



John Barry PhD
Honorary Lecturer
Clinical, Educational and Health Psychology
Faculty of Brain Sciences
1-19 Torrington Place
London WC1E 6BT
Email john.barry@ucl.ac.uk

The Harry's Masculinity Report, USA.

John Barry, PhD

ABSTRACT

In recent years, psychologists have applied some of the ideas from positive psychology to the study of masculinity in order to find out what factors contribute to men's mental health. This line of research acts as a counterbalance to research that began in the 1990s which focused mainly on problems related to masculinity. In 2017, Harry's conducted a study of 2000 men in the British Isles, and in 2018 Harry's extended this study to 5000 men in the US. The present study was an online survey analyzed using multiple linear regression. The findings of the US sample support those of the UK sample, finding that men typically value honesty and reliability more than fitness and being athletic. The main predictors of mental positivity (measured using the Positive Mindset Index) were job satisfaction, valuing one's health, income, being aged over 50, and being married. There were some interesting regional differences, for example, friendship was a relatively strong predictor of mental positivity in men in the West. Overall, these findings suggest that men in the US today not only aspire to admirable personal values such as honesty, but also value their relationships and especially their work.

BACKGROUND

The New Psychology of Men began in the 1990s. It questioned traditional norms for the male role and focusing mainly on the ways in which masculinity might be harmful to men and others (Levant and Pollack, 1995). This has possibly contributed to a tendency to think of masculinity in negative terms e.g. 'toxic masculinity', which may encourage men to think of themselves negatively.

The field of positive psychology is relatively new, with publications in this field starting in the late 1990s. Recently, this model has been applied to our view of men, resulting in the Positive Psychology/Positive Masculinity (PPPM) model (Kiselica, Englar-Carlson & Fisher, 2006). This model suggests that there is more to be gained by seeing the positive aspects of masculinity rather than focusing on the negative.

A systematic review of positive psychology papers on gender, race and ethnicity found that men were underrepresented as participants (Rao & Donaldson, 2015). Also, although people's core values and wellbeing has been assessed in relation to the workplace (e.g. Zwetsloot et al, 2013), it has been less explored in a more general sense.

A recent exploration of positive masculinity, the Harry's Masculinity Report, was conducted last year with a sample of 2000 men in the British Isles (Barry & Daubney, 2017). It was found that on average these men valued honesty and reliability over fitness and being adventurous. The main predictors of happiness were job satisfaction and being in a long-term relationship. Men, especially younger men, said they valued their mental health more than their physical health.

Based on the current state of the literature and using most of the measures used by Barry & Daubney (2017), the aims of the present study were to assess the predictors of happiness using the Positive Mindset Index (PMI), and assess the values most important to men in the US today.

METHODS

Design

This study is a cross-sectional online survey analyzed using multiple linear regression. Demographic variables were used as predictors. The dependent variables were mental positivity and ratings of values. Data were analyzed using SPSS software, Version 22.

VARIABLES

Dependent variable

The dependent variable in this study is mental positivity, measured using the Positive Mindset Index (PMI).

Mental Positivity (Appendix 1)

The Positive Mindset Index (PMI; Barry, Folkard & Ayliff, 2014) (Appendix 1). This scale consists of six items (happiness, confidence, being in control, emotional stability, motivation and optimism) on a 5-point Likert scale. This scale shows good internal reliability (Cronbach's alpha = 0.926) and good concurrent validity with the psychological subscale of the SF-12 ($r = .678$). Seager et al (2014) found good concurrent validity between the PMI and Paykel's (1974) Suicidal Ladder ($r = -.539$).

Free text responses

Free text responses (i.e. answers expressed in the respondent's own words).

Predictor variables

US Region

All of the US, or individual census regions (Northeast, Midwest, South, or West).

Population density

Living in either a city, suburb, or rural environment.

Ethnicity

Chosen from a list (see Table 1).

Age

Age was measured in years, and categorized into age groups (18-29, 30-39, 40-49, 50-59, 60-95) for some analyses.

Gender

There were three options: male, Female-to-male transsexual, or non-binary.

Sexual orientation

There were three options: Heterosexual or straight; Gay; or Bisexual. The second two categories were combined in most analyses.

Relationship status

Relationship status was operationalized by putting participants into two categories: those who were married (coded as 1) compared to those who were single or in any other type of relationship e.g. in a civic partnership, cohabiting or steady relationship, divorced, widowed, separated, or single (coded as 0).

Parent status

The number of children was given, and coded into 1=has one or more children; 0=has no children.

Political affiliation

Several options were given (see Table 1).

Military service

Several options were given (see Table 1). These were coded into 1='active duty now or in the past', or 0= 'basic training only, or no training'.

Employment status

The options are shown in Table 1. These were dummy coded with 1='working full-time' as the reference category, and others coded as 0.

Educational level

The options are shown in Table 1, and analyzed as ordinal data.

Value domains

Value domains were operationalized as shown in Appendix 2. The eight domains were: Work, Friendships, Romantic Relationships, Family, Sport & Leisure Activities, Health, Community, and Education (see Appendix 2). Each domain was described by several items, for example, the Sport & Leisure Activities domain asked how important winning, fun, feeling healthy, etc. were to participants.

Job satisfaction

Job satisfaction was assessed with a single item (as advocated by Wanous et al, 1997), on a 6-point Likert scale: How satisfied are you with your job? [6 = Highly satisfied.... 1 = Highly dissatisfied].

Setting

The setting was online.

Participants

Participants were men aged over 18. They were recruited from a panel of 3.1 million people across the US by *Toluna*, a professional data collection company with a professional membership and code of ethics. A quota sample of men and women, stratified by US region, was taken.

Exclusion criteria

- i. Not meeting age and gender criteria
- ii. Not living in the US

Sample size

Based on the sample size calculations for multiple linear regression described in Tabachnick and Fidell (2001) at least 400 cases were needed for sufficient statistical power.

Procedure

During September 2018, potential participants who met the inclusion criteria for this study were identified from the panel. These people were contacted, and the study run until our quota was reached. Recruitment was completed in eleven days. The questionnaire survey is shown in Appendix 2. The survey data was collected using SurveyGizmo survey software.

Ethics

Informed consent was given before the survey could be started. Participants were informed that they could withdraw from the study at any point. Participants were not required to give any identifying information, such as contact details. The data are confidential and treated in accordance with the Data Protection Act (1998). For any participants who may become upset due to reading the survey questions, contact details for support are given in the patient information section of the survey. Ethical approval for the study was granted by University College London's Department of Psychology Ethics Committee (REC reference: CEHP/2017/562).

Statistics

Means and SDs and parametric tests were used where relevant assumptions were met. Missing data were deleted pairwise, so that where a participant gave some information but had not given responses to all items, data for the responses they gave could be included in the analysis.

The predictors of mental positivity were identified using the enter method with multiple linear regression. To help to reduce the chance of a type 1 error due to multiple testing, the threshold for significance was set at $p < .01$. All statistical tests were two-tailed. All statistical analyses were carried out using SPSS statistical software for Windows, Version 22 (IBM Corp, Armonk, NY, USA).

RESULTS

The final sample consisted of 5000 people who identified as male in the USA. Their demographic characteristics are shown in Table 1.

Table 1. Descriptive statistics for the whole US sample (N = 5000, with slight variation where information was missing).

		Mean (SD) or N (%)
Region	Northeast	857 (17.1%)
	Midwest	1085 (21.7%)
	South	1827 (36.5%)
	West	1133 (22.7%)
	Not stated	98 (2%)
Population density	City	1818 (36.4%)
	Suburb	2182 (43.6%)
	Rural	1000 (20.0%)
Ethnicity	White	3856 (77.1%)
	Black or African-American	476 (9.5%)
	Hispanic	288 (5.8 %)
	Asian	193 (3.9%)
	Native American	42 (0.8%)
	Native Hawaiian	5 (0.1%)
	Mixed	95 (1.9%)
	Other	45 (0.9%)
Age		33.23 (17.2)
Gender	Male	7976 (99.5%)
	Female-to-male transexual	10 (0.2%)
	Non-binary	14 (0.3%)
Sexual orientation	Heterosexual	4436 (89%)
	Homosexual	564 (11%)
Relationship status	Single	1492 (29.8%)
	In a relationship but not living together	143 (2.9%)
	Living with a partner	319 (6.4%)
	Married	2462 (49.2%)
	Divorced	432 (8.6%)
	Widowed	152 (3.0%)
Children		1.1 (1.5)
Politics	Democrat	1530 (30.6%)
	Republican	1698 (34.0%)
	Independent	1279 (25.6%)
	Other - Write In	77 (1.5%)
	No party represents my views	416 (8.3%)

Table 1. (continued)

		Mean (SD) or N (%)
Military service	Active duty in the past	1045 (20.9%)
	Now on active duty	94 (1.9%)
	No active duty except for initial/basic training	178 (3.6%)
	Never served in the U S or other Armed Forces	3683 (73.7%)
Employment	Employed full-time	2241 (49%)
	Employed part-time	542 (11%)
	Retired	1409 (28%)
	Student	177 (3.5%)
	Homemaker	75 (1.5%)
	Unemployed	470 (9.4%)
Education	High school or less	1013 (20%)
	Some college	1368 (27%)
	Completed college	1225 (25%)
	Some graduate school	251 (5%)
	Graduate school	1101 (22%)
Income	Under \$24,999	953 (19%)
	\$25,000 - \$49,999	1260 (25%)
	\$50,000 - \$74,999	927 (19%)
	\$75,000 - \$99,999	622 (12%)
	\$100,000 - \$124,999	340 (7%)
	\$125,000 - \$149,999	289 (6%)
	\$150,000 - \$199,999	241 (5%)
	\$200,000 or more	209 (4%)
PMI		3.72 (0.80)

The demographics in Table 1 suggest that the sample are a fairly typical cross-section of men in the US.

Value system

Participants were presented with a list of 35 values (e.g. loyalty, honesty, etc.) and asked how important to them each were on a scale from 1 to 6, where 6 indicates 'very important'. Table 2 shows the ranking of importance of these values.

Table 2. Core values, in order of most aspired to

	Mean	SD
Honest	5.40	1.0
Reliable	5.29	1.0
Dependable	5.24	1.0
Respectful	5.21	1.0
Loyal	5.18	1.0
Listening	5.03	1.0
Loving	5.01	1.0
Thoughtful	5.01	1.0
Committed	4.99	1.0
Positive	4.96	1.1
Consistent	4.93	1.0
Educated	4.90	1.1
Openminded	4.89	1.1
Efficient	4.87	1.0
Respected	4.85	1.1
Equality	4.84	1.1
Humble	4.83	1.1
Motivated	4.80	1.1
Empathetic	4.78	1.1
Quiet Confidence	4.77	1.0
Optimism	4.76	1.2
Improvement	4.75	1.0
Humorous	4.69	1.2
Fun loving	4.65	1.1
Passionate	4.65	1.1
Future facing	4.64	1.1
Courageous	4.58	1.1
Creative	4.55	1.2
Nurturing	4.50	1.2
Collaborative	4.50	1.1
Inspiring	4.48	1.2
Innovative	4.44	1.2
Fit	4.39	1.2
Adventurous	4.25	1.3
Athletic	3.89	1.4

Regional differences in positivity

Table 3 shows regional variation in mental positivity. Positivity was similar across the US.

Table 3. Mean (and standard deviation) Regional differences in mental positivity across the four US Regions

Regions	PMI	SD	N
Northeast	3.7830	.81333	857
Midwest	3.7259	.80181	1085
South	3.7342	.76003	1827
West	3.6648	.80647	1133
Total	3.7248	.79034	4902

Relationship between age and the importance of physical versus mental health

Tables 4a and 4b & show that men value their mental health more than their physical health.

Table 4a. Mental health: importance to men of different ages

	Age Group				
	18-29	30-39	40-49	50-59	60-95
Very unimportant	1.8%	1.7%	1.7%	1.5%	0.6%
Unimportant	1.8%	1.5%	1.4%	0.1%	1.0%
Slightly unimportant	4.2%	3.6%	2.9%	3.0%	1.4%
Slightly important	15.5%	11.6%	11.3%	9.6%	8.3%
Important	27.5%	27.2%	32.5%	34.0%	34.0%
Very important	49.2%	54.4%	50.1%	51.0%	55.6%

Table 4b. Physical health: importance to men of different ages

	Age Group				
	18-29	30-39	40-49	50-59	60-95
Very unimportant	1.9%	1.8%	1.7%	1.4%	0.5%
Unimportant	2.0%	1.0%	1.0%	1.2%	0.4%
Slightly unimportant	5.2%	2.8%	3.6%	2.9%	1.5%
Slightly important	17.7%	15.5%	13.1%	14.9%	13.8%
Important	32.2%	34.3%	35.4%	37.7%	40.4%
Very important	41.0%	44.5%	45.1%	41.9%	43.5%

Table 5. Predictors of PMI in the total US sample (N=5000) (controlling for all other variables)

Rank	Variable	Beta	t	Sig.	Interpretation: ' <i>Independent of other variables....</i> '
1	Job Satisfaction (Employed only)	.354	21.129	.000	...men who have more job satisfaction have more wellbeing
2	Health	.165	6.521	.000	...men who value health have greater wellbeing
3	Income	.089	4.575	.000	...men who have a higher income have greater wellbeing
4	Over Age 50 vs others	.077	4.170	.000	...men who are aged over 50 have greater wellbeing
5	Married vs others	.066	3.504	.000	...men who are married have greater wellbeing than others
6	Sport & leisure	.077	3.318	.001	...men who value sports & leisure have greater wellbeing
7	Military service vs basic or no training	.042	2.698	.007	...those who have served in military have greater wellbeing
The following are below the p<.01 cutoff					
8	Personal growth	.059	2.352	.019	...men who value personal growth have greater wellbeing
9	Friendships	.059	2.341	.019	...men who value friendship have greater wellbeing
10	Family	.058	2.339	.019	...men who value family have greater wellbeing
11	Republicans vs others	.041	2.330	.020	...men who support the Republican party have greater wellbeing than others
12	Education	.055	2.249	.025	...men who value education have greater wellbeing
13	Employed Full time vs others	.039	2.019	.044	...men who are employed full-time have greater wellbeing
14	Educational level	.034	2.002	.045	...men who have more education have greater wellbeing
The following are nonsignificant (p>.05)					
15	City vs Rural or Suburb	.030	1.920	.055	...population density makes no difference to wellbeing
16	Employed Part time vs others	.030	1.809	.071	...being employed part time makes no difference to wellbeing
17	Homemaker vs others	.021	1.274	.203	...being a homemaker has no impact on wellbeing in men
18	Work	.027	1.208	.227	...valuing work has no impact on wellbeing in men
19	White vs other ethnicities	-.017	-1.062	.288	...ethnicity has no impact on wellbeing in men
20	Heterosexual vs gay / bisexual	.014	.901	.368	...sexual orientation has no impact on wellbeing
21	Community	.019	.817	.414	...Valuing community has no impact on wellbeing
22	Parent status	.009	.541	.588	... being a parent has no impact on wellbeing
23	Romance	-.009	-.328	.743	...valuing romance has no impact on wellbeing
24	Democrats vs others	-.002	-.094	.925	...supporting the Democrats has no impact on wellbeing

Table 5 shows that the strongest predictors of men’s mental positivity were job satisfaction, valuing health, income, age (being over 50), and relationship status (being married).

Table 6 is similar to Table 5, but additionally shows the predictors of PMI for each US Region.

Table 6. Top 5 Predictors of PMI in the total US sample and the four US Regions (controlling for all other variables) and UK

USA - All (N=5000 - 2887)	t	Northeast (n=857 - 529)	t	Midwest (n=1085 - 634)	t	South (n=1827 - 1042)	t	West (n=1133 - 627)	t	UK (N=1815 - 2000)
Job Satisfaction	21.129	Job Satisfaction	8.181	Job Satisfaction	10.950	Job Satisfaction	9.821	Job Satisfaction	12.783	Job Satisfaction
Health	6.521	Health	2.547	Aged over_50	3.917	Health	3.909	Health	3.243	Relationship stability
Income	4.575	<i>[Sport & Leisure]</i>	<i>1.864</i>	Health	2.835	Sport & Leisure	3.339	Friendship	2.975	Health
Aged over_50	4.170	<i>[Family]</i>	<i>1.411</i>	Income	2.217	Income	2.546	Income	2.438	Family
Marriage	3.504	<i>[Educational level]</i>	<i>1.380</i>	<i>[Military Service]</i>	<i>1.780</i>	Married	2.384	Aged over_50	2.029	Older age

Note: the variables in italics/square brackets are statistically non-significant at $p < .05$.

Note: N=5000 for 'USA - All'. For the Regional analyses, N=4902 (n=98 did not state their region), and n=2887 for the Job Satisfaction variable after removal of those who did not currently have a job, said they were unemployed, or retired.

In common with the whole of the US, the main predictors in each US Region are Job Satisfaction, Health and Income.

Table 7. Which aspects of Work Values were the strongest predictor of Job Satisfaction in the four regions?

(Those with Jobs only. Not controlling for other variables)

USA – All (N=2887)	<i>t</i>	Northeast (n=529)	<i>t</i>	Midwest (n=634)	<i>t</i>	South (n=1042)	<i>t</i>	West (n=627)	<i>t</i>
Make an impact on company's success	7.414	Good pay	4.271	Using own unique talents	3.601	Make an impact on company's success	5.772	Having a diverse set of perspectives	2.342
Good pay	6.118	Make an impact on company's success	3.813	Chat with co-workers	2.873	Good pay	3.524	Feeling inspired by those around you	2.312
Chat with co-workers	4.820	Chat with co-workers	3.096	Continued learning	2.657	Having my opinion valued	2.379	Make an impact on company's success	2.272
Using own unique talents	3.297	Having my opinion valued	2.200	Make an impact on company's success	2.627	Promotion prospects	2.359	Good pay	2.073
Work-life balance	2.944	Express myself creatively	1.747	Good pay	2.103	Chat with co-workers	2.268	<i>[Chat with co-workers]</i>	<i>1.787</i>

Note: the variables in italics/square brackets are statistically non-significant at $p < .05$.

Table 7 shows that the Work Value that most strongly predicted Job Satisfaction was wanting to make an impact on the company's success.

Table 8. Which aspects of Health were the strongest predictors of PMI in the four regions? (Not controlling for other variables)

USA – All Health (N=5000)	<i>t</i>	Northeast Health (n=857)	<i>t</i>	Midwest Health (n=1085)	<i>t</i>	South Health (n=1827)	<i>t</i>	West Health (n=1133)	<i>t</i>
Grooming routine	7.241	Grooming routine	4.063	Living longer	4.373	Exercise	4.232	Grooming routine	4.535
Healthy food	6.907	Living longer	3.276	Grooming routine	4.049	Healthy food	2.404	Healthy food	4.422
Living longer	6.527	Healthy food	2.837	Healthy food	4.007	Grooming routine	2.342	Living longer	3.132
Exercise	4.120	Mental health	2.620	<i>[Mental health]</i>	<i>1.662</i>	Living longer	2.152	<i>[Feeling good]</i>	<i>1.758</i>
Mental health	2.142	Exercise	2.428	<i>[Physical health]</i>	<i>1.579</i>	Looking good	2.072	<i>[Physical health]</i>	<i>1.038</i>

Note: the variables in italics/square brackets are statistically non-significant at $p < .05$.

Table 8 shows that Grooming routine is the health variable that is most related to PMI in the US overall.

Table 9. Which variables were the strongest predictors of Income in the four regions? (controlling for all other variables)

USA – All (N=5000)	<i>t</i>	Northeast (n=857)	<i>t</i>	Midwest (n=1085)	<i>t</i>	South (n=1827)	<i>t</i>	West (n=1133)	<i>t</i>
Edu level	20.061	Edu level	8.355	Edu level	11.325	Edu level	10.868	Edu level	8.926
Married	14.923	Employed FT	7.739	Married	8.214	Married	7.979	Married	6.299
Employed FT	12.747	Married	6.786	Employed FT	5.812	Employed FT	6.469	Employed FT	5.322
Job Satisfaction	5.378	Job Satisfaction	4.161	Job Satisfaction	3.756	Not being a homemaker	-2.553	Not being a homemaker	-2.387
Not being a homemaker	-5.082	Being White	3.609	Being White	3.206	Being a parent	2.484	Health	2.201

Note that 'Income' indicates 'total household income', not just individual income.

Table 9 shows that Educational level is consistently the best predictor of Income, in the US overall and in each Region.

Table 10. Which aspects of Sport & Leisure were the strongest predictors of PMI in the four regions? (Not controlling for other variables)

USA – All (N=5000)	<i>t</i>	Northeast (n=857)	<i>t</i>	Midwest (n=1085)	<i>t</i>	South (n=1827)	<i>t</i>	West (n=1133)	<i>t</i>
Socialising	7.099	Feeling healthy	3.259	Feeling healthy	3.787	Socializing	5.372	Socializing	3.547
Feeling healthy	6.708	Competition	2.915	Socializing	2.876	Feeling healthy	4.412	Competition	3.270
Competition	5.670	Socializing	2.419	Competition	2.876	Competition	2.587	Feel healthy	2.198
Fun	2.584	<i>[Get a good body]</i>	<i>1.821</i>	<i>[Being skilful]</i>	<i>1.673</i>	<i>[Fun]</i>	<i>1.853</i>	Fun	2.044
Get a good body	2.309	<i>[Winning]</i>	<i>1.393</i>	<i>[Get a good body]</i>	<i>1.292</i>	<i>[Get a good body]</i>	<i>1.672</i>	<i>[Winning]</i>	<i>0.759</i>

Note: the variables in italics/square brackets are statistically non-significant at $p < .05$.

Table 10 shows that when we look at the which aspects of Sport & Leisure are the most important, we see that Socializing and Feeling Healthy were both similarly strong predictors of PMI.

Table 11. Which aspects of Friendship were the strongest predictors of PMI in the four regions? (Not controlling for other variables)

USA – All (N=5000)	<i>t</i>	Northeast (n=857)	<i>t</i>	Midwest (n=1085)	<i>t</i>	South (n=1827)	<i>t</i>	West (n=1133)	<i>t</i>
Knowledge of topics	5.975	Good listener	3.301	Being fun to be with	3.739	Laughter	2.787	Knowledge of topics	4.352
Good listener	4.186	Knowledge of topics	3.221	Knowledge of topics	3.151	Protective	2.434	Good listener	3.380
Protective	3.731	Will defend to the end	2.732	Protective	2.493	<i>[Caring]</i>	<i>1.756</i>	<i>[Being there]</i>	<i>1.656</i>
Being fun to be with	3.561	<i>[Protective]</i>	<i>1.228</i>	<i>[Good listener]</i>	<i>1.782</i>	<i>[Supportive]</i>	<i>1.617</i>	<i>[Being fun]</i>	<i>1.568</i>
Being there	2.437	<i>[Caring]</i>	<i>0.875</i>	<i>[Laughter]</i>	<i>1.317</i>	<i>[Being there]</i>	<i>1.287</i>	<i>[Protective]</i>	<i>1.188</i>

Note: the variables in italics/square brackets are statistically non-significant at $p < .05$.

Table 11 shows that the aspect of Friendship which was the strongest predictor of PMI in the US overall was Having Knowledge about Relevant Topics. It was one of the top two predictors in each Region, apart from the South where it was absent from the top 5 (where it was ranked 9th).

DISCUSSION

This survey of 5000 men in the US shows that men in 2018 value moral characteristics (e.g. being honest) over physical characteristics (e.g. being athletic), and by far the best predictor of their mental wellbeing is job satisfaction. These findings replicate quite closely those of Barry & Daubney (2017). This reliability, and the large sample sizes in each survey, suggests that what we are reporting here are reliable findings of positive masculinity in the general population of two western countries. These findings run counter to the fashionably negative view of men and masculinity as being somewhat tainted by toxicity.

Value system

Table 2 shows the ranking of importance of a list of 35 values (e.g. loyalty, honesty, etc.). The finding that men typically value honesty and reliability more than fitness and being athletic replicates that of Barry & Daubney (2017).

How much is mental health valued compared to physical health?

Table 4a and 4b show that men value their mental health more than their physical health. This is similar to the findings of Barry & Daubney (2017), except that in the UK there was a slight trend towards the youngest age group (18-29) placing the greatest degree of importance on their mental health.

Main predictors of mental positivity (PMI)

Table 5 shows that the main predictors of PMI across the US are job satisfaction, valuing one's health, income, being over age 50, and being married. These findings are very

similar to the findings of Barry & Daubney (2017). Table 6 shows a similar finding within each US Region, though with some variations.

- Being married was a significant predictor in the South, but not elsewhere
- Friendship was a strong predictor in the West but not elsewhere
- Being over age 50 was a significant predictor in the West and especially in the Midwest
- Sport & leisure was a significant predictor in the South, borderline in the Northeast, but not elsewhere. (The findings regarding Sport & Leisure in the South and Friendship in the West are explored further below).

Which work values predict job satisfaction?

Table 7 shows that the main predictor of job satisfaction across the US is *Making an impact on the company's success*. This was also in the top 4 of each Region. Apart from this there was quite a bit of regional variation:

- Good pay varied in importance widely across the regions, from top in the Northeast to 4th in the Midwest
- Chat with co-workers was a significant predictor in three of the four Regions, and a statistically non-significant predictor in the West
- The top 2 predictors in the West did not appear in the top 5 of other Regions.
- Interestingly, although work-life balance was 5th in the US overall, it was not in the top 5 in any of the Regions. This was probably mainly driven by being around 6th or 7th place in most Regions apart from the Northeast where it was 8th (of 12 predictors)

Practical implications of findings about job satisfaction and income

Job Satisfaction is by far the strongest predictor, being around three times higher than the next strongest predictor in each Region and in the US overall. Income was also a significant predictor, appearing in the top 5 of all regions except the Northeast, where it was the 6th strongest predictor of PMI (though non-significant, $p > .05$). Although the UK sample (Barry & Daubney, 2017) were not asked their income, the finding regarding job satisfaction is very similar.

The findings regarding job satisfaction and income have important implications for how we view men's interest in work, and how we think of the traditional provider role. The key predictor of job satisfaction was having a direct impact on the success of the business. It is difficult to conceive of these findings as pathological expressions of greed, workaholism, shallow ambition, etc. The US and UK findings are presenting us with a picture of men who are passionate about adding value to the workplace, socializing with their coworkers, and earning a healthy wage. In the free text answers, many of the men highest in job satisfaction said things that clearly demonstrated their feelings e.g. "*the work I am doing enriches my life and the lives of others around me*".

There are important clinical implications too. Men who have lower job satisfaction are much more likely to have a negative mindset. Occupational Psychologists dealing with distressed or depressed men might encourage them towards ways to find a personal contribution to their work. Finding the factors that make male employees feel positive is important, because there is evidence that Employee Assistance Programs might be less successful in the long term for men than they are for women (Wright & McLeod, 2016).

The importance of Health Values to PMI

Table 8 shows that Grooming routine is the strongest of the Health Values in predicting PMI in the US overall. This holds true in the Northeast and West, but in the Midwest 'living longer' is the best health predictor of PMI, and in the South 'exercise' is. Other significant findings were:

- Healthy food was in the top 3 for each Region
- Living longer was in the top 4 for each Region
- Mental health was fourth in the Northeast, but not in other regions
- Living longer was a predictor in the South and West
- Exercise was a predictor in the Northeast, but not in other regions
- Mental health was fourth in the Northeast, but not in other regions
- Looking good was a predictor in the South, but not in other regions

Practical implications of findings regarding Health values

While masculinity is often associated with men not paying too much attention to their looks, it is important to remember that lack of grooming can sometimes be an indicator of low mood. The findings of this survey should highlight to therapists that a change in the grooming of their client might be a proxy measure of their mental positivity.

Health Psychologists might find the other predictors of PMI useful too, as ways of motivating men to engage more in health behaviors.

Which variables were the strongest predictors of Income in the four regions?

Table 9 shows that Educational level is consistently the best predictor of Income, in the US overall and in each Region. This is an interesting finding, because it makes common sense, it runs counter to what is sometimes said in the media about the value of higher education.

Other significant predictors were:

- Being married is the second predictor in 3 of 4 Regions
- Being employed full time is the second predictor in 3 of 4 Regions
- Not being a homemaker is the fourth predictor in the South and West
- Being White compared to all other ethnicities is the 5th strongest predictor of income in the Northeast and Midwest (see Table 9).

The importance of Sport & Leisure to PMI

Table 6 showed that Sport & Leisure was a significant predictor of PMI in the South only. When we look at the which aspects of Sport & Leisure are the most important in the different regions, Table 10 shows that Socializing (South and West) and Feeling Healthy (Midwest and Northeast) were both similarly strong predictors of PMI.

Other interesting findings were that Feeling healthy was one of the top 3 in the South and West, and that Competition was the third strongest predictor of PMI in the Midwest and South.

Practical implications of findings regarding Sport & Leisure values

Men who value sport & leisure have a more positive mindset. Therefore, let's encourage men to enjoy the aspects of sport & leisure that are important to them. We already know that interventions such as Walking Football in the UK (i.e. walking soccer) help the physical health of

older men, and provide isolated men with companionship. Sports Psychology has a role in encouraging men, for whom talking therapy might be relatively unappealing (Holloway et al, 2018), to improve their mental positivity by engaging in sports.

The importance of Friendship to PMI

Table 6 showed that Friendship was a significant predictor for the Western Region only. Table 11 shows that of all the values related to Friendship, Having Knowledge about Relevant Topics was the main predictor of PMI in the US, and one of the top 2 in each Region, apart from the South where it was absent from the top 5 (where it was ranked 9th).

Other interesting findings were:

- Being a good listener was in the top 2 in the Northeast and West. This suggests that men are willing to listen to their friends, as well as give advice.
- Being protective was in the top 3 in the Midwest and South
- Laughter was top in the South, but not significant in any other region, or the US overall
- Being willing to defend your friend until the last was significant in the Northeast, but not elsewhere.
- Being Fun and Being There were 4th and 5th in the US overall, but only Being Fun was a significant predictor in any of the Regions (top in the Midwest).

Practical applications of findings about Age

In the present study, we saw growing older in a positive light. For example, in the Midwest it seems that men are more positive when they are over age 50. These findings, may seem

counterintuitive, because many people see growing older as inevitably bringing increasing responsibility and ill health. However, these findings regarding the relationship between age and PMI replicates that of Barry & Daubney (2017). Carstensen (1995) suggests that happiness is likely to improve with age because of improved regulation of emotion e.g. through orientating one's life toward maximizing happiness.

Note that few studies of age and happiness (including the present study) are longitudinal, and our finding of the apparent impact of age on happiness might be due to different attitudes of different generations. For example, men born between 1946 and 1964 ('baby-boomers') might have throughout their youth always been happier than today's young 'Millennials'. An ambitious longitudinal study might explore this interesting hypothesis.

Clinical applications

The finding that mental positivity increases with age is important, mainly because it sends a positive message to younger men who might otherwise see the future with pessimism, which is a mark of depressionogenic thinking.

Practical applications of findings about Relationship status

Similar to the finding of Barry & Daubney (2017) regarding relationship stability, the present study found that being married is related to mental positivity. Linking our findings about relationships and age, a previous study of 2000 men and women found that for married men negative mood decreased with age (Mroczek & Kolarz, 1998).

It seems that there is a mental health benefit to men having enduring relationships.

Relationship counsellors and other therapists should bear this in mind when helping men going through relationship breakdown or family separation.

Comparison to UK findings

The present study replicated the UK study. The surveys were mostly the same, but with some differences. The differences were that the US study included questions on military service, gender identity, sexual orientation, political affiliation, employment status, educational level, and population density. Apart from unknown aspects of demographics, the samples were similar though somewhat younger on average than the UK sample (who were 41.9 (15.2) years old) but a similar mean number of children, 1.2 (1.3). Roughly the same proportion were married in the US and UK samples. The oldest man in US sample was 95 years old.

It is interesting that the findings from the US sample are very similar to those of the UK sample. For example, by far the strongest predictor of PMI in both samples is job satisfaction, and the other main predictors are similar too (Table 6). Also, Table 4a and 4b show that men value their mental health more than their physical health, though without the age-related trend seen in the UK, where the most interest in mental health was expressed by the youngest participants (age 18-29).

Interpretation of PMI findings for clinical purposes

In some ways the PMI is the ideal way to measure men's positivity: it is very brief and doesn't ask potentially off-putting questions about feelings of depression. It is likely to be a good indirect measure of mental health, because it is well correlated with measures of mental illness.

A slight difference is that the mean PMI in the US sample is 3.72 (sd=0.80), which indicates good mental health on average, and is slightly higher than that found in the UK sample: 3.40 (sd=0.72). This difference is not of clinical significance, though it might reflect a slightly more buoyant sense of positivity in the US compared to UK.

PMI in participants who identified as other than male

Most of the US sample identified as male, but 14 identified as 'non-binary' and 10 as 'female to male transgender'. The mean PMI score for non-binary participants (3.02) and especially female-to-male transgender participants (2.63) had lower levels of wellbeing when together compared to the other participants ($F=827.60$, $df=2$, 4997, $p<.01^{166}$). The mean PMI in the US sample was 3.72 (0.80). If we say that the cut-off for clinical scores is one SD below this (i.e. 2.92), then by this definition, the trans group are showing clinically low wellbeing and the non-binary group are borderline. Due to conditions of anonymity (detailed in the information sheet and consent form), participants with low PMI were not contactable. However all participants were given the contact details the National Alliance on Mental Illness (NAMI) HelpLine should they feel the need to talk to someone. By contrast to the non-binary and trans groups, the PMI scores of heterosexual (89% of participants) and non-heterosexual participants were very similar (3.7 and 3.6 respectively) and very healthy, and Table 5 shows that sexual orientation had little impact on PMI.

One interpretation of these findings is that it is difficult to be a non-binary or trans male compared to the average man. Interestingly, some of the highest PMI scores were in the small group of men ($n=94$, 2% of the sample) who were on active military duty (4.3, $sd=0.82$),

suggesting that some types of traditionally masculine role can potentially be associated with an unusually positive mindset.

If the 24 participants with low PMI were unevenly distributed among the regions their low scores might impact the overall PMI score per region, and we might have needed to remove them from the analysis. However, the distribution is not significantly different across the Regions (Fishers Exact test = 9.23, $p < .115$), thus the participants retained because any impact on the overall PMI data would be unlikely to be significant.

These findings have important clinical implications for non-binary and transgender men. These are populations who, although small in number, are more likely to need mental health support.

Interpreting study findings

As with all cross-sectional studies using correlational methods (such as multiple linear regression), it should be born in mind that "correlation does not prove causation". This means that although we can say things like that 'Job satisfaction is a statistically significant predictor of PMI', or 'Age is significantly correlated with Positivity', can't say for certain that 'PMI is caused by Job satisfaction'. This does not negate the findings, but it is useful not to fall into the habit of saying that 'X causes Y' when talking about correlational/regression findings.

Main lessons from this survey

The core values suggest that men in the US in 2018 value being honest over being athletic, probably make good workers and husbands. Overall, men in this survey are more likely to have a positive mindset when they:

- Have good job satisfaction, value their health, have a good income, are over age 50 and are married.
- Making a contribution to success in the workplace, and feeling connected to others in an authentic way, are indicators of mental positivity
- Grooming is an aspect of health that is related to mental positivity
- Men's mental health is related to connecting with others through sports, and connecting with friends through listening as well as giving advice.
- There are regional differences in the factors most strongly related to mental positivity in the US. For example
 - Southern men value sports and leisure more than any other region.
 - Friendship and community are important to men in the West
 - Life gets better in the Midwest when you are over 50
 - Men in the Northeast value loyalty, and defend their friends 'til the end.

Are men ready to talk? Moreover, are we ready to listen?

Table 4a and 4b show that men value their mental health more than their physical health. Table 11 shows that Being a good listener was in the top 2 in the Northeast and West. These and other findings of this survey could be taken to imply that men in the US are more emotionally open than we might presume. Unfortunately, I suspect that some men sense that people are not ready to hear them (Liddon et al, 2017). Martin Seager, consultant clinical psychologist with the *Male Psychology Network* in the UK, describes the 'double bind' of men being encouraged to

contact telephone helplines, but then their call isn't taken seriously if they happen to use humor ('banter'), or if they want to talk about solving their problem rather than talking about their feelings. It seems that banter and reluctance to talk about feelings are male-typical communication styles that result in men not being listened to, and it would make sense that psychologists question whether they need to improve their listening skills when it comes to men (Liddon et al, 2017; Holloway et al, 2018).

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Conflict of interests

None to declare.

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Appendix 1. The Positive Mindset Index (PMI). Barry et al (2014)

Please select one of the options (e.g. "happy" or "unhappy") for the words in each row, indicating how you are feeling at this moment.

Item 1	Very unhappy	Unhappy	Moderately happy	Happy	Very happy
Item 2	Very unconfident	Unconfident	Moderately confident	Confident	Very confident
Item 3	Very out of control	Out of control	Moderately in control	In control	Very in control
Item 4	Very unstable	Unstable	Moderately stable	Stable	Very stable
Item 5	Very unmotivated	Unmotivated	Moderately motivated	Motivated	Very motivated
Item 6	Very pessimistic	Pessimistic	Moderately optimistic	Optimistic	Very optimistic

Appendix 2.

Title of study:

What are the predictors of wellbeing in men?

Survey questions

Thanks for taking this anonymous and confidential survey. There are no right or wrong answers here, so just feel free to express yourself in whatever way you like, without thinking too much about your answers.

Please state your age in years

Please state your gender (male, female, other)

Please state your occupation

Do you consider yourself to be:

- a) Heterosexual or straight;
- b) Gay or lesbian; or
- c) Bisexual
- d) Other

Have you ever served on active duty in the U.S. or other Armed Forces?

- *Yes, on active duty in the past, but not now*
- *Yes, now on active duty*
- *No, never on active duty except for initial/basic training*
- *No, never served in the U.S. or other Armed Forces*

Please state your ethnic group e.g. White, Black/African American, Hispanic, Asian, Native American, Native Hawaiian, Mixed, Other [drop down menu of other options]

Please say what country you were born in [drop down menu]

Please say what US State you currently live in [drop down menu]

Please say what city you currently live in [drop down menu]

What is your relationship status? [Response options for single, married etc]

Do you have children? If so, please state how many

Which party best represents your political views? Republican, Democrat, Other party [please state which], No party represents my views.

Please rate how important it is to you to live up to the following characteristics in your daily life:

	Very <u>un</u> important	<u>Un</u> important	Moderately <u>un</u> important	Moderately important	Important	Very important
Dependable						
Reliable						
Loyal						
Committed						
Open-minded						
Consistent						
Honest						
Efficient						
Innovative						
Creative						
Humorous						
Fun-loving						
Adventurous						
Motivated						
Positive						
Optimistic						
Inspiring						
Passionate						
Respectful						
Athletic						
Fit						
Courageous						
Educated						
Respected						
Loving						
Nurturing						
Humble						
Empathetic						

Equality						
Listening						
Quiet Confidence						
Improvement						
Collaborative						
Future-facing						
Thoughtful						

Please rate how important it is to you to experience the following in your work life.

	Very <u>un</u> important	<u>Un</u> important	Moderately <u>un</u> important	Moderately important	Important	Very important
Use my unique talents						
Express myself creatively						
Good pay						
Chat with co-workers						
Promotion prospects						
Make a difference in the world						
Work / life balance						
Having a diverse set of perspectives						
Continued learning						
Making a direct impact on the success of the business						
Having my opinion valued						
Feeling inspired by those around you						
Other [free text]. Please rate this too.						

How satisfied are you with your job? [scale from *Highly dissatisfied* to *Highly satisfied*]

Please rate how important it is to you to bring the following characteristics in your friendships:

	Very <u>un</u> important	<u>Un</u> important	Moderately <u>un</u> important	Moderately important	Important	Very important
Supportive						
Good listener						
Caring						
Will defend no matter what						
Protective						
Being there						
Laughter						
Being fun to be with						
Having knowledge about relevant topics						
Offering emotional support						
Other [free text]. Please rate this too.						

Please rate how important the following are in your romantic relationships:

	Very <u>un</u> important	<u>U</u> nimportant	Moderately <u>un</u> important	Moderately important	Important	Very important
Faithfulness						
Leads to marriage						
Leads to children						
Love						
Exciting						
Good sex life						
Laughter						
Fun						
Encouraging						
Quick to move on from an argument						
Financial support						
Balance of responsibilities						
Emotional support						
Other [free text]. Please rate this too.						

Please rate how important it is to you to live up to the following characteristics in your family life.

	Very <u>un</u> important	<u>U</u> nimportant	Moderately <u>un</u> important	Moderately important	Important	Very important
Caring						
Provide guidance						
Supportive						
Kind						
Authoritative						
Protective						
Provide money						
Being like my mother						
Being like my father						
Being a good parent						
Being a good son or daughter						
Other [free text]. Please rate this too.						

Please rate how important it is to you to achieve the following in your personal growth:

	Very <u>un</u> important	<u>Un</u> important	Moderately <u>un</u> important	Moderately important	Important	Very important
Mental wellbeing						
Overcoming fears						
Letting go of the past						
Controlling my emotions						
Being the 'real me'						
Doing what I want						
Put myself first						
Spiritual development						
Religious observance						
Feel more fully "me"						
Other [free text].						

Please rate how important the following are to you in your sport & leisure activities:

	Very <u>u</u> nimportant	<u>U</u> nimportant	Moderately <u>u</u> nimportant	Moderately important	Important	Very important
Winning						
Fun						
Feel healthy						
Get a good body						
Competition						
Socializing						
Being skillful						
Other [free text]. Please rate this too.						

Please rate how important the following are to you for your health:

	Very <u>un</u> important	<u>U</u> nimportant	Moderately <u>un</u> important	Moderately important	Important	Very important
Healthy food						
Exercise						
Looking good						
Having a 'grooming' routine (shaving or make up etc)						
Living longer						
Feeling good						
Avoiding illness						
Mental health						
Physical health						
Other [free text]. Please rate this too.						

Please rate how important it is to you to live up to the following as part of your community:

	Very <u>un</u> important	<u>U</u> nimportant	Moderately <u>un</u> important	Moderately important	Important	Very important
Help others						
Reduce crime						
Preserve historical places						
Preserve nature						
Look after neighbors						
Local issues & politics						
Charitable donations						
'Give back' to society						
Other [free text]. Please rate this too.						

Please rate how important are the following characteristics in your education (whether past, present or future):

	Very <u>un</u> important	<u>Un</u> important	Moderately <u>un</u> important	Moderately important	Important	Very important
Interesting subject						
Leads to interesting job						
Leads to good pay						
Personal growth						
Increased self-esteem						
Increased knowledge						
Understand the world more						

Finally, please answer a few last questions that will strictly be used for classification purposes.

What is your current employment status? (Please select one)

Employed full-time
Employed part-time
Retired
Student
Homemaker
Unemployed
Prefer not to answer

Which one of the following groups best describes the last grade of school you completed? (Please select one)

Completed high school or less
Some college
Completed college
Some graduate school
Completed graduate school
Prefer not to answer

Which one of the following groups best represents your total household income before taxes for the past 12 months? (Please select one)

Under \$24,999
\$25,000 – \$49,999
\$50,000 – \$74,999
\$75,000 – \$99,999
\$100,000 – \$149,999
\$150,000 – \$199,999
\$200,000 or more
Prefer not to answer