

KREM, 2025, 3(1009): 123–139

ISSN 1898-6447

e-ISSN 2545-3238

<https://doi.org/10.15678/krem.18724>

# What Makes Them Flourish? Acculturation and Socio-cultural Predictors of Adaptation among Sojourners in Mexico

Agnieszka Golińska<sup>1</sup>, Anna Kwiatkowska<sup>2</sup>

<sup>1</sup> SWPS University, Institute of Social Sciences, Chodakowska 19/31, 03-815 Warszawa, Poland,  
e-mail: agolinska@swps.edu.pl, ORCID: <https://orcid.org/0000-0002-0284-7315>

<sup>2</sup> Institute of Psychology, Polish Academy of Sciences, Jaracza 1, 00-378 Warszawa, Poland,  
e-mail: akwiatkowska@psych.pan.pl, ORCID: <https://orcid.org/0000-0002-5867-7079>

This is an open access article distributed under the terms of the Creative Commons Attribution 4.0 License (CC BY 4.0); <https://creativecommons.org/licenses/by/4.0/>

Suggested citation: Golińska, A., & Kwiatkowska, A. (2025). What Makes Them Flourish? Acculturation and Socio-cultural Predictors of Adaptation among Sojourners in Mexico. *Krakow Review of Economics and Management / Zeszyty Naukowe Uniwersytetu Ekonomicznego w Krakowie*, 3(1009), 123–139. <https://doi.org/10.15678/krem.18724>

## ABSTRACT

**Objective:** The aim of the study was to analyse the relationship between acculturation and flourishing and to identify factors that lead to better adaptation of a very particular group of migrants – sojourners in Mexico. The study employed detailed measures of acculturation according to the RAEM model to verify that they are strong predictors of flourishing.

**Research Design & Methods:** Flourishing refers to socio-psychological well-being and prosperity. A total of 363 sojourners (67% women) living in Mexico were surveyed. Linear regression analyses using the hierarchical-input method were performed.

**Findings:** Age proved to be the strongest predictor of flourishing among the sojourners. The analysis showed that participant's level of flourishing increased with the level of individualistic values, frequency of contact with compatriots, quality of contact with Mexicans, knowledge of the Spanish language, and age. Interestingly, acculturation variables were not significant predictors of the sojourner's flourishing in this study.

**Implications/Recommendations:** Organisations should support language training programmes and facilitate opportunities for quality intercultural contact for sojourners, while recognising that

age-related factors may be more influential than traditional acculturation measures in determining adaptation outcomes.

**Contribution:** The study extends the literature on acculturation to an often-overlooked type of migrants, sojourners in Mexico, and allowed us to obtain data on the predictors of their flourishing. Moreover, we focus on a particular measure of psychological well-being, as flourishing focuses on an individual's self-perceived success in different areas of life.

**Article type:** original article.

**Keywords:** well-being, flourishing, adaptation, acculturation, sojourners, Mexico.

**JEL Classification:** M160, F22, I310.

---

## 1. Introduction

Contact between cultures is as old as recorded history. Trade has always been one of the major factors connecting culturally diverse individuals and engaging them in various types of communication and cooperation practices. As national markets continue to open and merge, there has been steady growth in the number of individuals who decide to work abroad and organisations that assign employees to overseas projects. In terms of employee mobility, the last few years have been challenging, starting with the travel restrictions in 2020 and later Russia's aggression against Ukraine in 2022, followed by economic recession. Despite those crises and their negative impact on the migration of professionals, numerous global mobility industry reports, such as the *2023 International People Mobility Survey* (AON, 2023), Mercer's *2023 Talent Mobility Trends: Mid-year Review* (Meier, 2023) or *The Future of Global Mobility: Industry Forecasts for 2024* (Beaty, 2023), forecast change in the landscape and increase in mobility in the following years.

The Population Division of the United Nations Department of Economic and Social Affairs (UNDESA, 2021) estimated that in 2020 the total number of international migrants worldwide reached 281 million, approximately 3.5% of the world's population. However, when it comes to individuals crossing borders, we encounter challenges of terminological ambiguity (van Roermund, 2018). It remains difficult to determine with reasonable clarity who is considered a migrant and who is not, or for how long and how far a person must relocate to be defined as a migrant. To better understand different migrant groups, scholars and practitioners often focus on their migration motivations. Ward, Bochner and Furham (2001), focusing on the key concepts from the perspective of this study, which are acculturation and adaptation, distinguish four main types of migrants, referred to as intercultural travellers. These are individuals who, as a result of relocating between countries, engage in intercultural contact with members of host societies. These include tourists, immigrants, refugees, and sojourners.

Within the study presented, we focus on the latter group, i.e., sojourners, who are living in Mexico. Although Mexico is without any doubt an emigration country (McAuliffe & Triandafyllidou, 2021), it also attracts large numbers of sojourners and has been considered one of the best places to live for expats for many years (InterNations, 2024). The sojourners in our study were primarily working professionals, international students, and retirees. Our goal was to examine the relationship between flourishing and acculturation and to identify socio-cultural factors that lead to better adaptation, i.e., higher subjective well-being, of this group of migrants. Flourishing (Diener *et al.*, 2009) refers to socio-psychological well-being or even prosperity and can be considered a complementary measure of an individual's subjective well-being. Adaptation is often acknowledged as an outcome of acculturation, however, recent meta-analyses (Nguyen & Benet-Martínez, 2013; Bierwiazek & Kunst, 2021; Grigoryev *et al.*, 2023) have questioned the widely accepted assumption regarding the strong link between the two variables (Ward, 2024). Therefore, in the study presented, we employed detailed measures of acculturation as proposed by the Relative Acculturation Extended Model (RAEM) (Navas *et al.*, 2005) and analysed the results emphasising the specific context of the research. Moreover, we analyse whether other socio-economic factors related to cultural learning, such as cultural distance and the quantity and quality of social interactions, can be strong predictors of flourishing in the case of sojourners living in Mexico. From the organisational and managerial perspective understanding this relationship is important, as an individual's general acculturation orientations have spillover effects in the work setting as they influence key workplace variables like job attitudes, behaviours and performance (Valenzuela, Nguyen & Taras, 2021).

## 2. Sojourners in Mexico

Sojourners are individuals who work, study, or live abroad for a relatively short period; however, they do not intend to reside permanently in the host country (Gudykunst, 2005). They move to a destination country with specific goals in mind, intending to return to their place of origin once those goals are accomplished (Safdar & Berno, 2016). The largest groups of sojourners are international students and business people (Ward, Bochner & Furnham, 2001); however, considering the short-term and voluntary relocation, retirees can also be considered sojourners (see Gustafson, 2001; Viallon, 2012). Although they represent different types of sojourners, they all plan to eventually return home, which can determine their acculturation process.

Although the largest migration corridors in general tend to be from developing countries to larger economies (e.g., the United States, the United Arab Emirates, Saudi Arabia, and Germany; McAuliffe & Triandafyllidou, 2021), in the case of sojourners the direction of migration does not necessarily correspond to the more commonly chosen direction. This is undeniably the case for Mexico, which, on the

one hand, had around 11 million citizens living abroad in 2020 making it, without a doubt, an emigration country (McAuliffe & Triandafyllidou, 2021). On the other hand, despite this trend, for many years it has also been perceived as a top destination for expatriates (InterNations, 2024).

### 3. Acculturation and Adaptation of Sojourners

Individuals who transition into a new society undergo acculturation, which is defined as the process of “cultural and psychological change that takes place as a result of contact between two or more cultural groups and their individual members” (Berry, 2019, p. 10). People, however, may seek to acculturate in different ways (Padilla, 1980). From a psychological perspective, acculturation refers to the adoption of new cultural practices, values, identifications, and attitudes while also maintaining those associated with an individual’s heritage culture (Schwartz *et al.*, 2022). The currently prevailing perspective assumes that acculturation is a complex process, dependent on the context in which it occurs: who is moving, from which country to which, what are the migration circumstances and its purpose (see Navas Luque, García Fernández & Rojas Tejada, 2006; Grzymała-Moszczyńska, 2012; Bierwiazzonek & Waldzus, 2016; Czubińska *et al.*, 2018; Berry, 2019; Golińska & Kwiatkowska, 2024a). Perhaps one of the models that provides the most comprehensive concept of acculturation is the Relative Acculturation Extended Model (RAEM) proposed by Navas *et al.* (2005). RAEM takes into consideration the ethnocultural origin of migrating individuals and distinguishes between real and ideal acculturation planes, which refer to the strategies individuals put into practice and their preferences. Moreover, the framework focuses on eight different acculturation domains that can be grouped into public (political and government systems, social welfare system, work, consumer habits, and family economy) and private areas (social relations, family relationships, religious beliefs and customs, and values) (Navas Luque & Rojas Tejada, 2010; López-Padilla *et al.*, 2020).

There are particular differences in the acculturation of sojourners when compared to other “people on the move,” such as immigrants or refugees (Ward, Bochner & Furnham, 2001; Gudykunst, 2005; Bierwiazzonek & Waldzus, 2016), which might result from their relatively high status in a host country compared to other cultural travellers (Golińska & Kwiatkowska, 2024b). However, regardless of the type of migration and individual motivation, all migrants face the consequences of being removed from their everyday context, including social networks, family, regular routines, and the notion of a psychological home. Therefore, living in a new country requires adaptation to its culture.

While numerous models of migrants’ adaptation are present in the literature, the model proposed by Ward, Bochner and Furnham (2001) stands out as one of the most influential conceptualisations. The model distinguishes between psychological

and socio-cultural adaptation. The former refers to an individual's psychological and emotional well-being and life satisfaction, while the latter relates to the culturally specific skills acquired by an individual to "fit in" to a particular social and cultural environment. Changes that migrating individuals experience are often challenging or even problematic (Berry, 2019) and may result in acculturative stress, experienced as uncertainty, anxiety, or depression (Berry, 2006, 2019). It is important to note that the psychological mechanisms linking acculturation and the well-being of individuals are not fully understood (Buckingham & Suarez-Pedraza, 2019) and although adaptation can be positive or negative in nature, negative changes are studied most often (Bak-Klimek *et al.*, 2015).

Furthermore, Ward (2024) recognises that the widely acknowledged premise that acculturation is related to adaptation and that integration strategy (orientation on both maintenance of heritage culture and adoption of host culture) is the most adaptive one, has been recently challenged by meta-analyses studies by Nguyen and Benet-Martínez (2013), Bierwiazzonek and Kunst (2021), and Grigoryev *et al.* (2023). For example, by employing advanced meta-analytic techniques, Bierwiazzonek and Kunst (2021) reached the conclusion that the correlation between acculturation and adaptation is significantly weaker than previously assumed, and longitudinal evidence supporting this link is minimal at best. Moreover, the results of the meta-analysis conducted by Bierwiazzonek and Waldzus (2016) reveal that when it comes to expatriate employees' adaptation, pragmatic research most often employs socio-cultural rather than psychological adjustment measures.

In addition to acculturation orientations, various social factors can influence migrants' adaptation. Ward, Bochner and Furnham (2001) argue that the factors affecting adaptation in a new country are analogous to those involved in other transitional experiences. Bierwiazzonek and Waldzus (2016) identify three primary types of socio-cultural antecedents of adaptation: culture learning (cultural distance/novelty and social interactions), stress and coping (social resources and stressors), and family-related variables, as most frequently studied in the acculturation literature. It is important to note that studies on different types of migrants tend to focus more or less often on particular types of adaptation correlates. For example, cultural distance variables are underrepresented in the international student literature, whereas social interactions are less often assessed in the expatriate studies (Bierwiazzonek & Waldzus, 2016).

#### **4. The Present Study**

While it is important to understand the negative aspects of acculturating individuals' adaptation, we were interested in extending knowledge by examining how some individuals move beyond and thrive. Therefore, we focus on a very particular measure of their well-being, i.e. flourishing. Flourishing (Diener *et al.*, 2009)

refers to socio-psychological well-being or even prosperity and can be considered a complementary measure of an individual's subjective well-being. The concept of prosperity has its roots in ancient Greek philosophy, but in recent years, it has experienced a resurgence, becoming an inspiration for research in positive psychology (Fowers, 2015). Flourishing is a state in which an individual not only feels satisfaction with life and positive emotions but also has a sense of psychological and social development (Keyes & Haidt, 2003). Individuals experiencing flourishing are not only free of mental illness but are also full of emotional vitality and can be characterised by positive functioning in both private and social domains of their lives.

We used the explanatory design approach within the study. Taking into consideration their specific migration motivation, and in the case of Mexico, their relatively high social status, within this study we examined the relationship between sojourners' acculturation and flourishing. In light of recent discussions on the link between the acculturation and adaptation (Ward, 2024), we seek to examine if and which detailed acculturation indicators (see RAEM by Navas *et al.*, 2005) can predict flourishing. Moreover, building on previous research on antecedents of cross-cultural adaptation (Bierwiazzonek & Waldzus, 2016), we also aimed to identify which socio-cultural factors related to culture learning can be strong predictors of sojourners' flourishing. We considered predictors related to both cultural distance (individualistic and collectivistic values) as well as social interaction variables (quality of contact with Mexicans and frequency of contacts with different groups).

Considering the sojourners in our study, we focus on the culture learning antecedents of adaptation, as all individuals in a new destination inevitably undergo this process to some extent. For instance, comparing the family situations of sojourners – such as international students, professionals, and retirees – would be challenging due to their differences in age and personal life circumstances. Regarding stress and coping, our examination of flourishing, grounded in positive psychology, emphasises factors that support adaptation rather than those that potentially hinder the process.

We also asked about participants' Spanish language proficiency, previous migration experiences, age, gender, and length of stay in Mexico.

## **5. Method**

### **5.1. Procedure**

We employed purposive sampling to recruit participants, inviting them to complete the survey via social media groups for foreigners living in Mexico, international student networks, and, due to the difficulty in reaching the respondent group, we used the snowball technique utilising the private contacts of the first author. The survey was made available online in both English and Spanish. For questionnaires that were not originally available in both languages, a process of forward and

backward translation was used for translation. Informed consent was obtained from all study participants.

## 5.2. Participants

A total of 363 sojourners (67% women) aged between 18 and 79 ( $M = 38.90$ ;  $SD = 17.31$ ) and living in Mexico between 6 months and 10 years ( $M = 3.38$ ;  $SD = 2.67$ ) were surveyed. We identified three categories of sojourners in the study: international students ( $n = 93$ ), professionals ( $n = 145$ ) and retirees ( $n = 79$ ). 46 participants could not be clearly assigned to any of the three groups. The sample was heterogeneous in terms of the national origin of the respondents, with participants from North America ( $n = 138$ ), Latin America ( $n = 94$ ), Europe ( $n = 99$ ), and Asia ( $n = 31$ ).

## 5.3. Instruments

Flourishing was measured using the eight-item Flourishing Scale (FS) developed by Diener *et al.* (2009). Respondents were asked to rate on a seven-point Likert scale their agreement with statements about their supportive and rewarding relationships, having an optimistic future, or being a good person (e.g., I am competent and capable in the activities that are important to me). Exploratory factor analysis confirmed the unidimensionality of the scale, and the Cronbach's  $\alpha$  coefficient was very high ( $\alpha = 0.91$ ).

To assess the acculturation variables, we used RAEM scales (Navas *et al.*, 2005; Navas Luque & Rojas Tejada, 2010). Participants responded to four questions on five-point Likert scales: two regarding culture adoption and maintenance in the real plane (*To what degree have you adopted the customs of Mexico/do you maintain at present the customs you used to observe in your country of origin?*) and two about the ideal plane (*To what degree would you like to adopt the customs of Mexico/maintain the customs of your country of origin?*). In each case, participants indicated their answers for six to eight domains representing different aspects of life (both public and private, totalling 28 items). To validate the two-factor solution (distinguishing between public and private areas in both real and ideal planes), we conducted a confirmatory factor analysis (Table 1).

The Cronbach's  $\alpha$  for the four subscales are presented in Table 2. For the real plane scales, the internal consistency was low. However, according to Nunnally and Bernstein (1994), lower  $\alpha$  values (0.60–0.70) can still be considered sufficient in explanatory research. Moreover, the items constituting the real plane RAEM scales (work and consumer habits domains) were positively correlated for both culture maintenance ( $r(361) = 0.41$ ,  $p = 0.000$ ) and culture adoption ( $r(361) = 0.41$ ,  $p = 0.000$ ). Therefore, we decided to maintain the four subscales solution in accordance with the theoretical model.

Table 1. Goodness-of-Fit Statistics of the Two-item Solution for the Four Acculturation Subscales

Scale	<i>Chi sqr</i>	<i>DF</i>	<i>p</i>	<i>CMIN/DF</i>	<i>RMSEA</i>	<i>LO 90</i>	<i>HI 90</i>	<i>CFI</i>
Real plane maintain	4.201	7	0.756	0.600	0.000	0.000	0.045	1.000
Real plane adopt	16.603	7	0.020	2.372	0.062	0.023	0.100	0.983
Ideal plane maintain	27.123	17	0.056	1.595	0.041	0.000	0.068	0.989
Ideal plane adopt	42.974	17	0.000	2.528	0.065	0.041	0.089	0.974

Source: the authors.

Table 2. Internal Consistency of the Four Acculturation Subscales

Plane	Public Areas	<i>n</i>	$\alpha$	Private Areas	<i>n</i>	$\alpha$
Real plane (acculturation strategies)	real maintain public	2	0.56	real maintain private	4	0.63
	real adopt public	2	0.58	real adopt private	4	0.75
Ideal plane (acculturation preferences)	ideal maintain public	6	0.65	ideal maintain private	8	0.78
	ideal adopt public	6	0.71	ideal adopt private	8	0.78

Source: the authors.

To measure individualistic and collectivist values, we used the COLINDEX scale developed by Schwartz and Bilsky (1990) and further adapted by Chan (1994). The scale consists of 13 items corresponding to seven individualistic, e.g., independence (self-reliance, choosing your own goals and interests) and six collectivistic values, e.g., obedience (fulfilling duties, meeting obligations). The Cronbach's  $\alpha$  coefficients were 0.75 and 0.76, respectively.

To measure social interaction variables, we asked respondents to estimate the frequency of their contacts with Mexicans, people from their country, and other foreigners. In all cases, they rated their answers on a four-point scale (never, once a month, several times a month, several times a week). Additionally, for contacts with Mexicans, participants rated its quality on a five-point scale (from 1 – very unpleasant to 5 – very pleasant) (see Navas Luque & Rojas Tejeda, 2010).

In addition, respondents evaluated their Spanish language proficiency on a four-point scale, focusing on four aspects: understanding, reading, speaking, and writing. The Cronbach's  $\alpha$  for this measure was very high (0.97). We also controlled for sojourners' length of stay in Mexico, gender, and age. Finally, *a posteriori*, we created an indicator of participants' other migration experiences before moving to Mexico (yes, no).

## 6. Results

As a part of the preliminary analysis, we calculated the correlations between the variables under the study, as well as their means and standard deviations (Table 3).

Table 3. Means, Standard Deviations and Correlations between the Variables

Variable	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	<i>M</i>	<i>SD</i>
1. Flourishing	–																		5.81	0.92
2. Real maintain public	0.069	–																	3.20	0.99
3. Real adopt public	0.185**	0.445**	–																3.48	0.85
4. Real maintain private	0.066	–0.053	0.130*	–															2.93	0.99
5. Real adopt private	0.124*	–0.091	0.116*	0.550**	–														2.86	0.89
6. Ideal maintain public	–0.043	0.498**	0.188**	–0.094	–0.096	–													3.20	0.92
7. Ideal adopt public	0.101	0.340**	0.419**	0.044	0.042	0.458**	–												3.50	0.97
8. Ideal maintain private	0.145**	–0.027	0.141**	0.514**	0.439**	–0.300**	–0.020	–											2.47	0.84
9. Ideal adopt private	0.173**	–0.124*	0.119*	0.452**	0.692**	–0.178**	–0.036	0.573**	–										2.99	0.91
10. Values Ind	0.253**	0.118*	0.067	0.187**	0.114*	0.127*	0.194**	0.078	0.110*	–									4.04	0.53
11. Values Col	0.196**	0.101	0.205**	0.095	0.173**	0.116*	0.351**	0.058	0.162**	0.390**	–								3.88	0.67
12. Frequency of contacts with co-nationals	0.199**	0.161**	0.157**	–0.031	–0.056	–0.057	0.087	0.070	0.040	0.013	0.068	–							2.57	1.19
13. Frequency of contacts with foreigners	0.173**	0.048	0.198**	0.106*	0.051	–0.083	–0.017	0.082	0.141**	0.017	0.037	0.360**	–						2.75	1.06
14. Frequency of contacts with Mexicans	0.142**	0.043	0.152**	0.139**	0.118*	–0.101	0.027	0.116*	0.127*	0.147**	0.040	0.158**	0.288**	–					3.55	0.69
15. Quality of contact with Mexicans	0.240**	–0.028	0.051	0.063	0.062	–0.183**	–0.127*	0.136**	0.113*	0.074	–0.077	0.064	0.104*	0.206**	–				4.40	0.88
16. Length of stay in Mexico	–0.095	–0.073	0.005	0.131*	–0.002	0.076	–0.085	–0.089	–0.059	0.045	–0.087	–0.173**	–0.154**	0.003	0.003	–			3.38	2.67
17. Spanish proficiency	0.027	0.227**	0.108*	0.113*	0.045	0.303**	0.352**	–0.110*	–0.092	0.257**	0.194**	–0.147**	–0.189**	0.004	–0.069	0.162**	–		2.83	1.10
18. Age	0.132*	–0.297**	–0.088	–0.132*	–0.006	–0.318**	–0.423**	0.050	0.071	–0.218**	–0.141**	0.046	0.066	–0.058	0.183**	0.130*	–0.626**	–	38.90	17.31

\* $p < 0.05$ ; \*\* $p < 0.01$ ; \*\*\* $p < 0.001$ .

Source: the authors.

Next, we conducted linear regression analysis using the hierarchical-input method (Table 4). The assumptions for regression analysis, including linearity, independence of errors, homoscedasticity, normality of residuals, absence of multicollinearity and autocorrelation, were met. Flourishing was introduced into the model as the dependent variable, whereas other variables (acculturation, values, social interactions, contact variables, as well as length of stay in Mexico, language proficiency and age) were included in five steps. We coded nominal variables (gender and previous migration experiences) as dummy variables. All the analyses were performed using IBM SPSS software.

To control for the effect of acculturation variables in both the real and ideal planes, we entered them into the model in the first set. Only the variable for Mexican culture adoption in the ideal plane in private areas proved to be statistically significant ( $F(8, 336) = 3.08, p < 0.01$ ). Culture of origin maintenance in the real plane in private areas was significant, but only at the level no higher than 0.10. Together, these variables explained 5% of the variance.

In the second step, we introduced two variables related to individualistic and collectivistic values. The first one was found to be a statistically significant predictor ( $F(10, 334) = 5.15, p < 0.001$ ). Moreover, culture maintenance in the real plane in private areas became statistically significant, culture adoption in the ideal plane in private areas became significant, but only at a significance level of no higher than 0.10 and finally, also at the level no higher than 0.10, culture maintenance in the ideal plane in private areas also became a significant predictor. The percentage of explained variation in flourishing increased to 11%.

In step 3, we introduced variables related to the sojourners' social interactions. Two variables were found to be statistically significant predictors: frequency of contacts with conationals and quality of contacts with Mexicans ( $F(14, 330) = 5.51, p < 0.001$ ). The level of individualistic values remained significant. Interestingly, following the addition of these predictors, the acculturation variables were no longer statistically significant in the model. Furthermore, they did not enter the model with the introduction of the following sets of variables (steps 5 and 6). These variables increased the level of explained variance to 16%.

In the fourth step, we included in the model the length of stay in Mexico, proficiency in Spanish, and previous experiences of living abroad, yet none of them resulted in statistically significant predictors of flourishing ( $F(17, 327) = 4.54, p < 0.001$ ). In terms of the other variables, no change was observed in their level of significance as predictors. The fifth model explained 15% of the variance.

In the last step, we introduced demographic variables. Of them, only age proved to be a statistically significant predictor of flourishing ( $F(19, 325) = 5.31, p < 0.001$ ); however, Spanish proficiency also became statistically significant, and sojourners' length of stay in Mexico became significant at a level of no higher than 0.10.

Table 4. Regression Analysis for Predicting Flourishing among Sojourners in Mexico

Predictors	Model 1		Model 2		Model 3		Model 4		Model 5	
	B	β	B	β	B	β	B	β	B	β
Constant	4.85		3.28		2.16		2.19		1.10	
Real maintain public	0.03	0.03	0.01	0.01	-0.02	-0.03	-0.03	-0.04	0.01	0.01
Real adopt public	-0.03	-0.03	-0.06	-0.07	-0.07	-0.08	-0.07	-0.08	-0.03	-0.03
Real maintain private	0.13	0.12'	0.15	0.14**	0.10	0.10	0.11	0.10	0.06	0.06
Real adopt private	-0.01	-0.01	-0.02	-0.02	0.03	0.02	0.02	0.02	-0.01	-0.01
Ideal maintain public	-0.10	-0.10	-0.11	-0.11'	-0.04	-0.04	-0.04	-0.04	-0.03	-0.03
Ideal adopt public	0.01	0.01	0.02	0.02	0.03	0.03	0.03	0.03	0.03	0.02
Ideal maintain private	0.08	0.09	0.02	0.02	0.03	0.03	0.02	0.02	0.08	0.09
Ideal adopt private	0.18	0.18*	0.14	0.14'	0.09	0.09	0.09	0.09	0.11	0.11
Values Ind			0.41	0.24***	0.36	0.21***	0.36	0.21***	0.38	0.22***
Values Col			0.09	0.07	0.11	0.08	0.11	0.08	0.08	0.06
Frequency of contacts with conationals					0.10	0.13*	0.10	0.13*	0.09	0.11*
Frequency of contacts with foreigners					0.06	0.07	0.06	0.07	0.07	0.08
Frequency of contacts with Mexicans					0.03	0.02	0.03	0.02	0.05	0.04
Quality of contact with Mexicans					0.18	0.17**	0.18	0.17**	0.13	0.13*
Length of stay in Mexico							-0.01	-0.03	-0.04	-0.10'
Proficiency in Spanish							0.03	0.04	0.18	0.21**

Table 4 cnt'd

Predictors	Model 1		Model 2		Model 3		Model 4		Model 5	
	B	$\beta$	B	$\beta$	B	$\beta$	B	$\beta$	B	$\beta$
Cross-cultural experiences							0.02	0.01	0.00	0.00
Gender (0 = W; 1 = M)									-0.06	-0.03
Age									0.02	0.31***
<i>R</i> <i>sqr</i> Adj	0.05		0.11		0.16		0.15		0.19	
<i>F</i> ( <i>df</i> )	3.08 (8,336)**		5.15 (10,334)***		5.51 (14,330)***		4.54 (17,327)***		5.31 (19,325)***	
<i>R</i> <i>sqr</i> change	0.03 <sup>a</sup>		0.07***		0.06***		0.00		0.05***	

<sup>a</sup>  $t < 0.10$ ; \*  $p < 0.05$ ; \*\*  $p < 0.01$ ; \*\*\*  $p < 0.001$ .

Source: the authors.

In terms of other variables previously included in models 4 and 5, they remained statistically significant predictors in model 6. The percentage of explained variation in satisfaction increased to 19%.

## 7. Discussion

The aim of the study was to examine the relationship between acculturation and the flourishing of sojourners who live in Mexico. We identified three principal groups of sojourners in our study: professionals, international students, and retirees. Additionally, by employing detailed acculturation measures based on RAEM (Navas *et al.*, 2005) and selected socio-cultural factors, our goal was to identify predictors that contribute to better adaptation of sojourners, focusing on their flourishing, which entails more than just experiencing life satisfaction and positive emotions (Keyes & Haidt, 2003). The level of sojourner's flourishing increased with stronger endorsement of individualistic values – more frequent contact with compatriots, higher quality of contact with Mexicans, greater proficiency in the Spanish language, and older age. Moreover, in the final model, acculturation variables did not prove to be statistically significant predictors.

As Ward (2024, p. 4) argues, the answer to the question “Does acculturation relate to adaptation?” is “sometimes yes,” and “sometimes no.” Therefore, further research should focus rather on exploring “when” and “how” the two variables are related (Ward, 2004) and moreover it should place more emphasis on the process and context of acculturation (Ward & Geeraert, 2016). As sojourners most often plan to return to their country of origin (Ward, Bochner & Furnham, 2001), the acculturation processes may have a lesser impact on their adjustment than in the case of immigrants, whose relocation is for the long-term. Therefore, even if sojourners have contact with Mexicans on a daily basis (work, university, etc.), they may be relatively less engaged in it. This could explain why the acculturation variables regarding public spheres of life did not predict flourishing in any of the models. Moreover, a higher level of individualistic values can support the pursuit of individual success and plans (e.g., getting a degree, completing a project, retiring in a favourable climate). Those who know the local language can additionally benefit, as language barriers, together with discrimination from locals, are one of the main stressors for intercultural relations (Bierwiazek & Waldzus, 2006). Interestingly, proficiency in Spanish became a statistically significant predictor of flourishing after the age variable was introduced to the regression model. This may be related to the fact that the majority of older participants in the study were from English-speaking countries (the US and Canada), while younger participants were often students from Latin America.

Age emerged as the strongest predictor of flourishing in the study presented. In another study that was part of the same research project (Golińska & Kwiatkowska, 2024b), we analysed the relationship between acculturation and two different measures of subjective well-being: satisfaction and ill-being (Grob, 1995), and obtained similar results. In both cases, age was the strongest predictor of psychological adjustment. We hypothesise that there might be other variables related to sojourners' age that should be unpacked in future studies to better understand the strong predictive power of adjustment.

This paper extends the literature on acculturation and flourishing by focusing on an often-overlooked group of migrants: sojourners in Mexico. Additionally, the study contributes to the ongoing discussion on the influence of acculturation on adaptation, as acculturation variables were found to be statistically insignificant predictors of flourishing. Moreover, from an organisational standpoint, understanding this relationship is crucial as one's nonwork acculturation orientations have spillover effects in the workplace (Valenzuela, Nguyen & Taras, 2021). Considering that acculturation is a process sensitive to its ecological context (Berry, 2019), the results of the study should be interpreted bearing in mind the high social status of the respondents within this study (see Golińska & Kwiatkowska, 2024a). Since the sampling in the study was purposive, the results are not representative and therefore cannot be generalised to the entire sojourner population. Moreover, the participants were heterogeneous in terms of their national origins. Although this is a common case for studies on expatriates in general (see Han *et al.*, 2022), undoubtedly, the sample composition should be considered a limitation of the study. Finally, we strongly believe that more research on acculturation should be conducted using qualitative or mixed methods to understand the subjectivity of the experiences of relocating individuals and taking into consideration their type of migration and reason for relocation.

### Authors' Contribution

The authors' individual contribution is as follows: Agnieszka Golińska 70%, Anna Kwiatkowska 30%.

### Conflict of Interest

The authors declare no conflict of interest.

### References

AON. (2023). *2023 International People Mobility Survey Report*. Retrieved from: <https://www.aon.com/getmedia/59d87c18-8c36-469d-8e92-8ac388baab51/international-mobility-survey-2023.pdf> (accessed: 28.03.2024).

- Bak-Klimek, A., Karatzias, T., Elliott, L., & Maclean, R. (2015). The Determinants of Well-being among International Economic Immigrants: A Systematic Literature Review and Meta-analysis. *Applied Research in Quality of Life*, 10, 161–188. <https://doi.org/10.1007/s11482-013-9297-8>
- Beaty, S. (2023). *The Future of Global Mobility: Industry Forecasts for 2024*. Adleo Relocation. Retrieved from: <https://klippa-relo.com/blog/the-future-of-global-mobility-industry-forecasts-for-2024/> (accessed: 28.03.2024).
- Berry, J. W. (2006). Stress Perspectives on Acculturation. In: D. Sam, J. W. Berry (Eds), *The Cambridge Handbook of Acculturation Psychology* (pp. 43–57). Cambridge University Press.
- Berry, J. W. (2019). *Acculturation: A Personal Journey across Cultures*. Cambridge University Press. <https://doi.org/10.1017/9781108589666>
- Bierwiazczek, K., & Kunst, J. R. (2021). Revisiting the Integration Hypothesis: Correlational and Longitudinal Meta-analyses Demonstrate the Limited Role of Acculturation for Cross-cultural Adaptation. *Psychological Science*, 32(9), 1476–1493. <https://doi.org/10.1177/09567976211006432>
- Bierwiazczek, K., & Waldzus, S. (2016). Socio-cultural Factors as Antecedents of Cross-cultural Adaptation in Expatriates, International Students, and Migrants: A Review. *Journal of Cross-Cultural Psychology*, 47(6), 767–817. <https://doi.org/10.1177/0022022116644526>
- Buckingham, S. L., & Suarez-Pedraza, M. C. (2019). “It Has Cost Me a Lot to Adapt to Here”: The Divergence of Real Acculturation from Ideal Acculturation Impacts Latinx Immigrants’ Psychosocial Wellbeing. *American Journal of Orthopsychiatry*, 89(4), 406–419. <https://doi.org/10.1037/ort0000329>
- Chan, D. K.-S. (1994). COLINDEX: A Refinement of Three Collectivism Measure. In: U. Kim, H. Triandis, Ç. Kâğıtçıbaşı, S.-C. Choi, G. Yoon (Eds), *Individualism and Collectivism. Theory, Method, and Applications* (pp. 200–210). Sage Publications.
- Czubińska, G., Łuzniak-Piecha, M., Golińska, A., & Kulczyk, J. (2018). Krajobraz po Brexicie. Polacy i Brytyjczycy w procesie wzajemnej akulturacji [Post-Brexit landscape. Poles and British in the process of mutual acculturation]. *Zoon Politikon*, 9, 100–116. <https://doi.org/10.4467/2543408XZOP.18.017.10512>
- Diener, E., Wirtz, D., Biswas-Diener, R., Tov, W., Kim-Prieto, C., Choi, D.-W., & Oishi, S. (2009). New Measures of Well-being. In: E. Diener (Ed.), *Assessing Well-being. Social Indicators Research* (Vol. 39) (pp. 247–266). Springer. [https://doi.org/10.1007/978-90-481-2354-4\\_12](https://doi.org/10.1007/978-90-481-2354-4_12)
- Fowers, B. J. (2015). The Promise of a Flourishing Theoretical Psychology. *Journal of Theoretical and Philosophical Psychology*, 35(3), 145–159. <https://doi.org/10.1037/a0038646>
- Golińska, A., & Kwiatkowska, A. (2024a). Orientacje akulturacyjne Meksykanów w stosunku do migrantów pochodzących z USA, Francji, Polski, Hiszpanii, Korei Południowej i Ekwadoru [Acculturation orientations of Mexicans towards migrants from the USA,

- France, Poland, Spain, South Korea, and Ecuador]. *Studia Migracyjne – Przegląd Polonijny*, 1(191), 167–195. <https://doi.org/10.4467/25444972SMPP.24.009.19679>
- Golińska, A., & Kwiatkowska, A. (2024b). Subjective Well-being of Sojourners and Its Determinants: Evidence from Mexico. *e-mentor*, 5(107), 66–75. <https://www.doi.org/10.15219/em107.1682>
- Grigoryev, D., Berry, J. W., Stogianni, M., Nguyen, A.-M. T. D., Bender, M., & Benet-Martínez, V. (2023). The Integration Hypothesis: A Critical Evaluation Informed by Multi-level Meta-analyses of Three Multinational Data Sets. *International Journal of Intercultural Relations*, 97, 101897. <https://doi.org/10.1016/j.ijintrel.2023.101897>
- Grob, A. (1995). Subjective Well-being and Significant Life-events across the Life Span. *Swiss Journal of Psychology*, 54(1), 3–18.
- Grzymała-Moszczyńska, H. (2012). Konflikty między strategiami akulturacyjnymi ofiarowywanymi przez społeczność przyjmującą i strategiami akulturacyjnymi przyjmowanymi przez społeczność imigrantów. In: J. Królikowska (Ed.), *(Złudne) obietnice wielokulturowości* (pp. 164–176). Wydawnictwa Uniwersytetu Warszawskiego.
- Gudykunst, W. B. (2005). An Anxiety/Uncertainty Management (AUM) Theory of Effective Communication: Making the Mesh of the Net Finer. In: W. B. Gudykunst (Ed.), *Theorizing about Intercultural Communication* (pp. 281–323). Sage.
- Gustafson, P. (2001). Retirement Migration and Transnational Lifestyles. *Ageing and Society*, 21(4), 371–394. <https://doi.org/10.1017/S0144686X01008327>
- Han, Y., Sears, G. J., Darr, W. A., & Wang, Y. (2022). Facilitating Cross-cultural Adaptation: A Meta-analytic Review of Dispositional Predictors of Expatriate Adjustment. *Journal of Cross-Cultural Psychology*, 53(9), 1054–1096. <https://doi.org/10.1177/00220221221109559>
- InterNations. (2024). *Expat Insider 2024*. InterNations GmbH.
- Keyes, C. L. M., & Haidt, J. (2003). Introduction: Human Flourishing – the Study of That Which Makes Life Worthwhile. In: C. L. M. Keyes, J. Haidt (Eds), *Flourishing: Positive Psychology and the Life Well-lived* (pp. 3–12). American Psychological Association. <https://doi.org/10.1037/10594-000>
- López-Padilla, L., Ordóñez-Carrasco, J., Sánchez-Castelló, M., & Rojas-Tejada, A. (2020). Validación de la estructura teórica de los ámbitos socioculturales del Modelo de Ampliado de Aculturación Relativa. *Revista Internacional de Estudios Migratorios*, 10(2), 1–19. <https://doi.org/10.25115/riem.v10i2.4737>
- McAuliffe, M., & Triandafyllidou, A. (Eds). (2021). *World Migration Report 2022*. International Organization for Migration (IOM).
- Meier, O. (2023). *2023 Talent Mobility Trends: Mid-year Review*. Mercer. Retrieved from: <https://mobilityexchange.mercer.com/insights/article/2023-talent-mobility-trends-mid-year-review> (accessed: 28.03.2024).
- Navas, M., García, M. C., Sánchez, J., Rojas, A. J., Pumares, P., & Fernández, J. S. (2005). Relative Acculturation Extended Model (RAEM): New Contributions with Regard to the

Study of Acculturation. *International Journal of Intercultural Relations*, 29(1), 21–37. <https://doi.org/10.1016/j.ijintrel.2005.04.001>

Navas Luque, M., García Fernández, M. C., & Rojas Tejada, A. J. (2006). Acculturation Strategies and Attitudes of African Immigrants in the South of Spain: Between Reality and Hope. *Cross-Cultural Research*, 40(4), 331–351. <https://doi.org/10.1177/1069397105283405>

Navas Luque, M., & Rojas Tejada, A. J. (2010). *Aplicación Del Modelo Ampliado de Aculturación Relativa (MAAR) a Nuevos Colectivos de Inmigrantes En Andalucía: Rumanos y Ecuatorianos*. Consejería de empleo.

Nguyen, A.-M. D., & Benet-Martínez, V. (2013). Biculturalism and Adjustment: A Meta-analysis. *Journal of Cross-Cultural Psychology*, 44(1), 122–159. <https://doi.org/10.1177/0022022111435097>

Nunnally, I. H., & Bernstein, I. (1994). The Assessment of Reliability. *Psychometric Theory*, 3, 248–292.

Padilla, A. (Ed.). (1980). *Acculturation: Theory, Models and Some New Findings*. Westview.

Safdar, S., & Berno, T. (2016). Sojourners. In: D. L. Sam, J. W. Berry (Eds), *The Cambridge Handbook of Acculturation Psychology* (pp. 173–196). Cambridge University Press. <https://doi.org/10.1017/CBO9781316219218.012>

Schwartz, S. H., & Bilsky, W. (1990). Toward a Theory of the Universal Content and Structure of Values: Extensions and Cross-cultural Replications. *Journal of Personality and Social Psychology*, 58(5), 878–891. <https://doi.org/10.1037/0022-3514.58.5.878>

Schwartz, S. J., Walsh, S. D., Ward, C., Tartakovsky, E., Weisskirch, R. S., Vedder, P., Makarova, E., Bardi, A., Birman, D., Oppedal, B., Benish-Weisman, M., Lorenzo-Blanco, E. I., Güngör, D., Stevens, G. W. J. M., Benet-Martínez, V., Titzmann, P. F., Silbereisen, R. K., & Geeraert, N. (2022). The Role of Psychologists in International Migration Research: Complementing Other Expertise and an Interdisciplinary Way Forward. *Migration Studies*, 10(2), 356–373. <https://doi.org/10.1093/migration/mnz054>

UNDESA. (2021). *International Migration 2020: Highlights*. United Nations Department of Economic and Social Affairs. <https://doi.org/10.18356/9789210052689>

Valenzuela, M. A., Nguyen, A.-M. D., & Taras, V. (2021). A Review of Organizational Research on Acculturation from a Nonwork–Work Spillover Perspective: Content Analysis and Future Research Guidelines. *International Journal of Management Reviews*, 23(4), 516–540. <https://doi.org/10.1111/ijmr.12256>

van Roermund, B. (2018). The Challenge of Migration. Politics as Labour and Labour as Politics. In: C. Rijken, T. de Lange (Eds), *Towards a Decent Labour Market for Low-waged Migrant Workers* (pp. 39–56). Amsterdam University Press.

Viallon, P. (2012). Retired Snowbirds. *Annals of Tourism Research*, 39(4), 2073–2091. <https://doi.org/10.1016/j.annals.2012.06.001>

Ward, C. (2024). Down the Rabbit Hole: Acculturation, Integration and Adaptation. *International Journal of Intercultural Relations*, 100, 101978. <https://doi.org/10.1016/j.ijintrel.2024.101978>

Ward, C., Bochner, S., & Furnham, A. (2001). *The Psychology of Culture Shock*. Routledge.

Ward, C., & Geeraert, N. (2016). Advancing Acculturation Theory and Research: The Acculturation Process in Its Ecological Context. *Current Opinion in Psychology*, 8, 98–104. <https://doi.org/10.1016/j.copsyc.2015.09.021>