Development and Validation of Women's Psychological Syndrome "Cinderella Complex Scale – Revised"

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Abstract

The proposed scale is an attempt to understand the emotional needs of women in 21st century. With the increasing number of issues related to women, research that explicitly focus on decoding their emotional needs are scarce. The researcher is trying to propose how these unmet emotional needs develops during the early childhood period and give rise to a serious psychological complex in women. Building on Colette Dowling theory the intention is to develop and validate a scale for measurement that best defines psychological issues women are facing these days. 500 respondents filled up the questionnaire developed by the author, out of which 330 responses were retained (of the women scoring high on the Cinderella complex). Using systematic and extensive scale development process the items were chosen and analysed through literature and detailed interview with practicing psychologists. The scale showed high validity and reliability index. Through EFA and CFA procedure the scale identified five factors. These, specifically highlighted the five specific emotional needs in women that give rise to a complex and can help us understand the issues related to women such as chosen submissiveness, self-doubt , poor self-esteem, poor self-confidence, constant approval seeking and attention seeking, continuing to subject themselves to abusive relationship, incapability of women to withdraw themselves and continue to stimulate themselves to conditions that are beyond their control, accepting and compromising because they have never been trained to be Independent. The study will help us understand why women choose to behave the way they do and how despite enough opportunities they aren't able to present themselves at par with men.

1. Introduction

Every woman is different and so is her response to stimulus presented to her by the environment. Some experience huge amount of stress while others learn to outgrow from it. Feelings, emotions are all subjective way of telling how human feels. Emotions are a part of human life. We day today find people labelling each other as "emotionally stable", "emotionally unstable", "relatively moody", "unreasonably moody", "excessively emotional" etc., which has now become a part of our life. Hence emotions could be defined as a complex state of feeling that is usually aroused from physical or psychological changes affecting our behaviours and thoughts. Several theorists have proposed theories to explain why people project certain emotions and reactions at certain time like Canon Bard theory, James Lange theory, Shachter Singer theory etc., to provide basic understanding and making meaning out of understanding emotions of people in today's world. While researches prove that is is very difficult to understand emotions yet an attempt is made in order to understand and extrapolate emotions. Women, by far has been considered to be the weakest of gender. It is also believed that they are more emotional than men. Book written by John Gray – "Men are from mars and women are from Venus" highlighted how women's brain is empathetic driven while men's brain is more systemizing. Further if we go by the connection theory the need for connection in women justifies the need of belongingness in her. This need enables women to adjust to so many things' situations and relations surrounding her. Women are more empathetic as compared to men which further magnifies with age (**Mestre et al, 2009**). In a recent study by **Salguero et al.,2014** his results on 213 females showed that perceived EI shares moderated associations with depression and ability EI, he further found out that the depression is negatively correlated with ability EI only in women with high levels of perceived EI. Researchers are undoubtedly interested in understanding emotions of women. Hormonal change can cause a lot of disturbances in women which can lead them to feel in ways that sometimes is sight difficult to understand and to comprehend which cannot be negated although isn't always the cause. Study done by **Hoeksema & Girgus, 1994** stated that women are more prone than men in terms of vulnerability to depression. Yet recent study stated that women with chronic disorders are more prone to anxiety, depression and they need more care as compared to men (Saadat, **Behboodi, & Saadat, E., 2015**. This all could be explained by the serotonin synthesis in human brain, where the mean rate in normal males is 52% higher than in females explaining how the vulnerability to unipolar depression is more common in females **(Nishizawa, 1997).** Hence we now know the prevalent significance of emotions which is mostly abundantly present in women because of their unique biological makeup and inherent differences which sets them apart from males. Number of reasons has been identified from difference in social roles and expectations of women from society to their psychological vulnerability to changes that might be hard for them to accept. Through this paper we are trying to study the reasons of dependability in women i.e., escaping responsibility, fear of independence and unrealistic expectations that can to a great extent affect their emotional and psychological being.

Men and women both experience emotions; positive and negative. While women's emotional experience is sometimes much more aggravated depending on their hormonal levels, activation of amygdala or due to reasons subjective to their being. Constant unrest, anxiety, worry, inability to take independent decisions is repeatedly the major concerns presented by most of the women around the world, both career oriented and homemakers. Women today, psychologically, are subdued under a lot of stress. The main causal factor is usually the culmination of all of the ones mentioned- number of children,

development and validation of women's psychological syndrome "cinderella complex scale- revised"

level of education, place of living, job experience, rate of work hours per day, night work shift, physical and mental diseases, employment status (**Molaie et al, 2011**), child rearing and parenting; romantic and marital relationships; generation of stressful events; enduring social events (**McClellan & Hammen, 2003**). Women of all age groups be it young or middle aged, either aware or unaware; are going through neurotic conditions (Stress, depression, phobias), which further disturbs their well-being, hampers their social, cognitive, emotional, personal, interpersonal, career and self, profoundly leading to physical or psychological ailment (**McClellan, 2010**). Many a times we quote the woman's anxiety using fancy names like postpartum stress (**Goodman et al 2016 and Dennis et al 2016 and Dennis et al 2017**), acute time limited stress (**Hammen et al 2009 and Davidson et al 2007**), brief naturalistic stress (**Palomba et al 2018** & **Lockwood et al 2017**), stressful event consequences etc but what gets till date unmeasured is its regularity and consistency. Psychologists, psychiatrists and counsellors repeatedly report cases of women dealing with daily life stressors, esteem issues, poor confidence, inability to perform optimally personally and professionally which although takes form of depression, anxiety, phobia, fear etc. Facts floated by Anxiety and Depression Association of America states- "that woman from the age of puberty till age of 50 is twice as likely to have anxiety disorders as compared to men". It is thus believed that the sympathetic nervous system which originates in the spinal cord, responsible for fight and flight reaction, is activated more rapidly in women than in men, mostly because of the resulting action of progesterone and estrogens. It is further suggested that serotonin which plays vital role in stress and anxiety is not produced as quickly in females as in males". Rita J Valentino, PhD, behavioural neuroscientist further to this stated that – "It has been long recognised that women rather than men have higher incidences of depression, PTSD and other anxiety disorders which later manifests into a psychiatric disability" (**Bangasser and Valentino, 2014**). Hence Depression is much more common among women than men, with female/male risk ratios roughly 2:1 (**Kessler, 2005**).

Amidst all these prevailing issues that exist since a very long time now, New York therapist Collette Dowling in the year 1981 wrote a book on "Cinderella Complex- Women's hidden fear of independence" (**Dowling, 1990**) compiling all her experiences while interacting with women of different strata, class, occupational levels and level of education. She discovered the deep-seated conflicts present amongst women common and unique to all– "The fear of independence". The main notion is to lend a different turn to studying the problems faced by woman. The thematic idea of "Cinderella Complex" is evidently taken being inspired by the fairy-tale version of European variant "Cinderella", written by Charles Perrault, later adapted by Disney and directed by Kenneth Branagh. The comic gained worldwide popularization amongst youngsters, for its fairy-tale representation. Young girls and boys fantasize and associate themselves with the character and form their own self perceptions, attaching to the characters. Not just that it has been duly noted that these tales help in establishing gender roles in society amongst young children (**Rice 2002**). It impresses all the young girls for a quick identification to Cinderella and amongst young boys to be the prince charming, playing a mind play of attaching self to characters like these, further dictating and resembling the expectation of woman in today's world (**Parsons, 2004**).What also gets inferred from the story of Cinderella and could be foretold fourfold is- first- there is always a beautiful, young, gracious, elegant woman, second- because of sudden incident has fallen hard from the position of raised self-esteem, third-is brutally persecuted by the step mother or sister or someone in direct power and fourth- with the help of some magical force the young girl, reaches and is acknowledged by a handsome prince charming who transforms her life altogether

and takes her away from the torment **(Heisig, 1977).** This is the story virtually told. There are other common features too which are adapted mostly highlighting the same story line by many writer/producers/directors. The idea behind most of the movies and stories pertaining to women characters is to show case their external beauty but to also highlight the psychological issues in them which could either be societal or financial or men oriented or psychological; most women now feel the need of constant love, care and attention as their basic entitlement recently adapted as benevolent sexism. Parallel to the idea of Cinderella, other folklores defining other cultures also had the same congruent patterns of defining what a woman is like and what she desires, Rhodophis (Egyptian version of Cinderella), Shakuntla (Indian version of Cinderella) and Yeh- Hsien (Chinese version of Cinderella) all followed the same story structure but were evolved much before Perrault's Cinderella **(Kim, 2015).**

Right after Collette Dowling's book was published, few philosophers/academicians/ writers such as an article by Inner pacific assert questions that scratched a lot of heads such as "why didn't Cinderella simply leave despite of all the sufferings? If she could have easily taken care of her step mother and step sister so well she could have taken care of herself as well? If she was old enough to marry prince charming wasn't she old enough to simply leave and start a life of her own?" Childhood is the time when the real manifestation starts" says Dowling. The interaction that a girl child has with mother and her father tends to shape up how she presents herself in the future. She further states that "Cinderella Complex is the outcome of years of social conditioning, in the end woman still fear that if they were to be independent or develop themselves fully they might end up alone". Many women enthusiastically shared their views stating as well as accepting what triggers the Complex. One such women stated in a blog- *"Thanks for portraying the Cinderella Complex in a manner that explains one can be subjected to this by aging parents. When they are not able to take care of themselves in my case, there is a transition. In the midst of my CHRYSALIS with the situation, I realized I didn't need my parents to tell me I am 'good enough', they needed me to do certain things and behaviours for them to feel loved and respected. The transformation that has occurred in our family has shifted our family legacy. By granting them 'being' we honour them exactly as they are in their own belief system."* Other women stated- *"Cinderella Complex cause more girls waited for their imagine prince!!! And they maybe not married or prefer to waiting. But the best location of ideal things is in your mind not in real world!"* Remarkable evidences shows the links between the comic Cinderella to the present day modern Cinderella women problems, showing resemblance in terms of the pattern of woman's behaviour, continuing to function in dysfunctional family system without realising own importance, except for the fact that there is no magical forces involved that would actually sway them off and help them in meeting the prince charming or resolving all problems. Literature states the prevalence and significance of Cinderella Complex is of utmost sheer importance because it is affecting the woman population who are not even aware of what they are actually going through and how can they possibly overcome it (**Borman & Guido- DiBrito ,1986** and **Saha & Safri, 2016).**

Separating Dependability issues from Growing complex

According to Webster dictionary, the literal meaning of the term dependence is– "being abnormally tolerant and dependant on something emotionally, physically, psychologically or otherwise". Dependency is a state that stems out of dependence. Dependency could take any form and is mostly person centric. It has been found at several occasions and instances that women overly depend to satisfy her

development and validation of women's psychological syndrome "cinderella complex scale- revised"

needs such as need for approval, need for constant affection, need for security, need to be taken care by others, need to exert power in order to satisfy personal needs etc. These were first highlighted by karen horney. In lieu of it, several dependencies arises giving birth to other related problems.

To understand the psychological dependency in females in detail it is vital to understand how females are treated first. One of the most common facet is by understanding it from Sexism. Sexism could be defined as any stereotype or discrimination that happens on the basis of sex, typically common in females. Traditionally sexism was spoken off in terms of Hostile sexism (hatred towards women) and neosexism (discrimination towards women based on their competence and skills with men) At the darn of 21st century and with the prevalence of modern sexism or benevolent sexism (women needed to be protected by men). the society now perceives women as elegant and delicate human being, which should be provided with unnatural care and affection. This gradual shift has taught women that they will always be at the receiving end of the unnatural care, love, attention and affection and can be dependent on men. And it is men's responsibility to take care of women to their fullest, as fed into the females by the society. Protective paternalism validates the ideology of benevolent sexism (**Barreto & Ellemers, 2005**) and justifies dependability amongst women; giving men an innate right to control but at the same time responsibly protect women. While some women enjoy the aspect of men providing unnatural support but the research shows that women retract the support when the aspect of benevolent sexism comes into play (**Juvrud & Rennels, 2017**). Critical to this is the changing world dynamics where women are also expected to work. They are also expected to be independent and share responsibility. And then the question comes when they are never trained to be independent how are they going to enjoy independence and freedom. And here our culture, parent training, environment comes into play. Where a woman who has never been trained to be independent is suddenly asked to do things which otherwise isn't expected out of females**. Shewe, 2002** talks about how economic dependability leads to bearing and tolerating mistreatment, usually by a woman due to lack of alternative arrangements. Battered women practices learned helplessness to stay in a abusive relationship **(Walker, 1977).** These are all reasons of women hugged dependency. Dependency often shapes different forms if persisted for a longer duration of time in terms of domestic violence, abuse, marital conflicts, emotional disturbances, poor family environment etc. Women over the years have massively adopted a silent version of portraying self in social world. Dependency is often confused with embracing the womanhood, hence woman who are trained to be dependent do not see anything wrong with being dependent on anyone in any form.

The Growing complex

A psychoanalytic term "complex" stands for an unconsciously present mixture of individual's perceptions, emotions, wishes and memories organised around a common structural theme. Here whilst highlighting the term complex the researcher is trying to significantly stand tall a complex in women which like any other complex such as inferiority or superiority has its own dimensions to rule and play in women's behaviour. Here the researchers are trying to propose that Cinderella complex exists in women and Hence, Cinderella Complex or Cinderella Complex, coined by Collette Dowling is described in terms of fear of independence creating an unconscious desire in woman to be taken care of by others, is very critical to understand. It can provide responses to so many questions related to women that goes unanswered. Although the manifestation of the complex starts in childhood the persistence

of it is lifelong and it gets further refined with age and life circumstances. It is usually seen and reported by authors in the articles during late puberty in females. It is usually after they grow and are expected to mature they cripple back to immaturity because that's the safe spot for them. They have been given unnatural care during that time. Digging on to this, a women shared her views on a blog- *"I never noticed it consciously until i wrote my first research paper on the depression in homemakers with fulltime employment that this is exactly what I was describing. I also never noticed until this paper that i was given this Complex!! I am 32 years old and when i go on a road trip or wish to hit up a movie by myself i hear my parents almost complain…"you mean, by yourself??" They never could grasp the concept of my independence. Glad I subconsciously changed that within myself"*.

Childhood is the time when the real birth of the problem begins- says Dowling, where the girl child is over protected and is given strange unnatural care by the parents, rather than being appreciated for who she is she is rather appreciated for what she does. She is encouraged to help mothers with daily chores, if not that she is appreciated for behaving well in front of others or given an extreme amount of over protection and mostly discouraged to travel alone especially without someone's supervision. The concept of prince charming is rather fed much early where the young girl is told that one day she will marry and will be taken away by someone else who is going to give her double the love she is already getting. This young girl develops a deep fascination or unrealistic expectations and looks forward to her marriage with a great enthusiasm believing that the marriage is life changing and just like Cinderella her life will change and transform. Little does she know that the fairytale doesn't exist and there is no such thing as prince charming in the real world. When the reality checks in, the girl who has been brought up with notions of being loved just as her parents loves her, stands dumbstruck to the actuality of circumstances where her role is more than just to cook, bake, dress up; but is also expected to perform the role equally at par. Where she demands emotional caress she gets practical checks, now the real burden comes onto her because she spent her life waiting for the prince charming that would just take care of her and oblige her but rather rules over her. Some cope, some try and some stay in absolute denial and those who fail goes through extreme crisis situation.

Traditionally, we see woman mostly sufficing for a passive role, at work at home or even at social gatherings. We tend to see woman avoiding the "at risk" opportunities given just with the innate fear of losing or not performing optimally or giving up. Compliance, Complaisance, non-assertive, submissive are just forms of expression used for woman these days which highlights their fear of responsibility. Right from the beginning the idea of independence is taken away and some sort of dependency is inflicted in so as the woman grows up the idea of living life independently creates a huge amount of stress. Mainer time they are blinded by the societal norms of the correct way of presentation which is gender oriented or other times they are restrained with what they think is right and is culturally fair. With this notion they live their life, most of them suffocate but still don't voice out the opinion believing them to be bestowed with it. Yet other takes it gracefully selling off the esteem in terms of privileges which comes along. But the real crisis drops in when the counterpart husband or care giver, verbally or non-verbally states out the role which is ought to be performed. Embracing the role of dependency Cinderella woman would continue to live in hardships, continue living in dysfunctional homes, be emotionally wrecked but still won't dare to step out as stepping out creates a ambiguity to life which they are never ready to face. Emotional security, Monetary support, psychological dependence, fear of independence, acute need for sustenance and meaning to life is what she believes she

development and validation of women's psychological syndrome "cinderella complex scale- revised"

gets, hence despite of any suffrage she would still welcome all of it with open heart. A social experiment by **Saha & Safri, 2016** brought forth appalling findings, survey done on 140 Indian woman of various age groups, married, unmarried, housewives, employed, studying were asked about the Cinderella story most of them remembered "Cinderella being rescued by prince charming" more than the persistent persecution by evil sisters, when told about the Cinderella Complex, every working and studying women were in denial, while the housewives were no verbally assertive, when a much more detailed discussion happened mostly all related themselves with the Complex. Hence Cinderella woman could be any woman educated or uneducated, employed or unemployed, married or unmarried, despite the caste, color, religion or creed because the conflicts is internalized, and the holdover is stagnant. The real problem occurs when the woman agrees to be racked with pain than living independently, she would try to see the best out of everything and continue to tolerate and be damaged.

2.Significance Of The Study

Literature gathered from studies highlights the presence of Cinderella complex amongst women in different parts of the world. It has been highlighted and has been stated by different people who are working with women or are trying to understand the behaviour patterns of women around. Some of the commonly stated and highlighted limitation women who are suffering from the complex portrays are suggested by the authors here in this section. "The concept of women's emotional, financial and other dependency on men from the Cinderella complex can be interpreted in different ways in today's society and culture"- says **Rheyanne Weaver, 2018** in her popular article. Adding on to this **Carolyn Bushong, 2019** in her article stated – "Most commonly today, Cinderella appears to be strong, with a bossy self-assurance that overcompensates for her lack of self-confidence Years back, Cinderella openly admitted her dependency; today's Cinderella hides it, even from herself". Usually what gets reported by females are generally marriage troubles, work stress, anger issues, short lived relationship, stage fright, low confidence etc which all embeds under the same symptomatology of Cinderella Complex. Insight gained from the medical fields proves that many doctors believe that Cinderella Complex is mostly common amongst woman who face acute emotional disturbances which usually stems from deep seated emotional problems arising from the internal conflicts which is manifested during childhood. The repercussions could be seen in terms of poor confidence, poor self-esteem, self-image distortions and extreme dependency issues. Scale developed by **Saha & Safri, 2017** described the dependency issues being faced by woman as threefold – Society Stimulated Dependency (how society shapes women's dependency encircling the societal norms, traditional values, ethics, gender centred expectations in women's dependency), Male oriented Dependency (how women awaits and longs for male counterpart as they perceive males as "provider", "protector" and "the one", a concept nourished right from the time they are born,) and Psychological Dependency (how self-created dependency related to one's own discerned opportunities, ambitions and self respectively). A woman suffering from Cinderella Complex might not be able to be able to see her worth outside the house and would continue to suffer in the same conditions despite of how much it wrecks them. As previously stated any woman could be a victim from married to unmarried, old to young, educated to uneducated etc , few working woman might project out their symptoms in terms of fear of new situation or entering a new job profile or shifting jobs with uncertainty. While homemakers might simply find themselves being completely dependent on the male counterpart and seizing the societal claimed norms and adorning it for the rest of their lives.

Completely unaware of her situation a poor Cinderella woman might report the current faced issues in terms of conflicts in/with life but what gets unreported and misunderstood is the extended form of childhood liberations which in turn affects the way a woman bolds up and presents herself to society.

3.Objectives Of The Study

- To find out if Cinderella complex aka women psychological syndrome exists in women

- To explore the impact of variables such as Unrealistic expectations, fear of independence, escaping responsibility, self-infused submissiveness and existential self, contributing to Cinderella complex aka women psychological syndrome in women

4.Hypotheses Of The Study

- Cinderella Complex exists in women
- Unrealistic expectations positively affect Cinderella Complex
- Escaping Responsibility positively affects Cinderella Complex
- Fear of Independence positively affects Cinderella Complex
- Self-Infused Submissiveness positively affects Cinderella Complex
- Existential Self positively affects Cinderella Complex

5.Population And Sample

The population for the study includes women living in Delhi NCR Region, India. The investigators have used stratified random sampling technique to identify sample. 500 prospective women belonging to different pre-defined non overlapping socio demographic categories such as age, occupational status and marital status.

6.1.Statistical Techniques Used in the Present Study

Women's Psychological Syndrome Scale was developed and validated by Shriya Vashisht, Dr Sujata Shahi and Dr Pinky Goswami. Mean, Standard deviation, EFA, CFA and SEM were used to analyze the data.

6.2.Data Analysis and Interpretation

Scale Development

Cinderella Complex Scale developed by the author underwent an exhaustive process. As the literature suggests most women are oblivion to the psychological issues in them. Hence all statements were meticulously selected and formed keeping in mind the responses that might be more socially desirable than honest. Responses on the previous scale developed by Sneha and Safri 2018 was also administered as a pre pilot project to see the responses of the females. Present scale is built up on results of the previous scale which was administered on 100 females. Along with a short unstructured interview that was conducted on females across all age groups, occupational status and marital status to then understand on what population the scale is going to show high relevancy.

development and validation of women's psychological syndrome "cinderella complex scale- revised"

The present scale, through rigorous literature of over 150+ sources in the form of research articles, magazine articles, blogs etc. developed by the author identified five factors that can help us understand the women's psychological issues – "Cinderella complex" which arises from internal conflicts and emotional issues that are deep seated which results in women psychological syndrome, later which gets reflective in several areas of their life. The five factors identified were Unrealistic expectations, Fear of Independence, Escaping responsibility, Self-Infused Submissiveness and Existential Self. Initially a pool of 93 items were generated which was further sized down to 80.

Next, the author evaluated the face and content validity of the items. 8 independent judges from the area of psychology both active practitioners and academicians were identified and were asked to rate all the 80 items on the basis of clarity, ambiguity, simplicity and relevance on the scale of 4 (example- 1-not relevant, 2-item needs revision, 3 relevant but need minor revision, 4-very relevant). To assess the face and content validity the author looked for items that were rated as lowest at least by 3 authors to eliminate the items of the list (Bearden et al 1989). After unanimous decision by the author 10 statements were discarded such as- "I would be helpless if deserted by someone I love", "I wish I was as happy as others seem to be" , "I always feel upset if people disprove my decision", "People often disappoint me ", "I often wish I were a child again", "I consider myself to be a clingy person in a relationship". Final 70 statements were taken for further analysis.

Soon after the content and face validity, which was done with the experts, the author conducted the first Try out on the sample of 150 females (living in Delhi NCR). Item analysis was done highest and lowest group was found and the items whose scores were found to be less significant on T – Test were eliminated. In this round the author could retain 64 items out of the 70 items initially found.

Author planned the next two stages to refine and purify the data and to further validate the scale.

Stage 1 – Scale purification and Scale Refinement

Sample and procedure

The author for this procedure used a sample of 500 females living in Delhi NCR, India. According to the report published by world population review, the Delhi NCR region has an estimated population of 24 million, exceeding the Delhi population of 17.8 million in 2014. The Barlett Test certain that at 95% confidence level and with 5% margin of error a sample of 384 is enough to generalise the results on a population size of 300,000,000 or more.

The total 330 females will be divided according to their Age (18- 25 years, 26-35 years, and 36- 45 years), marital status (Married, Unmarried and Separated/Divorced) and occupation status (Working, Non-working and Student).

Table 1 – Details of demographical variables included in the study

Group	Variable	Count	Percent
Age Group	18-25	140	42.42
	26-35	137	41.52
	36-45	53	16.06
	Total	330	100.00

Occupation	Working	153	46.3
	Non-Working	100	30.2
	Student	127	38.5
	Total	330	100.00
Marital Status	Married	90	27.3
	Unmarried	108	32.7
	Separated/ Divorced	132	40.0
	Total	330	100.0

For the study and development of Cinderella complex, a data from 500 respondents were gathered first and the data is classified into 3 categories, high complex, moderate complex and low complex. After the statistical analysis and measuring parameters of the data the data of 330 respondents were remain and out of them the respondents having the low score of the **Cinderella complex is removed and the remaining data were used for the study to measure the the relationship between the demographic variable and Cinderella Complex.** All 64 items interspersed randomly throughout the questionnaire was assessed using a 5-point Likert scale (with values ranging from 1 = strongly disagree to 5 = strongly agree). The sampling procedure is presented in Figure 1 as under:
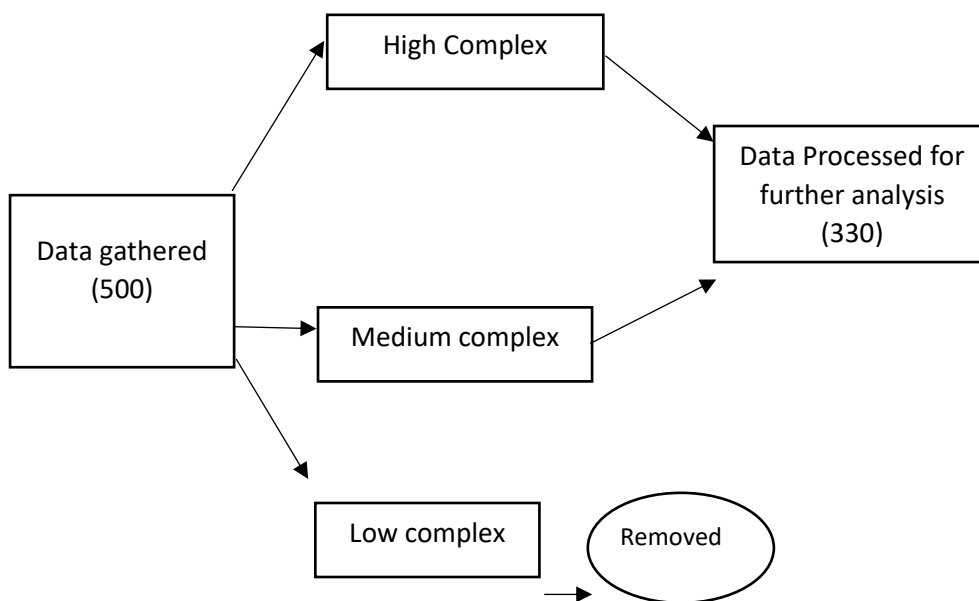

Figure 1: Sampling Procedure

Stage 2 – Exploring the Factors of CC

The author further assessed the psychometric properties of the new scale using Principal Components Analysis with Promax rotation since it was assumed that some expected factors will be correlated with each other. The factor analysis done shows 5 factors that explain 47% variance in the data; however, ten items have low corrected item-total correlations (p>0.05), low factor loadings (<0.5000), and significant cross-factor loadings. Hence, as advised by Nunnally (1978), the author omitted these items. However, before eliminating of these items by the author, once again all these items were showed to the eight judges used earlier, to ensure that there is no loss in the face and content validity.

development and validation of women's psychological syndrome "cinderella complex scale- revised"

The remaining 40 items loaded on five factors as expected, explaining 47.732% variance in the data (Table 3); thus supporting the multi-dimensional conceptualization of Cinderella Complex. Each factor consists of six to seven items, which seem to be reliable measures (sub-scales) of the five sub scales assessing the Cinderella complex in women, with Cronbach's alpha (α) values ranging 0.954 The average scores for each sub-scale are also normally distributed and show adequate variance. The inclusion of minimum 7-8 items were sub dimension minimises respondent fatigue and parsimony of scale items (Clark and Watson 1995). Table 2 shows all the scale items and their psychometric properties.

Table 2. Variable demographics

Descriptive Statistics			
Variables	**SPSS code**	**Mean**	**SD**
Everyone should pamper me	VAR_01	3.2780	1.34176
I feel that my loved ones aren't able to satisfy my emotional needs	VAR_02	3.1280	1.33085
I feel bad if nobody appreciates me even though I have gone out of the way to do something for them	VAR_03	3.4260	1.28055
Everyone should love me because of all the things I do for them	VAR_04	2.9920	1.22431
If given a chance I'd like to exert power and control over my own as well as others life	VAR_05	2.6460	1.29925
It's nice to be the centre of attention always	VAR_06	2.9700	1.23619
I don't want to be left alone and uncared for therefore I often find myself pleasing people around me	VAR_07	2.7180	1.30149
I do my best work when I know it will be appreciated	VAR_08	3.1020	1.30345
I want/I'd want my partner to take care of me all the time	VAR_09	3.7100	1.08455
I find myself expecting way too much from my loved ones without communicating it; which affects my personal relationships	VAR_10	3.0080	1.19280
I know someone will always be there to help me deal with my life problems	VAR_11	3.3360	1.15315
I'd like to believe if things go wrong in my life someone is always there to fix it and make it okay for me	VAR_12	3.3660	1.22272
I love being around people so much that the idea of staying all by myself sounds uncomfortable me	VAR_13	2.9980	1.34224
I feel I need protection in certain aspects of my life and love it when i receive it from my protectors (mother, father, husband, brothers etc)	VAR_14	3.3020	1.07383
I fear being abandoned and left alone	VAR_15	2.8820	1.28037
I believe I can enjoy my partners earning even if I choose to quit working (or not work)	VAR_16	2.8500	1.33831
I fear losing love and support of people I deeply admire	VAR_17	3.3500	1.18080
I desire appreciation and acknowledgment for all the work I do for people around me and feel sad when my efforts goes unnoticed	VAR_18	3.2640	1.23505

I constantly find myself yearning for more (love, attention, support etc) from people around me and still not feel satisfied with what they have got to offer me	VAR_19	2.8120	1.23601
All girls are fed in with the thought of marrying a prince charming one day; I was too and I believe in it too	VAR_20	2.7880	1.30632
I wish I could live life like a princess/prince	VAR_21	2.9580	1.29599
I feel there isn't anything wrong with exaggerating my needs in order to gain support from others	VAR_22	2.7940	1.30958
I like when my partner is available for me all the time	VAR_23	3.2260	1.20907
I believe people could do a lot more for me if they wanted to	VAR_24	3.4220	1.18774
I feel men and women stand equal in today's world and should be looked at and treated equally	VAR_25	2.3100	1.31047
Life is easy when someone is constantly there to help and support	VAR_26	3.4500	1.16886
The thought of having a life free from responsibility is interesting	VAR_27	2.9720	1.21580
Men mostly can make decisions better than women can do simply because they are men and are trained to do so from beginning	VAR_28	3.4100	1.19698
I believe in the virtue – "Man is responsible for taking care of women"	VAR_29	2.4120	1.33635
I seek comfort and wouldn't do things that compromises with my comfort	VAR_30	3.1020	1.11449
I feel doing household chores is safe, comfortable and stress free for me as compared to doing non household chores (Working outside home)	VAR_31	2.7500	1.30342
I am okay with being the secondary decision maker of the family	VAR_32	3.0020	1.27328
When something new comes my way there is always uneasiness which comes with a mount "how will I handle it alone" stress	VAR_33	3.0860	1.20229
When success comes my way I am more nervous than happy	VAR_34	2.8880	1.20597
New opportunities are overwhelming for me	VAR_35	3.3060	1.07269
I find myself going out of my way to save my relationship	VAR_36	3.4160	1.18902
I don't have to worry about my bills (Rent, electricity, water etc) because someone is always there to take care of that for me	VAR_37	3.0920	1.35765
I typically feel comfortable about the decisions I make and do not need anybody's help and support	VAR_38	2.6540	1.14932
I am capable of coping with problems on my own	VAR_39	2.8600	1.17267
I can take care of myself If left alone	VAR_40	2.6780	1.34534
I feel capable of dealing with the complexities of life	VAR_41	2.8600	1.36973
I'd like to be put in leadership roles	VAR_42	2.7380	1.30105
When other make decisions for me, everything seems to be a lot easier	VAR_43	2.7980	1.35531
It is easier when someone else plans out my future gaols; saves me from the head ache of deciding it for myself	VAR_44	2.8180	1.39023
Knowing that I have someone to take care of me is the only thing that keep my mind at ease	VAR_45	3.0520	1.32545
I feel unsure about my decisions and need the approval of others to feel more comfortable about them	VAR_46	3.0300	1.21328

Life is less stressful when someone else is making my life's decision; saves me from the burden of taking it all by myself	VAR_47	2.8000	1.30207
I feel it is okay to take advices in making everyday decisions because it reassures me that I am going in the right direction	VAR_48	3.3260	1.17920
I feel convincing me isn't that difficult	VAR_49	3.4220	1.04408
Since my family and friends matter a lot to me I often change my opinions and values just to agree with them	VAR_50	3.1820	1.20656
I feel there is so much more that I can do but find myself doing very little at the end	VAR_51	3.3060	1.07082
I find myself constantly thinking about my own abilities and worth	VAR_52	3.3060	1.07082
If I love someone I am quite capable of giving up my aspiration and repress my initiative even if I feel I shouldn't have	VAR_53	2.8640	1.28717
I tend to seek support and give up on things the moment mostly because I feel what I am doing is inadequate	VAR_54	2.8720	1.21761
I always go out of my way to make my friends and family happy even though it costs my happiness	VAR_55	3.0980	1.24720
It wouldn't bother if someone else is taking the lead and making major life decisions including the ones related to my life	VAR_56	2.9380	1.31819
I find myself saying "NO" to things that my close family and friends feel isn't worth doing even if it is something I wish to do	VAR_57	3.1600	1.21381
I have trouble stating what I feel and how I feel openly and sometimes that itself devoid me from a lot of opportunities	VAR_58	3.1860	1.16194
I often find myself seeking support for tackling a large task or new project on my own	VAR_59	3.0160	1.18090
I would prefer taking orders rather than giving them since it is a lot more convenient and stress free	VAR_60	2.5240	1.22164
I am comfortable with the idea of standing up for myself without anyone else's help	VAR_61	2.5240	1.23632
My friends and family often ask me for advice on how to proceed in difficult life situations	VAR_62	2.6740	1.22422
I take complete proud in what I am and who I am hence what people think of me and see me as doesn't matter to me at all	VAR_63	2.6160	1.27113
I consider myself as a highly confident person	VAR_64	2.4460	1.11246

Table-3 Factors and their demographics

Factors	Mean	Std. Deviation
Unrealistic expectations	6.724	1.72562
Existential Self	8.184	1.93433
Self-Infused Submissiveness	6.352	1.6976
Fear of Independence	7.864	1.68142
Escaping responsibility	7.176	1.79093

Shriya Vashisht, Dr Sujata Shahi, Dr Pinky Goswami

The intent of this study was to verify if Cinderella complex exists in women living in Delhi NCR and to establish its convergent, discriminant and predictive validity. For analysis the sample of 330 females was taken in order to test the psychometric properties of the scale.

Data Analysis and Results

Author uses a multi-step SEM approach (with Maximum Likelihood Estimation (MLE) procedure on AMOS 21.0) putting increasingly restrictive constraints on a multiple- group measurement model in a sequential manner and testing the changes in model fits for significance (Byrne 2004; Steenkamp and Baumgartner 1998). The reliability of the 400 respondents scale items were found as 0.954 (> 0.65). The initial eigen values of the EFA with percentage of variances is presented in table 3. It also presented the initial Eigen values and factor naming of the factors emerged from the factor analysis. The details of the same is presented in table 3 as under:

Table 3: Initial Eigen Values, Factors and Factor Naming

Initial Eigen Values

	Factor	Total	Percentage of Variance
Factor 1	Unrealistic Expectations	17.337	27.089
Factor 2	Fear of Independence	4.864	7.599
Factor 3	Escaping Responsibility	3.774	5.897
Factor 4	Self-Infused Submissiveness	2.520	3.937
Factor 5	Existential Self	2.054	3.210

CFA

The author estimated a series of confirmatory factor analysis models using the Maximum Likelihood Estimation (MLE) procedure with AMOS 21.0 to assess the construct validity of the new scale (Anderson and Gerbing 1988). Table 4 shows the correlation matrix.

Table 4. The Correlation Matrix.

			Estimate
F1	<-->	F2	.011
F1	<-->	F3	-.073
F1	<-->	F4	.881
F1	<-->	F5	.718
F2	<-->	F3	-.110
F3	<-->	F4	.385
F3	<-->	F5	-.003

development and validation of women's psychological syndrome "cinderella complex scale- revised"

			Estimate
F4	<-->	F5	.810
F2	<-->	F5	.097
F2	<-->	F4	.208

As expected, F1 correlates positively with F2; and negatively with F3, while F2 is positively related with the other factors but negatively related with F3, and F3 is positively related with the other factors but negatively related with F5.

In Factor Analysis, five components (table-5) are extracted, and the following factor structure is created based on them. This structure is verified and validated using confirmatory factor analysis. Convergent Validity and Discriminant Validity are used to assess the validity of the factor structure.

Table 5. Model Fit Indexes

Measure	Value obtained
Chi-square to degrees of freedom Ratio (CMIN/DF)	**2.508**
GFI	**0.796**
AGFI	**0.774**
RMSEA	**0.055**

The model fit data is determined by the fit statistics shown in the preceding table. The first is a Chi-square to df ratio greater than 0.05, indicating a slight discrepancy between the anticipated and actual covariance matrices, which is one indication of excellent fit. GFI and AGFI are the following indicators. The GFI is 0.796, and the AGFI is 0.774, suggesting that the model fits well. The last indication is the RMSEA, which is linked to the model's residuals. A good model fit is usually indicated by an RMSEA value of 0.055, and the RMSEA value of the data is within the allowed range, meaning that the model is suited for the data.

Independent variables, which are believed to be assessed without mistake, are referred to as exogenous or upstream variables in the Structured Equation Model; dependent or mediating factors are endogenous or downstream variables. Researchers explicitly measure manifesto observable factors, while latent or unobserved variables are not directly measured but are inferred from the connections or correlations among measured variables in the study. For the SEM model, the data used as factors is by taking the sum of the variables to make a collective impact as a factor is used (similar to Chouhan et.al., 2021a; Chouhan et.al., 2021b; Chouhan et.al., 2020; Surana et.al., 2021). This statistical estimate is done in the same manner that an exploratory factor analysis infers the existence of latent components based on shared variance among observable variables. Path diagrams are used in SEM to illustrate connections between observable and unobserved factors. Correlations and covariances are represented in the figure below by directional arrows, which indicate relationships with a specified causal direction.

The SEM model with path coefficient is presented as under:

SEM Model

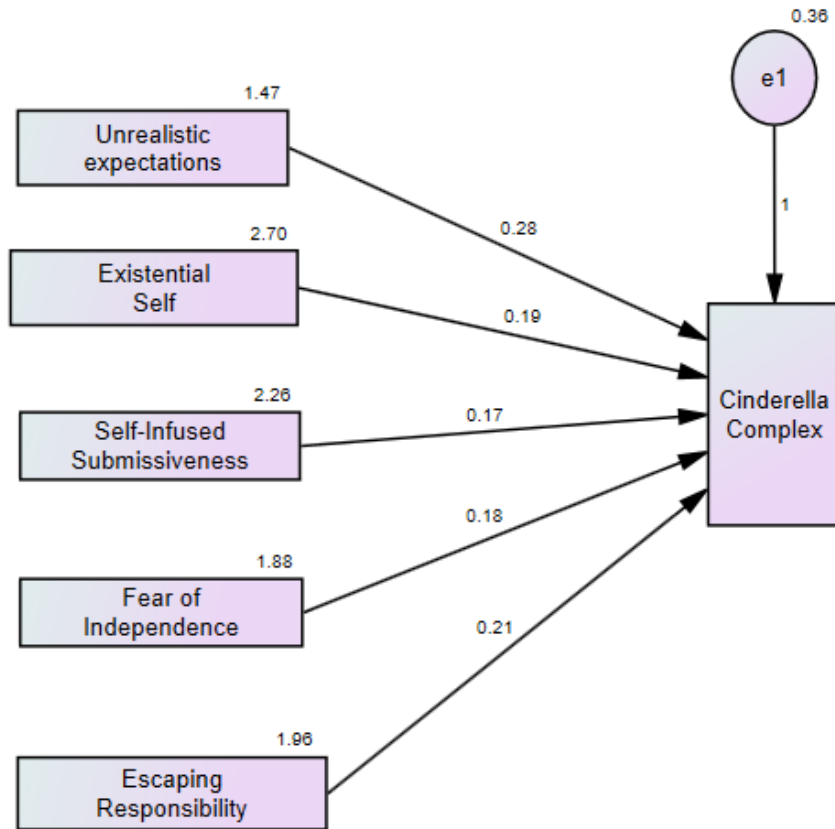The figure 2. shows the proposed research model with the path coefficients

Fig.-2: SEM Model with path coefficients

Table 6: Path Coefficients

			Estimate	S.E.	C.R.	P
CC	<---	F1	.277	.031	8.809	***
CC	<---	F2	.186	.019	9.661	***
CC	<---	F3	.169	.020	8.378	***
CC	<---	F4	.176	.024	7.333	***
CC	<---	F5	.211	.025	8.593	***

Based on the above SEM, the result of the hypothesis testing is shown in Table 7 as under:

Table 7.Regression Weights

Hypothesis	Relationship			Estimate	S.E.	C.R.	P
H1: Unrealistic expectations positively affects Cinderella Complex	CC	<---	F1	.277	.031	8.809	***

development and validation of women's psychological syndrome "cinderella complex scale- revised"

H2: Existential Self positively affects Cinderella Complex	CC	<---	F2	.186	.019	9.661	***
H3: Self-Infused Submissive-ness positively affects Cinderella Complex	CC	<---	F3	.169	.020	8.378	***
H4: Fear of Independence posi-tively affects Cinderella Com-plex	CC	<---	F4	.176	.024	7.333	***
H5: Escaping responsibility af-fects Cinderella Complex	CC	<---	F5	.211	.025	8.593	***

Table 8: Standardized Regression Weights

Hypothesis	Relationship			Regression Weights
H1: Unrealistic expectations positively affects Cinderella Complex	CC	<---	F1	.381
H2: Existential Self positively affects Cinderella Complex	CC	<---	F2	.347
H3: Self-Infused Submissiveness positively affects Cinderella Complex	CC	<---	F3	.288
H4: Fear of Independence positively affects Cin-derella Complex	CC	<---	F4	.274
H5: Escaping responsibility affects Cinderella Complex	CC	<---	F5	.335

Results as per table.4.20 revealed the level of relationship between the factors. It shows the significant relationship (p<0.05)among Unrealistic expectations and Cinderella Complex (H1), Existential Self and Cinderella Complex (H2), Self-Infused Submissiveness and Cinderella Complex (H3), Fear of Independence and Cinderella Complex (H4), Escaping responsibility and Cinderella Complex (H4).

The exact relationship is also presented in tab. 4.21 with standard regression weights. The result shows that Unrealistic expectations positively affects Cinderella Complex, Existential Self positively affects Cinderella Complex, Self-Infused Submissiveness positively affects Cinderella Complex, Fear of In-dependence positively affects Cinderella Complex and Escaping responsibility affects Cinderella Complex.This relationship under the CFA and EFA model is measured. In the case of model validity, incremental fit indexes, absolute fit indexes, and parsimony fit indexes are shown next.

Table 9. Model fit for proposed model

Chi-square to degrees of freedom Ratio (CMIN/DF)	1.7
GFI	0.883
AGFI	0.891
CFI	0.911
RMSEA	0.082

It can be resolved from the above results that the associations (CC<---F1, CC<---F2, CC<---F3, CC<---F4, CC<---F5) established in the initial proposed model are found significant (p<0.05) and further the model fit values for RMSEA, CMIN/DF are also not close to upper limit.

Convergent and Discriminant Validity Using Anderson and Gerbing's (1988) approach, significant and large values of each item's loadings on its hypothesized factor (greater than twice its standard error) demonstrate convergent validity. Next, constraining the estimated correlation parameters among the ten sub-scales to 1.0 and performing a chi-square difference test on the χ^2 values for the constrained and unconstrained models provides a test of their discriminant validity. The χ^2 value for the unconstrained model (25.082) is significantly lower than the constrained model (10, $\Delta\chi^2$ = 2.508, Δdf = 329), which supports discriminant validity by showing that the factors are not perfectly correlated. All the composite reliabilities for the sub-scales are also high (ranging from .52 to .94), as shown in Table 2 (Fornell and Larker 1981). None of the confidence intervals of the correlation coefficients for each pair of scales includes 1.0, showing the convergent and discriminant validity of the new scale (Anderson and Gerbing 1988).

7.Recommendation

This paper addresses an issue that has been in the mind of so many people. Why women retreat? Why women despite of so many opportunities tend to cripple. The scale intends to measure psychological syndrome in females which has been formerly described by Colette Dowling in the year 1982 as "Cinderella complex". This Cinderella complex amongst females gets manifested during early childhood where they are given unnatural love, care and attention. Young girls who are completely helpless during that stage perceives world as it is presented to her. These conflicts and emotional needs tend to enlarge during later part of their life. It gets challenged and unfolded and when it is beyond their control it restores back in the form of unmet neurotic needs and abuses which women find very difficult to deal with. The sub scales provided by the author will help one to gain an understanding of the complex at much deep level. The identified five factors such as Unrealistic Expectations (starts from the moment a girl child is told that she is the princess, when she desires for attention, acknowledgement standards are set for her, she is motivated to look for a prince charming for herself), Escaping Responsibility (where a women does not want to take responsibility beyond her owns where every decision in life is checked and moderated by others, matters from petty to serious is taken by others around the women), Fear of Independence (Complete sense of dependency be it at personal or professional front,

development and validation of women's psychological syndrome "cinderella complex scale- revised"

where a women is seen dependant, needy of help where at any given outset instead of trusting her own competency and ability she'd rather trust someone else's), Self-infused submissiveness (women actively adopts a role of secondary decision makes, she would passively act and resent confrontations, avoids active assertions and decision making ability) and lastly Existential self (which is always questioned paired up with poor self-image and overall poor self-concept). The area lacks rigour work and not much substantiate empirical study has been done. However author's attempt to study the work will provide new leads to the concept for researchers in the field to open up their mind to this construct as well and see the issues related to women from a new light. Some of the determinants to explore that could mount for significant changes in the occurrence of complex would be religion, culture, family dynamic. Furthermore to explore the complex and decipher the precursors studies of the variable such as parenting especially the role of mother and personality can bring significant results and provide more meaningful understanding.

8.Conclusion

Cinderella Complex highlights psychological issues in women which gets manifested due to unmet emotional needs such as unrealistic expectations, fear of independence, escaping responsibility etc as highlighted which give rise to complexities leading to disappointments and failures. The idea of this paper is to sensitise about the desired need to attend to the issues contributing to the disturbances in women and realising that if needs are unconsciously deeply embedded then they need to be dealt with, rather than being ignored or overlooked. The psychological distress in women cannot be matched up with their roles at social front. It should rather be attended in a different manner since it is an intrinsic condition that requires aid and intervention because it has a possibility of converting into chronic distress. Hence manier times we say that once a women is aware of these issues she should potentially try to change herself and pull herself out of self-woven issues but what we don't understand here is that a large part of their issues are unconsciously subjected within and can only be retrieved only once those issues are brought in their conscious self. Recurrent conditioning by the parents of such women who are suffering from Complex is what is triggering the Complex in most of women further polishing with age. Father spend a lot of time ensuring that no harm comes to their daughter. What comes along with this is extra care, enabling the daughter's mind to think that she should always be cared for and should be taken care of despite the presence of father or not. Further the society lets the idea get perpetuated more when they define the gender roles creating mental blockage and rigid mental set in women which incorporates the idea in them- "men are always there", "women don't need to do everything by themselves", "women don't have to worry about money, "level of sustenance will be provided to her by her husband or family", "women should look beautiful if she wants to marry at her place of choice" etc are some examples of how society and family together has conditioned the idea of dependency in women. Hence the idea of seeking support from external stimuli and to be dependant comes natural to women, so is the idea of adopting a passive role to safeguard relationship.

Through the above mentioned information both in relation to what and how women feels, it is certain to consider that certain issues in women is quite prevalent amongst regardless of their age, occupation and status in society. Cinderella Complex can thus help us in understanding the deep seated emotional issues in women which comes out as neurotic disorders. Women end up complaining about marital conflicts, failed marriages, failed relationship, poor socialisation, weak personality, confidence issues, and identity crisis, neurotic disorders etc. Through this Complex (Cluster of symptoms) we would

know the manifestation of problems and hence further a tool and an intervention could be developed to understand this process.

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