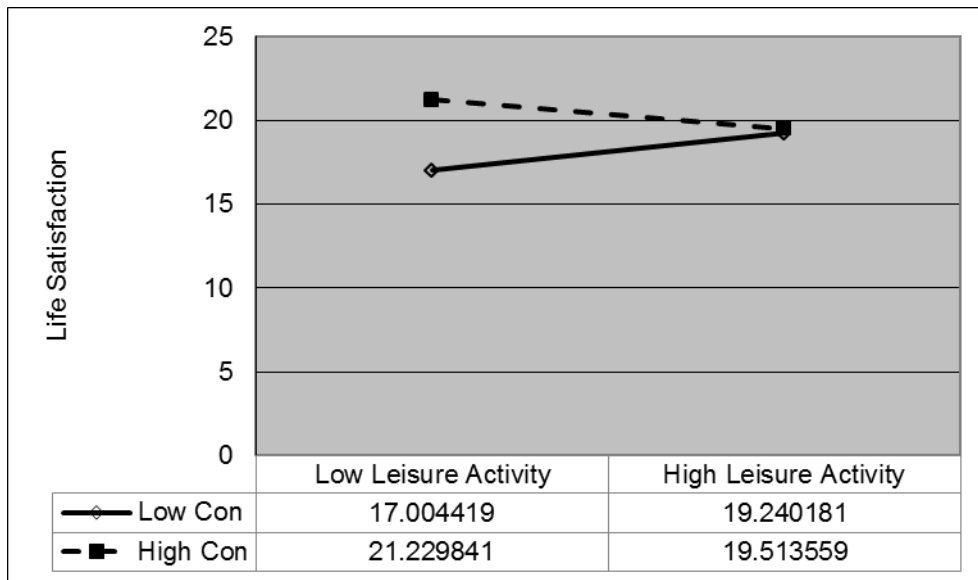
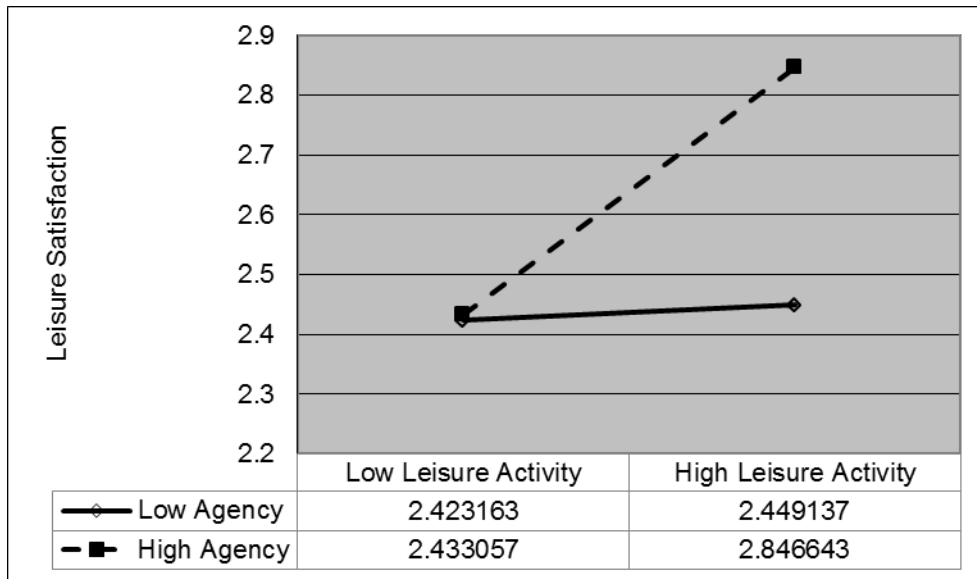


Figure 2b

In addition, those self-described as more conscientious and who engaged in activities less regularly, reported higher levels of life satisfaction relative to those less conscientious (Figure 2b).

(2) *Agency and Communion*. When leisure satisfaction was regressed on the predictors, the leisure facilitator variable ( $\beta = .26, p < .001$ ), friendship satisfaction ( $\beta = .22, p < .05$ ), leisure activity ( $\beta = .20, p < .05$ ), agency ( $\beta = .19, p < .05$ ), and the agency by leisure activity interaction ( $\Delta R^2 = .03, p < .05$ ) were all found to be significant ( $R^2 = .37$ ; statistical power<sub>PostHoc</sub> = 1.00). Overall, agentic individuals who regularly participated in various leisure activities were found to express more satisfaction with their leisure life, unlike those less agentic (Figure 3).

Figure 3. Interaction between agency and leisure activity with leisure satisfaction as the criterion.



In the last analysis (life satisfaction), the domain satisfaction variables were omitted and substituted with the leisure satisfaction predictor. When the analysis was run, agency ( $\beta = .47, p < .001$ ) was found to be the only significant variable ( $R^2 = .31$ ; statistical power<sub>PostHoc</sub> = 1.00). A marginal effect was found for leisure satisfaction ( $\beta = .14, p < .10$ ).

### Discussion

The results from this study suggest that the five-factor model as well as agency may have a role to play in helping theorists, researchers, and clinicians understand the complex nature of leisure. For example, conscientiousness was found to moderate the leisure activity to leisure and life satisfaction relationships, albeit in both expected and unexpected ways. In particular, conscientious individuals who engaged in regular

physical activity across a range of activities tended to report being more satisfied with their leisure lifestyle relative to those less conscientious. Indeed, it may be that conscientious individuals, given their ability to plan and organize events may be more adept or able to engage in various social, asocial, and physical activities. The relationship between conscientiousness, activity, and life satisfaction is perplexing given that at low levels of leisure participation they were found to be more satisfied with life than those less conscientious. One explanation is that under regular levels of leisure activity there is less chance of impacting other 'dissimilar' domain satisfactions such as friendships and family life than, for example, school experience satisfaction and overall satisfaction. At low levels of activity, conscientious individuals are more likely to have time to enjoy other aspects of life. In any case, these findings are in keeping with a growing body of literature linking conscientiousness to various health related constructs such as stress, health behavior, and wellness (e.g., Hagger-Johnson & Whiteman, 2007).

Openness was also found to impact the leisure activity and life satisfaction relationship. At first glance, the finding that open individuals self-reported less life satisfaction than less open persons under high activity levels is counter intuitive. That is, open individuals tend to be more creative, philosophical, engage in more novelty seeking, and in general, are more willing to accept a variety of emotional and behavioral experiences. Thus, one might expect open individuals who engage in more activities on a regular basis to be more satisfied with life. However, it appears that there

may be a threshold in which too much open behavior may lead to more problems than not. Thus, for open individuals, regular exposure to such activities as pubbing may create more health or wellness difficulties than at less consistent and optimal levels. Indeed, at lower participation levels, open individuals reported greater levels of life satisfaction than those less open.

It was also found that agentic participants tended to report greater levels of leisure satisfaction under regular and varied activity relative to those less agentic. Somewhat akin to conscientiousness, agentic individuals tend to be independent, active, self-confident, persistent, and are also able to hold up well to pressure (Spence et al., 1979). Thus, it may be that given their active nature, they are more likely to create a necessary congruency with leisure participation that impacts subsequent leisure satisfaction levels (see Melamed, Meir, & Samson, 1995).

To help explain the personality and leisure experience connection, several *informal* and *formal* psychological *benefit* theories have been developed. These include, the Pleasure-Relaxation Theory, Need Compensation Theory, Personal Growth Theory, the Keep Idle Hands Busy Theory, Identity Formation and Affirmation Theory, the Buffer and Coping Theory, and the Activity and Substitution Theory (Mannell & Kleiber, 1997, p. 282). According to Mannell and Kleiber, a number of these theoretical models can operate at any given time to account for the link between leisure and well-being. In general, many of these theories suggest that barring any leisure based constraints, a given individual is free to choose an activity (e.g., agency) that will benefit their health

and well-being. To some degree, the freedom to choose may foster personal- or self-determination as well as control (a correlate of conscientiousness), factors critical to wellness (e.g., satisfaction).

*Implications, Limitations, and Suggestions for Further Research*

While some studies have linked such variables as extraversion, neuroticism, and sensation-seeking to the leisure activity and leisure satisfaction relationship (e.g., Lu & Kao, 2009a, 2009b), it should be clear that the findings we report pertaining to conscientiousness, openness to experience, as well as agency, may also help to broaden our understanding of the nomological network underlying leisure satisfaction. Up until this point in time, little data existed concerning personality's role in the prediction of leisure satisfaction. The results from this study assist in the building of this network. The findings also suggest that, pending replication, certain individual behaviors (e.g., conscientious, agentic, open) that are related to activity and satisfaction, may benefit those within the clinical context. For example, such nuanced findings as the open individuals' tendency to be less satisfied under regular levels of participation, may suggest a particular therapeutic regimen geared to balance or moderation for those assessed as 'too' open. A similar prescription may be advocated for the highly conscientious.

The usual caveats surrounding correlational data should also be noted, that is, direction of causality and other confounding or third variable influences. Clearly, these findings should be replicated using a different methodology (e.g., prospective design,

diary based study). As alluded to, a more reliable and broader measure of the five factors (e.g., conscientiousness, agreeableness) would be useful in future studies as well as a greater understanding of the mediating mechanisms underlying the personality to leisure satisfaction relationship. The findings from the present study suggests some potential avenues for further exploration, such as those factors that both facilitate and constrain leisure, as well as leisure interest.

This research set out to explore the impact of personality, as well as other leisure based constructs, on leisure (and life) satisfaction. The findings strongly suggest that further research linking the five-factor model as well as agency and communion, to a variety of leisure based constructs would be of benefit to theorists, clinicians, and researchers who wish to further the role of psychology in our understanding of the leisure experience. Indeed, psychology has much to contribute.

## References

- Argyle, M. (1996). *The social psychology of leisure*. Harmondsworth: Penguin.
- Barnett, L.A. (2006). Accounting for leisure preferences from within: The relative contributions of gender, race or ethnicity, personality, affective style, and motivational orientation. *Journal of Leisure Research*, 38, 445-474.
- Beard, J., & Ragheb, M.G. (1980). Measuring leisure satisfaction. *Journal of Leisure Research*, 12, 20-33.
- Cohen, J., Cohen, P., West, S.G., & Aiken, L.S. (2003). *Applied multiple regression/correlation analysis for the behavioral sciences*. Mahwah, NJ: Lawrence Erlbaum Associates, Publishers.
- Costa, P., McCrae, R., & Holland, J. (1984). Personality and vocational interests in adulthood. *Journal of Applied Psychology*, 69, 390-400;
- Coyle, C., Lesnik-Emas, S., & Kinney, W. (1994). Predicting life satisfaction among adults with spinal cord injuries. *Rehabilitation Psychology*. 39, 95-112.
- Crawford, D., Jackson, E., & Godbey, G. (1991) A hierarchical model of leisure constraints. *Leisure Sciences*, 13, 309-320.
- Drummond A. E. R., Parker C. J., Gladman J. R. F., & Logan P. A. (2001). Development and validation of the Nottingham Leisure Questionnaire (NLQ). *Clinical Rehabilitation*, 15, 647-656.
- Faul, F., Erdfelder, E., Buchner, A., & Lang, A.-G. (2009). Statistical power analyses using G\*Power 3.1: Tests for correlation and regression analyses. *Behavior Research Methods*, 41, 1149-1160.
- Gillium R. (2006). Frequency of attendance at religious services and leisure-time physical activity in American women and men: The third national health and nutrition examination survey. *Religiousness and Physical Activity*, 31, 30-35.
- Gosling, S. D., Rentfrow, P. J., & Swann, W. B., Jr. (2003). A very brief measure of the Big Five personality domains. *Journal of Research in Personality*, 37, 504-528.

- Hagger-Johnson, G.E., & Whiteman, M.C. (2007). Conscientiousness facets and health behaviors: A latent variable modeling approach. *Personality and Individual Differences, 43*, 1235-1245.
- Helgeson, V. S. (1994). Relation of agency and communion to well-being: Evidence and potential explanation. *Psychological Bulletin, 116*, 421-428.
- Hultsman, W. (1992). Constraints to activity participation in early adolescence. *Journal of Early Adolescence, 12*, 280-299.
- Kovacs, A. (2007). The leisure personality: Relationships between personality, leisure satisfaction, and life satisfaction. *Dissertation Abstracts International, 68*(5-A), 2168.
- Lu, L., & Hu, C. (2005) Personality, leisure experiences and happiness. *Journal of Happiness Studies, 6*, 325-342.
- Lu, L., & Kao, S. (2009a). Direct and indirect effects of personality traits on leisure satisfaction: Evidence from a national probability sample in Taiwan. *Social Behavior and Personality, 37*, 191-192.
- Lu, L., & Kao, S. (2009b). Leisure participation and leisure satisfaction: Moderating effects of personality traits. *Journal of Sport and Recreation Research, 3*, 1-11.
- Mannell, R.C., & Kleiber, D.A. (1997). *A social psychology of leisure*. State College, PA: Venture Publishing, Inc.
- Melamed, S., Meir, E.I., & Samson, A. (1995). The benefits of personality-leisure congruence: Evidence and implications. *Journal of Leisure Research, 27*, 25-40.
- Raymore, L. (2002). Facilitators to leisure. *Journal of Leisure Research, 34*, 37-51.
- Schmidt, C., & Little, D. (2007). Qualitative insights in leisure as a spiritual experience. *Journal of Leisure Resource, 39*, 222-247.
- Spence, J., Helmreich, R., & Holahan, C. (1979). Negative and positive components of psychological masculinity and femininity and their relationships to self-reports of neurotic and acting out behaviours. *Journal of Personality and Social Psychology, 37*, 1673-1682.

- Tsai, E. (2005) A cross-cultural study of the influence of perceived positive outcomes on participation in regular active recreation: Hong Kong and Australian university students. *Leisure Sciences*, 27, 385-404.
- Walker, G.J., Jackson, E.L., & Deng, J. (2008). The role of self-construal as an intervening variable between culture and leisure constraints: A comparison of Canadian and mainland Chinese university students. *Journal of Leisure Research*, 40, 90-109.
- Wijndaele, K., Matton, L., Duvigneaud, N., Lefevre, J., Bourdeaudhuij, I., Duquet, W., Thomis, M., & Philippaerts, R. (2007). Association between leisure time physical activity and stress, social support and coping: A cluster-analytical approach. *Psychology of Sport and Exercise*, 8, 425-440.
- Wilkinson, T., & Hansen, J. (2006). The relationship among leisure interests, personality traits, affect and mood. *Measurement and Evaluation in Counseling and Development*, 39, 31-41.

### **Acknowledgements**

The authors would like to thank Tom Blaschko (Idyll Arbor, Inc) for granting us permission to use the leisure satisfaction measure in our research.