**Figures**

*Figure 1.* Interrelations between context and social and personal resources (Hobfoll et al., 1990, p. 469).

High stress conditions representing a situation in which individual and social resources are consumed by the context

Low stress conditions representing a situation in which individual resources suffice to deal with the context

Personal Resources

Environmental

Context

Social Resources

*Figure 2.* Proposed theoretical framework.

SEA

ROE

Emotional Intelligence

H4c,d

H4a,b

\*H7

Incivility

\*H8

H1

Revenge

Irritation

\*H9

H3a,b

H5

H6

Vertical

Solidarity

H2

\* Interaction effects (H7–H10)

*Figure 3.* Simple slope analysis of the interaction effect of irritation and revenge.



*Figure 4.* Simple slope analysis of the interaction effect of ROE and revenge.



*Figure 5.* Simple slope analysis of the interaction effect of incivility and revenge.

