Master Thesis

The Self, Personality and FOMO: The Role of Individual

Differences on Workplace Fear of Missing Out

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Abstract

Fear of missing out (FOMO) refers to the distressing feeling one perceives when excluded or socially separated. In particular, the distress caused by the perception that networking opportunities are missed or project information is not shared refers to workplace FOMO. This study aimed to investigate the antecedents of workplace FOMO, namely the HEXACO personality traits and self-construal, and explore whether gender played a moderating role in this relationship. The research consisted of 180 participants currently working in the Netherlands for at least 12 hours per week. Interdependent and independent self-construal were significant predictors of workplace FOMO, adding more predictive value to it compared to personality. Moreover, age was found to be a predictor of workplace FOMO during hypothesis testing. Contrary to expectations, a significant association between the HEXACO personality dimensions and workplace FOMO was not found and gender did not moderate these relationships. Interestingly, individuals who construed their self more interdependently had a higher likelihood of experiencing workplace FOMO, whereas those who created their self more independently tended to experience less. These findings call for more attention on individual differences in workplace FOMO and hope to inspire more research in this direction to make more robust conclusions. Additionally, the results encourage organisations to become more aware of the phenomenon and find ways to mitigate the distress caused by workplace FOMO of specific individuals.

Keywords: workplace fear of missing out, independent self-construal, interdependent self-construal, HEXACO personality dimensions, predictive value

The Self, Personality and FOMO: The Role of Individual Differences on Workplace Fear of Missing Out

As we are living through the fourth industrial revolution (Philbeck & Davis, 2018), retrieving and exchanging information in real-time has not only become easier but has also become inevitable to stay up to date with the current pace of society. The introduction of social media platforms and computer-mediated tools has boosted this instant communication (Hayran et al., 2020), leading to various socially related anxieties. One such anxiety is called "fear of missing out" or FOMO. This term was officially introduced in the Oxford dictionary in 2013 to describe an individual's distress while perceiving social separation or exclusion from others (Budnick et al., 2020). At its most basic definition, FOMO represents an individual's desire to stay connected with others on a continuous basis (Przybylski et al., 2013), which is motivated by one's need to belong (Baumeister & Leary, 1995). It is a common experience that has gained significant attention in the social and occupational domain (Przybylski et al., 2013).

Within the workplace context, FOMO arises when an employee apprehends that they are missing career opportunities when absent or not digitally connected (Budnick et al., 2020). This context-specific conceptualisation was proposed by Budnick et al. (2020) to extend the general FOMO definition to the workplace and to understand the context-specific effects. These workplace experiences include building a professional network, contributing to organisational decisions, leading a project, and acquiring necessary information.

When Budnick et al. (2020) first proposed the workplace FOMO measure, they assumed it was divided into three interrelated types of FOMO: relational, informational, and work output exclusion. After an exploratory factor analysis, they found a two-factor scale: relational exclusion and information exclusion. Relational exclusion is an employee's worry that their interpersonal relationships with colleagues may suffer because of unseized moments to maintain business relations (Budnick et al., 2020). Informational exclusion refers to the fear that one is kept in the dark regarding social or task information. Subsequently, Albers (2020) took Budnick et al.'s (2020) scale and added explicit items about one's career. During Albers' (2020) factor analysis, she found a similar two-factor structure as Budnick et al. (2020)'s, but with somewhat different dimensions, further confirming this categorisation of workplace FOMO. Thus, relational exclusion was renamed "opportunity exclusion" to account for the fear that relationships suffer due to missed networking opportunities.

The literature on FOMO suggests a negative relationship between workplace FOMO and job satisfaction and work engagement. Furthermore, positive associations of FOMO with mental health-related issues, such as anxiety and burnout, problematic internet use, and procrastination, have also

been found (Budnick et al., 2020; Rozgonjuk et al., 2021; Tandon et al., 2021). However, little attention has been placed on workplace FOMO's association with individual differences. Thus, this research focused on the effects of two antecedents on workplace FOMO, namely personality and self-construal. Personality traits have been found to influence the likelihood of experiencing workplace FOMO to varying degrees. Self-construal is the way an individual defines their self as either independent or interdependent on others (Cross et al., 2011). It has also been described as an underlying process behind workplace FOMO. Therefore, the research questions of this paper were "to what extent do the HEXACO traits and having a salient interdependent self-construal predict workplace FOMO and what is the added predictive value of the self on workplace FOMO compared to personality?". Lastly, the moderating role of gender was explored.

The conclusions of this research may add additional empirical evidence to the literature on workplace FOMO and individual differences. Additionally, organisations can use the findings to identify the risk factors involved in experiencing FOMO at the workplace. They may then create targeted interventions for the more vulnerable employees to avoid detrimental consequences in the future and advise managers on how to lead and assist these employees.

The HEXACO Personality Framework

The introduction of the HEXACO model as an alternative to the Big Five personality framework has resulted in its use within personality psychology (Ashton & Lee, 2007). Based on lexical personality findings, Lee and Ashton (2004) proposed the HEXACO personality framework, encompassing six dimensions: honesty-humility, emotionality, extraversion, agreeableness, conscientiousness, and openness to experience. The honesty-humility trait was a new factor in personality frameworks and was only recognised by psychologists in 2000. Research also showed that the honesty-humility trait has a role in many different areas of someone's life, from their approach towards money to their choice of friends and partners (Lee & Ashton, 2012).

If one compares the remaining five factors in the HEXACO model to the Big Five traits, there are some correlations between corresponding dimensions, such as openness to experience (Feher & Vernon, 2021). However, the meaning of some other factors differs in some respects. For instance, the HEXACO agreeableness and emotionality traits differ in their content and rotational orientation from the Big Five agreeableness and neuroticism traits (Lee et al., 2005). The predictive value of the HEXACO traits has been demonstrated via self and other reports and attributed to the honesty-humility and emotionality traits (De Vries, 2013; Feher & Vernon, 2021). Thus, this research will use the HEXACO personality framework to measure personality.

Previous research has recognised an association between personality traits and FOMO (Milyavskaya et al., 2018; Rozgonjuk et al., 2021; Stead & Bibby, 2017). However, the exact

relationship with each personality trait yielded mixed results. Budnick and colleagues (2020) found a positive association between workplace FOMO and neuroticism but not with conscientiousness or extraversion. Furthermore, Hamutoglu et al. (2020) only found a positive effect between FOMO and agreeableness. Lastly, Milyavskaya et al. (2018) found no effect on any Big Five personality trait. Therefore, this study attempted to clarify the relationships between the HEXACO personality traits and workplace FOMO. Since the workplace FOMO scale was designed to measure FOMO at the trait level (Budnick et al., 2020), such relationships were reasonably expected.

While considering each personality trait individually, associations between FOMO and emotionality have been the most robust (Rozgonjuk et al., 2021). Individuals with high emotionality are likely to engage in social comparisons and experience anxiety and considerable uncertainty (Budnick et al., 2020). Moreover, since FOMO has been conceptualised as a socially related anxiety, individuals with anxiety-related personality traits, such as emotionality, may have a higher tendency towards feeling FOMO (Stead & Bibby, 2017). Recent studies by Rozgonjuk et al. (2021) and Stead and Bibby (2017) investigated the extent to which personality impacted the level of FOMO one experienced and found a positive correlation between emotionality and FOMO. While looking more specifically at workplace FOMO, Budnick et al. (2020) found that emotionality was positively correlated with workplace FOMO. They attributed this finding to the similarities between emotionality and workplace FOMO's characteristics: facilitation of social comparison, proneness to anxiety, and experiencing uncertainty negatively.

Hypothesis 1a: Emotionality has a positive association with workplace FOMO.

Conscientiousness is another personality trait investigated within the FOMO literature (Budnick et al., 2020; Rozgonjuk et al., 2021; Stead & Bibby, 2017). Individuals with low conscientiousness tend to be less motivationally driven, avoid complex tasks, and have difficulties with diligence (Ashton & Lee, 2007). Budnick et al. (2020) found no correlation between workplace FOMO and conscientiousness, whereas Rozgonjuk et al. (2021) and Stead and Bibby (2017) found a negative association between the two constructs. One might speculate that because low conscientious individuals avoid challenging tasks and have relatively lower motivational drive (Ashton & Lee, 2007), they may not be the preferred candidates for certain projects or internal conversations compared to high conscientious individuals. Consequently, this seclusion might cause them to perceive higher workplace FOMO. Additionally, because low conscientious individuals may be unconcerned with schedules (Ashton & Lee, 2007), they may not be able to plan their time and allocate their resources efficiently. This lack of planning might result in having to catch-up on unfinished tasks, preventing them from leveraging their networking opportunities with colleagues, therefore possibly increasing their perception of workplace FOMO.

Hypothesis 1b: Conscientiousness has a negative relationship with workplace FOMO.

In terms of extraversion, it could be hypothesised that extraversion and workplace FOMO are positively correlated, given that they both involve social interactions (Budnick et al., 2020). Nonetheless, studies have found either no effect or a negative correlation (Budnick et al., 2020; Milyavskaya et al., 2018; Rozgonjuk et al., 2021). This insignificant or negative relationship between the two constructs may be due to the two individuals seeking different types of interactions. For instance, an extravert may search for general social activities, whereas an individual experiencing high workplace FOMO may pursue work-related social activities (Budnick et al., 2020). Additionally, the motivation to seek interpersonal relationships at work differs. An extravert may approach interactions for the positive experience, while an individual with high workplace FOMO may seek interactions to decrease anxiety (Budnick et al., 2020).

Hypothesis 1c: Extraversion has a negative relationship with workplace FOMO.

Agreeable individuals are non-judgemental, cooperative, and do not get frustrated quickly (Ashton & Lee, 2007). Research into the association between workplace FOMO and agreeableness also had mixed findings. Hamutoglu et al. (2020) found that agreeableness positively correlated with FOMO. However, this was contrary to Hadlington and Scase's (2018) as they found a negative relationship between FOMO and agreeableness, in line with findings from Stead and Bibby (2017), Rozgonjuk et al. (2021), and Budnick et al. (2020). This negative association may be related to the higher satisfaction of agreeable individuals with their interpersonal relationships (Rozgonjuk et al., 2021). The lower one's agreeableness, the more judgmental and dissatisfied they may be with their colleagues, consequently experiencing higher workplace FOMO.

Hypothesis 1d: Agreeableness has a negative relationship with workplace FOMO.

Individuals who are high in openness to experience are very intellectually curious, attracted to unconventional ideas and use their imagination (Ashton & Lee, 2007). The literature on the association between openness to experience and workplace FOMO is scarce. More specifically, only a handful of studies have found openness to experience to have a negative, albeit small, correlation with workplace FOMO (Budnick et al., 2020; Rozgonjuk et al., 2021). Thus, one can speculate that the lower one's openness to experience is, the less interested they are in engaging in opportunities for new experiences a workplace offers. Consequently, their workplace FOMO may be higher. On the contrary, if an individual is willing to engage in the experiences a workplace provides them, they are more in contact with other colleagues, potentially decreasing their feeling of workplace FOMO.

Hypothesis 1e: Openness to experience has a negative relationship with workplace FOMO.

The last HEXACO dimension, honesty-humility, refers to an individual's traits of fairness, sincerity, and modesty (Ashton & Lee, 2007). All studies, up until now, have used the Big Five personality framework to investigate the relationship between personality and FOMO. Thus, there was no empirical evidence showcasing the effect of honesty-humility on this phenomenon. Nonetheless, one can hypothesise a pattern based on research investigating smartphone use and FOMO. Since FOMO is characterised by a need to stay connected, it has been recognised as a significant risk factor for problematic smartphone use (Horwood & Anglim, 2018). Individuals with low honesty-humility may place excessive value on the momentary rewards offered by smartphone or social media use (Horwood & Anglim, 2018). While experiencing these rewards, they may be more prone to experience FOMO, as they constantly want to be connected.

Hypothesis 1f: Honesty-humility has a negative relationship with workplace FOMO.

Self-Construal

The self is essential to an individual's identity (Dogan, 2019). The self-construal theory was initially coined to understand the self's role in understanding cultural differences and conceptualised the self as either independent or interdependent (Cross et al., 2011). An independent self-construal has been attributed to individualism, idiocentrism, and egocentrism (Dogan, 2019). Individuals with an independent self-construal view abilities, attitudes, and traits as central to their sense of self (Giacomin & Jordan, 2017). Conversely, interdependent self-construal is constructed based on an individual's interpersonal relationships. An individual with an interdependent self-construal has difficulty interpreting their identity without their relationships because their self is reliant on others (Dogan, 2019). While increasing relatedness and nurturing relationships with others are critical for an individual with an interdependent self, self-defining and internal characteristics are more important for an independent self. Furthermore, a negative association between these two conceptualisations of the self was found (Jonason et al., 2017). This suggests that every individual has both components of the self, with one being more salient than the other in specific contexts, situations, and cultures.

Cross et al. (2000) proposed two sub-constructs of an interdependent self-construal: relational and collective interdependent self-construal. A relational self-construal refers to the way individuals define themselves regarding their close relationships. In contrast, a collective self-construal can be defined as the extent an individual perceives their identity as being reliant on group memberships or social roles (Cross et al., 2011). However, this categorisation is infrequently utilised in research, so this distinction will not be used in this paper. Instead, interdependent self-construal will be used to refer to relational and collective definitions of the self.

In the context of workplace FOMO, the self-construal theory can be utilised to understand the underlying mechanisms behind workplace FOMO and the self. Since FOMO arises from the

perception that the individual is missing out on a rewarding experience that others are participating in (Przybylski et al., 2013), an individual with a more salient interdependent self-construal is more likely to experience FOMO (Dogan, 2017). Employees concerned with what other colleagues are achieving or performing are more likely to perceive that they are being excluded regarding their interpersonal relations, social information, and work deliverables. This concern with others is a primary determinant of experiencing FOMO; consequently, the employee may feel anxious and believe they are missing out. Therefore, how individuals interpret themselves influences FOMO (Dogan, 2017). When they place particular importance on connectedness and construe an interdependent self, there is a higher risk of experiencing FOMO compared to an independent self-construal.

Hypothesis 2: A salient interdependent self-construal is positively associated with workplace FOMO (*a*), whereas a salient independent self-construal is negatively associated with workplace FOMO (*b*).

As aforementioned, there is support for both personality traits and how an individual construes their self and their relationship with workplace FOMO. However, do they predict workplace FOMO to the same extent? As no empirical evidence is currently available in the literature to answer this question, the predictive value of the self over and above one's personality traits was explored.

Hypothesis 3: Self-construal adds additional value as a predictor of workplace FOMO compared to personality.

Gender

The interaction of gender on various psychological phenomena has been a topic of interest within many psychological fields. Gender differences in personality have been researched frequently since the introduction of personality frameworks. For instance, women have been found to portray higher emotionality, agreeableness, and openness to experience (Lee & Ashton, 2019). Gender differences in self-construal have also been investigated, with men and women differing in the type of self-construal they observe as more salient (Hardin et al., 2006). Women tend to construe their self as more interdependent, whereas males have a more salient independent self. Additionally, since every individual has both components of the self, it was found that men and women tend to differ in the interdependence they exhibit. Women tend to be higher in relational interdependence, while men tend to have a more salient collective interdependence (Hardin et al., 2006).

Regarding workplace FOMO, various studies have attempted to determine the main effect of gender on this construct, yielding mixed results (Milyavskaya et al., 2018; Przybylski et al., 2013; Rozgonjuk et al., 2021). For instance, Rozgonjuk and colleagues (2021) found no gender differences in experiencing FOMO, whereas Stead and Bibby (2017) found that males scored significantly lower

than females on the FOMO scales. However, Przybylski et al. (2013) showed that males were more likely to report higher levels of FOMO. Therefore, considering the gender differences in both personality and self-construal, an interaction between these two constructs and workplace FOMO was hypothesised. Thus, the conceptual model below (Figure 1) was explored for both males and females to determine the moderating role of gender on workplace FOMO, personality, and self-construal, represented by a question mark.

Figure 1

Hypothesised conceptual model depicting the relationship between the HEXACO traits, self-construal, and workplace FOMO moderated by gender
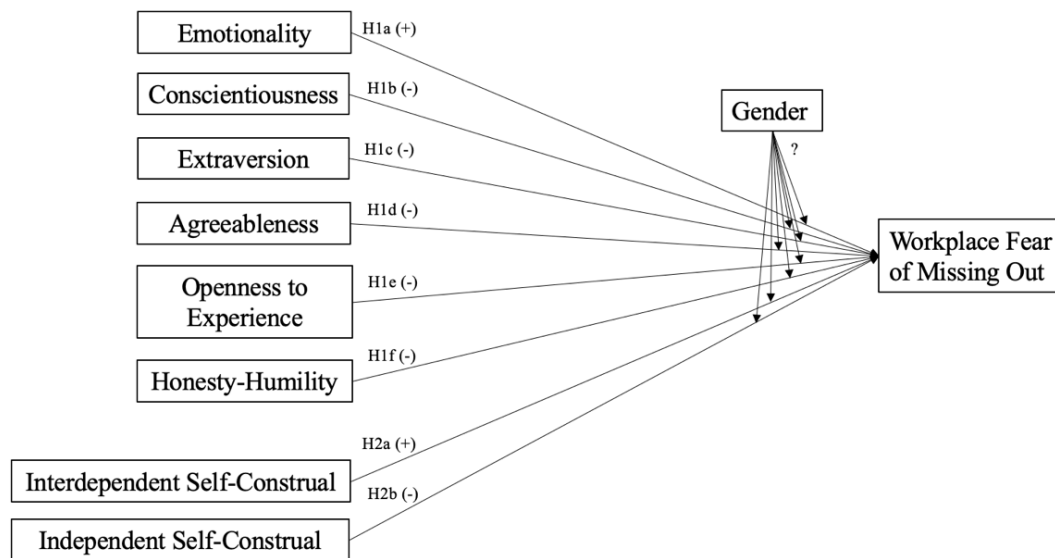
Based on the literature mentioned above and empirical findings, the research model depicted in Figure 1 shows the hypothesised associations between the HEXACO traits and self-construal on workplace FOMO.

Method

Procedure

An online Qualtrics survey was used to test the proposed hypotheses and determine the antecedents of workplace FOMO by investigating self-construal and the HEXACO personality traits. To compile the questionnaire in both Dutch and English, the scales in both languages needed to be collected: (1) the Brief HEXACO Inventory (BHI; De Vries, 2013) was available in both Dutch and English, (2) the Workplace FOMO Measurement Scale (Albers, 2020) in Dutch, and (3) the Self-Construal Scale (Singelis, 1994) in English. Therefore, the Workplace FOMO Measurement Scale and the Self-Construal Scale were back-translated into English and Dutch, respectively. Then, the

study was registered and approved by the Utrecht University Social and Behavioural Sciences Faculty Ethics Review Board (reference number: 22-0897).

Participants were recruited using a convenience sampling technique over seven weeks. The respondent had to be working in the Netherlands for at least 12 hours per week, 18+ years old, and professionally proficient in Dutch or English. Each participant was given the link to the online survey, where they could choose to complete the survey in either language. The questionnaire was strictly anonymous and confidential, and each participant was made aware of their right to withdraw at any point. Once participants gave their consent to participate and confirmed they understood their rights, they were directed to the survey. In the end, participants were thanked for their participation and their answers were automatically saved.

Participants

A G-power analysis advised recruiting a minimum of 196 participants (power .80, alpha .05). In the end, the questionnaire was completed fully by 164 individuals and partially (75%) by 16 participants for a total of 180 participants. Of these individuals, 99 (55%) were female, 79 (43.9%) were males, and 2 (1.1%) preferred not to disclose their gender. In terms of age, 47 (26.1%) participants were between 18-25, 36 (20%) were between 26-33, 20 (11.1%) were aged 34-41, 31 (17.2%) were aged between 42-50 and the remaining 46 (25.6%) participants were aged 50 and older. The demographic information for education level, tenure, average working hours per week, managerial position, and contract type are displayed in Table 1.

Table 1

Additional demographic information for 180 participants

Highest level of education completed	N	%
MAVO, LBO, VMBO	1	0.6
MAVO, MBO	4	2.2
VWO	4	2.2
HBO	43	23.9
University	128	71.1
Tenure	N	%
0-1	67	37.2
2-5	51	28.3
6-10	24	13.3
10+	38	21.1
Average working hours per week	N	%
12-20	14	7.8
21-30	13	7.2
31-40	109	60.6
40+	44	24.4
Managerial Position	N	%
Yes	58	32.2
No	122	67.8
Contract Type	N	%
Permanent contract	114	63.3
Temporary contract	45	25.0
Other	21	11.7

Measures

This study was part of a larger research project on workplace FOMO, motivation, and personality. Among other constructs, the HEXACO personality traits, self-construal, and workplace FOMO were included in the questionnaire, along with the demographic variables mentioned above. The subsequent measures were available to respondents in both English and Dutch and the completed translated questionnaires can be found below (Appendix A and B).

HEXACO Personality Traits

The HEXACO personality traits were measured using The Brief HEXACO Inventory (BHI) by De Vries (2013). The questionnaire consisted of 24 items based on the six dimensions of the HEXACO model: honesty-humility (four items, $\alpha = .52$, e.g., "*I find it difficult to lie*"), emotionality (four items, $\alpha = .22$, i.e., "*I am afraid of feeling pain*"), extraversion (four items, $\alpha = .65$, e.g., "*I easily approach strangers*"), agreeableness (four items, $\alpha = .34$, i.e., "*I remain unfriendly to someone who was mean to me*"), conscientiousness (four items, $\alpha = .42$, e.g., "*I make sure that things are in the right spot*") and openness to experience (four items, $\alpha = .52$, i.e., "*I can look at a painting for a*

long time"). All items were rated on a five-point Likert scale from strongly disagree (1) to strongly agree (5).

Since the reliability of the HEXACO dimensions was below expected values, a principal components factor analysis with varimax rotation was conducted to determine the suitability of the personality scale. Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO =.59) and Bartlett's Test of Sphericity (p < .000) were within acceptable limits. The factor analysis resulted in ten factors with eigenvalues greater than one, accounting for 65.22% of the variance. However, the factor extraction was limited to six factors to follow the HEXACO personality framework, corresponding to 46.35% of the variance. Table 2 depicts the factor loadings for each item, with loadings higher than 0.40 marked in bold. The general structure of the HEXACO personality framework with six separate factors for the six dimensions was not found. The items of extraversion and honesty-humility did appear to load on their intended factor and three items of openness to experience loaded on the intended factor. The agreeableness, conscientiousness, and emotionality items loaded on four, two, and three factors, respectively. Therefore, in the analysis, only openness to experience, conscientiousness, extraversion, and honesty-humility were included. For conscientiousness, an item was removed, increasing its reliability to α =.50, making it acceptable to include in the analysis.

Table 2

Factor loadings on the HEXACO items

Item	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	Factor 6
X. I easily approach strangers	**.737**	-.111	-.113	.117	-.014	-.168
X. I like to talk with others	**.685**	.081	-.008	-.016	.125	-.228
X. I am seldom cheerful (R)	**.614**	.086	.020	-.061	.014	.199
X. Nobody likes talking to me (R)	**.532**	-.103	-.006	-.245	-.080	.160
A. I remain unfriendly to someone who was mean to me (R)	**.467**	-.378	.252	-.198	.223	.171
E. I worry less than others (R)	-.429	.165	.162	.375	.203	.208
E. I can easily overcome difficulties on my own (R)	-.423	-.302	-.031	-.077	.206	-.084
O. I have a lot of imagination	-.057	**.651**	-.140	-.141	.283	.209
O. I like people with strange ideas (R)	.052	**.623**	-.116	-.233	.197	-.174
O. I think science is boring	-.054	**.575**	.049	.140	-.082	.161
E. I am afraid of feeling pain	-.145	**.432**	.224	.227	.223	-.373
A. I often express criticism (R)	-.149	-.360	.138	-.218	.153	-.027
H. I would like to know how to make lots of money in a dishonest manner (R)	-.057	.009	**.741**	-.074	-.011	-.090
H. I find it difficult to lie	.020	-.068	**.638**	-.005	.090	.030
H. I want to be famous (R)	.000	-.118	**.625**	.133	-.122	-.014
C. I make sure that things are in the right spot	-.095	.029	-.121	**.703**	.115	.033
C. I work very precisely	.012	.039	.197	**.670**	-.324	.143
O. I can look at a painting for a long time	.090	.111	-.002	-.062	**.732**	.197
C. I postpone complicated tasks as long as possible (R)	.179	-.067	.038	.063	-.475	.198
H. I am entitled to special treatment (R)	-.002	.166	.379	-.282	-.433	.070
E. I have to cry during sad or romantic movies	.289	.000	.178	.123	.356	-.178
C. I often do things without really thinking (R)	-.017	-.082	.078	.336	.054	**.687**
A. I tend to quickly agree with others	-.158	-.136	-.064	.270	.235	-.582
A. Even when I'm treated badly, I remain calm	.086	-.106	.107	-.093	-.026	-.454

Note. Principal Components Analysis; Rotation: Varimax; O = Openness to Experience; C = Conscientiousness; A = Agreeableness; X = Extraversion; E = Emotionality; H = Honesty-Humility; R = Recoded items.

Self-Construal

Self-construal was assessed using the Self-Construal Scale developed by Singelis (1994). This scale comprised of 24 items, encompassing two constructs of the self: interdependent self-construal (12 items, α = .74, e.g., "*I have respect for the authority figures with whom I interact*") and independent self-construal (12 items, α = .59, i.e., "*I act the same way no matter who I am with*"). The original items were adapted to cover the work environment by substituting words such as "school" and "professor" with "work" and "manager". Each item was rated on a seven-point scale, ranging from strongly disagree (1) to strongly agree (7).

Workplace FOMO

Workplace FOMO was measured using the 16-item Workplace Fear of Missing Out Measurement Scale (α = .96) extended by Albers (2020), based on Budnick et al.'s (2020) 10-item scale. A sample item was "*I worry that I will miss out on networking opportunities that my co-workers will have*". Responses ranged from strongly disagree (1) to strongly agree (5).

A principal components analysis was conducted using an oblimin rotation with Kaiser normalisation to determine the dimensionality of the workplace FOMO measure. The assumptions determined by the Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO =.92) and Bartlett's Test of Sphericity (p < .001) were both met. Two factors had eigenvalues greater than one and loaded highly on the workplace FOMO items, accounting for 72.23% of the variance. This classification of items into two types of Workplace FOMO is similar to the two-factor structure found by Albers (2020) and Budnick et al. (2020). Table 3 depicts the factor loadings for each item, with loadings higher than 0.65 in bold. Despite two items loading similarly on both factors, the full Workplace FOMO 16-item scale was used in this study's analysis.

Table 3

Factor loadings on the Workplace FOMO items

Item	Factor	
	Factor 1	Factor 2
I am constantly thinking that I might miss opportunities to make new business contacts	**.940**	-.121
I get anxious that I will miss out on an opportunity to make important business connections	**.937**	-.052
I am constantly thinking that I might miss opportunities to strengthen my business contacts	**.898**	-.103
I fear that my co-workers might make business contacts that I won't make	**.834**	.034
I worry that I will miss out on networking opportunities that my co-workers will have	**.820**	.036
I am worried that my colleagues will get career opportunities that I will not get	**.820**	.011
I am worried that I will miss on an opportunity to move up	**.809**	.075
I worry that I miss out on valuable career opportunities	**.775**	.114
I worry that my colleagues are having fun without me	**.691**	.161
I am worried that I am missing out on opportunities to bond with my colleagues	.455	.384
I worry that I will be judged for my absence	.388	.301
I worry that I will miss important work-related updates	-.056	**.959**
I worry that I will miss out on important information that is relevant to my job	-.052	**.927**
I worry that I might miss out on valuable work-related information	.017	**.878**
I worry that I will miss out on important work-related news	.099	**.836**
I worry that I will not know what is happening at work	.095	**.825**

Note. Principal Components Analysis; Rotation: Oblimin with Kaiser Normalisation.

Statistical Analyses

The data were loaded into IBM statistical software SPSS 24 for data screening, merging the Dutch and English responses, descriptive analysis, and hypothesis testing. Before conducting the hypothesis testing, the workplace FOMO measure and the HEXACO items underwent a factor analysis to determine their factorial structure. The assumptions of Bartlett's Test of Sphericity and Kaiser-Meyer-Olkin Measure of Sampling Adequacy were met.

Prior to conducting the regression analysis, its assumptions were tested for each hypothesis. To assess normality, Normal Probability Plots of regression standardised residuals were drafted. To test homoscedasticity, the residuals were visualised in a scatterplot. It did not show an obvious pattern, indicating that the data were homoscedastic. Multicollinearity was assessed to determine if the antecedents were highly correlated with each other. For all hypotheses, the VIF value was less than 10, meaning that the variables were not correlated, and the assumption was met. The last assumption to determine if the residuals were independent was tested using the Durbin-Watson statistic. For hypothesis 1, 2 and 3 the Durbin-Watson statistic was 1.93, 1.96 and 1.90, respectively, falling between the recommended values of 1.5 and 2.5.

Correlations, means, and standard deviations were computed for all variables in the hypothesis testing. To test hypothesis 1, control variables were placed in the first step of the regression, followed by the HEXACO traits in the second step. The same procedure was followed for hypothesis 2 for self-construal. Additionally, a three-step hierarchical multiple regression analysis was completed to determine whether self-construal added more predictive validity than personality (hypothesis 3). Lastly, the interaction of gender was investigated using PROCESS version 4.1, model 1 (Hayes, 2020). Six separate moderation analyses were conducted for all predictors, with gender as the moderator and workplace FOMO as the outcome variable.

Results

Descriptive Analysis

Table 4 displays the means, standard deviations, and correlations between the variables. As presented in Table 4, workplace FOMO correlated positively with interdependent self-construal and managerial position, and correlated negatively with independent self-construal, age, and tenure. Managerial position also appeared to correlate with extraversion and independent and interdependent self-construal. Lastly, independent self-construal had a positive relationship with extraversion and a negative correlation with honesty-humility.

Table 4

Descriptive Statistics and Correlations of the Variables

	M	SD	1	2	3	4	5	6	7	8	9	10	11	12
1 Openness to Experience	3.63	0.60	-											
2 Conscientiousness	3.65	0.68	-.02	-										
3 Extraversion	4.02	0.60	-.00	-.10	-									
4 Honesty-Humility	3.91	0.61	-.14	.03	-.03	-								
5 Interdependent Self-Construal	4.41	0.75	.14	.09	-.03	.02	-							
6 Independent Self-Construal	5.01	0.61	.09	.04	.29**	-.21**	-.12	-						
7 Workplace FOMO	2.39	0.90	.13	.00	-.12	-.10	.36**	-.17*	-					
8 Age	2.96	1.57	-.01	.07	.18	.12	-.23**	.07	-.36**	-				
9 Gender	0.56	0.50	-.05	-.03	.15	.04	-.01	-.12	.13	-.16*	-			
10 Tenure	2.18	1.15	-.10	.10	-.01	.13	-.09	.01	-.27**	.68**	-.13	-		
11 Average Weekly Hours	3.01	0.79	.10	.05	-.07	-.13	-.02	.11	.09	.19*	-.20**	.13	-	
12 Managerial Position	1.68	0.47	-.05	-.03	-.16*	-.03	.15*	-.24*	.24**	-.51**	.11	-.36**	-.20**	-

*p < .05; **p < .01.

Hypothesis Testing

Table 5

Hierarchical Regression Analysis Displaying the Relationship Between the HEXACO Traits and Workplace FOMO

	Workplace FOMO							
	Model 1			Model 2				
	β	t	p	β	t	p	ΔR²	p
Model 1: Control Variables							.16	.000**
Age	-.37	-5.07	.000**	-.35	-4.60	.000**		
Gender	.11	1.43	.154	.13	1.66	.099		
Weekly Working Hours	.18	2.42	.016*	.16	2.10	.037*		
Model 2: HEXACO traits							.02	.000**
Openness to experience				.11	1.52	.132		
Conscientiousness				.02	0.27	.828		
Extraversion				-.08	-1.12	.263		
Honesty-Humility				-.03	-0.42	.678		

*p < .05; **p < .01.

Hypothesis 1 predicted associations between four HEXACO personality dimensions and workplace FOMO. The first block of the hierarchical regression analysis, as illustrated in Table 5, analysed demographic variables. The demographic variables in model one explained a significant amount of variance ($F(3, 158) = 10.32$, $p < .001$, $R^2 = .16$, $R^2_{Adjusted} = .15$), accounting for 16% of variation in workplace FOMO. As shown in Table 5, age (β = -0.37, $t(161) = -5.07$, $p < .001$) and average working hours (β = 0.18, $t(163) = 2.42$, $p = .016$) had significant associations with workplace FOMO, while gender was not a significant predictor.

The second model added the HEXACO traits to the analysis ($F(7, 154) = 4.98$, $p < .001$, $R^2 =$ .19, $R^2_{Adjusted} = .15$). Emotionality and agreeableness were not added to the analysis as their reliabilities were insufficient to draw conclusions. The remaining four HEXACO dimensions explained 2% more variance than the first model ($\Delta F(4, 154) = 0.98$, $\Delta R^2 = .02$) and this change was not significant ($p = .421$). Additionally, none of the traits in model two were significant predictors of workplace FOMO: openness to experience ($\beta = 0.11$, $t(161) = 1.52$, $p = .132$), conscientiousness ($\beta = 0.02$, $t(161) = 0.27$, $p = .828$), extraversion ($\beta = -0.08$, $t(161) = -1.12$, $p = .263$) and honesty-humility ($\beta = -0.03$, $t(161) = -0.42$, $p = .678$). In terms of control variables, age ($\beta = -0.35$, $t(161) = -4.60$, $p < .001$) and weekly working hours ($\beta = 0.16$, $t(161) = 2.10$, $p = .037$) were significant predictors of workplace FOMO also in the second model, whereas gender was not. Therefore, no evidence was found supporting the relationship between personality and workplace FOMO. Thus, hypotheses 1b, 1c, 1e and 1f were not supported.

Table 6

Hierarchical Regression Analysis of Self-Construal Against Workplace FOMO

| | Workplace FOMO | | | | | | | |
| | Model 1 | | | Model 2 | | | | |
	β	t	p	β	t	p	ΔR^2	p
Model 1: Control Variables							.16	.000**
Age	-.37	-5.00	.000**	-.30	-4.13	.000**		
Gender	.11	1.43	.154	.11	1.50	.135		
Weekly Working Hours	.18	2.42	.016*	.19	2.64	.009**		
Model 2: Self-Construal							.10	.000**
Interdependent Self-Construal				.28	3.94	.000**		
Independent Self-Construal				-.13	-1.82	.071		

*$p < .05$; **$p < .01$.

Hypothesis 2 aimed to determine if there was a relationship between self-construal and workplace FOMO. The demographic variables of age, gender and average working hours per week were examined in model one, revealing a statistically significant model ($F(3, 158) = 10.32$, $p < .001$, $R^2 = .16$, $R^2_{Adjusted} = .15$), explaining 16% of the variance in workplace FOMO. The second model added self-construal to the analysis. This addition resulted in a statistically significant model ($F(5, 156) = 11.08$, $p < .001$, $R^2 = .26$, $R^2_{Adjusted} = .24$). Thus, independent and interdependent self-construal combined with age, gender, and weekly working hours explained 26% of workplace FOMO's variance.

According to Table 6, interdependent self-construal was a significant predictor of workplace FOMO ($\beta = 0.28$, $t(161) = 3.94$, $p < .001$). For independent self-construal ($\beta = -0.13$, $t(161) = -1.82$,

p = .071) no significant association was found. In terms of the control variables, age (β = -0.37, t(161) = -5.00, p < .001; β = -0.30, t(161) = -4.13, p < .001) and average weekly working hours (β = 0.18, t(161) = 2.42, p = .016; β = 0.19, t(161) = 2.64, p = .009) were significant predictors of workplace FOMO in both models, while gender was not a significant predictor. Therefore, hypothesis 2a was met; interdependent self-construal had a positive low association with workplace FOMO. However, no effect was found for independent self-construal and workplace FOMO (hypothesis 2b).

Table 7

Hierarchical Regression Analysis Depicting the Added Value of Self-Construal Over Personality

	Workplace FOMO										
	Model 1			Model 2			Model 3				
	β	t	p	β	t	p	β	t	p	ΔR^2	p
Model 1: Control Variables										.15	.000**
Age	-.39	-5.24	.000**	-0.37	-4.92	.000**	-.30	-4.05	.000**		
Weekly Working Hours	.17	2.21	.028*	.14	1.87	.063	.15	2.09	.038*		
Model 2: Personality										.02	.000**
Openness to Experience				.11	1.46	.146	.08	1.09	.277		
Conscientiousness				.02	0.22	.825	-.00	-0.02	.981		
Extraversion				-.07	-0.87	.383	-.02	-0.32	.750		
Honesty-Humility				-.03	-0.35	.729	-.07	-1.02	.312		
Model 3: Self-Construal										.09	.000**
Interdependent Self-Construal							.27	3.67	.000**		
Independent Self-Construal							-.15	-2.04	.043*		

*p < .05; **p < .01.

Hypothesis 3 aimed to explore whether self-construal added more value to workplace FOMO compared to personality. A multiple hierarchical linear regression was conducted to determine the added value of self-construal over and above personality. The regression analysis resulted in a statistically significant model (F(2, 161) = 14.55, p < .001, R^2 = .15, $R^2_{Adjusted}$ = .14). The demographic variables accounted for 15% of the variance of workplace FOMO. For the second model, four HEXACO traits were added to the analysis. This resulted in a statistically significant model (F(6, 157) = 5.36, p < .001, R^2 = .17, $R^2_{Adjusted}$ = .14), explaining 17% of the variance in workplace FOMO. Lastly, the third model added self-construal to the regression analysis. This step also resulted in a statistically significant model (F(8, 155) = 6.95, p < .001, R^2 = .26, $R^2_{Adjusted}$ = .23). Therefore, model three (ΔF(2, 155) = 9.89, ΔR^2 = .09) explained 9% more variance than model two (ΔF(4, 157) = 0.80, ΔR^2 = .02), which explained 2% more variance than model one.

As illustrated in Table 7, interdependent self-construal (β = 0.27, t(163) = 3.67, p < .001) and independent self-construal (β = -0.15, t(163) = -2.04, p = .043) were significant predictors of workplace FOMO in the third model. Openness to experience (β = 0.11, t(163) = 1.46, p = .146; β = 0.08, t(163) = 1.09, p = .277), conscientiousness (β = 0.02, t(163) = 0.22, p = .825; β = -0.00, t(163)

= -0.02, p = .981), extraversion (β = -0.07, $t(163)$ = -0.87, p = .383; β = -0.02, $t(163)$ = -0.32, p = .750) and honesty-humility (β = -0.03, $t(163)$ = -0.35, p = .729; β = -0.07, $t(163)$ = -1.02, p = .312) were not significant predictors in both model two and model three.

As for the control variables, age appeared to be a significant factor of workplace FOMO in all three models (β = -0.39, $t(163)$ = -5.24, p < .001; β = -0.37, $t(163)$ = -4.92, p < .001; β = -0.30, $t(163)$ = -4.05, p < .001), whereas weekly working hours was a significant predictor in model one (β = 0.17, $t(163)$ = 2.21, p = .028) and model three (β = 0.15, $t(163)$ = 2.09, p = .038). Thus, one can cautiously conclude that self-construal provides more added value to workplace FOMO compared to the HEXACO personality traits, confirming the explored association of hypothesis 3.

Moderation Analysis

To explore the moderating role of gender, PROCESS v4.1 was utilised. Only the regression model of interdependent self-construal and gender on workplace FOMO was significant ($F(3, 158)$ =11.12, p < .001, R^2 = .17). The main effect of interdependent self-construal on workplace FOMO was significant (β = 0.44, $t(161)$ = 5.12, p < .001), however, no main effect was found between gender and workplace FOMO (β = 0.22, $t(161)$ = 1.67, p = .096). While looking at the interaction, gender was not a significant moderator in the relationship between the predictors and workplace FOMO: openness to experience (p = .637), conscientiousness (p = .550), extraversion (p = .435), honesty-humility (p = .848), interdependent self-construal (p = .053) and independent self-construal (p = .631). Therefore, no predictor analysed in this study offered some evidence to support the moderation of gender on personality, self-construal, and workplace FOMO.

Discussion

Since its first introduction, FOMO has become a popular research topic in various domains, such as the workplace. This study aimed to (1) investigate the extent to which HEXACO personality traits and self-construal predict workplace FOMO, (2) determine the added value of the self on workplace FOMO compared to personality, and (3) explore the moderating role of gender in these associations. Emotionality and interdependent self-construal were hypothesised to predict workplace FOMO positively. In contrast, the other five HEXACO personality traits and independent self-construal were predicted to have a negative association. Additionally, the self was hypothesised to provide more added value than personality. Partially in line with expectations, two out of the three hypotheses were met, whereas the moderating role of gender was not supported.

The HEXACO Personality Traits & Self-Construal

The first six hypotheses sought to determine whether the HEXACO personality traits were significant predictors of workplace FOMO. Out of the six personality traits, emotionality and

agreeableness were excluded from the analysis as they had unexpectedly low alpha reliability values. The remaining four dimensions, contrary to expectations, did not result in significant predictors of workplace FOMO. Only a handful of previous studies found low associations with these constructs (Budnick et al., 2020; Rozgonjuk et al., 2021; Stead & Bibby, 2017), while Milyavskaya et al. (2018) found no associations. One explanation for this lack of significant associations could be due to these personality dimensions being less relevant indicators of workplace FOMO than previously anticipated. To be more specific, the four HEXACO traits may have different characteristics than workplace FOMO, hence not resulting in important predictors. For example, conscientiousness relates to one's diligence, perfectionism, and organisation (Ashton & Lee, 2007). Therefore, if one has low diligence, they may not work as hard as someone who has high diligence. However, one's work ethic neither necessarily translates to a higher workplace FOMO nor results in the perception that one is missing out on an opportunity. Similar conclusions can be drawn for openness to experience, extraversion, and honesty-humility. As these traits' characteristics are dissimilar to those of workplace FOMO, there is not enough evidence to articulate an association between the four tested HEXACO dimensions and workplace FOMO, implying that these four traits may not be important predictors.

The Brief HEXACO Inventory (BHI) by De Vries (2013) was used to measure the HEXACO dimensions. When De Vries (2013) first proposed this shortened version of the HEXACO dimensions, the BHI had relatively low alpha reliabilities (i.e., $\alpha = .44$ and $\alpha = .72$). However, the test-retest reliability was adequate and convergent correlations with the original HEXACO-PI-R were high. De Vries (2013) concluded that the low reliability of the BHI did not hinder the validity, thus proposing the scale as a valid measure of the HEXACO dimensions. Nonetheless, emotionality and agreeableness had to be removed from this study due to their lack of adequate alpha reliabilities. One plausible explanation could be the lack of uni-dimensionality. That is, the four items reflecting emotionality were loaded on four different factors rather than one; whereas the four agreeableness items were loaded on three different factors instead of one (as illustrated in Table 2). Additionally, the factor analysis did not yield a coherent set of six personality dimensions. This translated into weak correlations between items, resulting in insufficient reliability levels to draw any conclusions. Future studies that wish to measure the HEXACO dimensions using the BHI should add more items to the scale or alternatively use a version of the Big Five personality framework along with the four honesty-humility items from the BHI. The latter option does not precisely mirror the HEXACO personality framework, however, may be a better indicator then using a HEXACO scale with low reliability.

Hypothesis 2 aimed to determine whether independent and interdependent self-construal are predictors of workplace FOMO. A more salient interdependent self-construal resulted in a positive

association with workplace FOMO. When one constructs their self interdependently, their self is based on one's interpersonal relationships and group memberships (Dogan, 2019). Therefore, an individual with a more salient interdependent self is more concerned with fostering their network and with their colleagues' activities. This constant involvement and concern with one's professional circle could translate into an increased perception of workplace FOMO, especially when one does not feel included in a project or meeting. Thus, this could lead them to experience more of this social anxiety.

Furthermore, a significant association was found between independent self-construal and workplace FOMO, only when personality was controlled for. Individuals who construe their self more independently tend to see themselves as separate from others (Dogan, 2019). As predicted, it was found that these individuals experienced less workplace FOMO than their interdependent counterparts. This prediction stemmed from the idea that independent self-construal results in a more autonomous individual, whose goal setting is based on their own strengths rather than focusing on their colleagues'. Thus, if they are not included in a project or email chain, they may not necessarily experience anxiety or believe that they are missing out.

This observed effect of independent self-construal on workplace FOMO when personality was controlled for could be due to the significant correlations found between independent self-construal and several personality traits. More specifically, as shown in Table 4, independent self-construal appeared to have a positive correlation with extraversion and a negative correlation with honesty-humility. Therefore, a significant association arose only when the effect of these personality traits was isolated from the relationship between independent self-construal and workplace FOMO. When the personality traits of an individual were not controlled for, they obscured the effect of independent self-construal on workplace FOMO. This observation opens the avenue for future research to explore the interaction between personality and the self. It could be hypothesised that although one can construe their self using both conceptualisations, certain personalities may cause an individual to construe their self based on their social interactions, resulting in a salient interdependent self.

Hypothesis 3 proposed that self-construal would add more predictive validity to workplace FOMO than personality. Both independent and interdependent self-construal appeared to predict more workplace FOMO than the HEXACO personality traits. The self, identity, and personality have been used interchangeably and defined as relying on the other to depict a complete picture of an individual (Clancy & Dollinger, 1993). For instance, the self reflects our consciousness, whereas personality refers to how an individual behaves and approaches certain tasks in different ways. Thus, personality is one facet of the self. Since every one of our actions arises from our consciousness and we need consciousness to create reasoning, the self contributes to our perception of FOMO as it influences our overthinking and the feeling that we are missing out. Moreover, once we are

experiencing workplace FOMO, personality may determine the extent we act on this feeling. For instance, a more emotionally unstable individual may experience more anxiety as they perceive workplace FOMO. Future research should further investigate this relationship to determine the underlying mechanisms behind the predictive value of self-construal over personality, as this is the only available study to this date that explored this association.

As mentioned in the introduction, most studies on FOMO have looked at its outcomes. The limited existing investigations on the antecedents of FOMO have found mixed results, with most resulting in low associations, as has this study. Therefore, more research is needed to be able to draw more sound conclusions. Future studies should further examine these antecedents of workplace FOMO with larger sample sizes and more reliable scales.

Moderating Role of Gender

The last analysis explored gender's moderating role between personality, self-construal, and workplace FOMO. No significant interaction was found for any of the predictor variables. This lack of significant interactions contributed to the already mixed findings currently available in the literature. This suggests that workplace FOMO may not be a gender-dependent phenomenon but could occur to any individual working in an organisation, regardless of their gender. This similarity between genders could be attributed to workplace FOMO being linked to our need for social connectedness and interactions. As humans are social animals constantly needing to feel connected, internet communication and social media has facilitated this and made feelings such as FOMO increase when one is not socially connecting or included in a project. Additionally, since interacting with others is a day-to-day activity, in the moments one is not socialising with their colleagues it could seem plausible that anyone, regardless of gender, might perceive that they are missing out on something important.

Nonetheless, age appeared to be an influential predictor in all three tested hypotheses. A younger age resulted in more workplace FOMO, suggesting the presence of generational differences, supporting findings from Elhai et al. (2018) and Rozgonjuk et al. 's (2021) research. When the term FOMO first entered the English Oxford Dictionary in 2013, the phenomenon referred to the social domain, with young individuals experiencing this feeling when they saw their friends or peers via social media. This relationship between workplace FOMO and age seems plausible since the younger generations are more interconnected and involved with their network, possibly experiencing FOMO during their non-work hours. When they enter the workplace, they could translate these feelings towards their colleagues and their work tasks, resulting in workplace FOMO.

Future research should explore this interaction of age and gender further. It may be interesting to see if there is an effect of age and tenure on workplace FOMO. It may also be relevant to research

into the interaction between age and gender on workplace FOMO to determine if, for instance, females in their 20s and more likely to experience workplace FOMO compared to their male counterparts. This could add an extra layer to the generational differences found in this study to deepen the understanding of individual differences on workplace FOMO.

Implications

Despite the lack of some statistically significant hypotheses, this study offers some practical and academic implications. On the academic side, this study was the first to compare the predictive value of personality and self-construal on workplace FOMO, allowing to gain a more holistic understanding of this phenomenon and pinpoint the underlying mechanisms behind these constructs. In terms of individual differences, this study replicated Dogan's (2019) findings on self-construal and FOMO by applying it to the workplace context, enriching the existing literature. However, the results of previous studies that found a relationship between the personality dimensions and workplace FOMO were not replicated (Budnick et al., 2020; Rozgonjuk et al., 2021; Stead & Bibby, 2017). Additionally, the most robust finding in previous research was the association with emotionality, which could not be investigated in this study. Lastly, age as a significant predictor of workplace FOMO was discovered during hypothesis testing, adding to existing literature as well (Elhai et al., 2018; Rozgonjuk et al., 2021).

On the practical side, organisations should become aware that workplace FOMO is a current and vital phenomenon that occurs daily and understand that individual differences exist in how one experiences workplace FOMO. With this knowledge, they should offer managers specific training on how to lead members of their team who are more prone to experience workplace FOMO. This could create an optimal team atmosphere, ensure a transparent way of working and encourage more prone individuals to be proactive and seek opportunities. This may help hinder workplace FOMO's consequences, such as low job satisfaction and lack of motivation.

Limitations and Conclusion

Prior to concluding, several limitations of the study need to be discussed. First, this study was cross-sectional, so no causal conclusions from the observed relationships can be drawn. Thus, a longitudinal research design should be used in future research to determine if the antecedents of workplace FOMO are stable constructs influencing it. Secondly, the data were collected using self-reporting, which may lead to some recall biases such as providing socially desirable answers and not admitting that they may experience FOMO. Another limitation is the use of a convenience sampling technique to acquire participants. As these participants were conveniently available through social media and professional networks, the sample was not a complete representation of the workforce working in the Netherlands. Thus, this hinders the generalisability of results. Future research should

make use of stratified or systematic sampling techniques to ensure that the Dutch workforce is represented to a greater extent.

Due to the nature of this study, the data collection had to close after a certain period, and the G-Power recommended sample size was not met. If there was an effect between the constructs, a small sample size may have led to small insignificant associations, as not enough data was collected to support the hypotheses, translating to significance levels above the threshold of $\alpha = .10$ or $\alpha = .05$ (Fowler & Lapp, 2019). This consequently limits the conclusions that can be drawn. Future research should spend more time attaining a larger sample size before conducting their analysis. Lastly, the HEXACO measurement scale had minimally acceptable alpha reliabilities. This might be due to the BHI being a shorter version of the original HEXACO-PI-R, not fully representing the six dimensions of the HEXACO. These low alpha reliabilities may have also caused the low, insignificant associations, therefore, limiting the results found (Osborne & Waters, 2002).

Taken together, workplace FOMO is a current phenomenon at work, affecting many employees. None of the HEXACO traits could predict workplace FOMO; thus, any individual, no matter their personality, may experience it. Individuals with a more interdependent self-construal tend to experience more workplace FOMO as they feel constantly involved with their interpersonal relationships and group memberships, while individuals with a more independent self tend to experience less, as they are more focused on their internal characteristics. Self-construal also appeared to predict more workplace FOMO than personality. Lastly, men and women tend to experience workplace FOMO similarly, whereas generational differences did appear with the younger experiencing more. Thus, these findings shed light on some of the individual differences that may contribute to one's experience of workplace FOMO, with the way one construes their self being the most influential predictor.

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Appendix

Appendix A: English Questionnaire

Information Letter UU Research on Workplace FOMO

Thank you for your interest in our study! Before you participate, it is important that you understand why we do this study and what it involves. Please take the time to read this information. If anything is unclear, do not hesitate to contact our research team. We highly appreciate your participation!

The aim of this research is to gain insight into the relationship between workplace fear of missing out (FOMO), personality traits, work engagement and motivation to work. Workplace FOMO arises when employees perceive that they are missing out workplace opportunities when absent or not digitally connected with their colleagues. With this research, we want to gain more insights into the predictors and outcomes of this phenomenon.

In case you decide to participate, we will ask you to fill in an online questionnaire answering questions about your work engagement, personal characteristics, and motivations. You will also be asked to answer a few statements about the extent to which you experience Fear of Missing Out at work. On average, it takes about 15 minutes to complete the questionnaire. We would like to invite you to answer the questions honestly and intuitively, it is your first instinct that matters. Moreover, there are no right or wrong answers. You can participate if you:

- Can read and understand English and/or Dutch.

- Are 18 years or older.

- Work in an organisation within the Netherlands for at least 12 hours a week.

Participating is voluntary. You are free to decide whether you take part in this study and can stop participating at any moment during the survey without giving a reason for doing so, and without consequences.

This research has been approved by the Ethical Review Committee of the Faculty of Social Sciences, Utrecht University. The collected data will be completely anonymised, so that answers cannot be traced back to persons. The researchers will only have access to the completely anonymised versions of the data for the remainder of the study. The research data will be kept for a minimum of 10 years after publication of the research. This is in accordance with the guidelines of the VSNU Association of Universities in the Netherlands. More information about privacy can be found at https://autoriteitpersoonsgegevens.nl/nl/onderwerpen/avg-europese-privacylegislation.

If at any time you have questions about this study, your participation, or the treatment of your data, you can send an email to g.lombardo@students.uu.nl and/or e.h.reinders@students.uu.nl. In addition, if, following the questionnaire, you feel the need to talk about your (work) situation, you can contact the above mentioned students. Comments and questions can also be emailed to our supervisor, Dr. Veerle Brenninkmeijer (v.brenninkmeijer@uu.nl).

If you want to submit an official complaint about the research, you can do so via the complaints officer of the Faculty of Social Sciences of Utrecht University, via klachtenfunctionaris-fetcsocwet@uu.nl.

Many thanks!

The research team: Giulia Lombardo and Emma Reinders

Utrecht University, Department of Psychology – Social and Organisational Psychology

Research Consent Form

I have read the introduction above and have been fully informed about the purpose of the research and the way in which my data is handled. I know that taking part is completely voluntary. I understand that I can withdraw my consent at any time during the study, without giving reasons and without consequences.

If you would like to participate in the survey and agree to the above, please click 'I agree' below to continue with the survey. If you do not agree, you will unfortunately not be able to participate in this study. In that case, you will be redirected to the end of the survey.

1. "I consent to participating in this study and to the storage and use of my data for research purposes. I have read and understood the information provided in the information letter and have had the opportunity to ask questions."

2. "No, based on the information provided to me I prefer not to participate in this study."

Demographics

The first few questions concern some basic background information:

What is your age?	18-25
	26-33
	34-41
	42-50
	50+

What is your gender?	Male
	Female
	Non-Binary/Third gender
	Prefer not to say

What is the highest level of education that you have completed?	Primary School
	MAVO, LBO, VMBO
	MAVO, MBO
	VWO
	HBO
	University

How many years have you been working in your current organisation?	0-1
	2-5
	6-10
	10+

How many hours, on average, do you work per week according to your contract?	12-20
	21-30
	31-40
	40+

| Are you holding a management position? | Yes |
| | No |

What type of contract do you have?	Permanent contract
	Temporary contract
	Other

HEXACO Personality Dimensions

Please indicate to what extent you agree with the following statements, using the following answering categories: 1=strongly disagree, 2=disagree, 3=neutral (neither agree, nor disagree), 4=agree, and 5=strongly agree.

1. I can look at a painting for a long time
2. I make sure that things are in the right spot
3. I remain unfriendly to someone who was mean to me
4. Nobody likes talking with me
5. I am afraid of feeling pain
6. I find it difficult to lie
7. I think science is boring
8. I postpone complicated tasks as long as possible
9. I often express criticism
10. I easily approach strangers

11.	I worry less than others
12.	I would like to know how to make lots of money in a dishonest manner
13.	I have a lot of imagination
14.	I work very precisely
15.	I tend to quickly agree with others
16.	I like to talk with others
17.	I can easily overcome difficulties on my own
18.	I want to be famous
19.	I like people with strange ideas
20.	I often do things without really thinking
21.	Even when I'm treated badly, I remain calm
22.	I am seldom cheerful
23.	I have to cry during sad or romantic movies
24.	I am entitled to special treatment

Self-Construal

Please indicate to what extent you agree with the following statements, using the following answering categories: 1=strongly disagree, 2=disagree, 3=moderately disagree, 4=neutral (neither agree, nor disagree), 5=moderately agree, 6=agree, and 7=strongly agree.

1.	I have respect for the authority figures with whom I interact
2.	It is important for me to maintain harmony within my team
3.	My happiness depends on happiness of those around me
4.	I would offer my seat in a bus to my manager
5.	I respect people who are modest about themselves
6.	I will sacrifice my self-interest for the benefit of the group I am in
7.	I often have the feeling that my relationship with others is more important than my own accomplishments
8.	I should take into consideration my parents' or partner's advice when making career plans
9.	It is important to me to respect decisions made by the group
10.	I will stay in a group if they need me, even when I'm not happy with the group
11.	If my brother or sister fails, I feel responsible
12.	Even when I strongly disagree with group members, I avoid an argument
13.	I'd rather say "no" directly, than risk being misunderstood
14.	Speaking up during a meeting is not a problem for me

15.	Having a lively imagination is important to me
16.	I am comfortable with being singled out for praise or rewards
17.	I am the same person at home than I am at work
18.	Being able to take care of myself is a primary concern for me
19.	I act the same way no matter who I am with
20.	I feel comfortable using someone's first name soon after I meet them, even when they are much older than I am
21.	I prefer to be direct and forthright when dealing with people I've just met
22.	I enjoy being unique and different from others in many respects
23.	My personal identity independent of others, is very important to me
24.	I value being in good health above everything

Workplace FOMO

Please indicate your agreement with each statement while thinking of how you typically feel or feel on average when away (e.g., off duty) or disconnected (e.g., not available via email, text, or instant messaging devices) from work, using the following answering categories: 1=strongly disagree, 2=disagree, 3=neutral (neither agree, nor disagree), 4=agree, and 5=strongly agree.

When I am absent or disconnected from work...

1.	I worry that I will miss out on networking opportunities that my co-workers will have
2.	I am constantly thinking that I might miss opportunities to make new business contacts
3.	I am constantly thinking that I might miss opportunities to strengthen business contacts
4.	I fear that my co-workers might make business contacts that I won't make
5.	I get anxious that I will miss out on an opportunity to make important business connections
6.	I worry that I might miss out on valuable work-related information
7.	I worry that I will miss out on important information that is relevant to my job
8.	I worry that I might miss important work-related updates
9.	I worry I will not know what is happening at work
10.	I worry that I will miss out on important work-related news
11.	I am worried that I will miss on an opportunity to move up
12.	I am worried that my colleagues will get career opportunities that I will not get
13.	I worry that I will be judged for my absence
14.	I worry that my colleagues are having fun without me

15.	I am worried that I am missing out on opportunities to bond with my colleagues
16.	I worry that I miss out on valuable career opportunities

Appendix B: Dutch Questionnaire

Informatiebrief UU-onderzoek over FOMO op de werkvloer

Dank voor uw interesse in onze studie!

Voordat u deelneemt, is het belangrijk dat u begrijpt waarom we dit onderzoek doen en wat het inhoudt. Neemt u alstublieft de tijd om deze informatie te lezen. Als er iets onduidelijk is, aarzel dan niet om contact op te nemen met ons onderzoeksteam. Wij stellen uw deelname zeer op prijs!

Het doel van dit onderzoek is om inzicht te krijgen in de relatie tussen fear of missing out (FOMO) op de werkplek, persoonlijkheidskenmerken, werkbetrokkenheid en werkmotivatie. FOMO op de werkvloer ontstaat wanneer werknemers het gevoel hebben werkgerelateerde kansen te missen wanneer ze afwezig zijn of niet digitaal verbonden zijn met hun collega's. Met dit onderzoek willen we meer inzicht krijgen in de voorspellers en uitkomsten van dit fenomeen.

Dit onderzoek naar Fear of Missing Out (FOMO) op het werk wordt uitgevoerd door studenten van de Universiteit Utrecht. Als u besluit mee te doen, vragen we u om een online vragenlijst in te vullen met vragen over uw werkbetrokkenheid, persoonlijke kenmerken en motivaties. U wordt ook gevraagd om een paar stellingen te beantwoorden over de mate waarin u Fear of Missing Out op het werk ervaart. Gemiddeld duurt het ongeveer 15 minuten om de vragenlijst in te vullen. We willen u uitnodigen om de vragen eerlijk en intuïtief te beantwoorden, het is uw eerste instinct dat telt. Bovendien zijn er geen goede of foute antwoorden. U kunt deelnemen als u:

- Engels en/of Nederlands kunt lezen en begrijpen;
- 18 jaar of ouder bent;
- Minimaal 12 uur per week werkzaam bent in een organisatie in Nederland.

Deelname is vrijwillig. U bent vrij om te beslissen of u aan dit onderzoek deelneemt en u kunt op elk moment tijdens het onderzoek zonder opgave van reden en zonder gevolgen stoppen met uw deelname.

Dit onderzoek is goedgekeurd door de ethische review commissie van de faculteit van sociale wetenschappen, Utrecht university. De verzamelde gegevens zullen volledig worden geanonimiseerd, zodat de antwoorden niet tot personen kunnen worden herleid. De onderzoekers zullen alleen toegang hebben tot de volledig geanonimiseerde versies van de gegevens voor de rest van het onderzoek. De onderzoeksgegevens zullen tot minimaal 10 jaar na publicatie van het onderzoek worden bewaard. Dit is in overeenstemming met de richtlijnen van de VSNU Vereniging van Nederlandse Universiteiten. Meer informatie over privacy is te vinden op https://autoriteitpersoonsgegevens.nl/nl/onderwerpen/avg-europese-privacylegislation.

Als u op enig moment vragen heeft over dit onderzoek, uw deelname of de behandeling van uw gegevens, kunt u een e-mail sturen naar g.lombardo@students.uu.nl en/of e.h.reinders@students.uu.nl. Daarnaast kunt u, indien u naar aanleiding van de vragenlijst behoefte heeft aan een gesprek over uw (werk)situatie, contact opnemen met bovengenoemde studenten. Opmerkingen en vragen kunnen ook gemaild worden naar onze begeleider, dr. Veerle Brenninkmeijer (v.brenninkmeijer@uu.nl).

Als u een officiële klacht wilt indienen over het onderzoek, dan kan dat via de klachtenfunctionaris van de Faculteit der Sociale Wetenschappen van de Universiteit Utrecht, via klachtenfunctionaris-

fetcsocwet@uu.nl.

Hartelijk dank!
Het onderzoeksteam: Giulia Lombardo and Emma Reinders
Utrecht University, Department of Psychology – Social and Organisational Psychology

Formulier geïnformeerde toestemming

Ik heb bovenstaande inleiding gelezen en ben volledig geïnformeerd over het doel van het onderzoek en de manier waarop met mijn gegevens wordt omgegaan. Ik weet dat mijn deelname volledig vrijwillig is. Ik begrijp dat ik mijn toestemming op elk moment tijdens het onderzoek kan intrekken, zonder opgave van een reden en zonder gevolgen.

Als u wilt deelnemen aan het onderzoek en akkoord gaat met het bovenstaande, klik dan hieronder op 'Ik ga akkoord' om verder te gaan met het onderzoek. Indien u niet akkoord gaat, zult u helaas niet aan dit onderzoek kunnen deelnemen. In dat geval wordt u doorgestuurd naar het einde van het onderzoek.

1. "Ik ga akkoord met deelname aan dit onderzoek en met het opslaan en het gebruik van mijn gegevens voor onderzoeksdoeleinden. Ik heb de informatie in de informatiebrief gelezen en begrepen en heb de gelegenheid gehad om vragen te stellen."
2. "Nee, op basis van de aan mij verstrekte informatie doe ik liever niet mee aan dit onderzoek."

Demographics

De volgende vragen hebben betrekking op uw demografische gegevens.

Wat is je leeftijd?	18-25
	26-33
	34-41
	42-50
	50+

Wat is je geslacht?	Man
	Vrouw
	Anders

Wat is je hoogst afgeronde opleiding?	Lagere School
	MAVO, LBO, VMBO
	MAVO, MBO
	VWO
	HBO
	Universiteit

Hoeveel jaar werkt u al in uw huidige organisatie?	0-1
	2-5
	6-10
	10+

Hoeveel uur werkt u gemiddeld per week volgens uw contract?	12-20
	21-30
	31-40
	40+

| Heb je een management positie? | Ja |
| | Nee |

Wat voor contract heeft u?	Vast contract
	Tijdelijk contract
	Anders

HEXACO Personality Dimensions

Geef aan in welke mate je het eens bent met de volgende stellingen, aan de hand van de volgende antwoordcategorieën: 1=zeer mee oneens, 2=oneens, 3=neutraal (noch mee eens, noch mee oneens), 4=mee eens, en 5=zeer mee eens.

1. Ik kan lang naar een schilderij kijken
2. Ik zorg dat dingen altijd op de juiste plek liggen
3. Ik blijf onaardig tegen iemand die gemeen was
4. Niemand wil graag met mij praten
5. Ik ben bang om pijn te lijden
6. Ik vind het moeilijk om te liegen
7. Ik vind wetenschap saai
8. Ik stel ingewikkelde taken zo lang mogelijk uit
9. Ik geef vaak kritiek
10. Ik leg gemakkelijk contact met vreemden
11. Ik maak me minder zorgen dan anderen
12. Ik ben benieuwd hoe je op een oneerlijke manier veel geld kan verdienen
13. Ik heb veel fantasie
14. Ik werk erg nauwkeurig
15. Ik ben het snel met anderen eens
16. Ik praat graag met anderen
17. Ik kan prima in m'n eentje moeilijkheden overwinnen
18. Ik wil graag beroemd zijn
19. Ik houd van mensen met rare ideeën
20. Ik doe vaak dingen zonder echt na te denken
21. Zelfs als ik slecht behandeld word, blijf ik kalm
22. Ik ben zelden opgewekt

23.	Ik moet huilen bij trieste of romantische films
24.	Ik heb recht op een speciale behandeling

Self-Construal

Geef aan in welke mate je het eens bent met de volgende stellingen, aan de hand van de volgende antwoordcategorieën: 1=zeer mee oneens, 2=mee oneens, 3=matig mee oneens, 4=neutraal (noch mee eens, noch mee oneens), 5=redelijk mee eens, 6=mee eens, en 7=zeer mee eens.

1.	Ik respecteer gezaghebbende personen met wie ik in aanraking kom
2.	Het is belangrijk voor mij om de harmonie binnen mijn team te bewaren
3.	Mijn geluk hangt af van het geluk van de mensen om mij heen
4.	Ik zou mijn stoel in een bus aanbieden aan mijn directeur
5.	Ik respecter mensen die bescheiden zijn over hunzelf
6.	Ik zou mijn eigenbelang opofferen ten behoeve van de groep waar ik in zit
7.	Ik heb vaak het gevoel dat mijn relatie met anderen belangrijker is dan mijn eigen prestaties
8.	Ik moet rekening houden met het advies van mijn ouders of partner bij het maken van carrièreplannen
9.	Het is belangrijk voor mij om groepsbeslissingen te respecteren
10.	Ik zou in een groep blijven als ze mij nodig hebben, zelfs als ik niet blij ben met de groep
11.	Als mijn broer of zus faalt, voel ik me verantwoordelijk
12.	Zelfs als ik het sterk oneens ben met groepsleden, vermijd ik ruzie
13.	Ik zeg liever duidelijk 'nee' dan het risico lopen om verkeerd begrepen te worden
14.	Me uitspreken tijdens vergaderingen is voor mij geen problem
15.	Een levendige fantasie hebben is belangrijk voor mij
16.	Ik voel me op mijn gemak als de aandacht op mij wordt gevestigd voor complimenten of beloningen
17.	Ik ben dezelfde persoon thuis als op het werk
18.	Het is belangrijk voor mij om voor mijzelf te kunnen zorgen
19.	Ik gedraag me hetzelfde ongeacht met wie ik ben
20.	Ik spreek iemand die ik net heb ontmoet gemakkelijk aan met zijn/haar voornaam, zelfs als diegene ouder is dan ik
21.	Ik ben graag direct en openhartig in de omgang met mensen die ik net heb ontmoet
22.	Ik vind het leuk om uniek en anders te zijn dan anderen, in vele opzichten
23.	Mijn persoonlijke identiteit, onafhankelijk van anderen, is belangrijk voor mij

| 24. | Ik waardeer een goede gezondheid boven alles |

Workplace FOMO

Geef aan of je het eens bent met elke uitspraak, terwijl je denkt aan hoe jij je gewoonlijk voelt of gemiddeld voelt wanneer je afwezig bent (bv. buiten dienst) of niet bereikbaar bent (bv. niet bereikbaar via e-mail, sms of instant messaging) van het werk, aan de hand van de volgende antwoordcategorieën: 1=zeer mee oneens, 2=oneens, 3=neutraal (noch mee eens, noch mee oneens), 4=mee eens, en 5=zeer mee eens.

Als ik afwezig ben of geen contact heb met mijn werk...

1.	Maak ik mij zorgen dat ik netwerkmogelijkheden misloop die mijn collega's wel hebben
2.	Denk ik constant dat ik kansen mis om nieuwe zakelijke contacten te leggen
3.	Denk ik constant dat ik kansen mis om zakelijke contacten te versterken
4.	Maak ik mij zorgen dat mijn collega's zakelijke contacten zullen leggen die ik niet zal maken
5.	Maak ik mij zorgen dat ik de kans mis om belangrijke zakelijke contacten te leggen
6.	Maak ik mij zorgen dat ik waardevolle werkgerelateerde informatie misloop
7.	Maak ik mij zorgen dat ik belangrijke informatie mis die relevant is voor mijn baan
8.	Maak ik mij zorgen dat ik belangrijke werkgerelateerde updates mis
9.	Maak ik mij zorgen dat ik niet weet wat er op het werk gebeurt
10.	Maak ik mij zorgen dat ik belangrijk werkgerelateerd nieuws misloop
11.	Maak ik mij zorgen dat ik een kans misloop om hogerop te komen
12.	Maak ik mij zorgen dat collega's loopbaankansen krijgen die ik niet zal krijgen
13.	Maak ik mij zorgen dat ik op mijn afwezigheid afgerekend zal worden
14.	Maak ik mij zorgen dat mijn collega's plezier hebben zonder mij
15.	Maak ik mij zorgen dat ik kansen misloop om de band met mijn collega's te versterken
16.	Maak ik mij zorgen dat ik waardevolle carrièremogelijkheden mis