



Paul emphasizes that there are more than two ways to analyze data with three variables—for example, a third way is simple additive effects. As Paul outlines, moderator-oriented research is more interested in when certain effects will hold. In contrast, mediator-oriented research is more interested in the mechanisms of how and why effects occur. A moderator is often introduced when  $X$  and  $Y$  have a weak or inconsistent relationship. In contrast, a mediator is often introduced when  $X$  and  $Y$  have a strong relationship to start with. As I mentioned, researchers often confuse these ideas. They also conflate them with simple additive effects of multiple predictors! Here, the additive effect is the simple linear combination of unique effects that contribute to an outcome. In my consultations with others, I frequently have to help them understand that one's standing on an outcome can directly relate to one's standing on the multiple predictors, with nothing being mediated or moderated. That is, researchers often confuse how different people can have different profiles on the independent variables, which lead to the same or different outcome with none of the process being related to mediation or moderation. I like that Paul cautions readers and researchers that not all multivariate problems are mediated or moderated processes. The outcome can be multiply caused. Now, with this book, I have a definitive resource that I can share with researchers to help them understand these essential distinctions.

The bottom line is, kudos to Paul. After enjoying his book, you not only will finally get the distinction between a mediator and a moderator squared away and know how to properly test for the existence of a mediator or a moderator, you will also more deftly understand the complexities of such processes as mediated moderation and moderated mediation.

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