Electronic Supplementary Material for

Table S1

Constructs Assessed in the Validation Study and their Expected Relationships with Motive-oriented Tactics

Construct	Source	Sample Item	Expected Relationships
General Boundary Work Tactics	Carlson et al., 2016	Temporal: While at home, I manage my time to keep work demands out of family. Physical: When I'm at home or with family, I leave work matters at work so that I can focus on my family. Behavioral: While at home, I use technology to help facilitate keeping family responsibilities separate from work responsibilities. Communicative: I communicate clearly to my co-workers/supervisor that I prefer not be distracted by work demands while I'm at home.	Positive correlations with the three-motive oriented tactics
Segmentation Preferences	Kreiner, 2006	I prefer to keep work life at work.	Positive correlations with the three motive-oriented tactics varying in size, with restrictive tactics showing the lowest correlation, preventive tactics showing a medium correlation, and rejecting tactics showing the highest correlation
Segmentation Enactment	Powell & Greenhaus, 2010	I keep work life at work.	Positive correlations with the three motive-oriented tactics varying in size, with restrictive tactics showing the lowest correlation, preventive tactics showing a medium correlation, and rejecting tactics showing the highest correlation
Satisfaction with Work-life Balance	Valcour, 2007	How satisfied are you with the way you divide your attention between work and home?	Positive correlations with the three-motive oriented tactics

Table S2

Factor Loadings for Motive-oriented Types of Tactics from EFA (28 Items)

Items	Preventive	Restrictive	Rejecting
I use different phone numbers for work-related matters and for personal matters.	.56		
I use different email accounts for work-related matters and for personal matters.	.45		
I use different ICT for work-related matters and for personal matters.	.53		
I indicate to my work contacts via my status (e.g., online or absent) when I am available in my leisure time and when I am not.	.41		
I inform my work contacts by means of absence notes that I am not available during my leisure time.	.57		
I communicate to customers or colleagues that I prefer not to be contacted via ICT in my leisure time for work-related matters.	.57		
I communicate to supervisors that I prefer not to be contacted via ICT in my leisure time for work-related matters.	.61		
I communicate to my work contacts that in my leisure time, contact via ICT is only possible in an emergency.	.52		
In my leisure time, I limit myself to certain ICT (smartphone only, laptop only, etc.) for receiving and editing work-related messages.		.45	
SR tec2 In my leisure time, I put away ICT on which I am contacted professionally at certain times (e.g., during certain social interactions, sports, dinner).		.53	
In my leisure time, I limit myself to using written messages (no phone calls) for work-related communication because it gives me flexibility in determining how and when to respond.		.61	
In my leisure time, I mute work-related messages on my ICT.*		.42	(.37)
In my leisure time, I turn off ICT on which I am contacted professionally or put it in flight mode at certain times (e.g., during certain social interactions, sports, dinner).*		.49	(.34)
In my leisure time, I turn off push notifications for work-related messages.*		.42	(.39)

Table S2 (continued)

Items	Preventive	Restrictive	Rejecting
In my leisure time, I limit work-related ICT use to certain time slots.		.67	
In my leisure time, I check work-related messages only at certain times.		.57	
In my leisure time, I limit the work-related use of ICT to a certain duration.		.73	
In my leisure time, I decide whether to take work-related calls depending on who is calling.		.46	
In my leisure time, I quickly end work-related phone calls when I realize there is no important reason for the call.*		.34	
In my leisure time, I make decisions about responding to work-related messages based on urgency through the use of an answering machine or mailbox.		.44	
In my leisure time, I decide which work-related messages to read or process based on urgency.		.56	
In my leisure time, I read work-related messages. (r)			.82
In my free time, I check work-related messages. (r)			.72
I take ICT, on which I am contacted professionally, with me in my leisure time. (r)			.67
I take ICT, on which I am contacted professionally, with me on vacation. (r)			.68
In my leisure time, I take work-related calls. (r)			.56
In my leisure time, I turn off ICT on which I am contacted professionally (e.g., work-related messages, calls).*		(.33)	.62
In my leisure time, I put away ICT on which I am contacted professionally (e.g., to another room or a closet).*		(.38)	.58

Note. Factor loadings for the three-factor solution of explorative factor analysis with varimax rotation with 28 items and $N = 249$.

Cross-loadings are shown in parentheses. Loadings below .30 are not displayed. Items marked with (r) were reversed for the analyses.

*Items were removed for subsequent analyses due to loadings below .40 or cross-loadings above .30.

Table S3

Final Measure for Motive-oriented Boundary Work Tactics

Preventive tactics
1. I use different phone numbers for work-related matters and for personal matters.
2. I use different ICT for work-related matters and for personal matters.
3. I indicate to my work contacts via my status (e.g., online or absent) when I am available in my leisure time and when I am not.
4. I inform my work contacts by means of absence notes that I am not available during my leisure time.
5. I communicate to customers or colleagues that I prefer not to be contacted via ICT in my leisure time for work-related matters.
6. I communicate to supervisors that I prefer not to be contacted via ICT in my leisure time for work-related matters.
7. I communicate to my work contacts that in my leisure time, contact via ICT is only possible in an emergency.

Restrictive Tactics
In my leisure time,…
1. … I limit myself to certain ICT (smartphone only, laptop only, etc.) for receiving and editing work-related messages.
2. … I put away ICT on which I am contacted professionally at certain times (e.g., during certain social interactions, sports, dinner).
3. … I limit myself to using written messages (no phone calls) for work-related communication because it gives me flexibility in determining how and when to respond.
4. … I limit work-related ICT use to certain time slots.
5. … I check work-related messages only at certain times.
6. … I limit the work-related use of ICT to a certain duration.
7. … I decide whether to take work-related calls depending on who is calling.
8. … I make decisions about responding to work-related messages based on urgency through the use of an answering machine or mailbox.
9. … I decide which work-related messages to read or process based on urgency.

Rejecting Tactics
1. In my leisure time, I read work-related messages. (r)
2. In my free time, I check work-related messages. (r)
3. I take ICT, on which I am contacted professionally, with me in my leisure time. (r)
4. I take ICT, on which I am contacted professionally, with me on vacation. (r)
5. In my leisure time, I take work-related calls. (r)

Information on Power Analyses and Data Cleaning

Before data collection, we conducted a-priori power analyses. Based on an estimated medium effect size of $f^2 = .15$, the minimum required sample size was $N = 138$. To ensure data quality after data collection, in line with recent recommendations (Zickar & Keith, 2023), we examined the time required as well as time completed for the surveys, and excluded any participants who completed the surveys below the required time. Participants with missing data on the study variables were also excluded. As participants for the validation study were recruited via a professional provider, we further included several items testing the participants' understanding of the content (for example, "What is the study not about?") as well as their attention ("Please rate the following item with: I do not agree") in this survey. Participants failing these test items were excluded from the survey.

Additional References

Kreiner, G. E. (2006). Consequences of work-home segmentation or integration: A person-environment fit perspective. *Journal of Organizational Behavior, 27*(4), 485–507.

Valcour, M. (2007). Work-based resources as moderators of the relationship between work hours and satisfaction with work-family balance. *Journal of Applied Psychology, 92*(6), 1512–1523.

Zickar, M. J., & Keith, M. G. (2023). Innovations in Sampling: Improving the Appropriateness and Quality of Samples in Organizational Research. *Annual Review of Organizational Psychology and Organizational Behavior, 10*(1), 315-337. https://doi.org/10.1146/annurev-orgpsych-120920-052946