

## Appendix A

### *A1. Overview of the Training Day 1 Content*

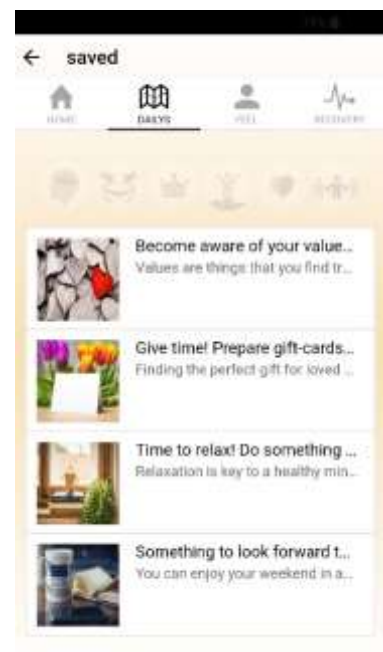
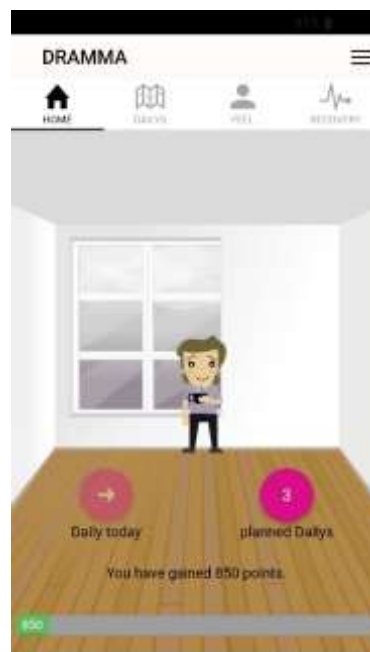
<b>Time</b>	<b>Step</b>	<b>Content</b>
60 min	Introduction	<ul style="list-style-type: none"> <li>• Introduction to the training program</li> <li>• Theoretical introduction to stress and its effects (McEwen, 1998), the effort-recovery model (Meijman &amp; Mulder, 1998), importance of non-work time (Geurts &amp; Sonnentag, 2006) and psychological needs satisfaction (Deci &amp; Ryan, 2000; Newman et al., 2014)</li> <li>• An exercise to reflect on individual psychological needs satisfaction over the past week both individually and in a small group</li> <li>• An exercise where participants placed different leisure activities that had either brought them energy or drained their energy over the past week on a group poster, followed by a discussion</li> </ul>
10 min	Break	<ul style="list-style-type: none"> <li>• Optional break activity: exercise about restorative effects of nature</li> </ul>
60 min	Psychological needs training	<ul style="list-style-type: none"> <li>• For detachment, participants came up with a transition ritual (Ashforth et al., 2000) to help them to separate their work time from non-work time</li> <li>• For relaxation, the trainer demonstrated a short exercise to relax one's body and mind</li> <li>• For meaning, participants engaged in an exercise to become aware of and act in accordance with their personal values</li> </ul>
10 min	Break	No activities offered
60 min	Psychological needs training	<ul style="list-style-type: none"> <li>• To enhance mastery, participants shared their past success experiences with another participant to increase their self-efficacy (Bandura, 1977)</li> <li>• For affiliation, participants engaged in a strength spotting exercise (Kashdan et al., 2018). As participants took turns to share their personal success stories and the strengths that they have spotted in their colleague based on the shared stories, they got to know each other and strengthened their social ties (Sandstrom &amp; Dunn, 2014)</li> <li>• To increase autonomy, participants learned about SMART goal setting (Doran, 1981)</li> </ul>
10 min	Break	<ul style="list-style-type: none"> <li>• Optional break exercise: mindfulness meditation</li> </ul>
60 min	Goal setting	<ul style="list-style-type: none"> <li>• Participants selected a psychological need to focus on and followed the steps outlined in the booklet to formulate a SMART goal for the four-week intervention period. Participants were able to obtain feedback from the trainer, assistant(s), and colleagues on their goal.</li> <li>• To enhance goal achievement, we used an implementation intentions exercise (Gollwitzer, 1993). Participants wrote themselves a postcard where they outlined how implementing their goal would benefit them, what might potentially interfere with achieving the goal and how to overcome these potential barriers. These postcards served as a positive mid-intervention reminder to continue working on their goals.</li> </ul>
20 min	App tutorial	<ul style="list-style-type: none"> <li>• Detailed walkthrough of the Everyday app by a member of the research team where participants created their own well-being project in the Everyday app</li> </ul>
10 min	Closing	

## *A2. Overview of the Training Day 2 Content*

<b>Time</b>	<b>Step</b>	<b>Content</b>
40 min	Introduction and reflection	<ul style="list-style-type: none"> <li>• Introduction to the session</li> <li>• Participants completed the post-intervention questionnaire and completed an exercise in their booklets to compare their current needs satisfaction to their baseline levels, followed by discussions in pairs</li> </ul>
15 min	Break	<ul style="list-style-type: none"> <li>• Optional break activity: Progressive muscle relaxation (Jacobson, 1924)</li> </ul>
60 min	Reflection	<ul style="list-style-type: none"> <li>• Participants reflected in groups on enablers that helped and barriers that hindered their off-job crafting efforts and goal progress and added the enablers and barriers to their group poster</li> </ul>
15 min	Break	<ul style="list-style-type: none"> <li>• Optional break activity: Relaxing music and mandala coloring (Babouchkina &amp; Robbins, 2015)</li> </ul>
50 min	Looking ahead and closing	<ul style="list-style-type: none"> <li>• Participants were introduced to the concept of SMARTER goals and were given the chance to evaluate and readjust their off-job crafting goals for the future</li> <li>• Participants completed an online process evaluation questionnaire</li> <li>• The session ended with the “best possible self” exercise to visualize positive future outcomes of one’s off-job crafting efforts (Sheldon &amp; Lyubomirsky, 2006)</li> </ul>

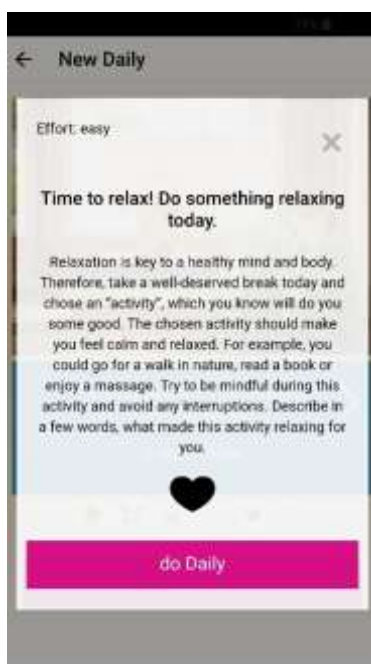
## Appendix B

### Screenshots of the Main Everyday App Features



1. Creating a well-being project 2. Everyday home screen

3. List of Dailys



4. Example of a Daily

5. Rating DRAMMA need

6. Tracking personal well-being

## Appendix C

### Overview of All Study Variables and Measurement Occasions

	Pre-intervention (T1)		During intervention (T2-T4)		Post intervention (T5)		Follow-up (T6 & T7)	
	IG	CG	IG	CG	IG	CG	IG	CG
	Demographics	✓	✓					
General work characteristics	✓	✓						
Off-job crafting efforts	✓	✓	✓		✓	✓	✓	✓
Needs satisfaction	✓	✓	✓		✓	✓	✓	✓
Well-being variables	✓	✓	✓		✓	✓	✓	✓
Performance variables	✓	✓	✓		✓	✓	✓	✓
Process evaluation					✓			

*Notes.* IG = intervention group, CG = control group, well-being variables = stress, mental fatigue, subjective vitality, health status, private life satisfaction, job satisfaction, and work engagement. Performance variables = job performance, organizational citizenship behavior, home performance

## Appendix D

## Zero-Order Correlations Between All Study Variables

Variable	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	22.
1. Detachment OJC		.62***	.53***	.40***	.49***	.36***	.52***	.53***	.34***	.11*	.33***	.28***	.35***	-.37***	-.33***	.30***	.28***	.19***	.24***	.16***	.09	.19***
2. Relaxation OJC	.71***		.67***	.55***	.57***	.43***	.37***	.61***	.46***	.18***	.40***	.28***	.49***	-.44***	-.36***	.37***	.41***	.23***	.29***	.23***	.19***	.34***
3. Autonomy OJC	.56***	.79***		.60***	.59***	.46***	.30***	.54***	.49***	.20***	.38***	.32***	.48***	-.35***	-.29***	.30***	.44***	.22***	.29***	.25***	.20***	.32***
4. Mastery OJC	.45***	.69***	.71***		.61***	.47***	.23***	.43***	.40***	.38***	.33***	.24***	.42***	-.30***	-.21***	.32***	.37***	.11*	.25***	.22***	.24***	.28***
5. Meaning OJC	.58***	.67***	.66***	.63***		.65***	.27***	.44***	.40***	.23***	.49***	.43***	.48***	-.30***	-.25***	.36***	.45***	.23***	.34***	.22***	.21***	.36***
6. Affiliation OJC	.39***	.46***	.47***	.47***	.67***		.19***	.38***	.29***	.18***	.44***	.58***	.41***	-.24***	-.21***	.21***	.49***	.17***	.30***	.19***	.18***	.50***
7. Detachment NS	.57***	.35***	.30**	.23*	.20	.17		.60***	.44***	.07	.25***	.17***	.44***	-.55***	-.52***	.29***	.17***	.27***	.26***	.18***	.10*	.10
8. Relaxation NS	.59***	.66***	.61***	.47***	.41***	.37***	.67***		.65***	.20***	.38***	.34***	.51***	-.55***	-.47***	.30***	.36***	.30***	.33***	.21***	.18***	.27***
9. Autonomy NS	.34***	.46***	.56***	.41***	.34**	.26*	.48***	.65***		.25***	.45***	.30***	.47***	-.43***	-.35***	.32***	.34***	.31***	.32***	.27***	.22***	.23***
10. Mastery NS	.20	.31**	.30**	.50***	.33**	.24*	.17	.36***	.35***		.28***	.11*	.22***	-.11*	-.07	.16***	.17***	.14**	.16**	.27***	.25***	.20*
11. Meaning NS	.37***	.43***	.36***	.32**	.54***	.58***	.30**	.39***	.52***	.32**		.61***	.52***	-.32***	-.29***	.34***	.46***	.37***	.44***	.35***	.25***	.38***
12. Affiliation NS	.30**	.34***	.33**	.20	.49***	.73***	.21	.38***	.33**	.12	.68***		.36***	-.24***	-.20***	.24***	.46***	.27***	.33***	.19***	.24***	.42***
13. Subjective vitality	.32**	.55***	.52***	.48***	.47***	.41***	.37***	.48***	.50***	.37***	.59***	.44***		-.68***	-.56***	.60***	.44***	.53***	.70***	.47***	.25***	.27***
14. Mental fatigue	-.37***	-.50***	-.40***	-.39***	-.29**	-.23*	-.60***	-.58***	-.52***	-.24*	-.41***	-.27*	-.75***		.67***	-.43***	-.26***	-.49***	-.56***	-.41***	-.17***	-.24***
15. Stress	-.27*	-.36***	-.27*	-.16	-.18	-.20	-.59***	-.51***	-.39***	-.10	-.32**	-.23*	-.55***	.68***		-.33***	-.28***	-.38***	-.40***	-.28***	-.08	-.20***
16. Health status	.34***	.50***	.44***	.44***	.44***	.26*	.26*	.35***	.45***	.30**	.46***	.27*	.73***	-.52***	-.37***		.22***	.35***	.45***	.35***	.24***	.10*
17. Life satisfaction	.22*	.36***	.40***	.30**	.41***	.59***	.07	.30**	.26*	.21	.53***	.60***	.36***	-.12	-.16	.16		.16**	.20***	.26***	.15**	.56***
18. Job satisfaction	.23*	.37***	.29**	.21	.28**	.24*	.32**	.31**	.43***	.24*	.54***	.32**	.69***	-.60***	-.46***	.61***	.13		.76***	.64***	.26***	.21***
19. Work engagement	.20	.35***	.33**	.33**	.34***	.33**	.22*	.28**	.38***	.28**	.54***	.37***	.79***	-.62***	-.39***	.62***	.14	.84***		.60***	.35***	.26***
20. Job performance	.12	.31**	.38***	.30**	.21	.24*	.19	.20	.39***	.29**	.49***	.23*	-.63***	-.47***	-.33**	.57***	.31**	.72***	.69***		.21***	.25***
21. OCB	.18	.29**	.26*	.36***	.33**	.25*	.14	.29**	.28**	.38***	.32**	.29**	.38***	-.27*	-.07	.34**	.18	.37***	.43***	.26*		.15**
22. Family role performance	.26*	.35***	.35***	.38***	.40***	.63***	.11	.29**	.22*	.15	.48***	.52***	.22*	-.14	-.10	.08	.64***	.20	.19	.29**	.20	

Notes. OJC = off-job crafting, NS = need satisfaction. OCB = organizational citizenship behaviors. Correlations below the diagonal are between-person level correlations (person means aggregated over the repeated observations;  $N = 85 - 86$ ), correlations above the diagonal are within-person correlations ( $N = 392 - 408$ ). \*  $p < .05$ . \*\*  $p < .01$ . \*\*\*  $p < .001$ .

## Appendix E

### Intervention and Control Group Means on Additional Outcome Variables at Baseline

Variable	<i>M (SD)</i>		Difference ( <i>t</i> )
	Intervention group	Control group	
Detachment NS	3.1 (1.0)	2.8 (1.1)	$t(81) = -1.19, p = .237$
Relaxation NS	3.7 (0.9)	3.1 (1.0)	$t(81) = -2.74, p = .008^{**}$
Autonomy NS	3.9 (0.8)	3.3 (0.9)	$t(81) = -3.48, p < .001^{***}$
Mastery NS	3.5 (0.9)	3.1 (0.9)	$t(81) = -1.87, p = .065$
Meaning NS	4.1 (0.8)	3.7 (0.6)	$t(81) = -1.93, p = .057$
Affiliation NS	4.2 (0.9)	3.8 (0.9)	$t(81) = -2.06, p = .021^*$
Detachment OJC	3.8 (1.0)	3.7 (1.0)	$t(82) = -0.44, p = .664$
Relaxation OJC	3.4 (1.1)	3.4 (0.9)	$t(82) = 0.05, p = .962$
Autonomy OJC	3.8 (0.9)	3.8 (0.8)	$t(82) = 0.02, p = .985$
Mastery OJC	3.5 (1.1)	3.2 (0.9)	$t(82) = -1.26, p = .212$
Meaning OJC	3.9 (0.9)	3.6 (0.9)	$t(82) = -1.91, p = .060$
Affiliation OJC	3.9 (0.8)	3.5 (0.8)	$t(82) = -2.37, p = .020^*$
Mental fatigue	2.6 (1.0)	3.2 (1.2)	$t(82) = 2.78, p = .007^{**}$
Stress	2.9 (1.1)	3.3 (1.3)	$t(82) = 1.57, p = .120$
Health status	3.8 (0.8)	3.7 (0.9)	$t(82) = -0.86, p = .394$
Private life satisfaction	7.9 (1.3)	6.9 (1.8)	$t(82) = -2.88, p = .005^{**}$
Job satisfaction	7.6 (1.5)	6.7 (2.3)	$t(50.46) = -2.15, p = .036^*$
Job performance	7.8 (1.3)	7.2 (1.7)	$t(81) = -1.86, p = .067$
OCB	4.7 (0.9)	4.6 (1.0)	$t(82) = -0.73, p = .465$
Family performance	3.9 (0.7)	3.5 (0.8)	$t(78) = -2.31, p = .024^*$

*Notes.* NS = need satisfaction, OJC = off-job crafting, OCB = organizational citizenship behaviors. \*  $p < .05$ . \*\*  $p < .01$ . \*\*\*  $p < .001$

## Appendix F

### Means of Everyday App Use

	Saved Dailys		Planned Dailys		Done Dailys		Rating well-being		Rating recovery	
	<i>M (SD)</i>	Range	<i>M (SD)</i>	Range	<i>M (SD)</i>	Range	<i>M (SD)</i>	Range	<i>M (SD)</i>	Range
During intervention	5.1 (8.0)	0- 37	8.7 (7.5)	0- 31	6.5 (7.0)	0- 30	6.3 (7.3)	0- 27	2.1 (4.9)	0- 22
After intervention	0.4 (1.3)	0- 7	1.2 (3.6)	0- 19	0.9 (2.9)	0- 14	1.2 (3.8)	0- 17	0.2 (1.1)	0-7
Total (during and after)	5.5 (8.7)	0- 37	10.0 (9.2)	0- 32	7.4 (8.3)	0- 30	7.5 (9.8)	0- 37	2.3 (5.0)	0-27

## Appendix G

G1. Results from growth curve modeling predicting trajectories of the six off-job crafting dimensions separately.

	OJC for Detachment				OJC for Relaxation <sup>a</sup>			
	Est	SE	<i>t</i>		Est	SE	<i>t</i>	
Level 2 (between person)								
Intercept	3.38	0.12	27.74		3.31	0.11	28.03	
Group	0.24	0.15	1.58		0.07	0.15	0.47	
Level 1 (within person)								
Time linear	-0.06	0.02	-3.11	**	-0.02	0.02	-1.38	
Cross-level interaction								
Time linear x group	0.01	0.03	0.48		0.01	0.02	0.62	
Deviance ( <i>df</i> )	-501.85 (8)				-495.99 (5)			
AIC	1019.70				1001.97			
BIC	1051.79				1022.02			
	OJC for Autonomy				OJC for Mastery			
	Est	SE	<i>t</i>		Est	SE	<i>t</i>	
Level 2 (between person)								
Intercept	3.53	0.11	30.99		3.23	0.13	25.12	
Group	0.11	0.14	0.79		0.12	0.16	0.76	
Level 1 (within person)								
Time linear	-0.05	0.02	-3.01	**	0.00	0.02	0.24	
Cross-level interaction								
Time linear x group	0.01	0.02	0.47	0.64	-0.02	0.02	-0.95	
Deviance ( <i>df</i> )	-465.77 (8)				-486.20 (8)			
AIC	947.54				988.40			
BIC	979.62				1020.45			
	OJC for Meaning				OJC for Affiliation			
	Est	SE	<i>t</i>		Est	SE	<i>t</i>	
Level 2 (between person)								
Intercept	3.36	0.12	27.22		3.51	0.11	33.29	
Group	0.36	0.16	2.32	*	0.43	0.13	3.26	**
Level 1 (within person)								
Time linear	-0.04	0.02	-2.52	*	-0.00	0.02	-0.11	
Cross-level interaction								
Time linear x group	0.01	0.02	0.30		-0.02	0.02	-0.88	
Deviance ( <i>df</i> )	-481.26 (8)				-435.13 (9)			
AIC	978.53				888.26			
BIC	1010.58				924.34			

*Notes.* OJC = off-job crafting, SE = standard error. *df* = degrees of freedom. Deviance = (-2 Residual Log Likelihood). *N* = 406- 408 observations nested in 86 persons. Group was coded as 0 = control group, 1 = intervention group. † *p* < .10. \* *p* < .05. \*\* *p* < .01. \*\*\* *p* < .001.

<sup>a</sup>The model with fixed slope is presented, full model did not converge.



G2. Results from growth curve modeling predicting trajectories of the six needs satisfaction dimensions separately.

	Detachment NS				Relaxation NS			
	Est	SE	<i>t</i>		Est	SE	<i>t</i>	
Level 2 (between person)								
Intercept	2.80	0.15	18.76		3.25	0.12	26.78	
Group	0.32	0.19	1.67	†	0.36	0.15	2.39	*
Level 1 (within person)								
Time linear	-0.01	0.02	-0.57		-0.01	0.02	-0.59	
Cross-level interaction								
Time linear x group	-0.01	0.03	-0.43		-0.02	0.02	-0.89	
Deviance ( <i>df</i> )	-539.83 (9)				-507.08 (8)			
AIC	1097.67				1030.16			
BIC	1133.73				1062.21			
	Autonomy NS				Mastery NS			
	Est	SE	<i>t</i>		Est	SE	<i>t</i>	
Level 2 (between person)								
Intercept	3.34	0.11	29.93		3.37	0.12	28.81	
Group	0.43	0.14	3.08	**	0.21	0.15	1.39	
Level 1 (within person)								
Time linear	-0.01	0.02	-0.55		0.03	0.02	1.91	†
Cross-level interaction								
Time linear x group	-0.03	0.02	-1.39		-0.03	0.02	-1.36	
Deviance ( <i>df</i> )	-469.52 (8)				-467.52 (8)			
AIC	955.05				951.04			
BIC	987.10				983.09			
	Meaning NS				Affiliation NS			
	Est	SE	<i>t</i>		Est	SE	<i>t</i>	
Level 2 (between person)								
Intercept	3.76	0.09	40.02		3.78	0.11	35.83	
Group	0.32	0.12	2.68	**	0.39	0.13	2.92	**
Level 1 (within person)								
Time linear	-0.00	0.01	-0.06		-0.01	0.01	-0.48	
Cross-level interaction								
Time linear x group	-0.00	0.01	-0.08		-0.01	0.02	-0.59	
Deviance ( <i>df</i> )	-350.09 (8)				-413.74 (8)			
AIC	716.18				843.47			
BIC	748.23				875.52			

Notes. NS = need satisfaction, SE = standard error. *df* = degrees of freedom. Deviance = (-2 Residual Log Likelihood). *N* = 406 observations nested in 85 persons. Group was coded as 0 = control group, 1 = intervention group. †  $p < .10$ . \*  $p < .05$ . \*\*  $p < .01$ . \*\*\*  $p < .001$ .

G3. Results from growth curve modeling predicting trajectories of additional well-being and performance outcomes.

	Stress			Mental fatigue		
	Est	SE	<i>t</i>	Est	SE	<i>t</i>
Level 2 (between person)						
Intercept	3.23	0.18	18.41	2.96	0.16	18.79
Group	-0.11	0.02	-0.60	-0.30	0.20	-1.47
Level 1 (within person)						
Time linear	-0.01	0.02	-0.60	-0.04	0.02	-1.96 †
Cross-level interaction						
Time linear x group	0.04	0.03	1.47	0.04	0.02	1.50
Deviance ( <i>df</i> )	-572.04 (9)			-509.44 (9)		
AIC	1162.09			1036.89		
BIC	1198.17			1072.93		

	Health status			Life satisfaction		
	Est	SE	<i>t</i>	Est	SE	<i>t</i>
Level 2 (between person)						
Intercept	3.62	0.11	31.69	7.24	0.21	34.84
Group	0.13	0.15	0.89	0.54	0.26	2.05 *
Level 1 (within person)						
Time linear	-0.02	0.01	-1.78 †	0.02	0.03	0.57
Cross-level interaction						
Time linear x group	-0.00	0.02	-0.19	-0.04	0.04	-1.09
Deviance ( <i>df</i> )	-405.77 (8)			-692.63 (8)		
AIC	827.55			1401.26		
BIC	859.62			1433.27		

	Job satisfaction			Job performance		
	Est	SE	<i>t</i>	Est	SE	<i>t</i>
Level 2 (between person)						
Intercept	6.60	0.23	28.58	7.41	0.18	40.12
Group	0.77	0.29	2.63 *	0.37	0.23	1.56
Level 1 (within person)						
Time linear	0.00	0.03	0.11	0.06	0.02	2.41 *
Cross-level interaction						
Time linear x group	-0.03	0.04	-0.66	-0.06	0.03	-2.05 *
Deviance ( <i>df</i> )	-676.18 (8)			-594.93 (8)		
AIC	1368.37			1205.87		
BIC	1400.26			1237.64		

	OCB			Family role performance		
	Est	SE	<i>t</i>	Est	SE	<i>t</i>
Level 2 (between person)						
Intercept	4.44	0.16	28.26	3.58	0.11	32.36
Group	0.15	0.20	0.75	0.26	0.14	1.86 †

Level 1 (within person)						
Time linear	-0.02	0.02	-1.22	0.01	0.01	0.95
Cross-level interaction						
Time linear x group	0.01	0.02	0.35	-0.01	0.02	-1.12
Deviance ( <i>df</i> )	-454.53 (8)		-384.85 (9)			
AIC	925.05		787.70			
BIC	956.96		823.65			

*Notes.* OCB = organizational citizenship performance, SE = standard error. *df* = degrees of freedom. Deviance = (-2 Residual Log Likelihood). *N* = 392- 407 observations nested in 85-86 persons. Group was coded as 0 = control group, 1 = intervention group. † *p* < .10. \* *p* < .05. \*\* *p* < .01. \*\*\* *p* < .001.

## Appendix H

H1. Results from growth curve modeling predicting trajectories of the six off-job crafting dimensions in the intervention group.

	OJC for Detachment			OJC for Relaxation <sup>a</sup>			
	Est	SE	<i>t</i>	Est	SE	<i>t</i>	
Level 2 (between person)							
Intercept	3.62	0.17	21.09	3.41	0.19	17.67	
Goal progress	0.00	0.00	1.27	0.00	0.00	1.25	
App use	0.00	0.00	1.30	0.00	0.00	0.18	
Intervention satisfaction	0.19	0.16	1.17	0.18	0.18	1.01	
Goal SMARTness	0.06	0.07	0.81	0.00	0.08	0.04	
Goal congruence	-0.11	0.22	-0.52	-0.08	0.24	-0.31	
Level 1 (within person)							
Time linear	-0.04	0.03	-1.52	-0.02	0.03	-0.61	
Cross-level interaction							
Time linear x goal progress	0.00	0.00	1.72	†	0.00	0.00	0.73
Time linear x app use	-0.00	0.00	-1.37	-0.00	0.00	-1.49	
Time linear x intervention satisfaction	0.04	0.03	1.31				
Time linear x goal SMARTness	-0.01	0.01	-0.93				
Time linear x goal congruence	-0.01	0.04	-0.16	0.01	0.04	0.21	
Deviance ( <i>df</i> )	-273.04 (16)			-283.77 (14)			
AIC	578.09			595.53			
BIC	633.58			644.02			
	OJC for Autonomy			OJC for Mastery			
	Est	SE	<i>t</i>	Est	SE	<i>t</i>	
Level 2 (between person)							
Intercept	3.73	0.19	19.23	3.28	0.21	15.67	
Goal progress	0.00	0.00	0.26	0.00	0.00	0.50	
App use	0.00	0.00	0.88	0.00	0.00	0.18	
Intervention satisfaction	0.08	0.18	0.45	-0.12	0.19	-0.63	
Goal SMARTness	0.03	0.08	0.34	0.01	0.08	0.12	
Goal congruence	-0.15	0.25	-0.59	0.01	0.27	0.03	
Level 1 (within person)							
Time linear	-0.06	0.02	-2.44	*	-0.03	0.03	-1.18
Cross-level interaction							
Time linear x goal progress	0.00	0.00	0.59	0.00	0.00	1.05	

Time linear x app use	-0.00	0.00	-0.41	-0.00	0.00	-0.29	
Time linear x intervention satisfaction	0.03	0.02	1.24	0.10	0.02	4.41	***
Time linear x goal SMARTness	-0.00	0.01	-0.51	-0.01	0.01	-0.90	
Time linear x goal congruence	0.02	0.03	0.65	0.01	0.03	0.17	
Deviance ( <i>df</i> )	-251.94 (16)			-259.80 (16)			
AIC	535.88			551.60			
BIC	591.30			607.02			

	OJC for Meaning			OJC for Affiliation			
	Est	SE	<i>t</i>	Est	SE	<i>t</i>	
Level 2 (between person)							
Intercept	3.72	0.19	19.70	3.92	0.17	23.75	
Goal progress	0.00	0.00	0.11	0.00	0.00	0.63	
App use	0.00	0.00	0.64	0.00	0.00	0.69	
Intervention satisfaction	0.02	0.18	0.13	0.11	0.15	0.75	
Goal SMARTness	0.02	0.08	0.32	0.04	0.07	0.59	
Goal congruence	-0.10	0.24	-0.40	0.01	0.21	0.03	
Level 1 (within person)							
Time linear	-0.03	0.03	-1.34	-0.06	0.03	-2.18	*
Cross-level interaction							
Time linear x goal progress	0.00	0.00	2.25	0.00	0.00	1.56	*
Time linear x app use	-0.00	0.00	-1.77	-0.00	0.00	-1.52	†
Time linear x intervention satisfaction	0.05	0.02	2.28	0.03	0.02	1.09	*
Time linear x goal SMARTness	-0.02	0.01	-1.64	-0.01	0.01	-0.56	
Time linear x goal congruence	-0.01	0.03	-0.41	0.05	0.03	1.37	
Deviance ( <i>df</i> )	-253.36 (17)			-235.05 (16)			
AIC	540.71			502.10			
BIC	599.60			557.52			

Notes. SE = standard error. *df* = degrees of freedom. Deviance = (-2 Residual Log Likelihood). *N* = 236-237 observations nested in 36 persons. †  $p < .10$ . \*  $p < .05$ . \*\*  $p < .01$ . \*\*\*  $p < .001$ .

<sup>a</sup>The model is presented without the “Time linear x intervention satisfaction” and “Time linear x goal SMARTness” interaction as the full model did not converge.

H2. Results from growth curve modeling predicting trajectories of additional well-being and performance outcomes in the intervention group.

	Detachment NS <sup>a</sup>			Relaxation NS			
	Est	SE	<i>t</i>	Est	SE	<i>t</i>	
Level 2 (between person)							
Intercept	3.33	0.22	15.27	3.85	0.17	22.94	
Goal progress	0.01	0.00	1.25	0.01	0.00	1.54	
App use	0.00	0.00	0.70	-0.00	0.00	-0.02	
Intervention satisfaction	0.22	0.20	1.07	0.34	0.16	2.16	*
Goal SMARTness	-0.00	0.08	-0.12	0.03	0.07	0.52	
Goal congruence	-0.36	0.28	-1.29	-0.39	0.21	-1.83	†
Level 1 (within person)							
Time linear	-0.04	0.03	-1.24	-0.06	0.03	-2.23	*
Cross-level interaction							
Time linear x goal progress	0.00	0.00	1.75	0.00	0.00	1.86	†
Time linear x app use	-0.00	0.00	-1.53	-0.00	0.00	-1.86	†
Time linear x intervention satisfaction	-0.02	0.03	-0.54	0.00	0.02	0.18	
Time linear x goal SMARTness				-0.00	0.01	-0.13	
Time linear x goal congruence	0.01	0.04	0.30	0.02	0.03	0.73	
Deviance ( <i>df</i> )	-298.35 (16)			-255.99 (16)			
AIC	628.71			543.99			
BIC	684.20			599.47			

	Autonomy NS			Mastery NS			
	Est	SE	<i>t</i>	Est	SE	<i>t</i>	
Level 2 (between person)							
Intercept	3.79	0.17	22.31	3.33	0.16	21.01	
Goal progress	0.01	0.00	1.69	0.00	0.00	0.49	
App use	-0.00	0.00	-0.53	0.00	0.00	-1.47	
Intervention satisfaction	-0.10	0.16	-0.63	-0.12	0.15	-0.85	
Goal SMARTness	-0.01	0.07	-0.11	-0.02	0.06	-0.39	
Goal congruence	-0.03	0.22	-0.14	0.30	0.20	1.50	
Level 1 (within person)							
Time linear	-0.05	0.02	-2.11	-0.00	0.03	-0.01	*
Cross-level interaction							
Time linear x goal progress	0.00	0.00	1.47	0.00	0.00	1.69	†
Time linear x app use	-0.00	0.00	-1.48	-0.00	0.00	-1.73	†

Time linear x intervention satisfaction	-0.02	0.02	-0.90	0.01	0.02	0.46
Time linear x goal SMARTness	-0.01	0.01	-0.82	0.00	0.01	0.20
Time linear x goal congruence	0.02	0.03	0.61	0.01	0.03	0.35
Deviance ( <i>df</i> )	-245.34 (16)			-246.98 (16)		
AIC	522.69			525.96		
BIC	578.17			581.45		

	Meaning NS			Affiliation NS <sup>b</sup>			
	Est	SE	<i>t</i>	Est	SE	<i>t</i>	
Level 2 (between person)							
Intercept	4.16	0.13	31.47	4.33	0.14	30.87	
Goal progress	0.00	0.00	1.13	0.00	0.00	0.42	
App use	0.00	0.00	0.99	0.00	0.00	1.02	
Intervention satisfaction	0.19	0.12	1.51	0.18	0.13	1.38	
Goal SMARTness	-0.04	0.05	-0.83	0.03	0.06	0.50	
Goal congruence	-0.15	0.17	-0.89	-0.21	0.18	-1.18	
Level 1 (within person)							
Time linear	-0.01	0.02	-0.37	-0.02	0.01	-1.67	†
Cross-level interaction							
Time linear x goal progress	0.00	0.00	0.88	0.00	0.00	2.95	**
Time linear x app use	-0.00	0.00	-1.19	-0.00	0.00	-1.77	†
Time linear x intervention satisfaction	0.00	0.02	0.00	0.00	0.02	0.07	
Time linear x goal SMARTness	-0.01	0.01	-2.17	*	-0.01	0.01	-1.56
Time linear x goal congruence	0.01	0.02	0.48				
Deviance ( <i>df</i> )	-176.28 (16)			-207.33 (15)			
AIC	384.57			444.65			
BIC	440.06			496.67			

Notes. SE = standard error. *df* = degrees of freedom. Deviance = (-2 Residual Log Likelihood). *N* = 237 observations nested in 36 persons. † *p* < .10. \* *p* < .05. \*\* *p* < .01. \*\*\* *p* < .001.

<sup>a</sup>The model is presented without the “Time linear x goal SMARTness” interaction as the full model did not converge.

<sup>b</sup>The model is presented without the “Time linear x goal congruence” interaction as the full model did not converge.

H3. Results from growth curve modeling predicting trajectories of the well-being and performance in the intervention group.

	Stress				Mental fatigue		
	Est	SE	<i>t</i>		Est	SE	<i>t</i>
Level 2 (between person)							
Intercept	3.04	0.27	11.30		2.33	0.24	9.81
Goal progress	-0.01	0.01	-1.61		-0.01	0.01	-1.11
App use	-0.00	0.01	-0.43		-0.01	0.00	-1.34
Intervention satisfaction	-0.10	0.25	-0.41		-0.26	0.22	-1.17
Goal SMARTness	0.09	0.11	0.84		-0.04	0.10	-0.46
Goal congruence	0.13	0.34	0.38		0.49	0.30	1.63
Level 1 (within person)							
Time linear	0.07	0.03	2.05	*	0.04	0.03	1.25
Cross-level interaction							
Time linear x goal progress	0.00	0.00	0.00		0.00	0.00	0.77
Time linear x app use	0.00	0.00	0.00		0.00	0.00	2.26 *
Time linear x intervention satisfaction	-0.00	0.03	-0.05		-0.01	0.03	-0.26
Time linear x goal SMARTness	0.01	0.02	0.55		0.01	0.01	0.83
Time linear x goal congruence	-0.04	0.04	-1.03		-0.05	0.04	-1.19
Deviance ( <i>df</i> )	-307.06 (17)				-258.38 (17)		
AIC	648.12				550.75		
BIC	707.00				609.57		

	Health status <sup>a</sup>				Life satisfaction <sup>a</sup>		
	Est	SE	<i>t</i>		Est	SE	<i>t</i>
Level 2 (between person)							
Intercept	3.80	0.17	21.90		8.03	0.26	31.38
Goal progress	0.00	0.02	0.18		0.00	0.01	0.84
App use	0.00	0.00	0.72		0.00	0.01	0.39
Intervention satisfaction	0.02	0.16	0.09		0.49	0.24	2.08 *
Goal SMARTness	0.05	0.07	0.73		-0.17	0.10	-1.69
Goal congruence	-0.09	0.22	-0.41		-0.20	0.32	-0.61
Level 1 (within person)							
Time linear	-0.08	0.02	-3.96	***	-0.06	0.04	-1.59
Cross-level interaction							
Time linear x goal progress	0.00	0.00	1.26		0.00	0.00	1.40
Time linear x app use	0.00	0.00	-3.00	**	-0.00	0.00	-2.95 **



Time linear x intervention satisfaction	-0.00	0.02	-0.21		0.02	0.04	0.53
Time linear x goal SMARTness	-0.00	0.01	-0.23		-0.01	0.01	-0.52
Time linear x goal congruence	0.08	0.03	3.06	**	0.04	0.05	0.93
Deviance ( <i>df</i> )	-220.08 (14)				-358.78 (14)		
AIC	468.17				745.57		
BIC	516.66				793.94		

	Job satisfaction				Job performance <sup>a</sup>		
	Est	SE	<i>t</i>		Est	SE	<i>t</i>
Level 2 (between person)							
Intercept	7.49	0.25	29.96		7.81	0.22	34.74
Goal progress	0.02	0.01	2.74	*	0.01	0.00	2.20
App use	-0.00	0.01	-0.56		0.00	0.00	0.81
Intervention satisfaction	-0.18	0.23	-0.76		-0.07	0.21	-0.35
Goal SMARTness	-0.00	0.10	-0.03		0.02	0.09	0.21
Goal congruence	-0.10	0.23	-0.30		0.01	0.29	0.02
Level 1 (within person)							
Time linear	-0.08	0.04	-1.97	*	-0.03	0.04	-0.88
Cross-level interaction							
Time linear x goal progress	-0.00	0.00	-0.18		-0.00	0.00	-0.01
Time linear x app use	-0.00	0.00	-0.68		-0.00	0.00	-2.95
Time linear x intervention satisfaction	-0.11	0.04	-2.89	**	0.02	0.03	0.73
Time linear x goal SMARTness	-0.04	0.02	-2.73	**	-0.02	0.01	-1.63
Time linear x goal congruence	0.06	0.05	1.25		0.03	0.04	0.74
Deviance ( <i>df</i> )	-339.06 (17)						
AIC	710.19						
BIC	765.10						

	OCB				Family role performance		
	Est	SE	<i>t</i>		Est	SE	<i>t</i>
Level 2 (between person)							
Intercept	4.57	0.25	18.17		3.98	0.16	24.49
Goal progress	0.01	0.01	1.55		0.01	0.00	1.47
App use	0.00	0.00	0.37		-0.00	0.00	-0.44
Intervention satisfaction	-0.11	0.23	-0.49		0.18	0.15	1.19
Goal SMARTness	-0.12	0.10	-1.18		-0.13	0.07	-2.06
Goal congruence	-0.06	0.32	-0.19		-0.32	0.21	-1.54
Level 1 (within person)							

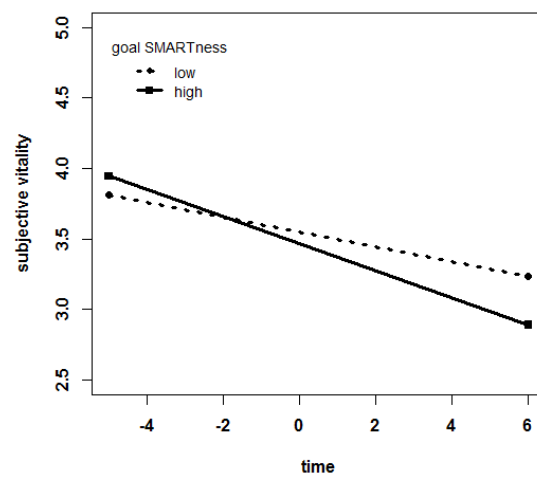
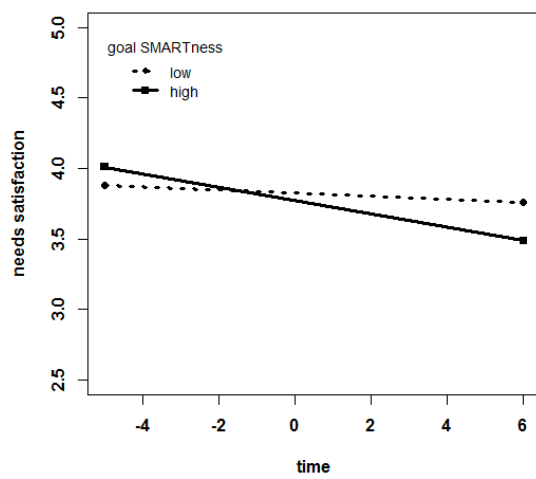
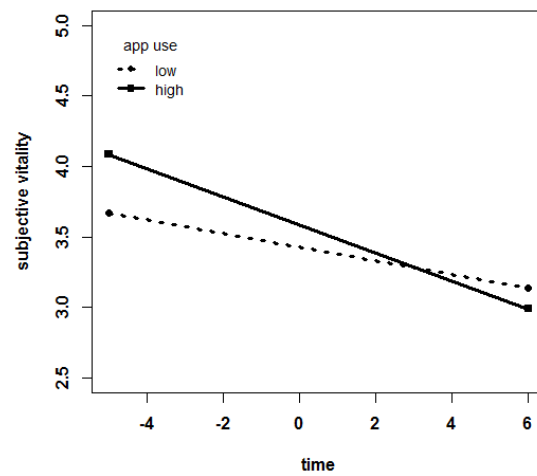
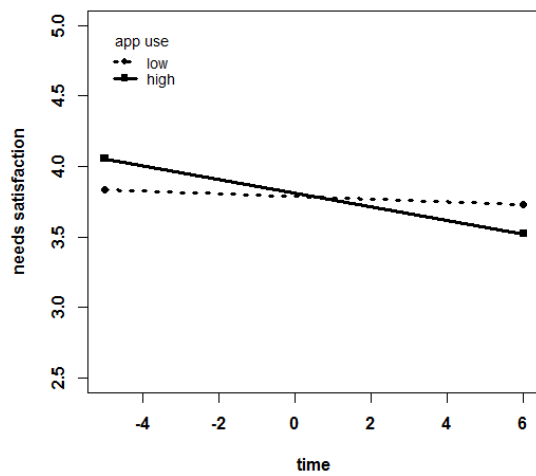
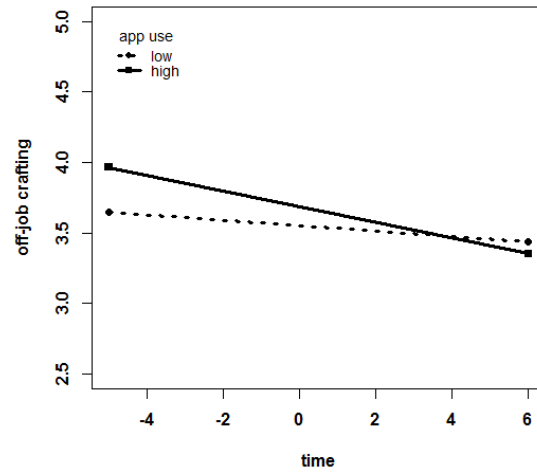
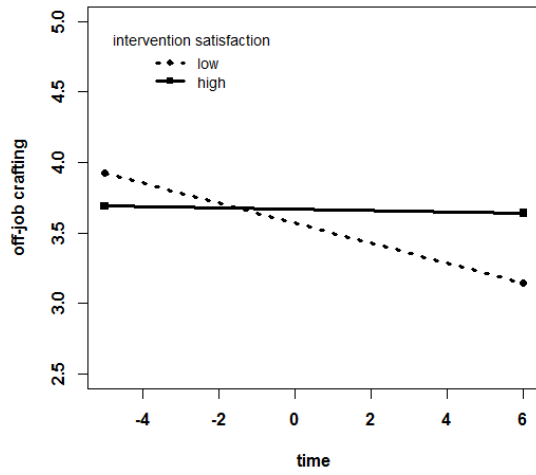
Time linear	-0.05	0.03	-2.01	*	-0.02	0.02	-0.92	
Cross-level interaction								
Time linear x goal progress	0.00	0.00	1.66	†	0.00	0.00	1.35	
Time linear x app use	0.00	0.00	2.16	*	-0.00	0.00	-3.12	**
Time linear x intervention satisfaction	-0.04	0.02	-1.51		-0.00	0.02	-0.24	
Time linear x goal SMARTness	-0.00	0.01	-0.30		0.00	0.01	0.15	
Time linear x goal congruence	0.05	0.03	1.45		0.02	0.02	0.88	
Deviance ( <i>df</i> )	-251.47 (16)				-200.47 (17)			
AIC	534.93				432.93			
BIC	590.08				488.22			

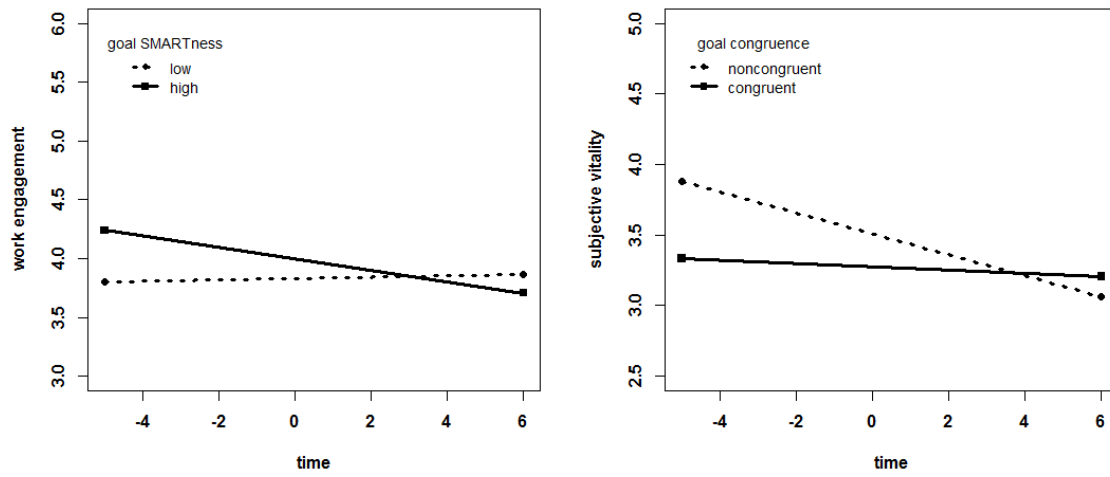
*Notes.* SE = standard error. df = degrees of freedom. Deviance = (-2 Residual Log Likelihood).  $N = 232 - 236$  observations nested in 36 persons. †  $p < .10$ . \*  $p < .05$ . \*\*  $p < .01$ . \*\*\*  $p < .001$ .

<sup>a</sup>The model with fixed slope is presented, full model did not converge.

## Appendix I

### Significant Interactions Between Time and Process Variables on Focal Outcome Variables





*Note.* Time was centered around T4 (post intervention), the x-bar indicates -4: before intervention, -2: intervention week 2, 0: post intervention, 2: two weeks post-intervention, 6: six weeks post-intervention.

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