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SELF-DESCRIPTION INVENTORY-OFFICER (SDI-O): ITEM-, FACET-, AND DOMAIN-LEVEL ANALYSES

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14. ABSTRACT
The Air Force Officer Qualifying Test (AFOQT) is used to qualify applicants for officer commissioning or for aircrew training. A personality test, the Self-Description Inventory (SDI), was included as an experimental subtest on the AFOQT with the rollout of Form S. The test was then updated for Form T. The purpose of this report is to document a psychometric evaluation of the AFOQT Form T SDI at the item-, facet-, and domain-levels. Data consisted of responses from US Air Force officer applicants who were administered AFOQT Form T between 2017 and 2020. Overall, some facets demonstrated acceptable psychometric properties, while other facets did not. The domain-levels showed mediocre psychometric properties, however domain-level scores were not intended for operational use. We review all findings and provide recommendations for improvement.

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Air Force Officer Qualifying Test, AFOQT, Self-Description Inventory, SDI-O, personality

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1.0 EXECUTIVE SUMMARY

The purpose of this technical report is to document the psychometric evaluation of the Self-Description Inventory-Officer (SDI-O) included in the Air Force Officer Qualifying Test (AFOQT) Form T. Below is a brief summary of the findings and the recommendations moving forward.

Overall, the SDI-O showed mixed results based on each individual facet. At the item-level, some facets had no problematic items (i.e., facets F04, F08, F13, F16, and F22), while other facets had five or more items flagged as problematic (i.e., F01, F11, F18, F27, F28, and F29). At the facet-level, fourteen facets showed high levels of skewness and 10 had very high intercorrelations with other facets. Test information functions (TIFs) revealed eight poorly performing facets. Finally, only 10 of 30 facets showed acceptable confirmatory factor analysis (CFA) fit statistics when using the items as indictors of the facet scores.

At the domain-level, we found poor fit statistics for the rationally derived structure (i.e., the current facet-to-domain linkages). A six-factor exploratory factor analysis (EFA) was conducted to examine the empirical SDI-O structure. The EFA results indicated that six facets in the rationally derived domains had strong loadings on other domains.

There were some consistently positive findings. None of the facets had large subgroup mean score differences, and most of the facets had very good item-total correlations (ITCs). Additionally, we found strong evidence of reliability. All facets exhibited internal consistency statistics at acceptable levels, and all but two facets (F01 and F29) exhibited acceptable test-retest reliability statistics.

Ultimately, we recommend making improvements to the next iteration of the SDI-O following the results outlined in this report. Some facets had overall good psychometric properties but would benefit from item-level revisions. Other facets (e.g., F01, F29) would require more extensive revisions before being included in the next iteration due to poor psychometric properties. Still other facets could be removed due to redundancy or lack of empirical or theoretical linkage with training outcomes or important competencies. Any changes made to future iterations of the SDI-O should also be based on other findings, such as relevance to required foundational and occupation-specific competencies discovered via job analyses, and criterion-related validity.

We also recommend some improvements that are consistent with the current literature, including: (1) contextualizing items wherever possible, (2) reducing the social desirability of items wherever possible, (3) removing all negatively worded items, (4) removing wording issues (i.e., double barreling, use of vague quantifiers, conditional clauses, and referent groups), (5) reducing the number of items required to measure each facet, and finally (6) including *a priori* methods of careless responding detection (e.g., self-report items, infrequency items, instructed response items).

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2.0 INTRODUCTION

This technical report describes the results of the item-, facet-, and domain-level analyses performed to evaluate the psychometric properties of the SDI-O, which is a non-cognitive personality measure included in the AFOQT Form T. This introductory section briefly overviews the history of the SDI-O and its structure, and describes the purpose of the present research.

2.1 Brief History of the SDI

The SDI is a non-cognitive personality measure included in the AFOQT. The AFOQT has been an important component of the Air Force Personnel Testing Program (AFPTP) since 1953, serving as a critical tool for officer selection and classification into aircrew training. It is widely accepted among military personnel selection communities as a useful and cost-effective instrument. Historically, the AFOQT has been the primary selection test for the Air Force Reserve Officer Training Corps (AFROTC) Officer Training School (OTS), and the Airman Education and Commissioning Program (AECP). It is also used in the selection process for Undergraduate Pilot Training (UPT), Undergraduate Remotely Piloted Aircraft (RPA) Training (URT), Combat System Officer (CSO) training, and Air Battle Manager (ABM) training. Since its inception, the AFOQT has undergone several revisions to improve both its performance prediction and officer classification (see Drasgow et al., 2010 for a complete history of the AFOQT). With the implementation of AFOQT Form S in 2005, one of these revisions was to include a personality measure as one of the subtests.

The use of personality inventories in the United States Air Force (USAF) dates to the 1940's (Valentine & Creager, 1961). Tupes and Christal (1961) analyzed the correlations among 35 personality traits that were selected as representative of the personality domain. Using a factor-analytic approach, they identified five strong and recurrent factors which they labeled as (1) Surgency, (2) Agreeableness, (3) Dependability, (4) Emotional Stability, and (5) Culture; however, the Tupes and Christal study, which provided support for a Big Five personality structure, did not receive wide dissemination. Personality research was largely unsuccessful until the 1980's and 1990's, when new statistical procedures (e.g., CFA structural equation modeling) allowed researchers to advance the field of personality psychology. Specifically, researchers used a lexical approach and a personality questionnaire approach in tandem with statistical data reduction techniques to unveil what we now call the Five Factor Model (FFM; McCrae & Costa, 1987; Costa & McCrae 1990; Goldberg, 1990, 1993). The FFM, also called The Big Five, is believed to be the underlying structure of the personality hierarchy. Although not without criticism (c.f., Block, 1995; Carlson, 1992; McAdams, 1992; Westen, 1995), the FFM model is now widely accepted as the gold standard in personality trait hierarchies. The Big Five includes the broad traits (also called domains) of Neuroticism (N), Openness (O), Conscientiousness (C), Agreeableness (A), and Extraversion (E), with each consisting of narrower facet traits. The specific facets included within each domain varies slightly between personality models. There are a few popular alternative models which specify six rather than five main factors. For example, (1) a six-factor model called the HEXACO (Ashton et al., 2000) that includes the Big Five domains plus Honesty-Humility, and (2) a six-factor model called the Six Factor Personality Questionnaire (6FPQ; Jackson et al., 1996), which includes the Big Five domains of Openness, Extraversion, and Agreeableness, in addition to the domains of Methodicalness, Industriousness, and Independence.

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The Self-Description Inventory (SDI) was developed by Dr. Raymond Christal in 1993 and was intended to capture the Big Five domains for experimental use in the USAF (Skinner et al., 2007). Initially, the SDI was a "163-item computer-administered measure of the FFM" consisting of trait descriptors (Darr, 2011, p. 280; Skinner et al., 2007). Later, the SDI was lengthened, and its items were modified by changing the "single-word descriptors to behavioral statements" (Skinner et al., 2007, p. 111). The resulting test was the SDI+, a 220-item measure rationally targeting seven constructs: the Big Five domains, Team Orientation, and Service Orientation.

The SDI+ was integrated into the AFOQT Form S but not used for any operational decision-making, and thus, was subject to fewer psychometric analyses compared to its cognitive counterparts. In 2011, Dr. Gregory Manley conducted analyses of the SDI+, which included examinations into the factor structure to empirically identify domain- and facet-level scales (Manley, 2011). In this analysis, Manley found a six-factor structure, which included the Big Five and Machiavellianism, which is traditionally defined as "the employment of cunning and duplicity in statecraft or general conduct" (Manley, 2011, p. 3). Machiavellianism is often considered one of the Dark Triad constructs in personality measurement (Paulhus & Williams, 2002) and is similar to the (reversed) domain of Honesty-Humility included in the HEXACO (Lee & Ashton, 2014). He also identified 20 personality facets. Of the original 220 items, 178 items were used to score the facets, while 180 items were used to score the six domains. The additional items remained on the subtest but were not used in calculating any facet or domain scores.

Additional analyses of the SDI+ were conducted by Manley and Weissmuller (2017) at the item-, facet-, and domain-levels. Results of these analyses provided a basis to develop a revised version of the SDI to be used on the AFOQT Form T, called the SDI-Officer (SDI-O). Manley and Weissmuller attenuated the length of the SDI+ by removing unnecessary items on 11 scales that were considered robust (keeping only the eight highest loading items). The remaining nine scales were deemed of poor quality and removed, although some items belonging to these scales were retained. Nineteen more facets were added, resulting in a 30-facet measure, with eight items per facet. The 30 facets were intended to measure six personality domains using a rational approach: the Big Five and Machiavellianism. The new measure was subjected to several validation studies prior to being implemented in the AFOQT Form T in 2014 (see Manley & Weissmuller, 2017, for more information regarding development and validation of the SDI-O).

As previously described, the facet-to-domain linkages for the SDI-O were rationally created. To test the domain structure empirically and develop sample norms, Manley and Weissmuller (2017) utilized data collected from the SDI-O's implementation in August 2014 to January 2016. Results of an EFA showed that, overall, the facets conformed well to the rational blueprint. The facet-to-domain linkages for Conscientiousness, Agreeableness, and Openness matched perfectly. Additionally, both the Neuroticism and Extraversion factors matched very closely to the rational blueprint, with one exception each. The Machiavellianism facets Envy and Influence Tactics loaded more strongly on Neuroticism and Extraversion, respectively. It should be noted that some facets cross-loaded, but the strongest loading was used for facet-to-domain linkages. Domain scores were still calculated using the rational facet-to-domain linkages despite the empirical findings. However, the facet and domain SDI-O scores are not currently used in any of the AFOQT Form T operational composites.

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2.2 SDI-O Structure

The SDI-O is designed to measure 30 different personality facets using 240 items (eight items per facet). These facets map on to six higher-order domains (or factors): Neuroticism, Openness, Conscientiousness, Agreeableness, Extraversion, and Machiavellianism. The 240 total items correspond to item numbers 176 to 415 on the AFOQT Form T. See 115Appendix A for the facet definitions, and Table 1 for the facet-to-domain linkages.

Table 1. SDI-O Facet to Domain Linkages

Domain	Facet #	Facet Name
Agreeableness	F01	Team Player
Agreeableness	F07	Pleasant
Agreeableness	F13	Helpful Altruistic
Agreeableness	F25	Optimist
Agreeableness	F29	Well-Adjusted
Conscientiousness	F04	Achievement Striving
Conscientiousness	F10	Order
Conscientiousness	F16	Self-Discipline
Conscientiousness	F22	Deliberation
Conscientiousness	F26	Unconventional
Extraversion	F03	Reserved
Extraversion	F09	Dominance-Leader
Extraversion	F15	Excitement Seeking
Extraversion	F21	High-Intensity Pleasure
Extraversion	F27	Spontaneous-Variety
Extraversion	F28	Activity
Machiavellianism	F06	Interpersonal Tactics
Machiavellianism	F12	Cynical View
Machiavellianism	F18	Envious
Machiavellianism	F19	Independent
Machiavellianism	F24	Influence Tactics
Neuroticism	F02	Stress Under Pressure
Neuroticism	F08	Temperamental
Neuroticism	F14	Worry
Neuroticism	F20	Angry Hostility
Openness	F05	Creative
Openness	F11	Reflective
Openness	F17	Scientific Interest
Openness	F23	Cultured
Openness	F30	Imagination

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2.3 Current Psychometric Evaluations

The present research was initiated by the Air Force Personnel Center's Strategic Research and Assessments Branch (AFPC/DSYX). AFPC/DSYX's primary interest was in evaluating the psychometric integrity of the cognitive and non-cognitive subtests of the AFOQT Form T to ultimately make recommendations for improvement of future versions of the test. The details of the analyses performed on the cognitive subtests and non-cognitive subtests are the subject of several technical reports. This technical report serves as the final deliverable for the item-, facet-, and domain-level analyses performed on the SDI-O only. For details on cognitive item-, subtest-, and composite-level analyses see Walsh, Brady, et al., 2022 and Walsh, Woolley, et al., 2022 and Kantrowitz et al., (2022) respectively, and for details on the Situational Judgment Test (SJT) analyses, see Walsh et al. (2021).

3.0 METHOD

3.1 Sample Characteristics

Analyses were performed using the AFOQT Form T (Forms T1 and T2) data collected between 2014 and 2020 from test-takers who were applying for commissioning into USAF officership and/or for classification into a rated career field (i.e., ABM, CSO, Pilot, or RPA Pilot). The sample includes USAF cadets, enlisted personnel, and civilians from seven different accession sources including Officer Training School Civilians (OTS-CIV), Officer Training School Active Duty (OTS-AD), Airmen Education and Commissioning Program (AECP), United State Air Force Academy (USAFA), Reserve Officer Training Corps (ROTC), Air National Guard (ANG), and Air Force Reserves (AFRES). Apart from USAFA, all these accession sources take the AFOQT to apply for officer commissioning. All commissioning sources use AFOQT scores to qualify for classification into a rated career field. Each applicant currently has an opportunity to take the assessment up to three times (i.e., the first attempt and two re-tests) with an opportunity to take the assessment a fourth time if a request for a waiver is granted. Test-takers were historically required to wait 180 days between attempts. This policy was subsequently amended to 150 days (Fedrigo, 2021), and later was reduced to 90 days (see AFMAN 36-2664).

Table 2 shows sample sizes (*N*) and proportions (%) of each demographic category of the entire sample (i.e., all accession sources combined). Note that when a demographic is reported as 'Unknown,' it indicates that a test-taker passively declined to respond (i.e., did not select a response) or that their response was not legibly marked. 'Declined to Respond' indicates that a test-taker actively declined to provide a response by selecting "Decline to Respond". Appendix B contains the demographic information stratified by accession source.

The total sample comprised 44,090 test-takers. Overall, the sample was majority male (73%) and White identifying (81%); the remaining indications of race include Black or African American (14%), Asian (11%), American Indian or Alaskan Native (6%), and Native Hawaiian or Pacific Islander (3%). In total 11% of the sample identified themselves as multiracial (i.e., selected more than one racial category). For ethnicity, 15% identified as Hispanic. Education levels varied with a majority indicating their highest level of academic achievement was a high school diploma (48%)

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with the second highest group indicating having obtained a bachelor's degree (35%). Indications of socio-economic status (SES) suggests most consider themselves "average" (38%), "somewhat higher than average" (29%) and "somewhat lower than average" (17%). Sample accession source percentages are as follows: ROTC (37%), OTS-CIV (20%), OTS-AD (16%), USAFA (11%), ANG (11%), AF Reserves (4%), and AECP (1%). The sample had a mean age of 23.9 years (*SD* = 5.27 years).

Table 2. Unstratified Sample Demographics

Sample Characteristics	*N*	%
Sex		
Male	32300	73%
Female	11741	27%
Unknown	49	0%
Race*		
American Indian/Alaska Native	2343	6%
Asian	4455	11%
Black or African American	5628	14%
Native Hawaiian/other Pacific Islander	1101	3%
White	34466	81%
Multiracial	4788	11%
Ethnicity		
Hispanic	6344	15%
Non-Hispanic	36906	85%
Unknown	840	0%
Socio-Economic Status		
Much higher than average	2326	5%
Somewhat higher than average	12671	29%
Average	16905	38%
Somewhat lower than average	7534	17%
Much lower than average	2630	6%
Declined to respond	1913	4%
Unknown	111	0%
Education (years completed)		
Completed 12	1855	4%
Completed 13	13892	32%
Completed 14	4831	11%
Completed 15	4529	10%
Completed 16	12832	29%
Completed 17	2745	6%
Completed 18	2296	5%
Completed 19	480	1%
Completed 20	285	1%
Completed 21+	280	1%
Unknown	65	0%

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Academic Degree		
High School Diploma	21272	48%
Associates Degree	4949	11%
Bachelor's Degree	15489	35%
Master's Degree	2129	5%
Doctoral Degree	152	0%
Unknown	99	0%
Accession Source		
OTS-CIV	8,808	20%
OTS-AD	7,092	16%
AECP	256	1%
USAFA	4,678	11%
ROTC	16,398	37%
ANG	4,917	11%
AFRES	1,941	4%

Note. N = sample size. *The proportions for Race do not add to 100% because test-takers had an option to choose more than one race.

3.2 Data Scrubbing

AFPC/DSYX performed the initial data scrubbing. Specifically, cases were deleted listwise if: (1) they had an invalid social security number (e.g., 123-45-6789); (2) the test was scanned and recorded more than once; (3) the date of testing was indecipherable or incomplete; or (4) the test administrator flagged the test as problematic. *Listwise deletion* means that the cases are deleted altogether and are not included in any analyses (Allison, 2001). Next, the data were de-identified (i.e., personally identifiable information was removed). Each test-taker was assigned a unique alpha-numeric identifier (i.e., SPARK IDs) before the data were shared with Infoscitex (IST).

The initial scrubbed dataset IST received from AFPC/DSYX included 78,397 cases across T1 and T2. IST removed listwise the test-takers who self-identified as belonging to the Test Control Officer-Test Evaluator (TCO-TE), AD-Other, or CIV-Other accession sources because they did not constitute the target population (i.e., Air Force Reserves, Air National Guard, ROTC, OTS, and USAFA). If the accession source was not legibly marked (i.e., asterisk or blank), cases were removed listwise due to inability to categorize them into the appropriate stratified sample group. Next, the variables irrelevant to the present research were removed to keep only the metadata, the demographics data, and the item, facet, and domain scores. Missingness and careless responding were removed listwise. Sections 2.2.1 and 2.2.2 describe how we handled missingness and careless responding in more detail. Next, due to a variety of administrative errors at the beginning of the Form T rollout, we removed anyone with a scan date prior to Aug 17, 2016. Finally, we recalculated all facet and domain scores and transformed these into *t*-scores. Section 2.3 will discuss scoring in more detail.

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3.2.1 Missingness

Missingness is a pervasive problem in behavioral and social sciences. It adds noise to valid data and may result in biased statistical conclusion validity (Cook et al., 2002). Therefore, it was important to examine the nature of missingness in the AFOQT Form T SDI-O data.

Missingness is classified as unit nonresponse or item nonresponse. *Unit-nonresponse* occurs when the information is available for the unit but not for the variables (e.g., a test-taker provided their demographics, but not the responses on a subtest; Schafer & Graham, 2002). *Item-nonresponse* occurs when the information is available for some items but not for other items (e.g., a test-taker provided responses to 10 of 25 items; Schafer & Graham, 2002). Missingness may be due to random and nonrandom factors. *Random factors* include forgetting to respond to an item or a response to an item that is illegibly marked for paper-and-pencil tests such as the AFOQT Form T (Huisman, 1999; Schafer & Graham, 2002). *Nonrandom factors* include cheating/faking, fatigue, item dependency, and motivation (Huisman, 1999; Schafer & Graham, 2002).

In previous projects (e.g., Walsh, Brady, et al., 2022, Walsh, Woolley, et al., 2022) we handled missingness by identifying unit-nonresponse and replacing scores with NA (i.e., Not Available). In speeded cognitive ability tests, nonresponse can be directly related to ability level of a participant, therefore we used a conservative method to retain all valid responses. However, in personality tests, nonresponse is not related to theta (i.e., a person's standing on a trait) and it results in inaccurate and incomplete data.

There are many considerations when handling missingness on a personality measure. Most importantly, there must be enough data points for each unidimensional measure to provide a reliable trait score. There is not a clear standard because all tests are different, but generally if a participant is missing more than 10% of responses in a unidimensional measure, there would not be enough data for that participant to be retained. We must consider the level of analysis as well. If domain-level is our primary concern, retaining those with no more than 10% missing data at the domain-level would be ideal. If facet-level is our primary concern, we would want to evaluate missingness at the facet-level. Because the SDI-O has eight items per facet, even one missing item could significantly impact the reliability. To determine if this missing data impacts the reliability of the facet scores in a meaningful way, the researcher will need to evaluate the facet-level internal consistency. Often rather than utilizing such a time-consuming method, researchers will use other rules of thumb to handle missing data.

Previous researchers have followed two main methods for dealing with missingness on both the SDI+ and SDI-O. The first method was retaining those with at least 80% complete data. The second was retaining only those with 100% complete data (Manley & Weissmuller, 2017). Considering these past efforts, and our concern with facet-level results, we decided to proceed with a "No Miss" sample. This means that anyone with any level of missing data was removed listwise from the data set. This method resulted in the removal of 8.5% of the data set.

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3.2.2 Carelessness

Test-taking motivation is defined as "willingness to engage as well as invest effort and persistence in working on test items" (Rios et al., 2017, p. 74). Low test-taking motivation may result in unit-nonresponse (as previously described) or in responses which do not reflect the test-taker's best effort. The latter has been termed either *careless responding* or *insufficient effort responding* (IER; Huang et al., 2012). Potential impacts of IER include lower validity of score-based inferences, biased individual ability estimates, biased item parameter estimates, biased reliability estimates, and biased correlations with external variables (Huang et al., 2012).

Many methods can be used to detect IER, each of which can capture different types of IER with different levels of sensitivity (Huang et al., 2012; Meade & Craig, 2012). These methods can be categorized into pre-test strategies and post-test strategies. *Pre-test strategies* include instructed response items, infrequency items, and self-reported items, while *post-test strategies* can be organized into response-pattern-based methods, response-latency-based methods, and individual-reliability-based methods (Meade & Craig, 2012).

Since the present research utilized archival data, only post-test strategies could be considered. Of the three mentioned post-test strategies, the response latency-based method was not possible because the entire AFOQT Form T is administered as a paper-and-pencil test, and response latency methods can only be utilized accurately on computer-based tests. Thus, the other two methods were considered. Response pattern-based methods include pattern detection, longstring, average-string, individual response deviation such as reversed items or Intra-individual Response Variability (IRV), Mahalanobis Distance (*D*), and Item Response Theory (IRT) methods like item-person fit statistics and person fluctuation parameters (PFPs). Reliability based methods include split-test individual reliability (also called person consistency, or odd/even consistency), and inconsistency items such as psychometric or semantic antonyms and/or synonyms.

In previous projects (e.g., Walsh, Brady, et al., 2022, Walsh, Woolley, et al., 2022) careless responding was detected using one method: longstring analysis. In this method, only those with unit-level longstring or longstring which occurred for the full length of the subtest were removed. However, carelessness on a personality measure is different than carelessness on a cognitive measure in multiple ways. First, carelessness is not related to theta (i.e., a person's standing on a trait) on a personality test, whereas on a speeded cognitive ability test it may be directly related to theta. Next, there are no correct/incorrect responses on the personality tests, which means a lower base rate of carelessness has a bigger impact on the inferences made (Rios et al., 2017). Finally, the SDI-O is more likely to contain IER than the cognitive ability subtests for three reasons. First, the SDI-O is potentially a low motivation test. It is common knowledge that the SDI-O is not included in operational composites. Second, it is the last subtest included in Part A, which means test-takers have been testing without a break and are likely fatigued. Third, the SDI-O is a very long test (240 items), and research has shown that longer tests result in higher levels of IER (e.g., Brower, 2018), and that test-takers may begin engaging in IER as early as 80 items into a test (Bowling et al., 2020).

Historically, carelessness on the SDI-O was handled by removing any participant who marked the same response more than 50% of the time (Manley & Weissmuller, 2017). This is an

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unconventional method for handling carelessness as it is unclear if favoring responses is careless. For example, some people may be more neutral / flexible in many personality traits, increasing the likelihood that they respond with centered responses (i.e., C). Therefore, we did not proceed with this method.

As previously mentioned, each method of detecting careless responding can capture different types of carelessness; therefore, it is important to use a variety of methods and understand what type of carelessness each method can capture. Additionally, there are not clear cut-off values in the literature for most methods. Each method's cut-off is dependent on the type of measure, the sample, and the method of administration. Therefore, cutoff values to define carelessness vary between different studies and different measures. It is best to be conservative in the cut-off decision as to not remove potentially valid responses (i.e., we want to err on the side of Type II errors). We decided to move forward using three different methods of IER detection. First, we used longstring analysis. This (1) is consistent with methods we have used previously, and (2) captures the 'low-hanging fruit' of IER. Longstring is an obvious method of careless responding, and its detection is straight-forward. Second, we used Intra-individual Response Variability. IRV examines an individual's standard deviation of responses across consecutive items. This method is more effective than using negative items, because negative items are often accidentally misread or overlooked, especially when there are a limited number of negative items, as is the case with the SDI-O (11 of 240 items). Both these methods detect uniquely strange patterns of response (rather than a random pattern of response), therefore, the third method we used is meant to capture an individual's consistency. Odd/even reliability splits each SDI-O facet into two facets – four items for facet score 'A' and four items for facet score 'B'. Then each person's scores on each half facet is correlated with the other half facet (e.g., facet 1A with facet 1B). In our case each person has 60 paired data points that were correlated. An extremely low correlation indicates a participant is being internally inconsistent, meaning they are responding in very different ways on unidimensional items. We chose this method over semantic and psychometric antonyms/synonyms because both rely on assumptions that the odd/even consistency index does not. Semantic antonyms/synonyms rely on theoretical relationships between variables and psychometric antonyms/synonyms can capitalize on chance within a sample.

We decided to use a conservative cutoff of three standard deviations above below the mean for each method. The cutoff for longstring was a string greater than 32 items. The cutoff for odd/even consistency was a correlation below .76. The cutoff for IRV was a standard deviation above 2.02 or below .71. Using these three methods, 496 people were flagged and removed listwise for Carelessness, or 1.1% of our sample. As predicted, longstring and IRV (both being response pattern-based detection methods) flagged more of the same people than odd/even consistency metric did. See Table 3 for the sample sizes flagged by one or more of the IER detection methods

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Table 3. Number of Test-Takers Flagged for IER

Sample Grouping	*N*
Total Sample Size	44586
Total Flagged by Odd Even	347
Total Flagged by High IRV	43
Total Flagged by Low IRV	70
Total Flagged by Longstring	164
Flagged by Odd Even ONLY	293
Flagged by High IRV ONLY	0
Flagged by Low IRV ONLY	33
Flagged by Longstring ONLY	67
Flagged by All 3 Methods	25
Flagged by Both Odd/Even and IRV	31
Flagged by Both Odd/Even and Longstring	48
Flagged by Longstring and IRV	74
Flagged by NONE	44,090

3.3 Scoring

The SDI-O presents each item with a five-point Likert type response scale ranging from A (Strongly Agree) to E (Strongly Disagree). To compute the various scores needed for analyses, we started with scored item-level data. This was data in which raw response options (i.e., A, B, C, D, and E) were converted to numeral scores (i.e., 1, 2, 3, 4, and 5). Next, the 11 negative items were reverse scored. The 30 facet scores were computed by calculating the average of the eight items associated with each facet. Then, domain scores were calculated by computing the means of all facets associated with that domain. Two facet scores had to be reversed prior to calculating the domain scores: Facet 3 (Reserved), which is part of Extraversion, and Facet 26 (Unconventional), which is part of Conscientiousness. All facet scores, domain scores, cognitive subtest scores, and operational composites were then standardized using the formula $t = (X - M)/SD*10+50$, which gives scores a mean of 50 and a standard deviation of 10.

3.4 Technical Approach

The analyses were restricted to the first-time test-takers unless otherwise noted. Note that throughout this report, the unstratified sample includes all test-takers, and the stratified samples include data from the seven accession sources: (1) OTS-CIV, (2) OTS-AD, (3) AECP, (4) USAFA, (5) ROTC, (6) ANG, and (7) AFRES.

We identified a series of research questions (RQs) to evaluate the psychometric integrity of the SDI-O at each level of analysis. Note that our examination of the SDI-O effectiveness used an approach grounded in Classical Test Theory (CTT) and in Item Response Theory (IRT). Table 4 provides a brief description of the analyses that were planned for addressing each research question.

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Table 4. Research Questions and Associated Analyses

Level of Analysis	RQ	Analyses
Item	1. What are the psychometric properties of the items?	For each item, the following statistics were generated: descriptive statistics including means, standard deviations, skewness and kurtosis, item-total correlations, response analyses, Cronbach's alpha if item is dropped, Cohen's *d*, inter-item correlations, bivariate correlations, confirmatory factor analysis factor loadings, and difficulty parameters (*b*), discriminability parameters (*a*), and option response functions from IRT analyses.
Facet	2. What are the psychometric properties of the facets?	For each facet, the following statistics were generated: descriptive statistics including means, standard deviations, skewness and kurtosis, item-total correlations, Cronbach's alpha, and test information functions.
Facet	3. How do the facets relate to each other?	For each facet, the following statistics were generated: facet inter-correlations
Facet	4. How do the facets relate to AFOQT cognitive subtests and operational composites?	For each facet, the following statistics were generated: bivariate correlations, linear and polynomial regression
Facet	5. What are the subgroup differences?	For each facet, the effect size of subgroup differences was examined using Cohen's *d*. Female test-takers were compared to their male counterparts. Racial minorities were compared to their White counterparts. Ethnic minorities were compared to White and Black counterparts. Measurement Invariance (MI) and variance explained by demographic variables via stepwise regression were also explored.
Facet	6. Is there test-retest reliability?	For each facet, the following statistics were generated: test-retest reliability coefficients
Facet	7. What are the confirmatory factor analysis (CFA) results?	For each facet, the following statistics were generated: confirmatory factor analysis facet-level fit statistics
Domain	8. What are the psychometric properties of the domains?	For each domain, the following statistics were generated: descriptive statistics including means, standard deviations, skewness and kurtosis, item-total correlations, Cronbach's alpha
Domain	9. How do the domains relate to each other?	For each domain, the following statistics were generated: domain inter-correlations
Domain	10. How do the domains relate to AFOQT cognitive subtests and operational composites?	For each domain, the following statistics were generated: bivariate correlations
Domain	11. What are the subgroup differences?	For each domain, the effect size of subgroup differences was examined using Cohen's *d*. Female test-takers were compared to their male counterparts. Racial minorities were compared to their White counterparts. Ethnic minorities were compared to White and Black counterparts.
Domain	12. Is there test-retest reliability?	For each domain, the following statistics were generated: test-retest reliability coefficients
Domain	13. What are the CFA results?	For each domain, the following statistics were generated: confirmatory factor analysis domain fit statistics

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3.5 Organization of the Report

This report is organized by the level of analysis (i.e., item, facet, and domain), then by numbered RQ order, with each RQ consisting of its own section and supporting statistical analyses. The body of the technical report presents the results of the analyses performed on the unstratified sample, whereas the appendices contain the results for the stratified samples.

4.0 ITEM-LEVEL RESULTS

4.1 What are the psychometric properties of the items?

This section covers the item-level analyses and results, with the in-text results representing the unstratified sample and Appendices C-G and H-I present the results stratified by accession sources.

4.1.1 Item-Level Descriptives

Table 5 displays the results for the descriptive analyses, while Appendix C displays these results stratified by accession source. Item means (*M*s) ranged from 1.35 to 4.85, and item standard deviations (*SD*s) ranged from 0.49 to 1.34. Skewness was slightly negative ($M_{Skewness}$ = -0.31), ranging from –4.69 (Item 294) to 2.54 (Item 285). Recall that negative skewness indicates that most scores are clustered around the upper end of the distribution, indicating responses generally endorsed the high end of a trait. Conversely, positive skewness indicates that most scores are clustered around the lower end of the distribution, indicating respondents endorsed the low ends of traits. A skewness of 0 indicates normal distribution, while skewness values ≤ -3 or ≥ 3 are considered extreme (Kline, 2011).

Positive kurtosis indicates heavy tails and peakedness relative to the normal distribution, whereas negative kurtosis indicates light tails and flatness (DeCarlo, 1997). Of all items, 15 items had notable kurtosis values (>5). Some studies do not report kurtosis, and many that do abstain from interpreting the values. The impact of negative or positive kurtosis diminishes with larger sample sizes, such as the one used in this study (Tabachnick et al., 2007).

4.1.2 Item-Level Discriminability

Measures of CTT and IRT discriminability were generated to further evaluate (1) whether the items can differentiate between test-takers low and high on the trait and, if not, (2) what drives low discriminability.

Recall that in the CTT framework, the ITC serves as an index of discriminability that represents the degree to which the items measure the same construct, with higher ITCs indicating better items and lower ITCs indicating worse items (Kline, 2005). While there is no clear guidance in the literature as to what ITC cutoff to use (some textbooks recommend a cutoff of .50; Kline, 2005), in this study we intentionally used the more liberal cutoff of .30 recommended by Aguinis et al. (2001), such that ITCs ≤ .30 were considered unacceptable, .30-.50 were considered average, and

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those > .50 were considered good. Table 5 contains the ITCs for each item at both the facet- and domain-level. At the facet-level, ITCs ranged from .26 (Item 409) to .85 (Item 215), with a mean of .64. Only one item (409) had an unacceptable ITC, while 23 items (9.5%) were considered average. At the domain-level, ITCs ranged from .10 (Item 379) to .71 (Item 380) with a mean of .51. More items had unacceptable and average ITCs at the domain-level: 11 (4.5%) had unacceptable ITCs, while 98 items (40.83%) had an average ITC. This is likely due to the specificity and greater unidimensionality at the facet-level in comparison to the domain-level. See Table 5 for all ITCs.

Table 5. Item-Level Descriptives and ITCs

Item #	Facet Number: Name	*M*	*SD*	Skew	Kurtosis	ITC (Facet)	ITC (Domain)
176	F1: Team Player	4.83	0.53	-4.64	27.13	.56	.47
206	F1: Team Player	4.74	0.56	-3.16	14.21	.62	.52
236	F1: Team Player	4.74	0.58	-3.18	14.03	.61	.50
266	F1: Team Player	4.77	0.55	-3.49	16.94	.65	.54
296	F1: Team Player	4.61	0.63	-2.26	8.11	.51	.44
326	F1: Team Player	4.54	0.69	-1.92	5.25	.52	.66
356	F1: Team Player	4.38	0.71	-1.45	3.60	.51	.51
386	F1: Team Player	4.43	0.65	-1.43	4.37	.46	.43
177	F2: Stress Under Pressure	1.80	0.89	1.20	1.23	.67	.60
207	F2: Stress Under Pressure	1.73	1.00	1.36	1.08	.59	.54
237	F2: Stress Under Pressure	1.86	0.96	1.06	0.51	.66	.63
267	F2: Stress Under Pressure	2.11	1.04	0.77	-0.19	.63	.59
297	F2: Stress Under Pressure	1.51	0.80	1.80	3.29	.58	.55
327	F2: Stress Under Pressure	1.94	0.98	0.98	0.38	.60	.63
357	F2: Stress Under Pressure	1.53	0.88	1.91	3.36	.59	.62
387	F2: Stress Under Pressure	1.96	0.89	0.85	0.50	.59	.52
178	F3: Reserved	2.36	1.15	0.50	-0.77	.73	.51
208	F3: Reserved	2.19	1.12	0.68	-0.46	.78	.51
238	F3: Reserved	2.65	1.24	0.23	-1.07	.77	.53
268	F3: Reserved	2.30	1.09	0.60	-0.45	.76	.53
298	F3: Reserved	2.31	1.12	0.58	-0.56	.79	.54
328	F3: Reserved	2.09	1.10	0.80	-0.27	.68	.43
358	F3: Reserved	1.93	1.04	1.02	0.31	.69	.44
388	F3: Reserved	2.91	0.94	0.12	-0.52	.50	.38
179	F4: Achievement Striving	4.57	0.66	-1.98	5.99	.59	.52
209	F4: Achievement Striving	4.48	0.71	-1.61	3.59	.59	.56
239	F4: Achievement Striving	4.50	0.68	-1.59	3.80	.65	.62
269	F4: Achievement Striving	4.53	0.74	-1.89	4.22	.57	.50
299	F4: Achievement Striving	4.37	0.74	-1.35	2.61	.62	.63
329	F4: Achievement Striving	4.14	0.82	-0.79	0.49	.66	.67
359	F4: Achievement Striving	4.21	0.78	-1.05	1.50	.64	.69

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389	F4: Achievement Striving	4.23	0.81	-1.12	1.41	.62	.65
180	F5: Creative	4.27	0.78	-1.22	2.09	.67	.45
210	F5: Creative	4.33	0.76	-1.23	2.03	.70	.42
240	F5: Creative	4.31	0.81	-1.26	1.76	.72	.46
270	F5: Creative	3.85	0.98	-0.67	-0.05	.61	.49
300	F5: Creative	3.98	0.91	-0.94	0.79	.32	.34
330	F5: Creative	4.26	0.86	-1.26	1.64	.44	.48
360	F5: Creative	4.00	0.91	-0.91	0.68	.70	.55
390	F5: Creative	4.18	0.83	-1.05	1.22	.78	.52
181	F6: Interpersonal Tactics	1.82	0.92	1.12	0.85	.55	.47
211	F6: Interpersonal Tactics	1.74	0.89	1.25	1.28	.60	.54
241	F6: Interpersonal Tactics	1.57	0.86	1.68	2.70	.57	.44
271	F6: Interpersonal Tactics	1.79	0.88	1.12	1.05	.62	.54
301	F6: Interpersonal Tactics	1.77	0.88	1.18	1.22	.69	.59
331	F6: Interpersonal Tactics	2.43	1.19	0.44	-0.80	.50	.43
361	F6: Interpersonal Tactics	1.61	0.83	1.59	2.68	.54	.47
391	F6: Interpersonal Tactics	1.71	0.84	1.27	1.63	.67	.57
182	F7: Pleasant	4.50	0.71	-1.81	4.71	.67	.60
212	F7: Pleasant	4.43	0.69	-1.36	3.00	.73	.66
242	F7: Pleasant	4.41	0.73	-1.39	2.65	.77	.69
272	F7: Pleasant	4.47	0.71	-1.62	3.89	.75	.68
302	F7: Pleasant	4.46	0.75	-1.76	4.16	.69	.65
332	F7: Pleasant	4.43	0.68	-1.38	3.40	.61	.64
362	F7: Pleasant	3.76	0.98	-0.57	-0.25	.50	.59
392	F7: Pleasant	4.37	0.86	-1.49	1.96	.65	.58
183	F8: Temperamental	1.79	0.87	1.15	1.15	.59	.58
213	F8: Temperamental	2.32	1.04	0.51	-0.59	.60	.51
243	F8: Temperamental	1.81	0.88	1.12	1.01	.70	.61
273	F8: Temperamental	1.66	0.84	1.34	1.65	.64	.67
303	F8: Temperamental	1.50	0.78	1.88	3.96	.68	.70
333	F8: Temperamental	1.56	0.80	1.60	2.79	.60	.63
363	F8: Temperamental	1.78	0.86	1.18	1.34	.69	.60
393	F8: Temperamental	1.47	0.78	1.98	4.20	.55	.62
184	F9: Dominance-Leader	3.72	0.93	-0.58	0.03	.71	.45
214	F9: Dominance-Leader	4.07	0.88	-0.85	0.50	.71	.45
244	F9: Dominance-Leader	3.17	1.05	-0.15	-0.63	.69	.45
274	F9: Dominance-Leader	3.62	1.04	-0.44	-0.43	.73	.47
304	F9: Dominance-Leader	3.77	0.91	-0.57	0.06	.74	.46
334	F9: Dominance-Leader	2.76	1.06	0.21	-0.61	.62	.49
364	F9: Dominance-Leader	4.28	0.84	-1.28	1.83	.63	.42
394	F9: Dominance-Leader	3.00	1.00	-0.09	-0.51	.47	.39
185	F10: Order	4.21	0.90	-1.19	1.17	.84	.62
215	F10: Order	4.23	0.91	-1.24	1.21	.85	.63
245	F10: Order	4.18	0.87	-1.05	0.87	.81	.70

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275	F10: Order	3.96	1.00	-0.82	0.04	.76	.59
305	F10: Order	3.02	1.14	0.00	-0.80	.52	.37
335	F10: Order	4.32	0.73	-1.13	1.96	.53	.53
365	F10: Order	4.37	0.81	-1.45	2.36	.63	.64
395	F10: Order	4.27	0.87	-1.31	1.61	.76	.68
186	F11: Reflective	3.21	1.17	-0.14	-0.90	.55	.38
216	F11: Reflective	4.26	0.83	-1.18	1.42	.55	.54
246	F11: Reflective	3.96	0.93	-0.80	0.36	.57	.44
276	F11: Reflective	3.05	1.14	0.01	-0.87	.69	.55
306	F11: Reflective	3.15	1.18	-0.11	-0.99	.37	.24
336	F11: Reflective	3.30	1.17	-0.27	-0.81	.54	.47
366	F11: Reflective	3.10	1.17	-0.13	-0.85	.50	.44
396	F11: Reflective	4.06	0.89	-1.04	1.16	.48	.42
187	F12: Cynical View	3.21	1.01	-0.25	-0.72	.55	.40
217	F12: Cynical View	2.48	0.98	0.42	-0.32	.66	.47
247	F12: Cynical View	2.78	1.06	0.13	-0.82	.71	.52
277	F12: Cynical View	2.42	0.96	0.48	-0.23	.61	.50
307	F12: Cynical View	3.05	1.07	-0.20	-0.90	.68	.52
337	F12: Cynical View	2.35	0.99	0.57	-0.18	.57	.49
367	F12: Cynical View	2.19	0.99	0.65	-0.19	.54	.44
397	F12: Cynical View	2.47	0.98	0.36	-0.50	.64	.52
188	F13: Helpful Altruistic	4.44	0.68	-1.48	3.88	.65	.59
218	F13: Helpful Altruistic	4.03	0.88	-0.89	0.73	.57	.43
248	F13: Helpful Altruistic	4.36	0.77	-1.43	2.79	.67	.57
278	F13: Helpful Altruistic	4.42	0.67	-1.32	3.27	.72	.66
308	F13: Helpful Altruistic	4.15	0.81	-1.03	1.39	.68	.57
338	F13: Helpful Altruistic	4.06	0.83	-0.88	0.97	.61	.52
368	F13: Helpful Altruistic	4.17	0.79	-0.92	1.02	.72	.62
398	F13: Helpful Altruistic	4.10	0.77	-0.81	1.01	.57	.56
189	F14: Worry	3.18	1.19	-0.14	-1.00	.70	.49
219	F14: Worry	3.01	1.22	0.02	-1.09	.72	.51
249	F14: Worry	2.29	1.08	0.64	-0.33	.74	.65
279	F14: Worry	2.53	1.16	0.38	-0.81	.75	.60
309	F14: Worry	2.62	1.16	0.34	-0.85	.71	.58
339	F14: Worry	2.06	1.09	0.90	0.04	.77	.68
369	F14: Worry	2.30	1.18	0.61	-0.63	.75	.65
399	F14: Worry	2.14	1.16	0.81	-0.34	.69	.65
190	F15: Excitement Seeking	3.91	1.32	-1.01	-0.24	.75	.46
220	F15: Excitement Seeking	4.14	1.25	-1.38	0.72	.76	.44
250	F15: Excitement Seeking	4.24	0.98	-1.39	1.56	.79	.55
280	F15: Excitement Seeking	4.33	1.07	-1.73	2.23	.71	.43
310	F15: Excitement Seeking	4.02	1.21	-1.10	0.15	.76	.49
340	F15: Excitement Seeking	4.05	1.11	-1.10	0.43	.84	.59
370	F15: Excitement Seeking	3.25	1.34	-0.26	-1.16	.61	.45

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400	F15: Excitement Seeking	3.72	1.13	-0.72	-0.25	.73	.54
191	F16: Self-Discipline	4.42	0.78	-1.55	2.66	.64	.59
221	F16: Self-Discipline	4.29	0.84	-1.24	1.42	.68	.62
251	F16: Self-Discipline	4.42	0.72	-1.39	2.73	.67	.67
281	F16: Self-Discipline	4.43	0.76	-1.58	3.02	.62	.61
311	F16: Self-Discipline	4.27	0.81	-1.23	1.77	.70	.65
341	F16: Self-Discipline	3.73	1.13	-0.59	-0.63	.61	.60
371	F16: Self-Discipline	4.07	0.94	-1.10	0.96	.62	.57
401	F16: Self-Discipline	3.67	1.06	-0.61	-0.37	.64	.60
192	F17: Scientific Interest	3.53	1.24	-0.46	-0.89	.79	.44
222	F17: Scientific Interest	3.83	1.15	-0.84	-0.15	.81	.51
252	F17: Scientific Interest	3.53	1.24	-0.54	-0.73	.84	.53
282	F17: Scientific Interest	3.58	1.23	-0.59	-0.64	.81	.50
312	F17: Scientific Interest	3.53	1.29	-0.53	-0.86	.81	.41
342	F17: Scientific Interest	4.05	1.04	-1.27	1.20	.77	.51
372	F17: Scientific Interest	2.83	1.34	0.12	-1.17	.70	.49
402	F17: Scientific Interest	3.40	1.28	-0.41	-0.93	.63	.43
193	F18: Envious	2.27	1.06	0.46	-0.77	.76	.52
223	F18: Envious	2.11	1.03	0.72	-0.36	.80	.56
253	F18: Envious	1.86	0.95	1.06	0.51	.80	.57
283	F18: Envious	1.75	0.90	1.22	1.04	.75	.56
313	F18: Envious	1.97	1.02	0.94	0.18	.63	.52
343	F18: Envious	1.86	0.94	1.08	0.68	.78	.57
373	F18: Envious	1.73	0.87	1.27	1.49	.58	.45
403	F18: Envious	2.06	1.03	0.75	-0.29	.62	.46
194	F19: Independent	2.90	0.98	0.15	-0.44	.66	.33
224	F19: Independent	2.83	1.00	0.15	-0.47	.69	.37
254	F19: Independent	2.98	1.10	0.05	-0.87	.53	.30
284	F19: Independent	2.03	0.88	0.81	0.56	.57	.49
314	F19: Independent	2.32	0.96	0.51	-0.05	.54	.44
344	F19: Independent	3.09	1.01	-0.05	-0.56	.62	.34
374	F19: Independent	3.15	1.14	-0.12	-0.91	.45	.31
404	F19: Independent	3.02	1.06	0.03	-0.76	.49	.43
195	F20: Angry Hostility	1.63	0.85	1.49	2.06	.75	.60
225	F20: Angry Hostility	1.48	0.77	1.93	4.16	.78	.61
255	F20: Angry Hostility	1.52	0.88	1.90	3.40	.74	.63
285	F20: Angry Hostility	1.35	0.70	2.54	7.51	.80	.63
315	F20: Angry Hostility	1.43	0.73	2.12	5.39	.79	.70
345	F20: Angry Hostility	1.98	1.08	0.98	0.07	.53	.53
375	F20: Angry Hostility	1.36	0.64	2.32	7.31	.65	.61
405	F20: Angry Hostility	1.53	0.84	1.91	3.76	.58	.56
196	F21: High-Intensity Pleasure	2.89	1.27	0.02	-1.09	.74	.45
226	F21: High-Intensity Pleasure	2.60	1.26	0.29	-1.00	.80	.53
256	F21: High-Intensity Pleasure	3.16	1.31	-0.22	-1.12	.73	.42

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286	F21: High-Intensity Pleasure	3.31	1.29	-0.33	-0.98	.72	.48
316	F21: High-Intensity Pleasure	2.79	1.20	0.13	-0.91	.70	.55
346	F21: High-Intensity Pleasure	2.36	1.29	0.55	-0.86	.69	.48
376	F21: High-Intensity Pleasure	2.73	1.27	0.19	-1.06	.53	.37
406	F21: High-Intensity Pleasure	3.42	1.14	-0.43	-0.59	.62	.40
197	F22: Deliberation	4.34	0.76	-1.37	2.55	.70	.59
227	F22: Deliberation	4.02	0.85	-0.87	0.74	.71	.57
257	F22: Deliberation	4.25	0.81	-1.24	1.85	.66	.63
287	F22: Deliberation	4.27	0.81	-1.24	1.86	.76	.64
317	F22: Deliberation	4.38	0.70	-1.32	2.97	.74	.66
347	F22: Deliberation	4.13	0.86	-1.04	1.09	.78	.64
377	F22: Deliberation	4.07	0.86	-0.95	0.91	.59	.55
407	F22: Deliberation	4.28	0.82	-1.28	1.84	.62	.64
198	F23: Cultured	3.77	1.05	-0.69	-0.09	.77	.54
228	F23: Cultured	3.51	1.11	-0.45	-0.39	.79	.57
258	F23: Cultured	3.45	1.11	-0.32	-0.54	.72	.48
288	F23: Cultured	3.33	1.24	-0.36	-0.88	.78	.54
318	F23: Cultured	3.88	1.02	-0.99	0.59	.77	.57
348	F23: Cultured	3.54	1.17	-0.56	-0.55	.69	.48
378	F23: Cultured	2.86	1.26	0.03	-1.05	.64	.48
408	F23: Cultured	3.14	1.28	-0.18	-1.06	.61	.36
199	F24: Influence Tactics	3.47	0.92	-0.37	-0.13	.59	.16
229	F24: Influence Tactics	2.96	1.04	-0.07	-0.61	.72	.35
259	F24: Influence Tactics	2.42	1.11	0.40	-0.75	.70	.44
289	F24: Influence Tactics	2.96	1.03	-0.15	-0.60	.69	.27
319	F24: Influence Tactics	3.04	0.92	-0.12	-0.13	.58	.24
349	F24: Influence Tactics	1.92	0.98	0.94	0.20	.38	.59
379	F24: Influence Tactics	3.44	0.96	-0.39	-0.20	.44	.10
409	F24: Influence Tactics	2.20	1.08	0.54	-0.63	.26	.40
200	F25: Optimist	2.99	1.10	0.12	-0.72	.47	.31
230	F25: Optimist	3.84	0.90	-0.67	0.17	.60	.52
260	F25: Optimist	4.09	0.90	-0.97	0.76	.71	.60
290	F25: Optimist	3.99	0.98	-0.80	0.09	.61	.58
320	F25: Optimist	4.27	0.80	-1.22	1.88	.70	.66
350	F25: Optimist	4.14	0.82	-0.99	1.23	.70	.65
380	F25: Optimist	4.32	0.77	-1.26	2.14	.68	.71
410	F25: Optimist	3.96	0.89	-0.77	0.55	.60	.55
201	F26: Unconventional	2.75	1.15	0.01	-1.07	.65	.47
231	F26: Unconventional	2.15	0.97	0.71	0.04	.66	.53
261	F26: Unconventional	1.49	0.76	1.84	3.85	.56	.45
291	F26: Unconventional	2.56	1.19	0.22	-1.12	.68	.49
321	F26: Unconventional	2.03	0.98	0.91	0.49	.58	.45
351	F26: Unconventional	2.05	0.97	0.82	0.19	.72	.57
381	F26: Unconventional	1.89	0.89	1.03	0.93	.52	.61

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411	F26: Unconventional	1.79	0.90	1.18	1.25	.42	.32
202	F27: Spontaneous-Variety	2.63	1.06	0.35	-0.67	.64	.33
232	F27: Spontaneous-Variety	3.09	1.09	-0.07	-0.84	.67	.44
262	F27: Spontaneous-Variety	2.33	1.05	0.56	-0.31	.56	.29
292	F27: Spontaneous-Variety	2.88	1.06	0.11	-0.62	.47	.41
322	F27: Spontaneous-Variety	3.36	1.07	-0.34	-0.59	.64	.48
352	F27: Spontaneous-Variety	2.63	1.03	0.35	-0.40	.38	.20
382	F27: Spontaneous-Variety	2.89	1.06	0.13	-0.80	.31	.16
412	F27: Spontaneous-Variety	3.17	0.98	-0.10	-0.50	.41	.28
203	F28: Activity	3.83	0.98	-0.81	0.12	.56	.33
233	F28: Activity	3.63	1.05	-0.58	-0.45	.58	.32
263	F28: Activity	3.58	1.06	-0.53	-0.43	.61	.37
293	F28: Activity	3.66	1.08	-0.49	-0.64	.58	.41
323	F28: Activity	3.39	1.12	-0.16	-0.88	.46	.42
353	F28: Activity	3.84	1.06	-0.71	-0.26	.46	.41
383	F28: Activity	3.77	1.01	-0.65	-0.22	.50	.33
413	F28: Activity	3.66	1.08	-0.55	-0.47	.48	.30
204	F29: Well-Adjusted	4.73	0.56	-2.98	12.96	.63	.50
234	F29: Well-Adjusted	4.59	0.67	-2.03	5.62	.60	.52
264	F29: Well-Adjusted	4.38	0.76	-1.33	2.25	.48	.51
294	F29: Well-Adjusted	4.85	0.49	-4.69	28.51	.61	.57
324	F29: Well-Adjusted	4.78	0.54	-3.52	16.98	.56	.56
354	F29: Well-Adjusted	4.26	0.82	-1.26	1.96	.43	.29
384	F29: Well-Adjusted	4.70	0.63	-3.03	12.22	.49	.50
414	F29: Well-Adjusted	4.76	0.54	-3.26	15.77	.58	.58
205	F30: Imagination	3.82	1.05	-0.69	-0.26	.52	.47
235	F30: Imagination	3.49	1.13	-0.42	-0.59	.72	.48
265	F30: Imagination	3.24	1.17	-0.18	-0.83	.76	.40
295	F30: Imagination	3.28	1.24	-0.29	-0.91	.67	.39
325	F30: Imagination	3.45	1.05	-0.23	-0.55	.45	.50
355	F30: Imagination	3.01	1.20	0.00	-1.01	.63	.26
385	F30: Imagination	3.26	1.20	-0.21	-0.90	.65	.52
415	F30: Imagination	3.33	1.09	-0.27	-0.63	.55	.32

Note. N = 44,090. High skewness (|>3|), high kurtosis (>5), and poor ITCs (< .30) are indicated in red font.

4.1.3 Response Analysis

As a first step of analyzing item responses, we calculated response percentiles. Generally, we would want to see all response options being utilized. This is another way to examine the distribution of responses for each item, rather than examining skewness and kurtosis values. See Table 6 for the percentage of people who chose each response option in the overall sample. Appendix D presents these results for the stratified samples.

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Table 6. Response Analysis

Item #	Facet Number: Name	%A	%B	%C	%D	%E
176	F1: Team Player	1%	0%	0%	12%	86%
206	F1: Team Player	1%	0%	1%	20%	78%
236	F1: Team Player	1%	0%	1%	20%	78%
266	F1: Team Player	1%	0%	1%	18%	81%
296	F1: Team Player	1%	0%	2%	31%	66%
326	F1: Team Player	1%	1%	3%	32%	62%
356	F1: Team Player	1%	2%	5%	45%	48%
386	F1: Team Player	1%	1%	3%	47%	49%
177	F2: Stress Under Pressure	44%	40%	9%	6%	1%
207	F2: Stress Under Pressure	55%	27%	9%	7%	1%
237	F2: Stress Under Pressure	43%	37%	11%	8%	1%
267	F2: Stress Under Pressure	32%	40%	15%	12%	2%
297	F2: Stress Under Pressure	64%	26%	6%	3%	1%
327	F2: Stress Under Pressure	39%	38%	13%	8%	1%
357	F2: Stress Under Pressure	65%	24%	5%	4%	1%
387	F2: Stress Under Pressure	34%	44%	16%	5%	1%
178	F3: Reserved	27%	35%	17%	18%	3%
208	F3: Reserved	33%	34%	17%	13%	3%
238	F3: Reserved	22%	29%	20%	23%	7%
268	F3: Reserved	26%	38%	19%	14%	3%
298	F3: Reserved	27%	36%	19%	15%	3%
328	F3: Reserved	38%	33%	16%	11%	3%
358	F3: Reserved	43%	32%	14%	8%	2%
388	F3: Reserved	5%	31%	37%	23%	4%
179	F4: Achievement Striving	1%	1%	3%	33%	63%
209	F4: Achievement Striving	1%	2%	5%	36%	57%
239	F4: Achievement Striving	1%	1%	4%	36%	58%
269	F4: Achievement Striving	1%	2%	6%	28%	64%
299	F4: Achievement Striving	1%	2%	6%	43%	49%
329	F4: Achievement Striving	0%	3%	16%	44%	37%
359	F4: Achievement Striving	1%	3%	10%	48%	39%
389	F4: Achievement Striving	1%	4%	10%	45%	42%
180	F5: Creative	1%	2%	9%	45%	43%
210	F5: Creative	1%	2%	8%	42%	47%
240	F5: Creative	1%	3%	10%	38%	48%
270	F5: Creative	2%	8%	21%	41%	28%
300	F5: Creative	2%	6%	14%	48%	30%
330	F5: Creative	1%	4%	10%	39%	46%
360	F5: Creative	1%	6%	15%	46%	31%
390	F5: Creative	1%	4%	11%	45%	39%

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181	F6: Interpersonal Tactics	45%	37%	12%	5%	1%
211	F6: Interpersonal Tactics	49%	35%	11%	4%	1%
241	F6: Interpersonal Tactics	61%	26%	9%	3%	1%
271	F6: Interpersonal Tactics	44%	39%	12%	4%	1%
301	F6: Interpersonal Tactics	46%	38%	11%	4%	1%
331	F6: Interpersonal Tactics	26%	30%	22%	16%	5%
361	F6: Interpersonal Tactics	56%	33%	7%	3%	1%
391	F6: Interpersonal Tactics	48%	39%	9%	4%	1%
182	F7: Pleasant	1%	1%	4%	35%	59%
212	F7: Pleasant	1%	1%	6%	41%	52%
242	F7: Pleasant	1%	1%	7%	39%	52%
272	F7: Pleasant	1%	1%	5%	37%	57%
302	F7: Pleasant	1%	2%	5%	36%	57%
332	F7: Pleasant	1%	1%	4%	43%	51%
362	F7: Pleasant	1%	10%	22%	42%	24%
392	F7: Pleasant	1%	4%	8%	31%	56%
183	F8: Temperamental	44%	41%	10%	5%	1%
213	F8: Temperamental	23%	40%	19%	15%	2%
243	F8: Temperamental	43%	40%	11%	5%	1%
273	F8: Temperamental	52%	35%	9%	4%	1%
303	F8: Temperamental	63%	29%	5%	3%	1%
333	F8: Temperamental	58%	32%	7%	3%	1%
363	F8: Temperamental	43%	42%	10%	5%	1%
393	F8: Temperamental	66%	25%	6%	3%	1%
184	F9: Dominance-Leader	2%	9%	24%	46%	19%
214	F9: Dominance-Leader	1%	5%	16%	43%	35%
244	F9: Dominance-Leader	6%	22%	32%	31%	9%
274	F9: Dominance-Leader	3%	12%	28%	36%	22%
304	F9: Dominance-Leader	1%	8%	24%	46%	21%
334	F9: Dominance-Leader	11%	33%	31%	20%	5%
364	F9: Dominance-Leader	1%	3%	10%	40%	47%
394	F9: Dominance-Leader	7%	24%	37%	27%	5%
185	F10: Order	1%	5%	11%	39%	45%
215	F10: Order	1%	5%	10%	36%	47%
245	F10: Order	1%	5%	12%	41%	42%
275	F10: Order	2%	9%	17%	39%	35%
305	F10: Order	9%	25%	30%	25%	10%
335	F10: Order	1%	2%	8%	45%	45%
365	F10: Order	1%	3%	7%	37%	52%
395	F10: Order	1%	5%	9%	38%	48%
186	F11: Reflective	8%	23%	26%	29%	15%
216	F11: Reflective	1%	3%	11%	40%	46%
246	F11: Reflective	1%	6%	18%	43%	31%
276	F11: Reflective	8%	26%	28%	26%	11%

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306	F11: Reflective	8%	25%	23%	30%	13%
336	F11: Reflective	8%	18%	27%	31%	17%
366	F11: Reflective	10%	22%	28%	28%	12%
396	F11: Reflective	1%	5%	13%	47%	33%
187	F12: Cynical View	4%	23%	28%	38%	7%
217	F12: Cynical View	15%	41%	28%	13%	3%
247	F12: Cynical View	11%	34%	27%	24%	4%
277	F12: Cynical View	16%	44%	26%	12%	2%
307	F12: Cynical View	8%	27%	25%	36%	6%
337	F12: Cynical View	19%	44%	23%	12%	2%
367	F12: Cynical View	26%	43%	19%	11%	1%
397	F12: Cynical View	15%	41%	27%	15%	2%
188	F13: Helpful Altruistic	1%	1%	4%	42%	52%
218	F13: Helpful Altruistic	1%	5%	15%	47%	31%
248	F13: Helpful Altruistic	1%	2%	7%	40%	50%
278	F13: Helpful Altruistic	0%	1%	4%	45%	50%
308	F13: Helpful Altruistic	1%	4%	11%	49%	36%
338	F13: Helpful Altruistic	1%	4%	14%	50%	31%
368	F13: Helpful Altruistic	1%	3%	12%	47%	37%
398	F13: Helpful Altruistic	1%	3%	14%	52%	31%
189	F14: Worry	8%	25%	22%	31%	14%
219	F14: Worry	11%	29%	20%	28%	12%
249	F14: Worry	25%	40%	19%	13%	3%
279	F14: Worry	21%	34%	21%	19%	5%
309	F14: Worry	17%	36%	20%	21%	6%
339	F14: Worry	37%	35%	15%	10%	3%
369	F14: Worry	30%	33%	17%	15%	4%
399	F14: Worry	37%	33%	14%	13%	4%
190	F15: Excitement Seeking	9%	9%	11%	24%	47%
220	F15: Excitement Seeking	7%	6%	9%	20%	57%
250	F15: Excitement Seeking	2%	5%	11%	31%	51%
280	F15: Excitement Seeking	4%	5%	7%	22%	62%
310	F15: Excitement Seeking	6%	9%	12%	25%	49%
340	F15: Excitement Seeking	4%	8%	13%	30%	45%
370	F15: Excitement Seeking	13%	19%	18%	27%	22%
400	F15: Excitement Seeking	5%	11%	20%	36%	29%
191	F16: Self-Discipline	1%	3%	6%	34%	56%
221	F16: Self-Discipline	1%	4%	9%	38%	48%
251	F16: Self-Discipline	0%	2%	6%	40%	53%
281	F16: Self-Discipline	1%	2%	6%	36%	56%
311	F16: Self-Discipline	1%	3%	9%	43%	44%
341	F16: Self-Discipline	3%	15%	18%	34%	30%
371	F16: Self-Discipline	2%	7%	11%	45%	36%
401	F16: Self-Discipline	3%	14%	18%	42%	22%

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192	F17: Scientific Interest	7%	18%	18%	31%	27%
222	F17: Scientific Interest	5%	11%	15%	35%	34%
252	F17: Scientific Interest	8%	15%	19%	33%	25%
282	F17: Scientific Interest	8%	13%	19%	33%	27%
312	F17: Scientific Interest	9%	15%	18%	30%	28%
342	F17: Scientific Interest	4%	6%	10%	41%	39%
372	F17: Scientific Interest	22%	22%	23%	20%	14%
402	F17: Scientific Interest	10%	17%	19%	31%	23%
193	F18: Envious	27%	36%	20%	15%	1%
223	F18: Envious	32%	39%	15%	13%	1%
253	F18: Envious	43%	37%	11%	7%	1%
283	F18: Envious	49%	35%	10%	6%	1%
313	F18: Envious	40%	36%	14%	9%	2%
343	F18: Envious	42%	39%	11%	7%	1%
373	F18: Envious	48%	37%	10%	4%	1%
403	F18: Envious	35%	36%	16%	11%	1%
194	F19: Independent	6%	29%	38%	21%	6%
224	F19: Independent	8%	31%	36%	20%	5%
254	F19: Independent	8%	30%	27%	28%	8%
284	F19: Independent	29%	48%	17%	6%	1%
314	F19: Independent	20%	41%	28%	8%	2%
344	F19: Independent	5%	24%	36%	28%	7%
374	F19: Independent	7%	25%	24%	32%	11%
404	F19: Independent	6%	28%	30%	27%	8%
195	F20: Angry Hostility	55%	32%	8%	4%	1%
225	F20: Angry Hostility	64%	27%	5%	2%	1%
255	F20: Angry Hostility	66%	22%	7%	4%	1%
285	F20: Angry Hostility	74%	20%	3%	2%	1%
315	F20: Angry Hostility	67%	26%	4%	2%	1%
345	F20: Angry Hostility	42%	34%	11%	11%	2%
375	F20: Angry Hostility	71%	25%	3%	1%	1%
405	F20: Angry Hostility	63%	27%	5%	3%	1%
196	F21: High-Intensity Pleasure	17%	23%	23%	25%	11%
226	F21: High-Intensity Pleasure	24%	26%	23%	19%	8%
256	F21: High-Intensity Pleasure	14%	20%	20%	29%	17%
286	F21: High-Intensity Pleasure	12%	16%	22%	29%	21%
316	F21: High-Intensity Pleasure	16%	26%	27%	21%	9%
346	F21: High-Intensity Pleasure	35%	24%	20%	14%	8%
376	F21: High-Intensity Pleasure	21%	25%	23%	21%	10%
406	F21: High-Intensity Pleasure	7%	15%	26%	35%	17%
197	F22: Deliberation	1%	3%	6%	43%	47%
227	F22: Deliberation	1%	6%	14%	50%	29%
257	F22: Deliberation	1%	4%	8%	45%	43%
287	F22: Deliberation	1%	3%	9%	43%	44%

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317	F22: Deliberation	1%	2%	5%	45%	47%
347	F22: Deliberation	1%	5%	11%	47%	37%
377	F22: Deliberation	1%	5%	13%	48%	33%
407	F22: Deliberation	1%	4%	8%	41%	46%
198	F23: Cultured	3%	9%	22%	39%	27%
228	F23: Cultured	6%	11%	31%	32%	21%
258	F23: Cultured	5%	13%	33%	29%	20%
288	F23: Cultured	10%	17%	23%	32%	19%
318	F23: Cultured	4%	8%	14%	45%	29%
348	F23: Cultured	6%	14%	21%	37%	22%
378	F23: Cultured	18%	22%	26%	24%	10%
408	F23: Cultured	13%	20%	23%	28%	16%
199	F24: Influence Tactics	2%	12%	34%	41%	11%
229	F24: Influence Tactics	9%	24%	35%	26%	6%
259	F24: Influence Tactics	23%	34%	23%	17%	3%
289	F24: Influence Tactics	9%	23%	36%	28%	5%
319	F24: Influence Tactics	5%	20%	45%	25%	5%
349	F24: Influence Tactics	41%	36%	14%	8%	1%
379	F24: Influence Tactics	3%	13%	32%	40%	12%
409	F24: Influence Tactics	32%	31%	22%	12%	2%
200	F25: Optimist	8%	28%	32%	23%	10%
230	F25: Optimist	1%	8%	20%	49%	23%
260	F25: Optimist	1%	5%	15%	42%	37%
290	F25: Optimist	1%	7%	19%	37%	36%
320	F25: Optimist	1%	3%	9%	44%	44%
350	F25: Optimist	1%	3%	12%	47%	36%
380	F25: Optimist	1%	2%	8%	42%	47%
410	F25: Optimist	1%	5%	20%	45%	29%
201	F26: Unconventional	16%	28%	23%	28%	4%
231	F26: Unconventional	27%	43%	19%	9%	2%
261	F26: Unconventional	63%	28%	6%	2%	1%
291	F26: Unconventional	23%	30%	19%	24%	4%
321	F26: Unconventional	34%	40%	18%	6%	2%
351	F26: Unconventional	32%	42%	17%	8%	2%
381	F26: Unconventional	37%	44%	12%	5%	1%
411	F26: Unconventional	45%	38%	12%	4%	1%
202	F27: Spontaneous-Variety	12%	40%	24%	20%	4%
232	F27: Spontaneous-Variety	7%	26%	28%	30%	9%
262	F27: Spontaneous-Variety	23%	38%	24%	11%	3%
292	F27: Spontaneous-Variety	9%	29%	34%	22%	7%
322	F27: Spontaneous-Variety	5%	18%	27%	37%	14%
352	F27: Spontaneous-Variety	12%	36%	32%	15%	4%
382	F27: Spontaneous-Variety	8%	33%	28%	25%	6%
412	F27: Spontaneous-Variety	4%	21%	36%	30%	8%

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203	F28: Activity	2%	11%	14%	49%	24%
233	F28: Activity	3%	16%	18%	44%	20%
263	F28: Activity	3%	15%	22%	41%	19%
293	F28: Activity	2%	16%	20%	38%	24%
323	F28: Activity	4%	20%	28%	28%	19%
353	F28: Activity	2%	11%	17%	38%	31%
383	F28: Activity	2%	12%	19%	43%	25%
413	F28: Activity	3%	14%	21%	38%	24%
204	F29: Well-Adjusted	1%	0%	1%	21%	77%
234	F29: Well-Adjusted	1%	1%	4%	28%	66%
264	F29: Well-Adjusted	1%	2%	8%	38%	52%
294	F29: Well-Adjusted	1%	0%	1%	11%	88%
324	F29: Well-Adjusted	1%	0%	1%	16%	82%
354	F29: Well-Adjusted	1%	3%	10%	42%	45%
384	F29: Well-Adjusted	1%	1%	1%	21%	76%
414	F29: Well-Adjusted	1%	0%	1%	19%	79%
205	F30: Imagination	2%	11%	18%	38%	30%
235	F30: Imagination	5%	14%	26%	34%	20%
265	F30: Imagination	8%	20%	28%	28%	16%
295	F30: Imagination	10%	18%	24%	30%	18%
325	F30: Imagination	3%	14%	34%	31%	18%
355	F30: Imagination	11%	27%	23%	27%	11%
385	F30: Imagination	8%	20%	26%	28%	17%
415	F30: Imagination	5%	18%	29%	33%	14%

Note. N = 44,090.

4.1.4 Cronbach's Alpha if Item is Dropped

Internal consistency, expressed as Cronbach's alpha (α), concerns the interrelatedness of items (Schmitt, 1996). At the item-level, internal consistency shows how the alpha changes if the item is removed from either its facet or domain. Table 7 below presents the change in alpha at the domain and facet-levels if an item was removed. Appendix E presents these results for the stratified samples.

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Table 7. Alpha if Item Removed

Item Number	Facet Name: Domain	Alpha if Item Removed	
		Facet	Domain
176	Team Player: A	.81	.95
206	Team Player: A	.80	.95
236	Team Player: A	.80	.95
266	Team Player: A	.79	.95
296	Team Player: A	.81	.95
326	Team Player: A	.81	.95
356	Team Player: A	.81	.95
386	Team Player: A	.82	.95
177	Stress Under Pressure: A	.84	.95
207	Stress Under Pressure: A	.85	.95
237	Stress Under Pressure: A	.84	.95
267	Stress Under Pressure: A	.85	.95
297	Stress Under Pressure: A	.85	.95
327	Stress Under Pressure: A	.85	.95
357	Stress Under Pressure: A	.85	.95
387	Stress Under Pressure: A	.85	.95
178	Reserved: E	.90	.92
208	Reserved: E	.89	.92
238	Reserved: E	.90	.92
268	Reserved: E	.90	.92
298	Reserved: E	.89	.92
328	Reserved: E	.90	.92
358	Reserved: E	.90	.92
388	Reserved: E	.92	.92
179	Achievement Striving: C	.85	.95
209	Achievement Striving: C	.85	.95
239	Achievement Striving: C	.85	.95
269	Achievement Striving: C	.85	.95
299	Achievement Striving: C	.85	.95
329	Achievement Striving: C	.85	.95
359	Achievement Striving: C	.85	.95
389	Achievement Striving: C	.85	.95
180	Creative: O	.84	.92
210	Creative: O	.84	.92
240	Creative: O	.83	.92
270	Creative: O	.84	.92
300	Creative: O	.88	.92
330	Creative: O	.86	.92
360	Creative: O	.83	.92
390	Creative: O	.82	.92

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181	Interpersonal Tactics: M	.84	.91
211	Interpersonal Tactics: M	.83	.91
241	Interpersonal Tactics: M	.83	.91
271	Interpersonal Tactics: M	.83	.91
301	Interpersonal Tactics: M	.82	.91
331	Interpersonal Tactics: M	.85	.91
361	Interpersonal Tactics: M	.84	.91
391	Interpersonal Tactics: M	.82	.91
182	Pleasant: A	.87	.95
212	Pleasant: A	.87	.95
242	Pleasant: A	.86	.95
272	Pleasant: A	.87	.95
302	Pleasant: A	.87	.95
332	Pleasant: A	.88	.95
362	Pleasant: A	.90	.95
392	Pleasant: A	.88	.95
183	Temperamental: N	.86	.95
213	Temperamental: N	.86	.95
243	Temperamental: N	.85	.95
273	Temperamental: N	.85	.95
303	Temperamental: N	.85	.95
333	Temperamental: N	.86	.95
363	Temperamental: N	.85	.95
393	Temperamental: N	.86	.95
184	Dominance-Leader: E	.87	.92
214	Dominance-Leader: E	.87	.92
244	Dominance-Leader: E	.87	.92
274	Dominance-Leader: E	.86	.92
304	Dominance-Leader: E	.86	.92
334	Dominance-Leader: E	.88	.92
364	Dominance-Leader: E	.88	.92
394	Dominance-Leader: E	.89	.92
185	Order: C	.88	.95
215	Order: C	.88	.95
245	Order: C	.89	.95
275	Order: C	.89	.95
305	Order: C	.92	.95
335	Order: C	.91	.95
365	Order: C	.90	.95
395	Order: C	.89	.95
186	Reflective: O	.78	.92
216	Reflective: O	.79	.92
246	Reflective: O	.78	.92
276	Reflective: O	.76	.92

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306	Reflective: O	.81	.92
336	Reflective: O	.79	.92
366	Reflective: O	.79	.92
396	Reflective: O	.80	.92
187	Cynical View: M	.86	.91
217	Cynical View: M	.85	.91
247	Cynical View: M	.84	.91
277	Cynical View: M	.85	.91
307	Cynical View: M	.85	.91
337	Cynical View: M	.86	.91
367	Cynical View: M	.86	.91
397	Cynical View: M	.85	.91
188	Helpful Altruistic: A	.87	.95
218	Helpful Altruistic: A	.87	.95
248	Helpful Altruistic: A	.86	.95
278	Helpful Altruistic: A	.86	.95
308	Helpful Altruistic: A	.86	.95
338	Helpful Altruistic: A	.87	.95
368	Helpful Altruistic: A	.86	.95
398	Helpful Altruistic: A	.87	.95
189	Worry: N	.91	.95
219	Worry: N	.91	.95
249	Worry: N	.91	.95
279	Worry: N	.91	.95
309	Worry: N	.91	.95
339	Worry: N	.90	.95
369	Worry: N	.91	.95
399	Worry: N	.91	.95
190	Excitement Seeking: E	.91	.92
220	Excitement Seeking: E	.91	.92
250	Excitement Seeking: E	.91	.92
280	Excitement Seeking: E	.91	.92
310	Excitement Seeking: E	.91	.92
340	Excitement Seeking: E	.90	.92
370	Excitement Seeking: E	.92	.92
400	Excitement Seeking: E	.91	.92
191	Self-Discipline: C	.86	.95
221	Self-Discipline: C	.86	.95
251	Self-Discipline: C	.86	.95
281	Self-Discipline: C	.86	.95
311	Self-Discipline: C	.85	.95
341	Self-Discipline: C	.87	.95
371	Self-Discipline: C	.86	.95
401	Self-Discipline: C	.86	.95

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192	Scientific Interest: O	.92	.92
222	Scientific Interest: O	.92	.92
252	Scientific Interest: O	.92	.92
282	Scientific Interest: O	.92	.92
312	Scientific Interest: O	.92	.92
342	Scientific Interest: O	.92	.92
372	Scientific Interest: O	.93	.92
402	Scientific Interest: O	.93	.92
193	Envious: M	.90	.91
223	Envious: M	.89	.91
253	Envious: M	.89	.91
283	Envious: M	.90	.91
313	Envious: M	.91	.91
343	Envious: M	.90	.91
373	Envious: M	.91	.91
403	Envious: M	.91	.91
194	Independent: M	.80	.91
224	Independent: M	.80	.91
254	Independent: M	.82	.91
284	Independent: M	.82	.91
314	Independent: M	.82	.91
344	Independent: M	.81	.91
374	Independent: M	.83	.91
404	Independent: M	.83	.91
195	Angry Hostility: N	.88	.95
225	Angry Hostility: N	.88	.95
255	Angry Hostility: N	.88	.95
285	Angry Hostility: N	.88	.95
315	Angry Hostility: N	.88	.95
345	Angry Hostility: N	.91	.95
375	Angry Hostility: N	.89	.95
405	Angry Hostility: N	.90	.95
196	High-Intensity Pleasure: E	.88	.92
226	High-Intensity Pleasure: E	.88	.92
256	High-Intensity Pleasure: E	.89	.92
286	High-Intensity Pleasure: E	.89	.92
316	High-Intensity Pleasure: E	.89	.92
346	High-Intensity Pleasure: E	.89	.92
376	High-Intensity Pleasure: E	.90	.92
406	High-Intensity Pleasure: E	.89	.92
197	Deliberation: C	.89	.95
227	Deliberation: C	.89	.95
257	Deliberation: C	.89	.95
287	Deliberation: C	.88	.95

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317	Deliberation: C	.89	.95
347	Deliberation: C	.88	.95
377	Deliberation: C	.90	.95
407	Deliberation: C	.90	.95
198	Cultured: O	.90	.92
228	Cultured: O	.90	.92
258	Cultured: O	.90	.92
288	Cultured: O	.90	.92
318	Cultured: O	.90	.92
348	Cultured: O	.90	.92
378	Cultured: O	.91	.92
408	Cultured: O	.91	.92
199	Influence Tactics: M	.79	.92
229	Influence Tactics: M	.77	.91
259	Influence Tactics: M	.77	.91
289	Influence Tactics: M	.78	.91
319	Influence Tactics: M	.79	.91
349	Influence Tactics: M	.82	.91
379	Influence Tactics: M	.81	.92
409	Influence Tactics: M	.84	.91
200	Optimist: A	.88	.95
230	Optimist: A	.86	.95
260	Optimist: A	.84	.95
290	Optimist: A	.86	.95
320	Optimist: A	.85	.95
350	Optimist: A	.85	.95
380	Optimist: A	.85	.95
410	Optimist: A	.86	.95
201	Unconventional: C	.83	.95
231	Unconventional: C	.83	.95
261	Unconventional: C	.84	.95
291	Unconventional: C	.83	.95
321	Unconventional: C	.84	.95
351	Unconventional: C	.82	.95
381	Unconventional: C	.85	.95
411	Unconventional: C	.86	.95
202	Spontaneous-Variety: E	.76	.92
232	Spontaneous-Variety: E	.75	.92
262	Spontaneous-Variety: E	.77	.92
292	Spontaneous-Variety: E	.78	.92
322	Spontaneous-Variety: E	.75	.92
352	Spontaneous-Variety: E	.80	.92
382	Spontaneous-Variety: E	.81	.92
412	Spontaneous-Variety: E	.79	.92

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203	Activity: E	.79	.92
233	Activity: E	.78	.92
263	Activity: E	.78	.92
293	Activity: E	.78	.92
323	Activity: E	.80	.92
353	Activity: E	.80	.92
383	Activity: E	.79	.92
413	Activity: E	.80	.92
204	Well-Adjusted: A	.78	.95
234	Well-Adjusted: A	.78	.95
264	Well-Adjusted: A	.80	.95
294	Well-Adjusted: A	.79	.95
324	Well-Adjusted: A	.79	.95
354	Well-Adjusted: A	.82	.95
384	Well-Adjusted: A	.80	.95
414	Well-Adjusted: A	.79	.95
205	Imagination: O	.86	.92
235	Imagination: O	.84	.92
265	Imagination: O	.83	.92
295	Imagination: O	.84	.92
325	Imagination: O	.87	.92
355	Imagination: O	.85	.92
385	Imagination: O	.85	.92
415	Imagination: O	.86	.92

Note. N = 44,090.

4.1.5 Item Response Theory (IRT)

Item Response Theory (IRT) is a family of mathematical models that estimate the probability of test-takers' endorsing different response options as a function of their standing on the latent trait (Lord & Novick, 2008). In the area of psychological measurement, IRT models are usually applied to measures developed following one of two frameworks: (1) a dominance framework (e.g., one parameter logistic [1PL], two-parameter logistic [2PL], generalized partial credit model [GPCM], graded response model [GRM]), or (2) an ideal-point framework (e.g., generalized graded unfolding model [GGUM]). IRT models can also be applied to measures with data scored dichotomously (e.g., correct answers scored as 1 and incorrect answers scored as 0) or polytomously (e.g., using common Likert-type scales). Finally, IRT models can tap into a single construct (i.e., unidimensional) or multiple constructs (i.e., multidimensional). A detailed description of each of these models is beyond the scope of the current report. For general information on IRT models and frameworks, please refer to Lord and Novick (2008), Reise and Henson (2003), or Zickar (2012).

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4.1.5.1 *Choosing an IRT Model*

In applying IRT to the SDI-O data, several decisions needed to be made. The first decision involved the choice of an IRT model: dichotomous or polytomous. Since the SDI-O items utilized a 5-point Likert scale ('Strongly Disagree' to 'Strongly Agree'), only polytomous models were considered. Second, we needed to choose between an ideal-point model or a dominance model. Based on (1) historical SDI-O technical reports (Halper et al., 2010; Manley, 2010; Manley & Weissmuller, 2017), (2) our qualitative examination of the items and (3) review of the item endorsement frequencies, it seemed more plausible that the SDI-O items follow the dominance framework. Therefore, we fit GPCM and GRM to the data rather than GGUM, with GPCM ultimately chosen as a better fitting model. Finally, we needed to establish whether the SDI-O facets measured multiple constructs or a single construct. For example, it would be predicted that the eight items that create F01 Team Player would load on only one latent trait – Team Player-ness. Based on the results of the mandatory PCA (not discussed in this report), we concluded that the facets reached sufficient unidimensionality to permit the IRT analyses (Chernyshenko et al., 2001). In sum, polytomous and unidimensional GPCM were fit to the 30 SDI-O facets.

4.1.5.2 *Interpreting IRT Output*

'a' Parameters
GPCM generates several parameters to describe each item. '*a*' parameter estimates an item's discriminability, or the extent to which the item is capable of differentiating between test-takers with lower and higher standing on the latent trait (Masters & Wright, 1997). '*a*' parameters below 1.00 are generally considered as indicators of poor items (Reise & Waller, 2002).

'b' Parameters
GPCM also generates one less '*b*' parameter than there are response options. Given that SDI-O uses a 5-point Likert scale, the GPCM generated four '*b*' parameters, each of which describes a point on the latent trait continuum where the probability for endorsing the next response option is .5 (Sung & Kang, 2006, April). For example, a '*b1*' parameter equal to -1.07 for Item 1 on the "Team Player" facet would indicate that test-takers with a lower latent trait standing than -1.07 would likely strongly disagree with this item. Test-takers at -1.07 will have a 50/50 probability of either strongly disagreeing or moderately disagreeing with this item. Test-takers with a higher standing on the latent trait than -1.07 will likely endorse moderately disagree or a higher option. Following this logic, the '*b2*,' '*b3*,' and '*b4*' parameters would describe a location on the latent trait continuum where there is an equal probability for test-takers to endorse 'Moderately Disagree' and 'Neither Disagree nor Agree,' 'Neither Disagree nor Agree' and 'Moderately Agree,' and finally 'Moderately Agree' and 'Strongly Agree,' respectively.

'*b*' parameters should generally be increasing from '*b1'* to '*b4'*, in that it takes a higher level on a latent trait to endorse 'Strongly Agree' and a lower level on the latent trait to select 'Strongly Disagree'. *'b'* parameters that decrease rather than increase between any of the four parameters are generally considered as indicators of poor items and of a poor measurement precision around certain points on the latent trait continuum.

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Option Response Functions

Option Response Functions (ORFs) are graphical representations of the probabilities of each response option on the Likert scale across the latent trait continuum (Chalmers et al., 2016). To create the trace lines in the graph, "the item parameters are used to establish an item response function, which characterizes the regression of the item response on the hypothetical construct, or latent variable, being measured" (Chalmers et al., 2016, p. 115). In other words, the ORFs display the '*a*' parameters as curve slopes and the '*b*' parameters as the intersections between the curves for each response option pair.

Therefore, for the SDI-O items, an ORF would include five curves, one for each response option on the Likert scale. As one moves along the latent trait continuum from left to right, the curves will rise and fall reflecting the theta levels that would drive the endorsement of each response option. The wider the distance between the curves, the more momentum (i.e., theta range covered) each response option has. Ideally, each response option would have an equal momentum with a rise and fall in probability of being endorsed. The best items are the ones with fairly steep slopes and with equal distance between the thresholds. Conversely, the worst items are the ones with shallow slopes and uneven (or no) distance between the thresholds (as usually indicated by the out-of-order '*b*' parameters).

One more consideration when interpreting the ORFs is the range of thetas the item captures. The range of thetas to capture by a personality measure should be based on the results of the job analyses or competency models. So, for example, if a job requires high levels of order, the scale should be sensitive (precise) around high theta levels. The opposite would be true if a job depends of low levels of the trait. Therefore, the interpretation of the measurement precision should be based on the desired level of theta.

4.1.5.3 *GPCM Item-Level Parameters*

Table 8 displays the results of fitting the GPCM to the 240 SDI-O items in the unstratified sample. In red are the '*a*' parameters below 1.00. '*b*' parameters that do not increase as expected are also in red. There were 47 items with unacceptable '*a*' parameters (e.g., Item 296, 386), suggesting that these items do not differentiate well between the test-takers with lower and higher standing on a latent trait. Of these, 15 items had at least one '*b*' parameter that was out of order (e.g., Item 296, 386), suggesting that these items not discriminate well and provide little information for test-takers who endorse non-extreme points on the Likert scale (e.g., from 'Moderately Disagree' to 'Neither Agree nor Disagree'). The rest of the items had acceptable discrimination parameters. Of these, 10 items had a '*b2*' parameter out of order and 45 items had a '*b3*' parameter out of order. This suggests that the measurement precision was the lowest around the middle point of the scale.

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Table 8. Item-Level GPCM Parameters

Facet #	Item #	Parameters					Facet #	Item #	Parameters				
		a	*b1*	*b2*	*b3*	*b4*			*a*	*b1*	*b2*	*b3*	*b4*
F1	176	1.38	-1.07	-1.85	-3.84	-1.80	F16	191	1.95	-2.71	-1.72	-1.70	-.28
	206	1.77	-2.11	-2.27	-2.80	-1.11		221	2.12	-2.77	-1.66	-1.40	-.03
	236	1.79	-2.15	-2.13	-2.76	-1.12		251	2.34	-2.58	-2.04	-1.71	-.14
	266	2.29	-2.17	-2.04	-2.67	-1.10		281	1.81	-2.66	-1.80	-1.84	-.28
	296	.98	-1.57	-2.59	-3.74	-.88		311	2.24	-2.58	-1.71	-1.48	.10
	326	1.10	-2.58	-2.23	-2.81	-.64		341	1.06	-2.61	-.85	-.84	.56
	356	1.17	-2.58	-2.17	-2.65	.01		371	1.36	-2.59	-1.28	-1.56	.42
	386	.87	-2.20	-2.62	-3.87	-.02		401	1.26	-2.46	-.94	-.88	1.05
F2	177	1.83	-.10	1.46	1.40	2.72	F17	192	2.15	-1.65	-.61	-.38	.64
	207	1.14	.55	1.54	1.16	2.83		222	2.71	-1.77	-.99	-.65	.39
	237	1.73	-.10	1.24	1.30	2.77		252	3.12	-1.43	-.72	-.33	.68
	267	1.44	-.51	1.07	1.05	2.72		282	2.50	-1.46	-.82	-.37	.64
	297	1.40	.71	1.79	1.77	2.82		312	2.44	-1.35	-.68	-.35	.55
	327	1.28	-.24	1.29	1.34	2.74		342	2.63	-1.78	-1.26	-1.05	.25
	357	1.38	.82	1.81	1.32	2.56		372	1.26	-.69	-.21	.39	1.22
	387	1.38	-.49	1.21	1.78	2.81		402	.96	-1.44	-.60	-.51	.86
F3	178r	1.81	-2.22	-.70	-.58	.68	F18	193	2.76	-.67	.48	.96	2.45
	208r	2.53	-2.07	-.97	-.59	.43		223	3.65	-.46	.71	1.03	2.35
	238r	2.26	-1.67	-.47	-.17	.85		253	3.50	-.13	.97	1.29	2.44
	268r	2.16	-2.11	-.96	-.56	.72		283	2.43	.04	1.20	1.44	2.67
	298r	2.75	-2.00	-.89	-.49	.64		313	1.23	-.20	1.16	1.28	2.73
	328r	1.32	-2.50	-1.09	-.86	.22		343	2.69	-.16	1.08	1.32	2.48
	358r	1.46	-2.42	-1.35	-1.00	.03		373	1.14	.10	1.73	1.78	2.90
	388r	.78	-3.15	-.94	.44	3.32		403	1.14	-.36	1.04	1.21	3.23
F4	179	1.46	-2.30	-2.20	-2.61	-.59	F19	194	2.71	-1.77	-.38	.68	1.81
	209	1.43	-2.84	-2.09	-2.24	-.37		224	3.21	-1.57	-.29	.71	1.84
	239	1.92	-2.65	-2.27	-2.03	-.33		254	.74	-2.59	-.07	.19	2.44
	269	1.31	-2.55	-2.23	-2.01	-.74		284	1.08	-.83	1.27	1.99	3.22
	299	1.70	-2.82	-1.94	-1.92	-.02		314	.89	-1.28	.53	2.03	2.78
	329	2.04	-2.95	-2.05	-1.15	.36		344	1.10	-2.39	-.73	.46	2.11
	359	1.86	-2.93	-1.89	-1.53	.34		374	.50	-3.20	-.14	-.39	2.64
	389	1.72	-2.99	-1.74	-1.55	.21		404	.59	-3.22	-.35	.38	2.74
F5	180	2.03	-2.43	-1.98	-1.51	.16	F20	195	2.72	.22	1.35	1.61	2.53
	210	2.59	-2.60	-1.97	-1.46	.02		225	3.43	.47	1.53	1.74	2.45
	240	2.81	-2.41	-1.88	-1.28	-.02		255	2.56	.59	1.38	1.61	2.20
	270	1.34	-2.57	-1.54	-.79	.74		285	5.10	.74	1.58	1.83	2.33
	300	.42	-4.29	-2.46	-3.07	1.33		315	3.63	.54	1.63	1.79	2.40
	330	.68	-3.21	-2.26	-2.44	-.11		345	.85	-.02	1.66	.81	3.13
	360	2.01	-2.40	-1.54	-1.03	.57		375	1.90	.78	2.21	2.19	2.42
	390	4.27	-2.39	-1.64	-1.07	.25		405	1.18	.73	2.14	1.55	2.55
F6	181	1.05	-.02	1.54	1.73	3.03	F21	196	1.71	-.95	-.19	.28	1.45
	211	1.37	.14	1.46	1.74	2.76		226	2.76	-.66	.03	.60	1.57
	241	1.22	.72	1.61	2.00	2.45		256	1.59	-1.11	-.32	-.12	1.10
	271	1.66	-.09	1.35	1.73	2.74		286	1.51	-1.21	-.60	-.11	.87
	301	2.04	-.05	1.26	1.70	2.48		316	1.36	-1.09	-.16	.58	1.70
	331	.72	-.65	.59	.93	2.51		346	1.47	-.16	.25	.83	1.66
	361	1.24	.41	1.92	1.84	2.59		376	.64	-.74	.06	.53	1.98

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	391	2.23	.00	1.41	1.68	2.62		406	1.08	-1.84	-.96	-.27	1.29
F7	182	2.25	-2.18	-2.08	-1.89	-.35	F22	197	2.11	-2.68	-1.71	-1.72	.02
	212	3.00	-2.36	-2.25	-1.63	-.11		227	2.30	-2.77	-1.52	-1.10	.65
	242	3.70	-2.43	-1.99	-1.44	-.12		257	1.77	-2.79	-1.59	-1.67	.19
	272	3.19	-2.30	-2.06	-1.64	-.24		287	3.05	-2.44	-1.67	-1.32	.12
	302	2.20	-2.26	-1.83	-1.83	-.28		317	2.74	-2.58	-1.95	-1.72	.01
	332	1.63	-2.50	-2.30	-2.23	-.09		347	3.48	-2.46	-1.49	-1.10	.34
	362	.81	-3.60	-1.61	-.98	1.14		377	1.26	-2.94	-1.74	-1.49	.59
	392	1.61	-2.86	-1.58	-1.58	-.36		407	1.41	-2.80	-1.73	-1.77	.06
F8	183	1.28	-.10	1.66	1.63	3.06	F23	198	2.89	-1.94	-1.18	-.47	.65
	213	1.32	-.97	.75	.92	2.92		228	2.78	-1.56	-1.07	-.08	.89
	243	2.22	-.15	1.26	1.51	2.64		258	1.79	-1.73	-1.13	.08	.94
	273	1.62	.21	1.53	1.78	2.81		288	2.10	-1.30	-.63	-.12	1.00
	303	2.23	.48	1.70	1.64	2.42		318	3.08	-1.87	-1.19	-.76	.61
	333	1.50	.44	1.76	1.92	2.62		348	1.20	-1.74	-.89	-.54	.99
	363	2.14	-.15	1.37	1.53	2.61		378	.96	-.87	-.32	.41	1.78
	393	1.26	.88	1.97	1.82	2.64		408	.79	-1.26	-.39	-.08	1.43
F9	184	1.97	-2.50	-1.41	-.58	1.08	F24	199	1.44	-2.56	-1.39	-.14	1.69
	214	2.59	-2.57	-1.74	-.93	.37		229	2.57	-1.50	-.51	.49	1.84
	244	1.38	-2.05	-.74	.20	1.81		259	1.96	-.82	.28	.89	2.38
	274	2.24	-2.12	-1.19	-.28	.84		289	2.02	-1.54	-.57	.48	2.14
	304	2.67	-2.41	-1.46	-.54	.91		319	1.18	-2.21	-1.06	.80	2.52
	334	.98	-1.85	-.11	.89	2.43		349	.44	.07	2.43	1.88	5.70
	364	1.96	-2.50	-1.91	-1.42	.03		379	.74	-3.06	-1.69	-.26	2.29
	394	.63	-2.70	-.94	.72	3.31		409	.25	-.20	1.54	2.65	8.12
F10	185	6.78	-2.18	-1.46	-.98	.10	F25	200	.64	-2.71	-.43	.77	2.10
	215	7.39	-2.14	-1.43	-.98	.04		230	1.34	-3.10	-1.57	-.98	1.07
	245	3.25	-2.52	-1.58	-1.07	.20		260	2.10	-2.42	-1.67	-1.06	.33
	275	2.18	-2.39	-1.32	-.83	.43		290	1.23	-2.74	-1.71	-.95	.35
	305	.78	-1.99	-.47	.49	1.92		320	2.52	-2.56	-1.81	-1.40	.13
	335	1.14	-2.72	-2.65	-2.10	.13		350	2.40	-2.50	-1.80	-1.20	.39
	365	1.43	-2.81	-1.82	-1.86	-.20		380	2.19	-2.47	-2.06	-1.52	.03
	395	2.39	-2.51	-1.55	-1.35	.01		410	1.52	-2.42	-1.97	-.97	.70
F11	186	.86	-2.09	-.53	-.01	1.55	F26	201r	1.77	-2.16	-.38	-.01	1.15
	216	1.39	-2.76	-2.04	-1.54	.04		231r	1.70	-2.49	-1.36	-.82	.74
	246	1.20	-2.71	-1.80	-1.08	.65		261r	1.20	-2.67	-2.10	-2.05	-.72
	276	1.87	-1.59	-.40	.29	1.51		291r	2.10	-2.09	-.46	-.29	.83
	306	.41	-3.29	.06	-.56	2.51		321r	1.04	-2.32	-1.86	-1.18	.45
	336	.88	-1.91	-.83	-.11	1.35		351r	2.00	-2.44	-1.36	-.90	.49
	366	.85	-1.71	-.60	.18	1.85		381r	.89	-3.21	-1.81	-1.85	.41
	396	.90	-2.79	-1.90	-1.79	.66		411r	.60	-3.13	-2.49	-2.30	-.16
F12	187	1.00	-2.84	-.55	-.13	2.42	F27	202	1.81	-1.45	.23	.70	2.19
	217	1.57	-1.37	.33	1.18	2.41		232	3.10	-1.66	-.42	.25	1.48
	247	2.10	-1.51	-.01	.56	2.04		262	.79	-1.06	.72	1.59	2.72
	277	1.19	-1.48	.57	1.30	2.81		292	.60	-2.57	-.40	.97	2.75
	307	1.73	-1.84	-.27	.08	2.09		322	2.10	-1.94	-.79	-.08	1.32
	337	1.03	-1.33	.81	1.34	2.84		352	.40	-3.18	.34	2.13	3.80
	367	.94	-.91	1.12	1.33	3.39		382	.32	-4.88	.44	.47	4.93
	397	1.41	-1.37	.38	1.08	2.86		412	.51	-3.90	-1.28	.53	3.29
F13	188	1.99	-2.32	-2.20	-2.05	-.11	F28	203	2.44	-2.37	-1.03	-.88	.80
	218	1.19	-2.89	-1.79	-1.38	.67		233	2.87	-2.08	-.87	-.53	.94

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	248	2.17	-2.33	-1.96	-1.60	-.07		263	2.62	-1.97	-.93	-.41	1.00
	278	2.96	-2.53	-2.11	-1.76	-.04		293	.67	-3.75	-.88	-1.08	1.06
	308	1.93	-2.62	-1.76	-1.37	.43		323	.34	-5.37	-1.31	.00	1.47
	338	1.53	-2.77	-1.87	-1.33	.66		353	.35	-5.35	-1.62	-2.40	.79
	368	2.52	-2.69	-1.88	-1.19	.36		383	.60	-3.97	-1.38	-1.50	1.24
	398	1.42	-2.99	-2.21	-1.46	.67		413	.46	-4.00	-1.32	-1.37	1.38
F14	189	1.48	-1.83	-.27	-.01	1.32	F29	204	1.96	-2.25	-2.61	-2.59	-1.00
	219	1.54	-1.59	.02	.09	1.42		234	1.93	-2.56	-2.47	-2.00	-.62
	249	1.93	-.76	.61	1.01	2.14		264	1.03	-2.79	-2.83	-2.08	-.23
	279	2.00	-.90	.31	.68	1.90		294	1.48	-1.84	-2.39	-3.22	-1.81
	309	1.54	-1.17	.39	.54	1.98		324	1.13	-1.96	-2.44	-3.46	-1.68
	339	2.49	-.29	.75	1.12	2.06		354	.91	-2.59	-2.51	-2.08	.05
	369	1.85	-.51	.59	.80	2.00		384	.86	-1.65	-2.07	-4.04	-1.65
	399	1.47	-.26	.92	.82	2.17		414	1.20	-1.78	-2.54	-3.79	-1.44
F15	190	1.75	-1.19	-.90	-.88	-.16	F30	205	.77	-3.17	-1.30	-1.14	.67
	220	2.10	-1.21	-1.10	-1.00	-.47		235	1.89	-1.78	-.96	-.22	.94
	250	3.05	-1.89	-1.44	-1.07	-.14		265	2.41	-1.52	-.66	.09	1.09
	280	1.99	-1.52	-1.25	-1.30	-.59		295	1.44	-1.40	-.66	-.13	1.08
	310	2.00	-1.50	-1.07	-.86	-.18		325	.57	-3.33	-1.90	.18	1.43
	340	3.85	-1.66	-1.17	-.81	.03		355	1.15	-1.64	-.15	.07	1.65
	370	.99	-1.24	-.36	-.41	.85		385	1.22	-1.69	-.67	.00	1.12
	400	1.83	-1.66	-1.13	-.63	.62		415	.98	-2.22	-.97	-.09	1.57

Note. $N = 44{,}090$. '*a*' parameters in red are below 1.00; '*b*' parameters in red are out of order.

Appendix F contains the stratified samples GPCM item-level parameters. The pattern of results for the unstratified and stratified samples were similar. For example, Item 304 was good, and Item 306 was bad for all samples. There were some items with slight differences in parameters across the accession sources. For example, Item 334 had poor discrimination in some stratified samples (i.e., OTS-CIV, AECP, ANG, and AFRES), but acceptable discrimination in other stratified samples (i.e., OTS-AD, USAFA, and ROTC). This might be due to qualitative differences in the samples that average out in the unstratified sample.

Appendix G displays the unstratified ORF's for the 240 SDI-O items. Note that ORF's were not generated for the stratified samples. The graphical examination of the curves helps determine which items are best, mediocre, and worst. An example of a good performing item is Item 304. Its slopes are steep and the widths between the probabilities of endorsing each response option are fairly equal. By contrast, Item 386 is an example of a poorly performing item with the 'Moderately Disagree' and the middle option having shallow slopes and receiving no momentum. It is noteworthy that some items appeared to measure latent traits either below or above average. For example, responses to F01 Team Player all seem to either endorse 'Moderately Agree' or 'Strongly Agree'. This suggests that these items do not take high level of 'team player-ness' to be endorsed, thereby diluting measurement precision. On the contrary, responses to F12 Cynical View would require a test-taker with high standing on this trait to agree with the statements.

In sum, most of the items had acceptable '*a*' and '*b*' parameters, except for some poorly discriminating items and items with out-of-order threshold parameters. Most items behaved similarly between accession sources, with only a few exceptions.

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4.2 What are the item-level subgroup differences?

4.2.1 Cohen's *d*

One advantage of non-cognitive tests (e.g., SJTs, personality tests, biodata) is that they have the potential to greatly reduce subgroup differences over their cognitive counterparts (Nguyen et al., 2005; Whetzel et al., 2008). *Subgroup differences* refer to mean differences between the majority groups (e.g., Whites, males) and legally protected underrepresented groups (e.g., racial and ethnic minorities, females). These differences are expressed using Cohen's *d*, which is a measure of the effect size of mean differences (Cohen, 1992). Cutoffs of .40 and .80 were chosen to represent moderately and highly problematic subgroup differences, respectively. Although these cutoffs differ slightly from the ones prescribed by the literature, they are in line with the cutoffs used for the Armed Services Vocational Aptitude Battery (ASVAB) and other standardized assessments throughout the Department of Defense (DoD). Moderate to large effect sizes suggest that an item may inadvertently favor one subgroup over the other. The subgroup comparisons examined in this effort included Female/Male (F/M), Black/White (B/W), Asian/White (A/W), White Non-Hispanic/White Hispanic (WnH/WH), and Black Non-Hispanic/Black Hispanic (BnH/BH).

Cohen's *d*'s ranged from <.01 to 1.01. The White Hispanic and Black Hispanic subgroups showed no moderate or large differences among any of the items. Seventeen items exhibited moderate subgroup differences for at least one subgroup. Two items exhibited large subgroup differences for one of the subgroup comparisons: Item 207 (d = 1.01, Females higher than Males) and Item 408 (d = .82, Females higher than Males). Table 9 presents Cohen's *d* values for the overall sample and Appendix H presents the values by accession source. Values that are equal to or greater than .40 are indicated in red.

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Table 9. Item-level Subgroup Differences.

Item Number	Facet Number: Name	Cohen's *d*				
		F/M	B/W	A/W	WnH/WH	BnH/BH
176	F1: Team Player	.05	<.01†	.19	.01†	.02†
206	F1: Team Player	.12	.04	.06*	.04*	.05†
236	F1: Team Player	.05	.01†	.26	<.01†	.01†
266	F1: Team Player	.11	<.01†	.18	.02†	.03†
296	F1: Team Player	.08	.03†	.05*	.06	.01†
326	F1: Team Player	.17	.19	.14	.10	.03†
356	F1: Team Player	.11	.13	.06*	.07	.04†
386	F1: Team Player	.03*	.03†	.04*	.02†	.03†
177	F2: Stress Under Pressure	.42	.04*	.24	.02†	.02†
207	F2: Stress Under Pressure	1.01	.11	.14	.02†	.01†
237	F2: Stress Under Pressure	.26	.02†	.22	.05*	.04†
267	F2: Stress Under Pressure	.28	.04*	.39	.03†	.01†
297	F2: Stress Under Pressure	.14	<.01†	.27	.03†	.01†
327	F2: Stress Under Pressure	.10	.12	.13	.10	.04†
357	F2: Stress Under Pressure	.23	.09	.16	.03†	.01†
387	F2: Stress Under Pressure	.35	.04*	.35	.04*	.01†
178	F3: Reserved	.03*	<.01†	.24	.01†	.01†
208	F3: Reserved	.16	.01†	.23	.04*	.03†
238	F3: Reserved	.03*	.11	.23	.01†	.06†
268	F3: Reserved	.08	.01†	.20	.05*	.05†
298	F3: Reserved	.12	.12	.26	.04*	.13*
328	F3: Reserved	.11	.13	.06*	.06	.08*
358	F3: Reserved	.14	.08	.05*	.06	.09*
388	F3: Reserved	.06	.03†	.18	.05*	.03†
179	F4: Achievement Striving	.10	.01†	.14	.02†	.07†
209	F4: Achievement Striving	.07	.05*	.10	.03†	.07†
239	F4: Achievement Striving	.12	.05*	.14	.04*	<.01†
269	F4: Achievement Striving	.16	.05	.19	.02†	.05†
299	F4: Achievement Striving	.10	.16	<.01†	.06	.03†
329	F4: Achievement Striving	.13	.08	.11	.02†	.01†
359	F4: Achievement Striving	<.01†	.22	.06*	.11	.01†
389	F4: Achievement Striving	.15	.17	.05*	.10	.04†
180	F5: Creative	.10	.16	.02†	.09	.04†
210	F5: Creative	.12	.08	.09	.07	.09*
240	F5: Creative	.19	.03*	.05*	.04*	.07†
270	F5: Creative	.10	.26	.05*	.12	.02†
300	F5: Creative	.24	.01†	.14	.04*	.08*
330	F5: Creative	.10	.10	.12	.05*	.03†
360	F5: Creative	.04	.21	.02†	.08	.02†
390	F5: Creative	.12	.14	.02†	.07	.03†

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181	F6: Interpersonal Tactics	.18	.11	.06*	.13	.08†
211	F6: Interpersonal Tactics	.27	.18	.08	.06	.08†
241	F6: Interpersonal Tactics	.28	.06*	.06 *	<.01†	.01†
271	F6: Interpersonal Tactics	.23	.06	.32	.03*	.07†
301	F6: Interpersonal Tactics	.21	.03†	.11	.08	.08*
331	F6: Interpersonal Tactics	.16	.08	.30	.03*	.05†
361	F6: Interpersonal Tactics	.16	.21	.15	.01†	.12*
391	F6: Interpersonal Tactics	.23	.03†	.27	.04*	.05†
182	F7: Pleasant	.10	.08	.01†	.09	.06†
212	F7: Pleasant	.19	.25	.09	.05*	.10*
242	F7: Pleasant	.14	.14	.03†	.09	.04†
272	F7: Pleasant	.11	.19	.07*	.07	.04†
302	F7: Pleasant	.09	.09	.06*	.07	.03†
332	F7: Pleasant	.07	.19	.05*	.10	.05†
362	F7: Pleasant	.06	.10	.06*	.10	.01†
392	F7: Pleasant	.14	.17	.01†	.15	.01†
183	F8: Temperamental	.06	.07	.32	<.01†	.07†
213	F8: Temperamental	.04	.31	.05*	.14	.10*
243	F8: Temperamental	.07	.22	.13	.08	.03†
273	F8: Temperamental	.03*	.06	.17	.10	.07†
303	F8: Temperamental	.06	.14	.14	.09	<.01†
333	F8: Temperamental	.09	.01†	.18	.03†	.02†
363	F8: Temperamental	.06	.21	.09	.12	.08†
393	F8: Temperamental	.04	.11	.26	.06	.01†
184	F9: Dominance-Leader	.02†	.08	.25	.01†	.03†
214	F9: Dominance-Leader	<.01†	.10	.40	.01†	.07†
244	F9: Dominance-Leader	.06	.03†	.17	.07	.11*
274	F9: Dominance-Leader	.02*	.18	.23	.03†	.02†
304	F9: Dominance-Leader	.03*	.04*	.19	.03†	.11*
334	F9: Dominance-Leader	.07	.02†	.09	.07	.06†
364	F9: Dominance-Leader	.02†	.11	.34	<.01†	.06†
394	F9: Dominance-Leader	.09	.19	.10	.05*	.05†
185	F10: Order	.18	.21	.09	.12	.06†
215	F10: Order	.18	.23	.09	.13	.08†
245	F10: Order	.23	.21	.02†	.10	.05†
275	F10: Order	.17	.24	.09	.11	.05†
305	F10: Order	.16	.32	.16	.12	.03†
335	F10: Order	.12	.09	.06*	.05*	.05†
365	F10: Order	.24	.17	.17	.05*	.05†
395	F10: Order	.18	.20	.01†	.09	.02†
186	F11: Reflective	.13	.22	.27	.10	<.01†
216	F11: Reflective	.04*	.23	.04†	.08	.02†
246	F11: Reflective	.01†	.23	.11	.05*	.06†
276	F11: Reflective	.09	.37	.24	.10	.08†

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306	F11: Reflective	.15	.02†	.04†	.02†	.04†
336	F11: Reflective	.14	.23	.05*	.06	.07†
366	F11: Reflective	.03*	.43	.28	.13	.08*
396	F11: Reflective	.05	.33	.13	.12	<.01†
187	F12: Cynical View	.11	.04*	.18	<.01†	.05†
217	F12: Cynical View	.11	.13	.24	.07	.02†
247	F12: Cynical View	.12	.02†	.18	.03†	.02†
277	F12: Cynical View	.04*	.08	.08	.04*	.03†
307	F12: Cynical View	.10	.02†	.10	.07	.04†
337	F12: Cynical View	.09	.30	.29	.11	.03†
367	F12: Cynical View	.10	.09	.27	.07	.02†
397	F12: Cynical View	.14	.11	.15	.04*	.02†
188	F13: Helpful Altruistic	.13	.21	.04†	.14	.05†
218	F13: Helpful Altruistic	.16	.18	.17	.12	.15*
248	F13: Helpful Altruistic	.12	.13	.02†	.06	.04†
278	F13: Helpful Altruistic	.23	.21	.07*	.10	.03†
308	F13: Helpful Altruistic	.20	.31	.13	.20	.03†
338	F13: Helpful Altruistic	.11	.11	.04*	.08	.04†
368	F13: Helpful Altruistic	.19	.30	.14	.19	.03†
398	F13: Helpful Altruistic	.15	.15	.04*	.09	.03†
189	F14: Worry	.14	.24	.30	.09	.01†
219	F14: Worry	.20	.23	.28	.07	<.01†
249	F14: Worry	.12	.07	.42	.05*	.05†
279	F14: Worry	.14	.14	.31	.03†	.01†
309	F14: Worry	.06	.07	.40	.07	.03†
339	F14: Worry	.18	.06	.36	.02†	.01†
369	F14: Worry	.27	.01†	.37	.06	.07†
399	F14: Worry	.29	.03†	.34	.01†	.05†
190	F15: Excitement Seeking	.18	.43	.10	.03*	.20
220	F15: Excitement Seeking	.23	.44	.13	.03†	.20
250	F15: Excitement Seeking	.22	.35	.22	.01†	.17
280	F15: Excitement Seeking	.11	.35	.25	.01†	.07†
310	F15: Excitement Seeking	.11	.30	.20	.01†	.17
340	F15: Excitement Seeking	.22	.37	.24	.02†	.17
370	F15: Excitement Seeking	.44	.58	.26	.15	.20
400	F15: Excitement Seeking	.25	.37	.15	.05*	.15
191	F16: Self-Discipline	.15	.08	.06*	.11	.11*
221	F16: Self-Discipline	.13	.05*	.11	.09	.10*
251	F16: Self-Discipline	.10	.08	.05*	.10	.04†
281	F16: Self-Discipline	.06	.06*	.10	.07	.07†
311	F16: Self-Discipline	.02†	.09	.16	.04*	.07†
341	F16: Self-Discipline	.10	.20	.02†	.07	<.01†
371	F16: Self-Discipline	.06	.11	.12	.04*	.03†
401	F16: Self-Discipline	.09	.24	.16	.09	.02†

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192	F17: Scientific Interest	.28	.25	.13	.04*	.08*
222	F17: Scientific Interest	.46	.32	.02†	.04*	.05*
252	F17: Scientific Interest	.41	.28	.03†	.03†	.12*
282	F17: Scientific Interest	.30	.19	.06*	.02†	.06†
312	F17: Scientific Interest	.34	.27	.04†	<.01†	.09*
342	F17: Scientific Interest	.32	.25	.05*	.03†	.12*
372	F17: Scientific Interest	.35	.12	.05*	.04*	.16
402	F17: Scientific Interest	.76	.14	.16	.06	.10*
193	F18: Envious	.11	.65	.02†	.27	.16
223	F18: Envious	.10	.55	.01 †	.25	.09*
253	F18: Envious	.17	.53	.05*	.26	.07†
283	F18: Envious	.15	.47	.07*	.20	.06†
313	F18: Envious	.18	.36	.06*	.17	.03†
343	F18: Envious	.19	.46	.11	.25	<.01†
373	F18: Envious	.22	.26	.14	.16	.04†
403	F18: Envious	.21	.26	.17	.16	<.01†
194	F19: Independent	.10	.13	.13	.03†	.04†
224	F19: Independent	.10	.08	.11	.01†	.05†
254	F19: Independent	.14	.11	.04*	.10	.03†
284	F19: Independent	.08	.18	.02†	.13	.02†
314	F19: Independent	.07	.10	.08	.06*	.04†
344	F19: Independent	.02†	.03†	.06*	.05*	.05†
374	F19: Independent	.12	.14	.05*	.01†	.06†
404	F19: Independent	.08	.11	.17	<.01†	.07†
195	F20: Angry Hostility	.05	.20	.09	.09	.02†
225	F20: Angry Hostility	.06	.20	.13	.08	.02†
255	F20: Angry Hostility	.04	.09	.26	.02†	.01†
285	F20: Angry Hostility	.07	.12	.12	.07	<.01†
315	F20: Angry Hostility	.04*	.14	.14	.06	.01†
345	F20: Angry Hostility	.16	.07	.10	.05*	.05†
375	F20: Angry Hostility	.08	.15	.08	.12	.02†
405	F20: Angry Hostility	.02*	.03†	.19	.04*	.02†
196	F21: High-Intensity Pleasure	.02 †	<.01†	.15	.13	.16
226	F21: High-Intensity Pleasure	<.01†	.07	.08	.13	.12*
256	F21: High-Intensity Pleasure	.01†	<.01†	.24	.10	.13*
286	F21: High-Intensity Pleasure	.23	.07	.19	.11	.15*
316	F21: High-Intensity Pleasure	<.01†	.05*	.03†	.12	.12*
346	F21: High-Intensity Pleasure	.19	.05*	.04*	.07	.10*
376	F21: High-Intensity Pleasure	.11	.25	.28	.25	.07†
406	F21: High-Intensity Pleasure	.08	.08	.19	.09	.08†
197	F22: Deliberation	.04	.25	.02†	.11	.01†
227	F22: Deliberation	.04	.32	.11	.18	.03†
257	F22: Deliberation	.19	.22	.05*	.12	.02†
287	F22: Deliberation	.07	.27	.08	.13	.02†

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317	F22: Deliberation	.04	.16	.11	.04*	.03†
347	F22: Deliberation	.04	.27	.06*	.14	.02†
377	F22: Deliberation	.03	.29	<.01†	.09	.02†
407	F22: Deliberation	.11	.24	.11	.10	.01†
198	F23: Cultured	.26	.34	.23	.19	.16
228	F23: Cultured	.27	.36	.24	.21	.13*
258	F23: Cultured	.36	.45	.30	.23	.05†
288	F23: Cultured	.33	.36	.26	.26	.10*
318	F23: Cultured	.22	.29	.18	.19	.16
348	F23: Cultured	.34	.26	.16	.18	.07†
378	F23: Cultured	.29	.53	.16	.16	.12*
408	F23: Cultured	.82	.60	.47	.30	.09*
199	F24: Influence Tactics	.08	.12	.05 *	<.01†	.04†
229	F24: Influence Tactics	.08	.02 †	.11	.04*	.06†
259	F24: Influence Tactics	.16	<.01†	.03 †	.03†	.06†
289	F24: Influence Tactics	.11	.05 *	.08	.04*	.06†
319	F24: Influence Tactics	.10	.02 †	.04 *	.01†	.01†
349	F24: Influence Tactics	.33	.21	.07 *	.06	.08†
379	F24: Influence Tactics	.04	.20	.03 †	.03*	.06†
409	F24: Influence Tactics	.06	.21	<.01†	.11	.01†
200	F25: Optimist	.02*	.12	.08	.08	.02†
230	F25: Optimist	.09	.21	.07	.10	.09*
260	F25: Optimist	.04*	.02 †	.18	.05*	.03†
290	F25: Optimist	.27	.16	.05*	.09	.04†
320	F25: Optimist	.08	.22	<.01†	.12	<.01†
350	F25: Optimist	.03*	.16	.09	.11	.02†
380	F25: Optimist	.12	.14	.12	.10	.08†
410	F25: Optimist	.02†	.04*	.17	.01†	.01†
201	F26: Unconventional	.16	.41	.04†	.17	.07†
231	F26: Unconventional	.26	.29	.13	.10	.03†
261	F26: Unconventional	.34	.13	.07*	.06	.02†
291	F26: Unconventional	.19	.39	.03†	.17	.07†
321	F26: Unconventional	.03*	.06*	.28	.03*	.01†
351	F26: Unconventional	.26	.18	.12	.10	.01†
381	F26: Unconventional	.15	.22	.18	.09	<.01†
411	F26: Unconventional	.23	.03†	.26	<.01†	.09*
202	F27: Spontaneous-Variety	.02†	.05*	.13	<.01†	.09*
232	F27: Spontaneous-Variety	.07	.11	.04*	.06	.03†
262	F27: Spontaneous-Variety	.01†	.25	.21	.04*	.03†
292	F27: Spontaneous-Variety	.23	.10	.10	.01†	.04†
322	F27: Spontaneous-Variety	.09	.01†	.02†	.02†	.03†
352	F27: Spontaneous-Variety	.06	.09	.07*	.03†	.01†
382	F27: Spontaneous-Variety	.10	.09	.16	<.01†	.02†
412	F27: Spontaneous-Variety	.04	.31	.11	.15	.02†

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203	F28: Activity	.27	.16	.06*	.03*	.01†
233	F28: Activity	.24	.11	.04†	.04*	.03†
263	F28: Activity	.20	.02†	.07*	.02†	.02†
293	F28: Activity	.18	.08	.01†	.02†	.13*
323	F28: Activity	.16	.21	.05*	.07	.04†
353	F28: Activity	.13	.25	.12	.10	.04†
383	F28: Activity	.26	.06	.02†	.07	.08†
413	F28: Activity	.45	.12	.07*	.01†	.04†
204	F29: Well-Adjusted	.15	.06	.09	.06	.01†
234	F29: Well-Adjusted	.06	.02†	.11	.01†	.01†
264	F29: Well-Adjusted	.12	.11	.07*	.05*	.01†
294	F29: Well-Adjusted	.08	.01†	.12	.06*	.01†
324	F29: Well-Adjusted	.09	.02†	.15	.03†	.02†
354	F29: Well-Adjusted	.17	.27	.22	.07	.02†
384	F29: Well-Adjusted	.07	.01†	.25	.11	.19
414	F29: Well-Adjusted	.05	<.01†	.22	.02†	<.01†
205	F30: Imagination	.08	.10	.01†	.03*	.01†
235	F30: Imagination	.20	.05*	.09	.01†	.03†
265	F30: Imagination	.02*	.01†	.01†	.04*	.01†
295	F30: Imagination	.27	.12	.12	.03*	.05†
325	F30: Imagination	.16	.15	.10	.06	.06†
355	F30: Imagination	.01†	.03†	.05*	.06	.02†
385	F30: Imagination	.13	.02†	.01†	.05*	.02†
415	F30: Imagination	.01†	<.01†	.04†	.01†	.04†

Note. N = 44,090. Values ≥ .40 indicated in red.
All effect sizes are significant at the $p < .001$ level unless denoted as *$p < .05$ or †p = n.s.
F/M = Female/Male, B/W = Black/White, A/W = Asian/White, WnH/WH = White Non-Hispanic/White Hispanic, BnH/BH = Black Non-Hispanic/Black Hispanic.

4.2.2 Differential Item Functioning (DIF)

There are multiple ways to determine whether a psychological instrument functions differently for different groups when controlling for their standing on the latent trait (also called measurement bias). While the jury is still out on which statistical methods are better and under what conditions, there is some research to guide this effort. Specifically, we ran differential item functioning (DIF) analyses, which refer to a psychometric difference in the way a test item functions for two groups when the two groups are matched on the latent trait (Potenza & Dorans, 1995). DIF statistics may be classified as either latent model-based or observed score-based and can be estimated using several R packages (for more information, please refer to Attachment 1). In general, the DIF analyses produce a likelihood ratio test (chi square [χ^2]), Akaike Information Criterion (AIC), and Bayesian Information Criterion (BIC). These statistics compare the observed model against the baseline model and determine whether severe departures occur. Significant χ^2 indicate that there may be DIF. Large negative AIC and BIC suggest potential DIF.

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Using the latent model-based procedures, the present study examined whether or not there was evidence for DIF between the majority racial group (i.e., White) and the two largest minority racial groups (i.e., Black or African American and Asian); between the majority ethnic subgroups (i.e., WnH and BnH) and the minority ethnic subgroups (i.e., WH and BH); and between the majority gender group (i.e., male) and the minority gender group (i.e., female). Note that the AFOQT demographics data contained two other racial categories including American Indian/Alaska Native (AIAN) and Native Hawaiian/Other Pacific Islander (NHPI). The sample sizes for these groups were small in proportion to the majority group (N_{AIAN} = 512 compared to N_{White} = 30,856; N_{NHPI} = 565 compared to N_{White} = 32,117) and therefore were not subjected to the DIF analyses.

For item-level DIF output, please refer to Attachment 3. For DIF ORFs, please refer to Attachment 2. Examining the pattern of results for the SDI-O data revealed some significant results. Specifically, 134 items were identified as significant for F/M test-takers; 151 for B/W test-takers; 151 for A/W test-takers; and 67 for WH/WnH test-takers. Because most of the facets did not have equal response option endorsement between the BH and BnH subgroups, the DIF analyses were not possible. While concerning at first, these results are consistent with the prevalent findings in the literature that DIF analyses are sensitive to Type I error (flagging items as having DIF when there is no DIF; DeMars, 2008) due to a variety of reasons, not the least of which is large sample size. Of more interest are the items that did not reveal significant tests, which likely indicates that there was no DIF across any of the subgroups (e.g., Items 177, 358, 209, 391, 302, 332, 362, 183, 214, 364, 246, 336, 367, 399, 310, 281, 341, 401, 343, 195, 197, and 347).

In sum, with a pervasive Type I error inherent in DIF analyses, we recommend interpreting these analyses in conjunction with Differential Test Functioning (DTF), measurement invariance (MI), and Cohen's *d*.

4.3 How do the items relate to each other?

4.3.1 Item Intercorrelations

Item inter-correlations were computed within each facet to analyze the dimensionality within each facet. This procedure provides an indicator of poor unidimensionality ($r < .30$; indicated in red) and an indicator of redundancy/multicollinearity ($r > .80$; indicated in blue; Cronbach, 1951). Table 10 displays the inter-item correlations computed from the overall sample. Appendix I contains the intercorrelations stratified by accession source.

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Table 10. Item Intercorrelations

Facet Name: Domain	Item Inter-correlations							
F01 Team Player: A	Item #	176	206	236	266	296	326	356	386
	176								
	206	.49							
	236	.45	.51						
	266	.51	.52	.52					
	296	.34	.41	.40	.40				
	326	.35	.37	.36	.41	.31			
	356	.29	.36	.36	.37	.32	.39		
	386	.27	.30	.33	.35	.32	.32	.34	
F02 Stress Under Pressure: A	Item #	177	207	237	267	297	327	357	387
	177								
	207	.51							
	237	.52	.48						
	267	.52	.41	.48					
	297	.41	.39	.45	.39				
	327	.45	.37	.51	.44	.44			
	357	.43	.46	.45	.38	.47	.45		
	387	.50	.38	.44	.56	.38	.38	.35	
F03 Reserved: E	Item #	178	208	238	268	298	328	358	388
	178								
	208	.67							
	238	.69	.70						
	268	.61	.64	.64					
	298	.64	.69	.70	.72				
	328	.48	.57	.51	.55	.56			
	358	.48	.57	.51	.55	.57	.79		
	388	.41	.41	.42	.45	.44	.35	.35	
F04 Achievement Striving: C	Item #	179	209	239	269	299	329	359	389
	179								
	209	.45							
	239	.48	.51						
	269	.55	.41	.48					
	299	.40	.42	.45	.38				
	329	.42	.42	.50	.42	.48			
	359	.37	.40	.43	.36	.55	.55		
	389	.39	.41	.45	.37	.47	.53	.54	

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F05 Creative: O	Item #	180	210	240	270	300	330	360	390
	180								
	210	.60							
	240	.59	.71						
	270	.50	.43	.44					
	300	.22	.27	.28	.16				
	330	.32	.36	.38	.26	.30			
	360	.55	.49	.51	.73	.21	.33		
	390	.61	.67	.70	.58	.26	.37	.67	
F06 Interpersonal Tactics: M	Item #	181	211	241	271	301	331	361	391
	181								
	211	.49							
	241	.40	.45						
	271	.36	.43	.38					
	301	.52	.54	.48	.48				
	331	.32	.33	.40	.35	.45			
	361	.31	.33	.33	.45	.41	.32		
	391	.37	.44	.41	.67	.52	.38	.56	
F07 Pleasant: A	Item #	182	212	242	272	302	332	362	392
	182								
	212	.59							
	242	.68	.69						
	272	.57	.65	.66					
	302	.50	.56	.57	.63				
	332	.43	.51	.49	.56	.53			
	362	.35	.39	.43	.40	.41	.36		
	392	.52	.52	.58	.54	.51	.45	.40	
F08 Temperamental: N	Item #	183	213	243	273	303	333	363	393
	183								
	213	.40							
	243	.47	.65						
	273	.44	.37	.44					
	303	.50	.38	.49	.61				
	333	.42	.33	.41	.55	.57			
	363	.44	.60	.66	.44	.48	.43		
	393	.37	.31	.39	.46	.47	.46	.42	
F09 Dominance-Leader: E	Item #	184	214	244	274	304	334	364	394
	184								

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	214	.61							
	244	.57	.49						
	274	.58	.65	.54					
	304	.63	.64	.55	.68				
	334	.46	.39	.62	.48	.46			
	364	.53	.71	.40	.58	.58	.33		
	394	.35	.28	.43	.34	.35	.50	.27	
F10 Order: C	Item #	185	215	245	275	305	335	365	395
	185								
	215	.90							
	245	.74	.75						
	275	.70	.71	.68					
	305	.48	.49	.46	.49				
	335	.46	.46	.49	.48	.30			
	365	.56	.56	.57	.48	.31	.40		
	395	.69	.70	.70	.60	.41	.45	.67	
F11 Reflective: O	Item #	186	216	246	276	306	336	366	396
	186								
	216	.37							
	246	.42	.45						
	276	.46	.46	.44					
	306	.28	.23	.34	.28				
	336	.33	.39	.40	.50	.30			
	366	.33	.31	.28	.61	.16	.34		
	396	.42	.41	.35	.35	.19	.27	.30	
F12 Cynical View: M	Item #	187	217	247	277	307	337	367	397
	187								
	217	.43							
	247	.52	.58						
	277	.34	.45	.46					
	307	.53	.50	.66	.45				
	337	.32	.41	.41	.57	.41			
	367	.30	.46	.40	.37	.36	.38		
	397	.38	.50	.51	.45	.48	.44	.51	
F13 Helpful Altruistic: A	Item #	188	218	248	278	308	338	368	398
	188								
	218	.45							
	248	.53	.46						

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	278	.57	.43	.60					
	308	.48	.56	.51	.54				
	338	.43	.37	.49	.52	.45			
	368	.53	.44	.52	.60	.55	.53		
	398	.41	.33	.41	.48	.43	.44	.56	
F14 Worry: N	Item #	189	219	249	279	309	339	369	399
	189								
	219	.72							
	249	.56	.56						
	279	.60	.61	.64					
	309	.53	.53	.60	.58				
	339	.54	.56	.66	.71	.60			
	369	.53	.55	.59	.57	.61	.63		
	399	.47	.49	.54	.52	.56	.60	.74	
F15 Excitement Seeking: E	Item #	190	220	250	280	310	340	370	400
	190								
	220	.81							
	250	.64	.67						
	280	.56	.57	.59					
	310	.61	.60	.61	.80				
	340	.64	.66	.77	.66	.70			
	370	.48	.48	.55	.39	.47	.60		
	400	.53	.53	.66	.52	.57	.73	.62	
F16 Self-Discipline: C	Item #	191	221	251	281	311	341	371	401
	191								
	221	.69							
	251	.54	.57						
	281	.47	.50	.57					
	311	.49	.51	.58	.53				
	341	.43	.47	.42	.42	.46			
	371	.38	.41	.45	.42	.56	.46		
	401	.41	.44	.42	.41	.51	.55	.54	
F17 Scientific Interest: O	Item #	192	222	252	282	312	342	372	402
	192								
	222	.68							
	252	.70	.77						
	282	.71	.69	.72					
	312	.75	.70	.71	.74				

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	342	.63	.72	.70	.69	.70			
	372	.62	.56	.62	.62	.61	.54		
	402	.49	.57	.63	.53	.50	.51	.51	
F18 Envious: M	Item #	193	223	253	283	313	343	373	403
	193								
	223	.83							
	253	.69	.73						
	283	.60	.64	.70					
	313	.50	.54	.54	.56				
	343	.63	.67	.70	.65	.56			
	373	.43	.46	.48	.49	.43	.52		
	403	.49	.51	.51	.48	.44	.57	.51	
F19 Independent: M	Item #	194	224	254	284	314	344	374	404
	194								
	224	.78							
	254	.40	.42						
	284	.44	.48	.37					
	314	.41	.44	.33	.46				
	344	.48	.50	.45	.38	.41			
	374	.31	.32	.33	.30	.28	.35		
	404	.34	.35	.30	.35	.32	.39	.36	
F20 Angry Hostility: N	Item #	195	225	255	285	315	345	375	405
	195								
	225	.75							
	255	.65	.67						
	285	.68	.72	.70					
	315	.65	.68	.67	.74				
	345	.45	.45	.43	.43	.46			
	375	.50	.52	.51	.61	.61	.37		
	405	.44	.45	.45	.49	.50	.42	.50	
F21 High-Intensity Pleasure: E	Item #	196	226	256	286	316	346	376	406
	196								
	226	.65							
	256	.73	.62						
	286	.61	.61	.59					
	316	.52	.64	.47	.60				
	346	.52	.75	.51	.53	.58			
	376	.40	.47	.37	.41	.52	.43		

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	406	.54	.50	.62	.51	.44	.42	.34	
F22 Deliberation: C	Item #	197	227	257	287	317	347	377	407
	197								
	227	.58							
	257	.50	.52						
	287	.60	.62	.58					
	317	.59	.54	.57	.63				
	347	.58	.68	.58	.70	.63			
	377	.47	.46	.41	.48	.51	.50		
	407	.49	.46	.44	.52	.53	.52	.46	
F23 Cultured: O	Item #	198	228	258	288	318	348	378	408
	198								
	228	.75							
	258	.69	.66						
	288	.66	.68	.61					
	318	.73	.72	.63	.70				
	348	.54	.55	.52	.58	.57			
	378	.51	.54	.48	.58	.51	.51		
	408	.45	.48	.47	.51	.46	.60	.49	
F24 Influence Tactics: M	Item #	199	229	259	289	319	349	379	409
	199								
	229	.57							
	259	.49	.70						
	289	.58	.62	.58					
	319	.44	.51	.46	.53				
	349	.17	.30	.39	.26	.22			
	379	.41	.38	.32	.46	.42	.10		
	409	.10	.21	.24	.16	.15	.37	.05	
F25 Optimist: A	Item #	200	230	260	290	320	350	380	410
	200								
	230	.34							
	260	.45	.51						
	290	.35	.44	.48					
	320	.36	.47	.59	.47				
	350	.35	.50	.56	.45	.63			
	380	.33	.48	.55	.62	.56	.54		
	410	.30	.42	.49	.37	.53	.60	.44	
F26 Unconventional: C	Item #	201	231	261	291	321	351	381	411

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	201								
	231	.53							
	261	.33	.42						
	291	.80	.56	.37					
	321	.37	.45	.38	.39				
	351	.51	.59	.45	.55	.57			
	381	.33	.40	.36	.34	.44	.46		
	411	.21	.28	.55	.24	.32	.36	.31	
F27 Spontaneous-Variety: E	Item #	202	232	262	292	322	352	382	412
	202								
	232	.68							
	262	.45	.43						
	292	.34	.36	.34					
	322	.56	.71	.40	.40				
	352	.27	.23	.30	.27	.24			
	382	.25	.22	.25	.17	.22	.21		
	412	.27	.31	.35	.27	.31	.27	.15	
F28 Activity: E	Item #	203	233	263	293	323	353	383	413
	203								
	233	.74							
	263	.67	.72						
	293	.33	.35	.39					
	323	.18	.18	.22	.34				
	353	.18	.17	.21	.31	.73			
	383	.28	.29	.35	.49	.25	.23		
	413	.24	.26	.26	.48	.28	.28	.45	
F29 Well-Adjusted: A	Item #	204	234	264	294	324	354	384	414
	204								
	234	.58							
	264	.40	.43						
	294	.44	.38	.33					
	324	.38	.32	.28	.54				
	354	.43	.49	.31	.25	.18			
	384	.31	.27	.25	.48	.45	.19		
	414	.37	.32	.29	.56	.66	.19	.51	
F30 Imagination: O	Item #	205	235	265	295	325	355	385	415
	205								
	235	.45							

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	265	.42	.63					
	295	.36	.67	.60				
	325	.52	.38	.34	.34			
	355	.32	.47	.62	.48	.22		
	385	.35	.52	.58	.50	.31	.55	
	415	.31	.43	.53	.41	.24	.47	.44

Note. $N = 44{,}090$. $^{*}p < .05$, $^{**}p < .001$. Low correlations (<.30) are indicate din red. High intercorrelations (>.70) are indicated in blue.

4.4 How do the items relate to the AFOQT cognitive subtests and operational composites?

4.4.1 Item-Level Bivariate Correlations

We examined item bivariate correlations, or the correlations between each item and the 10 cognitive subtests, the AFOQT Verbal, Quantitative, and Academic Aptitude composites, and the rated career field (RCF) composites (i.e., ABM, CSO, and Pilot). A couple interesting patterns emerged: no items in the Angry Hostility facet or High-Intensity Pleasure facet were correlated > |.10| with the subtests and composites. Similarly, only one Achievement Striving item (389) exhibited a correlation > |.10| (with Physical Science). Table 11 presents the bivariate correlations for the full sample (bivariate correlations by accession source were not computed).

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Table 11. Item-Level Bivariate Correlations

F01	Cognitive Subtest Scores										Non-RCF Composite Scores			RCF Composite Scores		
Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
176	-.01	-.02	-.01	-.05	.01	-.06	.04	-.01	.03	.01	-.01	-.04	-.03	.01	<.01	.02
206	-.04	-.07	-.03	-.08	-.02	-.09	.01	-.03	.01	-.02	-.04	-.08	-.07	-.04	-.04	-.02
236	.04	<.01	.04	-.03	.05	-.03	.04	.02	.05	.02	.05	-.02	.01	.02	.02	.05
266	.04	<.01	.04	-.03	.06	-.03	.06	<.01	.05	.01	.05	-.02	.02	.03	.02	.05
296	-.01	-.02	-.01	-.03	<.01	-.03	<.01	.01	.01	-.01	-.01	-.02	-.02	-.01	-.01	<.01
326	-.05	-.10	-.06	-.13	-.04	-.14	<.01	-.07	-.02	-.06	-.06	-.13	-.11	-.08	-.08	-.05
356	.06	-.02	.08	-.05	.07	-.03	.01	-.02	.01	-.02	.08	-.04	.02	-.01	-.02	.04
386	.06	.04	.07	.03	.08	.04	.01	.04	.04	.01	.08	.03	.07	.04	.03	.06
F02 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
177	-.05	-.05	-.05	.03	-.09	<.01	-.08	-.10	-.10	-.12	-.07	<.01	-.04	-.08	-.10	-.09
207	-.03	-.07	-.04	-.01	-.08	-.06	-.07	-.19	-.13	-.17	-.06	-.03	-.05	-.12	-.16	-.10
237	.02	.01	.01	.08	-.02	.06	-.06	-.05	-.08	-.07	<.01	.06	.03	-.03	-.04	-.04
267	-.07	-.07	-.08	.01	-.11	<.01	-.09	-.08	-.10	-.11	-.10	-.02	-.06	-.09	-.10	-.11
297	-.04	-.01	-.06	.04	-.08	.02	-.07	-.06	-.07	-.08	-.07	.03	-.02	-.06	-.06	-.08
327	.03	.05	.03	.11	.01	.11	-.05	<.01	-.05	-.03	.02	.10	.07	.01	<.01	-.02
357	-.02	<.01	-.03	.05	-.06	.03	-.06	-.07	-.09	-.07	-.05	.04	<.01	-.05	-.06	-.07
387	-.07	-.06	-.08	.03	-.10	<.01	-.08	-.10	-.10	-.12	-.09	<.01	-.05	-.09	-.10	-.11
F03 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
178	.05	.05	.07	.09	.03	.10	-.03	<.01	.01	<.01	.06	.08	.08	.03	.02	.04
208	.08	.08	.09	.12	.05	.14	-.03	.06	.03	.02	.09	.12	.12	.06	.06	.07
238	.05	.04	.08	.07	.02	.09	-.03	.01	.01	<.01	.06	.06	.07	.02	.01	.04
268	.05	.07	.07	.10	.03	.11	-.03	.04	.03	.02	.06	.09	.09	.05	.04	.05
298	.06	.07	.08	.10	.04	.12	-.03	.04	.03	.02	.07	.09	.09	.04	.04	.05
328	.08	.07	.12	.09	.06	.13	-.05	.04	.01	.02	.10	.09	.11	.04	.03	.06
358	.08	.07	.12	.09	.06	.13	-.04	.05	.03	.03	.10	.09	.11	.05	.04	.07
388	.03	.04	.06	.06	.02	.07	-.02	.03	.01	.02	.04	.06	.06	.03	.03	.04
F04 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
179	-.01	-.01	-.03	-.03	<.01	-.05	.06	-.01	.03	.02	-.01	-.02	-.02	.02	.02	.02
209	-.02	-.04	-.02	-.07	-.02	-.08	.03	-.03	.02	-.01	-.02	-.07	-.05	-.02	-.02	<.01
239	-.01	-.04	<.01	-.07	<.01	-.08	.04	-.04	.02	<.01	<.01	-.06	-.04	-.01	-.02	.01
269	.01	-.01	.01	-.04	.03	-.06	.06	-.02	.03	<.01	.02	-.03	-.01	.01	<.01	.03
299	-.03	-.07	-.03	-.08	-.03	-.08	.01	-.04	-.01	-.02	-.03	-.08	-.07	-.04	-.04	-.02
329	.01	-.03	.02	-.08	.02	-.08	.06	-.03	.04	.01	.02	-.07	-.03	<.01	-.01	.04
359	-.04	-.07	-.02	-.09	-.02	-.08	-.01	-.04	<.01	-.02	-.03	-.09	-.07	-.06	-.05	-.03

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389	-.02	-.06	-.01	-.10	-.02	-.11	.03	-.06	<.01	-.03	-.02	-.09	-.07	-.05	-.06	-.01
F05 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
180	-.01	-.03	<.01	-.04	-.02	<.01	-.02	.01	.01	.01	-.01	-.04	-.03	-.02	-.01	-.01
210	.01	<.01	.01	-.03	<.01	.01	<.01	.03	.04	.03	.01	-.02	-.01	.01	.01	.02
240	.04	.04	.04	.01	.03	.04	.02	.07	.08	.05	.04	.02	.03	.05	.06	.06
270	-.05	-.10	-.05	-.11	-.08	-.08	-.05	-.04	-.02	-.05	-.07	-.11	-.11	-.09	-.08	-.07
300	.07	.05	.07	.03	.07	.07	<.01	.07	.05	.04	.08	.04	.07	.05	.05	.06
330	.09	.03	.13	.01	.11	.07	-.01	.03	.03	.03	.13	.02	.08	.03	.02	.07
360	-.02	-.06	-.02	-.07	-.04	-.03	-.04	-.01	<.01	-.02	-.03	-.07	-.06	-.05	-.04	-.03
390	<.01	-.02	<.01	-.04	-.01	<.01	-.01	.02	.04	.02	<.01	-.03	-.02	-.01	<.01	.01
F06 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
181	.04	.07	.01	.06	.01	.08	.01	.05	.02	.05	.02	.07	.06	.06	.06	.03
211	.03	.08	.01	.08	.01	.08	<.01	.07	.03	.04	.02	.08	.06	.06	.06	.03
241	-.03	.03	-.06	.03	-.04	.02	-.01	.04	<.01	.01	-.05	.03	-.01	.01	.02	-.03
271	-.04	.01	-.06	.02	-.07	.03	-.02	.03	<.01	<.01	-.06	.02	-.02	<.01	.01	-.03
301	<.01	.06	-.03	.07	-.03	.06	<.01	.04	<.01	.02	-.02	.08	.03	.04	.05	-.01
331	-.15	-.05	-.20	-.02	-.17	-.05	-.03	-.01	-.06	-.04	-.20	-.03	-.13	-.06	-.03	-.13
361	-.09	-.02	-.12	.01	-.11	<.01	-.06	-.01	-.05	-.03	-.12	<.01	-.07	-.05	-.03	-.10
391	-.04	.01	-.07	.02	-.07	.02	-.02	.02	-.01	<.01	-.07	.02	-.03	<.01	.01	-.04
F07 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
182	-.07	-.09	-.09	-.09	-.08	-.11	<.01	-.04	-.02	-.04	-.09	-.09	-.11	-.06	-.06	-.07
212	-.08	-.11	-.10	-.12	-.08	-.14	<.01	-.08	-.04	-.06	-.10	-.13	-.13	-.08	-.08	-.08
242	-.11	-.12	-.13	-.12	-.11	-.15	<.01	-.07	-.04	-.06	-.13	-.13	-.15	-.09	-.09	-.10
272	-.09	-.10	-.10	-.12	-.08	-.14	.01	-.06	-.03	-.05	-.10	-.12	-.13	-.08	-.08	-.07
302	-.08	-.09	-.09	-.11	-.06	-.13	.02	-.04	<.01	-.04	-.09	-.11	-.11	-.06	-.05	-.05
332	-.08	-.10	-.09	-.12	-.06	-.14	<.01	-.05	-.02	-.05	-.09	-.12	-.12	-.07	-.07	-.06
362	-.10	-.08	-.10	-.11	-.09	-.11	<.01	-.02	.01	-.02	-.11	-.10	-.12	-.06	-.05	-.06
392	-.12	-.13	-.14	-.14	-.11	-.16	.01	-.07	-.03	-.06	-.14	-.14	-.16	-.09	-.09	-.10
F08 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
183	<.01	.02	-.01	.06	-.02	.05	-.02	-.01	-.05	-.02	-.01	.05	.02	<.01	<.01	-.02
213	.07	.11	.07	.14	.05	.12	.02	.06	.01	.03	.07	.13	.12	.09	.08	.07
243	.01	.04	.01	.07	-.01	.05	<.01	<.01	-.03	-.01	.01	.07	.04	.02	.01	<.01
273	-.01	.04	-.03	.08	-.03	.06	-.03	<.01	-.05	-.02	-.03	.08	.03	.01	.01	-.04
303	.02	.03	.01	.06	-.01	.05	-.03	-.01	-.05	-.02	.01	.06	.04	<.01	<.01	-.02
333	-.01	.01	-.01	.05	-.04	.04	-.05	-.04	-.06	-.05	-.02	.04	.01	-.03	-.03	-.04
363	.03	.06	.03	.08	<.01	.07	<.01	<.01	-.03	<.01	.02	.08	.06	.03	.02	.01
393	.02	.05	.01	.10	-.01	.10	-.04	.02	-.04	-.01	.01	.09	.06	.02	.02	-.01

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F09 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
184	.01	-.02	-.01	-.06	.02	-.06	.05	.01	.03	.03	.01	-.05	-.03	.01	.02	.02
214	-.03	-.05	-.05	-.11	-.02	-.11	.05	-.01	.01	.01	-.04	-.10	-.08	-.02	-.02	-.02
244	-.05	-.04	-.09	-.08	-.05	-.08	.02	-.02	<.01	-.02	-.07	-.07	-.08	-.03	-.03	-.04
274	-.09	-.08	-.11	-.14	-.07	-.15	.03	-.05	-.01	-.02	-.10	-.13	-.13	-.06	-.05	-.06
304	-.02	-.04	-.03	-.08	-.01	-.08	.04	-.01	.03	.01	-.02	-.07	-.05	-.01	-.01	<.01
334	-.06	-.05	-.07	-.08	-.05	-.08	.01	-.02	-.02	-.02	-.07	-.08	-.08	-.04	-.03	-.05
364	-.03	-.04	-.05	-.09	<.01	-.10	.05	-.01	.01	.01	-.03	-.08	-.07	-.01	-.01	-.01
394	.03	.03	<.01	.01	.04	.01	.03	.03	.01	.02	.03	.02	.03	.03	.03	.02
F10 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
185	-.15	-.13	-.16	-.15	-.15	-.18	.02	-.09	-.03	-.07	-.18	-.15	-.19	-.10	-.09	-.10
215	-.15	-.14	-.17	-.15	-.16	-.18	.01	-.09	-.04	-.07	-.18	-.16	-.20	-.11	-.10	-.11
245	-.13	-.12	-.15	-.14	-.13	-.18	.04	-.10	-.02	-.06	-.16	-.14	-.17	-.08	-.09	-.08
275	-.11	-.12	-.12	-.14	-.13	-.16	.01	-.09	-.02	-.07	-.14	-.14	-.16	-.10	-.10	-.08
305	-.20	-.15	-.24	-.16	-.22	-.20	-.01	-.12	-.06	-.11	-.25	-.17	-.24	-.14	-.14	-.17
335	-.04	-.05	-.05	-.06	-.05	-.08	.02	-.05	-.01	-.04	-.06	-.06	-.07	-.04	-.05	-.03
365	-.07	-.10	-.07	-.14	-.05	-.16	.05	-.07	<.01	-.03	-.07	-.13	-.12	-.06	-.06	-.04
395	-.13	-.13	-.13	-.15	-.11	-.19	.04	-.09	-.01	-.06	-.14	-.15	-.17	-.08	-.08	-.07
F11 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
186	.04	-.04	.06	-.02	.02	<.01	-.07	-.06	-.07	-.09	.05	-.03	.01	-.07	-.09	-.03
216	.04	<.01	.06	<.01	.04	.04	-.05	-.01	-.02	-.03	.05	<.01	.03	-.03	-.03	<.01
246	.04	.01	.05	.03	.03	.05	-.04	-.02	-.04	-.05	.05	.03	.04	-.02	-.04	-.01
276	.04	-.01	.08	<.01	.03	.04	-.08	-.03	-.06	-.05	.06	<.01	.03	-.05	-.06	-.02
306	.03	.02	.03	.04	.02	.06	-.05	.02	-.03	-.02	.03	.04	.04	-.01	-.01	-.01
336	.04	.02	.05	.05	.03	.09	-.07	.03	-.03	-.01	.04	.04	.05	-.01	-.01	-.01
366	.01	-.05	.05	-.04	-.01	-.01	-.08	-.07	-.06	-.07	.02	-.04	-.02	-.08	-.09	-.04
396	-.01	-.07	.01	-.08	-.01	-.06	-.05	-.06	-.06	-.08	<.01	-.08	-.05	-.09	-.09	-.05
F12 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
187	.01	.03	.02	.04	-.01	.05	-.01	.02	<.01	<.01	.01	.04	.03	.02	.02	.01
217	-.08	-.02	-.07	.01	-.11	<.01	-.05	-.01	-.05	-.05	-.10	<.01	-.05	-.05	-.04	-.07
247	.02	.05	.02	.08	<.01	.07	-.02	.03	-.01	<.01	.01	.07	.05	.03	.03	.01
277	-.02	<.01	-.01	.02	-.04	.03	-.05	-.01	-.04	-.02	-.02	.01	<.01	-.03	-.02	-.03
307	.03	.07	.03	.10	.01	.09	<.01	.03	<.01	.02	.03	.10	.07	.05	.05	.02
337	-.07	-.04	-.07	.01	-.10	<.01	-.09	-.07	-.09	-.08	-.09	-.01	-.05	-.09	-.09	-.10
367	-.11	-.02	-.13	.02	-.13	-.01	-.02	-.02	-.05	-.05	-.14	<.01	-.08	-.04	-.03	-.09
397	-.01	.07	-.03	.11	-.02	.09	<.01	.05	<.01	.01	-.02	.10	.05	.05	.05	<.01

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F13 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
188	-.09	-.10	-.10	-.10	-.08	-.12	-.04	-.08	-.07	-.07	-.11	-.11	-.12	-.11	-.10	-.11
218	-.01	-.05	.02	-.04	-.01	-.05	-.03	-.07	-.06	-.07	<.01	-.05	-.03	-.06	-.07	-.03
248	-.01	-.04	-.01	-.05	<.01	-.06	-.01	-.04	-.03	-.04	-.01	-.05	-.04	-.04	-.05	-.03
278	-.09	-.11	-.09	-.12	-.09	-.13	-.03	-.10	-.07	-.08	-.11	-.12	-.13	-.11	-.11	-.10
308	-.11	-.13	-.10	-.13	-.10	-.15	-.06	-.12	-.09	-.13	-.12	-.14	-.15	-.14	-.15	-.12
338	-.03	-.04	-.02	-.05	-.03	-.06	.01	-.05	-.01	-.03	-.03	-.05	-.05	-.04	-.04	-.02
368	-.15	-.15	-.16	-.15	-.15	-.17	-.05	-.12	-.09	-.11	-.18	-.16	-.19	-.16	-.15	-.16
398	-.05	-.07	-.04	-.10	-.05	-.11	-.01	-.07	-.03	-.05	-.05	-.10	-.09	-.07	-.08	-.05
F14 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
189	-.07	-.07	-.09	-.02	-.08	-.03	-.08	-.08	-.10	-.10	-.09	-.04	-.07	-.10	-.10	-.12
219	-.09	-.08	-.11	-.03	-.10	-.06	-.07	-.11	-.11	-.11	-.12	-.05	-.09	-.11	-.11	-.13
249	-.10	-.05	-.12	.01	-.12	-.02	-.06	-.07	-.09	-.10	-.13	-.01	-.08	-.08	-.08	-.12
279	-.10	-.06	-.12	-.01	-.11	-.05	-.06	-.09	-.10	-.10	-.13	-.03	-.09	-.09	-.10	-.13
309	-.08	-.03	-.10	.02	-.10	<.01	-.06	-.05	-.07	-.06	-.11	.01	-.06	-.06	-.06	-.10
339	-.06	-.04	-.08	.01	-.09	-.01	-.06	-.08	-.10	-.09	-.09	<.01	-.05	-.07	-.08	-.10
369	-.05	-.03	-.07	.02	-.07	-.01	-.06	-.09	-.09	-.10	-.08	.01	-.04	-.07	-.09	-.09
399	-.03	-.02	-.04	.04	-.06	.01	-.06	-.08	-.09	-.09	-.05	.02	-.02	-.06	-.08	-.07
F15 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
190	.03	.10	-.03	.12	.04	.12	.06	.15	.08	.12	.02	.12	.08	.14	.16	.06
220	.04	.10	-.01	.13	.06	.14	.07	.18	.10	.15	.03	.13	.10	.16	.18	.08
250	.01	.08	-.04	.10	.03	.10	.05	.15	.07	.14	<.01	.10	.06	.12	.16	.04
280	.04	.08	-.01	.10	.05	.10	.06	.14	.07	.11	.03	.10	.07	.12	.14	.06
310	.01	.07	-.03	.09	.02	.09	.05	.13	.06	.11	<.01	.08	.05	.11	.13	.04
340	.01	.07	-.05	.10	.02	.10	.06	.16	.07	.15	-.01	.10	.05	.13	.17	.04
370	.07	.15	.02	.16	.09	.18	.09	.24	.13	.24	.07	.17	.14	.21	.26	.12
400	.03	.10	-.03	.12	.04	.12	.05	.17	.07	.15	.02	.12	.08	.14	.18	.05
F16 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
191	-.10	-.14	-.09	-.17	-.10	-.17	.01	-.07	<.01	-.04	-.11	-.17	-.16	-.09	-.09	-.07
221	-.08	-.13	-.07	-.17	-.08	-.17	.01	-.06	<.01	-.03	-.09	-.17	-.15	-.09	-.08	-.05
251	-.09	-.11	-.10	-.13	-.08	-.14	.01	-.05	-.01	-.03	-.10	-.13	-.13	-.07	-.06	-.06
281	-.10	-.09	-.12	-.13	-.09	-.16	.03	-.05	<.01	-.04	-.12	-.13	-.14	-.07	-.06	-.06
311	-.04	-.05	-.05	-.09	-.03	-.10	.05	-.02	.04	<.01	-.04	-.09	-.08	-.02	-.02	<.01
341	-.09	-.11	-.10	-.15	-.09	-.17	.03	-.07	<.01	-.05	-.11	-.15	-.15	-.08	-.08	-.06
371	-.04	-.07	-.03	-.10	-.02	-.11	.04	-.04	.02	-.01	-.03	-.10	-.08	-.03	-.03	<.01
401	-.08	-.12	-.06	-.19	-.06	-.19	.02	-.08	.01	-.04	-.08	-.18	-.15	-.09	-.09	-.04

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F17 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
192	.12	.15	.11	.19	.10	.31	.07	.18	.16	.15	.13	.19	.18	.20	.20	.17
222	.17	.14	.19	.15	.16	.31	.05	.23	.17	.22	.20	.15	.20	.21	.23	.20
252	.16	.14	.18	.14	.15	.29	.06	.20	.15	.19	.19	.15	.19	.19	.21	.19
282	.11	.14	.09	.16	.08	.27	.07	.18	.16	.15	.11	.17	.16	.19	.20	.16
312	.12	.17	.10	.21	.10	.33	.08	.21	.17	.19	.13	.21	.19	.22	.24	.18
342	.18	.16	.18	.17	.16	.30	.07	.20	.16	.17	.20	.18	.22	.21	.21	.20
372	.11	.12	.11	.13	.09	.23	.03	.14	.12	.10	.12	.14	.15	.14	.14	.13
402	.09	.11	.11	.09	.11	.21	.04	.22	.15	.19	.12	.11	.13	.16	.20	.14
F18 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
193	.13	.17	.09	.21	.12	.19	.09	.16	.09	.12	.13	.21	.20	.20	.20	.14
223	.11	.15	.07	.19	.09	.17	.07	.13	.07	.10	.11	.19	.17	.17	.17	.11
253	.10	.15	.06	.18	.08	.17	.07	.14	.07	.10	.09	.18	.16	.16	.17	.11
283	.08	.14	.06	.18	.07	.17	.06	.12	.06	.09	.08	.18	.15	.15	.15	.10
313	.05	.11	.02	.16	.03	.16	.02	.09	.02	.07	.04	.15	.11	.11	.11	.05
343	.07	.13	.03	.16	.05	.14	.06	.12	.06	.09	.06	.16	.12	.14	.14	.08
373	.05	.10	.03	.13	.03	.14	.02	.09	.03	.07	.04	.13	.10	.10	.11	.05
403	.08	.13	.06	.17	.06	.16	.04	.11	.04	.08	.08	.17	.14	.13	.13	.08
F19 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
194	.05	.05	.05	.06	.01	.05	.01	-.02	<.01	-.02	.04	.06	.06	.02	<.01	.04
224	.07	.07	.08	.08	.04	.07	.02	<.01	.01	-.01	.07	.08	.09	.05	.02	.06
254	.12	.14	.12	.13	.10	.13	.05	.08	.08	.06	.13	.14	.16	.12	.11	.13
284	.09	.13	.08	.13	.07	.12	.04	.07	.04	.05	.09	.14	.14	.10	.09	.09
314	.10	.09	.11	.08	.07	.10	.03	.06	.05	.04	.10	.09	.11	.08	.07	.10
344	.06	.07	.08	.06	.04	.05	.03	.01	.04	.01	.07	.06	.08	.05	.03	.07
374	<.01	.03	-.01	.03	-.02	<.01	-.02	-.04	-.02	-.04	-.01	.03	.01	-.01	-.03	-.02
404	-.02	.02	-.02	.04	-.04	.02	-.01	-.02	-.01	-.02	-.03	.03	<.01	<.01	-.01	-.01
F20 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
195	.02	.04	.02	.07	<.01	.06	-.02	.02	-.03	.01	.02	.06	.05	.02	.02	<.01
225	.02	.05	.02	.06	<.01	.07	-.01	.01	-.03	<.01	.02	.06	.05	.02	.02	<.01
255	-.02	.01	-.02	.05	-.05	.04	-.04	-.02	-.06	-.03	-.04	.04	<.01	-.02	-.02	-.04
285	.02	.04	.01	.07	-.01	.06	-.02	.01	-.04	<.01	.01	.06	.04	.01	.01	-.01
315	.01	.03	<.01	.06	-.02	.05	-.02	-.01	-.05	-.01	<.01	.06	.03	.01	<.01	-.02
345	.01	.01	.03	.04	<.01	.02	-.02	-.04	-.05	-.03	.02	.03	.03	-.01	-.02	-.01
375	.04	.06	.04	.09	.02	.10	-.03	.03	-.02	.02	.04	.09	.07	.03	.03	.01
405	.01	.02	.02	.06	-.02	.06	-.04	-.02	-.05	-.01	<.01	.05	.03	-.01	-.01	-.02

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F21 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
196	.01	<.01	-.02	.02	<.01	.04	-.02	.02	-.03	-.01	-.01	.01	<.01	<.01	<.01	-.03
226	-.02	<.01	-.06	.02	-.01	.01	-.01	<.01	-.04	-.01	-.03	.02	-.01	-.01	<.01	-.05
256	.02	.01	-.01	.03	.01	.03	-.02	.02	-.04	-.01	.01	.02	.02	<.01	<.01	-.03
286	-.02	-.03	-.06	-.02	-.03	-.04	<.01	-.04	-.06	-.05	-.04	-.02	-.04	-.04	-.04	-.06
316	-.03	-.01	-.06	<.01	-.03	-.02	<.01	-.01	-.03	-.01	-.05	<.01	-.03	-.01	-.01	-.04
346	-.01	.04	-.05	.07	<.01	.05	<.01	.04	-.03	.02	-.02	.06	.03	.03	.05	-.03
376	-.02	-.02	-.04	<.01	-.02	-.03	-.03	-.06	-.07	-.06	-.03	-.01	-.02	-.05	-.06	-.06
406	-.04	-.05	-.06	-.03	-.04	-.04	-.03	-.03	-.05	-.05	-.05	-.04	-.05	-.05	-.05	-.07
F22 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
197	-.04	-.07	-.02	-.10	-.02	-.08	-.02	-.04	-.02	-.03	-.03	-.09	-.07	-.07	-.06	-.04
227	-.08	-.11	-.06	-.12	-.07	-.11	-.04	-.07	-.04	-.06	-.08	-.13	-.12	-.10	-.10	-.08
257	-.08	-.10	-.08	-.12	-.08	-.12	<.01	-.06	-.02	-.06	-.09	-.12	-.12	-.08	-.08	-.06
287	-.06	-.10	-.04	-.12	-.05	-.11	-.03	-.07	-.03	-.05	-.06	-.12	-.10	-.09	-.09	-.06
317	<.01	-.04	.01	-.06	.02	-.06	.01	-.02	.01	-.01	.01	-.06	-.03	-.02	-.03	<.01
347	-.07	-.10	-.05	-.13	-.06	-.11	-.03	-.06	-.03	-.05	-.07	-.13	-.11	-.09	-.09	-.07
377	-.01	-.07	.03	-.10	<.01	-.09	-.02	-.05	-.02	-.03	.01	-.10	-.05	-.07	-.07	-.02
407	-.04	-.09	-.02	-.12	-.01	-.11	<.01	-.05	-.01	-.03	-.03	-.12	-.08	-.07	-.07	-.03
F23 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
198	.05	-.08	.09	-.08	.01	-.05	-.07	-.08	-.05	-.10	.06	-.09	-.02	-.09	-.12	-.01
228	.05	-.08	.09	-.07	.01	-.03	-.08	-.08	-.06	-.10	.06	-.08	-.02	-.10	-.12	-.02
258	-.01	-.13	.03	-.14	-.05	-.11	-.08	-.13	-.08	-.14	-.01	-.14	-.09	-.15	-.17	-.06
288	.01	-.12	.06	-.13	-.03	-.08	-.09	-.11	-.07	-.12	.02	-.13	-.07	-.13	-.16	-.05
318	.06	-.07	.10	-.07	.02	-.03	-.06	-.07	-.04	-.08	.07	-.08	-.01	-.08	-.10	<.01
348	.05	-.07	.11	-.07	.02	-.05	-.06	-.09	-.04	-.11	.07	-.08	-.01	-.09	-.12	<.01
378	.03	-.09	.07	-.09	-.01	-.06	-.09	-.12	-.09	-.13	.03	-.10	-.04	-.13	-.15	-.05
408	-.06	-.14	-.05	-.12	-.11	-.16	-.08	-.22	-.12	-.22	-.08	-.14	-.13	-.19	-.23	-.12
F24 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
199	.09	.03	.11	-.01	.10	<.01	<.01	<.01	<.01	-.01	.12	<.01	.06	.01	-.01	.05
229	.11	.07	.11	.03	.11	.03	.03	.03	.03	.02	.13	.05	.10	.05	.04	.08
259	.09	.06	.10	.03	.10	.03	.02	.03	.03	.03	.11	.04	.09	.04	.04	.07
289	.08	.04	.08	-.01	.09	.01	.01	.02	.02	.02	.10	.01	.06	.03	.02	.05
319	.05	.05	.04	.01	.06	.01	.03	.02	.02	.01	.06	.02	.05	.03	.03	.04
349	.10	.12	.09	.12	.09	.14	.01	.11	.05	.07	.11	.13	.14	.10	.11	.09
379	-.03	-.02	-.05	-.06	-.02	-.07	.01	-.03	-.02	-.02	-.04	-.05	-.05	-.03	-.03	-.04
409	.09	.11	.06	.13	.07	.12	.02	.07	.05	.03	.08	.13	.13	.09	.08	.08

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F25 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
200	-.09	-.05	-.09	-.07	-.09	-.09	-.02	-.05	-.01	-.06	-.10	-.07	-.10	-.07	-.07	-.07
230	-.10	-.09	-.10	-.11	-.09	-.10	-.01	-.03	-.01	-.02	-.11	-.11	-.12	-.07	-.05	-.07
260	-.02	-.03	-.02	-.07	<.01	-.06	.02	.01	.04	.01	-.01	-.06	-.04	-.01	-.01	.01
290	-.13	-.10	-.16	-.12	-.12	-.16	.01	-.10	-.05	-.08	-.16	-.12	-.16	-.09	-.10	-.11
320	-.10	-.10	-.11	-.12	-.09	-.13	-.01	-.06	-.02	-.05	-.12	-.12	-.13	-.09	-.08	-.08
350	-.07	-.08	-.08	-.11	-.07	-.11	<.01	-.03	-.01	-.03	-.09	-.11	-.11	-.06	-.05	-.06
380	-.10	-.10	-.12	-.12	-.09	-.15	.02	-.06	-.02	-.04	-.12	-.12	-.14	-.07	-.07	-.08
410	.04	-.02	.06	-.07	.04	-.05	.02	<.01	.04	.01	.05	-.06	<.01	<.01	-.01	.04
F26 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
201	.18	.20	.18	.23	.20	.25	.05	.14	.05	.13	.22	.24	.26	.19	.18	.16
231	.13	.16	.15	.19	.13	.20	.02	.10	.04	.09	.16	.19	.20	.14	.14	.12
261	.01	.07	.01	.07	.01	.08	<.01	.07	.01	.06	.01	.07	.05	.05	.07	.02
291	.19	.22	.19	.24	.21	.26	.05	.14	.06	.13	.22	.25	.27	.20	.19	.16
321	-.05	.01	-.05	.03	-.06	.02	-.04	-.03	-.07	-.03	-.06	.03	-.02	-.03	-.03	-.06
351	.08	.13	.08	.15	.07	.17	<.01	.08	.01	.07	.09	.16	.14	.10	.10	.06
381	.02	.09	.01	.12	.01	.10	<.01	.06	.01	.03	.01	.11	.07	.06	.07	.02
411	-.10	-.01	-.12	<.01	-.11	-.01	-.03	.01	-.04	<.01	-.12	<.01	-.07	-.03	-.01	-.08
F27 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
202	-.03	.02	-.06	.04	-.05	.02	-.01	.01	-.03	-.01	-.06	.04	-.01	<.01	.01	-.04
232	-.09	-.05	-.12	-.05	-.11	-.08	-.01	-.04	-.04	-.03	-.12	-.06	-.10	-.06	-.05	-.08
262	-.08	-.02	-.10	-.01	-.10	-.04	-.04	-.04	-.04	-.05	-.11	-.01	-.07	-.05	-.05	-.08
292	-.01	.03	-.01	.02	-.01	.05	<.01	.08	.04	.08	-.01	.03	.01	.04	.07	.01
322	-.04	-.01	-.07	-.01	-.06	-.04	.01	-.01	-.01	<.01	-.06	-.01	-.04	-.01	<.01	-.03
352	.03	.05	.01	.07	.03	.07	-.02	.03	-.02	.02	.02	.07	.05	.03	.03	<.01
382	<.01	-.02	-.01	<.01	-.02	.01	-.02	-.02	-.02	-.06	-.01	<.01	-.01	-.03	-.04	-.02
412	-.11	-.08	-.14	-.05	-.11	-.07	-.05	-.05	-.07	-.08	-.14	-.06	-.12	-.09	-.09	-.12
F28 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
203	-.04	-.07	-.05	-.10	-.05	-.12	.03	-.06	<.01	-.04	-.05	-.10	-.09	-.05	-.06	-.03
233	-.03	-.06	-.04	-.09	-.04	-.11	.04	-.05	.01	-.03	-.04	-.09	-.08	-.04	-.04	-.01
263	-.02	-.02	-.02	-.07	-.03	-.09	.07	-.03	.04	<.01	-.03	-.06	-.05	.01	<.01	.02
293	-.04	<.01	-.07	<.01	-.03	-.03	.03	-.03	<.01	-.01	-.05	<.01	-.03	<.01	<.01	-.02
323	.01	.04	-.03	.03	.01	.05	.04	.10	.05	.11	<.01	.04	.02	.08	.11	.03
353	.04	.04	.01	.03	.04	.05	.05	.11	.06	.12	.03	.04	.04	.09	.11	.05
383	-.07	-.04	-.09	-.06	-.08	-.10	.03	-.08	-.01	-.04	-.09	-.06	-.09	-.04	-.05	-.05
413	-.02	-.05	-.05	-.04	-.03	-.06	.02	-.07	-.02	-.04	-.04	-.05	-.05	-.03	-.05	-.04

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F29 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
204	<.01	-.01	-.02	-.01	<.01	-.03	.01	-.02	-.02	-.03	-.01	-.01	-.01	-.01	-.02	-.02
234	<.01	<.01	-.03	.01	<.01	-.02	.01	<.01	-.03	-.02	-.01	.01	<.01	<.01	<.01	-.02
264	-.09	-.05	-.13	-.04	-.08	-.07	.01	-.03	-.03	-.03	-.11	-.05	-.09	-.04	-.03	-.08
294	-.02	-.04	-.03	-.04	<.01	-.06	.01	-.02	<.01	-.02	-.02	-.05	-.04	-.02	-.02	-.01
324	-.02	-.04	-.02	-.06	-.01	-.07	.02	-.02	.01	-.01	-.02	-.06	-.05	-.02	-.02	-.01
354	.10	.10	.09	.10	.12	.10	.05	.09	.04	.07	.12	.11	.13	.11	.11	.09
384	.05	-.01	.04	-.05	.07	-.05	.06	<.01	.04	.03	.06	-.04	.01	.03	.02	.06
414	-.01	-.04	-.01	-.06	<.01	-.06	.03	-.01	.03	<.01	-.01	-.06	-.04	-.01	-.01	.01
F30 Item #	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
205	.05	-.01	.05	.01	.03	.06	-.05	.04	-.01	.01	.05	<.01	.03	-.01	<.01	<.01
235	.14	.09	.15	.12	.12	.17	-.02	.10	.04	.03	.16	.12	.16	.08	.07	.10
265	.09	.06	.09	.10	.07	.13	-.04	.05	-.01	.02	.10	.09	.11	.05	.04	.04
295	.11	.09	.12	.12	.09	.17	-.01	.11	.05	.04	.12	.12	.14	.09	.09	.09
325	<.01	-.02	.01	-.02	-.01	.02	-.04	.04	.01	<.01	<.01	-.02	-.01	-.02	-.01	-.01
355	.08	.10	.08	.15	.07	.16	-.03	.04	-.01	<.01	.09	.14	.13	.06	.05	.04
385	.15	.10	.17	.13	.14	.18	-.03	.08	.02	.03	.18	.13	.17	.08	.07	.10
415	.11	.05	.13	.09	.09	.13	-.04	.04	<.01	.03	.13	.08	.12	.05	.04	.06

Note. N = 44,090. Correlations with a magnitude > .01 are significant $p < .05$. VA = Verbal Analogies, AR = Arithmetic Reasoning, WK = Word Knowledge, MK = Math Knowledge, RC = Reading Comprehension, PS = Physical Science, TR = Table Reading, IC = Instrument Comprehension, BC = Block Counting, AI = Aviation Information, ABM = Air Battle Manager, CSO = Combat System Officer.

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4.5 How well do the items load onto their respective facets?

4.5.1 Confirmatory Factor Analysis (CFA) Factor Loadings

CFA is an analytic technique that relies on *a priori* theory to examine item-to-construct structure (Bryant & Yarnold, 1995). To assess the appropriateness of the 240 items as indicators of their respective facets, a CFA was run using oblique rotation to allow for the theoretical and empirical correlations between latent traits. Items that loaded below .40 were considered problematic (Furr, 2019). Eight items were deemed problematic: Items 300, 349, 409, 352, 382, 323, 353, and 413, each loading between .25 and .38 on their respective facet. Interestingly, three of the eight items are in the Activity facet (Items 323, 353, and 413). Table 12 below presents the factor loadings for the 240 items.

Table 12. Item-to-Facet Factor Loadings.

Facet Name: Domain	Item Number	Factor Loading
F01 Team Player: A	176	.65
	206	.71
	236	.70
	266	.74
	296	.56
	326	.56
	356	.54
	386	.49
F02 Stress Under Pressure: N	177	.73
	207	.64
	237	.72
	267	.69
	297	.62
	327	.65
	357	.63
	387	.65
F03 Reserved: E	178	.77
	208	.83
	238	.82
	268	.80
	298	.84
	328	.70
	358	.70
	388	.52
F04	179	.64

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Achievement Striving: C	209	.64
	239	.71
	269	.62
	299	.68
	329	.72
	359	.69
	389	.68
F05 Creative: O	180	.73
	210	.78
	240	.80
	270	.66
	300	.32
	330	.45
	360	.75
	390	.87
F06 Interpersonal Tactics: M	181	.60
	211	.66
	241	.61
	271	.71
	301	.75
	331	.54
	361	.60
	391	.76
F07 Pleasant: A	182	.74
	212	.80
	242	.84
	272	.81
	302	.73
	332	.65
	362	.51
	392	.68
F08 Temperamental: N	183	.63
	213	.66
	243	.75
	273	.69
	303	.73
	333	.65
	363	.74
	393	.59
F09 Dominance-Leader: E	184	.76
	214	.80

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	244	.69
	274	.80
	304	.82
	334	.60
	364	.72
	394	.46
F10 Order: C	185	.93
	215	.94
	245	.83
	275	.77
	305	.53
	335	.53
	365	.63
	395	.77
F11 Reflective: O	186	.61
	216	.62
	246	.62
	276	.78
	306	.40
	336	.61
	366	.60
	396	.53
F12 Cynical View: M	187	.61
	217	.71
	247	.79
	277	.64
	307	.75
	337	.60
	367	.58
	397	.68
F13 Helpful Altruistic: A	188	.70
	218	.61
	248	.72
	278	.78
	308	.72
	338	.66
	368	.77
	398	.62
F14 Worry: N	189	.73
	219	.74
	249	.78

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	279	.80
	309	.75
	339	.81
	369	.79
	399	.73
F15 Excitement Seeking: E	190	.78
	220	.79
	250	.83
	280	.75
	310	.80
	340	.89
	370	.65
	400	.76
F16 Self-Discipline: C	191	.72
	221	.75
	251	.74
	281	.68
	311	.75
	341	.64
	371	.64
	401	.65
F17 Scientific Interest: O	192	.82
	222	.85
	252	.87
	282	.84
	312	.85
	342	.81
	372	.72
	402	.65
F18 Envious: M	193	.83
	223	.87
	253	.85
	283	.78
	313	.65
	343	.81
	373	.58
	403	.63
F19 Independent: M	194	.83
	224	.86
	254	.54
	284	.59

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	314	.56
	344	.63
	374	.43
	404	.47
F20 Angry Hostility: N	195	.81
	225	.84
	255	.80
	285	.87
	315	.84
	345	.54
	375	.68
	405	.58
F21 High-Intensity Pleasure: E	196	.79
	226	.85
	256	.77
	286	.75
	316	.73
	346	.75
	376	.55
	406	.65
F22 Deliberation: C	197	.74
	227	.76
	257	.70
	287	.82
	317	.77
	347	.83
	377	.62
	407	.65
F23 Cultured: O	198	.85
	228	.85
	258	.77
	288	.81
	318	.84
	348	.69
	378	.65
	408	.60
F24 Influence Tactics: M	199	.68
	229	.83
	259	.78
	289	.78
	319	.64

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	349	.38
	379	.51
	409	.25
F25 Optimist: A	200	.49
	230	.65
	260	.76
	290	.65
	320	.77
	350	.77
	380	.74
	410	.67
F26 Unconventional: C	201	.76
	231	.73
	261	.56
	291	.79
	321	.61
	351	.77
	381	.54
	411	.43
F27 Spontaneous-Variety: E	202	.76
	232	.86
	262	.55
	292	.48
	322	.79
	352	.34
	382	.31
	412	.40
F28 Activity: E	203	.81
	233	.85
	263	.83
	293	.49
	323	.30
	353	.29
	383	.43
	413	.38
F29 Well-Adjusted: A	204	.62
	234	.57
	264	.48
	294	.73
	324	.72
	354	.40

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	384	.61
	414	.74
F30 Imagination: O	205	.53
	235	.78
	265	.83
	295	.74
	325	.46
	355	.69
	385	.70
	415	.60

Note. N = 44,090. Red text indicates loading < .40

5.0 FACET-LEVEL RESULTS

5.1 What are the psychometric properties of the facets?

5.1.1 Descriptives

Table 13 provides an overview of means, standard deviations, skewness, kurtosis, and averaged ITCs at the facet-level. Facet scores (which have a minimum value of 1 and a maximum value of 5) ranged from 1.53 (i.e., Angry-Hostility) to 4.63 (i.e., Team Player and Well-Adjusted). Overall, mean values ranged greatly suggesting broad levels of both endorsement and non-endorsement of the 30 facets. In terms of variance, standard deviations ranged from .61 to 1.25, suggesting that most facets had a low to modest degree of variance. Regarding skewness, a slight majority of facets were negatively skewed (17 of 30 facets), with the largest skewness values being negative. Negative skew indicates that most scores resided within the upper end of the distribution, suggesting generally positive endorsement of most facets. Finally, the most extreme instances of kurtosis involved positive estimates which indicate strong peakedness relative to a normal distribution (DeCarlo, 1997). Thus, facets that indicate high positive kurtosis (e.g., Team Player and Well-Adjusted) typically had responses clustering heavily around the mean.

5.1.2 Discriminability

Average ITCs were calculated as an index of discriminability that represents the degree to which items co-vary (i.e., measure the same construct). As stated previously, we used the cutoff of .30, such that ITCs at or below .30 are considered poor and those above are considered acceptable. Overall, no facet displayed ITC values below the cutoff of .30, with ITC values ranging from a low of .51 (F27 Spontaneous-Variety) to a high of .74 (F15 Excitement Seeking) suggesting generally acceptable discriminability amongst the measures of the 30 facets. See Table 13 for all ITCs and Appendix J for all Facet-level Descriptive Statistics stratified by accession source.

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Table 13. Facet-Level Descriptive Statistics

Facet Number: Name	Domain	*M*	*SD*	Skew	Kurtosis	ITC
F01: Team Player	A	4.63	.61	-2.69	11.70	.56
F02: Stress Under Pressure	N	1.80	.93	1.24	1.27	.61
F03: Reserved	E	2.34	1.10	.57	-.47	.71
F04: Achievement Striving	C	4.38	.74	-1.42	2.95	.62
F05: Creative	O	4.13	.87	-1.05	1.15	.62
F06: Interpersonal Tactics	M	1.81	.91	1.21	1.33	.59
F07: Pleasant	A	4.35	.76	-1.42	2.94	.67
F08: Temperamental	N	1.74	.86	1.34	1.94	.63
F09: Dominance-Leader	E	3.55	.96	-.47	.03	.66
F10: Order	C	4.07	.90	-1.02	1.05	.71
F11: Reflective	O	3.51	1.06	-.46	-.18	.53
F12: Cynical View	M	2.62	1.01	.27	-.48	.62
F13: Helpful Altruistic	A	4.22	.77	-1.10	1.88	.65
F14: Worry	N	2.52	1.15	.45	-.63	.73
F15: Excitement Seeking	E	3.96	1.18	-1.09	.43	.74
F16: Self-Discipline	C	4.16	.88	-1.16	1.44	.65
F17: Scientific Interest	O	3.54	1.23	-.56	-.52	.77
F18: Envious	M	1.95	.97	.94	.31	.72
F19: Independent	A	2.79	1.02	.19	-.44	.57
F20: Angry Hostility	N	1.53	.81	1.90	4.21	.70
F21: High-Intensity Pleasure	E	2.91	1.25	.03	-.95	.69
F22: Deliberation	C	4.22	.81	-1.16	1.73	.69
F23: Cultured	O	3.43	1.15	-.44	-.49	.72
F24: Influence Tactics	M	2.80	1.00	.10	-.36	.55
F25: Optimist	A	3.95	.89	-.82	.76	.63
F26: Unconventional	N	2.09	.98	.84	.57	.60
F27: Spontaneous-Variety	E	2.87	1.05	.12	-.59	.51
F28: Activity	C	3.67	1.05	-.56	-.40	.53
F29: Well-Adjusted	O	4.63	.63	-2.76	12.03	.55
F30: Imagination	M	3.36	1.14	-.29	-.71	.62

Note. $N = 44{,}090$. High kurtosis (>5.0) indicated in red.

5.1.3 Test Information Function (TIF)

In general, TIFs indicate the relative ability of a scale to discriminate among the contiguous trait scores at various locations along the trait continuum (Ellis & Mead, 2002). In TIF, theta is distributed as a *z*-score with an *M* of 0 and *SD* of 1. TIF is inversely related to standard error of measurement, which in and of itself represents the scale precision (Ellis & Mead, 2002). In other words, the peak of the distribution marks the trait levels that the scale is particularly good at measuring (e.g., more precise; Reise & Waller, 2002). For example, if the goal of the selection and classification strategy is to 'select out,' the measurement precision should be the highest around

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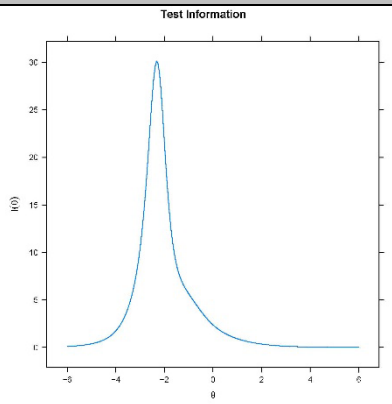
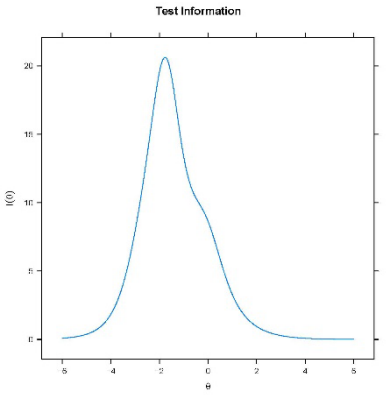
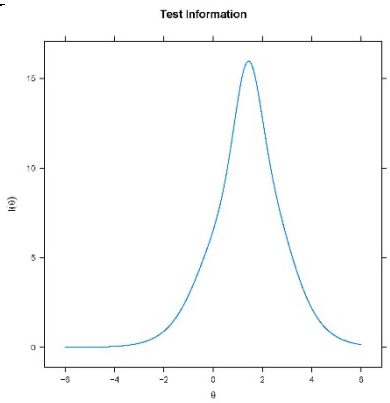
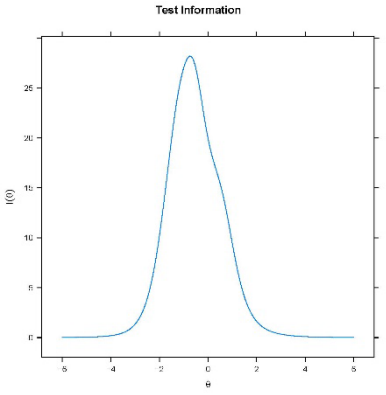
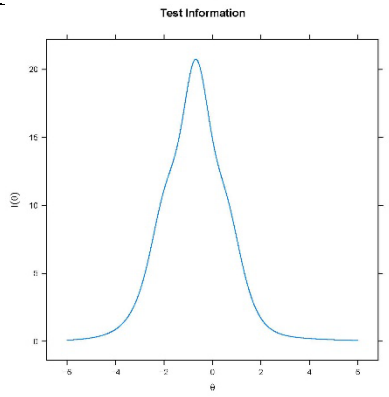
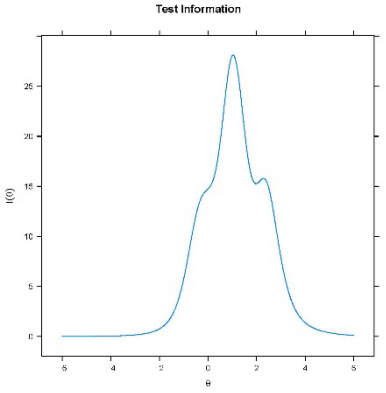
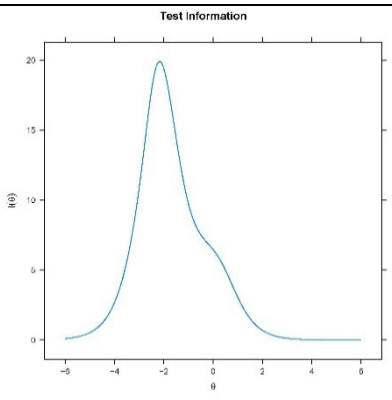
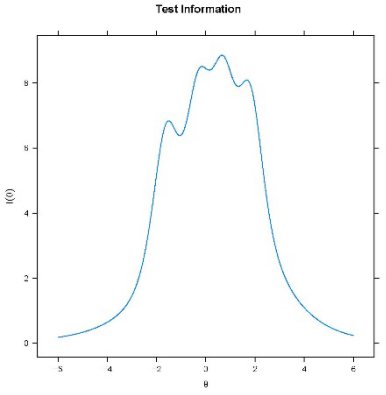
the lower end of theta (θ). Conversely, if the goal is to 'select in,' the measurement precision should be the highest around the higher end of theta. At any given level of θ, the information from individual items accumulates. If the information dips close to zero at the location on the latent trait scale at which we expect to make decisions, we probably need to revise items or develop new ones to increase the precision. Because the SDI-O, or any personality inventory, does not have correct or incorrect responses, the desired theta levels should be determined by job analyses or competency models.

Table 14 displays the color coded TIF for the 30 facets. In green are the best TIFs, in orange are the mediocre TIFs, and in red are the worst TIFs. Note that TIF's were not generated for the stratified samples. To interpret the graphs, we provide a few examples of best, mediocre, and worst curves. F14 Worry is one of the most precise facets with its tall and fairly wide peak around a higher end of θ (above 0), which indicates that the facet does a good job at measuring the construct for test-takers who are between the mean and two *SD*s above the mean. F19 Cultured does an adequate job at measuring the construct with its tall and fairly wide peak falling between 0 and 2 *SD*s below the mean. However, there seems to be a second peak emerging slightly above 0 (rendering the distribution bimodal). This complicates our interpretation as to where on the θ continuum the measure is more precise. F10 Order is an example of a poor measurement because it contains multiple narrow peaks across the theta continuum, making it unclear where measurement precision is best. In total, there were 14 facets with good TIFs, 7 facets with mediocre TIFs, and 9 facets with poor TIFs.

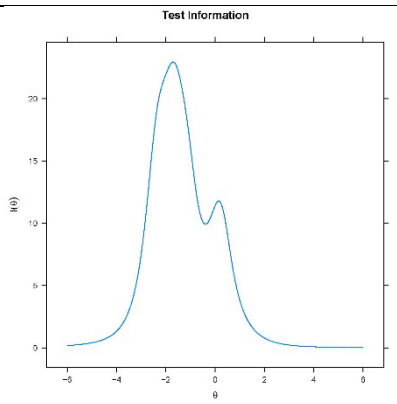
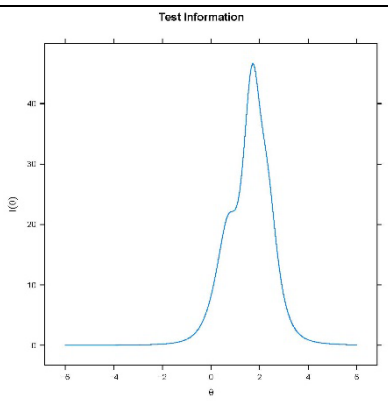
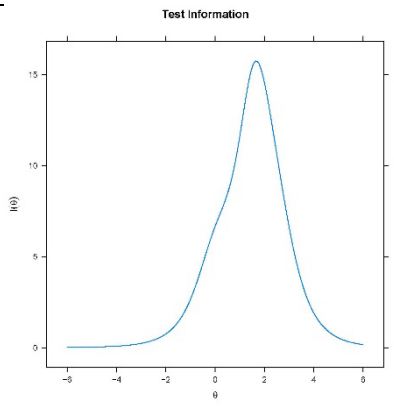
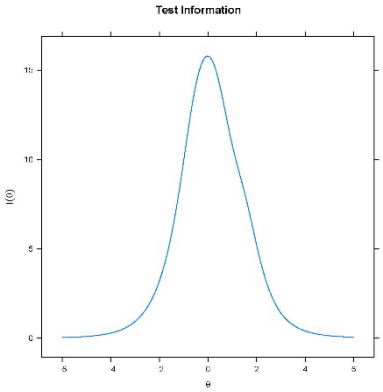
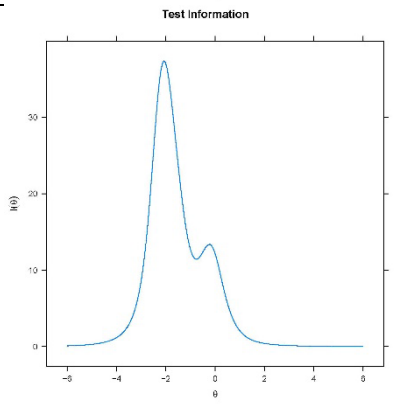
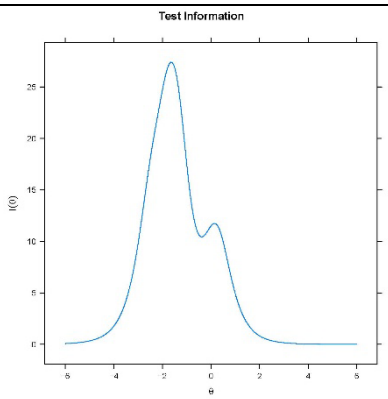
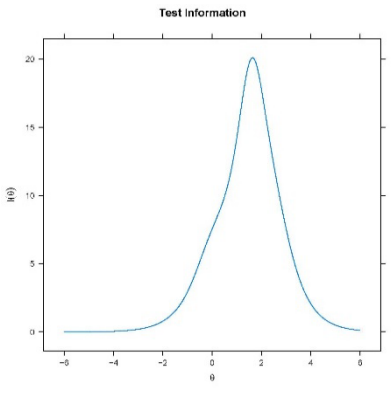
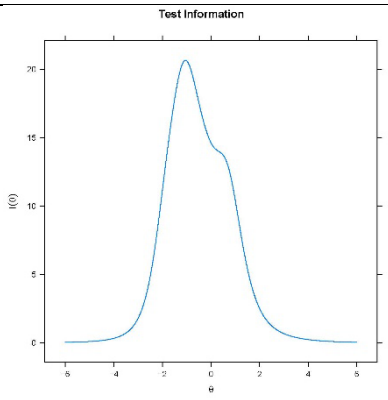
In sum, some facets displayed good measurement precision (were fairly reliable), while others had average precision (somewhat reliable), and others had poor precision (mostly unreliable).

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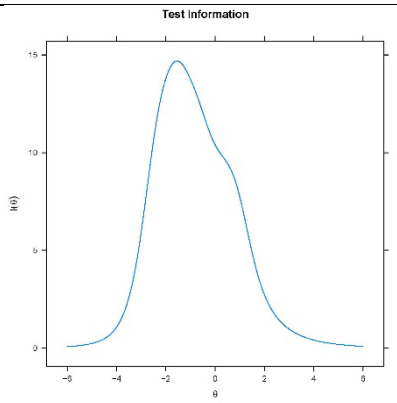
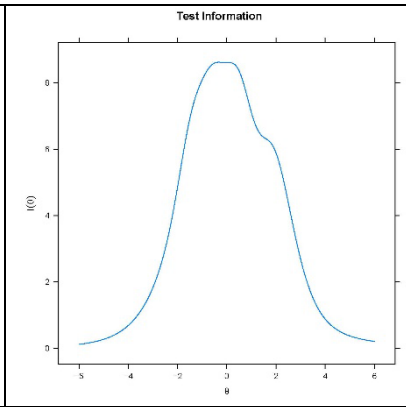
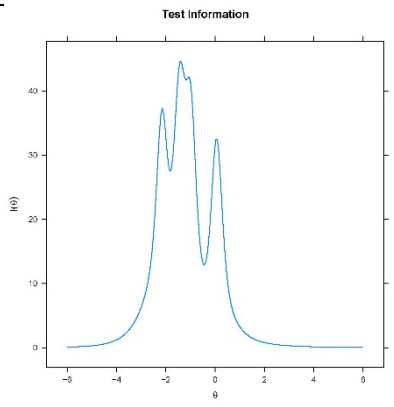
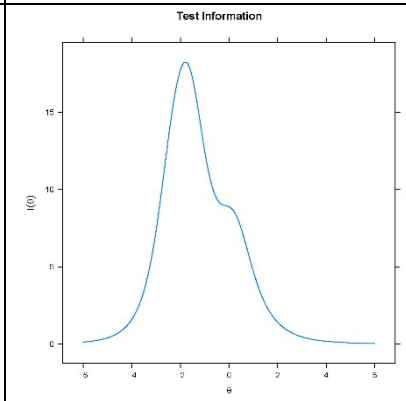
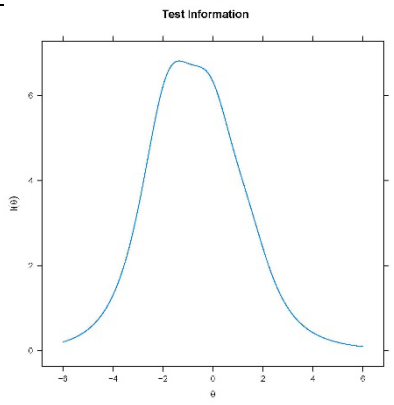
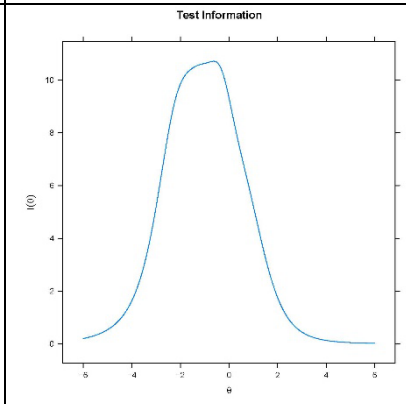
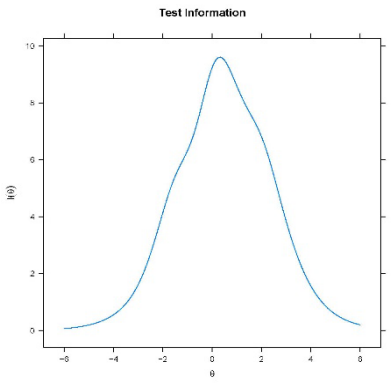
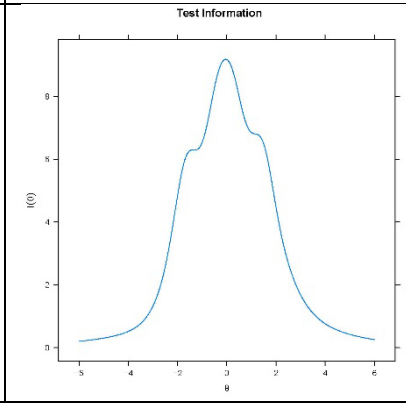
Table 14. Test Information Functions

FACET	TIF	FACET	TIF
F1		F16	
F2		F17	
F3		F18	
F4		F19	

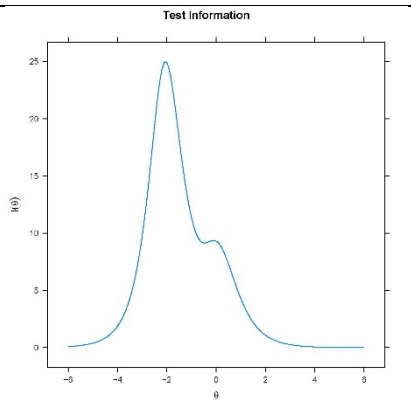
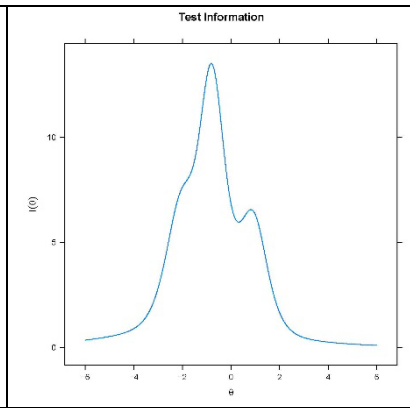
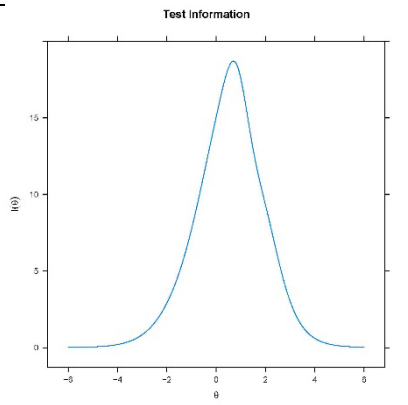
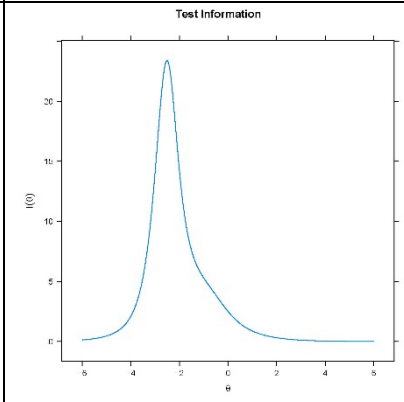
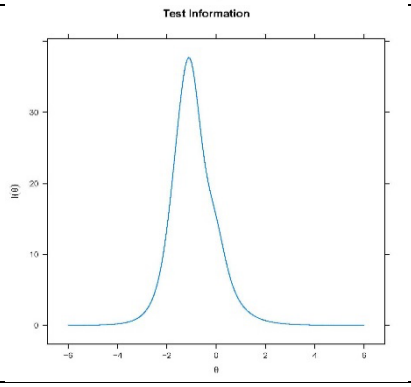
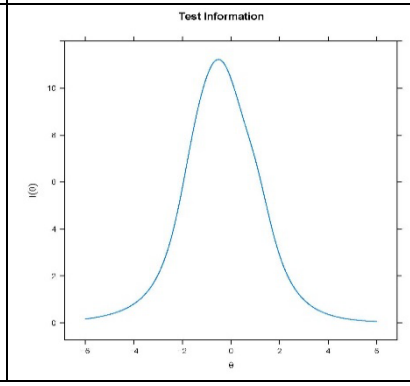
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F5		F20	
F6		F21	
F7		F22	
F8		F23	

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F9		F24	
F10		F25	
F11		F26	
F12		F27	

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F13		F28	
F14		F29	
F15		F30	

Note. In green are best TIF; in orange are mediocre TIF; in red are worst TIF.

5.2 How do the facets relate to each other?

5.2.1 Facet Intercorrelations

A *correlation coefficient* (*r*) is an index of a linear relationship between variables. The value of correlation coefficients range from -1 to 1, which indicate both the strength (magnitude) and direction (sign) of the relationship (Furr & Bacharach, 2008). To examine the relationships between facets we computed bivariate correlations.

Table 15 has an overview of the correlations between facets. We identified intercorrelations that were particularly high (> .70), which may indicate bloated factors or content overlap between

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facets. Overall, we noted seven relationships that exceeded this threshold: Team Player and Achievement Striving, Team Player and Well-Adjusted, Stress Under Pressure and Temperamental, Achievement Striving and Self-Discipline, Achievement Striving and Deliberation, Pleasant and Optimist, and Temperamental and Angry-Hostility. We would expect some facets to correlate more highly with another when they belong to the same domain. Therefore, the high intercorrelations between Team Player and Achievement Striving and between Team Player and Well-Adjusted are of the most concern. Intercorrelations for the stratified samples may be found in Appendix K.

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Table 15. Facet Intercorrelations

	F01	F02	F03	F04	F05	F06	F07	F08	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22	F23	F24	F25	F26	F27	F28	F29
F01																													
F02	-.51																												
F03	-.28	.40																											
F04	.72	-.48	-.20																										
F05	.54	-.41	-.27	.54																									
F06	-.40	.27	.12	-.32	-.18																								
F07	.61	-.44	-.43	.46	.40	-.34																							
F08	-.55	.72	.35	-.48	-.40	.39	-.55																						
F09	.34	-.41	-.59	.36	.38	.04	.32	-.27																					
F10	.45	-.31	-.18	.62	.30	-.18	.34	-.33	.27																				
F11	.22	.06	.12	.23	.40	-.02	.08	.01	.05	.10																			
F12	-.24	.35	.31	-.24	-.20	.43	-.32	.41	-.14	-.18	.11																		
F13	.57	-.29	-.28	.51	.47	-.41	.59	-.39	.27	.31	.26	-.29																	
F14	-.21	.59	.29	-.15	-.17	.21	-.26	.51	-.20	-.09	.22	.34	-.10																
F15	.16	-.15	-.19	.06	.15	.05	.14	-.10	.20	.01	.02	.01	.10	-.10															
F16	.59	-.59	-.31	.75	.43	-.32	.46	-.57	.37	.61	.03	-.34	.44	-.30	.03														
F17	.20	-.23	-.03	.23	.40	-.06	.13	-.20	.11	.09	.18	-.12	.16	-.15	.14	.19													
F18	-.40	.51	.24	-.39	-.30	.48	-.38	.62	-.17	-.29	-.02	.40	-.35	.42	.04	-.49	-.08												
F19	-.15	.23	.42	-.06	-.13	.27	-.29	.31	-.14	-.07	.11	.42	-.26	.23	-.05	-.20	-.03	.28											
F20	-.54	.62	.29	-.45	-.38	.38	-.57	.81	-.20	-.31	-.02	.37	-.39	.42	-.09	-.49	-.18	.51	.28										
F21	-.01*	.00*	-.25	-.10	.03	.13	.10	.02	.17	-.08	.03	.01	.06	-.01	.34	-.09	-.01	.08	-.07	.03									
F22	.60	-.41	-.15	.77	.51	-.30	.41	-.46	.25	.52	.31	-.22	.45	-.11	-.03	.61	.20	-.38	-.10	-.44	-.10								
F23	.22	-.06	-.11	.20	.39	-.18	.21	-.17	.10	.13	.38	-.18	.32	-.06	-.02	.17	.22	-.21	-.13	-.17	.11	.25							
F24	.03	-.07	-.19	-.02	.13	.46	.04	.06	.40	-.06	.13	.18	-.03	-.02	.13	-.07	.03	.19	.10	.06	.20	-.04	.06						
F25	.48	-.44	-.44	.39	.41	-.22	.72	-.49	.39	.28	.11	-.30	.53	-.31	.16	.40	.15	-.35	-.25	-.48	.12	.33	.23	.14					
F26	-.41	.33	.18	-.49	-.24	.52	-.34	.43	-.13	-.41	.01	.40	-.35	.17	.15	-.54	-.09	.45	.26	.40	.20	-.51	-.16	.32	-.23				
F27	-.08	.06	-.12	-.21	.10	.21	.02	.10	.14	-.20	.09	.17	.02	.01	.36	-.21	-.01*	.11	.06	.11	.35	-.28	.04	.23	.12	.40			
F28	.33	-.29	-.33	.39	.41	-.06	.31	-.24	.42	.28	.12	-.14	.35	-.10	.25	.34	.17	-.16	-.09	-.22	.18	.27	.17	.18	.36	-.12	.24		
F29	.74	-.37	-.33	.51	.44	-.34	.58	-.41	.31	.30	.18	-.16	.54	-.14	.30	.38	.11	-.26	-.15	-.42	.17	.38	.16	.05	.46	-.22	.11	.33	
F30	.05	.20	.16	-.09	.27	.07	-.01	.16	-.07	-.18	.55	.17	.08	.23	.13	-.26	.14	.19	.13	.11	.16	-.05	.24	.14	.02	.25	.27	.04	.17

Note. $N = 44{,}090$. Red font indicates high correlations (>.70).

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5.3 How do the facets relate to AFOQT cognitive subtests and operational composites?

5.3.1 Facet Bivariate Correlations

To examine how each of the personality facets related to the cognitive subtests and composites, we computed bivariate correlations. Correlations range from small to moderate and from negative (r = -.22) to positive (r = .34). Most correlations are similar to those found in the literature between personality and cognitive ability (e.g., DeYoung, 2020). Specifically, we found most of the Conscientiousness facets to have a small to moderate negative relationship to cognitive ability. This relationship can be explained by the theory of compensation, such that order reduces complexity. We also found mostly positive correlations between the Machiavellianism facets and cognitive ability. This relationship is explained by the nature of Machiavellianism itself, as one requires intelligence to effectively manipulate and influence others. The rest of the findings are less substantial and mixed at the facet-level. See Table 16 for all facet-level bivariate correlations, and Appendix L for the stratified samples correlations.

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Table 16. Facet-Level Bivariate Correlations

FACETS			COGNITIVE SUBTESTS AND COMPOSITES														
Facet #	Facet	Domain	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
F01	Team Player	A	.02	-.03	.03	-.07	.04	-.07	.03	-.01	.03	-.01	.03	-.06	-.02	-.01	-.02	.03
F02	Stress Under Pressure	N	-.04	-.04	-.05	.06	-.09	.03	-.10	-.11	-.13	-.13	-.07	.03	-.02	-.09	-.11	-.11
F03	Reserved	E	.08	.08	.11	.11	.05	.14	-.04	.04	.03	.02	.09	.11	.12	.05	.04	.07
F04	Achievement Striving	C	-.02	-.06	-.01	-.10	-.01	-.11	.05	-.05	.02	-.01	-.02	-.09	-.06	-.03	-.03	.01
F05	Creative	O	.02	-.02	.03	-.04	.01	.01	-.02	.03	.04	.02	.02	-.04	-.01	-.01	.00	.02
F06	Interpersonal Tactics	M	-.06	.03	-.10	.05	-.09	.04	-.02	.04	-.02	.01	-.09	.04	-.03	.01	.02	-.06
F07	Pleasant	A	-.12	-.14	-.14	-.15	-.11	-.18	.01	-.07	-.03	-.06	-.14	-.16	-.17	-.10	-.09	-.10
F08	Temperamental	N	.02	.07	.02	.11	-.01	.09	-.02	.00	-.05	-.01	.01	.10	.07	.03	.02	.00
F09	Dominance-Leader	E	-.04	-.05	-.07	-.10	-.03	-.11	.05	-.01	.01	.00	-.05	-.09	-.08	-.03	-.02	-.03
F10	Order	C	-.16	-.16	-.18	-.17	-.17	-.22	.03	-.11	-.03	-.09	-.20	-.18	-.22	-.12	-.12	-.12
F11	Reflective	O	.04	-.02	.08	.00	.03	.04	-.10	-.04	-.07	-.08	.05	-.01	.03	-.07	-.08	-.03
F12	Cynical View	M	-.04	.02	-.04	.07	-.07	.06	-.04	.00	-.04	-.03	-.05	.06	.00	-.01	.00	-.04
F13	Helpful Altruistic	A	-.09	-.12	-.08	-.12	-.08	-.14	-.04	-.11	-.07	-.10	-.10	-.13	-.13	-.12	-.13	-.10
F14	Worry	N	-.09	-.06	-.12	.01	-.11	-.03	-.08	-.10	-.12	-.12	-.12	-.02	-.08	-.10	-.11	-.13
F15	Excitement Seeking	E	.04	.12	-.03	.14	.06	.15	.08	.20	.10	.18	.03	.14	.10	.18	.22	.08
F16	Self-Discipline	C	-.10	-.14	-.10	-.19	-.09	-.21	.04	-.08	.01	-.04	-.11	-.19	-.18	-.09	-.09	-.06
F17	Scientific Interest	O	.16	.17	.16	.19	.14	.34	.07	.23	.19	.21	.18	.19	.21	.23	.24	.21
F18	Envious	M	.11	.17	.07	.22	.09	.21	.07	.15	.07	.12	.10	.22	.19	.18	.19	.12
F19	Independent	A	.09	.11	.09	.11	.05	.10	.03	.02	.04	.01	.09	.11	.12	.07	.05	.08
F20	Angry Hostility	N	.02	.04	.02	.08	-.01	.07	-.03	-.01	-.06	-.01	.01	.07	.05	.01	.00	-.02
F21	High-Intensity Pleasure	E	-.02	-.01	-.06	.02	-.02	.00	-.02	-.01	-.06	-.03	-.04	.01	-.01	-.02	-.02	-.06
F22	Deliberation	C	-.06	-.11	-.04	-.14	-.04	-.13	-.02	-.07	-.02	-.05	-.06	-.14	-.11	-.10	-.10	-.06
F23	Cultured	O	.03	-.13	.08	-.12	-.03	-.09	-.10	-.15	-.09	-.16	.03	-.13	-.06	-.15	-.19	-.05
F24	Influence Tactics	M	.11	.09	.11	.05	.11	.05	.02	.05	.04	.03	.13	.07	.11	.06	.05	.08
F25	Optimist	A	-.10	-.10	-.11	-.13	-.09	-.15	.00	-.05	-.01	-.05	-.11	-.13	-.14	-.08	-.08	-.07
F26	Unconventional	N	.10	.16	.09	.19	.10	.20	.01	.11	.02	.09	.11	.20	.18	.13	.14	.08
F27	Spontaneous-Variety	E	-.07	-.02	-.10	.00	-.09	-.02	-.03	-.01	-.04	-.02	-.10	.00	-.06	-.03	-.02	-.07
F28	Activity	C	-.03	-.03	-.07	-.05	-.04	-.08	.06	-.02	.02	.02	-.05	-.05	-.06	.00	.01	-.01
F29	Well-Adjusted	O	.01	-.01	-.02	-.02	.02	-.04	.04	.01	.01	.00	.00	-.02	-.01	.01	.01	.01
F30	Imagination	M	.13	.08	.14	.13	.11	.18	-.05	.09	.02	.03	.15	.12	.15	.07	.06	.08

Note. $N = 44{,}090$. All correlations are significant at the $p < .01$ level.

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5.4 What are the facet-level subgroup differences?

5.4.1 Cohen's *d*

To ensure fair and non-discriminatory practices, we examined subgroup differences amongst the SDI-O facets. Cohen's *d* is an estimate of the effect size of a mean difference. In this case we examined Cohen's *d* to examine mean score differences between racial, ethnic, and gender subgroups. Specifically, our analyses focused on comparison between majority groups (i.e., White, male, Non-Hispanic) and historically underrepresented groups (i.e., female, racial minorities, and Hispanic). Note that the AFOQT demographics options include two other racial categories of American Indian/Alaska Native and Native Hawaiian/Pacific Islander; Subgroup difference analyses were not performed on these two groups due to low sample size.

Common guidelines for interpreting Cohen's *d* varies but generally magnitudes of .20 or less are considered small, between .20 and .50 are considered moderate, and above .50 are considered large (Cohen, 1992). The USAF traditionally has deviated slightly from these interpretations and considered Cohen's *d* below .40 as small, between .40 and .80 as moderate and above .80 as large (e.g., Walsh, Brady, et al., 2022; Walsh, Woolley, et al., 2022; Walsh et al., 2021). The present research effort has focused on subgroup differences classified as moderate (≥ .40) or greater, as these subtests are more likely to contribute to adverse impact (Morath et al., 2008).

Table 17 reports Cohen's *d* for the facet-level analyses for the unstratified sample. Most effect sizes were small. However, three facets displayed moderate SGDs between males and females: Stress Under Pressure, Scientific Interest, and Cultured. Additionally, three facets showed moderate effect sizes between White and Black-identifying test-takers: Excitement Seeking, Envious, and Cultured. Finally, one facet showed a moderate effect size between White and Asian-identifying test-takers: Worry.

Subgroup differences were examined within the stratified samples as well and can be viewed within Appendix M. Overall, shifts in sample size and representativeness of specific minority groups resulted in deviations from the unstratified estimates of subgroup differences, particularly for Male/Female and Black/White differences. Generally, the accession sources of AECP, ANG and AFRES tended to report more facets as problematic (Cohen's *d* >.40), whereas OTS-CIV and USAFA typically indicated less facets as problematic. Beyond M/F and B/W SGDs, AECP represented a much greater degree of problematic facets between Asian/White and Hispanic/Non-Hispanic as well. These issues are likely due to the small sample size of AECP, particularly for those in minority groups. Beyond this, stratified samples appeared largely the same in terms of problematic facets with only minor deviations occurring.

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Table 17. Facet-Level Subgroup Differences

Facet Number: Name	Domain	F/M	B/W	A/W	WnH/WH	BnH/BH
F01: Team Player	A	.09	.08	.16	.06	*.03
F02: Stress Under Pressure	N	.49	*.01	.33	*.02	*.01
F03: Reserved	E	.10	.07	.23	.05	*.08
F04: Achievement Striving	C	.14	.14	.09	.05	*.00
F05: Creative	O	.14	.18	*.01	.10	*.06
F06: Interpersonal Tactics	M	.31	*.03	.22	.05	*.07
F07: Pleasant	A	.12	.20	.06	.12	*.04
F08: Temperamental	N	.04	.20	.22	.11	*.03
F09: Dominance-Leader	E	*.01	*.03	.28	*.02	*.04
F10: Order	C	.23	.27	.06	.12	*.03
F11: Reflective	O	.04	.39	.22	.12	*.05
F12: Cynical View	M	.11	.09	.26	*.02	*.02
F13: Helpful Altruistic	A	.22	.27	.10	.17	*.07
F14: Worry	N	.22	.12	.43	.06	*.03
F15: Excitement Seeking	E	.28	.50	.24	.05	.22
F16: Self-Discipline	C	.12	.17	.13	.10	*.06
F17: Scientific Interest	O	.49	.27	.08	.04	.13
F18: Envious	M	.21	.57	.09	.27	*.06
F19: Independent	A	.02	*.02	.10	.05	*.07
F20: Angry Hostility	N	*.00	.16	.18	.08	*.03
F21: High-Intensity Pleasure	E	.04	.04	.10	.16	.16
F22: Deliberation	C	.09	.33	*.02	.15	*.00
F23: Cultured	O	.46	.51	.32	.27	.10
F24: Influence Tactics	M	.18	*.02	*.03	.05	*.04
F25: Optimist	A	.07	.18	.09	.11	*.03
F26: Unconventional	N	.28	.29	.16	.13	*.02
F27: Spontaneous-Variety	E	*.01	.09	.09	.04	*.02
F28: Activity	C	.24	.09	.08	*.01	*.07
F29: Well-Adjusted	O	.07	*.03	.23	*.00	*.03
F30: Imagination	M	.14	*.00	.05	*.02	*.03

Note. *Cohen's *d* was not significant at the .05 level. Underlined values indicate "medium" level subgroup differences in which minorities scored higher. Red font indicates medium SGDs in which majorities scored higher.
F/M = Female/Male; B/W = Black/White; A/W = Asian/White; WnH/WH = White Non-Hispanic/White Hispanic; BnH/BH = Black Non-Hispanic/Black Hispanic.

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5.4.2 Differential Test Functioning (DTF)

As mentioned before, DIF analyses are often highly sensitive to large sample size and are prone to Type I error. Therefore, the literature recommends examining measurement bias at the test level (Robie et al., 2001). Differential Test Functioning (DTF) occurs when one or more items in a test demonstrate DIF and the aggregate of these effects are witnessed at the test level (Chalmers et al., 2016). DTF methods can either be IRT-based or CTT-based and can be estimated using several R packages (for more information, please refer to Attachment 1). Both IRT-based and CTT-based analyses were conducted, but only IRT-based analyses were interpreted. CTT-based DTF relies on a regression approach, the output for which includes beta coefficients, standard errors, and χ^2 statistics. As with the rest of the χ^2-based statistics, we expected a high chance for Type I error. The IRT-based method produces signed DTF (sDTF) statistics, which test whether one group consistently scores higher than the other across a specified range of theta. Because they are not chi-square-based, their estimates are more robust. Positive values indicate that the facet is biased against the majority test-takers. Negative values indicate that the facet is biased against the minority test-takers.

Table 18 displays the sDTF statistics for the 30 unstratified facets with the highest detected bias (>|2.00|%). For the rest of the output, please refer to Attachment 3. Note that DTFs were not generated for the stratified samples. The DTF analyses were run for the same subgroups as the DIF analyses. An exception to this was the Black Hispanic/Black Non-Hispanic subgroups for which the statistics were not generated because the former subgroup did not have the same number of response categories for all items as did the latter subgroup. The examination of the DTF output revealed that some facets seemed to be biased against minority test-takers while others seemed to be biased against the majority test-takers. For example, Females tended to score higher than Males on F23 (Cultured). Males, on the other hand, tended to score higher than Females on F17 (Scientific Interest). In general, most of the facets showed little to no bias (25 facets for Female/Male subgroups, 26 facets for Back/White subgroups, and 30 facets for White Hispanic/White Non-Hispanic subgroups).

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Table 18. DTF for Facets with the Highest Bias

Female/Male		
Facet #	Facet Name	% Bias
F23	Cultured	3.22
F2	Stress Under Pressure	2.8
F26	Unconventional	2.54
F6	Interpersonal Tactics	-2.18
F17	Scientific Interest	-3.47
Black/White		
Facet #	Facet Name	% Bias
F23	Cultured	3.72
F11	Reflective	2.56
F18	Envious	-2.95
F15	Excitement Seeking	-3.33
Asian/White		
Facet #	Facet Name	% Bias
F14	Worry	2.82
F23	Cultured	2.43
F2	Stress Under Pressure	2.28

Note. Positive values indicate that the facet was biased against the majority test-takers. Negatively values indicate that the facet is biased against the minority test-takers.

Sometimes the results between the DTF and Cohen's *d* analyses were not consistent. This is not surprising, given that the CTT and IRT analyses address the same research question from a different angle. While a detailed comparison between the two frameworks is beyond the scope of the current report (see Zickar & Broadfoot, 2009), it suffices to say that CTT calculations are based on scores averaged across the entire test (thereby making the statistics test- and sample-dependent). IRT calculations, on the other hand, examine consistency of item-level score patterns across the latent trait continuum and examine whether the aggregate of inconsistencies is enough to suggest DTF.

In sum, the DTF analyses showed that some facets had a stronger measurement bias against minority test-takers while others had a stronger measurement bias against majority test-takers.

5.4.3 Measurement Invariance

Measurement Invariance (MI) is a set of mathematical procedures used to establish whether or not a measure is equivalent across groups (Reise et al., 1993). For example, a researcher might be interested in comparing Males (Group 1) and Females (Group 2) on a construct of academic achievement. The researcher would run three MI models to compare the two groups. The three MI models are configural, metric, and scalar. For a detailed description of these models please refer to Attachment 1. Within the CFA (and largely SEM framework), the researchers want to accept

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the null hypothesis that the model fits the data. To do so, a Maximum Likelihood (ML) fit function is applied to each nested model (recall that the metric model is nested in configural model and scalar model is nested in metric model) and the fit indices are examined. Some of the fit indices include χ^2 tests which are notoriously sensitive to large sample sizes and are often considered badness of fit indices since significant *p*-value indicate lack of fit. The rest of the fit indices are similar to the ones usually used in the CFA (SEM) frameworks, such as Confirmatory Fit Index (CFI), Root Mean Square of Approximation (RMSEA), and Standardized Root Mean Square Residual (SRMR). As a reminder, to be considered acceptable, RMSEA/SRMR should be at or below .08 and CFI should be at or above .90 (Hu & Bentler, 1998, 1999).

Table 19 displays the results of the MI analyses for the unstratified sample. Note that MI statistics were not generated for the stratified samples. As expected, most of the significance tests were below the .05 level, which is not desirable because it suggests that the more constrained models are worse than the preceding less constrained models. Only two facets showed metric-level invariance: F11 Reflective for F/M test-takers and F16 Self-Discipline for B/W and A/W test-takers. For these facets we can assert that the two personality constructs are measured the same between the majority and minority groups, however because the Scalar invariance was not achieved, we cannot claim which group performs higher than the other. Remember however that the χ^2 statistics are sample dependent and it is likely that this pattern of results contains Type I error.

In sum, the MI analyses seem to suggest that there is measurement variance (the opposite of measurement invariance) between the subgroups. This may reflect true differences, a sign of a pervasive measurement error, or an artifact of a large sample size.

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Table 19. MI Model-Data Fit Indices

Facet	Model	AIC	BIC	χ^2	*df*	*Sig.*	Facet	Model	AIC	BIC	χ^2	*df*	*Sig.*
	FM C	463470	463879	2726	40	NA		FM C	635915	636324	13069	40	NA
	FM M	463491	463841	2761	47	.00		FM M	636010	636359	13178	47	.00
	FM S	463892	464182	3176	54	.00		FM S	636160	636450	13342	54	.00
	BW C	464182	464591	2692	40	NA		BW C	636559	636968	13197	40	NA
F1	BW M	464187	464537	2711	47	.01	F16	BW M	636553	636903	13205	47	.33
	BW S	464405	464695	2943	54	.00		BW S	636692	636982	13358	54	.00
	AW C	464182	464591	2692	40	NA		AW C	636559	636968	13197	40	NA
	AW M	464187	464537	2711	47	.01		AW M	636553	636903	13205	47	.33
	AW S	464405	464695	2943	54	.00		AW S	636692	636982	13358	54	.00
	FM C	679533	679942	5196	40	NA		FM C	738194	738603	7214	40	NA
	FM M	679873	680222	5550	47	.00		FM M	738524	738873	7557	47	.00
	FM S	684622	684911	10312	54	.00		FM S	741079	741369	10126	54	.00
	BW C	691629	692038	5232	40	NA		BW C	744729	745138	7429	40	NA
F2	BW M	691665	692015	5282	47	.00	F17	BW M	744816	745165	7530	47	.00
	BW S	691934	692223	5564	54	.00		BW S	744995	745284	7723	54	.00
	AW C	691629	692038	5232	40	NA		AW C	744729	745138	7429	40	NA
	AW M	691665	692015	5282	47	.00		AW M	744816	745165	7530	47	.00
	AW S	691934	692223	5564	54	.00		AW S	744995	745284	7723	54	.00
	FM C	724146	724555	20738	40	NA		FM C	650559	650968	13539	40	NA
	FM M	724231	724580	20838	47	.00		FM M	650686	651035	13680	47	.00
	FM S	724688	724977	21308	54	.00		FM S	651141	651431	14149	54	.00
	BW C	723442	723851	20793	40	NA		BW C	650553	650962	13570	40	NA
F3	BW M	723496	723845	20860	47	.00	F18	BW M	650565	650914	13596	47	.00
	BW S	723619	723909	20997	54	.00		BW S	651051	651341	14096	54	.00
	AW C	723442	723851	20793	40	NA		AW C	650553	650962	13570	40	NA
	AW M	723496	723845	20860	47	.00		AW M	650565	650914	13596	47	.00
	AW S	723619	723909	20997	54	.00		AW S	651051	651341	14096	54	.00
	FM C	556642	557051	7331	40	NA		FM C	753731	754140	11553	40	NA
	FM M	556758	557108	7461	47	.00		FM M	753742	754091	11578	47	.00
	FM S	557024	557314	7741	54	.00		FM S	754509	754799	12360	54	.00
	BW C	557272	557681	7255	40	NA		BW C	753793	754202	11704	40	NA
F4	BW M	557309	557658	7305	47	.00	F19	BW M	753839	754188	11764	47	.00
	BW S	557763	558053	7773	54	.00		BW S	754399	754688	12338	54	.00
	AW C	557272	557681	7255	40	NA		AW C	753793	754202	11704	40	NA
	AW M	557309	557658	7305	47	.00		AW M	753839	754188	11764	47	.00
	AW S	557763	558053	7773	54	.00		AW S	754399	754688	12338	54	.00
	FM C	616911	617320	17661	40	NA		FM C	536410	536818	6815	40	NA
	FM M	616998	617347	17762	47	.00		FM M	536554	536903	6973	47	.00
	FM S	617863	618153	18642	54	.00		FM S	537103	537393	7536	54	.00
	BW C	619646	620055	17875	40	NA		BW C	537581	537990	6828	40	NA
F5	BW M	619684	620034	17928	47	.00	F20	BW M	537606	537955	6867	47	.00
	BW S	619946	620236	18203	54	.00		BW S	537829	538119	7104	54	.00
	AW C	619646	620055	17875	40	NA		AW C	537581	537990	6828	40	NA
	AW M	619684	620034	17928	47	.00		AW M	537606	537955	6867	47	.00
	AW S	619946	620236	18203	54	.00		AW S	537829	538119	7104	54	.00

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	FM C	680805	681214	10615	40	NA		FM C	821930	822339	18665	40	NA
	FM M	680950	681299	10773	47	.00		FM M	822048	822397	18796	47	.00
	FM S	681133	681423	10970	54	.00		FM S	823557	823847	20320	54	.00
	BW C	680236	680645	10410	40	NA		BW C	823450	823859	18994	40	NA
F6	BW M	680400	680750	10589	47	.00	F21	BW M	823545	823894	19103	47	.00
	BW S	680940	681230	11142	54	.00		BW S	824269	824559	19841	54	.00
	AW C	680236	680645	10410	40	NA		AW C	823450	823859	18994	40	NA
	AW M	680400	680750	10589	47	.00		AW M	823545	823894	19103	47	.00
	AW S	680940	681230	11142	54	.00		AW S	824269	824559	19841	54	.00
	FM C	531294	531703	4683	40	NA		FM C	563108	563517	2938	40	NA
	FM M	531348	531698	4752	47	.00		FM M	563161	563510	3004	47	.00
	FM S	531639	531929	5057	54	.00		FM S	563454	563744	3312	54	.00
	BW C	531850	532259	4727	40	NA		BW C	563332	563741	2901	40	NA
F7	BW M	531887	532236	4777	47	.00	F22	BW M	563363	563712	2946	47	.00
	BW S	531947	532237	4852	54	.00		BW S	563656	563946	3253	54	.00
	AW C	531850	532259	4727	40	NA		AW C	563332	563741	2901	40	NA
	AW M	531887	532236	4777	47	.00		AW M	563363	563712	2946	47	.00
	AW S	531947	532237	4852	54	.00		AW S	563656	563946	3253	54	.00
	FM C	633519	633928	16166	40	NA		FM C	743489	743898	9694	40	NA
	FM M	633598	633947	16259	47	.00		FM M	743605	743954	9824	47	.00
	FM S	633850	634139	16525	54	.00		FM S	747783	748073	14016	54	.00
	BW C	633382	633791	16175	40	NA		BW C	747672	748081	9886	40	NA
F8	BW M	633405	633755	16212	47	.00	F23	BW M	747691	748040	9919	47	.00
	BW S	633926	634216	16746	54	.00		BW S	748995	749285	11237	54	.00
	AW C	633382	633791	16175	40	NA		AW C	747672	748081	9886	40	NA
	AW M	633405	633755	16212	47	.00		AW M	747691	748040	9919	47	.00
	AW S	633926	634216	16746	54	.00		AW S	748995	749285	11237	54	.00
	FM C	678216	678625	17898	40	NA		FM C	743614	744023	10641	40	NA
	FM M	678259	678608	17955	47	.00		FM M	743749	744098	10789	47	.00
	FM S	678426	678716	18136	54	.00		FM S	744516	744805	11570	54	.00
	BW C	678263	678672	17788	40	NA		BW C	744570	744979	10394	40	NA
F9	BW M	678338	678688	17878	47	.00	F24	BW M	744656	745005	10495	47	.00
	BW S	678652	678942	18205	54	.00		BW S	745030	745320	10883	54	.00
	AW C	678263	678672	17788	40	NA		AW C	744570	744979	10394	40	NA
	AW M	678338	678688	17878	47	.00		AW M	744656	745005	10495	47	.00
	AW S	678652	678942	18205	54	.00		AW S	745030	745320	10883	54	.00
	FM C	582295	582704	13611	40	NA		FM C	646956	647365	7211	40	NA
	FM M	582480	582830	13811	47	.00		FM M	647070	647420	7339	47	.00
	FM S	582755	583045	14100	54	.00		FM S	648164	648454	8447	54	.00
	BW C	582716	583125	13723	40	NA		BW C	647368	647777	7511	40	NA
F10	BW M	582764	583113	13784	47	.00	F25	BW M	647372	647722	7529	47	.01
	BW S	583062	583352	14096	54	.00		BW S	647752	648041	7923	54	.00
	AW C	582716	583125	13723	40	NA		AW C	647368	647777	7511	40	NA
	AW M	582764	583113	13784	47	.00		AW M	647372	647722	7529	47	.01
	AW S	583062	583352	14096	54	.00		AW S	647752	648041	7923	54	.00
	FM C	793950	794359	8602	40	NA		FM C	716499	716908	27034	40	NA
	FM M	793947	794296	8613	47	.15		FM M	716878	717227	27427	47	.00
	FM S	794644	794934	9324	54	.00		FM S	717733	718023	28296	54	.00
	BW C	794487	794896	8641	40	NA		BW C	717181	717590	26950	40	NA
F11	BW M	794542	794892	8711	47	.00	F26	BW M	717277	717626	27060	47	.00
	BW S	795020	795310	9202	54	.00		BW S	718689	718979	28486	54	.00
	AW C	794487	794896	8641	40	NA		AW C	717181	717590	26950	40	NA
	AW M	794542	794892	8711	47	.00		AW M	717277	717626	27060	47	.00
	AW S	795020	795310	9202	54	.00		AW S	718689	718979	28486	54	.00

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	FM C	734807	735215	9895	40	NA		FM C	788574	788982	7504	40	NA
	FM M	734817	735166	9919	47	.00		FM M	788609	788958	7553	47	.00
	FM S	735204	735494	10320	54	.00		FM S	789419	789709	8378	54	.00
	BW C	734417	734826	10007	40	NA		BW C	788501	788910	7618	40	NA
F12	BW M	734464	734813	10067	47	.00	F27	BW M	788632	788982	7764	47	.00
	BW S	735131	735421	10749	54	.00		BW S	789382	789672	8527	54	.00
	AW C	734417	734826	10007	40	NA		AW C	788501	788910	7618	40	NA
	AW M	734464	734813	10067	47	.00		AW M	788632	788982	7764	47	.00
	AW S	735131	735421	10749	54	.00		AW S	789382	789672	8527	54	.00
	FM C	563153	563562	5000	40	NA		FM C	787982	788391	45739	40	NA
	FM M	563233	563583	5094	47	.00		FM M	788015	788364	45786	47	.00
	FM S	563348	563638	5223	54	.00		FM S	790067	790357	47853	54	.00
	BW C	563385	563794	5154	40	NA		BW C	790756	791165	45768	40	NA
F13	BW M	563445	563794	5228	47	.00	F28	BW M	790800	791149	45825	47	.00
	BW S	563730	564020	5528	54	.00		BW S	791365	791655	46405	54	.00
	AW C	563385	563794	5154	40	NA		AW C	790756	791165	45768	40	NA
	AW M	563445	563794	5228	47	.00		AW M	790800	791149	45825	47	.00
	AW S	563730	564020	5528	54	.00		AW S	791365	791655	46405	54	.00
	FM C	750721	751130	17422	40	NA		FM C	468712	469120	21339	40	NA
	FM M	750856	751205	17571	47	.00		FM M	468731	469081	21373	47	.00
	FM S	751463	751753	18192	54	.00		FM S	469208	469498	21864	54	.00
	BW C	750892	751301	17617	40	NA		BW C	468535	468944	21583	40	NA
F14	BW M	750979	751328	17718	47	.00	F29	BW M	468562	468912	21624	47	.00
	BW S	751182	751472	17935	54	.00		BW S	468918	469208	21994	54	.00
	AW C	750892	751301	17617	40	NA		AW C	468535	468944	21583	40	NA
	AW M	750979	751328	17718	47	.00		AW M	468562	468912	21624	47	.00
	AW S	751182	751472	17935	54	.00		AW S	468918	469208	21994	54	.00
	FM C	736576	736985	30293	40	NA		FM C	801018	801427	11607	40	NA
	FM M	736641	736990	30371	47	.00		FM M	801077	801427	11681	47	.00
	FM S	737765	738055	31510	54	.00		FM S	802372	802662	12990	54	.00
	BW C	736611	737020	30896	40	NA		BW C	801841	802250	12045	40	NA
F15	BW M	736827	737176	31126	47	.00	F30	BW M	802096	802446	12315	47	.00
	BW S	737268	737558	31581	54	.00		BW S	802248	802538	12480	54	.00
	AW C	736611	737020	30896	40	NA		AW C	801841	802250	12045	40	NA
	AW M	736827	737176	31126	47	.00		AW M	802096	802446	12315	47	.00
	AW S	737268	737558	31581	54	.00		AW S	802248	802538	12480	54	.00

Note. FM = Female/Male; BW = Black/White; AW = Asian/White; C = Configural Model; M = Metric Model; S = Scalar Model; AIC = Akaike Information Criterion; BIC = Bayesian Information Criterion; χ^2 = Chi Square; *df* = Degrees of Freedom; *Sig.* = Significance Test; NA = Statistics Was Not Generated.

5.4.4 Stepwise Regression

In order to examine the impact of demographics on personality scores we performed stepwise regression analyses using demographic variables as predictors and subtest scores as outcomes. Stepwise regression are empirically driven analyses and as such are relatively devoid of theoretical considerations. Stepwise regression adds each predictor into the model one at a time based on each variable's ability to explain variance in the outcome of focus. As such, the first predictor included in the model should explain the most unique variance, followed by the next predictor that explains the most unique variance beyond all previous predictors. We set the "stopping point" of the procedure at the liberal *p*-value of $p < .001$ due to the large sample size, so once no further predictors explained significant unique variance the model would stop adding new predictors into the model. Note that these analyses were not performed for the stratified samples.

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In terms of the degree to which facets are explained by demographic variables, we denote four groupings: a grouping that indicates that demographics (combined) explain 10% or more variance of the respective facet, a grouping that indicates that 7% to 9% of variance is explained by demographics, a grouping that indicates 3% to 6% explained variance, and finally less than 3% variance. Traditionally, traits whose variance is explained to a greater degree by demographics are considered potentially problematic. Overall, we noted two, five, eight, and fifteen facets at the 10%, 7% to 9%, 3% to 6% and below 3% thresholds respectively. See Table 20 for an overview of the fifteen facets which reached the 3% threshold or higher and their respective changes in R^2. The two facets which reached the 10% threshold are indicated by red text. With regards to specific demographic variables, it would appear that age, gender, and Asian and Black racial categories commonly explained the most variance in facet scores.

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Table 20. Facet-Level Stepwise Regression

F02 Stress Under Pressure				F04 Achievement Striving				F06 Interpersonal Tactics			
Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2
Gender	-	10.6%		Age	+	3.7%		Age	-	3.0%	
Age	-	11.2%	0.6%	Gender	-	4.3%	0.6%	Gender	+	5.2%	2.2%
				Asian	-	4.4%	0.1%	Asian	+	5.4%	0.2%
				Black	+	4.4%	0.0%	Black	+	5.5%	0.0%
F08 Temperamental				F10 Order				F12 Cynical View			
Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2
Age	-	3.4%		Age	+	2.4%		Age	-	4.2%	
Asian	+	3.8%	0.4%	Gender	-	3.6%	1.2%	Gender	+	4.7%	0.5%
Black	-	4.0%	0.2%	Black	+	3.9%	0.3%	Asian	+	5.0%	0.3%
HispW	-	4.2%	0.0%	HispW	+	4.0%	0.0%	Black	+	5.2%	0.0%
				Asian	+	4.0%	0.0%				
F14 Worry				F15 Excitement Seeking				F16 Self-Discipline			
Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2
Age	-	5.2%		Age	-	5.2%		Age	+	7.3%	
Asian	+	6.2%	1.0%	Gender	+	7.1%	1.9%	Gender	-	7.9%	0.6%
Gender	-	6.9%	0.7%	Black	-	8.3%	1.2%	Asian	-	8.0%	0.1%
Black	+	7.0%	0.0%	Asian	-	8.6%	0.0%	Black	+	8.0%	0.0%
NHPI	+	7.1%	0.1%					HispW	+	8.1%	0.1%
F17 Scientific Interest				F18 Envious				F22 Deliberation			
Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2
Gender	+	4.6%		Age	-	6.4%		Age	+	3.2%	
Age	+	5.5%	0.9%	Black	-	8.7%	2.3%	Black	+	4.0%	0.8%
Black	-	5.9%	0.4%	Gender	+	9.6%	0.9%	Gender	-	4.1%	0.1%
Asian	+	6.0%	0.0%	HispW	-	10.2%	1.0%	HispW	+	4.3%	0.0%
				Asian	+	10.3%	0.1%				
F23 Cultured				F26 Unconventional				F30 Imagination			
Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2	Variable	Direction	Adj. R^2	Δ in R^2
Gender	-	3.9%		Age	-	5.2%		Age	-	3.3%	
Age	+	6.3%	2.4%	Gender	+	7.3%	2.1%	Gender	+	3.8%	0.5%
Black	+	7.5%	1.2%	Black	-	7.6%	0.3%	Black	+	3.9%	0.1%
Asian	+	8.1%	1.0%	Asian	+	7.7%	0.0%				
HispW	+	8.6%	0.5%	HispW	-	7.8%	0.1%				
NHPI	+	8.7%	0.1%								

Note. Direction refers to the sign of the regression coefficient. Variables are in order of the steps they were entered into the regression equation. Red font indicates facets which had explained variance > 10%.
HispW = Hispanic White, HispB = Hispanic Black, NHPI = Native Hawaiian/Pacific Islander.

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5.5 Are the facets reliable?

5.5.1 Internal Consistency

To measure internal consistency, we calculated Cronbach's alpha for each facet. Cronbach's alpha, or "raw" alpha is the most widely utilized measure of internal consistency (Cronbach, 1951). Cronbach's alpha creates a value that is dependent on the covariance of items within a respective scale to produce an estimate between 0 and 1, which then indicates an overall level of internal consistency. Although there is no steadfast value which represents an acceptable alpha, an estimate of .70 is a widely used threshold to indicate acceptable levels of internal consistency. Additionally, values above .90 may indicate some degree of redundancy within a scale's items (Streiner, 2003).

See Table 21 for an overview of estimates of internal consistency (alpha) at the facet-level. Overall, internal consistency estimates were strong, ranging from .80 to .93. As mentioned above alphas of .90 and higher often indicate some degree of item redundancy. 10 facets reached or exceeded this threshold (Reserved, Order, Worry, Excitement Seeking, Scientific Interest, Envious, Angry-Hostility, High-Intensity Pleasure, Deliberation, and Cultured). The remaining facets displayed acceptable levels of internal consistency, with none of their values falling below the .70 threshold.

Internal consistency was calculated for samples stratified by accession source as well (see Appendix N). Overall, no facet fell below cutoff for an acceptable estimate of internal consistency.

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Table 21. Facet-Level Internal Consistency

Facet Number	Facet Name	Domain	Cronbach's Alpha
F01	Team Player	A	.83
F02	Stress Under Pressure	N	.86
F03	Reserved	E	.91
F04	Achievement Striving	C	.87
F05	Creative	O	.86
F06	Interpersonal Tactics	M	.85
F07	Pleasant	A	.89
F08	Temperamental	N	.87
F09	Dominance-Leader	E	.89
F10	Order	C	.91
F11	Reflective	O	.81
F12	Cynical View	M	.87
F13	Helpful Altruistic	A	.88
F14	Worry	N	.92
F15	Excitement Seeking	E	.92
F16	Self-Discipline	C	.88
F17	Scientific Interest	O	.93
F18	Envious	M	.91
F19	Independent	A	.84
F20	Angry Hostility	N	.90
F21	High-Intensity Pleasure	E	.90
F22	Deliberation	C	.90
F23	Cultured	O	.91
F24	Influence Tactics	M	.82
F25	Optimist	A	.87
F26	Unconventional	N	.85
F27	Spontaneous-Variety	E	.80
F28	Activity	C	.81
F29	Well-Adjusted	O	.81
F30	Imagination	M	.87

Note. N = 44,090

5.5.2 Test-Retest Reliability

The AFOQT retesting policy allows up to three testing attempts, with a 90-day waiting period between each testing instance[1] (AFMAN 36-2664). A fourth attempt may be allowed if a waiver is granted. Test-takers are also supposed to retest on parallel forms, so that if a test-taker was administered T1, their next testing attempt should be completed on T2. Most test-retest analyses

[1] The minimum test-retest interval was 150 days when Form T was implemented, but was reduced to 90 days in 2021 (see AFMAN 36-2664).

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were conducted between first and second instances of testing, however some instances include comparisons between first and third test attempts.

Recall, that test-retest reliability is the most common CTT statistic for determining whether an assessment measures the same construct across the two testing occasions (Furr & Bacharach, 2008). Any deviation from a perfect correlation (< 1.00) are due to (1) measurement error, (2) true score change, or (3) a combination of error and true score change (Furr & Bacharach, 2008; Wainer et al., 2000).

Table 22. Facet-Level Test-Retest Reliability

Facet #	Facet Name	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
1	Team Player	50.38	8.73	49.67	11.07	3.66	.00	.06	.40
2	Stress Under Pressure	49.70	9.58	50.16	10.32	-3.46	.00	.06	.71
3	Reserved	49.82	9.91	50.17	10.07	-2.88	.00	.05	.77
4	Achievement Striving	50.36	9.33	49.71	10.57	4.16	.00	.07	.61
5	Creative	50.17	9.67	49.90	10.25	2.00	.05	.04	.69
6	Interpersonal Tactics	50.39	9.63	49.63	10.31	5.12	.00	.09	.65
7	Pleasant	50.09	9.51	49.86	10.45	1.53	.13	.03	.62
8	Temperamental	49.71	9.45	50.22	10.48	-3.37	.00	.06	.63
9	Dominance-Leader	49.92	9.84	50.08	10.18	-1.30	.19	.02	.75
10	Order	50.08	9.61	49.89	10.34	1.38	.17	.02	.71
11	Reflective	50.20	9.81	49.87	10.19	2.52	.01	.04	.73
12	Cynical View	50.35	9.69	49.72	10.24	4.74	.00	.08	.71
13	Helpful Altruistic	50.22	9.44	49.78	10.49	2.81	.01	.05	.60
14	Worry	49.82	9.65	50.04	10.28	-1.67	.10	.03	.71
15	Excitement Seeking	50.13	9.79	49.85	10.28	2.39	.02	.04	.79
16	Self-Discipline	50.62	9.44	49.49	10.47	8.08	.00	.14	.69
17	Scientific Interest	50.02	9.92	50.08	10.06	-.59	.56	.01	.80
18	Envious	50.10	9.75	49.90	10.15	1.43	.15	.03	.70
19	Independent	49.80	9.91	50.18	10.06	-2.52	.01	.04	.64
20	Angry Hostility	49.52	9.39	50.41	10.58	-5.72	.00	.10	.62
21	High-Intensity Pleasure	49.34	9.71	50.55	10.24	-9.33	.00	.16	.73
22	Deliberation	50.41	9.51	49.68	10.34	5.05	.00	.09	.66
23	Cultured	49.67	9.91	50.28	10.05	-5.47	.00	.10	.80
24	Influence Tactics	49.94	9.77	50.16	10.19	-1.72	.09	.03	.72
25	Optimist	50.11	9.62	49.87	10.35	1.80	.07	.03	.72
26	Unconventional	49.42	9.68	50.59	10.26	-8.31	.00	.15	.68
27	Spontaneous-Variety	49.74	9.69	50.14	10.29	-2.95	.00	.05	.70
28	Activity	49.81	9.73	50.22	10.19	-2.96	.00	.05	.69
29	Well-Adjusted	50.11	8.87	49.83	11.01	1.40	.16	.02	.38
30	Imagination	49.77	9.82	50.25	10.19	-3.80	.00	.07	.75

Note. All correlations significant at the $p < .01$ level.

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Generally, estimations of test-retest reliability fell in the low-to-mid .70s. Beyond this, six facets displayed high test-retest reliability (≥.75) whereas two facets, Well-adjusted (.38) and Team Player (.40), displayed notably low test-retest reliability. See Table 22 1 for a complete list of estimates of test-retest reliability for the 30 facets.

Test-retest reliability of stratified samples were examined as well. One stratified sample was not large enough to compute test-retest reliability, so no analyses is provided for AECP. Problematic facets (Well-Adjusted and Team Player) remained problematic across the stratified samples. Additional facets presented problematic estimates of test-retest reliability within specific stratified samples, particularly the Air Force Reserves. Overall, most facets presented acceptable or nearing acceptable levels of test-retest reliability across most accession scores, with notably lower estimates than the unstratified sample. For a full breakdown of estimates of test-retest reliability for stratified samples seen Appendix O.

5.6 How well does the expected factor structure fit the facets?

5.6.1 Confirmatory Factor Analysis (CFA) Facet Fit Statistics

Overall, our efforts in CFA followed a priori recommendations by Manley and Weissmuller (2017). Each facet was indicated by eight items. The resulting fit statistics for each of the facets can be seen in Table 23. Recall that RMSEA and CFI are noncentrality-based indices and should be <.08 and >.95 respectively. Meanwhile GFI, AGFI, and SRMR are absolute fit indices and should be >.95, >.95, and <.04 respectively. Finally, TLI is a relative fit index and should be >.95. Values that meet these thresholds are in green text in Table 23. Overall, most facets displayed poor fit. Thirteen of the 30 facets had at least one acceptable fit statistic.

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Table 23. Facet-Level CFA Fit Statistics

Facet #	Facet	RMSEA	CFI	GFI	AGFI	TLI	SRMR
F1	Team Player	.06	.97	.98	.97	.96	.03
F2	Stress Under Pressure	.08	.95	.96	.94	.93	.04
F3	Reserved	.17	.89	.89	.79	.85	.06
F4	Achievement Striving	.10	.93	.95	.90	.91	.05
F5	Creative	.15	.88	.88	.79	.83	.06
F6	Interpersonal Tactics	.12	.90	.92	.86	.86	.05
F7	Pleasant	.08	.97	.97	.94	.96	.03
F8	Temperamental	.15	.87	.87	.77	.82	.07
F9	Dominance-Leader	.15	.89	.88	.78	.84	.07
F10	Order	.13	.93	.91	.83	.91	.04
F11	Reflective	.11	.90	.94	.89	.85	.05
F12	Cynical View	.12	.91	.93	.87	.88	.05
F13	Helpful Altruistic	.08	.96	.97	.94	.95	.03
F14	Worry	.15	.91	.89	.80	.87	.05
F15	Excitement Seeking	.20	.86	.83	.69	.81	.06
F16	Self-Discipline	.13	.90	.91	.84	.86	.05
F17	Scientific Interest	.10	.97	.95	.91	.95	.03
F18	Envious	.14	.93	.91	.83	.90	.04
F19	Independent	.12	.89	.91	.84	.84	.06
F20	Angry Hostility	.09	.96	.95	.92	.95	.03
F21	High-Intensity Pleasure	.16	.89	.88	.78	.85	.05
F22	Deliberation	.06	.98	.98	.96	.97	.02
F23	Cultured	.11	.95	.93	.88	.93	.04
F24	Influence Tactics	.12	.90	.93	.87	.86	.07
F25	Optimist	.10	.94	.95	.91	.92	.04
F26	Unconventional	.19	.79	.83	.69	.71	.08
F27	Spontaneous-Variety	.10	.91	.95	.90	.88	.05
F28	Activity	.25	.64	.75	.56	.49	.16
F29	Well-Adjusted	.17	.80	.85	.72	.72	.09
F30	Imagination	.13	.91	.92	.86	.87	.06

Note.
Green font indicates: RMSEA ≤.08; CFI ≥.95; GFI ≥.95; AGFI ≥.95; SRMR ≤.04; TLI ≥.95.

6.0 DOMAIN-LEVEL RESULTS

6.1 What are the psychometric properties of the domains?

6.1.1 Descriptives

As a reminder, the domains were originally created by theoretically matching facets with domains. Manley and Weissmuller (2017) found via a CFA analysis that two of the facets did not belong to

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their theoretically derived domains. However, this result did not change the calculation of the domain scores. All domain-level analyses are based on the original (and current) facet-to-domain linkages.

Table 24 provides an overview of the means, standard deviations, skewness and kurtosis of the six trait domains. In terms of the mean values for the domain composites (which has a maximum value of 5 and a minimum value of 1), values ranged from 1.90 (Neuroticism) to 4.36 (Agreeableness). Overall, there appears to be relatively high endorsement of Agreeableness and Conscientiousness, mid-level endorsement of Extraversion and Openness, and low endorsement of Neuroticism and Machiavellianism.

In terms of variance, standard deviations were calculated and ranged from .73 (Agreeableness) to 1.10 (Extroversion), indicating a low/modest degree of variance amongst the six domains. In general, no domain stood out as having an alarmingly high standard deviation compared to the other domain scores.

Finally, skewness and kurtosis were calculated to examine the relative normality of the distribution of scores amongst the six traits. Overall, all but two domains (Neuroticism and Machiavellianism) have a negative skew, suggesting most scores clustered on the right of the mean score within a distribution. Values of skewness, regardless of direction, are typically below 1.0, with two exceptions being Agreeableness (-1.76) and Neuroticism (1.23). These levels of skewness are consistent with expectations. Finally, estimates of kurtosis ranged widely between the six domains with a maximum value of 5.86 (Agreeableness) and a minimum value of -.33 (Extroversion) suggesting a moderate range in terms of the relative sharpness (clustering around the mean) of the distribution.

Table 24. Domain-Level Descriptive Statistics

Domain Name	Mean	SD	Skew	Kurtosis
Agreeableness	4.36	.73	-1.76	5.86
Neuroticism	1.90	.94	1.23	1.70
Conscientiousness	4.15	.86	-.79	1.55
Openness	3.59	1.09	-.56	-.15
Extroversion	3.44	1.10	-.23	-.33
Machiavellianism	2.39	.98	.54	.07

Note. $N = 44{,}090$.
Red font indicates large kurtosis (>5.0).

6.1.2 Discriminability

Overall, all domains indicated average ITCs above the .30 cutoff with each domain having an ITC value in the .60s. See Table 25 for an overview of domain-level ITCs.

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Table 25. Domain-Level ITCs

Domain Name	ITC
Agreeableness	.61
Neuroticism	.67
Conscientiousness	.65
Openness	.65
Extroversion	.64
Machiavellianism	.61

Note. $N = 44{,}090$

6.2 How do the domains relate to each other?

6.2.1 Domain Intercorrelations

Table 26 displays the inter-correlations of the six SDI-O domains. Evaluations of the inter-correlations were based on suggestions from past literature as to the expectations of effect sizes of the inter-correlations. Overall, no value was explicitly problematic, however some relationships displayed correlations higher than expected. Specifically, correlations with Agreeableness seem to have a stronger magnitude than expected, with the potential exceptions of Agreeableness and Machiavellianism. All other correlations displayed coefficients of expected magnitudes. These intercorrelations were examined for the stratified samples as well, which can be found in Appendix P.

Table 26. Domain-Level Intercorrelations

	Agree	Cons	Extra	Mach	Neuro	Open
Agree						
Cons	.62					
Extra	.42	.12				
Mach	-.41	-.45	.01			
Neuro	-.57	-.53	-.26	.52		
Open	.39	.26	.22	-.05	-.14	

Note. $N = 44{,}090$. All correlations significant at $p < .05$.

6.3 How do the domains relate to AFOQT cognitive subtests and operational composites?

6.3.1 Domain Bivariate Correlations

Overall, the correlation coefficients describing the relationships between domain scores and the AFOQT cognitive subtests were modest in size. Correlations ranged from -.21 to .15. Most correlations were small and fell between -.15 and .15. Of particular interest is the relatively pronounced and consistent negative relationship between Conscientiousness and cognitive ability.

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As previously mentioned, this may be the result of a preference for order, resulting in a reduction in propensity to think in an abstract or unstructured manner. See Table 27 for a complete correlation matrix of the domain-cognitive subtest pairings. Stratified samples were examined in this manner as well (see Appendix Q). Overall, the patterns of relationships held with most domains displaying mixed/minor correlations with cognitive ability, with the exception of Conscientiousness which generally displayed negative relationships with cognitive subtest scores.

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Table 27. Domain-Level Bivariate Correlations

Domain #	Domain Name	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
1	Agreeableness	-.07	-.10	-.08	-.12	-.05	-.14	.01	-.06	-.02	-.05	-.08	-.12	-.12	-.07	-.07	-.06
2	Conscientiousness	-.11	-.15	-.10	-.20	-.10	-.21	.02	-.10	-.01	-.07	-.12	-.20	-.18	-.11	-.11	-.07
3	Extraversion	-.05	-.02	-.11	-.03	-.04	-.05	.05	.03	.00*	.03	-.08	-.03	-.06	.02	.03	-.04
4	Machiavellianism	.06	.12	.04	.14	.03	.13	.02	.08	.02	.04	.05	.15	.12	.09	.09	.05
5	Neuroticism	-.03	.00*	-.04	.08	-.07	.05	-.07	-.07	-.10	-.08	-.05	.06	.00*	-.05	-.06	-.08
6	Openness	.11	.03	.14	.04	.08	.14	-.06	.05	.02	.00*	.13	.04	.10	.02	.01	.06

Note. N = 44,090. All correlations significant at $p < .05$ unless denoted with *.

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6.4 What are the subgroup differences?

6.4.1 Cohen's *d*

Recall that in terms of subgroup differences we observe three categories of Cohen's *d* that represent varying levels of problematic subgroup differences. Below .40 represents generally unproblematic levels of subgroup differences, between .40 and .80 represents small to modest subgroup differences, and beyond .80 represents highly problematic subgroup differences.

Domain scores overall displayed low subgroup differences across the board with no domains displaying problematic levels of Cohen's *d* ($d \geq .40$) between majority and minority groups. See Table 28 for an overview.

When examining the stratified samples (see Appendix R), we see generally unproblematic subgroup differences for the six domains. Some problematic values arise for B/W and A/W and ethnic-based comparisons within some specific accession sources. For B/W differences, we see moderate Cohen's *d*'s for Extroversion (.56) within the AECP sample, Openness (.44) for the ANG sample, and for Conscientiousness (.40) for AFRES sample, all of which favor White test-takers. For A/W differences, we see a moderate Cohen's *d* for Machiavellianism for AECP (49), with White test-takers generally scoring higher.

Table 28. Domain-Level Subgroup Differences

Domain	F/M Cohen's *d*	B/W Cohen's *d*	A/W Cohen's *d*	WH/WnH Cohen's *d*	BH/BnH Cohen's *d*
Agreeableness	.14	.17	.11	.11	*.00
Conscientiousness	.21	.30	.07	.14	*.02
Extroversion	.02	.13	.22	.06	.16
Machiavellianism	.23	.15	.19	.12	*.05
Neuroticism	.22	.07	.35	.05	*.02
Openness	.10	.24	.19	.15	*.08

Note. $N = 44{,}090$. * indicates values that were not significant at the .05 level

6.5 Is there test-retest reliability?

6.5.1 Internal Consistency

Similar to the facets, all six domains displayed strong indications of internal consistency. It is important to note that internal consistencies surpassing .90 may be indications of redundancies in terms of the indicators of a trait (Cronbach, 1951). However, due to the sheer volume of items within each domain Cronbach's alphas are expected to be slightly inflated and not indicative of redundancy. We suggest interpreting the high estimates of internal consistency with both these considerations in mind. See Table 29 for all results.

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Table 29. Domain-Level Internal Consistency

Domain Name	Cronbach's Alpha
Agreeableness	.95
Neuroticism	.95
Conscientiousness	.95
Openness	.92
Extraversion	.92
Machiavellianism	.91

Note. $N = 44{,}090$.

6.5.2 Test-Retest Reliability

Recall that values below .70 are often considered poor values of test-retest reliability. Estimates of test-retest reliability displayed acceptable values for all domains except Agreeableness (.55). The remaining five domains displayed values of .70 or higher. See Table 30.

For the stratified samples, test-retest reliability largely remained the same across the accession scores with only Agreeableness having low test-retest reliability with the exception of the Air Force Reserves, which displayed low test-retest reliability for all domains except Extroversion. See Appendix S for an overview of test-retest reliability estimates for the stratified samples.

Table 30. Domain-Level Test-Retest Reliability

Domain	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
Agreeableness	50.18	7.42	49.80	8.97	2.73	.01	.05	.55
Conscientiousness	50.41	7.66	49.64	8.58	6.90	.00	.12	.70
Extroversion	49.85	6.01	50.11	6.43	-3.55	.00	.06	.78
Machiavellianism	50.12	6.69	49.92	7.08	2.21	.03	.04	.73
Neuroticism	49.69	7.91	50.21	8.84	-4.54	.00	.08	.70
Openness	49.97	6.62	50.08	6.93	-1.40	.16	.02	.78

Note. $N = 44{,}090$

6.6 What is the domain-level factor structure?

6.6.1 Domain-Level Confirmatory Factor Analysis (CFA)

The domains were also examined via CFA by utilizing facet scores as indicators of the domains. Overall, the six-factor structure displayed subpar fit indices suggesting poor fit of the model to the data. See Table 31 for the fit indices for the six-factor model. None of these fit indices reach acceptable levels.

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Table 31. Domain-Level Five-Factor CFA

RMSEA	CFI	GFI	AGFI	TLI	SRMR
.11	.70	.70	.65	.66	.12

Factor loadings for the facets as indicators of domains were also evaluated. For Agreeableness, five facets (Team Player, Pleasant, Helpful-Altruistic, Optimist, and Well-adjusted) served as indicators. All factor loadings were acceptable to strong with the lowest loading being .70 (Optimist) and the highest being .84 (Team Player), suggesting all facets loaded onto a latent Agreeableness factor to an acceptable degree.

Conscientiousness was indicated by five facets: Achievement Striving, Order, Self-Discipline, Deliberation, and Unconventional. All facet factor loadings reached an acceptable-or-better level with the lowest loading being .59 (Unconventional) and the highest loading being .92 (Achievement Striving), suggesting a relatively cohesive Conscientiousness factor as indicated by the aforementioned five facets.

Extraversion was indicated by six facets: Reserved, Dominance-Leader, Excitement Seeking, High-Intensity Pleasure, Spontaneous-Variety, and Activity. Three indicators (Excitement Seeking, High-Intensity Pleasure, and Spontaneous-Variety) fell below an acceptable factor loading magnitude (i.e., loading lower than .40; Furr, 2019). The remaining three facets displayed acceptable to strong factor loadings ranging from .58 (Activity) to .75 (Dominance-Leader).

Machiavellianism was indicated by five facets: Interpersonal Tactics, Cynical View, Envious, Independent, and Influence Tactics. All facet factor loadings except one (.32; Influence Tactics) fell within an acceptable range, with the minimum value being .42 (Independent) and the maximum value being .75 (Envious).

Neuroticism had four facet indicators: Stress Under Pressure, Temperamental, Worry, and Angry-Hostility. All factor loadings reached an acceptable level ranging from .56 (Worry) to .94 (Temperamental).

Finally, Openness was indicated by five facets: Creative, Reflective, Scientific Interest, Cultured, and Imagination. All but one factor loading (.29; Imagination) reached acceptable levels ranging from .42 (Cultured and Scientific Interest) to .95 (Creative).

Overall, most facets displayed adequate loadings with their domains. However, a fairly large portion of facets displayed factor loadings that, although acceptable, were quite low (between .40 and .60). See Table 32 for a complete overview of the facet-to-domain factor loadings.

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Table 32. Domain-Level Factor Loadings

Domain	Facet	Standardized Factor Loading
A	Team Player	.84
A	Pleasant	.80
A	Helpful Altruistic	.72
A	Optimist	.70
A	Well-Adjusted	.76
C	Achievement Striving	.92
C	Order	.67
C	Self-Discipline	.82
C	Deliberation	.81
C	Unconventional	.59
E	Reserved	.69
E	Dominance-Leader	.75
E	Excitement Seeking	.37
E	High-Intensity Pleasure	.32
E	Spontaneous-Variety	.28
E	Activity	.58
M	Interpersonal Tactics	.68
M	Cynical View	.59
M	Envious	.75
M	Independent	.42
M	Influence Tactics	.32
N	Stress Under Pressure	.77
N	Temperamental	.94
N	Worry	.56
N	Angry Hostility	.85
O	Creative	.95
O	Reflective	.44
O	Scientific Interest	.42
O	Cultured	.42
O	Imagination	.29

Note. N = 44,090. Red font indicates low loadings (<.40).

6.6.2 Domain-Level Exploratory Factor Analysis (EFA)

Because we found mediocre fit of the facet-to-domain CFA, we explored an alternative domain structure by utilizing a six-factor specified EFA with oblique rotation. This mimics the EFA performed by Manley and Weissmuller (2017). The majority of the facets remained with their theoretically derived domains. However, five of the 30 facets deviated from their proposed domain. Specifically, Envious loaded more strongly on Neuroticism than on Machiavellianism.

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Spontaneous-Variety loaded more strongly on Conscientiousness than on Extraversion. Optimist loaded more strongly on Extraversion than on Agreeableness. Finally, Excitement Seeking loaded more strongly on Agreeableness than on Extraversion. In addition, two facets had equal loadings on two different domains: Unconventional and High Intensity Pleasure. See Table 33 for an overview of the standardized factor loadings.

Table 33. Domain-Level Exploratory Factor Analysis Loadings

Facet		Rational Domain	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	Factor 6
F02	Stress Under Pressure	N	**.81**	-.13	-.06	.04	-.15	-.01
F08	Temperamental	N	**.81**	-.05	.04	-.03	.09	-.10
F14	Worry	N	**.77**	.17	-.07	.08	-.01	.13
F18	Envious	M	**.49**	-.11	-.03	-.06	.31	.03
F20	Angry Hostility	N	**.68**	-.04	.08	-.04	.12	-.18
F04	Achievement Striving	C	-.07	**.79**	.01	.08	.06	.22
F10	Order	C	.04	**.65**	.10	-.05	.00	.10
F16	Self-Discipline	C	-.24	**.64**	.15	-.05	-.04	.05
F22	Deliberation	C	-.10	**.68**	-.01	.23	-.06	.04
F27	Spontaneous-Variety	E	-.02	**-.48**	.19	.15	.28	.29
F21	High-Intensity Pleasure	E	.07	**-.32**	**.32**	.06	.13	.24
F03	Reserved	E	.04	.04	**-.77**	.10	.08	-.09
F09	Dominance-Leader	E	-.03	.25	**.64**	.03	.28	.02
F25	Optimist	A	-.24	.00	**.33**	.12	-.09	.31
F28	Activity	E	-.02	.16	**.36**	.14	.15	.19
F05	Creative	O	-.25	.22	.16	**.58**	.06	.02
F11	Reflective	O	.12	.12	-.11	**.75**	.03	-.01
F17	Scientific Interest	O	-.29	.05	-.03	**.36**	.08	-.12
F23	Cultured	O	-.04	.00	.17	**.57**	-.22	-.13
F30	Imagination	O	.10	-.30	-.15	**.65**	.06	.16
F06	Interpersonal Tactics	M	.13	-.04	.10	-.02	**.66**	-.22
F12	Cynical View	M	.25	.02	-.28	-.03	**.47**	.11
F19	Independent	M	.10	.15	-.41	.01	**.43**	.03
F24	Influence Tactics	M	-.03	-.02	.31	.15	**.54**	-.05
F26	Unconventional	C	.04	**-.49**	-.08	.04	**.49**	.05
F01	Team Player	A	-.18	.38	-.03	.08	-.03	**.54**
F07	Pleasant	A	-.18	.07	.25	.02	-.20	**.47**
F13	Helpful Altruistic	A	.06	.18	.23	.24	-.31	**.39**
F15	Excitement Seeking	E	-.11	-.24	.13	.00	.23	**.37**
F29	Well-Adjusted	A	-.05	.09	.05	.02	-.03	**.77**

Note. N = 44,090. Bold values indicate highest loadings.

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7.0 RECOMMENDATIONS

In addition to suggested changes based on psychometric analyses and results, we discuss other recommendations that may improve future iterations of the SDI-O. Trait relevance and relation to important officership competencies, and criterion-related validity, should also be considered.

7.1 Measurement Scale Properties

7.1.1 Optimal Number of Response Options

We recommend continuing to use a five-point Likert-type scale. There is strong research support that this range of response options should allow test-takers to accurately reflect their standing on a construct, while remaining simple enough as to not overwhelm them. Likert-type scales with fewer response options (between two to three) have been shown to attenuate various psychometric properties of a scale (Preston & Colman, 2000; Simms et al., 2019). Conversely, scales with seven or more response options show little-to-no benefits over more concise scales, and incredibly high amounts of response options (e.g., nine or ten) have been shown to negatively impact an instrument (Preston & Colman, 2000; Simms et al., 2019).

7.1.2 Middle/Neutral Response Option

We recommend keeping the middle response option on the Likert-type scale. Although IRT analyses (i.e., the ORFs) have revealed that the middle option ('Neither Agree nor Disagree') is rarely endorsed and provides little measurement information (i.e., precision), past research suggests the neutral response option is often used to indicate other ideals such as "My standing on a trait depends" and "I am unsure" (Kulas & Stachowski, 2013). Despite this, there have been no issues in terms of convergent validity and psychometric qualities of including a middle point within an instrument (Simms et al., 2019). Additionally, past research has confirmed positive participant reactions to a middle point of a scale (McDonald, 2004; Preston & Colman, 2000). Finally, including a middle-neutral option may allow individuals who are truly middling on a trait in question to accurately reflect their standing on the trait.

7.1.3 Item-to-Factor Ratio

The number of items required to assess a facet depends on the bandwidth of the facet, as well as the reliability of the measure. If we maintain narrow facets (as are currently used in the SDI-O) rather than broad domains, the number of items could be decreased from eight items per facet to five or six items per facet, so long as this does not sacrifice reliability. Pedhazur and Schmelkin (1991) recommend using the Spearman-Brown formula to estimate the internal-consistency reliability when increasing/decreasing the number of items in a measure. Now that enough data is available to confidently assess reliability, minimizing the number of items used would be helpful in shortening the length of the SDI-O. We recommend a range of five to eight items per narrow facet.

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7.1.4 Negatively Worded Items and Reverse Scores Items

We recommend not including negatively worded items or reverse-scored items. Despite concerns of acquiescence bias (i.e., test-takers respond using only one side of a scale's response options, such as all 'Strongly Agree'), careless responding, and confirmation bias (i.e., questions will prompt individuals to focus on responses that adhere to an item prompt), there has been little empirical backing of the utility of reverse-scored items. Additionally, negatively worded items have consistently been shown to reduce the psychometric qualities of an instrument. In particular, concerns regarding the factor structure of an inventory and the internal consistency have been raised. Past research has been conclusive regarding the potential for a factor composed of reverse scored items arising, as well as poor ITCs of negatively worded items (Roszkowski & Soven, 2010; Schmitt & Stults, 1985 Zeng, Wen, Zhang, 2020) which negatively impacts the interpretability of a scale and should impact its predictive validity. Due to the conclusive nature of past research outlining the problematic nature of reverse-scored items, we recommend to not include them in future iterations of the SDI-O. Despite our recommendations, we acknowledge the potential benefits of reverse-scored items. Our analyses suggest that although most reverse-scored items performed poorly, there were a non-trivial number of reverse-scored items that displayed appropriate psychometric properties. Additionally, some researchers prefer to use reverse scored items for the potential of catching careless responding, and to capture lower ends of a trait spectrum.

If there is interest in maintaining the use of negative items, we offer suggestions to improve the performance of the negatively worded items. First, we can avoid negative items by using antonymic language instead of negations. For example, "I don't like to be tired" may better be written as "I like to be well-rested." Caution is recommended when using antonymic language however, as considerations should be in place to ensure that the antonymic language represents the opposite pole of a trait, rather than a completely different trait altogether. Second, reverse-scored items should be evenly dispersed when possible. Past research suggests that long strings of positively or negatively worded items may erroneously impact following responses to items that are of opposite directions (Weijters et al., 2013). However, this is less of a concern when multiple constructs are being evenly dispersed throughout a total instrument. Third, past research suggests that instruments which employ reverse-scored items should strive to include even amounts of negatively and positively worded items (Danner et al., 2015). Fourth, reverse-scored items should be written in a way that is clear and easy to comprehend in order to attenuate the negative impact of the increased cognitive load inherent to reverse-scored items. Fifth, the sample of focus should be considered when developing the scale. Particularly, acquiescence bias has been shown to be more problematic when test-takers are of lower academic achievement (Rammstedt & Farmer, 2013) and if the test is of lower importance (Huang, 2015). As reverse-scored items are often employed in an attempt to reduce acquiescence bias, these items may be of less importance if the sample is not at risk for this form of bias. Finally, ensure methods are in place to statistically model and control for the issues in factor structure presented with reverse-scored items.

7.2 Item Wording

We recommend checking the items for double barreling, vague quantifiers, conditional clauses, and referent groups, and removing as many of these wording issues as possible.

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7.2.1 Double Barreling

An example of a double-barreled item includes a statement, "I like cars faster and safer." When deciding on their level of agreement with this statement, people may agree with cars being safer but not faster, or vice versa. In the dominance response theory (which most of the CTT and IRT models are based on), an item like this would result in poor psychometric properties (lower ITC, multidimensionality, factorial complexity) and would be subject for removal (Drasgow et al., 2010). Some literature suggests that double barreled items may be useful under an ideal-point theory and may provide more measurement precision than their classic single-barreled counterparts (Brown et al., 2010; Waples et al., 2010). Given that the SDI-O is developed under the dominance framework, we recommend not using double barreled items.

7.2.2 Vague Quantifiers

We recommend eliminating the use of the vague quantifiers to ensure that all SDI-O items fit the dominance framework rather than the ideal-point framework. The use of vague quantifiers like 'sometimes' and 'often' may convert an extreme item into a more intermediate item (Carter et al., 2010). Compare "I am always neat and organized" to "I am sometimes neat and organized." Seven items in the SDI-O contain the word 'sometimes'; 18 items contain the word 'often.'

7.2.3 Conditional Clauses

We recommend reducing the reliance on conditional clauses because they may confuse the test-takers. For example: "Consider the item 'Although I have a daily organizer, I have a hard time keeping it up to date.' Now consider a respondent trying to make sense of this item and deciding how to respond. The typical feedback is that such items are incredibly frustrating. To some, the first part does not apply, and it makes the whole item meaningless, thus considerably increasing the likelihood of responding randomly. To others, the first part applies but the second part does not apply, and they feel equally confused." (Brown & Maydeu-Olivares, 2010, p. 490). The SDI-O has at least 18 items with the word 'when' in them, which suggests the presence of the conditional clause.

7.2.4 Referent Groups

We recommend eliminating the reliance on referent groups. Some items may ask the test-takers to evaluate themselves against a referent group with the use of phrases like 'than most people,' or 'compared to most people,' etc. These items may cause problems because they force the test-taker to invoke a non-specific frame of reference, which may be different than the next test-taker (Brown & Maydeu-Olivares, 2010). The SDI-O has at least 2 items that utilize referent groups.

7.3 Contextualization

One problem often associated with explicit self-report personality measures is that the items can lack context. For example, for the item "I am skilled at handling social situations", the reader may think about their skill at large gatherings, like parties or reunions, the most recent social event in

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which they engaged, or their behavior at their job, where they feel knowledgeable and secure. Without context, different participants may answer the same questions utilizing a different context. Additionally, the same participant may answer the same item differently when taking the test more than once (Lievens et al., 2008). To ensure construct and temporal stability, researchers developed contextualized self-report measures.

Contextual personality measures are meant to help a participant use a common Frame of Reference (FOR) when answering a personality item. Contextual personality measures do not only reduce within-person inconsistency (i.e., using different FORs throughout the measure), but also reduces between-person inconsistency in item interpretation (i.e., multiple participants will respond using the same FOR; Lievens et al., 2008).

There are several ways to contextualize a personality measure. First, instructional contextualization involves keeping the same item (e.g., "I am skilled at handling social situations") but in the instructions, asking that the participant use their behavior in a particular context (e.g., at work) to answer the question. Tagging is another method, where the researcher would add a tag (e.g., "at work") to the item stem. For example, "I am skilled at handling social situations at work". A measure can also be completely contextualized. This method involves adapting an item to fit the desired context. The researcher might adapt "I am skilled at handling social situations" to "I am skilled at networking". There is also the diary approach, which involves asking participants to report personality states and current roles multiple times per day. The states are then aggregated within roles in a bottom-up fashion to assess context-specific personality. Finally, there is the experimental approach, which involves priming participants to manipulate the salience of contextual cues. This can be done by asking questions about participants experience in a particular role prior to administering the personality test. The situation-based approach is meant to minimize the demand characteristics and role stereotypes that may accompany an explicit hypothetical measure. This is accomplished by having participant's complete personality measures while actively in the desired context. There is evidence that each of these approaches can be effective, and each comes with its own pros and cons, although further research is needed (Heller et al., 2007). Holtrop et al. (2014) examined the differential validities of these three methods and found that the completely contextualized measure and the tagged measures had incremental validity over the general measure. Furthermore, for some traits the completely contextualized measure outperformed the tagged measure.

Overall, researchers have found that contextualized measures of personality result in higher predictive validities (Heggestad & Gordon, 2008; Shaffer & Postlethwaite, 2012; Wang & Bowling, 2016), reduce measurement error, and increase face validity (Robie et al., 2000). Therefore, we recommend the SDI-O items be completely contextualized wherever possible and contextualizing to the extent possible given the nature of the items.

7.4 Faking

Another issue with explicit self-report personality measures is faking. Faking is the process of participants intentionally distorting their responses to appear more desirable (Zickar & Robie, 1999). This is a possible outcome when using self-report measures in which an applicant could anticipate the desired responses. Faking essentially decreases the criterion-related validity of

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predictors by causing a change in the rank order of applicants. This creates an increase in the likelihood of accepting false positives (i.e., applicants who would do poorly on the job) as well as a decrease of selecting true positives (i.e., applicants who would do well on the job). This increased selection of false positives decreases the corresponding predictive validity, especially if the selection ratio is below 60% (Mueller-Hanson et al., 2003).

Prior research has shown that people *can* fake on high stakes personality assessments, although they vary considerably in their ability to fake (e.g., McFarland & Ryan, 2000). Viswesvaran and Ones (1999) conducted a meta-analysis examining induced faking (i.e., instructing participants to fake to look more socially desirable). The researchers found that all Big Five factors can be faked, some more so than others. For example, Conscientiousness can be faked with a mean effect size of .89. Additionally, prior research has shown that job applicants *do* fake. Birkeland et al. (2006) found moderate effect sizes for Conscientiousness and Neuroticism domains and small effect sizes for Extraversion and Openness. Finally, prior research has shown that people fake in accordance with job-relevant criteria, meaning people fake in the direction they think will ensure their fit with the desired job.

In an attempt to control fakeability, researchers developed forced-choice response formats (e.g., the Tailored Adaptive Personality Assessment System; TAPAS). This type of personality measure involves giving the applicant two options that have similar response desirability and face validity and having them choose one. For example, the test taker may be asked to select the word that best describes them ("Pleasant" or "Timely"), or they may be asked to select the word that least describes them ("Lazy" or "Arrogant"). Researchers have found that forced-choice measures are less susceptible to motivated distortion, and that those who are successful at faking a forced-choice measure tend to also have higher cognitive ability (e.g., Christiansen et al., 2005) Additionally, researchers have found higher criterion-related validity of forced choice formats in high-stakes situations (e.g., Jackson et al., 2000; Salgado et al., 2015). However, there are also limitations to this method. First, if the test-taker is not motivated to fake, a forced-choice format will have less validity (e.g., Jackson et al., 2000). Second, forced-choice scales yield ipsative scores and produce artificial multicollinearity. Finally, applicants have poor reactions to forced-choice measures (Converse et al., 2008). Applicants have described that they dislike choosing between two options when they feel that both options represent them equally well, or when neither option represents them.

It is still unclear how to best manage faking in explicit personality measures and there is still a debate around whether faking is good or bad (Tett & Simonet, 2021). Regardless of this factor's evolving understanding, we recommend recognizing that faking may impact high-stakes explicit self-reported personality assessments and in response, taking care to reduce social desirability of items whenever possible.

7.5 Careless Responding

As previously discussed, there are many different methods of detecting careless responding. We recommend making adjustments to a future version of the SDI-O so that other methods of detection will be possible, including response latency methods and methods which require items to be included in the test a priori.

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There are methods that can be used if items are inserted into the test prior to administration. These include instructed response items, infrequency items, bogus items, and self-report items. We recommend including some of these items into the SDI-O in the future. Self-report items are helpful, particularly for people who intentionally provide insufficient effort. For example, if a participant is knowledgeable that the SDI-O does not impact the specific score they are aiming for (e.g., academic composite), they may be intentionally careless on the irrelevant subtests. Using self-report items would allow test-takers to indicate which tests they are intentionally uninterested in performing well on. We recommend an item like this for all subtests on the AFOQT. However, this method only captures those who are intentionally careless. We can also use infrequency items, which blend into other personality items and capture carelessness well. However, there can be ambiguity in correct/incorrect responses. For example, test-takers should respond 'Strongly Disagree' to the item "I can teleport through time and space". However, 'Disagree' could also be an acceptable response. 'Neither Agree nor Disagree' could technically be acceptable as well. A third a priori IER detection method involves including instructed response items to try and capture anyone who does not read the items. They can be beneficial because unlike infrequency items, there is no response ambiguity. However, those who are being only somewhat careless may catch this distractor because it can stand out from other personality items. Finally, bogus items can be utilized, however these tend to be more effective in knowledge-based tests. We recommend using a self-report item, as well as infrequency items and/or instructed response items.

Additionally, there are useful detection methods that are based on response latency. These include total test time, page time, item time, and response time frequency distributions. These methods have shown promise in detecting carelessness and converging well with other methods of careless responding (Huang et al., 2012). We recommend utilizing these methods when response latency data becomes available, hopefully with a future computerized version of the test.

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APPENDIX A: SDI-O Facet Definitions

DOMAINS & FACETS	DEFINITION
A - Agreeableness	*The kinds of interactions an individual prefers ranging from compassion to antagonism*
Team Player	Being a dependable and responsible team member
Pleasant	Tendency to be in a pleasant mood, act friendly and get along well with others
Helpful-Altruistic	Tendency to be helpful and generous to others with time and effort
Optimist	Having a happy, hopeful, and encouraging outlook on life and the future
Well-Adjusted	Enjoy being around upbeat people while engaging in well-adjusted behavior with laughter, honesty, and dependability
N - Neuroticism	*The chronic level of emotional adjustment and instability*
Stress-Under-Pressure	Tendency to experience stress and discouragement when faced with high-pressure situations
Temperamental	Gets easily upset over events; can be irritable and sensitive to criticism
Worry	Worry a great deal over many things, including what the future holds and how things might go wrong
Angry-Hostility	React with anger and hostility to many stimuli, are easily upset and have short tempers
E - Extraversion	*The quantity and intensity of preferred interpersonal interactions, activity level, need for stimulation, and capacity for joy*
Reserved (R)	Are typically shy and reserved in social situations, often quite and withdrawn
Dominance-Leader	Tend to take charge in group settings, dominate conversations and viewed as a leader
Excitement-Seeking	Enjoy excitement and tend to seek out stimulating situations
High-Intensity Pleasure	Have a preference for environments with high intensity stimulation such as loud noises and bright lights
Activity	Prefer to stay active much of the time, have a wide range of activities and enjoy multitasking
Spontaneous-Variety	Frequently engage in unplanned and spontaneous activities

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C - Conscientiousness	*The degree of organization, persistence, control, and motivation in goal-directed behavior*
Achievement-Striving	Usually engaged in goal-directed behavior and striving to achieve
Order	Are neat and organized with a strong preference for environments with orderly arrangement
Self-Discipline	Focused and dedicated to working hard and completing the task at hand in a timely manner
Deliberation	Carefully think through details of a plan and consequences of behavior before acting
Unconventional (R)	Not strictly bound to following rules, especially if they do not make sense in a given situation
O - Openness	*The active seeking and appreciation of experiences for one's own sake*
Creative	Having the ability to arrive at many novel and innovative solutions to ill-defined problems
Reflective	Propensity to engage in deep reflective thought and meditation; in tune with inner feelings
Scientific Interest	Being highly interested in all topics of science and technology
Cultured	Valuing artistic expression and performance such as art museums, theater, and dance
Imagination	Having an active and vivid imagination, often resulting in daydreaming and fantasy
M - Machiavellianism	*The level in which one engages in deceit, craftiness, and duplicity to expedited control*
Interpersonal Tactics	Employing manipulative and exploitive tactics with others as a means for achieving desired ends
Cynical View	Possessing a cynical and negative view of human nature, emphasized with lack of trust
Envious	Often experiences envious and resentful emotions concerning what others have
Influence Tactics	Employing charm and persuasive tactics with others to gain compliance
Independent	Having a preference to work alone on tasks and problems because others are seen as obstacles to accomplishment

Note. (R) indicates facets that are reversed at the facet-level prior to being included in the domain score.

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APPENDIX B: Demographics Stratified by Accession Source

	OTS-CIV		OTS-AD		AECP		USAFA		ROTC		ANG		AFRES	
Variable	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**
Sex														
Male	6167	70%	5652	80%	195	76%	3359	72%	11614	71%	3866	79%	1447	75%
Female	2632	30%	1433	20%	60	24%	1314	28%	4759	29%	1050	21%	493	25%
Unknown	9				1		5		25		1		1	
TOTAL	**8,808**	**100%**	**7085**	**100%**	**256**	**100%**	**4,678**	**100%**	**16,398**	**100%**	**4,917**	**100%**	**1,941**	**100%**
Race														
American Indian/Alaska Native	406	5%	439	7%	17	7%	200	5%	911	6%	254	6%	116	7%
Asian	919	11%	576	9%	20	9%	572	13%	1880	12%	329	7%	159	9%
Black or African American	1138	14%	1264	19%	50	21%	388	9%	1929	12%	520	11%	339	19%
Native Hawaiian/other Pacific Islander	183	2%	203	3%	5	2%	151	3%	419	3%	96	2%	44	3%
White	6850	81%	5236	78%	189	78%	3979	87%	12741	81%	4080	86%	1391	76%
TOTAL	**9496**	**113%**	**7718**	**116%**	**281**	**117%**	**5290**	**117%**	**17880**	**114%**	**5279**	**112%**	**2049**	**114%**
Multiracial														
Multiracial	194	2%	781	11%	33	13%	594	13%	1898	12%	445	9%	183	9%
Ethnicity														
Hisp (HispW - 9%: HispB - 1%)	1270	15%	1034	15%	38	15%	532	12%	2663	17%	510	11%	297	16%
Nonhisp	7390	85%	5908	85%	211	85%	4090	88%	13397	83%	4309	89%	1601	84%
Unknown	148		150		7		56		338		98		43	
TOTAL	**8,808**	**100%**	**7,092**	**100%**	**256**	**100%**	**4,678**	**100%**	**16,398**	**100%**	**4,917**	**100%**	**1,941**	**100%**

Note. Hisp = Hispanic, HispW = Hispanic White, HispB = Hispanic Black, Nonhisp = Non-Hispanic.
Race totals sum to more than 100% because test-takers can select more than one race option.

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APPENDIX C: Item-Level Descriptives and Item Total Correlations by Accession Source

OTS-CIV

Item Number	Facet Number: Name	*M*	*SD*	Skew	Kurtosis	ITC (Facet)
176	F1: Team Player	4.88	0.50	-5.88	39.65	.60
206	F1: Team Player	4.84	0.50	-4.68	28.51	.67
236	F1: Team Player	4.81	0.53	-4.13	22.39	.66
266	F1: Team Player	4.84	0.51	-4.65	27.78	.70
296	F1: Team Player	4.66	0.62	-2.66	10.67	.55
326	F1: Team Player	4.65	0.62	-2.44	8.64	.60
356	F1: Team Player	4.50	0.67	-1.78	5.33	.56
386	F1: Team Player	4.40	0.68	-1.47	4.31	.46
177	F2: Stress Under Pressure	1.64	0.80	1.41	2.18	.65
207	F2: Stress Under Pressure	1.62	0.90	1.54	1.88	.56
237	F2: Stress Under Pressure	1.69	0.87	1.36	1.64	.66
267	F2: Stress Under Pressure	1.94	0.98	0.99	0.43	.62
297	F2: Stress Under Pressure	1.39	0.71	2.26	5.90	.60
327	F2: Stress Under Pressure	1.65	0.81	1.38	2.10	.61
357	F2: Stress Under Pressure	1.39	0.76	2.40	6.28	.60
387	F2: Stress Under Pressure	1.80	0.84	1.12	1.43	.59
178	F3: Reserved	2.32	1.12	0.54	-0.68	.71
208	F3: Reserved	2.16	1.09	0.69	-0.39	.78
238	F3: Reserved	2.65	1.21	0.22	-1.03	.75
268	F3: Reserved	2.22	1.05	0.67	-0.25	.75
298	F3: Reserved	2.28	1.08	0.60	-0.48	.79
328	F3: Reserved	2.01	1.06	0.88	-0.08	.70
358	F3: Reserved	1.89	1.02	1.07	0.46	.70
388	F3: Reserved	2.79	0.92	0.19	-0.41	.49
179	F4: Achievement Striving	4.65	0.61	-2.40	8.84	.62
209	F4: Achievement Striving	4.61	0.64	-2.19	7.19	.60
239	F4: Achievement Striving	4.65	0.60	-2.30	8.31	.67
269	F4: Achievement Striving	4.61	0.68	-2.22	6.39	.59
299	F4: Achievement Striving	4.51	0.68	-1.74	4.68	.64
329	F4: Achievement Striving	4.33	0.75	-1.12	1.65	.66
359	F4: Achievement Striving	4.40	0.70	-1.36	3.22	.66
389	F4: Achievement Striving	4.43	0.71	-1.48	3.39	.65
180	F5: Creative	4.38	0.75	-1.48	3.35	.66
210	F5: Creative	4.45	0.71	-1.56	3.68	.70
240	F5: Creative	4.45	0.74	-1.61	3.46	.72
270	F5: Creative	3.98	0.94	-0.81	0.30	.60
300	F5: Creative	4.08	0.89	-1.06	1.16	.35
330	F5: Creative	4.39	0.78	-1.49	2.72	.48

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360	F5: Creative	4.12	0.86	-1.01	1.10	.70
390	F5: Creative	4.32	0.77	-1.25	2.16	.78
181	F6: Interpersonal Tactics	1.80	0.90	1.13	0.97	.54
211	F6: Interpersonal Tactics	1.68	0.87	1.38	1.77	.58
241	F6: Interpersonal Tactics	1.58	0.86	1.63	2.52	.56
271	F6: Interpersonal Tactics	1.69	0.84	1.33	1.81	.61
301	F6: Interpersonal Tactics	1.73	0.86	1.24	1.44	.68
331	F6: Interpersonal Tactics	2.41	1.17	0.46	-0.76	.48
361	F6: Interpersonal Tactics	1.52	0.78	1.81	3.75	.52
391	F6: Interpersonal Tactics	1.63	0.80	1.44	2.43	.67
182	F7: Pleasant	4.58	0.67	-2.18	6.99	.67
212	F7: Pleasant	4.55	0.65	-1.82	5.33	.75
242	F7: Pleasant	4.50	0.70	-1.67	4.00	.78
272	F7: Pleasant	4.59	0.65	-2.13	6.98	.75
302	F7: Pleasant	4.55	0.70	-2.14	6.57	.70
332	F7: Pleasant	4.57	0.63	-1.91	6.23	.64
362	F7: Pleasant	3.86	0.92	-0.63	0.00	.48
392	F7: Pleasant	4.49	0.79	-1.84	3.75	.65
183	F8: Temperamental	1.62	0.79	1.45	2.38	.60
213	F8: Temperamental	2.08	0.97	0.76	-0.05	.60
243	F8: Temperamental	1.64	0.79	1.40	2.25	.72
273	F8: Temperamental	1.49	0.72	1.75	3.78	.66
303	F8: Temperamental	1.38	0.69	2.41	7.40	.69
333	F8: Temperamental	1.44	0.72	2.01	5.11	.63
363	F8: Temperamental	1.61	0.78	1.51	2.83	.71
393	F8: Temperamental	1.36	0.68	2.44	7.26	.58
184	F9: Dominance-Leader	3.85	0.89	-0.67	0.31	.70
214	F9: Dominance-Leader	4.21	0.83	-1.01	0.99	.70
244	F9: Dominance-Leader	3.27	1.04	-0.22	-0.57	.68
274	F9: Dominance-Leader	3.78	1.01	-0.55	-0.28	.74
304	F9: Dominance-Leader	3.94	0.87	-0.70	0.41	.73
334	F9: Dominance-Leader	2.81	1.05	0.17	-0.61	.59
364	F9: Dominance-Leader	4.35	0.82	-1.42	2.28	.65
394	F9: Dominance-Leader	3.02	1.00	-0.08	-0.47	.45
185	F10: Order	4.36	0.81	-1.41	2.16	.83
215	F10: Order	4.37	0.82	-1.48	2.31	.84
245	F10: Order	4.37	0.77	-1.33	2.12	.79
275	F10: Order	4.13	0.91	-0.98	0.59	.74
305	F10: Order	3.15	1.14	-0.06	-0.84	.48
335	F10: Order	4.41	0.71	-1.39	3.11	.54
365	F10: Order	4.52	0.72	-1.86	4.48	.63
395	F10: Order	4.44	0.76	-1.68	3.55	.75
186	F11: Reflective	3.19	1.13	-0.13	-0.81	.53
216	F11: Reflective	4.34	0.79	-1.33	2.15	.54

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246	F11: Reflective	3.92	0.93	-0.75	0.28	.57
276	F11: Reflective	3.11	1.12	-0.03	-0.82	.68
306	F11: Reflective	3.07	1.18	-0.04	-0.98	.35
336	F11: Reflective	3.33	1.17	-0.32	-0.74	.53
366	F11: Reflective	3.20	1.14	-0.19	-0.76	.50
396	F11: Reflective	4.14	0.84	-1.09	1.51	.47
187	F12: Cynical View	3.14	1.02	-0.21	-0.75	.56
217	F12: Cynical View	2.38	0.96	0.49	-0.18	.66
247	F12: Cynical View	2.67	1.05	0.20	-0.79	.72
277	F12: Cynical View	2.35	0.93	0.50	-0.13	.61
307	F12: Cynical View	2.97	1.07	-0.14	-0.95	.67
337	F12: Cynical View	2.28	0.93	0.56	-0.05	.58
367	F12: Cynical View	2.02	0.94	0.82	0.24	.54
397	F12: Cynical View	2.33	0.95	0.43	-0.37	.64
188	F13: Helpful Altruistic	4.44	0.68	-1.48	4.00	.66
218	F13: Helpful Altruistic	4.03	0.84	-0.82	0.71	.56
248	F13: Helpful Altruistic	4.37	0.76	-1.46	3.11	.67
278	F13: Helpful Altruistic	4.45	0.66	-1.44	4.00	.73
308	F13: Helpful Altruistic	4.19	0.77	-1.02	1.58	.68
338	F13: Helpful Altruistic	4.12	0.79	-0.86	1.07	.63
368	F13: Helpful Altruistic	4.22	0.77	-0.98	1.39	.72
398	F13: Helpful Altruistic	4.18	0.76	-0.98	1.72	.59
189	F14: Worry	3.09	1.17	-0.10	-0.97	.70
219	F14: Worry	2.91	1.20	0.09	-1.04	.70
249	F14: Worry	2.14	1.01	0.76	0.00	.72
279	F14: Worry	2.43	1.13	0.46	-0.71	.75
309	F14: Worry	2.46	1.12	0.46	-0.69	.69
339	F14: Worry	1.95	1.02	1.01	0.40	.76
369	F14: Worry	2.16	1.11	0.73	-0.37	.75
399	F14: Worry	2.01	1.09	0.94	0.03	.69
190	F15: Excitement Seeking	3.89	1.29	-0.97	-0.26	.73
220	F15: Excitement Seeking	4.11	1.23	-1.30	0.56	.76
250	F15: Excitement Seeking	4.23	0.96	-1.33	1.45	.77
280	F15: Excitement Seeking	4.31	1.07	-1.68	2.07	.70
310	F15: Excitement Seeking	4.00	1.20	-1.08	0.16	.74
340	F15: Excitement Seeking	4.02	1.10	-1.06	0.38	.82
370	F15: Excitement Seeking	3.08	1.35	-0.09	-1.21	.57
400	F15: Excitement Seeking	3.66	1.12	-0.66	-0.26	.69
191	F16: Self-Discipline	4.65	0.64	-2.43	8.10	.63
221	F16: Self-Discipline	4.49	0.73	-1.70	3.74	.66
251	F16: Self-Discipline	4.59	0.64	-2.04	6.38	.68
281	F16: Self-Discipline	4.58	0.68	-2.08	5.81	.66
311	F16: Self-Discipline	4.48	0.70	-1.74	4.57	.70
341	F16: Self-Discipline	4.06	1.00	-0.98	0.31	.57

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371	F16: Self-Discipline	4.32	0.83	-1.58	3.05	.58
401	F16: Self-Discipline	4.03	0.89	-0.96	0.83	.62
192	F17: Scientific Interest	3.72	1.21	-0.67	-0.62	.79
222	F17: Scientific Interest	4.00	1.09	-1.05	0.36	.81
252	F17: Scientific Interest	3.74	1.18	-0.76	-0.33	.84
282	F17: Scientific Interest	3.77	1.18	-0.78	-0.29	.82
312	F17: Scientific Interest	3.67	1.25	-0.65	-0.65	.81
342	F17: Scientific Interest	4.21	0.97	-1.49	2.15	.76
372	F17: Scientific Interest	3.01	1.35	-0.04	-1.17	.69
402	F17: Scientific Interest	3.58	1.22	-0.57	-0.66	.62
193	F18: Envious	2.06	1.00	0.71	-0.32	.76
223	F18: Envious	1.91	0.96	0.96	0.32	.80
253	F18: Envious	1.71	0.88	1.31	1.42	.80
283	F18: Envious	1.57	0.79	1.58	2.72	.73
313	F18: Envious	1.75	0.90	1.22	1.12	.65
343	F18: Envious	1.70	0.86	1.34	1.65	.78
373	F18: Envious	1.61	0.81	1.50	2.43	.57
403	F18: Envious	1.92	0.99	0.95	0.18	.61
194	F19: Independent	2.83	0.91	0.12	-0.20	.63
224	F19: Independent	2.75	0.93	0.12	-0.27	.65
254	F19: Independent	2.99	1.07	0.02	-0.81	.49
284	F19: Independent	1.90	0.83	0.92	1.03	.49
314	F19: Independent	2.27	0.91	0.43	-0.05	.53
344	F19: Independent	3.08	1.00	-0.06	-0.48	.58
374	F19: Independent	3.11	1.14	-0.11	-0.89	.43
404	F19: Independent	3.01	1.06	0.04	-0.71	.47
195	F20: Angry Hostility	1.48	0.75	1.88	4.17	.74
225	F20: Angry Hostility	1.35	0.66	2.46	7.79	.79
255	F20: Angry Hostility	1.39	0.75	2.37	6.18	.73
285	F20: Angry Hostility	1.25	0.60	3.30	13.69	.80
315	F20: Angry Hostility	1.32	0.64	2.68	9.50	.79
345	F20: Angry Hostility	1.82	0.99	1.21	0.80	.53
375	F20: Angry Hostility	1.26	0.57	3.09	13.51	.68
405	F20: Angry Hostility	1.40	0.74	2.36	6.59	.59
196	F21: High-Intensity Pleasure	2.78	1.23	0.09	-1.02	.74
226	F21: High-Intensity Pleasure	2.52	1.19	0.35	-0.85	.78
256	F21: High-Intensity Pleasure	3.03	1.28	-0.11	-1.11	.73
286	F21: High-Intensity Pleasure	3.25	1.26	-0.29	-0.94	.69
316	F21: High-Intensity Pleasure	2.81	1.16	0.11	-0.83	.69
346	F21: High-Intensity Pleasure	2.20	1.20	0.67	-0.59	.64
376	F21: High-Intensity Pleasure	2.73	1.22	0.18	-0.94	.52
406	F21: High-Intensity Pleasure	3.32	1.12	-0.33	-0.65	.60
197	F22: Deliberation	4.48	0.69	-1.70	4.54	.69
227	F22: Deliberation	4.19	0.78	-1.05	1.60	.70

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257	F22: Deliberation	4.40	0.75	-1.54	3.26	.68
287	F22: Deliberation	4.42	0.72	-1.51	3.48	.75
317	F22: Deliberation	4.52	0.64	-1.66	5.14	.74
347	F22: Deliberation	4.30	0.77	-1.28	2.30	.77
377	F22: Deliberation	4.25	0.77	-1.14	1.99	.62
407	F22: Deliberation	4.45	0.73	-1.62	3.66	.62
198	F23: Cultured	3.94	0.97	-0.79	0.25	.76
228	F23: Cultured	3.67	1.04	-0.53	-0.15	.77
258	F23: Cultured	3.60	1.04	-0.34	-0.44	.70
288	F23: Cultured	3.54	1.17	-0.53	-0.58	.76
318	F23: Cultured	4.05	0.92	-1.08	1.17	.75
348	F23: Cultured	3.68	1.11	-0.66	-0.28	.69
378	F23: Cultured	3.01	1.22	-0.09	-0.93	.63
408	F23: Cultured	3.26	1.25	-0.27	-0.96	.62
199	F24: Influence Tactics	3.49	0.91	-0.40	0.01	.58
229	F24: Influence Tactics	2.98	1.04	-0.12	-0.57	.71
259	F24: Influence Tactics	2.42	1.11	0.40	-0.73	.68
289	F24: Influence Tactics	2.99	1.02	-0.17	-0.55	.69
319	F24: Influence Tactics	3.06	0.91	-0.13	-0.03	.58
349	F24: Influence Tactics	1.87	0.96	1.02	0.46	.35
379	F24: Influence Tactics	3.45	0.96	-0.37	-0.19	.44
409	F24: Influence Tactics	2.29	1.07	0.41	-0.72	.26
200	F25: Optimist	3.00	1.08	0.12	-0.71	.42
230	F25: Optimist	3.92	0.86	-0.72	0.43	.59
260	F25: Optimist	4.17	0.85	-1.03	1.14	.70
290	F25: Optimist	4.03	0.94	-0.80	0.17	.60
320	F25: Optimist	4.34	0.76	-1.31	2.43	.70
350	F25: Optimist	4.22	0.78	-1.12	1.92	.69
380	F25: Optimist	4.41	0.72	-1.40	2.95	.68
410	F25: Optimist	4.07	0.85	-0.95	1.22	.60
201	F26: Unconventional	2.42	1.08	0.29	-0.92	.61
231	F26: Unconventional	1.92	0.89	0.94	0.73	.64
261	F26: Unconventional	1.41	0.70	2.15	5.71	.58
291	F26: Unconventional	2.24	1.11	0.54	-0.76	.67
321	F26: Unconventional	1.84	0.91	1.15	1.28	.56
351	F26: Unconventional	1.79	0.85	1.10	1.15	.69
381	F26: Unconventional	1.69	0.79	1.29	2.11	.51
411	F26: Unconventional	1.74	0.89	1.29	1.60	.42
202	F27: Spontaneous-Variety	2.49	1.04	0.48	-0.48	.60
232	F27: Spontaneous-Variety	3.02	1.09	-0.01	-0.82	.66
262	F27: Spontaneous-Variety	2.30	1.05	0.58	-0.29	.56
292	F27: Spontaneous-Variety	2.89	1.05	0.10	-0.55	.44
322	F27: Spontaneous-Variety	3.33	1.07	-0.31	-0.59	.63
352	F27: Spontaneous-Variety	2.50	1.00	0.40	-0.29	.34

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382	F27: Spontaneous-Variety	2.80	1.04	0.19	-0.72	.29
412	F27: Spontaneous-Variety	3.12	1.00	-0.07	-0.53	.41
203	F28: Activity	3.86	0.97	-0.87	0.35	.59
233	F28: Activity	3.70	1.04	-0.67	-0.24	.61
263	F28: Activity	3.71	1.03	-0.67	-0.13	.64
293	F28: Activity	3.69	1.06	-0.51	-0.60	.63
323	F28: Activity	3.45	1.11	-0.20	-0.81	.47
353	F28: Activity	3.90	1.03	-0.78	-0.05	.47
383	F28: Activity	3.90	0.95	-0.74	0.07	.54
413	F28: Activity	3.64	1.06	-0.50	-0.48	.55
204	F29: Well-Adjusted	4.71	0.58	-2.77	11.31	.64
234	F29: Well-Adjusted	4.55	0.69	-1.89	4.91	.62
264	F29: Well-Adjusted	4.39	0.76	-1.34	2.36	.49
294	F29: Well-Adjusted	4.87	0.47	-5.42	36.42	.64
324	F29: Well-Adjusted	4.83	0.51	-4.54	26.86	.60
354	F29: Well-Adjusted	4.14	0.87	-1.13	1.56	.42
384	F29: Well-Adjusted	4.77	0.61	-3.91	18.65	.51
414	F29: Well-Adjusted	4.82	0.50	-4.29	25.50	.62
205	F30: Imagination	3.83	1.04	-0.69	-0.22	.51
235	F30: Imagination	3.43	1.12	-0.37	-0.59	.71
265	F30: Imagination	3.08	1.15	-0.09	-0.80	.74
295	F30: Imagination	3.18	1.23	-0.22	-0.93	.65
325	F30: Imagination	3.52	1.03	-0.29	-0.47	.43
355	F30: Imagination	2.75	1.15	0.21	-0.87	.60
385	F30: Imagination	3.18	1.18	-0.15	-0.86	.64
415	F30: Imagination	3.24	1.08	-0.23	-0.63	.55

Note. N = 8,808.

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Item Number	Facet Number: Name	*M*	*SD*	Skew	Kurtosis	ITC (Facet)
176	F1: Team Player	4.90	0.47	-6.69	50.16	.58
206	F1: Team Player	4.82	0.51	-4.25	24.28	.63
236	F1: Team Player	4.82	0.53	-4.25	23.44	.63
266	F1: Team Player	4.84	0.50	-4.78	29.30	.67
296	F1: Team Player	4.62	0.63	-2.36	8.76	.54
326	F1: Team Player	4.64	0.63	-2.33	8.02	.58
356	F1: Team Player	4.46	0.68	-1.66	4.70	.53
386	F1: Team Player	4.47	0.66	-1.62	5.08	.50
177	F2: Stress Under Pressure	1.60	0.80	1.54	2.60	.65
207	F2: Stress Under Pressure	1.56	0.88	1.70	2.43	.56
237	F2: Stress Under Pressure	1.60	0.83	1.55	2.35	.65
267	F2: Stress Under Pressure	1.90	0.95	1.00	0.46	.62
297	F2: Stress Under Pressure	1.36	0.70	2.37	6.55	.57
327	F2: Stress Under Pressure	1.70	0.86	1.30	1.53	.58
357	F2: Stress Under Pressure	1.33	0.70	2.64	7.85	.59
387	F2: Stress Under Pressure	1.78	0.80	1.03	1.22	.57
178	F3: Reserved	2.28	1.11	0.55	-0.67	.69
208	F3: Reserved	2.09	1.07	0.78	-0.22	.75
238	F3: Reserved	2.64	1.21	0.24	-1.00	.74
268	F3: Reserved	2.28	1.07	0.59	-0.41	.74
298	F3: Reserved	2.29	1.10	0.57	-0.53	.77
328	F3: Reserved	2.08	1.10	0.79	-0.32	.68
358	F3: Reserved	1.93	1.04	1.00	0.25	.69
388	F3: Reserved	2.94	0.91	0.11	-0.38	.47
179	F4: Achievement Striving	4.65	0.61	-2.45	9.29	.58
209	F4: Achievement Striving	4.60	0.62	-1.92	5.78	.60
239	F4: Achievement Striving	4.63	0.61	-2.13	7.31	.64
269	F4: Achievement Striving	4.66	0.65	-2.52	8.39	.57
299	F4: Achievement Striving	4.43	0.72	-1.51	3.38	.61
329	F4: Achievement Striving	4.31	0.74	-1.04	1.32	.66
359	F4: Achievement Striving	4.33	0.71	-1.17	2.28	.64
389	F4: Achievement Striving	4.42	0.71	-1.38	2.71	.63
180	F5: Creative	4.30	0.77	-1.30	2.47	.70
210	F5: Creative	4.40	0.72	-1.31	2.37	.71
240	F5: Creative	4.38	0.78	-1.42	2.46	.74
270	F5: Creative	3.88	0.96	-0.69	0.05	.63
300	F5: Creative	3.99	0.92	-0.99	0.92	.32
330	F5: Creative	4.29	0.83	-1.28	1.81	.47
360	F5: Creative	4.04	0.89	-0.96	0.88	.73
390	F5: Creative	4.25	0.81	-1.16	1.58	.79

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181	F6: Interpersonal Tactics	1.67	0.88	1.38	1.65	.55
211	F6: Interpersonal Tactics	1.63	0.86	1.45	1.82	.59
241	F6: Interpersonal Tactics	1.47	0.80	1.96	4.06	.59
271	F6: Interpersonal Tactics	1.75	0.86	1.17	1.14	.63
301	F6: Interpersonal Tactics	1.59	0.80	1.52	2.55	.70
331	F6: Interpersonal Tactics	2.17	1.13	0.68	-0.47	.50
361	F6: Interpersonal Tactics	1.46	0.76	2.01	4.68	.55
391	F6: Interpersonal Tactics	1.65	0.81	1.36	1.86	.68
182	F7: Pleasant	4.49	0.72	-1.81	4.72	.67
212	F7: Pleasant	4.46	0.70	-1.51	3.52	.74
242	F7: Pleasant	4.42	0.73	-1.46	3.12	.77
272	F7: Pleasant	4.52	0.68	-1.68	4.20	.77
302	F7: Pleasant	4.55	0.69	-2.00	5.68	.71
332	F7: Pleasant	4.49	0.66	-1.53	3.96	.63
362	F7: Pleasant	3.92	0.92	-0.67	0.06	.52
392	F7: Pleasant	4.46	0.82	-1.70	2.83	.66
183	F8: Temperamental	1.71	0.84	1.28	1.66	.58
213	F8: Temperamental	2.20	1.00	0.62	-0.35	.59
243	F8: Temperamental	1.74	0.85	1.18	1.24	.71
273	F8: Temperamental	1.50	0.74	1.68	3.26	.67
303	F8: Temperamental	1.40	0.70	2.21	5.94	.70
333	F8: Temperamental	1.45	0.72	1.89	4.32	.62
363	F8: Temperamental	1.70	0.84	1.32	1.78	.70
393	F8: Temperamental	1.29	0.64	2.87	9.89	.56
184	F9: Dominance-Leader	3.77	0.89	-0.64	0.32	.69
214	F9: Dominance-Leader	4.20	0.83	-0.99	0.94	.68
244	F9: Dominance-Leader	3.22	1.04	-0.23	-0.55	.69
274	F9: Dominance-Leader	3.78	1.00	-0.59	-0.13	.73
304	F9: Dominance-Leader	3.86	0.88	-0.66	0.38	.75
334	F9: Dominance-Leader	2.81	1.06	0.09	-0.65	.62
364	F9: Dominance-Leader	4.41	0.78	-1.59	3.18	.58
394	F9: Dominance-Leader	2.92	0.99	-0.10	-0.45	.48
185	F10: Order	4.33	0.84	-1.40	2.06	.83
215	F10: Order	4.35	0.84	-1.44	2.09	.85
245	F10: Order	4.32	0.81	-1.26	1.71	.81
275	F10: Order	4.11	0.94	-1.04	0.72	.77
305	F10: Order	3.13	1.14	-0.08	-0.81	.50
335	F10: Order	4.36	0.72	-1.19	2.10	.54
365	F10: Order	4.54	0.71	-1.87	4.37	.60
395	F10: Order	4.45	0.78	-1.65	3.09	.73
186	F11: Reflective	3.17	1.13	-0.12	-0.81	.53
216	F11: Reflective	4.27	0.81	-1.11	1.31	.54
246	F11: Reflective	3.91	0.92	-0.74	0.36	.56
276	F11: Reflective	3.04	1.11	-0.01	-0.78	.69

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306	F11: Reflective	2.96	1.16	0.04	-0.94	.35
336	F11: Reflective	3.13	1.19	-0.14	-0.85	.51
366	F11: Reflective	3.13	1.15	-0.17	-0.76	.50
396	F11: Reflective	4.15	0.85	-1.15	1.69	.42
187	F12: Cynical View	3.17	1.00	-0.24	-0.68	.55
217	F12: Cynical View	2.36	0.96	0.44	-0.26	.66
247	F12: Cynical View	2.66	1.05	0.18	-0.75	.71
277	F12: Cynical View	2.33	0.96	0.48	-0.25	.61
307	F12: Cynical View	2.89	1.08	-0.07	-0.96	.69
337	F12: Cynical View	2.16	0.94	0.64	0.02	.58
367	F12: Cynical View	2.08	0.95	0.73	0.07	.56
397	F12: Cynical View	2.26	0.95	0.47	-0.33	.66
188	F13: Helpful Altruistic	4.51	0.66	-1.72	5.00	.67
218	F13: Helpful Altruistic	4.05	0.86	-0.93	0.99	.56
248	F13: Helpful Altruistic	4.44	0.73	-1.59	3.63	.69
278	F13: Helpful Altruistic	4.48	0.65	-1.49	4.11	.74
308	F13: Helpful Altruistic	4.24	0.76	-1.13	2.05	.70
338	F13: Helpful Altruistic	4.19	0.77	-0.96	1.40	.65
368	F13: Helpful Altruistic	4.27	0.77	-1.09	1.62	.74
398	F13: Helpful Altruistic	4.21	0.75	-0.97	1.56	.60
189	F14: Worry	3.03	1.17	-0.02	-0.98	.68
219	F14: Worry	2.85	1.20	0.15	-0.99	.69
249	F14: Worry	2.10	1.00	0.77	0.03	.71
279	F14: Worry	2.32	1.08	0.51	-0.54	.74
309	F14: Worry	2.42	1.11	0.51	-0.61	.69
339	F14: Worry	1.84	0.98	1.13	0.74	.73
369	F14: Worry	2.09	1.11	0.82	-0.20	.74
399	F14: Worry	1.92	1.07	1.06	0.26	.68
190	F15: Excitement Seeking	3.54	1.45	-0.58	-1.07	.76
220	F15: Excitement Seeking	3.81	1.42	-0.90	-0.60	.79
250	F15: Excitement Seeking	3.94	1.13	-1.01	0.26	.81
280	F15: Excitement Seeking	4.11	1.21	-1.32	0.70	.72
310	F15: Excitement Seeking	3.75	1.33	-0.77	-0.63	.78
340	F15: Excitement Seeking	3.72	1.23	-0.73	-0.47	.86
370	F15: Excitement Seeking	2.91	1.36	0.05	-1.25	.64
400	F15: Excitement Seeking	3.41	1.20	-0.48	-0.67	.73
191	F16: Self-Discipline	4.61	0.65	-2.11	6.35	.62
221	F16: Self-Discipline	4.55	0.68	-1.81	4.41	.63
251	F16: Self-Discipline	4.56	0.64	-1.75	4.80	.67
281	F16: Self-Discipline	4.57	0.68	-1.97	5.15	.64
311	F16: Self-Discipline	4.46	0.70	-1.51	3.43	.68
341	F16: Self-Discipline	4.01	1.04	-0.90	0.01	.54
371	F16: Self-Discipline	4.29	0.84	-1.44	2.43	.57
401	F16: Self-Discipline	4.07	0.87	-0.98	0.95	.57

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192	F17: Scientific Interest	3.56	1.21	-0.48	-0.77	.82
222	F17: Scientific Interest	3.88	1.14	-0.92	0.04	.83
252	F17: Scientific Interest	3.60	1.22	-0.59	-0.63	.87
282	F17: Scientific Interest	3.56	1.21	-0.55	-0.63	.83
312	F17: Scientific Interest	3.52	1.27	-0.50	-0.83	.84
342	F17: Scientific Interest	4.05	1.05	-1.22	1.04	.79
372	F17: Scientific Interest	2.98	1.36	-0.02	-1.19	.74
402	F17: Scientific Interest	3.55	1.25	-0.58	-0.66	.66
193	F18: Envious	2.03	1.00	0.74	-0.26	.75
223	F18: Envious	1.88	0.95	1.00	0.36	.81
253	F18: Envious	1.65	0.87	1.43	1.75	.81
283	F18: Envious	1.57	0.82	1.61	2.46	.75
313	F18: Envious	1.72	0.90	1.25	1.19	.63
343	F18: Envious	1.70	0.88	1.35	1.52	.77
373	F18: Envious	1.57	0.79	1.53	2.43	.58
403	F18: Envious	1.84	0.95	1.01	0.34	.63
194	F19: Independent	2.96	0.98	0.10	-0.48	.65
224	F19: Independent	2.86	1.01	0.12	-0.51	.68
254	F19: Independent	3.00	1.09	0.00	-0.83	.54
284	F19: Independent	1.99	0.87	0.79	0.44	.55
314	F19: Independent	2.31	0.99	0.49	-0.18	.55
344	F19: Independent	3.19	1.02	-0.13	-0.54	.61
374	F19: Independent	3.11	1.16	-0.12	-0.92	.46
404	F19: Independent	2.96	1.06	0.04	-0.71	.51
195	F20: Angry Hostility	1.54	0.80	1.64	2.77	.74
225	F20: Angry Hostility	1.41	0.71	2.13	5.49	.76
255	F20: Angry Hostility	1.41	0.77	2.21	5.11	.73
285	F20: Angry Hostility	1.26	0.60	3.01	11.35	.79
315	F20: Angry Hostility	1.34	0.65	2.45	7.74	.81
345	F20: Angry Hostility	1.94	1.06	0.99	0.08	.53
375	F20: Angry Hostility	1.25	0.57	3.09	13.16	.66
405	F20: Angry Hostility	1.44	0.79	2.23	5.44	.58
196	F21: High-Intensity Pleasure	2.72	1.24	0.15	-1.04	.74
226	F21: High-Intensity Pleasure	2.38	1.17	0.45	-0.78	.79
256	F21: High-Intensity Pleasure	2.96	1.32	-0.05	-1.20	.73
286	F21: High-Intensity Pleasure	3.16	1.29	-0.22	-1.04	.70
316	F21: High-Intensity Pleasure	2.61	1.16	0.27	-0.80	.66
346	F21: High-Intensity Pleasure	2.09	1.17	0.81	-0.36	.66
376	F21: High-Intensity Pleasure	2.58	1.25	0.28	-1.00	.54
406	F21: High-Intensity Pleasure	3.32	1.16	-0.34	-0.70	.56
197	F22: Deliberation	4.46	0.70	-1.59	4.01	.69
227	F22: Deliberation	4.16	0.78	-0.98	1.39	.71
257	F22: Deliberation	4.34	0.76	-1.36	2.52	.68
287	F22: Deliberation	4.41	0.74	-1.51	3.32	.75

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317	F22: Deliberation	4.46	0.67	-1.49	3.95	.74
347	F22: Deliberation	4.28	0.77	-1.18	1.93	.77
377	F22: Deliberation	4.20	0.80	-1.08	1.52	.60
407	F22: Deliberation	4.44	0.74	-1.57	3.26	.61
198	F23: Cultured	3.84	0.99	-0.70	0.07	.77
228	F23: Cultured	3.56	1.08	-0.49	-0.26	.79
258	F23: Cultured	3.60	1.05	-0.41	-0.30	.72
288	F23: Cultured	3.48	1.17	-0.50	-0.56	.79
318	F23: Cultured	3.94	0.97	-0.98	0.78	.77
348	F23: Cultured	3.64	1.11	-0.62	-0.33	.71
378	F23: Cultured	2.95	1.21	-0.06	-0.91	.65
408	F23: Cultured	3.22	1.24	-0.27	-0.92	.61
199	F24: Influence Tactics	3.55	0.90	-0.45	0.04	.56
229	F24: Influence Tactics	2.98	1.04	-0.15	-0.55	.72
259	F24: Influence Tactics	2.48	1.13	0.28	-0.91	.70
289	F24: Influence Tactics	3.09	1.01	-0.31	-0.43	.67
319	F24: Influence Tactics	3.06	0.90	-0.19	0.02	.57
349	F24: Influence Tactics	1.78	0.94	1.14	0.67	.39
379	F24: Influence Tactics	3.55	0.93	-0.50	0.08	.42
409	F24: Influence Tactics	1.88	1.00	0.94	0.06	.25
200	F25: Optimist	3.13	1.09	-0.02	-0.71	.44
230	F25: Optimist	3.94	0.84	-0.74	0.54	.57
260	F25: Optimist	4.25	0.83	-1.13	1.41	.70
290	F25: Optimist	4.10	0.93	-0.91	0.40	.62
320	F25: Optimist	4.40	0.74	-1.43	2.82	.69
350	F25: Optimist	4.26	0.77	-1.14	1.99	.69
380	F25: Optimist	4.41	0.72	-1.39	2.78	.67
410	F25: Optimist	4.14	0.84	-1.05	1.48	.61
201	F26: Unconventional	2.51	1.11	0.20	-1.03	.65
231	F26: Unconventional	2.02	0.93	0.79	0.18	.67
261	F26: Unconventional	1.43	0.72	2.03	4.91	.58
291	F26: Unconventional	2.29	1.13	0.48	-0.88	.69
321	F26: Unconventional	1.93	0.94	0.97	0.67	.58
351	F26: Unconventional	1.92	0.93	0.94	0.48	.72
381	F26: Unconventional	1.74	0.82	1.15	1.36	.52
411	F26: Unconventional	1.69	0.87	1.33	1.73	.46
202	F27: Spontaneous-Variety	2.48	1.01	0.49	-0.40	.61
232	F27: Spontaneous-Variety	3.06	1.07	-0.06	-0.78	.65
262	F27: Spontaneous-Variety	2.21	1.03	0.62	-0.19	.54
292	F27: Spontaneous-Variety	2.79	1.04	0.13	-0.57	.47
322	F27: Spontaneous-Variety	3.30	1.06	-0.32	-0.58	.64
352	F27: Spontaneous-Variety	2.45	0.99	0.41	-0.22	.35
382	F27: Spontaneous-Variety	2.85	1.07	0.13	-0.75	.32
412	F27: Spontaneous-Variety	3.08	0.99	-0.02	-0.50	.37

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203	F28: Activity	4.00	0.90	-0.98	0.77	.55
233	F28: Activity	3.82	1.00	-0.77	0.02	.56
263	F28: Activity	3.74	1.01	-0.69	-0.04	.61
293	F28: Activity	3.59	1.08	-0.43	-0.68	.60
323	F28: Activity	3.23	1.15	-0.02	-0.89	.44
353	F28: Activity	3.72	1.11	-0.59	-0.51	.43
383	F28: Activity	3.84	0.97	-0.70	0.01	.49
413	F28: Activity	3.58	1.04	-0.47	-0.45	.51
204	F29: Well-Adjusted	4.73	0.58	-3.02	13.02	.64
234	F29: Well-Adjusted	4.54	0.70	-1.81	4.43	.62
264	F29: Well-Adjusted	4.32	0.78	-1.17	1.63	.47
294	F29: Well-Adjusted	4.86	0.48	-5.06	32.52	.64
324	F29: Well-Adjusted	4.84	0.49	-4.60	28.08	.61
354	F29: Well-Adjusted	4.18	0.84	-1.13	1.57	.43
384	F29: Well-Adjusted	4.79	0.58	-4.07	20.30	.53
414	F29: Well-Adjusted	4.83	0.49	-4.36	26.07	.60
205	F30: Imagination	3.75	1.05	-0.64	-0.25	.52
235	F30: Imagination	3.32	1.15	-0.31	-0.69	.70
265	F30: Imagination	3.03	1.14	-0.01	-0.75	.75
295	F30: Imagination	3.11	1.23	-0.16	-0.96	.67
325	F30: Imagination	3.42	1.04	-0.21	-0.49	.45
355	F30: Imagination	2.72	1.15	0.23	-0.86	.59
385	F30: Imagination	3.10	1.19	-0.09	-0.87	.65
415	F30: Imagination	3.18	1.08	-0.19	-0.65	.56

Note. $N = 7{,}092$.

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Item Number	Facet Number: Name	*M*	*SD*	Skew	Kurtosis	ITC (Facet)
176	F1: Team Player	4.85	0.57	-5.17	30.11	.55
206	F1: Team Player	4.75	0.64	-3.65	16.50	.63
236	F1: Team Player	4.81	0.52	-4.14	23.18	.65
266	F1: Team Player	4.78	0.57	-3.70	17.40	.53
296	F1: Team Player	4.59	0.68	-2.26	7.08	.46
326	F1: Team Player	4.59	0.68	-2.19	6.60	.52
356	F1: Team Player	4.54	0.64	-1.58	4.04	.54
386	F1: Team Player	4.46	0.68	-1.92	6.80	.42
177	F2: Stress Under Pressure	1.76	0.91	1.48	2.46	.67
207	F2: Stress Under Pressure	1.74	1.02	1.42	1.55	.56
237	F2: Stress Under Pressure	1.76	0.92	1.18	1.01	.63
267	F2: Stress Under Pressure	1.96	0.96	0.88	0.12	.57
297	F2: Stress Under Pressure	1.43	0.76	2.07	4.55	.52
327	F2: Stress Under Pressure	1.76	0.90	1.19	1.01	.49
357	F2: Stress Under Pressure	1.42	0.81	2.34	5.79	.59
387	F2: Stress Under Pressure	1.87	0.86	0.92	0.32	.51
178	F3: Reserved	2.36	1.18	0.43	-0.96	.65
208	F3: Reserved	2.17	1.09	0.67	-0.51	.74
238	F3: Reserved	2.57	1.23	0.27	-1.09	.75
268	F3: Reserved	2.32	1.13	0.60	-0.59	.77
298	F3: Reserved	2.25	1.12	0.57	-0.72	.80
328	F3: Reserved	2.04	1.13	0.82	-0.36	.74
358	F3: Reserved	1.93	1.08	0.97	0.03	.79
388	F3: Reserved	2.85	0.92	-0.12	-0.34	.53
179	F4: Achievement Striving	4.62	0.66	-2.39	8.02	.53
209	F4: Achievement Striving	4.52	0.79	-2.47	7.65	.49
239	F4: Achievement Striving	4.57	0.66	-2.08	6.67	.58
269	F4: Achievement Striving	4.59	0.71	-2.14	5.53	.52
299	F4: Achievement Striving	4.41	0.77	-1.50	2.81	.57
329	F4: Achievement Striving	4.22	0.83	-0.88	0.39	.67
359	F4: Achievement Striving	4.31	0.73	-1.09	1.72	.60
389	F4: Achievement Striving	4.40	0.71	-1.21	1.67	.62
180	F5: Creative	4.25	0.87	-1.40	2.27	.61
210	F5: Creative	4.36	0.77	-1.23	1.87	.71
240	F5: Creative	4.32	0.84	-1.13	0.77	.72
270	F5: Creative	3.90	0.99	-0.66	-0.17	.64
300	F5: Creative	3.95	0.98	-0.93	0.65	.19
330	F5: Creative	4.33	0.83	-1.54	3.07	.54
360	F5: Creative	4.07	0.88	-0.79	0.18	.71
390	F5: Creative	4.21	0.86	-0.86	-0.06	.76

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181	F6: Interpersonal Tactics	1.86	1.02	1.09	0.55	.62
211	F6: Interpersonal Tactics	1.68	0.94	1.49	1.79	.66
241	F6: Interpersonal Tactics	1.58	0.90	1.70	2.68	.59
271	F6: Interpersonal Tactics	1.88	0.99	1.11	0.70	.66
301	F6: Interpersonal Tactics	1.70	0.88	1.41	1.91	.72
331	F6: Interpersonal Tactics	2.40	1.22	0.45	-0.87	.42
361	F6: Interpersonal Tactics	1.57	0.83	1.63	2.76	.53
391	F6: Interpersonal Tactics	1.74	0.93	1.37	1.60	.70
182	F7: Pleasant	4.50	0.75	-1.93	4.94	.72
212	F7: Pleasant	4.46	0.72	-1.70	4.49	.79
242	F7: Pleasant	4.47	0.72	-1.40	2.18	.84
272	F7: Pleasant	4.54	0.73	-2.11	6.06	.80
302	F7: Pleasant	4.55	0.65	-1.73	4.36	.80
332	F7: Pleasant	4.46	0.69	-1.32	2.33	.71
362	F7: Pleasant	3.99	0.91	-0.68	-0.03	.50
392	F7: Pleasant	4.49	0.85	-1.88	3.41	.62
183	F8: Temperamental	1.74	0.89	1.42	2.08	.62
213	F8: Temperamental	2.09	1.01	0.72	-0.17	.54
243	F8: Temperamental	1.71	0.82	1.16	1.38	.66
273	F8: Temperamental	1.55	0.82	1.66	2.75	.61
303	F8: Temperamental	1.44	0.72	2.19	6.51	.67
333	F8: Temperamental	1.54	0.85	1.92	3.93	.64
363	F8: Temperamental	1.67	0.77	1.19	1.85	.69
393	F8: Temperamental	1.35	0.71	2.55	7.45	.62
184	F9: Dominance-Leader	3.72	0.98	-0.38	-0.63	.70
214	F9: Dominance-Leader	4.10	0.94	-1.09	1.13	.66
244	F9: Dominance-Leader	3.29	1.09	-0.04	-0.83	.72
274	F9: Dominance-Leader	3.75	1.03	-0.45	-0.52	.75
304	F9: Dominance-Leader	3.82	0.89	-0.33	-0.51	.79
334	F9: Dominance-Leader	2.86	1.07	0.10	-0.60	.55
364	F9: Dominance-Leader	4.28	0.86	-1.27	1.67	.69
394	F9: Dominance-Leader	3.00	1.05	-0.09	-0.58	.45
185	F10: Order	4.27	0.93	-1.33	1.34	.81
215	F10: Order	4.32	0.92	-1.47	1.86	.82
245	F10: Order	4.23	0.88	-1.19	1.31	.78
275	F10: Order	4.12	0.98	-1.18	1.08	.77
305	F10: Order	3.19	1.07	-0.24	-0.64	.52
335	F10: Order	4.38	0.74	-1.31	2.61	.59
365	F10: Order	4.48	0.78	-1.81	4.03	.65
395	F10: Order	4.34	0.83	-1.55	2.98	.70
186	F11: Reflective	3.38	1.21	-0.34	-0.81	.57
216	F11: Reflective	4.27	0.87	-1.29	1.62	.55
246	F11: Reflective	4.04	0.96	-0.95	0.58	.60
276	F11: Reflective	3.20	1.16	-0.10	-0.87	.72

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306	F11: Reflective	3.17	1.27	-0.08	-1.11	.40
336	F11: Reflective	3.37	1.25	-0.44	-0.80	.64
366	F11: Reflective	3.21	1.21	-0.17	-0.85	.52
396	F11: Reflective	4.18	0.90	-1.36	2.08	.46
187	F12: Cynical View	3.23	1.04	-0.23	-0.73	.59
217	F12: Cynical View	2.44	0.98	0.32	-0.36	.62
247	F12: Cynical View	2.77	1.07	0.03	-0.82	.66
277	F12: Cynical View	2.38	0.99	0.30	-0.55	.60
307	F12: Cynical View	3.02	1.06	-0.19	-0.86	.71
337	F12: Cynical View	2.40	1.00	0.37	-0.51	.57
367	F12: Cynical View	2.17	0.99	0.42	-0.78	.49
397	F12: Cynical View	2.38	0.95	0.24	-0.62	.60
188	F13: Helpful Altruistic	4.48	0.73	-1.92	5.43	.56
218	F13: Helpful Altruistic	4.10	0.88	-1.02	1.06	.59
248	F13: Helpful Altruistic	4.40	0.80	-1.38	1.75	.62
278	F13: Helpful Altruistic	4.45	0.69	-1.28	1.85	.74
308	F13: Helpful Altruistic	4.32	0.77	-0.97	0.50	.68
338	F13: Helpful Altruistic	4.13	0.82	-0.96	1.09	.57
368	F13: Helpful Altruistic	4.31	0.74	-0.91	0.49	.77
398	F13: Helpful Altruistic	4.17	0.80	-0.72	0.03	.63
189	F14: Worry	3.25	1.24	-0.15	-1.11	.62
219	F14: Worry	3.11	1.27	0.01	-1.14	.69
249	F14: Worry	2.30	1.09	0.66	-0.31	.75
279	F14: Worry	2.49	1.16	0.38	-0.82	.74
309	F14: Worry	2.55	1.16	0.36	-0.80	.67
339	F14: Worry	1.99	1.06	0.93	0.08	.78
369	F14: Worry	2.32	1.20	0.47	-0.87	.74
399	F14: Worry	2.16	1.21	0.80	-0.41	.63
190	F15: Excitement Seeking	3.84	1.42	-0.90	-0.61	.78
220	F15: Excitement Seeking	4.00	1.37	-1.19	0.04	.78
250	F15: Excitement Seeking	4.10	1.09	-1.18	0.68	.83
280	F15: Excitement Seeking	4.21	1.22	-1.58	1.42	.70
310	F15: Excitement Seeking	3.88	1.29	-0.92	-0.36	.80
340	F15: Excitement Seeking	3.92	1.19	-1.02	0.14	.84
370	F15: Excitement Seeking	3.12	1.37	-0.16	-1.25	.65
400	F15: Excitement Seeking	3.64	1.18	-0.67	-0.44	.75
191	F16: Self-Discipline	4.59	0.74	-2.49	7.93	.62
221	F16: Self-Discipline	4.55	0.76	-2.25	6.53	.66
251	F16: Self-Discipline	4.47	0.72	-1.80	5.05	.64
281	F16: Self-Discipline	4.53	0.70	-1.71	3.63	.62
311	F16: Self-Discipline	4.39	0.73	-1.24	1.54	.68
341	F16: Self-Discipline	3.99	1.06	-0.87	-0.12	.61
371	F16: Self-Discipline	4.22	0.90	-1.36	1.93	.61
401	F16: Self-Discipline	3.98	0.92	-1.01	0.86	.60

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192	F17: Scientific Interest	3.75	1.22	-0.70	-0.52	.77
222	F17: Scientific Interest	3.92	1.16	-0.87	-0.23	.82
252	F17: Scientific Interest	3.75	1.18	-0.75	-0.35	.85
282	F17: Scientific Interest	3.68	1.21	-0.65	-0.58	.84
312	F17: Scientific Interest	3.67	1.28	-0.61	-0.83	.78
342	F17: Scientific Interest	4.17	1.01	-1.33	1.20	.78
372	F17: Scientific Interest	3.14	1.32	-0.24	-1.09	.70
402	F17: Scientific Interest	3.58	1.26	-0.64	-0.65	.58
193	F18: Envious	2.31	1.15	0.49	-0.89	.77
223	F18: Envious	2.16	1.13	0.64	-0.75	.83
253	F18: Envious	1.87	1.00	1.03	0.28	.81
283	F18: Envious	1.73	0.93	1.30	1.20	.80
313	F18: Envious	1.80	0.94	1.30	1.60	.61
343	F18: Envious	1.80	0.93	1.09	0.58	.79
373	F18: Envious	1.76	0.95	1.34	1.66	.59
403	F18: Envious	1.96	0.97	0.80	-0.13	.62
194	F19: Independent	2.91	1.02	0.16	-0.36	.68
224	F19: Independent	2.85	1.09	0.15	-0.64	.65
254	F19: Independent	2.95	1.17	0.08	-1.00	.50
284	F19: Independent	2.02	0.88	0.96	1.25	.58
314	F19: Independent	2.28	1.00	0.47	-0.06	.56
344	F19: Independent	3.06	1.05	-0.04	-0.65	.62
374	F19: Independent	3.32	1.19	-0.29	-0.91	.41
404	F19: Independent	3.03	1.08	-0.13	-0.89	.43
195	F20: Angry Hostility	1.57	0.85	1.86	3.94	.70
225	F20: Angry Hostility	1.45	0.79	2.42	7.07	.76
255	F20: Angry Hostility	1.46	0.80	1.91	3.53	.74
285	F20: Angry Hostility	1.29	0.63	2.81	10.13	.78
315	F20: Angry Hostility	1.35	0.63	2.34	7.83	.83
345	F20: Angry Hostility	1.90	1.04	1.10	0.60	.51
375	F20: Angry Hostility	1.26	0.59	3.05	12.38	.72
405	F20: Angry Hostility	1.46	0.83	2.32	5.84	.58
196	F21: High-Intensity Pleasure	2.85	1.30	-0.08	-1.20	.78
226	F21: High-Intensity Pleasure	2.56	1.30	0.26	-1.11	.84
256	F21: High-Intensity Pleasure	3.14	1.34	-0.24	-1.18	.78
286	F21: High-Intensity Pleasure	3.34	1.32	-0.39	-0.94	.74
316	F21: High-Intensity Pleasure	2.75	1.28	0.18	-1.03	.71
346	F21: High-Intensity Pleasure	2.31	1.29	0.56	-0.87	.73
376	F21: High-Intensity Pleasure	2.86	1.34	0.09	-1.16	.56
406	F21: High-Intensity Pleasure	3.43	1.10	-0.44	-0.62	.65
197	F22: Deliberation	4.38	0.80	-1.57	2.94	.66
227	F22: Deliberation	4.09	0.86	-1.02	1.21	.63
257	F22: Deliberation	4.31	0.86	-1.46	2.30	.68
287	F22: Deliberation	4.41	0.74	-1.17	1.03	.74

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317	F22: Deliberation	4.45	0.65	-1.17	2.53	.76
347	F22: Deliberation	4.20	0.76	-0.78	0.37	.76
377	F22: Deliberation	4.21	0.84	-1.09	1.23	.64
407	F22: Deliberation	4.39	0.79	-1.42	2.33	.68
198	F23: Cultured	3.93	0.92	-0.65	0.07	.68
228	F23: Cultured	3.70	1.13	-0.66	-0.24	.80
258	F23: Cultured	3.59	1.09	-0.44	-0.50	.68
288	F23: Cultured	3.62	1.14	-0.62	-0.50	.77
318	F23: Cultured	4.07	0.92	-0.97	0.68	.78
348	F23: Cultured	3.80	1.12	-0.72	-0.36	.68
378	F23: Cultured	3.19	1.30	-0.14	-1.15	.68
408	F23: Cultured	3.38	1.24	-0.30	-0.95	.56
199	F24: Influence Tactics	3.43	0.99	-0.31	-0.35	.60
229	F24: Influence Tactics	2.92	1.05	0.00	-0.59	.75
259	F24: Influence Tactics	2.33	1.11	0.43	-0.75	.70
289	F24: Influence Tactics	2.99	1.00	-0.07	-0.45	.65
319	F24: Influence Tactics	3.05	0.93	-0.28	0.08	.59
349	F24: Influence Tactics	1.84	1.01	1.10	0.36	.47
379	F24: Influence Tactics	3.45	0.92	-0.42	-0.19	.41
409	F24: Influence Tactics	2.13	1.04	0.62	-0.39	.27
200	F25: Optimist	3.11	1.07	0.06	-0.68	.37
230	F25: Optimist	4.00	0.82	-0.63	0.04	.56
260	F25: Optimist	4.18	0.89	-1.15	1.40	.67
290	F25: Optimist	4.14	0.95	-0.95	0.29	.68
320	F25: Optimist	4.41	0.72	-1.36	2.54	.69
350	F25: Optimist	4.24	0.81	-1.08	1.38	.72
380	F25: Optimist	4.45	0.67	-1.28	2.57	.67
410	F25: Optimist	4.05	0.90	-1.03	1.24	.58
201	F26: Unconventional	2.56	1.13	0.19	-0.94	.65
231	F26: Unconventional	2.09	0.97	0.82	0.27	.71
261	F26: Unconventional	1.44	0.72	2.13	6.13	.64
291	F26: Unconventional	2.33	1.10	0.37	-0.95	.70
321	F26: Unconventional	2.12	1.04	0.86	0.40	.49
351	F26: Unconventional	1.97	0.92	0.89	0.47	.72
381	F26: Unconventional	1.82	0.86	0.76	-0.31	.63
411	F26: Unconventional	1.81	0.93	1.19	1.28	.45
202	F27: Spontaneous-Variety	2.57	1.12	0.36	-0.75	.59
232	F27: Spontaneous-Variety	3.17	1.12	-0.09	-0.82	.64
262	F27: Spontaneous-Variety	2.27	1.04	0.60	-0.37	.44
292	F27: Spontaneous-Variety	2.92	1.13	0.04	-0.80	.42
322	F27: Spontaneous-Variety	3.45	1.10	-0.45	-0.49	.66
352	F27: Spontaneous-Variety	2.61	1.03	0.29	-0.41	.30
382	F27: Spontaneous-Variety	3.04	1.04	0.01	-0.63	.36
412	F27: Spontaneous-Variety	3.29	0.98	-0.18	-0.41	.36

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203	F28: Activity	3.82	1.00	-0.76	-0.09	.55
233	F28: Activity	3.66	1.06	-0.62	-0.36	.52
263	F28: Activity	3.63	1.04	-0.45	-0.52	.62
293	F28: Activity	3.68	1.09	-0.52	-0.68	.54
323	F28: Activity	3.49	1.11	-0.26	-0.88	.46
353	F28: Activity	3.91	1.02	-0.82	0.01	.37
383	F28: Activity	3.98	1.00	-0.68	-0.54	.51
413	F28: Activity	3.57	1.08	-0.46	-0.54	.50
204	F29: Well-Adjusted	4.71	0.58	-2.55	8.87	.64
234	F29: Well-Adjusted	4.58	0.68	-2.28	7.75	.69
264	F29: Well-Adjusted	4.42	0.74	-1.24	1.58	.54
294	F29: Well-Adjusted	4.82	0.53	-4.24	22.94	.60
324	F29: Well-Adjusted	4.79	0.54	-3.66	18.37	.59
354	F29: Well-Adjusted	4.24	0.81	-1.16	1.84	.44
384	F29: Well-Adjusted	4.74	0.61	-3.40	15.53	.54
414	F29: Well-Adjusted	4.81	0.56	-4.33	23.73	.63
205	F30: Imagination	3.83	1.09	-0.68	-0.45	.47
235	F30: Imagination	3.53	1.14	-0.42	-0.53	.74
265	F30: Imagination	3.24	1.21	-0.15	-0.92	.80
295	F30: Imagination	3.30	1.30	-0.29	-1.02	.71
325	F30: Imagination	3.50	1.07	-0.17	-0.74	.52
355	F30: Imagination	2.92	1.21	-0.06	-1.04	.65
385	F30: Imagination	3.25	1.24	-0.22	-0.94	.61
415	F30: Imagination	3.34	1.07	-0.33	-0.61	.50

Note. $N = 256$.

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Item Number	Facet Number: Name	*M*	*SD*	Skew	Kurtosis	ITC (Facet)
176	F1: Team Player	4.74	0.54	-3.08	14.39	.54
206	F1: Team Player	4.50	0.67	-1.61	4.10	.57
236	F1: Team Player	4.57	0.65	-2.02	6.34	.59
266	F1: Team Player	4.65	0.60	-2.28	8.09	.62
296	F1: Team Player	4.47	0.67	-1.63	4.67	.48
326	F1: Team Player	4.35	0.76	-1.40	2.75	.41
356	F1: Team Player	4.20	0.73	-1.12	2.48	.46
386	F1: Team Player	4.38	0.62	-1.19	4.26	.47
177	F2: Stress Under Pressure	1.91	0.91	1.12	1.11	.65
207	F2: Stress Under Pressure	1.94	1.10	1.03	0.05	.59
237	F2: Stress Under Pressure	2.10	1.01	0.77	-0.11	.62
267	F2: Stress Under Pressure	2.24	1.04	0.67	-0.30	.59
297	F2: Stress Under Pressure	1.68	0.88	1.37	1.61	.53
327	F2: Stress Under Pressure	2.28	1.05	0.61	-0.43	.53
357	F2: Stress Under Pressure	1.81	1.05	1.32	0.96	.56
387	F2: Stress Under Pressure	2.14	0.90	0.65	0.13	.54
178	F3: Reserved	2.43	1.16	0.45	-0.83	.76
208	F3: Reserved	2.33	1.15	0.55	-0.67	.81
238	F3: Reserved	2.71	1.24	0.17	-1.11	.80
268	F3: Reserved	2.42	1.12	0.49	-0.64	.80
298	F3: Reserved	2.41	1.14	0.51	-0.68	.82
328	F3: Reserved	2.23	1.12	0.68	-0.47	.66
358	F3: Reserved	2.03	1.07	0.92	0.09	.67
388	F3: Reserved	3.08	0.95	-0.03	-0.71	.49
179	F4: Achievement Striving	4.39	0.73	-1.34	2.49	.60
209	F4: Achievement Striving	4.26	0.77	-1.07	1.39	.57
239	F4: Achievement Striving	4.30	0.75	-1.11	1.67	.65
269	F4: Achievement Striving	4.33	0.83	-1.31	1.61	.55
299	F4: Achievement Striving	4.14	0.79	-1.03	1.57	.60
329	F4: Achievement Striving	3.84	0.87	-0.52	0.00	.64
359	F4: Achievement Striving	3.91	0.86	-0.83	0.74	.58
389	F4: Achievement Striving	3.87	0.92	-0.72	0.17	.57
180	F5: Creative	4.11	0.82	-0.90	0.95	.67
210	F5: Creative	4.13	0.82	-0.92	0.91	.69
240	F5: Creative	4.07	0.90	-0.92	0.63	.71
270	F5: Creative	3.65	1.03	-0.48	-0.45	.58
300	F5: Creative	3.78	0.96	-0.77	0.20	.28
330	F5: Creative	4.12	0.92	-1.11	1.04	.39
360	F5: Creative	3.83	0.96	-0.75	0.19	.69
390	F5: Creative	3.94	0.89	-0.79	0.41	.77

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181	F6: Interpersonal Tactics	1.98	0.98	0.91	0.22	.61
211	F6: Interpersonal Tactics	1.90	0.93	1.01	0.64	.66
241	F6: Interpersonal Tactics	1.62	0.89	1.62	2.46	.61
271	F6: Interpersonal Tactics	1.88	0.87	1.02	0.92	.65
301	F6: Interpersonal Tactics	1.99	0.96	0.92	0.41	.73
331	F6: Interpersonal Tactics	2.52	1.18	0.40	-0.81	.53
361	F6: Interpersonal Tactics	1.73	0.85	1.34	1.98	.54
391	F6: Interpersonal Tactics	1.81	0.86	1.13	1.18	.67
182	F7: Pleasant	4.36	0.77	-1.46	2.94	.69
212	F7: Pleasant	4.26	0.72	-0.98	1.75	.72
242	F7: Pleasant	4.24	0.79	-1.05	1.34	.78
272	F7: Pleasant	4.27	0.78	-1.19	2.01	.74
302	F7: Pleasant	4.22	0.86	-1.33	2.01	.69
332	F7: Pleasant	4.18	0.71	-0.99	2.14	.54
362	F7: Pleasant	3.52	1.05	-0.38	-0.62	.48
392	F7: Pleasant	4.08	0.96	-0.94	0.13	.66
183	F8: Temperamental	1.99	0.93	0.87	0.32	.56
213	F8: Temperamental	2.72	1.07	0.14	-0.96	.54
243	F8: Temperamental	2.06	0.94	0.84	0.28	.67
273	F8: Temperamental	2.00	0.97	0.84	0.06	.59
303	F8: Temperamental	1.77	0.93	1.26	1.16	.66
333	F8: Temperamental	1.80	0.89	1.17	1.19	.57
363	F8: Temperamental	2.08	0.92	0.82	0.32	.65
393	F8: Temperamental	1.71	0.87	1.30	1.44	.48
184	F9: Dominance-Leader	3.53	0.97	-0.44	-0.33	.71
214	F9: Dominance-Leader	3.87	0.90	-0.62	0.03	.71
244	F9: Dominance-Leader	3.02	1.04	0.02	-0.72	.71
274	F9: Dominance-Leader	3.34	1.04	-0.22	-0.59	.73
304	F9: Dominance-Leader	3.51	0.95	-0.43	-0.26	.73
334	F9: Dominance-Leader	2.60	1.03	0.39	-0.49	.62
364	F9: Dominance-Leader	4.11	0.84	-1.05	1.35	.62
394	F9: Dominance-Leader	3.03	0.99	-0.05	-0.62	.51
185	F10: Order	4.01	1.00	-0.95	0.33	.85
215	F10: Order	4.02	1.02	-0.98	0.35	.85
245	F10: Order	3.94	0.97	-0.81	0.16	.81
275	F10: Order	3.68	1.07	-0.53	-0.52	.77
305	F10: Order	2.75	1.13	0.22	-0.74	.54
335	F10: Order	4.15	0.77	-0.97	1.48	.53
365	F10: Order	4.10	0.89	-1.08	1.09	.64
395	F10: Order	3.98	0.97	-0.92	0.34	.79
186	F11: Reflective	3.22	1.24	-0.18	-1.07	.60
216	F11: Reflective	4.20	0.88	-1.13	1.12	.59
246	F11: Reflective	4.04	0.92	-0.95	0.59	.59
276	F11: Reflective	3.10	1.17	-0.02	-0.98	.70

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306	F11: Reflective	3.33	1.16	-0.27	-0.94	.40
336	F11: Reflective	3.37	1.13	-0.26	-0.81	.59
366	F11: Reflective	3.11	1.16	-0.13	-0.89	.52
396	F11: Reflective	3.94	0.94	-0.96	0.76	.55
187	F12: Cynical View	3.35	1.00	-0.32	-0.70	.55
217	F12: Cynical View	2.64	0.97	0.41	-0.37	.63
247	F12: Cynical View	3.02	1.06	0.00	-0.87	.71
277	F12: Cynical View	2.59	1.00	0.46	-0.41	.64
307	F12: Cynical View	3.31	1.02	-0.40	-0.71	.65
337	F12: Cynical View	2.52	1.04	0.51	-0.42	.57
367	F12: Cynical View	2.42	1.00	0.48	-0.46	.48
397	F12: Cynical View	2.77	0.97	0.23	-0.70	.59
188	F13: Helpful Altruistic	4.33	0.68	-1.19	3.06	.64
218	F13: Helpful Altruistic	3.94	0.94	-0.88	0.52	.60
248	F13: Helpful Altruistic	4.26	0.79	-1.21	2.03	.69
278	F13: Helpful Altruistic	4.27	0.70	-1.08	2.42	.71
308	F13: Helpful Altruistic	3.98	0.88	-0.90	0.78	.66
338	F13: Helpful Altruistic	3.89	0.89	-0.83	0.67	.58
368	F13: Helpful Altruistic	3.97	0.83	-0.75	0.57	.70
398	F13: Helpful Altruistic	3.91	0.79	-0.68	0.60	.56
189	F14: Worry	3.14	1.20	-0.06	-1.07	.71
219	F14: Worry	2.99	1.23	0.06	-1.14	.75
249	F14: Worry	2.39	1.08	0.60	-0.40	.74
279	F14: Worry	2.58	1.18	0.36	-0.89	.76
309	F14: Worry	2.69	1.15	0.28	-0.93	.72
339	F14: Worry	2.15	1.11	0.85	-0.06	.77
369	F14: Worry	2.47	1.24	0.47	-0.91	.75
399	F14: Worry	2.31	1.22	0.68	-0.63	.69
190	F15: Excitement Seeking	4.19	1.16	-1.46	1.15	.75
220	F15: Excitement Seeking	4.42	1.04	-1.97	3.13	.73
250	F15: Excitement Seeking	4.40	0.86	-1.64	2.73	.81
280	F15: Excitement Seeking	4.51	0.93	-2.23	4.68	.72
310	F15: Excitement Seeking	4.24	1.07	-1.41	1.19	.75
340	F15: Excitement Seeking	4.25	0.98	-1.39	1.47	.84
370	F15: Excitement Seeking	3.77	1.17	-0.73	-0.47	.63
400	F15: Excitement Seeking	3.99	1.02	-0.98	0.44	.75
191	F16: Self-Discipline	4.06	0.88	-0.90	0.52	.63
221	F16: Self-Discipline	3.90	0.93	-0.70	0.01	.66
251	F16: Self-Discipline	4.08	0.80	-0.81	0.75	.64
281	F16: Self-Discipline	4.14	0.85	-1.09	1.25	.57
311	F16: Self-Discipline	3.93	0.90	-0.85	0.53	.68
341	F16: Self-Discipline	3.26	1.19	-0.14	-1.05	.60
371	F16: Self-Discipline	3.69	0.99	-0.72	-0.06	.58
401	F16: Self-Discipline	3.05	1.09	-0.07	-0.94	.55

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192	F17: Scientific Interest	3.33	1.28	-0.28	-1.10	.77
222	F17: Scientific Interest	3.62	1.19	-0.62	-0.58	.79
252	F17: Scientific Interest	3.32	1.26	-0.35	-1.00	.82
282	F17: Scientific Interest	3.37	1.26	-0.39	-0.94	.81
312	F17: Scientific Interest	3.37	1.34	-0.38	-1.08	.81
342	F17: Scientific Interest	3.92	1.07	-1.13	0.78	.75
372	F17: Scientific Interest	2.65	1.32	0.30	-1.09	.69
402	F17: Scientific Interest	3.12	1.29	-0.14	-1.13	.64
193	F18: Envious	2.74	1.04	0.05	-0.93	.73
223	F18: Envious	2.55	1.06	0.31	-0.89	.77
253	F18: Envious	2.24	1.01	0.62	-0.39	.78
283	F18: Envious	2.12	0.99	0.74	-0.10	.72
313	F18: Envious	2.43	1.08	0.51	-0.56	.58
343	F18: Envious	2.22	1.00	0.72	-0.14	.77
373	F18: Envious	2.00	0.92	0.93	0.64	.53
403	F18: Envious	2.43	1.05	0.38	-0.78	.58
194	F19: Independent	3.11	1.03	0.03	-0.69	.70
224	F19: Independent	3.08	1.04	-0.01	-0.72	.72
254	F19: Independent	3.14	1.13	-0.09	-0.97	.57
284	F19: Independent	2.32	0.95	0.67	0.14	.64
314	F19: Independent	2.46	1.01	0.52	-0.21	.52
344	F19: Independent	3.21	1.00	-0.09	-0.64	.67
374	F19: Independent	3.28	1.09	-0.24	-0.91	.50
404	F19: Independent	3.17	1.06	-0.06	-0.85	.52
195	F20: Angry Hostility	1.92	0.99	1.01	0.36	.76
225	F20: Angry Hostility	1.72	0.91	1.37	1.55	.78
255	F20: Angry Hostility	1.79	1.04	1.34	1.03	.75
285	F20: Angry Hostility	1.59	0.88	1.70	2.75	.81
315	F20: Angry Hostility	1.68	0.88	1.48	2.06	.77
345	F20: Angry Hostility	2.28	1.17	0.64	-0.69	.52
375	F20: Angry Hostility	1.59	0.76	1.53	3.04	.59
405	F20: Angry Hostility	1.80	0.98	1.33	1.26	.55
196	F21: High-Intensity Pleasure	3.15	1.28	-0.18	-1.08	.75
226	F21: High-Intensity Pleasure	3.00	1.34	-0.05	-1.22	.83
256	F21: High-Intensity Pleasure	3.46	1.28	-0.47	-0.93	.72
286	F21: High-Intensity Pleasure	3.63	1.27	-0.64	-0.68	.74
316	F21: High-Intensity Pleasure	3.03	1.25	-0.03	-1.05	.75
346	F21: High-Intensity Pleasure	2.90	1.42	0.06	-1.32	.75
376	F21: High-Intensity Pleasure	2.96	1.32	0.00	-1.18	.52
406	F21: High-Intensity Pleasure	3.60	1.11	-0.61	-0.40	.70
197	F22: Deliberation	4.10	0.85	-1.06	1.27	.70
227	F22: Deliberation	3.74	0.92	-0.66	0.05	.71
257	F22: Deliberation	4.01	0.90	-1.00	0.92	.61
287	F22: Deliberation	3.98	0.91	-0.91	0.67	.76

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317	F22: Deliberation	4.17	0.77	-1.09	2.01	.72
347	F22: Deliberation	3.82	0.93	-0.75	0.18	.78
377	F22: Deliberation	3.78	0.94	-0.70	0.11	.51
407	F22: Deliberation	3.95	0.90	-0.92	0.72	.60
198	F23: Cultured	3.65	1.16	-0.64	-0.46	.80
228	F23: Cultured	3.44	1.19	-0.43	-0.67	.80
258	F23: Cultured	3.26	1.20	-0.22	-0.83	.74
288	F23: Cultured	3.14	1.32	-0.17	-1.16	.78
318	F23: Cultured	3.78	1.11	-0.95	0.22	.78
348	F23: Cultured	3.41	1.23	-0.45	-0.82	.68
378	F23: Cultured	2.79	1.32	0.09	-1.20	.66
408	F23: Cultured	3.12	1.29	-0.16	-1.13	.60
199	F24: Influence Tactics	3.45	0.93	-0.33	-0.33	.62
229	F24: Influence Tactics	3.06	1.03	-0.04	-0.69	.73
259	F24: Influence Tactics	2.51	1.09	0.35	-0.76	.71
289	F24: Influence Tactics	2.97	1.01	-0.09	-0.70	.72
319	F24: Influence Tactics	3.07	0.93	-0.08	-0.41	.60
349	F24: Influence Tactics	2.14	1.01	0.68	-0.33	.40
379	F24: Influence Tactics	3.40	0.97	-0.34	-0.43	.48
409	F24: Influence Tactics	2.44	1.13	0.34	-0.89	.27
200	F25: Optimist	2.87	1.12	0.26	-0.75	.56
230	F25: Optimist	3.63	0.97	-0.49	-0.38	.65
260	F25: Optimist	3.91	1.00	-0.81	0.12	.78
290	F25: Optimist	3.87	1.03	-0.72	-0.15	.63
320	F25: Optimist	4.06	0.88	-0.98	0.91	.74
350	F25: Optimist	3.94	0.89	-0.78	0.46	.75
380	F25: Optimist	4.15	0.84	-1.07	1.34	.70
410	F25: Optimist	3.73	0.92	-0.54	0.01	.64
201	F26: Unconventional	3.55	0.99	-0.65	-0.14	.56
231	F26: Unconventional	2.74	1.03	0.30	-0.63	.64
261	F26: Unconventional	1.73	0.89	1.34	1.71	.52
291	F26: Unconventional	3.43	1.07	-0.59	-0.43	.58
321	F26: Unconventional	2.43	1.08	0.57	-0.34	.59
351	F26: Unconventional	2.65	1.06	0.34	-0.69	.72
381	F26: Unconventional	2.26	0.98	0.73	0.11	.45
411	F26: Unconventional	1.92	0.93	1.02	0.81	.40
202	F27: Spontaneous-Variety	2.91	1.08	0.17	-0.89	.69
232	F27: Spontaneous-Variety	3.18	1.09	-0.11	-0.89	.72
262	F27: Spontaneous-Variety	2.39	1.02	0.60	-0.17	.56
292	F27: Spontaneous-Variety	2.93	1.07	0.14	-0.70	.56
322	F27: Spontaneous-Variety	3.47	1.07	-0.43	-0.57	.68
352	F27: Spontaneous-Variety	2.92	1.04	0.22	-0.67	.46
382	F27: Spontaneous-Variety	2.99	1.04	0.08	-0.92	.33
412	F27: Spontaneous-Variety	3.21	0.96	-0.10	-0.55	.46

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203	F28: Activity	3.54	1.01	-0.47	-0.58	.52
233	F28: Activity	3.31	1.05	-0.27	-0.83	.53
263	F28: Activity	3.28	1.05	-0.27	-0.72	.56
293	F28: Activity	3.56	1.08	-0.38	-0.78	.56
323	F28: Activity	3.46	1.08	-0.22	-0.87	.49
353	F28: Activity	3.86	1.01	-0.72	-0.21	.46
383	F28: Activity	3.63	1.04	-0.54	-0.43	.47
413	F28: Activity	3.45	1.15	-0.40	-0.76	.37
204	F29: Well-Adjusted	4.76	0.54	-3.18	15.03	.60
234	F29: Well-Adjusted	4.64	0.63	-2.25	7.17	.60
264	F29: Well-Adjusted	4.39	0.75	-1.37	2.47	.48
294	F29: Well-Adjusted	4.77	0.54	-3.42	16.32	.60
324	F29: Well-Adjusted	4.62	0.64	-2.10	6.19	.54
354	F29: Well-Adjusted	4.47	0.72	-1.65	3.82	.48
384	F29: Well-Adjusted	4.56	0.65	-1.93	5.98	.51
414	F29: Well-Adjusted	4.60	0.60	-1.88	6.15	.56
205	F30: Imagination	3.80	1.09	-0.63	-0.52	.57
235	F30: Imagination	3.67	1.09	-0.61	-0.39	.72
265	F30: Imagination	3.59	1.13	-0.48	-0.61	.77
295	F30: Imagination	3.51	1.19	-0.51	-0.69	.64
325	F30: Imagination	3.36	1.08	-0.12	-0.73	.54
355	F30: Imagination	3.52	1.12	-0.43	-0.75	.63
385	F30: Imagination	3.59	1.15	-0.47	-0.68	.64
415	F30: Imagination	3.60	1.05	-0.48	-0.44	.64

Note. N = 4,678.

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Item Number	Facet Number: Name	*M*	*SD*	Skew	Kurtosis	ITC (Facet)
176	F1: Team Player	4.77	0.55	-3.60	18.11	.51
206	F1: Team Player	4.70	0.57	-2.63	10.45	.56
236	F1: Team Player	4.69	0.60	-2.67	10.36	.56
266	F1: Team Player	4.71	0.57	-2.81	11.86	.60
296	F1: Team Player	4.63	0.62	-2.24	8.07	.48
326	F1: Team Player	4.46	0.72	-1.61	3.59	.45
356	F1: Team Player	4.30	0.73	-1.28	2.88	.45
386	F1: Team Player	4.44	0.64	-1.32	3.85	.45
177	F2: Stress Under Pressure	2.04	0.95	0.88	0.28	.65
207	F2: Stress Under Pressure	1.89	1.07	1.08	0.23	.57
237	F2: Stress Under Pressure	2.12	1.02	0.71	-0.31	.63
267	F2: Stress Under Pressure	2.37	1.08	0.48	-0.68	.61
297	F2: Stress Under Pressure	1.66	0.88	1.40	1.59	.53
327	F2: Stress Under Pressure	2.22	1.04	0.65	-0.32	.55
357	F2: Stress Under Pressure	1.69	0.97	1.49	1.60	.55
387	F2: Stress Under Pressure	2.17	0.94	0.61	-0.08	.56
178	F3: Reserved	2.46	1.20	0.40	-0.96	.75
208	F3: Reserved	2.31	1.17	0.55	-0.72	.80
238	F3: Reserved	2.68	1.28	0.19	-1.16	.79
268	F3: Reserved	2.38	1.13	0.51	-0.66	.77
298	F3: Reserved	2.36	1.16	0.52	-0.73	.81
328	F3: Reserved	2.17	1.13	0.72	-0.44	.69
358	F3: Reserved	2.00	1.08	0.94	0.08	.69
388	F3: Reserved	2.94	0.96	0.12	-0.62	.53
179	F4: Achievement Striving	4.50	0.68	-1.69	4.43	.56
209	F4: Achievement Striving	4.38	0.75	-1.34	2.29	.54
239	F4: Achievement Striving	4.37	0.71	-1.16	2.01	.60
269	F4: Achievement Striving	4.45	0.79	-1.61	2.78	.53
299	F4: Achievement Striving	4.30	0.75	-1.17	1.91	.60
329	F4: Achievement Striving	3.97	0.83	-0.53	-0.02	.60
359	F4: Achievement Striving	4.09	0.81	-0.84	0.78	.60
389	F4: Achievement Striving	4.07	0.85	-0.87	0.64	.57
180	F5: Creative	4.21	0.80	-1.07	1.51	.65
210	F5: Creative	4.24	0.78	-1.03	1.32	.68
240	F5: Creative	4.21	0.83	-1.03	1.01	.69
270	F5: Creative	3.78	0.99	-0.61	-0.15	.60
300	F5: Creative	3.98	0.91	-0.92	0.73	.28
330	F5: Creative	4.17	0.90	-1.13	1.05	.39
360	F5: Creative	3.94	0.93	-0.84	0.45	.69
390	F5: Creative	4.08	0.85	-0.92	0.82	.77

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181	F6: Interpersonal Tactics	1.88	0.93	1.02	0.63	.53
211	F6: Interpersonal Tactics	1.81	0.92	1.12	0.89	.59
241	F6: Interpersonal Tactics	1.62	0.88	1.54	2.13	.55
271	F6: Interpersonal Tactics	1.88	0.90	0.98	0.64	.61
301	F6: Interpersonal Tactics	1.87	0.91	1.03	0.78	.67
331	F6: Interpersonal Tactics	2.62	1.20	0.28	-0.91	.49
361	F6: Interpersonal Tactics	1.75	0.89	1.31	1.63	.51
391	F6: Interpersonal Tactics	1.80	0.87	1.14	1.19	.67
182	F7: Pleasant	4.47	0.72	-1.66	3.90	.66
212	F7: Pleasant	4.35	0.70	-1.11	2.03	.71
242	F7: Pleasant	4.36	0.75	-1.25	2.04	.76
272	F7: Pleasant	4.41	0.72	-1.37	2.78	.73
302	F7: Pleasant	4.38	0.78	-1.53	3.05	.67
332	F7: Pleasant	4.36	0.68	-1.18	2.68	.57
362	F7: Pleasant	3.65	1.01	-0.45	-0.50	.46
392	F7: Pleasant	4.30	0.89	-1.32	1.30	.63
183	F8: Temperamental	1.91	0.90	0.97	0.57	.56
213	F8: Temperamental	2.46	1.06	0.37	-0.75	.56
243	F8: Temperamental	1.91	0.91	0.97	0.57	.68
273	F8: Temperamental	1.81	0.88	1.02	0.71	.59
303	F8: Temperamental	1.60	0.83	1.60	2.68	.65
333	F8: Temperamental	1.67	0.84	1.32	1.66	.56
363	F8: Temperamental	1.88	0.89	1.04	0.90	.66
393	F8: Temperamental	1.61	0.87	1.57	2.26	.50
184	F9: Dominance-Leader	3.63	0.95	-0.49	-0.21	.71
214	F9: Dominance-Leader	3.92	0.93	-0.70	0.11	.73
244	F9: Dominance-Leader	3.12	1.05	-0.09	-0.68	.71
274	F9: Dominance-Leader	3.48	1.07	-0.31	-0.59	.72
304	F9: Dominance-Leader	3.67	0.93	-0.47	-0.17	.74
334	F9: Dominance-Leader	2.72	1.06	0.27	-0.59	.63
364	F9: Dominance-Leader	4.17	0.88	-1.11	1.19	.65
394	F9: Dominance-Leader	3.03	1.00	-0.08	-0.57	.50
185	F10: Order	4.08	0.94	-0.98	0.53	.83
215	F10: Order	4.10	0.96	-1.03	0.53	.84
245	F10: Order	4.03	0.92	-0.83	0.21	.80
275	F10: Order	3.83	1.03	-0.65	-0.35	.74
305	F10: Order	2.95	1.12	0.04	-0.75	.53
335	F10: Order	4.28	0.74	-1.01	1.45	.52
365	F10: Order	4.22	0.85	-1.15	1.26	.60
395	F10: Order	4.12	0.92	-1.04	0.70	.76
186	F11: Reflective	3.26	1.20	-0.18	-0.97	.57
216	F11: Reflective	4.24	0.86	-1.14	1.17	.58
246	F11: Reflective	4.03	0.91	-0.89	0.53	.57
276	F11: Reflective	3.03	1.17	0.04	-0.94	.69

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306	F11: Reflective	3.32	1.17	-0.25	-0.93	.38
336	F11: Reflective	3.43	1.16	-0.35	-0.76	.57
366	F11: Reflective	3.02	1.19	-0.05	-0.94	.51
396	F11: Reflective	4.01	0.92	-0.98	0.85	.51
187	F12: Cynical View	3.29	1.01	-0.30	-0.69	.54
217	F12: Cynical View	2.65	1.00	0.34	-0.47	.63
247	F12: Cynical View	2.92	1.05	0.04	-0.84	.69
277	F12: Cynical View	2.52	0.97	0.44	-0.32	.56
307	F12: Cynical View	3.20	1.04	-0.31	-0.77	.66
337	F12: Cynical View	2.51	1.02	0.47	-0.39	.52
367	F12: Cynical View	2.35	1.03	0.50	-0.50	.51
397	F12: Cynical View	2.67	0.99	0.24	-0.61	.61
188	F13: Helpful Altruistic	4.44	0.68	-1.42	3.51	.63
218	F13: Helpful Altruistic	4.02	0.89	-0.87	0.56	.57
248	F13: Helpful Altruistic	4.33	0.79	-1.36	2.33	.65
278	F13: Helpful Altruistic	4.39	0.68	-1.22	2.75	.70
308	F13: Helpful Altruistic	4.13	0.84	-1.01	1.10	.67
338	F13: Helpful Altruistic	3.97	0.86	-0.79	0.59	.58
368	F13: Helpful Altruistic	4.14	0.80	-0.85	0.73	.70
398	F13: Helpful Altruistic	4.01	0.78	-0.68	0.66	.53
189	F14: Worry	3.44	1.17	-0.36	-0.86	.70
219	F14: Worry	3.25	1.23	-0.19	-1.07	.72
249	F14: Worry	2.55	1.13	0.42	-0.70	.73
279	F14: Worry	2.79	1.20	0.16	-1.00	.75
309	F14: Worry	2.89	1.17	0.11	-1.00	.71
339	F14: Worry	2.31	1.17	0.64	-0.53	.77
369	F14: Worry	2.55	1.21	0.37	-0.92	.75
399	F14: Worry	2.39	1.22	0.54	-0.80	.68
190	F15: Excitement Seeking	4.09	1.23	-1.25	0.43	.73
220	F15: Excitement Seeking	4.30	1.15	-1.69	1.82	.73
250	F15: Excitement Seeking	4.38	0.88	-1.62	2.55	.76
280	F15: Excitement Seeking	4.44	1.00	-2.01	3.41	.68
310	F15: Excitement Seeking	4.16	1.15	-1.31	0.73	.75
340	F15: Excitement Seeking	4.22	1.02	-1.33	1.12	.83
370	F15: Excitement Seeking	3.41	1.31	-0.38	-1.03	.58
400	F15: Excitement Seeking	3.91	1.07	-0.85	0.06	.71
191	F16: Self-Discipline	4.25	0.84	-1.16	1.16	.60
221	F16: Self-Discipline	4.10	0.89	-0.90	0.39	.64
251	F16: Self-Discipline	4.32	0.73	-1.12	1.77	.62
281	F16: Self-Discipline	4.33	0.80	-1.32	1.93	.57
311	F16: Self-Discipline	4.10	0.85	-0.96	0.86	.65
341	F16: Self-Discipline	3.45	1.15	-0.29	-0.91	.59
371	F16: Self-Discipline	3.86	0.97	-0.84	0.25	.59
401	F16: Self-Discipline	3.33	1.08	-0.29	-0.78	.59

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192	F17: Scientific Interest	3.41	1.27	-0.34	-1.04	.76
222	F17: Scientific Interest	3.72	1.18	-0.73	-0.39	.79
252	F17: Scientific Interest	3.38	1.26	-0.40	-0.91	.83
282	F17: Scientific Interest	3.51	1.25	-0.53	-0.75	.79
312	F17: Scientific Interest	3.48	1.33	-0.48	-0.98	.80
342	F17: Scientific Interest	3.98	1.08	-1.19	0.87	.76
372	F17: Scientific Interest	2.66	1.32	0.28	-1.09	.67
402	F17: Scientific Interest	3.23	1.31	-0.24	-1.11	.59
193	F18: Envious	2.47	1.06	0.26	-0.92	.75
223	F18: Envious	2.29	1.05	0.52	-0.69	.78
253	F18: Envious	2.01	0.99	0.84	0.01	.77
283	F18: Envious	1.90	0.95	0.96	0.30	.72
313	F18: Envious	2.18	1.07	0.68	-0.34	.58
343	F18: Envious	1.99	0.97	0.89	0.20	.77
373	F18: Envious	1.85	0.90	1.10	0.97	.56
403	F18: Envious	2.22	1.05	0.57	-0.55	.59
194	F19: Independent	2.91	1.01	0.16	-0.54	.66
224	F19: Independent	2.85	1.02	0.17	-0.54	.69
254	F19: Independent	2.95	1.12	0.09	-0.92	.56
284	F19: Independent	2.09	0.89	0.74	0.40	.59
314	F19: Independent	2.32	0.96	0.55	0.00	.54
344	F19: Independent	3.01	1.01	0.00	-0.61	.64
374	F19: Independent	3.18	1.13	-0.12	-0.93	.45
404	F19: Independent	3.08	1.06	0.00	-0.81	.48
195	F20: Angry Hostility	1.73	0.90	1.27	1.25	.74
225	F20: Angry Hostility	1.55	0.81	1.67	2.86	.77
255	F20: Angry Hostility	1.63	0.95	1.62	2.10	.73
285	F20: Angry Hostility	1.42	0.74	2.17	5.23	.79
315	F20: Angry Hostility	1.51	0.77	1.81	3.75	.77
345	F20: Angry Hostility	2.04	1.10	0.92	-0.10	.53
375	F20: Angry Hostility	1.43	0.67	1.87	4.60	.60
405	F20: Angry Hostility	1.60	0.87	1.68	2.74	.55
196	F21: High-Intensity Pleasure	3.03	1.29	-0.09	-1.11	.73
226	F21: High-Intensity Pleasure	2.69	1.29	0.20	-1.10	.79
256	F21: High-Intensity Pleasure	3.35	1.30	-0.39	-0.99	.70
286	F21: High-Intensity Pleasure	3.35	1.31	-0.35	-1.01	.73
316	F21: High-Intensity Pleasure	2.83	1.22	0.10	-0.97	.70
346	F21: High-Intensity Pleasure	2.46	1.33	0.45	-1.01	.69
376	F21: High-Intensity Pleasure	2.80	1.30	0.13	-1.12	.50
406	F21: High-Intensity Pleasure	3.51	1.13	-0.52	-0.47	.64
197	F22: Deliberation	4.24	0.80	-1.16	1.62	.68
227	F22: Deliberation	3.91	0.88	-0.73	0.27	.70
257	F22: Deliberation	4.16	0.84	-1.08	1.25	.62
287	F22: Deliberation	4.15	0.85	-1.03	1.05	.75

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317	F22: Deliberation	4.29	0.73	-1.13	2.12	.71
347	F22: Deliberation	4.01	0.90	-0.87	0.48	.77
377	F22: Deliberation	3.95	0.90	-0.80	0.43	.55
407	F22: Deliberation	4.15	0.86	-1.05	1.01	.59
198	F23: Cultured	3.66	1.09	-0.59	-0.34	.77
228	F23: Cultured	3.39	1.14	-0.37	-0.53	.78
258	F23: Cultured	3.32	1.14	-0.22	-0.66	.72
288	F23: Cultured	3.15	1.29	-0.19	-1.06	.77
318	F23: Cultured	3.77	1.08	-0.88	0.17	.77
348	F23: Cultured	3.43	1.21	-0.44	-0.79	.68
378	F23: Cultured	2.73	1.28	0.15	-1.10	.62
408	F23: Cultured	3.02	1.31	-0.07	-1.15	.60
199	F24: Influence Tactics	3.41	0.93	-0.30	-0.26	.61
229	F24: Influence Tactics	2.92	1.06	0.02	-0.65	.72
259	F24: Influence Tactics	2.35	1.10	0.51	-0.59	.71
289	F24: Influence Tactics	2.86	1.03	-0.06	-0.66	.71
319	F24: Influence Tactics	3.00	0.93	-0.04	-0.23	.57
349	F24: Influence Tactics	2.00	1.00	0.84	-0.01	.40
379	F24: Influence Tactics	3.38	0.98	-0.35	-0.31	.45
409	F24: Influence Tactics	2.30	1.08	0.45	-0.70	.27
200	F25: Optimist	2.91	1.11	0.18	-0.71	.49
230	F25: Optimist	3.78	0.93	-0.60	-0.08	.59
260	F25: Optimist	3.97	0.95	-0.82	0.29	.70
290	F25: Optimist	3.89	1.02	-0.70	-0.18	.59
320	F25: Optimist	4.20	0.82	-1.09	1.35	.68
350	F25: Optimist	4.05	0.85	-0.87	0.73	.70
380	F25: Optimist	4.24	0.80	-1.10	1.43	.67
410	F25: Optimist	3.81	0.90	-0.55	0.09	.57
201	F26: Unconventional	2.93	1.12	-0.16	-0.98	.59
231	F26: Unconventional	2.23	0.95	0.64	0.01	.61
261	F26: Unconventional	1.53	0.78	1.70	3.17	.53
291	F26: Unconventional	2.73	1.17	0.05	-1.14	.63
321	F26: Unconventional	2.10	0.99	0.83	0.35	.53
351	F26: Unconventional	2.15	0.97	0.71	0.03	.67
381	F26: Unconventional	2.03	0.92	0.87	0.49	.46
411	F26: Unconventional	1.86	0.91	1.07	0.94	.41
202	F27: Spontaneous-Variety	2.76	1.08	0.24	-0.81	.65
232	F27: Spontaneous-Variety	3.11	1.11	-0.06	-0.88	.69
262	F27: Spontaneous-Variety	2.42	1.07	0.49	-0.43	.55
292	F27: Spontaneous-Variety	2.92	1.08	0.09	-0.71	.46
322	F27: Spontaneous-Variety	3.36	1.10	-0.33	-0.66	.66
352	F27: Spontaneous-Variety	2.77	1.03	0.30	-0.50	.37
382	F27: Spontaneous-Variety	2.99	1.07	0.06	-0.85	.29
412	F27: Spontaneous-Variety	3.27	0.97	-0.17	-0.45	.42

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203	F28: Activity	3.76	1.01	-0.74	-0.10	.56
233	F28: Activity	3.54	1.07	-0.48	-0.62	.58
263	F28: Activity	3.44	1.08	-0.38	-0.64	.59
293	F28: Activity	3.69	1.10	-0.53	-0.64	.56
323	F28: Activity	3.40	1.13	-0.17	-0.89	.48
353	F28: Activity	3.82	1.07	-0.69	-0.34	.47
383	F28: Activity	3.67	1.06	-0.54	-0.51	.49
413	F28: Activity	3.71	1.11	-0.62	-0.47	.45
204	F29: Well-Adjusted	4.75	0.55	-3.04	13.49	.61
234	F29: Well-Adjusted	4.64	0.64	-2.26	6.89	.60
264	F29: Well-Adjusted	4.41	0.75	-1.38	2.36	.47
294	F29: Well-Adjusted	4.84	0.48	-4.46	26.57	.58
324	F29: Well-Adjusted	4.75	0.55	-3.03	13.01	.53
354	F29: Well-Adjusted	4.34	0.79	-1.35	2.24	.45
384	F29: Well-Adjusted	4.63	0.66	-2.47	8.45	.44
414	F29: Well-Adjusted	4.72	0.55	-2.71	11.43	.56
205	F30: Imagination	3.88	1.06	-0.76	-0.19	.53
235	F30: Imagination	3.64	1.11	-0.54	-0.46	.72
265	F30: Imagination	3.44	1.17	-0.32	-0.80	.75
295	F30: Imagination	3.46	1.22	-0.44	-0.79	.67
325	F30: Imagination	3.46	1.06	-0.23	-0.61	.47
355	F30: Imagination	3.28	1.18	-0.22	-0.94	.63
385	F30: Imagination	3.39	1.20	-0.31	-0.88	.64
415	F30: Imagination	3.43	1.09	-0.33	-0.61	.51

Note. $N = 16{,}398$.

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Item Number	Facet Number: Name	*M*	*SD*	Skew	Kurtosis	ITC (Facet)
176	F1: Team Player	4.87	0.58	-5.64	33.44	.60
206	F1: Team Player	4.80	0.55	-4.14	22.30	.70
236	F1: Team Player	4.78	0.58	-3.88	19.36	.68
266	F1: Team Player	4.81	0.56	-4.27	22.67	.71
296	F1: Team Player	4.60	0.65	-2.29	8.22	.57
326	F1: Team Player	4.64	0.62	-2.47	9.26	.63
356	F1: Team Player	4.44	0.71	-1.72	4.82	.54
386	F1: Team Player	4.42	0.67	-1.54	4.86	.53
177	F2: Stress Under Pressure	1.56	0.80	1.79	3.84	.64
207	F2: Stress Under Pressure	1.53	0.86	1.85	3.21	.60
237	F2: Stress Under Pressure	1.59	0.82	1.59	2.73	.64
267	F2: Stress Under Pressure	1.85	0.94	1.11	0.79	.62
297	F2: Stress Under Pressure	1.35	0.69	2.50	7.53	.61
327	F2: Stress Under Pressure	1.69	0.85	1.35	1.84	.60
357	F2: Stress Under Pressure	1.35	0.73	2.59	7.53	.62
387	F2: Stress Under Pressure	1.77	0.82	1.16	1.72	.59
178	F3: Reserved	2.19	1.06	0.68	-0.36	.67
208	F3: Reserved	1.97	1.01	0.94	0.23	.74
238	F3: Reserved	2.51	1.17	0.35	-0.89	.72
268	F3: Reserved	2.15	1.01	0.76	0.05	.70
298	F3: Reserved	2.16	1.04	0.73	-0.14	.77
328	F3: Reserved	1.91	1.01	0.96	0.16	.67
358	F3: Reserved	1.78	0.95	1.23	1.06	.67
388	F3: Reserved	2.85	0.89	0.16	-0.36	.43
179	F4: Achievement Striving	4.64	0.63	-2.58	10.03	.61
209	F4: Achievement Striving	4.56	0.67	-1.97	5.87	.63
239	F4: Achievement Striving	4.60	0.63	-2.21	7.98	.68
269	F4: Achievement Striving	4.62	0.68	-2.31	7.06	.62
299	F4: Achievement Striving	4.41	0.74	-1.53	3.31	.66
329	F4: Achievement Striving	4.29	0.75	-1.08	1.63	.69
359	F4: Achievement Striving	4.31	0.73	-1.24	2.60	.66
389	F4: Achievement Striving	4.36	0.74	-1.41	3.06	.65
180	F5: Creative	4.36	0.76	-1.50	3.45	.68
210	F5: Creative	4.45	0.72	-1.64	4.09	.72
240	F5: Creative	4.45	0.75	-1.67	3.66	.74
270	F5: Creative	3.93	0.94	-0.70	0.08	.62
300	F5: Creative	4.00	0.89	-0.94	0.91	.37
330	F5: Creative	4.31	0.81	-1.36	2.27	.49
360	F5: Creative	4.09	0.86	-0.95	1.01	.70
390	F5: Creative	4.30	0.78	-1.27	2.20	.79

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181	F6: Interpersonal Tactics	1.75	0.89	1.23	1.25	.55
211	F6: Interpersonal Tactics	1.65	0.85	1.43	2.01	.60
241	F6: Interpersonal Tactics	1.50	0.80	1.87	3.66	.59
271	F6: Interpersonal Tactics	1.72	0.85	1.25	1.53	.61
301	F6: Interpersonal Tactics	1.63	0.81	1.39	2.06	.71
331	F6: Interpersonal Tactics	2.23	1.15	0.62	-0.58	.49
361	F6: Interpersonal Tactics	1.47	0.75	1.95	4.49	.57
391	F6: Interpersonal Tactics	1.63	0.80	1.41	2.19	.68
182	F7: Pleasant	4.55	0.67	-2.03	6.35	.70
212	F7: Pleasant	4.51	0.67	-1.77	5.21	.75
242	F7: Pleasant	4.48	0.69	-1.61	4.02	.78
272	F7: Pleasant	4.56	0.68	-2.11	6.69	.75
302	F7: Pleasant	4.56	0.69	-2.18	6.77	.71
332	F7: Pleasant	4.52	0.65	-1.68	4.82	.67
362	F7: Pleasant	3.91	0.89	-0.69	0.24	.52
392	F7: Pleasant	4.49	0.79	-1.84	3.70	.64
183	F8: Temperamental	1.67	0.82	1.40	2.23	.61
213	F8: Temperamental	2.13	0.98	0.63	-0.34	.60
243	F8: Temperamental	1.70	0.83	1.28	1.67	.73
273	F8: Temperamental	1.48	0.73	1.89	4.52	.65
303	F8: Temperamental	1.38	0.70	2.43	7.29	.69
333	F8: Temperamental	1.43	0.71	2.05	5.20	.64
363	F8: Temperamental	1.68	0.82	1.39	2.20	.69
393	F8: Temperamental	1.30	0.65	2.89	10.24	.60
184	F9: Dominance-Leader	3.82	0.87	-0.68	0.48	.66
214	F9: Dominance-Leader	4.24	0.78	-1.01	1.34	.64
244	F9: Dominance-Leader	3.22	1.02	-0.22	-0.49	.66
274	F9: Dominance-Leader	3.79	0.95	-0.57	0.00	.71
304	F9: Dominance-Leader	3.88	0.84	-0.63	0.42	.72
334	F9: Dominance-Leader	2.83	1.04	0.10	-0.62	.59
364	F9: Dominance-Leader	4.40	0.75	-1.46	2.90	.58
394	F9: Dominance-Leader	3.00	1.00	-0.16	-0.45	.47
185	F10: Order	4.31	0.83	-1.33	1.93	.83
215	F10: Order	4.32	0.85	-1.39	1.96	.85
245	F10: Order	4.28	0.80	-1.20	1.60	.81
275	F10: Order	4.07	0.93	-0.94	0.48	.76
305	F10: Order	3.05	1.13	-0.01	-0.80	.49
335	F10: Order	4.33	0.72	-1.21	2.53	.56
365	F10: Order	4.51	0.72	-1.85	4.54	.62
395	F10: Order	4.42	0.78	-1.64	3.43	.74
186	F11: Reflective	3.12	1.11	-0.11	-0.76	.53
216	F11: Reflective	4.23	0.82	-1.14	1.59	.52
246	F11: Reflective	3.80	0.95	-0.67	0.16	.57
276	F11: Reflective	2.98	1.11	0.01	-0.75	.67

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306	F11: Reflective	2.90	1.17	0.09	-0.94	.35
336	F11: Reflective	3.08	1.17	-0.11	-0.87	.51
366	F11: Reflective	3.09	1.14	-0.14	-0.76	.49
396	F11: Reflective	4.07	0.86	-1.00	1.23	.44
187	F12: Cynical View	3.08	1.00	-0.16	-0.80	.54
217	F12: Cynical View	2.26	0.92	0.50	-0.09	.66
247	F12: Cynical View	2.56	1.02	0.27	-0.72	.71
277	F12: Cynical View	2.23	0.91	0.59	0.05	.63
307	F12: Cynical View	2.81	1.08	-0.04	-1.00	.67
337	F12: Cynical View	2.10	0.90	0.70	0.23	.59
367	F12: Cynical View	1.97	0.89	0.83	0.42	.54
397	F12: Cynical View	2.22	0.92	0.54	-0.13	.67
188	F13: Helpful Altruistic	4.46	0.68	-1.61	4.48	.67
218	F13: Helpful Altruistic	4.05	0.84	-0.91	1.00	.59
248	F13: Helpful Altruistic	4.40	0.75	-1.59	3.64	.68
278	F13: Helpful Altruistic	4.46	0.66	-1.46	4.03	.74
308	F13: Helpful Altruistic	4.18	0.77	-1.04	1.73	.69
338	F13: Helpful Altruistic	4.17	0.76	-1.00	1.74	.64
368	F13: Helpful Altruistic	4.24	0.76	-1.00	1.42	.73
398	F13: Helpful Altruistic	4.20	0.75	-0.92	1.40	.62
189	F14: Worry	2.89	1.13	0.08	-0.89	.67
219	F14: Worry	2.75	1.16	0.23	-0.90	.68
249	F14: Worry	2.01	0.95	0.88	0.39	.71
279	F14: Worry	2.24	1.04	0.56	-0.42	.71
309	F14: Worry	2.32	1.06	0.63	-0.31	.68
339	F14: Worry	1.80	0.94	1.20	1.05	.74
369	F14: Worry	2.00	1.05	0.96	0.20	.72
399	F14: Worry	1.83	1.01	1.25	0.92	.67
190	F15: Excitement Seeking	3.71	1.39	-0.77	-0.74	.75
220	F15: Excitement Seeking	3.96	1.33	-1.11	-0.06	.78
250	F15: Excitement Seeking	4.11	1.03	-1.21	0.98	.80
280	F15: Excitement Seeking	4.20	1.14	-1.49	1.36	.73
310	F15: Excitement Seeking	3.85	1.26	-0.88	-0.34	.78
340	F15: Excitement Seeking	3.89	1.17	-0.92	-0.03	.85
370	F15: Excitement Seeking	3.15	1.35	-0.19	-1.21	.63
400	F15: Excitement Seeking	3.53	1.18	-0.55	-0.54	.72
191	F16: Self-Discipline	4.58	0.67	-2.08	6.37	.62
221	F16: Self-Discipline	4.47	0.71	-1.66	4.07	.66
251	F16: Self-Discipline	4.51	0.67	-1.75	5.00	.67
281	F16: Self-Discipline	4.51	0.71	-1.89	4.99	.65
311	F16: Self-Discipline	4.40	0.73	-1.49	3.28	.71
341	F16: Self-Discipline	3.94	1.03	-0.81	-0.09	.55
371	F16: Self-Discipline	4.25	0.85	-1.36	2.23	.59
401	F16: Self-Discipline	4.00	0.89	-0.91	0.74	.58

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192	F17: Scientific Interest	3.63	1.18	-0.56	-0.64	.80
222	F17: Scientific Interest	3.92	1.10	-0.95	0.19	.83
252	F17: Scientific Interest	3.67	1.18	-0.68	-0.42	.86
282	F17: Scientific Interest	3.61	1.20	-0.62	-0.49	.83
312	F17: Scientific Interest	3.57	1.22	-0.56	-0.67	.83
342	F17: Scientific Interest	4.09	1.00	-1.30	1.47	.78
372	F17: Scientific Interest	2.91	1.32	0.03	-1.13	.71
402	F17: Scientific Interest	3.58	1.21	-0.61	-0.57	.64
193	F18: Envious	2.05	1.00	0.67	-0.44	.73
223	F18: Envious	1.88	0.94	0.97	0.32	.80
253	F18: Envious	1.68	0.86	1.36	1.64	.80
283	F18: Envious	1.57	0.80	1.56	2.54	.74
313	F18: Envious	1.71	0.88	1.28	1.34	.65
343	F18: Envious	1.70	0.87	1.35	1.67	.78
373	F18: Envious	1.60	0.81	1.54	2.59	.60
403	F18: Envious	1.87	0.94	0.95	0.30	.63
194	F19: Independent	2.79	0.93	0.18	-0.29	.63
224	F19: Independent	2.71	0.94	0.18	-0.32	.68
254	F19: Independent	2.91	1.05	0.08	-0.77	.49
284	F19: Independent	1.90	0.83	0.89	0.88	.53
314	F19: Independent	2.29	0.93	0.47	-0.02	.54
344	F19: Independent	3.08	1.00	-0.04	-0.49	.59
374	F19: Independent	3.04	1.13	-0.05	-0.88	.45
404	F19: Independent	2.85	1.04	0.13	-0.63	.50
195	F20: Angry Hostility	1.51	0.77	1.83	3.88	.74
225	F20: Angry Hostility	1.38	0.69	2.34	6.89	.78
255	F20: Angry Hostility	1.38	0.75	2.42	6.57	.74
285	F20: Angry Hostility	1.25	0.61	3.33	13.81	.81
315	F20: Angry Hostility	1.32	0.66	2.79	9.90	.79
345	F20: Angry Hostility	1.90	1.01	1.07	0.46	.53
375	F20: Angry Hostility	1.27	0.59	3.11	13.09	.71
405	F20: Angry Hostility	1.43	0.76	2.26	5.84	.59
196	F21: High-Intensity Pleasure	2.70	1.23	0.16	-1.02	.73
226	F21: High-Intensity Pleasure	2.49	1.19	0.35	-0.85	.81
256	F21: High-Intensity Pleasure	2.92	1.27	-0.03	-1.12	.75
286	F21: High-Intensity Pleasure	3.22	1.26	-0.29	-0.96	.70
316	F21: High-Intensity Pleasure	2.73	1.16	0.18	-0.82	.71
346	F21: High-Intensity Pleasure	2.25	1.20	0.60	-0.72	.67
376	F21: High-Intensity Pleasure	2.53	1.23	0.35	-0.94	.57
406	F21: High-Intensity Pleasure	3.30	1.13	-0.36	-0.60	.58
197	F22: Deliberation	4.41	0.72	-1.56	3.80	.71
227	F22: Deliberation	4.10	0.79	-0.94	1.28	.70
257	F22: Deliberation	4.31	0.78	-1.37	2.56	.65
287	F22: Deliberation	4.36	0.75	-1.43	2.98	.76

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317	F22: Deliberation	4.45	0.66	-1.49	4.21	.75
347	F22: Deliberation	4.23	0.79	-1.20	2.06	.77
377	F22: Deliberation	4.17	0.80	-1.02	1.44	.62
407	F22: Deliberation	4.41	0.76	-1.55	3.29	.61
198	F23: Cultured	3.79	1.01	-0.67	-0.02	.78
228	F23: Cultured	3.51	1.08	-0.43	-0.33	.80
258	F23: Cultured	3.50	1.06	-0.31	-0.41	.73
288	F23: Cultured	3.39	1.19	-0.41	-0.72	.80
318	F23: Cultured	3.91	0.97	-0.95	0.66	.78
348	F23: Cultured	3.60	1.11	-0.64	-0.29	.72
378	F23: Cultured	2.85	1.22	0.05	-0.95	.66
408	F23: Cultured	3.11	1.25	-0.16	-1.01	.64
199	F24: Influence Tactics	3.49	0.90	-0.42	0.05	.56
229	F24: Influence Tactics	2.98	1.03	-0.14	-0.51	.71
259	F24: Influence Tactics	2.45	1.12	0.33	-0.86	.71
289	F24: Influence Tactics	3.01	1.01	-0.23	-0.50	.68
319	F24: Influence Tactics	3.08	0.89	-0.23	0.10	.59
349	F24: Influence Tactics	1.79	0.91	1.09	0.61	.38
379	F24: Influence Tactics	3.47	0.92	-0.43	-0.02	.42
409	F24: Influence Tactics	2.03	1.02	0.71	-0.32	.30
200	F25: Optimist	3.07	1.05	0.05	-0.63	.38
230	F25: Optimist	3.93	0.83	-0.73	0.62	.58
260	F25: Optimist	4.22	0.81	-1.10	1.48	.69
290	F25: Optimist	4.12	0.89	-0.91	0.50	.59
320	F25: Optimist	4.37	0.73	-1.37	2.98	.69
350	F25: Optimist	4.24	0.76	-1.11	2.00	.67
380	F25: Optimist	4.42	0.71	-1.51	3.69	.68
410	F25: Optimist	4.12	0.84	-1.08	1.67	.59
201	F26: Unconventional	2.52	1.11	0.21	-1.02	.64
231	F26: Unconventional	2.03	0.93	0.80	0.25	.68
261	F26: Unconventional	1.43	0.71	2.02	4.97	.59
291	F26: Unconventional	2.33	1.12	0.42	-0.94	.70
321	F26: Unconventional	1.92	0.94	0.99	0.70	.59
351	F26: Unconventional	1.92	0.91	0.96	0.64	.72
381	F26: Unconventional	1.74	0.81	1.19	1.64	.53
411	F26: Unconventional	1.70	0.85	1.30	1.75	.44
202	F27: Spontaneous-Variety	2.51	0.99	0.39	-0.55	.60
232	F27: Spontaneous-Variety	3.09	1.05	-0.14	-0.77	.65
262	F27: Spontaneous-Variety	2.25	1.03	0.65	-0.10	.55
292	F27: Spontaneous-Variety	2.83	1.03	0.14	-0.53	.45
322	F27: Spontaneous-Variety	3.37	1.03	-0.40	-0.45	.62
352	F27: Spontaneous-Variety	2.48	0.99	0.43	-0.18	.38
382	F27: Spontaneous-Variety	2.75	1.04	0.23	-0.69	.33
412	F27: Spontaneous-Variety	3.04	0.98	-0.03	-0.50	.39

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203	F28: Activity	3.95	0.92	-0.96	0.69	.57
233	F28: Activity	3.79	1.00	-0.73	-0.06	.56
263	F28: Activity	3.76	0.99	-0.73	0.10	.62
293	F28: Activity	3.66	1.06	-0.52	-0.53	.60
323	F28: Activity	3.43	1.13	-0.19	-0.87	.45
353	F28: Activity	3.88	1.05	-0.80	-0.04	.46
383	F28: Activity	3.86	0.94	-0.74	0.18	.51
413	F28: Activity	3.74	1.00	-0.60	-0.21	.51
204	F29: Well-Adjusted	4.71	0.60	-3.07	13.43	.69
234	F29: Well-Adjusted	4.53	0.70	-1.87	4.88	.64
264	F29: Well-Adjusted	4.37	0.76	-1.36	2.53	.51
294	F29: Well-Adjusted	4.85	0.53	-5.03	30.14	.66
324	F29: Well-Adjusted	4.82	0.54	-4.37	24.16	.66
354	F29: Well-Adjusted	4.19	0.83	-1.18	1.89	.46
384	F29: Well-Adjusted	4.78	0.57	-3.86	19.11	.62
414	F29: Well-Adjusted	4.81	0.53	-4.26	23.90	.67
205	F30: Imagination	3.73	1.04	-0.62	-0.27	.52
235	F30: Imagination	3.23	1.13	-0.21	-0.70	.70
265	F30: Imagination	2.98	1.13	0.00	-0.75	.75
295	F30: Imagination	3.00	1.22	-0.06	-0.95	.65
325	F30: Imagination	3.41	1.02	-0.19	-0.44	.44
355	F30: Imagination	2.64	1.14	0.29	-0.83	.59
385	F30: Imagination	3.02	1.17	-0.04	-0.85	.64
415	F30: Imagination	3.17	1.07	-0.16	-0.65	.56

Note. $N = 4{,}917$.

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RESERVES

Item Number	Facet Number: Name	*M*	*SD*	Skew	Kurtosis	ITC (Facet)
176	F1: Team Player	4.92	0.39	-7.50	66.11	.47
206	F1: Team Player	4.85	0.45	-4.33	26.70	.57
236	F1: Team Player	4.82	0.49	-4.08	23.28	.52
266	F1: Team Player	4.85	0.47	-4.67	29.39	.56
296	F1: Team Player	4.63	0.61	-2.21	8.02	.44
326	F1: Team Player	4.70	0.56	-2.37	8.85	.52
356	F1: Team Player	4.52	0.64	-1.63	4.52	.51
386	F1: Team Player	4.47	0.63	-1.45	4.54	.43
177	F2: Stress Under Pressure	1.51	0.73	1.63	2.87	.59
207	F2: Stress Under Pressure	1.53	0.83	1.76	2.96	.53
237	F2: Stress Under Pressure	1.55	0.79	1.60	2.63	.60
267	F2: Stress Under Pressure	1.81	0.90	1.08	0.71	.57
297	F2: Stress Under Pressure	1.31	0.63	2.51	7.81	.52
327	F2: Stress Under Pressure	1.63	0.82	1.44	2.12	.56
357	F2: Stress Under Pressure	1.29	0.66	2.80	9.11	.53
387	F2: Stress Under Pressure	1.72	0.76	1.10	1.72	.52
178	F3: Reserved	2.20	1.07	0.63	-0.50	.65
208	F3: Reserved	1.95	0.97	0.88	0.13	.72
238	F3: Reserved	2.53	1.19	0.37	-0.86	.70
268	F3: Reserved	2.13	1.00	0.76	0.02	.70
298	F3: Reserved	2.18	1.05	0.72	-0.19	.72
328	F3: Reserved	1.87	1.01	1.04	0.30	.66
358	F3: Reserved	1.75	0.95	1.26	1.07	.68
388	F3: Reserved	2.88	0.88	0.07	-0.25	.41
179	F4: Achievement Striving	4.68	0.57	-2.50	10.52	.50
209	F4: Achievement Striving	4.60	0.61	-1.80	4.69	.54
239	F4: Achievement Striving	4.67	0.54	-1.81	5.34	.59
269	F4: Achievement Striving	4.67	0.59	-2.21	7.00	.49
299	F4: Achievement Striving	4.48	0.67	-1.55	4.09	.54
329	F4: Achievement Striving	4.36	0.71	-1.07	1.69	.63
359	F4: Achievement Striving	4.42	0.66	-1.16	2.36	.61
389	F4: Achievement Striving	4.45	0.68	-1.44	3.35	.61
180	F5: Creative	4.42	0.73	-1.55	3.70	.60
210	F5: Creative	4.51	0.66	-1.51	3.58	.68
240	F5: Creative	4.49	0.72	-1.62	3.40	.69
270	F5: Creative	4.00	0.92	-0.75	0.19	.58
300	F5: Creative	4.01	0.92	-0.98	0.85	.30
330	F5: Creative	4.41	0.71	-1.35	2.81	.47
360	F5: Creative	4.14	0.84	-1.01	1.17	.68
390	F5: Creative	4.36	0.74	-1.28	2.32	.76

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181	F6: Interpersonal Tactics	1.69	0.87	1.30	1.47	.49
211	F6: Interpersonal Tactics	1.61	0.83	1.47	2.04	.58
241	F6: Interpersonal Tactics	1.47	0.80	1.88	3.62	.56
271	F6: Interpersonal Tactics	1.66	0.82	1.29	1.58	.61
301	F6: Interpersonal Tactics	1.60	0.79	1.45	2.44	.67
331	F6: Interpersonal Tactics	2.20	1.15	0.65	-0.59	.50
361	F6: Interpersonal Tactics	1.45	0.74	2.05	5.12	.53
391	F6: Interpersonal Tactics	1.58	0.76	1.40	2.04	.66
182	F7: Pleasant	4.62	0.63	-2.17	7.23	.63
212	F7: Pleasant	4.59	0.61	-1.68	4.55	.73
242	F7: Pleasant	4.54	0.65	-1.69	4.57	.75
272	F7: Pleasant	4.61	0.61	-1.98	6.46	.73
302	F7: Pleasant	4.60	0.63	-2.01	6.14	.67
332	F7: Pleasant	4.57	0.61	-1.71	5.41	.64
362	F7: Pleasant	3.96	0.88	-0.67	0.12	.47
392	F7: Pleasant	4.56	0.73	-1.96	4.40	.60
183	F8: Temperamental	1.61	0.77	1.41	2.39	.56
213	F8: Temperamental	2.08	0.98	0.73	-0.17	.62
243	F8: Temperamental	1.64	0.80	1.33	1.74	.70
273	F8: Temperamental	1.44	0.68	1.78	3.86	.62
303	F8: Temperamental	1.32	0.63	2.56	8.39	.69
333	F8: Temperamental	1.40	0.69	2.13	5.71	.58
363	F8: Temperamental	1.63	0.78	1.42	2.36	.66
393	F8: Temperamental	1.26	0.58	2.90	10.80	.48
184	F9: Dominance-Leader	3.83	0.84	-0.62	0.49	.66
214	F9: Dominance-Leader	4.26	0.76	-0.92	0.90	.63
244	F9: Dominance-Leader	3.18	1.05	-0.23	-0.58	.63
274	F9: Dominance-Leader	3.86	0.96	-0.58	-0.19	.71
304	F9: Dominance-Leader	3.90	0.83	-0.61	0.30	.73
334	F9: Dominance-Leader	2.83	1.05	0.16	-0.56	.60
364	F9: Dominance-Leader	4.43	0.73	-1.43	2.83	.55
394	F9: Dominance-Leader	2.90	1.01	-0.10	-0.49	.42
185	F10: Order	4.41	0.76	-1.43	2.46	.80
215	F10: Order	4.42	0.78	-1.48	2.35	.82
245	F10: Order	4.40	0.74	-1.23	1.58	.77
275	F10: Order	4.17	0.89	-1.07	0.92	.73
305	F10: Order	3.14	1.11	-0.13	-0.74	.49
335	F10: Order	4.42	0.66	-1.13	2.11	.50
365	F10: Order	4.57	0.70	-2.06	5.47	.53
395	F10: Order	4.50	0.72	-1.67	3.38	.72
186	F11: Reflective	3.14	1.11	-0.09	-0.76	.53
216	F11: Reflective	4.31	0.78	-1.09	1.19	.51
246	F11: Reflective	3.85	0.92	-0.61	-0.01	.55
276	F11: Reflective	3.06	1.09	-0.04	-0.72	.69

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306	F11: Reflective	2.88	1.18	0.08	-0.96	.35
336	F11: Reflective	3.11	1.18	-0.17	-0.82	.48
366	F11: Reflective	3.22	1.12	-0.25	-0.65	.47
396	F11: Reflective	4.15	0.82	-1.01	1.31	.42
187	F12: Cynical View	3.06	1.01	-0.13	-0.72	.56
217	F12: Cynical View	2.21	0.93	0.48	-0.24	.67
247	F12: Cynical View	2.51	1.05	0.35	-0.64	.71
277	F12: Cynical View	2.22	0.94	0.57	-0.10	.64
307	F12: Cynical View	2.76	1.09	0.04	-0.97	.68
337	F12: Cynical View	2.14	0.92	0.62	-0.04	.58
367	F12: Cynical View	1.95	0.90	0.82	0.26	.57
397	F12: Cynical View	2.16	0.93	0.58	-0.10	.63
188	F13: Helpful Altruistic	4.51	0.65	-1.58	4.44	.62
218	F13: Helpful Altruistic	4.08	0.85	-0.92	0.82	.57
248	F13: Helpful Altruistic	4.44	0.75	-1.70	3.93	.65
278	F13: Helpful Altruistic	4.52	0.61	-1.46	4.33	.71
308	F13: Helpful Altruistic	4.23	0.77	-1.05	1.54	.70
338	F13: Helpful Altruistic	4.22	0.74	-0.93	1.39	.64
368	F13: Helpful Altruistic	4.27	0.76	-0.96	1.04	.69
398	F13: Helpful Altruistic	4.25	0.74	-0.98	1.44	.58
189	F14: Worry	2.87	1.17	0.05	-1.01	.68
219	F14: Worry	2.73	1.18	0.21	-0.97	.68
249	F14: Worry	1.99	0.97	0.86	0.14	.69
279	F14: Worry	2.21	1.03	0.60	-0.40	.71
309	F14: Worry	2.32	1.09	0.53	-0.63	.70
339	F14: Worry	1.75	0.92	1.20	0.98	.71
369	F14: Worry	1.97	1.06	0.91	-0.06	.73
399	F14: Worry	1.81	0.99	1.14	0.52	.62
190	F15: Excitement Seeking	3.67	1.38	-0.72	-0.79	.73
220	F15: Excitement Seeking	3.96	1.32	-1.10	-0.03	.75
250	F15: Excitement Seeking	4.06	1.06	-1.12	0.65	.80
280	F15: Excitement Seeking	4.19	1.12	-1.43	1.23	.71
310	F15: Excitement Seeking	3.84	1.25	-0.87	-0.35	.77
340	F15: Excitement Seeking	3.84	1.16	-0.86	-0.08	.84
370	F15: Excitement Seeking	3.03	1.37	-0.08	-1.25	.66
400	F15: Excitement Seeking	3.47	1.20	-0.51	-0.62	.71
191	F16: Self-Discipline	4.62	0.63	-2.00	5.18	.55
221	F16: Self-Discipline	4.53	0.67	-1.58	3.19	.61
251	F16: Self-Discipline	4.58	0.62	-1.65	4.04	.64
281	F16: Self-Discipline	4.59	0.62	-1.78	4.72	.64
311	F16: Self-Discipline	4.47	0.68	-1.51	3.48	.65
341	F16: Self-Discipline	4.06	1.03	-1.02	0.34	.51
371	F16: Self-Discipline	4.31	0.85	-1.53	2.78	.55
401	F16: Self-Discipline	4.09	0.87	-1.00	0.97	.58

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192	F17: Scientific Interest	3.74	1.18	-0.66	-0.55	.82
222	F17: Scientific Interest	4.06	1.07	-1.11	0.52	.83
252	F17: Scientific Interest	3.80	1.16	-0.80	-0.25	.86
282	F17: Scientific Interest	3.74	1.16	-0.75	-0.24	.82
312	F17: Scientific Interest	3.69	1.23	-0.70	-0.51	.82
342	F17: Scientific Interest	4.19	0.96	-1.41	1.87	.79
372	F17: Scientific Interest	3.01	1.35	-0.04	-1.17	.70
402	F17: Scientific Interest	3.73	1.21	-0.75	-0.39	.66
193	F18: Envious	1.92	0.97	0.81	-0.28	.75
223	F18: Envious	1.79	0.92	1.09	0.53	.81
253	F18: Envious	1.60	0.83	1.48	2.03	.79
283	F18: Envious	1.50	0.76	1.68	2.89	.76
313	F18: Envious	1.63	0.85	1.41	1.75	.63
343	F18: Envious	1.61	0.82	1.48	2.15	.78
373	F18: Envious	1.56	0.81	1.62	2.66	.59
403	F18: Envious	1.80	0.95	1.10	0.55	.60
194	F19: Independent	2.78	0.94	0.12	-0.29	.60
224	F19: Independent	2.71	0.95	0.14	-0.35	.63
254	F19: Independent	2.85	1.06	0.08	-0.76	.51
284	F19: Independent	1.84	0.81	0.90	0.86	.53
314	F19: Independent	2.27	0.95	0.46	-0.17	.52
344	F19: Independent	3.08	1.00	-0.09	-0.49	.59
374	F19: Independent	3.05	1.17	-0.03	-0.95	.42
404	F19: Independent	2.86	1.05	0.13	-0.65	.44
195	F20: Angry Hostility	1.45	0.70	1.84	4.09	.70
225	F20: Angry Hostility	1.32	0.60	2.29	6.97	.74
255	F20: Angry Hostility	1.34	0.68	2.45	6.99	.67
285	F20: Angry Hostility	1.20	0.53	3.60	17.29	.72
315	F20: Angry Hostility	1.27	0.58	2.82	10.67	.76
345	F20: Angry Hostility	1.88	1.02	1.09	0.41	.49
375	F20: Angry Hostility	1.22	0.51	3.24	15.41	.65
405	F20: Angry Hostility	1.38	0.71	2.27	5.77	.51
196	F21: High-Intensity Pleasure	2.72	1.22	0.16	-0.98	.74
226	F21: High-Intensity Pleasure	2.43	1.16	0.41	-0.74	.80
256	F21: High-Intensity Pleasure	2.85	1.30	0.05	-1.16	.75
286	F21: High-Intensity Pleasure	3.17	1.26	-0.22	-0.99	.69
316	F21: High-Intensity Pleasure	2.72	1.14	0.16	-0.78	.67
346	F21: High-Intensity Pleasure	2.12	1.16	0.74	-0.45	.67
376	F21: High-Intensity Pleasure	2.60	1.21	0.25	-0.92	.55
406	F21: High-Intensity Pleasure	3.27	1.13	-0.31	-0.67	.58
197	F22: Deliberation	4.49	0.68	-1.69	4.46	.63
227	F22: Deliberation	4.18	0.77	-0.97	1.34	.65
257	F22: Deliberation	4.41	0.69	-1.26	2.36	.62
287	F22: Deliberation	4.45	0.69	-1.48	3.51	.74

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317	F22: Deliberation	4.52	0.61	-1.37	3.36	.75
347	F22: Deliberation	4.33	0.75	-1.26	2.31	.73
377	F22: Deliberation	4.25	0.76	-1.10	1.93	.59
407	F22: Deliberation	4.49	0.71	-1.68	4.05	.54
198	F23: Cultured	3.92	0.95	-0.89	0.69	.73
228	F23: Cultured	3.65	1.03	-0.57	0.00	.77
258	F23: Cultured	3.65	1.02	-0.45	-0.23	.69
288	F23: Cultured	3.57	1.12	-0.56	-0.39	.76
318	F23: Cultured	4.03	0.89	-1.12	1.64	.76
348	F23: Cultured	3.73	1.06	-0.74	-0.01	.69
378	F23: Cultured	3.02	1.21	-0.11	-0.89	.66
408	F23: Cultured	3.29	1.24	-0.35	-0.86	.61
199	F24: Influence Tactics	3.52	0.92	-0.47	0.06	.58
229	F24: Influence Tactics	2.97	1.03	-0.16	-0.54	.71
259	F24: Influence Tactics	2.45	1.14	0.34	-0.86	.69
289	F24: Influence Tactics	3.03	1.04	-0.23	-0.53	.69
319	F24: Influence Tactics	3.09	0.90	-0.21	0.07	.57
349	F24: Influence Tactics	1.76	0.92	1.16	0.77	.36
379	F24: Influence Tactics	3.49	0.93	-0.43	-0.01	.44
409	F24: Influence Tactics	2.00	1.03	0.75	-0.33	.28
200	F25: Optimist	3.09	1.07	0.04	-0.71	.40
230	F25: Optimist	3.97	0.82	-0.74	0.61	.58
260	F25: Optimist	4.26	0.80	-1.21	1.95	.64
290	F25: Optimist	4.17	0.87	-0.96	0.60	.61
320	F25: Optimist	4.42	0.68	-1.28	2.78	.66
350	F25: Optimist	4.28	0.73	-1.09	2.05	.65
380	F25: Optimist	4.49	0.66	-1.48	3.77	.65
410	F25: Optimist	4.15	0.83	-1.04	1.62	.56
201	F26: Unconventional	2.38	1.09	0.33	-0.93	.64
231	F26: Unconventional	1.96	0.91	0.84	0.29	.68
261	F26: Unconventional	1.36	0.65	2.15	5.57	.55
291	F26: Unconventional	2.17	1.06	0.62	-0.59	.69
321	F26: Unconventional	1.84	0.89	1.01	0.86	.55
351	F26: Unconventional	1.80	0.87	1.02	0.77	.67
381	F26: Unconventional	1.67	0.78	1.29	2.09	.50
411	F26: Unconventional	1.67	0.86	1.35	1.77	.38
202	F27: Spontaneous-Variety	2.47	1.01	0.48	-0.40	.59
232	F27: Spontaneous-Variety	3.12	1.07	-0.10	-0.76	.62
262	F27: Spontaneous-Variety	2.26	1.06	0.56	-0.42	.57
292	F27: Spontaneous-Variety	2.81	1.01	0.14	-0.44	.43
322	F27: Spontaneous-Variety	3.40	1.02	-0.38	-0.41	.60
352	F27: Spontaneous-Variety	2.42	0.97	0.33	-0.36	.35
382	F27: Spontaneous-Variety	2.71	1.06	0.21	-0.74	.35
412	F27: Spontaneous-Variety	3.04	1.01	0.00	-0.53	.38

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203	F28: Activity	4.00	0.90	-0.98	0.76	.54
233	F28: Activity	3.82	1.00	-0.77	-0.09	.55
263	F28: Activity	3.81	0.99	-0.75	0.12	.60
293	F28: Activity	3.72	1.05	-0.56	-0.46	.56
323	F28: Activity	3.41	1.14	-0.17	-0.91	.47
353	F28: Activity	3.90	1.05	-0.78	-0.14	.44
383	F28: Activity	3.93	0.91	-0.77	0.27	.45
413	F28: Activity	3.78	0.98	-0.59	-0.19	.48
204	F29: Well-Adjusted	4.73	0.55	-2.57	9.98	.57
234	F29: Well-Adjusted	4.54	0.67	-1.67	4.07	.59
264	F29: Well-Adjusted	4.41	0.74	-1.35	2.32	.44
294	F29: Well-Adjusted	4.88	0.42	-5.22	37.08	.52
324	F29: Well-Adjusted	4.86	0.43	-4.57	29.64	.48
354	F29: Well-Adjusted	4.14	0.87	-1.09	1.33	.40
384	F29: Well-Adjusted	4.82	0.52	-4.23	23.26	.41
414	F29: Well-Adjusted	4.85	0.44	-4.16	25.98	.46
205	F30: Imagination	3.79	1.02	-0.68	-0.10	.50
235	F30: Imagination	3.30	1.13	-0.30	-0.64	.67
265	F30: Imagination	2.98	1.14	-0.05	-0.76	.74
295	F30: Imagination	3.02	1.21	-0.10	-0.91	.65
325	F30: Imagination	3.47	1.01	-0.28	-0.33	.43
355	F30: Imagination	2.63	1.15	0.26	-0.83	.61
385	F30: Imagination	3.03	1.21	-0.03	-0.94	.63
415	F30: Imagination	3.22	1.07	-0.22	-0.62	.53

Note. N = 1,941.

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APPENDIX D: Response Analysis by Accession Source

OTS-CIV

Item Number	Facet Number: Name	%A	%B	%C	%D	%E
176	F1: Team Player	1%	0%	0%	7%	92%
206	F1: Team Player	1%	0%	0%	12%	87%
236	F1: Team Player	1%	0%	1%	14%	85%
266	F1: Team Player	1%	0%	0%	12%	87%
296	F1: Team Player	1%	0%	1%	27%	71%
326	F1: Team Player	1%	1%	2%	26%	71%
356	F1: Team Player	1%	1%	3%	39%	57%
386	F1: Team Player	1%	1%	4%	47%	48%
177	F2: Stress Under Pressure	51%	38%	7%	3%	1%
207	F2: Stress Under Pressure	59%	27%	8%	5%	1%
237	F2: Stress Under Pressure	51%	35%	8%	5%	1%
267	F2: Stress Under Pressure	39%	40%	12%	8%	1%
297	F2: Stress Under Pressure	71%	23%	4%	2%	1%
327	F2: Stress Under Pressure	51%	37%	8%	3%	1%
357	F2: Stress Under Pressure	73%	21%	3%	3%	1%
387	F2: Stress Under Pressure	41%	42%	12%	3%	1%
178	F3: Reserved	27%	36%	18%	16%	3%
208	F3: Reserved	33%	35%	18%	12%	2%
238	F3: Reserved	20%	29%	21%	23%	6%
268	F3: Reserved	27%	40%	19%	12%	3%
298	F3: Reserved	27%	38%	19%	14%	3%
328	F3: Reserved	40%	32%	16%	9%	2%
358	F3: Reserved	45%	32%	14%	7%	2%
388	F3: Reserved	6%	34%	38%	19%	3%
179	F4: Achievement Striving	1%	1%	2%	27%	70%
209	F4: Achievement Striving	1%	1%	2%	30%	66%
239	F4: Achievement Striving	1%	0%	2%	28%	69%
269	F4: Achievement Striving	1%	1%	4%	25%	69%
299	F4: Achievement Striving	1%	1%	3%	37%	58%
329	F4: Achievement Striving	1%	1%	10%	42%	47%
359	F4: Achievement Striving	1%	1%	5%	44%	49%
389	F4: Achievement Striving	1%	2%	5%	41%	52%
180	F5: Creative	1%	1%	6%	42%	50%
210	F5: Creative	1%	1%	5%	38%	55%
240	F5: Creative	1%	1%	6%	35%	57%
270	F5: Creative	1%	6%	18%	41%	33%
300	F5: Creative	1%	5%	12%	47%	35%

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330	F5: Creative	1%	2%	7%	36%	53%
360	F5: Creative	1%	4%	13%	46%	36%
390	F5: Creative	1%	2%	8%	43%	46%
181	F6: Interpersonal Tactics	45%	37%	12%	5%	1%
211	F6: Interpersonal Tactics	52%	34%	9%	4%	1%
241	F6: Interpersonal Tactics	60%	27%	9%	3%	1%
271	F6: Interpersonal Tactics	50%	37%	9%	3%	1%
301	F6: Interpersonal Tactics	48%	37%	11%	4%	1%
331	F6: Interpersonal Tactics	27%	31%	22%	16%	5%
361	F6: Interpersonal Tactics	61%	30%	6%	2%	1%
391	F6: Interpersonal Tactics	52%	37%	7%	3%	1%
182	F7: Pleasant	1%	1%	3%	30%	65%
212	F7: Pleasant	1%	0%	4%	34%	61%
242	F7: Pleasant	1%	1%	5%	34%	59%
272	F7: Pleasant	1%	0%	3%	31%	65%
302	F7: Pleasant	1%	1%	3%	32%	63%
332	F7: Pleasant	1%	1%	2%	35%	62%
362	F7: Pleasant	1%	8%	21%	44%	25%
392	F7: Pleasant	1%	2%	6%	28%	63%
183	F8: Temperamental	53%	37%	7%	3%	1%
213	F8: Temperamental	31%	43%	16%	10%	1%
243	F8: Temperamental	51%	38%	8%	3%	1%
273	F8: Temperamental	62%	31%	5%	2%	1%
303	F8: Temperamental	70%	25%	3%	1%	1%
333	F8: Temperamental	65%	28%	5%	1%	1%
363	F8: Temperamental	52%	38%	6%	3%	1%
393	F8: Temperamental	73%	22%	4%	1%	1%
184	F9: Dominance-Leader	1%	6%	22%	47%	24%
214	F9: Dominance-Leader	1%	3%	13%	41%	43%
244	F9: Dominance-Leader	5%	19%	32%	33%	11%
274	F9: Dominance-Leader	2%	9%	25%	37%	27%
304	F9: Dominance-Leader	1%	5%	20%	47%	27%
334	F9: Dominance-Leader	10%	31%	33%	20%	6%
364	F9: Dominance-Leader	1%	2%	9%	36%	52%
394	F9: Dominance-Leader	7%	23%	38%	26%	6%
185	F10: Order	1%	3%	8%	37%	52%
215	F10: Order	1%	3%	8%	35%	54%
245	F10: Order	1%	2%	8%	38%	51%
275	F10: Order	1%	5%	14%	39%	41%
305	F10: Order	7%	24%	29%	27%	13%
335	F10: Order	1%	1%	6%	41%	51%
365	F10: Order	1%	2%	5%	31%	62%
395	F10: Order	1%	2%	5%	35%	57%
186	F11: Reflective	7%	22%	29%	29%	13%

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216	F11: Reflective	1%	2%	9%	38%	50%
246	F11: Reflective	2%	6%	20%	43%	29%
276	F11: Reflective	7%	25%	29%	27%	12%
306	F11: Reflective	9%	27%	24%	28%	12%
336	F11: Reflective	8%	17%	27%	32%	17%
366	F11: Reflective	8%	20%	30%	29%	13%
396	F11: Reflective	1%	3%	12%	47%	36%
187	F12: Cynical View	5%	24%	29%	36%	6%
217	F12: Cynical View	17%	43%	27%	11%	2%
247	F12: Cynical View	13%	36%	26%	22%	3%
277	F12: Cynical View	17%	45%	26%	10%	2%
307	F12: Cynical View	9%	29%	25%	34%	4%
337	F12: Cynical View	20%	45%	24%	9%	2%
367	F12: Cynical View	32%	43%	16%	8%	1%
397	F12: Cynical View	19%	42%	26%	11%	1%
188	F13: Helpful Altruistic	1%	1%	4%	43%	52%
218	F13: Helpful Altruistic	1%	4%	16%	48%	30%
248	F13: Helpful Altruistic	1%	2%	7%	41%	50%
278	F13: Helpful Altruistic	1%	1%	4%	43%	52%
308	F13: Helpful Altruistic	1%	3%	10%	50%	37%
338	F13: Helpful Altruistic	1%	3%	14%	50%	33%
368	F13: Helpful Altruistic	1%	2%	11%	47%	39%
398	F13: Helpful Altruistic	1%	2%	11%	51%	35%
189	F14: Worry	9%	26%	23%	31%	11%
219	F14: Worry	12%	31%	21%	27%	9%
249	F14: Worry	29%	41%	18%	10%	2%
279	F14: Worry	23%	36%	20%	17%	4%
309	F14: Worry	21%	38%	20%	18%	4%
339	F14: Worry	40%	36%	13%	8%	2%
369	F14: Worry	34%	34%	17%	12%	3%
399	F14: Worry	40%	34%	13%	10%	3%
190	F15: Excitement Seeking	8%	10%	12%	26%	45%
220	F15: Excitement Seeking	7%	7%	10%	22%	54%
250	F15: Excitement Seeking	2%	4%	12%	32%	50%
280	F15: Excitement Seeking	4%	5%	8%	23%	60%
310	F15: Excitement Seeking	6%	8%	14%	26%	47%
340	F15: Excitement Seeking	4%	8%	14%	32%	43%
370	F15: Excitement Seeking	16%	21%	19%	25%	18%
400	F15: Excitement Seeking	5%	11%	22%	38%	25%
191	F16: Self-Discipline	1%	1%	2%	25%	71%
221	F16: Self-Discipline	1%	2%	5%	33%	59%
251	F16: Self-Discipline	1%	1%	3%	31%	65%
281	F16: Self-Discipline	1%	1%	3%	29%	66%
311	F16: Self-Discipline	1%	1%	4%	37%	57%

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341	F16: Self-Discipline	2%	8%	14%	36%	40%
371	F16: Self-Discipline	1%	3%	6%	41%	49%
401	F16: Self-Discipline	1%	6%	14%	47%	32%
192	F17: Scientific Interest	5%	14%	16%	32%	33%
222	F17: Scientific Interest	4%	8%	13%	35%	40%
252	F17: Scientific Interest	6%	12%	17%	35%	31%
282	F17: Scientific Interest	6%	10%	18%	33%	33%
312	F17: Scientific Interest	7%	13%	17%	30%	32%
342	F17: Scientific Interest	3%	4%	8%	38%	46%
372	F17: Scientific Interest	18%	20%	24%	22%	17%
402	F17: Scientific Interest	7%	14%	19%	33%	27%
193	F18: Envious	34%	37%	17%	10%	1%
223	F18: Envious	40%	39%	12%	8%	1%
253	F18: Envious	51%	35%	9%	5%	1%
283	F18: Envious	57%	32%	7%	3%	1%
313	F18: Envious	48%	35%	11%	5%	1%
343	F18: Envious	50%	36%	8%	4%	1%
373	F18: Envious	55%	34%	8%	3%	1%
403	F18: Envious	42%	35%	14%	8%	1%
194	F19: Independent	6%	29%	43%	18%	3%
224	F19: Independent	8%	31%	41%	17%	3%
254	F19: Independent	7%	29%	29%	28%	7%
284	F19: Independent	33%	48%	14%	4%	1%
314	F19: Independent	21%	41%	30%	7%	1%
344	F19: Independent	6%	22%	38%	27%	7%
374	F19: Independent	8%	25%	26%	31%	11%
404	F19: Independent	7%	27%	32%	26%	8%
195	F20: Angry Hostility	64%	28%	5%	2%	1%
225	F20: Angry Hostility	72%	23%	3%	1%	1%
255	F20: Angry Hostility	73%	20%	5%	2%	1%
285	F20: Angry Hostility	81%	16%	2%	1%	1%
315	F20: Angry Hostility	74%	22%	2%	1%	1%
345	F20: Angry Hostility	48%	33%	10%	8%	2%
375	F20: Angry Hostility	78%	20%	1%	0%	1%
405	F20: Angry Hostility	70%	24%	4%	2%	1%
196	F21: High-Intensity Pleasure	18%	25%	25%	23%	8%
226	F21: High-Intensity Pleasure	24%	28%	24%	17%	6%
256	F21: High-Intensity Pleasure	15%	22%	22%	28%	13%
286	F21: High-Intensity Pleasure	12%	17%	24%	30%	18%
316	F21: High-Intensity Pleasure	15%	26%	30%	21%	8%
346	F21: High-Intensity Pleasure	38%	26%	20%	12%	5%
376	F21: High-Intensity Pleasure	19%	25%	27%	20%	9%
406	F21: High-Intensity Pleasure	7%	17%	28%	34%	15%
197	F22: Deliberation	1%	1%	3%	39%	56%

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227	F22: Deliberation	1%	3%	10%	50%	37%
257	F22: Deliberation	1%	2%	5%	40%	52%
287	F22: Deliberation	1%	1%	5%	41%	52%
317	F22: Deliberation	1%	1%	2%	39%	57%
347	F22: Deliberation	1%	3%	7%	45%	45%
377	F22: Deliberation	1%	2%	9%	47%	41%
407	F22: Deliberation	1%	2%	5%	37%	55%
198	F23: Cultured	2%	6%	20%	40%	32%
228	F23: Cultured	4%	8%	30%	34%	24%
258	F23: Cultured	3%	10%	33%	31%	23%
288	F23: Cultured	6%	14%	22%	35%	23%
318	F23: Cultured	2%	5%	12%	46%	34%
348	F23: Cultured	5%	12%	20%	38%	25%
378	F23: Cultured	14%	20%	28%	25%	12%
408	F23: Cultured	11%	18%	24%	29%	18%
199	F24: Influence Tactics	2%	10%	35%	41%	12%
229	F24: Influence Tactics	9%	23%	36%	27%	6%
259	F24: Influence Tactics	23%	34%	23%	16%	3%
289	F24: Influence Tactics	9%	22%	37%	28%	5%
319	F24: Influence Tactics	5%	18%	47%	25%	5%
349	F24: Influence Tactics	43%	36%	13%	7%	1%
379	F24: Influence Tactics	3%	12%	33%	39%	12%
409	F24: Influence Tactics	28%	31%	26%	13%	2%
200	F25: Optimist	7%	28%	32%	23%	9%
230	F25: Optimist	1%	6%	19%	50%	25%
260	F25: Optimist	1%	3%	13%	42%	40%
290	F25: Optimist	1%	6%	19%	38%	36%
320	F25: Optimist	1%	2%	7%	42%	48%
350	F25: Optimist	1%	2%	10%	47%	40%
380	F25: Optimist	1%	1%	7%	40%	52%
410	F25: Optimist	1%	3%	16%	47%	33%
201	F26: Unconventional	23%	33%	23%	18%	2%
231	F26: Unconventional	36%	43%	15%	5%	1%
261	F26: Unconventional	68%	25%	4%	1%	1%
291	F26: Unconventional	31%	34%	17%	16%	2%
321	F26: Unconventional	42%	40%	13%	4%	2%
351	F26: Unconventional	43%	41%	11%	4%	1%
381	F26: Unconventional	47%	42%	8%	3%	1%
411	F26: Unconventional	48%	36%	11%	4%	1%
202	F27: Spontaneous-Variety	16%	43%	22%	16%	3%
232	F27: Spontaneous-Variety	8%	27%	29%	28%	8%
262	F27: Spontaneous-Variety	25%	38%	23%	11%	3%
292	F27: Spontaneous-Variety	9%	28%	36%	21%	7%
322	F27: Spontaneous-Variety	5%	18%	29%	35%	13%

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352	F27: Spontaneous-Variety	15%	38%	31%	12%	3%
382	F27: Spontaneous-Variety	9%	35%	29%	23%	5%
412	F27: Spontaneous-Variety	5%	22%	36%	29%	8%
203	F28: Activity	2%	10%	14%	49%	25%
233	F28: Activity	3%	14%	17%	45%	22%
263	F28: Activity	3%	11%	20%	43%	23%
293	F28: Activity	2%	15%	20%	38%	25%
323	F28: Activity	4%	18%	30%	29%	20%
353	F28: Activity	2%	9%	18%	38%	33%
383	F28: Activity	1%	8%	18%	44%	29%
413	F28: Activity	3%	13%	23%	38%	23%
204	F29: Well-Adjusted	1%	0%	2%	22%	75%
234	F29: Well-Adjusted	1%	1%	5%	30%	64%
264	F29: Well-Adjusted	1%	1%	9%	38%	52%
294	F29: Well-Adjusted	1%	0%	0%	8%	90%
324	F29: Well-Adjusted	1%	0%	0%	12%	86%
354	F29: Well-Adjusted	2%	3%	13%	45%	38%
384	F29: Well-Adjusted	1%	1%	1%	15%	83%
414	F29: Well-Adjusted	1%	0%	0%	14%	85%
205	F30: Imagination	2%	11%	19%	38%	30%
235	F30: Imagination	6%	15%	28%	33%	18%
265	F30: Imagination	10%	22%	30%	26%	12%
295	F30: Imagination	11%	19%	25%	29%	15%
325	F30: Imagination	3%	12%	33%	32%	19%
355	F30: Imagination	14%	32%	25%	22%	7%
385	F30: Imagination	9%	21%	28%	28%	15%
415	F30: Imagination	6%	19%	31%	32%	12%

Note. N = 8,808.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Item Number	Facet Number: Name	%A	%B	%C	%D	%E
176	F1: Team Player	1%	0%	0%	5%	94%
206	F1: Team Player	1%	0%	0%	13%	85%
236	F1: Team Player	1%	0%	1%	13%	85%
266	F1: Team Player	1%	0%	0%	11%	88%
296	F1: Team Player	1%	0%	2%	30%	67%
326	F1: Team Player	1%	1%	2%	27%	69%
356	F1: Team Player	1%	1%	3%	41%	54%
386	F1: Team Player	1%	1%	2%	43%	53%
177	F2: Stress Under Pressure	55%	35%	6%	3%	1%
207	F2: Stress Under Pressure	63%	24%	7%	5%	1%
237	F2: Stress Under Pressure	57%	31%	7%	4%	1%
267	F2: Stress Under Pressure	40%	39%	12%	7%	1%
297	F2: Stress Under Pressure	73%	21%	4%	2%	1%
327	F2: Stress Under Pressure	50%	35%	10%	4%	1%
357	F2: Stress Under Pressure	76%	18%	3%	2%	1%
387	F2: Stress Under Pressure	41%	44%	11%	3%	1%
178	F3: Reserved	28%	36%	18%	16%	2%
208	F3: Reserved	36%	35%	17%	11%	2%
238	F3: Reserved	21%	29%	22%	22%	7%
268	F3: Reserved	26%	38%	21%	13%	3%
298	F3: Reserved	27%	36%	20%	14%	3%
328	F3: Reserved	39%	31%	17%	11%	2%
358	F3: Reserved	44%	31%	15%	8%	2%
388	F3: Reserved	4%	28%	41%	23%	4%
179	F4: Achievement Striving	1%	1%	1%	28%	70%
209	F4: Achievement Striving	0%	1%	2%	32%	65%
239	F4: Achievement Striving	1%	1%	2%	30%	67%
269	F4: Achievement Striving	1%	1%	3%	23%	73%
299	F4: Achievement Striving	1%	2%	5%	39%	53%
329	F4: Achievement Striving	0%	2%	10%	43%	45%
359	F4: Achievement Striving	0%	2%	7%	46%	45%
389	F4: Achievement Striving	0%	2%	5%	41%	52%
180	F5: Creative	1%	2%	8%	45%	45%
210	F5: Creative	0%	2%	7%	40%	51%
240	F5: Creative	1%	2%	8%	36%	53%
270	F5: Creative	2%	7%	21%	41%	29%
300	F5: Creative	2%	6%	14%	48%	31%
330	F5: Creative	1%	3%	10%	39%	48%
360	F5: Creative	1%	5%	15%	46%	33%
390	F5: Creative	1%	3%	10%	43%	43%

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181	F6: Interpersonal Tactics	54%	31%	10%	4%	1%
211	F6: Interpersonal Tactics	57%	30%	9%	4%	1%
241	F6: Interpersonal Tactics	67%	22%	7%	2%	1%
271	F6: Interpersonal Tactics	47%	37%	11%	4%	1%
301	F6: Interpersonal Tactics	56%	32%	8%	2%	1%
331	F6: Interpersonal Tactics	36%	30%	20%	12%	3%
361	F6: Interpersonal Tactics	66%	26%	6%	2%	1%
391	F6: Interpersonal Tactics	52%	36%	8%	3%	1%
182	F7: Pleasant	1%	1%	5%	35%	59%
212	F7: Pleasant	1%	1%	6%	38%	55%
242	F7: Pleasant	1%	1%	7%	39%	53%
272	F7: Pleasant	1%	1%	4%	35%	60%
302	F7: Pleasant	1%	1%	3%	32%	63%
332	F7: Pleasant	1%	1%	4%	39%	56%
362	F7: Pleasant	1%	7%	20%	43%	29%
392	F7: Pleasant	1%	3%	7%	27%	62%
183	F8: Temperamental	48%	39%	9%	4%	1%
213	F8: Temperamental	27%	41%	19%	12%	1%
243	F8: Temperamental	46%	39%	10%	4%	1%
273	F8: Temperamental	61%	30%	6%	2%	1%
303	F8: Temperamental	69%	25%	4%	2%	1%
333	F8: Temperamental	65%	28%	5%	1%	1%
363	F8: Temperamental	49%	38%	8%	4%	1%
393	F8: Temperamental	79%	17%	3%	1%	1%
184	F9: Dominance-Leader	1%	7%	24%	49%	19%
214	F9: Dominance-Leader	1%	3%	13%	42%	42%
244	F9: Dominance-Leader	6%	19%	33%	33%	10%
274	F9: Dominance-Leader	2%	8%	25%	38%	27%
304	F9: Dominance-Leader	1%	5%	23%	47%	24%
334	F9: Dominance-Leader	11%	29%	33%	22%	5%
364	F9: Dominance-Leader	1%	2%	7%	35%	55%
394	F9: Dominance-Leader	9%	23%	40%	24%	4%
185	F10: Order	1%	3%	8%	37%	51%
215	F10: Order	1%	4%	8%	35%	53%
245	F10: Order	1%	3%	9%	39%	49%
275	F10: Order	1%	6%	14%	39%	40%
305	F10: Order	8%	23%	30%	27%	12%
335	F10: Order	1%	1%	8%	42%	48%
365	F10: Order	1%	2%	5%	30%	63%
395	F10: Order	1%	3%	6%	32%	58%
186	F11: Reflective	7%	23%	29%	29%	12%
216	F11: Reflective	1%	3%	11%	41%	45%
246	F11: Reflective	1%	6%	20%	45%	28%
276	F11: Reflective	8%	26%	30%	26%	10%

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306	F11: Reflective	11%	28%	25%	26%	10%
336	F11: Reflective	10%	20%	29%	27%	13%
366	F11: Reflective	10%	20%	30%	29%	12%
396	F11: Reflective	1%	3%	12%	47%	37%
187	F12: Cynical View	5%	23%	30%	36%	6%
217	F12: Cynical View	19%	41%	28%	10%	2%
247	F12: Cynical View	14%	34%	28%	21%	3%
277	F12: Cynical View	19%	42%	26%	11%	2%
307	F12: Cynical View	10%	30%	25%	31%	4%
337	F12: Cynical View	25%	44%	22%	8%	1%
367	F12: Cynical View	30%	43%	19%	8%	1%
397	F12: Cynical View	22%	42%	25%	10%	1%
188	F13: Helpful Altruistic	1%	1%	3%	38%	57%
218	F13: Helpful Altruistic	1%	4%	15%	48%	32%
248	F13: Helpful Altruistic	1%	1%	6%	38%	54%
278	F13: Helpful Altruistic	0%	1%	3%	41%	54%
308	F13: Helpful Altruistic	1%	2%	9%	48%	40%
338	F13: Helpful Altruistic	1%	2%	11%	49%	36%
368	F13: Helpful Altruistic	1%	2%	10%	44%	43%
398	F13: Helpful Altruistic	1%	2%	10%	50%	37%
189	F14: Worry	10%	27%	24%	28%	11%
219	F14: Worry	13%	31%	22%	24%	9%
249	F14: Worry	31%	40%	18%	9%	2%
279	F14: Worry	26%	35%	22%	13%	3%
309	F14: Worry	22%	38%	20%	16%	4%
339	F14: Worry	46%	33%	14%	6%	2%
369	F14: Worry	37%	33%	16%	11%	3%
399	F14: Worry	45%	31%	12%	9%	2%
190	F15: Excitement Seeking	15%	12%	13%	24%	36%
220	F15: Excitement Seeking	13%	9%	11%	21%	47%
250	F15: Excitement Seeking	5%	8%	14%	34%	39%
280	F15: Excitement Seeking	6%	7%	9%	25%	53%
310	F15: Excitement Seeking	9%	11%	15%	25%	39%
340	F15: Excitement Seeking	7%	11%	17%	31%	33%
370	F15: Excitement Seeking	20%	22%	19%	23%	15%
400	F15: Excitement Seeking	9%	14%	23%	35%	19%
191	F16: Self-Discipline	1%	1%	3%	29%	67%
221	F16: Self-Discipline	0%	1%	4%	31%	63%
251	F16: Self-Discipline	0%	1%	3%	34%	62%
281	F16: Self-Discipline	1%	1%	3%	30%	65%
311	F16: Self-Discipline	1%	1%	5%	38%	55%
341	F16: Self-Discipline	2%	10%	14%	35%	40%
371	F16: Self-Discipline	1%	4%	7%	42%	47%
401	F16: Self-Discipline	1%	5%	13%	47%	33%

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192	F17: Scientific Interest	6%	16%	21%	31%	26%
222	F17: Scientific Interest	5%	9%	15%	35%	36%
252	F17: Scientific Interest	7%	13%	19%	33%	27%
282	F17: Scientific Interest	8%	13%	22%	32%	26%
312	F17: Scientific Interest	9%	14%	20%	29%	27%
342	F17: Scientific Interest	4%	6%	11%	39%	40%
372	F17: Scientific Interest	19%	19%	24%	21%	17%
402	F17: Scientific Interest	9%	13%	20%	33%	26%
193	F18: Envious	36%	36%	17%	10%	1%
223	F18: Envious	42%	38%	12%	8%	1%
253	F18: Envious	54%	33%	8%	5%	1%
283	F18: Envious	59%	30%	7%	4%	1%
313	F18: Envious	51%	33%	11%	4%	1%
343	F18: Envious	51%	34%	9%	5%	1%
373	F18: Envious	58%	31%	8%	3%	1%
403	F18: Envious	46%	33%	14%	6%	1%
194	F19: Independent	6%	28%	38%	23%	6%
224	F19: Independent	8%	29%	36%	21%	5%
254	F19: Independent	8%	28%	28%	28%	8%
284	F19: Independent	31%	46%	17%	5%	1%
314	F19: Independent	22%	38%	28%	9%	2%
344	F19: Independent	5%	20%	35%	30%	10%
374	F19: Independent	9%	25%	25%	31%	11%
404	F19: Independent	8%	28%	32%	26%	7%
195	F20: Angry Hostility	60%	29%	7%	3%	1%
225	F20: Angry Hostility	68%	25%	4%	2%	1%
255	F20: Angry Hostility	72%	19%	6%	2%	1%
285	F20: Angry Hostility	80%	16%	3%	1%	1%
315	F20: Angry Hostility	73%	22%	3%	1%	1%
345	F20: Angry Hostility	44%	32%	12%	10%	2%
375	F20: Angry Hostility	79%	18%	2%	0%	1%
405	F20: Angry Hostility	69%	23%	4%	2%	1%
196	F21: High-Intensity Pleasure	20%	25%	24%	22%	8%
226	F21: High-Intensity Pleasure	29%	29%	23%	15%	4%
256	F21: High-Intensity Pleasure	18%	22%	20%	27%	13%
286	F21: High-Intensity Pleasure	14%	18%	23%	28%	17%
316	F21: High-Intensity Pleasure	20%	29%	28%	18%	6%
346	F21: High-Intensity Pleasure	42%	26%	18%	11%	4%
376	F21: High-Intensity Pleasure	25%	25%	24%	19%	7%
406	F21: High-Intensity Pleasure	8%	17%	27%	33%	16%
197	F22: Deliberation	1%	1%	4%	40%	54%
227	F22: Deliberation	1%	3%	11%	51%	35%
257	F22: Deliberation	1%	3%	6%	44%	47%
287	F22: Deliberation	1%	2%	5%	40%	52%

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317	F22: Deliberation	1%	1%	4%	42%	53%
347	F22: Deliberation	1%	3%	8%	45%	43%
377	F22: Deliberation	1%	3%	11%	46%	39%
407	F22: Deliberation	1%	2%	5%	37%	55%
198	F23: Cultured	2%	7%	23%	39%	28%
228	F23: Cultured	5%	9%	31%	33%	21%
258	F23: Cultured	4%	9%	33%	32%	22%
288	F23: Cultured	7%	13%	24%	34%	21%
318	F23: Cultured	3%	6%	16%	46%	30%
348	F23: Cultured	5%	12%	22%	38%	24%
378	F23: Cultured	15%	20%	30%	24%	10%
408	F23: Cultured	11%	18%	25%	30%	16%
199	F24: Influence Tactics	2%	10%	32%	44%	12%
229	F24: Influence Tactics	9%	22%	37%	27%	6%
259	F24: Influence Tactics	24%	30%	24%	19%	3%
289	F24: Influence Tactics	8%	18%	37%	32%	6%
319	F24: Influence Tactics	5%	18%	47%	25%	4%
349	F24: Influence Tactics	48%	33%	11%	6%	1%
379	F24: Influence Tactics	3%	10%	31%	44%	13%
409	F24: Influence Tactics	46%	29%	17%	7%	1%
200	F25: Optimist	6%	23%	33%	26%	11%
230	F25: Optimist	1%	6%	18%	51%	25%
260	F25: Optimist	1%	3%	12%	41%	44%
290	F25: Optimist	1%	5%	17%	37%	40%
320	F25: Optimist	1%	2%	6%	40%	52%
350	F25: Optimist	1%	2%	10%	46%	41%
380	F25: Optimist	1%	1%	7%	39%	52%
410	F25: Optimist	1%	3%	14%	46%	37%
201	F26: Unconventional	22%	31%	23%	21%	2%
231	F26: Unconventional	33%	42%	17%	7%	1%
261	F26: Unconventional	67%	25%	5%	1%	1%
291	F26: Unconventional	30%	33%	17%	18%	2%
321	F26: Unconventional	38%	39%	16%	5%	2%
351	F26: Unconventional	38%	40%	14%	6%	1%
381	F26: Unconventional	45%	41%	10%	3%	1%
411	F26: Unconventional	51%	34%	11%	3%	1%
202	F27: Spontaneous-Variety	15%	44%	23%	15%	3%
232	F27: Spontaneous-Variety	7%	26%	29%	30%	8%
262	F27: Spontaneous-Variety	28%	37%	24%	9%	2%
292	F27: Spontaneous-Variety	11%	30%	34%	20%	5%
322	F27: Spontaneous-Variety	5%	18%	29%	36%	12%
352	F27: Spontaneous-Variety	16%	38%	31%	11%	3%
382	F27: Spontaneous-Variety	9%	32%	29%	24%	6%
412	F27: Spontaneous-Variety	5%	24%	38%	27%	7%

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203	F28: Activity	1%	8%	11%	51%	30%
233	F28: Activity	2%	11%	15%	46%	25%
263	F28: Activity	3%	11%	19%	44%	23%
293	F28: Activity	3%	17%	21%	38%	22%
323	F28: Activity	6%	23%	30%	24%	17%
353	F28: Activity	3%	13%	20%	36%	28%
383	F28: Activity	1%	9%	19%	44%	26%
413	F28: Activity	3%	14%	24%	39%	20%
204	F29: Well-Adjusted	1%	0%	1%	20%	77%
234	F29: Well-Adjusted	1%	1%	5%	31%	63%
264	F29: Well-Adjusted	1%	2%	10%	39%	48%
294	F29: Well-Adjusted	1%	0%	1%	10%	89%
324	F29: Well-Adjusted	1%	0%	0%	12%	87%
354	F29: Well-Adjusted	1%	3%	12%	44%	39%
384	F29: Well-Adjusted	1%	1%	1%	13%	84%
414	F29: Well-Adjusted	1%	0%	0%	13%	86%
205	F30: Imagination	3%	11%	21%	39%	26%
235	F30: Imagination	7%	17%	28%	32%	16%
265	F30: Imagination	10%	23%	32%	24%	11%
295	F30: Imagination	13%	20%	26%	28%	14%
325	F30: Imagination	4%	14%	36%	29%	17%
355	F30: Imagination	15%	33%	25%	21%	6%
385	F30: Imagination	11%	21%	29%	25%	13%
415	F30: Imagination	7%	20%	32%	31%	10%

Note. N = 7,092.

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Item Number	Facet Number: Name	%A	%B	%C	%D	%E
176	F1: Team Player	1%	0%	1%	21%	77%
206	F1: Team Player	0%	1%	3%	37%	58%
236	F1: Team Player	1%	1%	3%	32%	63%
266	F1: Team Player	1%	1%	2%	28%	69%
296	F1: Team Player	1%	1%	3%	41%	54%
326	F1: Team Player	1%	3%	5%	44%	47%
356	F1: Team Player	1%	2%	8%	55%	35%
386	F1: Team Player	1%	1%	2%	54%	43%
177	F2: Stress Under Pressure	36%	46%	10%	7%	1%
207	F2: Stress Under Pressure	46%	30%	11%	11%	2%
237	F2: Stress Under Pressure	31%	42%	15%	11%	1%
267	F2: Stress Under Pressure	25%	43%	16%	13%	2%
297	F2: Stress Under Pressure	52%	33%	9%	5%	1%
327	F2: Stress Under Pressure	24%	42%	17%	14%	2%
357	F2: Stress Under Pressure	51%	31%	8%	8%	2%
387	F2: Stress Under Pressure	25%	46%	21%	7%	1%
178	F3: Reserved	24%	35%	18%	19%	4%
208	F3: Reserved	28%	34%	19%	15%	4%
238	F3: Reserved	20%	29%	19%	25%	7%
268	F3: Reserved	22%	37%	20%	16%	4%
298	F3: Reserved	24%	37%	19%	17%	4%
328	F3: Reserved	31%	36%	16%	14%	3%
358	F3: Reserved	38%	36%	14%	10%	3%
388	F3: Reserved	3%	27%	34%	31%	5%
179	F4: Achievement Striving	0%	2%	6%	41%	50%
209	F4: Achievement Striving	0%	3%	9%	45%	42%
239	F4: Achievement Striving	0%	2%	8%	45%	44%
269	F4: Achievement Striving	1%	3%	9%	35%	51%
299	F4: Achievement Striving	1%	4%	10%	53%	33%
329	F4: Achievement Striving	1%	6%	24%	46%	23%
359	F4: Achievement Striving	1%	7%	16%	53%	23%
389	F4: Achievement Striving	1%	8%	18%	48%	24%
180	F5: Creative	1%	4%	13%	48%	34%
210	F5: Creative	1%	4%	13%	47%	35%
240	F5: Creative	1%	5%	16%	42%	36%
270	F5: Creative	2%	13%	24%	39%	22%
300	F5: Creative	2%	10%	17%	50%	21%
330	F5: Creative	1%	6%	12%	43%	39%
360	F5: Creative	2%	9%	18%	47%	24%
390	F5: Creative	1%	7%	16%	49%	27%

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181	F6: Interpersonal Tactics	37%	40%	14%	8%	1%
211	F6: Interpersonal Tactics	39%	40%	13%	6%	1%
241	F6: Interpersonal Tactics	58%	29%	8%	4%	1%
271	F6: Interpersonal Tactics	37%	45%	12%	5%	1%
301	F6: Interpersonal Tactics	35%	42%	14%	8%	1%
331	F6: Interpersonal Tactics	22%	32%	22%	17%	6%
361	F6: Interpersonal Tactics	46%	40%	8%	4%	1%
391	F6: Interpersonal Tactics	41%	43%	10%	5%	1%
182	F7: Pleasant	1%	2%	6%	41%	49%
212	F7: Pleasant	0%	1%	9%	50%	39%
242	F7: Pleasant	1%	3%	10%	45%	41%
272	F7: Pleasant	1%	2%	9%	45%	43%
302	F7: Pleasant	1%	4%	8%	44%	43%
332	F7: Pleasant	0%	2%	8%	57%	32%
362	F7: Pleasant	3%	16%	25%	38%	18%
392	F7: Pleasant	1%	9%	12%	39%	40%
183	F8: Temperamental	33%	45%	14%	8%	1%
213	F8: Temperamental	12%	36%	23%	26%	3%
243	F8: Temperamental	30%	46%	15%	9%	1%
273	F8: Temperamental	36%	40%	15%	9%	1%
303	F8: Temperamental	47%	37%	9%	7%	1%
333	F8: Temperamental	43%	41%	10%	5%	1%
363	F8: Temperamental	26%	49%	15%	9%	1%
393	F8: Temperamental	50%	36%	9%	5%	1%
184	F9: Dominance-Leader	2%	14%	27%	43%	14%
214	F9: Dominance-Leader	1%	7%	21%	46%	25%
244	F9: Dominance-Leader	6%	28%	32%	27%	7%
274	F9: Dominance-Leader	4%	18%	31%	34%	13%
304	F9: Dominance-Leader	2%	13%	29%	43%	13%
334	F9: Dominance-Leader	13%	39%	27%	17%	4%
364	F9: Dominance-Leader	1%	4%	11%	49%	34%
394	F9: Dominance-Leader	5%	26%	34%	29%	6%
185	F10: Order	2%	8%	14%	40%	37%
215	F10: Order	2%	8%	13%	38%	38%
245	F10: Order	1%	8%	16%	43%	31%
275	F10: Order	3%	14%	21%	38%	25%
305	F10: Order	14%	31%	29%	20%	7%
335	F10: Order	1%	3%	11%	52%	34%
365	F10: Order	1%	6%	10%	47%	36%
395	F10: Order	1%	9%	12%	45%	32%
186	F11: Reflective	9%	24%	20%	30%	17%
216	F11: Reflective	1%	4%	12%	39%	44%
246	F11: Reflective	1%	7%	13%	45%	34%
276	F11: Reflective	8%	27%	24%	28%	13%

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306	F11: Reflective	6%	23%	20%	35%	16%
336	F11: Reflective	5%	19%	26%	32%	17%
366	F11: Reflective	9%	24%	26%	30%	11%
396	F11: Reflective	2%	7%	14%	49%	28%
187	F12: Cynical View	3%	21%	25%	42%	10%
217	F12: Cynical View	9%	41%	30%	17%	3%
247	F12: Cynical View	6%	30%	27%	30%	7%
277	F12: Cynical View	10%	44%	26%	17%	3%
307	F12: Cynical View	4%	22%	22%	44%	8%
337	F12: Cynical View	14%	43%	23%	16%	4%
367	F12: Cynical View	17%	44%	22%	15%	2%
397	F12: Cynical View	7%	38%	29%	23%	3%
188	F13: Helpful Altruistic	1%	1%	5%	51%	42%
218	F13: Helpful Altruistic	2%	8%	15%	47%	29%
248	F13: Helpful Altruistic	1%	3%	9%	45%	43%
278	F13: Helpful Altruistic	1%	2%	7%	52%	39%
308	F13: Helpful Altruistic	1%	6%	14%	50%	28%
338	F13: Helpful Altruistic	1%	7%	17%	51%	23%
368	F13: Helpful Altruistic	1%	5%	17%	51%	26%
398	F13: Helpful Altruistic	0%	5%	18%	55%	21%
189	F14: Worry	8%	28%	21%	29%	14%
219	F14: Worry	11%	32%	17%	29%	12%
249	F14: Worry	21%	42%	19%	15%	4%
279	F14: Worry	19%	36%	19%	21%	6%
309	F14: Worry	14%	37%	19%	24%	6%
339	F14: Worry	32%	38%	15%	11%	4%
369	F14: Worry	26%	34%	15%	19%	6%
399	F14: Worry	31%	35%	13%	16%	6%
190	F15: Excitement Seeking	5%	6%	8%	24%	56%
220	F15: Excitement Seeking	4%	4%	5%	19%	67%
250	F15: Excitement Seeking	1%	3%	8%	29%	58%
280	F15: Excitement Seeking	3%	3%	5%	19%	70%
310	F15: Excitement Seeking	3%	6%	10%	24%	56%
340	F15: Excitement Seeking	2%	5%	11%	30%	53%
370	F15: Excitement Seeking	4%	14%	14%	35%	33%
400	F15: Excitement Seeking	3%	7%	15%	38%	37%
191	F16: Self-Discipline	1%	7%	13%	46%	34%
221	F16: Self-Discipline	1%	9%	18%	45%	28%
251	F16: Self-Discipline	0%	4%	14%	51%	31%
281	F16: Self-Discipline	1%	5%	10%	47%	37%
311	F16: Self-Discipline	1%	8%	15%	50%	26%
341	F16: Self-Discipline	6%	26%	21%	31%	17%
371	F16: Self-Discipline	2%	13%	16%	50%	18%
401	F16: Self-Discipline	7%	29%	24%	33%	7%

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192	F17: Scientific Interest	9%	22%	17%	30%	21%
222	F17: Scientific Interest	6%	14%	17%	36%	26%
252	F17: Scientific Interest	10%	20%	17%	34%	19%
282	F17: Scientific Interest	10%	18%	18%	33%	21%
312	F17: Scientific Interest	12%	18%	16%	30%	24%
342	F17: Scientific Interest	5%	7%	11%	45%	32%
372	F17: Scientific Interest	25%	26%	20%	19%	11%
402	F17: Scientific Interest	13%	23%	19%	29%	16%
193	F18: Envious	11%	34%	26%	26%	2%
223	F18: Envious	15%	41%	19%	22%	2%
253	F18: Envious	24%	44%	16%	14%	1%
283	F18: Envious	29%	43%	16%	11%	1%
313	F18: Envious	20%	41%	19%	16%	3%
343	F18: Envious	24%	46%	15%	13%	2%
373	F18: Envious	31%	46%	14%	7%	1%
403	F18: Envious	20%	40%	21%	18%	2%
194	F19: Independent	4%	26%	33%	28%	9%
224	F19: Independent	5%	26%	32%	29%	8%
254	F19: Independent	6%	27%	23%	32%	11%
284	F19: Independent	17%	48%	22%	10%	2%
314	F19: Independent	16%	41%	27%	12%	4%
344	F19: Independent	3%	22%	33%	32%	9%
374	F19: Independent	4%	25%	21%	38%	12%
404	F19: Independent	4%	26%	28%	32%	10%
195	F20: Angry Hostility	41%	38%	12%	9%	1%
225	F20: Angry Hostility	51%	34%	8%	5%	1%
255	F20: Angry Hostility	53%	28%	9%	7%	2%
285	F20: Angry Hostility	60%	28%	7%	4%	1%
315	F20: Angry Hostility	52%	35%	7%	5%	1%
345	F20: Angry Hostility	30%	36%	12%	18%	4%
375	F20: Angry Hostility	54%	38%	6%	2%	1%
405	F20: Angry Hostility	48%	36%	8%	7%	2%
196	F21: High-Intensity Pleasure	13%	21%	21%	29%	16%
226	F21: High-Intensity Pleasure	17%	23%	19%	26%	15%
256	F21: High-Intensity Pleasure	9%	18%	16%	33%	25%
286	F21: High-Intensity Pleasure	9%	13%	17%	30%	31%
316	F21: High-Intensity Pleasure	13%	24%	23%	26%	13%
346	F21: High-Intensity Pleasure	23%	20%	19%	21%	17%
376	F21: High-Intensity Pleasure	17%	23%	21%	25%	14%
406	F21: High-Intensity Pleasure	5%	14%	20%	40%	21%
197	F22: Deliberation	1%	5%	10%	50%	34%
227	F22: Deliberation	1%	11%	19%	51%	19%
257	F22: Deliberation	1%	7%	12%	50%	30%
287	F22: Deliberation	1%	7%	14%	48%	30%

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317	F22: Deliberation	1%	3%	8%	54%	34%
347	F22: Deliberation	1%	10%	17%	50%	22%
377	F22: Deliberation	1%	10%	18%	49%	21%
407	F22: Deliberation	1%	7%	14%	51%	27%
198	F23: Cultured	5%	13%	19%	36%	26%
228	F23: Cultured	8%	14%	26%	31%	21%
258	F23: Cultured	9%	18%	29%	27%	18%
288	F23: Cultured	14%	21%	19%	28%	18%
318	F23: Cultured	5%	10%	12%	46%	26%
348	F23: Cultured	9%	17%	19%	35%	20%
378	F23: Cultured	22%	23%	20%	25%	11%
408	F23: Cultured	13%	22%	19%	30%	16%
199	F24: Influence Tactics	2%	14%	32%	41%	11%
229	F24: Influence Tactics	6%	26%	32%	29%	7%
259	F24: Influence Tactics	19%	37%	22%	19%	3%
289	F24: Influence Tactics	7%	27%	33%	29%	4%
319	F24: Influence Tactics	4%	23%	40%	28%	5%
349	F24: Influence Tactics	30%	41%	17%	12%	1%
379	F24: Influence Tactics	3%	16%	30%	40%	11%
409	F24: Influence Tactics	25%	32%	22%	18%	3%
200	F25: Optimist	9%	34%	28%	21%	9%
230	F25: Optimist	1%	14%	23%	45%	17%
260	F25: Optimist	2%	9%	17%	41%	31%
290	F25: Optimist	2%	10%	19%	38%	31%
320	F25: Optimist	1%	6%	13%	47%	33%
350	F25: Optimist	1%	6%	17%	48%	27%
380	F25: Optimist	1%	4%	11%	47%	37%
410	F25: Optimist	1%	8%	26%	45%	20%
201	F26: Unconventional	3%	14%	20%	49%	13%
231	F26: Unconventional	9%	38%	28%	20%	5%
261	F26: Unconventional	49%	37%	9%	4%	1%
291	F26: Unconventional	5%	17%	20%	46%	12%
321	F26: Unconventional	19%	40%	23%	13%	5%
351	F26: Unconventional	12%	39%	24%	20%	4%
381	F26: Unconventional	21%	48%	19%	11%	2%
411	F26: Unconventional	37%	42%	14%	6%	1%
202	F27: Spontaneous-Variety	7%	35%	24%	26%	7%
232	F27: Spontaneous-Variety	5%	26%	25%	33%	11%
262	F27: Spontaneous-Variety	18%	43%	23%	12%	3%
292	F27: Spontaneous-Variety	8%	30%	31%	23%	8%
322	F27: Spontaneous-Variety	4%	17%	23%	40%	16%
352	F27: Spontaneous-Variety	6%	33%	31%	23%	7%
382	F27: Spontaneous-Variety	5%	33%	25%	30%	6%
412	F27: Spontaneous-Variety	3%	21%	36%	33%	8%

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203	F28: Activity	2%	18%	19%	46%	15%
233	F28: Activity	4%	23%	23%	40%	11%
263	F28: Activity	4%	22%	26%	38%	10%
293	F28: Activity	2%	18%	21%	37%	21%
323	F28: Activity	3%	20%	26%	33%	19%
353	F28: Activity	1%	12%	16%	42%	29%
383	F28: Activity	3%	15%	20%	43%	20%
413	F28: Activity	5%	18%	21%	36%	19%
204	F29: Well-Adjusted	1%	0%	1%	19%	79%
234	F29: Well-Adjusted	1%	1%	3%	26%	70%
264	F29: Well-Adjusted	1%	2%	7%	40%	51%
294	F29: Well-Adjusted	1%	0%	1%	17%	81%
324	F29: Well-Adjusted	0%	1%	3%	28%	68%
354	F29: Well-Adjusted	1%	2%	4%	37%	56%
384	F29: Well-Adjusted	1%	1%	2%	34%	62%
414	F29: Well-Adjusted	0%	0%	2%	33%	64%
205	F30: Imagination	2%	14%	17%	36%	31%
235	F30: Imagination	4%	13%	20%	39%	24%
265	F30: Imagination	4%	15%	23%	34%	24%
295	F30: Imagination	7%	16%	20%	36%	22%
325	F30: Imagination	4%	18%	33%	28%	17%
355	F30: Imagination	4%	19%	19%	38%	20%
385	F30: Imagination	5%	15%	22%	33%	25%
415	F30: Imagination	3%	14%	24%	39%	20%

Note. N = 4,678.

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Item Number	Facet Number: Name	%A	%B	%C	%D	%E
176	F1: Team Player	1%	0%	0%	18%	80%
206	F1: Team Player	1%	0%	1%	24%	74%
236	F1: Team Player	1%	1%	1%	24%	74%
266	F1: Team Player	1%	0%	1%	23%	75%
296	F1: Team Player	1%	0%	2%	30%	67%
326	F1: Team Player	1%	2%	5%	37%	56%
356	F1: Team Player	1%	2%	6%	49%	42%
386	F1: Team Player	0%	1%	3%	46%	50%
177	F2: Stress Under Pressure	31%	46%	13%	9%	1%
207	F2: Stress Under Pressure	48%	29%	11%	10%	2%
237	F2: Stress Under Pressure	31%	40%	16%	12%	1%
267	F2: Stress Under Pressure	23%	39%	19%	17%	2%
297	F2: Stress Under Pressure	54%	31%	9%	5%	1%
327	F2: Stress Under Pressure	27%	40%	18%	12%	2%
357	F2: Stress Under Pressure	57%	28%	8%	6%	2%
387	F2: Stress Under Pressure	25%	44%	22%	9%	1%
178	F3: Reserved	25%	33%	17%	20%	5%
208	F3: Reserved	30%	32%	18%	16%	4%
238	F3: Reserved	23%	27%	18%	24%	8%
268	F3: Reserved	24%	37%	19%	16%	4%
298	F3: Reserved	27%	34%	18%	16%	4%
328	F3: Reserved	34%	33%	16%	13%	3%
358	F3: Reserved	41%	32%	15%	9%	3%
388	F3: Reserved	4%	31%	35%	25%	5%
179	F4: Achievement Striving	1%	1%	4%	37%	58%
209	F4: Achievement Striving	0%	2%	6%	40%	51%
239	F4: Achievement Striving	0%	1%	7%	43%	48%
269	F4: Achievement Striving	1%	2%	8%	30%	59%
299	F4: Achievement Striving	0%	3%	7%	46%	44%
329	F4: Achievement Striving	0%	4%	22%	46%	28%
359	F4: Achievement Striving	0%	4%	13%	50%	32%
389	F4: Achievement Striving	1%	5%	13%	48%	33%
180	F5: Creative	1%	3%	11%	46%	40%
210	F5: Creative	1%	3%	10%	45%	41%
240	F5: Creative	1%	3%	12%	42%	42%
270	F5: Creative	2%	10%	22%	41%	25%
300	F5: Creative	1%	6%	15%	48%	30%
330	F5: Creative	1%	5%	12%	40%	42%
360	F5: Creative	1%	7%	16%	46%	29%
390	F5: Creative	1%	5%	14%	47%	34%

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181	F6: Interpersonal Tactics	40%	39%	13%	6%	1%
211	F6: Interpersonal Tactics	45%	37%	12%	5%	1%
241	F6: Interpersonal Tactics	58%	28%	9%	4%	1%
271	F6: Interpersonal Tactics	39%	41%	14%	5%	1%
301	F6: Interpersonal Tactics	40%	40%	14%	5%	1%
331	F6: Interpersonal Tactics	21%	30%	23%	19%	7%
361	F6: Interpersonal Tactics	47%	38%	9%	4%	1%
391	F6: Interpersonal Tactics	43%	41%	11%	5%	1%
182	F7: Pleasant	1%	1%	5%	36%	57%
212	F7: Pleasant	0%	1%	7%	45%	46%
242	F7: Pleasant	1%	2%	8%	40%	49%
272	F7: Pleasant	1%	1%	6%	40%	51%
302	F7: Pleasant	1%	2%	6%	39%	52%
332	F7: Pleasant	0%	1%	5%	48%	45%
362	F7: Pleasant	2%	13%	24%	40%	21%
392	F7: Pleasant	1%	5%	9%	33%	52%
183	F8: Temperamental	37%	43%	12%	7%	1%
213	F8: Temperamental	19%	39%	22%	18%	2%
243	F8: Temperamental	38%	42%	12%	7%	1%
273	F8: Temperamental	43%	39%	13%	5%	1%
303	F8: Temperamental	56%	33%	6%	3%	1%
333	F8: Temperamental	51%	35%	10%	3%	1%
363	F8: Temperamental	38%	45%	11%	6%	1%
393	F8: Temperamental	58%	29%	8%	4%	1%
184	F9: Dominance-Leader	2%	12%	26%	44%	17%
214	F9: Dominance-Leader	1%	7%	20%	42%	30%
244	F9: Dominance-Leader	6%	24%	32%	30%	9%
274	F9: Dominance-Leader	4%	15%	30%	33%	19%
304	F9: Dominance-Leader	1%	10%	27%	44%	18%
334	F9: Dominance-Leader	12%	34%	30%	18%	6%
364	F9: Dominance-Leader	1%	4%	12%	41%	41%
394	F9: Dominance-Leader	6%	24%	35%	28%	6%
185	F10: Order	1%	7%	13%	40%	38%
215	F10: Order	1%	7%	13%	38%	41%
245	F10: Order	1%	7%	15%	42%	35%
275	F10: Order	2%	11%	19%	38%	30%
305	F10: Order	10%	26%	32%	23%	9%
335	F10: Order	0%	2%	9%	46%	42%
365	F10: Order	1%	4%	10%	42%	43%
395	F10: Order	1%	7%	12%	41%	40%
186	F11: Reflective	8%	22%	24%	29%	17%
216	F11: Reflective	1%	4%	11%	39%	45%
246	F11: Reflective	1%	6%	16%	43%	34%
276	F11: Reflective	9%	28%	26%	26%	12%

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306	F11: Reflective	6%	22%	21%	34%	16%
336	F11: Reflective	6%	17%	25%	32%	20%
366	F11: Reflective	12%	24%	26%	27%	11%
396	F11: Reflective	2%	6%	14%	47%	32%
187	F12: Cynical View	3%	22%	26%	40%	9%
217	F12: Cynical View	10%	39%	30%	17%	4%
247	F12: Cynical View	8%	31%	28%	28%	5%
277	F12: Cynical View	13%	43%	28%	14%	3%
307	F12: Cynical View	5%	24%	25%	40%	7%
337	F12: Cynical View	14%	42%	25%	15%	3%
367	F12: Cynical View	21%	42%	21%	15%	2%
397	F12: Cynical View	10%	38%	30%	20%	3%
188	F13: Helpful Altruistic	1%	1%	4%	42%	52%
218	F13: Helpful Altruistic	1%	6%	15%	46%	32%
248	F13: Helpful Altruistic	1%	2%	8%	40%	49%
278	F13: Helpful Altruistic	0%	1%	5%	46%	48%
308	F13: Helpful Altruistic	1%	4%	12%	47%	36%
338	F13: Helpful Altruistic	1%	5%	17%	49%	27%
368	F13: Helpful Altruistic	0%	3%	14%	47%	35%
398	F13: Helpful Altruistic	0%	3%	17%	53%	26%
189	F14: Worry	6%	20%	20%	35%	20%
219	F14: Worry	8%	25%	18%	32%	17%
249	F14: Worry	18%	37%	22%	18%	5%
279	F14: Worry	15%	31%	22%	24%	8%
309	F14: Worry	12%	32%	22%	26%	9%
339	F14: Worry	29%	35%	18%	14%	5%
369	F14: Worry	22%	33%	19%	20%	6%
399	F14: Worry	28%	33%	16%	17%	6%
190	F15: Excitement Seeking	7%	8%	10%	23%	53%
220	F15: Excitement Seeking	6%	5%	7%	18%	64%
250	F15: Excitement Seeking	1%	3%	8%	29%	58%
280	F15: Excitement Seeking	3%	4%	6%	19%	68%
310	F15: Excitement Seeking	4%	7%	10%	23%	55%
340	F15: Excitement Seeking	2%	6%	11%	28%	52%
370	F15: Excitement Seeking	10%	18%	18%	29%	25%
400	F15: Excitement Seeking	3%	9%	18%	36%	35%
191	F16: Self-Discipline	1%	5%	10%	40%	45%
221	F16: Self-Discipline	1%	6%	13%	43%	37%
251	F16: Self-Discipline	0%	2%	8%	45%	45%
281	F16: Self-Discipline	1%	3%	7%	40%	49%
311	F16: Self-Discipline	1%	5%	12%	47%	35%
341	F16: Self-Discipline	4%	20%	22%	33%	21%
371	F16: Self-Discipline	2%	10%	14%	48%	26%
401	F16: Self-Discipline	4%	22%	23%	38%	13%

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192	F17: Scientific Interest	8%	21%	18%	30%	24%
222	F17: Scientific Interest	6%	12%	16%	36%	30%
252	F17: Scientific Interest	10%	17%	20%	32%	21%
282	F17: Scientific Interest	9%	15%	19%	33%	25%
312	F17: Scientific Interest	11%	16%	16%	29%	28%
342	F17: Scientific Interest	5%	7%	10%	41%	37%
372	F17: Scientific Interest	25%	24%	22%	18%	11%
402	F17: Scientific Interest	13%	20%	20%	28%	20%
193	F18: Envious	20%	36%	23%	20%	1%
223	F18: Envious	25%	40%	17%	16%	1%
253	F18: Envious	35%	40%	14%	10%	1%
283	F18: Envious	40%	38%	13%	8%	1%
313	F18: Envious	31%	37%	18%	12%	2%
343	F18: Envious	35%	41%	13%	9%	1%
373	F18: Envious	41%	41%	11%	6%	1%
403	F18: Envious	28%	38%	19%	14%	2%
194	F19: Independent	7%	30%	35%	22%	6%
224	F19: Independent	8%	31%	34%	21%	6%
254	F19: Independent	9%	32%	25%	27%	8%
284	F19: Independent	26%	48%	18%	6%	1%
314	F19: Independent	20%	42%	27%	9%	2%
344	F19: Independent	6%	26%	35%	27%	6%
374	F19: Independent	6%	26%	24%	32%	12%
404	F19: Independent	5%	28%	29%	29%	9%
195	F20: Angry Hostility	50%	34%	10%	5%	1%
225	F20: Angry Hostility	60%	30%	6%	3%	1%
255	F20: Angry Hostility	60%	25%	8%	5%	2%
285	F20: Angry Hostility	70%	23%	5%	2%	1%
315	F20: Angry Hostility	62%	30%	5%	3%	1%
345	F20: Angry Hostility	39%	35%	11%	12%	2%
375	F20: Angry Hostility	65%	30%	4%	1%	0%
405	F20: Angry Hostility	58%	31%	6%	4%	1%
196	F21: High-Intensity Pleasure	15%	21%	22%	27%	14%
226	F21: High-Intensity Pleasure	24%	24%	23%	20%	10%
256	F21: High-Intensity Pleasure	11%	17%	18%	31%	22%
286	F21: High-Intensity Pleasure	12%	16%	22%	27%	24%
316	F21: High-Intensity Pleasure	17%	25%	26%	22%	10%
346	F21: High-Intensity Pleasure	33%	22%	20%	15%	9%
376	F21: High-Intensity Pleasure	20%	24%	22%	22%	12%
406	F21: High-Intensity Pleasure	6%	13%	24%	36%	20%
197	F22: Deliberation	1%	4%	8%	46%	42%
227	F22: Deliberation	1%	8%	17%	50%	25%
257	F22: Deliberation	1%	5%	10%	47%	37%
287	F22: Deliberation	1%	5%	11%	45%	38%

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317	F22: Deliberation	0%	2%	7%	49%	41%
347	F22: Deliberation	1%	7%	14%	47%	31%
377	F22: Deliberation	1%	7%	16%	48%	28%
407	F22: Deliberation	1%	5%	11%	45%	38%
198	F23: Cultured	4%	12%	23%	37%	24%
228	F23: Cultured	7%	13%	32%	30%	18%
258	F23: Cultured	7%	16%	33%	26%	18%
288	F23: Cultured	13%	19%	22%	28%	17%
318	F23: Cultured	5%	10%	15%	44%	26%
348	F23: Cultured	8%	16%	21%	34%	21%
378	F23: Cultured	22%	24%	23%	22%	9%
408	F23: Cultured	16%	22%	21%	26%	15%
199	F24: Influence Tactics	2%	14%	35%	39%	10%
229	F24: Influence Tactics	9%	27%	34%	24%	6%
259	F24: Influence Tactics	25%	36%	21%	15%	3%
289	F24: Influence Tactics	10%	26%	35%	25%	4%
319	F24: Influence Tactics	5%	23%	44%	24%	5%
349	F24: Influence Tactics	37%	37%	15%	9%	1%
379	F24: Influence Tactics	3%	15%	33%	38%	11%
409	F24: Influence Tactics	28%	33%	23%	14%	2%
200	F25: Optimist	9%	30%	31%	21%	9%
230	F25: Optimist	1%	10%	21%	46%	22%
260	F25: Optimist	1%	7%	18%	41%	33%
290	F25: Optimist	2%	9%	20%	36%	33%
320	F25: Optimist	1%	4%	10%	45%	40%
350	F25: Optimist	1%	5%	15%	48%	32%
380	F25: Optimist	1%	3%	11%	43%	42%
410	F25: Optimist	1%	6%	26%	44%	23%
201	F26: Unconventional	12%	26%	25%	33%	5%
231	F26: Unconventional	22%	45%	21%	9%	2%
261	F26: Unconventional	60%	30%	7%	2%	1%
291	F26: Unconventional	17%	30%	20%	29%	4%
321	F26: Unconventional	30%	42%	19%	7%	2%
351	F26: Unconventional	27%	44%	19%	9%	2%
381	F26: Unconventional	30%	46%	15%	7%	1%
411	F26: Unconventional	41%	40%	13%	5%	1%
202	F27: Spontaneous-Variety	11%	37%	24%	23%	5%
232	F27: Spontaneous-Variety	7%	26%	26%	30%	10%
262	F27: Spontaneous-Variety	21%	37%	25%	13%	4%
292	F27: Spontaneous-Variety	9%	28%	32%	23%	8%
322	F27: Spontaneous-Variety	5%	18%	26%	36%	15%
352	F27: Spontaneous-Variety	9%	35%	32%	18%	6%
382	F27: Spontaneous-Variety	7%	31%	27%	28%	8%
412	F27: Spontaneous-Variety	3%	18%	36%	33%	9%

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203	F28: Activity	2%	13%	15%	48%	23%
233	F28: Activity	3%	18%	19%	42%	18%
263	F28: Activity	4%	18%	24%	39%	16%
293	F28: Activity	3%	16%	19%	37%	26%
323	F28: Activity	4%	20%	28%	29%	20%
353	F28: Activity	2%	12%	17%	37%	31%
383	F28: Activity	2%	15%	20%	40%	23%
413	F28: Activity	3%	14%	19%	37%	27%
204	F29: Well-Adjusted	1%	0%	1%	19%	78%
234	F29: Well-Adjusted	1%	1%	3%	25%	71%
264	F29: Well-Adjusted	1%	2%	8%	36%	53%
294	F29: Well-Adjusted	1%	0%	1%	12%	87%
324	F29: Well-Adjusted	1%	1%	1%	19%	79%
354	F29: Well-Adjusted	1%	2%	9%	39%	50%
384	F29: Well-Adjusted	1%	1%	2%	27%	69%
414	F29: Well-Adjusted	1%	0%	1%	23%	75%
205	F30: Imagination	2%	11%	17%	37%	33%
235	F30: Imagination	4%	12%	24%	35%	25%
265	F30: Imagination	6%	17%	26%	30%	21%
295	F30: Imagination	8%	16%	22%	32%	23%
325	F30: Imagination	3%	15%	32%	31%	19%
355	F30: Imagination	7%	23%	22%	33%	16%
385	F30: Imagination	7%	18%	24%	30%	21%
415	F30: Imagination	4%	16%	28%	34%	17%

Note. N = 16,398.

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Item Number	Facet Number: Name	%A	%B	%C	%D	%E
176	F1: Team Player	2%	0%	0%	5%	93%
206	F1: Team Player	1%	0%	0%	14%	84%
236	F1: Team Player	1%	0%	1%	16%	82%
266	F1: Team Player	1%	1%	0%	13%	85%
296	F1: Team Player	1%	1%	2%	32%	65%
326	F1: Team Player	1%	1%	1%	28%	69%
356	F1: Team Player	1%	1%	3%	42%	53%
386	F1: Team Player	1%	1%	3%	47%	49%
177	F2: Stress Under Pressure	58%	34%	5%	3%	1%
207	F2: Stress Under Pressure	65%	24%	7%	4%	1%
237	F2: Stress Under Pressure	56%	33%	7%	3%	1%
267	F2: Stress Under Pressure	43%	38%	11%	6%	1%
297	F2: Stress Under Pressure	73%	21%	3%	1%	1%
327	F2: Stress Under Pressure	50%	37%	9%	4%	1%
357	F2: Stress Under Pressure	75%	19%	4%	2%	1%
387	F2: Stress Under Pressure	42%	44%	11%	3%	1%
178	F3: Reserved	30%	39%	16%	13%	2%
208	F3: Reserved	39%	36%	15%	8%	2%
238	F3: Reserved	23%	32%	21%	19%	5%
268	F3: Reserved	29%	41%	18%	9%	2%
298	F3: Reserved	29%	40%	18%	11%	2%
328	F3: Reserved	44%	32%	15%	8%	1%
358	F3: Reserved	49%	32%	13%	5%	2%
388	F3: Reserved	4%	32%	41%	20%	3%
179	F4: Achievement Striving	1%	0%	1%	28%	69%
209	F4: Achievement Striving	1%	1%	3%	33%	62%
239	F4: Achievement Striving	1%	0%	2%	32%	65%
269	F4: Achievement Striving	1%	1%	3%	25%	69%
299	F4: Achievement Striving	1%	2%	5%	40%	52%
329	F4: Achievement Striving	1%	2%	10%	44%	44%
359	F4: Achievement Striving	1%	2%	6%	48%	43%
389	F4: Achievement Striving	1%	2%	6%	44%	47%
180	F5: Creative	1%	2%	6%	42%	49%
210	F5: Creative	1%	1%	5%	38%	55%
240	F5: Creative	1%	2%	6%	35%	57%
270	F5: Creative	1%	7%	20%	41%	30%
300	F5: Creative	1%	5%	15%	48%	30%
330	F5: Creative	1%	3%	8%	40%	48%
360	F5: Creative	1%	4%	14%	46%	34%
390	F5: Creative	1%	2%	8%	43%	45%

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181	F6: Interpersonal Tactics	48%	35%	11%	4%	1%
211	F6: Interpersonal Tactics	54%	32%	10%	3%	1%
241	F6: Interpersonal Tactics	65%	25%	7%	2%	1%
271	F6: Interpersonal Tactics	48%	37%	11%	3%	1%
301	F6: Interpersonal Tactics	53%	35%	9%	3%	1%
331	F6: Interpersonal Tactics	33%	31%	19%	13%	3%
361	F6: Interpersonal Tactics	64%	28%	5%	2%	1%
391	F6: Interpersonal Tactics	52%	36%	8%	3%	1%
182	F7: Pleasant	1%	1%	3%	33%	62%
212	F7: Pleasant	1%	1%	3%	37%	58%
242	F7: Pleasant	1%	1%	5%	37%	57%
272	F7: Pleasant	1%	1%	3%	32%	63%
302	F7: Pleasant	1%	1%	3%	31%	64%
332	F7: Pleasant	1%	1%	3%	38%	58%
362	F7: Pleasant	1%	6%	20%	47%	27%
392	F7: Pleasant	1%	3%	6%	28%	63%
183	F8: Temperamental	50%	37%	8%	3%	1%
213	F8: Temperamental	29%	41%	18%	11%	1%
243	F8: Temperamental	49%	38%	9%	3%	1%
273	F8: Temperamental	62%	30%	5%	2%	1%
303	F8: Temperamental	70%	24%	3%	2%	1%
333	F8: Temperamental	67%	27%	5%	1%	1%
363	F8: Temperamental	49%	39%	8%	3%	1%
393	F8: Temperamental	77%	18%	2%	1%	1%
184	F9: Dominance-Leader	1%	6%	22%	51%	20%
214	F9: Dominance-Leader	1%	2%	11%	45%	41%
244	F9: Dominance-Leader	5%	19%	34%	33%	9%
274	F9: Dominance-Leader	2%	7%	26%	40%	25%
304	F9: Dominance-Leader	1%	5%	22%	50%	22%
334	F9: Dominance-Leader	10%	30%	34%	22%	5%
364	F9: Dominance-Leader	1%	2%	7%	38%	52%
394	F9: Dominance-Leader	8%	22%	39%	27%	5%
185	F10: Order	1%	3%	8%	39%	48%
215	F10: Order	1%	4%	8%	37%	50%
245	F10: Order	1%	3%	9%	42%	45%
275	F10: Order	1%	6%	15%	41%	38%
305	F10: Order	9%	25%	30%	26%	11%
335	F10: Order	1%	1%	8%	46%	45%
365	F10: Order	1%	2%	4%	33%	61%
395	F10: Order	1%	2%	6%	36%	55%
186	F11: Reflective	8%	23%	30%	29%	11%
216	F11: Reflective	1%	3%	11%	43%	42%
246	F11: Reflective	2%	8%	23%	44%	24%
276	F11: Reflective	9%	26%	31%	25%	9%

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306	F11: Reflective	12%	29%	25%	25%	9%
336	F11: Reflective	11%	22%	28%	28%	12%
366	F11: Reflective	10%	21%	31%	28%	11%
396	F11: Reflective	1%	4%	14%	49%	32%
187	F12: Cynical View	5%	27%	29%	34%	5%
217	F12: Cynical View	21%	44%	26%	8%	1%
247	F12: Cynical View	14%	38%	26%	19%	2%
277	F12: Cynical View	20%	47%	23%	9%	1%
307	F12: Cynical View	12%	31%	25%	30%	3%
337	F12: Cynical View	26%	47%	19%	7%	1%
367	F12: Cynical View	33%	45%	16%	6%	1%
397	F12: Cynical View	22%	45%	23%	9%	1%
188	F13: Helpful Altruistic	1%	1%	4%	41%	54%
218	F13: Helpful Altruistic	1%	4%	15%	49%	31%
248	F13: Helpful Altruistic	1%	2%	5%	40%	52%
278	F13: Helpful Altruistic	1%	1%	3%	43%	52%
308	F13: Helpful Altruistic	1%	3%	10%	52%	35%
338	F13: Helpful Altruistic	1%	3%	10%	53%	34%
368	F13: Helpful Altruistic	1%	2%	11%	47%	40%
398	F13: Helpful Altruistic	0%	2%	11%	51%	36%
189	F14: Worry	11%	30%	26%	26%	8%
219	F14: Worry	14%	34%	23%	23%	7%
249	F14: Worry	33%	42%	16%	7%	1%
279	F14: Worry	27%	38%	22%	12%	2%
309	F14: Worry	23%	42%	19%	13%	3%
339	F14: Worry	46%	36%	11%	6%	1%
369	F14: Worry	39%	35%	14%	9%	2%
399	F14: Worry	48%	33%	10%	7%	2%
190	F15: Excitement Seeking	12%	11%	12%	26%	40%
220	F15: Excitement Seeking	10%	8%	10%	23%	50%
250	F15: Excitement Seeking	3%	6%	13%	34%	44%
280	F15: Excitement Seeking	5%	6%	8%	26%	55%
310	F15: Excitement Seeking	7%	10%	14%	27%	42%
340	F15: Excitement Seeking	5%	9%	15%	32%	38%
370	F15: Excitement Seeking	15%	20%	18%	28%	19%
400	F15: Excitement Seeking	7%	13%	22%	35%	22%
191	F16: Self-Discipline	1%	1%	3%	31%	65%
221	F16: Self-Discipline	1%	1%	5%	37%	56%
251	F16: Self-Discipline	1%	1%	3%	37%	58%
281	F16: Self-Discipline	1%	1%	4%	34%	60%
311	F16: Self-Discipline	1%	2%	5%	41%	51%
341	F16: Self-Discipline	2%	10%	16%	37%	35%
371	F16: Self-Discipline	1%	4%	8%	44%	44%
401	F16: Self-Discipline	1%	6%	15%	48%	31%

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192	F17: Scientific Interest	5%	15%	19%	33%	27%
222	F17: Scientific Interest	4%	9%	15%	37%	36%
252	F17: Scientific Interest	6%	12%	18%	36%	28%
282	F17: Scientific Interest	7%	11%	22%	33%	27%
312	F17: Scientific Interest	8%	13%	20%	32%	27%
342	F17: Scientific Interest	3%	5%	10%	42%	39%
372	F17: Scientific Interest	19%	21%	24%	22%	14%
402	F17: Scientific Interest	7%	13%	19%	35%	26%
193	F18: Envious	36%	35%	19%	10%	1%
223	F18: Envious	42%	38%	13%	7%	1%
253	F18: Envious	52%	34%	9%	4%	1%
283	F18: Envious	58%	31%	7%	3%	1%
313	F18: Envious	50%	34%	10%	5%	1%
343	F18: Envious	50%	36%	9%	5%	1%
373	F18: Envious	56%	33%	8%	3%	1%
403	F18: Envious	43%	35%	15%	6%	1%
194	F19: Independent	7%	32%	40%	18%	3%
224	F19: Independent	9%	33%	38%	16%	3%
254	F19: Independent	8%	31%	30%	26%	6%
284	F19: Independent	34%	47%	14%	4%	1%
314	F19: Independent	21%	41%	30%	7%	2%
344	F19: Independent	5%	23%	38%	27%	7%
374	F19: Independent	9%	26%	27%	29%	10%
404	F19: Independent	9%	31%	33%	22%	5%
195	F20: Angry Hostility	62%	30%	6%	2%	1%
225	F20: Angry Hostility	70%	24%	3%	1%	1%
255	F20: Angry Hostility	73%	20%	5%	2%	1%
285	F20: Angry Hostility	81%	15%	2%	1%	1%
315	F20: Angry Hostility	75%	21%	2%	1%	1%
345	F20: Angry Hostility	44%	35%	12%	8%	2%
375	F20: Angry Hostility	78%	19%	2%	1%	1%
405	F20: Angry Hostility	69%	24%	4%	2%	1%
196	F21: High-Intensity Pleasure	21%	25%	25%	22%	7%
226	F21: High-Intensity Pleasure	25%	28%	25%	17%	5%
256	F21: High-Intensity Pleasure	17%	23%	22%	27%	11%
286	F21: High-Intensity Pleasure	12%	17%	23%	31%	17%
316	F21: High-Intensity Pleasure	17%	28%	29%	20%	7%
346	F21: High-Intensity Pleasure	36%	25%	21%	13%	4%
376	F21: High-Intensity Pleasure	25%	27%	22%	18%	7%
406	F21: High-Intensity Pleasure	8%	16%	29%	34%	14%
197	F22: Deliberation	1%	2%	4%	42%	51%
227	F22: Deliberation	1%	4%	12%	52%	32%
257	F22: Deliberation	1%	3%	6%	44%	46%
287	F22: Deliberation	1%	2%	6%	43%	49%

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317	F22: Deliberation	1%	1%	3%	44%	52%
347	F22: Deliberation	1%	3%	8%	48%	40%
377	F22: Deliberation	1%	3%	11%	49%	36%
407	F22: Deliberation	1%	2%	6%	38%	53%
198	F23: Cultured	3%	8%	23%	40%	26%
228	F23: Cultured	5%	10%	32%	32%	20%
258	F23: Cultured	4%	11%	35%	30%	20%
288	F23: Cultured	8%	16%	24%	33%	19%
318	F23: Cultured	3%	7%	16%	46%	28%
348	F23: Cultured	6%	12%	21%	40%	21%
378	F23: Cultured	17%	23%	29%	22%	10%
408	F23: Cultured	13%	20%	24%	28%	14%
199	F24: Influence Tactics	2%	10%	35%	42%	11%
229	F24: Influence Tactics	9%	21%	38%	26%	6%
259	F24: Influence Tactics	23%	33%	23%	18%	3%
289	F24: Influence Tactics	8%	21%	37%	29%	5%
319	F24: Influence Tactics	5%	16%	48%	26%	4%
349	F24: Influence Tactics	46%	35%	12%	6%	1%
379	F24: Influence Tactics	3%	11%	33%	42%	11%
409	F24: Influence Tactics	38%	32%	20%	9%	1%
200	F25: Optimist	6%	25%	35%	25%	9%
230	F25: Optimist	1%	5%	17%	53%	24%
260	F25: Optimist	1%	3%	11%	44%	41%
290	F25: Optimist	1%	5%	16%	40%	39%
320	F25: Optimist	1%	2%	6%	43%	48%
350	F25: Optimist	1%	2%	9%	49%	40%
380	F25: Optimist	1%	1%	5%	41%	52%
410	F25: Optimist	1%	3%	13%	48%	35%
201	F26: Unconventional	21%	33%	23%	22%	2%
231	F26: Unconventional	32%	43%	17%	7%	1%
261	F26: Unconventional	67%	27%	4%	2%	1%
291	F26: Unconventional	28%	34%	18%	19%	2%
321	F26: Unconventional	39%	39%	16%	5%	2%
351	F26: Unconventional	37%	42%	14%	6%	1%
381	F26: Unconventional	44%	43%	9%	3%	1%
411	F26: Unconventional	50%	36%	11%	3%	1%
202	F27: Spontaneous-Variety	14%	43%	25%	17%	2%
232	F27: Spontaneous-Variety	6%	25%	29%	32%	7%
262	F27: Spontaneous-Variety	26%	39%	23%	9%	3%
292	F27: Spontaneous-Variety	9%	30%	35%	20%	5%
322	F27: Spontaneous-Variety	5%	16%	28%	39%	12%
352	F27: Spontaneous-Variety	15%	39%	31%	11%	3%
382	F27: Spontaneous-Variety	10%	36%	28%	22%	4%
412	F27: Spontaneous-Variety	5%	24%	38%	27%	6%

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

203	F28: Activity	1%	9%	11%	51%	28%
233	F28: Activity	2%	12%	16%	46%	24%
263	F28: Activity	2%	10%	19%	46%	22%
293	F28: Activity	2%	15%	20%	40%	23%
323	F28: Activity	4%	19%	28%	28%	21%
353	F28: Activity	2%	10%	16%	39%	32%
383	F28: Activity	1%	9%	18%	47%	25%
413	F28: Activity	2%	11%	21%	43%	23%
204	F29: Well-Adjusted	1%	0%	1%	22%	76%
234	F29: Well-Adjusted	1%	1%	5%	32%	62%
264	F29: Well-Adjusted	1%	1%	9%	39%	50%
294	F29: Well-Adjusted	1%	0%	0%	9%	89%
324	F29: Well-Adjusted	1%	0%	1%	12%	86%
354	F29: Well-Adjusted	1%	3%	11%	46%	39%
384	F29: Well-Adjusted	1%	1%	1%	15%	83%
414	F29: Well-Adjusted	1%	0%	0%	14%	85%
205	F30: Imagination	3%	11%	21%	40%	25%
235	F30: Imagination	8%	19%	31%	30%	13%
265	F30: Imagination	11%	24%	32%	24%	9%
295	F30: Imagination	14%	22%	28%	25%	12%
325	F30: Imagination	3%	14%	37%	31%	16%
355	F30: Imagination	17%	34%	24%	20%	6%
385	F30: Imagination	11%	23%	30%	25%	11%
415	F30: Imagination	7%	21%	32%	30%	10%

Note. $N = 4{,}917$.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

RESERVES

Item Number	Facet Number: Name	%A	%B	%C	%D	%E
176	F1: Team Player	1%	0%	0%	5%	95%
206	F1: Team Player	0%	0%	0%	12%	87%
236	F1: Team Player	1%	0%	0%	14%	85%
266	F1: Team Player	1%	0%	0%	11%	87%
296	F1: Team Player	1%	0%	2%	30%	67%
326	F1: Team Player	0%	0%	2%	24%	73%
356	F1: Team Player	0%	1%	3%	38%	58%
386	F1: Team Player	1%	1%	2%	44%	52%
177	F2: Stress Under Pressure	60%	32%	5%	3%	0%
207	F2: Stress Under Pressure	64%	25%	7%	3%	1%
237	F2: Stress Under Pressure	59%	31%	6%	3%	1%
267	F2: Stress Under Pressure	44%	39%	11%	6%	1%
297	F2: Stress Under Pressure	76%	19%	4%	1%	1%
327	F2: Stress Under Pressure	54%	34%	8%	3%	1%
357	F2: Stress Under Pressure	78%	16%	3%	1%	1%
387	F2: Stress Under Pressure	43%	45%	9%	2%	1%
178	F3: Reserved	30%	37%	18%	13%	2%
208	F3: Reserved	39%	36%	16%	7%	1%
238	F3: Reserved	23%	32%	22%	18%	6%
268	F3: Reserved	29%	42%	18%	9%	2%
298	F3: Reserved	29%	39%	18%	11%	3%
328	F3: Reserved	46%	31%	14%	8%	1%
358	F3: Reserved	52%	30%	12%	5%	1%
388	F3: Reserved	5%	29%	44%	20%	3%
179	F4: Achievement Striving	1%	0%	1%	27%	72%
209	F4: Achievement Striving	0%	1%	2%	31%	65%
239	F4: Achievement Striving	0%	0%	2%	28%	70%
269	F4: Achievement Striving	0%	1%	2%	25%	72%
299	F4: Achievement Striving	1%	1%	4%	40%	55%
329	F4: Achievement Striving	0%	1%	9%	43%	47%
359	F4: Achievement Striving	0%	1%	5%	44%	50%
389	F4: Achievement Striving	0%	1%	4%	41%	53%
180	F5: Creative	1%	1%	6%	39%	53%
210	F5: Creative	0%	1%	5%	36%	58%
240	F5: Creative	1%	1%	6%	33%	60%
270	F5: Creative	1%	5%	20%	41%	33%
300	F5: Creative	2%	6%	14%	46%	32%
330	F5: Creative	1%	1%	6%	41%	51%
360	F5: Creative	1%	4%	13%	46%	37%
390	F5: Creative	1%	2%	7%	42%	48%

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

181	F6: Interpersonal Tactics	51%	34%	11%	4%	1%
211	F6: Interpersonal Tactics	56%	31%	9%	3%	1%
241	F6: Interpersonal Tactics	67%	22%	8%	2%	1%
271	F6: Interpersonal Tactics	52%	35%	10%	3%	1%
301	F6: Interpersonal Tactics	55%	34%	9%	2%	1%
331	F6: Interpersonal Tactics	35%	30%	18%	13%	3%
361	F6: Interpersonal Tactics	66%	27%	5%	1%	1%
391	F6: Interpersonal Tactics	55%	34%	7%	2%	0%
182	F7: Pleasant	1%	0%	3%	29%	67%
212	F7: Pleasant	0%	0%	3%	32%	64%
242	F7: Pleasant	1%	0%	4%	34%	61%
272	F7: Pleasant	1%	0%	2%	31%	66%
302	F7: Pleasant	1%	1%	3%	30%	66%
332	F7: Pleasant	1%	0%	2%	36%	61%
362	F7: Pleasant	1%	6%	19%	45%	29%
392	F7: Pleasant	1%	2%	5%	25%	67%
183	F8: Temperamental	52%	37%	7%	2%	1%
213	F8: Temperamental	31%	42%	16%	10%	1%
243	F8: Temperamental	52%	37%	8%	4%	0%
273	F8: Temperamental	65%	29%	5%	1%	0%
303	F8: Temperamental	75%	21%	2%	1%	1%
333	F8: Temperamental	68%	26%	4%	1%	1%
363	F8: Temperamental	52%	38%	7%	3%	1%
393	F8: Temperamental	79%	17%	2%	1%	0%
184	F9: Dominance-Leader	1%	5%	24%	50%	20%
214	F9: Dominance-Leader	0%	2%	12%	44%	42%
244	F9: Dominance-Leader	6%	20%	32%	33%	9%
274	F9: Dominance-Leader	1%	8%	24%	39%	29%
304	F9: Dominance-Leader	1%	5%	21%	50%	23%
334	F9: Dominance-Leader	9%	30%	34%	20%	6%
364	F9: Dominance-Leader	1%	1%	7%	37%	54%
394	F9: Dominance-Leader	9%	23%	39%	24%	4%
185	F10: Order	1%	2%	7%	37%	54%
215	F10: Order	0%	3%	7%	34%	56%
245	F10: Order	0%	2%	7%	38%	52%
275	F10: Order	1%	4%	13%	39%	42%
305	F10: Order	7%	22%	30%	29%	11%
335	F10: Order	0%	1%	6%	42%	51%
365	F10: Order	1%	1%	4%	28%	66%
395	F10: Order	0%	2%	5%	32%	60%
186	F11: Reflective	7%	23%	30%	28%	11%
216	F11: Reflective	0%	2%	10%	40%	47%
246	F11: Reflective	1%	8%	22%	44%	25%
276	F11: Reflective	8%	24%	32%	27%	9%

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

306	F11: Reflective	13%	28%	25%	25%	9%
336	F11: Reflective	11%	19%	29%	28%	12%
366	F11: Reflective	8%	18%	31%	31%	12%
396	F11: Reflective	1%	4%	12%	48%	36%
187	F12: Cynical View	6%	26%	31%	32%	6%
217	F12: Cynical View	24%	42%	26%	8%	1%
247	F12: Cynical View	17%	38%	25%	17%	3%
277	F12: Cynical View	23%	44%	23%	9%	1%
307	F12: Cynical View	13%	32%	25%	27%	3%
337	F12: Cynical View	26%	44%	21%	8%	1%
367	F12: Cynical View	35%	43%	16%	6%	1%
397	F12: Cynical View	26%	43%	23%	8%	1%
188	F13: Helpful Altruistic	1%	1%	3%	38%	57%
218	F13: Helpful Altruistic	1%	5%	14%	47%	33%
248	F13: Helpful Altruistic	1%	2%	5%	36%	56%
278	F13: Helpful Altruistic	0%	0%	3%	40%	57%
308	F13: Helpful Altruistic	1%	3%	10%	47%	40%
338	F13: Helpful Altruistic	0%	2%	10%	50%	37%
368	F13: Helpful Altruistic	0%	2%	11%	44%	43%
398	F13: Helpful Altruistic	0%	2%	10%	48%	40%
189	F14: Worry	13%	30%	22%	27%	7%
219	F14: Worry	16%	33%	21%	23%	7%
249	F14: Worry	36%	39%	15%	8%	1%
279	F14: Worry	28%	39%	20%	12%	2%
309	F14: Worry	26%	38%	19%	16%	3%
339	F14: Worry	50%	32%	12%	5%	1%
369	F14: Worry	42%	31%	15%	10%	2%
399	F14: Worry	50%	30%	12%	8%	1%
190	F15: Excitement Seeking	12%	11%	14%	25%	38%
220	F15: Excitement Seeking	9%	8%	10%	23%	50%
250	F15: Excitement Seeking	3%	6%	14%	34%	43%
280	F15: Excitement Seeking	5%	6%	9%	26%	54%
310	F15: Excitement Seeking	7%	10%	14%	27%	41%
340	F15: Excitement Seeking	6%	9%	17%	33%	35%
370	F15: Excitement Seeking	18%	20%	19%	26%	17%
400	F15: Excitement Seeking	8%	13%	23%	34%	21%
191	F16: Self-Discipline	0%	1%	3%	27%	68%
221	F16: Self-Discipline	0%	1%	4%	33%	61%
251	F16: Self-Discipline	0%	1%	3%	32%	64%
281	F16: Self-Discipline	0%	1%	3%	32%	64%
311	F16: Self-Discipline	0%	1%	4%	39%	55%
341	F16: Self-Discipline	2%	8%	13%	35%	41%
371	F16: Self-Discipline	1%	3%	6%	41%	48%
401	F16: Self-Discipline	1%	5%	12%	47%	34%

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

192	F17: Scientific Interest	5%	13%	18%	32%	32%
222	F17: Scientific Interest	3%	8%	12%	34%	43%
252	F17: Scientific Interest	5%	11%	16%	35%	33%
282	F17: Scientific Interest	6%	10%	20%	34%	31%
312	F17: Scientific Interest	7%	12%	18%	32%	32%
342	F17: Scientific Interest	3%	4%	10%	38%	46%
372	F17: Scientific Interest	18%	18%	25%	21%	18%
402	F17: Scientific Interest	7%	11%	17%	33%	32%
193	F18: Envious	41%	34%	15%	9%	0%
223	F18: Envious	47%	35%	11%	7%	0%
253	F18: Envious	56%	32%	8%	4%	1%
283	F18: Envious	63%	28%	7%	2%	0%
313	F18: Envious	55%	31%	9%	4%	1%
343	F18: Envious	56%	33%	7%	4%	1%
373	F18: Envious	60%	29%	7%	3%	1%
403	F18: Envious	48%	32%	12%	6%	1%
194	F19: Independent	8%	31%	41%	18%	3%
224	F19: Independent	10%	32%	39%	16%	3%
254	F19: Independent	9%	31%	30%	25%	5%
284	F19: Independent	37%	45%	13%	3%	1%
314	F19: Independent	22%	39%	29%	8%	2%
344	F19: Independent	6%	22%	37%	28%	7%
374	F19: Independent	9%	27%	25%	28%	11%
404	F19: Independent	9%	30%	32%	22%	6%
195	F20: Angry Hostility	65%	29%	4%	2%	0%
225	F20: Angry Hostility	73%	23%	3%	1%	0%
255	F20: Angry Hostility	75%	18%	5%	1%	1%
285	F20: Angry Hostility	84%	14%	2%	0%	1%
315	F20: Angry Hostility	78%	19%	2%	1%	0%
345	F20: Angry Hostility	45%	33%	11%	9%	2%
375	F20: Angry Hostility	81%	17%	1%	0%	0%
405	F20: Angry Hostility	71%	22%	4%	2%	1%
196	F21: High-Intensity Pleasure	20%	25%	26%	21%	8%
226	F21: High-Intensity Pleasure	26%	28%	26%	14%	5%
256	F21: High-Intensity Pleasure	20%	23%	22%	25%	11%
286	F21: High-Intensity Pleasure	13%	18%	25%	28%	16%
316	F21: High-Intensity Pleasure	16%	27%	31%	19%	7%
346	F21: High-Intensity Pleasure	40%	26%	20%	11%	4%
376	F21: High-Intensity Pleasure	23%	26%	26%	18%	7%
406	F21: High-Intensity Pleasure	8%	17%	29%	33%	14%
197	F22: Deliberation	1%	1%	3%	38%	57%
227	F22: Deliberation	0%	3%	10%	50%	36%
257	F22: Deliberation	0%	2%	5%	43%	50%
287	F22: Deliberation	1%	1%	5%	40%	53%

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317	F22: Deliberation	0%	1%	2%	40%	57%
347	F22: Deliberation	1%	2%	7%	44%	46%
377	F22: Deliberation	1%	2%	9%	48%	41%
407	F22: Deliberation	1%	1%	5%	35%	58%
198	F23: Cultured	3%	5%	19%	44%	29%
228	F23: Cultured	4%	7%	30%	37%	22%
258	F23: Cultured	3%	8%	32%	33%	23%
288	F23: Cultured	6%	12%	24%	36%	22%
318	F23: Cultured	2%	4%	14%	49%	31%
348	F23: Cultured	4%	10%	20%	41%	25%
378	F23: Cultured	14%	19%	30%	25%	12%
408	F23: Cultured	11%	16%	24%	31%	18%
199	F24: Influence Tactics	3%	10%	33%	43%	12%
229	F24: Influence Tactics	9%	22%	37%	27%	5%
259	F24: Influence Tactics	24%	31%	24%	18%	3%
289	F24: Influence Tactics	9%	20%	36%	29%	6%
319	F24: Influence Tactics	5%	16%	48%	26%	5%
349	F24: Influence Tactics	49%	33%	11%	6%	1%
379	F24: Influence Tactics	3%	11%	33%	42%	12%
409	F24: Influence Tactics	40%	30%	20%	9%	1%
200	F25: Optimist	6%	25%	33%	25%	11%
230	F25: Optimist	1%	5%	17%	52%	26%
260	F25: Optimist	1%	2%	10%	43%	44%
290	F25: Optimist	1%	4%	15%	38%	42%
320	F25: Optimist	0%	1%	5%	42%	51%
350	F25: Optimist	1%	1%	9%	47%	42%
380	F25: Optimist	1%	1%	4%	39%	56%
410	F25: Optimist	1%	2%	15%	45%	37%
201	F26: Unconventional	25%	34%	22%	18%	2%
231	F26: Unconventional	35%	42%	15%	6%	1%
261	F26: Unconventional	72%	23%	4%	1%	0%
291	F26: Unconventional	32%	37%	16%	14%	1%
321	F26: Unconventional	42%	38%	16%	3%	1%
351	F26: Unconventional	43%	39%	13%	4%	1%
381	F26: Unconventional	48%	41%	8%	2%	1%
411	F26: Unconventional	53%	32%	11%	3%	1%
202	F27: Spontaneous-Variety	16%	43%	24%	15%	3%
232	F27: Spontaneous-Variety	6%	25%	29%	31%	9%
262	F27: Spontaneous-Variety	27%	36%	23%	11%	3%
292	F27: Spontaneous-Variety	9%	29%	37%	19%	5%
322	F27: Spontaneous-Variety	4%	15%	30%	38%	13%
352	F27: Spontaneous-Variety	18%	37%	32%	11%	2%
382	F27: Spontaneous-Variety	12%	35%	27%	21%	4%
412	F27: Spontaneous-Variety	6%	24%	37%	26%	7%

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

203	F28: Activity	1%	8%	11%	51%	30%
233	F28: Activity	1%	13%	13%	48%	25%
263	F28: Activity	2%	10%	18%	45%	25%
293	F28: Activity	2%	13%	20%	39%	25%
323	F28: Activity	4%	20%	28%	27%	21%
353	F28: Activity	2%	10%	17%	37%	34%
383	F28: Activity	1%	7%	17%	47%	28%
413	F28: Activity	2%	10%	22%	42%	24%
204	F29: Well-Adjusted	0%	0%	2%	22%	76%
234	F29: Well-Adjusted	1%	1%	5%	33%	61%
264	F29: Well-Adjusted	1%	2%	7%	38%	53%
294	F29: Well-Adjusted	0%	0%	0%	9%	90%
324	F29: Well-Adjusted	0%	0%	1%	11%	88%
354	F29: Well-Adjusted	1%	3%	13%	44%	38%
384	F29: Well-Adjusted	1%	0%	1%	13%	86%
414	F29: Well-Adjusted	0%	0%	0%	13%	86%
205	F30: Imagination	2%	10%	20%	41%	26%
235	F30: Imagination	7%	17%	29%	32%	15%
265	F30: Imagination	12%	22%	33%	24%	9%
295	F30: Imagination	13%	20%	28%	26%	11%
325	F30: Imagination	3%	12%	36%	33%	16%
355	F30: Imagination	18%	32%	25%	19%	6%
385	F30: Imagination	12%	23%	28%	24%	13%
415	F30: Imagination	6%	20%	31%	32%	11%

Note. $N = 1{,}941$.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

APPENDIX E: Item-Level Alpha if Item Deleted by Accession Source

Item Number	Facet Number: Name	Accession Source						
		OTS-CIV	OTS-AD	AECP	USAFA	ROTC	ANG	Reserves
176	F1: Team Player	.60	.82	.79	.78	.77	.85	.77
206	F1: Team Player	.67	.81	.78	.77	.76	.84	.76
236	F1: Team Player	.66	.81	.78	.77	.76	.84	.76
266	F1: Team Player	.70	.81	.79	.76	.76	.84	.75
296	F1: Team Player	.55	.82	.80	.78	.77	.85	.77
326	F1: Team Player	.60	.82	.80	.80	.78	.84	.76
356	F1: Team Player	.56	.83	.79	.79	.78	.86	.76
386	F1: Team Player	.46	.83	.81	.78	.78	.86	.78
177	F2: Stress Under Pressure	.65	.83	.80	.82	.82	.84	.80
207	F2: Stress Under Pressure	.56	.84	.82	.82	.83	.85	.81
237	F2: Stress Under Pressure	.66	.83	.81	.82	.82	.84	.80
267	F2: Stress Under Pressure	.62	.83	.82	.82	.82	.85	.80
297	F2: Stress Under Pressure	.60	.84	.82	.83	.83	.85	.81
327	F2: Stress Under Pressure	.61	.84	.83	.83	.83	.85	.81
357	F2: Stress Under Pressure	.60	.84	.82	.83	.83	.85	.81
387	F2: Stress Under Pressure	.59	.84	.83	.83	.83	.85	.81
178	F3: Reserved	.71	.89	.91	.90	.91	.88	.87
208	F3: Reserved	.78	.88	.90	.90	.90	.87	.87
238	F3: Reserved	.75	.89	.90	.90	.90	.88	.87
268	F3: Reserved	.75	.89	.90	.90	.91	.88	.87
298	F3: Reserved	.79	.88	.90	.90	.90	.87	.86
328	F3: Reserved	.70	.89	.90	.91	.91	.88	.87
358	F3: Reserved	.70	.89	.90	.91	.91	.88	.87
388	F3: Reserved	.49	.91	.92	.92	.92	.90	.89
179	F4: Achievement Striving	.62	.85	.83	.84	.83	.87	.82
209	F4: Achievement Striving	.60	.85	.83	.84	.83	.87	.82
239	F4: Achievement Striving	.67	.85	.82	.83	.82	.86	.81
269	F4: Achievement Striving	.59	.85	.83	.84	.83	.87	.82
299	F4: Achievement Striving	.64	.85	.82	.83	.82	.87	.82
329	F4: Achievement Striving	.66	.84	.81	.83	.82	.86	.81
359	F4: Achievement Striving	.66	.85	.82	.84	.82	.87	.81
389	F4: Achievement Striving	.65	.85	.82	.84	.82	.87	.81
180	F5: Creative	.66	.85	.83	.82	.82	.85	.82
210	F5: Creative	.70	.85	.83	.82	.82	.85	.82
240	F5: Creative	.72	.84	.82	.82	.82	.84	.81
270	F5: Creative	.60	.85	.83	.83	.83	.86	.83
300	F5: Creative	.35	.89	.89	.87	.87	.89	.87
330	F5: Creative	.48	.87	.84	.85	.85	.87	.84
360	F5: Creative	.70	.84	.82	.82	.82	.85	.81

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390	F5: Creative	.78	.84	.82	.81	.81	.84	.80
181	F6: Interpersonal Tactics	.54	.84	.84	.85	.83	.84	.82
211	F6: Interpersonal Tactics	.58	.83	.83	.85	.82	.83	.81
241	F6: Interpersonal Tactics	.56	.83	.84	.85	.82	.83	.82
271	F6: Interpersonal Tactics	.61	.83	.83	.85	.82	.83	.81
301	F6: Interpersonal Tactics	.68	.82	.83	.84	.81	.82	.80
331	F6: Interpersonal Tactics	.48	.85	.87	.87	.84	.85	.83
361	F6: Interpersonal Tactics	.52	.84	.85	.86	.83	.83	.82
391	F6: Interpersonal Tactics	.67	.82	.83	.85	.81	.82	.80
182	F7: Pleasant	.67	.88	.90	.86	.86	.88	.86
212	F7: Pleasant	.75	.88	.89	.86	.85	.88	.85
242	F7: Pleasant	.78	.87	.89	.86	.85	.87	.85
272	F7: Pleasant	.75	.87	.89	.86	.85	.88	.85
302	F7: Pleasant	.70	.88	.89	.86	.86	.88	.86
332	F7: Pleasant	.64	.89	.90	.88	.87	.88	.86
362	F7: Pleasant	.48	.90	.92	.89	.89	.90	.89
392	F7: Pleasant	.65	.88	.91	.87	.86	.89	.87
183	F8: Temperamental	.60	.87	.85	.83	.84	.87	.85
213	F8: Temperamental	.60	.87	.87	.84	.84	.87	.85
243	F8: Temperamental	.72	.85	.85	.82	.82	.86	.83
273	F8: Temperamental	.66	.86	.85	.83	.83	.86	.84
303	F8: Temperamental	.69	.85	.85	.82	.83	.86	.84
333	F8: Temperamental	.63	.86	.85	.83	.84	.87	.85
363	F8: Temperamental	.71	.85	.85	.82	.83	.86	.84
393	F8: Temperamental	.58	.87	.86	.84	.84	.87	.86
184	F9: Dominance-Leader	.70	.86	.87	.87	.88	.85	.84
214	F9: Dominance-Leader	.70	.86	.87	.87	.87	.85	.84
244	F9: Dominance-Leader	.68	.86	.87	.87	.88	.85	.84
274	F9: Dominance-Leader	.74	.86	.86	.87	.87	.84	.83
304	F9: Dominance-Leader	.73	.86	.86	.87	.87	.84	.83
334	F9: Dominance-Leader	.59	.87	.88	.88	.88	.86	.84
364	F9: Dominance-Leader	.65	.87	.87	.88	.88	.86	.85
394	F9: Dominance-Leader	.45	.89	.89	.89	.90	.87	.87
185	F10: Order	.83	.88	.88	.89	.88	.88	.86
215	F10: Order	.84	.87	.88	.89	.88	.88	.85
245	F10: Order	.79	.88	.89	.90	.88	.88	.86
275	F10: Order	.74	.88	.89	.90	.89	.88	.86
305	F10: Order	.48	.91	.91	.92	.91	.92	.90
335	F10: Order	.54	.90	.90	.92	.91	.90	.88
365	F10: Order	.63	.90	.90	.91	.90	.90	.88
395	F10: Order	.75	.89	.89	.90	.89	.89	.86
186	F11: Reflective	.53	.77	.80	.81	.80	.77	.76
216	F11: Reflective	.54	.77	.81	.81	.80	.77	.77
246	F11: Reflective	.57	.77	.80	.81	.80	.76	.76

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276	F11: Reflective	.68	.74	.78	.80	.78	.75	.73
306	F11: Reflective	.35	.80	.83	.84	.82	.80	.79
336	F11: Reflective	.53	.77	.79	.81	.80	.77	.77
366	F11: Reflective	.50	.77	.81	.82	.81	.78	.77
396	F11: Reflective	.47	.79	.82	.82	.80	.78	.78
187	F12: Cynical View	.56	.86	.84	.85	.84	.86	.86
217	F12: Cynical View	.66	.85	.84	.84	.83	.85	.85
247	F12: Cynical View	.72	.85	.84	.83	.82	.84	.85
277	F12: Cynical View	.61	.86	.84	.84	.84	.85	.86
307	F12: Cynical View	.67	.85	.83	.83	.82	.85	.85
337	F12: Cynical View	.58	.86	.85	.84	.84	.86	.86
367	F12: Cynical View	.54	.86	.86	.85	.84	.86	.86
397	F12: Cynical View	.64	.85	.84	.84	.83	.85	.86
188	F13: Helpful Altruistic	.66	.88	.87	.86	.85	.88	.87
218	F13: Helpful Altruistic	.56	.89	.87	.87	.86	.89	.87
248	F13: Helpful Altruistic	.67	.87	.86	.86	.85	.88	.86
278	F13: Helpful Altruistic	.73	.87	.85	.86	.85	.87	.86
308	F13: Helpful Altruistic	.68	.87	.86	.86	.85	.88	.86
338	F13: Helpful Altruistic	.63	.88	.87	.87	.86	.88	.86
368	F13: Helpful Altruistic	.72	.87	.85	.85	.85	.87	.86
398	F13: Helpful Altruistic	.59	.88	.86	.87	.86	.88	.87
189	F14: Worry	.70	.90	.90	.91	.91	.89	.89
219	F14: Worry	.70	.90	.89	.91	.91	.89	.89
249	F14: Worry	.72	.90	.89	.91	.91	.89	.89
279	F14: Worry	.75	.89	.89	.91	.90	.89	.89
309	F14: Worry	.69	.90	.90	.91	.91	.89	.89
339	F14: Worry	.76	.89	.89	.91	.90	.89	.89
369	F14: Worry	.75	.89	.89	.91	.90	.89	.88
399	F14: Worry	.69	.90	.90	.91	.91	.89	.89
190	F15: Excitement Seeking	.73	.92	.92	.91	.90	.92	.91
220	F15: Excitement Seeking	.76	.92	.92	.91	.90	.91	.91
250	F15: Excitement Seeking	.77	.92	.92	.91	.90	.91	.91
280	F15: Excitement Seeking	.70	.92	.93	.92	.90	.92	.91
310	F15: Excitement Seeking	.74	.92	.92	.91	.90	.91	.91
340	F15: Excitement Seeking	.82	.91	.92	.91	.89	.91	.91
370	F15: Excitement Seeking	.57	.93	.93	.92	.91	.93	.92
400	F15: Excitement Seeking	.69	.92	.92	.91	.90	.92	.91
191	F16: Self-Discipline	.63	.84	.85	.84	.84	.85	.83
221	F16: Self-Discipline	.66	.84	.85	.84	.83	.84	.82
251	F16: Self-Discipline	.68	.83	.85	.84	.84	.84	.82
281	F16: Self-Discipline	.66	.83	.85	.85	.84	.84	.82
311	F16: Self-Discipline	.70	.83	.85	.83	.83	.84	.81
341	F16: Self-Discipline	.57	.85	.86	.85	.84	.86	.84
371	F16: Self-Discipline	.58	.84	.85	.85	.84	.85	.83

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401	F16: Self-Discipline	.62	.84	.85	.85	.84	.85	.82
192	F17: Scientific Interest	.79	.93	.92	.92	.91	.93	.93
222	F17: Scientific Interest	.81	.93	.92	.92	.91	.93	.93
252	F17: Scientific Interest	.84	.93	.91	.92	.91	.92	.92
282	F17: Scientific Interest	.82	.93	.92	.92	.91	.93	.93
312	F17: Scientific Interest	.81	.93	.92	.92	.91	.93	.93
342	F17: Scientific Interest	.76	.94	.92	.92	.91	.93	.93
372	F17: Scientific Interest	.69	.94	.93	.93	.92	.94	.94
402	F17: Scientific Interest	.62	.94	.94	.93	.93	.94	.94
193	F18: Envious	.76	.90	.90	.88	.88	.90	.90
223	F18: Envious	.80	.89	.90	.88	.88	.89	.89
253	F18: Envious	.80	.89	.90	.88	.88	.89	.89
283	F18: Envious	.73	.90	.90	.88	.88	.90	.90
313	F18: Envious	.65	.91	.91	.89	.90	.91	.91
343	F18: Envious	.78	.90	.90	.88	.88	.89	.89
373	F18: Envious	.57	.91	.92	.90	.90	.91	.91
403	F18: Envious	.61	.91	.91	.89	.90	.91	.91
194	F19: Independent	.63	.81	.79	.83	.81	.79	.78
224	F19: Independent	.65	.80	.79	.83	.81	.78	.77
254	F19: Independent	.49	.82	.81	.85	.83	.81	.79
284	F19: Independent	.49	.82	.80	.84	.82	.81	.79
314	F19: Independent	.53	.82	.80	.85	.83	.80	.79
344	F19: Independent	.58	.81	.80	.83	.81	.80	.78
374	F19: Independent	.43	.83	.83	.85	.84	.82	.81
404	F19: Independent	.47	.82	.82	.85	.84	.81	.80
195	F20: Angry Hostility	.74	.87	.88	.88	.87	.88	.84
225	F20: Angry Hostility	.79	.87	.87	.88	.87	.88	.84
255	F20: Angry Hostility	.73	.87	.87	.88	.87	.88	.85
285	F20: Angry Hostility	.80	.87	.88	.87	.87	.88	.85
315	F20: Angry Hostility	.79	.87	.87	.88	.87	.88	.84
345	F20: Angry Hostility	.53	.91	.91	.90	.90	.91	.88
375	F20: Angry Hostility	.68	.88	.88	.89	.89	.89	.85
405	F20: Angry Hostility	.59	.89	.89	.90	.89	.90	.86
196	F21: High-Intensity Pleasure	.74	.87	.90	.90	.88	.89	.88
226	F21: High-Intensity Pleasure	.78	.87	.89	.89	.88	.88	.87
256	F21: High-Intensity Pleasure	.73	.87	.90	.90	.88	.88	.88
286	F21: High-Intensity Pleasure	.69	.88	.90	.90	.88	.89	.88
316	F21: High-Intensity Pleasure	.69	.88	.91	.90	.88	.89	.89
346	F21: High-Intensity Pleasure	.64	.88	.90	.90	.88	.89	.89
376	F21: High-Intensity Pleasure	.52	.89	.92	.92	.90	.90	.90
406	F21: High-Intensity Pleasure	.60	.89	.91	.91	.89	.90	.89
197	F22: Deliberation	.69	.89	.89	.88	.88	.89	.87
227	F22: Deliberation	.70	.89	.90	.88	.88	.89	.87
257	F22: Deliberation	.68	.89	.89	.89	.88	.90	.87

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287	F22: Deliberation	.75	.88	.89	.87	.87	.89	.86
317	F22: Deliberation	.74	.89	.88	.88	.88	.89	.86
347	F22: Deliberation	.77	.88	.88	.87	.87	.88	.86
377	F22: Deliberation	.62	.90	.89	.90	.89	.90	.88
407	F22: Deliberation	.62	.90	.89	.89	.89	.90	.88
198	F23: Cultured	.76	.90	.89	.90	.89	.91	.89
228	F23: Cultured	.77	.90	.88	.90	.89	.90	.89
258	F23: Cultured	.70	.90	.89	.91	.90	.91	.90
288	F23: Cultured	.76	.90	.88	.90	.89	.90	.89
318	F23: Cultured	.75	.90	.89	.90	.89	.91	.89
348	F23: Cultured	.69	.91	.89	.91	.90	.91	.90
378	F23: Cultured	.63	.91	.89	.91	.91	.92	.90
408	F23: Cultured	.62	.91	.91	.92	.91	.92	.91
199	F24: Influence Tactics	.58	.79	.80	.80	.80	.80	.79
229	F24: Influence Tactics	.71	.77	.78	.79	.78	.78	.77
259	F24: Influence Tactics	.68	.77	.79	.79	.78	.77	.77
289	F24: Influence Tactics	.69	.77	.79	.79	.78	.78	.77
319	F24: Influence Tactics	.58	.79	.80	.81	.80	.79	.79
349	F24: Influence Tactics	.35	.81	.82	.83	.83	.82	.82
379	F24: Influence Tactics	.44	.81	.82	.82	.82	.82	.81
409	F24: Influence Tactics	.26	.83	.85	.85	.85	.83	.83
200	F25: Optimist	.42	.87	.88	.89	.87	.87	.86
230	F25: Optimist	.59	.85	.85	.88	.85	.84	.82
260	F25: Optimist	.70	.83	.83	.87	.84	.82	.82
290	F25: Optimist	.60	.84	.83	.89	.85	.83	.82
320	F25: Optimist	.70	.84	.83	.88	.84	.82	.82
350	F25: Optimist	.69	.84	.83	.87	.84	.83	.82
380	F25: Optimist	.68	.84	.84	.88	.84	.83	.82
410	F25: Optimist	.60	.85	.84	.88	.85	.83	.83
201	F26: Unconventional	.61	.84	.85	.81	.80	.84	.82
231	F26: Unconventional	.64	.84	.84	.80	.80	.84	.81
261	F26: Unconventional	.58	.85	.85	.82	.81	.85	.83
291	F26: Unconventional	.67	.83	.84	.81	.80	.83	.81
321	F26: Unconventional	.56	.85	.86	.81	.81	.85	.83
351	F26: Unconventional	.69	.83	.84	.79	.79	.83	.82
381	F26: Unconventional	.51	.85	.85	.83	.82	.85	.83
411	F26: Unconventional	.42	.86	.87	.83	.83	.86	.85
202	F27: Spontaneous-Variety	.60	.74	.72	.79	.75	.75	.74
232	F27: Spontaneous-Variety	.66	.74	.71	.79	.75	.74	.74
262	F27: Spontaneous-Variety	.56	.76	.75	.81	.77	.76	.74
292	F27: Spontaneous-Variety	.44	.77	.76	.81	.78	.77	.77
322	F27: Spontaneous-Variety	.63	.74	.71	.79	.75	.75	.74
352	F27: Spontaneous-Variety	.34	.78	.77	.82	.80	.78	.78
382	F27: Spontaneous-Variety	.29	.79	.76	.84	.81	.79	.78

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412	F27: Spontaneous-Variety	.41	.78	.76	.82	.79	.78	.78
203	F28: Activity	.59	.78	.77	.76	.78	.79	.77
233	F28: Activity	.61	.78	.77	.76	.78	.79	.77
263	F28: Activity	.64	.77	.76	.75	.78	.78	.76
293	F28: Activity	.63	.78	.77	.75	.78	.79	.77
323	F28: Activity	.47	.80	.78	.77	.79	.81	.78
353	F28: Activity	.47	.80	.80	.77	.80	.81	.79
383	F28: Activity	.54	.79	.78	.77	.79	.80	.78
413	F28: Activity	.55	.79	.78	.79	.80	.80	.78
204	F29: Well-Adjusted	.64	.79	.81	.79	.77	.82	.72
234	F29: Well-Adjusted	.62	.79	.80	.79	.77	.83	.71
264	F29: Well-Adjusted	.49	.82	.83	.81	.79	.85	.74
294	F29: Well-Adjusted	.64	.79	.82	.79	.78	.83	.73
324	F29: Well-Adjusted	.60	.79	.82	.80	.78	.83	.74
354	F29: Well-Adjusted	.42	.83	.85	.81	.80	.86	.76
384	F29: Well-Adjusted	.51	.80	.82	.80	.79	.83	.75
414	F29: Well-Adjusted	.62	.80	.81	.80	.78	.83	.74
205	F30: Imagination	.51	.86	.87	.87	.86	.85	.85
235	F30: Imagination	.71	.84	.84	.86	.84	.83	.83
265	F30: Imagination	.74	.83	.83	.85	.83	.83	.82
295	F30: Imagination	.65	.84	.85	.86	.84	.84	.83
325	F30: Imagination	.43	.86	.87	.87	.86	.86	.85
355	F30: Imagination	.60	.85	.85	.87	.85	.85	.84
385	F30: Imagination	.64	.84	.86	.86	.85	.84	.83
415	F30: Imagination	.55	.85	.87	.86	.86	.85	.84

Note. OTS-CIV N = 8,808; OTS-AD N = 7,085, AECP N = 256, USAFA N = 4,678, ROTC N = 16,398, ANG N = 4,917, AFRES N = 1,941.

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APPENDIX F: Item-Level GPCM Parameters by Accession Source

OTS-CIV

Facet #	Item #	Parameters					Facet #	Item #	Parameters				
		a	*b1*	*b2*	*b3*	*b4*			*a*	*b1*	*b2*	*b3*	*b4*
F1	176	1.41	-.82	-1.33	-4.27	-2.23	F16	191	1.96	-2.42	-1.97	-2.27	-.78
	206	1.78	-1.33	-2.38	-3.32	-1.55		221	2.08	-2.73	-1.90	-1.82	-.37
	236	1.82	-2.00	-2.14	-2.91	-1.43		251	2.58	-2.37	-2.15	-2.02	-.51
	266	2.70	-2.03	-2.04	-2.68	-1.33		281	2.08	-2.45	-1.95	-2.01	-.59
	296	1.04	-1.15	-2.60	-3.79	-1.08		311	2.45	-2.33	-2.02	-1.86	-.27
	326	1.44	-2.26	-2.40	-2.74	-.87		341	1.08	-2.91	-1.37	-1.33	.17
	356	1.36	-2.43	-2.13	-2.78	-.31		371	1.39	-2.33	-1.59	-2.08	-.04
	386	.83	-2.18	-2.65	-3.69	.06		401	1.44	-2.77	-1.56	-1.35	.60
F2	177	1.85	.16	1.66	1.66	2.84	F17	192	2.26	-1.78	-.78	-.55	.41
	207	1.15	.67	1.72	1.45	3.06		222	2.85	-1.95	-1.14	-.82	.19
	237	1.86	.12	1.48	1.50	2.83		252	3.26	-1.63	-.92	-.53	.48
	267	1.50	-.28	1.26	1.28	2.71		282	2.73	-1.61	-1.00	-.53	.42
	297	1.65	.90	1.97	1.86	2.63		312	2.48	-1.51	-.83	-.45	.41
	327	1.56	.14	1.68	1.83	2.82		342	2.69	-1.90	-1.48	-1.23	.04
	357	1.65	.97	2.03	1.50	2.54		372	1.24	-.84	-.42	.25	1.01
	387	1.44	-.18	1.47	2.02	2.52		402	.98	-1.71	-.87	-.66	.68
F3	178r	1.70	-2.40	-.78	-.65	.68	F18	193	2.89	-.42	.73	1.18	2.55
	208r	2.49	-2.21	-1.03	-.64	.42		223	3.88	-.24	.91	1.26	2.38
	238r	2.09	-1.75	-.51	-.17	.90		253	3.77	.08	1.15	1.45	2.43
	268r	2.21	-2.18	-1.09	-.65	.64		283	2.53	.29	1.46	1.72	2.54
	298r	2.72	-2.09	-.97	-.54	.65		313	1.48	.08	1.40	1.57	2.83
	328r	1.50	-2.53	-1.26	-.88	.11		343	2.86	.07	1.28	1.50	2.51
	358r	1.62	-2.42	-1.43	-1.02	-.02		373	1.17	.37	1.90	1.99	2.82
	388r	.77	-3.35	-1.29	.23	3.02		403	1.17	-.09	1.22	1.34	3.11
F4	179	1.52	-2.31	-2.21	-2.87	-.82	F19	194	2.84	-1.75	-.38	.90	2.06
	209	1.44	-2.36	-2.16	-2.69	-.72		224	3.27	-1.55	-.27	.93	2.11
	239	2.06	-2.29	-2.39	-2.42	-.68		254	.64	-2.91	-.20	.30	2.77
	269	1.34	-2.24	-2.47	-2.21	-.93		284	.87	-.67	1.80	2.45	3.31
	299	1.82	-2.71	-2.02	-2.22	-.34		314	.97	-1.20	.50	2.31	2.97
	329	2.17	-2.90	-2.28	-1.48	.04		344	.91	-2.50	-.88	.59	2.27
	359	2.09	-2.78	-2.12	-1.91	.00		374	.45	-3.14	-.26	-.24	2.93
	389	1.93	-2.81	-2.00	-1.95	-.14		404	.55	-3.25	-.45	.59	2.77

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F5	180	2.02	-2.20	-2.12	-1.75	-.04	F20	195	2.71	.46	1.62	1.86	2.56
	210	2.70	-2.41	-2.11	-1.67	-.21		225	3.81	.68	1.78	1.96	2.49
	240	3.01	-2.34	-2.03	-1.50	-.27		255	2.57	.80	1.60	1.86	2.33
	270	1.37	-2.54	-1.75	-.98	.50		285	5.39	.93	1.79	2.00	2.30
	300	.49	-3.68	-2.42	-2.95	.80		315	3.98	.74	1.85	2.00	2.34
	330	.85	-2.73	-2.45	-2.39	-.43		345	.92	.21	1.83	1.18	3.15
	360	2.13	-2.50	-1.72	-1.18	.40		375	2.16	1.00	2.50	2.35	2.02
	390	4.51	-2.41	-1.82	-1.27	.04		405	1.32	.96	2.33	1.82	2.28
F6	181	1.00	.01	1.59	1.91	2.99	F21	196	1.84	-.92	-.14	.45	1.66
	211	1.31	.27	1.67	1.73	2.70		226	2.53	-.68	.10	.74	1.80
	241	1.09	.77	1.61	2.05	2.49		256	1.70	-1.06	-.26	.07	1.32
	271	1.78	.10	1.49	1.81	2.52		286	1.36	-1.28	-.59	-.08	1.10
	301	1.94	.03	1.33	1.79	2.50		316	1.29	-1.21	-.25	.64	1.81
	331	.67	-.69	.65	.97	2.75		346	1.25	-.05	.39	1.09	2.13
	361	1.23	.65	2.09	1.95	2.51		376	.66	-.92	-.11	.77	2.13
	391	2.42	.13	1.51	1.79	2.46		406	1.00	-1.93	-.92	-.12	1.54
F7	182	2.26	-1.96	-2.18	-2.09	-.55	F22	197	2.10	-2.60	-1.83	-2.13	-.24
	212	3.22	-2.27	-2.33	-1.83	-.38		227	2.40	-2.78	-1.75	-1.37	.40
	242	3.82	-2.44	-2.10	-1.57	-.31		257	2.03	-2.66	-1.71	-1.86	-.11
	272	3.31	-2.05	-2.19	-1.87	-.48		287	3.04	-2.38	-1.93	-1.62	-.11
	302	2.31	-1.98	-2.01	-2.03	-.48		317	2.88	-2.41	-2.17	-2.05	-.26
	332	1.78	-2.13	-2.35	-2.55	-.46		347	3.68	-2.56	-1.72	-1.36	.10
	362	.83	-3.65	-1.98	-1.13	1.05		377	1.49	-2.70	-2.07	-1.75	.29
	392	1.70	-2.47	-1.79	-1.76	-.56		407	1.47	-2.54	-2.01	-2.14	-.26
F8	183	1.41	.24	1.88	1.87	2.82	F23	198	2.83	-2.20	-1.47	-.68	.48
	213	1.52	-.63	1.03	1.23	2.97		228	2.77	-1.78	-1.35	-.25	.75
	243	2.62	.11	1.46	1.74	2.55		258	1.73	-2.07	-1.42	-.07	.81
	273	1.86	.48	1.82	2.09	2.58		288	2.07	-1.58	-.88	-.32	.85
	303	2.44	.72	1.93	1.86	2.23		318	3.17	-2.16	-1.45	-.97	.43
	333	1.68	.66	1.95	2.13	2.25		348	1.27	-1.91	-1.13	-.65	.84
	363	2.46	.14	1.60	1.74	2.45		378	.94	-1.12	-.64	.35	1.67
	393	1.51	1.01	2.10	2.14	2.27		408	.84	-1.47	-.63	-.14	1.23
F9	184	1.99	-2.56	-1.64	-.76	.85	F24	199	1.40	-2.45	-1.56	-.16	1.66
	214	2.97	-2.52	-1.90	-1.08	.15		229	2.52	-1.50	-.55	.48	1.87
	244	1.25	-2.19	-.94	.08	1.69		259	1.81	-.82	.27	.92	2.40
	274	2.57	-2.22	-1.35	-.45	.63		289	1.98	-1.55	-.62	.47	2.07
	304	2.82	-2.51	-1.69	-.76	.65		319	1.21	-2.16	-1.14	.81	2.40
	334	.85	-2.10	-.23	.90	2.43		349	.40	.28	2.64	2.35	5.31
	364	2.44	-2.32	-1.93	-1.35	-.14		379	.75	-3.04	-1.78	-.19	2.11
	394	.58	-2.92	-1.11	.76	3.25		409	.25	-.61	.77	3.08	8.17
F10	185	7.50	-2.29	-1.65	-1.16	-.06	F25	200	.58	-3.15	-.42	.74	2.30
	215	7.25	-2.27	-1.63	-1.16	-.12		230	1.37	-3.05	-1.79	-1.08	.96
	245	3.32	-2.54	-1.89	-1.34	-.04		260	2.04	-2.48	-1.92	-1.19	.24
	275	2.15	-2.58	-1.62	-1.01	.26		290	1.23	-2.83	-1.91	-1.01	.33
	305	.74	-2.38	-.53	.27	1.74		320	2.74	-2.50	-1.92	-1.47	.01
	335	1.17	-2.14	-2.87	-2.29	-.12		350	2.38	-2.33	-2.00	-1.36	.27
	365	1.61	-2.45	-2.04	-2.06	-.46		380	2.28	-2.32	-2.26	-1.66	-.12
	395	2.54	-2.39	-1.81	-1.63	-.22		410	1.65	-2.17	-2.18	-1.19	.52

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F11	186	.82	-2.21	-.71	.11	1.72	F26	201r	1.63	-2.73	-.84	-.36	.86
	216	1.45	-2.49	-2.24	-1.68	-.11		231r	1.67	-2.58	-1.74	-1.16	.40
	246	1.21	-2.56	-1.86	-.95	.69		261r	1.48	-2.29	-2.16	-2.05	-.82
	276	1.81	-1.69	-.52	.26	1.46		291r	2.06	-2.44	-.86	-.61	.54
	306	.39	-3.28	.13	-.34	2.71		321r	1.06	-2.16	-2.15	-1.53	.14
	336	.89	-1.81	-.95	-.16	1.36		351r	2.04	-2.63	-1.70	-1.28	.14
	366	.84	-1.87	-.84	.12	1.71		381r	.97	-2.86	-2.19	-2.24	.00
	396	.95	-2.57	-2.24	-1.83	.48		411r	.62	-2.88	-2.43	-2.42	-.34
F12	187	.99	-2.67	-.47	.01	2.60	F27	202	1.64	-1.32	.44	.88	2.38
	217	1.69	-1.19	.47	1.33	2.47		232	3.08	-1.62	-.37	.33	1.54
	247	2.15	-1.36	.12	.68	2.21		262	.81	-.96	.74	1.56	2.74
	277	1.32	-1.32	.63	1.43	2.82		292	.57	-2.73	-.62	1.14	2.76
	307	1.59	-1.81	-.14	.16	2.35		322	2.09	-1.95	-.80	-.03	1.35
	337	1.15	-1.24	.79	1.56	3.01		352	.35	-2.96	.60	2.90	4.60
	367	1.02	-.58	1.37	1.56	3.34		382	.31	-4.95	.55	.93	5.41
	397	1.46	-1.15	.53	1.35	3.03		412	.51	-3.64	-1.16	.61	3.25
F13	188	2.09	-2.22	-2.25	-1.98	-.11	F28	203	2.50	-2.28	-1.09	-.93	.76
	218	1.19	-3.03	-2.00	-1.37	.71		233	3.17	-2.03	-.96	-.59	.85
	248	2.20	-2.19	-2.06	-1.62	-.06		263	3.17	-1.93	-1.09	-.53	.80
	278	3.06	-2.40	-2.20	-1.81	-.13		293	.86	-3.46	-.97	-.90	.94
	308	1.98	-2.66	-1.91	-1.43	.39		323	.36	-5.11	-1.77	.05	1.26
	338	1.71	-2.72	-2.08	-1.34	.52		353	.38	-4.60	-2.11	-2.21	.55
	368	2.59	-2.56	-2.01	-1.27	.29		383	.72	-3.79	-1.74	-1.43	.89
	398	1.49	-2.61	-2.30	-1.64	.48		413	.62	-3.49	-1.37	-.92	1.23
F14	189	1.48	-1.74	-.22	.10	1.53	F29	204	2.06	-2.22	-2.60	-2.47	-.90
	219	1.45	-1.56	.12	.20	1.64		234	2.07	-2.42	-2.50	-1.88	-.51
	249	1.97	-.60	.77	1.26	2.37		264	1.02	-2.45	-3.05	-2.08	-.26
	279	1.99	-.80	.43	.79	2.05		294	1.59	-1.64	-2.31	-3.24	-1.93
	309	1.48	-.99	.57	.72	2.24		324	1.23	-1.22	-2.26	-3.87	-1.93
	339	2.53	-.20	.89	1.27	2.21		354	.91	-2.30	-2.44	-1.82	.38
	369	2.00	-.38	.69	1.02	2.23		384	.91	-.93	-1.75	-4.25	-2.12
	399	1.62	-.16	1.01	1.05	2.36		414	1.35	-1.17	-2.31	-4.22	-1.70
F15	190	1.69	-1.30	-.88	-.88	-.08	F30	205	.73	-3.23	-1.51	-1.15	.67
	220	2.14	-1.32	-1.10	-.95	-.35		235	1.83	-1.76	-.97	-.12	1.06
	250	2.89	-1.99	-1.48	-1.06	-.10		265	2.19	-1.42	-.57	.28	1.36
	280	1.91	-1.59	-1.29	-1.26	-.55		295	1.34	-1.35	-.61	-.01	1.28
	310	1.78	-1.46	-1.17	-.85	-.13		325	.53	-3.38	-2.33	.06	1.37
	340	3.45	-1.69	-1.18	-.80	.09		355	1.05	-1.47	.06	.51	2.12
	370	.85	-1.13	-.19	-.22	1.10		385	1.20	-1.65	-.65	.13	1.30
	400	1.59	-1.70	-1.17	-.59	.81		415	.97	-2.13	-.90	.06	1.84

Note. $N = 8{,}808$. Red font indicates out of order parameters.

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Facet #	Item #	Parameters					Facet #	Item #	Parameters				
		a	*b1*	*b2*	*b3*	*b4*			*a*	*b1*	*b2*	*b3*	*b4*
F1	176	1.11	.49	-.61	-6.29	-2.91	F16	191	2.01	-2.38	-2.03	-2.23	-.61
	206	1.62	-1.99	-2.04	-3.32	-1.53		221	2.09	-2.62	-2.10	-1.95	-.48
	236	1.71	-1.85	-1.94	-3.10	-1.53		251	2.67	-2.38	-2.22	-1.95	-.40
	266	2.18	-2.08	-1.64	-3.15	-1.47		281	2.16	-2.69	-1.97	-1.97	-.55
	296	1.04	-1.33	-2.73	-3.61	-.86		311	2.31	-2.52	-2.11	-1.85	-.21
	326	1.37	-2.11	-2.54	-2.73	-.80		341	.91	-3.27	-1.22	-1.33	.11
	356	1.32	-2.34	-2.19	-2.71	-.19		371	1.22	-2.62	-1.59	-2.09	.02
	386	1.05	-2.08	-2.38	-3.48	-.19		401	1.14	-3.03	-1.74	-1.59	.60
F2	177	1.82	.24	1.72	1.68	2.87	F17	192	2.66	-1.66	-.75	-.29	.66
	207	1.07	.92	1.79	1.44	3.23		222	3.16	-1.75	-1.09	-.66	.34
	237	1.89	.32	1.53	1.67	2.72		252	3.74	-1.49	-.81	-.33	.61
	267	1.54	-.24	1.27	1.37	2.87		282	2.77	-1.44	-.88	-.28	.67
	297	1.50	1.05	1.95	2.10	2.63		312	3.01	-1.37	-.73	-.25	.61
	327	1.35	.16	1.55	1.87	2.88		342	2.83	-1.80	-1.29	-.97	.25
	357	1.64	1.10	2.07	1.67	2.67		372	1.44	-.77	-.41	.27	1.02
	387	1.40	-.23	1.58	2.17	2.95		402	1.11	-1.34	-.97	-.54	.71
F3	178r	1.58	-2.50	-.82	-.67	.68	F18	193	2.72	-.39	.73	1.23	2.61
	208r	2.15	-2.27	-1.13	-.72	.35		223	3.84	-.20	.93	1.26	2.53
	238r	1.89	-1.72	-.53	-.14	.95		253	4.17	.15	1.17	1.47	2.53
	268r	1.98	-2.17	-1.05	-.53	.74		283	2.70	.32	1.42	1.55	2.70
	298r	2.43	-2.09	-.95	-.48	.67		313	1.38	.17	1.38	1.74	2.82
	328r	1.34	-2.51	-1.14	-.77	.19		343	2.61	.09	1.25	1.50	2.55
	358r	1.52	-2.39	-1.42	-.89	.03		373	1.20	.46	1.84	2.11	2.83
	388r	.75	-3.18	-1.07	.69	3.57		403	1.23	.04	1.19	1.62	3.18
F4	179	1.32	-1.96	-2.08	-3.33	-.89	F19	194	2.44	-1.91	-.46	.61	1.81
	209	1.48	-2.64	-2.51	-2.61	-.63		224	2.86	-1.59	-.34	.68	1.82
	239	1.84	-2.47	-2.39	-2.58	-.64		254	.77	-2.47	-.26	.22	2.38
	269	1.40	-2.12	-2.53	-2.38	-1.03		284	1.02	-.74	1.32	2.08	3.50
	299	1.61	-2.73	-2.19	-2.09	-.18		314	.90	-1.11	.42	1.92	2.77
	329	2.23	-3.15	-2.25	-1.46	.09		344	1.09	-2.43	-.93	.31	1.89
	359	1.91	-2.98	-2.18	-1.83	.15		374	.53	-2.69	-.22	-.26	2.48
	389	1.94	-3.19	-1.96	-1.95	-.11		404	.65	-2.70	-.43	.53	2.68
F5	180	2.30	-2.38	-1.95	-1.53	.14	F20	195	2.59	.37	1.44	1.80	2.64
	210	2.66	-2.72	-2.10	-1.57	-.08		225	3.24	.57	1.63	1.92	2.47
	240	3.23	-2.31	-1.99	-1.34	-.12		255	2.65	.75	1.47	1.90	2.37
	270	1.51	-2.41	-1.63	-.75	.70		285	5.64	.88	1.71	2.07	2.43
	300	.42	-3.86	-2.55	-3.17	1.33		315	4.38	.68	1.70	2.03	2.44
	330	.73	-3.08	-2.48	-2.36	-.16		345	.88	.12	1.46	1.02	3.25
	360	2.33	-2.27	-1.60	-1.01	.51		375	2.13	1.04	2.38	2.31	2.23
	390	4.34	-2.39	-1.74	-1.15	.14		405	1.24	.95	2.15	1.73	2.42

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F6	181	1.05	.42	1.66	1.95	2.91	F21	196	1.92	-.82	-.05	.47	1.66
	211	1.30	.47	1.55	1.86	2.94		226	2.79	-.53	.23	.90	1.94
	241	1.32	.93	1.62	2.26	2.32		256	1.74	-.90	-.15	.07	1.33
	271	1.79	-.02	1.35	1.72	2.87		286	1.34	-1.14	-.49	.00	1.16
	301	2.16	.26	1.46	1.98	2.41		316	1.17	-.94	.02	.91	2.12
	331	.76	-.12	.82	1.33	2.77		346	1.32	.06	.56	1.22	2.16
	361	1.36	.77	1.95	2.20	2.31		376	.70	-.48	.15	.76	2.27
	391	2.46	.11	1.42	1.74	2.83		406	.87	-1.84	-.92	-.12	1.49
F7	182	2.12	-2.16	-2.12	-1.90	-.32	F22	197	2.15	-2.48	-1.97	-1.99	-.18
	212	3.00	-2.31	-2.27	-1.62	-.18		227	2.44	-2.67	-1.82	-1.30	.46
	242	3.68	-2.27	-2.07	-1.47	-.11		257	2.03	-2.77	-1.69	-1.81	.04
	272	3.56	-2.42	-2.14	-1.64	-.31		287	3.06	-2.36	-1.88	-1.60	-.09
	302	2.44	-2.29	-1.98	-1.94	-.44		317	2.82	-2.38	-2.15	-1.86	-.14
	332	1.72	-2.37	-2.50	-2.22	-.24		347	3.52	-2.42	-1.80	-1.30	.16
	362	.95	-3.32	-2.00	-1.08	.84		377	1.39	-2.67	-2.09	-1.62	.33
	392	1.70	-2.75	-1.74	-1.63	-.52		407	1.46	-2.61	-2.00	-2.07	-.28
F8	183	1.26	.03	1.74	1.83	2.91	F23	198	3.07	-2.06	-1.37	-.49	.62
	213	1.32	-.81	.86	1.16	3.00		228	2.99	-1.58	-1.16	-.11	.86
	243	2.32	-.06	1.30	1.62	2.68		258	1.91	-1.85	-1.43	-.07	.84
	273	1.94	.44	1.69	1.99	2.79		288	2.46	-1.46	-.88	-.19	.92
	303	2.55	.64	1.80	1.83	2.48		318	3.10	-1.98	-1.36	-.78	.58
	333	1.75	.61	1.84	2.10	2.51		348	1.33	-1.86	-1.16	-.52	.92
	363	2.24	.01	1.43	1.62	2.58		378	1.01	-.98	-.64	.52	1.76
	393	1.52	1.29	2.09	2.17	2.36		408	.82	-1.32	-.72	-.03	1.46
F9	184	1.90	-2.46	-1.61	-.65	1.10	F24	199	1.28	-2.65	-1.59	-.31	1.70
	214	2.42	-2.68	-1.98	-1.13	.21		229	2.52	-1.42	-.60	.49	1.92
	244	1.38	-1.99	-.85	.15	1.84		259	2.06	-.76	.13	.82	2.39
	274	2.34	-2.13	-1.41	-.44	.68		289	1.78	-1.61	-.83	.34	2.13
	304	2.95	-2.31	-1.62	-.62	.82		319	1.18	-2.07	-1.21	.84	2.62
	334	1.02	-1.71	-.30	.83	2.54		349	.47	.63	2.53	1.94	5.57
	364	1.75	-2.39	-2.15	-1.73	-.22		379	.71	-2.98	-2.16	-.50	2.24
	394	.63	-2.23	-1.05	1.08	3.60		409	.26	1.54	2.29	3.87	7.32
F10	185	6.22	-2.31	-1.62	-1.16	-.05	F25	200	.60	-2.94	-.84	.56	2.14
	215	7.92	-2.27	-1.60	-1.14	-.11		230	1.31	-3.15	-1.81	-1.18	1.01
	245	3.72	-2.61	-1.79	-1.25	.02		260	2.20	-2.41	-1.95	-1.28	.13
	275	2.44	-2.36	-1.53	-1.00	.25		290	1.40	-2.67	-1.85	-1.04	.22
	305	.79	-2.08	-.66	.33	1.72		320	2.60	-2.41	-1.96	-1.59	-.08
	335	1.14	-2.55	-2.97	-2.13	-.01		350	2.41	-2.34	-2.05	-1.40	.22
	365	1.42	-2.79	-2.10	-2.18	-.59		380	2.20	-2.40	-2.18	-1.68	-.11
	395	2.23	-2.64	-1.84	-1.64	-.31		410	1.59	-2.07	-2.17	-1.31	.42
F11	186	.83	-2.20	-.63	.11	1.79	F26	201r	1.76	-2.57	-.69	-.25	.87
	216	1.28	-2.99	-2.26	-1.59	.08		231r	1.85	-2.64	-1.49	-.94	.49
	246	1.11	-2.67	-2.00	-1.03	.84		261r	1.44	-2.50	-2.22	-1.94	-.80
	276	2.12	-1.56	-.46	.34	1.59		291r	2.16	-2.39	-.76	-.55	.55
	306	.37	-3.29	.20	.03	3.35		321r	1.11	-2.47	-2.03	-1.22	.28
	336	.76	-1.64	-.82	.22	1.68		351r	2.21	-2.51	-1.49	-1.02	.29
	366	.95	-1.63	-.76	.21	1.81		381r	.95	-3.13	-2.15	-2.01	.05
	396	.80	-2.55	-2.37	-2.10	.52		411r	.73	-2.67	-2.54	-2.06	-.44

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F12	187	.99	-2.73	-.59	.00	2.60	F27	202	1.60	-1.39	.44	.96	2.52
	217	1.63	-1.09	.39	1.40	2.55		232	2.87	-1.70	-.43	.31	1.58
	247	2.04	-1.33	.06	.73	2.17		262	.75	-.78	.80	1.98	2.94
	277	1.27	-1.22	.56	1.44	2.89		292	.61	-2.32	-.33	1.21	3.07
	307	1.79	-1.61	-.11	.30	2.20		322	2.27	-1.87	-.76	.01	1.43
	337	1.18	-.91	.89	1.65	2.96		352	.38	-2.71	.59	3.20	4.27
	367	1.06	-.69	1.09	1.63	3.09		382	.34	-4.24	.22	.81	4.82
	397	1.55	-.95	.56	1.42	3.00		412	.44	-4.10	-1.22	.93	3.64
F13	188	2.13	-2.15	-2.22	-2.11	-.26	F28	203	2.44	-2.59	-1.23	-1.13	.61
	218	1.13	-2.70	-2.01	-1.45	.69		233	2.51	-2.27	-1.07	-.80	.76
	248	2.37	-2.26	-2.09	-1.68	-.19		263	2.59	-2.06	-1.13	-.60	.84
	278	3.27	-2.53	-2.10	-1.87	-.16		293	.88	-3.11	-.83	-.75	1.19
	308	2.16	-2.44	-2.01	-1.48	.32		323	.32	-4.98	-.96	.73	1.62
	338	1.81	-2.71	-2.06	-1.45	.44		353	.32	-5.16	-1.47	-1.95	1.07
	368	2.87	-2.48	-1.97	-1.29	.18		383	.71	-3.79	-1.58	-1.41	1.11
	398	1.60	-2.56	-2.32	-1.61	.44		413	.59	-3.59	-1.36	-.87	1.66
F14	189	1.29	-1.78	-.15	.16	1.60	F29	204	1.97	-2.10	-2.64	-2.49	-1.01
	219	1.36	-1.49	.14	.32	1.64		234	1.93	-2.58	-2.46	-1.85	-.47
	249	1.86	-.53	.78	1.32	2.39		264	1.05	-2.83	-2.89	-1.83	-.05
	279	2.03	-.70	.44	1.01	2.16		294	1.62	-1.19	-3.02	-2.99	-1.81
	309	1.49	-.96	.59	.79	2.23		324	1.33	-1.33	-2.63	-3.54	-1.83
	339	2.38	-.03	.95	1.49	2.29		354	.90	-2.75	-2.41	-1.92	.34
	369	1.99	-.29	.75	1.07	2.11		384	1.01	-1.46	-1.68	-3.95	-2.06
	399	1.55	.03	1.07	1.13	2.42		414	1.28	-1.36	-2.25	-4.09	-1.78
F15	190	1.69	-.84	-.59	-.56	.21	F30	205	.78	-2.90	-1.41	-.95	.96
	220	2.13	-.90	-.83	-.68	-.14		235	1.76	-1.61	-.82	-.02	1.18
	250	3.07	-1.59	-1.12	-.76	.21		265	2.34	-1.39	-.52	.41	1.43
	280	1.88	-1.32	-1.03	-1.09	-.32		295	1.40	-1.23	-.55	.11	1.34
	310	2.02	-1.24	-.81	-.60	.11		325	.59	-2.99	-2.05	.42	1.50
	340	3.92	-1.40	-.88	-.50	.39		355	1.03	-1.43	.15	.54	2.26
	370	1.08	-.83	-.15	.07	1.20		385	1.24	-1.49	-.60	.29	1.37
	400	1.77	-1.34	-.87	-.31	1.03		415	.99	-1.96	-.84	.17	1.90

Note. $N = 7{,}085$. Red font indicates out of order parameters.

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Facet #	Item #	Parameters					Facet #	Item #	Parameters				
		a	*b1*	*b2*	*b3*	*b4*			*a*	*b1*	*b2*	*b3*	*b4*
F1	176	1.73	-1.50	-2.81	-1.95	N/A	F16	191	1.63	-1.20	-2.43	-2.45	-.73
	206	2.90	-1.62	-2.25	-1.08	N/A		221	1.87	-1.30	-2.62	-1.96	-.60
	236	2.72	-2.57	-1.19	N/A	N/A		251	1.99	-1.67	-2.65	-1.95	-.24
	266	1.00	-2.83	-.69	-4.23	-2.06		281	2.48	-2.06	-1.98	-.44	N/A
	296	.82	-2.14	-1.46	-3.90	-1.14		311	2.34	-1.79	-1.71	-.07	N/A
	326	1.10	-1.83	-1.61	-3.54	-.78		341	1.07	-3.50	-1.34	-1.07	.11
	356	1.43	-2.72	-2.02	-2.75	-.37		371	1.44	-2.42	-1.46	-1.76	.14
	386	.59	.49	-2.74	-6.21	-.19		401	.96	-3.46	-1.34	-1.94	.98
F2	177	1.51	-.07	1.67	1.71	1.95	F17	192	2.18	-1.40	-1.09	-.44	.35
	207	.95	.80	1.17	2.32	1.50		222	3.19	-2.00	-1.12	-.58	.21
	237	1.28	.19	1.25	1.92	2.78		252	3.28	-1.50	-1.03	-.42	.47
	267	.98	-.37	1.45	1.32	4.34		282	3.00	-1.52	-.85	-.31	.59
	297	1.23	1.16	1.81	2.19	3.05		312	1.97	-1.48	-.60	-.48	.41
	327	.79	.28	1.99	1.72	4.43		342	2.49	-2.11	-1.22	-1.29	.17
	357	1.51	.92	1.81	2.19	2.13		372	1.34	-.77	-.73	.21	1.16
	387	.94	-.24	2.08	1.37	N/A		402	.84	-1.17	-.75	-1.22	.85
F3	178r	1.08	-2.82	-.57	-.56	.36	F18	193	3.21	-.61	.42	.77	2.23
	208r	1.49	-2.58	-1.06	-.81	.35		223	4.34	-.39	.52	.86	2.23
	238r	1.44	-2.13	-.42	-.36	.68		253	2.96	-.02	.90	1.37	2.31
	268r	2.41	-1.97	-.81	-.64	.65		283	2.89	.09	1.09	1.61	3.03
	298r	2.48	-2.31	-.80	-.54	.46		313	1.12	-.02	1.30	2.40	1.92
	328r	2.44	-2.06	-1.24	-.61	.02		343	2.46	-.07	.97	1.76	3.09
	358r	3.82	-1.95	-1.20	-.65	-.03		373	1.04	.17	1.63	2.25	1.94
	388r	.87	-3.29	-1.31	.62	2.28		403	1.07	-.16	1.20	1.60	4.15
F4	179	1.13	-1.85	-1.59	-3.33	-1.03	F19	194	4.81	-1.47	-.39	.66	1.44
	209	.87	-.37	-1.47	-4.16	-.82		224	3.61	-1.30	-.24	.58	1.48
	239	1.34	-2.28	-2.74	-.74	N/A		254	.45	-3.09	.63	-.32	3.53
	269	1.16	-1.81	-2.58	-2.13	-1.02		284	1.08	-.90	1.12	2.59	2.53
	299	1.47	-3.01	-1.93	-2.05	-.32		314	.84	-.89	.19	3.20	1.45
	329	2.36	-2.84	-1.99	-1.09	.03		344	.96	-2.22	-.62	.51	2.28
	359	2.52	-2.48	-1.52	.11	N/A		374	.43	-2.96	-.26	-.83	2.07
	389	2.53	-1.86	-1.74	-.07	N/A		404	.37	-4.54	-.02	-.24	4.34
F5	180	1.57	-2.08	-1.79	-1.78	.04	F20	195	2.29	.35	1.52	1.84	1.77
	210	2.22	-2.32	-2.53	-1.37	-.16		225	3.04	.53	1.72	1.63	1.55
	240	2.59	-2.17	-1.24	-.18	N/A		255	2.58	.62	1.39	1.79	2.59
	270	1.61	-2.51	-1.57	-.58	.50		285	4.82	.85	1.57	2.04	2.31
	300	.14	-2.80	-9.29	-5.59	1.69		315	5.81	.68	1.54	2.42	N/A
	330	.75	-.78	-3.81	-2.58	-.19		345	.87	.26	1.22	1.77	2.99
	360	2.18	-1.54	-1.00	.46	N/A		375	2.59	1.06	1.89	2.60	N/A
	390	2.99	-1.79	-1.07	.04	N/A		405	1.56	.76	2.30	1.37	2.26

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F6	181	1.22	.28	.85	2.07	2.64	F21	196	1.98	-.64	-.51	.37	1.68
	211	1.88	.32	1.28	1.53	2.55		226	2.99	-.50	-.08	.69	1.60
	241	1.38	.75	1.21	2.11	2.89		256	2.10	-1.06	-.37	-.10	1.12
	271	1.82	-.07	1.02	1.56	2.60		286	1.54	-1.00	-.90	-.02	.88
	301	1.97	.13	1.41	1.52	2.92		316	.99	-.73	-.33	.82	1.37
	331	.58	-.19	.30	1.05	2.67		346	1.41	.05	-.02	1.16	1.81
	361	.97	.77	1.68	2.73	2.68		376	.62	-.69	-.29	.91	1.14
	391	2.05	.05	1.33	1.41	2.55		406	1.12	-2.27	-.78	-.43	1.45
F7	182	3.35	-2.75	-2.22	-1.55	-.36	F22	197	1.51	-2.66	-1.27	-2.33	-.24
	212	3.89	-2.41	-1.43	-.25	N/A		227	1.44	-2.24	-1.97	-1.46	.54
	242	7.57	-2.72	-2.25	-1.25	-.25		257	2.06	-2.52	-1.62	-1.63	-.13
	272	3.69	-2.25	-1.90	-1.58	-.42		287	2.64	-2.10	-1.54	-.23	N/A
	302	3.47	-2.76	-2.12	-1.78	-.36		317	4.14	-2.72	-1.74	-.13	N/A
	332	2.46	-2.57	-2.68	-1.72	-.20		347	2.73	-1.95	-1.25	.28	N/A
	362	1.08	-3.73	-2.22	-1.07	.56		377	1.58	-2.49	-2.09	-1.35	.10
	392	1.47	-3.30	-1.81	-1.54	-.80		407	2.02	-2.72	-2.35	-1.49	-.26
F8	183	1.58	-.05	1.82	1.53	2.01	F23	198	1.69	-2.40	-1.84	-.72	.56
	213	1.06	-.57	.85	1.40	2.71		228	2.93	-1.65	-1.33	-.33	.64
	243	1.58	-.05	1.38	2.11	2.14		258	1.45	-1.93	-1.23	-.22	.86
	273	1.74	.52	1.61	1.51	2.91		288	2.06	-1.83	-.82	-.56	.93
	303	2.28	.53	1.85	1.92	1.73		318	3.00	-2.45	-1.66	-1.00	.42
	333	2.05	.51	1.65	1.66	2.10		348	1.08	-2.17	-1.13	-.89	.63
	363	1.87	.00	1.46	2.50	2.30		378	1.09	-1.47	-.23	-.06	1.10
	393	1.71	.95	2.23	1.43	2.68		408	.74	-2.12	-.77	-.04	.89
F9	184	1.65	-1.46	-.55	.80	N/A	F24	199	1.68	-2.32	-1.14	-.11	1.33
	214	1.61	-1.81	-2.31	-1.02	.02		229	2.60	-1.56	-.51	.61	1.68
	244	2.04	-2.01	-.95	.05	1.03		259	1.79	-.83	.23	.99	2.53
	274	2.40	-2.63	-1.44	-.44	.53		289	1.41	-1.84	-.80	.60	2.03
	304	3.27	-2.74	-1.68	-.48	.66		319	1.10	-1.70	-1.58	.84	2.47
	334	.88	-1.84	-.62	.95	2.20		349	.59	.59	1.85	1.52	4.78
	364	2.08	-1.71	-2.58	-1.23	-.12		379	.71	-3.67	-1.80	-.35	2.69
	394	.62	-2.33	-1.06	.64	2.94		409	.22	-.42	1.41	4.95	8.69
F10	185	6.46	-1.87	-1.42	-1.04	-.09	F25	200	.46	-3.49	-1.22	.88	2.60
	215	8.77	-1.82	-1.46	-1.06	-.15		230	1.20	-2.06	-1.43	.91	N/A
	245	2.95	-1.88	-1.78	-1.10	.06		260	1.33	-2.12	-2.02	-1.43	.11
	275	1.82	-1.83	-1.60	-1.23	.23		290	1.75	-2.91	-1.86	-.85	-.01
	305	.76	-2.42	-.77	.01	2.28		320	2.70	-2.36	-2.07	-1.59	-.12
	335	1.44	-1.73	-3.31	-1.75	-.10		350	2.43	-2.50	-1.98	-1.28	.13
	365	1.47	-1.64	-2.59	-1.85	-.50		380	3.06	-2.05	-2.47	-1.58	-.16
	395	1.90	-1.42	-2.45	-1.53	-.06		410	1.27	-2.00	-2.26	-1.41	.48

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F11	186	.83	-1.45	-1.14	.02	1.09	F26	201r	1.86	-2.31	-.67	-.13	.89
	216	1.33	-2.71	-1.81	-1.63	-.09		231r	2.03	-2.27	-1.33	-.81	.56
	246	1.64	-1.98	-1.75	-1.00	.39		261r	1.80	-2.04	-2.76	-1.80	-.56
	276	1.98	-1.51	-.66	.16	1.28		291r	2.35	-2.38	-.84	-.39	.55
	306	.47	-2.29	-.43	.37	.92		321r	.66	-1.20	-2.79	-1.12	.59
	336	1.34	-1.02	-.97	-.28	1.04		351r	2.11	-2.38	-1.58	-.86	.39
	366	.76	-1.68	-.90	.49	1.06		381r	1.31	-2.37	-1.05	.01	N/A
	396	.94	-2.03	-2.43	-2.16	.28		411r	.56	-2.17	-3.25	-1.93	-.25
F12	187	1.23	-2.55	-.57	-.09	1.81	F27	202	1.11	-1.30	.45	.80	2.24
	217	1.35	-1.25	.29	1.58	2.27		232	3.26	-1.62	-.53	.21	1.18
	247	1.73	-1.37	-.04	.59	2.05		262	.42	-1.22	1.53	1.40	4.30
	277	1.17	-1.06	.23	1.67	2.63		292	.51	-1.96	-.79	.56	2.96
	307	2.37	-1.77	-.22	.15	1.81		322	3.35	-1.75	-.88	-.13	1.02
	337	1.03	-1.21	.40	1.25	2.79		352	.25	-3.21	-.44	3.44	6.34
	367	.82	-.74	.79	1.44	5.03		382	.28	-5.32	-1.72	1.27	4.67
	397	1.20	-1.18	.32	1.28	3.48		412	.45	-4.76	-1.80	.38	2.94
F13	188	1.39	-1.37	-2.15	-2.47	-.38	F28	203	2.64	-2.27	-1.11	-.87	.77
	218	1.47	-2.29	-1.67	-1.37	.48		233	2.27	-1.77	-1.14	-.65	.95
	248	1.79	-2.77	-1.79	-1.62	-.32		263	1.91	-2.04	-1.15	-.54	.86
	278	3.12	-1.87	-1.68	-.19	N/A		293	.65	-3.67	-.62	-1.61	.86
	308	2.20	-2.02	-1.38	.00	N/A		323	.42	-4.64	-.83	-1.13	1.67
	338	1.40	-2.90	-2.10	-1.58	.47		353	.37	-5.08	-1.63	-2.90	1.10
	368	3.66	-1.90	-1.17	.06	N/A		383	.67	-1.49	-1.37	.07	N/A
	398	1.55	-2.08	-1.27	.30	N/A		413	.64	-2.98	-1.53	-.62	1.30
F14	189	.93	-2.07	-.04	-.40	1.32	F29	204	3.10	-3.06	-1.98	-.87	N/A
	219	1.20	-1.65	-.03	.10	1.06		234	3.35	-2.04	-2.17	-1.89	-.47
	249	1.93	-.88	.59	.88	2.05		264	1.51	-2.95	-2.78	-1.71	-.26
	279	2.29	-.90	.29	.80	1.92		294	.91	-2.56	-1.51	-4.47	-2.33
	309	1.47	-1.17	.31	.74	1.96		324	.66	-3.19	-4.36	-2.59	N/A
	339	3.39	-.26	.64	1.19	2.17		354	1.44	-1.96	-2.28	-1.59	.19
	369	1.44	-.20	.19	1.11	2.14		384	.68	-1.43	-5.02	-2.25	N/A
	399	.95	-.17	.99	1.07	1.98		414	1.29	-2.42	-3.80	-1.67	N/A
F15	190	2.02	-.79	-1.06	-.51	-.30	F30	205	.66	-3.57	-.90	-1.31	.40
	220	2.16	-.77	-1.03	-.82	-.40		235	2.21	-1.38	-1.29	-.13	.82
	250	3.33	-1.64	-1.38	-.83	-.11		265	3.31	-1.45	-.65	.05	.97
	280	1.24	-.63	-1.21	-1.60	-.67		295	1.99	-1.15	-.91	.00	.82
	310	1.96	-1.28	-.90	-.73	-.05		325	.62	-3.41	-1.80	.29	.82
	340	3.55	-1.53	-1.08	-.79	.12		355	1.04	-1.27	-.29	.00	2.30
	370	1.07	-1.08	-.31	-.21	.84		385	.99	-1.38	-.69	.17	1.19
	400	1.95	-1.40	-1.00	-.58	.67		415	.62	-3.25	-1.09	-.48	2.26

Note. $N = 256$. Red font indicates out of order parameters.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet #	Item #	Parameters					Facet #	Item #	Parameters				
		a	*b1*	*b2*	*b3*	*b4*			*a*	*b1*	*b2*	*b3*	*b4*
F1	176	1.34	-2.01	-2.16	-3.60	-1.27	F16	191	1.79	-2.93	-1.46	-1.24	.45
	206	1.59	-2.90	-2.18	-2.37	-.35		221	1.94	-2.74	-1.36	-.91	.68
	236	1.79	-2.30	-2.28	-2.39	-.56		251	1.99	-3.02	-1.82	-1.23	.55
	266	2.12	-2.73	-2.15	-2.47	-.72		281	1.38	-2.89	-1.54	-1.69	.39
	296	.99	-2.23	-2.42	-3.24	-.27		311	1.82	-2.67	-1.35	-1.13	.74
	326	.68	-3.71	-1.87	-3.54	-.02		341	.92	-2.35	-.20	-.40	1.32
	356	.93	-3.16	-2.22	-2.65	.67		371	1.04	-2.97	-.85	-1.33	1.44
	386	.90	-2.34	-2.56	-4.08	.33		401	.82	-2.51	-.11	-.20	2.60
F2	177	1.67	-.41	1.48	1.30	2.65	F17	192	1.95	-1.57	-.34	-.30	.83
	207	1.09	.21	1.38	.76	2.80		222	2.21	-1.68	-.79	-.52	.65
	237	1.35	-.61	1.17	1.05	2.90		252	2.54	-1.38	-.47	-.24	.95
	267	1.23	-.85	1.09	.92	2.82		282	2.38	-1.38	-.54	-.26	.88
	297	1.07	.35	1.80	1.66	3.20		312	2.39	-1.23	-.46	-.29	.69
	327	.94	-1.01	1.18	.84	3.09		342	2.40	-1.71	-1.13	-.98	.49
	357	1.05	.37	1.82	.80	2.55		372	1.25	-.64	.12	.46	1.44
	387	1.12	-.96	1.04	1.81	3.11		402	1.02	-1.42	-.16	-.24	1.28
F3	178r	2.13	-2.02	-.65	-.46	.79	F18	193	2.29	-1.47	-.02	.51	2.39
	208r	2.97	-1.90	-.84	-.42	.61		223	2.94	-1.19	.30	.61	2.33
	238r	2.99	-1.56	-.42	-.08	.91		253	2.80	-.76	.63	.94	2.61
	268r	2.49	-1.97	-.82	-.40	.87		283	1.95	-.63	.86	1.13	2.85
	298r	3.13	-1.89	-.78	-.39	.77		313	.92	-1.33	.95	.69	2.87
	328r	1.09	-2.52	-.87	-.94	.56		343	2.44	-.80	.76	.97	2.46
	358r	1.21	-2.47	-1.16	-1.11	.26		373	.90	-.70	1.61	1.69	3.26
	388r	.72	-3.21	-.34	.56	3.90		403	.96	-1.27	.79	.72	3.69
F4	179	1.59	-2.92	-2.02	-1.99	-.13	F19	194	3.02	-1.93	-.54	.33	1.45
	209	1.42	-3.17	-2.02	-1.76	.15		224	3.53	-1.77	-.47	.32	1.52
	239	1.94	-3.13	-1.93	-1.63	.10		254	.82	-2.64	-.12	-.25	1.97
	269	1.25	-3.20	-1.93	-1.71	-.27		284	1.34	-1.36	.69	1.40	2.63
	299	1.53	-2.95	-1.73	-1.70	.56		314	.77	-1.77	.61	1.58	2.58
	329	1.75	-2.88	-1.74	-.77	.89		344	1.37	-2.51	-.75	.21	1.82
	359	1.32	-2.98	-1.61	-1.31	1.08		374	.63	-3.58	-.09	-.85	2.43
	389	1.19	-3.21	-1.46	-1.15	.98		404	.68	-3.46	-.37	-.09	2.37
F5	180	2.03	-2.77	-1.84	-1.22	.48	F20	195	2.76	-.22	1.01	1.23	2.39
	210	2.42	-2.69	-1.76	-1.19	.39		225	3.10	.08	1.23	1.41	2.34
	240	2.46	-2.36	-1.67	-.97	.34		255	2.44	.19	1.12	1.22	2.05
	270	1.10	-2.76	-1.20	-.61	1.13		285	4.55	.33	1.26	1.51	2.20
	300	.36	-5.81	-1.72	-3.15	2.60		315	2.73	.12	1.41	1.44	2.41
	330	.55	-3.58	-1.99	-2.71	.34		345	.69	-.64	1.72	.05	3.28
	360	1.71	-2.45	-1.32	-.88	.90		375	1.37	.24	2.14	1.95	2.76
	390	3.82	-2.36	-1.40	-.81	.63		405	.94	.17	2.16	.94	2.90

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F6	181	1.25	-.36	1.25	1.36	2.97	F21	196	1.64	-1.20	-.37	-.02	1.12
	211	1.68	-.27	1.21	1.48	2.65		226	3.43	-.91	-.20	.12	1.08
	241	1.45	.50	1.52	1.69	2.32		256	1.47	-1.49	-.43	-.50	.77
	271	1.72	-.35	1.34	1.60	2.84		286	1.74	-1.37	-.81	-.47	.44
	301	2.20	-.42	1.00	1.33	2.43		316	1.73	-1.28	-.25	.15	1.29
	331	.74	-.97	.59	.79	2.28		346	2.03	-.62	-.15	.18	.99
	361	1.19	.00	1.95	1.72	2.64		376	.59	-1.05	.08	-.04	1.62
	391	1.99	-.19	1.41	1.51	2.89		406	1.50	-1.94	-.87	-.59	.98
F7	182	2.66	-2.31	-1.81	-1.58	-.05	F22	197	2.02	-2.75	-1.44	-1.37	.48
	212	2.91	-2.44	-2.09	-1.40	.26		227	2.18	-2.62	-1.19	-.75	1.10
	242	3.79	-2.47	-1.76	-1.20	.18		257	1.37	-2.74	-1.34	-1.46	.70
	272	2.89	-2.31	-1.87	-1.36	.15		287	2.86	-2.34	-1.35	-.96	.56
	302	1.97	-2.35	-1.49	-1.55	.18		317	2.38	-2.69	-1.70	-1.49	.44
	332	1.30	-3.07	-2.07	-2.09	.69		347	3.31	-2.36	-1.18	-.74	.83
	362	.67	-3.72	-1.08	-.75	1.74		377	.84	-3.55	-1.33	-1.42	1.47
	392	1.47	-3.37	-1.15	-1.33	.25		407	1.19	-2.99	-1.40	-1.48	.91
F8	183	1.12	-.55	1.47	1.43	3.51	F23	198	3.19	-1.67	-.85	-.38	.67
	213	1.02	-1.91	.38	.32	3.11		228	2.87	-1.41	-.81	-.08	.86
	243	1.86	-.63	1.04	1.31	2.64		258	1.79	-1.44	-.71	.14	1.05
	273	1.22	-.37	1.21	1.33	3.17		288	1.99	-1.11	-.29	-.04	1.05
	303	1.77	.03	1.45	1.30	2.69		318	2.95	-1.65	-.91	-.75	.70
	333	1.20	-.10	1.73	1.58	3.02		348	1.05	-1.61	-.52	-.60	1.15
	363	1.71	-.80	1.11	1.28	2.91		378	1.03	-.65	.03	.15	1.70
	393	.89	.27	2.11	1.60	3.50		408	.75	-1.40	-.01	-.35	1.57
F9	184	1.97	-2.42	-1.11	-.33	1.32	F24	199	1.61	-2.70	-1.19	-.16	1.67
	214	2.31	-2.80	-1.51	-.72	.75		229	2.76	-1.76	-.51	.34	1.72
	244	1.59	-1.98	-.43	.39	1.91		259	1.95	-1.05	.26	.76	2.39
	274	2.15	-2.09	-.86	.02	1.31		289	2.41	-1.66	-.46	.41	2.12
	304	2.26	-2.32	-1.13	-.26	1.34		319	1.25	-2.40	-.83	.55	2.51
	334	1.05	-1.74	.30	.99	2.58		349	.44	-.93	2.17	1.21	6.00
	364	1.65	-2.88	-1.78	-1.44	.50		379	.88	-3.14	-1.20	-.31	2.19
	394	.76	-2.95	-.62	.47	2.98		409	.24	-1.31	1.49	1.04	7.74
F10	185	7.20	-1.97	-1.21	-.74	.29	F25	200	.85	-2.24	-.02	.71	1.92
	215	7.83	-1.92	-1.19	-.75	.24		230	1.41	-2.98	-1.13	-.63	1.35
	245	2.90	-2.31	-1.28	-.81	.50		260	2.64	-2.24	-1.29	-.78	.53
	275	2.21	-2.14	-.99	-.51	.76		290	1.16	-2.69	-1.44	-.87	.55
	305	.82	-1.61	-.05	.91	2.23		320	2.59	-2.53	-1.57	-1.09	.48
	335	1.07	-3.13	-2.22	-1.95	.61		350	2.73	-2.50	-1.51	-.86	.69
	365	1.32	-2.93	-1.39	-1.67	.42		380	1.96	-2.57	-1.77	-1.33	.38
	395	2.43	-2.41	-1.17	-1.03	.48		410	1.72	-2.70	-1.54	-.61	1.09

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F11	186	.97	-1.79	-.18	-.32	1.34	F26	201r	1.27	-1.67	.77	1.01	2.54
	216	1.46	-2.66	-1.82	-1.41	.09		231r	1.55	-2.12	-.73	-.08	1.82
	246	1.29	-2.92	-1.44	-1.36	.50		261r	.83	-3.16	-1.80	-2.16	-.22
	276	1.84	-1.64	-.31	.14	1.40		291r	1.30	-1.71	.67	.72	2.15
	306	.46	-3.67	.11	-1.22	2.19		321r	1.14	-2.12	-1.13	-.63	1.17
	336	1.01	-2.35	-.72	-.22	1.28		351r	2.24	-2.01	-.71	-.16	1.36
	366	.86	-1.89	-.41	.01	1.94		381r	.69	-3.35	-1.43	-1.58	1.62
	396	1.09	-2.71	-1.37	-1.50	.86		411r	.51	-3.68	-2.38	-2.46	.41
F12	187	1.04	-3.17	-.60	-.40	2.11	F27	202	2.42	-1.69	-.10	.39	1.78
	217	1.42	-1.93	.19	.98	2.41		232	3.52	-1.74	-.47	.14	1.37
	247	2.24	-1.84	-.26	.26	1.77		262	.86	-1.47	.86	1.35	2.67
	277	1.31	-1.86	.40	.89	2.49		292	.84	-2.38	-.24	.61	2.20
	307	1.66	-2.31	-.53	-.32	1.84		322	2.09	-2.05	-.83	-.28	1.20
	337	.96	-1.74	.74	.94	2.57		352	.55	-3.77	-.04	.80	2.84
	367	.74	-1.78	1.01	1.05	3.81		382	.39	-5.35	.62	-.22	4.70
	397	1.11	-2.39	.12	.68	2.97		412	.62	-4.01	-1.10	.23	3.02
F13	188	1.91	-2.52	-2.23	-1.97	.22	F28	203	2.21	-2.46	-.77	-.49	1.27
	218	1.24	-2.77	-1.38	-1.29	.81		233	2.57	-2.03	-.58	-.15	1.46
	248	2.27	-2.44	-1.89	-1.42	.15		263	2.40	-1.92	-.62	-.07	1.55
	278	2.71	-2.70	-1.99	-1.59	.28		293	.51	-4.82	-.73	-1.24	1.50
	308	1.62	-2.69	-1.49	-1.21	.79		323	.41	-5.62	-1.10	-.57	1.69
	338	1.24	-2.78	-1.58	-1.24	1.08		353	.39	-6.01	-1.34	-2.68	1.14
	368	2.17	-2.88	-1.65	-.97	.79		383	.41	-4.90	-1.17	-1.85	2.09
	398	1.30	-3.51	-1.96	-1.22	1.22		413	.24	-5.58	-.83	-2.22	2.84
F14	189	1.62	-1.79	-.13	.02	1.25	F29	204	1.42	-1.80	-2.64	-3.27	-1.28
	219	1.92	-1.52	.13	.05	1.40		234	1.54	-2.51	-2.52	-2.46	-.86
	249	1.98	-.94	.59	.85	2.10		264	.95	-3.09	-2.51	-2.48	-.22
	279	2.04	-.96	.35	.50	1.85		294	1.72	-2.47	-2.20	-2.83	-1.29
	309	1.56	-1.35	.39	.38	2.03		324	1.34	-2.79	-2.36	-2.63	-.83
	339	2.40	-.44	.73	1.01	1.94		354	.93	-2.89	-2.26	-2.89	-.48
	369	1.64	-.68	.58	.43	1.85		384	1.18	-2.55	-2.19	-3.12	-.65
	399	1.36	-.50	.91	.53	1.97		414	1.49	-2.51	-2.53	-2.95	-.59
F15	190	1.97	-1.47	-1.11	-1.27	-.41	F30	205	.90	-3.21	-.87	-1.10	.57
	220	2.22	-1.55	-1.31	-1.42	-.77		235	1.91	-1.97	-.97	-.55	.80
	250	3.70	-2.09	-1.62	-1.28	-.34		265	2.61	-1.80	-.89	-.32	.76
	280	2.28	-1.67	-1.42	-1.54	-.83		295	1.34	-1.72	-.74	-.58	.93
	310	2.10	-1.77	-1.31	-1.11	-.41		325	.78	-3.00	-1.13	.22	1.25
	340	4.28	-1.89	-1.42	-1.04	-.17		355	1.24	-2.40	-.58	-.64	1.12
	370	1.25	-2.07	-.79	-1.00	.42		385	1.19	-2.20	-.92	-.46	.76
	400	2.24	-1.95	-1.33	-.96	.32		415	1.41	-2.35	-1.13	-.47	1.06

Note. $N = 4{,}678$. Red font indicates out of order parameters.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

ROTC

Facet #	Item #	Parameters					Facet #	Item #	Parameters				
		a	*b1*	*b2*	*b3*	*b4*			*a*	*b1*	*b2*	*b3*	*b4*
F1	176	1.25	-1.30	-1.99	-3.96	-1.48	F16	191	1.54	-3.08	-1.61	-1.55	.07
	206	1.56	-2.30	-2.40	-2.93	-.98		221	1.77	-3.06	-1.53	-1.18	.33
	236	1.56	-2.41	-2.17	-2.86	-.98		251	1.97	-2.80	-2.06	-1.66	.11
	266	2.03	-2.24	-2.27	-2.71	-.90		281	1.49	-2.96	-1.75	-1.81	-.06
	296	.94	-1.75	-2.65	-3.90	-.98		311	1.85	-2.78	-1.63	-1.30	.43
	326	.81	-3.00	-2.36	-3.07	-.46		341	.96	-2.62	-.60	-.47	1.06
	356	.96	-2.81	-2.27	-2.76	.27		371	1.20	-2.78	-1.13	-1.34	.90
	386	.88	-2.59	-2.68	-3.85	-.06		401	1.03	-2.55	-.57	-.45	1.82
F2	177	1.66	-.58	1.21	1.18	2.82	F17	192	1.87	-1.60	-.42	-.31	.75
	207	1.06	.30	1.37	.94	2.82		222	2.37	-1.73	-.86	-.57	.53
	237	1.43	-.56	.98	1.08	2.96		252	2.76	-1.30	-.59	-.19	.85
	267	1.27	-.94	.79	.77	2.76		282	2.22	-1.41	-.69	-.36	.72
	297	1.09	.45	1.76	1.66	3.26		312	2.28	-1.26	-.55	-.35	.56
	327	.97	-.80	1.04	1.12	2.95		342	2.43	-1.71	-1.15	-1.01	.34
	357	1.06	.63	1.74	1.17	2.81		372	1.16	-.54	.01	.55	1.44
	387	1.23	-.91	.89	1.58	3.03		402	.82	-1.34	-.31	-.37	1.04
F3	178r	2.03	-1.99	-.55	-.46	.71	F18	193	2.65	-.97	.27	.79	2.42
	208r	2.75	-1.89	-.82	-.45	.51		223	3.31	-.74	.54	.86	2.34
	238r	2.67	-1.52	-.38	-.15	.78		253	2.96	-.37	.84	1.18	2.50
	268r	2.25	-2.01	-.80	-.48	.76		283	2.05	-.22	1.06	1.32	2.84
	298r	2.90	-1.88	-.78	-.43	.62		313	.92	-.60	1.01	1.13	2.96
	328r	1.26	-2.40	-.92	-.83	.33		343	2.43	-.39	.95	1.23	2.57
	358r	1.37	-2.38	-1.21	-.96	.10		373	.98	-.21	1.75	1.66	3.16
	388r	.85	-2.90	-.71	.35	3.19		403	.97	-.71	.94	1.04	3.48
F4	179	1.36	-2.31	-2.26	-2.52	-.41	F19	194	2.61	-1.75	-.34	.63	1.74
	209	1.23	-3.17	-2.03	-2.17	-.15		224	3.10	-1.58	-.27	.66	1.76
	239	1.63	-2.90	-2.33	-1.89	-.01		254	.78	-2.45	.10	.13	2.29
	269	1.15	-2.68	-2.23	-1.87	-.61		284	1.19	-.94	1.10	1.86	3.20
	299	1.61	-2.95	-1.91	-1.82	.16		314	.89	-1.31	.60	1.98	2.71
	329	1.63	-3.16	-2.09	-.93	.71		344	1.25	-2.22	-.55	.50	2.16
	359	1.61	-3.18	-1.86	-1.35	.60		374	.50	-3.58	-.04	-.53	2.58
	389	1.38	-3.33	-1.71	-1.39	.57		404	.58	-3.60	-.29	.13	2.74
F5	180	1.87	-2.60	-1.96	-1.42	.30	F20	195	2.61	.06	1.22	1.53	2.51
	210	2.29	-2.74	-1.93	-1.36	.22		225	3.30	.34	1.40	1.65	2.46
	240	2.38	-2.55	-1.85	-1.19	.18		255	2.38	.44	1.25	1.47	2.15
	270	1.28	-2.60	-1.43	-.71	.90		285	4.59	.60	1.48	1.77	2.36
	300	.36	-5.01	-2.76	-3.50	1.56		315	3.25	.40	1.55	1.73	2.45
	330	.54	-3.89	-2.23	-2.60	.05		345	.82	-.10	1.71	.60	3.13
	360	1.92	-2.41	-1.43	-.95	.67		375	1.61	.61	2.17	2.23	2.69
	390	4.04	-2.43	-1.56	-.96	.41		405	1.05	.58	2.13	1.52	2.67

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F6	181	.98	-.22	1.56	1.62	3.21	F21	196	1.55	-1.05	-.26	.10	1.27
	211	1.28	-.02	1.39	1.72	2.80		226	2.55	-.65	-.04	.48	1.46
	241	1.13	.61	1.63	1.95	2.56		256	1.41	-1.27	-.46	-.35	.91
	271	1.59	-.25	1.25	1.66	2.81		286	1.61	-1.19	-.61	-.10	.71
	301	1.82	-.25	1.17	1.66	2.49		316	1.38	-1.04	-.17	.49	1.61
	331	.67	-1.07	.38	.72	2.37		346	1.51	-.20	.15	.71	1.49
	361	1.08	.09	1.87	1.70	2.79		376	.56	-.78	.10	.32	1.85
	391	2.12	-.15	1.30	1.63	2.53		406	1.16	-1.83	-1.05	-.39	1.11
F7	182	2.17	-2.22	-2.09	-1.82	-.27	F22	197	1.96	-2.87	-1.65	-1.54	.22
	212	2.70	-2.48	-2.28	-1.56	.07		227	2.16	-2.88	-1.39	-.92	.84
	242	3.66	-2.48	-1.94	-1.36	-.03		257	1.56	-2.98	-1.54	-1.57	.40
	272	2.80	-2.42	-2.05	-1.59	-.08		287	2.85	-2.51	-1.58	-1.13	.30
	302	1.91	-2.37	-1.79	-1.79	-.12		317	2.44	-2.72	-1.87	-1.60	.20
	332	1.39	-2.65	-2.36	-2.30	.14		347	3.27	-2.50	-1.36	-.93	.53
	362	.69	-3.91	-1.38	-.83	1.36		377	1.04	-3.22	-1.64	-1.38	.89
	392	1.49	-3.03	-1.50	-1.50	-.22		407	1.23	-3.08	-1.62	-1.65	.35
F8	183	1.11	-.37	1.60	1.50	3.45	F23	198	2.71	-1.84	-1.02	-.34	.77
	213	1.16	-1.29	.60	.75	2.98		228	2.55	-1.46	-.93	.06	1.01
	243	2.03	-.33	1.17	1.42	2.75		258	1.70	-1.62	-.92	.25	1.06
	273	1.25	-.09	1.43	1.85	3.14		288	1.88	-1.10	-.41	.05	1.15
	303	1.79	.31	1.69	1.63	2.55		318	2.97	-1.74	-1.01	-.63	.72
	333	1.19	.26	1.73	1.97	2.96		348	1.07	-1.65	-.66	-.44	1.08
	363	1.96	-.34	1.29	1.46	2.74		378	.87	-.69	.00	.40	1.96
	393	.95	.68	1.98	1.75	2.99		408	.73	-1.08	-.10	-.02	1.52
F9	184	2.02	-2.47	-1.23	-.45	1.17	F24	199	1.53	-2.55	-1.25	-.04	1.70
	214	2.57	-2.47	-1.55	-.72	.56		229	2.59	-1.49	-.41	.54	1.77
	244	1.52	-1.98	-.62	.25	1.80		259	1.97	-.78	.40	.97	2.34
	274	1.92	-2.07	-1.03	-.10	1.02		289	2.16	-1.45	-.42	.59	2.18
	304	2.46	-2.44	-1.34	-.41	1.04		319	1.12	-2.32	-.92	.86	2.51
	334	1.07	-1.75	-.01	.91	2.29		349	.47	-.25	2.12	1.71	5.37
	364	1.89	-2.54	-1.77	-1.27	.20		379	.73	-3.00	-1.51	-.16	2.37
	394	.70	-2.74	-.80	.54	3.07		409	.26	-.99	1.43	2.14	7.81
F10	185	6.40	-2.11	-1.35	-.84	.26	F25	200	.67	-2.38	-.28	.91	1.96
	215	7.40	-2.05	-1.31	-.83	.18		230	1.25	-3.12	-1.43	-.87	1.13
	245	2.87	-2.53	-1.44	-.89	.41		260	1.92	-2.40	-1.53	-.89	.47
	275	1.92	-2.42	-1.15	-.70	.59		290	1.12	-2.74	-1.55	-.82	.43
	305	.79	-1.86	-.45	.65	2.03		320	2.26	-2.67	-1.71	-1.32	.27
	335	1.06	-3.10	-2.62	-2.07	.24		350	2.27	-2.57	-1.66	-1.05	.53
	365	1.26	-3.05	-1.77	-1.71	.12		380	2.01	-2.57	-2.01	-1.36	.16
	395	2.23	-2.55	-1.40	-1.16	.26		410	1.30	-2.65	-1.96	-.70	.98

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F11	186	.87	-2.08	-.42	-.15	1.31	F26	201r	1.48	-2.24	-.16	.19	1.48
	216	1.43	-2.86	-1.87	-1.44	.06		231r	1.38	-2.69	-1.38	-.82	1.03
	246	1.23	-2.79	-1.80	-1.21	.49		261r	1.06	-2.87	-2.15	-2.10	-.67
	276	1.84	-1.56	-.29	.26	1.45		291r	1.72	-2.22	-.26	-.15	1.13
	306	.45	-3.50	-.17	-.94	2.06		321r	.89	-2.43	-1.93	-1.16	.69
	336	.98	-2.07	-.88	-.27	1.09		351r	1.67	-2.60	-1.36	-.84	.73
	366	.83	-1.60	-.34	.19	1.87		381r	.71	-3.69	-1.77	-1.84	.87
	396	.93	-2.86	-1.66	-1.66	.75		411r	.57	-3.42	-2.39	-2.29	.11
F12	187	1.01	-2.95	-.63	-.30	2.28	F27	202	2.06	-1.50	.07	.54	1.98
	217	1.40	-1.77	.17	.96	2.36		232	3.49	-1.59	-.40	.23	1.39
	247	2.00	-1.75	-.16	.39	1.97		262	.74	-1.22	.60	1.50	2.67
	277	.94	-1.92	.53	1.24	3.06		292	.55	-2.67	-.33	.80	2.73
	307	1.77	-2.07	-.47	-.08	1.94		322	2.16	-1.87	-.74	-.08	1.26
	337	.79	-1.90	.77	1.13	3.01		352	.37	-4.08	.17	1.77	3.73
	367	.78	-1.33	1.02	1.06	3.71		382	.29	-5.71	.34	.10	4.90
	397	1.23	-1.90	.15	.83	2.87		412	.51	-4.14	-1.55	.31	3.19
F13	188	1.90	-2.45	-2.17	-2.06	-.09	F28	203	2.38	-2.29	-.94	-.79	.87
	218	1.19	-2.95	-1.70	-1.33	.62		233	2.84	-2.00	-.76	-.42	1.03
	248	2.02	-2.43	-1.91	-1.57	-.03		263	2.29	-1.95	-.78	-.26	1.19
	278	2.76	-2.58	-2.13	-1.72	.02		293	.60	-3.93	-.79	-1.25	.90
	308	1.83	-2.67	-1.68	-1.31	.43		323	.38	-4.98	-1.11	-.09	1.39
	338	1.29	-2.90	-1.83	-1.23	.85		353	.37	-5.33	-1.35	-2.25	.73
	368	2.29	-2.83	-1.84	-1.16	.43		383	.53	-4.15	-1.02	-1.44	1.41
	398	1.22	-3.34	-2.29	-1.36	.93		413	.42	-4.13	-1.07	-1.77	1.00
F14	189	1.54	-2.08	-.52	-.32	1.02	F29	204	2.01	-2.36	-2.67	-2.60	-1.04
	219	1.57	-1.79	-.20	-.19	1.14		234	2.09	-2.64	-2.40	-2.04	-.75
	249	1.77	-1.10	.36	.72	1.94		264	1.01	-2.92	-2.76	-2.14	-.32
	279	1.92	-1.19	.06	.39	1.66		294	1.34	-1.88	-2.48	-3.37	-1.86
	309	1.46	-1.57	.10	.24	1.75		324	1.05	-2.43	-2.36	-3.57	-1.56
	339	2.42	-.56	.50	.85	1.88		354	1.04	-2.68	-2.50	-2.06	-.17
	369	1.66	-.83	.38	.54	1.86		384	.76	-1.90	-2.30	-4.15	-1.34
	399	1.28	-.60	.71	.53	2.04		414	1.14	-2.15	-2.58	-3.74	-1.25
F15	190	1.75	-1.35	-1.08	-1.01	-.38	F30	205	.79	-3.18	-1.19	-1.27	.47
	220	1.95	-1.31	-1.26	-1.17	-.71		235	2.02	-1.90	-1.07	-.39	.72
	250	2.77	-2.10	-1.64	-1.28	-.34		265	2.32	-1.70	-.79	-.14	.85
	280	1.93	-1.58	-1.35	-1.42	-.81		295	1.50	-1.55	-.78	-.35	.82
	310	1.99	-1.65	-1.15	-1.01	-.37		325	.62	-3.28	-1.65	.08	1.34
	340	3.78	-1.85	-1.31	-.98	-.17		355	1.20	-1.97	-.45	-.28	1.33
	370	.90	-1.56	-.47	-.59	.67		385	1.17	-1.82	-.73	-.21	.93
	400	1.86	-1.92	-1.28	-.82	.37		415	.84	-2.52	-1.12	-.28	1.42

Note. $N = 16{,}398$. Red font indicates out of order parameters.

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Facet #	Item #	Parameters					Facet #	Item #	Parameters				
		a	*b1*	*b2*	*b3*	*b4*			*a*	*b1*	*b2*	*b3*	*b4*
F1	176	.93	.20	-.54	-5.31	-3.35	F16	191	2.00	-2.21	-2.10	-2.19	-.54
	206	1.77	-1.71	-2.13	-3.18	-1.38		221	2.19	-2.46	-2.08	-1.88	-.25
	236	1.72	-1.93	-1.88	-3.19	-1.32		251	2.41	-2.40	-2.11	-2.06	-.30
	266	2.51	-2.33	-1.61	-2.81	-1.27		281	2.00	-2.32	-1.99	-2.04	-.41
	296	1.03	-1.64	-2.37	-3.77	-.77		311	2.43	-2.62	-1.85	-1.78	-.09
	326	1.40	-2.23	-2.22	-3.10	-.81		341	.91	-3.17	-1.28	-1.22	.37
	356	1.23	-2.25	-2.12	-2.81	-.13		371	1.33	-2.50	-1.72	-1.89	.17
	386	1.02	-1.98	-2.47	-3.45	.04		401	1.19	-2.82	-1.70	-1.40	.74
F2	177	1.67	.36	1.94	1.75	2.42	F17	192	2.45	-1.72	-.83	-.42	.65
	207	1.26	.85	1.74	1.60	2.73		222	3.26	-1.78	-1.12	-.71	.33
	237	1.78	.31	1.67	1.77	2.70		252	3.70	-1.54	-.89	-.42	.61
	267	1.54	-.14	1.38	1.45	2.81		282	2.87	-1.44	-.97	-.35	.64
	297	1.75	.95	2.01	2.00	2.47		312	2.72	-1.45	-.84	-.35	.64
	327	1.43	.11	1.66	1.77	2.71		342	2.92	-1.83	-1.31	-1.08	.25
	357	1.60	1.09	1.99	1.80	2.48		372	1.35	-.79	-.37	.35	1.27
	387	1.41	-.21	1.61	2.17	2.52		402	1.07	-1.54	-.92	-.70	.81
F3	178r	1.55	-2.57	-1.03	-.86	.60	F18	193	2.39	-.40	.71	1.30	2.75
	208r	2.30	-2.34	-1.29	-.90	.25		223	3.53	-.20	.95	1.35	2.51
	238r	1.83	-2.01	-.68	-.34	.82		253	3.80	.11	1.17	1.58	2.39
	268r	1.80	-2.26	-1.30	-.80	.64		283	2.58	.29	1.44	1.77	2.58
	298r	2.67	-2.15	-1.12	-.67	.56		313	1.50	.15	1.45	1.65	2.84
	328r	1.42	-2.87	-1.43	-1.01	.00		343	2.81	.04	1.28	1.53	2.46
	358r	1.56	-2.48	-1.71	-1.17	-.15		373	1.22	.38	1.89	1.98	2.66
	388r	.67	-3.68	-1.42	.52	3.71		403	1.23	-.12	1.18	1.71	3.09
F4	179	1.32	-1.85	-2.20	-3.29	-.85	F19	194	2.53	-1.75	-.30	.91	2.14
	209	1.44	-2.67	-2.20	-2.65	-.51		224	3.25	-1.51	-.20	.94	2.11
	239	1.91	-2.10	-2.52	-2.57	-.54		254	.65	-2.93	-.13	.49	3.00
	269	1.40	-2.37	-2.38	-2.36	-.85		284	.99	-.64	1.62	2.41	3.39
	299	1.84	-2.81	-1.91	-1.96	-.11		314	.96	-1.21	.47	2.19	2.84
	329	2.45	-2.93	-2.22	-1.44	.17		344	.96	-2.63	-.82	.61	2.26
	359	2.14	-2.89	-2.01	-1.75	.20		374	.49	-2.88	-.28	.07	2.84
	389	1.88	-2.70	-1.96	-1.90	.06		404	.63	-2.81	-.25	.91	3.05
F5	180	2.08	-2.22	-2.08	-1.72	.00	F20	195	2.66	.40	1.61	1.86	2.62
	210	2.82	-2.41	-2.04	-1.72	-.18		225	3.39	.64	1.78	1.95	2.58
	240	3.18	-2.35	-1.97	-1.51	-.23		255	2.58	.80	1.62	2.01	2.24
	270	1.43	-2.68	-1.72	-.86	.65		285	5.58	.94	1.80	2.08	2.38
	300	.51	-3.56	-2.63	-2.51	1.21		315	3.81	.76	1.85	1.98	2.35
	330	.81	-2.75	-2.38	-2.40	-.06		345	.90	.02	1.63	1.23	3.12
	360	2.02	-2.43	-1.80	-1.11	.49		375	2.41	.97	2.34	2.21	2.31
	390	4.26	-2.39	-1.80	-1.25	.10		405	1.28	.93	2.21	1.89	2.36

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F6	181	1.05	.14	1.62	1.92	2.89	F21	196	1.78	-.82	-.07	.50	1.73
	211	1.42	.31	1.54	1.98	2.64		226	3.07	-.65	.09	.74	1.78
	241	1.35	.77	1.68	2.08	2.40		256	1.85	-.97	-.21	.19	1.41
	271	1.54	.06	1.43	1.95	2.54		286	1.44	-1.22	-.59	-.09	1.14
	301	2.27	.17	1.41	1.85	2.60		316	1.46	-1.13	-.14	.70	1.81
	331	.75	-.30	.82	1.14	2.80		346	1.35	-.14	.28	1.00	2.13
	361	1.49	.66	2.01	1.92	2.58		376	.77	-.56	.25	.73	2.29
	391	2.25	.14	1.50	1.78	2.71		406	.95	-1.75	-1.07	-.08	1.60
F7	182	2.35	-2.19	-2.13	-2.08	-.43	F22	197	2.14	-2.53	-1.86	-1.94	-.07
	212	3.20	-2.19	-2.19	-1.84	-.29		227	2.21	-2.84	-1.74	-1.29	.59
	242	3.78	-2.40	-2.13	-1.64	-.24		257	1.70	-2.83	-1.66	-1.89	.12
	272	3.35	-2.17	-2.08	-1.85	-.43		287	2.98	-2.54	-1.81	-1.55	.01
	302	2.41	-2.00	-2.02	-2.03	-.48		317	2.95	-2.52	-2.10	-1.91	-.09
	332	1.92	-2.38	-2.32	-2.24	-.31		347	3.37	-2.48	-1.66	-1.31	.25
	362	.98	-3.47	-1.98	-1.21	.95		377	1.48	-2.85	-1.99	-1.58	.48
	392	1.57	-2.64	-1.86	-1.83	-.58		407	1.47	-2.48	-2.08	-2.01	-.19
F8	183	1.35	.12	1.82	1.92	2.74	F23	198	3.02	-2.06	-1.28	-.47	.70
	213	1.47	-.70	.91	1.23	3.26		228	3.17	-1.61	-1.08	-.06	.92
	243	2.48	.02	1.33	1.71	2.65		258	1.90	-1.81	-1.29	.08	.96
	273	1.78	.52	1.93	2.01	2.48		288	2.41	-1.42	-.72	-.12	1.04
	303	2.43	.70	1.94	1.78	2.33		318	3.17	-2.01	-1.29	-.75	.64
	333	1.71	.69	1.97	2.08	2.50		348	1.41	-1.74	-1.04	-.55	1.05
	363	2.16	.05	1.50	1.68	2.52		378	1.04	-.99	-.35	.57	1.80
	393	1.67	1.13	2.24	1.96	2.27		408	.87	-1.24	-.48	.06	1.52
F9	184	1.74	-2.65	-1.70	-.80	1.09	F24	199	1.28	-2.60	-1.62	-.20	1.81
	214	2.28	-2.65	-2.17	-1.30	.24		229	2.50	-1.47	-.62	.51	1.91
	244	1.24	-2.13	-.98	.19	1.93		259	2.13	-.84	.19	.79	2.40
	274	2.49	-2.15	-1.54	-.48	.76		289	1.83	-1.61	-.71	.46	2.22
	304	2.78	-2.46	-1.69	-.69	.87		319	1.25	-2.01	-1.32	.80	2.57
	334	.92	-1.96	-.35	.83	2.67		349	.48	.36	2.62	2.22	6.08
	364	1.86	-2.42	-2.22	-1.74	-.14		379	.66	-3.32	-2.12	-.32	2.56
	394	.66	-2.25	-1.15	.77	3.37		409	.32	.20	1.67	3.05	7.32
F10	185	7.38	-2.37	-1.65	-1.15	.00	F25	200	.51	-3.50	-.92	.89	2.50
	215	9.23	-2.29	-1.60	-1.13	-.07		230	1.41	-3.17	-1.86	-1.19	1.04
	245	3.49	-2.64	-1.77	-1.27	.09		260	2.00	-2.52	-1.93	-1.37	.22
	275	2.32	-2.54	-1.55	-.98	.33		290	1.38	-2.80	-1.95	-1.19	.24
	305	.75	-2.21	-.55	.40	1.97		320	2.50	-2.30	-2.07	-1.63	.01
	335	1.22	-2.30	-2.76	-2.14	.14		350	2.19	-2.49	-2.03	-1.51	.30
	365	1.53	-2.54	-2.07	-2.18	-.46		380	2.51	-2.16	-2.19	-1.76	-.13
	395	2.29	-2.41	-1.89	-1.68	-.19		410	1.55	-2.12	-2.10	-1.38	.51

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F11	186	.86	-2.09	-.64	.24	2.01	F26	201r	1.66	-2.68	-.65	-.31	.99
	216	1.31	-2.49	-2.27	-1.61	.22		231r	1.92	-2.53	-1.51	-.95	.53
	246	1.16	-2.49	-1.77	-.81	1.00		261r	1.56	-2.55	-2.10	-2.01	-.75
	276	1.75	-1.55	-.42	.45	1.78		291r	2.14	-2.54	-.75	-.53	.64
	306	.39	-2.91	.33	.22	3.14		321r	1.20	-2.29	-1.95	-1.20	.22
	336	.76	-1.77	-.60	.20	1.89		351r	2.27	-2.48	-1.53	-1.05	.32
	366	.87	-1.67	-.74	.32	2.02		381r	1.06	-3.04	-1.96	-1.99	.15
	396	.83	-2.74	-2.28	-1.82	.79		411r	.74	-2.78	-2.64	-2.15	-.34
F12	187	.91	-2.89	-.38	.07	2.91	F27	202	1.57	-1.47	.38	.93	2.72
	217	1.63	-1.04	.57	1.60	2.60		232	2.77	-1.76	-.47	.24	1.65
	247	2.07	-1.32	.24	.84	2.37		262	.86	-.91	.80	1.77	2.55
	277	1.41	-1.14	.77	1.56	2.82		292	.62	-2.58	-.44	1.20	3.01
	307	1.55	-1.57	.01	.34	2.58		322	1.85	-2.09	-.89	-.11	1.48
	337	1.26	-.88	1.06	1.71	3.03		352	.42	-2.67	.54	2.79	3.73
	367	1.10	-.59	1.35	1.85	3.26		382	.34	-4.32	.69	.99	5.36
	397	1.68	-.98	.69	1.44	2.96		412	.49	-3.88	-1.05	.87	3.71
F13	188	2.06	-2.30	-2.15	-2.09	-.16	F28	203	2.38	-2.55	-1.22	-1.09	.68
	218	1.33	-2.73	-1.93	-1.40	.69		233	2.59	-2.32	-1.06	-.74	.79
	248	2.20	-2.30	-1.93	-1.78	-.11		263	2.77	-2.12	-1.17	-.64	.85
	278	3.04	-2.52	-2.07	-1.86	-.11		293	.83	-3.29	-.97	-.97	1.14
	308	2.07	-2.68	-1.84	-1.47	.48		323	.32	-5.73	-1.58	.06	1.32
	338	1.81	-2.79	-1.95	-1.54	.52		353	.35	-5.00	-1.76	-2.65	.75
	368	2.80	-2.65	-2.03	-1.29	.26		383	.73	-3.74	-1.69	-1.57	1.21
	398	1.70	-2.95	-2.25	-1.57	.45		413	.60	-3.95	-1.60	-1.30	1.41
F14	189	1.32	-1.72	-.05	.40	1.90	F29	204	2.07	-2.26	-2.30	-2.62	-.92
	219	1.42	-1.45	.20	.46	1.89		234	1.92	-2.45	-2.41	-1.98	-.45
	249	2.01	-.48	.94	1.45	2.47		264	1.07	-2.38	-3.01	-2.04	-.17
	279	1.83	-.71	.55	1.17	2.45		294	1.54	-1.77	-1.81	-3.37	-1.86
	309	1.55	-.92	.71	.99	2.25		324	1.37	-1.73	-2.20	-3.33	-1.73
	339	2.40	-.04	1.12	1.46	2.40		354	.93	-2.55	-2.51	-2.01	.35
	369	1.89	-.23	.93	1.22	2.28		384	1.28	-2.18	-1.57	-3.83	-1.58
	399	1.56	.07	1.33	1.20	2.41		414	1.46	-1.72	-2.13	-3.72	-1.57
F15	190	1.60	-1.04	-.73	-.78	.07	F30	205	.79	-3.03	-1.41	-.90	.98
	220	2.03	-1.11	-.93	-.90	-.26		235	1.67	-1.66	-.77	.13	1.34
	250	3.04	-1.80	-1.38	-.94	.05		265	2.39	-1.37	-.47	.44	1.50
	280	2.14	-1.47	-1.13	-1.22	-.33		295	1.28	-1.21	-.48	.30	1.49
	310	2.13	-1.42	-.97	-.69	.05		325	.58	-3.30	-2.09	.35	1.68
	340	3.93	-1.54	-1.06	-.67	.21		355	1.02	-1.38	.29	.60	2.38
	370	.98	-1.08	-.28	-.42	1.09		385	1.21	-1.52	-.48	.36	1.58
	400	1.70	-1.53	-.97	-.46	.89		415	1.00	-2.07	-.81	.24	1.96

Note. $N = 4{,}917$. Red font indicates out of order parameters.

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RESERVES

Facet #	Item #	Parameters					Facet #	Item #	Parameters				
		a	*b1*	*b2*	*b3*	*b4*			*a*	*b1*	*b2*	*b3*	*b4*
F1	176	1.40	-1.04	-2.32	-3.84	-2.76	F16	191	1.66	-4.02	-1.94	-2.41	-.72
	206	1.76	-1.70	-1.81	-3.98	-1.58		221	1.87	-3.22	-2.06	-2.04	-.42
	236	1.65	-2.00	-2.09	-3.40	-1.50		251	2.46	-2.70	-2.34	-2.03	-.46
	266	2.27	-1.45	-2.22	-3.04	-1.47		281	2.35	-2.79	-2.15	-2.16	-.51
	296	.90	-1.22	-3.26	-3.92	-1.02		311	2.24	-2.55	-2.06	-1.97	-.21
	326	1.34	-1.29	-3.65	-2.93	-1.02		341	.89	-2.86	-1.35	-1.49	.06
	356	1.43	-2.74	-2.20	-2.88	-.33		371	1.31	-2.28	-1.70	-2.06	.00
	386	.99	-2.17	-2.73	-3.73	-.17		401	1.20	-2.76	-1.74	-1.56	.56
F2	177	1.77	.47	1.95	1.72	3.82	F17	192	2.50	-1.83	-.88	-.51	.45
	207	1.07	.92	1.92	1.73	2.91		222	3.43	-1.93	-1.22	-.83	.12
	237	1.69	.41	1.76	1.67	3.02		252	3.65	-1.72	-.99	-.56	.41
	267	1.40	-.09	1.53	1.48	3.37		282	2.63	-1.62	-1.11	-.50	.51
	297	1.40	1.23	2.12	2.44	2.34		312	2.49	-1.51	-.92	-.46	.45
	327	1.38	.29	1.73	1.89	2.85		342	3.06	-1.95	-1.58	-1.11	.08
	357	1.48	1.31	2.13	1.88	2.55		372	1.28	-.82	-.51	.32	.98
	387	1.28	-.17	1.93	2.35	2.67		402	1.14	-1.63	-1.04	-.83	.44
F3	178r	1.40	-2.81	-.99	-.84	.55	F18	193	2.97	-.19	.86	1.32	2.97
	208r	2.15	-2.68	-1.40	-.89	.19		223	4.50	-.03	1.01	1.39	2.57
	238r	1.64	-1.83	-.73	-.31	.81		253	4.12	.22	1.27	1.63	2.51
	268r	1.79	-2.47	-1.26	-.84	.61		283	2.99	.44	1.47	1.83	2.71
	298r	2.15	-2.24	-1.13	-.72	.55		313	1.51	.34	1.52	1.78	3.01
	328r	1.52	-2.82	-1.35	-1.07	-.09		343	2.89	.22	1.35	1.64	2.54
	358r	1.84	-2.58	-1.65	-1.12	-.22		373	1.17	.61	1.85	1.94	2.83
	388r	.63	-3.79	-1.54	.80	3.55		403	1.12	.16	1.40	1.58	3.31
F4	179	1.33	-1.32	-2.76	-3.47	-.97	F19	194	2.33	-1.68	-.29	.94	2.18
	209	1.31	-3.41	-2.08	-2.90	-.72		224	2.69	-1.47	-.20	.96	2.17
	239	1.76	-2.36	-3.31	-2.64	-.77		254	.76	-2.33	-.12	.58	2.86
	269	1.21	-2.69	-2.41	-2.93	-1.04		284	.98	-.39	1.66	2.66	3.25
	299	1.49	-2.36	-2.52	-2.43	-.23		314	.79	-1.12	.57	2.21	3.25
	329	2.26	-2.45	-2.57	-1.58	.04		344	1.15	-2.25	-.75	.53	2.17
	359	1.88	-2.97	-2.30	-2.06	-.01		374	.45	-2.86	-.03	-.16	2.70
	389	2.04	-2.69	-2.10	-2.05	-.18		404	.50	-3.09	-.32	1.03	3.15
F5	180	1.85	-1.56	-2.62	-1.86	-.17	F20	195	2.63	.46	1.83	1.86	3.01
	210	3.26	-2.32	-2.34	-1.75	-.30		225	3.47	.74	1.94	2.11	2.80
	240	3.27	-2.44	-2.01	-1.58	-.36		255	2.36	.91	1.75	2.12	2.31
	270	1.32	-2.69	-1.97	-.97	.50		285	4.89	1.07	1.96	2.23	2.24
	300	.40	-3.85	-2.74	-3.11	.99		315	4.54	.85	1.93	2.01	2.37
	330	.89	-2.44	-3.24	-2.75	-.23		345	.81	.17	1.75	1.17	3.38
	360	2.04	-2.41	-1.83	-1.27	.36		375	2.42	1.10	2.45	2.54	1.95
	390	5.03	-2.48	-1.83	-1.40	-.04		405	1.05	1.22	2.57	1.72	3.15

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F6	181	.95	.34	1.72	2.24	2.83	F21	196	1.88	-.83	-.08	.57	1.68
	211	1.32	.40	1.67	1.86	2.91		226	2.91	-.55	.13	.93	1.83
	241	1.25	.95	1.59	2.44	2.22		256	2.04	-.80	-.12	.27	1.39
	271	1.72	.17	1.48	1.94	2.80		286	1.31	-1.17	-.59	.06	1.14
	301	2.11	.23	1.47	2.24	2.25		316	1.20	-1.11	-.22	.80	1.96
	331	.72	-.19	.89	1.11	2.96		346	1.42	-.01	.42	1.21	2.24
	361	1.40	.76	2.04	2.23	2.15		376	.70	-.56	-.05	.87	2.29
	391	2.32	.22	1.55	1.87	3.14		406	.93	-1.79	-.90	-.05	1.64
F7	182	2.13	-1.79	-2.52	-2.20	-.64	F22	197	1.78	-2.29	-1.91	-2.35	-.29
	212	3.47	-2.33	-2.53	-1.85	-.45		227	1.86	-2.91	-1.79	-1.52	.47
	242	3.63	-2.12	-2.44	-1.74	-.36		257	1.84	-3.05	-2.05	-1.95	-.05
	272	3.35	-2.04	-2.36	-1.98	-.52		287	3.26	-2.33	-2.03	-1.70	-.15
	302	2.38	-2.25	-2.35	-2.06	-.56		317	3.35	-2.67	-2.08	-2.00	-.25
	332	2.03	-1.77	-2.72	-2.36	-.41		347	2.85	-2.39	-1.82	-1.51	.09
	362	.88	-4.01	-2.15	-1.31	.86		377	1.52	-2.61	-2.17	-1.78	.28
	392	1.56	-2.52	-2.22	-1.84	-.74		407	1.32	-2.45	-2.38	-2.30	-.39
F8	183	1.28	.23	2.04	2.03	2.65	F23	198	2.57	-1.96	-1.53	-.71	.59
	213	1.68	-.59	.97	1.24	3.02		228	2.71	-1.71	-1.36	-.26	.85
	243	2.44	.12	1.49	1.63	3.02		258	1.76	-1.89	-1.56	-.17	.82
	273	1.85	.55	1.95	2.09	3.12		288	2.29	-1.69	-1.04	-.32	.88
	303	3.01	.80	1.93	1.80	2.42		318	3.18	-2.00	-1.62	-.96	.51
	333	1.51	.78	2.15	2.13	2.45		348	1.38	-1.97	-1.24	-.74	.88
	363	2.24	.12	1.61	1.74	2.60		378	1.04	-1.17	-.67	.37	1.64
	393	1.39	1.38	2.43	2.45	2.46		408	.84	-1.28	-.84	-.21	1.37
F9	184	1.79	-2.49	-1.93	-.75	1.04	F24	199	1.35	-2.49	-1.55	-.25	1.60
	214	2.31	-2.96	-2.21	-1.32	.16		229	2.77	-1.40	-.57	.45	1.93
	244	1.04	-2.07	-.85	.16	2.07		259	2.33	-.74	.12	.83	2.25
	274	2.49	-2.37	-1.48	-.58	.56		289	1.90	-1.52	-.73	.40	2.02
	304	3.03	-2.69	-1.67	-.74	.78		319	1.08	-2.15	-1.35	.80	2.64
	334	.90	-2.04	-.29	.89	2.36		349	.44	.62	2.72	2.25	6.33
	364	1.92	-2.32	-2.60	-1.74	-.22		379	.70	-2.93	-2.15	-.32	2.39
	394	.55	-2.44	-1.07	1.13	3.78		409	.27	.93	1.74	3.06	7.65
F10	185	5.75	-2.44	-1.85	-1.33	-.15	F25	200	.51	-3.64	-.76	.71	2.32
	215	7.18	-2.41	-1.77	-1.27	-.20		230	1.34	-3.22	-1.94	-1.23	.91
	245	3.48	-3.05	-1.96	-1.41	-.10		260	1.88	-2.33	-2.16	-1.47	.13
	275	2.17	-2.46	-1.69	-1.12	.18		290	1.48	-2.80	-2.06	-1.19	.11
	305	.74	-2.19	-.74	.22	2.10		320	2.56	-2.43	-2.22	-1.74	-.09
	335	1.09	-2.51	-3.40	-2.48	-.08		350	2.34	-2.23	-2.27	-1.50	.20
	365	1.11	-2.45	-2.19	-2.62	-.86		380	2.60	-2.19	-2.36	-1.88	-.21
	395	2.32	-2.71	-2.04	-1.74	-.36		410	1.47	-1.71	-2.61	-1.36	.38

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F11	186	.89	-2.25	-.61	.23	1.80	F26	201r	2.06	-2.55	-.87	-.36	.77
	216	1.27	-3.23	-2.37	-1.72	-.06		231r	2.07	-2.86	-1.55	-.99	.45
	246	1.11	-3.04	-1.81	-.93	.90		261r	1.22	-3.12	-2.33	-2.31	-1.12
	276	2.24	-1.58	-.57	.32	1.57		291r	2.66	-2.44	-.95	-.66	.51
	306	.38	-2.43	.17	.15	3.28		321r	.99	-2.82	-2.51	-1.36	.10
	336	.70	-1.66	-.91	.18	1.81		351r	1.73	-2.78	-1.85	-1.20	.11
	366	.86	-1.85	-1.02	.18	1.74		381r	.89	-3.39	-2.24	-2.45	-.06
	396	.83	-3.22	-2.30	-2.10	.52		411r	.53	-2.98	-3.46	-2.49	-.78
F12	187	1.03	-2.48	-.47	.28	2.53	F27	202	1.53	-1.33	.41	1.02	2.47
	217	1.74	-.86	.58	1.59	2.74		232	2.56	-1.78	-.51	.25	1.60
	247	2.03	-1.17	.31	.91	2.20		262	.87	-.67	.63	1.53	2.98
	277	1.40	-.99	.77	1.53	2.77		292	.55	-2.75	-.57	1.46	3.33
	307	1.66	-1.48	.05	.43	2.38		322	1.96	-2.14	-.97	-.08	1.42
	337	1.22	-.86	.97	1.65	3.13		352	.36	-2.19	.44	3.30	5.78
	367	1.19	-.43	1.28	1.77	3.44		382	.38	-3.30	.64	.83	5.10
	397	1.44	-.86	.80	1.67	3.23		412	.44	-3.53	-1.16	1.07	3.54
F13	188	1.92	-2.23	-2.46	-2.19	-.30	F28	203	2.16	-2.61	-1.21	-1.22	.63
	218	1.27	-3.21	-1.77	-1.49	.52		233	2.71	-2.38	-.99	-.87	.79
	248	2.22	-2.19	-1.96	-1.75	-.26		263	3.26	-2.01	-1.20	-.66	.75
	278	3.16	-2.20	-2.34	-1.97	-.27		293	.66	-3.69	-1.20	-1.17	1.09
	308	2.25	-2.54	-1.94	-1.44	.26		323	.33	-5.40	-1.37	-.06	1.16
	338	1.87	-3.22	-2.10	-1.53	.38		353	.33	-5.70	-2.02	-2.55	.39
	368	2.47	-2.69	-2.07	-1.32	.15		383	.62	-4.18	-1.95	-1.86	1.14
	398	1.63	-2.70	-2.36	-1.63	.28		413	.48	-4.84	-2.13	-1.41	1.42
F14	189	1.33	-1.48	.09	.24	1.92	F29	204	2.27	-2.36	-2.62	-2.41	-.90
	219	1.42	-1.30	.27	.42	1.88		234	2.30	-2.61	-2.52	-1.87	-.42
	249	1.81	-.34	.94	1.40	2.83		264	1.04	-3.34	-2.60	-2.17	-.30
	279	1.93	-.63	.64	1.12	2.57		294	1.37	-1.76	-2.46	-3.69	-2.10
	309	1.62	-.73	.64	.89	2.49		324	.98	-1.20	-3.21	-3.92	-2.43
	339	2.32	.11	1.04	1.64	2.61		354	.90	-2.36	-2.56	-1.78	.37
	369	1.96	-.07	.87	1.17	2.49		384	.71	-1.31	-1.54	-5.05	-2.90
	399	1.37	.23	1.23	1.31	3.09		414	1.06	-1.02	-3.36	-4.38	-2.12
F15	190	1.31	-.99	-.78	-.66	.06	F30	205	.75	-3.16	-1.61	-1.17	.89
	220	1.70	-1.05	-1.02	-.86	-.28		235	1.44	-1.71	-.90	-.05	1.32
	250	3.12	-1.77	-1.27	-.86	.10		265	2.41	-1.26	-.54	.36	1.49
	280	1.90	-1.51	-1.24	-1.14	-.33		295	1.31	-1.21	-.56	.25	1.53
	310	2.01	-1.45	-.96	-.69	.09		325	.58	-3.15	-2.36	.11	1.67
	340	3.56	-1.54	-1.06	-.62	.34		355	1.10	-1.18	.09	.67	2.31
	370	1.14	-.83	-.29	-.11	1.18		385	1.13	-1.53	-.50	.25	1.40
	400	1.55	-1.43	-.96	-.40	.94		415	.87	-2.26	-.93	.07	2.02

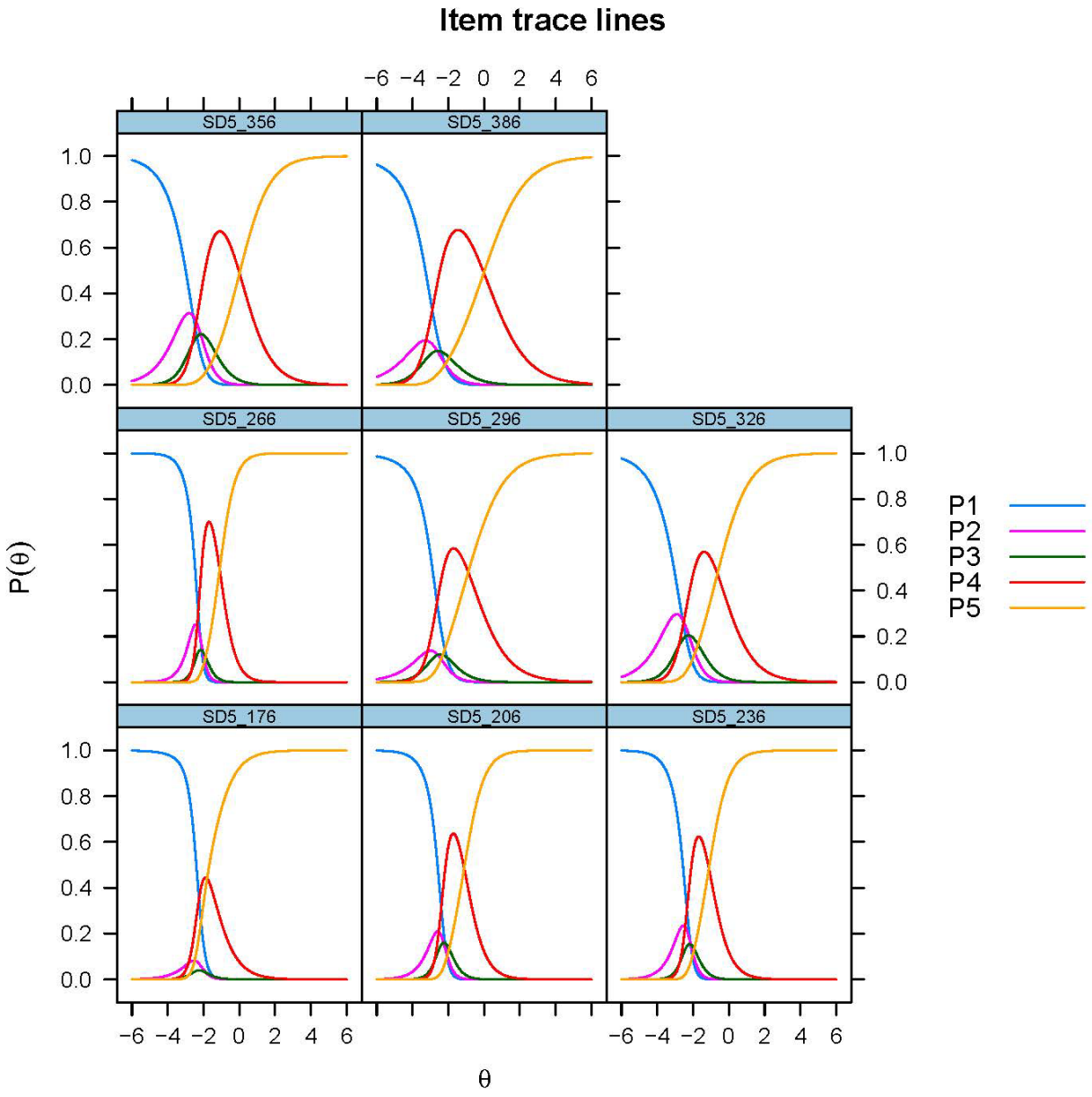
Note. $N = 1{,}941$. Red font indicates out of order parameters.

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APPENDIX G: Option Response Functions

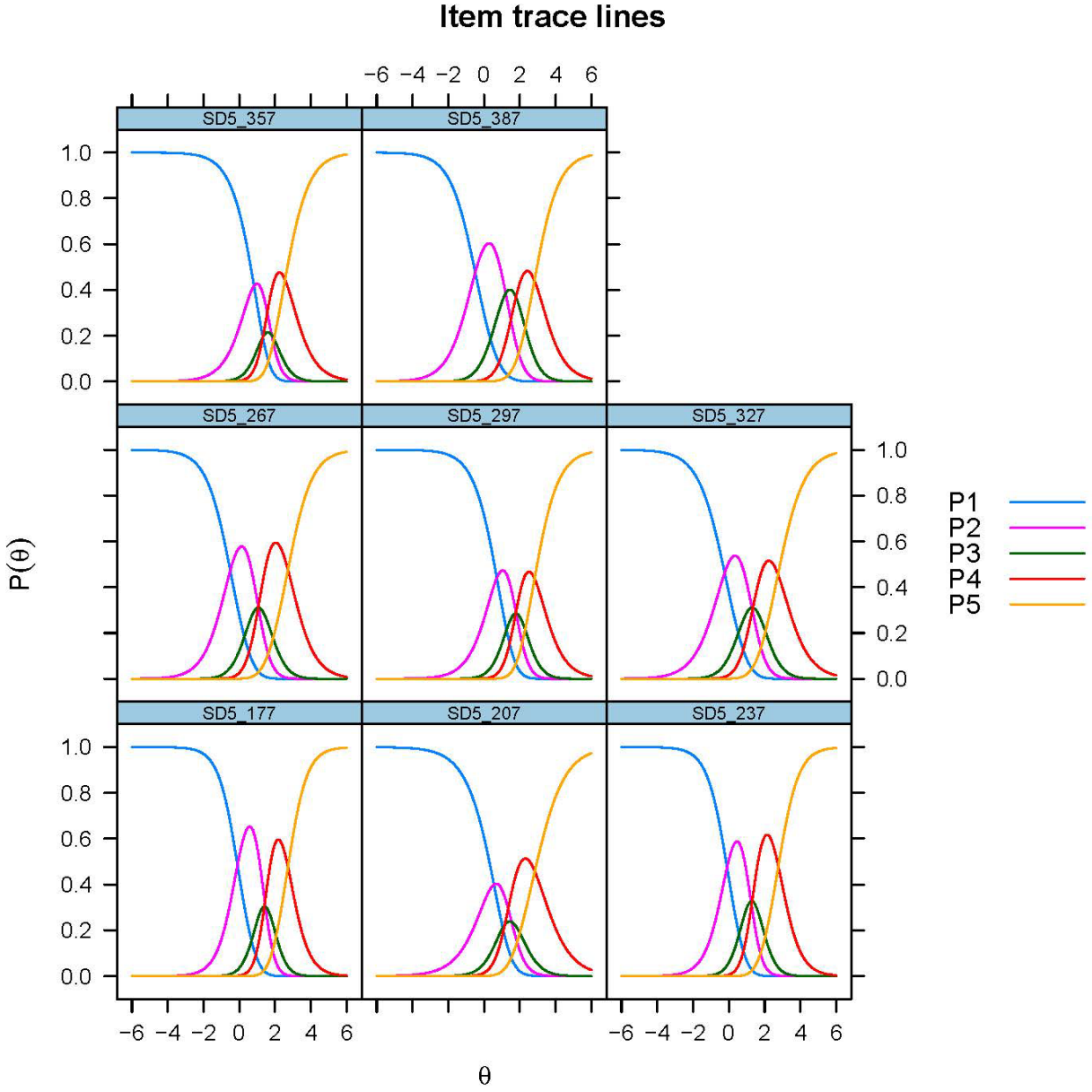
The probabilities for endorsing each response option are color coded, where P1 (blue) represents 'Strongly Disagree,' P2 (magenta) represents 'Moderately Disagree,' P3 (green) represents 'Neither Agree nor Disagree,' P4 (red) represents 'Moderately Agree,' and P5 (orange) represents 'Strongly Agree.'

F1 – Team Player



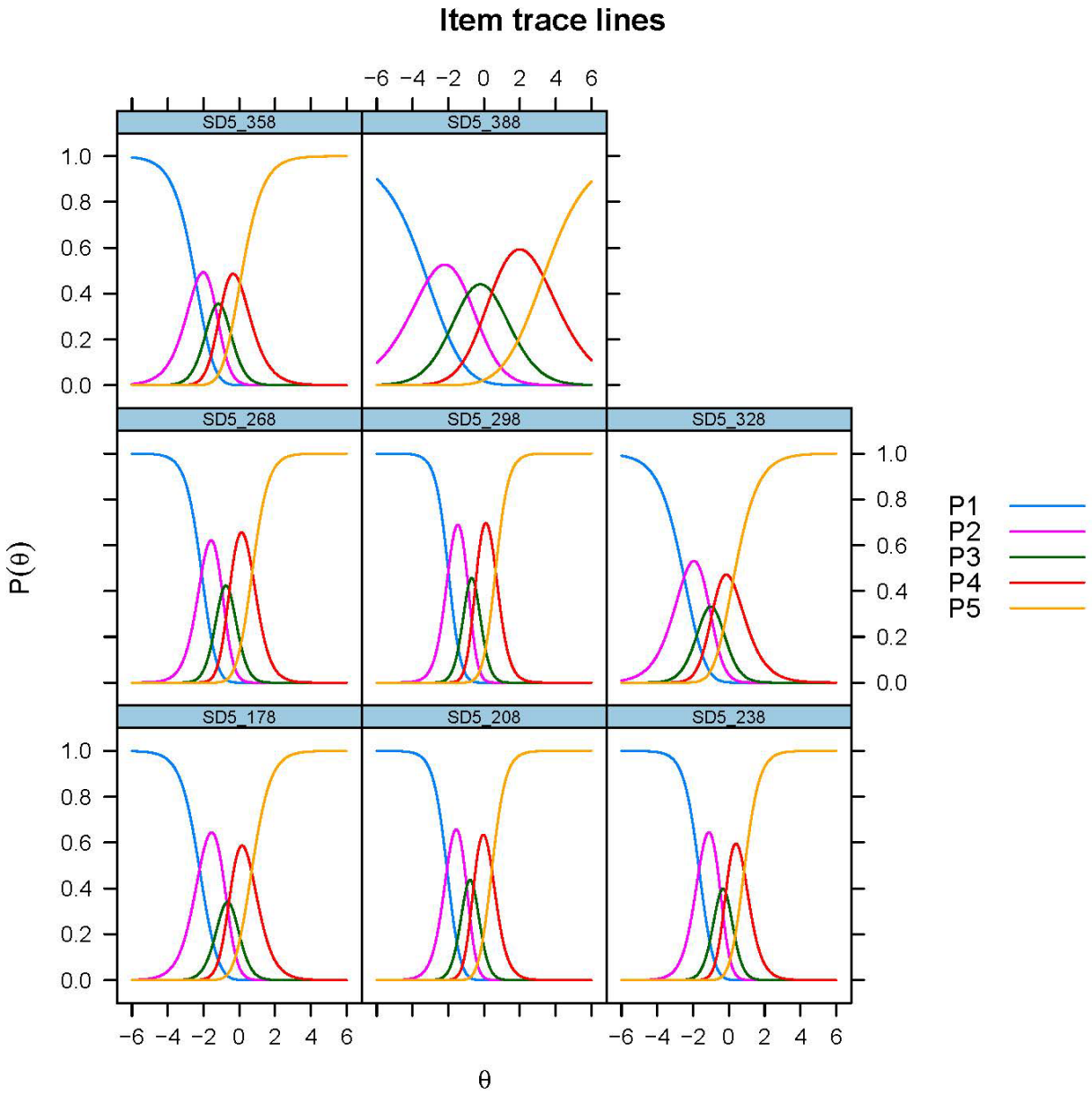
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F2 – Stress under Pressure



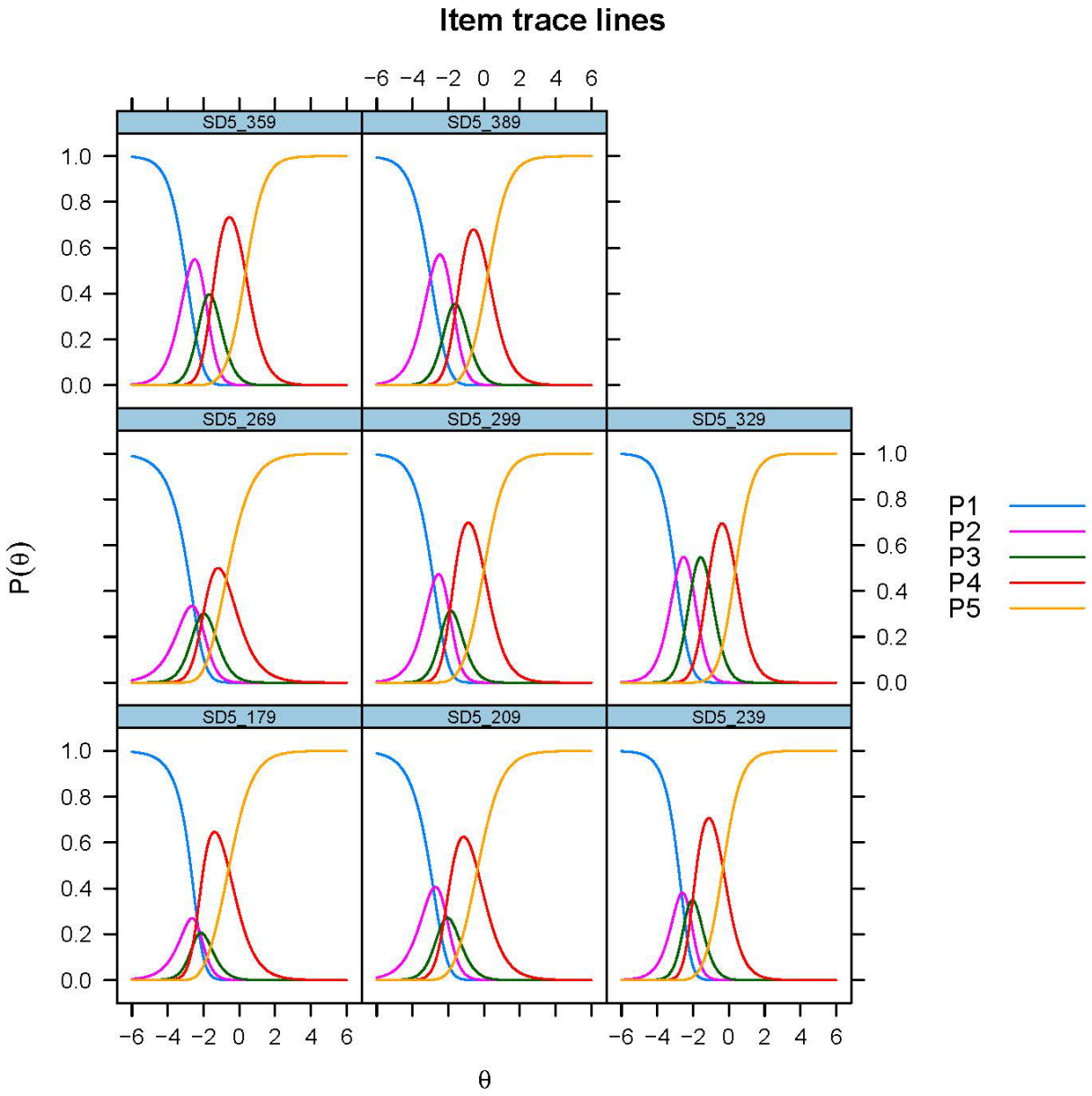
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F3 – Reserved



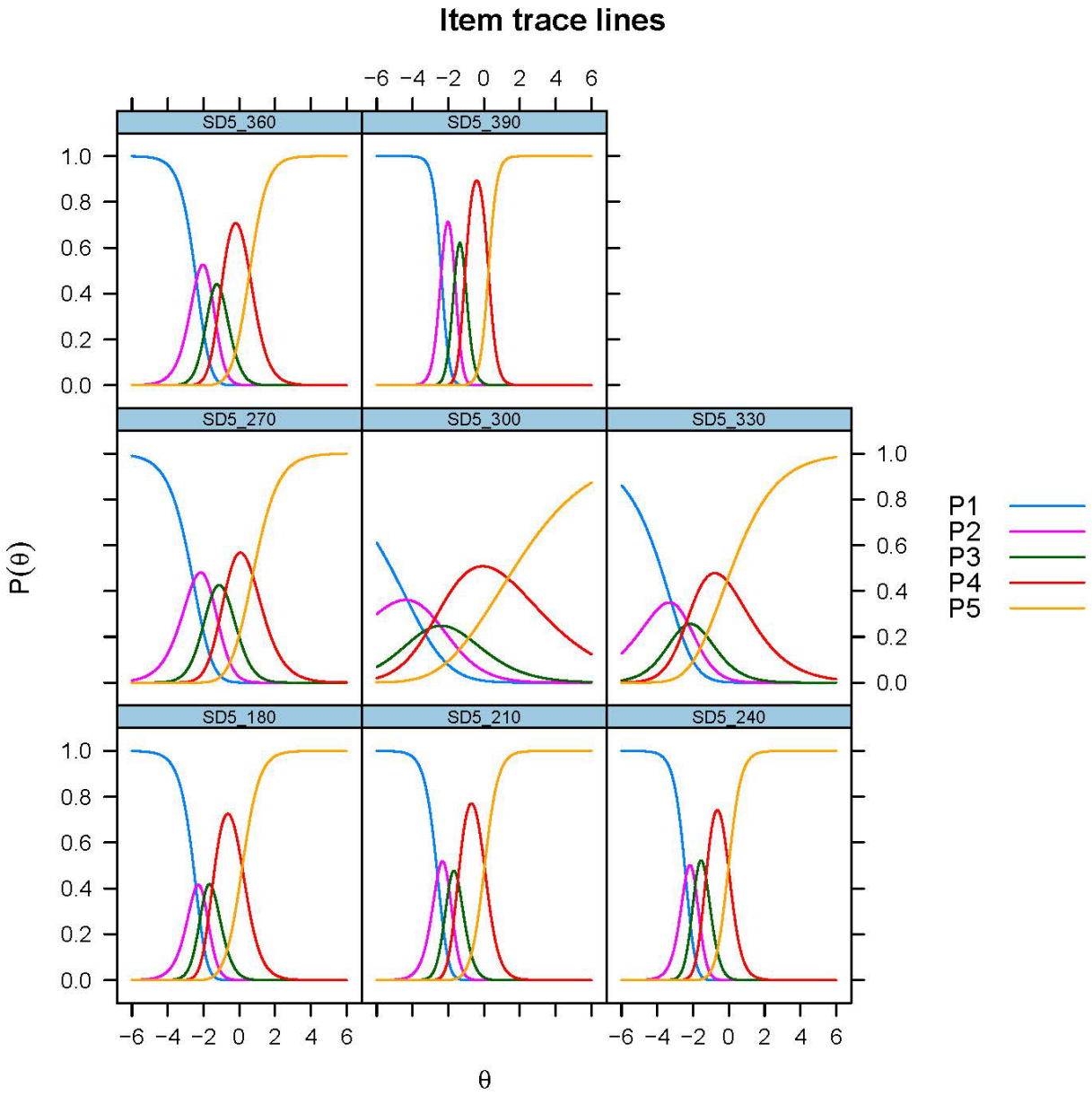
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F4 – Achievement Striving



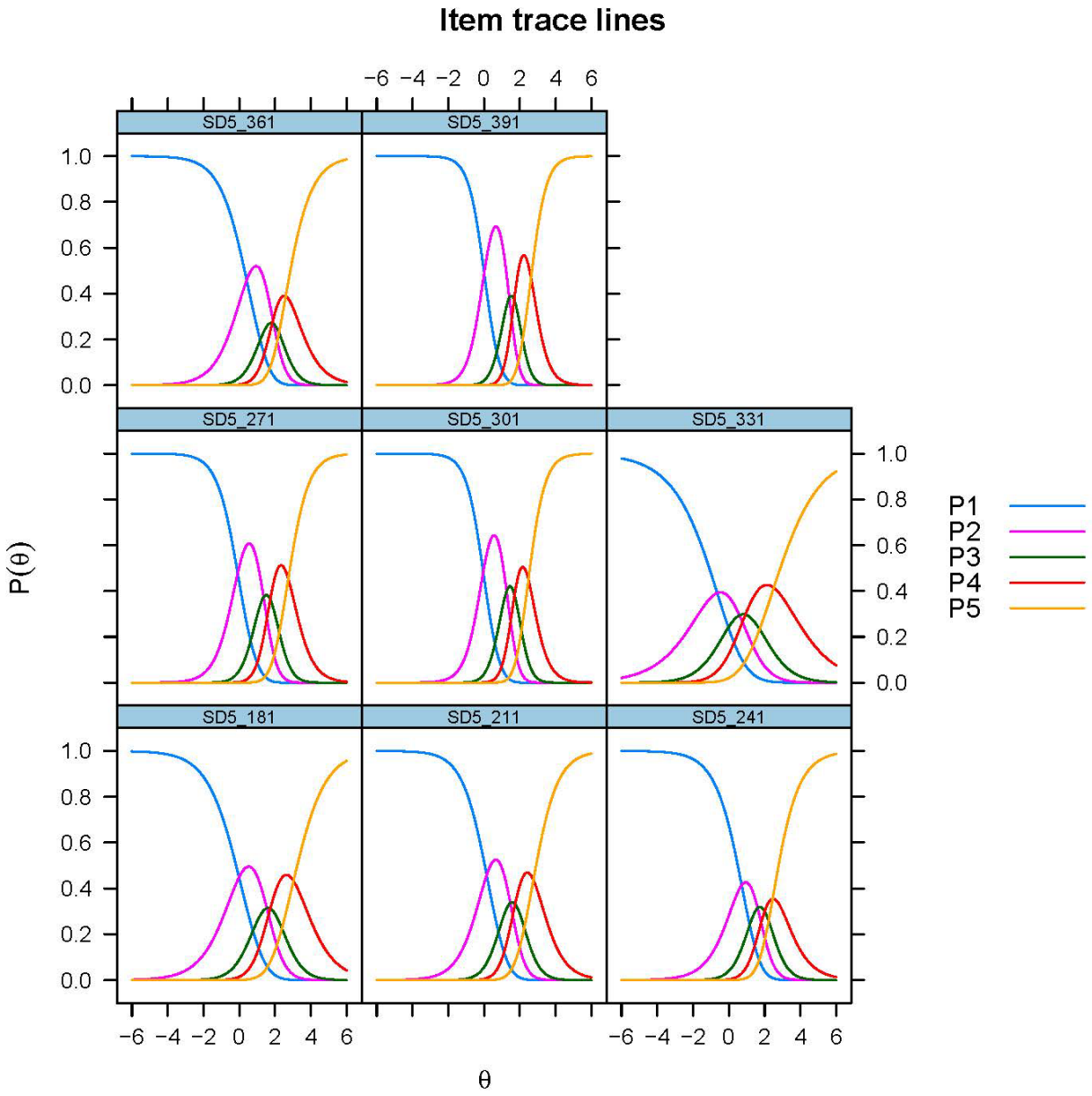
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F5 – Creative



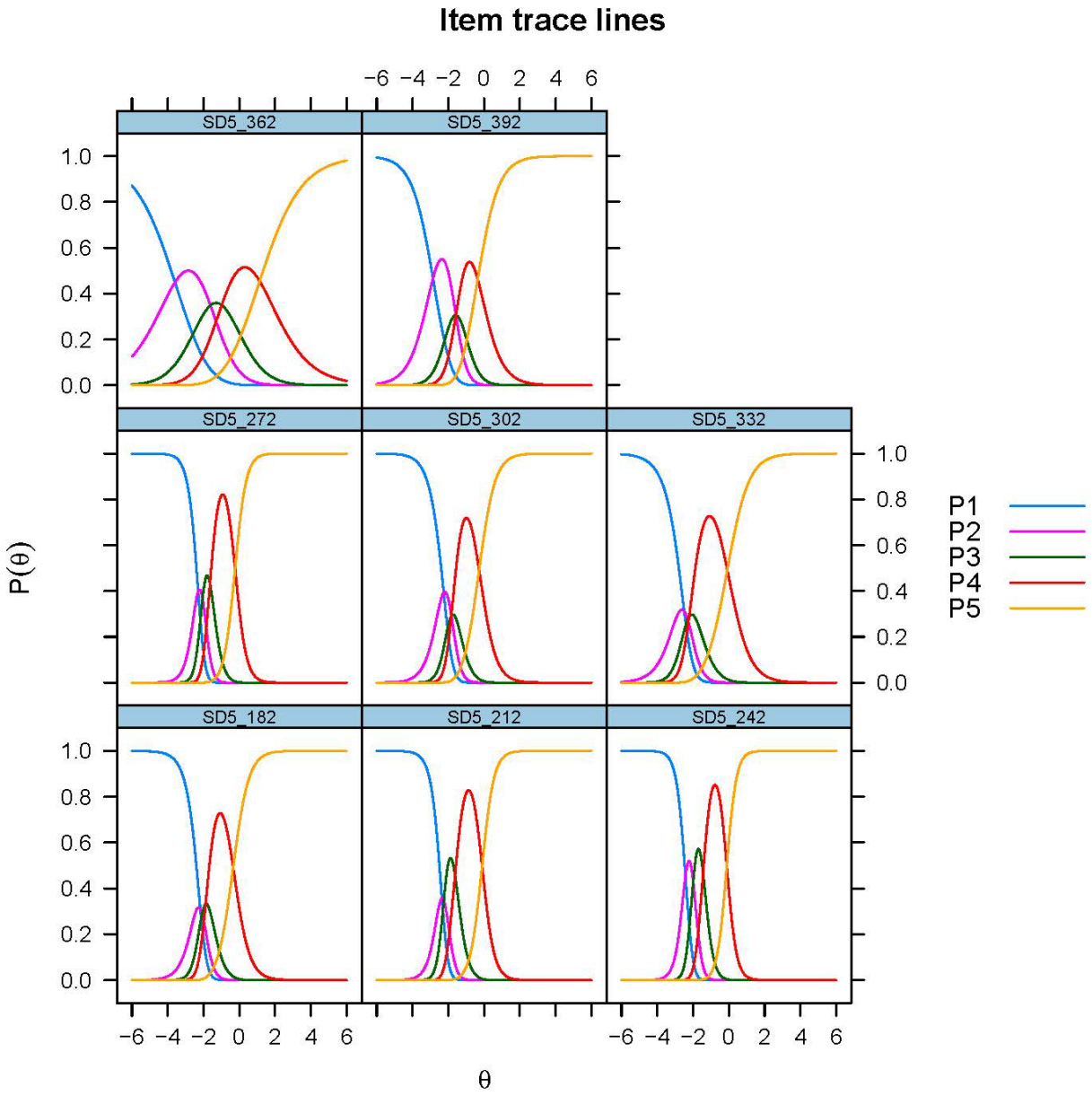
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F6 – Interpersonal Tactics



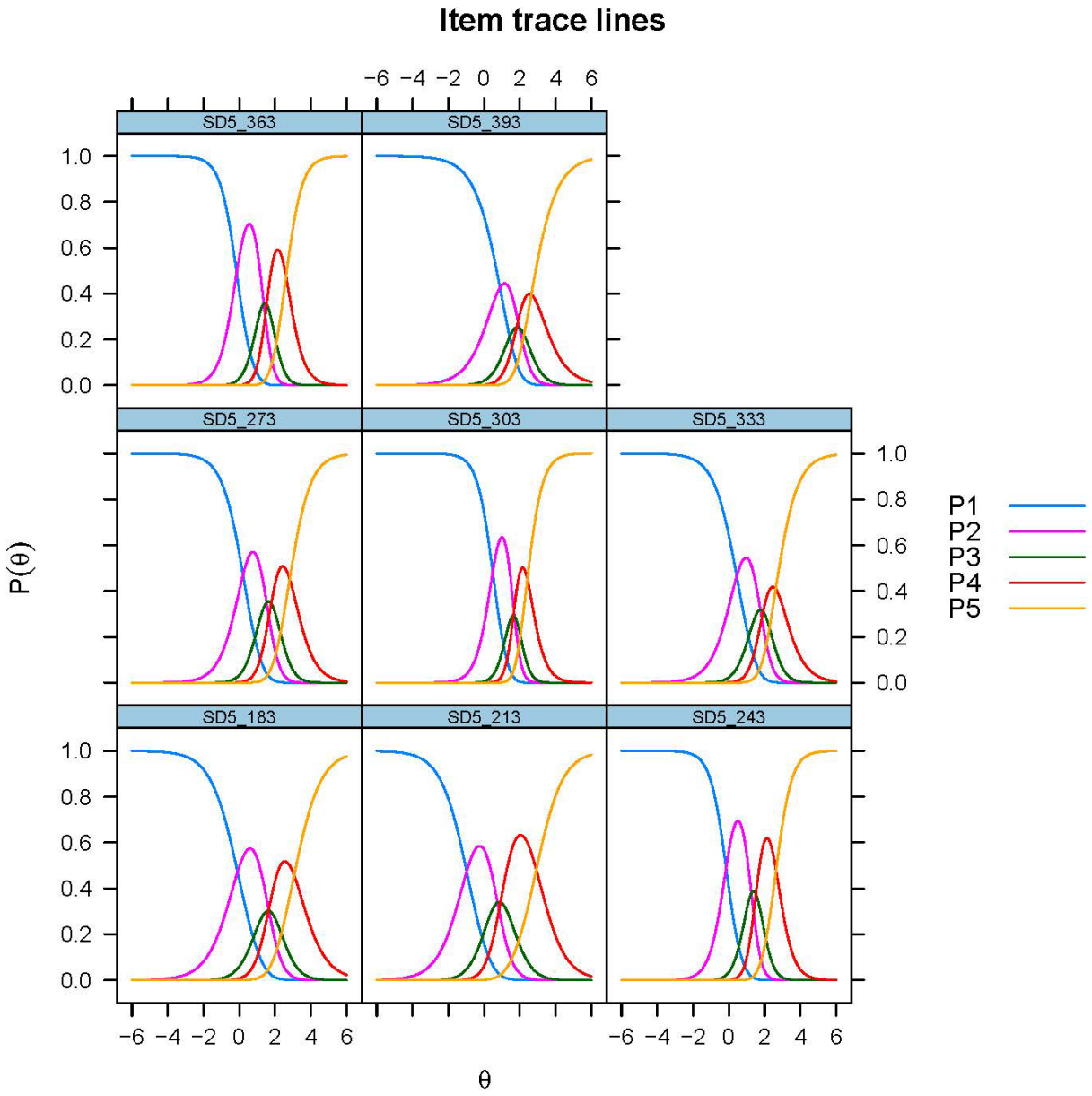
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F7 – Pleasant



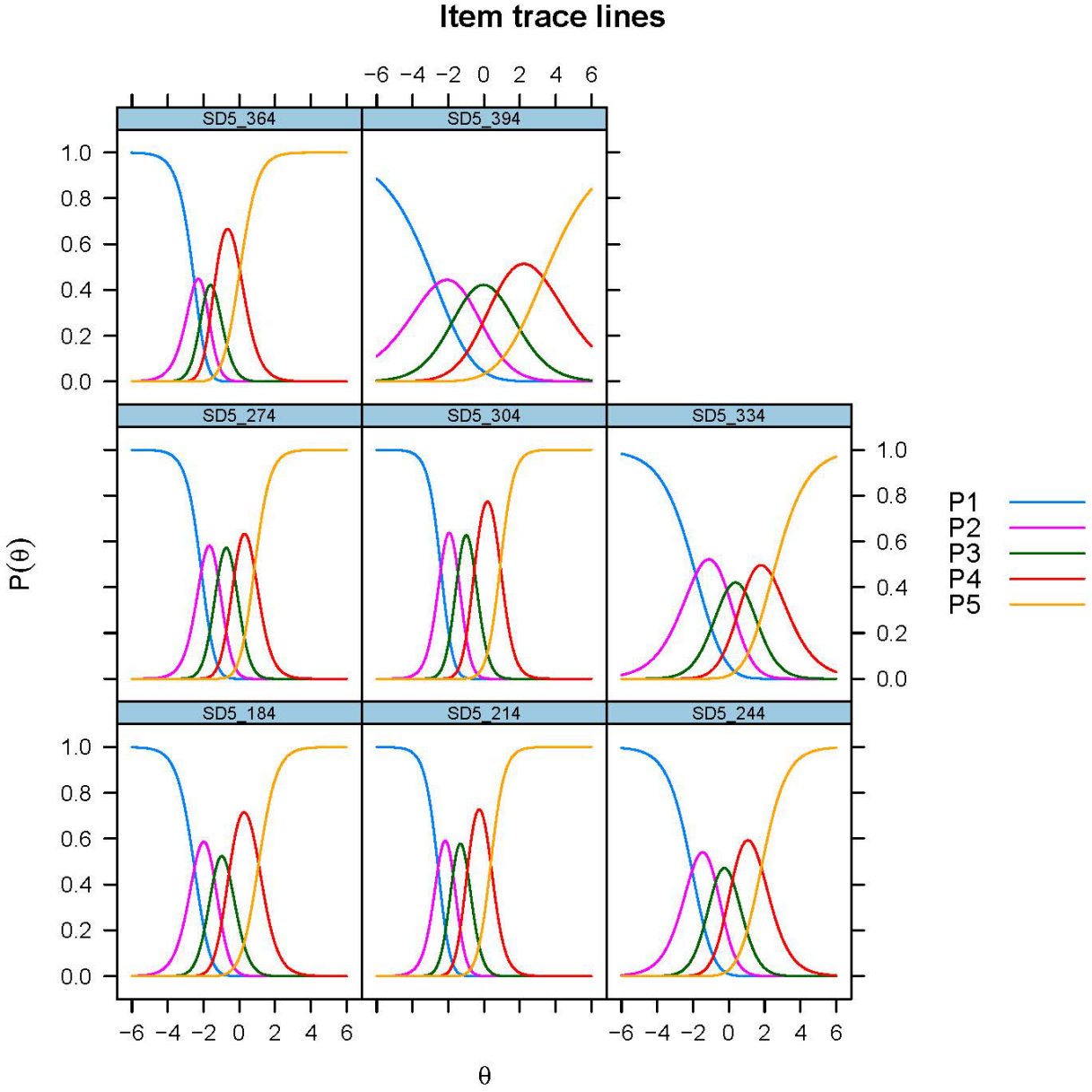
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F8 – Temperamental



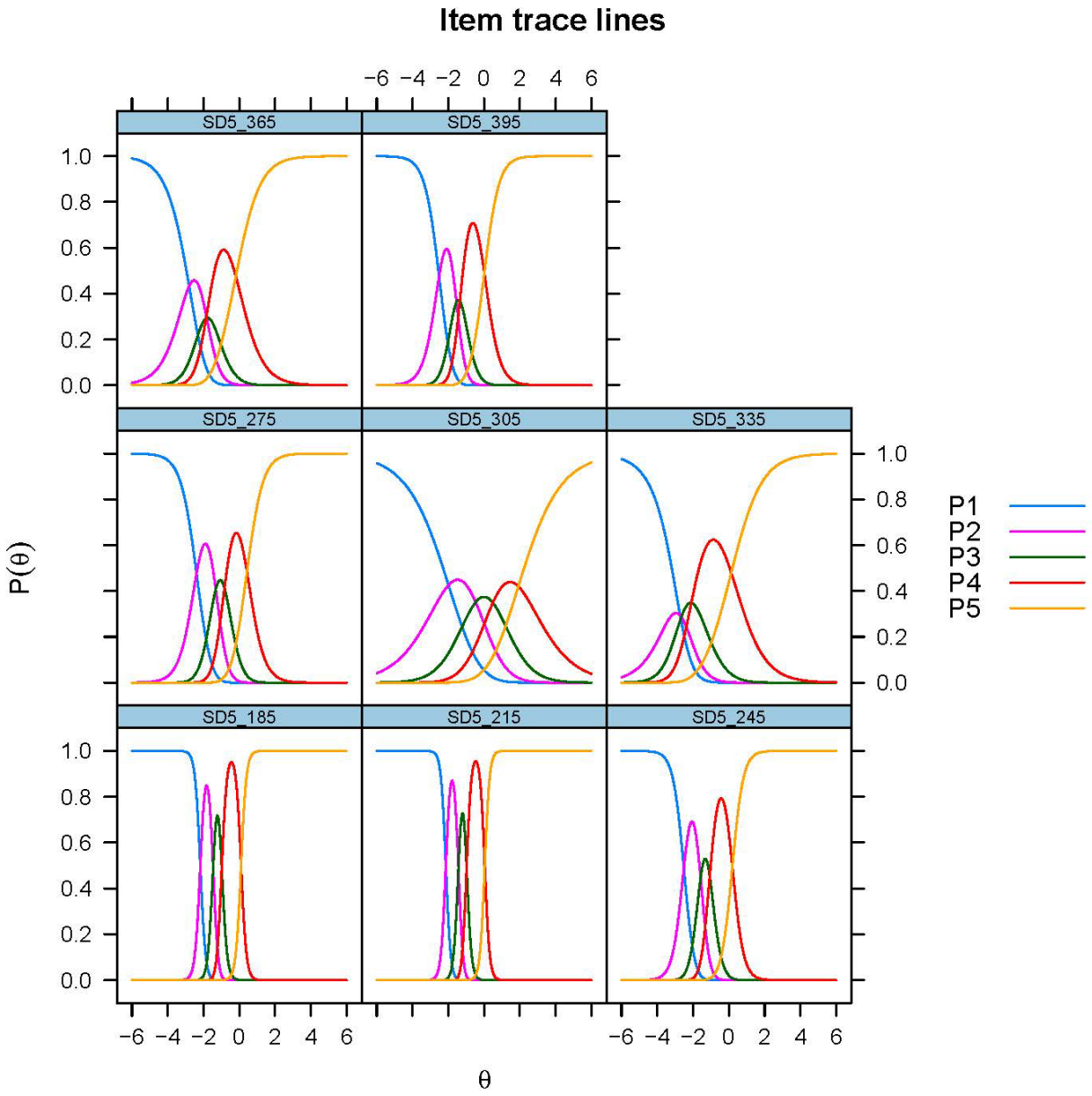
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F9 – Dominance-Leader



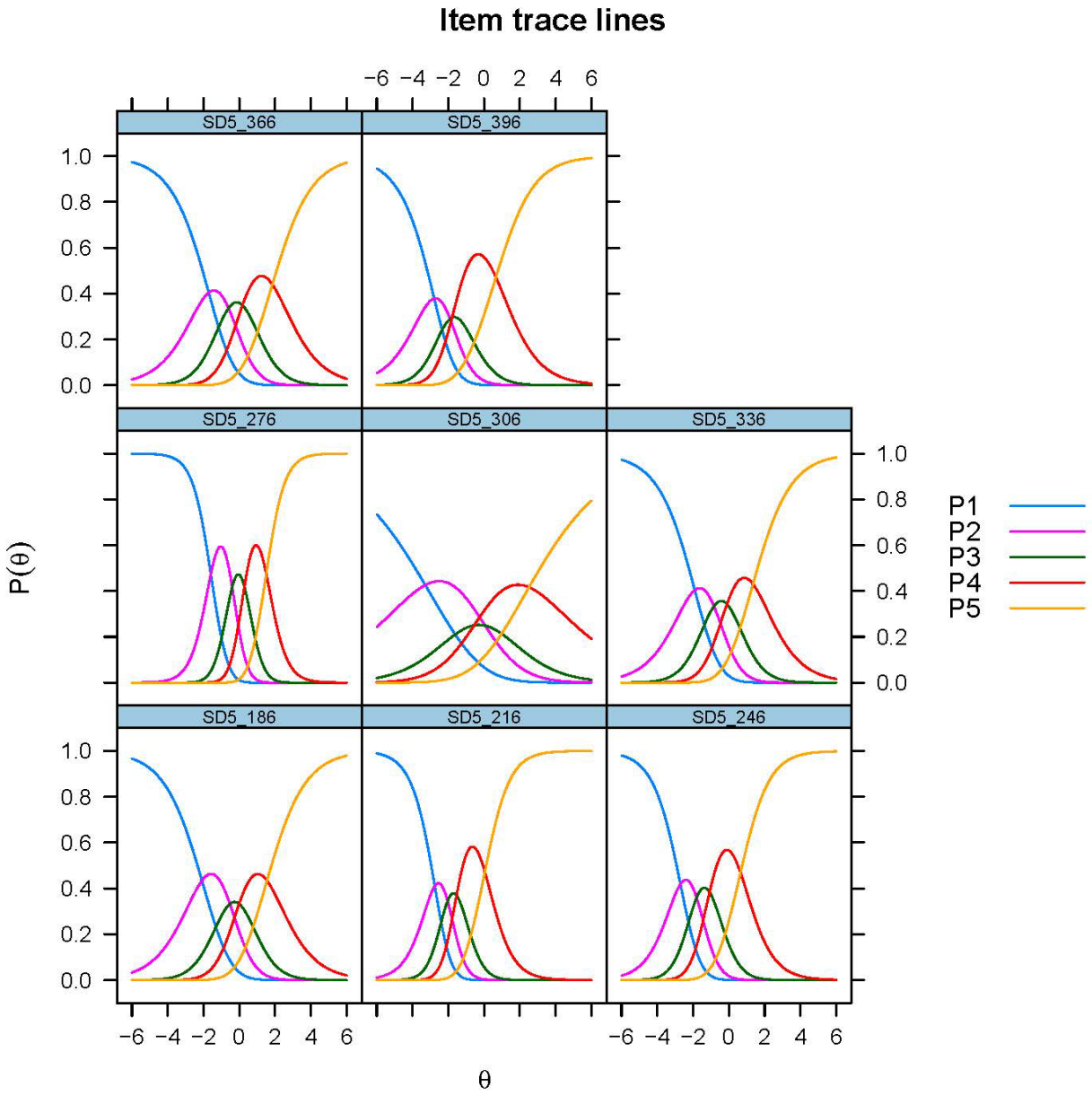
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F10 – Order



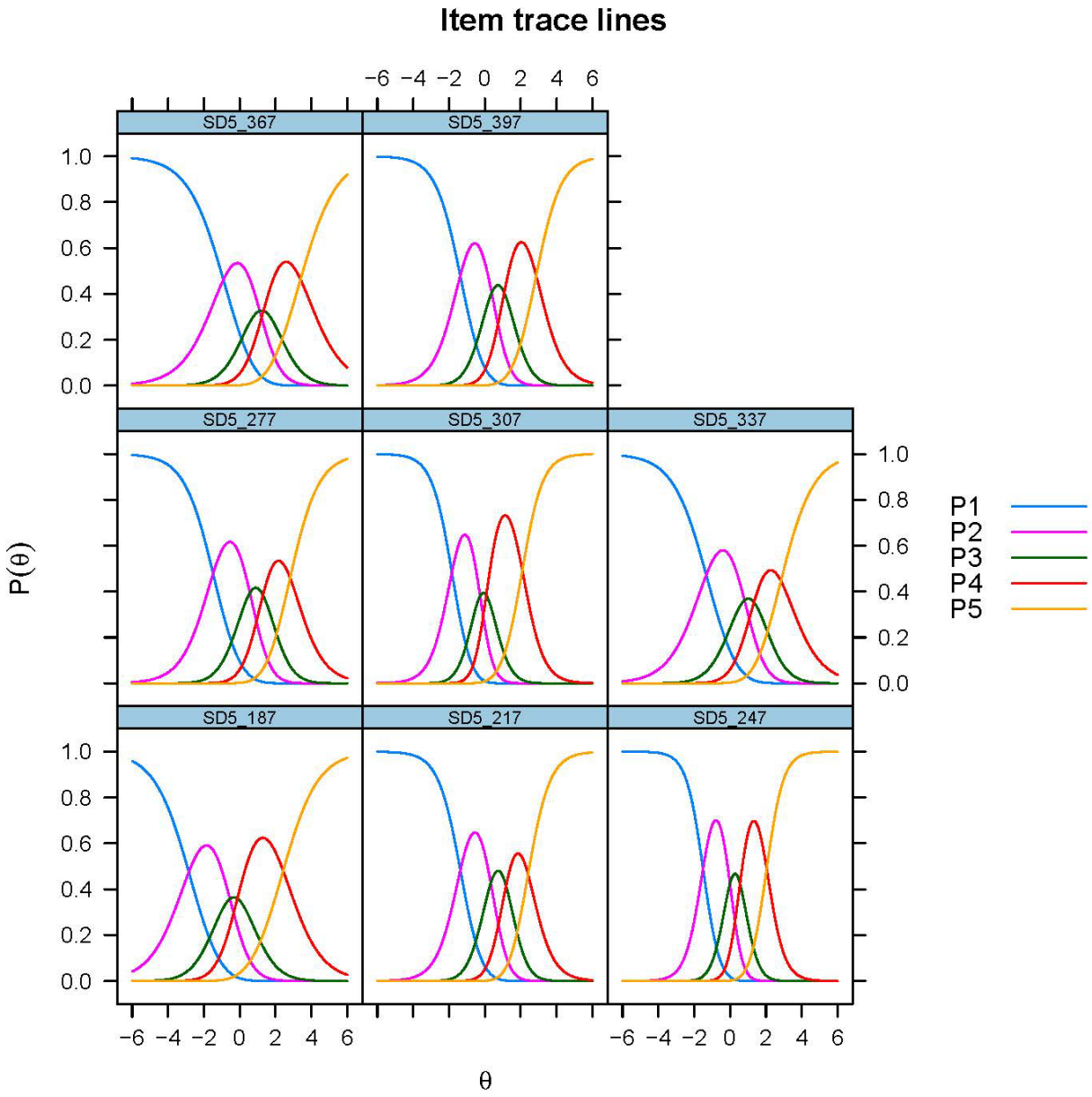
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F11 – Reflective



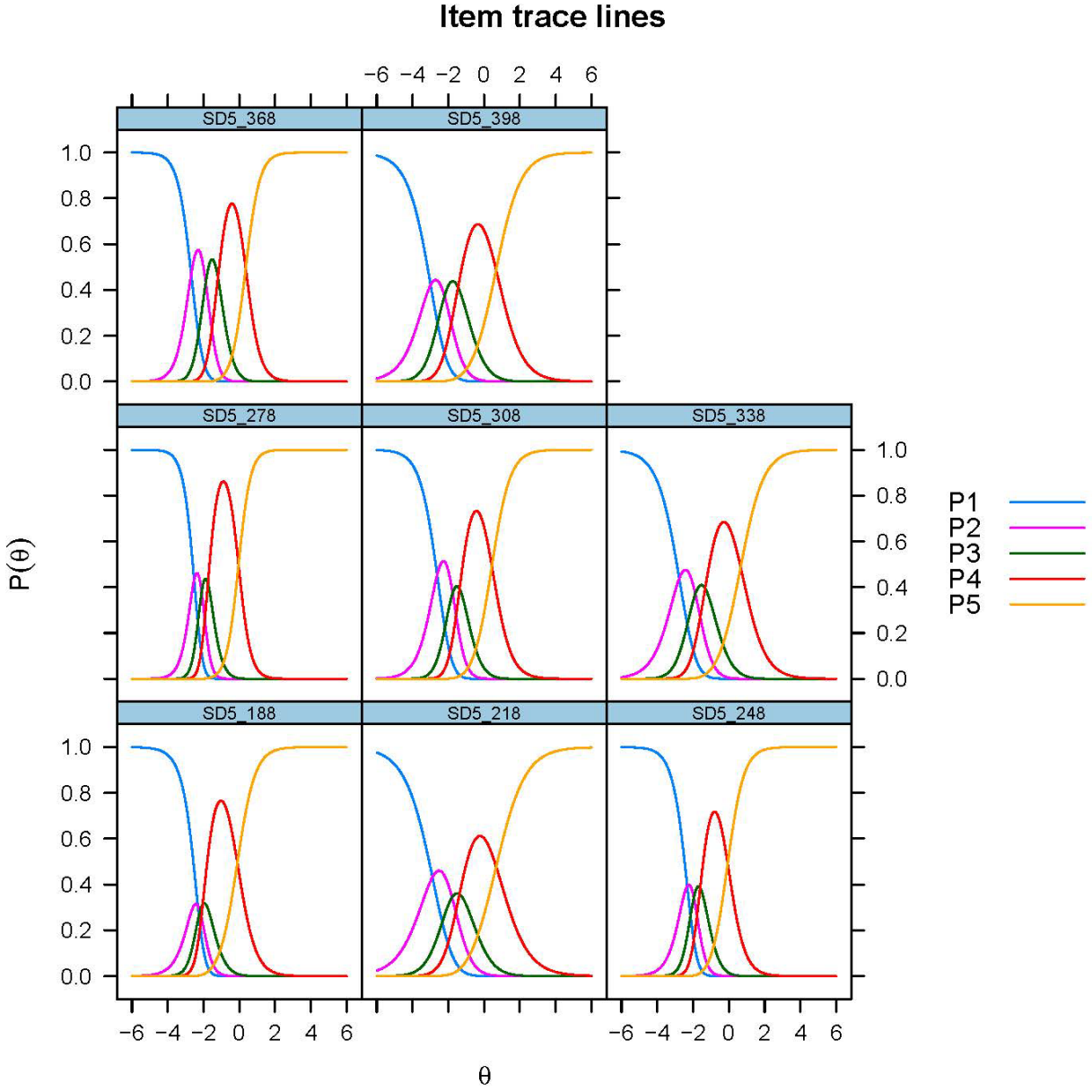
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F12 – Cynical View



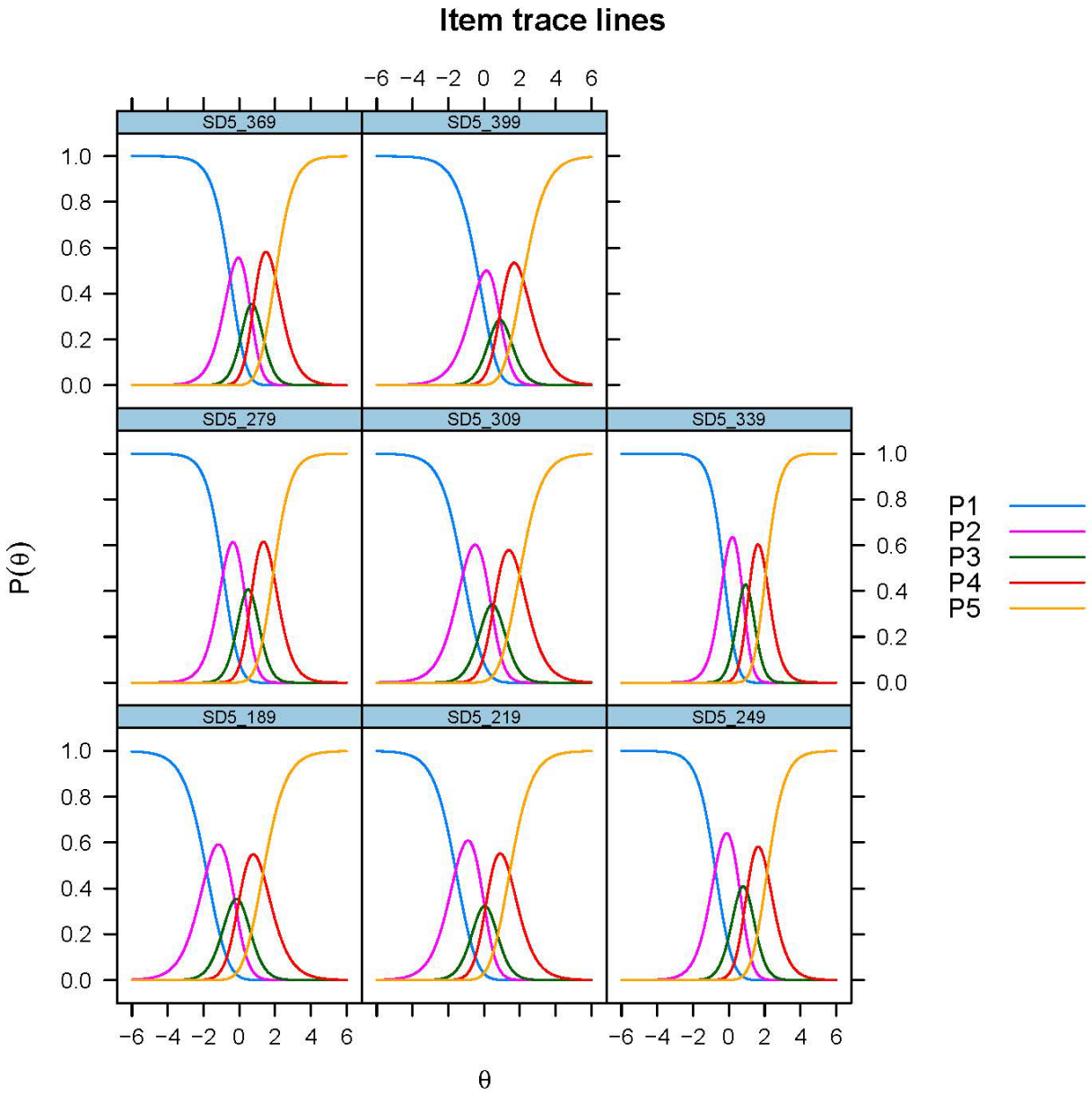
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F13 – Helpful Altruistic



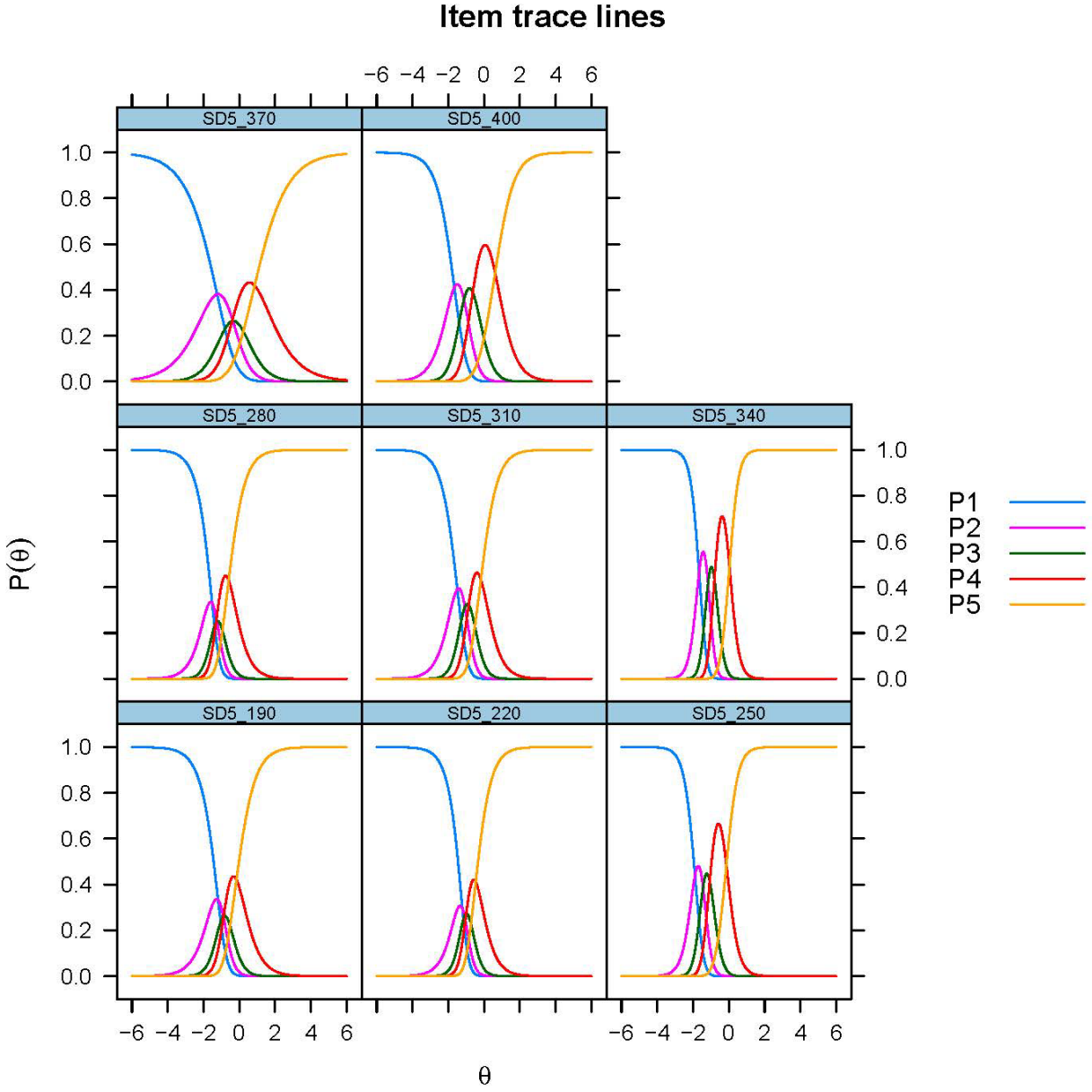
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F14 – Worry



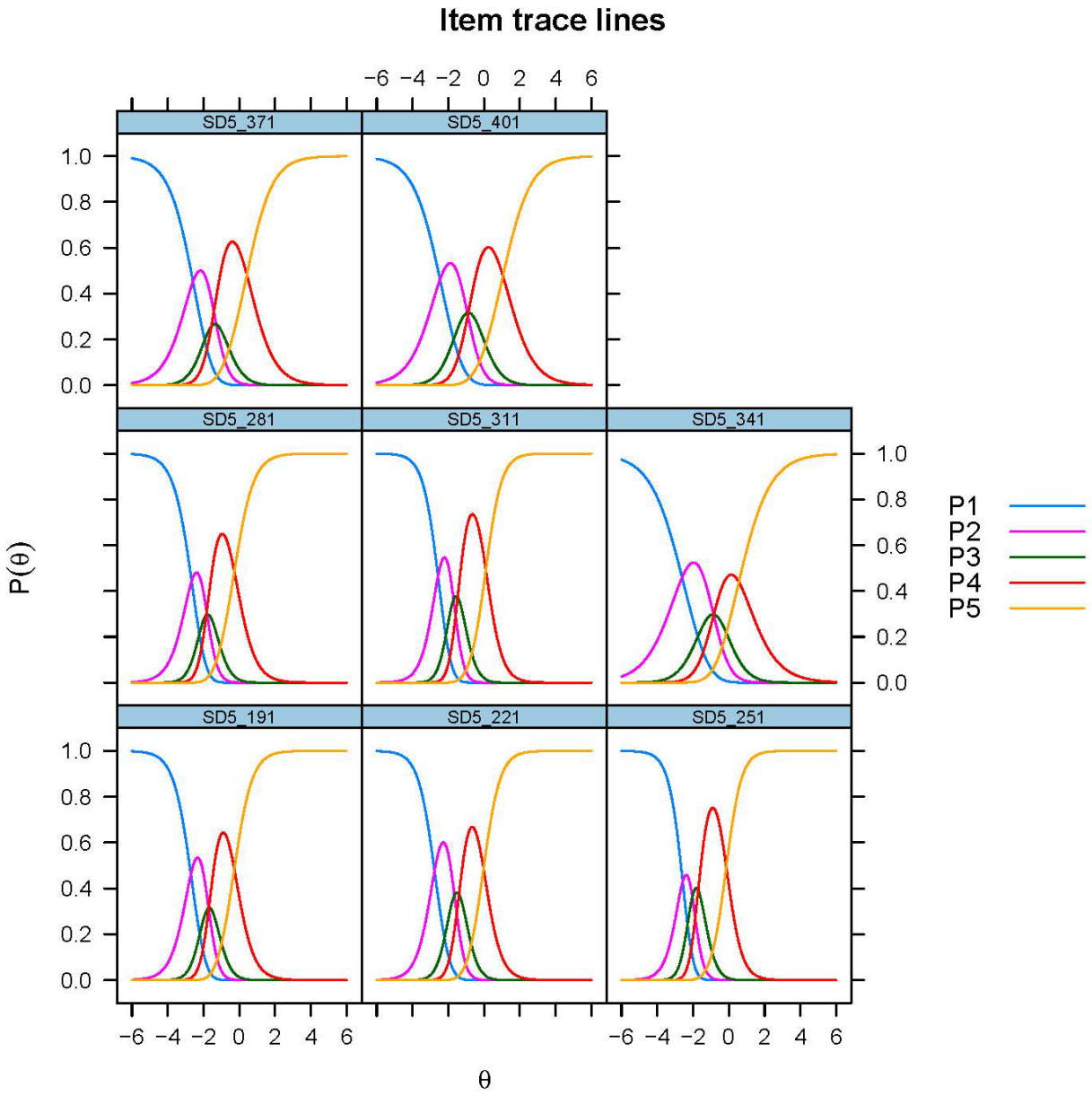
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F15 – Excitement Seeking



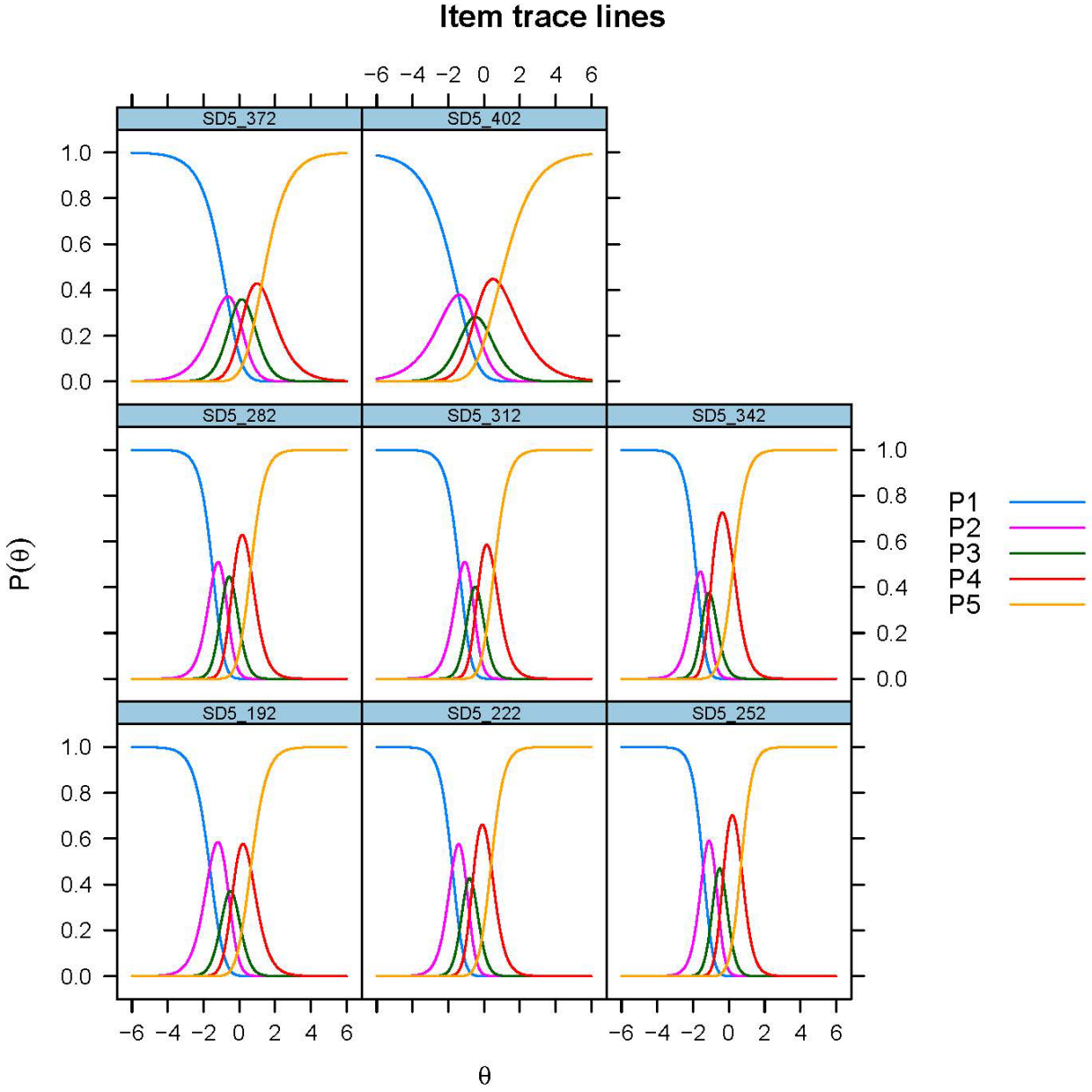
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F16 – Self-Discipline



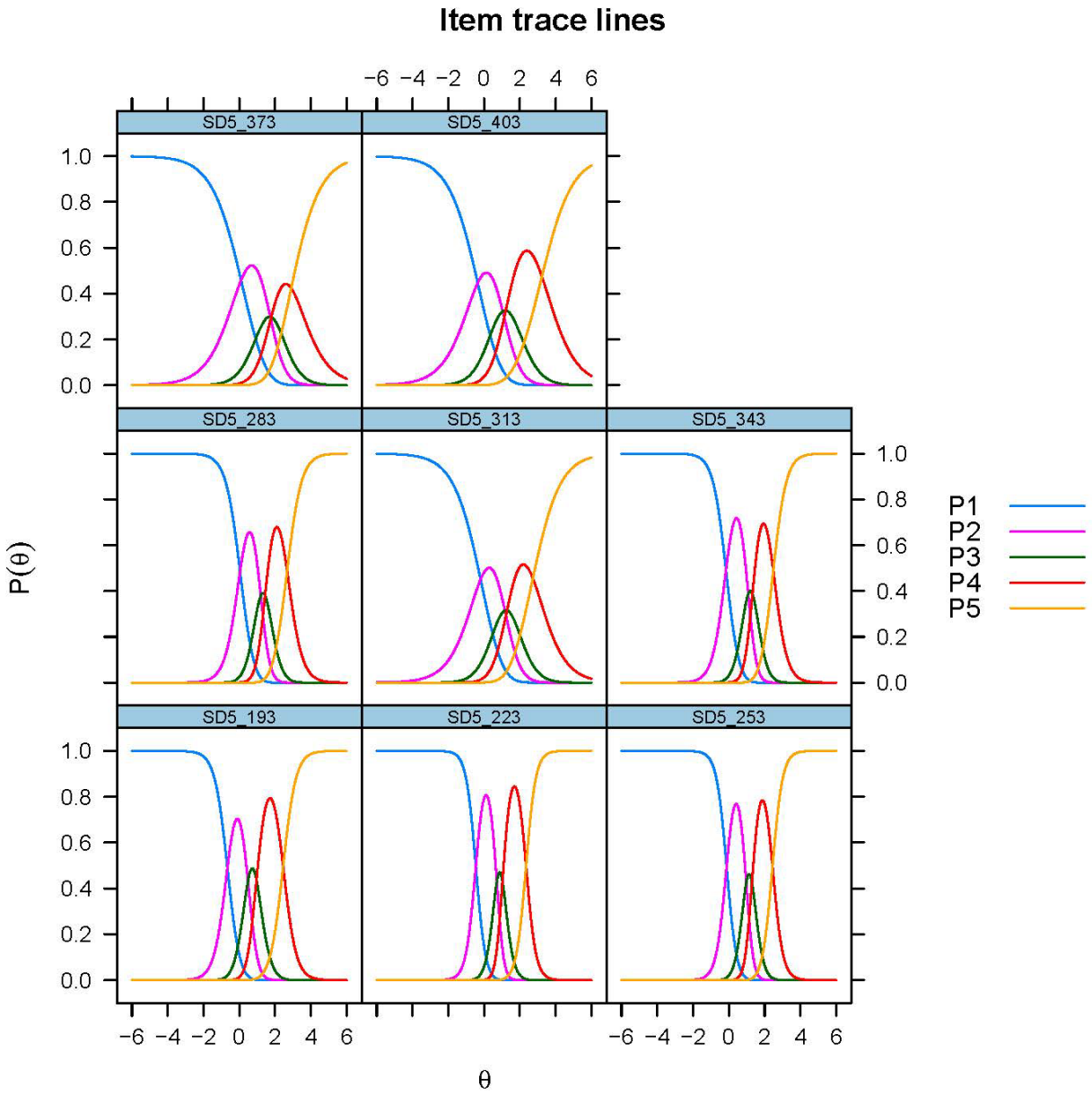
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F17 – Scientific Interest



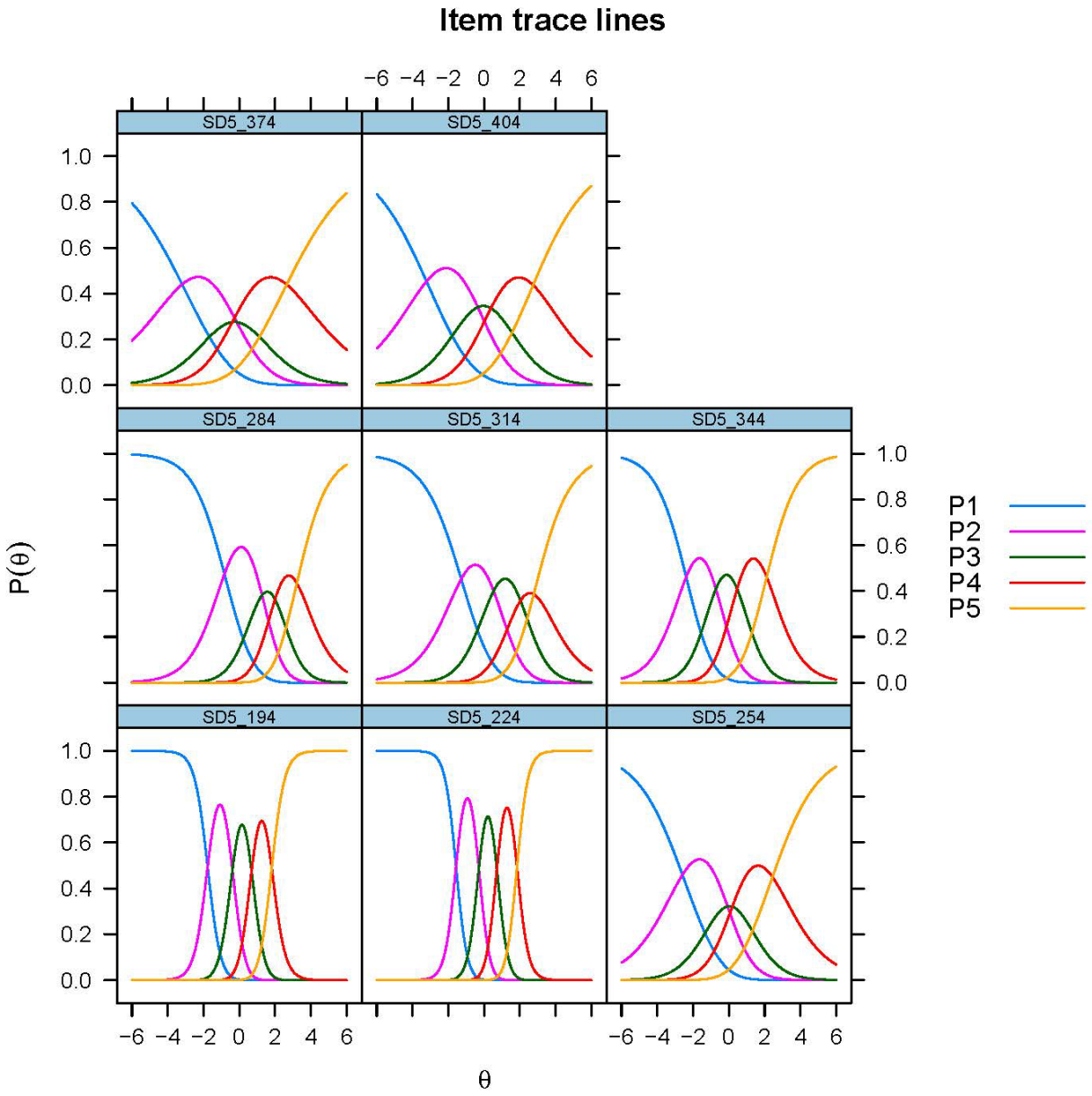
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F18 – Envious



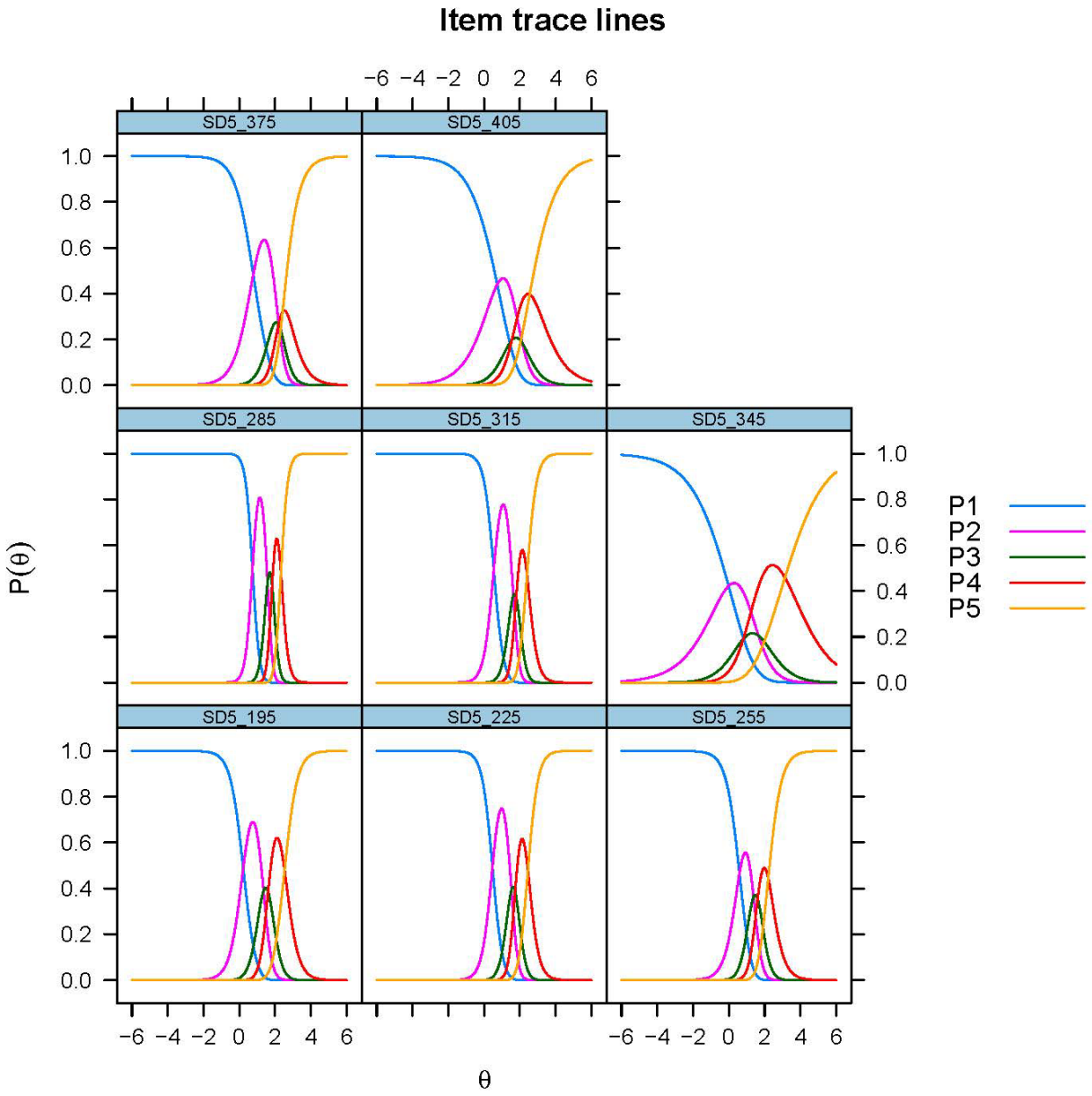
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F19 – Independent



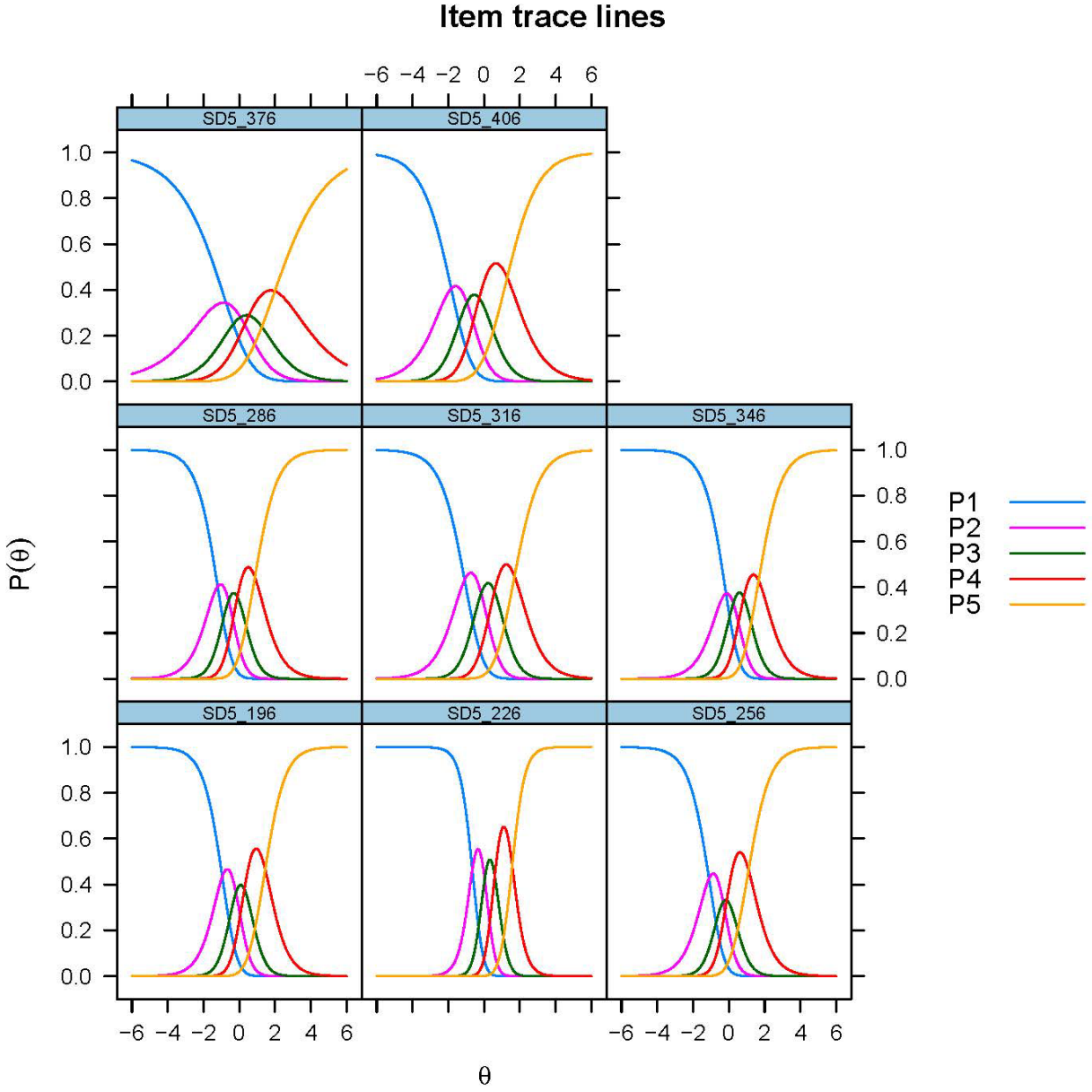
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F20 – Angry Hostility



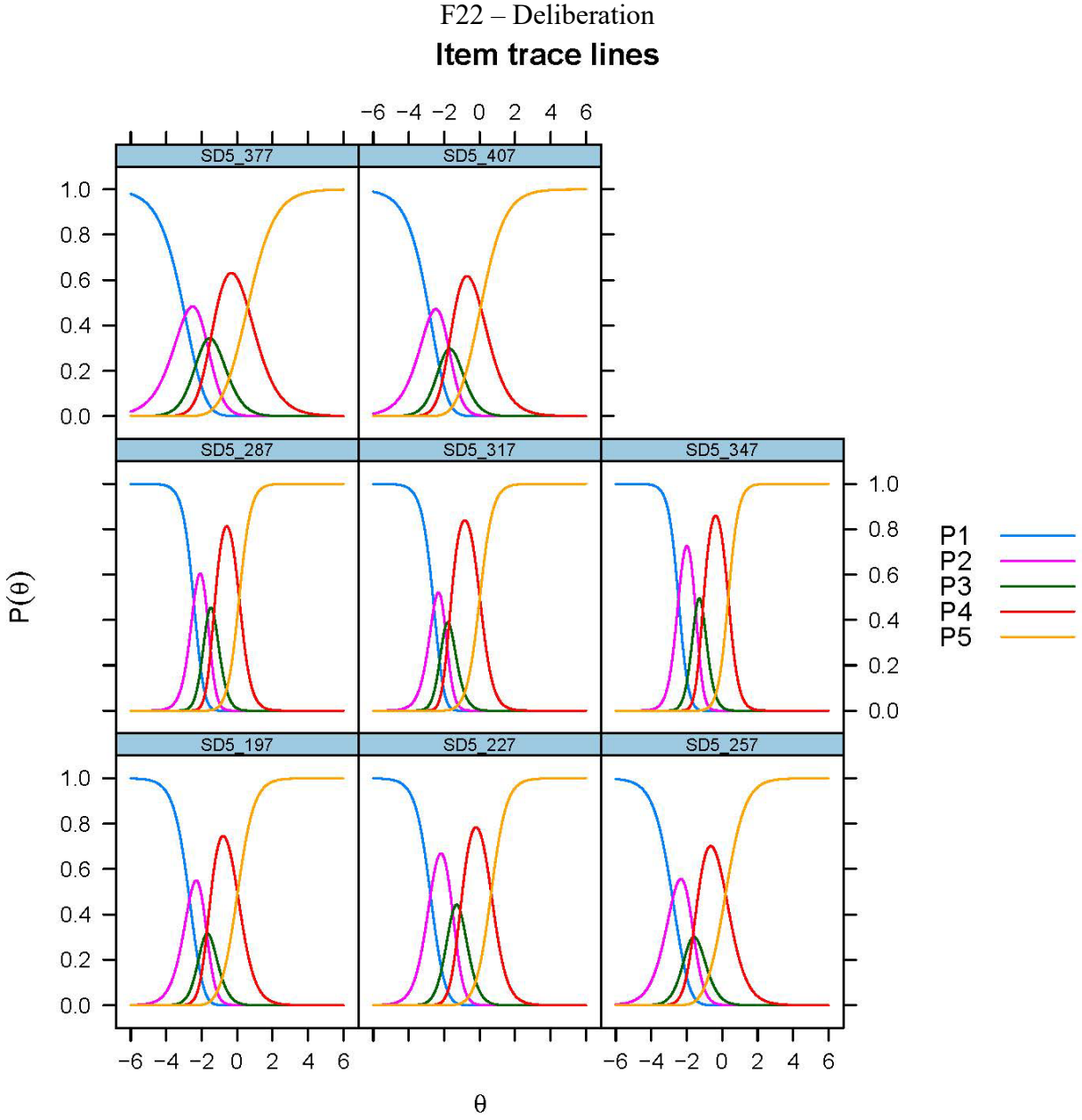
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F21 – High-Intensity Pleasure



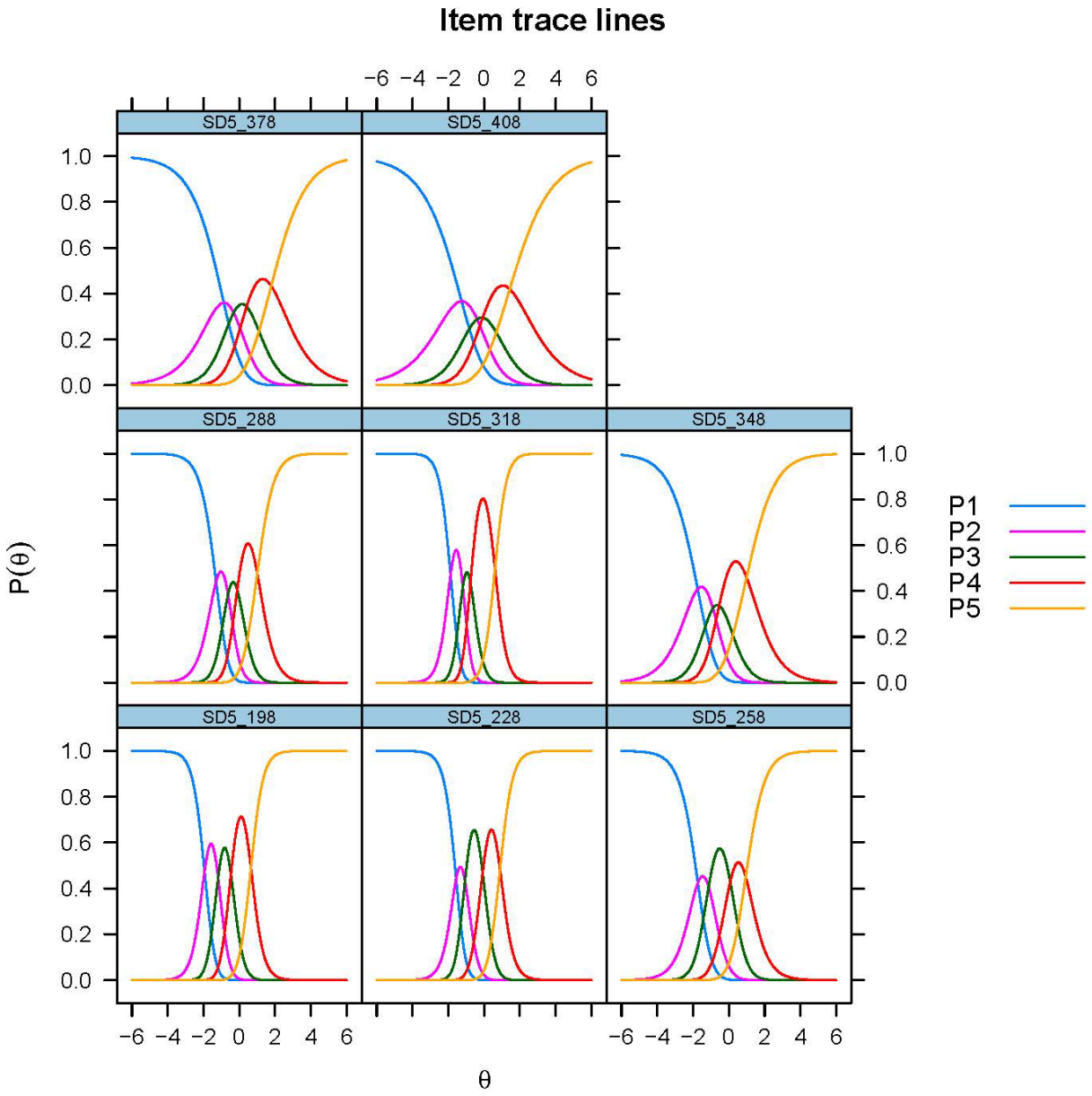
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F22 – Deliberation



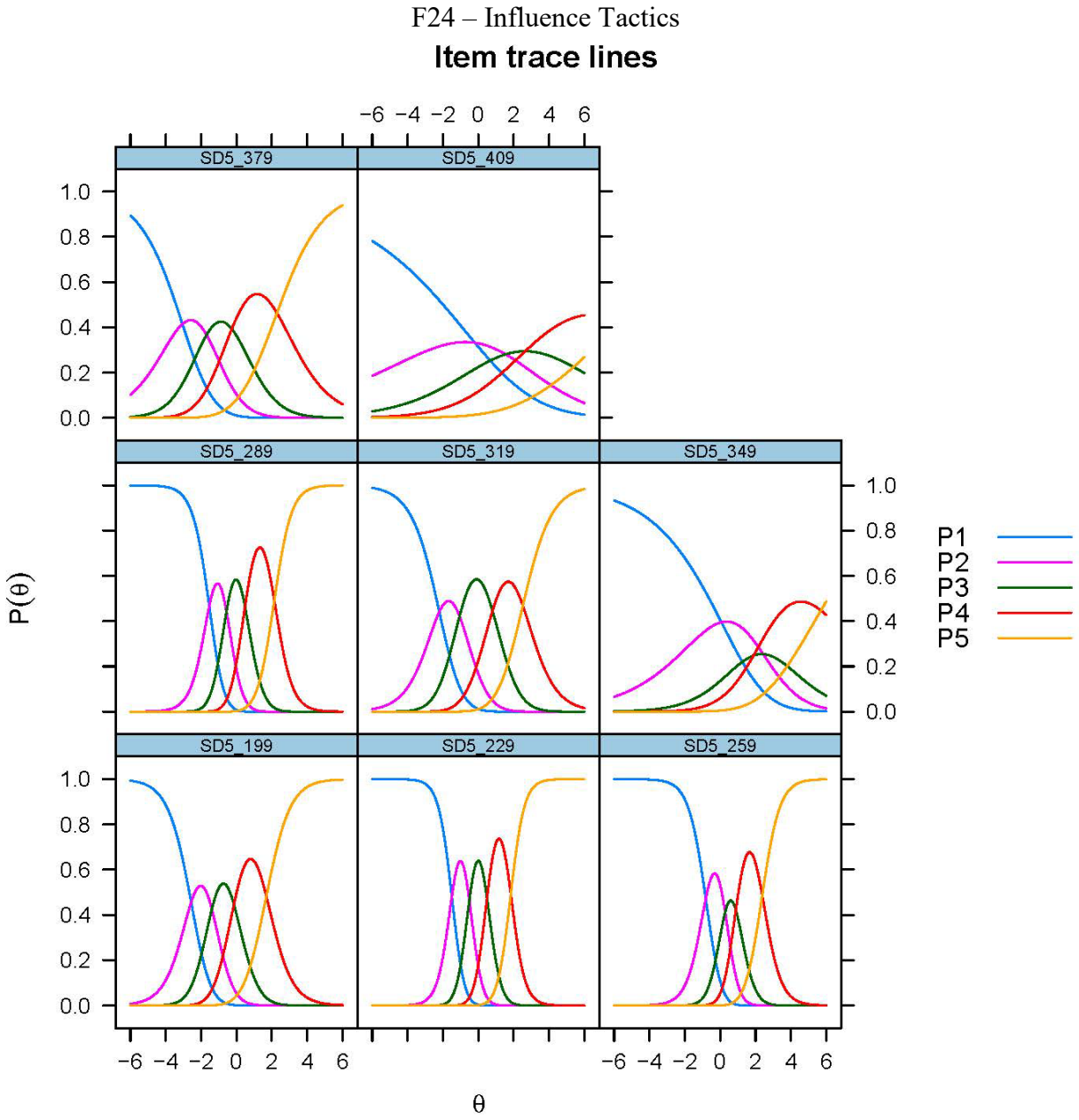
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F23 – Cultured



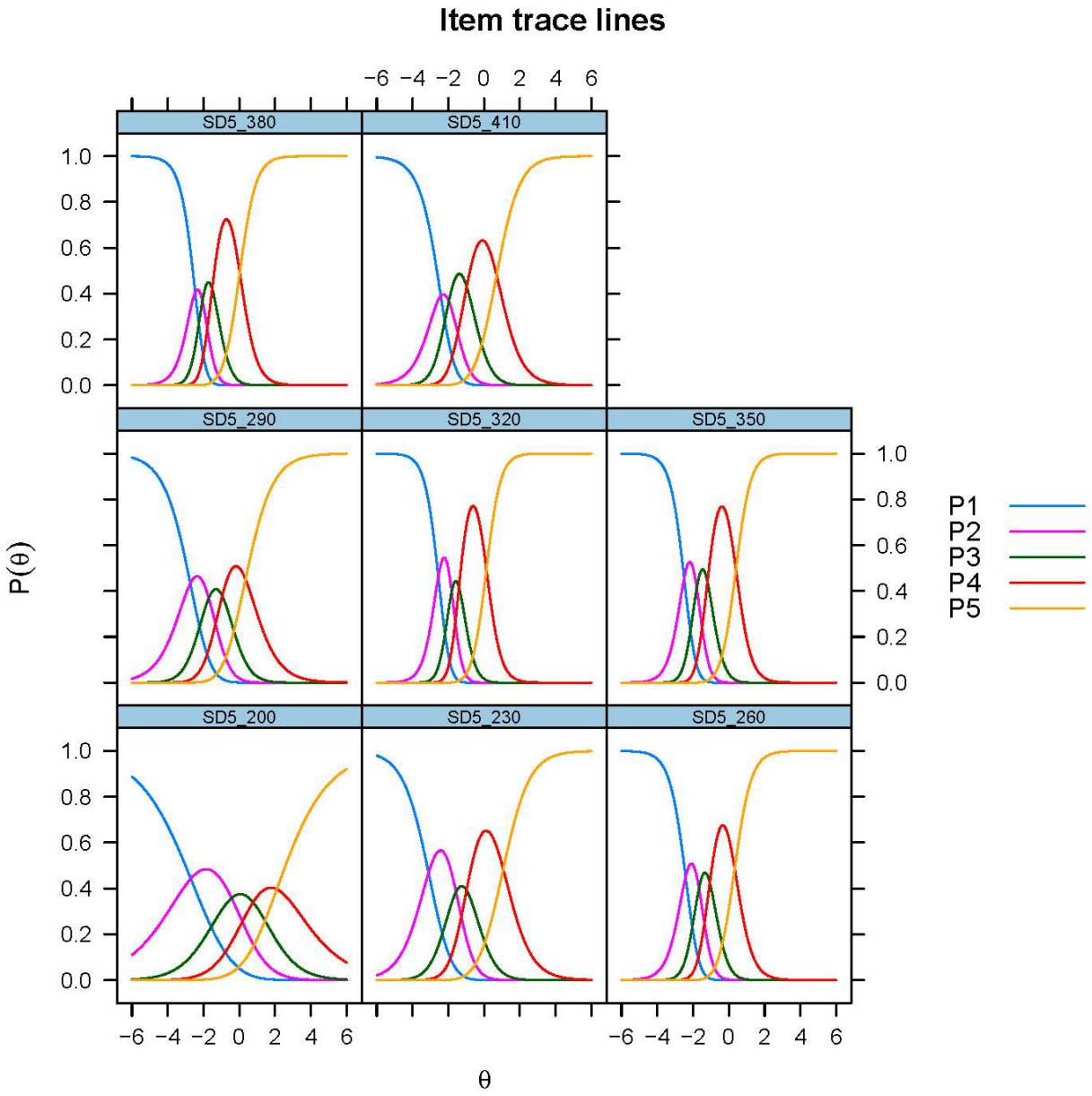
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F24 – Influence Tactics



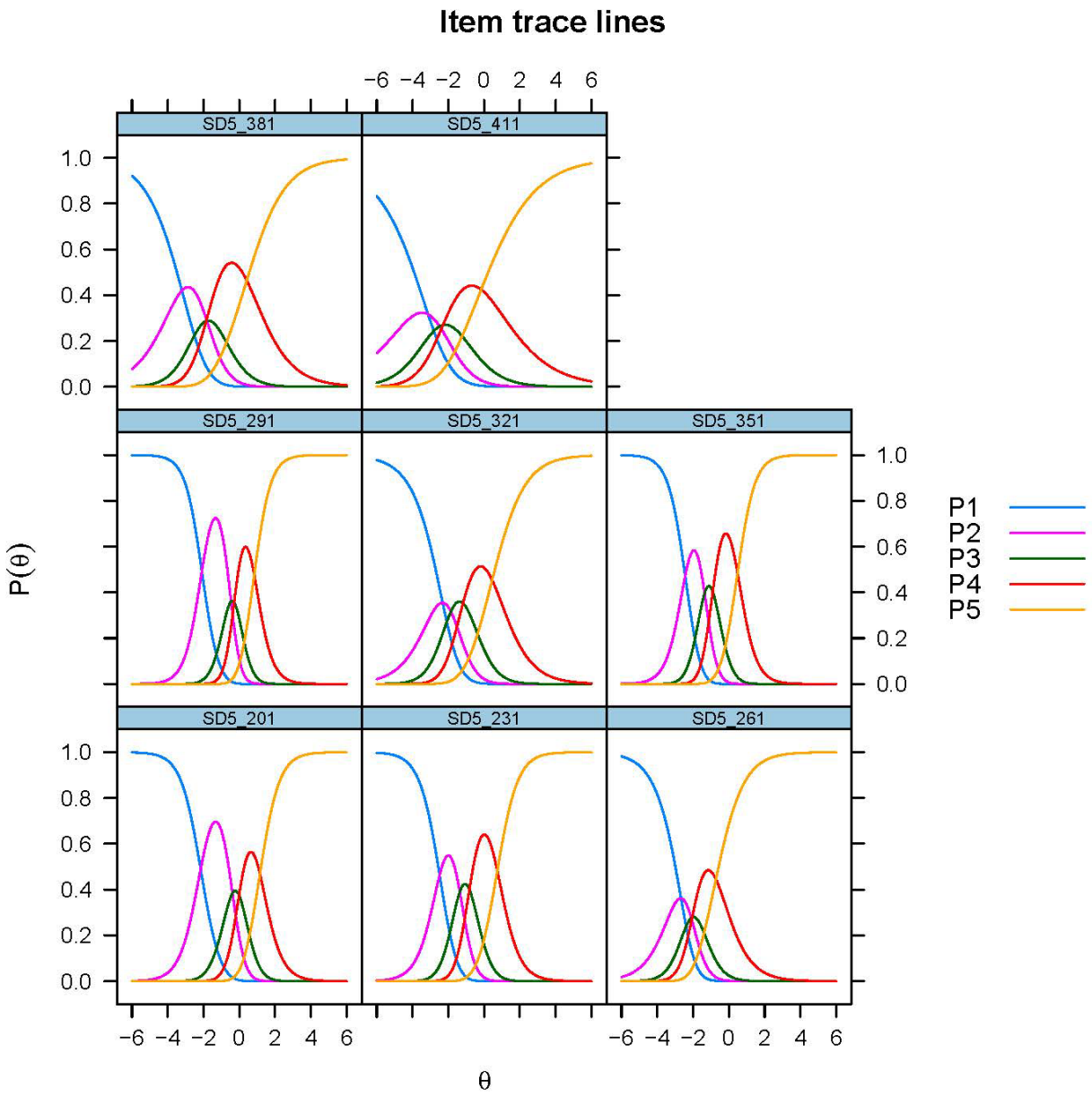
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F25 – Optimist



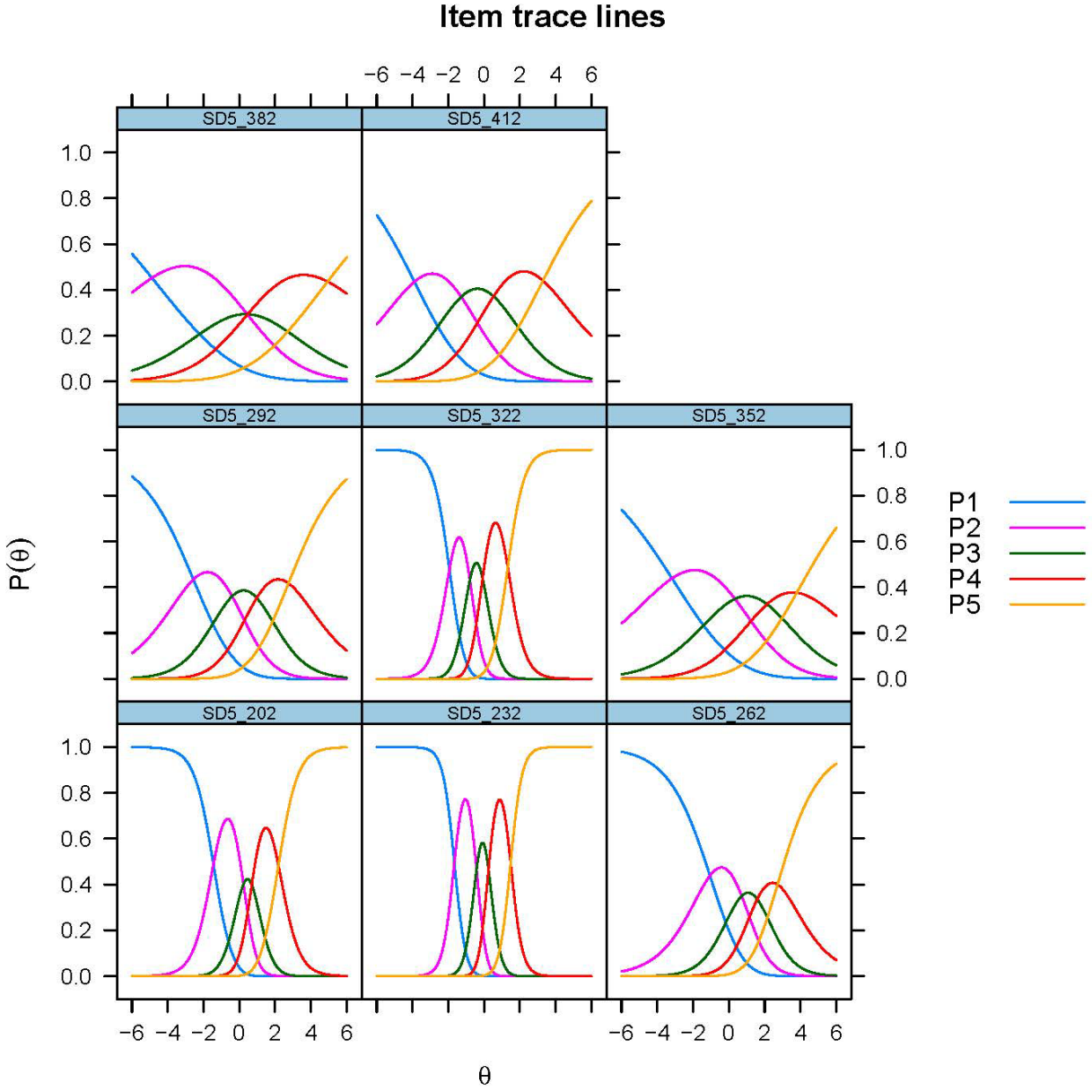
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F26 – Unconventional



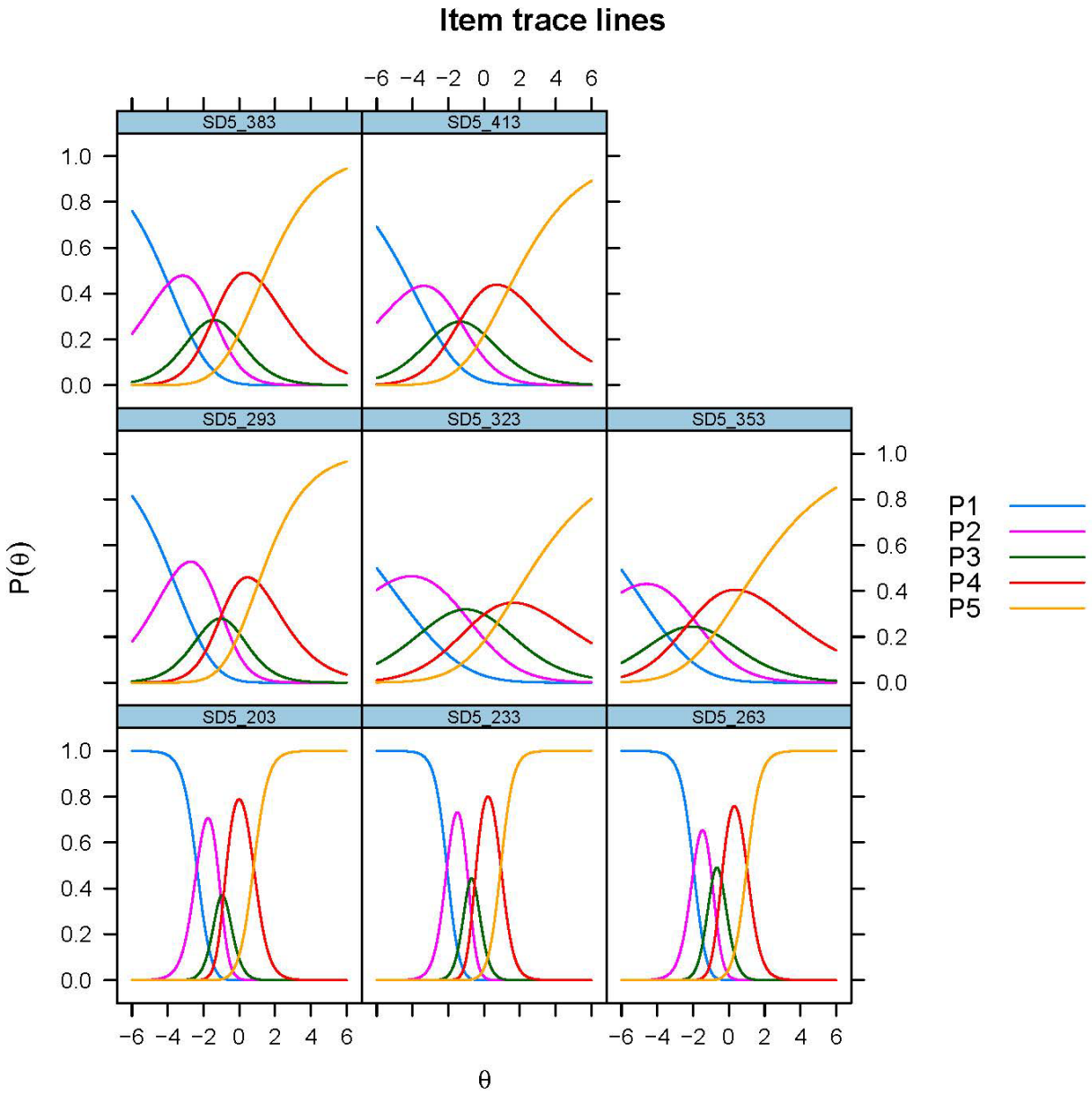
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F27 – Spontaneous-Variety



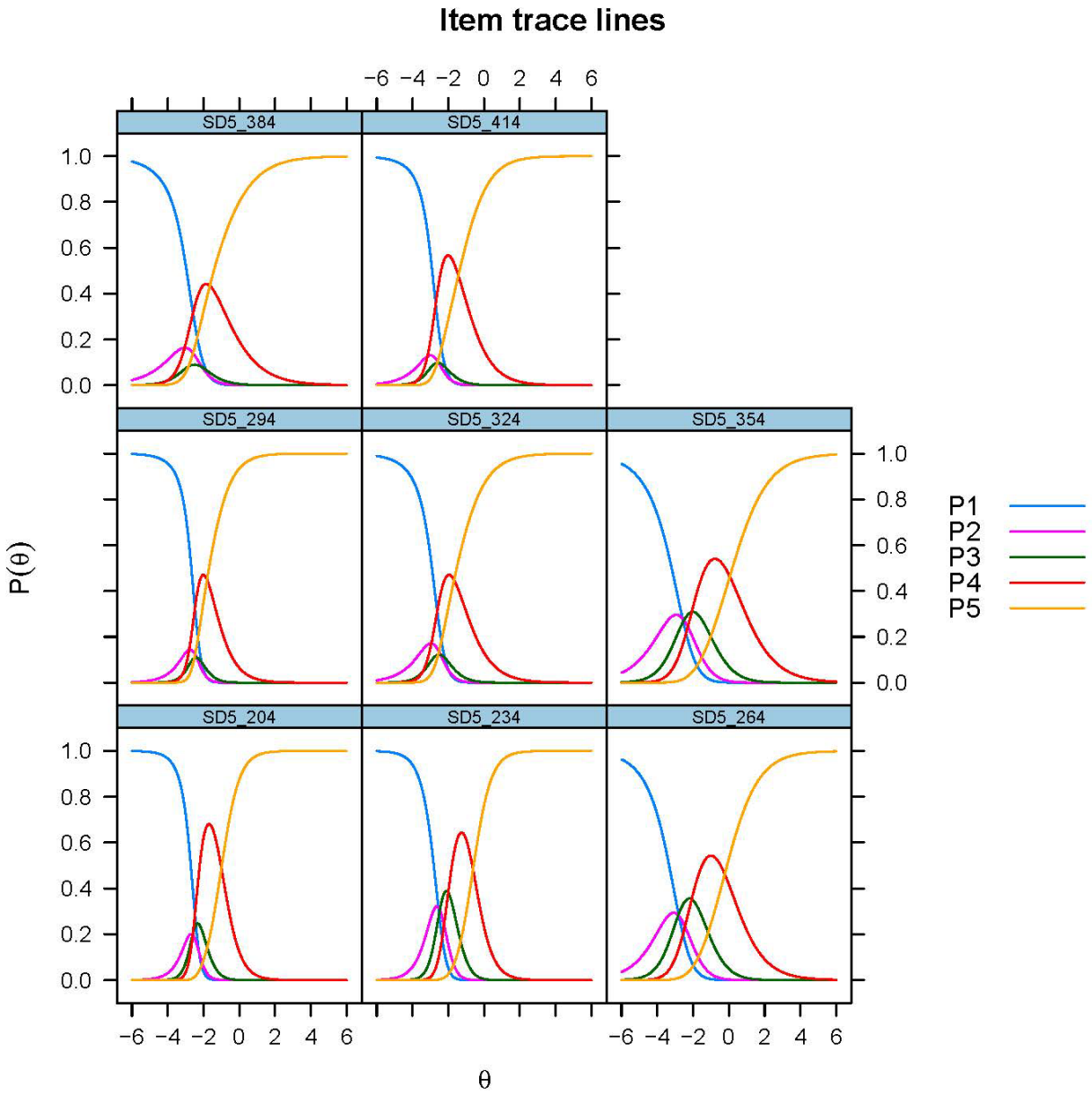
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F28 – Activity



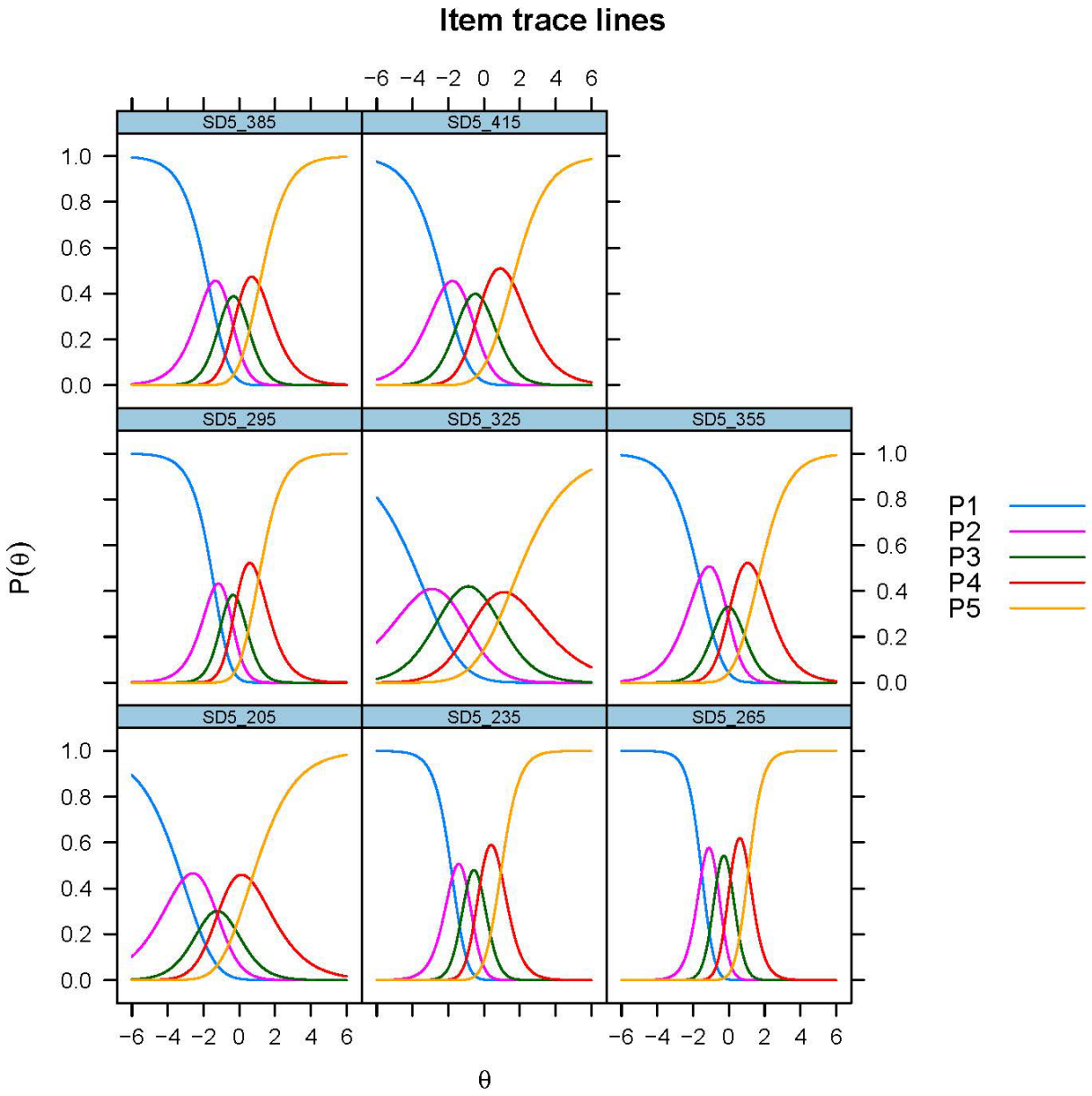
Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F29 – Well-Adjusted



Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F30 – Imagination



Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

APPENDIX H: Item-Level Subgroup Differences by Accession Source

OTS-CIV

Item Number	Facet Number: Name	Cohen's *d* F/M	B/W	A/W	WnH/WH	BnH/BH
176	F1: Team Player	.08*	.03†	.25	.02†	.12†
206	F1: Team Player	.19	<.01†	.09*	.01†	.02†
236	F1: Team Player	.07*	.03†	.32	.02†	.09†
266	F1: Team Player	.15	.03†	.26	.03†	.15†
296	F1: Team Player	.05†	.07†	.02†	.06†	.02†
326	F1: Team Player	.23	.13*	.23	.05†	.08†
356	F1: Team Player	.15	.05†	.11*	.08*	.13†
386	F1: Team Player	.08*	<.01†	.03†	<.01†	.01†
177	F2: Stress Under Pressure	.25	.01†	.21	<.01	.12
207	F2: Stress Under Pressure	.83	.16	.10	.03	.02
237	F2: Stress Under Pressure	.09	.06†	.20	.10	.02
267	F2: Stress Under Pressure	.15	.03†	.31	.04	.06
297	F2: Stress Under Pressure	.02†	.02†	.28	.02	.12
327	F2: Stress Under Pressure	.08	.11*	.14	.12	.07
357	F2: Stress Under Pressure	.09	.04†	.19	.03	.13
387	F2: Stress Under Pressure	.21	.10*	.30	.06	.03
178	F3: Reserved	.04†	.03†	.17	<.01	.02
208	F3: Reserved	.27	.02†	.22	.03	.13
238	F3: Reserved	.06*	.15	.22	.03	.09
268	F3: Reserved	.15	.03†	.27	.04	.13
298	F3: Reserved	.17	.16	.27	.02	.20
328	F3: Reserved	.18	.12*	.11	.05	.15
358	F3: Reserved	.19	.07†	.11	.07	.20
388	F3: Reserved	.17	<.01†	.19	.05	.05
179	F4: Achievement Striving	.13	.05†	.21	.01	.18
209	F4: Achievement Striving	.16	.01†	.11	<.01	.04
239	F4: Achievement Striving	.21	.07†	.14	.04	.03
269	F4: Achievement Striving	.17	.01†	.26	.03	.03
299	F4: Achievement Striving	.13	.09*	.07	.05	<.01
329	F4: Achievement Striving	.23	.12*	.14	.02	.04
359	F4: Achievement Striving	.06*	.18	.11	.11	.07
389	F4: Achievement Striving	.19	.16	.01	.14	.05
180	F5: Creative	.09	.14	.13	.12	.13
210	F5: Creative	.07*	.04†	<.01	.08	.16
240	F5: Creative	.12	.02†	.02	<.01	.06
270	F5: Creative	.10	.24	.07	.19	.14
300	F5: Creative	.24	.01*	.14	.02	.01
330	F5: Creative	.05*	.10*	.13	.09	.10

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360	F5: Creative	.06*	.22	.04	.12	.18
390	F5: Creative	.07*	.10*	.02	.07	.08
181	F6: Interpersonal Tactics	.18	.07†	.13	.13	.10
211	F6: Interpersonal Tactics	.27	.14	.16	.05	.08
241	F6: Interpersonal Tactics	.30	.04†	.13	.02	.06
271	F6: Interpersonal Tactics	.28	.06†	.26	.04	.05
301	F6: Interpersonal Tactics	.25	.02†	.11	.09	.04
331	F6: Interpersonal Tactics	.20	.14	.21	.02	.05
361	F6: Interpersonal Tactics	.21	.28	.13	.02	.20
391	F6: Interpersonal Tactics	.26	.02†	.25	.09	.14
182	F7: Pleasant	.16	.02†	.01	.03	.07
212	F7: Pleasant	.25	.19	.18	.01	.10
242	F7: Pleasant	.18	.05†	.08	.03	.01
272	F7: Pleasant	.20	.14	.11	.03	.07
302	F7: Pleasant	.17	.02†	.14	.06	.05
332	F7: Pleasant	.15	.14	.10	.07	.05
362	F7: Pleasant	.04†	.10*	<.01	.09	.08
392	F7: Pleasant	.20	.11*	.04	.12	.03
183	F8: Temperamental	.03†	.02†	.25	.05	.09
213	F8: Temperamental	.09	.27	.12	.15	.17
243	F8: Temperamental	.02*	.21	.18	.07	.16
273	F8: Temperamental	.16	.05†	.13	.12	.01
303	F8: Temperamental	.03†	.07†	.14	.04	.06
333	F8: Temperamental	.03†	<.01†	.20	.03	.04
363	F8: Temperamental	.01†	.13*	.16	.08	.14
393	F8: Temperamental	.17	.11*	.23	.08	.08
184	F9: Dominance-Leader	.14	.04†	.23	.02	.16
214	F9: Dominance-Leader	.16	.14	.38	<.01	.02
244	F9: Dominance-Leader	.17	.12*	.11	.14	.27
274	F9: Dominance-Leader	.15	.23	.16	.05	.11
304	F9: Dominance-Leader	.14	.07†	.17	.02	.14
334	F9: Dominance-Leader	<.01†	.01†	.04	.09	.06
364	F9: Dominance-Leader	.11	.15	.33	.03	.01
394	F9: Dominance-Leader	.08*	.18	.08	.12	.01
185	F10: Order	.23	.22	.14	.14	<.01
215	F10: Order	.22	.25	.12	.17	.05
245	F10: Order	.27	.19	.01	.10	.04
275	F10: Order	.25	.28	.08	.15	.07
305	F10: Order	.21	.33	.20	.12	.02
335	F10: Order	.12	.10*	.03	.04	.08
365	F10: Order	.28	.16	.14	.08	.02
395	F10: Order	.21	.24	.03	.13	.05
186	F11: Reflective	.07*	.13*	.16	.09	.01
216	F11: Reflective	.05*	.23	.08	.09	.07

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246	F11: Reflective	.04†	.17	.13	.02	.18
276	F11: Reflective	.17	.33	.27	.12	.06
306	F11: Reflective	.21	.03†	.02	.04	.08
336	F11: Reflective	.20	.20	.02	.08	.02
366	F11: Reflective	.01†	.44	.28	.19	.04
396	F11: Reflective	.09	.28	.14	.10	<.01
187	F12: Cynical View	.12	.09*	.17	.01	.18
217	F12: Cynical View	.13	.15	.24	.08	.04
247	F12: Cynical View	.15	.07†	.14	.01	.03
277	F12: Cynical View	.06*	.10*	.14	.01	.05
307	F12: Cynical View	.14	.02†	.05	.10	.08
337	F12: Cynical View	<.01†	.31	.25	.11	.06
367	F12: Cynical View	.14	.05†	.25	.07	.03
397	F12: Cynical View	.18	.07*	.13	.06	.02
188	F13: Helpful Altruistic	.15	.21	.06	.14	.03
218	F13: Helpful Altruistic	.11	.17	.15	.20	.26
248	F13: Helpful Altruistic	.13	.12*	.01	.06	.12
278	F13: Helpful Altruistic	.25	.21	.07	.15	.03
308	F13: Helpful Altruistic	.20	.28	.07	.21	.05
338	F13: Helpful Altruistic	.16	.07†	.02	.17	.12
368	F13: Helpful Altruistic	.18	.25	.16	.28	.12
398	F13: Helpful Altruistic	.21	.14*	.07	.16	.19
189	F14: Worry	.09	.18	.24	.08	.06
219	F14: Worry	.15	.20	.21	.11	.04
249	F14: Worry	.02†	.07†	.37	.04	.02
279	F14: Worry	.05*	.15	.29	.01	.02
309	F14: Worry	.06*	.02†	.39	.11	.07
339	F14: Worry	.06*	.12*	.34	.03	.04
369	F14: Worry	.12	.05†	.39	.12	.02
399	F14: Worry	.13	.02†	.34	.05	.03
190	F15: Excitement Seeking	.20	.30	.10	.07	.10
220	F15: Excitement Seeking	.24	.28	.08	.03	.04
250	F15: Excitement Seeking	.24	.23	.24	.05	.05
280	F15: Excitement Seeking	.14	.26	.27	.06	.07
310	F15: Excitement Seeking	.14	.19	.21	<.01	.02
340	F15: Excitement Seeking	.26	.31	.26	.04	.02
370	F15: Excitement Seeking	.46	.46	.25	.19	.02
400	F15: Excitement Seeking	.31	.32	.16	.07	.03
191	F16: Self-Discipline	.26	.04†	.04	.15	.18
221	F16: Self-Discipline	.26	.02†	.13	.14	.03
251	F16: Self-Discipline	.21	.09*	.05	.09	.10
281	F16: Self-Discipline	.20	.07†	.04	.09	.03
311	F16: Self-Discipline	.16	.11*	.15	.10	.05
341	F16: Self-Discipline	.19	.22	.03	.11	.04

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371	F16: Self-Discipline	.14	.05†	.11	.08	.03
401	F16: Self-Discipline	.22	.24	.05	.13	.09
192	F17: Scientific Interest	.37	.23	.23	.07	.09
222	F17: Scientific Interest	.44	.30	.07	.09	.20
252	F17: Scientific Interest	.40	.26	.12	.09	.16
282	F17: Scientific Interest	.32	.16	.06	.06	.11
312	F17: Scientific Interest	.39	.23	.11	.04	.12
342	F17: Scientific Interest	.32	.23	.04	.06	.25
372	F17: Scientific Interest	.37	.16	.15	.07	.13
402	F17: Scientific Interest	.66	.16	.30	.11	.10
193	F18: Envious	.16	.65	.11	.30	.12
223	F18: Envious	.14	.55	.09	.25	<.01
253	F18: Envious	.19	.48	.02	.28	<.01
283	F18: Envious	.21	.44	.03	.21	.09
313	F18: Envious	.30	.33	.11	.18	.04
343	F18: Envious	.24	.43	.07	.25	.01
373	F18: Envious	.26	.18	.12	.16	.04
403	F18: Envious	.24	.20	.11	.21	.09
194	F19: Independent	.10	.15	.15	.09	.04
224	F19: Independent	.10	.07†	.12	.07	.03
254	F19: Independent	.12	.11	.04	.08	.03
284	F19: Independent	.08*	.13	.04	.12	.02
314	F19: Independent	.06*	.06	.02	.03	.01
344	F19: Independent	<.01†	.06	.05	.02	.15
374	F19: Independent	.09	.16	.06	.03	.09
404	F19: Independent	.10	.19	.20	.04	.02
195	F20: Angry Hostility	.12	.15	.05	.02	.09
225	F20: Angry Hostility	.14	.18	.15	.02	.11
255	F20: Angry Hostility	.17	.06	.27	.04	.02
285	F20: Angry Hostility	.14	.05	.09	.01	.02
315	F20: Angry Hostility	.07*	.09	.14	.04	.05
345	F20: Angry Hostility	.03†	.07	.10	.03	.23
375	F20: Angry Hostility	.17	.12	.10	.10	.05
405	F20: Angry Hostility	.05*	.01	.19	.01	.15
196	F21: High-Intensity Pleasure	<.01†	.06	.19	.12	.12
226	F21: High-Intensity Pleasure	.02†	.10	.16	.11	.20
256	F21: High-Intensity Pleasure	.01†	.02	.31	.07	.04
286	F21: High-Intensity Pleasure	.22	.03	.20	.09	.19
316	F21: High-Intensity Pleasure	.01†	.02	.06	.10	.17
346	F21: High-Intensity Pleasure	.29	.02	.04	.04	<.01
376	F21: High-Intensity Pleasure	.08	.28	.16	.18	.11
406	F21: High-Intensity Pleasure	.08	.10	.26	.03	.01
197	F22: Deliberation	.09	.24	.04	.06	.03
227	F22: Deliberation	.08*	.30	.16	.19	.11

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257	F22: Deliberation	.21	.18	.04	.11	.15
287	F22: Deliberation	.09	.21	.09	.10	.16
317	F22: Deliberation	.05*	.14	.08	<.01	.03
347	F22: Deliberation	.09	.22	.09	.16	.08
377	F22: Deliberation	.07*	.25	<.01	.08	.01
407	F22: Deliberation	.14	.23	.08	.12	.08
198	F23: Cultured	.21	.26	.17	.21	.24
228	F23: Cultured	.21	.33	.22	.24	.25
258	F23: Cultured	.36	.44	.25	.32	.22
288	F23: Cultured	.30	.31	.23	.29	.14
318	F23: Cultured	.17	.27	.16	.19	.24
348	F23: Cultured	.30	.22	.12	.22	.01
378	F23: Cultured	.24	.56	.17	.21	.08
408	F23: Cultured	.77	.58	.48	.28	.17
199	F24: Influence Tactics	.07*	.12	.01	<.01	.01
229	F24: Influence Tactics	.13	<.01	.07	.09	.01
259	F24: Influence Tactics	.22	.02	.02	.06	.11
289	F24: Influence Tactics	.13	.03	.07	.08	.07
319	F24: Influence Tactics	.14	.01	.02	.07	.13
349	F24: Influence Tactics	.35	.16	.12	.02	.16
379	F24: Influence Tactics	.02†	.22	.04	<.01	.05
409	F24: Influence Tactics	.09	.18	.11	.15	.15
200	F25: Optimist	.05*	.19	.13	.12	.13
230	F25: Optimist	.01†	.23	.05	.10	<.01
260	F25: Optimist	.07*	.07	.18	.06	.01
290	F25: Optimist	.36	.11	.06	.06	.03
320	F25: Optimist	.15	.20	.02	.12	.11
350	F25: Optimist	.14	.17	.06	.09	.08
380	F25: Optimist	.20	.11	.13	.08	.02
410	F25: Optimist	.12	.04	.11	.05	.11
201	F26: Unconventional	.20	.30	.14	.13	.02
231	F26: Unconventional	.32	.27	.12	.12	.13
261	F26: Unconventional	.34	.07	.10	.01	.13
291	F26: Unconventional	.23	.30	.10	.17	.02
321	F26: Unconventional	.06*	.13	.32	.05	.10
351	F26: Unconventional	.31	.12	.18	.10	.02
381	F26: Unconventional	.17	.17	.21	.11	.07
411	F26: Unconventional	.19	.15	.33	.07	.06
202	F27: Spontaneous-Variety	.01†	.02	.15	.02	.10
232	F27: Spontaneous-Variety	.10	.12	.09	.06	.13
262	F27: Spontaneous-Variety	.06*	.30	.28	.07	.05
292	F27: Spontaneous-Variety	.14	.07	.09	.02	<.01
322	F27: Spontaneous-Variety	.12	.03	.01	.03	.07
352	F27: Spontaneous-Variety	.12	.10	.12	.10	.16

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382	F27: Spontaneous-Variety	.08	.05	.04	.01	.02
412	F27: Spontaneous-Variety	.03†	.33	.09	.20	.05
203	F28: Activity	.37	.21	.07	<.01	<.01
233	F28: Activity	.34	.17	.01	.01	.05
263	F28: Activity	.32	.09	.06	.03	.03
293	F28: Activity	.17	.01	.04	.05	.23
323	F28: Activity	.18	.19	.01	.06	.01
353	F28: Activity	.11	.26	.17	.06	.09
383	F28: Activity	.27	.06	.02	.10	.17
413	F28: Activity	.39	.06	.10	.04	.13
204	F29: Well-Adjusted	.19	.01	.17	.05	.05
234	F29: Well-Adjusted	.07*	.08	.23	.06	.02
264	F29: Well-Adjusted	.16	.08	.13	.07	.11
294	F29: Well-Adjusted	.10	.07	.18	.02	.07
324	F29: Well-Adjusted	.13	<.01	.17	.02	.06
354	F29: Well-Adjusted	.16	.36	.32	.14	.05
384	F29: Well-Adjusted	.11	.02	.35	.16	.23
414	F29: Well-Adjusted	.10	.03	.17	<.01	.02
205	F30: Imagination	.07*	.11	.01	.02	.08
235	F30: Imagination	.26	.02	.08	.01	.16
265	F30: Imagination	<.01†	.05	.08	.04	.13
295	F30: Imagination	.31	.12	.09	<.01	.20
325	F30: Imagination	.20	.09	.09	.11	.16
355	F30: Imagination	.07*	.03	.01	.06	.01
385	F30: Imagination	.21	.09	.08	.07	.23
415	F30: Imagination	.05*	.05	.04	.04	.13

Note. N = 8,808.
All effect sizes are significant at the $p < .001$ level unless denoted as *$p < .05$ or †p = n.s.
(F/M) = Female/Male, (B/W) = Black/White, (A/W) = Asian/White, (WnH/WH) = White Non-Hispanic/White Hispanic, (BnH/BH) = Black Non-Hispanic/Black Hispanic.

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Item Number	Facet Number: Name	Cohen's *d*				
		F/M	B/W	A/W	WnH/WH	BnH/BH
176	F1: Team Player	.02	.02	.10	.07	<.01
206	F1: Team Player	.07	.04	.01	.01	.06
236	F1: Team Player	.03	<.01	.37	.01	.10
266	F1: Team Player	.08	<.01	.14	.03	.06
296	F1: Team Player	.10	.08	.14	.05	.02
326	F1: Team Player	.08	.17	.20	.08	.06
356	F1: Team Player	.08	.17	.07	.11	.06
386	F1: Team Player	.04	<.01	.14	<.01	.09
177	F2: Stress Under Pressure	.37	.01	.22	.04	.08
207	F2: Stress Under Pressure	1.00	.07	.27	.02	.04
237	F2: Stress Under Pressure	.27	.05	.18	.13	.13
267	F2: Stress Under Pressure	.28	<.01	.34	.09	.09
297	F2: Stress Under Pressure	.11	.01	.34	.10	.10
327	F2: Stress Under Pressure	.05	.09	.07	.09	.08
357	F2: Stress Under Pressure	.18	.04	.26	.09	.11
387	F2: Stress Under Pressure	.35	.01	.36	.08	<.01
178	F3: Reserved	.07	.03	.33	.08	.10
208	F3: Reserved	.17	.05	.28	.09	.04
238	F3: Reserved	.05	.05	.34	.03	.09
268	F3: Reserved	.06	.08	.25	.12	.09
298	F3: Reserved	.06	.08	.42	.08	.17
328	F3: Reserved	.08	.11	.02	.07	.13
358	F3: Reserved	.08	.07	.04	.10	.20
388	F3: Reserved	.05	.02	.22	.08	.11
179	F4: Achievement Striving	.08	.03	.03	.07	.09
209	F4: Achievement Striving	.08	<.01	.04	.03	.05
239	F4: Achievement Striving	.08	.04	.02	.04	.04
269	F4: Achievement Striving	.15	.05	.16	.03	.10
299	F4: Achievement Striving	.09	.15	.15	<.01	.05
329	F4: Achievement Striving	.19	.04	.01	.01	.01
359	F4: Achievement Striving	.01	.17	.15	.09	.04
389	F4: Achievement Striving	.16	.07	.07	.11	.14
180	F5: Creative	.13	.18	<.01	.10	.05
210	F5: Creative	.17	.13	.01	.05	.02
240	F5: Creative	.24	.11	.01	.07	.07
270	F5: Creative	.01	.30	.09	.08	.11
300	F5: Creative	.31	.02	.19	.06	.14
330	F5: Creative	.16	.11	.09	.04	.04
360	F5: Creative	.14	.23	.01	.06	.02
390	F5: Creative	.19	.17	.01	.10	<.01

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181	F6: Interpersonal Tactics	.20	.20	.02	.17	.04
211	F6: Interpersonal Tactics	.25	.23	.04	.11	.04
241	F6: Interpersonal Tactics	.25	.13	.11	.02	.19
271	F6: Interpersonal Tactics	.16	.14	.33	.08	.16
301	F6: Interpersonal Tactics	.22	.11	.09	.16	.20
331	F6: Interpersonal Tactics	.13	.07	.38	.03	.20
361	F6: Interpersonal Tactics	.11	.20	.16	.05	.17
391	F6: Interpersonal Tactics	.13	.11	.38	.08	.17
182	F7: Pleasant	.04	.16	.03	.06	.01
212	F7: Pleasant	.19	.31	.05	.09	.05
242	F7: Pleasant	.13	.20	.04	.09	.06
272	F7: Pleasant	.06	.20	.05	.06	.11
302	F7: Pleasant	.05	.09	.06	.07	.12
332	F7: Pleasant	.02	.18	.07	.07	.14
362	F7: Pleasant	.02	.12	.04	.17	.05
392	F7: Pleasant	.06	.23	.08	.19	.05
183	F8: Temperamental	.06	.10	.25	.07	.02
213	F8: Temperamental	.04	.28	.03	.13	.08
243	F8: Temperamental	.10	.22	.09	.13	.19
273	F8: Temperamental	<.01	.09	.05	.13	.16
303	F8: Temperamental	.05	.14	.05	.13	.08
333	F8: Temperamental	.12	.03	.11	.11	.15
363	F8: Temperamental	.11	.23	.15	.10	.03
393	F8: Temperamental	.01	.09	.19	.11	.06
184	F9: Dominance-Leader	.04	.02	.27	.02	.01
214	F9: Dominance-Leader	.06	.24	.34	.05	<.01
244	F9: Dominance-Leader	.07	.03	.10	.11	.15
274	F9: Dominance-Leader	.04	.28	.17	.07	.08
304	F9: Dominance-Leader	.07	.12	.09	.07	.18
334	F9: Dominance-Leader	.09	.02	.12	.13	.18
364	F9: Dominance-Leader	.03	.22	.30	.06	.02
394	F9: Dominance-Leader	.13	.23	.13	.01	.02
185	F10: Order	.27	.11	.14	.07	.11
215	F10: Order	.26	.12	.14	.07	.13
245	F10: Order	.30	.15	.18	.09	.13
275	F10: Order	.24	.12	.12	.03	.09
305	F10: Order	.25	.19	.23	.05	.12
335	F10: Order	.11	.06	.07	.03	.12
365	F10: Order	.25	.08	.10	.06	.10
395	F10: Order	.22	.15	.14	.10	.14
186	F11: Reflective	.15	.18	.15	.05	.01
216	F11: Reflective	.14	.21	.01	.05	.02
246	F11: Reflective	.04	.23	.02	.02	.18
276	F11: Reflective	.10	.37	.26	.03	.21

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306	F11: Reflective	.18	.06	.03	.02	.11
336	F11: Reflective	.23	.23	.02	.03	.25
366	F11: Reflective	.05	.42	.36	.08	.02
396	F11: Reflective	.11	.32	.10	.16	.15
187	F12: Cynical View	.09	.02	.22	<.01	.05
217	F12: Cynical View	.09	.14	.19	.01	.21
247	F12: Cynical View	.12	.03	.12	.06	.19
277	F12: Cynical View	.03	.06	.06	.02	.01
307	F12: Cynical View	.06	.02	.07	.10	.15
337	F12: Cynical View	.08	.29	.36	.06	.02
367	F12: Cynical View	.02	.09	.18	<.01	.14
397	F12: Cynical View	.04	.05	.08	.08	.22
188	F13: Helpful Altruistic	.08	.24	.06	.16	.09
218	F13: Helpful Altruistic	.11	.19	.09	.11	.02
248	F13: Helpful Altruistic	.08	.16	.01	.13	.01
278	F13: Helpful Altruistic	.17	.28	.10	.10	.03
308	F13: Helpful Altruistic	.13	.33	.08	.20	.17
338	F13: Helpful Altruistic	.07	.16	.07	.12	.01
368	F13: Helpful Altruistic	.19	.31	.14	.17	.02
398	F13: Helpful Altruistic	.14	.14	.05	.10	.11
189	F14: Worry	.06	.23	.21	.06	.05
219	F14: Worry	.12	.19	.27	.02	.14
249	F14: Worry	.10	.07	.37	.04	.03
279	F14: Worry	.08	.10	.31	.01	.06
309	F14: Worry	.04	.05	.32	.01	.03
339	F14: Worry	.15	.02	.38	.06	.06
369	F14: Worry	.28	.03	.31	.02	.07
399	F14: Worry	.26	.07	.22	.03	.09
190	F15: Excitement Seeking	.30	.39	.14	.02	.29
220	F15: Excitement Seeking	.28	.36	.21	.04	.31
250	F15: Excitement Seeking	.39	.27	.19	.01	.18
280	F15: Excitement Seeking	.25	.35	.34	.03	.14
310	F15: Excitement Seeking	.25	.25	.29	.01	.22
340	F15: Excitement Seeking	.39	.32	.29	.01	.19
370	F15: Excitement Seeking	.48	.49	.27	.06	.12
400	F15: Excitement Seeking	.39	.29	.17	<.01	.12
191	F16: Self-Discipline	.11	.02	.07	.09	.14
221	F16: Self-Discipline	.07	.01	.03	.11	.26
251	F16: Self-Discipline	.14	.06	.15	.11	.01
281	F16: Self-Discipline	.06	.03	.05	.07	.10
311	F16: Self-Discipline	.03	.07	.01	.04	.13
341	F16: Self-Discipline	.09	.14	.14	.08	.11
371	F16: Self-Discipline	.11	.12	.04	.09	.13
401	F16: Self-Discipline	.14	.19	.05	.11	.15

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192	F17: Scientific Interest	.47	.32	.11	.08	.08
222	F17: Scientific Interest	.64	.36	.02	.07	.18
252	F17: Scientific Interest	.57	.34	.01	.06	.17
282	F17: Scientific Interest	.48	.27	.05	.02	.12
312	F17: Scientific Interest	.54	.35	.03	.06	.15
342	F17: Scientific Interest	.52	.28	.02	.05	.17
372	F17: Scientific Interest	.53	.23	.03	.08	.25
402	F17: Scientific Interest	.90	.17	.10	.07	.27
193	F18: Envious	.17	.62	.11	.26	.01
223	F18: Envious	.17	.50	.07	.27	.05
253	F18: Envious	.20	.50	.01	.26	.08
283	F18: Envious	.16	.43	.01	.21	.01
313	F18: Envious	.20	.34	.06	.19	.13
343	F18: Envious	.20	.48	.08	.25	.06
373	F18: Envious	.17	.27	.21	.13	.01
403	F18: Envious	.20	.27	.19	.12	<.01
194	F19: Independent	.12	.08	.16	.04	.14
224	F19: Independent	.10	.03	.12	.05	.09
254	F19: Independent	.22	.06	.01	.11	.02
284	F19: Independent	.06	.21	.01	.10	.06
314	F19: Independent	.07	.21	.03	.07	.11
344	F19: Independent	<.01	.01	.05	.12	.19
374	F19: Independent	.12	.14	.07	.05	.18
404	F19: Independent	.06	.06	.26	<.01	.18
195	F20: Angry Hostility	.05	.24	.02	.15	.17
225	F20: Angry Hostility	.04	.22	.02	.15	.26
255	F20: Angry Hostility	.02	.07	.19	.11	.12
285	F20: Angry Hostility	.05	.13	.11	.08	.08
315	F20: Angry Hostility	.03	.17	.03	.10	.15
345	F20: Angry Hostility	.20	.05	.09	.07	.07
375	F20: Angry Hostility	.06	.14	.03	.11	.18
405	F20: Angry Hostility	.08	.01	.24	.05	.05
196	F21: High-Intensity Pleasure	.14	.02	.23	.11	.10
226	F21: High-Intensity Pleasure	.08	.10	.12	.21	.01
256	F21: High-Intensity Pleasure	.12	.03	.33	.11	.07
286	F21: High-Intensity Pleasure	.14	.09	.16	.08	.05
316	F21: High-Intensity Pleasure	.12	<.01	.09	.16	.06
346	F21: High-Intensity Pleasure	.26	.03	.06	.15	.14
376	F21: High-Intensity Pleasure	.02	.25	.13	.32	.13
406	F21: High-Intensity Pleasure	.04	.06	.23	.07	.12
197	F22: Deliberation	.05	.26	.07	.12	.01
227	F22: Deliberation	.04	.29	.19	.17	.01
257	F22: Deliberation	.22	.17	.21	.05	.03
287	F22: Deliberation	.10	.25	.11	.10	.01

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317	F22: Deliberation	.05	.13	.11	.03	.07
347	F22: Deliberation	.11	.25	.12	.15	.09
377	F22: Deliberation	.01	.26	.07	.09	.06
407	F22: Deliberation	.11	.21	.08	.14	.12
198	F23: Cultured	.16	.36	.30	.14	.21
228	F23: Cultured	.17	.36	.30	.18	.27
258	F23: Cultured	.22	.37	.32	.17	.10
288	F23: Cultured	.21	.31	.41	.24	.22
318	F23: Cultured	.13	.29	.23	.14	.24
348	F23: Cultured	.26	.24	.23	.18	.18
378	F23: Cultured	.28	.59	.33	.11	.09
408	F23: Cultured	.78	.55	.57	.31	.21
199	F24: Influence Tactics	.13	.09	.06	.07	.12
229	F24: Influence Tactics	.09	.04	.05	.01	.27
259	F24: Influence Tactics	.15	.01	.02	<.01	.19
289	F24: Influence Tactics	.09	.07	.09	.04	.14
319	F24: Influence Tactics	.12	.01	.11	.06	.01
349	F24: Influence Tactics	.29	.19	.06	.11	.15
379	F24: Influence Tactics	.06	.22	.15	.10	.08
409	F24: Influence Tactics	.07	.18	.02	.13	.01
200	F25: Optimist	.01	.16	.16	.13	.05
230	F25: Optimist	.06	.20	.04	.13	.04
260	F25: Optimist	.05	.10	.06	.15	.05
290	F25: Optimist	.24	.28	.10	.15	.05
320	F25: Optimist	.08	.23	.06	.15	.02
350	F25: Optimist	.05	.15	.01	.21	.06
380	F25: Optimist	.11	.19	.01	.13	.12
410	F25: Optimist	.02	.07	.06	.07	.04
201	F26: Unconventional	.14	.34	.19	.14	.07
231	F26: Unconventional	.21	.28	.10	.07	.18
261	F26: Unconventional	.28	.13	.13	.10	.08
291	F26: Unconventional	.14	.31	.17	.16	.02
321	F26: Unconventional	.05	.12	.29	.02	.15
351	F26: Unconventional	.25	.15	.01	.14	.23
381	F26: Unconventional	.16	.12	.15	.09	.11
411	F26: Unconventional	.16	.02	.49	.05	.27
202	F27: Spontaneous-Variety	.13	.02	.06	.05	.09
232	F27: Spontaneous-Variety	.02	.12	.02	.10	.08
262	F27: Spontaneous-Variety	.05	.24	.15	.06	.12
292	F27: Spontaneous-Variety	.35	.15	.12	<.01	.02
322	F27: Spontaneous-Variety	.02	<.01	.05	.02	.08
352	F27: Spontaneous-Variety	.16	.11	.05	.03	.05
382	F27: Spontaneous-Variety	.04	.02	.03	.04	.08
412	F27: Spontaneous-Variety	.12	.30	.01	.08	.08

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203	F28: Activity	.24	.09	.07	.01	.12
233	F28: Activity	.18	.01	.10	.05	.02
263	F28: Activity	.15	.01	.13	.06	.08
293	F28: Activity	.08	.06	.03	.08	.12
323	F28: Activity	.29	.12	.10	.06	.01
353	F28: Activity	.24	.17	.11	.13	.04
383	F28: Activity	.13	.09	.06	.12	.05
413	F28: Activity	.30	.11	.01	.01	.17
204	F29: Well-Adjusted	.13	.06	.17	.01	.07
234	F29: Well-Adjusted	.03	.06	.21	.02	.15
264	F29: Well-Adjusted	.08	.23	.01	.04	.02
294	F29: Well-Adjusted	.06	.08	.06	.02	.10
324	F29: Well-Adjusted	.07	.01	.08	.01	.07
354	F29: Well-Adjusted	.25	.26	.41	.04	.05
384	F29: Well-Adjusted	.03	.03	.20	.11	.09
414	F29: Well-Adjusted	.03	<.01	.21	.06	.01
205	F30: Imagination	.11	.11	.02	.01	.06
235	F30: Imagination	.33	.05	.04	.09	.03
265	F30: Imagination	.06	.04	.12	.07	.16
295	F30: Imagination	.37	.15	.01	.06	.08
325	F30: Imagination	.23	.14	.09	.07	.02
355	F30: Imagination	<.01	.03	.06	.05	.24
385	F30: Imagination	.18	.04	.11	.10	.24
415	F30: Imagination	.04	.11	.06	.02	.08

Note. $N = 7{,}085$.
All effect sizes are significant at the $p < .001$ level unless denoted as $^{*}p < .05$ or $^{\dagger}p$ = n.s.
(F/M) = Female/Male, (B/W) = Black/White, (A/W) = Asian/White, (WnH/WH) = White Non-Hispanic/White Hispanic, (BnH/BH) = Black Non-Hispanic/Black Hispanic.

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Item Number	Facet Number: Name	Cohen's *d*				
		F/M	B/W	A/W	WnH/WH	BnH/BH
176	F1: Team Player	.01	.07	.12	.06	.30
206	F1: Team Player	.11	.19	.08	.08	.38
236	F1: Team Player	.11	.08	.01	.04	.48
266	F1: Team Player	.08	.26	.42	.13	.36
296	F1: Team Player	.02	.33	.33	<.01	.13
326	F1: Team Player	.18	.31	.33	.25	.66
356	F1: Team Player	.30	.16	.27	.30	.11
386	F1: Team Player	.08	.15	.18	.34	.23
177	F2: Stress Under Pressure	.34	.23	.24	.07	.19
207	F2: Stress Under Pressure	.93	.38	.39	.21	.15
237	F2: Stress Under Pressure	.34	.05	.49	.27	.19
267	F2: Stress Under Pressure	.28	.05	.20	.11	.02
297	F2: Stress Under Pressure	.10	.32	.43	.26	1.27
327	F2: Stress Under Pressure	.05	.01	.51	.18	.13
357	F2: Stress Under Pressure	.14	.16	.44	.15	.02
387	F2: Stress Under Pressure	.23	.33	.45	.04	.98
178	F3: Reserved	.04	.20	.38	.07	.06
208	F3: Reserved	.05	.03	.10	.37	.13
238	F3: Reserved	.06	.48	.32	.19	.09
268	F3: Reserved	.10	.19	.33	.33	.16
298	F3: Reserved	.13	.36	.25	.37	.18
328	F3: Reserved	.18	.10	.29	.42	.12
358	F3: Reserved	.20	.11	.33	.46	.07
388	F3: Reserved	.24	.44	<.01	.32	.18
179	F4: Achievement Striving	.33	<.01	.28	.35	.57
209	F4: Achievement Striving	.27	.15	.07	.01	.47
239	F4: Achievement Striving	.02	.16	<.01	.23	.74
269	F4: Achievement Striving	.48	.20	.01	.47	.51
299	F4: Achievement Striving	.01	.07	.22	.05	.04
329	F4: Achievement Striving	.29	.09	.25	.25	.54
359	F4: Achievement Striving	.08	.02	.24	.12	.51
389	F4: Achievement Striving	.34	.17	.30	.23	.30
180	F5: Creative	.05	.19	.24	.24	.33
210	F5: Creative	.09	.02	.14	.09	.41
240	F5: Creative	.16	.11	.41	.01	.91
270	F5: Creative	.27	.15	.02	.10	.75
300	F5: Creative	.32	.21	.41	.29	.20
330	F5: Creative	.09	.15	.46	.19	.91
360	F5: Creative	.02	.04	.31	.14	.17
390	F5: Creative	.07	.03	.23	.19	.40

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181	F6: Interpersonal Tactics	.17	.33	.71	.23	.06
211	F6: Interpersonal Tactics	.30	.21	.45	.08	.99
241	F6: Interpersonal Tactics	.42	.31	.67	.38	.21
271	F6: Interpersonal Tactics	.37	.18	.31	.15	.17
301	F6: Interpersonal Tactics	.46	.24	.38	.30	.01
331	F6: Interpersonal Tactics	.32	.07	.24	.20	.06
361	F6: Interpersonal Tactics	.43	.31	.05	.19	.49
391	F6: Interpersonal Tactics	.47	.16	.20	.40	.06
182	F7: Pleasant	.21	.21	.08	.14	.89
212	F7: Pleasant	.19	.37	.18	.18	.13
242	F7: Pleasant	.15	.37	.33	.20	.38
272	F7: Pleasant	.09	.28	.11	.21	.06
302	F7: Pleasant	.10	.23	.23	.35	.46
332	F7: Pleasant	.14	.35	.07	.06	.18
362	F7: Pleasant	.24	.04	.11	.11	.24
392	F7: Pleasant	.23	.24	.07	.38	.23
183	F8: Temperamental	.09	.26	.25	.07	.50
213	F8: Temperamental	.02	.32	.10	<.01	.48
243	F8: Temperamental	.08	.66	.34	.25	1.13
273	F8: Temperamental	.09	.13	.16	.34	.15
303	F8: Temperamental	.19	.22	.49	.30	.05
333	F8: Temperamental	.16	.32	.15	.07	.25
363	F8: Temperamental	.21	.57	.68	.35	.40
393	F8: Temperamental	<.01	.28	.42	.08	.69
184	F9: Dominance-Leader	.19	.04	.29	.02	.34
214	F9: Dominance-Leader	.04	.27	.18	<.01	.38
244	F9: Dominance-Leader	.28	.04	.12	.05	.56
274	F9: Dominance-Leader	.13	.09	.29	.17	.84
304	F9: Dominance-Leader	.12	.05	.06	.12	.22
334	F9: Dominance-Leader	.04	.23	.10	.31	.14
364	F9: Dominance-Leader	.10	.28	.10	.04	.77
394	F9: Dominance-Leader	.11	.39	.08	.31	.14
185	F10: Order	.35	.37	.22	.16	.20
215	F10: Order	.31	.35	.13	.23	.67
245	F10: Order	.38	.30	.08	.20	.20
275	F10: Order	.25	.41	.43	.46	.36
305	F10: Order	.23	.46	.70	.48	.84
335	F10: Order	.34	.41	.17	.11	.27
365	F10: Order	.23	.29	.04	.08	.08
395	F10: Order	.20	.09	.16	.10	.04
186	F11: Reflective	.08	.27	.24	.13	.91
216	F11: Reflective	.21	.40	.10	.24	.31
246	F11: Reflective	.03	.51	.23	.16	.14
276	F11: Reflective	.36	.51	.17	.12	.33

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306	F11: Reflective	.21	.43	.10	.13	.43
336	F11: Reflective	.39	.26	.05	.19	.30
366	F11: Reflective	.20	.67	.23	.15	.33
396	F11: Reflective	.04	.65	.53	.56	.35
187	F12: Cynical View	.23	.20	.30	.04	.35
217	F12: Cynical View	.21	.17	.30	.03	.50
247	F12: Cynical View	.01	.27	.18	.07	.04
277	F12: Cynical View	.16	.13	.42	.09	.12
307	F12: Cynical View	.19	.03	.21	.24	.02
337	F12: Cynical View	.02	.21	.88	.07	.49
367	F12: Cynical View	.26	.45	.88	.06	.31
397	F12: Cynical View	.33	.20	.35	.10	.52
188	F13: Helpful Altruistic	.31	.12	.56	.31	.28
218	F13: Helpful Altruistic	.26	.02	.20	.31	.31
248	F13: Helpful Altruistic	.14	.06	.19	.32	.01
278	F13: Helpful Altruistic	.42	.02	.02	.30	.15
308	F13: Helpful Altruistic	.47	.46	.43	.47	.13
338	F13: Helpful Altruistic	.03	.11	.01	.02	.03
368	F13: Helpful Altruistic	.46	.04	.09	.39	.01
398	F13: Helpful Altruistic	.25	.04	.03	.33	.25
189	F14: Worry	.01	.33	.46	.12	.95
219	F14: Worry	.20	.39	.75	.08	.68
249	F14: Worry	.04	<.01	.26	.27	.07
279	F14: Worry	.06	.20	.29	.23	.62
309	F14: Worry	.13	.03	.33	.30	.01
339	F14: Worry	.15	.11	.30	.03	.02
369	F14: Worry	.09	.23	.17	.19	.59
399	F14: Worry	.18	.17	.09	.20	.24
190	F15: Excitement Seeking	.17	.53	.43	.02	.20
220	F15: Excitement Seeking	.35	.56	.40	.09	.13
250	F15: Excitement Seeking	.18	.41	.23	.21	.15
280	F15: Excitement Seeking	.13	.60	.35	.05	.52
310	F15: Excitement Seeking	<.01	.67	.09	.27	.01
340	F15: Excitement Seeking	.19	.64	.14	.01	.24
370	F15: Excitement Seeking	.54	1.00	.36	.09	.42
400	F15: Excitement Seeking	.31	.64	.02	.11	.14
191	F16: Self-Discipline	.11	.06	.01	.07	.70
221	F16: Self-Discipline	.15	.01	.02	.09	.67
251	F16: Self-Discipline	.05	.04	.28	.24	.24
281	F16: Self-Discipline	.32	.09	.04	.13	.06
311	F16: Self-Discipline	.16	.20	.09	.14	.50
341	F16: Self-Discipline	.29	.32	.23	.09	.15
371	F16: Self-Discipline	.12	.35	.58	.29	.19
401	F16: Self-Discipline	.18	.12	.10	.07	.33

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192	F17: Scientific Interest	.18	.34	.33	.25	.70
222	F17: Scientific Interest	.44	.31	.31	.14	.87
252	F17: Scientific Interest	.40	.26	.18	.33	1.04
282	F17: Scientific Interest	.25	.43	.11	.33	.80
312	F17: Scientific Interest	.31	.42	.18	.53	1.11
342	F17: Scientific Interest	.28	.17	.23	.33	.65
372	F17: Scientific Interest	.34	.67	.21	.51	.78
402	F17: Scientific Interest	1.00	.42	.22	.29	.76
193	F18: Envious	.11	.65	.59	.43	.20
223	F18: Envious	.27	.70	.60	.44	.37
253	F18: Envious	.25	.63	.35	.53	.21
283	F18: Envious	.22	.66	.37	.32	.09
313	F18: Envious	.31	.06	.05	.06	.20
343	F18: Envious	.21	.55	.23	.43	.17
373	F18: Envious	.27	.35	.55	.02	.56
403	F18: Envious	.31	.26	.55	.21	1.48
194	F19: Independent	.22	.14	.10	.03	.00
224	F19: Independent	.38	.23	.17	.02	.04
254	F19: Independent	.13	.43	.24	.24	.57
284	F19: Independent	<.01	.16	.08	.07	.05
314	F19: Independent	.04	.37	.11	.04	.20
344	F19: Independent	.13	.17	.17	.13	.92
374	F19: Independent	.44	.30	.10	.25	.18
404	F19: Independent	.16	.37	.15	.53	.11
195	F20: Angry Hostility	.03	.38	.49	.01	.12
225	F20: Angry Hostility	.05	.40	.09	.30	.91
255	F20: Angry Hostility	.10	.17	.46	.36	.08
285	F20: Angry Hostility	.19	.30	.33	.32	.41
315	F20: Angry Hostility	.06	.25	.59	.34	.22
345	F20: Angry Hostility	.10	.08	.38	.01	.10
375	F20: Angry Hostility	.02	.29	.25	.22	.48
405	F20: Angry Hostility	.03	.06	.29	.14	.20
196	F21: High-Intensity Pleasure	.18	.30	.17	.43	1.23
226	F21: High-Intensity Pleasure	.04	.20	.24	.65	1.47
256	F21: High-Intensity Pleasure	.05	.29	.06	.40	1.39
286	F21: High-Intensity Pleasure	.34	.10	.28	.61	1.30
316	F21: High-Intensity Pleasure	.03	.21	.65	.76	1.42
346	F21: High-Intensity Pleasure	.13	.24	.55	.77	1.34
376	F21: High-Intensity Pleasure	.02	<.01	.58	.75	1.45
406	F21: High-Intensity Pleasure	.19	.07	.70	.66	1.12
197	F22: Deliberation	.25	.41	.03	.22	.61
227	F22: Deliberation	.20	.34	.14	.31	.40
257	F22: Deliberation	.25	.11	.22	.39	.34
287	F22: Deliberation	.19	.27	.44	.09	.36

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317	F22: Deliberation	.08	.31	.12	.17	.27
347	F22: Deliberation	.14	.13	.21	<.01	.34
377	F22: Deliberation	.11	.39	.13	.17	.10
407	F22: Deliberation	.19	.27	.13	.30	.21
198	F23: Cultured	.08	.54	.05	.36	.59
228	F23: Cultured	.24	.40	.44	.52	.83
258	F23: Cultured	.15	.19	<.01	.62	.85
288	F23: Cultured	.33	.51	.03	.59	1.13
318	F23: Cultured	.16	.32	.28	.45	.50
348	F23: Cultured	.49	.08	.14	.51	1.18
378	F23: Cultured	.32	.35	.33	.16	.71
408	F23: Cultured	.76	.44	.25	.57	.99
199	F24: Influence Tactics	.40	.09	.01	.09	.15
229	F24: Influence Tactics	.43	.31	.22	.19	.58
259	F24: Influence Tactics	.30	.31	.13	.02	.79
289	F24: Influence Tactics	.10	.39	.41	.30	.17
319	F24: Influence Tactics	.19	.38	.09	.30	.10
349	F24: Influence Tactics	.64	.37	.08	.10	.91
379	F24: Influence Tactics	.02	.15	.04	.10	.67
409	F24: Influence Tactics	.19	.13	.50	<.01	.23
200	F25: Optimist	.29	.17	.14	.28	.15
230	F25: Optimist	.09	.11	.25	.40	.21
260	F25: Optimist	.08	.11	.16	.17	.12
290	F25: Optimist	.30	.23	.25	.20	.51
320	F25: Optimist	.38	.52	.41	.35	.42
350	F25: Optimist	.21	.37	.48	.19	1.31
380	F25: Optimist	.20	.36	.21	.27	.85
410	F25: Optimist	.07	.28	.27	.08	.95
201	F26: Unconventional	.37	.73	.03	.18	.02
231	F26: Unconventional	.23	.72	.34	.29	.26
261	F26: Unconventional	.35	.35	.08	.37	.03
291	F26: Unconventional	.45	.51	.11	.35	.55
321	F26: Unconventional	.05	.14	.34	.03	.28
351	F26: Unconventional	.41	.31	.36	.39	.19
381	F26: Unconventional	.39	.48	.04	.36	.42
411	F26: Unconventional	.43	.03	.43	.10	.66
202	F27: Spontaneous-Variety	.08	.07	.33	.06	.36
232	F27: Spontaneous-Variety	.07	.20	.01	.09	.34
262	F27: Spontaneous-Variety	.05	.15	.01	.12	.15
292	F27: Spontaneous-Variety	.11	.43	.52	.16	.01
322	F27: Spontaneous-Variety	.05	.15	.33	.15	.14
352	F27: Spontaneous-Variety	.02	.32	.20	.46	.38
382	F27: Spontaneous-Variety	.09	.03	.76	.17	.38
412	F27: Spontaneous-Variety	.08	.36	.26	.26	.03

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203	F28: Activity	.56	.14	.30	.45	.60
233	F28: Activity	.55	.26	.42	.20	.68
263	F28: Activity	.24	.55	.54	.27	.19
293	F28: Activity	.24	.47	.48	.21	.11
323	F28: Activity	<.01	.55	.27	.01	.21
353	F28: Activity	.23	.46	.39	.02	.69
383	F28: Activity	.45	.43	.35	.49	.34
413	F28: Activity	.54	.90	.14	.06	.27
204	F29: Well-Adjusted	.29	.32	.18	.07	.38
234	F29: Well-Adjusted	.14	.10	.03	.04	.31
264	F29: Well-Adjusted	.01	.17	.52	.26	.30
294	F29: Well-Adjusted	.28	.32	.15	.05	.32
324	F29: Well-Adjusted	.19	.21	.43	.38	.44
354	F29: Well-Adjusted	.09	.09	.40	.17	.10
384	F29: Well-Adjusted	.03	.04	.09	.07	.38
414	F29: Well-Adjusted	.06	.22	.39	.16	.36
205	F30: Imagination	.04	.04	.47	.10	.74
235	F30: Imagination	.30	.03	.51	.12	.86
265	F30: Imagination	.04	.11	.04	.16	.72
295	F30: Imagination	.24	.18	.26	.11	.45
325	F30: Imagination	.42	.18	.29	.02	.01
355	F30: Imagination	.08	.31	.40	.35	.43
385	F30: Imagination	.36	.04	.09	.10	1.35
415	F30: Imagination	.09	.01	.08	.39	1.02

Note. $N = 256$.
All effect sizes are significant at the $p < .001$ level unless denoted as $^{*}p < .05$ or $^{\dagger}p$ = n.s.
(F/M) = Female/Male, (B/W) = Black/White, (A/W) = Asian/White, (WnH/WH) = White Non-Hispanic/White Hispanic, (BnH/BH) = Black Non-Hispanic/Black Hispanic.

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Item Number	Facet Number: Name	Cohen's *d*				
		F/M	B/W	A/W	WnH/WH	BnH/BH
176	F1: Team Player	<.01	.08	.15	.01	.04
206	F1: Team Player	.09	.20	.10	.01	.16
236	F1: Team Player	.12	.29	.16	.01	.16
266	F1: Team Player	.07	.22	.06	.09	.12
296	F1: Team Player	.09	.15	.16	.06	.08
326	F1: Team Player	.19	.07	.01	.16	.14
356	F1: Team Player	.13	.07	.03	.06	.03
386	F1: Team Player	.03	.01	.10	.01	.04
177	F2: Stress Under Pressure	.65	.19	.14	.03	.10
207	F2: Stress Under Pressure	1.21	.12	.01	<.01	.07
237	F2: Stress Under Pressure	.36	.27	.08	.01	.03
267	F2: Stress Under Pressure	.44	.21	.37	<.01	.24
297	F2: Stress Under Pressure	.21	.16	.08	<.01	.11
327	F2: Stress Under Pressure	.18	.08	.03	.06	.03
357	F2: Stress Under Pressure	.39	.04	.04	.01	.07
387	F2: Stress Under Pressure	.47	.34	.31	.01	.02
178	F3: Reserved	.01	.06	.23	.06	.01
208	F3: Reserved	.11	.10	.27	.08	.13
238	F3: Reserved	.06	.12	.21	.02	.11
268	F3: Reserved	.04	.02	.13	.12	.20
298	F3: Reserved	.13	.18	.19	.08	.22
328	F3: Reserved	.12	.19	.14	.10	.26
358	F3: Reserved	.16	.13	.10	.10	.14
388	F3: Reserved	<.01	.10	.23	.01	.07
179	F4: Achievement Striving	.04	.39	.14	.02	.11
209	F4: Achievement Striving	.01	.22	.02	.01	.28
239	F4: Achievement Striving	.07	.33	.09	.04	.04
269	F4: Achievement Striving	.10	.20	.10	.05	.04
299	F4: Achievement Striving	.08	<.01	.03	.01	.22
329	F4: Achievement Striving	.07	.30	.02	.05	.27
359	F4: Achievement Striving	.05	.07	.12	.02	.04
389	F4: Achievement Striving	.18	.09	.27	.01	.12
180	F5: Creative	.16	.03	.03	.02	.03
210	F5: Creative	.19	.17	.10	.03	.17
240	F5: Creative	.25	.24	.08	.02	.24
270	F5: Creative	.14	.02	.10	.17	.03
300	F5: Creative	.25	.08	.08	.01	.31
330	F5: Creative	.11	.12	.12	.05	.27
360	F5: Creative	.06	.01	.02	.03	.02
390	F5: Creative	.16	.04	.03	.02	.10

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181	F6: Interpersonal Tactics	.19	.06	.04	.13	.11
211	F6: Interpersonal Tactics	.26	.13	.06	.11	.11
241	F6: Interpersonal Tactics	.32	.03	.12	.07	.08
271	F6: Interpersonal Tactics	.21	.03	.27	.06	.06
301	F6: Interpersonal Tactics	.28	.07	.05	.10	.10
331	F6: Interpersonal Tactics	.30	.08	.26	.05	.05
361	F6: Interpersonal Tactics	.27	.22	.04	<.01	.04
391	F6: Interpersonal Tactics	.27	.08	.08	.05	<.01
182	F7: Pleasant	.12	.01	.03	.23	.22
212	F7: Pleasant	.16	.11	.02	.08	.05
242	F7: Pleasant	.13	.03	.04	.13	<.01
272	F7: Pleasant	.09	.03	.07	.12	.06
302	F7: Pleasant	.09	.08	.06	.16	.06
332	F7: Pleasant	.02	.02	.04	.14	.25
362	F7: Pleasant	.18	.26	.04	.13	.05
392	F7: Pleasant	.11	.02	.08	.16	.09
183	F8: Temperamental	.15	.02	.39	.07	.02
213	F8: Temperamental	<.01	.14	.03	.07	.24
243	F8: Temperamental	.13	.06	.15	.09	.28
273	F8: Temperamental	.02	.21	.07	.11	.05
303	F8: Temperamental	.14	.05	.09	.06	.06
333	F8: Temperamental	.17	.22	.03	.03	.02
363	F8: Temperamental	.12	.09	.02	.10	.41
393	F8: Temperamental	.06	.03	.14	.01	.04
184	F9: Dominance-Leader	.05	.35	.28	.04	.11
214	F9: Dominance-Leader	.14	.25	.41	.10	.13
244	F9: Dominance-Leader	.01	.21	.20	.05	.08
274	F9: Dominance-Leader	.12	.16	.24	.14	.03
304	F9: Dominance-Leader	.10	.24	.19	.10	.19
334	F9: Dominance-Leader	.15	.06	.11	.01	.03
364	F9: Dominance-Leader	.12	.26	.29	.03	.09
394	F9: Dominance-Leader	.10	.28	.10	.05	.16
185	F10: Order	.16	.05	.17	.14	.06
215	F10: Order	.15	.08	.19	.11	.09
245	F10: Order	.21	.07	.15	.03	.35
275	F10: Order	.18	.04	.12	.05	.08
305	F10: Order	.15	.11	.18	.05	.14
335	F10: Order	.15	.07	.17	.03	.06
365	F10: Order	.24	.01	.03	.05	.05
395	F10: Order	.15	.07	.07	.01	.10
186	F11: Reflective	.17	.28	.32	.17	.07
216	F11: Reflective	.05	.02	.01	.01	.03
246	F11: Reflective	.06	.24	.06	.02	.01
276	F11: Reflective	.06	.29	.21	.01	.16

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306	F11: Reflective	.12	.11	.03	.02	.12
336	F11: Reflective	.08	.27	.01	.03	.07
366	F11: Reflective	.01	.27	.30	.03	.11
396	F11: Reflective	.05	.23	.11	.05	.14
187	F12: Cynical View	.07	.18	.24	.03	.03
217	F12: Cynical View	.12	.13	.14	.02	.01
247	F12: Cynical View	.08	.09	.16	.02	.06
277	F12: Cynical View	.01	.25	.02	.06	.21
307	F12: Cynical View	.10	.04	.09	.03	.03
337	F12: Cynical View	.10	.31	.16	.08	.04
367	F12: Cynical View	.10	.11	.18	.08	.12
397	F12: Cynical View	.16	.04	.10	.03	.24
188	F13: Helpful Altruistic	.14	.10	.09	.13	.13
218	F13: Helpful Altruistic	.22	.19	.21	.20	.26
248	F13: Helpful Altruistic	.17	.05	.09	.13	.14
278	F13: Helpful Altruistic	.23	.07	.16	.09	.14
308	F13: Helpful Altruistic	.22	.16	.20	.19	.11
338	F13: Helpful Altruistic	.08	.12	.09	.09	.07
368	F13: Helpful Altruistic	.13	.08	.18	.10	.10
398	F13: Helpful Altruistic	.12	.22	.06	.04	.15
189	F14: Worry	.20	.28	.36	.03	.21
219	F14: Worry	.24	.16	.30	.06	.20
249	F14: Worry	.26	.18	.33	.02	.28
279	F14: Worry	.22	.24	.26	.04	.08
309	F14: Worry	.19	.12	.27	.03	.16
339	F14: Worry	.22	.12	.18	.14	.11
369	F14: Worry	.42	.02	.29	.03	.12
399	F14: Worry	.45	.05	.22	.06	.26
190	F15: Excitement Seeking	.20	.62	.11	.02	.21
220	F15: Excitement Seeking	.22	.69	.12	.02	.15
250	F15: Excitement Seeking	.20	.58	.27	.03	.34
280	F15: Excitement Seeking	.10	.67	.26	.08	.24
310	F15: Excitement Seeking	.08	.64	.30	.07	.27
340	F15: Excitement Seeking	.22	.54	.26	.04	.24
370	F15: Excitement Seeking	.46	.56	.33	.08	.22
400	F15: Excitement Seeking	.25	.58	.22	.04	.26
191	F16: Self-Discipline	.14	.23	.01	.01	.12
221	F16: Self-Discipline	.16	.27	<.01	.03	.19
251	F16: Self-Discipline	.07	.25	.08	.04	.06
281	F16: Self-Discipline	.01	.31	.04	.04	.09
311	F16: Self-Discipline	.06	.22	.10	.05	.04
341	F16: Self-Discipline	.13	.08	.01	.01	.03
371	F16: Self-Discipline	.01	.18	.02	.06	.11
401	F16: Self-Discipline	.04	.06	.09	<.01	.05

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192	F17: Scientific Interest	.11	.36	.07	.11	.21
222	F17: Scientific Interest	.35	.29	.03	.01	.21
252	F17: Scientific Interest	.28	.25	.01	.08	.21
282	F17: Scientific Interest	.18	.22	.04	.06	.07
312	F17: Scientific Interest	.21	.26	.02	.08	.14
342	F17: Scientific Interest	.18	.26	.08	.03	.05
372	F17: Scientific Interest	.21	.23	.05	.05	.24
402	F17: Scientific Interest	.72	.00	.12	.03	<.01
193	F18: Envious	.03	.43	.06	.14	.21
223	F18: Envious	.03	.32	.11	.16	.12
253	F18: Envious	.06	.36	.03	.13	.12
283	F18: Envious	.02	.29	.04	.15	.10
313	F18: Envious	.02	.17	.02	.11	.04
343	F18: Envious	.07	.26	.07	.18	.01
373	F18: Envious	.19	.16	.02	.13	.07
403	F18: Envious	.18	.06	.18	<.01	.11
194	F19: Independent	.09	.13	.05	.05	.14
224	F19: Independent	.12	.07	.11	.07	.13
254	F19: Independent	.19	.12	.06	.08	.15
284	F19: Independent	.11	.04	.01	.18	.02
314	F19: Independent	.07	.05	.16	.08	.08
344	F19: Independent	.05	.06	.08	.03	.04
374	F19: Independent	.05	.08	.01	.01	.16
404	F19: Independent	.03	.08	.08	.02	.09
195	F20: Angry Hostility	.03	.01	.12	.03	.09
225	F20: Angry Hostility	.04	.02	.16	.04	.19
255	F20: Angry Hostility	.03	.12	.20	<.01	.13
285	F20: Angry Hostility	.02	.01	.03	.05	.06
315	F20: Angry Hostility	.12	.10	.11	.02	.09
345	F20: Angry Hostility	.26	.06	.10	.03	.38
375	F20: Angry Hostility	.04	.02	.05	.12	.03
405	F20: Angry Hostility	.07	.12	.17	<.01	.01
196	F21: High-Intensity Pleasure	.03	<.01	.15	.06	.06
226	F21: High-Intensity Pleasure	.03	.15	.07	.06	.02
256	F21: High-Intensity Pleasure	.02	.08	.18	.03	.07
286	F21: High-Intensity Pleasure	.20	.08	.13	.11	.13
316	F21: High-Intensity Pleasure	.01	.03	.00	.09	.01
346	F21: High-Intensity Pleasure	.16	.11	.08	.07	.03
376	F21: High-Intensity Pleasure	.12	.31	.44	.18	.08
406	F21: High-Intensity Pleasure	.03	.10	.20	.05	.02
197	F22: Deliberation	.01	.04	.10	.10	.24
227	F22: Deliberation	.04	<.01	.17	.11	.06
257	F22: Deliberation	.12	.03	.14	.05	.16
287	F22: Deliberation	.04	.04	.15	.10	.08

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317	F22: Deliberation	.05	.18	.06	.02	.02
347	F22: Deliberation	.02	.02	.16	.07	.05
377	F22: Deliberation	.03	.07	.06	.03	.08
407	F22: Deliberation	.11	.04	.04	<.01	.01
198	F23: Cultured	.39	.19	.28	.16	.26
228	F23: Cultured	.40	.22	.23	.17	.20
258	F23: Cultured	.43	.33	.31	.12	.14
288	F23: Cultured	.45	.24	.27	.19	.20
318	F23: Cultured	.31	.15	.28	.15	.18
348	F23: Cultured	.43	.17	.23	.13	.09
378	F23: Cultured	.34	.41	.11	.14	.07
408	F23: Cultured	.83	.53	.40	.26	.05
199	F24: Influence Tactics	<.01	.07	.09	.08	.11
229	F24: Influence Tactics	.05	.13	.28	.02	.04
259	F24: Influence Tactics	.04	.15	.19	.01	.07
289	F24: Influence Tactics	.01	.06	.15	.05	.19
319	F24: Influence Tactics	.04	.13	.02	.01	.27
349	F24: Influence Tactics	.36	.08	.01	.09	.08
379	F24: Influence Tactics	.05	.08	.02	.03	.29
409	F24: Influence Tactics	.02	.21	.14	.06	.15
200	F25: Optimist	.01	.17	.05	.05	.18
230	F25: Optimist	.21	.07	.04	.16	<.01
260	F25: Optimist	.15	.14	.07	.10	.16
290	F25: Optimist	.21	.18	.01	.12	.10
320	F25: Optimist	.01	.03	.03	.12	.12
350	F25: Optimist	.01	.13	.05	.11	<.01
380	F25: Optimist	.08	.06	.03	.15	.12
410	F25: Optimist	.02	.21	.25	.12	.12
201	F26: Unconventional	.20	.17	.09	.01	.04
231	F26: Unconventional	.26	.05	.04	.04	.13
261	F26: Unconventional	.42	.03	.17	.10	.12
291	F26: Unconventional	.20	.13	.04	.08	<.01
321	F26: Unconventional	.10	.08	.11	.04	.07
351	F26: Unconventional	.34	.03	.02	.02	.01
381	F26: Unconventional	.17	<.01	.12	.01	.07
411	F26: Unconventional	.36	.03	.06	.02	.11
202	F27: Spontaneous-Variety	.04	.15	.06	.02	.22
232	F27: Spontaneous-Variety	.02	.15	.03	.08	.29
262	F27: Spontaneous-Variety	.10	.11	.09	.06	.05
292	F27: Spontaneous-Variety	.27	.14	.12	.05	.07
322	F27: Spontaneous-Variety	.08	.21	.06	.09	.34
352	F27: Spontaneous-Variety	.01	.01	.10	.01	.08
382	F27: Spontaneous-Variety	.08	.20	.21	<.01	.02
412	F27: Spontaneous-Variety	.08	.21	.09	.19	.04

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203	F28: Activity	.19	.06	<.01	<.01	.05
233	F28: Activity	.15	.07	.01	.02	<.01
263	F28: Activity	.13	.12	.03	.04	.05
293	F28: Activity	.20	.43	.06	.03	.20
323	F28: Activity	.13	.39	.05	.11	.08
353	F28: Activity	.11	.31	.04	.20	.08
383	F28: Activity	.36	.33	.07	.07	.20
413	F28: Activity	.53	.32	.08	.12	.05
204	F29: Well-Adjusted	.13	.02	.06	.19	.02
234	F29: Well-Adjusted	.07	.09	.03	.10	.03
264	F29: Well-Adjusted	.06	.12	.10	.03	.05
294	F29: Well-Adjusted	.01	.11	.14	.06	.12
324	F29: Well-Adjusted	.05	.02	.05	.04	.08
354	F29: Well-Adjusted	.20	.13	.22	.12	.26
384	F29: Well-Adjusted	.04	.21	.13	<.01	.01
414	F29: Well-Adjusted	<.01	.12	.14	.03	.04
205	F30: Imagination	.07	.08	.08	.12	.09
235	F30: Imagination	.06	.02	.01	.05	.04
265	F30: Imagination	.08	.06	.12	.05	.10
295	F30: Imagination	.18	<.01	.08	.01	.03
325	F30: Imagination	.05	.12	.05	.06	.11
355	F30: Imagination	.07	.02	.04	.03	.01
385	F30: Imagination	.01	.08	.03	.07	.06
415	F30: Imagination	.07	.15	.13	.03	.08

Note. $N = 4{,}678$.
All effect sizes are significant at the $p < .001$ level unless denoted as $^{*}p < .05$ or $^{\dagger}p$ = n.s.
(F/M) = Female/Male, (B/W) = Black/White, (A/W) = Asian/White, (WnH/WH) = White Non-Hispanic/White Hispanic, (BnH/BH) = Black Non-Hispanic/Black Hispanic.

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Item Number	Facet Number: Name	Cohen's *d*				
		F/M	B/W	A/W	WnH/WH	BnH/BH
176	F1: Team Player	.10	.07	.24	.02	.15
206	F1: Team Player	.14	.02	.11	.05	.10
236	F1: Team Player	.05	.08	.25	.01	.08
266	F1: Team Player	.13	.03	.21	.01	<.01
296	F1: Team Player	.08	.06	.01	.04	.11
326	F1: Team Player	.20	.17	.11	.12	.09
356	F1: Team Player	.12	.08	.04	.05	.07
386	F1: Team Player	.02	.03	.10	.02	.04
177	F2: Stress Under Pressure	.46	.19	.27	.03	.10
207	F2: Stress Under Pressure	1.04	.20	.15	.03	.03
237	F2: Stress Under Pressure	.27	.13	.25	.06	.15
267	F2: Stress Under Pressure	.26	.13	.43	.04	.12
297	F2: Stress Under Pressure	.16	.03	.29	.02	.06
327	F2: Stress Under Pressure	.11	.05	.14	.12	.11
357	F2: Stress Under Pressure	.24	.04	.15	.03	.06
387	F2: Stress Under Pressure	.38	.13	.37	.07	.05
178	F3: Reserved	.05	.08	.27	.02	.04
208	F3: Reserved	.15	.08	.20	.04	.05
238	F3: Reserved	.02	.12	.21	<.01	.05
268	F3: Reserved	.09	.02	.19	.03	.04
298	F3: Reserved	.13	.14	.24	.05	.12
328	F3: Reserved	.12	.18	.10	.06	.08
358	F3: Reserved	.15	.13	.07	.06	.09
388	F3: Reserved	.09	.04	.16	.07	.08
179	F4: Achievement Striving	.16	.04	.13	.03	.05
209	F4: Achievement Striving	.06	.02	.14	.07	.16
239	F4: Achievement Striving	.15	.02	.17	.05	.04
269	F4: Achievement Striving	.21	.02	.20	.03	.03
299	F4: Achievement Striving	.13	.14	.01	.09	.08
329	F4: Achievement Striving	.16	.03	.11	.02	.03
359	F4: Achievement Striving	.02	.20	.02	.15	.02
389	F4: Achievement Striving	.19	.14	.05	.13	.06
180	F5: Creative	.06	.12	.02	.07	.01
210	F5: Creative	.10	.02	.17	.07	.19
240	F5: Creative	.19	.05	.09	.06	.09
270	F5: Creative	.15	.22	.02	.11	.05
300	F5: Creative	.21	<.01	.11	.05	.09
330	F5: Creative	.10	.03	.14	.05	.06
360	F5: Creative	.03	.16	.06	.07	.03
390	F5: Creative	.09	.09	.03	.07	.05

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181	F6: Interpersonal Tactics	.19	.01	.06	.12	.16
211	F6: Interpersonal Tactics	.32	.15	.05	.03	.06
241	F6: Interpersonal Tactics	.31	.01	.03	.03	.02
271	F6: Interpersonal Tactics	.24	.07	.35	<.01	.15
301	F6: Interpersonal Tactics	.22	.10	.10	.06	.13
331	F6: Interpersonal Tactics	.19	.17	.30	.07	.06
361	F6: Interpersonal Tactics	.18	.32	.15	.02	.25
391	F6: Interpersonal Tactics	.25	.10	.28	.01	.07
182	F7: Pleasant	.09	.01	.01	.08	.01
212	F7: Pleasant	.18	.22	.09	.04	.08
242	F7: Pleasant	.14	.10	.04	.11	<.01
272	F7: Pleasant	.10	.19	.11	.07	.05
302	F7: Pleasant	.09	.10	.03	.05	.05
332	F7: Pleasant	.08	.17	.05	.10	.10
362	F7: Pleasant	.06	.05	.08	.10	<.01
392	F7: Pleasant	.17	.11	<.01	.15	.06
183	F8: Temperamental	.04	.01	.36	<.01	.01
213	F8: Temperamental	.11	.29	.01	.16	.07
243	F8: Temperamental	.06	.17	.11	.08	.08
273	F8: Temperamental	.04	.02	.21	.08	.16
303	F8: Temperamental	.08	.13	.16	.10	.07
333	F8: Temperamental	.09	.09	.20	<.01	.05
363	F8: Temperamental	.02	.18	.09	.14	.03
393	F8: Temperamental	.07	.02	.32	.07	.10
184	F9: Dominance-Leader	.01	.20	.27	.03	.02
214	F9: Dominance-Leader	.04	.06	.44	.03	.10
244	F9: Dominance-Leader	.03	.01	.23	.06	.04
274	F9: Dominance-Leader	.02	.09	.27	.03	.02
304	F9: Dominance-Leader	.02	.08	.25	.03	.11
334	F9: Dominance-Leader	.06	.02	.10	.05	.06
364	F9: Dominance-Leader	.04	.03	.38	.02	.05
394	F9: Dominance-Leader	.08	.15	.13	.05	.09
185	F10: Order	.17	.22	.08	.13	.11
215	F10: Order	.18	.23	.09	.15	.09
245	F10: Order	.25	.20	.01	.13	.06
275	F10: Order	.16	.27	.12	.14	.04
305	F10: Order	.14	.38	.12	.15	.04
335	F10: Order	.11	.06	.04	.07	.07
365	F10: Order	.28	.15	.21	.05	.07
395	F10: Order	.21	.16	<.01	.10	.03
186	F11: Reflective	.11	.25	.35	.11	.07
216	F11: Reflective	.01	.22	.01	.09	.01
246	F11: Reflective	.01	.29	.11	.08	.05
276	F11: Reflective	.09	.40	.22	.12	.13

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306	F11: Reflective	.17	.08	.02	.03	.01
336	F11: Reflective	.13	.29	.07	.07	.03
366	F11: Reflective	<.01	.42	.26	.15	.18
396	F11: Reflective	<.01	.31	.15	.11	<.01
187	F12: Cynical View	.15	.05	.14	.03	.04
217	F12: Cynical View	.15	.23	.24	.08	.06
247	F12: Cynical View	.16	.02	.18	.07	.06
277	F12: Cynical View	.08	.14	.04	.08	.04
307	F12: Cynical View	.15	.03	.07	.07	.07
337	F12: Cynical View	.09	.44	.27	.14	.06
367	F12: Cynical View	.13	.19	.29	.09	.04
397	F12: Cynical View	.22	.05	.13	.03	.04
188	F13: Helpful Altruistic	.16	.13	.03	.13	.12
218	F13: Helpful Altruistic	.20	.17	.20	.09	.19
248	F13: Helpful Altruistic	.14	.04	.02	.05	.10
278	F13: Helpful Altruistic	.26	.16	.06	.09	.07
308	F13: Helpful Altruistic	.24	.29	.16	.20	.06
338	F13: Helpful Altruistic	.15	.05	.06	.09	.10
368	F13: Helpful Altruistic	.25	.31	.16	.19	.09
398	F13: Helpful Altruistic	.19	.17	.02	.08	.03
189	F14: Worry	.16	.32	.31	.10	.09
219	F14: Worry	.21	.34	.27	.09	.01
249	F14: Worry	.13	.12	.45	.08	.01
279	F14: Worry	.17	.26	.30	.03	.13
309	F14: Worry	.06	.17	.43	.07	.01
339	F14: Worry	.21	.16	.36	.01	.07
369	F14: Worry	.28	.10	.38	.07	.06
399	F14: Worry	.31	.06	.35	.04	.04
190	F15: Excitement Seeking	.17	.41	.14	.10	.12
220	F15: Excitement Seeking	.27	.47	.20	.10	.20
250	F15: Excitement Seeking	.21	.36	.30	.02	.18
280	F15: Excitement Seeking	.05	.27	.26	.02	.09
310	F15: Excitement Seeking	.06	.23	.22	<.01	.20
340	F15: Excitement Seeking	.19	.32	.28	.05	.20
370	F15: Excitement Seeking	.48	.57	.30	.20	.25
400	F15: Excitement Seeking	.24	.32	.18	.08	.20
191	F16: Self-Discipline	.16	.07	.08	.15	.16
221	F16: Self-Discipline	.17	<.01	.09	.11	.12
251	F16: Self-Discipline	.11	.02	.12	.12	.08
281	F16: Self-Discipline	.04	.02	.17	.09	.16
311	F16: Self-Discipline	.02	.02	.22	.06	.20
341	F16: Self-Discipline	.15	.11	.07	.08	.05
371	F16: Self-Discipline	.07	.09	.16	.04	.10
401	F16: Self-Discipline	.14	.19	.21	.14	.01

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192	F17: Scientific Interest	.18	.26	.11	.03	.02
222	F17: Scientific Interest	.41	.43	.01	.01	.12
252	F17: Scientific Interest	.36	.36	<.01	.01	.09
282	F17: Scientific Interest	.24	.22	.06	<.01	<.01
312	F17: Scientific Interest	.26	.30	.03	.04	.01
342	F17: Scientific Interest	.27	.33	.05	.02	.05
372	F17: Scientific Interest	.28	.12	.07	.03	.11
402	F17: Scientific Interest	.76	.26	.13	.03	.11
193	F18: Envious	.16	.65	.03	.31	.15
223	F18: Envious	.16	.53	.07	.28	.06
253	F18: Envious	.22	.52	.08	.31	.06
283	F18: Envious	.21	.49	.07	.24	.04
313	F18: Envious	.23	.34	.01	.21	.07
343	F18: Envious	.23	.40	.14	.26	.05
373	F18: Envious	.26	.24	.14	.19	<.01
403	F18: Envious	.26	.24	.16	.20	.05
194	F19: Independent	.10	.18	.13	<.01	.08
224	F19: Independent	.10	.11	.09	.04	.09
254	F19: Independent	.11	.07	.06	.10	.12
284	F19: Independent	.08	.12	.03	.14	.08
314	F19: Independent	.07	.03	.13	.06	.07
344	F19: Independent	.02	.02	.07	.05	.10
374	F19: Independent	.13	.14	.01	.02	.05
404	F19: Independent	.07	.14	.12	.02	.09
195	F20: Angry Hostility	.06	.15	.12	.14	.03
225	F20: Angry Hostility	.05	.15	.15	.11	.04
255	F20: Angry Hostility	.04	.04	.26	.04	.04
285	F20: Angry Hostility	.08	.10	.13	.10	.04
315	F20: Angry Hostility	.04	.13	.16	.08	.04
345	F20: Angry Hostility	.18	.03	.10	.07	.09
375	F20: Angry Hostility	.09	.09	.11	.11	.05
405	F20: Angry Hostility	<.01	.03	.20	.06	.06
196	F21: High-Intensity Pleasure	.08	.04	.15	.15	.14
226	F21: High-Intensity Pleasure	.04	.15	.06	.13	.05
256	F21: High-Intensity Pleasure	.05	.10	.23	.12	.13
286	F21: High-Intensity Pleasure	.28	.02	.23	.13	.14
316	F21: High-Intensity Pleasure	.03	.06	.04	.11	.15
346	F21: High-Intensity Pleasure	.13	.06	.05	.10	.20
376	F21: High-Intensity Pleasure	.15	.28	.31	.27	.03
406	F21: High-Intensity Pleasure	.13	.13	.21	.12	.04
197	F22: Deliberation	.05	.23	.02	.15	.01
227	F22: Deliberation	.06	.31	.08	.20	.06
257	F22: Deliberation	.21	.22	<.01	.17	.04
287	F22: Deliberation	.09	.27	.06	.19	.04

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317	F22: Deliberation	.05	.13	.13	.08	.01
347	F22: Deliberation	.06	.26	.02	.17	.06
377	F22: Deliberation	.04	.27	.01	.11	.01
407	F22: Deliberation	.15	.20	.13	.13	.02
198	F23: Cultured	.30	.31	.25	.19	.13
228	F23: Cultured	.31	.32	.26	.22	.11
258	F23: Cultured	.43	.43	.34	.24	.01
288	F23: Cultured	.42	.32	.27	.26	.06
318	F23: Cultured	.26	.25	.18	.22	.16
348	F23: Cultured	.39	.22	.18	.17	.07
378	F23: Cultured	.32	.44	.14	.16	.13
408	F23: Cultured	.89	.61	.48	.32	.01
199	F24: Influence Tactics	.06	.11	.07	.03	.01
229	F24: Influence Tactics	.05	.02	.11	.06	.05
259	F24: Influence Tactics	.14	.05	.05	.04	<.01
289	F24: Influence Tactics	.12	.01	.08	.09	.05
319	F24: Influence Tactics	.09	.04	.06	.02	.06
349	F24: Influence Tactics	.37	.19	.02	.06	.09
379	F24: Influence Tactics	.04	.19	<.01	.04	.08
409	F24: Influence Tactics	.10	.17	.00	.14	.02
200	F25: Optimist	.03	.04	.07	.06	.03
230	F25: Optimist	.10	.18	.06	.09	.12
260	F25: Optimist	.07	.10	.21	.01	.08
290	F25: Optimist	.30	.10	.06	.09	.03
320	F25: Optimist	.09	.16	.02	.11	.01
350	F25: Optimist	.01	.14	.13	.11	.02
380	F25: Optimist	.12	.06	.15	.09	.16
410	F25: Optimist	.02	.07	.17	.02	.01
201	F26: Unconventional	.22	.37	.03	.23	.11
231	F26: Unconventional	.31	.23	.16	.10	.04
261	F26: Unconventional	.37	.09	.08	.05	.03
291	F26: Unconventional	.26	.35	<.01	.21	.09
321	F26: Unconventional	.03	.14	.33	.06	.04
351	F26: Unconventional	.30	.12	.16	.11	.02
381	F26: Unconventional	.17	.22	.18	.13	.02
411	F26: Unconventional	.28	.06	.21	.01	.10
202	F27: Spontaneous-Variety	.01	.02	.13	.01	.01
232	F27: Spontaneous-Variety	.11	.18	.06	.05	.12
262	F27: Spontaneous-Variety	.01	.29	.20	.03	.07
292	F27: Spontaneous-Variety	.23	.06	.11	.02	.06
322	F27: Spontaneous-Variety	.14	.06	.01	.02	.05
352	F27: Spontaneous-Variety	.04	.03	.08	.02	.04
382	F27: Spontaneous-Variety	.13	.17	.23	.02	.04
412	F27: Spontaneous-Variety	.04	.31	.11	.15	.01

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203	F28: Activity	.28	.14	.05	.07	.09
233	F28: Activity	.28	.10	<.01	.10	.09
263	F28: Activity	.21	.05	.05	.07	.13
293	F28: Activity	.24	.09	.04	.01	.12
323	F28: Activity	.09	.20	.07	.05	<.01
353	F28: Activity	.09	.26	.12	.08	.02
383	F28: Activity	.34	.08	.04	.06	.03
413	F28: Activity	.56	.12	.08	.01	.08
204	F29: Well-Adjusted	.15	.07	.06	.06	.04
234	F29: Well-Adjusted	.04	.02	.08	<.01	.04
264	F29: Well-Adjusted	.14	.09	.08	.04	.09
294	F29: Well-Adjusted	.09	.02	.15	.07	.08
324	F29: Well-Adjusted	.11	.05	.20	.03	.08
354	F29: Well-Adjusted	.18	.19	.15	.06	.01
384	F29: Well-Adjusted	.10	.09	.25	.13	.20
414	F29: Well-Adjusted	.08	.05	.28	.04	.03
205	F30: Imagination	.10	.10	.02	.03	.02
235	F30: Imagination	.19	.06	.09	.02	.06
265	F30: Imagination	.01	.04	.03	.07	.03
295	F30: Imagination	.31	.10	.14	.07	.04
325	F30: Imagination	.12	.18	.10	.04	.04
355	F30: Imagination	.01	.06	.07	.08	.06
385	F30: Imagination	.15	.02	.01	.04	.01
415	F30: Imagination	.03	.07	.07	.06	.01

Note. N = 16,398.
All effect sizes are significant at the $p < .001$ level unless denoted as $^{*}p < .05$ or $^{\dagger}p$ = n.s.
(F/M) = Female/Male, (B/W) = Black/White, (A/W) = Asian/White, (WnH/WH) = White Non-Hispanic/White Hispanic, (BnH/BH) = Black Non-Hispanic/Black Hispanic.

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Item Number	Facet Number: Name	Cohen's *d*				
		F/M	B/W	A/W	WnH/WH	BnH/BH
176	F1: Team Player	.09*	.07†	.08†	.058†	.17†
206	F1: Team Player	.14	.08†	.03†	.14	.10†
236	F1: Team Player	.08*	.10†	.17*	.06†	.22†
266	F1: Team Player	.13	.06†	.04†	.05†	.36
296	F1: Team Player	.09*	.08†	.05†	.06†	.11†
326	F1: Team Player	.17	.28	.04†	.17*	.22†
356	F1: Team Player	.11*	.17*	.01†	.11*	.04†
386	F1: Team Player	.01†	.09†	.02†	.09†	.06†
177	F2: Stress Under Pressure	.34	.10†	.09†	.02†	.04†
207	F2: Stress Under Pressure	1.01	.02†	.06†	.05†	.18†
237	F2: Stress Under Pressure	.22	.00†	.05†	.10†	.08†
267	F2: Stress Under Pressure	.28	.06†	.24*	.03†	.08†
297	F2: Stress Under Pressure	.05†	.01†	.08†	.10†	.09†
327	F2: Stress Under Pressure	.09*	.14*	.04†	.15*	.11†
357	F2: Stress Under Pressure	.17	.06†	.04†	.08†	.06†
387	F2: Stress Under Pressure	.31	.04†	.26*	.06†	.00†
178	F3: Reserved	.04†	.02†	.11†	.07†	.20†
208	F3: Reserved	.13	.01†	.12†	.03†	.15†
238	F3: Reserved	.01†	.10†	.18*	.02†	.04†
268	F3: Reserved	.00†	.00†	.17*	.05†	.24†
298	F3: Reserved	.10*	.15*	.22*	.08†	.04†
328	F3: Reserved	.02†	.19*	.02†	.06†	.12†
358	F3: Reserved	.06†	.07†	.06†	.04†	.14†
388	F3: Reserved	.04†	.09†	.16*	.03†	.16†
179	F4: Achievement Striving	.09*	.04†	.11†	.04†	.14†
209	F4: Achievement Striving	.13	.10†	.01†	.00†	.10†
239	F4: Achievement Striving	.12*	.12*	.02†	.09†	.08†
269	F4: Achievement Striving	.19	.11†	.02†	.09†	.18†
299	F4: Achievement Striving	.08*	.21	.05†	.09†	.09†
329	F4: Achievement Striving	.14	.14*	.11†	.01†	.21†
359	F4: Achievement Striving	.00†	.33	.08†	.12*	.14†
389	F4: Achievement Striving	.21	.21	.07†	.13*	.13†
180	F5: Creative	.09*	.24	.18*	.19	.22†
210	F5: Creative	.09*	.19*	.07†	.20	.04†
240	F5: Creative	.14	.11†	.20*	.11	.16†
270	F5: Creative	.03†	.37	.08†	.12*	.13†
300	F5: Creative	.25	.06†	.21*	.07†	.06†
330	F5: Creative	.03†	.39	.08†	.11*	.29†
360	F5: Creative	.13	.35	.09†	.09†	.27†
390	F5: Creative	.13	.25	.13†	.10†	.05†

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181	F6: Interpersonal Tactics	.25	.16*	.10†	.15*	.05†
211	F6: Interpersonal Tactics	.27	.13*	.19*	.07†	.70
241	F6: Interpersonal Tactics	.29	.05†	.05†	.04†	.26†
271	F6: Interpersonal Tactics	.23	.18*	.41	.04†	.38†
301	F6: Interpersonal Tactics	.22	.04†	.03†	.06†	.15†
331	F6: Interpersonal Tactics	.13	.06†	.15†	.01†	.06†
361	F6: Interpersonal Tactics	.17	.17*	.21*	.01†	.37*
391	F6: Interpersonal Tactics	.20	.16*	.34	.08†	.20
182	F7: Pleasant	.09*	.19*	.05†	.14*	.41*
212	F7: Pleasant	.20	.29	.13†	.10†	.25†
242	F7: Pleasant	.15	.26	.05†	.11*	.64
272	F7: Pleasant	.11*	.20*	.06†	.10†	.28†
302	F7: Pleasant	.12*	.12*	.09†	.10†	.24†
332	F7: Pleasant	.06†	.25	.01†	.13*	.03†
362	F7: Pleasant	.02†	.19*	.08†	.14*	.26†
392	F7: Pleasant	.11*	.25	.03†	.17*	.13†
183	F8: Temperamental	.12*	.14*	.28*	.01†	.20†
213	F8: Temperamental	.01†	.36	.20*	.17*	.20†
243	F8: Temperamental	.09*	.28	.11†	.09†	.34*
273	F8: Temperamental	.07†	.12*	.19*	.14*	.04†
303	F8: Temperamental	.01†	.19*	.13†	.08†	.08†
333	F8: Temperamental	.09*	.12*	.20*	.06†	.02†
363	F8: Temperamental	.12	.23	.01†	.14*	.01†
393	F8: Temperamental	.08*	.15*	.10†	.09†	.06†
184	F9: Dominance-Leader	.00†	.07†	.15†	.05†	.02†
214	F9: Dominance-Leader	.05†	.16*	.24*	.12*	.05†
244	F9: Dominance-Leader	.11*	.04†	.09†	.08†	.05†
274	F9: Dominance-Leader	.08*	.11†	.18*	.16*	.11†
304	F9: Dominance-Leader	.03†	.10†	.05†	.15*	.09†
334	F9: Dominance-Leader	.07†	.01†	.11†	.12*	.18†
364	F9: Dominance-Leader	.01†	.23	.13†	.13*	.03†
394	F9: Dominance-Leader	.14	.09†	.09†	.04†	.07†
185	F10: Order	.22	.20	.02†	.16*	.10†
215	F10: Order	.19	.18*	.02†	.13*	.17†
245	F10: Order	.22	.19*	.04†	.13*	.08†
275	F10: Order	.15	.17*	.01†	.09†	.04†
305	F10: Order	.15	.29	.13†	.18*	.03†
335	F10: Order	.13	.13*	.04†	.02†	.16†
365	F10: Order	.25	.16*	.02†	.11†	<.01†
395	F10: Order	.21	.18*	.01†	.17*	.13†
186	F11: Reflective	.17	.29	.20*	.03†	.11†
216	F11: Reflective	.07*	.39	.15†	.17*	.06†
246	F11: Reflective	.01†	.34	.16†	.06†	.26†
276	F11: Reflective	.08*	.46	.21*	.16*	<.01†

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306	F11: Reflective	.17	.02†	.12†	.05†	<.01
336	F11: Reflective	.19	.33	.07†	.01†	.29†
366	F11: Reflective	.13	.53	.22*	.22	.14†
396	F11: Reflective	.13	.41	.10†	.21	.03†
187	F12: Cynical View	.09*	.08†	.15†	.01†	.01†
217	F12: Cynical View	.16	.07†	.23*	.03†	.22†
247	F12: Cynical View	.10*	.04†	.27*	.01†	.34†
277	F12: Cynical View	.08*	.04†	.17*	.01†	.03†
307	F12: Cynical View	.12	.03†	.20*	.09†	.01†
337	F12: Cynical View	.07	.25	.33	.02†	.19†
367	F12: Cynical View	.12	.12	.38	.06†	.09†
397	F12: Cynical View	.16	.07†	.19*	.12*	.16†
188	F13: Helpful Altruistic	.11*	.34	.04†	.11*	.28†
218	F13: Helpful Altruistic	.16	.14*	.07†	.06†	.09†
248	F13: Helpful Altruistic	.06†	.24	.08†	.06†	.61
278	F13: Helpful Altruistic	.18	.30	.02†	.11*	.22†
308	F13: Helpful Altruistic	.17	.27	.04†	.17*	.24†
338	F13: Helpful Altruistic	.11*	.22	.05†	.07†	.30†
368	F13: Helpful Altruistic	.18	.35	.03†	.22	.50*
398	F13: Helpful Altruistic	.11*	.12*	.07†	.16*	.26†
189	F14: Worry	.06†	.25	.16*	.02†	.08†
219	F14: Worry	.15	.25	.25*	.04†	.02†
249	F14: Worry	.02†	.10†	.33	.07†	.11†
279	F14: Worry	.08*	.04†	.19*	.02†	.19†
309	F14: Worry	.04†	.09†	.31	.07†	.05†
339	F14: Worry	.10*	.06†	.28*	.08†	.07†
369	F14: Worry	.22	.03†	.33	.04†	.03†
399	F14: Worry	.26	.06†	.38	.14*	.25†
190	F15: Excitement Seeking	.25	.42	.25*	.03†	.30†
220	F15: Excitement Seeking	.28	.36	.26*	.01	.17†
250	F15: Excitement Seeking	.30	.26	.38	.02†	<.01†
280	F15: Excitement Seeking	.22	.31	.45	.01†	.14†
310	F15: Excitement Seeking	.24	.30	.24	.01†	.05†
340	F15: Excitement Seeking	.32	.36	.42	.08†	.07†
370	F15: Excitement Seeking	.47	.64	.31	.18*	.30†
400	F15: Excitement Seeking	.29	.38	.32	.07†	.02†
191	F16: Self-Discipline	.27	.09†	.02†	.11*	.01†
221	F16: Self-Discipline	.13	.07†	.09†	.09†	.12†
251	F16: Self-Discipline	.11*	.11†	.02†	.10†	.03†
281	F16: Self-Discipline	.09*	.10†	.01†	.09†	.05†
311	F16: Self-Discipline	.05†	.15*	.02†	.05†	.08†
341	F16: Self-Discipline	.07*	.23	.19*	.09†	.03†
371	F16: Self-Discipline	.03†	.07†	.05†	.05†	.18†
401	F16: Self-Discipline	.13	.20	.01†	.13*	.05†

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192	F17: Scientific Interest	.39	.22	.20*	.05†	.28†
222	F17: Scientific Interest	.57	.21	.11†	.09†	.01†
252	F17: Scientific Interest	.48	.16*	.19*	.07†	.12†
282	F17: Scientific Interest	.39	.11*	.08†	.02†	.02†
312	F17: Scientific Interest	.49	.21	.08†	.02†	.04†
342	F17: Scientific Interest	.43	.16*	.09†	.04†	.02†
372	F17: Scientific Interest	.43	.02†	.13†	.06†	.21†
402	F17: Scientific Interest	.77	.03†	.35	.09†	.12†
193	F18: Envious	.16	.65	.22*	.30	.13†
223	F18: Envious	.10*	.62	.12†	.29	.22†
253	F18: Envious	.21	.56	.03†	.28	.28†
283	F18: Envious	.20	.47	.12†	.22	.03†
313	F18: Envious	.19	.36	.01†	.17	.08†
343	F18: Envious	.21	.54	.00†	.32	.07†
373	F18: Envious	.26	.22	.01†	.22	.05†
403	F18: Envious	.26	.24	.04†	.17*	.17†
194	F19: Independent	.11*	.23	.17*	.06†	.02†
224	F19: Independent	.10*	.23	.19*	.02†	.14†
254	F19: Independent	.16	.12*	.02†	.05†	.29†
284	F19: Independent	.15	.18*	.02†	.12*	.12†
314	F19: Independent	.06†	.09†	.06†	.08†	.03†
344	F19: Independent	.02†	.23	.02†	.03†	.22†
374	F19: Independent	.18	.27	.17*	.03†	.01†
404	F19: Independent	.07	.19*	.20*	.00†	.16†
195	F20: Angry Hostility	.04†	.28	.06†	.07†	.10†
225	F20: Angry Hostility	.07*	.28	.14†	.03†	.42*
255	F20: Angry Hostility	.05†	.21	.28*	.00†	.24†
285	F20: Angry Hostility	.11	.17*	.15†	.08†	.08†
315	F20: Angry Hostility	.01†	.21	.13†	.03†	.04†
345	F20: Angry Hostility	.19	.14*	.24*	.02†	.22†
375	F20: Angry Hostility	.10	.16*	.01†	.18*	.11†
405	F20: Angry Hostility	.01†	.13*	.14†	.04†	.02†
196	F21: High-Intensity Pleasure	.12	.08†	.23*	.06†	.04†
226	F21: High-Intensity Pleasure	.13	.03†	.10†	.10†	.23†
256	F21: High-Intensity Pleasure	.09	.02†	.40	.03†	.09†
286	F21: High-Intensity Pleasure	.12	.07†	.31	.09†	.02†
316	F21: High-Intensity Pleasure	.13	.03†	.08†	.16*	.10†
346	F21: High-Intensity Pleasure	.33	.18*	.12†	.09†	.07†
376	F21: High-Intensity Pleasure	.02†	.28	.31	.24	.14†
406	F21: High-Intensity Pleasure	.01†	.11†	.11†	.05†	.03†
197	F22: Deliberation	.05†	.29	.17*	.06†	.32†
227	F22: Deliberation	.05†	.43	.21*	.21	.11†
257	F22: Deliberation	.22	.35	.24*	.10†	.22†
287	F22: Deliberation	.08*	.34	.24*	.18*	.16†

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317	F22: Deliberation	.09*	.30	.04†	.08†	.17†
347	F22: Deliberation	.09*	.36	.19*	.13*	.10†
377	F22: Deliberation	.02†	.36	.06†	.15*	.12†
407	F22: Deliberation	.12*	.27	.02†	.15*	.06†
198	F23: Cultured	.24	.47	.27*	.28	.13†
228	F23: Cultured	.24	.53	.22*	.26	.36
258	F23: Cultured	.33	.64	.30	.32	.22†
288	F23: Cultured	.27	.52	.27*	.37	.17†
318	F23: Cultured	.19	.47	.20*	.27	.19†
348	F23: Cultured	.36	.38	.19*	.27	.04†
378	F23: Cultured	.32	.67	.11†	.22	.17†
408	F23: Cultured	.82	.63	.44	.30	.03†
199	F24: Influence Tactics	.12*	.23	.06†	.01†	.17†
229	F24: Influence Tactics	.16	.03†	.10†	.07†	.12†
259	F24: Influence Tactics	.20	.01†	.13†	.02†	.15†
289	F24: Influence Tactics	.07†	.08†	.06†	.10†	.19†
319	F24: Influence Tactics	.09*	.06†	.02†	.10†	.02†
349	F24: Influence Tactics	.33	.23	.11†	.08†	.23†
379	F24: Influence Tactics	.02†	.25	.01†	.09†	.09†
409	F24: Influence Tactics	.07*	.20*	.07†	.01†	.10†
200	F25: Optimist	.02†	.13*	.13†	.08†	.01†
230	F25: Optimist	.05†	.32	.09†	.16*	.53*
260	F25: Optimist	.03†	.06†	.16*	.14*	.10†
290	F25: Optimist	.28	.29	.18*	.11*	.39†
320	F25: Optimist	.14	.28	.06†	.13*	.30†
350	F25: Optimist	.07†	.24	.06†	.08†	.54*
380	F25: Optimist	.12*	.22	.19*	.16*	.26†
410	F25: Optimist	.03†	.23	.14†	.02†	.23†
201	F26: Unconventional	.15	.47	.07†	.24	.06†
231	F26: Unconventional	.20	.33	.16*	.13*	.21†
261	F26: Unconventional	.29	.24	.10†	.08†	.46*
291	F26: Unconventional	.16	.50	.10†	.19*	.00†
321	F26: Unconventional	.04†	.09†	.23	.04†	.13†
351	F26: Unconventional	.23	.30	.06†	.10†	.04†
381	F26: Unconventional	.17	.25	.09†	.08†	.05†
411	F26: Unconventional	.17	.02†	.21	.04†	.02†
202	F27: Spontaneous-Variety	.07*	.07†	.10†	.05†	.05†
232	F27: Spontaneous-Variety	.03†	.11†	.02†	.08†	.06†
262	F27: Spontaneous-Variety	.03†	.24	.22	.05†	.15†
292	F27: Spontaneous-Variety	.30	.16*	.21	.03†	.03†
322	F27: Spontaneous-Variety	.01†	.03†	.07†	.08†	.17†
352	F27: Spontaneous-Variety	.12*	.08†	.08†	.01†	.16†
382	F27: Spontaneous-Variety	.12*	.12	.06†	.04†	.13†
412	F27: Spontaneous-Variety	.06†	.39	.23*	.11*	.01†

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203	F28: Activity	.34	.14*	.02†	.03†	.35*
233	F28: Activity	.26	.08†	.01†	.03†	.33†
263	F28: Activity	.24	.03†	.02†	.03†	.38*
293	F28: Activity	.09*	.13*	.02†	.05†	.19†
323	F28: Activity	.33	.31	.18*	.03†	.18†
353	F28: Activity	.23	.28	.15†	.05†	.01†
383	F28: Activity	.14	.02†	.13†	.20	.12†
413	F28: Activity	.31	.19*	.13†	.05†	.04†
204	F29: Well-Adjusted	.11*	.20	.02†	.05†	.30†
234	F29: Well-Adjusted	.02†	.12*	.05†	.05†	.15†
264	F29: Well-Adjusted	.07*	.13*	.07†	.04†	.26†
294	F29: Well-Adjusted	.09*	.07†	.00†	.12*	.18†
324	F29: Well-Adjusted	.12*	.11†	.04†	.13*	.05†
354	F29: Well-Adjusted	.14	.23	.15†	.19	.10†
384	F29: Well-Adjusted	.11*	.12*	.11†	.02†	.39*
414	F29: Well-Adjusted	.05†	.01†	.10†	.11*	.08†
205	F30: Imagination	.12*	.16*	.05†	.01†	.20†
235	F30: Imagination	.29	.08†	.19*	.06†	.05†
265	F30: Imagination	.04†	.10†	.04†	.09†	.15†
295	F30: Imagination	.31	.04†	.13†	.05†	.29†
325	F30: Imagination	.27	.23	.17*	.04†	.08†
355	F30: Imagination	.04†	.07†	.02†	.13*	.05†
385	F30: Imagination	.14	.07†	.03†	.02†	.11†
415	F30: Imagination	.05†	.07†	.01†	.11*	.10†

Note. N = 4,917.
All effect sizes are significant at the $p < .001$ level unless denoted as *$p < .05$ or †p = n.s.
(F/M) = Female/Male, (B/W) = Black/White, (A/W) = Asian/White, (WnH/WH) = White Non-Hispanic/White Hispanic, (BnH/BH) = Black Non-Hispanic/Black Hispanic.

Reserves

Item Number	Facet Number: Name	Cohen's *d*				
		F/M	B/W	A/W	WnH/WH	BnH/BH
176	F1: Team Player	.01†	.01†	.03†	.03†	.07†
206	F1: Team Player	.12*	.04†	.18†	.04†	.23†
236	F1: Team Player	.07†	.01†	.14†	.04†	.22†
266	F1: Team Player	.13*	.01†	.07†	.03†	.20†
296	F1: Team Player	.14*	.05†	.10†	.01†	.26†
326	F1: Team Player	.18*	.10†	.08†	.10†	.20†
356	F1: Team Player	.23	.22*	.01†	.02†	.24†
386	F1: Team Player	.08†	.25*	.04†	.02†	.31†

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177	F2: Stress Under Pressure	.28	<.01†	<.01†	.04†	.04†
207	F2: Stress Under Pressure	.91	.15*	.06†	.09†	.05†
237	F2: Stress Under Pressure	.16*	.01†	.03†	.13†	.25†
267	F2: Stress Under Pressure	.18*	.04†	.20†	.02†	.25†
297	F2: Stress Under Pressure	.13*	.14†	.10†	.09†	.35†
327	F2: Stress Under Pressure	.04†	.14*	.10†	.21*	.14†
357	F2: Stress Under Pressure	.11*	.06†	.21*	.06†	.09†
387	F2: Stress Under Pressure	.31	.08†	.10†	.09†	.09†
178	F3: Reserved	.04†	.07†	.10†	.11†	.09†
208	F3: Reserved	.21	.02†	.05†	.01†	.04†
238	F3: Reserved	.04†	.18*	.03†	.14†	.02†
268	F3: Reserved	.15*	.04†	.08†	.03†	.05†
298	F3: Reserved	.17*	.15*	.07†	.12†	.08†
328	F3: Reserved	.13*	.01†	.13†	.02†	.10†
358	F3: Reserved	.19	.08†	.10†	.03†	.28†
388	F3: Reserved	.04†	.04†	.12†	.03†	.33†
179	F4: Achievement Striving	.04†	.10†	.04†	.01†	.20†
209	F4: Achievement Striving	.11*	.07†	.06†	.03†	.04†
239	F4: Achievement Striving	.17*	.02†	.01†	.05†	.11†
269	F4: Achievement Striving	.15*	<.01†	.01†	<.01†	.17†
299	F4: Achievement Striving	.07†	.18*	.05†	.01†	.09†
329	F4: Achievement Striving	.14*	.11†	.10†	.06†	.17†
359	F4: Achievement Striving	<.01†	.25*	.18†	.17*	.05†
389	F4: Achievement Striving	.10†	.22*	.09†	.07†	.14†
180	F5: Creative	.04†	.22*	.04†	.10†	.05†
210	F5: Creative	.08†	.14†	.15†	.13†	.14†
240	F5: Creative	.20	.04†	.16†	.01†	.02†
270	F5: Creative	.11*	.26	.18†	.05†	.09†
300	F5: Creative	.28	<.01†	.30*	.04†	.03†
330	F5: Creative	.04†	.11†	.06†	.09†	.07†
360	F5: Creative	.03†	.24*	.05†	.14†	.23†
390	F5: Creative	.13*	.19*	.18†	.12†	.10†
181	F6: Interpersonal Tactics	.31	.19*	.24*	.12†	.11†
211	F6: Interpersonal Tactics	.37	.14†	.02†	.11†	.08†
241	F6: Interpersonal Tactics	.33	.08*	.06†	.07†	.16†
271	F6: Interpersonal Tactics	.34	.18*	.11†	.07†	.19†
301	F6: Interpersonal Tactics	.33	.03†	.02†	.15†	.27†
331	F6: Interpersonal Tactics	.20	.05†	.32*	.06†	.03†
361	F6: Interpersonal Tactics	.20	.08†	.05†	.10†	.34†
391	F6: Interpersonal Tactics	.30	.21*	.09†	.11†	<.01†
182	F7: Pleasant	.11*	.21*	.11†	.12†	.09†
212	F7: Pleasant	.24	.29	.03†	.06†	.13†
242	F7: Pleasant	.17*	.17*	.11†	.10†	.09†
272	F7: Pleasant	.14*	.19*	.10†	.08†	.09†

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302	F7: Pleasant	.14*	.06†	.10†	.04†	.22†
332	F7: Pleasant	.08†	.13†	.11†	.15†	.13†
362	F7: Pleasant	.07†	.07†	.05†	.03†	.10†
392	F7: Pleasant	.23	.21*	.14†	.16†	.08†
183	F8: Temperamental	<.01†	.22*	.01†	.12†	.11†
213	F8: Temperamental	.01†	.30	.01†	.27	.04†
243	F8: Temperamental	.01†	.27	.06†	.12†	.07†
273	F8: Temperamental	.07†	.15*	.01†	.19*	.18†
303	F8: Temperamental	.06†	.13†	.03†	.11†	.06†
333	F8: Temperamental	.03†	.02†	.02†	.13†	.18†
363	F8: Temperamental	.04†	.18*	.11†	.11†	.34†
393	F8: Temperamental	.04†	.13†	.08†	.20*	.05†
184	F9: Dominance-Leader	.01†	.10†	.14†	.02†	.10†
214	F9: Dominance-Leader	.14*	.27	.06†	.06†	.23†
244	F9: Dominance-Leader	.01†	.01†	.05†	.02†	.17†
274	F9: Dominance-Leader	.07†	.32	.03†	<.01†	.11†
304	F9: Dominance-Leader	.01†	.16*	.15†	.07†	.06†
334	F9: Dominance-Leader	.08†	.08†	.20†	<.01†	.08†
364	F9: Dominance-Leader	.10†	.19*	.06†	.07†	.34†
394	F9: Dominance-Leader	.20	.13†	.06†	.05†	.07†
185	F10: Order	.18*	.33	.21*	.02†	.06†
215	F10: Order	.19	.33	.21*	.13†	.07†
245	F10: Order	.22	.40	.24*	.10†	.06†
275	F10: Order	.17*	.34	.17†	.08†	.19†
305	F10: Order	.15*	.37	.21*	.19*	.04†
335	F10: Order	.16*	.09†	.13†	.06†	.09†
365	F10: Order	.16*	.15*	.11†	.04†	.31†
395	F10: Order	.19	.30	.14†	.07†	.12†
186	F11: Reflective	.17*	.25*	.19†	.03†	.07†
216	F11: Reflective	.01†	.27	.16†	.06†	.45*
246	F11: Reflective	<.01†	.18*	.04†	.04†	.11†
276	F11: Reflective	.05†	.38	.19†	.07†	.30†
306	F11: Reflective	.18*	.01†	.05†	<.01†	.02†
336	F11: Reflective	.17*	.14†	.11†	.07†	.18†
366	F11: Reflective	.16*	.44	.31*	.09†	.23†
396	F11: Reflective	.23	.32	.03†	.10†	.18†
187	F12: Cynical View	.21	.05†	.02†	.10†	.07†
217	F12: Cynical View	.20	.01†	.25*	.15†	.11†
247	F12: Cynical View	.13*	.06†	.07†	.04†	.07†
277	F12: Cynical View	.11*	.01†	.07†	.08†	.06†
307	F12: Cynical View	.16*	.13†	<.01†	.08†	.18†
337	F12: Cynical View	<.01†	.25*	.14†	.12†	.09†
367	F12: Cynical View	.19	.05†	.10†	.14†	.10†
397	F12: Cynical View	.17*	.31	.05†	.05†	.04†

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188	F13: Helpful Altruistic	.14*	.20*	.14†	.06†	.23†
218	F13: Helpful Altruistic	.14*	.23*	.22*	.14†	.03†
248	F13: Helpful Altruistic	.15*	.19*	.08†	.20*	.07†
278	F13: Helpful Altruistic	.29	.19*	.08†	.02†	.07†
308	F13: Helpful Altruistic	.17*	.37	.32*	.16*	.25†
338	F13: Helpful Altruistic	.12*	.20*	.25*	.05†	.08†
368	F13: Helpful Altruistic	.25	.35	.13†	.15†	.08†
398	F13: Helpful Altruistic	.18	.23*	.03†	.04†	.08†
189	F14: Worry	.04†	.18*	.26*	.05†	.23†
219	F14: Worry	.14*	.27	.20†	<.01†	.04†
249	F14: Worry	.04†	.17*	.33*	.12†	.12†
279	F14: Worry	.03†	.05†	.21*	.14†	.03†
309	F14: Worry	.06†	.18*	.33*	.03†	.20†
339	F14: Worry	.02†	.13†	.33*	.08†	.04†
369	F14: Worry	.14*	.02†	.19†	<.01†	.27†
399	F14: Worry	.10*	.10†	.12†	.20*	.07†
190	F15: Excitement Seeking	.33	.34	.08†	.05†	.32†
220	F15: Excitement Seeking	.30	.32	.11†	.02†	.25†
250	F15: Excitement Seeking	.31	.30	.05†	.03†	.03†
280	F15: Excitement Seeking	.33	.37	.05†	.01†	.03†
310	F15: Excitement Seeking	.34	.32	<.01†	.03†	.05†
340	F15: Excitement Seeking	.37	.27	.02†	.06†	.02†
370	F15: Excitement Seeking	.50	.55	.10†	.06†	.37†
400	F15: Excitement Seeking	.40	.30	.07†	.06†	.16†
191	F16: Self-Discipline	.19	.06†	.06†	.11†	.04†
221	F16: Self-Discipline	.15*	.07†	.10†	.11†	.33†
251	F16: Self-Discipline	.10*	.20*	.12†	.16*	.18†
281	F16: Self-Discipline	.14*	.03†	.03†	.13†	.07†
311	F16: Self-Discipline	.03†	.09†	.03†	.12†	.05†
341	F16: Self-Discipline	.01†	.38	.17†	.04†	.27†
371	F16: Self-Discipline	.13†	.21*	.01†	.05†	.36†
401	F16: Self-Discipline	.16*	.31	.13†	.08†	.24†
192	F17: Scientific Interest	.37	.29	.10†	.21*	.42*
222	F17: Scientific Interest	.50	.30	.05†	.19*	.44*
252	F17: Scientific Interest	.48	.29	.13†	.17*	.59*
282	F17: Scientific Interest	.39	.15*	.24*	.12†	.29†
312	F17: Scientific Interest	.48	.27	.10†	.17*	.52*
342	F17: Scientific Interest	.39	.20*	.08†	.22*	.47*
372	F17: Scientific Interest	.43	.07†	.13†	.18*	.46*
402	F17: Scientific Interest	.82	.02†	.28*	.16*	.21†
193	F18: Envious	.26	.64	.09†	.27	.56*
223	F18: Envious	.23	.56	.06†	.26*	.32†
253	F18: Envious	.32	.51	.06†	.25*	.15†
283	F18: Envious	.29	.39	.03†	.21*	.08†

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313	F18: Envious	.35	.35	.06†	.16*	.04†
343	F18: Envious	.33	.49	<.01†	.38	.11†
373	F18: Envious	.31	.24*	.11†	.15†	.35†
403	F18: Envious	.28	.23*	.08†	.25*	.19†
194	F19: Independent	.02†	.04†	.01†	.03†	.04†
224	F19: Independent	.03†	.03†	.10†	.08†	.17†
254	F19: Independent	.21	.30	.02†	.15†	.02†
284	F19: Independent	.11*	.40	.06†	.09†	.09†
314	F19: Independent	.09†	.19*	.04†	. 01†	.13†
344	F19: Independent	.02†	.12†	.07†	.13†	.40†
374	F19: Independent	.14*	.05†	.23*	.03†	.08†
404	F19: Independent	.02†	.10†	.23*	.08†	.29†
195	F20: Angry Hostility	.15*	.31	.07†	.01†	.14†
225	F20: Angry Hostility	.11*	.29	.05†	.07†	.27†
255	F20: Angry Hostility	.12*	.05†	.37	.09†	.05†
285	F20: Angry Hostility	.12*	.07†	.03†	.03†	<.01†
315	F20: Angry Hostility	.09†	.09†	.06†	.16*	.14†
345	F20: Angry Hostility	.15*	.11†	.03†	.14†	.03†
375	F20: Angry Hostility	.19	.22*	.10†	.21*	.01†
405	F20: Angry Hostility	.04†	.04†	.13†	.08†	.06†
196	F21: High-Intensity Pleasure	.11*	.02†	.13†	.12†	.59*
226	F21: High-Intensity Pleasure	.03†	.08†	.05†	.14†	.30†
256	F21: High-Intensity Pleasure	.05†	.07†	.30*	.12†	.32†
286	F21: High-Intensity Pleasure	.18*	.01†	.06†	.08†	.26†
316	F21: High-Intensity Pleasure	.05†	.07†	.13†	.10†	.24†
346	F21: High-Intensity Pleasure	.32	.12†	.02†	.04†	.25†
376	F21: High-Intensity Pleasure	.04*	.21*	.25*	.24*	.26†
406	F21: High-Intensity Pleasure	.09†	.11†	.11†	.13†	.22†
197	F22: Deliberation	.08†	.30	.01†	.06†	.07†
227	F22: Deliberation	.02†	.37	.16†	.28	.05†
257	F22: Deliberation	.24	.23*	.05†	.08†	.06†
287	F22: Deliberation	.09†	.27	.18†	<.01†	.07†
317	F22: Deliberation	.08†	.25	.07†	.03†	.05†
347	F22: Deliberation	.02†	.27	.06†	.17*	.04†
377	F22: Deliberation	.11*	.40	.07†	.12†	.08†
407	F22: Deliberation	.15*	.27	.07†	<.01†	.05†
198	F23: Cultured	.25	.40	.18†	.28	.21†
228	F23: Cultured	.26	.47	.22*	.31	.05†
258	F23: Cultured	.37	.48	.28*	.27*	.06†
288	F23: Cultured	.29	.46	.12†	.18*	.33†
318	F23: Cultured	.21	.41	.09†	.21*	.28†
348	F23: Cultured	.28	.45	.06†	.19*	.28†
378	F23: Cultured	.34	.70	.10†	.23*	.01†
408	F23: Cultured	.81	.76	.36*	.32	.38†

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199	F24: Influence Tactics	.13*	.20*	.11†	.07†	.02†
229	F24: Influence Tactics	.12*	.10†	.12†	.05†	.12†
259	F24: Influence Tactics	.29	.07†	.19†	.04†	.04†
289	F24: Influence Tactics	.10†	.17*	.09†	.06†	.01†
319	F24: Influence Tactics	.06†	.09†	.05†	.04†	.07†
349	F24: Influence Tactics	.43	.27	.11†	.12†	.06†
379	F24: Influence Tactics	.01†	.27	.27*	.10†	.08†
409	F24: Influence Tactics	.18*	.20*	.09†	.14†	.12†
200	F25: Optimist	.09	.16*	.06†	.06†	.20†
230	F25: Optimist	.03†	.12†	.21*	.08†	.01†
260	F25: Optimist	.10†	.02†	.02†	.07†	.03†
290	F25: Optimist	.32	.19*	.01†	.10†	.02†
320	F25: Optimist	.19	.31*	.16†	.12†	.06†
350	F25: Optimist	.14*	.08†	.03†	.04†	<.01†
380	F25: Optimist	.20	.19*	.06†	.08†	.16†
410	F25: Optimist	.12*	.03†	.04†	.12†	.12†
201	F26: Unconventional	.17*	.48	.11†	.21*	.02†
231	F26: Unconventional	.23	.33	.07†	.15†	.20†
261	F26: Unconventional	.36	.13†	.13†	<.01†	.24†
291	F26: Unconventional	.20	.46	<.01†	.19*	.17†
321	F26: Unconventional	.04†	<.01†	.15†	.05†	.09†
351	F26: Unconventional	.22	.22*	.07†	.08†	<.01†
381	F26: Unconventional	.22	.26	.09†	.04†	.33†
411	F26: Unconventional	.19	.01†	.27*	.05†	.05†
202	F27: Spontaneous-Variety	<.01†	.01†	.23*	.04†	.11†
232	F27: Spontaneous-Variety	.05†	.10†	.11†	.01†	.24†
262	F27: Spontaneous-Variety	.12*	.30	.14†	.04†	.10†
292	F27: Spontaneous-Variety	.30	.04†	.08†	.03†	.17†
322	F27: Spontaneous-Variety	.05†	.01†	.06†	.05†	.05†
352	F27: Spontaneous-Variety	.14*	.24*	.15†	.10†	.25†
382	F27: Spontaneous-Variety	.13*	.02†	.09†	.17*	.04†
412	F27: Spontaneous-Variety	.03†	.51	.03†	.03†	.10†
203	F28: Activity	.29	.15*	.03†	.08†	.21†
233	F28: Activity	.20	.06†	.11†	.03†	.33†
263	F28: Activity	.17*	.05†	.03†	.01†	.33†
293	F28: Activity	.06†	.09†	.21*	<.01†	.04†
323	F28: Activity	.25	.14†	.13†	.21*	.27†
353	F28: Activity	.18*	.21*	.03†	.22*	.26†
383	F28: Activity	.12*	.11†	.21*	.11†	.25†
413	F28: Activity	.30	.08†	.06†	.05†	.19†
204	F29: Well-Adjusted	.22	.05†	.27*	.06†	.05†
234	F29: Well-Adjusted	.09†	.01†	.13†	.01†	.03†
264	F29: Well-Adjusted	.08†	.23*	.02†	.05†	.14†
294	F29: Well-Adjusted	.03†	.02†	.03†	.08†	.16†

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324	F29: Well-Adjusted	.14*	.21*	.05†	.10†	.19†
354	F29: Well-Adjusted	.14*	.27	.43	.12†	.09†
384	F29: Well-Adjusted	.03†	.06†	.01†	.07†	<.01†
414	F29: Well-Adjusted	.10†	.11†	.07†	.05†	.07†
205	F30: Imagination	.02†	.11†	.10†	.02†	.07†
235	F30: Imagination	.21	.05†	.04†	.10†	.05†
265	F30: Imagination	.04†	.04†	.17†	.10†	.10†
295	F30: Imagination	.26	.06†	.05†	.11†	.11†
325	F30: Imagination	.22	<.01†	.04†	.01†	.06†
355	F30: Imagination	.01†	.10†	.07†	.11†	.32†
385	F30: Imagination	.07†	.01†	.20†	.12†	.01†
415	F30: Imagination	.06†	.05†	.05†	.07†	.14†

Note. $N = 4{,}917$.
All effect sizes are significant at the $p < .001$ level unless denoted as $^{*}p < .05$ or $^{\dagger}p$ = n.s.
(F/M) = Female/Male, (B/W) = Black/White, (A/W) = Asian/White, (WnH/WH) = White Non-Hispanic/White Hispanic, (BnH/BH) = Black Non-Hispanic/Black Hispanic.

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APPENDIX I: Item-Level Inter-Correlations by Accession Source

OTS-CIV

Facet Name: Domain	Item Inter-correlations							
	Item #	176	206	236	266	296	326	356	386
Team Player: A	176								
	206	.55							
	236	.51	.57						
	266	.56	.59	.60					
	296	.39	.45	.43	.45				
	326	.42	.47	.44	.49	.39			
	356	.34	.42	.42	.43	.38	.45		
	386	.28*	.33	.34	.36	.32	.34	.36	
	Item #	177	207	237	267	297	327	357	387
Stress Under Pressure: A	177								
	207	.46							
	237	.50	.46						
	267	.51	.38	.48					
	297	.43	.40	.46	.39				
	327	.45	.37	.50	.44	.49			
	357	.42	.45	.46	.40	.50	.47		
	387	.48	.36	.45	.54	.39	.39	.36	
	Item #	178	208	238	268	298	328	358	388
Reserved: E	178								
	208	.65							
	238	.66	.69						
	268	.60	.64	.63					
	298	.62	.68	.68	.71				
	328	.49	.57	.52	.54	.57			
	358	.48	.57	.51	.56	.58	.80**		
	388	.39	.41	.42	.44	.43	.35	.35	
	Item #	179	209	239	269	299	329	359	389
Achievement Striving: C	179								
	209	.47							
	239	.52	.52						
	269	.54	.42	.49					
	299	.42	.45	.48	.41				
	329	.44	.44	.52	.44	.48			

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	359	.42	.42	.46	.39	.57	.56		
	389	.43	.44	.47	.40	.50	.53	.56	
Creative: O	Item #	180	210	240	270	300	330	360	390
	180								
	210	.59							
	240	.59	.72						
	270	.48	.41	.43					
	300	.24*	.30	.31	.18*				
	330	.35	.39	.42	.28*	.32			
	360	.53	.49	.50	.72	.24*	.36		
	390	.59	.67	.70	.57	.30	.41	.66	
Interpersonal Tactics: M	Item #	181	211	241	271	301	331	361	391
	181								
	211	.46							
	241	.39	.42						
	271	.34	.42	.37					
	301	.50	.51	.45	.47				
	331	.33	.31	.39	.32	.42			
	361	.30	.32	.33	.44	.39	.29		
	391	.36	.43	.40	.67	.52	.35	.54	
Pleasant: A	Item #	182	212	242	272	302	332	362	392
	182								
	212	.60							
	242	.68	.70						
	272	.57	.66	.66					
	302	.50	.59	.59	.63				
	332	.45	.54	.52	.58	.56			
	362	.34	.39	.42	.38	.40	.35		
	392	.51	.53	.57	.54	.51	.47	.39	
Temperamental: N	Item #	183	213	243	273	303	333	363	393
	183								
	213	.42							
	243	.50	.65						
	273	.47	.39	.48					
	303	.51	.40	.52	.63				
	333	.43	.36	.44	.56	.58			
	363	.46	.60	.66	.47	.51	.47		
	393	.39	.34	.43	.50	.50	.51	.46	

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Dominance-Leader: E	Item #	184	214	244	274	304	334	364	394
	184								
	214	.60							
	244	.54	.47						
	274	.58	.66	.53					
	304	.63	.64	.53	.69				
	334	.44	.35	.61	.45	.41			
	364	.54	.74	.40	.62	.60	.31		
	394	.33	.26*	.41	.33	.32	.49	.26*	
Order: C	Item #	185	215	245	275	305	335	365	395
	185								
	215	.90**							
	245	.73	.74						
	275	.68	.69	.65					
	305	.45	.45	.42	.46				
	335	.46	.46	.50	.47	.26*			
	365	.56	.57	.58	.48	.28*	.43		
	395	.68	.68	.68	.57	.37	.47	.68	
Reflective: O	Item #	186	216	246	276	306	336	366	396
	186								
	216	.34							
	246	.41	.45						
	276	.44	.43	.44					
	306	.27*	.21*	.32	.27*				
	336	.30	.37	.39	.50	.26*			
	366	.33	.30	.27*	.60	.16*	.34		
	396	.39	.42	.36	.33	.17*	.26*	.30	
Cynical View: M	Item #	187	217	247	277	307	337	367	397
	187								
	217	.43							
	247	.53	.59						
	277	.34	.45	.47					
	307	.55	.48	.66	.46				
	337	.32	.43	.42	.56	.41			
	367	.30	.47	.40	.38	.34	.39		
	397	.38	.50	.50	.47	.46	.45	.51	
Helpful Altruistic: A	Item #	188	218	248	278	308	338	368	398
	188								

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	218	.45							
	248	.54	.45						
	278	.57	.42	.59					
	308	.48	.54	.51	.55				
	338	.45	.38	.50	.53	.47			
	368	.55	.42	.53	.62	.55	.54		
	398	.43	.33	.42	.51	.44	.44	.55	
Worry: N	Item #	189	219	249	279	309	339	369	399
	189								
	219	.72							
	249	.54	.53						
	279	.58	.59	.63					
	309	.51	.50	.59	.55				
	339	.52	.54	.65	.70	.58			
	369	.53	.53	.57	.57	.60	.62		
	399	.47	.48	.53	.52	.55	.60	.73	
Excitement Seeking: E	Item #	190	220	250	280	310	340	370	400
	190								
	220	.80							
	250	.61	.65						
	280	.56	.58	.57					
	310	.59	.59	.58	.79				
	340	.61	.64	.75	.63	.66			
	370	.43	.45	.50	.35	.41	.55		
	400	.49	.50	.62	.48	.52	.70	.58	
Self-Discipline: C	Item #	191	221	251	281	311	341	371	401
	191								
	221	.66							
	251	.55	.57						
	281	.50	.53	.59					
	311	.50	.52	.60	.56				
	341	.37	.42	.40	.42	.44			
	371	.37	.38	.44	.41	.52	.40		
	401	.39	.43	.43	.44	.50	.50	.49	
Scientific Interest: O	Item #	192	222	252	282	312	342	372	402
	192								
	222	.70							
	252	.71	.77						

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	282	.72	.70	.73					
	312	.75	.71	.71	.74				
	342	.62	.71	.69	.69	.69			
	372	.61	.56	.62	.63	.61	.54		
	402	.49	.55	.61	.54	.51	.49	.50	
Envious: M	Item #	193	223	253	283	313	343	373	403
	193								
	223	.83**							
	253	.70	.74						
	283	.58	.62	.68					
	313	.51	.55	.56	.57				
	343	.63	.66	.71	.64	.58			
	373	.42	.45	.48	.48	.43	.50		
	403	.48	.50	.51	.47	.44	.55	.50	
Independent: M	Item #	194	224	254	284	314	344	374	404
	194								
	224	.76							
	254	.36	.38						
	284	.37	.41	.29*					
	314	.42	.45	.30	.42				
	344	.44	.45	.41	.30	.39			
	374	.28*	.28*	.29*	.52*	.25*	.32		
	404	.32	.32	.27*	.29*	.29*	.36	.35	
Angry Hostility: N	Item #	195	225	255	285	315	345	375	405
	195								
	225	.73							
	255	.64	.67						
	285	.67	.73	.68					
	315	.63	.70	.66	.75				
	345	.44	.45	.42	.42	.45			
	375	.52	.57	.52	.63	.64	.38		
	405	.45	.47	.45	.49	.52	.42	.53	
High-Intensity Pleasure: E	Item #	196	226	256	286	316	346	376	406
	196								
	226	.65							
	256	.73	.62						
	286	.59	.57	.57					
	316	.51	.62	.46	.60				

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	346	.49	.71	.48	.47	.52			
	376	.39	.45	.38	.40	.52	.41		
	406	.52	.47	.60	.47	.42	.38	.34	
Deliberation: C	Item #	197	227	257	287	317	347	377	407
	197								
	227	.56							
	257	.52	.53						
	287	.58	.60	.58					
	317	.59	.53	.60	.62				
	347	.56	.68	.59	.68	.63			
	377	.49	.47	.45	.50	.54	.52		
	407	.48	.46	.47	.51	.54	.51	.47	
Cultured: O	Item #	198	228	258	288	318	348	378	408
	198								
	228	.73							
	258	.66	.63						
	288	.64	.66	.58					
	318	.72	.70	.60	.68				
	348	.53	.54	.51	.57	.55			
	378	.48	.52	.46	.56	.49	.51		
	408	.45	.48	.48	.51	.45	.60	.48	
Influence Tactics: M	Item #	199	229	259	289	319	349	379	409
	199								
	229	.55							
	259	.47	.69						
	289	.58	.61	.56					
	319	.43	.51	.45	.53				
	349	.14*	.27*	.37	.24*	.20*			
	379	.41	.38	.32	.47	.42	.07*		
	409	.10*	.21*	.24*	.17*	.15*	.35	.05*	
Optimist: A	Item #	200	230	260	290	320	350	380	410
	200								
	230	.30							
	260	.41	.50						
	290	.32	.43	.46					
	320	.34	.46	.58	.47				
	350	.30	.49	.54	.44	.63			
	380	.29*	.47	.55	.60	.57	.52		

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	410	.27*	.42	.49	.38	.55	.60	.46	
Unconventional: C	Item #	201	231	261	291	321	351	381	411
	201								
	231	.50							
	261	.34	.43						
	291	.78	.54	.39					
	321	.34	.42	.38	.37				
	351	.47	.55	.47	.52	.53			
	381	.29*	.39	.37	.31	.43	.46		
	411	.19*	.28*	.51	.24*	.32	.37	.31	
Spontaneous-Variety: E	Item #	202	232	262	292	322	352	382	412
	202								
	232	.66							
	262	.44	.44						
	292	.29*	.34	.32					
	322	.54	.71	.40	.40				
	352	.23*	.20*	.28*	.24*	.19*			
	382	.21*	.21*	.25*	.15*	.21*	.19*		
	412	.26*	.31	.35	.25*	.30	.24*	.14*	
Activity: E	Item #	203	233	263	293	323	353	383	413
	203								
	233	.75							
	263	.71	.75						
	293	.38	.41	.45					
	323	.18*	.19*	.22*	.35				
	353	.19*	.18*	.23*	.34	.73			
	383	.31	.33	.37	.53	.28*	.26*		
	413	.29*	.31	.33	.54	.35	.33	.51	
Well-Adjusted: A	Item #	204	234	264	294	324	354	384	414
	204								
	234	.59							
	264	.41	.43						
	294	.47	.40	.35					
	324	.42	.34	.33	.60				
	354	.41	.48	.29*	.25*	.21*			
	384	.35	.30	.28*	.53	.48	.21*		
	414	.42	.35	.34	.63	.70	.20*	.53	
Imagination: O	Item #	205	235	265	295	325	355	385	415

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	205							
	235	.44						
	265	.40	.61					
	295	.33	.65	.57				
	325	.50	.37	.31	.31			
	355	.30	.44	.59	.45	.21*		
	385	.34	.51	.57	.49	.30	.53	
	415	.30	.43	.53	.40	.23*	.45	.44

Note. $N = 8{,}808$. *$r < .30$, **$r > .80$.

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Facet Name: Domain	Item Inter-correlations							
Team Player: A	Item #	176	206	236	266	296	326	356	386
	176								
	206	.50							
	236	.48	.53						
	266	.54	.55	.57					
	296	.37	.42	.42	.42				
	326	.39	.41	.41	.46	.37			
	356	.31	.37	.36	.38	.35	.44		
	386	.31	.34	.36	.37	.34	.37	.38	
Stress Under Pressure: A	Item #	177	207	237	267	297	327	357	387
	177								
	207	.47							
	237	.49	.44						
	267	.50	.38	.47					
	297	.39	.39	.45	.37				
	327	.44	.35	.48	.43	.44			
	357	.42	.44	.46	.37	.50	.43		
	387	.47	.35	.42	.54	.36	.37	.33	
Reserved: E	Item #	178	208	238	268	298	328	358	388
	178								
	208	.61							
	238	.64	.66						
	268	.58	.60	.60					
	298	.61	.64	.66	.69				
	328	.46	.55	.50	.53	.53			
	358	.47	.55	.50	.55	.55	.79		
	388	.37	.37	.39	.42	.41	.34	.34	
Achievement Striving: C	Item #	179	209	239	269	299	329	359	389
	179								
	209	.46							
	239	.48	.52						
	269	.54	.44	.48					
	299	.38	.43	.43	.37				
	329	.40	.42	.48	.41	.47			
	359	.36	.40	.42	.36	.56	.54		

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	389	.37	.41	.44	.36	.47	.55	.54	
Creative: O	Item #	180	210	240	270	300	330	360	390
	180								
	210	.64							
	240	.64	.72						
	270	.51	.46	.49					
	300	.23*	.27*	.28*	.18*				
	330	.35	.38	.40	.28*	.32			
	360	.57	.52	.56	.73	.23*	.36		
	390	.64	.67	.72	.60	.26*	.40	.70	
Interpersonal Tactics: M	Item #	181	211	241	271	301	331	361	391
	181								
	211	.46							
	241	.40	.44						
	271	.36	.42	.41					
	301	.53	.53	.50	.50				
	331	.31	.33	.41	.37	.44			
	361	.32	.34	.36	.46	.42	.32		
	391	.40	.44	.43	.67	.53	.39	.55	
Pleasant: A	Item #	182	212	242	272	302	332	362	392
	182								
	212	.59							
	242	.66	.70						
	272	.58	.67	.68					
	302	.51	.57	.58	.64				
	332	.44	.52	.50	.59	.56			
	362	.37	.42	.45	.43	.44	.38		
	392	.51	.53	.57	.56	.52	.48	.42	
Temperamental: N	Item #	183	213	243	273	303	333	363	393
	183								
	213	.40							
	243	.47	.66						
	273	.46	.37	.47					
	303	.50	.38	.50	.66				
	333	.43	.33	.43	.58	.61			
	363	.44	.59	.66	.47	.50	.45		
	393	.36	.28*	.39	.50	.52	.49	.44	
Dominance-Leader: E	Item #	184	214	244	274	304	334	364	394

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	184								
	214	.57							
	244	.57	.45						
	274	.57	.65	.52					
	304	.62	.64	.55	.70				
	334	.46	.37	.64	.47	.47			
	364	.48	.68	.36	.56	.56	.29*		
	394	.36	.27*	.46	.34	.35	.52	.23*	
Order: C	Item #	185	215	245	275	305	335	365	395
	185								
	215	.89*							
	245	.75	.77						
	275	.70	.74	.70					
	305	.46	.48	.46	.49				
	335	.45	.47	.50	.49	.30			
	365	.54	.54	.54	.46	.27*	.39		
	395	.65	.67	.68	.58	.38	.44	.65	
Reflective: O	Item #	186	216	246	276	306	336	366	396
	186								
	216	.36							
	246	.38	.44						
	276	.46	.44	.43					
	306	.25*	.22*	.32	.28*				
	336	.31	.34	.38	.48	.28*			
	366	.33	.31	.28*	.61	.16*	.33		
	396	.35	.39	.33	.32	.14*	.22*	.28*	
Cynical View: M	Item #	187	217	247	277	307	337	367	397
	187								
	217	.43							
	247	.51	.59						
	277	.35	.46	.46					
	307	.54	.50	.68	.47				
	337	.32	.42	.42	.56	.43			
	367	.31	.47	.41	.41	.38	.41		
	397	.38	.50	.50	.47	.49	.46	.54	
Helpful Altruistic: A	Item #	188	218	248	278	308	338	368	398
	188								
	218	.44							

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	248	.55	.45						
	278	.59	.43	.62					
	308	.51	.54	.53	.56				
	338	.47	.39	.52	.56	.51			
	368	.56	.46	.55	.62	.58	.56		
	398	.44	.33	.44	.52	.46	.48	.58	
Worry: N	Item #	189	219	249	279	309	339	369	399
	189								
	219	.70							
	249	.51	.52						
	279	.56	.59	.62					
	309	.50	.50	.57	.56				
	339	.49	.50	.62	.67	.56			
	369	.51	.51	.57	.56	.58	.62		
	399	.45	.45	.52	.51	.53	.58	.72	
Excitement Seeking: E	Item #	190	220	250	280	310	340	370	400
	190								
	220	.82**							
	250	.67	.70						
	280	.57	.59	.62					
	310	.63	.63	.64	.81**				
	340	.66	.69	.79	.67	.72			
	370	.51	.52	.58	.42	.50	.64		
	400	.54	.56	.67	.53	.60	.73	.63	
Self-Discipline: C	Item #	191	221	251	281	311	341	371	401
	191								
	221	.68							
	251	.56	.57						
	281	.48	.50	.58					
	311	.48	.48	.58	.54				
	341	.35	.36	.38	.40	.42			
	371	.34	.35	.41	.39	.50	.41		
	401	.35	.34	.38	.38	.47	.46	.48	
Scientific Interest: O	Item #	192	222	252	282	312	342	372	402
	192								
	222	.73							
	252	.76	.80						
	282	.74	.72	.76					

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	312	.77	.74	.76	.77				
	342	.68	.75	.73	.71	.73			
	372	.66	.60	.67	.67	.67	.59		
	402	.53	.59	.65	.58	.57	.55	.56	
Envious: M	Item #	193	223	253	283	313	343	373	403
	193								
	223	.73							
	253	.76	.80**						
	283	.74	.72	.76					
	313	.77	.74	.76	.77				
	343	.68	.75	.73	.71	.73			
	373	.66	.60	.67	.67	.67	.59		
	403	.53	.59	.65	.58	.57	.55	.56	
Independent: M	Item #	194	224	254	284	314	344	374	404
	194								
	224	.78							
	254	.40	.41						
	284	.40	.44	.37					
	314	.41	.44	.35	.47				
	344	.47	.49	.45	.35	.41			
	374	.31	.33	.33	.29*	.29*	.35		
	404	.35	.36	.31	.37	.34	.42	.37	
Angry Hostility: N	Item #	195	225	255	285	315	345	375	405
	195								
	225	.73							
	255	.63	.65						
	285	.66	.69	.69					
	315	.65	.69	.69	.77				
	345	.45	.43	.42	.41	.46			
	375	.51	.53	.52	.65	.65	.36		
	405	.43	.44	.45	.49	.52	.43	.49	
High-Intensity Pleasure: E	Item #	196	226	256	286	316	346	376	406
	196								
	226	.67							
	256	.74	.64						
	286	.58	.58	.59					
	316	.49	.60	.44	.58				
	346	.50	.70	.50	.49	.54			

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	376	.41	.49	.38	.43	.53	.44		
	406	.49	.45	.58	.46	.37	.36	.31	
Deliberation: C	Item #	197	227	257	287	317	347	377	407
	197								
	227	.58							
	257	.52	.55						
	287	.59	.60	.59					
	317	.57	.54	.59	.63				
	347	.56	.66	.60	.68	.63			
	377	.46	.47	.44	.48	.52	.51		
	407	.48	.46	.45	.50	.52	.51	.45	
Cultured: O	Item #	198	228	258	288	318	348	378	408
	198								
	228	.76							
	258	.69	.68						
	288	.67	.70	.62					
	318	.73	.71	.65	.71				
	348	.55	.55	.52	.61	.58			
	378	.51	.55	.47	.57	.51	.53		
	408	.44	.47	.45	.52	.45	.62	.52	
Influence Tactics: M	Item #	199	229	259	289	319	349	379	409
	199								
	229	.53							
	259	.48	.71						
	289	.56	.59	.56					
	319	.41	.50	.46	.52				
	349	.17*	.32	.41	.25*	.22*			
	379	.39	.35	.30	.45	.41	.07*		
	409	.07*	.20*	.24*	.14*	.14*	.40	.03*	
Optimist: A	Item #	200	230	260	290	320	350	380	410
	200								
	230	.31							
	260	.44	.48						
	290	.33	.44	.49					
	320	.34	.45	.58	.48				
	350	.31	.46	.55	.47	.62			
	380	.29*	.44	.54	.62	.55	.53		
	410	.28*	.41	.50	.39	.53	.61	.45	

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Unconventional: C	Item #	201	231	261	291	321	351	381	411
	201								
	231	.54							
	261	.35	.45						
	291	.79	.58	.39					
	321	.37	.45	.39	.39				
	351	.53	.59	.46	.57	.55			
	381	.32	.39	.41	.32	.43	.46		
	411	.25*	.32	.54	.27*	.37	.39	.35	
Spontaneous-Variety: E	Item #	202	232	262	292	322	352	382	412
	202								
	232	.64							
	262	.42	.41						
	292	.33	.35	.33					
	322	.53	.71	.39	.41				
	352	.26*	.21*	.29*	.26*	.22*			
	382	.24*	.23*	.25*	.19*	.24*	.20*		
	412	.23*	.29*	.31	.24*	.29*	.20*	.14*	
Activity: E	Item #	203	233	263	293	323	353	383	413
	203								
	233	.72							
	263	.66	.68						
	293	.38	.39	.45					
	323	.14*	.15*	.20*	.30				
	353	.15*	.15*	.19*	.26*	.74			
	383	.29*	.30	.36	.48	.22*	.20*		
	413	.27*	.28*	.31	.49	.29*	.29*	.46	
Well-Adjusted: A	Item #	204	234	264	294	324	354	384	414
	204								
	234	.56							
	264	.39	.43						
	294	.48	.39	.34					
	324	.43	.37	.30	.62				
	354	.41	.48	.29*	.24*	.21*			
	384	.37	.31	.24*	.54	.52	.22*		
	414	.42	.35	.29*	.61	.68	.20*	.53	
Imagination: O	Item #	205	235	265	295	325	355	385	415
	205								

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235	.44						
265	.41	.62					
295	.35	.67	.59				
325	.50	.39	.34	.35			
355	.30	.42	.58	.44	.21*		
385	.36	.51	.58	.49	.31	.54	
415	.30	.42	.54	.41	.25*	.47	.45

Note. N = 7,092. *r < .30, **r > .80

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Facet Name Domain	Item Inter-correlations							
Team Player: A	Item #	176	206	236	266	296	326	356	386
	176								
	206	.61							
	236	.53	.62						
	266	.43	.46	.46					
	296	.23*	.33	.34	.33				
	326	.34	.34	.43	.27*	.26*			
	356	.30	.39	.38	.29*	.35	.50		
	386	.20*	.24*	.26*	.28*	.36	.33	.31	
Stress Under Pressure: A	Item #	177	207	237	267	297	327	357	387
	177								
	207	.52							
	237	.49	.47						
	267	.51	.38	.38					
	297	.39	.38	.39	.27*				
	327	.36	.28*	.46	.29*	.37			
	357	.46	.36	.48	.36	.48	.45		
	387	.42	.33	.37	.56	.28*	.24*	.25*	
Reserved: E	Item #	178	208	238	268	298	328	358	388
	178								
	208	.65							
	238	.62	.68						
	268	.57	.56	.64					
	298	.53	.66	.69	.74				
	328	.46	.55	.53	.63	.61			
	358	.49	.56	.57	.67	.69	.88**		
	388	.34	.43	.42	.46	.48	.45	.49	
Achievement Striving: C	Item #	179	209	239	269	299	329	359	389
	179								
	209	.43							
	239	.35	.45						
	269	.45	.31	.37					
	299	.34	.28*	.45	.33				
	329	.36	.32	.45	.45	.48			
	359	.28*	.32	.37	.29*	.51	.54		

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	389	.39	.33	.34	.37	.40	.58	.55	
Creative: O	Item #	180	210	240	270	300	330	360	390
	180								
	210	.67							
	240	.63	.70						
	270	.45	.52	.43					
	300	.05*	.11*	.18*	.12*				
	330	.34	.38	.41	.42	.32			
	360	.47	.50	.53	.69	.11*	.43		
	390	.53	.64	.70	.57	.15*	.42	.74	
Interpersonal Tactics: M	Item #	181	211	241	271	301	331	361	391
	181								
	211	.62							
	241	.55	.46						
	271	.43	.52	.42					
	301	.55	.57	.52	.53				
	331	.29*	.28*	.29*	.31	.35			
	361	.30	.34	.40	.47	.46	.28*		
	391	.43	.54	.39	.68	.59	.39	.48	
Pleasant: A	Item #	182	212	242	272	302	332	362	392
	182								
	212	.67							
	242	.75	.76						
	272	.65	.69	.75					
	302	.61	.67	.72	.74				
	332	.53	.64	.65	.68	.67			
	362	.36	.40	.48	.41	.47	.39		
	392	.51	.54	.54	.55	.54	.44	.38	
Temperamental: N	Item #	183	213	243	273	303	333	363	393
	183								
	213	.43							
	243	.48	.70						
	273	.44	.27*	.33					
	303	.54	.35	.37	.63				
	333	.45	.26*	.36	.65	.60			
	363	.43	.49	.64	.41	.51	.49		
	393	.44	.29*	.43	.50	.44	.58	.53	
Dominance-Leader: E	Item #	184	214	244	274	304	334	364	394

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	184								
	214	.56							
	244	.61	.49						
	274	.59	.63	.63					
	304	.61	.59	.64	.75				
	334	.41	.27*	.57	.45	.45			
	364	.56	.78	.49	.60	.63	.33		
	394	.36	.26*	.38	.28*	.43	.46	.31	
Order: C	Item #	185	215	245	275	305	335	365	395
	185								
	215	.91**							
	245	.76	.74						
	275	.65	.66	.70					
	305	.45	.43	.43	.50				
	335	.47	.52	.50	.53	.35			
	365	.54	.56	.53	.53	.37	.44		
	395	.59	.59	.57	.60	.40	.47	.66	
Reflective: O	Item #	186	216	246	276	306	336	366	396
	186								
	216	.34							
	246	.41	.54						
	276	.50	.48	.50					
	306	.31	.20*	.37	.34				
	336	.43	.46	.46	.60	.33			
	366	.35	.29*	.30	.60	.19*	.42		
	396	.39	.38	.32	.31	.21*	.32	.34	
Cynical View: M	Item #	187	217	247	277	307	337	367	397
	187								
	217	.43							
	247	.59	.50						
	277	.33	.49	.43					
	307	.61	.50	.68	.44				
	337	.34	.37	.36	.59	.43			
	367	.28*	.42	.27*	.33	.36	.38		
	397	.37	.41	.42	.42	.48	.41	.50	
Helpful Altruistic: A	Item #	188	218	248	278	308	338	368	398
	188								
	218	.42							

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	248	.38	.37						
	278	.47	.45	.59					
	308	.46	.54	.46	.58				
	338	.32	.36	.46	.47	.41			
	368	.48	.49	.55	.68	.60	.54		
	398	.41	.44	.44	.53	.46	.44	.59	
Worry: N	Item #	189	219	249	279	309	339	369	399
	189								
	219	.70							
	249	.50	.58						
	279	.46	.58	.66					
	309	.41	.44	.58	.58				
	339	.48	.49	.65	.73	.66			
	369	.46	.52	.58	.59	.58	.66		
	399	.41	.43	.53	.44	.48	.57	.64	
Excitement Seeking: E	Item #	190	220	250	280	310	340	370	400
	190								
	220	.80							
	250	.74	.76						
	280	.55	.55	.57					
	310	.65	.61	.62	.82**				
	340	.66	.69	.81**	.62	.71			
	370	.53	.52	.56	.42	.56	.61		
	400	.56	.58	.68	.54	.63	.73	.66	
Self-Discipline: C	Item #	191	221	251	281	311	341	371	401
	191								
	221	.78							
	251	.55	.55						
	281	.37	.45	.55					
	311	.48	.45	.57	.50				
	341	.41	.44	.37	.47	.42			
	371	.35	.42	.43	.44	.61	.39		
	401	.33	.37	.35	.40	.44	.61	.50	
Scientific Interest: O	Item #	192	222	252	282	312	342	372	402
	192								
	222	.68							
	252	.68	.80						
	282	.70	.73	.78					

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	312	.69	.66	.71	.71				
	342	.66	.72	.72	.69	.71			
	372	.63	.57	.62	.66	.62	.54		
	402	.44	.56	.56	.52	.43	.48	.47	
Envious: M	Item #	193	223	253	283	313	343	373	403
	193								
	223	.87**							
	253	.69	.75						
	283	.62	.70	.75					
	313	.48	.50	.50	.60				
	343	.65	.69	.73	.72	.57			
	373	.46	.48	.50	.52	.42	.47		
	403	.47	.52	.51	.54	.41	.56	.51	
Independent: M	Item #	194	224	254	284	314	344	374	404
	194								
	224	.83**							
	254	.37	.31						
	284	.50	.45	.37					
	314	.46	.42	.36	.51				
	344	.46	.47	.41	.42	.43			
	374	.31	.28*	.30	.22*	.23*	.38		
	404	.28*	.30	.29*	.30	.28*	.36	.29*	
Angry Hostility: N	Item #	195	225	255	285	315	345	375	405
	195								
	225	.75							
	255	.54	.54						
	285	.57	.66	.74					
	315	.60	.66	.73	.79				
	345	.43	.49	.44	.40	.45			
	375	.50	.56	.63	.63	.74	.39		
	405	.45	.45	.51	.50	.58	.28*	.53	
High-Intensity Pleasure: E	Item #	196	226	256	286	316	346	376	406
	196								
	226	.71							
	256	.85**	.71						
	286	.65	.64	.65					
	316	.54	.66	.50	.60				
	346	.57	.75	.58	.55	.61			

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	376	.44	.54	.45	.42	.53	.45		
	406	.56	.55	.57	.60	.51	.52	.38	
Deliberation: C	Item #	197	227	257	287	317	347	377	407
	197								
	227	.55							
	257	.49	.45						
	287	.50	.50	.62					
	317	.56	.49	.63	.64				
	347	.54	.62	.58	.67	.63			
	377	.50	.42	.47	.49	.55	.55		
	407	.50	.43	.52	.59	.62	.52	.57	
Cultured: O	Item #	198	228	258	288	318	348	378	408
	198								
	228	.74							
	258	.54	.62						
	288	.61	.71	.59					
	318	.59	.72	.64	.68				
	348	.43	.56	.47	.61	.60			
	378	.55	.56	.50	.57	.57	.51		
	408	.30	.45	.42	.45	.43	.57	.50	
Influence Tactics: M	Item #	199	229	259	289	319	349	379	409
	199								
	229	.60							
	259	.51	.70						
	289	.61	.55	.52					
	319	.41	.52	.50	.56				
	349	.24*	.44	.51	.28*	.25*			
	379	.36	.37	.25*	.42	.39	.13*		
	409	.10*	.23*	.23*	.13*	.18*	.37	.11*	
Optimist: A	Item #	200	230	260	290	320	350	380	410
	200								
	230	.25*							
	260	.39	.44						
	290	.34	.45	.48					
	320	.21*	.43	.55	.55				
	350	.25*	.46	.58	.55	.72			
	380	.26*	.41	.52	.66	.62	.57		
	410	.22*	.46	.46	.46	.46	.53	.38	

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Unconventional: C	Item #	201	231	261	291	321	351	381	411
	201								
	231	.61							
	261	.38	.55						
	291	.80	.60	.45					
	321	.28*	.38	.40	.33				
	351	.53	.55	.51	.56	.52			
	381	.44	.54	.47	.48	.39	.54		
	411	.21*	.35	.53	.27*	.30	.41	.38	
Spontaneous-Variety: E	Item #	202	232	262	292	322	352	382	412
	202								
	232	.63							
	262	.42	.31						
	292	.26*	.33	.22*					
	322	.50	.74	.31	.37				
	352	.20*	.17*	.25*	.27*	.21*			
	382	.31	.23*	.24*	.17*	.24*	.15*		
	412	.18*	.27*	.17*	.22*	.37	.12*	.27*	
Activity: E	Item #	203	233	263	293	323	353	383	413
	203								
	233	.78							
	263	.66	.62						
	293	.26*	.24*	.38					
	323	.17*	.17*	.27*	.31				
	353	.10*	.09*	.18*	.25*	.74			
	383	.27*	.31	.39	.49	.12*	.15*		
	413	.29*	.22*	.31	.53	.26*	.19*	.50	
Well-Adjusted: A	Item #	204	234	264	294	324	354	384	414
	204								
	234	.61							
	264	.47	.49						
	294	.44	.39	.34					
	324	.39	.37	.27*	.63				
	354	.44	.61	.39	.14*	.15*			
	384	.31	.36	.34	.57	.55	.15*		
	414	.39	.42	.35	.61	.68	.23*	.54	
Imagination: O	Item #	205	235	265	295	325	355	385	415
	205								

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	235	.43						
	265	.44	.68					
	295	.34	.73	.65				
	325	.43	.47	.41	.45			
	355	.31	.50	.67	.53	.33		
	385	.29*	.48	.58	.51	.33	.52	
	415	.26*	.39	.53	.34	.31	.43	.37

Note. $N = 256$. *$r < .30$, **$r > .80$.

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Facet Name: Domain	Item Inter-correlations							
Team Player: A	Item #	176	206	236	266	296	326	356	386
	176								
	206	.43							
	236	.44	.48						
	266	.49	.46	.49					
	296	.30	.40	.38	.39				
	326	.29*	.25*	.26*	.34	.21*			
	356	.26*	.33	.34	.32	.27*	.28*		
	386	.29*	.26*	.34	.36	.30	.29*	.36	
Stress Under Pressure: A	Item #	177	207	237	267	297	327	357	387
	177								
	207	.54							
	237	.48	.46						
	267	.48	.40	.43					
	297	.36	.35	.41	.35				
	327	.39	.32	.44	.38	.38			
	357	.42	.45	.41	.34	.42	.41		
	387	.45	.36	.38	.53	.33	.30	.32	
Reserved: E	Item #	178	208	238	268	298	328	358	388
	178								
	208	.73							
	238	.74	.76						
	268	.67	.69	.70					
	298	.69	.73	.75	.76				
	328	.47	.56	.51	.55	.54			
	358	.48	.56	.51	.56	.56	.78		
	388	.41	.42	.43	.46	.45	.32	.32	
Achievement Striving: C	Item #	179	209	239	269	299	329	359	389
	179								
	209	.44							
	239	.51	.50						
	269	.55	.39	.48					
	299	.39	.39	.44	.36				
	329	.43	.39	.48	.40	.48			
	359	.33	.37	.40	.31	.52	.50		

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	389	.35	.38	.42	.33	.41	.48	.46	
Creative: O	Item #	180	210	240	270	300	330	360	390
	180								
	210	.60							
	240	.58	.72						
	270	.49	.40	.40					
	300	.21*	.23*	.25*	.13*				
	330	.28*	.32	.36	.20*	.26*			
	360	.56	.46	.49	.72	.19*	.27*		
	390	.60	.66	.69	.55	.22*	.33	.66	
Interpersonal Tactics: M	Item #	181	211	241	271	301	331	361	391
	181								
	211	.59							
	241	.44	.52						
	271	.40	.48	.42					
	301	.58	.59	.54	.52				
	331	.38	.39	.43	.37	.49			
	361	.32	.36	.36	.48	.41	.33		
	391	.40	.47	.43	.68	.54	.38	.58	
Pleasant: A	Item #	182	212	242	272	302	332	362	392
	182								
	212	.61							
	242	.69	.69						
	272	.57	.64	.65					
	302	.52	.55	.57	.63				
	332	.39	.46	.45	.50	.46			
	362	.36	.35	.41	.38	.40	.30		
	392	.52	.53	.60	.54	.52	.39	.40	
Temperamental: N	Item #	183	213	243	273	303	333	363	393
	183								
	213	.35							
	243	.43	.61						
	273	.40	.30	.38					
	303	.46	.31	.46	.59				
	333	.38	.26*	.35	.52	.55			
	363	.41	.58	.63	.37	.43	.36		
	393	.34	.25*	.34	.37	.40	.40	.35	
Dominance-Leader: E	Item #	184	214	244	274	304	334	364	394

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	184								
	214	.61							
	244	.60	.51						
	274	.58	.64	.56					
	304	.62	.61	.57	.66				
	334	.46	.40	.61	.49	.46			
	364	.52	.68	.42	.54	.54	.33		
	394	.38	.34	.45	.38	.39	.52	.31	
Order: C	Item #	185	215	245	275	305	335	365	395
	185								
	215	.91							
	245	.74	.75						
	275	.72	.72	.70					
	305	.50	.50	.49	.51				
	335	.45	.46	.48	.47	.30			
	365	.57	.58	.57	.49	.33	.41		
	395	.72	.72	.71	.63	.46	.44	.66	
Reflective: O	Item #	186	216	246	276	306	336	366	396
	186								
	216	.42							
	246	.45	.50						
	276	.50	.49	.47					
	306	.32	.27*	.35	.30				
	336	.37	.45	.42	.52	.33			
	366	.36	.34	.31	.63	.18*	.39		
	396	.52	.43	.40	.41	.26*	.35	.31	
Cynical View: M	Item #	187	217	247	277	307	337	367	397
	187								
	217	.42							
	247	.53	.56						
	277	.37	.46	.49					
	307	.51	.46	.65	.46				
	337	.33	.39	.42	.60	.40			
	367	.27*	.41	.35	.36	.30	.34		
	397	.35	.43	.48	.42	.42	.39	.45	
Helpful Altruistic: A	Item #	188	218	248	278	308	338	368	398
	188								
	218	.47							

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	248	.56	.49						
	278	.56	.44	.61					
	308	.47	.61	.51	.51				
	338	.41	.35	.50	.50	.40			
	368	.49	.45	.51	.58	.52	.50		
	398	.41	.32	.40	.47	.39	.44	.57	
Worry: N	Item #	189	219	249	279	309	339	369	399
	189								
	219	.74							
	249	.58	.60						
	279	.62	.65	.64					
	309	.54	.56	.61	.58				
	339	.56	.59	.66	.71	.61			
	369	.52	.57	.58	.56	.61	.61		
	399	.47	.51	.54	.50	.56	.58	.76	
Excitement Seeking: E	Item #	190	220	250	280	310	340	370	400
	190								
	220	.77							
	250	.66	.66						
	280	.56	.55	.60					
	310	.60	.56	.62	.79				
	340	.65	.63	.77	.66	.69			
	370	.49	.47	.58	.42	.48	.62		
	400	.56	.54	.68	.53	.58	.73	.64	
Self-Discipline: C	Item #	191	221	251	281	311	341	371	401
	191								
	221	.70							
	251	.52	.53						
	281	.43	.46	.53					
	311	.46	.47	.54	.48				
	341	.44	.47	.39	.37	.44			
	371	.33	.35	.41	.36	.56	.42		
	401	.32	.36	.33	.33	.45	.49	.49	
Scientific Interest: O	Item #	192	222	252	282	312	342	372	402
	192								
	222	.64							
	252	.66	.75						
	282	.71	.66	.69					

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	312	.75	.67	.67	.75				
	342	.59	.70	.68	.66	.67			
	372	.62	.55	.60	.61	.61	.52		
	402	.48	.58	.64	.55	.51	.51	.51	
Envious: M	Item #	193	223	253	283	313	343	373	403
	193								
	223	.81**							
	253	.64	.69						
	283	.55	.59	.69					
	313	.46	.48	.50	.50				
	343	.59	.64	.69	.64	.51			
	373	.37	.40	.44	.44	.36	.49		
	403	.44	.45	.48	.44	.38	.54	.44	
Independent: M	Item #	194	224	254	284	314	344	374	404
	194								
	224	.82**							
	254	.44	.46						
	284	.52	.54	.45					
	314	.40	.42	.34	.46				
	344	.54	.56	.49	.47	.42			
	374	.36	.37	.38	.36	.30	.41		
	404	.38	.40	.32	.41	.33	.44	.39	
Angry Hostility: N	Item #	195	225	255	285	315	345	375	405
	195								
	225	.77							
	255	.67	.67						
	285	.72	.73	.71					
	315	.64	.65	.67	.72				
	345	.43	.45	.43	.43	.45			
	375	.46	.47	.48	.56	.55	.32		
	405	.42	.42	.44	.48	.47	.38	.47	
High-Intensity Pleasure: E	Item #	196	226	256	286	316	346	376	406
	196								
	226	.66							
	256	.74	.62						
	286	.64	.66	.60					
	316	.56	.70	.51	.64				
	346	.56	.81	.54	.61	.67			

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	376	.39	.47	.37	.41	.53	.45		
	406	.63	.59	.69	.59	.53	.53	.38	
Deliberation: C	Item #	197	227	257	287	317	347	377	407
	197								
	227	.59							
	257	.48	.49						
	287	.60	.63	.55					
	317	.58	.54	.52	.63				
	347	.60	.70	.54	.70	.62			
	377	.40	.40	.32	.41	.43	.43		
	407	.49	.44	.40	.50	.52	.50	.40	
Cultured: O	Item #	198	228	258	288	318	348	378	408
	198								
	228	.78							
	258	.71	.69						
	288	.68	.69	.62					
	318	.75	.72	.64	.70				
	348	.54	.55	.53	.56	.55			
	378	.55	.58	.50	.60	.53	.52		
	408	.47	.47	.47	.49	.44	.60	.47	
Influence Tactics: M	Item #	199	229	259	289	319	349	379	409
	199								
	229	.60							
	259	.52	.69						
	289	.61	.66	.61					
	319	.47	.52	.48	.54				
	349	.21*	.30	.41	.30	.25*			
	379	.45	.43	.35	.49	.47	.12*		
	409	.13*	.21*	.26*	.19*	.16*	.36	.05*	
Optimist: A	Item #	200	230	260	290	320	350	380	410
	200								
	230	.42							
	260	.54	.59						
	290	.40	.47	.54					
	320	.46	.52	.66	.49				
	350	.46	.55	.64	.48	.68			
	380	.41	.50	.61	.65	.58	.56		
	410	.39	.47	.55	.40	.58	.66	.47	

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Unconventional: C	Item #	201	231	261	291	321	351	381	411
	201								
	231	.48							
	261	.23*	.37						
	291	.78	.50	.26*					
	321	.33	.47	.35	.34				
	351	.47	.60	.41	.50	.61			
	381	.22*	.33	.31	.22*	.43	.42		
	411	.14*	.25*	.62	.15*	.27*	.31	.28*	
Spontaneous-Variety: E	Item #	202	232	262	292	322	352	382	412
	202								
	232	.75							
	262	.48	.45						
	292	.44	.45	.41					
	322	.61	.72	.41	.47				
	352	.31	.32	.32	.37	.35			
	382	.29*	.27*	.25*	.20*	.26*	.21*		
	412	.32	.35	.36	.33	.36	.35	.18*	
Activity: E	Item #	203	233	263	293	323	353	383	413
	203								
	233	.71							
	263	.65	.70						
	293	.27*	.27*	.32					
	323	.20*	.21*	.25*	.37				
	353	.17*	.17*	.21*	.33	.72			
	383	.20*	.22*	.25*	.49	.27*	.24*		
	413	.12*	.14*	.14*	.43	.22*	.22*	.44	
Well-Adjusted: A	Item #	204	234	264	294	324	354	384	414
	204								
	234	.59							
	264	.39	.41						
	294	.41	.40	.34					
	324	.34	.31	.26*	.45				
	354	.45	.51	.37	.29*	.22*			
	384	.30	.30	.27*	.46	.42	.24*		
	414	.32	.32	.26*	.47	.60	.22*	.48	
Imagination: O	Item #	205	235	265	295	325	355	385	415
	205								

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	235	.46						
	265	.46	.65					
	295	.36	.66	.60				
	325	.61	.43	.41	.36			
	355	.35	.47	.59	.47	.31		
	385	.37	.51	.55	.46	.38	.56	
	415	.38	.50	.62	.45	.35	.52	.50

Note. $N = 4{,}678$. *$r < .30$. **$r > .80$

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Facet Name	Item Inter-correlations							
Team Player: A	Item #	176	206	236	266	296	326	356	386
	176								
	206	.44							
	236	.40	.46						
	266	.47	.46	.45					
	296	.30	.37	.36	.36				
	326	.29*	.29*	.28*	.33	.26*			
	356	.24*	.30	.31	.31	.28*	.33		
	386	.25*	.27*	.31	.33	.31	.29*	.32	
Stress Under Pressure: A	Item #	177	207	237	267	297	327	357	387
	177								
	207	.49							
	237	.49	.46						
	267	.50	.39	.45					
	297	.38	.35	.40	.36				
	327	.40	.34	.46	.39	.39			
	357	.38	.43	.40	.34	.43	.40		
	387	.48	.36	.40	.55	.33	.32	.31	
Reserved: E	Item #	178	208	238	268	298	328	358	388
	178								
	208	.70							
	238	.73	.74						
	268	.63	.66	.66					
	298	.68	.71	.72	.73				
	328	.49	.57	.53	.56	.57			
	358	.50	.58	.53	.56	.58	.79		
	388	.45	.46	.46	.48	.47	.37	.37	
Achievement Striving: C	Item #	179	209	239	269	299	329	359	389
	179								
	209	.40							
	239	.44	.46						
	269	.53	.37	.43					
	299	.37	.38	.41	.34				
	329	.36	.37	.45	.37	.43			
	359	.33	.35	.38	.32	.51	.50		

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	389	.34	.35	.38	.31	.44	.45	.49	
Creative: O	Item #	180	210	240	270	300	330	360	390
	180								
	210	.57							
	240	.56	.69						
	270	.49	.40	.41					
	300	.19*	.24*	.25*	.13*				
	330	.28*	.31	.33	.22*	.28*			
	360	.53	.48	.49	.73	.17*	.29*		
	390	.59	.65	.68	.57	.23*	.31	.66	
Interpersonal Tactics: M	Item #	181	211	241	271	301	331	361	391
	181								
	211	.49							
	241	.38	.44						
	271	.34	.40	.36					
	301	.51	.52	.46	.45				
	331	.29*	.32	.37	.34	.43			
	361	.29*	.30	.29*	.43	.38	.30		
	391	.35	.43	.39	.67	.49	.37	.55	
Pleasant: A	Item #	182	212	242	272	302	332	362	392
	182								
	212	.57							
	242	.67	.68						
	272	.54	.61	.63					
	302	.47	.53	.55	.61				
	332	.39	.46	.45	.53	.49			
	362	.31	.36	.40	.37	.38	.31		
	392	.51	.49	.57	.51	.48	.40	.36	
Temperamental: N	Item #	183	213	243	273	303	333	363	393
	183								
	213	.36							
	243	.44	.63						
	273	.40	.32	.39					
	303	.47	.34	.46	.57				
	333	.38	.28*	.36	.50	.53			
	363	.40	.58	.64	.39	.44	.38		
	393	.33	.27*	.35	.40	.41	.40	.37	
Dominance-Leader: E	Item #	184	214	244	274	304	334	364	394

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	184								
	214	.63							
	244	.59	.53						
	274	.57	.64	.55					
	304	.63	.65	.56	.66				
	334	.48	.43	.62	.50	.48			
	364	.55	.70	.44	.56	.58	.37		
	394	.37	.33	.44	.37	.38	.51	.31	
	Item #	185	215	245	275	305	335	365	395
Order: C	185								
	215	.89**							
	245	.73	.74						
	275	.68	.70	.65					
	305	.49	.50	.47	.49				
	335	.44	.45	.48	.46	.29*			
	365	.53	.53	.55	.44	.31	.37		
	395	.69	.69	.69	.58	.42	.42	.63	
	Item #	186	216	246	276	306	336	366	396
Reflective: O	186								
	216	.39							
	246	.42	.47						
	276	.48	.47	.44					
	306	.29*	.26*	.33	.29*				
	336	.35	.44	.41	.51	.30			
	366	.33	.32	.28*	.61	.18*	.36		
	396	.45	.40	.37	.38	.24*	.31	.30	
	Item #	187	217	247	277	307	337	367	397
Cynical View: M	187								
	217	.41							
	247	.50	.56						
	277	.30	.40	.41					
	307	.52	.48	.65	.41				
	337	.29*	.37	.36	.54	.37			
	367	.28*	.43	.38	.32	.34	.33		
	397	.37	.46	.48	.39	.47	.37	.47	
	Item #	188	218	248	278	308	338	368	398
Helpful Altruistic: A	188								
	218	.43							

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	248	.51	.44						
	278	.55	.43	.57					
	308	.47	.57	.49	.52				
	338	.41	.35	.46	.48	.41			
	368	.51	.43	.50	.59	.54	.50		
	398	.38	.31	.37	.44	.39	.39	.51	
	Item #	189	219	249	279	309	339	369	399
Worry: N	189								
	219	.73							
	249	.55	.56						
	279	.60	.61	.62					
	309	.53	.53	.60	.57				
	339	.56	.58	.65	.71	.60			
	369	.53	.54	.58	.55	.61	.62		
	399	.47	.49	.53	.50	.55	.58	.73	
	Item #	190	220	250	280	310	340	370	400
Excitement Seeking: E	190								
	220	.79							
	250	.61	.63						
	280	.53	.52	.54					
	310	.58	.56	.58	.78				
	340	.62	.62	.73	.64	.68			
	370	.45	.45	.51	.35	.43	.55		
	400	.51	.50	.63	.50	.56	.71	.59	
	Item #	191	221	251	281	311	341	371	401
Self-Discipline: C	191								
	221	.66							
	251	.49	.51						
	281	.41	.44	.52					
	311	.42	.45	.53	.48				
	341	.39	.44	.37	.36	.41			
	371	.33	.36	.40	.38	.53	.44		
	401	.35	.39	.36	.35	.46	.53	.51	
	Item #	192	222	252	282	312	342	372	402
Scientific Interest: O	192								
	222	.63							
	252	.66	.76						
	282	.69	.66	.69					

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	312	.74	.67	.68	.72				
	342	.60	.71	.68	.67	.69			
	372	.60	.53	.59	.59	.59	.52		
	402	.44	.54	.60	.49	.46	.47	.46	
Envious: M	Item #	193	223	253	283	313	343	373	403
	193								
	223	.82**							
	253	.67	.70						
	283	.58	.61	.68					
	313	.45	.48	.48	.50				
	343	.61	.65	.68	.63	.51			
	373	.41	.43	.44	.46	.38	.49		
	403	.46	.48	.47	.44	.39	.53	.48	
Independent: M	Item #	194	224	254	284	314	344	374	404
	194								
	224	.79							
	254	.42	.44						
	284	.46	.50	.41					
	314	.42	.44	.35	.46				
	344	.51	.53	.47	.43	.43			
	374	.30	.31	.34	.30	.29*	.36		
	404	.33	.34	.31	.34	.31	.40	.36	
Angry Hostility: N	Item #	195	225	255	285	315	345	375	405
	195								
	225	.74							
	255	.65	.66						
	285	.68	.71	.69					
	315	.63	.67	.65	.72				
	345	.44	.45	.43	.42	.45			
	375	.46	.48	.47	.56	.57	.35		
	405	.41	.42	.42	.47	.47	.41	.46	
High-Intensity Pleasure: E	Item #	196	226	256	286	316	346	376	406
	196								
	226	.62							
	256	.71	.57						
	286	.62	.62	.59					
	316	.51	.64	.45	.60				
	346	.50	.77	.48	.54	.60			

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	376	.37	.43	.34	.39	.50	.40		
	406	.56	.51	.64	.54	.45	.43	.33	
Deliberation: C	Item #	197	227	257	287	317	347	377	407
	197								
	227	.56							
	257	.47	.49						
	287	.58	.60	.55					
	317	.56	.52	.53	.60				
	347	.57	.68	.55	.68	.60			
	377	.44	.42	.36	.45	.46	.46		
	407	.46	.44	.40	.49	.51	.49	.43	
Cultured: O	Item #	198	228	258	288	318	348	378	408
	198								
	228	.74							
	258	.68	.65						
	288	.64	.66	.60					
	318	.72	.72	.63	.69				
	348	.52	.53	.51	.56	.55			
	378	.49	.52	.46	.56	.50	.49		
	408	.44	.46	.47	.51	.46	.58	.45	
Influence Tactics: M	Item #	199	229	259	289	319	349	379	409
	199								
	229	.59							
	259	.51	.70						
	289	.59	.64	.60					
	319	.44	.51	.46	.53				
	349	.21*	.31	.41	.31	.23*			
	379	.40	.39	.33	.45	.42	.13*		
	409	.13*	.20*	.25*	.19*	.15*	.34	.07*	
Optimist: A	Item #	200	230	260	290	320	350	380	410
	200								
	230	.35							
	260	.47	.49						
	290	.36	.42	.45					
	320	.37	.45	.56	.44				
	350	.37	.49	.55	.43	.62			
	380	.35	.47	.53	.61	.54	.52		
	410	.29*	.39	.46	.34	.49	.57	.40	

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Unconventional: C	Item #	201	231	261	291	321	351	381	411
	201								
	231	.46							
	261	.28*	.38						
	291	.78	.49	.33					
	321	.31	.39	.34	.33				
	351	.45	.53	.41	.49	.53			
	381	.26*	.36	.31	.27*	.40	.41		
	411	.18*	.25*	.54	.21*	.30	.34	.27*	
Spontaneous-Variety: E	Item #	202	232	262	292	322	352	382	412
	202								
	232	.72							
	262	.45	.44						
	292	.34	.35	.34					
	322	.60	.72	.41	.39				
	352	.24*	.24*	.29*	.27*	.25*			
	382	.23*	.21*	.23*	.17*	.21*	.18*		
	412	.27*	.31	.35	.28*	.32	.28*	.13*	
Activity: E	Item #	203	233	263	293	323	353	383	413
	203								
	233	.73							
	263	.65	.70						
	293	.30	.32	.36					
	323	.22*	.22*	.24*	.34				
	353	.20*	.19*	.22*	.32	.73			
	383	.26*	.27*	.34	.49	.25*	.24*		
	413	.23*	.26*	.24*	.46	.26*	.25*	.44	
Well-Adjusted: A	Item #	204	234	264	294	324	354	384	414
	204								
	234	.58							
	264	.40	.41						
	294	.41	.37	.32					
	324	.34	.31	.26*	.48				
	354	.45	.49	.32	.26*	.18*			
	384	.26*	.24*	.22*	.42	.38	.19*		
	414	.34	.31	.27*	.51	.64	.21*	.45	
Imagination: O	Item #	205	235	265	295	325	355	385	415
	205								

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	235	.45						
	265	.42	.64					
	295	.37	.67	.60				
	325	.54	.39	.35	.36			
	355	.34	.48	.62	.49	.26*		
	385	.35	.51	.57	.50	.32	.55	
	415	.29*	.40	.48	.38	.22*	.43	.40

Note. $N = 16{,}398$. *$r < .30$, **$r > .80$.

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Facet Name: Domain	Item Inter-correlations							
Team Player: A	Item #	176	206	236	266	296	326	356	386
	176								
	206	.57							
	236	.51	.59						
	266	.54	.62	.60					
	296	.39	.48	.46	.48				
	326	.43	.50	.48	.52	.42			
	356	.32	.40	.41	.41	.37	.45		
	386	.33	.40	.40	.43	.37	.41	.39	
Stress Under Pressure: A	Item #	177	207	237	267	297	327	357	387
	177								
	207	.49							
	237	.48	.48						
	267	.49	.41	.45					
	297	.43	.43	.46	.41				
	327	.43	.38	.49	.43	.47			
	357	.44	.48	.46	.39	.51	.47		
	387	.47	.39	.42	.53	.42	.39	.39	
Reserved: E	Item #	178	208	238	268	298	328	358	388
	178								
	208	.60							
	238	.61	.64						
	268	.54	.57	.57					
	298	.61	.64	.65	.66				
	328	.43	.55	.48	.48	.55			
	358	.44	.55	.47	.49	.53	.79		
	388	.33	.32	.37	.39	.39	.29*	.29*	
Achievement Striving: C	Item #	179	209	239	269	299	329	359	389
	179								
	209	.50							
	239	.50	.54						
	269	.57	.48	.52					
	299	.42	.45	.49	.42				
	329	.43	.46	.53	.45	.53			
	359	.39	.43	.46	.41	.58	.58		

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	389	.40	.44	.47	.42	.51	.56	.57	
Creative: O	Item #	180	210	240	270	300	330	360	390
	180								
	210	.63							
	240	.61	.73						
	270	.49	.44	.45					
	300	.27*	.31	.34	.20*				
	330	.37	.41	.43	.30	.33			
	360	.53	.50	.52	.73	.25*	.37		
	390	.61	.68	.71	.59	.31	.42	.67	
Interpersonal Tactics: M	Item #	181	211	241	271	301	331	361	391
	181								
	211	.49							
	241	.42	.44						
	271	.35	.42	.39					
	301	.50	.52	.50	.48				
	331	.31	.32	.41	.32	.46			
	361	.34	.36	.36	.47	.46	.33		
	391	.38	.45	.43	.66	.54	.37	.56	
Pleasant: A	Item #	182	212	242	272	302	332	362	392
	182								
	212	.63							
	242	.68	.69						
	272	.59	.66	.66					
	302	.54	.59	.59	.62				
	332	.48	.56	.54	.60	.58			
	362	.39	.42	.46	.41	.42	.40		
	392	.50	.53	.55	.52	.49	.49	.41	
Temperamental: N	Item #	183	213	243	273	303	333	363	393
	183								
	213	.42							
	243	.51	.66						
	273	.47	.37	.47					
	303	.51	.37	.52	.62				
	333	.45	.34	.45	.58	.61			
	363	.46	.60	.64	.45	.49	.45		
	393	.40	.35	.44	.53	.54	.53	.45	
Dominance-Leader: E	Item #	184	214	244	274	304	334	364	394

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	184								
	214	.55							
	244	.51	.39						
	274	.54	.61	.50					
	304	.58	.60	.50	.68				
	334	.41	.31	.63	.45	.43			
	364	.48	.68	.33	.54	.55	.27*		
	394	.33	.25*	.44	.35	.35	.50	.24*	
	Item #	185	215	245	275	305	335	365	395
Order: C	185								
	215	.90**							
	245	.75	.77						
	275	.70	.72	.68					
	305	.45	.46	.45	.47				
	335	.47	.48	.52	.50	.31			
	365	.57	.57	.58	.47	.27*	.42		
	395	.66	.67	.68	.59	.37	.45	.68	
	Item #	186	216	246	276	306	336	366	396
Reflective: O	186								
	216	.34							
	246	.43	.43						
	276	.44	.42	.42					
	306	.27*	.19*	.34	.26*				
	336	.30	.35	.37	.47	.28*			
	366	.31	.29*	.29*	.61	.15*	.32		
	396	.37	.41	.34	.32	.15*	.23*	.28*	
	Item #	187	217	247	277	307	337	367	397
Cynical View: M	187								
	217	.43							
	247	.50	.57						
	277	.35	.48	.48					
	307	.54	.47	.65	.47				
	337	.30	.43	.43	.57	.41			
	367	.29*	.47	.40	.39	.34	.42		
	397	.37	.52	.53	.48	.48	.49	.52	
	Item #	188	218	248	278	308	338	368	398
Helpful Altruistic: A	188								
	218	.47							

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	248	.56	.47						
	278	.60	.45	.62					
	308	.49	.56	.52	.55				
	338	.47	.40	.51	.55	.49			
	368	.55	.46	.53	.61	.57	.55		
	398	.45	.38	.45	.52	.46	.49	.61	
Worry: N	Item #	189	219	249	279	309	339	369	399
	189								
	219	.68							
	249	.52	.52						
	279	.54	.56	.60					
	309	.49	.50	.56	.52				
	339	.48	.51	.62	.66	.57			
	369	.50	.50	.56	.52	.57	.59		
	399	.43	.44	.52	.48	.52	.58	.71	
Excitement Seeking: E	Item #	190	220	250	280	310	340	370	400
	190								
	220	.81**							
	250	.64	.68						
	280	.58	.61	.62					
	310	.63	.64	.63	.80				
	340	.64	.68	.77	.68	.72			
	370	.47	.49	.57	.42	.49	.62		
	400	.52	.54	.66	.53	.58	.73	.63	
Self-Discipline: C	Item #	191	221	251	281	311	341	371	401
	191								
	221	.69							
	251	.55	.58						
	281	.49	.53	.59					
	311	.51	.52	.57	.57				
	341	.35	.40	.38	.40	.43			
	371	.35	.38	.42	.42	.53	.40		
	401	.34	.36	.39	.40	.47	.47	.51	
Scientific Interest: O	Item #	192	222	252	282	312	342	372	402
	192								
	222	.73							
	252	.73	.79						
	282	.73	.73	.75					

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	312	.74	.73	.74	.75				
	342	.66	.74	.72	.71	.71			
	372	.63	.59	.64	.66	.63	.55		
	402	.51	.57	.63	.56	.54	.53	.52	
Envious: M	Item #	193	223	253	283	313	343	373	403
	193								
	223	.80**							
	253	.67	.73						
	283	.57	.63	.69					
	313	.49	.55	.56	.57				
	343	.60	.67	.69	.64	.58			
	373	.41	.45	.50	.50	.46	.53		
	403	.46	.50	.52	.48	.45	.59	.53	
Independent: M	Item #	194	224	254	284	314	344	374	404
	194								
	224	.76							
	254	.36	.38						
	284	.40	.44	.31					
	314	.41	.46	.29*	.46				
	344	.44	.46	.43	.32	.38			
	374	.28*	.32	.31	.26*	.29*	.34		
	404	.32	.35	.29*	.34	.33	.40	.35	
Angry Hostility: N	Item #	195	225	255	285	315	345	375	405
	195								
	225	.74							
	255	.63	.67						
	285	.67	.72	.70					
	315	.64	.69	.67	.77				
	345	.45	.45	.44	.42	.45			
	375	.55	.58	.58	.70	.67	.39		
	405	.46	.46	.46	.51	.51	.41	.55	
High-Intensity Pleasure: E	Item #	196	226	256	286	316	346	376	406
	196								
	226	.67							
	256	.73	.67						
	286	.58	.60	.60					
	316	.52	.65	.50	.60				
	346	.51	.71	.52	.50	.56			

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	376	.42	.51	.42	.44	.56	.47		
	406	.50	.48	.58	.48	.43	.39	.34	
Deliberation: C	Item #	197	227	257	287	317	347	377	407
	197								
	227	.57							
	257	.52	.52						
	287	.61	.60	.57					
	317	.60	.55	.58	.65				
	347	.58	.66	.56	.68	.64			
	377	.50	.48	.43	.51	.53	.53		
	407	.50	.45	.43	.51	.53	.53	.45	
Cultured: O	Item #	198	228	258	288	318	348	378	408
	198								
	228	.77							
	258	.70	.67						
	288	.68	.70	.63					
	318	.73	.72	.63	.71				
	348	.55	.57	.54	.62	.60			
	378	.51	.56	.50	.60	.51	.53		
	408	.46	.50	.48	.54	.48	.64	.53	
Influence Tactics: M	Item #	199	229	259	289	319	349	379	409
	199								
	229	.53							
	259	.48	.69						
	289	.54	.59	.58					
	319	.43	.51	.47	.53				
	349	.14*	.31	.39	.26*	.23*			
	379	.38	.35	.30	.44	.40	.11*		
	409	.10*	.24*	.30	.19*	.18*	.38	.08*	
Optimist: A	Item #	200	230	260	290	320	350	380	410
	200								
	230	.28*							
	260	.39	.46						
	290	.27*	.45	.47					
	320	.28*	.45	.56	.47				
	350	.26*	.47	.52	.42	.60			
	380	.24*	.47	.56	.60	.57	.52		
	410	.25*	.39	.47	.35	.53	.58	.45	

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Unconventional: C	Item #	201	231	261	291	321	351	381	411
	201								
	231	.55							
	261	.35	.43						
	291	.79	.58	.40					
	321	.37	.48	.41	.41				
	351	.51	.60	.47	.57	.57			
	381	.31	.42	.41	.34	.46	.46		
	411	.24*	.31	.55	.26*	.32	.37	.35	
Spontaneous-Variety: E	Item #	202	232	262	292	322	352	382	412
	202								
	232	.63							
	262	.44	.43						
	292	.32	.35	.31					
	322	.51	.68	.38	.37				
	352	.26*	.24*	.29*	.28*	.24*			
	382	.24*	.22*	.28*	.18*	.26*	.22*		
	412	.24*	.29*	.34	.24*	.29*	.23*	.15*	
Activity: E	Item #	203	233	263	293	323	353	383	413
	203								
	233	.73							
	263	.67	.71						
	293	.36	.37	.44					
	323	.16*	.15*	.20*	.34				
	353	.18*	.16*	.22*	.32	.73			
	383	.32	.30	.36	.49	.25*	.23*		
	413	.29*	.28*	.29*	.47	.29*	.30	.46	
Well-Adjusted: A	Item #	204	234	264	294	324	354	384	414
	204								
	234	.60							
	264	.44	.46						
	294	.52	.42	.36					
	324	.50	.40	.36	.63				
	354	.46	.49	.34	.28*	.26*			
	384	.46	.37	.33	.59	.59	.27*		
	414	.48	.41	.34	.64	.73	.26*	.64	
Imagination: O	Item #	205	235	265	295	325	355	385	415
	205								

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	235	.44						
	265	.43	.61					
	295	.35	.65	.57				
	325	.47	.38	.34	.32			
	355	.31	.42	.59	.44	.20*		
	385	.36	.50	.58	.48	.31	.51	
	415	.31	.42	.54	.40	.23*	.47	.44

Note. N = 4,917. *r < .30, **r > .80

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Facet Name: Domain	Item Inter-correlations							
Team Player: A	Item #	176	206	236	266	296	326	356	386
	176								
	206	.43							
	236	.35	.41						
	266	.39	.42	.46					
	296	.26*	.31	.32	.31				
	326	.28*	.37	.30	.38	.30			
	356	.28*	.38	.31	.33	.29*	.41		
	386	.24*	.29*	.25*	.28*	.27*	.31	.32	
Stress Under Pressure: A	Item #	177	207	237	267	297	327	357	387
	177								
	207	.42							
	237	.45	.41						
	267	.44	.35	.44					
	297	.32	.34	.39	.30				
	327	.37	.34	.42	.41	.42			
	357	.34	.39	.38	.31	.46	.40		
	387	.43	.32	.33	.46	.30	.34	.28*	
Reserved: E	Item #	178	208	238	268	298	328	358	388
	178								
	208	.58							
	238	.60	.60						
	268	.52	.56	.56					
	298	.54	.59	.60	.64				
	328	.41	.53	.47	.50	.52			
	358	.43	.55	.47	.51	.52	.78		
	388	.33	.34	.33	.34	.33	.28*	.31	
Achievement Striving: C	Item #	179	209	239	269	299	329	359	389
	179								
	209	.38							
	239	.39	.45						
	269	.40	.36	.40					
	299	.30	.35	.36	.31				
	329	.37	.37	.45	.37	.40			
	359	.32	.35	.38	.29*	.48	.50		

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	389	.30	.37	.40	.31	.41	.54	.55	
Creative: O	Item #	180	210	240	270	300	330	360	390
	180								
	210	.55							
	240	.53	.71						
	270	.42	.39	.42					
	300	.20*	.23*	.27*	.15*				
	330	.29*	.39	.36	.26*	.32			
	360	.47	.45	.47	.69	.20*	.35		
	390	.55	.67	.68	.53	.24*	.40	.64	
Interpersonal Tactics: M	Item #	181	211	241	271	301	331	361	391
	181								
	211	.42							
	241	.33	.43						
	271	.33	.42	.39					
	301	.43	.50	.47	.45				
	331	.31	.31	.38	.33	.44			
	361	.27*	.31	.34	.46	.40	.32		
	391	.33	.45	.40	.63	.50	.38	.54	
Pleasant: A	Item #	182	212	242	272	302	332	362	392
	182								
	212	.55							
	242	.65	.67						
	272	.53	.63	.64					
	302	.47	.56	.52	.60				
	332	.39	.54	.49	.59	.56			
	362	.31	.38	.41	.35	.38	.37		
	392	.46	.50	.53	.49	.44	.46	.33	
Temperamental: N	Item #	183	213	243	273	303	333	363	393
	183								
	213	.41							
	243	.46	.64						
	273	.38	.39	.47					
	303	.48	.44	.52	.59				
	333	.39	.35	.39	.50	.55			
	363	.42	.58	.58	.44	.47	.40		
	393	.29*	.27*	.34	.43	.44	.41	.34	
Dominance-Leader: E	Item #	184	214	244	274	304	334	364	394

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	184								
	214	.53							
	244	.51	.36						
	274	.55	.61	.46					
	304	.61	.60	.50	.68				
	334	.41	.32	.61	.44	.44			
	364	.46	.67	.29*	.55	.54	.28*		
	394	.29*	.20*	.39	.30	.31	.46	.15*	
Order: C	Item #	185	215	245	275	305	335	365	395
	185								
	215	.86**							
	245	.71	.74						
	275	.66	.68	.63					
	305	.46	.47	.44	.46				
	335	.41	.43	.45	.44	.26*			
	365	.44	.46	.45	.42	.23*	.36		
	395	.63	.64	.65	.57	.35	.43	.58	
Reflective: O	Item #	186	216	246	276	306	336	366	396
	186								
	216	.34							
	246	.37	.39						
	276	.47	.43	.43					
	306	.29*	.19*	.34	.29*				
	336	.27*	.34	.37	.47	.25*			
	366	.31	.28*	.27*	.57	.14*	.30		
	396	.34	.36	.31	.33	.13*	.20*	.30	
Cynical View: M	Item #	187	217	247	277	307	337	367	397
	187								
	217	.46							
	247	.53	.57						
	277	.36	.47	.48					
	307	.53	.48	.67	.48				
	337	.32	.43	.42	.58	.43			
	367	.32	.51	.42	.41	.38	.41		
	397	.38	.50	.48	.49	.45	.44	.52	
Helpful Altruistic: A	Item #	188	218	248	278	308	338	368	398
	188								
	218	.45							

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	248	.50	.45						
	278	.53	.44	.57					
	308	.47	.56	.52	.56				
	338	.44	.36	.48	.55	.50			
	368	.51	.41	.47	.56	.55	.55		
	398	.37	.35	.40	.48	.44	.48	.56	
Worry: N	Item #	189	219	249	279	309	339	369	399
	189								
	219	.69							
	249	.50	.52						
	279	.54	.54	.61					
	309	.52	.51	.56	.55				
	339	.49	.49	.60	.64	.56			
	369	.51	.50	.54	.54	.60	.60		
	399	.43	.43	.43	.45	.52	.51	.67	
Excitement Seeking: E	Item #	190	220	250	280	310	340	370	400
	190								
	220	.79							
	250	.63	.67						
	280	.54	.55	.59					
	310	.61	.58	.63	.78				
	340	.60	.63	.78	.65	.70			
	370	.49	.51	.60	.46	.51	.64		
	400	.49	.50	.65	.51	.56	.73	.64	
Self-Discipline: C	Item #	191	221	251	281	311	341	371	401
	191								
	221	.65							
	251	.47	.52						
	281	.45	.52	.58					
	311	.39	.43	.54	.51				
	341	.28*	.35	.35	.39	.39			
	371	.27*	.32	.39	.37	.50	.38		
	401	.32	.35	.40	.40	.46	.43	.49	
Scientific Interest: O	Item #	192	222	252	282	312	342	372	402
	192								
	222	.72							
	252	.75	.79						
	282	.73	.73	.76					

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	312	.75	.75	.74	.73				
	342	.67	.76	.73	.71	.73			
	372	.64	.58	.64	.63	.61	.55		
	402	.54	.58	.63	.56	.54	.57	.55	
Envious: M	Item #	193	223	253	283	313	343	373	403
	193								
	223	.82**							
	253	.69	.75						
	283	.61	.66	.72					
	313	.50	.54	.55	.58				
	343	.62	.69	.70	.64	.56			
	373	.41	.47	.47	.50	.45	.53		
	403	.47	.50	.48	.48	.40	.56	.51	
Independent: M	Item #	194	224	254	284	314	344	374	404
	194								
	224	.75							
	254	.36	.39						
	284	.37	.41	.39					
	314	.36	.35	.33	.42				
	344	.46	.47	.41	.34	.40			
	374	.26*	.27*	.28*	.27*	.30	.32		
	404	.27*	.29*	.27*	.30	.31	.34	.32	
Angry Hostility: N	Item #	195	225	255	285	315	345	375	405
	195								
	225	.69							
	255	.57	.61						
	285	.59	.63	.61					
	315	.60	.66	.60	.70				
	345	.42	.41	.37	.35	.40			
	375	.47	.52	.49	.61	.65	.33		
	405	.38	.38	.34	.38	.43	.38	.43	
High-Intensity Pleasure: E	Item #	196	226	256	286	316	346	376	406
	196								
	226	.68							
	256	.74	.69						
	286	.58	.58	.59					
	316	.50	.61	.48	.57				
	346	.53	.69	.55	.48	.53			

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	376	.40	.50	.39	.43	.53	.46		
	406	.50	.49	.57	.45	.41	.38	.34	
Deliberation: C	Item #	197	227	257	287	317	347	377	407
	197								
	227	.50							
	257	.44	.46						
	287	.52	.55	.56					
	317	.54	.50	.55	.65				
	347	.50	.59	.53	.64	.62			
	377	.44	.43	.39	.48	.53	.48		
	407	.40	.38	.37	.43	.49	.43	.41	
Cultured: O	Item #	198	228	258	288	318	348	378	408
	198								
	228	.72							
	258	.64	.63						
	288	.62	.67	.57					
	318	.70	.70	.61	.68				
	348	.50	.53	.50	.58	.57			
	378	.50	.55	.48	.56	.51	.54		
	408	.42	.47	.45	.49	.46	.60	.53	
Influence Tactics: M	Item #	199	229	259	289	319	349	379	409
	199								
	229	.55							
	259	.47	.71						
	289	.60	.59	.59					
	319	.42	.48	.44	.51				
	349	.17*	.29*	.35	.22*	.21*			
	379	.40	.33	.32	.46	.40	.09*		
	409	.10*	.23*	.24*	.17*	.18*	.39	.09*	
Optimist: A	Item #	200	230	260	290	320	350	380	410
	200								
	230	.30							
	260	.39	.45						
	290	.31	.44	.46					
	320	.28*	.44	.53	.48				
	350	.26*	.45	.46	.43	.59			
	380	.26*	.45	.49	.59	.55	.52		
	410	.24*	.38	.42	.37	.48	.57	.40	

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Unconventional: C	Item #	201	231	261	291	321	351	381	411
	201								
	231	.56							
	261	.32	.40						
	291	.78	.60	.36					
	321	.36	.44	.38	.37				
	351	.46	.57	.41	.53	.53			
	381	.32	.37	.36	.34	.40	.43		
	411	.20*	.27*	.50	.23*	.25*	.29*	.32	
Spontaneous-Variety: E	Item #	202	232	262	292	322	352	382	412
	202								
	232	.61							
	262	.44	.42						
	292	.31	.29*	.31					
	322	.49	.68	.41	.37				
	352	.22*	.18*	.28*	.26*	.19*			
	382	.28*	.23*	.31	.19*	.23*	.23*		
	412	.24*	.28*	.35	.20*	.26*	.24*	.15*	
Activity: E	Item #	203	233	263	293	323	353	383	413
	203								
	233	.67							
	263	.66	.72						
	293	.32	.36	.41					
	323	.18*	.18*	.20*	.30				
	353	.17*	.14*	.19*	.28*	.74			
	383	.26*	.26*	.34	.42	.22*	.16*		
	413	.22*	.22*	.24*	.48	.30	.30	.44	
Well-Adjusted: A	Item #	204	234	264	294	324	354	384	414
	204								
	234	.54							
	264	.37	.41						
	294	.35	.34	.25*					
	324	.31	.26*	.22*	.49				
	354	.37	.44	.28*	.20*	.17*			
	384	.24*	.24*	.20*	.43	.38	.14*		
	414	.28*	.25*	.23*	.43	.54	.14*	.46	
Imagination: O	Item #	205	235	265	295	325	355	385	415
	205								

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	235	.43						
	265	.40	.58					
	295	.33	.62	.55				
	325	.46	.36	.33	.33			
	355	.33	.41	.60	.46	.21*		
	385	.33	.47	.57	.49	.30	.51	
	415	.28*	.39	.51	.37	.22*	.46	.40

Note. N = 1,941. *r < .30, **r > .80.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

APPENDIX J: Facet-Level Descriptive Statistics by Accession Source

OTS-CIV

Facet Number	Facet	Domain	*M*	SD	Skew	Kurtosis
F01	Team Player	A	4.70	.58	-3.46	18.41
F02	Stress Under Pressure	N	1.64	.83	1.56	2.73
F03	Reserved	E	2.29	1.07	.61	-.36
F04	Achievement Striving	C	4.52	.67	-1.85	5.46
F05	Creative	O	4.26	.81	-1.26	2.08
F06	Interpersonal Tactics	M	1.76	.89	1.30	1.74
F07	Pleasant	A	4.46	.71	-1.79	4.98
F08	Temperamental	N	1.58	.77	1.71	3.87
F09	Dominance-Leader	E	3.65	.94	-.56	.26
F10	Order	C	4.22	.83	-1.27	2.18
F11	Reflective	O	3.54	1.04	-.48	-.02
F12	Cynical View	M	2.52	.98	.33	-.37
F13	Helpful Altruistic	A	4.25	.75	-1.13	2.20
F14	Worry	N	2.39	1.11	.54	-.42
F15	Excitement Seeking	E	3.91	1.16	-1.02	.36
F16	Self-Discipline	C	4.40	.76	-1.69	4.10
F17	Scientific Interest	O	3.71	1.18	-.75	-.15
F18	Envious	M	1.78	.90	1.20	1.19
F19	Independent	A	2.74	.98	.19	-.30
F20	Angry Hostility	N	1.41	.71	2.42	7.78
F21	High-Intensity Pleasure	E	2.83	1.21	.08	-.87
F22	Deliberation	C	4.38	.73	-1.44	3.25
F23	Cultured	O	3.60	1.09	-.54	-.24
F24	Influence Tactics	M	2.82	1.00	.08	-.29
F25	Optimist	A	4.02	.85	-.90	1.19
F26	Unconventional	N	1.88	.90	1.09	1.36
F27	Spontaneous-Variety	E	2.81	1.04	.17	-.53
F28	Activity	C	3.73	1.03	-.62	-.24
F29	Well-Adjusted	O	4.63	.62	-3.16	15.95
F30	Imagination	M	3.28	1.12	-.23	-.67

Note. N = 8,808

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet Number	Facet	Domain	*M*	SD	Skew	Kurtosis
F01	Team Player	A	4.70	.57	-3.49	19.22
F02	Stress Under Pressure	N	1.60	.81	1.64	3.12
F03	Reserved	E	2.32	1.08	.58	-.41
F04	Achievement Striving	C	4.50	.67	-1.77	5.06
F05	Creative	O	4.18	.85	-1.11	1.44
F06	Interpersonal Tactics	M	1.67	.86	1.44	2.16
F07	Pleasant	A	4.41	.74	-1.54	3.51
F08	Temperamental	N	1.62	.79	1.63	3.47
F09	Dominance-Leader	E	3.62	.93	-.59	.38
F10	Order	C	4.20	.85	-1.24	1.92
F11	Reflective	O	3.47	1.04	-.42	-.10
F12	Cynical View	M	2.49	.99	.33	-.39
F13	Helpful Altruistic	A	4.30	.74	-1.23	2.55
F14	Worry	N	2.32	1.09	.62	-.29
F15	Excitement Seeking	E	3.65	1.29	-.72	-.47
F16	Self-Discipline	C	4.39	.76	-1.56	3.44
F17	Scientific Interest	O	3.59	1.21	-.61	-.45
F18	Envious	M	1.74	.89	1.24	1.23
F19	Independent	A	2.80	1.02	.16	-.47
F20	Angry Hostility	N	1.45	.74	2.22	6.39
F21	High-Intensity Pleasure	E	2.73	1.22	.17	-.86
F22	Deliberation	C	4.34	.75	-1.35	2.74
F23	Cultured	O	3.53	1.10	-.50	-.30
F24	Influence Tactics	M	2.80	.98	.10	-.13
F25	Optimist	A	4.08	.85	-.98	1.34
F26	Unconventional	N	1.94	.93	.99	.93
F27	Spontaneous-Variety	E	2.78	1.03	.17	-.50
F28	Activity	C	3.69	1.03	-.58	-.22
F29	Well-Adjusted	O	4.64	.62	-3.15	15.95
F30	Imagination	M	3.20	1.13	-.17	-.69

Note. $N = 7{,}085$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet Number	Facet	Domain	*M*	SD	Skew	Kurtosis
F01	Team Player	A	4.67	.62	-3.08	13.96
F02	Stress Under Pressure	N	1.71	.89	1.44	2.10
F03	Reserved	E	2.31	1.11	.52	-.57
F04	Achievement Striving	C	4.46	.73	-1.72	4.31
F05	Creative	O	4.16	.88	-1.02	.90
F06	Interpersonal Tactics	M	1.80	.96	1.28	1.39
F07	Pleasant	A	4.43	.75	-1.59	3.47
F08	Temperamental	N	1.64	.82	1.60	3.22
F09	Dominance-Leader	E	3.60	.99	-.44	-.11
F10	Order	C	4.17	.89	-1.26	1.82
F11	Reflective	O	3.60	1.10	-.59	-.02
F12	Cynical View	M	2.60	1.01	.16	-.65
F13	Helpful Altruistic	A	4.29	.78	-1.15	1.52
F14	Worry	N	2.52	1.17	.43	-.67
F15	Excitement Seeking	E	3.84	1.27	-.95	-.05
F16	Self-Discipline	C	4.34	.82	-1.59	3.42
F17	Scientific Interest	O	3.71	1.21	-.72	-.38
F18	Envious	M	1.92	1.00	1.00	.45
F19	Independent	A	2.80	1.06	.17	-.41
F20	Angry Hostility	N	1.47	.77	2.23	6.41
F21	High-Intensity Pleasure	E	2.90	1.28	-.01	-1.01
F22	Deliberation	C	4.31	.79	-1.21	1.74
F23	Cultured	O	3.66	1.11	-.56	-.37
F24	Influence Tactics	M	2.77	1.01	.13	-.28
F25	Optimist	A	4.07	.85	-.93	1.10
F26	Unconventional	N	2.02	.96	.90	.79
F27	Spontaneous-Variety	E	2.91	1.07	.07	-.59
F28	Activity	C	3.72	1.05	-.57	-.45
F29	Well-Adjusted	O	4.64	.63	-2.86	12.57
F30	Imagination	M	3.36	1.17	-.29	-.78

Note. $N = 256$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet Number	Facet	Domain	*M*	SD	Skew	Kurtosis
F01	Team Player	A	4.48	.66	-1.79	5.88
F02	Stress Under Pressure	N	2.01	.99	.94	.38
F03	Reserved	E	2.46	1.12	.47	-.63
F04	Achievement Striving	C	4.13	.82	-.99	1.20
F05	Creative	O	3.93	.93	-.82	.42
F06	Interpersonal Tactics	M	1.93	.94	1.04	.87
F07	Pleasant	A	4.14	.83	-1.04	1.46
F08	Temperamental	N	2.02	.94	.90	.48
F09	Dominance-Leader	E	3.38	.97	-.30	-.21
F10	Order	C	3.83	.98	-.75	.31
F11	Reflective	O	3.54	1.08	-.49	-.28
F12	Cynical View	M	2.83	1.01	.17	-.58
F13	Helpful Altruistic	A	4.07	.81	-.94	1.33
F14	Worry	N	2.59	1.17	.40	-.75
F15	Excitement Seeking	E	4.22	1.03	-1.48	1.79
F16	Self-Discipline	C	3.76	.95	-.66	.13
F17	Scientific Interest	O	3.34	1.25	-.37	-.77
F18	Envious	M	2.34	1.02	.53	-.39
F19	Independent	A	2.97	1.04	.09	-.61
F20	Angry Hostility	N	1.79	.95	1.30	1.42
F21	High-Intensity Pleasure	E	3.22	1.28	-.24	-.98
F22	Deliberation	C	3.94	.89	-.89	.74
F23	Cultured	O	3.32	1.23	-.37	-.76
F24	Influence Tactics	M	2.88	1.01	.06	-.57
F25	Optimist	A	3.77	.95	-.64	.20
F26	Unconventional	N	2.59	1.00	.38	.05
F27	Spontaneous-Variety	E	3.00	1.05	.07	-.67
F28	Activity	C	3.51	1.06	-.41	-.65
F29	Well-Adjusted	O	4.60	.63	-2.22	7.89
F30	Imagination	M	3.58	1.11	-.47	-.60

Note. $N = 4{,}678$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet Number	Facet	Domain	*M*	SD	Skew	Kurtosis
F01	Team Player	A	4.59	.63	-2.27	8.65
F02	Stress Under Pressure	N	2.02	.99	.91	.29
F03	Reserved	E	2.41	1.14	.49	-.65
F04	Achievement Striving	C	4.27	.77	-1.15	1.85
F05	Creative	O	4.06	.89	-.92	.75
F06	Interpersonal Tactics	M	1.91	.94	1.05	.87
F07	Pleasant	A	4.28	.78	-1.23	2.16
F08	Temperamental	N	1.86	.90	1.11	1.07
F09	Dominance-Leader	E	3.47	.99	-.37	-.19
F10	Order	C	3.95	.94	-.83	.45
F11	Reflective	O	3.54	1.07	-.48	-.25
F12	Cynical View	M	2.76	1.01	.18	-.57
F13	Helpful Altruistic	A	4.18	.79	-1.02	1.53
F14	Worry	N	2.77	1.19	.21	-.86
F15	Excitement Seeking	E	4.11	1.10	-1.30	1.14
F16	Self-Discipline	C	3.97	.91	-.86	.58
F17	Scientific Interest	O	3.42	1.25	-.45	-.68
F18	Envious	M	2.11	1.01	.73	-.13
F19	Independent	A	2.80	1.03	.20	-.49
F20	Angry Hostility	N	1.61	.85	1.63	2.80
F21	High-Intensity Pleasure	E	3.00	1.27	-.06	-.97
F22	Deliberation	C	4.11	.84	-.98	1.03
F23	Cultured	O	3.31	1.19	-.32	-.68
F24	Influence Tactics	M	2.78	1.01	.13	-.43
F25	Optimist	A	3.86	.93	-.69	.37
F26	Unconventional	N	2.19	.98	.71	.36
F27	Spontaneous-Variety	E	2.95	1.07	.08	-.66
F28	Activity	C	3.63	1.08	-.52	-.53
F29	Well-Adjusted	O	4.63	.62	-2.59	10.55
F30	Imagination	M	3.50	1.13	-.39	-.66

Note. N = 16,398

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet Number	Facet	Domain	*M*	SD	Skew	Kurtosis
F01	Team Player	A	4.67	.61	-3.24	15.62
F02	Stress Under Pressure	N	1.59	.81	1.74	3.65
F03	Reserved	E	2.19	1.02	.73	-.03
F04	Achievement Striving	C	4.47	.70	-1.79	5.19
F05	Creative	O	4.22	.82	-1.22	2.03
F06	Interpersonal Tactics	M	1.70	.86	1.40	2.08
F07	Pleasant	A	4.45	.72	-1.74	4.72
F08	Temperamental	N	1.60	.78	1.75	4.13
F09	Dominance-Leader	E	3.65	.91	-.58	.45
F10	Order	C	4.16	.85	-1.20	1.96
F11	Reflective	O	3.41	1.04	-.38	-.14
F12	Cynical View	M	2.40	.96	.40	-.25
F13	Helpful Altruistic	A	4.27	.75	-1.19	2.43
F14	Worry	N	2.23	1.04	.72	.00
F15	Excitement Seeking	E	3.80	1.23	-.89	-.07
F16	Self-Discipline	C	4.33	.78	-1.49	3.32
F17	Scientific Interest	O	3.62	1.18	-.66	-.28
F18	Envious	M	1.76	.89	1.21	1.25
F19	Independent	A	2.70	.98	.23	-.31
F20	Angry Hostility	N	1.43	.73	2.39	7.56
F21	High-Intensity Pleasure	E	2.77	1.21	.12	-.88
F22	Deliberation	C	4.31	.76	-1.32	2.70
F23	Cultured	O	3.46	1.11	-.44	-.38
F24	Influence Tactics	M	2.79	.98	.08	-.18
F25	Optimist	A	4.06	.83	-.97	1.54
F26	Unconventional	N	1.95	.92	.99	1.00
F27	Spontaneous-Variety	E	2.79	1.02	.16	-.47
F28	Activity	C	3.76	1.01	-.66	-.09
F29	Well-Adjusted	O	4.63	.63	-3.12	15.00
F30	Imagination	M	3.15	1.12	-.12	-.68

Note. $N = 4{,}917$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet Number	Facet	Domain	*M*	SD	Skew	Kurtosis
F01	Team Player	A	4.72	.53	-3.53	21.43
F02	Stress Under Pressure	N	1.54	.77	1.74	3.74
F03	Reserved	E	2.19	1.02	.72	-.03
F04	Achievement Striving	C	4.54	.63	-1.69	4.88
F05	Creative	O	4.27	.79	-1.22	2.04
F06	Interpersonal Tactics	M	1.66	.84	1.44	2.22
F07	Pleasant	A	4.51	.67	-1.73	4.86
F08	Temperamental	N	1.55	.74	1.78	4.39
F09	Dominance-Leader	E	3.65	.90	-.54	.34
F10	Order	C	4.25	.79	-1.27	2.19
F11	Reflective	O	3.47	1.02	-.40	-.18
F12	Cynical View	M	2.38	.97	.42	-.32
F13	Helpful Altruistic	A	4.31	.74	-1.20	2.37
F14	Worry	N	2.20	1.05	.69	-.18
F15	Excitement Seeking	E	3.76	1.23	-.84	-.15
F16	Self-Discipline	C	4.41	.75	-1.51	3.09
F17	Scientific Interest	O	3.75	1.17	-.78	-.09
F18	Envious	M	1.68	.86	1.33	1.53
F19	Independent	A	2.68	.99	.21	-.35
F20	Angry Hostility	N	1.38	.67	2.45	8.45
F21	High-Intensity Pleasure	E	2.74	1.20	.16	-.84
F22	Deliberation	C	4.39	.71	-1.35	2.91
F23	Cultured	O	3.61	1.07	-.60	.00
F24	Influence Tactics	M	2.79	.99	.09	-.17
F25	Optimist	A	4.11	.81	-.97	1.58
F26	Unconventional	N	1.86	.89	1.08	1.23
F27	Spontaneous-Variety	E	2.78	1.03	.16	-.51
F28	Activity	C	3.80	1.00	-.67	-.08
F29	Well-Adjusted	O	4.65	.58	-3.11	16.71

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

F30	Imagination	M	3.18	1.12	-.18	-.64

Note. $N = 1{,}941$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

APPENDIX K: Facet-Level Intercorrelations by Accession Source

OTS-CIV

	F01	F02	F03	F04	F05	F06	F07	F08	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22	F23	F24	F25	F26	F27	F28	F29	F30
F01																														
F02	-.57																													
F03	-.31	.43																												
F04	.76	-.56	-.28																											
F05	.58	-.47	-.30	.58																										
F06	-.41	.29	.14	-.36	-.21																									
F07	.66	-.51	-.45	.57	.46	-.36																								
F08	-.61	.76	.41	-.56	-.45	.41	-.60																							
F09	.36	-.45	-.60	.41	.40	.02	.38	-.35																						
F10	.49	-.39	-.27	.63	.36	-.22	.44	-.41	.34																					
F11	.25	.00	.11	.25	.40	-.04	.11	-.02	.07	.11																				
F12	-.24	.34	.34	-.24	-.22	.42	-.32	.39	-.17	-.19	.08																			
F13	.60	-.39	-.33	.58	.53	-.40	.63	-.46	.33	.40	.27	-.32																		
F14	-.24	.55	.32	-.19	-.21	.23	-.28	.50	-.23	-.14	.18	.35	-.15																	
F15	.22	-.26	-.24	.15	.20	.03	.20	-.19	.27	.11	.04	-.04	.15	-.17																
F16	.66	-.62	-.39	.77	.49	-.36	.57	-.63	.42	.63	.07	-.33	.53	-.31	.15															
F17	.22	-.27	-.06	.22	.42	-.05	.15	-.21	.13	.10	.18	-.12	.18	-.17	.19	.19														
F18	-.44	.53	.28	-.42	-.35	.48	-.42	.63	-.22	-.33	-.06	.38	-.39	.42	-.03	-.50	-.11													
F19	-.15	.24	.42	-.09	-.13	.27	-.26	.30	-.13	-.10	.10	.42	-.25	.25	-.07	-.20	-.06	.26												
F20	-.62	.68	.34	-.54	-.44	.41	-.61	.83	-.28	-.39	-.05	.35	-.45	.41	-.16	-.58	-.20	.53	.25											
F21	.02	-.05	-.24	-.02	.07	.09	.10	-.03	.19	-.02	.06	-.05	.08	-.05	.29	.00	.04	.03	-.07	-.01										
F22	.64	-.49	-.23	.79	.56	-.33	.49	-.51	.32	.54	.31	-.22	.52	-.16	.06	.64	.22	-.42	-.11	-.50	-.02									
F23	.23	-.11	-.14	.21	.39	-.16	.22	-.18	.13	.15	.38	-.17	.34	-.10	.03	.19	.22	-.23	-.10	-.18	.16	.26								
F24	.05	-.08	-.17	.03	.16	.44	.04	.03	.39	-.02	.16	.16	.00	.00	.17	-.03	.06	.17	.11	.03	.19	.01	.08							
F25	.50	-.49	-.48	.47	.46	-.23	.72	-.53	.45	.38	.12	-.30	.57	-.33	.22	.48	.17	-.39	-.24	-.51	.15	.41	.24	.13						
F26	-.44	.39	.25	-.51	-.27	.55	-.40	.46	-.18	-.43	-.01	.39	-.41	.21	.06	-.56	-.07	.45	.26	.44	.12	-.51	-.13	.29	-.29					
F27	-.06	.04	-.10	-.14	.09	.21	.02	.08	.14	-.14	.08	.15	.02	-.01	.33	-.15	.00	.08	.08	.09	.30	-.22	.08	.21	.13	.34				
F28	.36	-.36	-.38	.43	.44	-.08	.37	-.32	.47	.34	.12	-.18	.39	-.15	.30	.40	.19	-.21	-.11	-.29	.20	.34	.20	.19	.42	-.18	.23			
F29	.77	-.46	-.34	.61	.50	-.35	.65	-.49	.34	.39	.21	-.19	.57	-.17	.32	.51	.16	-.32	-.13	-.51	.16	.47	.20	.08	.50	-.30	.10	.37		
F30	.06	.15	.19	-.04	.26	.05	-.01	.14	-.07	-.14	.55	.13	.08	.22	.08	-.18	.15	.14	.14	.09	.15	-.02	.25	.14	.02	.21	.24	.04	.17	

Note. N = 8,808

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

OTS-AD

	F01	F02	F03	F04	F05	F06	F07	F08	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22	F23	F24	F25	F26	F27	F28	F29	F30
F01																														
F02	-.59																													
F03	-.27	.40																												
F04	.74	-.52	-.20																											
F05	.53	-.46	-.29	.54																										
F06	-.45	.34	.14	-.36	-.18																									
F07	.63	-.49	-.41	.50	.40	-.38																								
F08	-.58	.73	.34	-.50	-.43	.43	-.57																							
F09	.32	-.40	-.58	.35	.40	.03	.29	-.25																						
F10	.45	-.32	-.17	.61	.30	-.21	.36	-.34	.26																					
F11	.23	.01	.12	.25	.41	-.02	.10	-.04	.07	.12																				
F12	-.26	.38	.33	-.24	-.22	.42	-.34	.43	-.15	-.18	.09																			
F13	.60	-.40	-.30	.56	.48	-.43	.61	-.45	.30	.35	.25	-.32																		
F14	-.24	.55	.30	-.16	-.18	.24	-.29	.50	-.17	-.08	.21	.36	-.15																	
F15	.14	-.18	-.19	.07	.16	.04	.14	-.11	.22	.00	.00	-.03	.11	-.13																
F16	.63	-.60	-.32	.75	.45	-.38	.51	-.59	.35	.60	.07	-.35	.52	-.30	.06															
F17	.18	-.23	-.03	.19	.41	-.03	.12	-.19	.10	.05	.22	-.11	.15	-.15	.18	.15														
F18	-.42	.51	.26	-.38	-.30	.53	-.39	.61	-.16	-.26	-.04	.42	-.38	.42	.00	-.46	-.05													
F19	-.15	.26	.44	-.09	-.17	.29	-.28	.33	-.15	-.07	.07	.45	-.28	.26	-.04	-.22	-.03	.30												
F20	-.60	.69	.30	-.51	-.42	.42	-.59	.83	-.23	-.34	-.05	.40	-.44	.45	-.09	-.56	-.17	.53	.30											
F21	-.03	-.03	-.19	-.07	.06	.12	.07	.01	.16	-.08	.03	.00	.04	-.04	.35	-.06	.04	.05	-.05	.03										
F22	.62	-.45	-.17	.77	.52	-.34	.45	-.49	.26	.52	.34	-.24	.50	-.13	-.02	.63	.21	-.38	-.14	-.49	-.08									
F23	.23	-.11	-.13	.21	.41	-.15	.24	-.21	.14	.16	.38	-.17	.34	-.08	.04	.19	.28	-.22	-.17	-.20	.12	.28								
F24	.01	-.03	-.15	-.02	.14	.45	.00	.09	.39	-.07	.14	.18	-.03	.01	.13	-.10	.08	.22	.12	.08	.19	-.05	.06							
F25	.52	-.47	-.42	.43	.42	-.24	.73	-.49	.38	.31	.14	-.30	.56	-.31	.17	.44	.14	-.35	-.23	-.50	.10	.38	.27	.12						
F26	-.41	.35	.22	-.47	-.24	.53	-.36	.44	-.12	-.40	-.02	.40	-.38	.19	.11	-.54	-.05	.45	.30	.43	.18	-.49	-.16	.33	-.25					
F27	-.08	.03	-.10	-.18	.12	.22	.00	.09	.15	-.19	.07	.16	.00	.00	.38	-.19	.05	.10	.08	.11	.36	-.24	.03	.22	.10	.38				
F28	.32	-.31	-.31	.40	.42	-.06	.29	-.25	.42	.29	.14	-.16	.37	-.10	.26	.35	.17	-.17	-.08	-.23	.18	.29	.17	.16	.37	-.12	.25			
F29	.76	-.47	-.33	.58	.45	-.39	.60	-.44	.33	.34	.19	-.19	.58	-.19	.27	.47	.11	-.31	-.15	-.47	.14	.45	.19	.05	.51	-.26	.11	.35		
F30	.07	.11	.14	-.03	.29	.07	.02	.10	-.02	-.12	.56	.14	.08	.20	.11	-.18	.20	.13	.11	.07	.16	.01	.26	.17	.05	.21	.28	.08	.15	

Note. $N = 7{,}092$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

AECP

	F01	F02	F03	F04	F05	F06	F07	F08	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22	F23	F24	F25	F26	F27	F28	F29	F30
F01																														
F02	-.62																													
F03	-.34	.47																												
F04	.79	-.54	-.20																											
F05	.52	-.45	-.25	.52																										
F06	-.39	.19	.10	-.30	-.10																									
F07	.65	-.49	-.50	.49	.42	-.33																								
F08	-.64	.73	.35	-.55	-.41	.31	-.59																							
F09	.38	-.44	-.56	.41	.44	.01	.42	-.29																						
F10	.52	-.39	-.19	.66	.29	-.30	.37	-.47	.27																					
F11	.19	-.01	.21	.25	.39	-.02	.01	.00	.01	.15																				
F12	-.18	.28	.31	-.19	-.20	.25	-.31	.32	-.18	-.17	.15																			
F13	.58	-.33	-.31	.49	.43	-.36	.68	-.43	.36	.31	.13	-.31																		
F14	-.14	.44	.24	-.06	-.09	.07	-.21	.44	-.14	-.02	.27	.35	-.07																	
F15	.15	-.19	-.25	.04	.20	.18	.13	-.08	.16	-.05	-.04	.05	.07	-.10																
F16	.69	-.57	-.31	.80	.41	-.30	.48	-.60	.37	.65	.03	-.28	.48	-.18	.08															
F17	.18	-.23	-.09	.21	.37	.07	.12	-.20	.07	.19	.21	-.08	.13	-.15	.24	.20														
F18	-.46	.47	.24	-.39	-.31	.48	-.38	.55	-.22	-.34	-.03	.31	-.31	.33	.06	-.40	.06													
F19	-.26	.38	.54	-.10	-.18	.18	-.43	.34	-.27	-.12	.08	.41	-.36	.28	-.12	-.27	-.15	.18												
F20	-.64	.69	.28	-.53	-.41	.27	-.57	.84	-.27	-.39	-.03	.29	-.39	.35	-.10	-.57	-.24	.48	.31											
F21	.04	-.06	-.26	-.06	.01	.05	.13	-.01	.06	-.08	-.09	.11	.09	.11	.28	-.02	-.02	.06	-.03	.00										
F22	.65	-.53	-.19	.76	.53	-.25	.48	-.51	.36	.58	.30	-.18	.44	-.11	-.06	.62	.18	-.43	-.12	-.49	.01									
F23	.26	-.05	-.10	.24	.48	-.11	.17	-.18	.12	.18	.31	-.10	.27	-.01	.06	.22	.25	-.18	-.04	-.15	.08	.32								
F24	-.03	-.09	-.14	-.03	.19	.52	.03	.05	.36	-.20	.13	.14	.00	-.05	.24	-.09	.10	.18	.02	.02	.09	-.03	.01							
F25	.48	-.42	-.44	.41	.41	-.17	.76	-.48	.47	.30	.04	-.27	.59	-.19	.14	.38	.17	-.32	-.32	-.44	.10	.40	.19	.11						
F26	-.54	.40	.26	-.56	-.23	.48	-.45	.49	-.21	-.56	-.03	.27	-.38	.15	.15	-.61	-.02	.48	.27	.44	.09	-.57	-.18	.31	-.29					
F27	-.03	.07	-.09	-.13	.16	.13	-.02	.15	.10	-.22	.01	.17	.02	.11	.47	-.15	.13	.12	.07	.13	.36	-.21	.15	.21	.08	.33				
F28	.24	-.25	-.25	.35	.29	-.05	.21	-.15	.39	.25	-.07	-.16	.31	-.04	.18	.31	.14	-.04	.00	-.16	.10	.21	.10	.10	.28	-.15	.21			
F29	.76	-.49	-.33	.58	.45	-.32	.65	-.49	.33	.34	.12	-.16	.56	-.07	.27	.49	.19	-.35	-.22	-.52	.15	.44	.20	.02	.52	-.36	.17	.24		
F30	.05	.16	.20	-.04	.30	.05	-.04	.19	-.12	-.20	.54	.17	.04	.26	.05	-.24	.13	.13	.21	.13	.05	-.06	.27	.19	-.04	.26	.22	-.06	.12	

Note. $N = 256$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

USAFA

	F01	F02	F03	F04	F05	F06	F07	F08	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22	F23	F24	F25	F26	F27	F28	F29	F30
F01																														
F02	-.40																													
F03	-.23	.33																												
F04	.67	-.30	-.07																											
F05	.47	-.28	-.19	.44																										
F06	-.35	.16	.05	-.20	-.13																									
F07	.52	-.35	-.41	.29	.30	-.28																								
F08	-.45	.65	.28	-.30	-.29	.31	-.48																							
F09	.28	-.33	-.58	.26	.30	.12	.26	-.16																						
F10	.39	-.14	-.04	.58	.15	-.10	.18	-.14	.16																					
F11	.26	.08	.10	.27	.46	-.06	.07	.02	.03	.11																				
F12	-.18	.25	.26	-.11	-.12	.38	-.30	.33	-.07	-.06	.10																			
F13	.51	-.15	-.20	.37	.41	-.40	.51	-.30	.17	.17	.29	-.25																		
F14	-.13	.58	.22	.01	-.10	.14	-.21	.51	-.13	.04	.20	.26	-.03																	
F15	.27	-.29	-.27	.13	.23	-.06	.22	-.21	.24	.03	.01	-.11	.17	-.20																
F16	.53	-.41	-.19	.70	.30	-.20	.29	-.40	.29	.55	.06	-.22	.29	-.15	.13															
F17	.19	-.16	.06	.24	.43	-.07	.07	-.15	.05	.09	.19	-.07	.16	-.09	.16	.18														
F18	-.27	.40	.18	-.18	-.17	.43	-.28	.56	-.07	-.11	-.02	.34	-.24	.38	-.05	-.29	-.02													
F19	-.08	.19	.39	.07	-.06	.22	-.29	.29	-.11	.05	.11	.40	-.23	.19	-.09	-.10	.09	.27												
F20	-.44	.53	.23	-.27	-.28	.33	-.52	.78	-.09	-.13	-.01	.31	-.31	.41	-.17	-.31	-.14	.42	.24											
F21	.03	-.08	-.40	-.10	.08	.12	.19	-.08	.24	-.09	.00	-.07	.09	-.08	.32	-.04	-.03	.00	-.18	-.04										
F22	.55	-.23	-.02	.71	.41	-.21	.26	-.29	.15	.45	.36	-.10	.32	.04	.03	.52	.17	-.18	.01	-.31	-.09									
F23	.16	.10	-.06	.10	.34	-.17	.14	-.05	.00	.02	.42	-.13	.28	.04	-.01	.03	.14	-.10	-.09	-.08	.11	.16								
F24	.03	-.10	-.29	-.01	.12	.49	.09	.03	.44	-.06	.08	.19	-.03	-.05	.10	-.05	-.06	.17	.05	.03	.22	-.02	.05							
F25	.39	-.38	-.40	.23	.34	-.18	.71	-.45	.31	.12	.10	-.29	.45	-.30	.23	.25	.11	-.26	-.24	-.46	.17	.18	.16	.16						
F26	-.31	.10	.01	-.39	-.09	.47	-.16	.21	.01	-.32	-.01	.29	-.20	.00	.11	-.39	-.07	.27	.14	.22	.24	-.43	-.08	.36	-.06					
F27	-.07	-.05	-.24	-.24	.16	.13	.11	-.01	.17	-.24	.06	.04	.08	-.11	.34	-.21	.01	.03	-.07	.03	.39	-.32	.08	.24	.20	.46				
F28	.29	-.18	-.27	.32	.37	-.03	.23	-.15	.36	.17	.13	-.08	.28	-.03	.29	.26	.19	-.05	-.05	-.14	.20	.18	.14	.19	.28	.01	.29			
F29	.72	-.35	-.32	.43	.39	-.32	.53	-.37	.26	.22	.17	-.16	.48	-.14	.37	.32	.12	-.20	-.14	-.37	.21	.31	.12	.04	.40	-.12	.15	.29		
F30	.13	.11	.08	-.01	.44	-.04	.07	.06	-.04	-.13	.57	.05	.19	.11	.11	-.17	.18	.07	.06	.01	.09	.06	.35	.07	.13	.14	.24	.11	.19	

Note. $N = 4{,}678$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

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	F01	F02	F03	F04	F05	F06	F07	F08	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22	F23	F24	F25	F26	F27	F28	F29	F30
F01																														
F02	-.41																													
F03	-.26	.38																												
F04	.67	-.38	-.15																											
F05	.50	-.33	-.24	.49																										
F06	-.33	.16	.07	-.24	-.11																									
F07	.56	-.35	-.41	.37	.33	-.27																								
F08	-.47	.67	.31	-.39	-.32	.32	-.47																							
F09	.32	-.38	-.61	.31	.35	.10	.29	-.22																						
F10	.39	-.23	-.14	.58	.24	-.09	.26	-.25	.22																					
F11	.23	.08	.13	.24	.42	.00	.08	.03	.04	.10																				
F12	-.16	.26	.26	-.16	-.13	.39	-.26	.35	-.08	-.11	.13																			
F13	.54	-.18	-.23	.44	.42	-.37	.55	-.31	.21	.24	.28	-.22																		
F14	-.13	.57	.26	-.06	-.09	.13	-.18	.47	-.17	-.02	.24	.27	.00																	
F15	.22	-.23	-.23	.10	.19	.01	.19	-.16	.24	.05	.00	-.02	.13	-.14																
F16	.52	-.50	-.29	.70	.35	-.21	.37	-.49	.33	.56	.02	-.27	.36	-.23	.11															
F17	.14	-.17	.01	.17	.35	-.03	.07	-.14	.07	.05	.17	-.08	.12	-.10	.13	.13														
F18	-.33	.43	.19	-.31	-.22	.41	-.30	.57	-.11	-.23	-.02	.32	-.29	.36	-.01	-.41	-.01													
F19	-.13	.21	.41	-.03	-.11	.25	-.30	.30	-.13	-.04	.11	.40	-.25	.20	-.09	-.19	-.01	.25												
F20	-.46	.55	.25	-.35	-.30	.32	-.50	.78	-.14	-.23	-.01	.32	-.32	.38	-.12	-.40	-.14	.45	.27											
F21	.04	-.04	-.31	-.06	.07	.11	.17	-.02	.21	-.04	.01	-.01	.10	-.03	.32	-.03	-.04	.03	-.10	.01										
F22	.53	-.31	-.09	.73	.46	-.22	.32	-.38	.19	.47	.33	-.14	.39	-.02	.00	.54	.14	-.31	-.07	-.36	-.06									
F23	.19	.02	-.08	.15	.36	-.14	.18	-.12	.06	.09	.39	-.14	.31	.00	-.01	.10	.17	-.18	-.10	-.14	.13	.21								
F24	.04	-.10	-.23	-.02	.14	.48	.07	.04	.42	-.05	.11	.19	-.03	-.04	.12	-.06	.01	.19	.09	.05	.21	-.04	.06							
F25	.42	-.37	-.43	.30	.36	-.16	.70	-.41	.36	.20	.11	-.23	.48	-.25	.20	.32	.11	-.27	-.24	-.42	.18	.24	.20	.17						
F26	-.33	.21	.13	-.42	-.16	.49	-.25	.34	-.04	-.34	.00	.34	-.29	.07	.12	-.45	-.03	.37	.23	.32	.16	-.44	-.12	.34	-.13					
F27	-.03	.00	-.17	-.17	.15	.19	.09	.06	.18	-.17	.10	.15	.07	-.03	.33	-.17	.00	.06	.03	.08	.35	-.25	.08	.24	.19	.38				
F28	.31	-.24	-.32	.36	.38	-.03	.27	-.19	.40	.25	.12	-.08	.32	-.05	.27	.30	.13	-.13	-.07	-.16	.22	.23	.17	.18	.33	-.07	.27			
F29	.72	-.30	-.32	.46	.40	-.30	.56	-.36	.29	.24	.16	-.13	.51	-.09	.31	.32	.07	-.21	-.15	-.36	.20	.32	.14	.05	.44	-.18	.14	.31		
F30	.09	.19	.15	-.06	.32	.03	.02	.15	-.06	-.17	.53	.14	.12	.22	.07	-.26	.14	.16	.12	.09	.11	-.02	.26	.12	.06	.21	.24	.04	.18	

Note. $N = 16{,}398$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

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	F01	F02	F03	F04	F05	F06	F07	F08	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22	F23	F24	F25	F26	F27	F28	F29	F30
F01																														
F02	-.62																													
F03	-.30	.42																												
F04	.77	-.58	-.23																											
F05	.60	-.48	-.29	.60																										
F06	-.50	.38	.18	-.43	-.29																									
F07	.67	-.53	-.44	.55	.46	-.43																								
F08	-.62	.75	.38	-.56	-.46	.46	-.62																							
F09	.32	-.36	-.54	.34	.38	-.01	.30	-.25																						
F10	.48	-.38	-.20	.64	.35	-.29	.42	-.39	.27																					
F11	.23	.02	.14	.25	.39	-.06	.09	-.03	.08	.14																				
F12	-.25	.34	.33	-.24	-.23	.44	-.35	.41	-.12	-.20	.10																			
F13	.62	-.41	-.31	.59	.52	-.46	.64	-.47	.29	.40	.25	-.35																		
F14	-.28	.55	.30	-.22	-.22	.29	-.31	.53	-.15	-.14	.18	.36	-.20																	
F15	.19	-.21	-.16	.13	.17	.03	.18	-.15	.21	.07	.04	.02	.13	-.11																
F16	.67	-.63	-.33	.77	.49	-.43	.55	-.63	.33	.63	.07	-.34	.55	-.33	.12															
F17	.23	-.27	-.05	.25	.42	-.09	.15	-.22	.11	.12	.22	-.12	.19	-.16	.18	.21														
F18	-.46	.54	.27	-.44	-.36	.56	-.44	.63	-.15	-.34	-.04	.42	-.40	.46	.01	-.51	-.11													
F19	-.15	.25	.44	-.09	-.14	.29	-.28	.31	-.14	-.08	.12	.44	-.28	.24	-.02	-.23	-.05	.28												
F20	-.64	.70	.34	-.55	-.45	.46	-.64	.84	-.22	-.38	-.03	.38	-.48	.47	-.14	-.58	-.20	.56	.28											
F21	-.02	-.03	-.20	-.06	.02	.12	.07	-.02	.15	-.06	.04	.01	.05	-.05	.32	-.05	.06	.05	-.03	.01										
F22	.64	-.50	-.18	.79	.57	-.41	.48	-.53	.25	.56	.32	-.26	.53	-.18	.04	.66	.24	-.44	-.13	-.52	-.07									
F23	.22	-.10	-.09	.20	.39	-.22	.21	-.20	.09	.15	.39	-.21	.33	-.11	-.02	.19	.28	-.24	-.16	-.20	.10	.28								
F24	-.03	.02	-.10	-.06	.09	.45	-.03	.12	.36	-.10	.15	.22	-.06	.06	.13	-.13	.03	.25	.15	.11	.18	-.08	.03							
F25	.53	-.46	-.43	.46	.45	-.29	.74	-.53	.36	.36	.13	-.32	.57	-.33	.19	.47	.15	-.38	-.24	-.52	.13	.40	.25	.08						
F26	-.43	.40	.23	-.51	-.28	.56	-.41	.47	-.13	-.44	.00	.42	-.43	.24	.10	-.57	-.09	.47	.30	.45	.16	-.54	-.18	.34	-.29					
F27	-.10	.11	-.05	-.20	.03	.24	-.05	.13	.12	-.20	.07	.21	-.05	.05	.35	-.23	-.02	.16	.13	.13	.32	-.28	.01	.23	.06	.40				
F28	.34	-.31	-.31	.39	.39	-.07	.33	-.25	.41	.28	.12	-.10	.34	-.11	.31	.34	.18	-.15	-.07	-.23	.19	.28	.12	.17	.38	-.10	.23			
F29	.80	-.52	-.35	.63	.53	-.42	.65	-.52	.32	.39	.20	-.19	.59	-.22	.29	.51	.16	-.34	-.14	-.55	.12	.49	.17	.02	.53	-.30	.05	.37		
F30	.07	.13	.14	-.03	.26	.07	.02	.11	-.01	-.12	.56	.17	.05	.18	.15	-.18	.18	.15	.14	.07	.19	-.02	.23	.19	.06	.24	.31	.10	.17	

Note. $N = 4{,}917$

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

AF Reserves

	F01	F02	F03	F04	F05	F06	F07	F08	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22	F23	F24	F25	F26	F27	F28	F29	F30
F01																														
F02	-.53																													
F03	-.29	.40																												
F04	.69	-.48	-.22																											
F05	.50	-.40	-.26	.55																										
F06	-.40	.32	.22	-.30	-.17																									
F07	.61	-.44	-.40	.47	.39	-.34																								
F08	-.53	.71	.37	-.47	-.39	.42	-.55																							
F09	.31	-.39	-.54	.37	.40	.02	.30	-.26																						
F10	.42	-.29	-.18	.62	.30	-.17	.34	-.31	.26																					
F11	.19	.07	.14	.23	.37	.03	.05	.03	.08	.11																				
F12	-.26	.37	.41	-.24	-.25	.42	-.31	.43	-.18	-.17	.12																			
F13	.57	-.33	-.32	.54	.47	-.36	.61	-.42	.32	.35	.24	-.32																		
F14	-.23	.53	.31	-.15	-.18	.27	-.28	.50	-.17	-.07	.21	.39	-.12																	
F15	.12	-.17	-.11	.05	.11	.08	.12	-.09	.16	.00	.02	.02	.05	-.08																
F16	.58	-.57	-.34	.73	.43	-.33	.47	-.56	.36	.61	.02	-.37	.47	-.29	.04															
F17	.17	-.24	-.04	.20	.42	-.05	.12	-.20	.15	.05	.19	-.15	.16	-.16	.17	.17														
F18	-.40	.53	.30	-.38	-.29	.53	-.39	.62	-.18	-.28	.01	.44	-.37	.43	.03	-.49	-.07													
F19	-.13	.23	.43	-.08	-.13	.29	-.24	.31	-.14	-.10	.13	.44	-.26	.24	.01	-.22	-.04	.28												
F20	-.54	.63	.31	-.44	-.34	.38	-.56	.81	-.20	-.30	.01	.37	-.41	.42	-.07	-.51	-.14	.55	.27											
F21	-.05	.03	-.15	-.10	-.02	.13	.08	.03	.14	-.09	.02	.02	.00	.00	.31	-.09	.03	.11	-.01	.05										
F22	.57	-.41	-.19	.77	.52	-.30	.40	-.46	.28	.51	.30	-.25	.48	-.14	-.04	.61	.18	-.41	-.13	-.44	-.11									
F23	.22	-.07	-.12	.20	.37	-.17	.22	-.17	.15	.15	.38	-.19	.32	-.09	-.04	.18	.24	-.19	-.15	-.17	.11	.26								
F24	.05	-.03	-.11	.02	.14	.45	.04	.09	.38	-.03	.19	.18	.01	.02	.15	-.07	.08	.21	.12	.09	.17	-.03	.08							
F25	.49	-.42	-.41	.42	.41	-.22	.71	-.47	.39	.27	.09	-.31	.56	-.30	.14	.39	.16	-.36	-.22	-.48	.09	.33	.24	.15						
F26	-.39	.39	.28	-.45	-.26	.55	-.34	.48	-.14	-.39	.04	.41	-.38	.25	.13	-.52	-.10	.48	.32	.44	.18	-.47	-.17	.31	-.25					
F27	-.13	.11	.01	-.23	.00	.21	-.05	.16	.08	-.20	.09	.18	-.05	.11	.36	-.25	.00	.15	.11	.15	.30	-.29	.01	.19	.06	.40				
F28	.24	-.23	-.26	.31	.34	.00	.27	-.19	.39	.19	.10	-.14	.30	-.06	.25	.23	.20	-.10	-.04	-.19	.18	.20	.12	.16	.34	-.06	.27			
F29	.68	-.38	-.34	.50	.39	-.29	.59	-.38	.32	.29	.16	-.18	.49	-.17	.26	.38	.09	-.26	-.11	-.42	.16	.37	.17	.09	.47	-.22	.10	.30		
F30	.03	.17	.17	-.05	.24	.09	.00	.14	-.02	-.15	.54	.15	.05	.22	.14	-.20	.16	.18	.15	.12	.18	-.05	.25	.19	.03	.22	.29	.11	.18	

Note. N = 1,941

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

APPENDIX L: Facet-Level Bivariate Correlations by Accession Source

OTS-CIV

FACET			COGNITIVE SUBTESTS AND COMPOSITES															
Facet #	Facet	Domain	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
F01	Team Player	A	.04	-.01	.02	-.03	.06	-.03	.02	.00	.03	-.01	.04	-.02	.01	.01	.00	.03
F02	Stress Under Pressure	N	-.03	-.04	-.01	.01	-.08	.00	-.08	-.08	-.08	-.09	-.04	-.01	-.03	-.07	-.09	-.06
F03	Reserved	E	.10	.11	.15	.14	.07	.16	-.03	.06	.05	.03	.12	.14	.15	.07	.06	.10
F04	Achievement Striving	C	-.02	-.05	-.04	-.06	-.02	-.08	.02	-.06	-.01	-.03	-.03	-.06	-.05	-.04	-.05	-.03
F05	Creative	O	.02	-.01	.01	-.01	.01	.04	-.03	.02	.01	-.01	.01	-.01	.00	-.01	-.01	.00
F06	Interpersonal Tactics	M	-.07	.01	-.10	.01	-.11	.00	-.01	.04	-.01	.01	-.11	.01	-.05	-.01	.01	-.06
F07	Pleasant	A	-.11	-.12	-.15	-.12	-.10	-.15	.01	-.08	-.06	-.06	-.14	-.13	-.15	-.09	-.08	-.11
F08	Temperamental	N	.03	.06	.06	.08	.00	.07	-.01	.03	.00	.01	.03	.08	.07	.04	.03	.03
F09	Dominance-Leader	E	-.08	-.08	-.13	-.13	-.06	-.15	.02	-.06	-.03	-.04	-.11	-.12	-.13	-.07	-.07	-.08
F10	Order	C	-.17	-.16	-.21	-.16	-.18	-.20	-.01	-.13	-.08	-.12	-.21	-.17	-.22	-.14	-.14	-.16
F11	Reflective	O	.06	.00	.12	.01	.06	.04	-.08	-.03	-.05	-.08	.09	.00	.05	-.05	-.07	.01
F12	Cynical View	M	-.05	.00	-.02	.01	-.06	.01	-.04	.01	-.02	-.02	-.05	.01	-.02	-.02	-.01	-.03
F13	Helpful Altruistic	A	-.09	-.12	-.10	-.11	-.08	-.13	-.05	-.11	-.09	-.10	-.11	-.12	-.13	-.12	-.13	-.12
F14	Worry	N	-.09	-.06	-.07	-.02	-.10	-.03	-.07	-.08	-.08	-.08	-.10	-.04	-.08	-.09	-.09	-.09
F15	Excitement Seeking	E	.02	.09	-.03	.09	.05	.09	.10	.20	.14	.20	.02	.10	.06	.17	.21	.09
F16	Self-Discipline	C	-.11	-.13	-.15	-.14	-.10	-.16	.00	-.10	-.05	-.08	-.14	-.14	-.16	-.10	-.11	-.11
F17	Scientific Interest	O	.15	.18	.14	.24	.12	.39	.05	.23	.16	.19	.15	.24	.22	.22	.24	.18
F18	Envious	M	.10	.15	.09	.15	.08	.15	.08	.16	.10	.14	.11	.16	.15	.17	.18	.14
F19	Independent	A	.05	.06	.05	.05	.01	.04	.00	-.01	.02	-.03	.04	.06	.06	.02	.00	.04
F20	Angry Hostility	N	.01	.04	.04	.05	-.01	.05	-.02	.01	-.02	.01	.01	.05	.04	.01	.01	.01
F21	High-Intensity Pleasure	E	-.01	-.03	-.04	-.03	.00	-.02	.00	.00	-.02	-.01	-.02	-.03	-.03	-.02	-.01	-.03
F22	Deliberation	C	-.05	-.09	-.05	-.09	-.05	-.09	-.05	-.08	-.06	-.07	-.05	-.10	-.09	-.09	-.10	-.08
F23	Cultured	O	.02	-.12	.06	-.12	-.03	-.08	-.13	-.16	-.12	-.17	.02	-.13	-.06	-.17	-.20	-.08
F24	Influence Tactics	M	.11	.08	.10	.04	.12	.04	.03	.05	.05	.03	.13	.06	.10	.06	.05	.08
F25	Optimist	A	-.13	-.12	-.17	-.14	-.12	-.16	-.02	-.10	-.06	-.08	-.16	-.14	-.17	-.11	-.11	-.13
F26	Unconventional	N	.09	.13	.10	.14	.09	.14	.03	.11	.07	.10	.11	.15	.14	.12	.13	.11
F27	Spontaneous-Variety	E	-.07	-.03	-.10	-.04	-.08	-.06	.00	-.02	-.02	-.02	-.10	-.04	-.08	-.03	-.03	-.06
F28	Activity	C	-.06	-.05	-.10	-.06	-.06	-.09	.04	-.04	-.01	.01	-.08	-.06	-.08	-.02	-.01	-.04
F29	Well-Adjusted	O	.03	.00	-.01	-.02	.04	-.04	.05	.01	.03	.01	.02	-.02	.00	.03	.02	.02
F30	Imagination	M	.14	.08	.18	.10	.12	.17	-.01	.10	.06	.04	.17	.10	.15	.08	.07	.12

Note. All correlations are significant at the $p < .01$ level. $N = 8{,}808$.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

OTS-AD

FACET			COGNITIVE SUBTESTS AND COMPOSITES														
Facet #	Facet	Domain	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
F01	Team Player	A	.01	-.01	.01	-.02	.02	-.03	.00	-.01	.00	-.03	.01	-.02	.00	-.01	-.02	.00
F02	Stress Under Pressure	N	-.02	-.04	-.02	.00	-.08	-.02	-.05	-.09	-.06	-.07	-.04	-.02	-.04	-.06	-.08	-.05
F03	Reserved	E	.08	.05	.11	.09	.04	.13	-.03	.01	.02	.04	.09	.08	.10	.04	.03	.06
F04	Achievement Striving	C	-.03	-.01	-.05	.01	-.03	-.05	.02	-.04	.00	-.05	-.04	.00	-.02	-.01	-.03	-.02
F05	Creative	O	.01	.00	-.01	.00	-.01	.06	-.05	.03	.00	.00	.00	.00	.00	-.02	-.01	-.02
F06	Interpersonal Tactics	M	-.01	.06	-.05	.07	-.04	.04	.03	.07	.05	.04	-.04	.07	.02	.06	.07	.01
F07	Pleasant	A	-.11	-.09	-.14	-.07	-.10	-.12	-.01	-.07	-.04	-.10	-.14	-.08	-.13	-.08	-.08	-.10
F08	Temperamental	N	.04	.02	.04	.03	.00	.03	.01	.01	.00	.03	.03	.03	.04	.03	.02	.03
F09	Dominance-Leader	E	-.03	-.02	-.08	-.06	-.02	-.09	.03	.00	.00	-.02	-.05	-.05	-.06	-.01	-.01	-.03
F10	Order	C	-.17	-.10	-.21	-.08	-.17	-.18	.00	-.12	-.05	-.13	-.21	-.10	-.18	-.11	-.12	-.13
F11	Reflective	O	.07	-.01	.10	.01	.05	.09	-.11	-.02	-.06	-.05	.08	.00	.05	-.06	-.07	-.02
F12	Cynical View	M	-.01	.01	-.01	.02	-.04	.03	.00	.00	.01	.00	-.02	.02	.00	.01	.01	.00
F13	Helpful Altruistic	A	-.11	-.09	-.11	-.06	-.10	-.11	-.05	-.10	-.09	-.12	-.12	-.07	-.11	-.11	-.12	-.12
F14	Worry	N	-.07	-.05	-.09	-.02	-.10	-.06	-.03	-.08	-.06	-.07	-.10	-.03	-.08	-.07	-.07	-.08
F15	Excitement Seeking	E	.05	.09	.00	.07	.08	.10	.11	.22	.14	.21	.05	.09	.08	.18	.22	.11
F16	Self-Discipline	C	-.11	-.07	-.14	-.05	-.10	-.12	.00	-.07	-.03	-.10	-.14	-.06	-.12	-.07	-.08	-.09
F17	Scientific Interest	O	.17	.17	.18	.20	.16	.39	.05	.27	.18	.25	.20	.21	.24	.23	.27	.20
F18	Envious	M	.12	.14	.09	.12	.09	.12	.11	.15	.14	.14	.11	.14	.15	.18	.18	.16
F19	Independent	A	.09	.09	.07	.10	.04	.08	.04	.03	.06	.04	.08	.10	.11	.09	.07	.08
F20	Angry Hostility	N	.03	.01	.04	.01	.00	.03	.00	.00	-.01	.03	.03	.01	.03	.01	.02	.02
F21	High-Intensity Pleasure	E	.03	-.01	.01	-.01	.04	.00	.01	.04	.00	.03	.03	-.01	.01	.02	.03	.01
F22	Deliberation	C	-.05	-.06	-.06	-.04	-.06	-.05	-.06	-.07	-.06	-.10	-.07	-.05	-.07	-.09	-.09	-.08
F23	Cultured	O	.01	-.09	.05	-.04	-.03	-.01	-.13	-.11	-.11	-.14	.02	-.06	-.03	-.13	-.15	-.07
F24	Influence Tactics	M	.14	.10	.13	.08	.14	.09	.03	.07	.06	.06	.16	.10	.15	.09	.08	.11
F25	Optimist	A	-.11	-.06	-.12	-.05	-.09	-.09	-.03	-.06	-.02	-.09	-.12	-.06	-.11	-.08	-.08	-.09
F26	Unconventional	N	.12	.11	.13	.09	.12	.13	.06	.10	.07	.12	.14	.10	.14	.12	.13	.12
F27	Spontaneous-Variety	E	-.05	-.03	-.07	-.02	-.06	-.01	.01	.03	.00	.04	-.07	-.03	-.06	.00	.02	-.03
F28	Activity	C	-.05	.00	-.10	-.02	-.05	-.06	.05	.02	.04	.01	-.08	-.01	-.05	.02	.03	-.02
F29	Well-Adjusted	O	-.01	-.01	-.03	-.03	.02	-.06	.03	.00	.00	-.02	-.01	-.03	-.02	.00	.00	.00
F30	Imagination	M	.15	.04	.18	.06	.13	.16	-.02	.10	.05	.06	.17	.06	.14	.07	.07	.11

Note. All correlations are significant at the $p < .01$ level. $N = 7{,}092$.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

AECP

FACET			COGNITIVE SUBTESTS AND COMPOSITES														
Facet #	Facet	Domain	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
F01	Team Player	A	-.01	-.01	.03	.03	.07	-.04	.00	-.08	-.03	-.12	.03	.02	.03	-.03	-.06	.00
F02	Stress Under Pressure	N	-.03	-.05	-.03	-.03	-.11	-.02	-.10	-.08	-.06	.05	-.07	-.04	-.06	-.09	-.07	-.08
F03	Reserved	E	.12	.09	.15	.00	.09	.11	-.09	-.03	.02	.10	.14	.04	.10	-.02	-.02	.05
F04	Achievement Striving	C	-.01	-.03	-.04	.03	.03	-.08	-.02	-.06	.02	-.14	-.01	.01	.00	-.02	-.06	-.02
F05	Creative	O	.05	-.01	.04	.04	.06	.08	-.04	.01	-.04	-.09	.05	.02	.04	-.02	-.03	-.01
F06	Interpersonal Tactics	M	.02	.06	.00	.01	-.06	.11	-.03	.11	.06	.09	-.01	.03	.01	.03	.06	.01
F07	Pleasant	A	-.13	-.15	-.16	-.05	-.11	-.19	.05	-.10	-.10	-.14	-.15	-.10	-.14	-.06	-.08	-.11
F08	Temperamental	N	.02	.06	.05	.02	-.03	.00	-.04	.07	.02	.11	.02	.04	.03	.02	.05	.02
F09	Dominance-Leader	E	-.11	-.13	-.08	-.05	-.04	-.05	-.01	.02	-.03	-.03	-.08	-.09	-.10	-.03	-.01	-.06
F10	Order	C	-.24	-.14	-.31	-.13	-.21	-.21	-.05	-.18	-.08	-.20	-.29	-.15	-.25	-.17	-.19	-.23
F11	Reflective	O	.11	.05	.19	.06	.15	.09	-.04	-.02	-.06	-.11	.17	.06	.13	-.04	-.06	.06
F12	Cynical View	M	.03	.06	.09	.03	-.01	.07	-.07	.01	-.02	-.05	.04	.04	.05	-.05	-.05	.01
F13	Helpful Altruistic	A	-.10	-.15	-.09	-.08	-.06	-.16	-.04	-.12	-.11	-.17	-.09	-.12	-.12	-.12	-.14	-.12
F14	Worry	N	-.08	-.01	-.09	.01	-.14	-.10	-.10	-.08	-.08	-.19	-.12	.00	-.07	-.13	-.15	-.12
F15	Excitement Seeking	E	.11	.13	.05	.16	.07	.22	.10	.25	.19	.17	.09	.16	.14	.20	.23	.16
F16	Self-Discipline	C	-.15	-.14	-.20	-.06	-.12	-.17	-.04	-.06	-.01	-.12	-.17	-.09	-.15	-.09	-.09	-.13
F17	Scientific Interest	O	.18	.16	.17	.20	.14	.33	.07	.20	.11	.15	.18	.20	.22	.19	.21	.18
F18	Envious	M	.12	.17	.15	.13	.01	.21	.16	.24	.14	.24	.11	.15	.14	.23	.26	.21
F19	Independent	A	.05	.09	.04	-.01	.02	.06	-.06	-.07	.02	.01	.04	.03	.04	-.05	-.07	.01
F20	Angry Hostility	N	-.04	-.02	.01	-.04	-.09	-.04	-.05	.01	-.02	.07	-.04	-.04	-.05	-.04	.00	-.03
F21	High-Intensity Pleasure	E	-.06	.07	-.05	.12	-.10	.04	.10	.09	.05	-.04	-.08	.11	.01	.09	.09	.05
F22	Deliberation	C	-.10	-.10	-.12	-.06	-.04	-.10	-.05	-.11	-.12	-.23	-.09	-.08	-.10	-.12	-.14	-.14
F23	Cultured	O	.03	-.08	.07	-.02	.06	-.01	-.04	-.18	-.19	-.20	.06	-.05	.01	-.11	-.16	-.06
F24	Influence Tactics	M	.13	.08	.20	.08	.19	.13	-.06	.11	.05	.00	.20	.09	.16	.04	.04	.11
F25	Optimist	A	-.13	-.15	-.11	-.09	-.08	-.18	-.04	-.10	-.12	-.12	-.12	-.12	-.13	-.12	-.11	-.13
F26	Unconventional	N	.13	.19	.20	.14	.15	.22	-.01	.20	.14	.23	.18	.18	.20	.14	.18	.17
F27	Spontaneous-Variety	E	-.01	.03	-.01	.06	-.01	.03	.03	.00	-.02	.04	-.01	.05	.02	.02	.03	.00
F28	Activity	C	.00	.05	-.08	.00	-.05	-.06	.13	-.01	.09	-.01	-.05	.02	-.02	.07	.05	.05
F29	Well-Adjusted	O	-.04	-.04	.01	.02	.06	-.08	.04	-.08	-.08	-.04	.01	.00	.01	-.01	-.02	-.01
F30	Imagination	M	.16	.15	.30	.09	.23	.13	.02	.07	.06	-.03	.26	.12	.22	.06	.03	.20

Note. All correlations are significant at the $p < .01$ level. $N = 256$.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

USAFA

FACET			COGNITIVE SUBTESTS AND COMPOSITES														
Facet #	Facet	Domain	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
F01	Team Player	A	.04	.03	.06	.04	.07	.06	.03	.04	.04	.04	.07	.04	.06	.06	.06	.06
F02	Stress Under Pressure	N	-.03	-.11	-.04	-.08	-.11	-.12	-.06	-.21	-.15	-.17	-.07	-.10	-.10	-.17	-.20	-.12
F03	Reserved	E	.09	.07	.11	.08	.04	.13	.00	.05	.05	.04	.10	.08	.10	.07	.06	.09
F04	Achievement Striving	C	.04	.05	.04	.07	.09	.09	.05	.03	.01	.06	.07	.07	.08	.08	.08	.06
F05	Creative	O	.09	.05	.09	.07	.07	.13	-.02	.10	.09	.10	.10	.07	.10	.09	.10	.09
F06	Interpersonal Tactics	M	-.05	-.01	-.11	-.05	-.08	-.05	.00	.01	.00	-.03	-.10	-.04	-.08	-.03	-.02	-.07
F07	Pleasant	A	-.11	-.06	-.11	-.05	-.09	-.10	.01	-.03	-.03	-.05	-.12	-.06	-.11	-.06	-.05	-.08
F08	Temperamental	N	.00	-.01	-.01	.00	-.04	-.05	.01	-.07	-.07	-.07	-.02	.00	-.01	-.04	-.05	-.03
F09	Dominance-Leader	E	-.04	-.03	-.07	-.06	.00	-.04	.02	.02	.00	.04	-.04	-.05	-.06	-.01	.01	-.04
F10	Order	C	-.08	-.06	-.13	-.05	-.07	-.07	.06	-.04	-.03	-.03	-.11	-.06	-.10	-.02	-.02	-.07
F11	Reflective	O	.04	-.02	.09	-.02	.02	.04	-.08	-.02	-.04	-.03	.06	-.03	.02	-.06	-.06	.00
F12	Cynical View	M	-.02	.00	-.03	-.02	-.08	-.02	-.01	-.03	-.02	-.04	-.05	-.01	-.04	-.03	-.04	-.03
F13	Helpful Altruistic	A	-.01	-.02	-.01	.01	-.02	-.03	-.02	-.02	-.03	-.03	-.01	.00	-.01	-.02	-.03	-.03
F14	Worry	N	-.05	-.08	-.09	-.08	-.09	-.11	-.03	-.15	-.13	-.14	-.10	-.09	-.11	-.13	-.15	-.13
F15	Excitement Seeking	E	.04	.10	.01	.07	.06	.10	.05	.19	.13	.14	.05	.09	.08	.15	.18	.09
F16	Self-Discipline	C	-.06	-.03	-.06	-.01	.01	-.01	.04	.00	-.01	.03	-.04	-.02	-.04	.01	.03	-.02
F17	Scientific Interest	O	.18	.22	.17	.25	.17	.40	.06	.27	.21	.25	.21	.26	.28	.29	.31	.24
F18	Envious	M	.07	.09	.06	.09	.05	.08	.06	.07	.06	.06	.07	.10	.10	.11	.10	.09
F19	Independent	A	.11	.13	.12	.12	.08	.12	.07	.03	.07	.02	.12	.14	.15	.11	.08	.13
F20	Angry Hostility	N	-.02	-.03	-.03	-.05	-.05	-.06	-.03	-.07	-.09	-.08	-.04	-.04	-.05	-.07	-.08	-.07
F21	High-Intensity Pleasure	E	-.08	-.06	-.13	-.09	-.09	-.10	-.02	-.04	-.06	-.09	-.12	-.08	-.12	-.09	-.08	-.11
F22	Deliberation	C	-.01	-.03	.01	-.01	.04	.03	-.01	.02	-.01	.04	.02	-.02	.00	.00	.02	.00
F23	Cultured	O	.08	-.11	.13	-.06	.04	-.03	-.06	-.12	-.06	-.11	.10	-.08	.01	-.10	-.13	.01
F24	Influence Tactics	M	.04	.00	.01	-.05	.04	-.06	-.02	-.03	.00	-.01	.04	-.03	.00	-.03	-.04	.00
F25	Optimist	A	-.05	.00	-.07	.01	-.04	-.03	.02	.02	.02	.00	-.06	.01	-.03	.01	.02	-.02
F26	Unconventional	N	.05	.07	.03	.03	.00	.04	-.02	.04	.02	.03	.03	.05	.05	.03	.03	.02
F27	Spontaneous-Variety	E	-.07	-.03	-.09	-.04	-.12	-.07	-.03	.01	.01	-.04	-.11	-.04	-.09	-.04	-.03	-.06
F28	Activity	C	.06	.03	.02	.04	.05	.01	.07	.01	.05	.07	.05	.04	.05	.08	.07	.06
F29	Well-Adjusted	O	.00	.01	.00	.01	.01	.01	.03	.04	.02	.02	.00	.01	.01	.03	.04	.02
F30	Imagination	M	.09	.01	.12	.01	.04	.08	-.06	.04	.03	.01	.10	.01	.06	.00	.00	.06

Note. All correlations are significant at the $p < .01$ level. $N = 4{,}678$.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

ROTC

FACET			COGNITIVE SUBTESTS AND COMPOSITES														
Facet #	Facet	Domain	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
F01	Team Player	A	.01	-.02	.01	-.03	.05	-.03	.03	-.02	-.02	.00	.03	-.03	.00	.00	-.01	.01
F02	Stress Under Pressure	N	-.05	-.08	-.03	-.03	-.11	-.06	-.08	-.15	-.09	-.15	-.07	-.05	-.07	-.12	-.15	-.08
F03	Reserved	E	.06	.06	.11	.08	.04	.11	-.04	.04	.05	.03	.08	.08	.09	.04	.04	.07
F04	Achievement Striving	C	-.03	-.04	-.04	-.04	-.01	-.06	.03	-.05	-.04	-.01	-.03	-.04	-.04	-.02	-.03	-.03
F05	Creative	O	.02	.00	.02	-.01	.02	.04	-.03	.03	.00	.02	.02	-.01	.01	.00	.01	.00
F06	Interpersonal Tactics	M	-.09	-.02	-.10	-.04	-.12	-.02	-.02	.02	-.01	.00	-.12	-.03	-.08	-.03	-.01	-.07
F07	Pleasant	A	-.14	-.14	-.17	-.14	-.12	-.16	-.01	-.08	-.08	-.07	-.16	-.15	-.17	-.11	-.10	-.14
F08	Temperamental	N	.02	.04	.03	.05	-.03	.03	-.01	-.01	.00	-.02	.01	.05	.03	.01	.00	.02
F09	Dominance-Leader	E	-.02	-.01	-.05	-.06	-.01	-.05	.04	.01	-.01	.02	-.03	-.04	-.04	.00	.01	-.02
F10	Order	C	-.19	-.16	-.22	-.15	-.19	-.20	.02	-.12	-.08	-.09	-.23	-.16	-.22	-.12	-.11	-.15
F11	Reflective	O	.01	-.05	.05	-.05	.00	.00	-.10	-.05	-.09	-.07	.02	-.05	-.02	-.09	-.09	-.06
F12	Cynical View	M	-.06	-.01	-.04	-.01	-.10	-.02	-.02	-.01	-.02	-.03	-.07	-.01	-.05	-.03	-.03	-.04
F13	Helpful Altruistic	A	-.09	-.12	-.09	-.11	-.08	-.12	-.05	-.12	-.12	-.10	-.10	-.12	-.13	-.13	-.13	-.12
F14	Worry	N	-.10	-.10	-.10	-.07	-.13	-.10	-.06	-.14	-.11	-.12	-.13	-.09	-.12	-.13	-.14	-.13
F15	Excitement Seeking	E	.02	.08	-.03	.07	.04	.08	.09	.17	.11	.17	.01	.07	.05	.14	.18	.07
F16	Self-Discipline	C	-.13	-.12	-.15	-.12	-.11	-.15	.01	-.08	-.07	-.03	-.15	-.13	-.16	-.09	-.08	-.12
F17	Scientific Interest	O	.16	.20	.14	.26	.15	.39	.08	.23	.17	.20	.17	.25	.24	.25	.26	.20
F18	Envious	M	.13	.16	.10	.18	.10	.17	.11	.17	.14	.13	.13	.18	.17	.20	.20	.17
F19	Independent	A	.09	.10	.11	.08	.05	.08	.03	.02	.06	.01	.10	.09	.11	.07	.04	.10
F20	Angry Hostility	N	.02	.02	.03	.02	-.03	.02	-.03	-.02	-.02	-.02	.00	.02	.01	-.02	-.02	.00
F21	High-Intensity Pleasure	E	-.06	-.06	-.09	-.07	-.05	-.09	-.02	-.06	-.07	-.07	-.07	-.07	-.08	-.08	-.08	-.09
F22	Deliberation	C	-.08	-.11	-.08	-.11	-.05	-.10	-.04	-.08	-.08	-.06	-.08	-.12	-.11	-.10	-.10	-.10
F23	Cultured	O	.01	-.13	.06	-.12	-.04	-.10	-.10	-.15	-.12	-.18	.01	-.13	-.07	-.16	-.20	-.08
F24	Influence Tactics	M	.10	.07	.09	.03	.10	.04	.02	.04	.03	.02	.11	.05	.09	.05	.04	.07
F25	Optimist	A	-.09	-.08	-.11	-.09	-.08	-.11	.00	-.04	-.04	-.05	-.11	-.10	-.12	-.07	-.06	-.09
F26	Unconventional	N	.09	.13	.11	.11	.08	.14	.03	.11	.07	.09	.11	.13	.13	.11	.12	.11
F27	Spontaneous-Variety	E	-.10	-.05	-.11	-.06	-.11	-.08	-.03	-.05	-.04	-.06	-.12	-.06	-.11	-.08	-.07	-.09
F28	Activity	C	-.04	-.03	-.07	-.04	-.04	-.07	.05	-.05	-.03	-.02	-.06	-.03	-.05	-.01	-.02	-.03
F29	Well-Adjusted	O	.00	-.01	-.01	-.02	.03	-.03	.04	.00	-.02	.00	.01	-.01	.00	.01	.01	.00
F30	Imagination	M	.13	.07	.16	.08	.11	.14	-.04	.08	.03	.04	.15	.08	.13	.06	.05	.09

Note. All correlations are significant at the $p < .01$ level. $N = 16{,}398$.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

FACET			COGNITIVE SUBTESTS AND COMPOSITES														
Facet #	Facet	Domain	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
F01	Team Player	A	.01	-.01	.00	-.02	.01	-.04	.01	-.02	.01	-.04	.01	-.01	.00	-.01	-.03	.01
F02	Stress Under Pressure	N	-.01	-.04	-.02	-.01	-.04	-.02	-.05	-.07	-.07	-.08	-.03	-.03	-.03	-.07	-.08	-.06
F03	Reserved	E	.09	.07	.13	.08	.08	.11	-.03	.03	.05	.01	.12	.08	.12	.04	.03	.09
F04	Achievement Striving	C	-.04	-.03	-.05	-.03	-.03	-.07	.02	-.04	-.01	-.04	-.05	-.03	-.04	-.02	-.03	-.02
F05	Creative	O	.02	-.01	.02	.00	-.01	.03	-.05	.02	.01	-.03	.01	.00	.01	-.02	-.02	-.01
F06	Interpersonal Tactics	M	-.01	.07	-.05	.07	-.03	.07	.03	.08	.03	.09	-.04	.08	.02	.07	.09	.01
F07	Pleasant	A	-.13	-.10	-.17	-.08	-.13	-.15	-.02	-.06	-.05	-.07	-.17	-.10	-.15	-.09	-.08	-.12
F08	Temperamental	N	.05	.06	.06	.04	.04	.07	.01	.02	.01	.02	.06	.05	.06	.03	.03	.04
F09	Dominance-Leader	E	-.07	-.03	-.09	-.05	-.06	-.07	.04	-.03	-.03	-.04	-.08	-.04	-.07	-.02	-.02	-.05
F10	Order	C	-.17	-.14	-.20	-.12	-.18	-.18	.01	-.11	-.06	-.11	-.21	-.14	-.20	-.11	-.11	-.14
F11	Reflective	O	.08	.00	.08	.01	.07	.04	-.08	-.03	-.05	-.07	.09	.00	.05	-.05	-.07	-.01
F12	Cynical View	M	.02	.06	.01	.07	-.02	.07	.01	.08	.04	.06	.00	.07	.04	.06	.07	.04
F13	Helpful Altruistic	A	-.09	-.10	-.10	-.10	-.10	-.14	-.05	-.11	-.08	-.13	-.11	-.11	-.13	-.13	-.13	-.11
F14	Worry	N	-.07	-.04	-.10	-.02	-.07	-.04	-.03	-.05	-.05	-.04	-.09	-.03	-.07	-.05	-.05	-.08
F15	Excitement Seeking	E	.11	.14	.02	.16	.11	.17	.13	.28	.18	.28	.09	.17	.15	.26	.30	.15
F16	Self-Discipline	C	-.13	-.11	-.15	-.10	-.13	-.14	-.01	-.09	-.06	-.10	-.16	-.11	-.16	-.10	-.10	-.11
F17	Scientific Interest	O	.15	.16	.16	.20	.11	.37	.02	.21	.14	.18	.16	.20	.21	.19	.20	.17
F18	Envious	M	.11	.15	.07	.14	.10	.17	.09	.17	.11	.17	.11	.15	.15	.18	.20	.13
F19	Independent	A	.09	.12	.08	.10	.06	.09	.03	.04	.05	.04	.09	.11	.12	.08	.06	.08
F20	Angry Hostility	N	.04	.03	.05	.03	.03	.05	.01	.02	-.01	.03	.05	.03	.05	.03	.03	.03
F21	High-Intensity Pleasure	E	.05	.03	.00	.05	.03	.05	.01	.06	.01	.04	.03	.05	.05	.05	.05	.01
F22	Deliberation	C	-.08	-.08	-.07	-.08	-.07	-.09	-.04	-.08	-.07	-.09	-.08	-.09	-.10	-.10	-.10	-.09
F23	Cultured	O	.01	-.14	.07	-.12	-.04	-.07	-.15	-.18	-.13	-.23	.02	-.13	-.07	-.20	-.24	-.09
F24	Influence Tactics	M	.14	.13	.16	.11	.15	.11	.03	.06	.04	.05	.17	.13	.17	.10	.08	.12
F25	Optimist	A	-.12	-.08	-.13	-.08	-.11	-.12	-.03	-.07	-.04	-.08	-.14	-.09	-.13	-.09	-.09	-.11
F26	Unconventional	N	.14	.15	.14	.15	.13	.18	.04	.13	.08	.15	.16	.16	.18	.15	.16	.14
F27	Spontaneous-Variety	E	.02	.02	-.02	.04	-.02	.04	.01	.04	.02	.05	-.01	.04	.02	.04	.05	.00
F28	Activity	C	-.02	.02	-.05	.02	-.02	.01	.07	.05	.04	.07	-.04	.02	-.01	.06	.07	.02
F29	Well-Adjusted	O	.01	.01	-.03	.00	.01	-.04	.03	.01	.03	.01	.00	.00	.00	.02	.02	.01
F30	Imagination	M	.16	.09	.15	.10	.13	.16	-.01	.11	.06	.06	.17	.11	.16	.09	.09	.11

Note. All correlations are significant at the $p < .01$ level. $N = 4{,}917$.

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RESERVES

FACET			COGNITIVE SUBTESTS AND COMPOSITES														
Facet #	Facet	Domain	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
F01	Team Player	A	.02	-.04	.02	.00	.04	-.02	.00	-.05	-.04	-.07	.03	-.01	.01	-.03	-.05	-.01
F02	Stress Under Pressure	N	-.04	-.04	-.01	-.01	-.07	-.06	-.02	-.09	-.04	-.08	-.04	-.02	-.04	-.06	-.07	-.03
F03	Reserved	E	.08	.04	.10	.10	.04	.10	-.05	.03	.04	.02	.09	.08	.10	.04	.03	.06
F04	Achievement Striving	C	-.05	-.07	-.06	-.03	-.05	-.05	-.02	-.12	-.09	-.10	-.06	-.04	-.06	-.08	-.09	-.08
F05	Creative	O	.00	-.01	.00	.02	-.02	.08	-.05	-.02	-.03	-.05	-.01	.01	.00	-.03	-.03	-.03
F06	Interpersonal Tactics	M	-.01	.05	-.05	.04	-.03	.03	-.01	.07	.04	.07	-.03	.05	.01	.04	.06	-.01
F07	Pleasant	A	-.13	-.11	-.15	-.10	-.12	-.10	-.01	-.09	-.07	-.08	-.15	-.11	-.15	-.10	-.09	-.12
F08	Temperamental	N	.05	.06	.07	.06	.03	.04	.02	.05	.04	.04	.06	.07	.07	.06	.06	.07
F09	Dominance-Leader	E	-.07	-.04	-.11	-.07	-.05	-.10	.02	-.04	-.05	-.05	-.09	-.07	-.09	-.05	-.05	-.07
F10	Order	C	-.18	-.17	-.22	-.13	-.20	-.19	-.04	-.17	-.11	-.17	-.23	-.15	-.22	-.16	-.17	-.18
F11	Reflective	O	.06	.00	.10	.03	.03	.05	-.11	-.06	-.08	-.10	.07	.03	.06	-.07	-.09	-.03
F12	Cynical View	M	-.01	.00	.00	.01	-.03	.01	-.03	.03	.00	.02	-.02	.01	.00	.00	.01	-.01
F13	Helpful Altruistic	A	-.12	-.11	-.12	-.09	-.12	-.12	-.05	-.14	-.12	-.16	-.14	-.11	-.14	-.15	-.16	-.14
F14	Worry	N	-.09	-.03	-.09	-.01	-.09	-.05	-.04	-.05	-.05	-.03	-.10	-.01	-.07	-.05	-.04	-.08
F15	Excitement Seeking	E	.06	.13	.02	.12	.07	.14	.11	.27	.17	.28	.06	.13	.11	.23	.28	.14
F16	Self-Discipline	C	-.15	-.15	-.19	-.11	-.14	-.14	-.05	-.13	-.13	-.13	-.18	-.13	-.18	-.15	-.15	-.18
F17	Scientific Interest	O	.13	.15	.14	.23	.12	.37	.04	.22	.13	.18	.15	.21	.21	.20	.22	.17
F18	Envious	M	.11	.15	.10	.13	.12	.13	.12	.22	.15	.20	.13	.15	.16	.21	.23	.17
F19	Independent	A	.11	.10	.10	.10	.07	.09	.05	.06	.08	.05	.11	.11	.12	.10	.08	.11
F20	Angry Hostility	N	.04	.07	.08	.05	.04	.05	.03	.06	.03	.06	.06	.06	.07	.06	.07	.06
F21	High-Intensity Pleasure	E	.02	.01	-.01	-.02	.03	.01	.02	.02	.01	.03	.02	-.01	.00	.01	.02	.01
F22	Deliberation	C	-.08	-.09	-.08	-.06	-.06	-.08	-.11	-.15	-.11	-.14	-.09	-.08	-.09	-.15	-.16	-.13
F23	Cultured	O	-.01	-.15	.02	-.10	-.07	-.12	-.13	-.19	-.14	-.24	-.02	-.13	-.09	-.19	-.23	-.11
F24	Influence Tactics	M	.13	.12	.14	.08	.15	.05	.01	.04	.06	.03	.16	.10	.15	.07	.05	.10
F25	Optimist	A	-.10	-.05	-.12	-.08	-.10	-.10	-.03	-.08	-.04	-.10	-.12	-.08	-.11	-.09	-.10	-.10
F26	Unconventional	N	.12	.14	.15	.13	.14	.12	.05	.12	.10	.16	.16	.14	.18	.15	.16	.15
F27	Spontaneous-Variety	E	-.03	.00	-.05	-.01	-.06	-.04	-.01	.02	.01	.04	-.05	-.01	-.04	.00	.02	-.02
F28	Activity	C	-.02	.00	-.07	.01	-.04	.01	.06	.02	.04	.05	-.05	.01	-.02	.05	.05	.01
F29	Well-Adjusted	O	.02	.00	-.01	.01	.04	-.01	.05	.04	.02	.02	.02	.00	.01	.04	.04	.02
F30	Imagination	M	.14	.10	.19	.10	.14	.15	.00	.12	.08	.08	.18	.11	.17	.11	.10	.14

Note. All correlations are significant at the $p < .01$ level. $N = 1{,}941$.

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APPENDIX M: Facet-Level Subgroup Differences by Accession Source

OTS-CIV

Facet #	Facet	Domain	F/M	B/W	A/W	WnH/WH	BnH/BH
F01	Team Player	A	.12	*.03	.20	*.03	*.02
F02	Stress Under Pressure	N	.28	*.04	.30	*.02	*.04
F03	Reserved	E	.19	.08	.25	*.03	*.17
F04	Achievement Striving	C	.22	.12	.13	*.06	*.02
F05	Creative	O	.10	.16	*.05	.12	*.15
F06	Interpersonal Tactics	M	.35	*.02	.20	.07	*.11
F07	Pleasant	A	.22	.11	.10	.08	*.03
F08	Temperamental	N	.09	.16	.23	.09	*.13
F09	Dominance-Leader	E	.13	.08	.24	*.03	*.14
F10	Order	C	.29	.29	.09	.15	*.03
F11	Reflective	O	.11	.33	.19	.14	*.02
F12	Cynical View	M	.16	.12	.23	.02	*.06
F13	Helpful Altruistic	A	.23	.24	*.08	.23	*.17
F14	Worry	N	.09	.11	.40	.08	*.03
F15	Excitement Seeking	E	.32	.38	.24	.08	*.03
F16	Self-Discipline	C	.28	.15	.09	.15	*.07
F17	Scientific Interest	O	.50	.26	.17	.09	*.17
F18	Envious	M	.28	<u>.52</u>	*.03	.30	*.00
F19	Independent	A	*.03	*.07	.09	*.00	*.03
F20	Angry Hostility	N	.12	.11	.17	*.02	*.13
F21	High-Intensity Pleasure	E	*.02	.08	.17	.12	*.14
F22	Deliberation	C	.13	.28	.04	.14	*.10
F23	Cultured	O	<u>.42</u>	.49	.29	.31	.18
F24	Influence Tactics	M	.22	*.00	*.02	.09	*.07
F25	Optimist	A	.19	.20	.07	.12	*.09
F26	Unconventional	N	.32	.18	.16	.10	*.05
F27	Spontaneous-Variety	E	*.01	.13	.09	.05	*.03
F28	Activity	C	.28	*.02	.09	*.01	*.13
F29	Well-Adjusted	O	.11	.11	.32	*.05	*.07
F30	Imagination	M	.21	*.01	*.01	*.01	.19

*Cohen's *d* was not significant at the .05 level. Underlined values indicate "medium" level subgroup differences in which minorities scored higher.

Note. N = 8,808. F/M = Female/Male; B/W = Black/White; A/W = Asian/White; WnH/WH = White Non-Hispanic/White Hispanic; BnH/BH = Black Non-Hispanic/Black Hispanic.

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Facet #	Facet	Domain	F/M	B/W	A/W	WnH/WH	BnH/BH
F01	Team Player	A	*.03	.09	.15	*.04	*.04
F02	Stress Under Pressure	N	.47	*.02	.35	.11	*.11
F03	Reserved	E	.06	*.03	.31	.10	*.16
F04	Achievement Striving	C	.15	.09	*.04	*.02	*.01
F05	Creative	O	.23	.21	*.04	.10	*.06
F06	Interpersonal Tactics	M	.26	.11	.27	.12	.22
F07	Pleasant	A	.08	.24	*.02	.14	*.09
F08	Temperamental	N	.08	.20	.15	.16	*.12
F09	Dominance-Leader	E	*.01	.11	.24	.09	*.08
F10	Order	C	.31	.16	.16	*.08	*.10
F11	Reflective	O	.08	.39	.17	*.07	*.14
F12	Cynical View	M	*.05	.09	.22	*.04	.17*
F13	Helpful Altruistic	A	.16	.30	*.08	.18	.08*
F14	Worry	N	.17	.10	.37	*.00	*.06
F15	Excitement Seeking	E	.41	.42	.28	*.00	.25
F16	Self-Discipline	C	.13	.12	*.07	.12	.18
F17	Scientific Interest	O	.69	.34	*.03	*.07	.21
F18	Envious	M	.24	.55	*.06	.27	*.06
F19	Independent	A	*.01	*.02	.13	*.06	.19
F20	Angry Hostility	N	*.03	.16	*.11	.13	*.17
F21	High-Intensity Pleasure	E	.10	*.04	.18	.20	*.07
F22	Deliberation	C	.11	.30	*.010	.14	*.03
F23	Cultured	O	.36	.49	.43	.23	.21
F24	Influence Tactics	M	.19	*.01	*.03	*.01	.19
F25	Optimist	A	.08	.24	*.04	.19	*.05
F26	Unconventional	N	.24	.22	*.11	.14	.20
F27	Spontaneous-Variety	E	.17	.08	*.00	*.04	*.02
F28	Activity	C	.09	.09	*.08	*.00	*.05
F29	Well-Adjusted	O	*.02	*.03	.26	*.02	*.00
F30	Imagination	M	.24	*.04	*.06	*.05	*.17

*Cohen's *d* was not significant at the .05 level. Underlined values indicate "medium" level subgroup differences in which minorities scored higher.

Note. N = 7,092. F/M = Female/Male; B/W = Black/White; A/W = Asian/White; WnH/WH = White Non-Hispanic/White Hispanic; BnH/BH = Black Non-Hispanic/Black Hispanic.

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Facet #	Facet	Domain	F/M	B/W	A/W	WnH/WH	BnH/BH
F01	Team Player	A	*.14	*.29	*.32	*.21	*.55
F02	Stress Under Pressure	N	.37	*.01	*.56	*.01	*.41
F03	Reserved	E	*.12	*.30	*.32	*.37	*.08
F04	Achievement Striving	C	.33	*.03	*.14	*.16	*.21
F05	Creative	O	*.06	*.04	*.18	*.14	*.75
F06	Interpersonal Tactics	M	.51	*.30	*.48	*.32	*.27
F07	Pleasant	A	*.22	*.32	*.18	*.25	*.31
F08	Temperamental	N	*.10	.47	*.34	*.11	*.62
F09	Dominance-Leader	E	*.13	*.01	*.17	*.07	*.53
F10	Order	C	.37	.44	*.18	*.31	*.30
F11	Reflective	O	.29	.66	*.17	*.15	*.62
F12	Cynical View	M	*.24	*.29	*.61	*.04	*.08
F13	Helpful Altruistic	A	.39	*.07	*.06	*.40	*.09
F14	Worry	N	*.03	*.21	*.42	*.16	*.32
F15	Excitement Seeking	E	.29	.77	*.20	*.04	*.04
F16	Self-Discipline	C	*.24	*.01	*.13	*.04	*.22
F17	Scientific Interest	O	.48	.47	*.04	*.41	*1.08
F18	Envious	M	.30	.60	*.53	*.32	*.37
F19	Independent	A	*.24	*.00	*.02	*.12	*.13
F20	Angry Hostility	N	*.02	*.27	*.45	*.15	*.01
F21	High-Intensity Pleasure	E	*.06	*.20	*.49	.80	1.72
F22	Deliberation	C	*.23	*.32	*.11	*.27	*.12
F23	Cultured	O	.43	.43	*.16	.59	1.31
F24	Influence Tactics	M	.43	*.34	*.01	*.16	*.38
F25	Optimist	A	*.22	*.22	*.30	*.17	*.86
F26	Unconventional	N	.44	.58	*.24	*.31	*.01
F27	Spontaneous-Variety	E	*.01	*.12	*.03	*.27	*.30
F28	Activity	C	.45	.73	*.49	*.02	*.02
F29	Well-Adjusted	O	*.12	*.15	*.33	*.19	*.07
F30	Imagination	M	*.24	*.03	*.18	*.03	*1.01

*Cohen's d was not significant at the .05 level. Underlined values indicate "medium" level subgroup differences in which minorities scored higher.

Note. N = 256. F/M = Female/Male; B/W = Black/White; A/W = Asian/White; WnH/WH = White Non-Hispanic/White Hispanic; BnH/BH = Black Non-Hispanic/Black Hispanic.

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Facet #	Facet	Domain	F/M	B/W	A/W	WnH/WH	BnH/BH
F01	Team Player	A	.11	.18	*.01	*.04	*.04
F02	Stress Under Pressure	N	.72	.23	.17	*.02	*.06
F03	Reserved	E	.10	.14	.16	*.09	*.17
F04	Achievement Striving	C	.09	.28	*.03	*.00	*.18
F05	Creative	O	.18	*.10	*.03	*.04	*.20
F06	Interpersonal Tactics	M	.36	*.01	*.09	.10	*.07
F07	Pleasant	A	.08	*.06	*.04	.19	*.07
F08	Temperamental	N	.14	*.03	.14	.10	*.17
F09	Dominance-Leader	E	.13	.30	.29	*.09	*.13
F10	Order	C	.22	*.00	.17	*.06	*.14
F11	Reflective	O	*.00	.32	.20	*.07	*.05
F12	Cynical View	M	.09	.19	.19	*.01	*.00
F13	Helpful Altruistic	A	.22	*.01	.19	.12	*.12
F14	Worry	N	.35	.17	.34	*.04	*.23
F15	Excitement Seeking	E	.27	.76	.29	*.02	.30
F16	Self-Discipline	C	.09	.26	*.03	*.01	*.06
F17	Scientific Interest	O	.34	.28	*.04	*.05	*.18
F18	Envious	M	.07	.34	*.01	.16	*.10
F19	Independent	A	*.02	*.01	*.07	*.07	*.12
F20	Angry Hostility	N	.07	*.07	.14	*.03	*.17
F21	High-Intensity Pleasure	E	*.03	*.10	*.05	.10	*.04
F22	Deliberation	C	*.06	*.00	.12	*.07	*.09
F23	Cultured	O	.57	.35	.33	.21	*.15
F24	Influence Tactics	M	.08	.17	.16	*.01	*.03
F25	Optimist	A	*.01	.16	*.06	.15	*.14
F26	Unconventional	N	.38	*.05	*.01	*.04	*.03
F27	Spontaneous-Variety	E	*.06	*.03	*.02	*.05	*.20
F28	Activity	C	.27	.40	*.06	.11	*.11
F29	Well-Adjusted	O	*.03	.15	.15	*.09	*.07
F30	Imagination	M	*.03	*.09	*.04	*.02	*.06

*Cohen's *d* was not significant at the .05 level. Underlined values indicate "medium" level subgroup differences in which minorities scored higher.

Note. N = 4,678. F/M = Female/Male; B/W = Black/White; A/W = Asian/White; WnH/WH = White Non-Hispanic/White Hispanic; BnH/BH = Black Non-Hispanic/Black Hispanic.

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Facet #	Facet	Domain	F/M	B/W	A/W	WnH/WH	BnH/BH
F01	Team Player	A	.13	*.00	.20	.06	.12
F02	Stress Under Pressure	N	.52	.13	.37	*.01	.12
F03	Reserved	E	.11	.12	.23	.05	*.09
F04	Achievement Striving	C	.19	.10	.12	.08	*.06
F05	Creative	O	.09	.11	.06	.10	*.08
F06	Interpersonal Tactics	M	.34	.11	.22	*.01	.15
F07	Pleasant	A	.13	.15	.07	.12	*.00
F08	Temperamental	N	*.01	.13	.25	.12	*.07
F09	Dominance-Leader	E	*.03	.06	.33	*.01	*.04
F10	Order	C	.24	.28	*.04	.15	*.04
F11	Reflective	O	.05	.42	.23	.14	*.08
F12	Cynical View	M	.17	.18	.24	*.03	*.05
F13	Helpful Altruistic	A	.28	.23	.12	.16	.13
F14	Worry	N	.24	.24	.44	.08	*.05
F15	Excitement Seeking	E	.27	.48	.29	.10	.24
F16	Self-Discipline	C	.15	.10	.19	.14	.15
F17	Scientific Interest	O	.42	.35	.07	*.00	*.08
F18	Envious	M	.28	.56	.11	.33	*.02
F19	Independent	A	*.03	.07	.08	.07	.13
F20	Angry Hostility	N	*.00	.10	.20	.11	*.05
F21	High-Intensity Pleasure	E	.10	.11	.10	.18	.14
F22	Deliberation	C	.12	.32	*.02	.20	*.03
F23	Cultured	O	.54	.47	.33	.28	*.06
F24	Influence Tactics	M	.18	*.01	*.04	.07	*.01
F25	Optimist	A	.07	.08	.12	.09	*.03
F26	Unconventional	N	.35	.23	.20	.15	*.02
F27	Spontaneous-Variety	E	*.01	.18	.10	*.04	*.03
F28	Activity	C	.33	.11	.08	*.03	*.07
F29	Well-Adjusted	O	.09	*.05	.23	*.00	*.02
F30	Imagination	M	.16	*.03	.06	.05	*.02

*Cohen's d was not significant at the .05 level. Underlined values indicate "medium" level subgroup differences in which minorities scored higher.

Note. N = 16,398. F/M = Female/Male; B/W = Black/White; A/W = Asian/White; WnH/WH = White Non-Hispanic/White Hispanic; BnH/BH = Black Non-Hispanic/Black Hispanic.

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Facet #	Facet	Domain	F/M	B/W	A/W	WnH/WH	BnH/BH
F01	Team Player	A	.11	.16	*.02	.13	.23
F02	Stress Under Pressure	N	.44	*.04	*.15	*.10	.04
F03	Reserved	E	*.04	*.09	*.15	*.02	.19
F04	Achievement Striving	C	.16	.20	*.00	*.10	.12
F05	Creative	O	.14	.34	.17	.17	.09
F06	Interpersonal Tactics	M	.31	*.08	.22	*.07	.38
F07	Pleasant	A	.13	.28	*.05	.16	.38
F08	Temperamental	N	*.05	.28	.21	.13	.17
F09	Dominance-Leader	E	*.01	*.07	.17	.15	.03
F10	Order	C	.24	.25	*.02	.16	.05
F11	Reflective	O	*.02	.52	.23	.14	.13
F12	Cynical View	M	.13	*.09	.33	*.04	.10
F13	Helpful Altruistic	A	.18	.32	*.01	.16	.43
F14	Worry	N	.15	*.10	.35	*.06	.04
F15	Excitement Seeking	E	.37	.47	.40	*.05	.11
F16	Self-Discipline	C	.15	.18	*.03	.12	.06
F17	Scientific Interest	O	.59	.16	.18	*.05	.04
F18	Envious	M	.25	.59	*.08	.31	.05
F19	Independent	A	*.03	.15	*.14	*.02	.06
F20	Angry Hostility	N	*.01	.25	.19	*.07	.22
F21	High-Intensity Pleasure	E	.10	*.03	.17	*.10	.03
F22	Deliberation	C	.11	.44	*.16	.17	.21
F23	Cultured	O	.44	.68	.31	.36	.20
F24	Influence Tactics	M	.20	*.03	*.06	*.05	.03
F25	Optimist	A	.11	.31	*.10	.16	.38
F26	Unconventional	N	.24	.39	*.10	.16	.13
F27	Spontaneous-Variety	E	.07	.11	*.05	*.05	.07
F28	Activity	C	.14	.15	*.07	*.06	.18
F29	Well-Adjusted	O	*.06	*.08	*.10	*.04	.29
F30	Imagination	M	.22	.14	*.11	*.04	.13

*Cohen's d was not significant at the .05 level. Underlined values indicate "medium" level subgroup differences in which minorities scored higher.

Note. N = 4,917. F/M = Female/Male; B/W = Black/White; A/W = Asian/White; WnH/WH = White Non-Hispanic/White Hispanic; BnH/BH = Black Non-Hispanic/Black Hispanic.

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Facet #	Facet	Domain	F/M	B/W	A/W	WnH/WH	BnH/BH
F01	Team Player	A	*.10	*.14	*.05	*.02	*.12
F02	Stress Under Pressure	N	.40	*.01	*.08	*.09	*.11
F03	Reserved	E	.15	*.03	*.06	*.06	*.14
F04	Achievement Striving	C	.14	.17	*.08	*.08	*.15
F05	Creative	O	.12	.21	.21	*.12	*.05
F06	Interpersonal Tactics	M	.43	.12	*.07	*.08	*.07
F07	Pleasant	A	.19	.22	*.06	*.12	*.04
F08	Temperamental	N	*.03	.25	*.04	.18	*.01
F09	Dominance-Leader	E	*.01	*.13	*.10	*.03	*.01
F10	Order	C	.24	.40	.20	*.12	*.02
F11	Reflective	O	*.04	.37	*.17	*.03	*.22
F12	Cynical View	M	.20	*.02	*.08	*.07	*.03
F13	Helpful Altruistic	A	.24	.33	.22	*.07	*.02
F14	Worry	N	*.05	.15	.32	*.10	*.15
F15	Excitement Seeking	E	.45	.43	*.01	*.02	*.17
F16	Self-Discipline	C	.16	.26	*.05	*.13	*.10
F17	Scientific Interest	O	.58	.23	*.17	.21	.51
F18	Envious	M	.37	.55	*.01	.31	*.30
F19	Independent	A	*.05	*.14	*.07	*.11	*.18
F20	Angry Hostility	N	*.09	.19	*.01	*.13	*.05
F21	High-Intensity Pleasure	E	*.04	*.04	*.05	.16	.41
F22	Deliberation	C	.13	.40	*.11	*.12	*.02
F23	Cultured	O	.46	.68	.23	.32	*.24
F24	Influence Tactics	M	.25	*.01	*.19	*.10	*.02
F25	Optimist	A	.20	.19	*.00	*.07	*.12
F26	Unconventional	N	.27	.36	*.10	*.13	*.05
F27	Spontaneous-Variety	E	*.01	*.14	*.12	*.08	*.00
F28	Activity	C	.12	*.00	*.09	*.06	*.38
F29	Well-Adjusted	O	*.09	*.07	.24	*.09	*.01
F30	Imagination	M	.12	*.00	*.11	*.09	*.05

*Cohen's *d* was not significant at the .05 level. Underlined values indicate "medium" level subgroup differences in which minorities scored higher.

Note. N = 1,941. F/M = Female/Male; B/W = Black/White; A/W = Asian/White; WnH/WH = White Non-Hispanic/White Hispanic; BnH/BH = Black Non-Hispanic/Black Hispanic.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

APPENDIX N: Facet-Level Internal Consistency by Accession Source

OTS-CIV

Facet Number	Facet	Domain	Cronbach's Alpha
F01	Team Player	A	.85
F02	Stress Under Pressure	N	.86
F03	Reserved	E	.91
F04	Achievement Striving	C	.88
F05	Creative	O	.86
F06	Interpersonal Tactics	M	.84
F07	Pleasant	A	.89
F08	Temperamental	N	.88
F09	Dominance-Leader	E	.88
F10	Order	C	.90
F11	Reflective	O	.80
F12	Cynical View	M	.87
F13	Helpful Altruistic	A	.88
F14	Worry	N	.91
F15	Excitement Seeking	E	.91
F16	Self-Discipline	C	.87
F17	Scientific Interest	O	.93
F18	Envious	M	.91
F19	Independent	A	.81
F20	Angry Hostility	N	.90
F21	High-Intensity Pleasure	E	.89
F22	Deliberation	C	.90
F23	Cultured	O	.91
F24	Influence Tactics	M	.81
F25	Optimist	A	.86
F26	Unconventional	N	.84
F27	Spontaneous-Variety	E	.79
F28	Activity	C	.83
F29	Well-Adjusted	O	.82
F30	Imagination	M	.86

Note. N = 8,808.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet Number	Facet	Domain	Cronbach's Alpha
F01	Team Player	A	.84
F02	Stress Under Pressure	N	.85
F03	Reserved	E	.90
F04	Achievement Striving	C	.87
F05	Creative	O	.87
F06	Interpersonal Tactics	M	.85
F07	Pleasant	A	.89
F08	Temperamental	N	.87
F09	Dominance-Leader	E	.88
F10	Order	C	.90
F11	Reflective	O	.80
F12	Cynical View	M	.87
F13	Helpful Altruistic	A	.89
F14	Worry	N	.91
F15	Excitement Seeking	E	.93
F16	Self-Discipline	C	.86
F17	Scientific Interest	O	.94
F18	Envious	M	.91
F19	Independent	A	.84
F20	Angry Hostility	N	.89
F21	High-Intensity Pleasure	E	.89
F22	Deliberation	C	.90
F23	Cultured	O	.92
F24	Influence Tactics	M	.82
F25	Optimist	A	.86
F26	Unconventional	N	.86
F27	Spontaneous-Variety	E	.79
F28	Activity	C	.81
F29	Well-Adjusted	O	.82
F30	Imagination	M	.86

Note. N = 7,085.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

Facet Number	Facet	Domain	Cronbach's Alpha
F01	Team Player	A	.81
F02	Stress Under Pressure	N	.84
F03	Reserved	E	.92
F04	Achievement Striving	C	.84
F05	Creative	O	.85
F06	Interpersonal Tactics	M	.86
F07	Pleasant	A	.91
F08	Temperamental	N	.87
F09	Dominance-Leader	E	.89
F10	Order	C	.91
F11	Reflective	O	.83
F12	Cynical View	M	.86
F13	Helpful Altruistic	A	.88
F14	Worry	N	.91
F15	Excitement Seeking	E	.93
F16	Self-Discipline	C	.87
F17	Scientific Interest	O	.93
F18	Envious	M	.92
F19	Independent	A	.83
F20	Angry Hostility	N	.89
F21	High-Intensity Pleasure	E	.92
F22	Deliberation	C	.90
F23	Cultured	O	.90
F24	Influence Tactics	M	.83
F25	Optimist	A	.86
F26	Unconventional	N	.87
F27	Spontaneous-Variety	E	.77
F28	Activity	C	.80
F29	Well-Adjusted	O	.84
F30	Imagination	M	.87

Note. $N = 256$.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

USAFA

Facet Number	Facet	Domain	Cronbach's Alpha
F01	Team Player	A	.80
F02	Stress Under Pressure	N	.84
F03	Reserved	E	.92
F04	Achievement Striving	C	.85
F05	Creative	O	.85
F06	Interpersonal Tactics	M	.87
F07	Pleasant	A	.88
F08	Temperamental	N	.85
F09	Dominance-Leader	E	.89
F10	Order	C	.91
F11	Reflective	O	.83
F12	Cynical View	M	.86
F13	Helpful Altruistic	A	.88
F14	Worry	N	.92
F15	Excitement Seeking	E	.92
F16	Self-Discipline	C	.86
F17	Scientific Interest	O	.93
F18	Envious	M	.90
F19	Independent	A	.86
F20	Angry Hostility	N	.90
F21	High-Intensity Pleasure	E	.91
F22	Deliberation	C	.89
F23	Cultured	O	.92
F24	Influence Tactics	M	.83
F25	Optimist	A	.89
F26	Unconventional	N	.83
F27	Spontaneous-Variety	E	.83
F28	Activity	C	.79
F29	Well-Adjusted	O	.82
F30	Imagination	M	.88

Note. N = 4,678.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

ROTC

Facet Number	Facet	Domain	Cronbach's Alpha
F01	Team Player	A	.79
F02	Stress Under Pressure	N	.85
F03	Reserved	E	.92
F04	Achievement Striving	C	.84
F05	Creative	O	.85
F06	Interpersonal Tactics	M	.84
F07	Pleasant	A	.87
F08	Temperamental	N	.85
F09	Dominance-Leader	E	.89
F10	Order	C	.90
F11	Reflective	O	.82
F12	Cynical View	M	.85
F13	Helpful Altruistic	A	.87
F14	Worry	N	.92
F15	Excitement Seeking	E	.91
F16	Self-Discipline	C	.86
F17	Scientific Interest	O	.92
F18	Envious	M	.90
F19	Independent	A	.84
F20	Angry Hostility	N	.89
F21	High-Intensity Pleasure	E	.90
F22	Deliberation	C	.89
F23	Cultured	O	.91
F24	Influence Tactics	M	.83
F25	Optimist	A	.86
F26	Unconventional	N	.83
F27	Spontaneous-Variety	E	.80
F28	Activity	C	.81
F29	Well-Adjusted	O	.80
F30	Imagination	M	.87

Note. N = 16,398.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

ANG

Facet Number	Facet	Domain	Cronbach's Alpha
F01	Team Player	A	.86
F02	Stress Under Pressure	N	.86
F03	Reserved	E	.89
F04	Achievement Striving	C	.88
F05	Creative	O	.87
F06	Interpersonal Tactics	M	.85
F07	Pleasant	A	.90
F08	Temperamental	N	.88
F09	Dominance-Leader	E	.87
F10	Order	C	.90
F11	Reflective	O	.80
F12	Cynical View	M	.87
F13	Helpful Altruistic	A	.89
F14	Worry	N	.90
F15	Excitement Seeking	E	.93
F16	Self-Discipline	C	.86
F17	Scientific Interest	O	.94
F18	Envious	M	.91
F19	Independent	A	.82
F20	Angry Hostility	N	.90
F21	High-Intensity Pleasure	E	.90
F22	Deliberation	C	.90
F23	Cultured	O	.92
F24	Influence Tactics	M	.82
F25	Optimist	A	.85
F26	Unconventional	N	.86
F27	Spontaneous-Variety	E	.79
F28	Activity	C	.82
F29	Well-Adjusted	O	.85
F30	Imagination	M	.86

Note. N = 4,917.

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AF Reserves

Facet Number	Facet	Domain	Cronbach's Alpha
F01	Team Player	A	.79
F02	Stress Under Pressure	N	.83
F03	Reserved	E	.89
F04	Achievement Striving	C	.83
F05	Creative	O	.85
F06	Interpersonal Tactics	M	.83
F07	Pleasant	A	.88
F08	Temperamental	N	.86
F09	Dominance-Leader	E	.86
F10	Order	C	.88
F11	Reflective	O	.79
F12	Cynical View	M	.87
F13	Helpful Altruistic	A	.88
F14	Worry	N	.90
F15	Excitement Seeking	E	.92
F16	Self-Discipline	C	.84
F17	Scientific Interest	O	.94
F18	Envious	M	.91
F19	Independent	A	.81
F20	Angry Hostility	N	.87
F21	High-Intensity Pleasure	E	.90
F22	Deliberation	C	.88
F23	Cultured	O	.91
F24	Influence Tactics	M	.82
F25	Optimist	A	.84
F26	Unconventional	N	.84
F27	Spontaneous-Variety	E	.78
F28	Activity	C	.80
F29	Well-Adjusted	O	.76
F30	Imagination	M	.85

Note. N = 1,941.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

APPENDIX O: Facet-Level Test-Retest Reliability by Accession Source

OTS-CIV

Facet #	Facet	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
1	Team Player	52.97	8.16	51.82	12.78	1.56	.12	.10	.53
2	Stress Under Pressure	45.81	7.77	46.04	9.42	-.51	.61	.03	.72
3	Reserved	48.48	9.15	48.30	9.70	.45	.65	.03	.80
4	Achievement Striving	54.19	8.07	54.04	9.60	.31	.75	.02	.69
5	Creative	52.80	8.85	52.62	9.89	.40	.69	.03	.76
6	Interpersonal Tactics	48.11	9.01	47.84	10.05	.48	.63	.03	.61
7	Pleasant	52.83	8.81	52.28	11.09	.96	.34	.06	.65
8	Temperamental	45.59	8.25	45.76	9.71	-.33	.74	.02	.65
9	Dominance-Leader	52.28	9.37	52.57	9.59	-.75	.45	.05	.82
10	Order	53.69	7.90	53.57	8.97	.30	.77	.02	.78
11	Reflective	50.50	9.37	49.80	10.55	1.57	.12	.11	.79
12	Cynical View	48.33	9.88	47.86	10.21	1.06	.29	.07	.78
13	Helpful Altruistic	52.20	8.83	51.22	10.97	1.84	.07	.12	.70
14	Worry	47.70	9.65	46.98	10.14	1.42	.16	.10	.72
15	Excitement Seeking	49.47	9.43	49.46	10.46	.03	.98	.00	.81
16	Self-Discipline	55.66	7.36	55.23	9.02	.99	.32	.07	.71
17	Scientific Interest	52.24	9.63	53.14	9.82	-2.49	.01	.17	.85
18	Envious	47.33	8.82	46.64	9.35	1.53	.13	.10	.73
19	Independent	49.36	9.54	49.30	9.41	.11	.91	.01	.69
20	Angry Hostility	46.37	7.21	46.67	9.24	-.60	.55	.04	.61
21	High-Intensity Pleasure	48.16	9.57	49.36	10.30	-2.76	.01	.19	.79
22	Deliberation	54.19	8.03	53.36	9.50	1.85	.07	.12	.72
23	Cultured	52.23	9.04	52.80	9.67	-1.48	.14	.10	.81
24	Influence Tactics	50.12	9.12	50.47	10.27	-.76	.45	.05	.76
25	Optimist	52.67	8.93	52.47	10.40	.44	.66	.03	.75
26	Unconventional	45.14	8.80	45.33	9.40	-.40	.69	.03	.72
27	Spontaneous-Variety	48.31	9.12	48.36	9.94	-.12	.91	.01	.71
28	Activity	51.78	9.64	51.14	10.96	1.20	.23	.08	.71
29	Well-Adjusted	51.03	8.45	50.10	13.08	1.22	.22	.08	.52
30	Imagination	48.41	9.31	48.02	10.50	.85	.40	.06	.77

Note. N = 8,808. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, t = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's d = Cohen's d value of the comparison of the two testing administrations, r is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

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Facet #	Facet	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
1	Team Player	52.51	7.88	52.68	7.27	-.40	.69	.02	.41
2	Stress Under Pressure	45.63	7.77	45.75	8.26	-.38	.70	.02	.67
3	Reserved	50.05	10.11	49.63	9.38	1.36	.18	.07	.80
4	Achievement Striving	53.16	8.20	53.08	8.57	.21	.84	.01	.64
5	Creative	51.56	9.63	51.71	9.41	-.48	.63	.02	.77
6	Interpersonal Tactics	47.47	8.96	47.60	9.43	-.36	.72	.02	.71
7	Pleasant	50.91	9.55	50.97	9.49	-.16	.87	.01	.72
8	Temperamental	46.92	8.37	47.60	9.08	-1.83	.07	.09	.64
9	Dominance-Leader	51.74	9.18	51.88	8.89	-.44	.66	.02	.76
10	Order	51.89	9.01	51.96	9.37	-.23	.82	.01	.77
11	Reflective	50.03	9.66	49.81	9.89	.65	.52	.03	.76
12	Cynical View	47.92	9.75	47.93	9.76	-.04	.97	.00	.72
13	Helpful Altruistic	51.86	9.59	51.67	9.21	.52	.60	.03	.70
14	Worry	46.44	8.77	46.11	9.25	1.00	.32	.05	.74
15	Excitement Seeking	46.11	11.79	46.53	11.58	-1.31	.19	.07	.85
16	Self-Discipline	54.91	7.51	53.93	8.49	3.07	.00	.15	.70
17	Scientific Interest	51.38	10.60	51.27	10.62	.40	.69	.02	.86
18	Envious	46.81	9.00	47.23	9.43	-1.21	.23	.06	.71
19	Independent	50.83	10.50	51.17	10.25	-.84	.40	.04	.68
20	Angry Hostility	47.77	8.29	48.25	8.69	-1.26	.21	.06	.60
21	High-Intensity Pleasure	46.66	9.09	47.43	9.60	-2.06	.04	.10	.68
22	Deliberation	52.46	8.72	52.49	8.85	-.11	.91	.01	.75
23	Cultured	50.91	9.51	51.34	9.36	-1.48	.14	.07	.82
24	Influence Tactics	50.12	9.67	50.84	9.64	-2.03	.04	.10	.73
25	Optimist	52.51	9.17	52.24	9.57	.91	.36	.05	.80
26	Unconventional	46.66	9.35	47.69	9.60	-2.63	.01	.13	.66
27	Spontaneous-Variety	47.28	10.35	47.87	10.27	-1.60	.11	.08	.75
28	Activity	50.18	9.59	50.35	10.24	-.46	.65	.02	.75
29	Well-Adjusted	50.15	8.63	50.38	8.24	-.57	.57	.03	.56
30	Imagination	48.20	10.26	48.97	10.15	-2.18	.03	.11	.76

Note. N = 7,092. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, t = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's d = Cohen's d value of the comparison of the two testing administrations, r is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

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Facet #	Facet	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
1	Team Player	46.48	8.79	46.38	10.28	.19	.85	.01	.55
2	Stress Under Pressure	52.95	9.62	52.81	9.52	.32	.75	.02	.68
3	Reserved	51.18	10.32	50.83	9.94	.96	.34	.05	.79
4	Achievement Striving	45.39	9.46	44.78	10.82	1.39	.16	.08	.70
5	Creative	45.93	10.13	45.83	10.44	.26	.80	.01	.72
6	Interpersonal Tactics	52.20	10.04	51.17	10.49	2.24	.03	.12	.68
7	Pleasant	45.76	10.46	46.32	9.93	-1.20	.23	.07	.67
8	Temperamental	54.66	9.63	53.80	10.04	1.76	.08	.10	.61
9	Dominance-Leader	47.73	10.76	48.02	10.57	-.73	.46	.04	.77
10	Order	45.33	10.72	45.69	10.90	-.78	.44	.04	.71
11	Reflective	50.83	10.47	50.10	10.81	2.00	.05	.11	.81
12	Cynical View	52.63	9.38	51.16	9.40	3.52	.00	.20	.68
13	Helpful Altruistic	46.77	9.76	46.03	10.25	1.62	.11	.09	.66
14	Worry	50.30	9.33	50.38	9.57	-.19	.85	.01	.67
15	Excitement Seeking	51.86	8.70	51.15	9.48	2.12	.03	.12	.78
16	Self-Discipline	44.32	9.61	43.52	10.41	1.68	.09	.09	.64
17	Scientific Interest	47.75	9.68	47.30	9.46	1.41	.16	.08	.82
18	Envious	54.89	9.00	54.03	9.12	1.82	.07	.10	.56
19	Independent	51.85	9.80	50.38	10.21	3.10	.00	.17	.64
20	Angry Hostility	54.84	11.08	54.02	10.66	1.65	.10	.09	.66
21	High-Intensity Pleasure	53.38	9.57	54.67	9.57	-2.99	.00	.17	.67
22	Deliberation	45.68	10.37	45.53	10.65	.31	.75	.02	.68
23	Cultured	49.11	10.07	49.39	10.09	-.82	.41	.05	.80
24	Influence Tactics	53.39	10.42	52.96	10.87	1.07	.29	.06	.77
25	Optimist	46.01	11.19	46.28	10.95	-.61	.54	.03	.76
26	Unconventional	57.36	9.17	57.77	9.09	-.94	.35	.05	.63
27	Spontaneous-Variety	51.46	9.96	52.53	10.03	-2.53	.01	.14	.71
28	Activity	46.74	9.34	48.39	9.53	-4.06	.00	.23	.70
29	Well-Adjusted	48.86	9.03	48.97	9.72	-.24	.81	.01	.62
30	Imagination	52.97	9.98	53.13	10.19	-.44	.66	.02	.79

Note. N = 4,678. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, t = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's d = Cohen's d value of the comparison of the two testing administrations, r is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

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Facet #	Facet	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
1	Team Player	49.80	8.92	48.96	11.25	3.07	.00	.07	.36
2	Stress Under Pressure	51.68	9.78	52.20	10.45	-2.80	.01	.07	.70
3	Reserved	50.15	10.22	50.77	10.49	-3.69	.00	.09	.77
4	Achievement Striving	49.42	9.40	48.59	10.52	3.81	.00	.09	.57
5	Creative	49.60	9.62	49.33	10.36	1.37	.17	.03	.66
6	Interpersonal Tactics	51.52	9.68	50.24	10.39	6.25	.00	.15	.63
7	Pleasant	49.65	9.48	49.44	10.53	.97	.33	.02	.60
8	Temperamental	50.82	9.53	51.41	10.58	-2.82	.00	.07	.61
9	Dominance-Leader	49.12	9.97	49.36	10.55	-1.39	.16	.03	.74
10	Order	49.52	9.67	49.26	10.47	1.37	.17	.03	.69
11	Reflective	50.47	9.87	50.28	10.31	1.08	.28	.03	.70
12	Cynical View	51.53	9.40	50.85	10.27	3.73	.00	.09	.69
13	Helpful Altruistic	49.87	9.41	49.66	10.42	1.01	.31	.02	.58
14	Worry	51.77	9.55	52.28	10.31	-2.67	.01	.06	.68
15	Excitement Seeking	51.30	8.91	50.91	9.56	2.59	.01	.06	.76
16	Self-Discipline	49.22	9.38	47.84	10.24	7.22	.00	.17	.66
17	Scientific Interest	49.25	9.74	49.36	9.97	-.73	.47	.02	.77
18	Envious	51.16	9.84	50.75	10.27	2.19	.03	.05	.70
19	Independent	49.70	9.91	50.35	10.21	-3.14	.00	.07	.62
20	Angry Hostility	50.09	9.61	51.29	10.93	-5.53	.00	.13	.60
21	High-Intensity Pleasure	49.91	9.73	51.23	10.29	-7.61	.00	.18	.73
22	Deliberation	49.78	9.52	48.90	10.40	4.25	.00	.10	.61
23	Cultured	48.79	10.06	49.54	10.31	-4.87	.00	.11	.80
24	Influence Tactics	49.40	9.70	49.54	10.24	-.78	.44	.02	.70
25	Optimist	49.31	9.45	49.10	10.29	1.16	.25	.03	.69
26	Unconventional	49.98	9.16	51.41	9.93	-7.52	.00	.18	.64
27	Spontaneous-Variety	50.61	9.31	50.95	10.27	-1.88	.06	.04	.69
28	Activity	49.56	9.89	49.96	10.34	-2.14	.03	.05	.68
29	Well-Adjusted	50.08	9.16	49.86	11.19	.79	.43	.02	.33
30	Imagination	50.37	9.61	50.98	10.03	-3.66	.00	.09	.74

Note. N = 16,398. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, t = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's d = Cohen's d value of the comparison of the two testing administrations, r is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

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Facet #	Facet	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
1	Team Player	51.74	8.49	50.85	10.67	1.32	.19	.08	.40
2	Stress Under Pressure	45.39	7.74	46.29	9.14	-1.99	.05	.13	.65
3	Reserved	47.80	8.32	48.56	9.02	-1.96	.05	.12	.75
4	Achievement Striving	52.66	8.71	51.88	9.62	1.41	.16	.09	.54
5	Creative	52.26	8.97	51.20	9.27	2.38	.02	.15	.70
6	Interpersonal Tactics	48.14	8.47	48.43	9.84	-.62	.54	.04	.70
7	Pleasant	52.53	8.04	51.54	9.46	2.17	.03	.14	.67
8	Temperamental	46.27	8.09	47.38	9.72	-2.20	.03	.14	.62
9	Dominance-Leader	52.10	8.70	51.49	9.46	1.54	.13	.10	.77
10	Order	51.75	8.74	51.20	9.18	1.38	.17	.09	.75
11	Reflective	48.12	9.15	47.75	8.84	.84	.40	.05	.71
12	Cynical View	46.68	9.12	46.73	10.02	-.11	.91	.01	.71
13	Helpful Altruistic	51.51	9.22	50.30	10.81	1.86	.06	.12	.49
14	Worry	45.01	8.75	45.36	8.85	-.73	.47	.05	.64
15	Excitement Seeking	47.67	11.25	47.84	11.28	-.38	.70	.02	.81
16	Self-Discipline	53.73	8.36	52.82	9.43	1.96	.05	.12	.66
17	Scientific Interest	52.10	9.49	52.34	9.54	-.62	.53	.04	.80
18	Envious	46.63	8.48	47.54	9.34	-2.25	.03	.14	.74
19	Independent	48.21	8.87	48.90	9.71	-1.44	.15	.09	.67
20	Angry Hostility	46.86	7.43	48.18	9.64	-2.84	.00	.18	.66
21	High-Intensity Pleasure	46.92	9.28	48.46	9.97	-3.27	.00	.21	.70
22	Deliberation	51.85	8.72	50.82	9.71	2.21	.03	.14	.69
23	Cultured	50.48	10.09	51.02	9.67	-1.30	.19	.08	.78
24	Influence Tactics	49.59	9.10	50.10	9.31	-1.14	.25	.07	.71
25	Optimist	52.61	8.49	51.85	9.37	1.76	.08	.11	.71
26	Unconventional	46.45	9.22	47.93	10.28	-3.26	.00	.21	.73
27	Spontaneous-Variety	47.58	9.84	48.24	10.10	-1.34	.18	.09	.70
28	Activity	51.57	8.73	51.59	9.36	-.04	.97	.00	.67
29	Well-Adjusted	50.24	8.83	49.59	11.23	.85	.40	.05	.29
30	Imagination	46.81	9.29	47.39	9.66	-1.12	.26	.07	.64

Note. N = 4,917. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, t = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's d = Cohen's d value of the comparison of the two testing administrations, r is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

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RESERVES

Facet #	Facet	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
1	Team Player	52.78	6.94	50.15	16.14	1.41	.16	.15	.05
2	Stress Under Pressure	44.23	6.65	46.95	10.56	-2.62	.01	.28	.46
3	Reserved	48.62	7.61	49.64	8.78	-1.28	.21	.14	.60
4	Achievement Striving	54.05	7.09	52.40	12.35	1.22	.23	.13	.27
5	Creative	52.94	8.32	51.23	10.14	1.52	.13	.16	.37
6	Interpersonal Tactics	47.39	9.44	49.52	11.54	-1.77	.08	.19	.46
7	Pleasant	52.65	7.13	50.12	12.66	1.85	.07	.20	.29
8	Temperamental	45.59	7.05	48.09	12.31	-2.04	.04	.22	.43
9	Dominance-Leader	50.24	9.22	50.66	8.92	-.63	.53	.07	.77
10	Order	54.04	6.33	51.97	10.72	1.85	.07	.20	.36
11	Reflective	48.54	8.28	47.44	8.71	1.34	.18	.15	.61
12	Cynical View	47.43	10.36	47.06	10.91	.45	.66	.05	.75
13	Helpful Altruistic	52.34	8.19	50.22	12.16	1.57	.12	.17	.30
14	Worry	46.56	7.71	46.94	8.98	-.47	.64	.05	.59
15	Excitement Seeking	46.86	10.66	46.70	11.55	.18	.86	.02	.74
16	Self-Discipline	55.58	6.89	53.25	11.26	1.90	.06	.21	.30
17	Scientific Interest	50.91	10.46	51.38	9.60	-.54	.59	.06	.69
18	Envious	46.13	8.87	47.90	11.06	-1.81	.07	.20	.61
19	Independent	46.79	10.00	49.11	8.88	-2.91	.00	.32	.70
20	Angry Hostility	46.16	5.29	48.82	11.89	-2.15	.03	.23	.32
21	High-Intensity Pleasure	46.82	8.34	48.40	9.28	-2.22	.03	.24	.73
22	Deliberation	53.52	8.47	51.30	10.85	2.12	.04	.23	.53
23	Cultured	51.79	8.68	51.52	9.13	.33	.74	.04	.64
24	Influence Tactics	48.21	10.46	50.22	10.53	-2.24	.03	.24	.69
25	Optimist	52.14	7.77	50.05	10.71	1.95	.05	.21	.46
26	Unconventional	44.45	8.30	46.50	10.44	-1.84	.07	.20	.41
27	Spontaneous-Variety	47.13	10.08	48.53	9.98	-1.61	.11	.17	.68
28	Activity	51.57	9.53	51.87	9.15	-.38	.70	.04	.69
29	Well-Adjusted	50.52	7.43	48.40	16.01	1.17	.25	.13	.14
30	Imagination	46.07	8.99	45.53	9.82	.78	.44	.08	.78

Note. N = 1,941. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, t = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's d = Cohen's d value of the comparison of the two testing administrations, r is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

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APPENDIX P: Domain-Level Intercorrelations by Accession Source

OTS-CIV

	Agree	Cons	Extra	Mach	Neuro	Open
Agree						
Cons	.71					
Extra	.47	.26				
Mach	-.41	-.46	-.04			
Neuro	-.63	-.60	-.36	.52		
Open	.42	.30	.26	-.06	-.20	

Note. N = 8,808. All values are significant at the $p < .001$ level.

OTS-AD

	Agree	Cons	Extra	Mach	Neuro	Open
Agree						
Cons	.66					
Extra	.40	.14				
Mach	-.42	-.47	-.02			
Neuro	-.62	-.56	-.28	.55		
Open	.39	.28	.26	-.05	-.19	

Note. N = 7,092. All values are significant at the $p < .001$ level.

AECP

	Agree	Cons	Extra	Mach	Neuro	Open
Agree						
Cons	.66					
Extra	.43	.16				
Mach	-.45	-.47	-.01			
Neuro	-.59	-.57	-.25	.48		
Open	.33	.27	.17	.01	-.13	

Note. N = 256. All values are significant at the $p < .001$ level.

USAFA

	Agree	Cons	Extra	Mach	Neuro	Open
Agree						
Cons	.47					
Extra	.43	.01				
Mach	-.36	-.27	.00			
Neuro	-.52	-.30	-.27	.43		
Open	.37	.22	.19	-.05	-.08	

Note. N = 4,678. All values are significant at the $p < .001$ level.

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ROTC

	Agree	Cons	Extra	Mach	Neuro	Open
Agree						
Cons	.54					
Extra	.45	.12				
Mach	-.35	-.38	.02			
Neuro	-.48	-.43	-.27	.45		
Open	.36	.22	.20	-.01	-.08	

Note. N = 16389. All values are significant at the $p < .001$ level.

ANG

	Agree	Cons	Extra	Mach	Neuro	Open
Agree						
Cons	.70					
Extra	.41	.15				
Mach	-.45	-.51	.02			
Neuro	-.66	-.61	-.28	.56		
Open	.41	.31	.24	-.09	-.21	

Note. N = 4,917. All values are significant at the $p < .001$ level.

RESERVES

	Agree	Cons	Extra	Mach	Neuro	Open
Agree						
Cons	.63					
Extra	.38	.09				
Mach	-.38	-.46	.02			
Neuro	-.58	-.55	-.22	.55		
Open	.36	.26	.23	-.02	-.13	

Note. N = 1,941. All values are significant at the $p < .001$ level.

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APPENDIX Q: Domain-Level Bivariate Correlations by Accession Source

OTS-CIV

Domain #	Domain Name	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
1	Agreeableness	-.06	-.09	-.10	-.10	-.05	-.12	.00	-.07	-.03	-.06	-.08	-.10	-.10	-.07	-.07	-.07
2	Conscientiousness	-.11	-.14	-.13	-.14	-.11	-.16	-.02	-.12	-.07	-.10	-.13	-.15	-.16	-.12	-.13	-.12
3	Extroversion	-.08	-.05	-.15	-.08	-.06	-.10	.05	.00	.00	.03	-.11	-.08	-.11	-.01	.01	-.06
4	Machiavellianism	.04	.09	.04	.08	.01	.07	.02	.07	.04	.04	.04	.09	.07	.07	.07	.05
5	Neuroticism	-.02	.00	.00	.03	-.06	.02	-.05	-.04	-.05	-.05	-.03	.02	.00	-.04	-.04	-.04
6	Openness	.12	.04	.15	.07	.08	.17	-.06	.05	.02	-.01	.13	.06	.11	.03	.01	.07

Note. N = 8,808. All values are significant at the $p < .001$ level.

OTS-AD

Domain #	Domain Name	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
1	Agreeableness	-.08	-.06	-.09	-.05	-.06	-.10	-.01	-.05	-.04	-.08	-.09	-.06	-.09	-.07	-.07	-.07
2	Conscientiousness	-.12	-.09	-.15	-.06	-.12	-.13	-.03	-.10	-.05	-.12	-.15	-.08	-.13	-.10	-.11	-.11
3	Extroversion	-.03	.00	-.09	-.03	-.01	-.04	.07	.09	.05	.07	-.05	-.02	-.04	.05	.08	.00
4	Machiavellianism	.09	.12	.06	.11	.05	.11	.06	.09	.09	.08	.08	.13	.12	.12	.12	.11
5	Neuroticism	.00	-.02	-.01	.00	-.05	-.01	-.02	-.05	-.04	-.02	-.02	.00	-.02	-.03	-.03	-.03
6	Openness	.12	.03	.15	.07	.09	.20	-.08	.08	.02	.04	.14	.06	.12	.03	.04	.06

Note. N = 7,092. All values are significant at the $p < .001$ level.

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AECP

Domain #	Domain Name	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
1	Agreeableness	-.10	-.12	-.08	-.04	-.03	-.15	.00	-.12	-.11	-.14	-.07	-.08	-.08	-.08	-.10	-.09
2	Conscientiousness	-.15	-.14	-.21	-.09	-.12	-.19	-.04	-.14	-.08	-.22	-.18	-.12	-.17	-.13	-.16	-.16
3	Extroversion	-.05	.02	-.08	.08	-.06	.02	.12	.11	.08	.01	-.07	.06	-.01	.10	.11	.04
4	Machiavellianism	.11	.14	.15	.07	.05	.18	-.02	.13	.08	.09	.11	.11	.12	.06	.08	.11
5	Neuroticism	-.04	-.01	-.02	-.01	-.11	-.05	-.09	-.02	-.04	.01	-.06	-.01	-.04	-.07	-.05	-.06
6	Openness	.15	.08	.23	.11	.19	.18	-.01	.02	-.03	-.08	.21	.11	.19	.03	.00	.11

Note. $N = 256$. All values are significant at the $p < .001$ level.

USAFA

Domain #	Domain Name	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
1	Agreeableness	-.03	-.01	-.04	.00	-.01	-.02	.02	.01	.00	-.01	-.03	.00	-.02	.01	.01	-.01
2	Conscientiousness	-.04	-.04	-.04	-.01	.02	.00	.04	-.01	-.01	.02	-.03	-.02	-.03	.01	.02	-.01
3	Extroversion	-.05	-.02	-.10	-.04	-.04	-.06	.02	.03	.02	.01	-.07	-.04	-.07	.00	.01	-.04
4	Machiavellianism	.05	.06	.02	.03	.00	.03	.03	.02	.03	.00	.03	.05	.04	.04	.03	.04
5	Neuroticism	-.03	-.07	-.05	-.06	-.09	-.10	-.03	-.14	-.13	-.14	-.07	-.07	-.08	-.12	-.15	-.11
6	Openness	.14	.04	.17	.07	.10	.18	-.04	.08	.06	.06	.16	.07	.13	.06	.06	.11

Note. $N = 4{,}678$. All values are significant at the $p < .001$ level.

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ROTC

Domain #	Domain Name	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
1	Agreeableness	-.08	-.09	-.09	-.10	-.05	-.11	.00	-.07	-.07	-.06	-.09	-.10	-.11	-.08	-.07	-.09
2	Conscientiousness	-.13	-.14	-.15	-.13	-.11	-.17	.00	-.11	-.09	-.07	-.15	-.15	-.17	-.11	-.11	-.13
3	Extroversion	-.07	-.04	-.12	-.07	-.06	-.09	.04	-.01	-.03	.00	-.09	-.06	-.09	-.02	-.01	-.06
4	Machiavellianism	.05	.09	.05	.07	.01	.08	.03	.07	.06	.04	.04	.08	.07	.08	.08	.07
5	Neuroticism	-.03	-.04	-.02	-.01	-.09	-.03	-.05	-.10	-.07	-.09	-.06	-.02	-.04	-.08	-.09	-.06
6	Openness	.10	.02	.12	.04	.07	.14	-.06	.04	.00	.00	.11	.04	.08	.01	.01	.04

Note. N = 16,398. All values are significant at the $p < .001$ level.

ANG

Domain #	Domain Name	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
1	Agreeableness	-.07	-.07	-.10	-.06	-.07	-.11	-.01	-.06	-.03	-.07	-.09	-.07	-.09	-.07	-.07	-.07
2	Conscientiousness	-.13	-.12	-.14	-.12	-.13	-.16	-.02	-.11	-.07	-.12	-.16	-.13	-.16	-.12	-.12	-.12
3	Extroversion	.01	.03	-.07	.05	-.01	.03	.08	.11	.05	.11	-.03	.05	.01	.10	.12	.02
4	Machiavellianism	.10	.15	.08	.14	.07	.14	.06	.13	.08	.12	.10	.15	.15	.14	.15	.11
5	Neuroticism	.00	.00	.00	.01	-.01	.02	-.02	-.02	-.03	-.02	.00	.01	.00	-.02	-.02	-.02
6	Openness	.12	.03	.14	.06	.07	.15	-.08	.04	.01	-.03	.13	.05	.11	.00	-.01	.05

Note. N = 4,917. All values are significant at the $p < .001$ level.

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Domain #	Domain Name	VA	AR	WK	MK	RC	PS	TR	IC	BC	AI	Verbal	Quant	Academic	ABM	Pilot	CSO
1	Agreeableness	-.08	-.08	-.10	-.07	-.07	-.09	-.01	-.08	-.06	-.10	-.09	-.08	-.10	-.08	-.09	-.09
2	Conscientiousness	-.15	-.15	-.18	-.11	-.15	-.14	-.06	-.17	-.13	-.17	-.18	-.14	-.18	-.17	-.18	-.18
3	Extroversion	-.03	.02	-.08	-.02	-.02	-.01	.07	.08	.05	.10	-.05	.00	-.03	.07	.09	.00
4	Machiavellianism	.10	.12	.08	.11	.08	.09	.04	.12	.09	.11	.10	.12	.13	.12	.12	.10
5	Neuroticism	-.01	.02	.01	.03	-.03	-.01	-.01	-.01	-.01	.00	-.01	.03	.01	.00	.00	.00
6	Openness	.10	.03	.14	.09	.06	.16	-.07	.02	-.01	-.03	.12	.08	.11	.01	-.01	.05

Note. $N = 1{,}941$. All values are significant at the $p < .001$ level.

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APPENDIX R: Domain-Level Subgroup Differences by Accession Source

OTS-CIV

Domain	M/W	B/W	A/W	WHisp/WNon-Hisp	BHisp/BNon-Hisp
Agreeableness	.21	.11	.15	.10	*.03
Conscientiousness	.30	.25	*.06	.15	*.03
Extroversion	.09	*.05	.23	*.04	*.17
Machiavellianism	.29	.09	.16	.13	*.07
Neuroticism	.05	*.03	.33	*.02	*.08
Openness	.15	.20	.21	.19	.22

Note. N = 8,808. Asterisk indicates effects that were not significant at the $p < .05$ level. WHisp = White Hispanic, WNon-Hisp = White non-Hispanic, BHisp = Black Hispanic, BNon-Hisp = Black non-Hispanic.

OTS-AD

Domain	M/W	B/W	A/W	WHisp/WNon-Hisp	BHisp/BNon-Hisp
Agreeableness	.09	.22	*.07	.13	*.06
Conscientiousness	.23	.22	*.06	.12	*.12
Extroversion	.15	.10	.29	.11	*.17
Machiavellianism	.21	.17	.20	.14	.25
Neuroticism	.22	.08	.29	.12	*.14
Openness	.26	.22	.17	.12	*.05

Note. N = 7,092. Asterisk indicates effects that were not significant at the $p < .05$ level. WHisp = White Hispanic, WNon-Hisp = White non-Hispanic, BHisp = Black Hispanic, BNon-Hisp = Black non-Hispanic.

AECP

Domain	M/W	B/W	A/W	WHisp/WNon-Hisp	BHisp/BNon-Hisp
Agreeableness	*.26	*.24	*.28	*.28	*.21
Conscientiousness	.39	*.32	*.02	*.25	*.22
Extroversion	*.11	.56	*.36	*.41	*.48
Machiavellianism	.39	*.30	*.49	*.11	*.34
Neuroticism	*.08	*.16	*.27	*.03	*.44
Openness	*.20	*.21	*.01	*.36	1.52

Note. N = 256. Asterisk indicates effects that were not significant at the $p < .05$ level. WHisp = White Hispanic, WNon-Hisp = White non-Hispanic, BHisp = Black Hispanic, BNon-Hisp = Black non-Hispanic.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

USAFA

Domain	M/W	B/W	A/W	WHisp/WNon-Hisp	BHisp/BNon-Hisp
Agreeableness	.11	.14	*.10	.15	*.04
Conscientiousness	.21	*.13	*.07	*.04	*.13
Extroversion	*.01	.36	.20	*.02	*.25
Machiavellianism	.20	*.10	*.06	*.10	*.05
Neuroticism	.37	.15	.24	*.06	*.19
Openness	*.01	*.12	.15	*.09	*.18

Note. N = 4,678. Asterisk indicates effects that were not significant at the $p < .05$ level. WHisp = White Hispanic, WNon-Hisp = White non-Hispanic, BHisp = Black Hispanic, BNon-Hisp = Black non-Hispanic.

ROTC

Domain	M/W	B/W	A/W	WHisp/WNon-Hisp	BHisp/BNon-Hisp
Agreeableness	.17	.11	.12	.11	*.06
Conscientiousness	.27	.26	.12	.18	*.06
Extroversion	.07	.11	.24	.06	.14
Machiavellianism	.28	*.05	.18	.13	*.09
Neuroticism	.23	*.04	.38	*.05	*.09
Openness	.05	.21	.19	.14	*.04

Note. N = 16,398. Asterisk indicates effects that were not significant at the $p < .05$ level. WHisp = White Hispanic, WNon-Hisp = White non-Hispanic, BHisp = Black Hispanic, BNon-Hisp = Black non-Hispanic.

ANG

Domain	M/W	B/W	A/W	WHisp/WNon-Hisp	BHisp/BNon-Hisp
Agreeableness	.14	.26	*.06	.15	.43
Conscientiousness	.22	.35	*.02	.17	*.08
Extroversion	.11	.14	.25	*.08	*.08
Machiavellianism	.25	*.11	.19	.11	*.19
Neuroticism	.18	.14	.26	*.11	*.11
Openness	.15	.44	.30	.20	*.15

Note. N = 4,917. Asterisk indicates effects that were not significant at the $p < .05$ level. WHisp = White Hispanic, WNon-Hisp = White non-Hispanic, BHisp = Black Hispanic, BNon-Hisp = Black non-Hispanic.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

RESERVES

Domain	M/W	B/W	A/W	WHisp/WNon-Hisp	BHisp/BNon-Hisp
Agreeableness	.20	.20	*.01	*.05	*.02
Conscientiousness	.23	.40	*.09	*.15	*.00
Extroversion	*08	*.05	*.08	*.01	*.25
Machiavellianism	.38	.23	*.12	.15	*.00
Neuroticism	*.09	*.09	*.12	*.15	*.03
Openness	*.10	.29	*.19	.17	*.17

Note. N = 1,941. Asterisk indicates effects that were not significant at the $p < .05$ level. WHisp = White Hispanic, WNon-Hisp = White non-Hispanic, BHisp = Black Hispanic, BNon-Hisp = Black non-Hispanic.

Distribution Statement A: Approved for public release. AFRL-2023-0199, cleared 12 January 2023

APPENDIX S: Domain-Level Test-Retest Reliability by Accession Source

OTS-CIV

Domain	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
Agreeableness	52.34	7.22	51.58	10.38	1.40	.16	.09	.63
Conscientiousness	54.52	6.44	54.17	8.04	.96	.34	.06	.76
Extroversion	50.25	5.57	50.43	6.44	-.68	.49	.05	.79
Machiavellianism	48.65	5.91	48.42	6.56	.74	.46	.05	.74
Neuroticism	46.37	6.78	46.36	8.14	.01	.99	.00	.69
Openness	51.24	6.07	51.28	7.02	-.16	.87	.01	.83

Note. N = 8,808. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, t = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's d = Cohen's d value of the comparison of the two testing administrations, r is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

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OTS-AD

Domain	M_1	SD_1	M_2	SD_2	t	Sig.	Cohen's d	r
Agreeableness	51.59	7.28	51.58	7.06	.01	.99	.00	.70
Conscientiousness	53.15	7.03	52.76	7.32	1.51	.13	.08	.74
Extroversion	48.65	6.21	49.07	6.28	-2.30	.02	.12	.83
Machiavellianism	48.63	6.47	48.95	6.57	-1.49	.14	.07	.78
Neuroticism	46.69	6.92	46.93	7.45	-.85	.40	.04	.70
Openness	50.42	6.98	50.62	7.11	-1.01	.31	.05	.84

Note. N = 7,092. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, t = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's d = Cohen's d value of the comparison of the two testing administrations, r is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

USAFA

Domain	M_1	SD_1	M_2	SD_2	*t*	Sig.	Cohen's *d*	*r*
Agreeableness	46.78	7.39	46.80	7.86	-.05	.96	.00	.63
Conscientiousness	44.67	7.51	44.35	8.08	.92	.36	.05	.68
Extroversion	50.00	6.35	50.65	6.29	-2.89	.00	.16	.79
Machiavellianism	52.99	6.43	51.94	6.79	3.55	.00	.20	.68
Neuroticism	53.19	7.92	52.75	8.18	1.15	.25	.06	.65
Openness	49.32	7.00	49.15	7.41	.69	.49	.04	.81

Note. N = 4,678. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, *t* = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's *d* = Cohen's *d* value of the comparison of the two testing administrations, *r* is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

ROTC

Domain	M_1	SD_1	M_2	SD_2	*t*	Sig.	Cohen's *d*	*r*
Agreeableness	49.74	7.45	49.40	9.00	1.75	.08	.04	.51
Conscientiousness	49.59	7.41	48.63	8.32	6.22	.00	.15	.66
Extroversion	50.06	6.08	50.28	6.59	-2.15	.03	.05	.77
Machiavellianism	50.66	6.60	50.35	7.15	2.59	.01	.06	.72
Neuroticism	51.09	7.92	51.80	8.81	-4.51	.00	.11	.69
Openness	49.70	6.60	49.90	6.90	-1.86	.06	.04	.77

Note. N = 16,398. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, *t* = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's *d* = Cohen's *d* value of the comparison of the two testing administrations, *r* is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

ANG

Domain	M_1	SD_1	M_2	SD_2	*t*	Sig.	Cohen's *d*	*r*
Agreeableness	51.73	7.03	50.83	8.92	1.75	.08	.11	.50
Conscientiousness	52.71	7.14	51.76	8.10	2.50	.01	.16	.70
Extroversion	49.67	5.43	49.84	5.97	-.66	.51	.04	.75
Machiavellianism	47.85	6.22	48.34	6.90	-1.65	.10	.10	.75
Neuroticism	45.88	6.59	46.80	8.25	-2.35	.02	.15	.68
Openness	49.96	6.47	49.94	6.50	.04	.96	.00	.73

Note. N = 4,917. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2 = Sample standard deviation of the second administration of test, *t* = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's *d* = Cohen's *d* value of the comparison of the two testing administrations, *r* is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

RESERVES

Domain	M_1	SD_1	M_2	SD_2	*t*	Sig.	Cohen's *d*	*r*
Agreeableness	52.08	5.62	49.79	12.31	1.70	.09	.18	.20
Conscientiousness	54.55	5.92	52.49	9.76	1.97	.05	.21	.32
Extroversion	49.00	5.39	49.42	5.58	-1.07	.29	.12	.78
Machiavellianism	47.19	7.26	48.76	7.88	-2.36	.02	.26	.67
Neuroticism	45.63	5.56	47.70	9.89	-2.13	.04	.23	.44
Openness	50.05	5.44	49.42	5.85	1.16	.25	.13	.60

Note. N = 1,941. M_1 = Sample mean of the first administration of test, SD_1 = Sample standard deviation of the first administration of test, M_2 = Sample mean of the second administration of test, SD_2= Sample standard deviation of the second administration of test, *t* = T-value for the two administrations of test, *sig* = Significance of the t-value, Cohen's *d* = Cohen's *d* value of the comparison of the two testing administrations, *r* is the Pearson Correlation coefficient indicating the relationship between the two test administrations.

LIST OF SYMBOLS, ABBREVIATIONS, AND ACRONYMS

=	Equals
>	Greater than
<	Less than
θ	Theta
1PL	One Parameter Logistic
2PL	Two Parameter Logistic
a parameter	Estimates an item's discriminability, or the extent to which the item is capable of differentiating between test-takers with lower and higher standing on the latent trait
ABM	Air Battle Manager
Abs. *M* Diff.	Absolute Mean Difference
AD-Other	Active-Duty Other Accession Source
AECP	Airman Education and Commissioning Program
AFOQT	Air Force Officer Qualifying Test
AFPC/DSYX	Air Force Personnel Center Strategic Research and Assessments Branch
AFPTP	Air Force Personnel Testing Program
AFRES	Air Force Reserve
AFROTC	Air Force Reserve Officer Training Corps
AGFI	Adjusted Goodness of Fit Index
AI	Aviation Information
AIAN	American Indian/Alaska Native
AIC	Akaike Information Criterion
ANG	Air National Guard
AR	Arithmetic Reasoning
ASVAB	Armed Services Vocational Aptitude Battery
A/W	Asian/White
b parameter	Describes a point on the latent trait continuum
BC	Block Counting
BIC	Bayesian Information Criterion
B/W	Black/White
BnH/BH	Black Non-Hispanic/Black Hispanic
CFA	Confirmatory Factor Analysis
CFI	Confirmatory Factor Index
Chi Square (χ^2)	Chi Square
Chi Square Diff. (χ^2 diff.)	Chi Square Difference between the Models
CIV-Other	Civilian Other Accession Source
Cohen's *d* (*d*)	Effect Size
Cronbach's alpha (α)	Cronbach's alpha
CSO	Combat Systems Officer
CTT	Classical Test Theory
Delta R^2 (ΔR^2)	Change in R^2 when a variable is added or removed from a regression

df	Degrees of freedom
df diff.	Degrees of Freedom Difference between the Models
DoD	Department of Defense
DTF	Differential Test Functioning
EFA	Exploratory Factor Analysis
FOR	Frame of Reference
F/M	Female/Male
g	General intelligence factor
GFI	Goodness of Fit Index
GGUM	Generalized Graded Unfolding Model
GLS	Generalized Least Squares Estimation
GPCM	Generalized Partial Credit Model
GRM	Graded Response Model
GS	Genera Science
HF	Hidden figures
IC	Instrument Comprehension
IER	Insufficient Effort Responding
IRT	Item Response Theory
IRV	Intra-individual Response Variability
IST	Infoscitex
ITC	Item-Total Correlation(s)
LMEM	Linear Mixed Effects Model
M	Mean
MAR	Data missing at random
Max	Maximum
MCAR	Data missing completely at random
MI	Measurement Invariance
Min	Minimum
MK	Math Knowledge
ML	Maximum Likelihood
MNAR	Data missing not at random
N	Sample Size
NA	Not Available
NHPI	Native Hawaiian/Other Pacific Islander
ns	Non-significant
Omega^2	Effect Size
ORF	Option Response Function
OTS	Officer Training School
OTS-AD	Officer Training School-Active Duty
OTS-CIV	Officer Training School-Civilian
p	Probability value
PFP	Person Fluctuation Parameters
PII	Personally Identifiable Information
PS	Physical Science
p-value	Proportion of correctly endorsed items in the test

PWS	Performance Work Statement
r	Correlation
R^2	r-squared
RB	Rotated Blocks
RC	Reading Comprehension
RGL	Reading Grade Level
RMSEA	Root Mean Square Error of Approximation
ROTC	Reserve Officer Training Corps
RPA	Remotely Piloted Aircraft
RQ	Research Question
SD	Standard Deviation
SDI-O	Self-Description Inventory-Officer
SGD	Subgroup difference
Sig.	Significance
SJT	Situational Judgment Test
SPARKID	Strategic Policy Analysis Resource and Knowledge identification number. A dummy ID number used to assist in identifying data without the use of PII
SRMR	Standardized Root Mean Square Residual
t	A symbol used to denote the t-statistic
T1	Air Force Officer Qualifying Test Form T Form 1
T2	Air Force Officer Qualifying Test Form T Form 2
TCO-TE	Test Control Officer-Test Evaluator
TIF	Test Information Function
TLI	Tucker Lewis Index
TR	Table Reading
UPT	Undergraduate Pilot Training
URT	Undergraduate RPA Training
USAF	United States Air Force
USAFA	United States Air Force Academy
VA	Verbal Analogies
WK	Word Knowledge
WLS	Weighted Least Squares Estimation
WnH/WH	White Non-Hispanic/White Hispanic