
Articles

Accounting for Leisure Preferences from Within: The Relative Contributions of Gender, Race or Ethnicity, Personality, Affective Style, and Motivational Orientation

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This study contributes to the literature by exploring the unique and combined contributions of gender, race or ethnicity (African-, Asian-, European-, Hispanic-American), personality (Big 5 traits, sensation seeking, self-as-entertainment), affective style (positive and negative affect, affect intensity), and motivational orientation (types of intrinsic and extrinsic motivation) in predicting seven general types of leisure activity preferences. 999 university students were administered a number of questionnaires and hierarchical regression analyses indicated that variations in activity preferences were largely due to different personality, affective, and motivational constructs. The sole contributions and interaction of gender with race or ethnicity were additional although lesser influences in most types of leisure participation.

KEYWORDS: *Leisure and personality, affect, leisure motivation, leisure preferences, gender, race, ethnicity.*

Introduction and Related Literature

A number of authors have postulated that the creation, definition, and experience of leisure is situated within the personality of the individual (Hills & Argyle, 1998; Lawton, 1994; Tinsley, Hinson, Tinsley, & Holt, 1993). They reason that the personal choice of leisure activities from a wide variety of possibilities is a reflection and extension of our uniquely individualistic personality. Diener and his colleagues (Diener, Larsen, & Emmons, 1984; Emmons, Diener, & Larsen, 1986; Larsen, Diener, & Emmons, 1986) demonstrated that an individual's personality influences his/her behaviors and experiences in a leisure setting, and confirmed that personality is more likely to affect the individual's choice of activities and settings in leisure compared to other contexts.

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Leisure and Personality

Eysenck (1967) early spoke of our tendency to seek stimulation in our freely chosen activities as indicative of underlying personality traits. Similarly, a number of authors have written of a particular type of person who is more predisposed to find enjoyment and pleasure than others (Csikszentmihalyi, 1990; Weissinger & Iso-Ahola, 1984). Csikszentmihalyi (1990) recognized that people differ in their tendency to seek out or respond to intrinsic rewards in activities. He identified an *autotelic* personality type as an individual who is able to find intrinsic enjoyment in virtually everything s/he does. Ryan and Deci (2000) also suggested that individuals differ in the degree to which they desire intrinsic rewards, that these tendencies are attributable to personality differences, and that, in conjunction with situational factors, they are important for understanding intrinsically motivated behavior. They postulated that the tendency to seek out or experience intrinsically motivated behavior reflects the individual's autonomy orientation, and research has supported this construct (Deci & Ryan, 1985).

Holland's widely used model of personality-career congruence, upon which much of career counseling is based, also contains a significant portion that focuses on leisure. Holland (1985) argued that leisure could be viewed in two ways: first, as a further reflection of the degree of congruence between personality and involvement in one of life's domains, and second, as a means to compensate for a lack of personality-career/work congruence. Empirical efforts (Miller, 1991) to match personality type with leisure activities concluded that people select leisure activities that are congruent with their personality pattern, and that leisure is given a higher salience and provides a source of satisfaction for individuals with incongruent vocational choices. The interplay between an individual's work and leisure lives and how these relate to personality was also the subject of several studies by Melamed and Meir (Meir & Melamed, 1986; Melamed & Meir, 1981; Melamed, Meir, & Samson, 1995). This research explored the leisure of individuals whose work was variably incongruent with their personality, and concluded by indicating that leisure serves a compensatory function for these individuals.

Dimensions of Personality and Leisure

There is a wealth of empirical research that has demonstrated the strong influence of personality on leisure: on choices of activities and settings (Avni, Kipper, & Fox, 1987; Diener, et al., 1984; Emmons, et al., 1986; Melamed & Meir, 1981), on the individual's ability to experience fun and pleasure in leisure (Schill, Beyler, & Sharp, 1993), on the types and varieties of games that are played (Kircaldy & Furnham, 1991), on the ability to become absorbed in what we do (Wild, Kuiken, & Schoopflocker, 1995) and even on what people choose to watch on television in their free time (Lu & Argyle, 1993; Preston & Clair, 1994). These studies have collectively supported the contention that leisure can be viewed as a reflection of the individual's personality and internal attributes.

Introversion/extraversion. The dimension of personality that has been most frequently investigated with leisure is introversion/extroversion. Research has shown that extroverts are generally happier (Hayes & Joseph, 2003) and have the ability to become more absorbed in a leisure experience (Wild, Kuiken, & Schoopflocker, 1995). A number of studies have consistently found that extroverted students were more likely to choose social activities and to enjoy these activities more, compared to introverts who preferred solitary activities, in their leisure (Diener, et. al., 1984; Kircaldy, 1990). The extroversion personality dimension has also been found to strongly relate to participation in sports and the desire for competition within sports and games (Eysenck, Nias, & Cox, 1982; Furnham, 1990; Kircaldy & Furnham, 1991).

Explication of the relationship between extroversion/introversion and leisure came from Brandstatter (1994), who argued that extroverts seek more stimulation than introverts, and leisure, more so than in other arenas, provides more stimulation and fewer restrictions. In this research, it was found that extroverts have a stronger need for excitement compared to introverts, and they use the freedom they find in leisure to choose activities which are more arousing than those found in other life domains. The extroverted adults in this research spent more leisure time with friends and relatives outside of their home and they were alone less often than the introverted adults.

Neuroticism/stability. Neuroticism/Stability is also widely regarded to be a stable dimension of personality, and investigations with leisure have also been undertaken, yielding inconsistent results. Several investigators have produced data that have shown that neuroticism was not related to the leisure pursuits of their adult subjects (Avni, et al., 1987; Furnham, 1981; Kircaldy, 1990). However, in subsequent research looking more specifically at various types and formats of leisure, some differences were detected (Kircaldy & Furham, 1991). In research on German and American adults, neuroticism was associated with disliking playful types of activities: active athletes, skiers, skydivers, and scuba divers were found to score low on the neuroticism factor (Kircaldy, 1990). Neurotic males show a dislike for playful leisure activities, which differed from the preferences of neurotic females (Kircaldy, 1990). Furnham (1981) found that both extraversion and neuroticism were predictive of the choice of leisure activities, however, extraversion exerted a more significant influence.

Sensation seeking. The construct of sensation seeking comes from much of the earlier work on optimal arousal level theory and the disturbed responses of individuals to sensory deprivation. Sensation seekers are individuals who have a need for varied, novel, and complex stimuli; these individuals are likely to pursue relatively intense and exciting activities in terms of their occupations and their avocations (Zuckerman, 1979). The connection between leisure experiences and sensation seeking could stem from their individual linkages with optimal arousal level theory (Iso-Ahola and Weissinger, 1990; Iso-Ahola, 1999) and with the boredom response of individuals to an empty or unfulfilling engagement.

Zuckerman (1979, 1994) related many types of leisure activities (e.g., high risk activities, sexual activities, gambling, travel, sports participation, parachuting, canoeing, climbing, white water rafting, art, music, and fantasy) to his sensation-seeking concept, and pointed toward their frequency and intensity as validating evidence for the sensation-seeking construct. A wealth of research has demonstrated direct relationships between sensation seeking and aspects of leisure experiences, for example, those who are high in sensation seeking participate in more adventurous, novel, and intense activities, prefer a greater variety of activities, are more susceptible to boredom, are more eager to seek unusual experiences in their leisure, and even have different television viewing preferences (Dahlback, 1990; Freixanet, 1991; Potts, Dedmon & Halford, 1996).

Self-as-entertainment. Mannell's (1984, 1985) "self-as-entertainment" construct reflects the capacity of people to fill their free time with activities that are personally satisfying and involving for themselves. People who are high on this construct have the ability to optimize their leisure by being their own source of entertainment. They achieve this in three possible ways: by the sheer perception that they are in control of how and what they do in their free time ("self"), by being able to use their mind through their own imagination and escapes to fantasy to fill free time ("mind play"), or by going places and seeking out other people to share experiences ("environment"). This construct clearly situates leisure engagement within the abilities and perceptions of the individual, and suggests that the environment plays a less salient role in determining how individuals use their free time and most importantly, how they feel about having free time to utilize.

Leisure and Affect

The idea that there is a positive affective response which almost always accompanies a leisure experience has been promulgated for some time. Several authors have written about the pleasure (Goodale & Godbey, 1988), fun (Podilchak, 1991), enjoyment (Haworth, 1986), happiness (Sylvester, 1991), or flow (Csikszentmihalyi, 1990) which characterizes or coincides with a leisure experience. A number of researchers have provided empirical support for the existence of a positive affective response that accompanies a leisure experience (Hull, William, & Young, 1992; Lawton, 1983). Leisure has been shown to evoke positive mood states (Mannell, Zuzanek & Larson, 1988) and to be more associated with more positive and desirable moods and emotions compared to any other type of daily activity (Stone, 1987).

A number of recent studies investigating the positive affect (high energy, enthusiasm, full concentration, pleasurable engagement) and negative affect (sadness, lethargy, subjective distress, unpleasant engagement, anger, guilt, fear, nervousness) that people display has shown that they are not opposites, but rather they are relatively independent dimensions (Clark & Watson, 1988; Watson & Tellegen, 1985). Research has demonstrated that positive affect, but not negative affect, has been associated with leisure participation

in older adults (Beck & Page, 1988; Lawton, 1983, 1994). A "dual-channel" explanation has been proposed to account for these findings, suggesting that there is one channel for positive affect and participation in leisure activities, and a second reflecting the absence of negative affect and more internally-focused leisure engagement (Lawton, 1994; Reich & Zautra, 1983). Efforts to explore the relationships between positive and negative affect and the frequency of older adults' participation in leisure activities produced inconclusive findings, and further work needs to more aggressively explore the relationship between styles of affect and affect management, and leisure participation and preferences.

Leisure and Motivational Orientation

There is a wealth of both theory and research linking intrinsic motivational orientation with leisure (Iso-Ahola, 1979, 1999; Iwasaki & Mannell, 1999; Neulinger, 1974; Shaw, 1985). For example, several authors have found that work and obligatory activities were viewed by respondents as extrinsically motivated much more frequently than leisure activities (Csikszentmihalyi & Graef, 1980). The central role of intrinsic motivational processes has led to the postulation and measurement of an "intrinsic leisure motivation personality disposition" which identifies individuals who are more oriented to engage in and experience leisure as intrinsically rewarding (Weissinger & Bandalos, 1995; Weissinger & Iso-Ahola, 1984). These individuals have a strong desire for self-determination, feel competent in most arenas of their life, and become deeply involved and enjoy a challenge in their leisure pursuits.

Gender and Racial or Ethnic Differences in Leisure

Explorations into the meaning of leisure for individuals have recognized the need to strongly consider characteristics of the individual in generating questions about leisure and designing appropriate methodology. Research has consistently identified gender (for reviews see Aitchison, 2001; Henderson, Bialeschki, Shaw, & Freysinger, 1996; Shaw, 1999) and racial or ethnic differences (for reviews see Gomez, 2002; Gramann & Allison, 1999) in the ways in which individuals participate in, allocate time to, assign and derive meaning from, and feel constrained within, their leisure. Many of these early investigations have isolated these variables however, such that the interactive and influential relationships with leisure have gone largely unrecognized.

The importance of simultaneously considering both race or ethnicity and gender in leisure research has been heralded by several authors (Allison, 1988; Gramann & Allison, 1999; Philipp, 2000; Rehman, 2002), although few studies have heeded this call. Of the few that have investigated aspects of leisure, differences as a function of both gender and race or ethnicity have been found. Empirical studies have shown the interactive effects of gender and race or ethnicity in the leisure activities of high school students (Floyd, Outley, Bixler, & Hammitt, 1995), in young adults' preferences for natural

environments (Virden & Walker, 1999), in perceptions of boredom during free time (Barnett & Klitzing, 2006), and in the desired leisure benefits articulated by middle-aged adults (Philipp, 1997). These investigations have provided useful descriptive information about leisure, but the contributing factors which might prove salient in shaping these leisure expressions have not been explored. Thus, the relationship between leisure expression and the individual's personality is a significant topic which would contribute to our understanding of leisure, as well as how it might be differentially influenced for individuals of different gender and racial or ethnic groups.

Purpose and Objectives of the Study

Several aspects of personality have been explored as they relate to leisure participation, yet these findings have often been conflicting, and leisure has been measured in a variety of ways. In addition, it is not clear from this research what we have learned about leisure since a comprehensive investigation exploring and contrasting many of these person variables has not been systematically undertaken. The primary focus of the present investigation was thus to explore the extent to which leisure preferences could be predicted from a more comprehensive look at the individual's personality, characteristic affective style, and motivational orientation. The choice of such a range of variables for inclusion (traits, motives, styles) is not meant to imply a single theoretical approach or framework, nor do I suggest that one might not be related (perhaps hierarchically) to the others. Rather, the intent of focusing on these variables is to provide a representative sample of different types of stable individual differences with which to examine similarities and differences between individuals and among modes of leisure expression.

A second major focus reflected on the gap in the extant literature exploring interrelationships between leisure and individual characteristics. There is a wealth of literature that relates personality to both stable and situational leisure preferences and participation for European American young adults. It is important to extend this literature with data for other gender and racial or ethnic groups. Our understanding of the mechanisms underlying the choice and expression of leisure is largely influenced by our gender- and culturally-related background and experiences, and it is only through comprehensive empirical investigation that these can be more fully understood. The leisure experiences of nondominant cultures are receiving more attention as a focus of study and further understanding, yet little of this research has attempted to explore interrelationships between personality, affect, and motivational style and leisure for all but European American individuals. The rationale for this comprehensive investigation stems from the pressing needs to extend our understanding of leisure, further inform our efforts to conceptualize leisure and theorize about its nature, and our broader mission to more fully understand the experiences of leisure beyond those in the mainstream of society.

This study was conducted to explore the relationships between personality, affective style, motivational orientation and leisure activity preferences in eight groups of college students. The broad question under investigation was: "To what extent are leisure preferences reflective of the internal attributes of the individual, and to what extent do these interrelationships differ as a function of both gender and race or ethnicity?" Questions about the strength of the representation of personality, affective style, and motivational orientation in predicting leisure preferences were addressed with male and female African American, Asian American, European American, and Hispanic American students.

Method

Participants

Undergraduate students from three midwestern universities volunteered to participate in the study, for which extra credit could be earned. The 999 students represented a range of both lower- and upper-division classes, some of which were required for an undergraduate degree in leisure studies, and others were general education courses. Initial analyses conducted to explore differences between the universities on any of the measures utilized in this study found (all $p > .05$) none, thus indicating that the university distinction did not need to be maintained in subsequent analyses.

Of the total sample of students, 57% ($n=564$) were male and 43% ($n=432$) were female. Twenty-seven percent self-identified as African American (160 male, 109 female), 10% Asian American (62, 42), 54% European American (291, 247), and 9% Hispanic American (51, 34). The vast majority of sample members were single (93%), 5% ($n=28$) were engaged, and 2% ($n=11$) were married. The mean age of the sample was 20.81 years ($SD=2.33$), with a range in age of 18 to 30 years. Five percent ($n=28$) of the sample was employed full-time while they were also full-time students, 51% ($n=280$) were employed part-time, and 44% ($n=234$) were not currently employed. Of those that were employed, the range in the number of hours worked in a typical week was from 2 to 50 hours. Students pursuing their undergraduate degree had been in their major between one and nine semesters. More than one-half of the sample (53%) were seniors ($n=528$), 19% were juniors ($n=190$), 13% were sophomores ($n=129$), and 15% had completed less than two semesters at their university ($n=149$). The percentage of participants who were majors in leisure studies was 19% ($n=189$).

Procedures

The questionnaire instruments provided to participants were assembled in a packet and distributed in group settings. At all times, an individual was available to answer questions or provide clarification if it was requested. Packets were returned to the investigator when they were completed. A perfect

response rate was obtained, although two packets were discarded when it was found they contained largely incomplete information.

Instruments

Leisure activity preferences. A review of activity inventories assessing leisure preferences indicated a number which identified the presence of activity clusters following factor analysis procedures. While there is widespread variance as to both the number and labeling of these factors, none has been determined from the responses of individuals of the gender and race or ethnicity groups represented in this study. Thus, the decision was made to invite study participants to relate their leisure activity habits through open-ended questions, rather than presume their fit within existing typologies.

Participants were asked to indicate their leisure activity preferences by responding to the statement: "What do you like to do in your leisure?" This statement was followed by several lines, and in all cases respondents listed at least three things they enjoyed in their leisure. Each of the first three responses was individually coded and the same code was only assigned to activities that were virtually identical in wording (for example, "going to bars" and "going drinking" were given separate codes). Between 10 and 14 undergraduate students from each of the gender, racial and ethnic groups were recruited to attempt to cluster these activities where obvious and appropriate. They worked separately so that independent agreement between the raters could be considered. Where accurate clusters could not be identified, activities were assigned to the "General" grouping. The seven activity categories which resulted were: General Interest, Health/Fitness, Outdoor, Performing Arts, Water Activities/Aquatics, Sports/Athletics, and Social. Inter-rater reliability among pairs of panel members in coding into these seven categories was very high (range: $r = +.977$ to $.992$), and intra-rater reliability within coders computed on 5-6 randomly chosen questionnaires was also excellent (range: $r = +.940$ to $.987$).

The panel then met again to consider grouping similar activities within the General Interest category. From the 93 total General Interest activities, 19 subcategories were identified by the groups and were thus maintained for coding and analysis: Television, Board & Card Games, Computer and Video Games, Crafts & Hobbies, Relaxation, Drinking, Illicit Recreation, Eating, Movies, Reading, Shopping, Personal Appearance, Personal Fulfillment, Travel, Relieving Stress, Religion, Gambling, Making Money, and Chores. The follow-up coding and assignment of individual activity responses to the categories was completed by graduate students who were trained in this procedure. Inter-rater reliability between the coders was very high ($r = .978$), as was intra-rater reliability for each graduate coder ($r = .988$ and $.941$). Only the data for the seven general types of leisure activity preferences are reported herein, due to space limitations.

Following coding of the individual activities, a scoring system was created to accurately depict the individual's leisure interests. For each of these cat-

egories, a score was assigned which reflected the number of activities the individual named that were members of the category. For example, if the individual listed the three activities of being with friends, swimming, and listening to music, there would be a score of "1" in the three categories of Social, Water/Aquatics, and Performing Arts, and the other categories would be assigned a score of "0". Thus, for each individual, a possible range of scores from 0 to 3 resulted for each individual category. This measure of leisure preference reflected a more general indication of the extent and diversity of leisure interests and a characterization of the extent to which a student was committed to a particular style/type of leisure preferences in his/her free time. The measure was selected because of its applicability in determining whether an individual could be regarded as a "leisure type" and hence likely to be reflective of internal personality and attributes.

Measures of Personality

The choice of personality variables to be included in the study was based on several considerations:

- the extant literature which demonstrated interrelationships between personality and leisure (variously defined and measured) yet did not include gender and/or race or ethnicity, or incorporated one but not the other (all personality, affect, and motivational orientation variables);
- the extant literature which yielded inconsistent findings about relationships between particular personality variables and leisure (for example, neuroticism/stability, sensation seeking);
- the presence of more conceptual articles suggesting relationships but lacking empirical work (self-as-entertainment, affectivity, motivational orientation);
- a lack of empirical literature exploring relationships between leisure and person variables which seemed intuitively as though relationships might exist (for example, personality traits of openness to experience, agreeableness, conscientiousness).

The Big 5 personality traits. The five-factor model of personality represents personality as a hierarchical organization of five basic traits: Neuroticism, Extraversion, Openness to Experience, Agreeableness, and Conscientiousness (McCrae & Costa, 1986, 1987, 1999). These five factors represent higher order traits that reflect the most general level in the hierarchy of dispositions. A wealth of research has consistently found that these five traits are accurate representations of individuals across a wide variety of ages and circumstances (McCrae & Costa, 1985, 1987, 1988; Digman & Takemoto-Chock, 1981), gender (Costa, Terracciano, & McCrae, 2001), cultures (Church & Katigbak, 1989; Rolland, 2002), and regardless of the degree or type of acquaintance between the evaluator and the individual being evaluated (Digman & Inouye, 1986; Goldberg, 1981). The Big 5 personality traits and facets were assessed through the Revised NEO Personality Inventory

(NEO-PI-R; Costa & McCrae, 1992). The instrument contains 240 statements to which the respondent indicates their level of agreement/disagreement with each using a 5-point Likert-type scale ("strongly disagree", "disagree", "neutral", "agree" "strongly agree").

The first factor, Neuroticism, has been referred to as an "emotional stability" factor. Individuals high in Neuroticism typically feel depression, frustration, guilt, and self-consciousness, and these are associated with low self-esteem, irrational thinking, poor control of impulses and cravings, somatic complaints, and ineffective coping. Individuals who score low on the Neuroticism factor are calm, relaxed, even-tempered, and unflappable.

The second, Extraversion, factor has been narrowly interpreted as the "sociability" factor, but it includes more depth than just a liking of social situations. Positive emotionality is at the core of this Extraversion factor (Watson & Clark, 1992)—people who are extraverted are cheerful, enthusiastic, optimistic, talkative, assertive, and warm, in addition to being sociable. Individuals who are low in the Extraversion trait can be described as quiet, reserved, retiring, shy, silent, and withdrawn.

The Openness to Experience dimension has received more general discussion than the other traits (Dollinger, Leong, & Ulicni, 1996), although not in relation to leisure. People who are high on Openness to Experience are imaginative, original, curious, and artistic, prefer variety to routine, being imaginative rather than practical, and being independent rather than conforming. Ideas form an important part of this trait, but fantasies, feelings, sensations, and values are also experiences to which high Openness people are welcoming. Individuals who score low on the Openness to Experience factor are described as judging situations and others in conventional terms, favoring conservative values, and repressing anxiety.

Agreeableness involves characteristics such as altruism, nurturance, caring, and emotional support at one end of the dimension, and hostility, indifference to others, self-centeredness, spitefulness, and jealousy at the other (McCrae & John, 1992). People who are high on the Agreeableness dimension are soft-hearted rather than ruthless, trusting rather than suspicious, and helpful rather than uncooperative (Santrock, 2004).

Individuals who are high on Conscientiousness are those who are governed by their conscience, or who are diligent and thorough. They are able to hold impulsive behavior in check, and are able to proactively organize and direct behavior. In contrast, individuals who are low on the Conscientiousness factor are impulsive and seek immediate gratification.

Sensation seeking. Zuckerman's Sensation Seeking Scale (SSS) has been shown to be an accurate measure of sensation seeking across a wide range of ages and familial environments, and its use has been extensively examined within different cultures, activities, and diverse environments (Zuckerman, 1979, 1994). The Sensation Seeking Scale (SSS-V) is comprised of 40 items with a forced-choice response format, and includes four subscales: Thrill and Adventure Seeking (TAS), Experience Seeking (ES), Disinhibition (DIS) and Boredom Susceptibility (BS). The first factor, Thrill and Adventure Seeking,

relates to the desire to engage in thrill-seeking, risky, and adventurous activities. The Experience Seeking factor involves the seeking of arousal through the mind and senses through a nonconforming life-style and through spontaneous, unplanned travel. It reflects the desire to have a variety of experiences, whether through seeking external stimuli in music, art, and travel or internal sensations through drugs. The Disinhibition factor describes a type of sensation seeking wherein the individual seeks release and social disinhibition through drinking, partying, gambling, and sex. It reveals a traditional pattern of nonconformity through rebellion against strict codes about acceptable social behavior. Boredom Susceptibility is reflected in an aversion for repetitive experience of any kind, routine work or dull and boring people and extreme restlessness under conditions when escape from constancy is impossible.

Self-As-Entertainment. Several studies support the reliability and validity of the Self-as-Entertainment scale with undergraduate students and nonstudent adults (Ellis & Yessick 1989; Iso-Ahola & Weissinger 1990; Mannell 1984, 1985). The scale is comprised of 28 items, to which participants respond on a 5-point Likert scale with anchors of "sounds a lot like me" to "doesn't sound like me". The "self" mode is defined as "a person's physical and/or cognitive skills and ability to find or create challenging and interesting pursuits with which to fill their free time"; "mind play" refers to a "person's capacity to fill their free time by turning inward and using imagination and fantasy"; and the "environmental mode" is identified as "a person's capacity to fill their free time with interesting and enjoyable pursuits by actively seeking out places or environments and other people" (Mannell & Kleiber, 1997; p. 165).

Affectivity

While the literature has been clear in noting the important relationships between affect (particularly positive affect) and leisure, empirical efforts have not demonstrated an intensive look into the affectivity construct as it relates to leisure experience. Research on affect has shown that there are several dimensions to an individual's characteristic affective style and to their display of affect across situations and contexts. Thus, affect was operationally defined within the present study in the more traditional sense by including measures of both positive and negative affect, and reflecting more recent literature which illustrates the importance of simultaneously considering the intensity with which affective responses are felt.

Positive and negative affect. The PANAS Scales were developed to assess positive and negative affect with two 10-item scales (Watson, Clark, & Tellegen, 1988). Each item consists of a single word to which the individual is asked to respond with the extent to which s/he has felt this way using the response choices of "very slightly or not at all", "a little", "moderately", "quite a bit", or "extremely". The scales have been shown to be highly internally consistent (alpha coefficients for the positive affect scale = .89 and

for the negative scale $\alpha=.85$), and stable over two-month ($r=.87$ on both) and one year ($r=.86$ for positive affect and $.84$ for negative affect) periods of time. Normative data and factorial and external evidence of convergent and discriminant validity for the scales are well-documented (Watson, et al., 1988).

Affect intensity. Research on affect has shown that there are stable individual differences in the intensity with which individuals experience their emotions (Diener, Larsen, Levine, & Emmons, 1985; Larsen & Diener, 1985). This individual difference dimension is defined at one end by those individuals who experience their emotions only mildly and with only minor fluctuations, and at the other end by people who strongly experience their emotions and who are emotionally reactive and variable. In reports of daily moods accompanying naturally occurring life events, it was found that individuals scoring high on affect intensity reacted with more intense emotions regardless of whether they were positive or negative (Larsen, Diener, & Emmons, 1986). Thus, while the PANAS separately measures the positive and negative affectivity of individuals, this instrument captures the intensity with which the affect is felt.

The AIM (Affect Intensity Measure) is a questionnaire developed by Larsen (1984; Larsen, Diener, & Emmons, 1986) to measure the strength of the individual's affective experiences. The AIM measures the magnitude with which people experience both positive and negative emotions, independent of the frequency of particular affective states. It is a 40-item scale with a 6-point Likert-type response format ("never", "almost never", "occasionally", "usually", "almost always", "always"). Test-retest reliabilities on the AIM at 1-, 2-, and 3-month intervals are .80 and better, and further psychometric testing has produced good results (Larsen & Diener, 1985, 1987). The AIM has been used with undergraduate students as well as with members of the general population.

Motivational Orientation

Research has demonstrated that traditional attempts to conceptualize and measure an individual's motivation by dichotomizing it, or by reflecting intrinsic and extrinsic domains as opposite ends of a continuum, are not valid. Rather, it is possible for an individual to be more or less intrinsically motivated and simultaneously more or less extrinsically motivated by a number of such factors within each type (Ryan & Deci, 2000). The Work Preference Inventory (WPI) is designed to assess individual differences in characteristic intrinsic and extrinsic motivational orientations. Psychometric properties have been examined with university students, as well as working adults (Amabile, Hill, Hennessey, & Tighe, 1994). Intrinsic motivation is conceptualized as containing the following major elements: self-determination, competence, task involvement, curiosity, enjoyment, and interest. Extrinsic motivation has the major elements of: concern with competition, evaluation, recognition, money or other tangible incentives, and constraint by others.

The instrument is scored on the two primary scales of Intrinsic Motivation and Extrinsic Motivation, and each is subdivided into two secondary scales (Intrinsic Motivation: Enjoyment, Challenge; Extrinsic Motivation: Outward, Compensation). It is a 30-item scale with four response choices anchored by "always or almost always true of me" and "never or almost never true of me". The WPI has adequate internal consistency (range in alphas of .60 to .75), and good test-retest reliability over a six-month interval ($r = .73$ to $.89$).

Demographic Measures

Participants were asked to complete a confidential form requesting information about themselves. Questions asked the respondent to provide their age, gender, racial or ethnic background, university standing, university major, how long they had been in that major, marital status, number of children, outside employment (type and number of hours), and the type of employment of both parents. Preliminary analyses provided reasons to exclude most of these demographic factors from further analysis, determined by a minimal range of responses and/or by nonsignificant relationships with leisure and/or personality. Only gender and race or ethnicity were considered in ensuing analyses.

Data Treatment and Statistical Analyses

In an effort to assess the extent to which personality, affect, and motivation (PAM) variables and gender and/or race or ethnicity could account for differing leisure preferences, hierarchical regression analyses were conducted on each of the seven major leisure "types" (general leisure activities, health/fitness, outdoor, performing arts, water/aquatics, sports, social). For each type of leisure, the block of PAM variables were input as the first step in the analysis. This allowed a determination of the contribution of these variables predicting active leisure involvement, while separating out their effects from gender and race or ethnicity. It also allowed determination of which of the PAM variables significantly predicted each specific type of leisure engagement, and to what extent. PAM variables that were input into the first block were the five NEO personality traits (neuroticism, extraversion, openness to experience, agreeableness, conscientiousness), the self-as-entertainment scales (self, mindplay, environment), sensation seeking scales (thrill and adventure seeking, disinhibition, experience seeking, boredom susceptibility), positive and negative affect, affect intensity, and the four types of motivational orientation (intrinsic motivation: enjoyment and challenge, extrinsic motivation: outward and compensation). In the second step, gender was input into the equation to contrast males and females without regard for racial or ethnic group membership. The third step allowed a determination of the additional contribution of race and ethnicity to the prediction of leisure activity participation. In the fourth and final step, the interaction of gender with race or ethnicity was specified to allow for a unique assess-

ment of its contribution. Effect coding was used to generate vectors to test the gender, race or ethnicity, and interaction effects. This type of coding yields identical results to those obtained with dummy coding, yet it is preferable in obtaining a more precise and unbiased estimate of an interaction effect (Cohen, Cohen, West, & Aiken, 2003). In the event of a significant main effect, Scheffe post hoc procedures were undertaken as a conservative approach to determine group differences. Simple main effects were conducted following a significant interaction to further assess the source of the differences (Cohen, et al., 2003). Prior to being entered into the regression analyses, each of the leisure activity measures was subjected to an arcsine square root transformation to normalize the underlying distribution. This is the appropriate transformation for proportional or restricted range data (Lewis-Beck, 1989), and preliminary testing confirmed that departures from normality were nonsignificant following the transformation procedure (all Lilliefors K-S tests $p > .05$).

Results

A summary of the findings from the hierarchical regression analyses are presented for each of the types of leisure activity involvement in Table 1. A picture of each type of "leisure enthusiast" can be gleaned by exploring predictors of such active participation, and by contrasting these significant predictors across the different activity types. The relative contribution of the significant PAM variables in predicting each type of leisure activity preference is shown in Table 2. Individual cell means for the gender x race or ethnicity student groups for each type of leisure activity are presented in Table 3; also noted are the results of post hoc analyses to detect group differences following a significant race or ethnicity main effect or interaction.

Preferences for Social Activities

All of the gender and ethnic or racial student groups reported social activities as a part of their favorite leisure activities. There were differences as to the extent to which social activities were a preferred part of leisure, yet it is significant that, for this age group, not one student group reported an absence of social activities as an integral part of their leisure. Collectively, the predictors accounted for 16.42% of the total variance in social leisure preferences (Table 1A), 10.67% of which was attributable to PAM (Table 2A). Of these latter PAM variables over one-half of the variance was explained by affect intensity, with individuals who were typically strong in demonstrating affect (whether positive or negative) the most likely to engage in social forms of leisure. As expected, the extroversion personality trait was also a significant predictor of engagement in social forms of leisure. The self-as-entertainment construct was also predictive of social leisure participation: individuals who typically turned to their surroundings to amuse themselves engaged in social leisure, while those who typically turned inward were less likely to seek social

TABLE 1
Summary of Hierarchical Regression Analyses for Leisure Activity Categories

Step Regression Source	df	MS	F	ΔR^2	ΔF
A. Social Leisure Activities					
1. PAM ¹	19	.2195	2.1629***	.1067	2.1629***
2. Gender	20	.2465	2.4755****	.0194	7.6245**
3. Race or Ethnicity	23	.2499	2.5478****	.0209	2.7737*
4. Gender x Race or Ethnicity	26	.0969	2.5462****	.0172	2.3085
B. Sports					
1. PAM ¹	19	.2404	3.1629****	.1487	3.1629****
2. Gender	20	.2364	3.1207****	.0052	2.1234
3. Race or Ethnicity	23	.2410	3.2555****	.0265	3.6688**
4. Gender x Race or Ethnicity	26	.2148	2.8814****	.0014	.1910
C. Playing Sports					
1. PAM ¹	19	.2327	3.2373****	.1517	3.2373****
2. Gender	20	.2254	3.1380****	.0030	1.2124
3. Race or Ethnicity	23	.2287	3.2559****	.0258	3.5715**
4. Gender x Race or Ethnicity	26	.2038	2.8796****	.0013	.1759
D. Watching Sports					
1. PAM ¹	19	.0046	.8943	.0471	.8943
2. Gender	20	.0055	1.0642	.0114	4.1370*
3. Race or Ethnicity	23	.0052	1.0150	.0058	.7056
4. Gender x Race or Ethnicity	26	.0049	.9497	.0040	.4844
E. Performing Arts					
1. PAM ¹	19	.3319	5.8906****	.2455	5.8906****
2. Gender	20	.3159	5.5948****	.0005	.2263
3. Race or Ethnicity	23	.2983	5.3874****	.0211	3.2651*
4. Gender x Race or Ethnicity	26	.3067	5.8342****	.0433	7.0538****
F. Health/Fitness					
1. PAM ¹	19	.0264	1.4388	.0736	1.4388
2. Gender	20	.0254	1.3818	.0010	.3504
3. Race or Ethnicity	23	.0279	1.5355	.0195	2.4439
4. Gender x Race or Ethnicity	26	.0283	1.5674	.0138	1.7355
G. Outdoor Leisure Activities					
1. PAM ¹	19	.0762	1.7983*	.0904	1.7983*
2. Gender	20	.0953	2.3154***	.0286	11.1345****
3. Race or Ethnicity	23	.0972	2.3975****	.0206	2.7138*
4. Gender x Race or Ethnicity	26	.0903	2.2239***	.0069	.9079
H. Aquatics/Water					
1. PAM ¹	19	.3299	1.9942**	.0992	1.9942**
2. Gender	20	.0167	1.9170**	.0013	.5045
3. Race or Ethnicity	23	.0159	1.8208**	.0091	1.1614
4. Gender x Race or Ethnicity	26	.0147	1.6767*	.0049	.6194
I. General					
1. PAM ¹	19	1.1116	3.1798****	.1494	3.1798****
2. Gender	20	1.1118	3.2249****	.0089	3.6226
3. Race or Ethnicity	23	1.1618	3.4454****	.0307	4.2954**
4. Gender x Race or Ethnicity	26	1.1376	3.4292****	.0202	2.8695*

TABLE 1
(Continued)

¹PAM predictors were: NEO traits of Neuroticism, Extraversion, Openness to Experience, Agreeableness, Conscientiousness; Sensation Seeking (SSS) scales of Thrill & Adventure Seeking, Disinhibition, Experience Seeking, Boredom Susceptibility; Self-As-Entertainment (SAE) scales of Self, Mindplay, Environment; Positive Affect, Negative Affect, Affect Intensity; Motivational orientation types of Intrinsic Motivation (IM): Enjoyment, Intrinsic Motivation (IM): Challenge, Extrinsic Motivation (EM): Outward, Extrinsic Motivation (EM): Compensation.

$$*p < .05 \quad **p < .01 \quad ***p < .001 \quad ****p < .0000$$

leisure outlets. In addition, those who were externally motivated by others were most likely to engage in social leisure.

Beyond the PAM variables, gender was a significant predictor of social leisure, with females surpassing males in social leisure participation (Table 3A). In addition, the race or ethnicity main effect also significantly contributed to the regression equation. Post hoc analyses revealed that European Americans exceeded all other racial or ethnic groups in social leisure. The gender x race or ethnicity interaction was not statistically significant, although it did contribute an additional 1.72% to explained variance.

Preferences for Sports Activities

The findings from the hierarchical regression analysis indicated that individuals who chose sports as a significant part of their leisure had certain personality, affective, and motivational characteristics, with these predictors significantly accounting for 14.87% of the variance (Table 1B). The results revealed that sports enthusiasts were typically high in positive affect and were intrinsically motivated to seek challenges (Table 2B). Individuals who were even-tempered and calm (low in neuroticism), as well as those who were more easy-going and undisciplined (low in conscientiousness), participated more in sports in their leisure. Beyond the PAM variables, gender differences were found with males being ardent sports participants more than females (Table 3B). Race or ethnicity was also a significant predictor, adding 2.58% to the variance. Post hoc tests revealed that African Americans and European Americans showed higher levels of sport involvement than Asian Americans or Hispanic Americans. The interaction did not significantly add to the regression equation in predicting sports in leisure.

Additional analyses were conducted to partition sports participation into those who actively played a sport and those who were predominantly spectators. The findings for sports players (Table 1C) were consistent with those found above—revealing that the same PAM variables were significant predictors with the addition of those with an extrinsic motivational orientation to please others (Table 2C). The significant gender main effect showed the greater number of male sports players. Race or ethnicity was again a signif-

TABLE 2
Significant Personality, Affective Style, and Motivational Orientation (PAM)
Predictors¹ of Leisure Activity Categories

PAM Predictor	B	SE B	Beta	F
A. Social Leisure Activities				
NEO Extraversion	.0064	.0021	.2268	13.78****
Affect Intensity	.0038	.0012	.2134	10.47***
SAE Mindplay	-.0115	.0052	-.1394	4.93*
B. Sports				
NEO Conscientiousness	-.0033	.0010	-.2233	10.04***
NEO Neuroticism	-.0030	.0011	-.2025	7.56**
IM Challenge	.0155	.0058	.1675	7.16**
Positive Affect	.0086	.0035	.1611	5.94**
C. Playing Sports				
NEO Conscientiousness	-.0034	.0010	-.2336	11.01***
NEO Neuroticism	-.0033	.0011	-.2310	9.87**
IM Challenge	.0148	.0056	.1639	6.88**
Positive Affect	.0079	.0034	.1531	5.38*
EM Outward	.0076	.0038	.1200	3.93*
D. Watching Sports (none significant)				
E. Performing Arts				
IM Challenge	-.0262	.0050	-.3098	27.64****
NEO Openness to Experience	.0047	.0010	.3087	19.90****
SAE Mindplay	-.0136	.0039	-.2036	12.44***
Positive Affect	.0104	.0030	.2138	11.79***
SAE Self	.0069	.0020	.2123	11.63***
NEO Extraversion	-.0032	.0001	-.2289	10.65***
IM Enjoyment	.0145	.0049	.1865	8.82***
EM: Outward	-.0092	.0034	-.1555	7.42**
NEO Agreeableness	-.0023	.0001	-.1326	5.57*
EM Compensation	.0111	.0050	.1275	4.98*
NEO Conscientiousness	-.0020	.0009	-.1453	4.79*
F. Health/Fitness Activities				
SAE Environment	-.0038	.0018	-.1469	4.51*
SSS Boredom Susceptibility	-.0085	.0041	-.1228	4.25*
G. Outdoor				
SAE Mindplay	-.0076	.0033	-.1438	5.15*
SSS Boredom Susceptibility	.0139	.0062	.1319	4.99*
SSS Thrill/Adventure Seeking	.0090	.0044	.1263	4.17*
SAE Environment	.0055	.0027	.1380	4.05*
H. Aquatics/Water				
SSS Boredom Susceptibility	.0077	.0028	.1593	7.34**
SSS Disinhibition	-.0059	.0023	-.1776	6.38**
SSS Experience Seeking	.0076	.0031	.1822	6.17**

TABLE 2
(Continued)

PAM Predictor	B	SE B	Beta	F
I. General				
NEO Neuroticism	-.0088	.0023	-.2764	14.10****
NEO Openness to Experience	.0081	.0026	.2278	9.62***
NEO Extraversion	-.0072	.0025	-.2182	8.59***
SSS Thrill/Adventure Seeking	-.0349	.0127	-.1650	7.62**
Affect Intensity	.0056	.0022	.1638	6.48**
IM Enjoyment	.0310	.0122	.1694	6.45**

¹ Possible predictors were: NEO traits of Neuroticism, Extraversion, Openness to Experience, Agreeableness, Conscientiousness; Sensation Seeking (SSS) scales of Thrill & Adventure Seeking, Disinhibition, Experience Seeking, Boredom Susceptibility; Self-As-Entertainment (SAE) scales of Self, Mindplay, Environment; Positive Affect, Negative Affect, Affect Intensity; Motivational orientation types of Intrinsic Motivation (IM): Enjoyment, Intrinsic Motivation (IM): Challenge, Extrinsic Motivation (EM): Outward, Extrinsic Motivation (EM): Compensation.

* $p < .05$ ** $p < .01$ *** $p < .001$ **** $p < .0000$

icant predictor of playing sports (adding 2.58% to the variance, with Asian Americans less likely to play sports than the other groups (Table 3C). It was interesting to find that none of the females, nor any Asian American or Hispanic American males, reported watching sports as a favorite leisure activity; only male African American and European American students showed this preference. The PAM variables did not significantly predict the likelihood of watching sports (Table 1D). Only gender revealed a significant but marginal contribution (1.14%), with males more likely to be spectators than females (Table 3D).

Preferences for Performing Arts Activities

The majority of the university students reported that their involvement in performing arts was a significant part of their leisure. This consisted predominantly of listening to music and attending concerts. The only exception to this was female Hispanic students, none of whom reported a preference for any of the types of activities falling within this category.

The findings from the regression analysis (Table 1E) indicated that participating in performing arts activities in leisure was largely predicted by combinations of personality, affect, and motivation (24.55%). Four of the five NEO personality traits were significant predictors, indicating that individuals who were creative and imaginative (high in openness to experience), self-centered and critical of others (low in agreeableness), introverted (low in extraversion), and impulsive and unorganized (low in conscientiousness) preferred this type of leisure activity (Table 2E). Engaging in these types of artistic activities was further shown by individuals who were good at enter-

TABLE 3
Cell Means for Leisure Activity Categories for Gender x Race or Ethnicity Groups*

	African Am	Asian Am	European Am	Hispanic Am	
A. Social Leisure Activities					
Male	.27	.10	.35	.18	(.29) ^a
Female	.41	.57	.55	.71	(.52) ^b
	(.33) ^d	(.29) ^d	(.44) ^c	(.35) ^d	
B. Sports					
Male	.57	.19	.47	.35	(.46) ^a
Female	.14	.21	.21	.12	(.19) ^b
	(.39) ^c	(.20) ^d	(.35) ^c	(.28) ^d	
C. Playing Sports					
Male	.51	.19	.43	.35	(.42) ^a
Female	.14	.21	.21	.12	(.18) ^b
	(.36) ^d	(.20) ^c	(.33) ^d	(.28) ^d	
D. Watching Sports					
Male	.06	.00	.03	.00	(.03) ^a
Female	.00	.00	.00	.00	(.00) ^b
	(.03)	(.00)	(.02)	(.00)	
E. Performing Arts					
Male	.13 ^b	.29 ^a	.16 ^b	.18 ^b	(.17)
Female	.39 ^a	.19 ^b	.13 ^b	.00 ^b	(.20)
	(.23)	(.25)	(.15)	(.12)	
F. Health/Fitness					
Male	.06	.00	.11	.00	(.07)
Female	.03	.21	.20	.00	(.14)
	(.04)	(.09)	(.15)	(.00)	
G. Outdoor Activities					
Male	.00	.00	.14	.06	(.08) ^a
Female	.17	.12	.16	.21	(.16) ^b
	(.07) ^d	(.05) ^d	(.15) ^c	(.11) ^d	
H. Aquatics/Water					
Male	.00	.05	.03	.00	(.02)
Female	.03	.00	.03	.00	(.03)
	(.01)	(.03)	(.03)	(.00)	
I. General					
Male	1.09 ^{b,e}	.53 ^{b,d,f,j}	.87 ^{b,d,i}	1.35 ^a	(.94)
Female	1.38 ^a	.83 ^{b,d,g}	1.15 ^c	.33 ^{b,d,f,h,j}	(1.13)
	(1.20)	(.65)	(1.00)	(1.03)	

Post hoc tests on cell means for significant main effects (where the interaction is not significant) and for gender x race or ethnicity interaction are noted by different superscripts: a ≠ b; c ≠ d; e ≠ f; g ≠ h; i ≠ j.

taining themselves, but not by turning inward to imaginative flights of fantasy. Participation in this type of leisure was also evidenced for students who were high in positive affect. It was interesting to note that all four types of motivational orientation characterized those who actively engaged in this type of leisure activity. Performing arts enthusiasts were intrinsically motivated to seek enjoyment but not challenges, and were extrinsically motivated to seek rewards, while not worrying about the opinions of others.

The analysis also revealed that race or ethnicity significantly added to the prediction of performing arts (2.16%), as did the interaction with gender (4.33%). Post hoc procedures determined that African Americans and Asian Americans participated in performing arts activities more than European American and Hispanic American students, except for male Asian Americans (Table 3E).

Preferences for Health & Fitness Activities

For three student groups health and fitness activities did not constitute an active part of their leisure. For Hispanic Americans and male Asian Americans, there were no health and fitness types of activities at all noted as being preferred in their leisure (Table 3F). The regression summary table shows that none of the PAM, gender, race or ethnicity, or their interaction blocks was significant (Table 1F). Two of the PAM variables, however, were significant predictors of health and fitness leisure participation (Table 2F). Individuals who were more tolerant of boredom, and those who were less likely to entertain themselves using their environment, were more likely to engage in these activities in their leisure.

Preferences for Outdoor Activities

African American and Asian American males did not report a preference for any type of outdoor activity in their leisure. The regression analysis indicated that PAM factors accounted for the majority of the variance in outdoor activity preference (Table 1G). In particular, sensation seeking and self-as-entertainment were most predictive of their involvement (Table 2G). The findings revealed that individuals who liked to seek adventure and took risks in their lives, and those who were susceptible to being bored, were the most likely to engage in outdoor leisure activities. In addition, it was found that individuals who typically turned to their environment rather than inward to their own imagination to entertain themselves were more likely to engage in outdoor activities. Given the dearth of outdoor activities reported by two of the male student groups, it was not surprising to find that gender and race or ethnicity significantly predicted this type of leisure involvement. Females and European Americans were most likely to participate in outdoor leisure activities (Table 3G).

Preferences for Aquatics/Water Activities

Four of the student groups—male African Americans, female Asian Americans, and male and female Hispanic Americans—reported that aquatics/water activities were not part of the repertoire of things they frequently liked to do. The regression analysis revealed that the PAM variables solely predicted this type of leisure involvement (Table 1H), and of these, three of the four sensation seeking scales were responsible (Table 2H). The sign of the beta weights indicated that individuals who sought a variety of conventionally stimulating and aesthetic experiences, and who had a disdain for repetitious and familiar activities, were the ones most likely to engage in aquatics/water activities in their leisure. Neither gender nor race or ethnicity significantly added to the prediction of aquatics/water-related leisure participation (Table 3H).

Preferences for General Activities

All of the student groups reported participating in activities that the panel placed under the generic heading “general”. Analysis of this category provides a common picture of individuals who present a more mixed type of leisure participation and one that does not fall more specifically within the other types of activities (e.g., not predominantly social, sports-oriented, etc.). The activities represented within this category can be described as those that are less active, social, or outdoor-situated than the others. It is useful to look at this more multiply-defined cluster as reflective of a more generalized and everyday type of leisure engagement.

The findings for the general leisure category revealed that the PAM variables predicted this type of involvement (Table 1I). Four of the five NEO personality traits were significant predictors of general leisure (Table 2I). Results indicated that participants in this type of leisure were introverted, emotionally stable, impulsive, and sought variety in their leisure. General leisure enthusiasts were also not thrill-seekers and did not amuse themselves using their own imagination. They were individuals who were intrinsically motivated to seek enjoyment and were also intensive in displaying their affective responses.

All gender and racial or ethnic student groups were represented in general forms of leisure. Race or ethnicity contributed to the prediction of interest in general leisure activities, as did its interaction with gender. Post hoc analyses revealed that there was a number of gender x race or ethnicity group differences (Table 3I). African American females were significantly more involved in general leisure than all of the other students, with the exception of Hispanic American males (who were similar in participation). Male Hispanic Americans were higher than their female counterparts and also higher than the other student groups. Female European Americans did more general leisure than male European Americans, female Hispanic Americans, and all Asians. African American males were higher than female His-

panic or male Asian Americans; female Asian Americans were higher than female Hispanic Americans; and European American males participated more than male Asian or female Hispanic Americans.

Discussion

Leisure Preferences and Personality, Affective Style, and Motivational Orientation

Support was found for the thesis that people with different leisure interests are different types of individuals. For almost all types of activities, with the exception of health/fitness, different combinations of personality, affective style, and motivational orientation significantly predicted higher levels of engagement. Of the total amount of variance that was explained, the vast majority was due to the personality, affect, and motivation variables (ranging from 61% to 87%). While previous studies have reported some of these relationships, none have so comprehensively estimated and contrasted them together. The majority of previous research has found relationships between extraversion and leisure preferences, particularly those of a social nature (Diener, et al., 1984; Emmons, et al., 1986; Kircaldy, 1990) and these findings also show that introverts are more likely to participate in performing arts and general leisure activities (Douse & McManus, 1983). The few investigations that have studied neuroticism as it might be related to various types of leisure preferences have yielded equivocal findings (Kircaldy & Furnham, 1991). The data indicating that persons who are active participants in sports are low in neuroticism contradicts previous findings showing a positive (Furnham, 1990) or absent (Avni, et al., 1987; Furnham, 1981; Kircaldy, 1990) relationship. The findings revealing that openness to experience, agreeableness, and conscientiousness are all predictive of specific types of leisure involvement contributes to the literature by identifying these relationships. In addition, the finding that high and low levels on some of these traits predict different types of leisure involvement is of empirical and conceptual interest and reflects an additional contribution to the literature.

Previous literature relating sensation seeking to certain types of leisure involvement, particularly those of high risk and adventure was extended by the finding that specific components of sensation seeking were predictive of different types of leisure involvement. For example, the desire for such risk-taking was predictive of individuals who enjoy outdoor leisure activities but not general ones, those who sought varied sensory experiences in their lives were more likely to participate in water-related activities, and individuals who were highly susceptible to boredom actively engaged in both aquatics and outdoor leisure (in contrast to those with a low susceptibility who preferred health-related activities). In addition, that sensation seeking was so highly predictive of involvement in water-related activities, but not as much in other types of leisure, provided an interesting addition.

While it is intuitively appealing to consider that differences in leisure preferences should be related to the ways in which individuals seek to entertain themselves in their lives (Mannell, 1984, 1985), there is an absence

of research in this area. This research further explored the self-as-entertainment notion, and revealed that, for most types of leisure enthusiasts, the propensity towards keeping oneself amused was highly predictive. The findings indicated that individuals who thought they were good at entertaining themselves participated more frequently in performing arts, in contrast to those who more typically turned to their external environment who preferred outdoor activities. Further, those who were unlikely to turn to their imagination and fantasies for self-entertainment enjoyed social, performing arts, outdoor, and general types of leisure. The SAE construct did not predict engagement in sports or water-related activities. These findings, coupled with the absence of empirical literature about the self-as-entertainment construct, pose a number of interesting questions and offer a research topic ripe for further study.

Motivational orientation predicted participation in some types of leisure (general, social, sports, performing arts), but not in others (health/fitness, outdoor, aquatics). The additional finding that all four types of motivational orientation predicted participation in performing arts, and that both intrinsic and extrinsic motivation were also present in sports players, supports empirical and recent theoretical work on the nature of motivation in leisure (Ryan & Deci, 2000). One of the interesting findings of the study was the absence of the intrinsic motivational orientation to seek enjoyment as a predictor of five of the seven types of leisure participation. While intrinsic motivation has long been heralded as a defining component of a leisure activity (Graef, Csikszentmihalyi, & Gianinno, 1983; Iso-Ahola, 1979; Neulinger, 1974), more recent motivational theories have rather suggested that such a simplistic approach might not be valid (Ryan & Deci, 2000). Indeed, there is literature which has found extrinsic motivation to be present in leisure activities (Graef, et al., 1983; Mannell, Zuzanek, & Larson, 1988; Stebbins, 1992), and even higher levels of intrinsic motivation in some work versus leisure settings (Graef, et al., 1983). However, the outcome that neither of the more general motivational orientations (intrinsic and extrinsic) were found to consistently predict leisure expression warrants further scrutiny. These results raise more questions than answers about the long-hypothesized relationship between an intrinsic motivational disposition (Weissinger & Bandalos, 1995) and leisure involvement, and offer an insightful starting point for additional research.

An additional contribution to the literature was the finding that positive affect was not a consistently strong predictor of all forms of leisure engagement. Results indicated that people who had a more general positive affective approach were more likely to play sports in their leisure, and frequently participated in performing arts. In addition, the intensity with which a person shows affect (whether positive or negative) predicted involvement in certain types of leisure (social, general). The literature relating affect to leisure participation has focused almost exclusively on the nature of the responses that accompany leisure (Lawton, 1994; Podilchak, 1991) but not on the individual's characteristic affective style (both direction and intensity).

By positioning affect as a more stable individual characteristic, its contribution to explaining leisure involvement was investigated. These findings, although tentative, suggested that affective disposition was related to certain specific types of leisure engagement, and unrelated to others. This study approached the question of relating affect to leisure from a more situationally and temporally stable perspective, and viewed it as a possible predisposing influence rather than as a situational outcome. This is an avenue for further scrutiny, and affords an interesting approach to what has long been thought to be a direct linear relationship between leisure involvement and affective response.

Although the findings generally revealed that different types of people appear to engage in different types of leisure activities, there is no evidence that the activities aren't equally enjoyed, anticipated, or that the resulting benefits are not similar. Instructions presented to individuals were that they indicate activities they like to do, and thus we might tentatively conclude that enjoyment might well derive in different ways from different individuals and divergent experiences within activity types. In addition, the level of analysis was preference for a cluster or type of activity, thus omitting more specific analyses on the various activities that comprise the category. It may well be, for example, that while social activities are equally noted by several groups as enjoyable leisure pastimes, the specific type and level of involvement of the individual may well vary. It is left to future research efforts to more definitively address this question.

A number of authors have suggested that the explanation for much of leisure lies within the person, and environmental and contextual factors play a secondary role (Hills & Argyle, 1998; Lawton, 1994; Tinsley, et al., 1993). Others, however, have questioned this, and suggested that a more balanced person x situation approach is more valid for considering leisure behavior (Iwasaki & Mannell, 1999). The data indicated that, collectively, between 11 and 31% of the variance in predicting leisure engagement was due to gender, race or ethnicity, personality, motivational orientation, and affective style. A combination of these internal person variables was most predictive of the likelihood of engaging in general forms of leisure, and least able to account for participation in health/fitness types of activity. While the findings of this study provided tentative support for Iwasaki and Mannell's (1999) conclusion that individual differences vary across situations, it would be premature to conclude, based on the amount of variance left unexplained, that environmental influences were stronger in predisposing such leisure preferences. While there are a number of other attributes that have not yet been investigated, the ones explored in the present study reflect the extant literature. Clearly, further research is required to sort out the extent to which the environment interacts with more enduring individual characteristics to account for leisure involvement, and to widen the range of person variables that are explored.

Contributions of Gender, Race or Ethnicity, and Both

The composite look at the individual in relation to his/her leisure was also made more inclusive by considering both the gender and racial or ethnic background of the individual, both separately and simultaneously. This is a strategy that has been relatively absent in studies relating these characteristics, internal traits and dispositions to leisure. An important focus of this study was a determination of the individual and joint roles of race or ethnicity and gender as determinants of leisure preferences. Results indicated there were three types of leisure in which all gender and racial or ethnic groups participated: general, social, and sports. Gender was found to predict social and outdoor leisure participation, with females being more active than males, replicating previous findings (Kircaldy, 1990). Race or ethnicity alone was predictive of preferences for five of the seven types of leisure activities, the exceptions being health/fitness and aquatics/water activities. For two of the leisure activity types—performing arts and general—differences were a function of the combination of race or ethnicity with gender. These findings largely confirm those found in previous research where they exist, and extend the literature in several ways. In this study, sports involvement and active competitive participation were predicted by race or ethnicity, and previous research has consistently found such differences (Eyler, et al., 2002; Furnham, 1990). These findings also revealed the lower rates of active participation in outdoor, water/aquatics, performing arts, and health/fitness leisure activities by several of the racial or ethnic and gender groups. Differential participation in these types of activities has been previously noted (Eyler, et al., 2002; Gramann & Allison, 1999; Shinew et al., 1995; Virden & Walker, 1999), although very few studies (but see Dwyer, 1994) have comprehensively contrasted gender within these four racial or ethnic backgrounds across all of these leisure activity types. While the reasons underlying such differences in leisure activity preferences have been hypothesized but not as yet fully assessed, it is nevertheless clear that gender and cultural influences are evident both individually and compositely, and that modes of leisure involvement can be viewed as richly expressive of one's gender and cultural experiences in different ways even when personality, affective style, and motivational orientation differences are taken into account.

Conclusions

It has been posited that any environment is ambiguous, and we project onto it our own perceptions, thoughts, experiences, and predispositions. Leisure provides a unique arena for revealing the interests, talents, fears, and personality of the individual. There is compelling evidence that as we seek to further explore any constructs related to free time or leisure experience, personality and internal dispositional measures should occupy a central position. The current study was conducted to delve further into the relationship between leisure and personality, and to expand empirical efforts by including

affective style and motivational orientation, such that a more comprehensive portrayal of these interrelationships could be achieved. Significantly, these interrelationships between personality, affect, and motivation were also investigated as they were further moderated by the gender and/or the race or ethnicity of the individual.

This study contributes to the literature in several ways: by viewing leisure activity preferences as a more stable portrayal, by expanding and contrasting the dimensions of personality which have typically been studied in research encompassing leisure, by assessing affective and motivational dispositions in addition to various aspects of personality, by contrasting predictors of different types of leisure engagement, and by exploring the moderating influences of gender and/or race and ethnicity (both separately and together) which have been largely omitted from research relating leisure and personality, affect, or motivation. The study demonstrated that aspects of personality, affectivity, and motivational orientation predict involvement in different types of leisure activities, and that environmental influences may well be more significant with some. In addition, the relative contributions of gender, race or ethnicity, and their combined effect in explaining different modes of leisure expression were assessed, and the significance of their role relative to personality, affect, and motivational variables were determined. The combination of personality, affect, and motivation was consistently found to explain more of people's leisure participation than gender and/or ethnicity or race.

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