

Leadership spillover?  
An analysis of leadership and the work-family interface

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How work affects family members remains an enduring question. Applying spillover theory, we examined the extent to which employee leadership experiences serve to influence the psychological, physical, and romantic relationship well-being of employees' romantic partners. In Study 1, we examined romantic partners' perceptions of employees' experiences of abusive supervision and laissez-faire leadership, as well as the partners' romantic relationship outcomes. Results suggest that an individual's perception of their partner's experiences with abusive supervision and laissez-faire leadership at work predicted their own personal health and relationship well-being outcomes. Replicating and extending these findings among 121 employee-romantic partner dyads, in Study 2 we explored the extent to which employees' experiences of abusive supervision and laissez-faire leadership at work influenced romantic partners' romantic relationship and well-being outcomes. Results support double mediation whereby employee health and romantic partner's feelings of romantic relationship closeness mediates the association between employee experiences of leadership and romantic partner outcomes. Our findings shed light on the far-reaching effects of workplace leadership, extending from work into the home and affecting romantic partners of employees. Moreover, our findings have implications for leadership when it comes to mitigating the negative effects and ameliorating the positive effects.