

Abstract

This study proposes and tests a model of flow experience crossover between working pairs. It was hypothesized that in dyadic working condition, individual's flow proneness, task challenge-skill level (flow condition) and partner's flow state would be the antecedents of individual's flow state. Sixty-four pairs of undergraduate participants were recruited to work on six sessions of squared puzzle tasks with different levels of difficulty, either working in pairs or individually, and completed questionnaires measuring flow proneness, flow state and personality traits. Results showed that individual flow state was enhanced when individuals with low flow proneness worked on overwhelming tasks in pairs, compared to working individually; whereas individual flow state was hampered when participants with high flow proneness worked on underwhelming tasks in pairs, compared to working individually. Moreover, only individual flow state but not partner's flow state was a significant predictor of a person's flow experience in pair-up situation. These results suggested that whether pair-up setting enhances or inhibits flow experience depends on the matching of flow condition and individual's flow proneness. The absence of partner effect suggests that factors other than flow contagion may affect individual's flow state in pair-up setting. The limitations and further research directions are discussed.

Keyword: flow, crossover, contagion, flow proneness, group flow