

Article

Relational Antecedents to Selective Disclosure of Lesbian and Gay Identities at Work

Supplementary Material 2

This codebook shows a selection of the full codebook, containing only the codes that were used for this paper, the theme wherein it was grouped (if applicable), their descriptions, as well as an example. Codes were developed both deductively and inductively following our analytical approach (see manuscript).

Code	Theme	Description	Example from data
Alter characteristics	Gauging for anticipated acceptance	Used when (demographic) characteristics of an alter would affect disclosure decisions	"[...] lower educated, you have the feeling that they are less open towards it, or that they know less about it." ~ Madelief
Authenticity	N/A	Used when a participant refers to staying true to themselves	"I think that it is very important – and I have wholeheartedly embraced that – that I just really am myself." ~ Stijn
Being in a work-related event	Contextual irrelevance of sexual identity	Used when a participant refers to when being in a formal, work-related event would affect disclosure decisions	"[...] you enter the meeting to talk about [topic], so then we talk about [topic]. Then you don't talk about what you do privately, like: 'oh, did you go to the museum or to the movies, or what do you do in your free time?'" ~ Corné
Belonging	N/A	Used when a participant refers to having stable and strong social relationships	"And, yes, now it also feels a little bit like home." ~ Arnold
(emotional) Closeness	Affective dimension	Used when a participant refers to feeling emotionally close to others	"[...] because I felt more connected with her than I did with the others." ~ Tijmen
Conditional disclosure	Approach to disclosure	Used when a participant refers to a situation in which their disclosure is conditional on something	"[...] when I think: 'I feel comfortable telling that [to them].'" ~ Stijn
Disclosure	N/A	Used when a participant refers to a situation in which they disclosed their sexual identity to another	"And then I thought: 'you know what, I will just say it.'" ~ Stijn

Disclosure by association	Other themes facilitating disclosure	Used when a participant refers to how, by associating with the company's ERG, disclosure was somewhat facilitated	"well, [because of my involvement with the ERG, my manager received] a sort of implicit confirmation of what they were already suspecting [, namely that I am gay]" ~ Willem
Discussing personal life	Affective dimension	Used when a participant talks about how talking about their personal lives with others would affect disclosure decisions	"Of course: colleagues with whom you talk about your personal life [...]" ~ Corné
Familiarity	Affective dimension	Used when a participant talks about how knowing someone (from another context) would affect disclosure decisions	"[...] I have been in a meeting with him before, so I know who he is." ~ Corné
Interpersonal trust	Affective dimension	Used when a participant refers to how the degree of trust they feel in their relationship with another would affect disclosure decisions	"[...] I only want to tell someone when I sufficiently trust that person." ~ Tijmen
Limited emotional closeness	Affective dimension	Used when a participant refers to how a limited degree of emotional closeness would affect disclosure decisions	"It did not feel close enough with them to disclose." ~ Tijmen
Meeting briefly	(lack of an) Affective dimension	Used when a participant refers to how being in a brief conversation with someone would affect disclosure decisions	"For example: when I only talk to someone for 5 minutes, then I do not feel the need to explain everything." ~ Iza
Meeting new people	(lack of an) Affective dimension	Used when a participant refers to how meeting a new person would affect disclosure decisions	"It is somewhat tricky [...] when you meet new people." ~ Corné
Not knowing how people feel about homosexuality	Gauging for anticipated acceptance	Used when a participant refers to how not knowing how someone feels about homosexuality would affect disclosure decisions	"And, well, you do not know how people feel about it. How they think in their head about gays." ~ Stijn
Organizational support	N/A	Used when a participant refers to perceiving organizational support for diversity in general	"And you notice that they are really working on [diversity initiatives]. Yeah, I find that very cool." ~ Madelief
Perceived openness	Gauging for anticipated acceptance	Used when a participant refers to how others being open in general would affect disclosure decisions	"[...] the person needs to have a certain degree of openness [...]" ~ Stijn
Perceived social norm	Gauging for anticipated acceptance	Used when a participant refers to how the perceived social norm	"[...] I notice, when waiting [...] in the conversations you're having with others, that

		would affect disclosure decisions	they also don't talk about personal relationships." ~ Boudewijn
Proactive disclosure	Approach to disclosure	Used when a participant refers to proactively disclosing their sexual identity to another person	"[...] well, I simply tell it." ~ Arnold
Reactive disclosure	Approach to disclosure	Used when a participant refers to reactively disclosing their sexual identity to another person	"[...] when someone asks me directly, then I just say it." ~ Madelief
Relationship status	Other themes facilitating disclosure	Used when a participant refers to how being in a relationship facilitates disclosure	"When you do have a partner, it is easy: 'I have a boyfriend'." ~ Willem
Repeated contact	Affective dimension	Used when a participant refers to how repeated contact with another person would affect disclosure decisions	"[...] or the colleagues with whom you work together a lot [...]" ~ Corné
Selective disclosure	Approach to disclosure	Used when a participant refers to how they disclose their sexual identity selectively at work	"[...] you're not going to discuss your private life with the entire company." ~ Iza
Sexual identity centrality	N/A	Used when a participant refers to how central their sexual identity is to their self-concept	"[...] I find it an important, yeah, thing of your identity, or so." ~ Corné
Sexual identity salience	N/A	Used when a participant refers to how salient their sexual identity is in the context of work	"And I actually don't want to work anymore for companies where I cannot be myself." ~ Arnold
'Work-only' relationship	(lack of an) Affective dimension	Used when a participant refers to how having a 'work-only' relationship with another person would affect disclosure decisions	"With colleagues whom I know at that [work-only] level [...] you don't talk about it." ~ Corné