






Exploring the Experiences of Women with OCD in the Workplace: A Qualitative Study

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1. Round 1

1.1. Reviewer 1

Reviewer:

Consider citing a gap analysis or systematic review to substantiate the claim that subjective workplace experiences are underexplored.

The paper notes that interviews lasted 45–70 minutes. Consider including the total number of interview hours conducted, to reflect data richness and justify saturation.

Please specify which themes were inductively derived vs. deductively informed, if applicable.

Consider stating whether medication status influenced reported workplace experiences—this is a potential moderating factor.

The subtheme “Rationalization of Symptoms” may benefit from clearer distinction from “Coping Mechanisms.” Consider whether this is a distinct theme or a subset of adaptive strategies.

Strong quote. Consider linking this participant account with relevant psychological constructs (e.g., cognitive load theory) in the discussion.

This could benefit from engagement with the literature on religious coping mechanisms (e.g., Pargament's theory).

Response: Revised and uploaded the manuscript.

1.2. Reviewer 2

Reviewer:

This statement would benefit from a clearer distinction between correlational and causal relationships—are these gender differences consistently supported across populations?

Consider briefly referencing how concealment might differ across workplace hierarchies (e.g., junior vs. senior roles).

Please clarify whether any participants were excluded due to comorbid psychiatric conditions and whether diagnostic confirmation was independently verified.

A discussion on how remote work affects this dynamic would enrich this section. Consider noting if participants discussed changes due to remote/hybrid environments.

This is a critical point—consider expanding slightly on the long-term psychological toll and any noted maladaptive consequences.

This sociocultural framing is excellent. It could be further supported by referencing feminist psychological theory or gender role strain theory.

The discussion of microaggressions is important but underdeveloped. Consider expanding with one or two concrete examples from participant narratives.

Response: Revised and uploaded the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.