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for the Behavioral and Social Sciences**

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**An Assessment of the Values of New Recruits**

**Peter F. Ramsberger, Eric S. Wetzel, and D. E. (Sunny) Sipes**  
Human Resources Research Organization

**Ronald Tiggle**  
U.S. Army Research Institute

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**A Directorate of the U.S. Total Army Personnel Command**

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Director**

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Technical review by

Joseph Psotka  
Beverly C. Harris

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| Values                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Core values                  | Traditional values            |                                         |                                                             |                                                                                           |        |             |                    |              |         |           |
| New recruits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Surveys                      | Vignettes                     |                                         |                                                             |                                                                                           |        |             |                    |              |         |           |
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**Research Report 1743**

## **An Assessment of the Values of New Recruits**

**Peter F. Ramsberger, Eric S. Wetzel, and D. E. (Sunny) Sipes**  
Human Resources Research Organization

**Ronald Tiggle**  
U.S. Army Research Institute

**Organization and Personnel Resources Research Unit**  
**Paul A. Gade, Chief**

**U.S. Army Research Institute for the Behavioral and Social Sciences**  
**5001 Eisenhower Avenue, Alexandria, Virginia 22333-5600**

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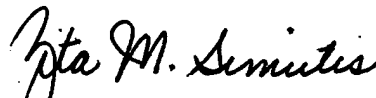
## FOREWORD

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The senior leadership of the Army realizes the important role values play in the Army. Values allow the operating norms and rules of the Army to become meaningful, stable, positive; and hence, capable of being internalized. In the past, the Army has collected data on the values of active duty soldiers. However there is only limited knowledge of the values new recruits bring to the Army or their relationship to the seven core Army values--Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage--emphasized by the Army leadership. In this effort, these core and other values were assessed among entering Active Army recruits so as to establish the basis for tracking soldier values from initial entry training through the first tour of duty.

This report describes the process by which a values survey was created and administered, the steps taken to analyze the data, and the final results. In addition, recommendations are provided for a revised and shortened instrument that can be used to assess soldier values at various points in an Army career. Options for implementing such a program are discussed along with their advantages and disadvantages associated with each.

The results of this project were presented to the Army's Deputy Chief of Staff for Personnel, LTG David H. Ohle, on 17 June 1999 and to the TRADOC, Deputy Commanding General for Initial Entry Training, LTG William Bolt on 23 June 1999.



ZITA M. SIMUTIS  
Technical Director

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# AN ASSESSMENT OF THE VALUES OF NEW RECRUITS

## EXECUTIVE SUMMARY

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### Requirement:

The objectives of this project were to: (a) conduct a survey on the values of new recruits during initial entry training at the six Army Reception Battalions; (b) establish a database of new soldier values; and (c) establish a system for tracking soldiers' values from the beginning of initial entry training through the first tour of duty.

### Procedure:

A literature review pertaining to measuring values in both military and civilian settings was conducted. Special emphasis was placed on identifying research pertaining to the use of vignettes in the measurement of values and the assessment of values among members of so-called "Generation X." Development of the *Army Survey of New Recruits* involved identifying measures that might be appropriate for this cohort and context, isolating the gaps left following this process, and creating new measures to fill those gaps and address other concerns central to the project. The final survey included the following measures:

- An assessment of the "institutional" and "occupational" motives as identified by Moskos & Wood (1988). These motivations were assessed in the context of evaluating jobs in general and the more specific decision to enter the Army.
- A measure of the most important reasons for enlisting in the Army.
- Work values items adapted from the Minnesota Importance Questionnaire.
- Newly-created items to address the importance of the seven core values (Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, Personal Courage) in the context of work.
- Two sets of items specifically derived to assess the values of "Generation X." These were adapted from Burke (1994), and included measures of the importance of various work environment characteristics as well as agreement with several work-related statements.
- The terminal values from the Rokeach Values Survey, the most widely-used instrument in the civilian literature.
- A set of items adapted from past Army research on values, including the 1986 Survey of Army Personnel and the 1996 Sample Survey of Military Personnel (SSMP).
- A variety of background/demographic measures.
- A set of 15 newly-created scenarios that presented "ethical" dilemmas and asked for an assessment of the likelihood that each of four different courses of action would be taken in response.

The instrument was reviewed extensively and pre-tested prior to printing. Administration took place over a two-month period at the end of 1998, with the final sample including 8,536 usable responses.

#### Findings:

Overall it can be said that the values of new recruits are strong. Both in regard to reasons for enlisting in the Army and the criteria by which jobs are evaluated in general, it is apparent that personal concerns such as pay and benefits outweigh "higher order" dimensions such as service to country and improving the world. However, these latter concepts were still of great importance to the majority of the sample. The results from the Rokeach Values Survey and the SSMP showed a strong endorsement of these general and military-specific values. The former, including such concepts as freedom, self-respect, and happiness, were rated as extremely/very important by 70% or more of the respondents. Generally, higher percentages of these new recruits rated the military values as extremely/very important than was the case among junior enlisted personnel in either 1986 or 1996. This may be a function of the relative youth and inexperience of the members of this particular sample.

Data reduction efforts involved performing Principal Components Analysis on item sets to isolate groups of items that are representative of larger dimensions. Due to a lack of variance in responses, this effort was not successful in most cases. The institutional/occupational dimensions discussed by Moskos did emerge in these data, as did two factors from the Generation X work values pertaining to tolerance for diversity and social responsibility. In all other cases, the tendency was for all questions to load on a single factor or component, suggesting a lack of variance in the data that makes differentiation of dimensions impossible.

The scenario data were also subjected to Principal Components Analysis. In this case five components emerged: 1) selfishness; 2) truthfulness; 3) compromise, 4) social courage; and 5) helpfulness. Scale scores were derived from the SSMP items to represent the seven core values. These were correlated with the scenario components. The direction of the relationships found was intuitively sound and the correlations themselves were generally moderate. This suggests that the scenarios have some utility in the assessment of values.

#### Utilization of Findings:

Based on the results of the *Survey of New Recruits* it is recommended that five sets of items be retained in future surveys of this type. These include: 1) a reduced number of demographic items; 2) institutional/occupational items; 3) Generation X values items relating to diversity and social responsibility; 4) the military values questions used in the SSMP; and 5) eight of the scenarios. This will result in a survey of manageable length that addresses the values domains of particular relevance to a military population. These items will also allow for the tracking and assessment of changes in these domains as they evolve over the course of an Army career.

Several options and recommendations are provided for implementing the survey to assess soldier values over the course of an Army career. Inclusion of the items in the existing New Recruit Survey (NRS) that is fielded by the United States Army Recruiting Command will provide for the least disruption and the most cost-effective means of administration. However, low response rates to this survey are a concern. Therefore it is recommended that the NRS be administered in the reception battalions. Including the values survey items in the Youth Attitude Tracking Study (YATS) is recommended as a means of providing a comparison group of non-military youth. Three other potential data collection points are discussed. Including the values survey as part of end-of-training outprocessing can provide an assessment of the impact of training (including values-specific training) in this arena. A mid- and end-of-term assessment can be most easily accomplished by adding items to the SSMP. Given that a large segment of the recommended items were taken from this survey, the suggested additions would entail approximately 19 questions. Finally, it is recommended that this be a periodic effort so as to interfere as little as possible with the already-heavy survey load experienced by Army personnel.



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## **INTRODUCTION**

The senior leadership of the Army realizes the important role values play in the Army. Values allow the operating norms and rules of the Army to become meaningful, stable, positive; and hence, capable of being internalized. In the past, the Army has collected data on the values of active duty soldiers. However there is only limited knowledge of the values new recruits bring to the Army or their relationship to the seven core Army values--Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage—defined by the Army leadership. In this effort, these core and other values were assessed among entering Active Army recruits so as to establish the basis for tracking soldier values from initial entry training through the first tour of duty.

### **Objectives**

The objectives of this effort were to: (a) conduct a survey on the values of new recruits during initial entry training at the six Army Reception Battalions--Fort Jackson, SC, Fort Leonard Wood, MO, Fort Sill, OK, Fort Benning, GA, Fort McClellan, AL, and Fort Knox, KY; (b) establish a database of new soldier values; and (c) establish a system for tracking soldiers' values from the beginning of initial entry training through the first tour of duty.

## **METHODOLOGY**

The objectives of this project were to be accomplished through a total of ten tasks. These included: (a) project planning and management; (b) a review of the literature on the measurement of values; (c) development and testing of a survey instrument (not to exceed 1 hour in duration); (d) administration of the approved survey instrument; (e) development and documentation of the database; (f) analysis of the data; (g) development of a plan for longitudinal collection of values data, to include proposed instrument (see Appendix) ; (h) preparation of a final briefing to the Deputy Chief of Staff for Personnel; (i) provision of support to the executive agency chosen to continue values data collection; and (j) writing a final report.

### **Review of Literature and Existing Measures**

The literature on values was reviewed to uncover what is known about their assessment. A central focus in this process was on existing measures that might be applicable in the current circumstance. Further, there was particular interest in measures that apply to the youth cohort of today's recruits (so called "Generation X"). To what extent do these measures have to be tailored to tap into the domains that are important to today's young people? Finally, there was an interest in using vignettes as a means of measuring values. The prospect of being able to assess values by obtaining reactions to real-world scenarios that are relevant to the respondent population may hold much promise. The question at this juncture concerned the extent to which this methodology has been employed in the past and what the outcomes tell us about its implementation. The findings from relevant studies are described to illustrate the conclusions arrived at in the larger literature review.

## Measures

**Rokeach.** The Rokeach Values Survey is the most widely documented measure in the literature. Respondents are asked to rank order 18 terminal and 18 instrumental values. Terminal values are end-states of existence and include such dimensions as wisdom, peace, and family security. Instrumental values are the behaviors that may be engaged in to reach these end states, for instance the importance of being honest, ambitious, and forgiving. According to Braithwaite and Law (1985), what differentiates this instrument is that it:

...set(s) out a model of the belief system in which beliefs, attitudes, and values are clearly differentiated. The value construct is restricted to that special class of enduring beliefs concerning modes of conduct and end states of existence that transcend specific objects and situations and that are personally and socially preferable to an opposite mode of conduct or end state of existence. For the first time, the value domain has been clearly differentiated from that of other beliefs and attitudes (p. 250).

Braithwaite and Law (1985) tested the adequacy of the Rokeach Value Survey in terms of whether it is comprehensive and representative of the values domain. In addition, they addressed the question of whether ranking was the optimal measurement technique in this circumstance. With the exception of physical development/well-being and basic human rights (e.g., dignity, privacy, etc.), the researchers found the Value Survey to be "...successful in covering the many and varied facets of the value domain" (p. 250). The authors described several findings pertaining to measurement: (a) the single-item nature of the Rokeach was problematic (low test-retest reliability) for several values; (b) the data suggest that the instrument actually does have more than one measure of several of the constructs; and (c) interviews with subjects uncovered problems with the ranking procedure employed by Rokeach because some values are considered of equal importance while others are so different that they are not even comparable in peoples' minds.

Johnston (1995) examined the underlying structure and multidimensional scaling of the Rokeach survey. Because it relies upon ordinal data, difficulties have arisen in using factor analysis to identify its underlying structure. Therefore, Johnston used nonmetric multidimensional scaling for this purpose. Subjects in this study were not asked to rank the values, but rather to sort them according to their similarity to one another. The results showed that the survey contains two dimensions for both the terminal and instrumental values that are similar to Hofstede's (1980) individualism-collectivism continuum. Values such as cooperation, equality, and honesty represent a group focus, while others (achievement, recognition, accomplishment) have a more individualistic bent. No gender differences were found in the study, suggesting that differences in the ranking of values by men and women are the result of the *importance* placed on specific values, not differences in perception of the values themselves.

Gibbens and Walker (1993) asked subjects to rank the 18 terminal values from the Rokeach survey, and then asked them to select from a list of interpretations of each value the one(s) they had in mind while performing the task. The value interpretations were generated by the authors and their colleagues, and subjects were allowed to add their own as they saw fit. The

results suggested that there may be multiple underlying dimensions to the terminal values, and that there may be common orientations within people who interpret those values in similar ways.

**Other Values Measures.** Braithwaite and Scott (1991) analyzed several of the most popular value instruments. These included a variety of formats and response methods. Some employ rating scales while others involve ranking. Some, such as the *Ways to Live* inventory, have a general focus. In this example, respondents are given a series of paragraphs describing ways of living that have been advocated by various people at various time. The task is to read each one and rate it on a 7-point scale (dislike it very much to like it very much). They are then rank ordered. Other instruments are much more specific. *The Value Profile*, for instance, focuses specifically on four values scales: acceptance of authority, need-determined expression, equalitarianism, and individualism. Some of the measures reviewed were derived for specific research agendas, such as measuring values worldwide (*The Life Roles Inventor*) or comparing specific cultures (*The East-West Questionnaire*). Some of the measures used involve different measurement techniques such as sorting (*Empirically Derived Value Constructions*), or interviews (*Value Orientations*).

Each of these instruments was reviewed by Braithwaite and Scott (1991) in terms of its variables, sample, reliability, and validity. The analyses also addressed problems with using single-item measures, the importance of operationalizing values in terms of their desirability, and the difficulty in translating certain instruments to other cultures. The authors concluded that the selection of a particular instrument should depend on the research question and the context in which the values are to be assessed.

### **Measurement Methods**

In addition to a focus on the domains that should be addressed in values research, there has also been considerable discussion about measurement issues. One of these, driven largely by the predominance of the Rokeach survey is whether ranking or rating results in better data. The issue of using vignettes to assess values, which is of particular importance in the present case, has also received limited attention.

**Rankings versus Ratings.** Miethe (1985) conducted a study in which four techniques were applied in assessing the Rokeach terminal values. The results were compared on the basis of four measurement properties (test-reliability, discriminatory power, convergent validity, and achievement of substantive results). The two traditional techniques of ranking and rating proved to be superior to the psychophysical techniques (magnitude and handgrip) on each of the four properties. These findings support both the use of rating scales and rank-order scaling for measuring human values, although the author notes that the latter technique does not allow for the estimation of *magnitude* of importance, for which continuous scales are necessary.

Alwin and Kronsnick (1985) also examined literature pertaining to the use of rankings and ratings in the assessment of values. Based on both the literature and their analyses, the authors concluded that for the purpose of measuring aggregate preference orderings, results obtained from rankings and ratings tend to be very consistent. However, due to the underlying

statistical differences based on these two measurement techniques, the results of studies of latent value structures (primarily factorial) vary significantly dependent upon the method used.

**Vignettes.** Several authors have examined vignettes as a means of measuring values. In 1992, Lanza and Carifio attempted to validate a set of vignettes that provide a scenario in which a nurse is assaulted by a patient in a psychiatric hospital. A panel of 12 experts operationalized concepts of convergence and discriminability in order to obtain construct validity evidence. Construct validity was established for all the vignettes using a variety of approaches and procedures. Although the validity of these findings apply only to the vignettes used in this study, the model provided in the article can be used to validate other vignettes prior to their use in research. Note: This effort does not deal with the reliability or validity of data collected via vignettes, rather only the validity of vignettes as representations of constructs.

Smith (1986) used factorial vignettes to measure public evaluation of welfare needs. In this application of the factorial vignette approach respondents were presented a series of hypothetical individuals whose life circumstances varied on key dimensions (e.g., age, number of children, income, amount of savings). They were then asked to indicate the amount of public assistance these individuals should be given. Significant problems were found with this methodology including nonresponse and nonsensical answers. The author concludes that these difficulties were the result of a lack of interest in and/or attention to the task and a failure to understand the instructions. Nonetheless, he concludes that meaningful data were obtained and the technique holds promise.

### **Generation X**

The current youth cohort has been the subject of a good deal of attention in the popular media in regard to their values, aims, and ambitions. Much discussion has been devoted to the supposed aimlessness of today's youth who are reportedly unmotivated either by a need for personal success or the righteous indignation that characterized earlier generations. Given that young people entering the Army today are so-called Generation Xers, studies of this group were deemed particularly pertinent.

The review of the literature carried out for this project yielded two categories of studies dealing with youth values; cross-generational and so called "Generation X" studies. In the cross-generational studies, some authors noted differences in the level of importance placed on certain values, but none espoused a totally unique set of youth values. In the "Generation X" literature, a central theme is that of work values. While many of the so-called "Generation X" articles tended to refute the claims of differences in work values between this cohort and others, we opted to include work values items in the survey anyway. This is an area of interest regardless of any hypothesized generational differences.

Burke (1994) conducted a study in which the objectives were to: (1) examine the prevalence of attitudes and values (predominantly work related) associated with the so-called Generation X; (2) explore possible sex differences in these values; and (3) consider the effects of age and life experiences on these attitudes and values. The subjects were 216 Canadian business students taking undergraduate or graduate classes. The age ranges of the students were divided

into three age groups, 20 or less years old, 21-25 years old, and 26 or older. In this study, an instrument developed by McKeen and Beatty with 16 single-item measures (rated on 5-point Likert-type scales—importance and agreement) written specifically to examine Generation X values was used. The Generation X values assessed were:

1. A balanced lifestyle
2. Flexible scheduling
3. Challenging tasks and projects
4. Frequent feedback about performance
5. Accommodated family responsibilities
6. Short-term projects
7. Perks
8. Rewards loyalty with loyalty
9. High ethical standards
10. Enhances status in community
11. Promotes social equality
12. Consistent with views on environment
13. Leave job if dissatisfied
14. Harder to live comfortably
15. Reluctant to commit to long-term relationship
16. Personal responsibility to improve environment

Items 1 through 12 were rated using the importance scale and 13 through 16 with the agreement scale. Results from the first 8 items supported the Generation X notion with average ratings of 4 (somewhat important) or above, while there was less support for the remaining items. Women were more likely to describe themselves in a manner that coincided with the Generation X values than were men. Older men and women (26 years or older) both exhibited values that were less consistent with Generation X, supporting the assertion that an adaptation to the workforce includes an internalization of the values inherent to that environment. Burke notes that this study involves a restricted population, therefore generalizations should be made with care.

### **Military Values**

As mentioned previously, the adaptation of Service-related values structures are thought to be an essential part of the military socialization process. Given this central role, several studies have been conducted that examined this inculcation process.

The 1986 Survey of Army Personnel: What You Consider Important, was conducted in response to the declaration of values as the theme for that year. A survey was developed culling items from a variety of sources. In the end, respondents were asked to indicate the importance of 50 values statements on a 7 point scale (1 = not at all important, 7 = extremely important). The survey items were factor analyzed, producing a four-factor solution, with the factors interpreted as: core soldier values, life quality values, fair treatment values, and constitutional values (Gilbert, Kelly, Tremble, & Siebold, 1987; Gilbert, Tremble, Brosvic, & Siebold, 1986). Comparisons of individuals at varying points in their career revealed that recruits exhibited mean

scores higher than those of unit soldiers on all four scales. Unit soldiers did give strong support to these values, but not to the same level as new recruits.

Siebold (1986) conducted interviews to explore the values domain in greater depth and his findings largely corresponded with the results from the 1986 Survey of Army Personnel. Based on both of these efforts, it was concluded that: values in the Army are strong as a whole; recruits come into the Army with a good set of values; and Army leaders and civilians have strong support for core values. It was also concluded that first-termers place high importance on fundamental American values, but fewer consider the core soldier values as important once they are in units.

The 1996 Sample Survey of Military Personnel (SSMP) included 15 values statements that were adapted from the earlier Survey of Army Personnel. Respondents were asked to rate the personal importance of such domains as loyalty to the United States Army, commitment to working as a member of a team, and being disciplined and courageous in battle. Once again, a seven-point scale was used. Factor analyses revealed three components: personal ethics, soldier values, and loyalty. The three scales were found to have good internal consistency and reliabilities of .80 or above.

### **Conclusions of the Literature Review**

The studies reviewed shed significant light on the concept of values, how they are measured, and the changes that occur over time. Each of these topics will be addressed separately.

It is of primary importance to note that values are not simply an intuitively pleasing concept with no empirical basis. There is evidence that people have clear perceptions of the constructs that are typically included under this umbrella. Ratings/rankings of values are consistent over time. Attempts to relate values to other dimensions such as moral reasoning yield sound results. Group differences that might be expected given characteristics of various populations are typically found. All of these results suggest that values are more than ephemeral ideals, but rather actual constructs that serve to shape perceptions and guide behavior.

There are a multitude of ways in which values can be measured. The instruments reviewed here evidence a wide variety of approaches, none of which appears to be consistently superior to the others. Several factors come into play in selecting values measures. These include whether they are contemporary; some instruments include statements and phraseology that are outdated and may serve to undercut the seriousness of the research endeavor. Values measures also vary widely on the degree of effort involved in their implementation. Interview methods, for instance, are time consuming and labor intensive. Care needs to be taken that the nature of the task involved in the assessment is clear to respondents. Confusion in this regard can lead to missing data and spurious results. The goals of the research itself need to be kept in mind. Some measures, for instance, are geared towards specific populations or research interests (e.g., east/west differences).

One of the major methodological questions addressed in the literature concerns the use of ratings versus rankings. This issue is particularly germane to the Rokeach Values Survey, but has also arisen in other contexts. The preponderance of evidence seems to suggest that ranking is the superior technique. However, it should be noted that ratings provide more information, allow for the consideration of relative importance overall, and avoid difficulties associated with the forcing of differentiation between two equally-valued constructs and the forced comparison of domains that are unrelated in respondents' minds.

The application of vignettes for the measurement of values is a relatively unexplored area. The evidence available suggests that this may in fact be a fruitful approach, although great care needs to be taken to ensure that respondents clearly understand what is expected of them. In addition, it seems likely that, because this method may involve more of a time commitment on the part of subjects, vignettes need to hold some interest to them so as to command their attention and thoughtful consideration.

Finally it is worth noting that, although there appears to be considerable consistency in value structures, they are subject to variations between populations and changes over time. A snapshot of a given cohort or population's values may provide some insight into that group and their motivations. However, it is likely that an evolution will occur in this regard, particularly among those who are just embarking on major life course events. This is especially important in a military context where subtle but meaningful changes may occur in the relative importance of various values as a result of the essential socialization process that is part and parcel to becoming a Soldier.

## **Survey Development**

Development of the *Army Survey of New Recruits* involved reviewing existing measures to determine which might be appropriate in this context, identifying gaps left following this process, and creating new measures to fill those gaps and/or address other concerns central to this project. What follows is an item-by-item breakdown of the final survey with an explanation of their origins and the reason for their inclusion.

### **Part I—What's Important to You**

**I-1 and I-2.** These items were adapted from Moskos & Wood (1988). They are intended to measure an institutional versus occupational view of the military. An institution is "legitimated in terms of values and norms, that is, a purpose transcending individual self-interest in favor of a presumed higher good" (p. 16). An occupation is "legitimated in terms of the marketplace" (p. 17). The items were included in the present survey based on previous research and the potential value of longitudinal measurement of shifts in this view of military service. Note that, on the advice of reviewers, an item was added to assess the combined impact of job security, promotions, and retirement benefits (I-2-g).

**I-3.** This item originated in the Sample Survey of Military Personnel (SSMP) and is another way of approaching the dimension addressed in the items I-1 and I-2. That is, the list of reasons for enlisting includes personal benefits (e.g., pay, benefits), as well as motivations that

are less self-serving (e.g., desire to serve country, military tradition in family). Respondents were asked to select their first, second, and third most important reason for enlisting in the Army from a list of 19 choices.

**I-4.** These Work Values Survey items were adapted from the Minnesota Importance Questionnaire (Dawis & Lofquist, 1984). They were also being used in research conducted by ARI aimed at enriching the Youth Attitude Tracking Study (YATS). Thus there was the potential for a comparison group of youth from the recruiting pool, and for an even larger group if YATS is amended to include them. All possible pairs of six work values were presented and respondents were asked to select the one from each pair that is more important to them.

**I-5.** These items were created to directly address the Army's Seven Core Values of Loyalty (a), Duty (g), Respect (b), Selfless Service (c), Honor (d, h), and Integrity (e) and Personal Courage (f).

**I-6 and I-7.** These items were adapted from Burke (1994), who reviewed the literature regarding the values of "Generation X" to derive them. The items in sections I-6 and I-7 have not been used widely, however they represent the only measure found that has this group as its target. They were included in the survey for this reason. Note that three items under I-7 (responsibility to make the world a better place, prefer working with own gender, and prefer working with own race/ethnic group) were added on advice of reviewers.

**I-8.** These are the Terminal Values from the Rokeach Values Survey.<sup>1</sup> The Rokeach measure is the most often cited instrument in the literature, and according to Braithwaite and Law (1985), "In general the Rokeach Value Survey is successful in covering the many and varied facets of the value domain. The major exception is the neglect of values relating to physical development and well-being" (p. 260). This latter area is addressed with the SSMP items. Note that the Rokeach terminal values were also incorporated in the ARI "Survey of Army Personnel: What you consider important." The scale here is based on that research, and replaces the rank ordering that has most often been used in the past. The psychometric validity of ranking has been challenged (Braithwaite and Law, 1985).

**I-9.** These are the items from the SSMP. Factor analyses have shown three groups:

Personal Ethics—Items c, g, i, k, o  
Soldier Values—Items h, j, l, m, p  
Loyalty—a, b, d, e, f

These were included based on their use in previous research, relevance to the military, suitability for a new recruit population, and the desire of the sponsor. Item (n) was added to assess attitudes towards gender equality.

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## **Part II —Background**

Items regarding values training were included due to the fact that some respondents already participated in such training prior to taking the survey. Standard demographics such as age, gender, and race/ethnicity were supplemented by several items that were requested by reviewers due to their potential relationships with values development. These included family composition, size of jurisdiction where raised, and frequency of attendance at religious services. In all cases, the format for these items was adapted from other surveys, chiefly Monitoring the Future and the SSMP.

## **Part III—Situations**

An interest was expressed in using vignettes as a means of assessing values. To the extent that realistic moral dilemmas can be created with options that cover the span of "correctness," they may provide greater insight into the value structure of respondents than can be gained through a simple rating of the importance of values-related dimensions.

The search for measures of values that employ scenarios and which would be appropriate for the target audience was not fruitful. Therefore, original items were developed. Fifteen scenarios were written, with four behavioral options created for each. Given the target group, the primary focus was on issues arising at work (6 scenarios), school (4 scenarios), and in social situations (5 scenarios). The situations were reviewed and edited extensively. In order to obtain the maximum amount of data, the decision was made to ask respondents to rate each choice in terms of the likelihood that it would be a course of action they would take. Thus, instead of a forced choice of one course of action, they were required to rate the probability that they would act in the manner described by each of the choices provided.

## **Survey Pre-Test**

The pre-test of the initial instrument was conducted on Saturday the 19<sup>th</sup> of September 1998 at Fort Knox, Kentucky. The initial focus of the pre-test was to assess the readability of the instrument and to ensure the items were non-offensive. The Knox location was chosen because of its proximity to a HumRRO satellite office that could provide additional support, if necessary. Fort Knox is a gender-segregated initial training facility, therefore only male recruits were available for the pre-test. This fact was considered prior to the pre-test and given the stated purpose of the pre-test it was determined that a mixed-gender sample would not be necessary. In all, 40 new recruits took part in the pre-test.

Overall, the majority of respondents did not have trouble with the readability of the instrument. There was one respondent who took significantly longer to complete the survey, but there were indications that English was not this respondent's first language. None of the respondents made any indication that they found the instrument to be offensive in any way. Other input received during the pre-test and responses to the input include:

- Several respondents questioned the "salvation" item from the Rokeach Terminal Values Scale. Some of these individuals questioned the meaning of the word, while

others wondered if the item was appropriate for this type of questionnaire. In order to maintain the continuity of this measure, it was decided to include this item on the final survey.

- Approximately three-quarters of the respondents indicated that they felt the seven-point scale used with the Personal Beliefs items from the SSMP presented too many options. Again, in order to maintain continuity with previous administrations of these items, it was decided to continue to use the seven-point scale on the final instrument.
- The inclusion of separate race and Hispanic-origin questions caused some confusion for respondents. Specifically, the respondents with Hispanic ancestry did not understand why Hispanic was no longer included as a racial category. The administrator during the pre-test explained the distinction. Since this is the preferred method for asking for this information, the questions appeared unchanged on the final survey. During data collection, survey administrators continued to explain the distinction as necessary.
- Respondents did find several minor problems (i.e., the need for a not applicable category) that were corrected before the final instrument was fielded.

Prior to the pre-test, the draft instrument was reviewed by both project staff and ARI personnel. One concern voiced during this review was the possibility that the instrument would take longer to administer than the one hour allotted. For this reason, the review version of the survey was reformatted so that the vignettes would appear at the end of the instrument. This format allowed for the separate timing of the vignettes and the remainder or more "traditional" portion of the survey. Given the experimental nature of the vignettes, this portion of the survey would have been the first area considered for deletion if the overall survey was in fact too long. In the following table, the completion times for the two parts of the survey are reported.

**Table 1**  
**Timing of Survey Pre-Test**

|                          | Survey Component |            |            |
|--------------------------|------------------|------------|------------|
|                          | "Traditional"    | Vignettes  | Total      |
| <b>First Person Done</b> | 13 minutes       | 11 minutes | 24 minutes |
| <b>Majority Done</b>     | 25 minutes       | 22 minutes | 47 minutes |
| <b>Last Person Done</b>  | 42 minutes       | 29 minutes | 71 minutes |

As can be seen from Table 1, the majority of respondents completed the survey in 47 minutes or less. Based on this fact, it was decided that the final survey would not be shortened.

A concern voiced by one of the reviewers of the initial instrument was whether the vignettes represented realistic situations to the respondents. After respondents completed the survey, the administrator queried them as to whether they felt the individual vignettes were realistic. The percentage of respondents who indicated they were realistic is reported in Table 2.

**Table 2**  
**Percent of Respondents Indicating that Vignettes were Realistic**

| <b>Vignette</b> | <b>%</b> | <b>Vignette</b> | <b>%</b> | <b>Vignette</b> | <b>%</b> |
|-----------------|----------|-----------------|----------|-----------------|----------|
| III-1           | 60       | III-6           | 83       | III-11          | 75       |
| III-2           | 100      | III-7           | 88       | III-12          | 75       |
| III-3           | 48       | III-8           | 83       | III-13          | 50       |
| III-4           | 95       | III-9           | 90       | III-14          | 93       |
| III-5           | 95       | III-10          | 100      | III-15          | 83       |

\* Vignette numbering is based on the final version of the survey.

As can be seen from Table 2, with the exception of vignettes III-1, 3, and 13; over 75% of respondents felt the vignettes represented situations that were realistic.

In addition to field testing the instrument, the pre-test presented the opportunity to review the draft Administrator's Manual with both the site's senior test administrator and two of the sites test administrators. This review resulted in several changes to the draft manual which served to clarify the procedures for the administrators at the remaining sites that did not participate in the pre-test.

### **Survey Administration**

Survey administration was conducted at all six Army reception battalions. As was stated earlier, the sites include: Fort Leonard Wood, Missouri; Fort Jackson, South Carolina; Fort Benning, Georgia; Fort McClellan, Alabama; Fort Sill, Oklahoma; and the pre-test location, Fort Knox, Kentucky. Access to the installations was arranged by the ARI representative to the Army's Training and Doctrine Command (TRADOC). Surveys were administered throughout the months of October and November of 1998. Survey administrations were conducted in accordance with procedures specified in the Administrator's Manual (see Appendix).

Due to time constraints in training schedules, TRADOC limited survey administrations to weekend sessions only. Given the pattern of troop flow, recruits who arrived at the reception battalions between Tuesday and Friday, in most cases, were the only troops available for weekend survey administrations. Recruits who arrived between Saturday and Monday were processed through the reception battalions and shipped to basic combat training (BCT) before the next Saturday survey administration period.

Table 3 presents the number of respondents by-site, by-date. Please note: for various reasons (e.g., lack of demographic information, failing to fill out the questionnaire, etc.), the total number of individuals present at the survey sessions over estimates the total number of usable surveys analyzed and reported in this report.

**Table 3**  
**Respondents by Site and Date**

| Site       | 10/4  | 10/11 | 10/18 | 10/25 | 11/1  | 11/8  | 11/15 | 11/22 | 11/29 | Total |
|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Leo.Wood   | 472   | 355   | 125   | 376   | 341   | 261   | 400   | **    | **    | 2,330 |
| Jackson    | 248   | 176   | 190   | 378   | 148   | 253   | 169   | **    | **    | 1,562 |
| Benning    | 218   | 274   | 156   | 182   | 216   | 184   | 165   | 452   | **    | 1,847 |
| Knox       | 350   | 150   | 106   | 486   | 105   | 83    | 270   | **    | **    | 1,550 |
| Mc Clellan | 169   | 80    | *     | 173   | 91    | *     | 98    | **    | **    | 611   |
| Sill       | 88    | 41    | *     | 224   | 252   | 94    | 210   | **    | 110   | 1,019 |
| Total      | 1,545 | 1,076 | 577   | 1,819 | 1,153 | 1,312 | 1,312 | 452   | 110   | 8,919 |

\* Represents "zero week" where new recruits did not ship from the Military Entrance Processing Stations (MEPSs) to these sites.

\*\* Represents period where flow of recruits to reception battalions is curtailed for the holiday break.

At the reception battalions, new recruits are not segregated by component (i.e., active, guard, reserve) and the standard is for groups (i.e., platoons) to be mixed component and to do everything together in order to emphasize the importance of cohesion and teamwork. It was not necessary to request a modification to these standardized procedures in order to meet the stated objectives of the project; therefore, the final sample consisted of respondents from all three components of the Army. The flow of guard and reserve component recruits through the reception battalions at this time was approximately one third of the troops processed.

## RESULTS

### Response Rate

As previously mentioned, data were collected over a two-month period at six sites. The number of cases per site is shown in Table 4.

**Table 4**  
**Number of Respondents by Survey Site**

| Site              | Cases        |
|-------------------|--------------|
| Fort Benning      | 1,847        |
| Fort Jackson      | 1,562        |
| Fort Knox         | 1,550        |
| Fort Leonard Wood | 2,330        |
| For McClellan     | 611          |
| Fort Sill         | 1,019        |
| <b>Total</b>      | <b>8,919</b> |

During the scanning process, 27 surveys were found to be unusable. This was primarily due to respondents failing to complete any items, filling in all of the circles on the form, and so on. In addition, in 356 cases the respondent failed to complete the item regarding gender. Because this was anticipated to be a significant correlate with many of the values dimensions, these cases were eliminated from further consideration. This brought the total number of usable surveys to 8,536.

The component status of respondents is displayed in Table 5. In the early stages of data collection there was a failure to account for the sizeable contingent being processed for other than active duty status. When this realization came to the fore, steps were taken to ensure that respondents indicated their duty status on the survey. As can be seen in Table 5, this resulted in 2,467 cases in which duty status is unknown.

**Table 5**  
**Respondents by Component**

| Component    | Frequency    | Percent      | Cumulative Percent |
|--------------|--------------|--------------|--------------------|
| Missing      | 54           | 0.6          | 0.6                |
| Unknown      | 2,467        | 28.9         | 29.5               |
| Active       | 4,070        | 47.7         | 77.2               |
| Reserve      | 618          | 7.2          | 84.5               |
| Guard        | 1,327        | 15.5         | 100.0              |
| <b>Total</b> | <b>8,536</b> | <b>100.0</b> |                    |

The potential for differences between individuals entering the various components seemed to be quite real. For instance, the motivation for joining the Army is likely to be quite different for those who are committing to a four-year, full-time tour of duty as compared to the "weekend warriors" in the Reserve and Guard. For this reason, the decision was made to test for component differences as a first step in all analyses. Where

such variations were found to be systematic and significant, results are reported separately by component.

## Demographics

Section II of the Survey of New Recruits asked for a variety of demographic information. This is summarized below in order to present a context for the results that follow. Understanding a little of the background of the respondents may help in interpreting their responses to the values items.

Figures 1 and 2 provide a breakdown of the major demographics for the sample with comparisons, where possible, with the entire 1997 Active Duty NPS Army Accession Cohort.<sup>2</sup>

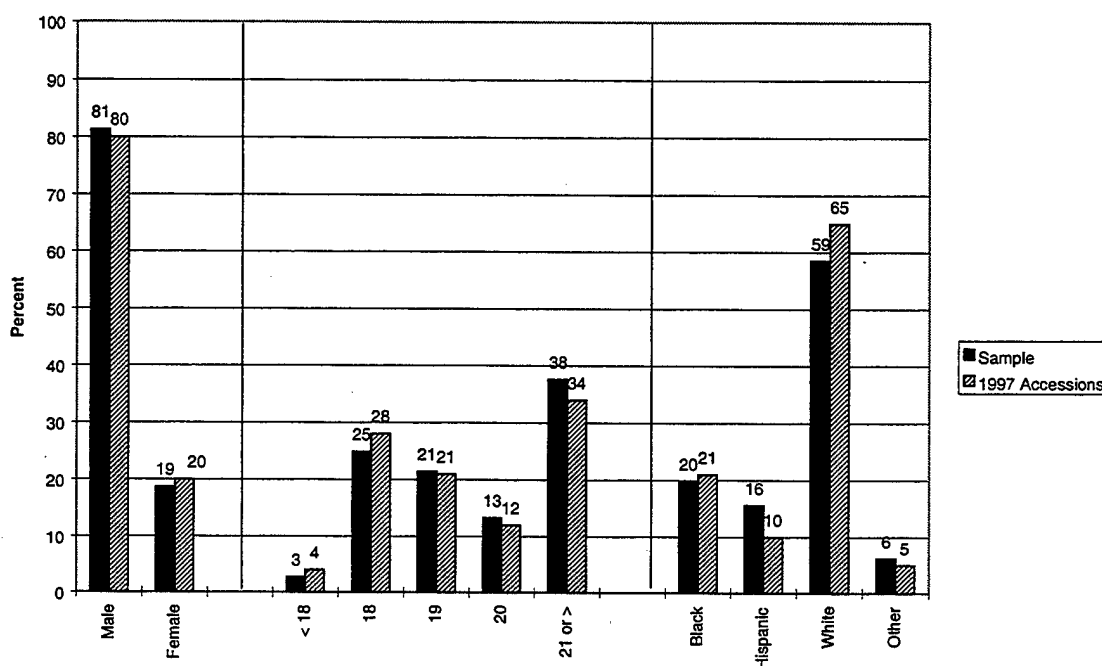


**Figure 1. Comparison of Survey of New Recruit respondents and 1997 Army active duty NPS accessions**

<sup>2</sup> Source: *Population Representation in the United States Military Services, FY 1997*, OASD, FMP.

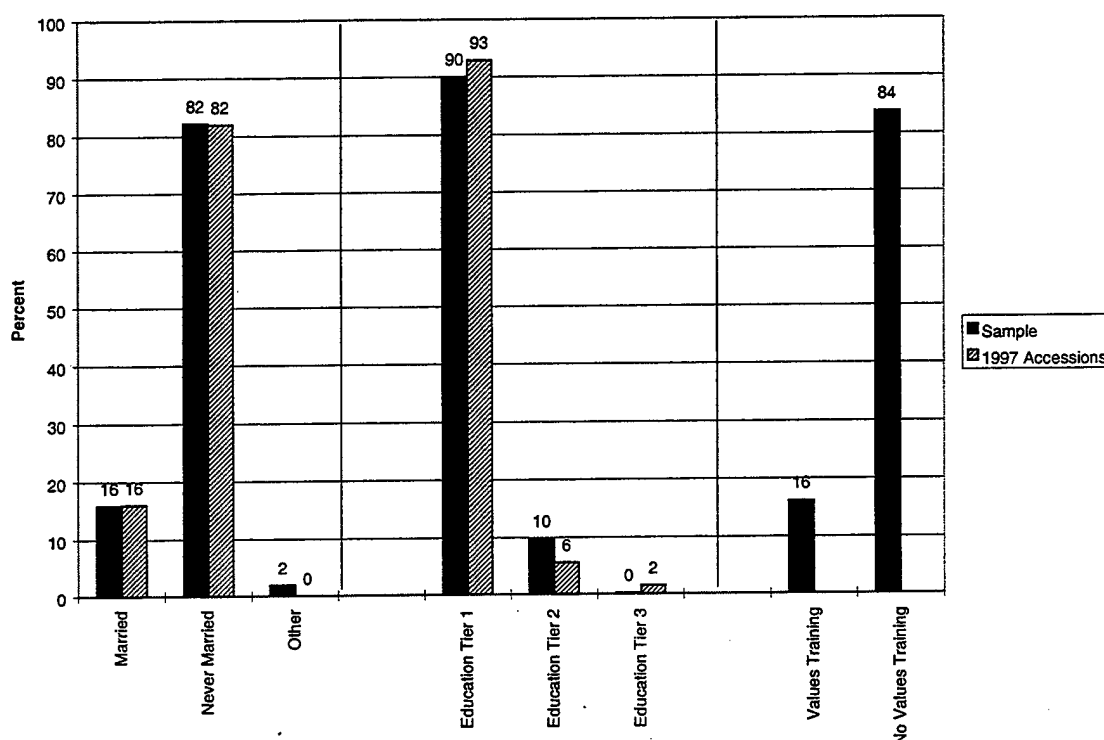


**Figure 2. Comparison of Survey of New Recruits respondents and 1997 Army active duty NPS accessions (continued)<sup>3</sup>**

As these data indicate, the Survey of New Recruits sample mirrored 1997 Army active duty accessions regarding their demographic makeup. The major variation between the two was a higher representation of Hispanics in the sample and a correspondingly lower representation of Whites. For the purposes of this discussion, it is noteworthy that only 16% of these new recruits had taken part in values training. This is understandable given that they were tapped to participate in the survey at or near the beginning of their in-processing.

Table 6 summarizes the information respondents provided regarding their living arrangements at two points in time; when they were seven and fifteen years old.

**Table 6**  
**Percent Indicating Parents Living in Household**  
**at Seven and Fifteen Years of Age**

| Parents in household | Seven years old | Fifteen years old |
|----------------------|-----------------|-------------------|
| Both                 | 64              | 50                |
| Mother Only          | 27              | 33                |
| Father Only          | 4               | 9                 |
| Neither              | 4               | 8                 |

<sup>3</sup> Education status was grouped as follows: Tier 1--high school diploma or greater; Tier 2--alternative high school credential (e.g., GED); Tier 3--no high school credential.

These data suggest that New Recruit Survey respondents are fairly typical in terms of family composition. 1997 Census Bureau data indicate that 68% of children under the age of 18 in the United States live in two-parent households. Of the 30% with only one parent, 85% are headed by the mother.

The mean number of older siblings (1.24) was similar to that of younger (1.37). The same percentage of respondents (28%) grew up in towns of 50,000 or less and medium-sized cities of 50-100,000 persons. The remainder of the sample was evenly divided, having grown up in large (100,000-500,000 persons) cities or their suburbs (17%) or in very large cities (over 500,000 persons) or their suburbs (17%). The preponderance of respondents (42%) indicated that they rarely attend religious services; the remainder of the sample said they never attend such services (11%), go once or twice a month (21%) or go weekly or more often (25%).

Respondents were fairly mobile in terms of jobs, having had an average of 3.82 employers since they were 16 years old. When asked to indicate which activities they like to participate in, the following were cited by more than half of the respondents: going to the movies (77%), getting together with friends (74%), watching television (71%), participating in sports (68%), going to parties (63%), riding in a car for fun (57%), and reading (51%).

## **Part I. What's Important to You, Descriptive Statistics**

As a first step in describing the values of new recruits, we will present descriptive statistics for each of the items in Part I of the Survey: What's Important to You. Where appropriate, these are broken out by the component the respondents were entering.

### **Item I-1**

Figures 3 through 7 summarize the results to Item I-1, in which respondents were asked to indicate how important various characteristics were to them in terms of the type of job they would like to have. As described earlier, serving country and making the world a better place can be characterized as representing the "institutional" view of military service, while having a steady job and getting good pay and benefits are more typical of the "occupational" viewpoint. These results suggest that, although the institutional reasons are strongly endorsed by about half of the new recruits, the occupational factors play a significantly greater role in evaluating jobs ( $p < .05$ ). Having a steady job, being well paid, and receiving good benefits were rated as very/extremely important by two-thirds to three-quarters of respondents. Differences between components were generally small.

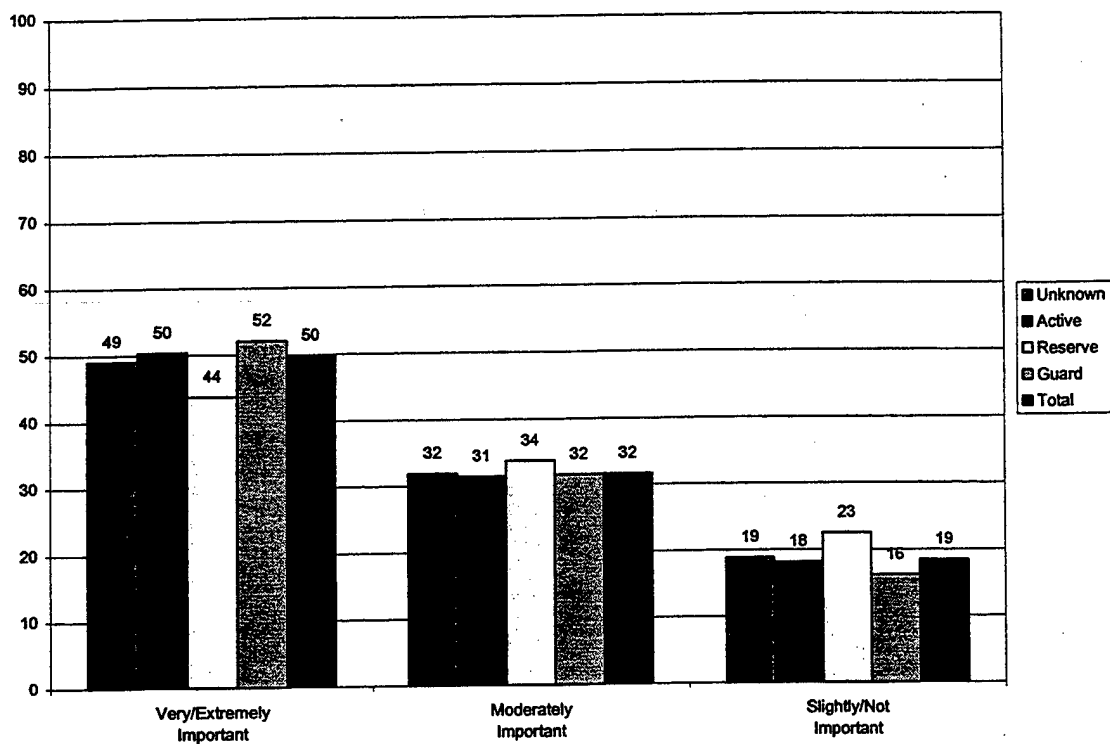


**Figure 3. Item I-1a--How important that job give chance to serve country, by component**

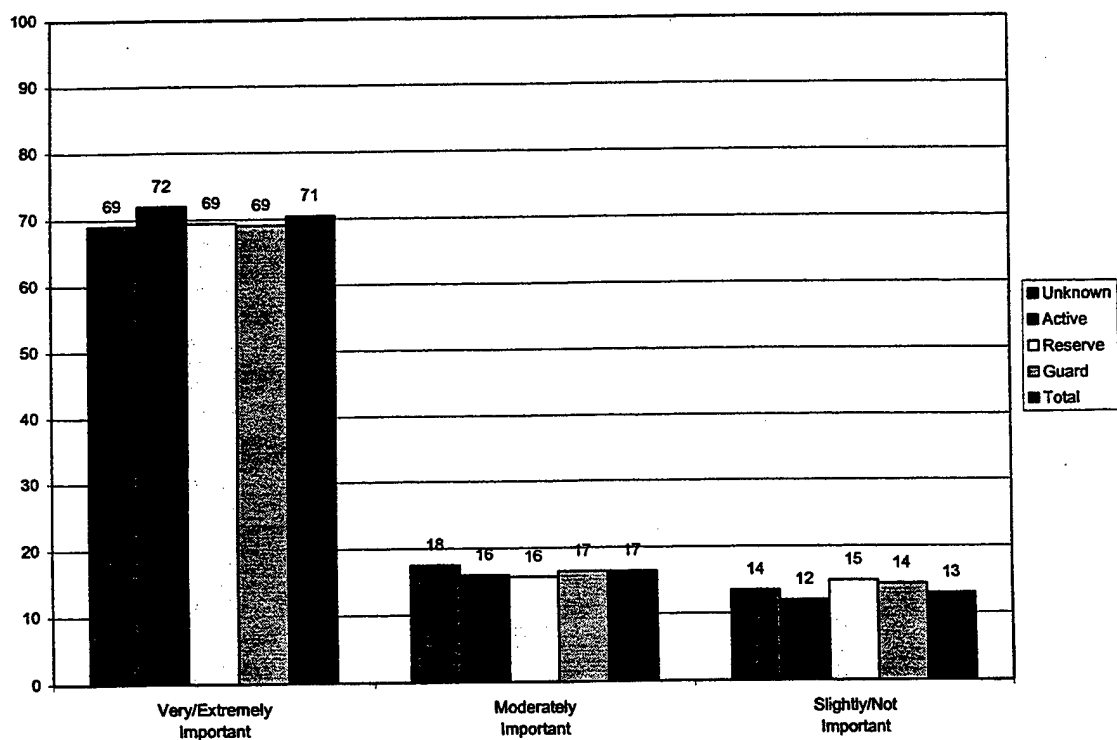


**Figure 4. Item I-1b--How important that job be steady, by component**

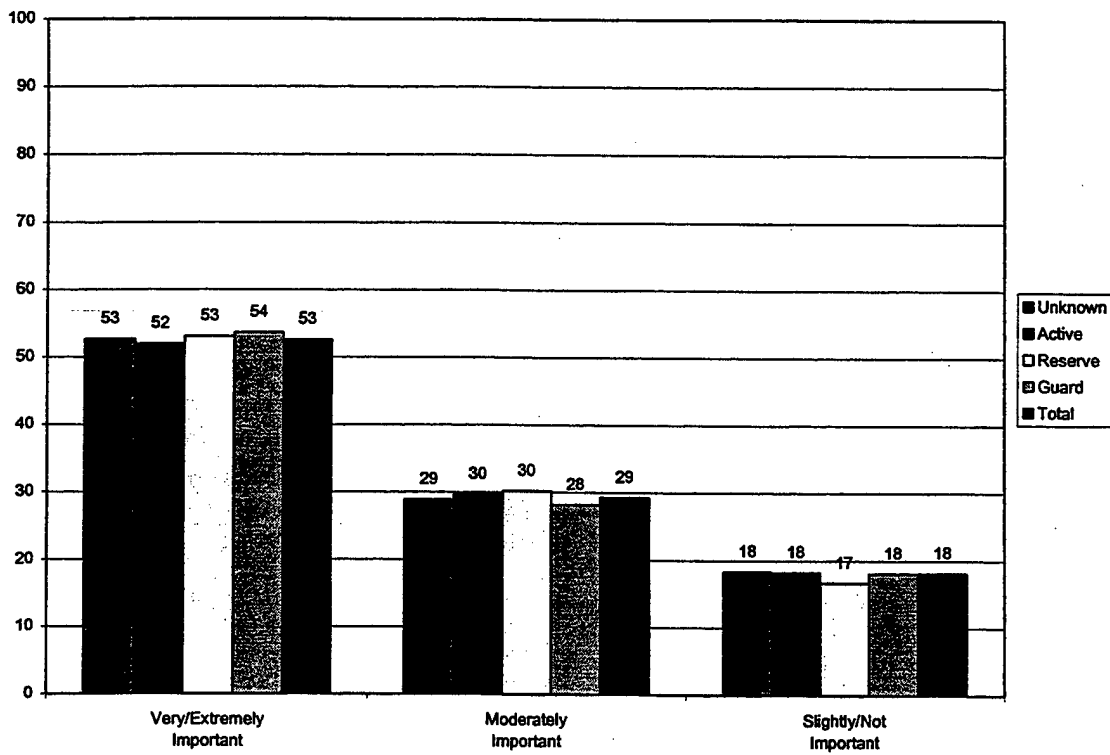


**Figure 5. Item I-1c--How important that job offer chance to make world better, by component**

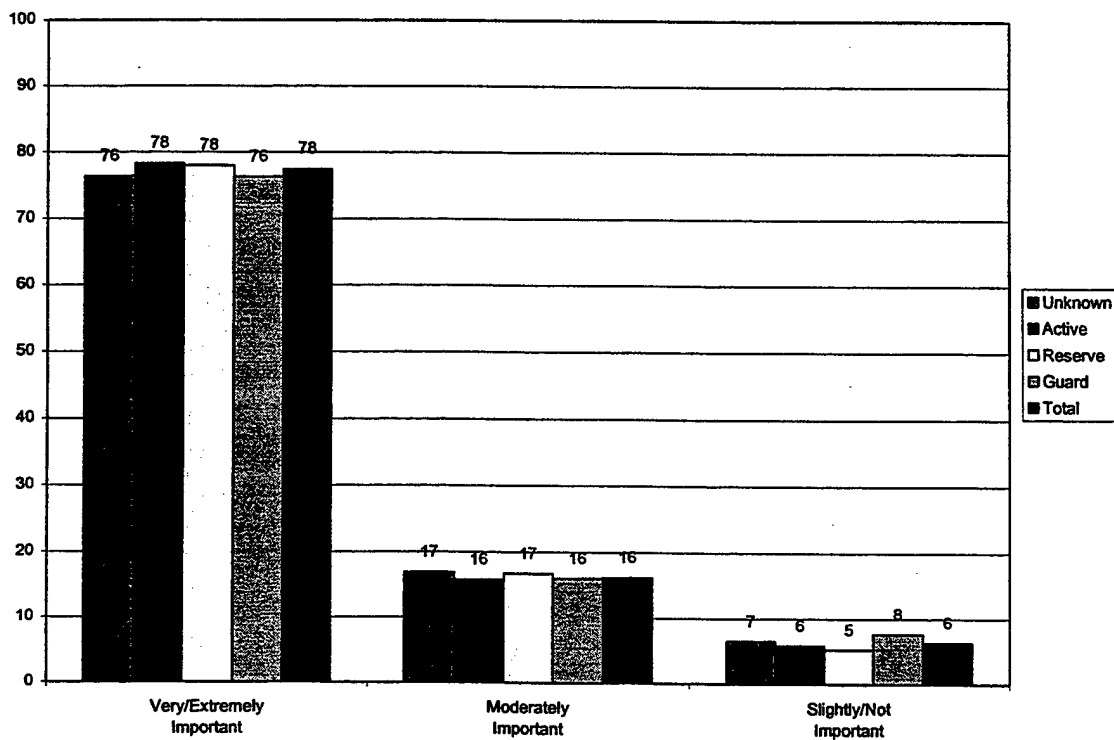


**Figure 6. Item I-1d--How important that job offer good pay, by component**

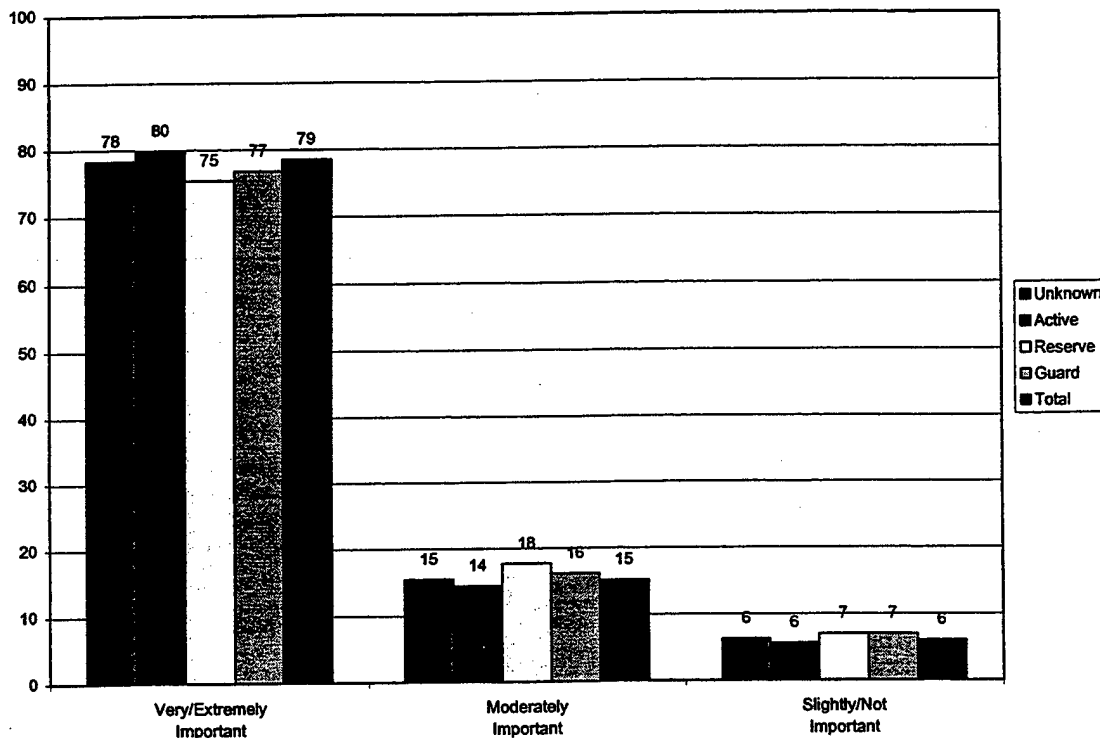


**Figure 7. Item I-1e--How important that job offer good fringe benefits, by component**

### Item I-2

Figures 8 to 14 summarizes respondents' views of the importance of various factors to their decision to enlist in the Army. The two "institutional" values reflected in this item were those of serving country and continuing a family tradition. As with the previous results, service to country was very/extremely important to about one half of the sample. Family tradition was endorsed in this manner by less than one-quarter of the respondents. Overall, the occupational values were somewhat less important in the decision to enlist in the Army as compared to their importance in evaluating jobs in general. However, these factors such as pay, job security, and benefits received a stronger endorsement than did the institutional factors.

Differences between components were greater when respondents were asked specifically about their decision to enlist in the Army (as compared to jobs in general). The greatest variations occurred in relation to the occupational factors such as job security, promotion opportunities, and retirement benefits. In each case, those entering Active Duty were more likely to rate the factor as extremely/very important.

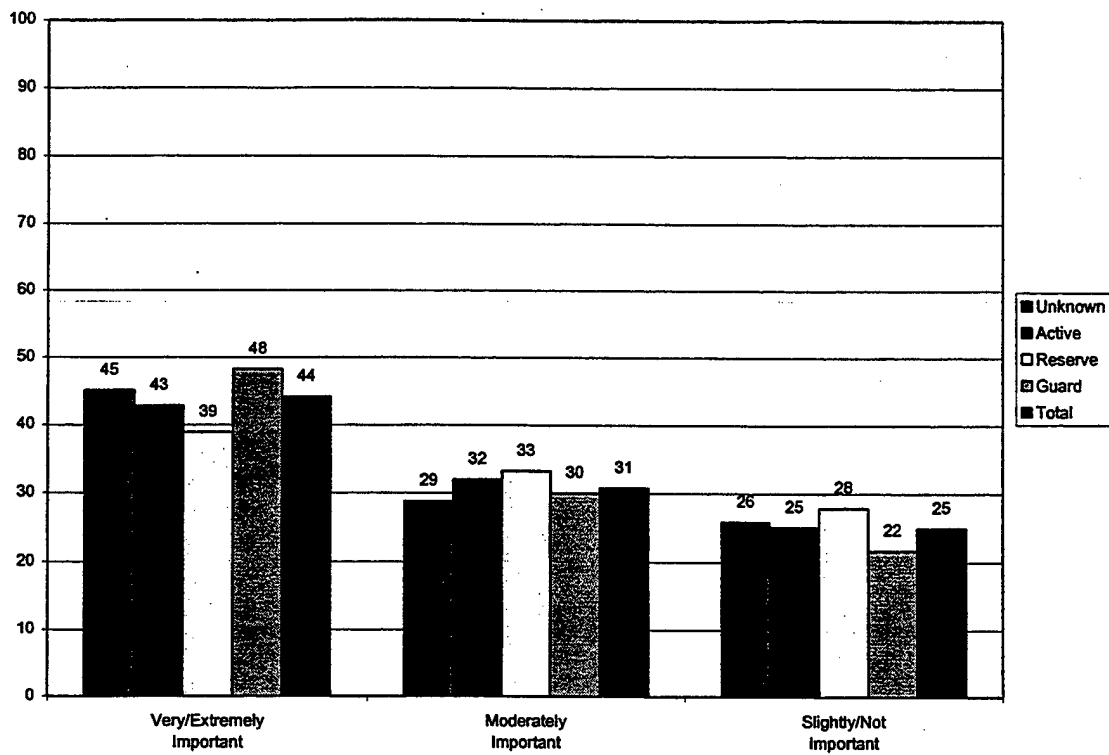


**Figure 8. Item I-2a--Importance of serving country in decision to enlist, by component**

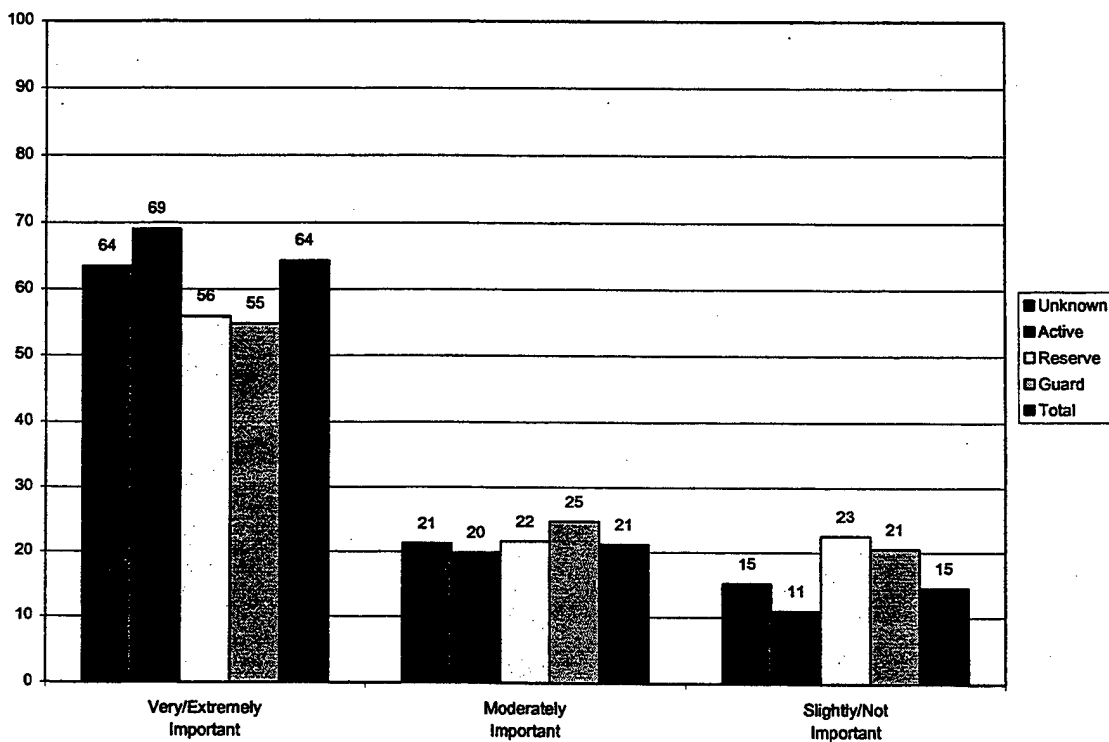


**Figure 9. Item I-2b--Importance of job security in decision to enlist, by component**

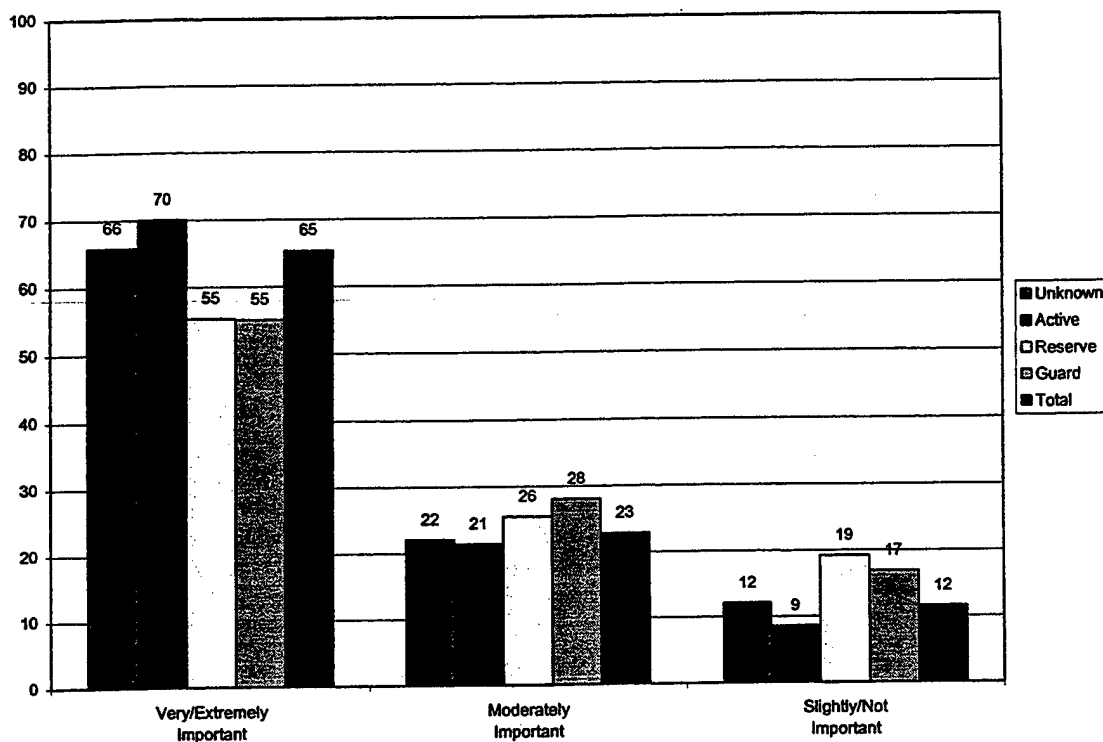


**Figure 10. Item I-2c--Importance of promotion opportunities in decision to enlist, by component**

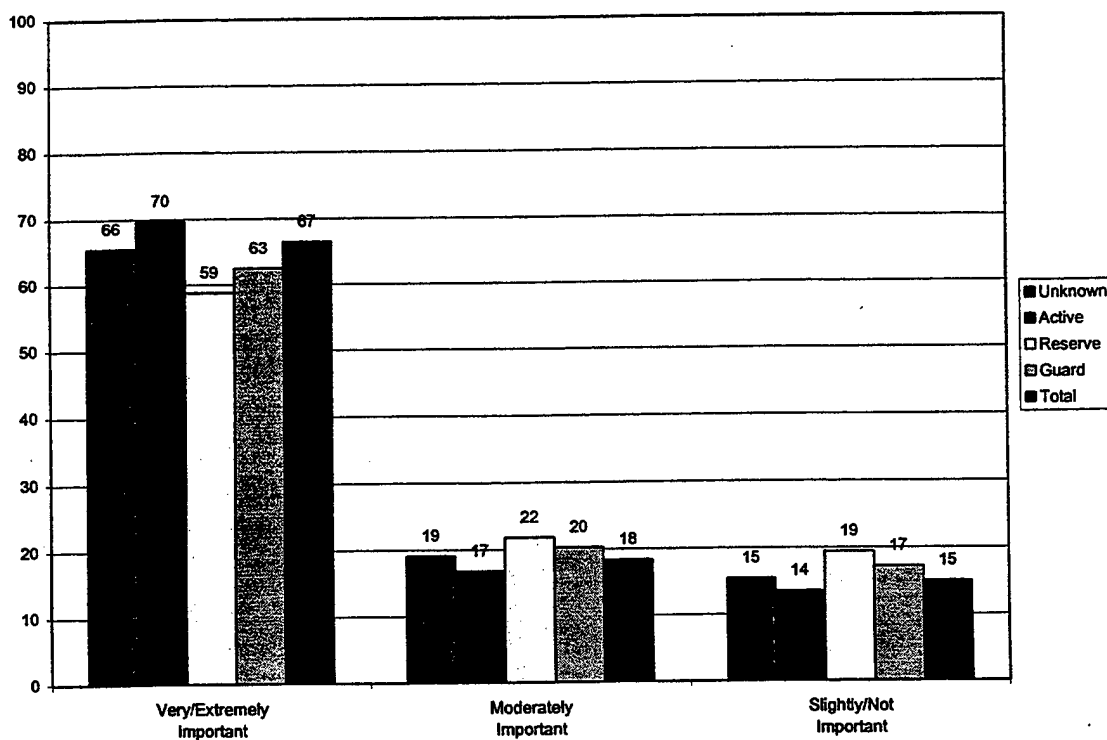


**Figure 11. Item I-2d--Importance of retirement benefits in decision to enlist, by component**

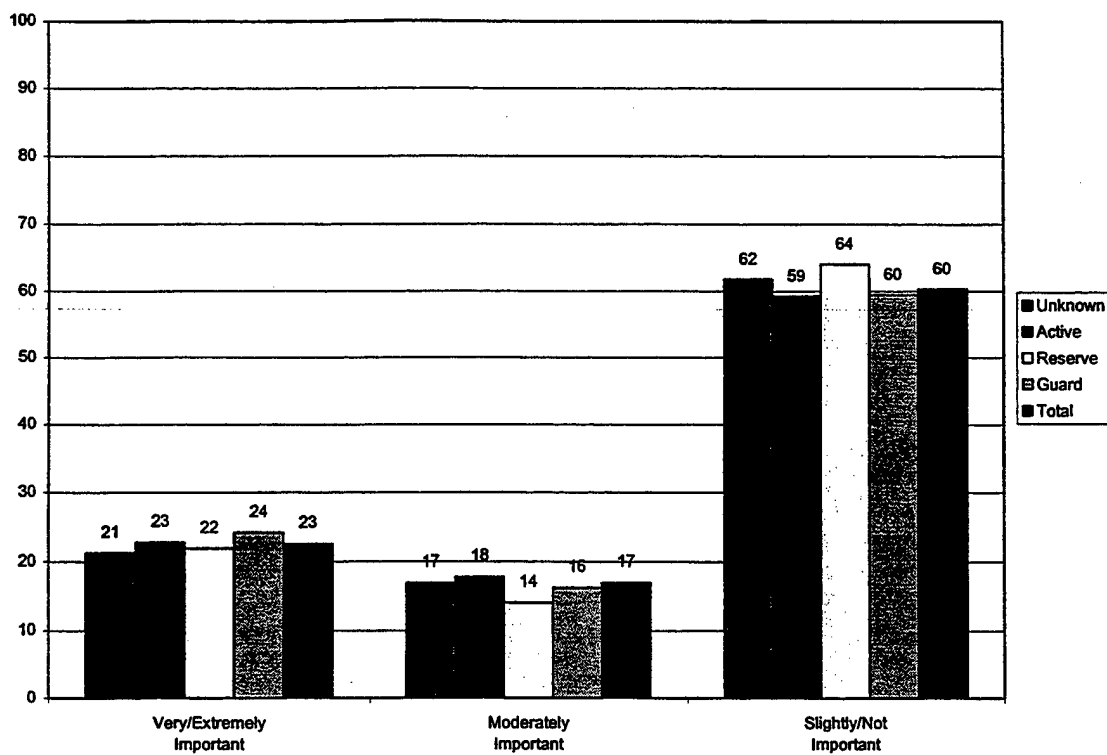


**Figure 12. Item I-2e--Importance of tradition in decision to enlist, by component**

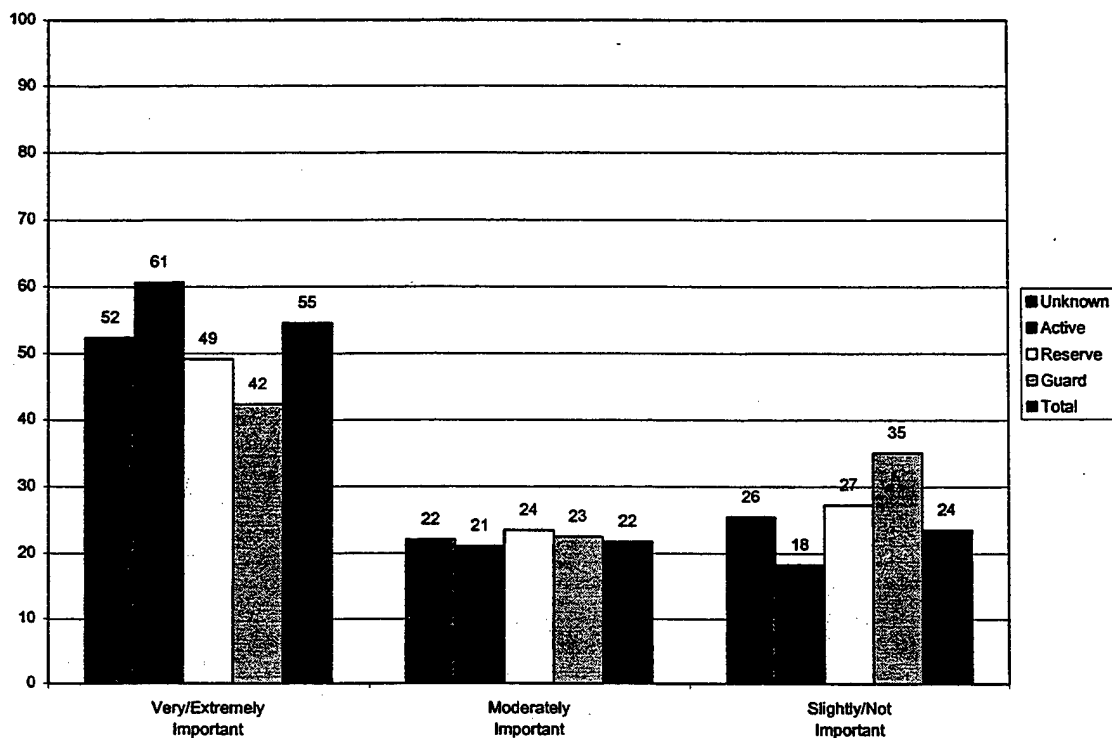


**Figure 13. Item I-2f--Importance of better job opportunities in Army than civilian life in decision to enlist, by component**

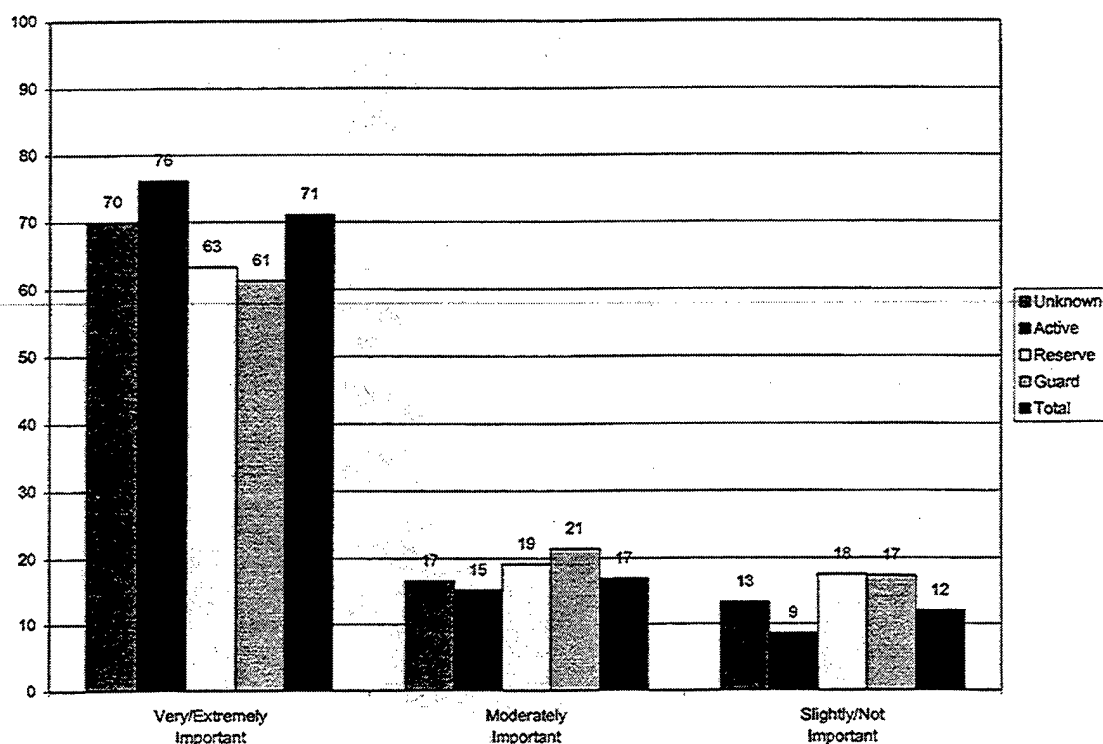


Figure 14. Item I-2g—Importance of secure job with promotions and benefits in decision to enlist, by component

### Item I-3

In this case respondents were asked to indicate their first, second, and third most important reasons for enlisting in the Army. Table 7 shows the reasons receiving the highest percentage endorsement as being *most* important, by component.

Table 7  
Primary Reasons for Enlisting Receiving Highest Percentage Endorsement

| Unknown         | %  | Active Duty     | %  | Reserve         | %  | Guard           | %  |
|-----------------|----|-----------------|----|-----------------|----|-----------------|----|
| Ed benefits     | 29 | Ed Benefits     | 21 | Ed Benefits     | 36 | Ed Benefits     | 40 |
| Training        | 14 | Training        | 11 | Self Discipline | 14 | Self Discipline | 14 |
| Self Discipline | 11 | Self Discipline | 10 | Training        | 13 | Serve Country   | 9  |
| Serve Country   | 7  | Serve Country   | 9  | Serve Country   | 8  | Training        | 7  |
| Be on own       | 5  | Be on own       | 7  | Pay             | 5  | Be on own       | 4  |
|                 |    | Secure Job      | 7  |                 |    | Pay             | 4  |

Across components, educational benefits were cited by the highest percentage of respondents as the most important reason for enlisting. Developing self discipline and obtaining training in job skills were also consistently among the top five, as was serving one's country.

Figure 15 shows the percent of Active Duty new recruits who selected each of the reasons presented as their first, second, OR third most important reason for enlisting. The primary difference between these results and those shown above is the added weight that travel takes on when the top three reasons are considered as opposed to just the most important reason. Correspondingly, serving one's country drops below several of the other options when first, second, and third most important reasons are taken into account.

When these results were examined by major demographics (e.g., gender, racial/ethnic group, education level), the reasons cited most frequently as 1, 2, or 3 were stable across groups: education benefits, job training, and self-discipline. The one exception to this rule was the third place finish for pay and allowances among blacks. This ranked third among this group, nudging out self discipline by 0.2 percent.

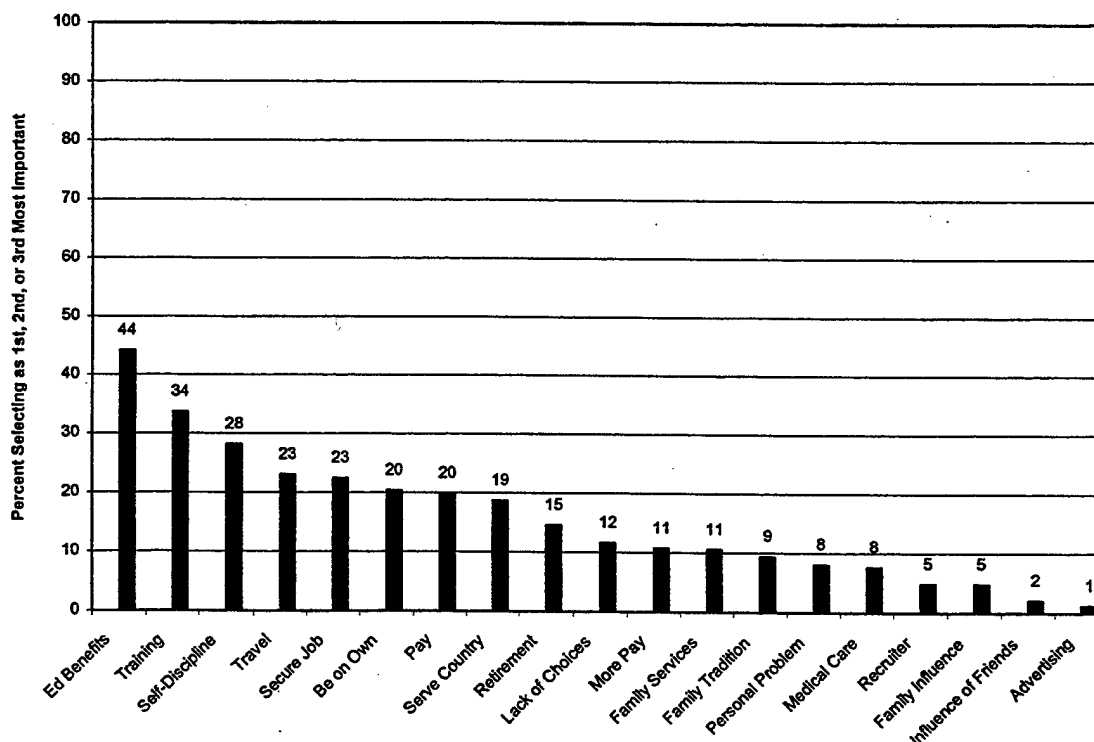


**Figure 15. Item I-3--Percent of Active Duty recruits selecting each reason for enlisting as first, second, or third most important**

#### Item I-4

The Minnesota Work Values Questionnaire items were structured so that the respondent was forced to select one value from each pair, with the pairs representing all

possible combinations of six values. Thus, the maximum number of times a value could be selected was five. These were analyzed by taking the average number of times each value was selected over the others in the paired-comparisons. These results are shown in Figure 16.

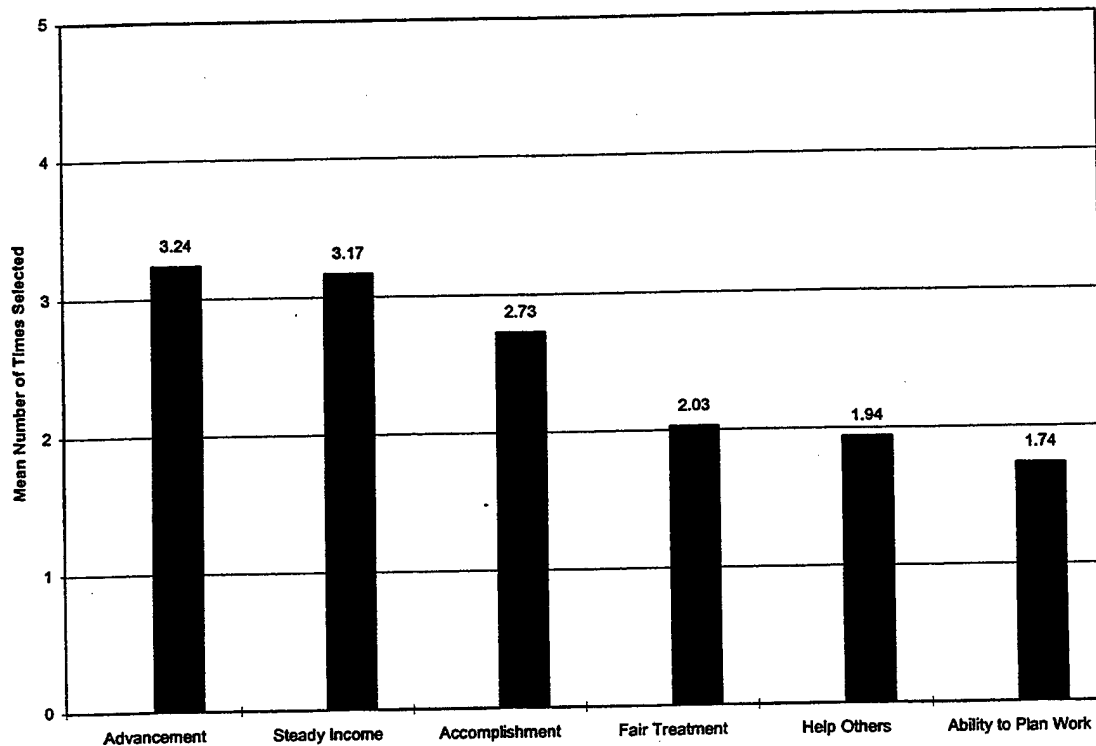


**Figure 16. Item I-4--Mean number of times each value was selected over others**

These results suggest that the more "practical" values of advancement and having a steady income were judged to be of greater importance than those that could be labeled "idealistic": being treated fairly by one's employer and having a job that gives one the chance to help others.

#### **Item I-5**

For the purposes of this survey, a new item was created in which respondents were asked how important a variety of dimensions were in their jobs, with the dimensions having been adapted from the Army Seven Core values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. These results are displayed in Figure 17.

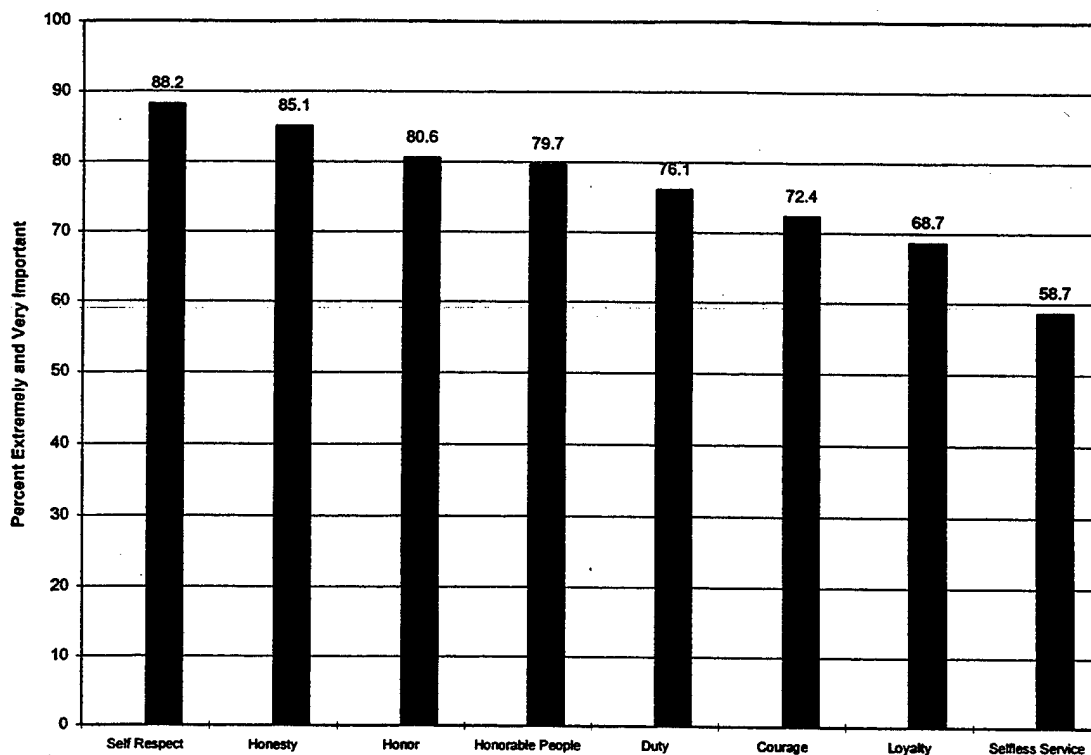


**Figure 17. Item I-5--Importance of seven core values in relation to work**

Two-thirds or more of all respondents indicated that it is extremely/very important that a job provide them with the values identified. The one exception to this rule was that of selfless service, which 59% of respondents said was very/extremely important.

#### **Items I-6 and I-7**

These items were included in the survey because they had been created for and used with a sample of so-called "Generation X-ers." This is the same age group represented by respondents to the Survey of New Recruits. Figure 18 presents comparisons of the mean ratings for the organizational values items (I-6) between the Army recruits and a sample of male college students (mean age 22 years).<sup>4</sup>

<sup>4</sup> Source for civilian data: Burke, R. J., (1994). Generation X: Measures, Sex, and Age Difference. *Psychological Reports*, 74, 555-562.

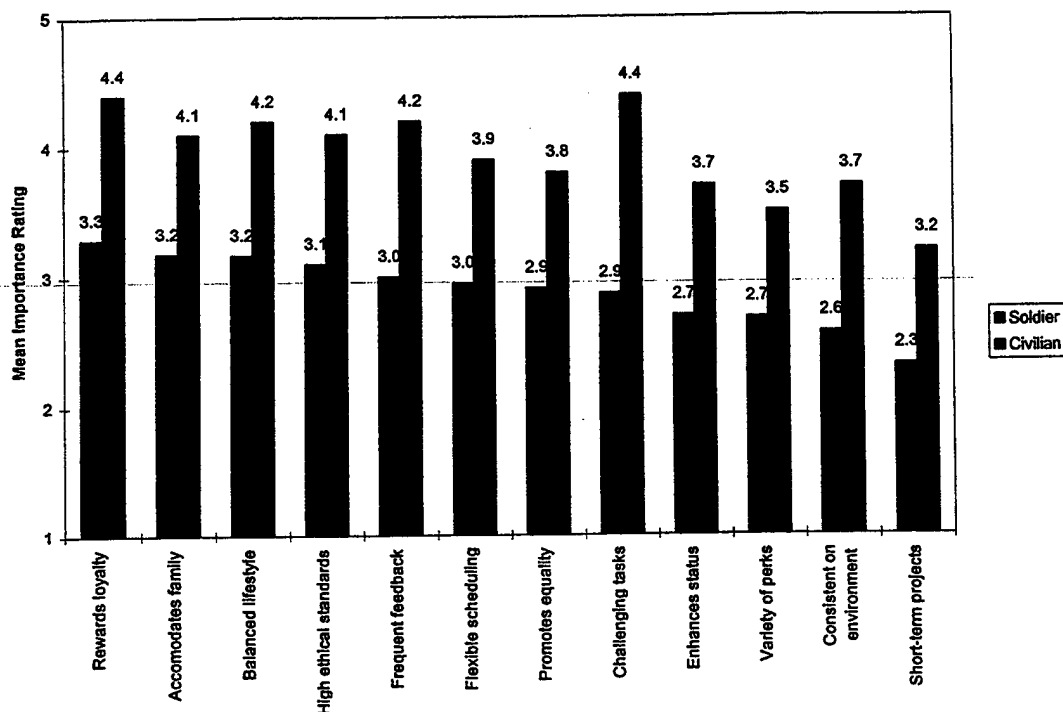


**Figure 18. Item I-6—Mean ratings of Generation X work values, Army Survey of New Recruit respondents and male college students**

In all cases, college students gave these values higher mean ratings than did new Army recruits. These differences ranged from .8 (promotes equality, offers a variety of perks) to 1.5 (assigns tasks and projects that are challenging). Generally, new soldiers rated all of the values in the moderately important range. Note that these differences held when the comparison group was restricted to soldiers with some college background.

The results for the Generation X opinion items presented in the survey (I-7) are presented in Figure 19. Note that only four of these were adapted from the earlier work with this age cohort. Questions regarding working with the one's own sex/racial group, and responsibility for making the world a better place were new additions to the Recruit Survey.

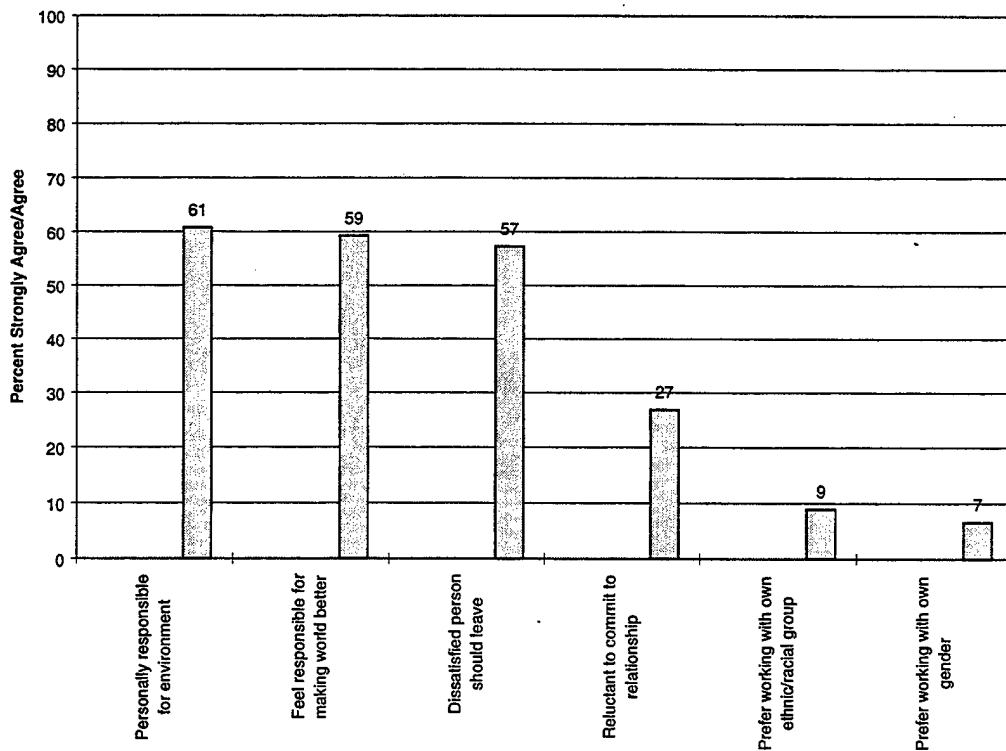


**Figure 19. Item I-7--Generation X opinion items**

A priori, the I-7 items can be classified into three groups. Generally speaking, “social responsibility” as evidenced by concern for environment and making the world a better place received the strongest endorsement from new recruits, with about 60% stating that they agree/strongly agree that they have such responsibility. The results regarding commitment were somewhat mixed. While nearly three-quarters of the respondents suggested that they have no problem committing to a long-term relationship, nearly 60% also felt that one should leave his or her job if they are dissatisfied. In regard to diversity, only a small percentage of respondents stated that they felt more comfortable working with their own sex (7%) or racial/ethnic group (9%). Finally, about half of the sample agreed that it is harder to earn a comfortable living today than it was for their parents.

#### **Item I-8**

The Rokeach Values Survey was included in the present research because it is the most-often used measure of values in the civilian literature. Typically, these domains are assessed through a ranking procedure, in which respondents are asked to place them in order of importance. This was judged to be too onerous for the present purposes. Thus, recruits were simply asked to indicate how important each domain is to them. These results are summarized in Figure 20.

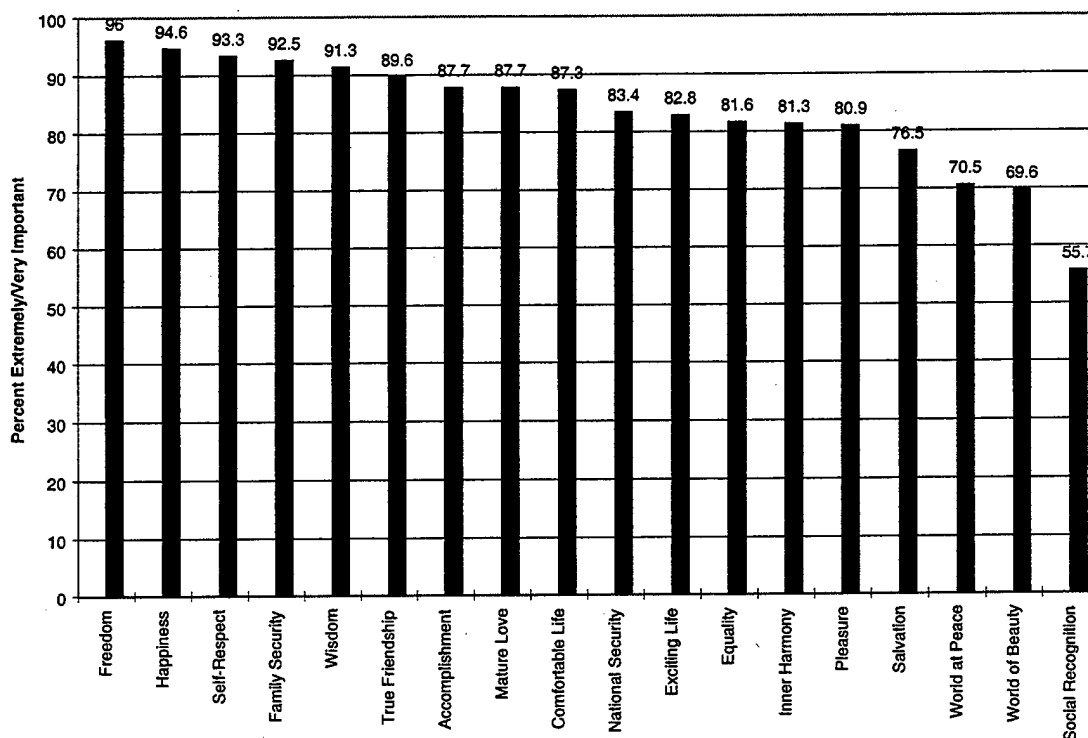


**Figure 20. Item I-8--Rokeach Values Survey items**

As with the Generation X work values, new recruits strongly endorsed the more general domains presented in the Rokeach Survey. Of the 18 values included, 14 were rated as extremely/very important by at least 80% of the sample. In fact, only social recognition was rated in this manner by less than 70% of the respondents. Table 8 provides a comparison of these results with previous samples who were administered the Rokeach survey. Note that these groups were made up of nationally-representative samples of adult Americans who were asked to rank order the values. The Survey of New Recruits data was converted to ranks by use of mean ratings. This includes three ties. Differences of five or more ranks are displayed in bold. The final row of the table shows the correlation between the New Recruit data and the previous years.

The correlations between previous years' data and the Survey of New Recruits are in the moderate range, suggesting a good deal of correspondence between the groups. The major deviations occur on five domains, with the mean ratings of recruits being higher than the ranks of civilians on friendship, mature love, an exciting life, and pleasure. Conversely, the concept of a world at peace was ranked one/two by the civilians, but had a mean rating that was 13<sup>th</sup> among new recruits.

**Table 8**  
**Rokeach Values Survey Results**  
**Army Survey of New Recruits and Nationally Representative Samples**

| Value                                        | 1968      | 1971      | 1974      | 1981      | Army Survey of New Recruits |
|----------------------------------------------|-----------|-----------|-----------|-----------|-----------------------------|
| <b>World at peace</b>                        | <b>1</b>  | <b>1</b>  | <b>2</b>  | <b>2</b>  | <b>13</b>                   |
| Family Security                              | 2         | 2         | 1         | 1         | 3                           |
| Freedom                                      | 3         | 3         | 3         | 3         | 1                           |
| Happiness                                    | 4         | 6         | 5         | 5         | 2                           |
| Self-Respect                                 | 5         | 5         | 4         | 4         | 3                           |
| Wisdom                                       | 6         | 7         | 6         | 6         | 4                           |
| Equality                                     | 7         | 4         | 12        | 12        | 10                          |
| Salvation                                    | 8         | 9         | 10        | 9         | 12                          |
| Comfortable Life                             | 9         | 13        | 8         | 8         | 7                           |
| Accomplishment                               | 10        | 11        | 7         | 7         | 8                           |
| <b>Friendship</b>                            | <b>11</b> | <b>10</b> | <b>9</b>  | <b>10</b> | <b>5</b>                    |
| National Security                            | 12        | 8         | 13        | 11        | 9                           |
| Inner Harmony                                | 13        | 12        | 11        | 13        | 11                          |
| <b>Mature Love</b>                           | <b>14</b> | <b>14</b> | <b>14</b> | <b>14</b> | <b>6</b>                    |
| World of Beauty                              | 15        | 15        | 15        | 16        | 14                          |
| Social Recognition                           | 16        | 17        | 18        | 18        | 15                          |
| <b>Pleasure</b>                              | <b>17</b> | <b>16</b> | <b>16</b> | <b>17</b> | <b>11</b>                   |
| <b>Exciting Life</b>                         | <b>18</b> | <b>18</b> | <b>17</b> | <b>15</b> | <b>10</b>                   |
| Correlation with Army Survey of New Recruits | .436      | .370      | .488      | .541      | 1.00                        |

#### Item I-9

Sixteen statements were included in the Survey of New Recruits that were adapted from previous values surveys done with Army populations. In their last iteration, these items were included on the SSMP which was administered in 1996. Table 9 presents a comparison of the current sample with previous cohorts of junior enlisted personnel (PV2-SPC) on these items in terms of the percentage rating the various values as extremely/very important.

**Table 9**  
**Percent Rating Values as Extremely-Very Important**  
**1998 Survey of New Recruits, 1996 Sample Survey of Military Personnel,**  
**1996 Survey of Army Personnel**

| Value                      | 1986 | 1996 | 1998 |
|----------------------------|------|------|------|
| *Standing up for beliefs   | 92   | 88   | 90   |
| Taking responsibility      | 88   | 86   | 89   |
| Dedication to learning job | 83   | 79   | 88   |
| Being honest               | 85   | 84   | 87   |
| Drive to succeed           | 82   | 75   | 87   |
| Physical Fitness           | 73   | 70   | 84   |
| Discipline in battle       | 79   | 76   | 81   |
| Moral standards            | 72   | 70   | 80   |
| Loyalty to unit            | 63   | 48   | 80   |
| Commitment to team         | 73   | 70   | 79   |
| Military courtesy          | 70   | 71   | 75   |
| Military bearing           | 65   | 67   | 74   |
| *Loyalty to the Army       | 77   | 53   | 71   |
| Putting others before self | 55   | 52   | 67   |
| *Serving country           | 72   | 57   | 63   |

In the majority of cases, a significantly higher percentage of respondents to the current survey rated the values as very/extremely important than did one or both of the past groups ( $p < .05$ ). The exceptions to this rule (marked by an asterisk in the table) are "standing up for what you believe is right," "loyalty to the United States Army," and "dedication to serving the United States, even to risking your own life in its defense." In each of these cases, a higher percentage of 1986 respondents rated the values as very/extremely important than did the new recruits, while a higher percentage of the recruits rated them in this manner than did those in the 1996 sample.

It is clear from these results that new recruits strongly endorse the military-related principles presented. Those that received the weakest backing included the notion of putting other interests ahead of one's own, whether that be in the form of fellow soldiers or the well being of the country as a whole. Even in these cases, however, approximately two-thirds of respondents indicated that these values were of great importance to them.

## Data Reduction

In an effort to further explore the relationships between the various items on the survey and possibly reduce the data through the formation of scales, principal component analyses were performed on item sets within Section I of the Survey of New Recruits. This technique examines the correlations between items and forms composites based on their interrelationships. These can then be used to form scales that represent unitary concepts. This approach is suitable for items that involve scale values such as agree-disagree or important-unimportant. It does not apply in instances where the response involves ranking or paired comparisons. Thus, principal components analyses were carried out for Items I-1 and I-2 combined, as well as Items I-5 through I-9.

### Items I-1 and I-2

The principal components analyses results for Items I-1 and I-2 are shown in Table 10. Although three components were identified, none of the item loadings on the third component is the highest among the three. This suggests that this third component is a statistical artifact with little practical significance. The meaning of the other two seems quite clear, however, and mirrors the institutional/occupational dimensions which these items were intended to measure. Those elements that would be used to evaluate a job on a strictly functional basis (e.g., pay, promotions, security) correlated highly, as did the more institutional reasons for enlisting such as tradition and service.

**Table 10**  
**Component Matrix for Items I-1 and I-2**

| Item                                                                               | Component 1 | Component 2 | Component 3 |
|------------------------------------------------------------------------------------|-------------|-------------|-------------|
| (1) In thinking about the kind of job you would like to have, how important are... |             |             |             |
| (2) How important were the following in your decision to enlist in the Army        |             |             |             |
| I-2g. Secure job with benefits                                                     | .802        | -.186       | -.283       |
| I-2c. Promotion opportunities                                                      | .781        | -2.489E-02* | -.152       |
| I-2b. Job Security                                                                 | .775        | -.130       | -5.733E-02  |
| I-2d. Retirement Benefits                                                          | .752        | -.116       | -.189       |
| I-1b. Steady job                                                                   | .623        | -.181       | .373        |
| I-1e. Fringe benefits                                                              | .598        | -.369       | .300        |
| I-2f. Better opportunities than civilian life                                      | .576        | -.111       | -.428       |
| I-1d. Good pay                                                                     | .573        | -.411       | .396        |
| I-2a. Serve country                                                                | .380        | .800        | 5.970E-02   |
| I-1a. Serve country                                                                | .423        | .777        | .144        |
| I-1c. Make world better                                                            | .436        | .537        | .384        |
| I-2e. Tradition of service                                                         | .292        | .418        | -.379       |

\*Note "E" notation is the exponential representation for a decimal. Thus .024 = 2.4E-02.

### Item I-5

Item 5 included eight questions that sought to measure the importance of the seven core values to recruits as they assess jobs. Table 11 presents the component analysis results for this item. Only one component was extracted. This is not surprising given the uniformly high endorsement these ideals received from the respondents.

**Table 11**  
**Component Matrix for Item I-5**

| Item—How important is it that a job provide you with...             | Component 1 |
|---------------------------------------------------------------------|-------------|
| I-5a. Opportunity to work for an organization that inspires loyalty | .784        |
| I-5b. Self respect                                                  | .747        |
| I-5c. Chance to help others                                         | .699        |
| I-5d. Sense of honor                                                | .805        |
| I-5e. Environment where honesty is valued                           | .778        |
| I-5f. Opportunity to display personal courage                       | .738        |
| I-5g. Environment where sense of duty is valued                     | .831        |
| I-5h. Opportunity to work for and with honorable people             | .786        |

### Item I-6

Item 6 was included in the survey to assess Generation X work values. The components analysis results for this item are shown in Table 12. In this instance, two components were extracted. However, only one item loaded more heavily on component two—offers flexible work schedules. Further, the loading for this item on the first component was sufficiently high to question its utility as a separate component.

**Table 12**  
**Component Matrix for Item I-6**

| Item--How important is it that you work for an organization that: | Component 1 | Component 2 |
|-------------------------------------------------------------------|-------------|-------------|
| I-6a. Provides a balanced life                                    | .628        | .200        |
| I-6b. Offers flexible work schedules                              | .512        | .625        |
| I-6c. Assigns challenging tasks                                   | .619        | -.224       |
| I-6d. Gives frequent performance feedback                         | .697        | -9.180E-02  |
| I-6e. Accommodates family responsibilities                        | .634        | .220        |
| I-6f. Offers short-term projects                                  | .590        | .391        |
| I-6g. Offers a variety of perks                                   | .609        | .290        |
| I-6h. Rewards loyalty with loyalty                                | .686        | -.302       |
| I-6i. Has high ethical standards                                  | .675        | -.398       |
| I-6j. Enhances your status in the community                       | .613        | -6.109E-02  |
| I-6k. Promotes social equality                                    | .695        | -.253       |
| I-6l. Has views consistent on environment                         | .608        | -.165       |

### Item I-7

The seven questions that make up Item I-7 were included as an additional measure of work attitudes. Four of these were adapted from the Generation X measures described earlier. The others were added to further address the idea of having a positive impact on the world and also to tap the issue of diversity. The components analysis results for this item are shown in Table 13. Three factors were extracted. The first, represented by items 7e and 7g, addresses feelings of social responsibility. The second (7b, 7f) taps diversity issues as evidenced by willingness to work with other racial groups and the other gender. The third factor (7a, 7c) has no clear meaning.

**Table 13**  
**Component Matrix for Item I-7**

| Item—How much do you agree/disagree with the following statements?                   | Component 1 | Component 2 | Component 3 |
|--------------------------------------------------------------------------------------|-------------|-------------|-------------|
| I-7e. I feel it is a personal responsibility to preserve the environment             | .859        | .104        | -1.360E-03  |
| I-7g. I feel it is a personal responsibility to make the world a better place.       | .858        | .112        | -4.883E-02  |
| I-7b. I prefer working with members of my own sex.                                   | -6.065E-02  | .770        | -.163       |
| I-7f. I prefer working with people from the same racial and ethnic background as me. | -.218       | .767        | -.137       |
| I-7a. If a person is dissatisfied with his/her job, he/she should leave.             | -1.093E-03  | .142        | .776        |
| I-7c. It is harder to earn a comfortable living today than it was for my parents.    | 3.991E-02   | .292        | .576        |
| I-7d. I am reluctant to commit to a long-term personal relationship.                 | 8.673E-02   | .192        | -.217       |

### Item I-8

Item 8 asked respondents to rate the personal importance of 18 values that were adapted from the Rokeach Values Survey. The results for the principal components analysis for this item are presented in Table 14. In this case, three factors were extracted. As in previous instances, however, the highest loadings for all of the items were on the first component. Again this can be explained by the fact that all of the values listed as part of the item were strongly endorsed by respondents. Thus, they appeared not to differentiate significantly between these concepts or, to the extent that they did so, there was simply little variation in their perceived personal importance.

**Table 14**  
**Component Matrix for Item I-8**

| Item—How important is each of the following to you personally? | Component 1 | Component 2 | Component 3 |
|----------------------------------------------------------------|-------------|-------------|-------------|
| I-8a. A comfortable life                                       | .545        | .407        | .194        |
| I-8b. An exciting life                                         | .522        | .413        | .347        |
| I-8c. A sense of accomplishment                                | .642        | -5.309E-02  | .104        |
| I-8d. A world at peace                                         | .606        | -.522       | .304        |
| I-8e. A world of beauty                                        | .629        | -.370       | .357        |
| I-8f. Equality                                                 | .650        | -.400       | 6.040E-02   |
| I-8g. Family security                                          | .660        | -2.697E-03  | -.265       |
| I-8h. Freedom                                                  | .629        | 5.766E-2    | -.411       |
| I-8i. Happiness                                                | .703        | .213        | -.272       |
| I-8j. Inner harmony                                            | .681        | -.118       | -.111       |
| I-8k. Mature love                                              | .644        | 9.492E-02   | -.201       |
| I-8l. National security                                        | .628        | -.206       | 1.713E-02   |
| I-8m. Pleasure                                                 | .581        | .496        | .188        |
| I-8n. Salvation                                                | .623        | -.162       | 7.953E-02   |
| I-8o. Self-respect                                             | .712        | -8.608E-05  | -.206       |
| I-8p. Social recognition                                       | .515        | .226        | .493        |
| I-8q. True friendship                                          | .600        | .106        | -.145       |
| I-8r. Wisdom                                                   | .616        | 3.920E-03   | -.182       |

### Item I-9

Item I-9 included 16 military-related values that had been included in past surveys of this type. The results from the principal components analysis on this item are presented in Table 15. Once again, the situation is one where two components were extracted and yet all items load most heavily on just one. As in the previous instances, this suggests that the second component extracted has little practical significance. The fact that only one meaningful component emerged can be seen as a by-product of the overwhelming endorsement these values were given by the recruits; there was little variance upon which meaningful distinctions could be generated.

**Table 15**  
**Component Matrix for Item I-9**

| Item—How important is each of the following to you personally?                                | Component 1 | Component 2 |
|-----------------------------------------------------------------------------------------------|-------------|-------------|
| I-9a. Loyalty to the United States Army                                                       | .756        | -.427       |
| I-9b. Loyalty to your unit or organization                                                    | .784        | -.319       |
| I-9c. Taking responsibility for your own actions                                              | .731        | .154        |
| I-9d. Putting what is good for your fellow soldiers, unit, and nation before your own welfare | .688        | -.439       |
| I-9e. Dedication to serving the United States, even to risking your own life in its defense   | .671        | -.534       |
| I-9f. Commitment to working as a member of a team                                             | .780        | -4.643E-03  |
| I-9g. Dedication to learning your job and doing it well                                       | .763        | .268        |
| I-9h. Personal drive to succeed in your work                                                  | .700        | .338        |
| I-9i. Being honest, open, and truthful                                                        | .694        | .310        |
| I-9j. Being disciplined and courageous in battle                                              | .758        | -.155       |
| I-9k. Standing up for what you believe is right                                               | .624        | .360        |
| I-9l. Working with others with military courtesy                                              | .808        | -2.366E-02  |
| I-9m. Exhibiting excellent military bearing/appearance                                        | .787        | -.8348E-02  |
| I-9n. Equal opportunity regardless of gender                                                  | .518        | .374        |
| I-9o. High moral standards on-duty and off-duty                                               | .731        | .151        |
| I-9p. Building physical fitness and stamina                                                   | .620        | .228        |

Table 16 summarizes the results of the data reduction efforts. Although the lack of variance in the responses did not afford the extraction of many meaningful factors, several were unearthed. In addition, the single component results can be used to derive factor scores on these items that can be of value in further exploratory analyses to be discussed later in this report.

**Table 16**  
**Section I Principal Components Analysis Results**  
**Summary**

| Item        | Components Extracted | Meaningful Components | Component Titles                           |
|-------------|----------------------|-----------------------|--------------------------------------------|
| I-1 and I-2 | 2                    | 2                     | Institutional/<br>Occupational Orientation |
| I-5         | 1                    | 1                     |                                            |
| I-6         | 2                    | 1                     |                                            |
| I-7         | 3                    | 2                     | Social Responsibility<br>Diversity         |
| I-8         | 3                    | 1                     |                                            |
| I-9         | 2                    | 1                     |                                            |

## Demographic Comparisons

In examining potential differences in response patterns between various demographic groups, the major focus was on scale scores as opposed to individual items. Scales were chosen for two reasons: first, the added reliability associated with multiple measures of the same underlying construct; and second, the data consolidation helps focus the analysis on the overall construct rather than the possible nuances between individual items. The scales examined here include:

- importance of civilian-related values, created from the Rokeach items (Civ-Related);
- importance of military-related values, created from the SSMP items (Mil-Related);
- importance of occupational values, created from Moskos' items (Occupational); and
- importance of institutional values, also created from Moskos' items (Institutional).

For more detail on these scales refer to previous section of this report on data reduction efforts. In addition to the scales, the two items related to tolerance for diversity (I-7b and I-7f) were included in the demographic comparisons. Initially these were carried out using the scale that resulted from the analyses described earlier. It was found, however, that the results were different when individual items were used as compared to the scale values, so the former were used in this analysis.

The data were compared by race, gender, education level, size of home town, and level of involvement in religious activities. A one-way analysis of variance was used to test for significance of differences in responses. When such differences were found for comparisons involving more than two groups (e.g., race, education level), Tukey's Honestly Significant Differences (HSD) test was carried out to determine which groups were different from one another. The results of these analyses are reported in Tables 17 and 18. In all cases, the higher the number the more important the value or the stronger the agreement.

Caution should be taken in interpreting the results of these analyses for two reasons:

- Due to the large sample size, very small differences can be statistically significant, while not necessarily having practical significance;
- The preponderance of all respondents – regardless of demographic subgroup – endorsed these values in a very positive way.

For these reasons, an extremely stringent criterion was used to assess significant differences ( $p < .001$ ). Significant differences are indicated by bold numbers in the tables and are detailed below. See Appendix C for individual item statistics and comparisons.

**Table 17**  
**Demographic Comparison of Responses on Selected Scales**

| Item/Scale                                       | Gender |        | Race/Ethnicity |       |          |       |
|--------------------------------------------------|--------|--------|----------------|-------|----------|-------|
|                                                  | Male   | Female | Black          | White | Hispanic | Other |
| I-7b: Prefer working with own sex (5-pt scale)   | 3.65   | 3.83   | 3.89           | 3.56  | 3.89     | 3.70  |
| I-7f: Prefer working with same race (5-pt scale) | 3.70   | 3.97   | 3.77           | 3.71  | 3.89     | 3.71  |
| Civilian-Related Values Scale (5-pt scale)       | 1.67   | 1.55   | 1.57           | 1.69  | 1.60     | 1.64  |
| Military-Related Values Scale (7-pt scale)       | 1.88   | 1.76   | 1.94           | 1.84  | 1.79     | 1.89  |
| Occupational Values Scale (5-pt scale)           | 2.13   | 1.99   | 1.90           | 2.20  | 2.00     | 2.10  |
| Institutional Values Scale (5-pt scale)          | 2.83   | 2.97   | 3.07           | 2.80  | 2.81     | 2.85  |

**Table 18**  
**Demographic Comparison of Responses on Selected Scales (continued)**

| Item/Scale                                       | Education |      |      | Hometown |      |       |          | Religious Activity |        |             |             |
|--------------------------------------------------|-----------|------|------|----------|------|-------|----------|--------------------|--------|-------------|-------------|
|                                                  | GED       | H.S. | > HS | Small    | Med. | Large | Very Lg. | Never              | Rarely | 1 or 2 Mnth | Once a Week |
| I-7b: Prefer working with own sex (5-pt scale)   | 3.71      | 3.72 | 3.66 | 3.62     | 3.71 | 3.68  | 3.78     | 3.70               | 3.69   | 3.69        | 3.66        |
| I-7f: Prefer working with same race (5-pt scale) | 3.75      | 3.77 | 3.74 | 3.72     | 3.76 | 3.74  | 3.83     | 3.66               | 3.78   | 3.77        | 3.73        |
| Civilian-Related Values Scale (5-pt scale)       | 1.66      | 1.65 | 1.65 | 1.66     | 1.63 | 1.63  | 1.64     | 1.81               | 1.65   | 1.60        | 1.60        |
| Military-Related Values Scale (7-pt scale)       | 1.81      | 1.88 | 1.85 | 1.86     | 1.85 | 1.84  | 1.86     | 2.07               | 1.88   | 1.78        | 1.78        |
| Occupational Values Scale (5-pt scale)           | 2.04      | 2.08 | 2.13 | 2.15     | 2.09 | 2.07  | 2.07     | 2.20               | 2.10   | 2.07        | 2.08        |
| Institutional Values Scale (5-pt scale)          | 2.80      | 2.89 | 2.86 | 2.83     | 2.86 | 2.88  | 2.92     | 3.08               | 2.91   | 2.78        | 2.74        |

Note: Religious activity was assessed by asking the respondent how often he/she attends religious services. Response options were 0 = never, 1 = rarely, 2 = once or twice a month and 3 = about once a week or more.

The differences between demographic groups can be summarized as follows:

- Males were more inclined to prefer working with members of their own gender/race than were females.
- Females more strongly endorsed the civilian values (Rokeach), the military values (SSMP), and the occupational values of the Moskowitz scale. Males endorsed the institutional values such as joining the military to serve one's country and continue a family tradition.
- Blacks and Hispanics expressed less preference for working with members of their own gender than did either Whites or those of other ethnic/racial groups.
- Hispanics were less inclined to prefer working with members of their own racial/ethnic background than were Whites.
- Whites endorsed the civilian values of the Rokeach scale less than did Blacks or Hispanics.
- Blacks endorsed the military values of the SSMP less strongly than did Whites or Hispanics.
- Whites expressed the weakest occupational orientation, while Blacks expressed the strongest occupational orientation as measured by the Moskowitz items.
- There were no differences on the scales or individual items based on level of education.
- Only one significant difference emerged based on the size of the locality where one was raised: those from small towns were more likely to prefer working with members of their own gender than were those raised in very large cities or suburbs of very large cities.
- Overall, those who never or rarely attend religious services endorsed the civilian, military, occupational, and institutional values less strongly than did those who attend services more often.

While, as was previously stated, these results should be interpreted with caution, certain patterns in these findings are interesting in that they tend to reinforce some common perceptions. For instance, increased levels of religious activity are associated with a stronger endorsement of the values assessed in this survey.

### **Part III: Scenarios, Descriptive Statistics**

As described earlier, 15 scenarios were created as an alternative means of assessing the values of new recruits. In each case, a dilemma is presented in which several courses of action are possible. Some of these have benefits that accrue solely to the primary character, the role assumed by the respondent. In other cases, a course of action may represent the "right thing to do," while in still others the options presented suggest a compromise between that which might benefit others and self. For each scenario, four courses of action were presented. The respondent was asked to indicate how likely it is that he/she would take each one (very likely, somewhat likely, somewhat unlikely, very unlikely). What follows is a brief description of each of these items followed by a presentation of the results found. Efforts to reduce these data and explore their properties by relating them to other, more standard items from the survey are described in the next section.

## Scenario 1

This situation reads as follows: *Your best friend is accused of cheating on a final exam and must appear at a hearing of the Student Ethics Board. You know that she actually did cheat because you witnessed her copying answers down from a "cheat sheet" she prepared before class. How likely is it that you would:*

- Refuse to attend the hearing and/or refuse to testify against your best friend.*
- Try to bluff your friend into believing that you will testify if she doesn't tell the truth.*
- Attend the hearing and see what others say and then follow their lead (e.g., if someone else admits to seeing your friend cheat you do the same; if someone else claims not to have seen your friend cheat then you also say you saw nothing).*
- Attend the hearing and tell the truth regardless of what anyone else does or says.*

Figure 21 summarizes the results for this scenario. The response judged most likely in this case was that of refusing to attend the hearing or testify. Conversely, attending and following other people's lead was judged as the least likely response.

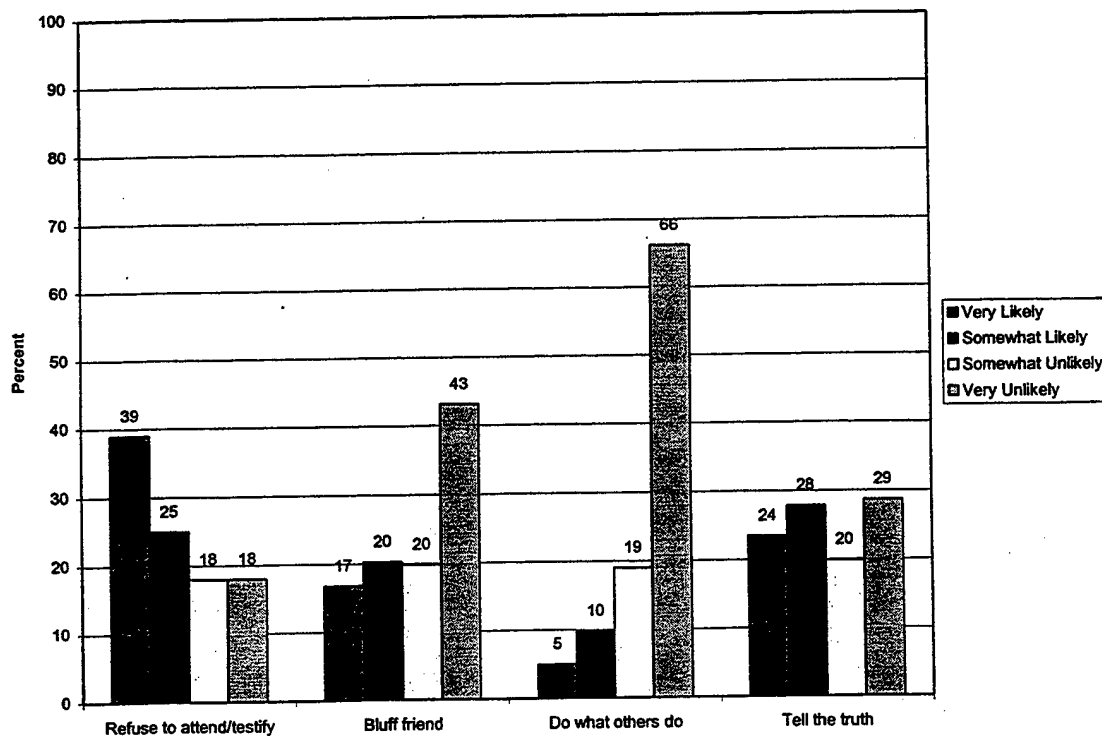


Figure 21. Responses to situation 1

## Scenario 2

This situation reads as follows: *While walking through the mall, you notice a group of teenagers loudly making fun of a handicapped man nearby. Though he pretends not to hear what they are saying, he is clearly uncomfortable and hurt by their remarks about his handicap. Everyone else seems to be trying to ignore the situation hoping the teenagers will eventually stop or move on. How likely is it that you would:*

- a) *Approach the teenagers and ask them to stop harassing the handicapped man.*
- b) *Ignore it like everyone else and hope the teenagers find another target.*
- c) *Join the teenagers in making fun of the man and his handicap.*
- d) *Try to find a security guard or some other mall personnel to handle the situation.*

Figure 22 summarizes the results for this scenario. The most popular course of action in this case was to ask the teenagers to stop harassing the man. Finding mall personnel was also a highly possible choice, whereas ignoring the situation or joining in the harassment were viewed as highly unlikely.

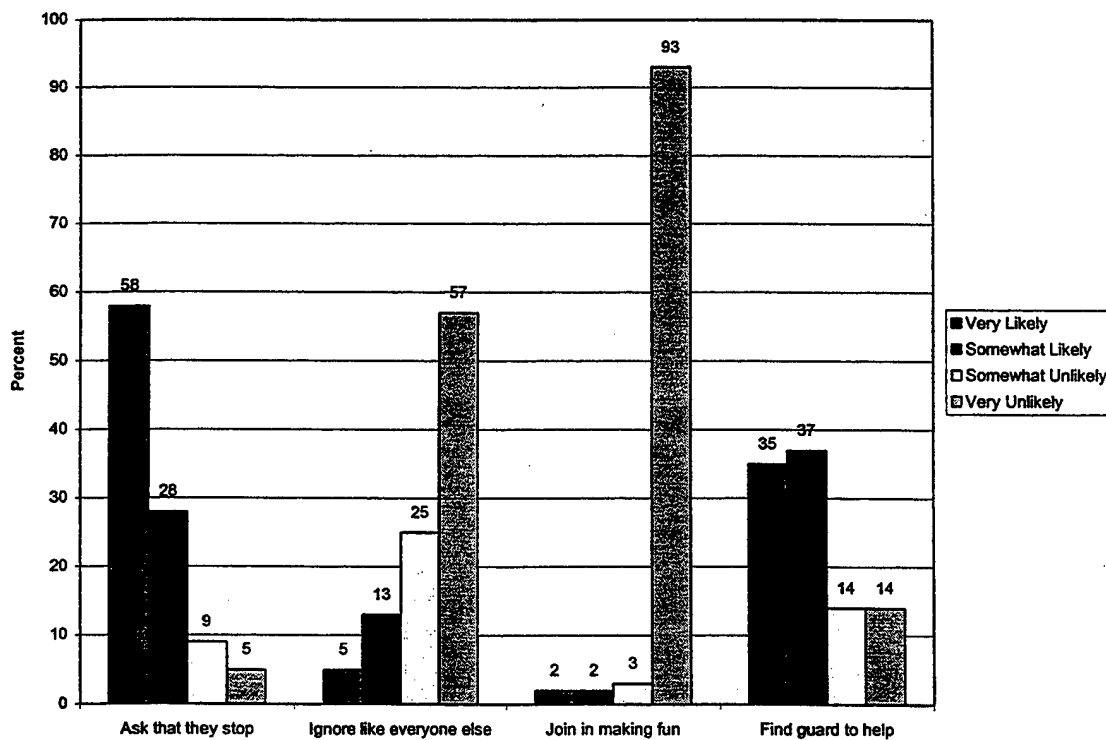


Figure 22. Responses to situation 2

### Scenario 3

This situation reads as follows: *You're working part-time as a telemarketer promoting a new product. Based on the calls you have made and your own examination of the product, you're starting to have serious doubts about whether it meets the claims you are making for it. You have approached your supervisor with your concerns. However, each time you have done so she has told you to just not "worry about it." How likely is it that you would:*

- a) *Quit and alert the proper authorities of your concerns.*
- b) *Quit and keep your concerns to yourself.*
- c) *Continue to sell the product until you get a new job, then quit and let someone else worry about it.*
- d) *Reword the sales pitch and downplay the claims made while continuing to promote the product.*

Figure 23 summarizes the responses to this scenario. There was a good deal of dispersion in regard to this item, with none of the possible courses of action clearly favored or disfavored.

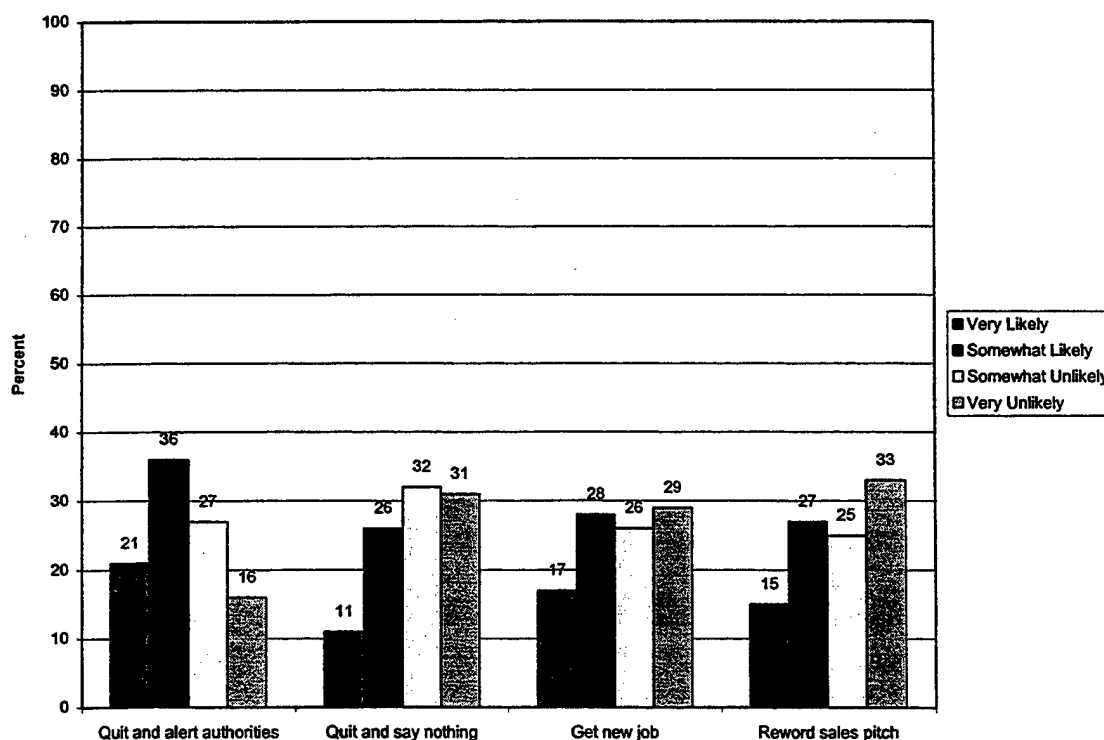


Figure 23. Responses to situation 3

## Scenario 4

This situation reads as follows: *A heated debate breaks out in one of your classes one day over a topic that you have strong opinions about. Before you say anything it becomes clear that everyone in the class has taken the opposite position to yours. The only exception is a student who is very unpopular. You agree with what he is saying and can think of arguments of your own to support his. How likely is it that you would:*

- Keep out of the debate.*
- Announce to the class that you agree with the lone student's position and offer your own arguments to support his.*
- Stay out of the debate during class, but afterwards approach the student in private and tell him how much you agreed with everything he said.*
- Join the other students in criticizing and arguing against the lone student's position.*

Figure 24 summarizes the results to this situation. Only one course of action receives strong support in this case, and that is agreeing with the lone student openly in class.

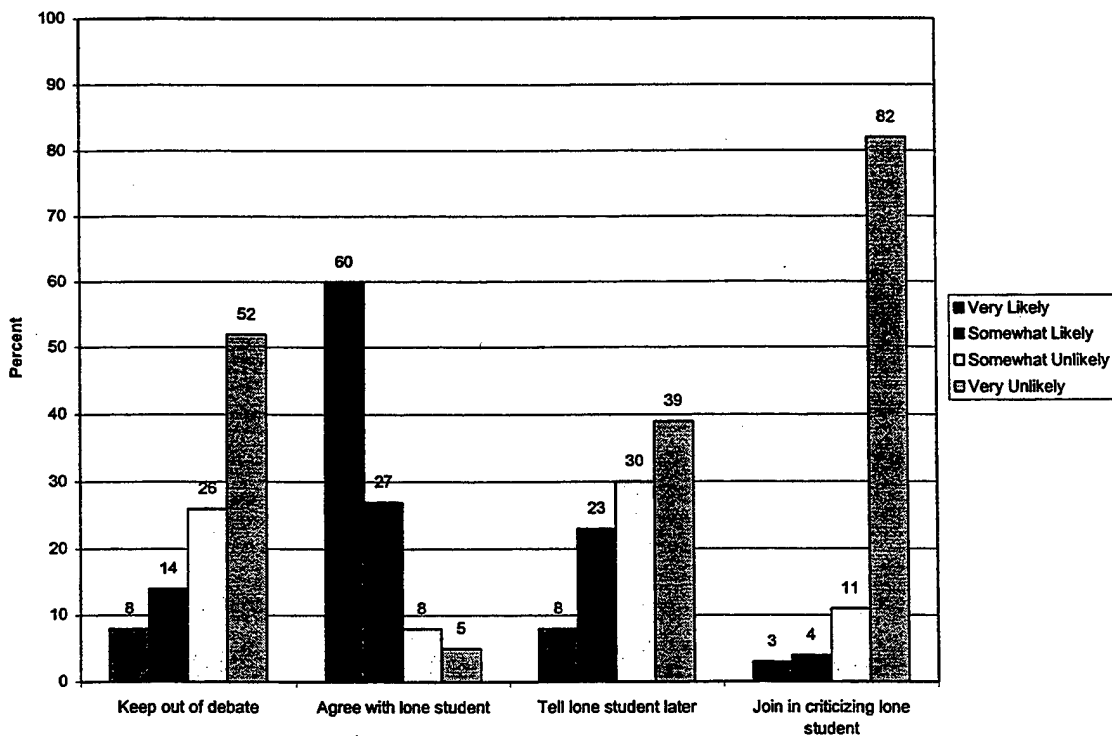


Figure 24. Responses to situation 4

## Scenario 5

This situation reads as follows: *The elderly woman next door is looking for someone to mow her lawn every week and perform some other routine maintenance on her house. She lives alone and is unable to do it herself. She can't afford to hire a professional service to do the chores because she doesn't have a lot of money, but she is willing to give anyone who volunteers what she can. Most of the other neighbors have already told her that they are unable to do it, and someone has told you that she plans on approaching you next. How likely is it that you would:*

- a) *Agree to do what the elderly woman needs done for free.*
- b) *Agree to do whatever you can and accept whatever money the elderly woman offers.*
- c) *Avoid the elderly woman and hope that she will find someone else during that time.*
- d) *Make up an excuse for not being able to do the work.*

Figure 25 summarizes the responses to this situation. There were two popular choices in this case, both of which involved doing the work for the elderly woman. The chief distinction between them was whether to accept money, with the consensus being to not do so.

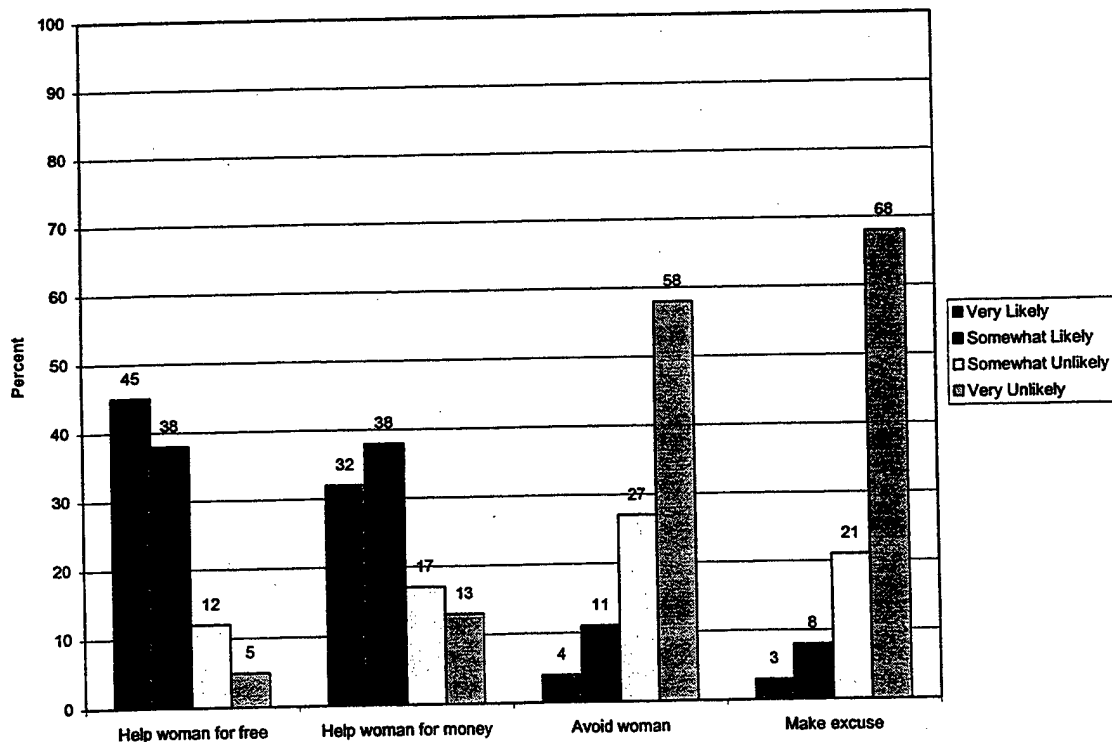


Figure 25. Responses to situation 5

## Scenario 6

This situation reads as follows: *Last night you saw your immediate supervisor at a party. You were surprised to see him there because he was supposed to be at work. The next day he comes to you and asks you to vouch that he was really sick and that's why he didn't make it into work. Based on past experience, you know he'll probably be fired if the truth comes out. You're next in line for his job which pays quite a bit more than you currently earn. How likely is it that you would:*

- Back up your supervisor on his story of being unexpectedly ill.*
- Call your supervisor's boss and tell him the real reason he was not at work last night.*
- Tell your supervisor that you will only vouch for him if he schedules you for your preferred hours from now on.*
- Tell your supervisor that you won't lie for him but also assure him that you won't turn him in.*

Figure 26 summarizes the responses to this situation. Again, there was fairly good dispersion among the possible choices, although the compromise approach of not lying or turning the supervisor in received the strongest endorsement.

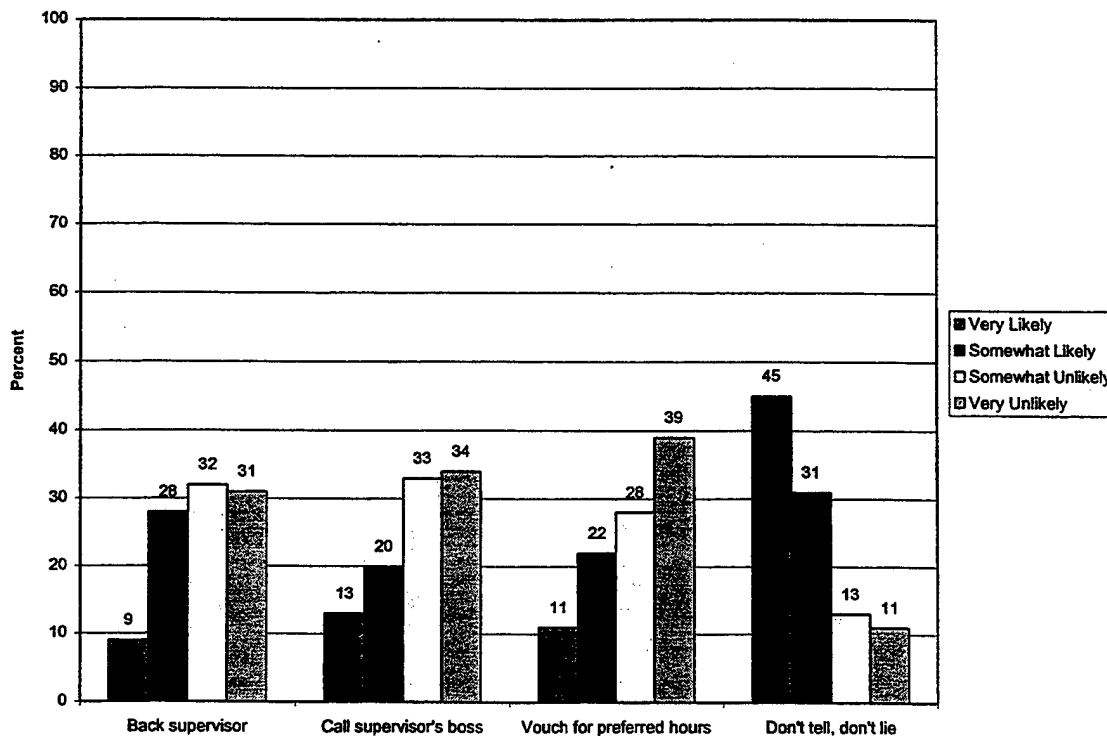


**Figure 26. Responses to situation 6**

## Scenario 7

This situation reads as follows: *You're a member of a youth group that plays big brother/sister to local kids. There is a trip to the zoo coming up this weekend and all the kids are excited about going. One of the adult volunteers, however, has unexpectedly pulled out. If the group can't find a replacement for her the trip will have to be cancelled or the number of kids going will have to be reduced because there are just not enough chaperones. You have been approached about taking her place, but already have some big social plans of your own for the weekend. How likely is it that you would:*

- Explain that you already have important plans of your own and just can't do it.*
- Tell them that there has been a death in your family and you have to attend the funeral so you can't go on the trip.*
- See if you can change your weekend plans so you can help out on the zoo trip.*
- Put your plans on hold and go along on the zoo trip.*

Figure 27 summarizes the responses to this situation. Resorting to an out-and-out lie (i.e., having to attend a funeral) was clearly judged an unacceptable option. Making accommodations to attend the trip was the preferred choice, although sticking with the original social plans was also endorsed as a possible option.

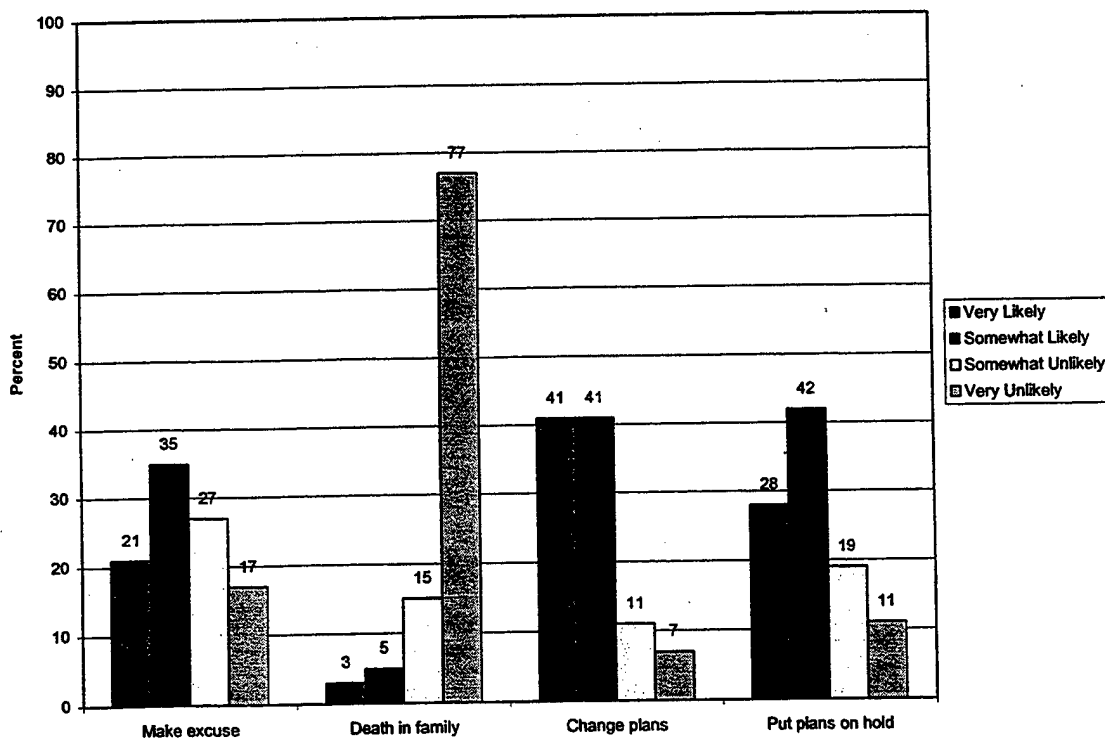


Figure 27. Responses to situation 7

## Scenario 8

This situation reads as follows: *While staying late at work one night you stumble across performance evaluations for yourself and some of your co-workers. These evaluations contain sensitive information and are supposed to be confidential. Everyone else has gone home for the day, so you're alone. How likely is it that you would:*

- a) *Look at the performance evaluations but tell no one what you saw.*
- b) *Put the evaluations away without looking at them.*
- c) *Make photocopies of the evaluations so you can read them in detail.*
- d) *Look at your evaluation only and ignore the others.*

Figure 28 summarizes the responses to this item. This scenario also evoked mixed reactions. Although making copies of the evaluations was not a popular choice, the other three options all received some support.

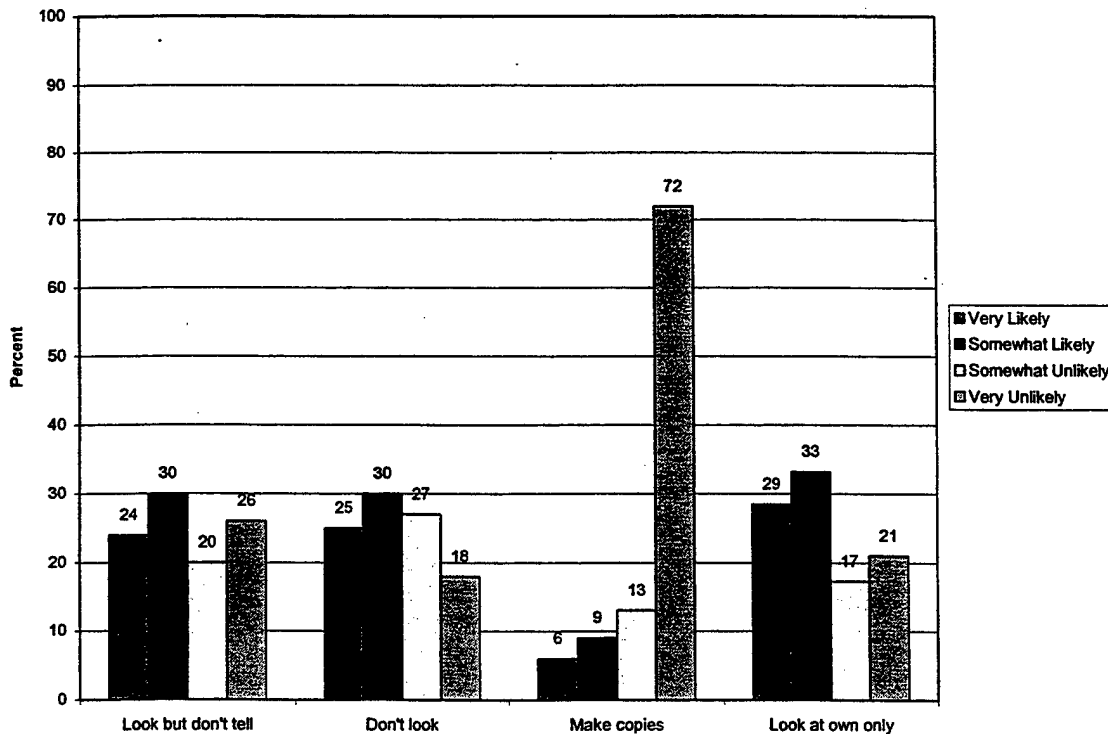


Figure 28. Responses to situation 8

## Scenario 9

This situation reads as follows: *A couple of days ago, you agreed to work on an important team project at work. You don't find the project very exciting and you don't enjoy working with some of the other team members. Nevertheless, you agreed to do it to help them out of a serious bind. Today, you got an offer to join a project just getting started from your best friend at the company. The work requirements of this new project, however, would require you to have to drop the other project. How likely is it that you would:*

- Join the project just getting started and quit the one you had already agreed to work on.*
- Stay with the project you had already committed yourself to.*
- Try to do both at once.*
- Find someone to take your place on the first project, so that you can take part in the project being started by your best friend.*

Figure 29 summarizes the responses to this situation. In this case, the most self-serving response (simply switching projects) is the least popular. Remaining with the project already committed to receives the strongest endorsement, although the compromise positions are also considered at least somewhat likely.

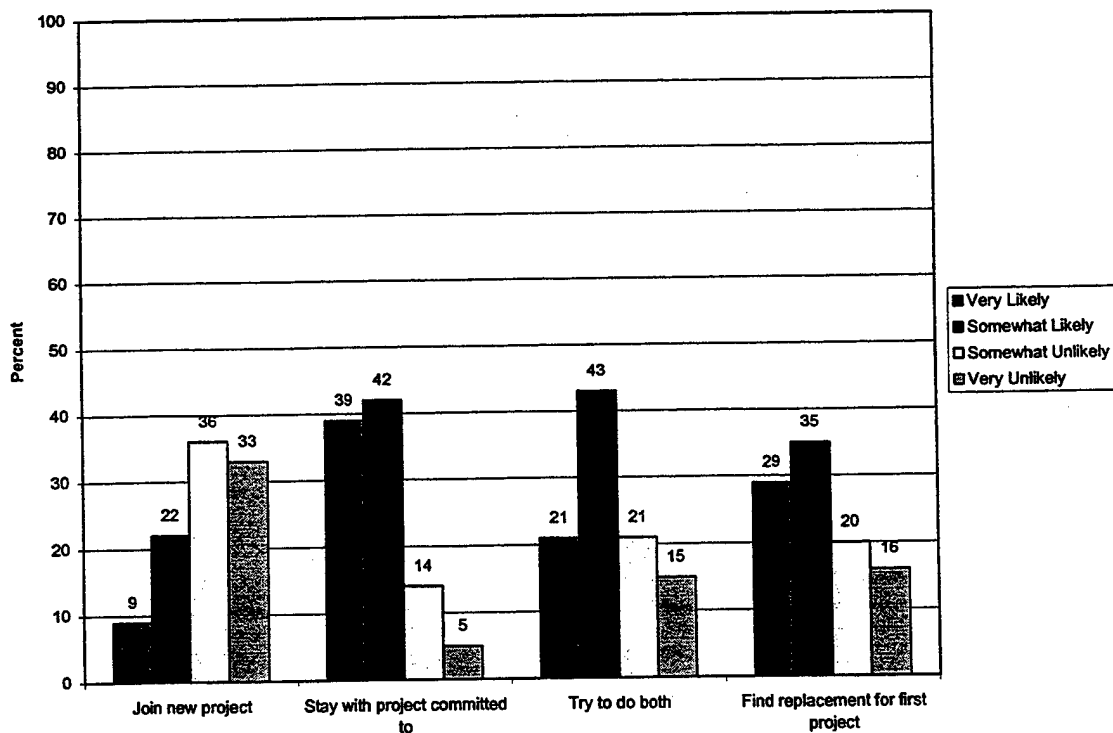


Figure 29. Responses to situation 9

## Scenario 10

This situation reads as follows: *One of your friends isn't very popular with some of your other friends. In fact, they absolutely hate the guy and tell you so whenever they get an opportunity. Though you admit he can be annoying sometimes, you really don't think he's all that bad. One day your other friends are sitting around making fun of the guy. How likely is it that you would:*

- a) *Say nothing when your other friends continue to make fun of the guy.*
- b) *Join your other friends in trashing the "loser."*
- c) *Defend your friend by explaining that he's not as bad as everyone thinks.*
- d) *Get up and leave.*

Figure 30 summarizes the results for this scenario. The most popular course of action in this case was to defend the friend by explaining that he is not as bad as everyone thinks. The middle-of-the-road solution of simply leaving the scene was also considered likely by a significant portion of the sample.

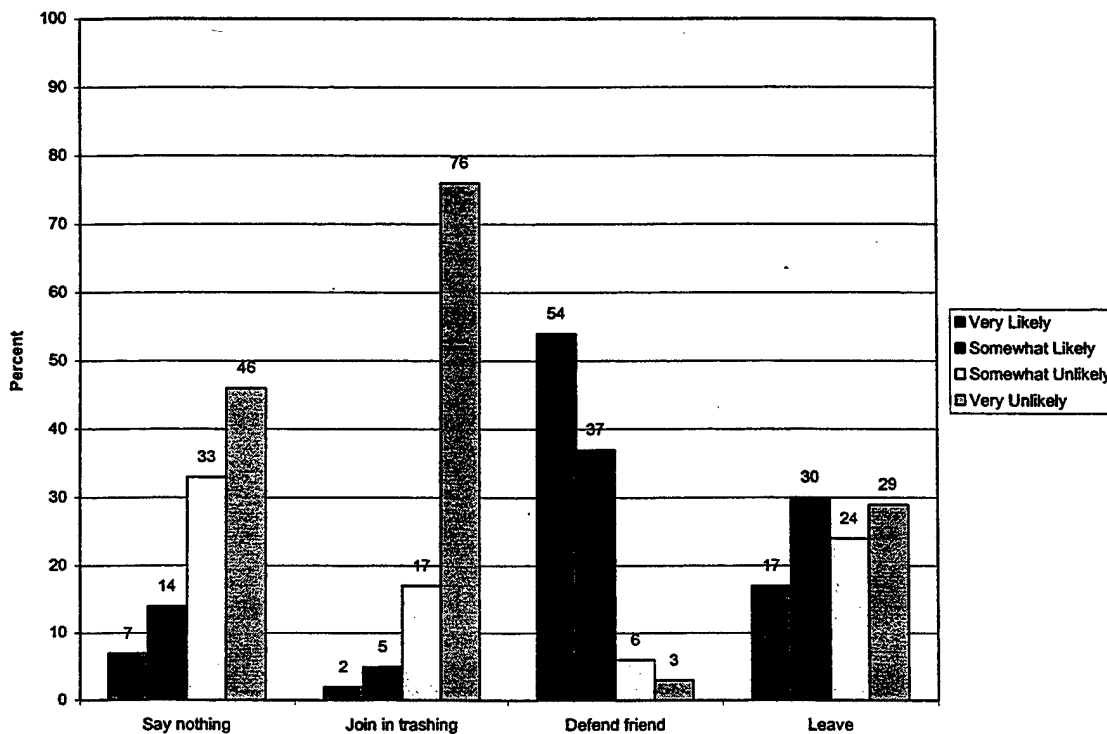


Figure 30. Responses to situation 10.

## Scenario 11

This situation reads as follows: *You were recently hired to monitor a company's equipment to make sure it keeps running during non-peak performance hours (10 PM to 6 AM every night). It's a dull, uneventful job and largely unsupervised. One night after your boss has officially left for the remainder of the shift, several of your co-workers break out some beers. They tell you that it's OK and ask you to join them. They claim that nothing will happen and that they do this all the time. How likely is it that you would:*

- Join your co-workers and have a few beers.*
- Politely decline your co-workers' offer and keep "mum" about it to your foreman.*
- Alert your foreman to what goes on while he's not at the plant.*
- Tell your co-workers that what they're doing is inappropriate, but that as long as they keep you out of it you won't turn them in to the foreman.*

The responses to this situation are summarized in Figure 31. With the exception of the first option of having a beer with co-workers, each of the choices received a modicum of support. None of the other courses of action was considered the clear favorite in the eyes of respondents.

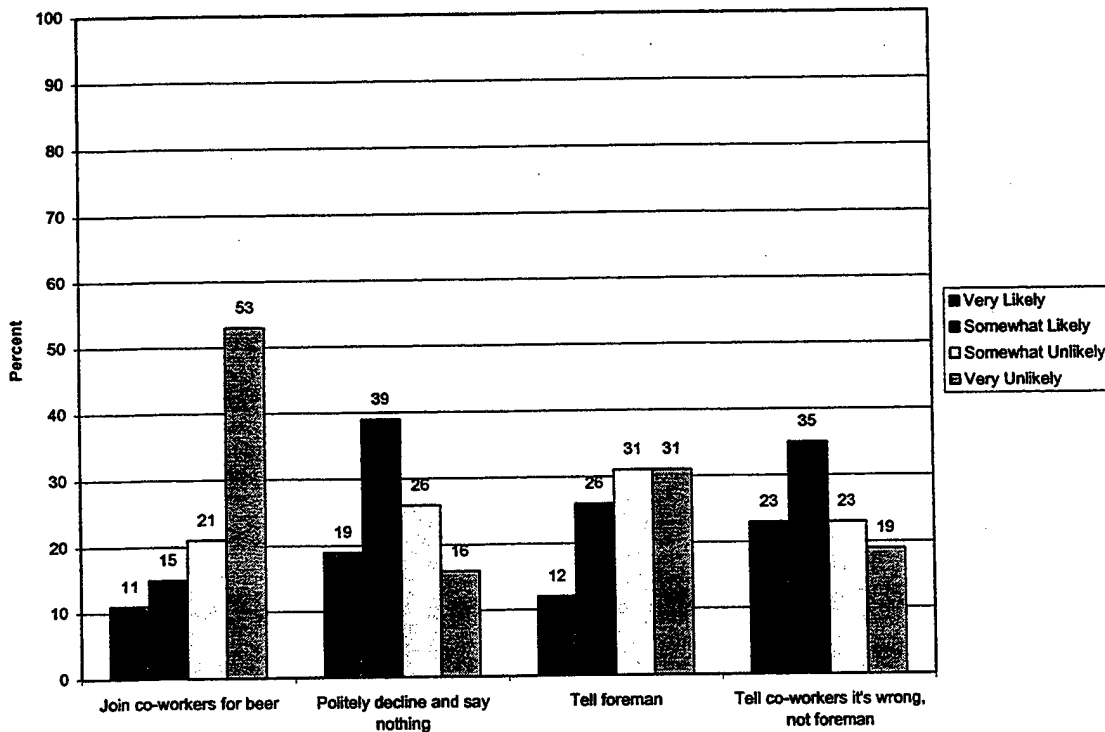


Figure 31. Responses to situation 11.

## Scenario 12

This situation reads as follows: *Last night someone forgot to lock the front door to the store where you work; a serious mistake. Though you are at fault for this, the store manager is convinced that one of your co-workers is to blame. She has no hard evidence of this other than the fact that this particular co-worker has a history of being somewhat unreliable. Unless you come forward and admit your mistake, your co-worker will probably be demoted and maybe even let-go. How likely is it that you would:*

- Do nothing and let your co-worker take the fall for your mistake.*
- Do whatever is needed to make sure that your co-worker is blamed and not you.*
- Come forward and admit to your boss that it was you who left the door unlocked.*
- Don't admit the truth, but do everything possible to persuade your boss to take it easy on your co-worker.*

The responses to this situation are summarized in Figure 32. Three of the four options in this scenario involved letting the co-worker take the blame for leaving the door unlocked, and none of these was judged likely by respondents. Owning up to the error was overwhelmingly judged to be the most likely response.

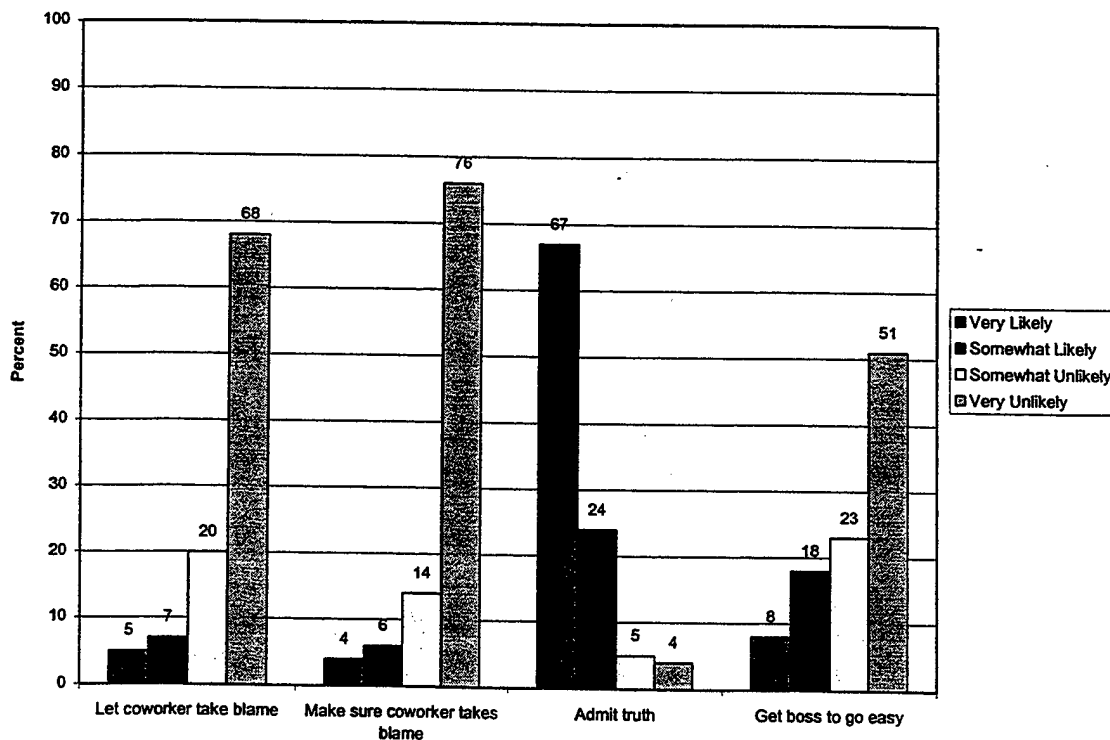


**Figure 32. Responses to situation 12**

### Scenario 13

This situation reads as follows: *A classmate comes to you one day asking for help on a presentation that he needs to make for one of his classes. You're surprised that he approaches you about it, because he has always gone to great lengths to embarrass you or in other ways make your classes with him miserable. He seems really desperate, though, and could probably use your assistance. How likely is it that you would:*

- a) *Agree to help your classmate out on his presentation.*
- b) *Agree to help your classmate only if he promises to not bother you in the future.*
- c) *Turn your classmate down.*
- d) *Politely invent an excuse as to why you can't help him out, but recommend a few people who might.*

The responses to this situation are presented in Figure 33. Although helping the classmate with no strings attached was judged to be the most likely option, there was good dispersion across responses. Thus no one answer was seen as clearly preferable.

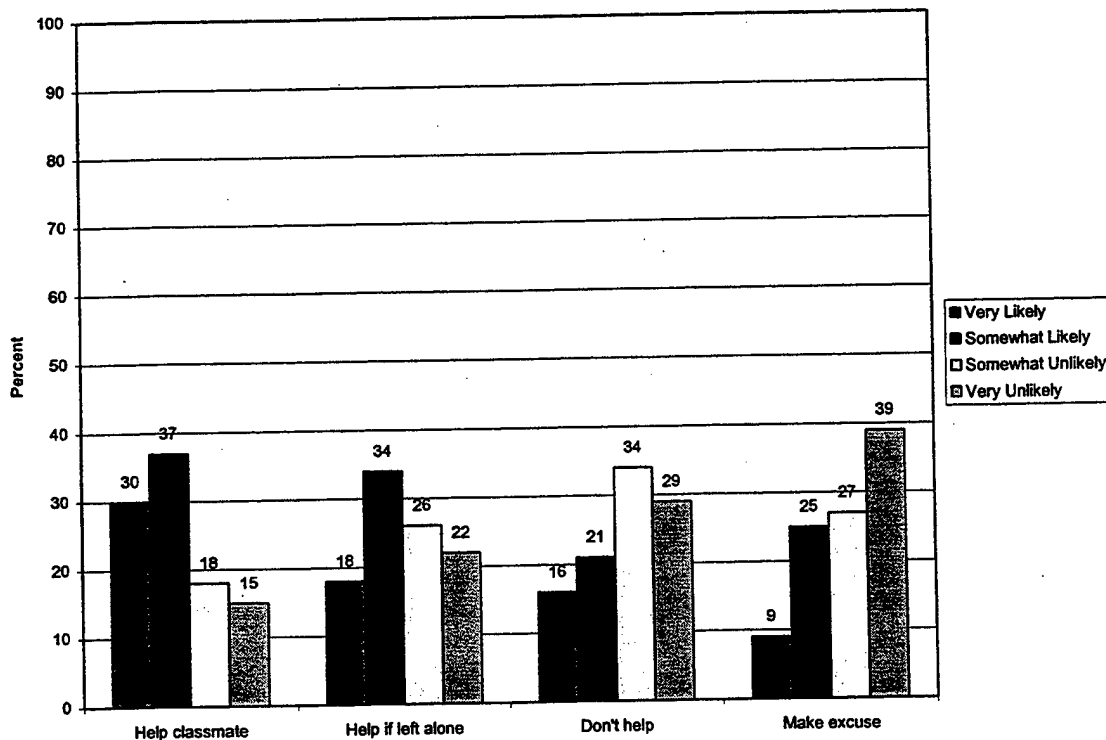


Figure 33. Responses to situation 13

## Scenario 14

This situation reads as follows: *The parents of one of your best friends indicate that they would like to talk to you about her behavior. She hasn't been doing very well in school for the past several months and they're concerned about changes recently in her mood and habits. You know that your friend has been partying a lot lately but you didn't think that it had become anything serious. The day before you're supposed to meet with her parents, your friend introduces you to some of her "new" buds. From what you've heard, these new friends have a well-earned reputation around school for heavy partying, including doing drugs. How likely is it that you would:*

- Do nothing for now other than warn your friend that if she doesn't turn her act around soon you're going to turn her in to her parents or a school counselor.*
- Talk to a counselor at school in strict confidence and tell her that you're concerned about your friend.*
- Brush it off and tell her parents that she's just a little stressed and that it's nothing to be overly concerned about.*
- Tell her parents everything about her new buds and her recent partying schedule.*

The responses to this situation are summarized in Figure 34. Once again, there was good dispersion among the responses, with no one alternative the clear favorite in terms of being the most likely course of action. Option 3, dismissing the problem completely, was judged least likely, however.

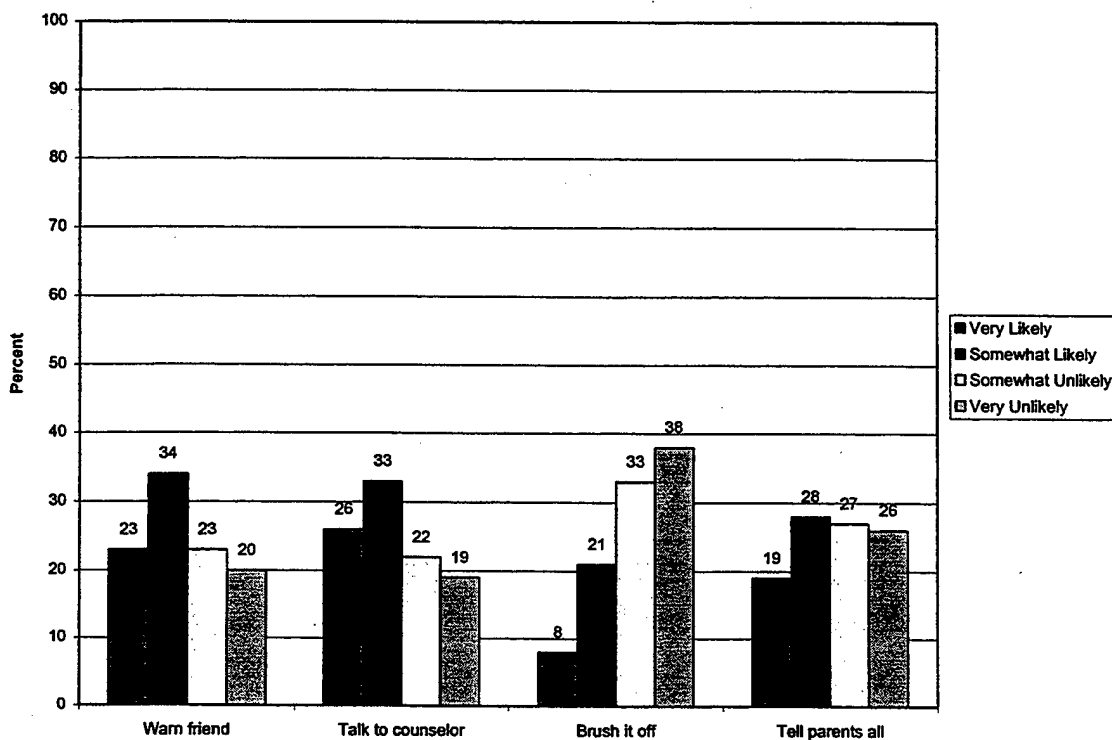


Figure 34. Responses to situation 14

## Scenario 15

This situation reads as follows: *A few days before the algebra midterm your best friend tells you he "found" a copy of the test that will be given. He's willing to share it with you for free in return for your help in selling it to other kids in the class. He needs your help because the time is so tight. How likely is it that you would:*

- Tell him you don't want to be a part of selling it, but you'll buy a copy.*
- Tell him you want nothing to do with the whole thing.*
- Agree to help him sell the test and accept the free copy.*
- Leave an anonymous note for the algebra teacher informing her that the test has been compromised.*

The responses to this situation are summarized in Figure 35. The highest level of endorsement was for staying out of the whole thing, followed by telling the teacher, buying but not selling, and buying and selling. Note that in the last three cases the highest percentage judged the course of action to be very unlikely.

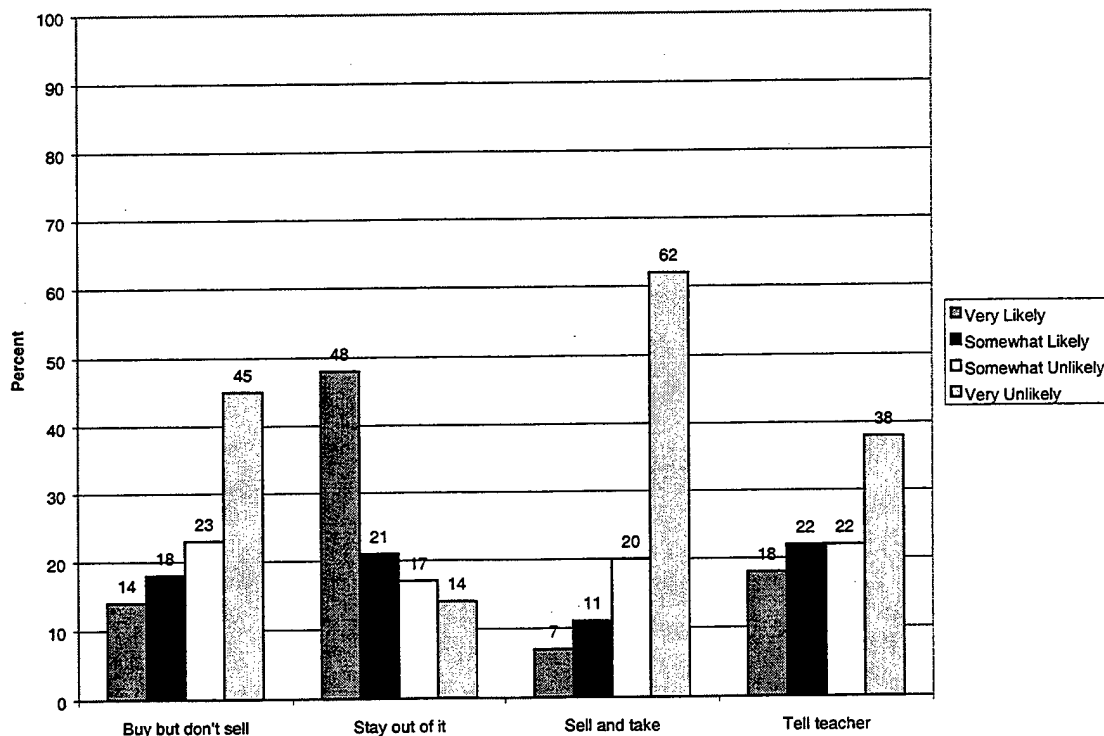


Figure 35. Responses to situation 15

**Summary.** The scenario results presented are encouraging in the fact that there was a good deal of variance in respondent answers. The fact that in seven cases (1, 2, 4, 5, 10, 12, 15) two or more of the options were rejected by sizeable portions of the sample suggests that fine tuning is in order. Ideally, the response patterns for these items would more closely mirror the four scenarios where there was no clear favorite course of action (3, 9, 13, 14). The next section describes the results of principal components analyses that were conducted to shed further light on these response patterns.

### Part III. Scenarios, Principal Components Analyses

A Principal Components Analyses was performed on the 60 separate responses (15 situations by 4 responses each) to Part III of the survey. This was done using an oblique rotation (Direct Oblimin, with Delta set to 0). Sixteen components were extracted with eigenvalues greater than one. Of these, the first five accounted for 3% or more of the variance (32% of the variance combined). These were selected for further examination. The criteria used to decide if a given item should be included as part of a component were as follows:

- Loading of .400 or greater
- In cases where there was less than a .100 difference between the loading of an item on two components, it was eliminated from consideration.

These criteria are recommended by Duntelman (1989).

Table 19 shows the 17 items that loaded on the first factor with their respective loadings. Eleven of the scenarios are represented here, including all four options from number 12 (with one reverse load). The general theme appears to be self-serving or expedient responses—doing what you prefer to do without concern over the consequences and/or doing what is easiest. Thus the component is called “selfishness.”

**Table 19**  
**Structure Matrix, Component I - Selfishness**

| Scenario                         | Response                                      | Loading |
|----------------------------------|-----------------------------------------------|---------|
| (2) Man being harassed           | c) Join in making fun                         | .429    |
| (4) In-class debate              | d) Join in criticism                          | .564    |
| (5) Elderly woman seeks help     | c) Avoid her and hope she finds someone       | .415    |
| (5)                              | d) Make excuse for not helping                | .453    |
| (6) Spot supervisor at party     | c) Vouch for supervisor to get good hours     | .484    |
| (7) Trip to zoo                  | b) Say can't go due to death in family        | .603    |
| (8) Discover evaluations         | c) Make copies                                | .634    |
| (10) Kids making fun of friend   | b) Join in trashing the loser                 | .584    |
| (11) Beer drinkers at work       | a) Join coworkers for beer                    | .533    |
| (12) Forgot to lock door at work | a) Let coworker take blame                    | .690    |
| (12)                             | b) Make sure co-worker gets blame             | .679    |
| (12)                             | c) Admit it was you (reversed)                | .564    |
| (12)                             | d) Persuade boss to take it easy on co-worker | .519    |
| (14) Parents of friend concerned | c) Brush it off                               | .419    |
| (15) Found copy of test          | a) Don't sell, but buy                        | .462    |
| (15)                             | b) Stay out of it completely (reversed)       | .419    |
| (15)                             | c) Help sell and take free copy               | .628    |

Table 20 shows the 8 items that loaded on the second scenario factor. Six situations are represented here. The general theme appears to be one of telling the truth and/or “doing the right thing.” This component is called “truthfulness.”

**Table 20**  
**Structure Matrix, Component II – Truthfulness**

| Scenario                       | Response                               | Loading |
|--------------------------------|----------------------------------------|---------|
| (1) Friend accused of cheating | a) Refuse to attend/testify (reversed) | .435    |
| (1)                            | d) Attend and tell the truth           | .596    |
| (2) Man being harassed         | d) Find guard to help                  | .431    |
| (3) Tele marketer              | a) Quit and tell authorities           | .471    |
| (11) Beer drinkers at work     | c) Alert foreman to goings on          | .669    |
| (14) Friend in trouble         | b) Confide in counselor                | .543    |
| (14)                           | d) Tell parents everything             | .519    |
| (15) Found copy of test        | d) Tell teacher                        | .657    |

Table 21 shows the 8 options that were associated with the third factor. These come from only four of the situations, although the duplicates include both positive and negative loadings. This suggests that, even if these scenarios are presenting options that tap the same dimensions, they are doing so from opposing perspectives. The general theme seems to be providing assistance/helping out. The component is called "helpfulness."

**Table 21**  
**Structure Matrix, Component III - Helpfulness**

| Scenario                     | Response                                 | Loading |
|------------------------------|------------------------------------------|---------|
| (5) Elderly woman seeks help | a) Agree to do for free                  | .504    |
| (7) Trip to zoo              | a) Important plans, can't (reversed)     | .493    |
| (7)                          | c) Try to change plans                   | .507    |
| (7)                          | d) Put plans on hold and go              | .568    |
| (9) Find better project      | a) Join new project, quit old (reversed) | .502    |
| (9)                          | b) Stay with project committed           | .535    |
| (13) Classmate requests help | a) Help him out                          | .628    |
| (13)                         | c) Turn classmate down (reversed)        | .576    |

Table 22 presents the four options associated with the third factor. Three scenarios are represented, and the general theme seems to be that of compromise or finding the middle ground. This is exemplified by such choices as trying to work on both the project previously committed to and the preferred project, and looking at one's own evaluation but not those of one's co-workers. This component is called "compromise."

**Table 22**  
**Structure Matrix, Component IV - Compromise**

| Scenario                   | Response                            | Loading |
|----------------------------|-------------------------------------|---------|
| (8) Discover evaluations   | d) Only look at yours               | .467    |
| (9)                        | d) Find replacement for old project | .487    |
| (11) Beer drinkers at work | b) Decline and keep mum             | .437    |
| (11)                       | d) Say inappropriate but keep out   | .454    |

Finally, Table 23 presents the 5 options associated with the Factor 5. These are associated with just two of the scenarios and seem to represent the non-involvement stance. Note that the two options that suggest taking direct action have reversed loads. In order to preserve a similar direction with the other components, the loadings here were reversed and the component labeled "social courage."

**Table 23**  
**Structure Matrix, Component V – Social Courage**

| Scenario               | Response                                | Loading |
|------------------------|-----------------------------------------|---------|
| (2) Man being harassed | a) Ask them to stop                     | .533    |
| (2)                    | b) Ignore like everyone else (reversed) | .575    |
| (4) In-class debate    | a) Keep out of debate (reversed)        | .543    |
| (4)                    | b) Agree with lone student              | .485    |
| (4)                    | c) Approach student later (reversed)    | .418    |

**Summary.** The five factors extracted through the principal components analysis were readily interpreted in terms of the options that loaded on them. These were:

- Selfishness
- Truthfulness
- Helpfulness
- Compromise
- Social Courage

As shown in Table 24, each of the scenarios contributed to at least one of the resulting factors. Further efforts to refine this measure should focus on eliminating redundancy so as to maximize the amount of information that can be obtained from the least number of options while still maintaining the component structure. Thus, the decision as to which scenarios to maintain was based on their contributions to the five factors. Those with the highest loading options on any of the factors were recommended for inclusion in future versions of the values surveys. These are items 1, 2, 6, 7, 9, 12, 13, and 15.

**Table 24**  
**Summary of Scenario Item Factor Loadings**

| Scenario | Number of options loading | Number of Factors |
|----------|---------------------------|-------------------|
| 1        | 2                         | 1                 |
| 2        | 4                         | 3                 |
| 3        | 1                         | 1                 |
| 4        | 4                         | 2                 |
| 5        | 2                         | 2                 |
| 6        | 1                         | 1                 |
| 7        | 4                         | 2                 |
| 8        | 2                         | 2                 |
| 9        | 3                         | 2                 |
| 10       | 1                         | 1                 |
| 11       | 4                         | 3                 |
| 12       | 4                         | 1                 |
| 13       | 2                         | 1                 |
| 14       | 2                         | 1                 |
| 15       | 4                         | 2                 |

#### **Scenario, Demographic Comparisons**

Scenario scale scores were calculated by deriving the mean raw rating for all items that loaded highly ( $> .400$ ) and uniquely ( $> .100$  difference between loadings on different components) on a principal component. Each individual was thereby assigned five (5) scale scores:

|                |                                             |
|----------------|---------------------------------------------|
| Selfishness    | (lower score indicates greater Selfishness) |
| Truthfulness   | (lower score indicates more truth-telling)  |
| Compromise     | (lower score indicates more compromise)     |
| Social Courage | (lower score indicates greater involvement) |
| Helpfulness    | (lower score indicates greater helpfulness) |

The alpha level was set to .001 for all statistical comparisons.

**Gender.** Gender differences were found for Selfishness, Truthfulness, and Helpfulness (Table 25). Males were more likely to choose the expedient route than females. Females were more inclined to be truthful than males. Females rated themselves as more willing to participate in helpful behavior than males.

**Table 25**  
**Component Score Gender Comparisons**

| Factor         | Male | Female |
|----------------|------|--------|
| Selfishness    | 3.36 | 3.57   |
| Truthfulness   | 2.58 | 2.41   |
| Compromise     | 2.33 | 2.28   |
| Helpfulness    | 2.11 | 1.91   |
| Social Courage | 1.74 | 1.69   |

**Race/Ethnicity.** Respondents were categorized as White, Black, Hispanic, or Other. Significant omnibus differences were found for Selfishness, Social Courage, and Helpfulness (Table 26). Tukey's HSD test was used as a post-hoc analysis to determine which group differences were significant. Blacks were more inclined to endorse selfish responses than were Whites. Whites reported a greater willingness to become involved (social courage) than Blacks. Hispanics rated themselves as more inclined to be helpful than did Whites.

**Table 26**  
**Component Score Racial/Ethnic Comparisons**

|                | Black | White | Hispanic | Other |
|----------------|-------|-------|----------|-------|
| Selfishness    | 3.33  | 3.43  | 3.39     | 3.37  |
| Truthfulness   | 2.56  | 2.56  | 2.51     | 2.49  |
| Compromise     | 2.35  | 2.30  | 2.37     | 2.33  |
| Helpfulness    | 2.07  | 2.09  | 2.01     | 2.06  |
| Social Courage | 1.80  | 1.70  | 1.76     | 1.79  |

To further determine whether the race/ethnicity differences might be exacerbated by group differences in educational level, two-way ANOVAs (race/ethnicity x education level) were run for Selfishness, Social Courage, and Helpfulness. Although some significant education effects were found (see below), there was no significant interaction effect between race/ethnicity and education. Thus, there is an independent contribution of race/ethnicity that cannot be accounted for by educational differences.

**Education.** Respondents were categorized as having earned a GED or Less, High School Diploma, or More Than High School Diploma. Significant omnibus differences were found for Selfishness, Truthfulness, and Helpfulness (Table 27). Tukey's HSD test was used as a post-hoc analysis to determine which group differences were significant. All differences were found to be between the High School Diploma and the More Than High School Diploma groups. High school graduates were more likely to advocate the selfish response than those with further education. Individuals with higher education endorsed truth-telling and favored helpfulness more than high school graduates.

**Table 27**  
**Component Score Education Level Comparisons**

|                | GED or Less | High School Diploma | More than High School Diploma |
|----------------|-------------|---------------------|-------------------------------|
| Selfishness    | 3.39        | 3.34                | 3.43                          |
| Truthfulness   | 2.57        | 2.60                | 2.52                          |
| Compromise     | 2.39        | 2.31                | 2.32                          |
| Helpfulness    | 2.05        | 2.12                | 2.06                          |
| Social Courage | 1.68        | 1.75                | 1.73                          |

### **Additional Analyses**

Several additional steps were taken to examine the components derived from the scenarios. First, component scores were calculated using the highly-loading items as described earlier. These were simply the unweighted means of the items that loaded on each component.<sup>5</sup>

Given that a principal interest in this study lay in the seven core values, a means was sought to relate the scenario results to these dimensions. Unfortunately, as detailed earlier, none of the analyses conducted resulted in components that seemed similar to the core values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. Therefore, an alternate methodology was sought.

In a previous examination of the items from the SSMP (Item I-9 of the present survey), subject matter experts were asked to provide judgments as to how these items related to the core values. Their responses were pooled, with the results as shown in Table 28.

<sup>5</sup> As a check, weighted means were also calculated. This was done by multiplying the response selected (1 = Very Likely – 4 = Very Unlikely) by the component loading for that option. Correlations between the weighted and unweighted means fell between .996 and 1.00, indicating that the two calculations yielded comparable scores. Following the advice of Duntzman (1989), the unweighted means were used in subsequent analyses because they “often produce approximate component scores that hold up better under cross-validation than the exact component scores” (p. 54).

**Table 28**  
**Relationship Between SSMP Items and Seven Core Values,**  
**SME Judgments**

| Core Value       | Item Number | Item wording: How important is each of the following to you personally?                     |
|------------------|-------------|---------------------------------------------------------------------------------------------|
| Loyalty          | 9a          | Loyalty to the United States Army                                                           |
|                  | 9b          | Loyalty to your unit or organization                                                        |
| Duty             | 9f          | Commitment to working as a member of a team                                                 |
|                  | 9g          | Dedication to learning your job and doing it well                                           |
|                  | 9h          | Personal drive to succeed in your work and advance                                          |
| Respect          | 9l          | Working with others tactfully and with military courtesy                                    |
|                  | 9m          | Exhibiting excellent military bearing and appearance                                        |
| Selfless Service | 9d          | Putting what is good for your fellow soldiers, unit, and the nation before your own welfare |
|                  | 9e          | Dedication to serving the United States, even to risking your own life in its defense       |
| Honor            | 9i          | Being honest, open, and truthful                                                            |
| Integrity        | 9c          | Taking responsibility for your own actions and decisions                                    |
|                  | 9o          | High moral standards both on-duty and off-duty                                              |
| Personal Courage | 9j          | Being disciplined and courageous in battle                                                  |

Using this as a guide, scores were calculated for each respondent on each value by taking the mean of the items as listed above. These were then correlated with the component scores for the scenarios to see if the results provide additional insight into the scenario outcomes. These results are shown in Table 29.

**Table 29**  
**Correlation of Scenario and SSMP/Core Value Scores**

| SSMP-derived core value scores | Scenario Factor 1: Selfishness | Scenario Factor 2: Truthfulness | Scenario Factor 3: Helpfulness | Scenario Factor 4: Compromise | Scenario Factor 5: Social Courage |
|--------------------------------|--------------------------------|---------------------------------|--------------------------------|-------------------------------|-----------------------------------|
| Loyalty                        | -.284                          | .275                            | .302                           | -.002                         | .175                              |
| Duty                           | -.342                          | .213                            | .317                           | -.035                         | .238                              |
| Respect                        | -.294                          | .281                            | .316                           | -.006                         | .186                              |
| Selfless Service               | -.310                          | .294                            | .340                           | -.017                         | .198                              |
| Honor                          | -.346                          | .242                            | .305                           | .028                          | .212                              |
| Integrity                      | -.366                          | .272                            | .345                           | .018                          | .237                              |
| Personal Courage               | -.246                          | .185                            | .259                           | .028                          | .186                              |

Overall, the direction of the relationships between the measures of the seven core values and the scenario component scores followed expectations. That is, the more negatively tinged response set from the situations (selfishness) correlated negatively with the core values. The reverse was true for those components representing positive actions, such as truthfulness, helpfulness and social courage. The compromise factor, which includes both positive and negative aspects, evidenced correspondingly mixed relationships with the core values. These outcomes suggest that the vignettes do indeed have some utility as measures of values and should be further explored and refined in future research.

## DISCUSSION

The discussion that follows will focus on three of the central questions to this study:

- What do the data say about the values of today's new recruits?
- If efforts are undertaken to collect values data in the future:
  - what form should the instrument take?
  - when and how should it be administered?

### The Values of Today's Recruits

Motivations for enlisting in the Army were the focus of the first three items of the survey. Overall it can be said that the so-called institutional motives of service to country, improving the world, and continuing a tradition of service weigh heavily with today's recruits, having been endorsed as very/extremely important by about half of the sample. However, it is also clear that the "occupational" values such as a steady job and good income were more of a motivational factor in the enlistment decision. As expected, this result varies by component, with pay and compensation issues being more important to the full-time, active duty soldiers than the "weekend warriors" of the Reserves and Guard. The data also suggest that such issues as pay and benefits were of greater importance in the more global evaluation of jobs than they were in the specific evaluations of the Army as an option. That is, a higher percentage of respondents rated the occupational values as very/extremely important in the context of "thinking about the kind of job you would like to have" than did so in regard to the decision to enlist in the Army.

The discussion above is bolstered by the response to Item I-3, in which the three most important reasons for enlisting were assessed. When the primary reason is examined, four of the five most often-cited reasons were consistent across components. Of these, two involved tangible outcomes (education benefits, job training), one is somewhat less tangible (self-discipline), and the last is clearly an institutional value (desire to serve country). Again, the primary motivations for these new recruits enlisting involved compensation and benefits received, but the values involving service were significant factors as well.

Work values were assessed through several items on the Survey of New Recruits, and the results were somewhat mixed. When asked in a forced-choice format, factors such as advancement and a steady income were selected more frequently than were fair treatment and helping others. And yet, some 60% of the sample agreed with such statements as "I feel a personal responsibility to preserve the environment," and "I feel it is a personal responsibility to make the world a better place." So, although personal aims and goals may be more important in the final analysis, more selfless concerns still carry substantial weight with these new recruits.

The Rokeach values scale was included in the survey as a more global measure of values that has been used extensively with civilian populations. Overall, there was resounding endorsement of the values included here such as freedom, self respect, happiness, and family security. These were rated as extremely or very important by 70% or more of the sample. The only exception to this rule was "social recognition," which was rated in this manner by 56% of respondents.

Military values as measured by items from the SSMP, were also widely endorsed by these new recruits. In fact, they generally received stronger support than either of the other samples for which data were available (1986, 1996). However, this may be a by-product of the relative youth of the current sample. If longitudinal data collection is undertaken, evidence will be available as to how these views are affected by real world experiences over time.

In summary, it can be said that the overall values of new recruits are strong. Both in terms of their reasons for enlisting in the Army and from a more general perspective. It is apparent that personal concerns somewhat outweigh more global issues in importance, however this is not to suggest that there is not a strong feeling of social responsibility among this group. Service to country and one's impact on the world at-large are of importance to large segments of those entering today's Army.

### **Future Data Collection Efforts**

Given the importance of values both in and out of the military, there may be an interest in continuing to assess the values of new recruits, as well as monitoring the evolution of those values over time. The latter can be accomplished in a cross-sectional manner (e.g., sampling individuals at one time who are at various points in their careers) or through a longitudinal methodology (administering the survey to the same individuals at various times in their careers). The discussion that follows focuses on two major questions that must be answered if such efforts are to be undertaken. First, what does the present research tell us about the content of a future values survey? And how should this be administered so as to be technically vigorous, minimally disruptive, and cost-effective?

### **Proposed Instrument**

In addition to assessing the values new recruits bring to the Army and the establishment of an initial database of new recruit values, a final objective of this effort was to establish a system for tracking soldiers' values from the beginning of initial entry training through the first tour of duty. An integral component of this system for tracking values was to be a 30 minute survey instrument. Based on the results from the current survey, a proposed instrument was drafted (see Appendix). This instrument consists of the Moskos occupational and institutional values scales, the adapted "Generation X" items measuring preferences for co-workers and social responsibility, the personal beliefs items from the SSMP, and a variety of background items for use in future analyses. In drafting this survey, special attention was given to ensure the wording would be applicable to new recruits and soldiers throughout the first term of enlistment. The rationale for selecting these particular items was as follows:

- The Moskos scales address an important component of military service; whether one views such service in terms of the personal benefits that will accrue from it and/or as making a larger contribution to the nation. These items or variants thereof have been used in a variety of settings, including international. These data can provide a backdrop against which such views can be monitored over time and over the course of a soldier's career.

- The Generation X items yielded some variance, and thus two potentially valuable scales tapping tolerance for diversity and feelings of social responsibility. Note that the third factor, which included items regarding job dissatisfaction and earning a comfortable living, is less readily interpretable suggesting that these items can be dropped in the interest of a shorter survey.
- The SSMP items tap domains that are especially important in a military context (e.g., loyalty to Service, unit loyalty). Although in this case they failed to yield the components found in prior research, this may be a function of the relative youth and inexperience of the sample. In any case, the evolution of these views over time could yield important information about the impact of Army career events on the soldiers who experience them.

The scenarios were largely experimental measures that sought a more realistic values assessment methodology. Asking respondents to indicate how they think they would behave in different situations that involve moral or ethical judgments potentially tells more about their values structure than do straightforward agreement or importance ratings. This is particularly true to the extent that the situations created mirror real-life dilemmas and the options provided include "shades of gray" in terms of their perceived correctness.

The results achieved with the scenarios used in the Army Survey of New Recruits were encouraging in a number of respects. The fact that conceptually clear components were identified through the analyses suggests that the items and options presented do have a foundation underlying them. The relationships found between these components and other scale scores were generally moderate, suggesting that there is some tie-in while at the same time indicating that the situations are tapping into different domains. Concerns with the number of situations and the time required to respond to them can best be addressed by limiting the set to those that contribute significantly to the five components found through this research (e.g., scenarios 1, 2, 6, 7, 9, 12, 13, and 15).

### **Implementation of Values Survey**

In addition to the development of a proposed instrument, various options for the continuation of data collection from new recruits and for the cross-sectional look at values across the first term of enlistment were also identified and evaluated. Based on these evaluations, recommendations for future efforts are offered.

**New Recruits.** The two options identified and evaluated for the future collection of values data from new recruits were amending the current U.S. Army Recruiting Command's (USAREC) New Recruit Survey to include the values items or continuing with the current, separate in-person administration of surveys at the reception battalions. Both options have advantages and limitations. The USAREC survey would be more efficient (i.e., linking of related efforts into a single project); and would be less expensive, due to the lower costs associated with mail-out versus in-person administration. Unfortunately, the mail-out format leads to the primary limitation of this option – low response rate. USAREC currently receives completed surveys from approximately 28 percent of survey participants. In addition to higher

response rates, in-person administration has the advantage of eliminating possible differences in results due to changes in administration procedures.

Based on the advantages and limitations of the two options, a hybrid version of the two is recommended. This hybrid would consist of including the appropriate values items in the USAREC New Recruit Survey, thereby taking advantage of the efficiencies involved in linking the efforts; but administer the survey in group sessions at the reception battalions to increase the response rate. It is also recommended that this option be implemented biennially. Based on the literature review, there is no reason to suspect that values among American youth change significantly within one year and this format helps minimize the already significant survey burden on soldiers.

Using FY 1997 accession figures, the minimum sample sizes necessary to ensure a representative sample (at the .05 level) for any follow-on effort to assess new recruit values are reported in Table 30. The organization charged with these survey administrations should be aware of three potential constraints before developing its administration plan. First, the amount of open time in training schedules is minimal. The administrations will most likely need to be conducted on weekends. Second, the training schedule is based on group activities. This means that the responsible organization will have to plan on surveying whole platoons; vice selected individuals that, based on a demographic characteristic, match a sampling plan. And finally, the responsible organization will have to take into account that up to a third of each platoon may be a member of the Army Reserve or National Guard, therefore over-sampling will be necessary. Taking all of these factors into account, the ideal survey administration plan would consist of all new recruits completing the survey during their initial in-processing to the reception battalions. This process, while not necessarily practical, would seem to be more efficient and would have the advantage of a census vice a sample survey.

**Table 30**  
**Minimum New Recruit Sample Sizes**

| Race/<br>Ethnicity | Male       |        | Female    |        |
|--------------------|------------|--------|-----------|--------|
|                    | Accessions | Sample | Accession | Sample |
| <b>White</b>       | 39,120     | 380    | 7,965     | 367    |
| <b>Black</b>       | 12,446     | 375    | 5,289     | 361    |
| <b>Hispanic</b>    | 6,009      | 361    | 1,227     | 297    |
| <b>Other</b>       | 2,881      | 341    | 790       | 260    |
| <b>Total</b>       | 60,456     | 1,457  | 15,271    | 1,285  |

Source of Accession Data: FY 1997 Population Representation in the Military Services Report  
Note: samples based on work of Krejcie, R.V. and Morgan, D.W. in "Determining Sample Size for Research Activities," *Educational and Psychological Measurement*, 1970, 30, 607-610.

**Youth Attitude Tracking Study (YATS).** One limitation of the data collected from new recruits, regardless of the final administration option implemented, is the impact of the recruiting process on the attitudes and opinions of new recruits. Given the realities of conducting research in an applied setting, it is not practical to attempt to design a project where this type of interaction could be partialled out. The Youth Attitude Tracking Study (YATS) presents an opportunity to collect related data that could be used to increase the understanding of values among both youth in general and those who opt to serve in the military.

The YATS is an annual computer-assisted telephone interview (CATI) of a nationally representative sample of 10,000 young men and women (16 to 24 years of age) sponsored by the Department of Defense's Accession Policy Directorate. YATS provides policy makers and the Services' recruiting commands with information on the propensity, attitudes, and motivations of young people toward military service. The Army can propose additions to the YATS via the USAREC representative to the Joint Market Analysis and Research Committee (JMARC). Given both the emphasis on core values by all Services and potential use of values-related information in recruiting operations, the addition of values items to YATS should have considerable support among JMARC members. It is recommended that the USAREC representative to the JMARC propose the addition to YATS of a modified version (i.e., making the items applicable to the intended audience) of the personal values items from the SSMP for use during the next administration cycle.

**First Term of Enlistment.** In the cross-sectional assessment of values across the first term of enlistment, it is recommended that data be collected at three points: the end of the training pipeline, middle of the first term, and at the re-enlistment decision point. The rationale behind the selection of these collection points is as follows:

- The end of the training pipeline represents the culmination of the period of socialization into Army life. Data from this collection, when compared with new recruit results, can be used to assess the effectiveness of the socialization process.
- By collecting data from soldiers at the middle of their initial enlistment and comparing it with data from the two previous collections, an assessment can be made as to the impact of operational duty on values. If significant decreases are noted at this point, it may be indicative of a need for refresher training or re-socialization.
- Finally, by collecting data at the re-enlistment decision point comparisons can be made between the values of those who opt to re-enlist versus those who opt to separate. This information could be used in retention policy decisions.

While a contract option for gathering data at the three collection points was considered, it was determined that Army channels existed that would be more cost effective and efficient. It is recommended that the end of training data collection be the responsibility of TRADOC. The previously discussed survey should become part of soldiers' out-processing activities. It should be completed and turned in before the soldier receives his/her final materials for assignment to his/her initial duty post. Like the recommended New Recruit Survey procedure, this method would also result in a census survey. Completed surveys would be forwarded to ARI for analysis. The remaining two data collection points should become the responsibility of the ARI survey office (ARI/APSO). It is recommended that the SSMP be modified to also include the values items from the proposed survey that are not already part of this measure and that the sampling plan be modified to collect sufficient data from mid-term and re-enlistment decision point soldiers to make valid comparisons within and between these groups. Minimum sample sizes to ensure a representative sample (at the .05 level) were calculated using the FY 1997 accession data adjusted for attrition using the current overall Army attrition rates (24 and 36 month). These sample sizes are reported in the following table.

**Table 31**  
**Minimum Sample Sizes – Midterm and Re-Enlistment Decision Point**

| Race/<br>Ethnicity | Midterm |        |        |        | Re-Enlistment Decision Point |        |        |        |
|--------------------|---------|--------|--------|--------|------------------------------|--------|--------|--------|
|                    | Male    |        | Female |        | Male                         |        | Female |        |
|                    | Force   | Sample | Force  | Sample | Force                        | Sample | Force  | Sample |
| <b>White</b>       | 29,262  | 379    | 5,958  | 361    | 26,523                       | 379    | 5,400  | 354    |
| <b>Black</b>       | 9,310   | 370    | 3,956  | 351    | 8,438                        | 368    | 3,586  | 351    |
| <b>Hispanic</b>    | 4,495   | 354    | 918    | 274    | 4,074                        | 351    | 832    | 265    |
| <b>Other</b>       | 2,155   | 327    | 591    | 234    | 1,953                        | 322    | 536    | 226    |
| <b>Total</b>       | 45,222  | 1,430  | 11,423 | 1,220  | 40,988                       | 1,420  | 10,354 | 1,196  |

Force is equal to FY 1997 accessions adjusted for attrition of 25.2% for midterm and 32.2% for re-enlistment decision point (Source of attrition data: Defense Manpower Data Center). These attrition rates represent the overall Army attrition rates at the 24 and 36 months of service points. Resulting sample sizes based on work of Krejcie, R.V. and Morgan, D.W. in "Determining Sample Size for Research Activities", *Educational and Psychological Measurement*, 1970, 30, 607-610.

It is further recommended that this cross-sectional assessment be a periodic effort. As was stated previously, the survey burden of troops is already relatively high and efforts should be made to keep further burdens to a minimum. Generational studies of values in the literature used at least a 10 year interval between groups studied (Hoge, Hoge, & Wittenberg, 1987). It is therefore recommended that this cross-sectional effort be replicated no more frequently than every 10 years unless results of the biennial assessment of new recruit values warrant a change in the data collection schedule.

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# **AN ASSESSMENT OF THE VALUES OF NEW RECRUITS**

## **APPENDIX A:**

### **Army Survey of New Recruits**

SURVEY APPROVAL AUTHORITY: U.S. ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES  
SURVEY CONTROL NUMBER: TAPC-ARI-AO-98-15  
RCS: MILPC-3



***Army  
Survey of  
New  
Recruits***

**October 1998**



## MARKING INSTRUCTIONS

- Use a No. 2 pencil.
- Fill in the circle completely.
- Erase cleanly any marks you wish to change.
- Do not make any stray marks on this form.

### CORRECT MARK



### INCORRECT MARKS



## PURPOSE

This survey is being conducted to assess the viewpoints and opinions of new recruits entering the Army. The results will be analyzed on a group basis only. No attempt will be made to link respondents and their answers. There are no right or wrong answers, so please respond as honestly as possible. The results will be used for research purposes only. Thank you for your participation.

## PRIVACY ACT STATEMENT:

**PURPOSE:** This questionnaire was designed by the U.S. Army Research Institute, 5001 Eisenhower Ave., Alexandria, VA 22333-5600, to obtain information on the attitudes and opinions of new recruits.

**USES:** All information collected in this questionnaire is confidential. It will be used for research designed to inform program and policy decision-making.

**PRIVACY:** Under no circumstances will any information that identifies individuals be released to anyone. No one outside the research team will have access to individual data. Your answers will be combined with answers from many others.

**PARTICIPATION:** Your participation in this survey is voluntary, and you will not be penalized should you decide not to respond. You may skip any questions to which you object, but please answer questions honestly. Your answers are very important because they represent many other individuals like yourself.

**AUTHORITY:** Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purposes and uses to be made of the information collected. The Department of the Army may collect the information requested in this survey under the authority of 10 United States Code, Section 2358.

### A-1. Duty Status:

☐ Regular      ☐ Reserve      ☐ Guard

## PART I. WHAT'S IMPORTANT TO YOU

I-1. In thinking about the kind of job you would like to have, how important are each of the following? A job that:

Not at all important  
Slightly important  
Moderately important  
Very important  
Extremely important

- a. Gives me a chance to serve my country well ..... ① ② ③ ④ ⑤
- b. Is steady; no chance of being laid off ..... ① ② ③ ④ ⑤
- c. Gives me a chance to make the world a better place ..... ① ② ③ ④ ⑤
- d. Offers good pay ..... ① ② ③ ④ ⑤
- e. Offers good fringe benefits ..... ① ② ③ ④ ⑤

I-2. Indicate how important the following were in your decision to enlist in the Army:

Not at all important  
Slightly important  
Moderately important  
Very important  
Extremely important

- a. Wanted to serve my country ..... ① ② ③ ④ ⑤
- b. Job security ..... ① ② ③ ④ ⑤
- c. Opportunities for promotion ..... ① ② ③ ④ ⑤
- d. Good retirement benefits ..... ① ② ③ ④ ⑤
- e. To continue a family tradition of military service ..... ① ② ③ ④ ⑤
- f. Job opportunities looked better than in civilian life ..... ① ② ③ ④ ⑤
- g. A secure job with promotions and favorable retirement benefits .. ① ② ③ ④ ⑤

I-3. Listed below are some reasons why persons join the Army. For questions 3a, 3b, and 3c, please select the first, second, and third most important reasons, respectively, that influenced you to join the Army.

- 1. Army advertising
- 2. Army recruiter
- 3. Desire to serve my country
- 4. Develop self discipline
- 5. Earn more money than previous job(s)
- 6. Educational benefits
- 7. Family support services
- 8. Get away from a personal problem
- 9. Influence of family
- 10. Influence of friends
- 11. Lack of civilian employment opportunities
- 12. Medical care
- 13. Military tradition in family
- 14. Need to be on my own
- 15. Pay and allowances
- 16. Retirement pay and benefits
- 17. Security and stability of job
- 18. Training in job skills
- 19. Travel

3a. Mark the ONE number that corresponds to the MOST important reason you joined the Army.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩  
⑪ ⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲

3b. Mark the ONE number that corresponds to the SECOND MOST important reason you joined the Army.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩  
⑪ ⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲

3c. Mark the ONE number that corresponds to the THIRD MOST important reason you joined the Army.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩  
⑪ ⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲

**I-4. In choosing jobs, is it more important that the job provide you: (Select the *one option from each pair* that is more important to you.)**

- |                                                                                |                                                                             |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| a. <input type="radio"/> Opportunity for advancement                           | <input type="radio"/> A chance to help others                               |
| b. <input type="radio"/> A steady income                                       | <input type="radio"/> A feeling of accomplishment                           |
| c. <input type="radio"/> The ability to plan your work with little supervision | <input type="radio"/> Fair treatment by your employer                       |
| d. <input type="radio"/> The ability to plan your work with little supervision | <input type="radio"/> A steady income                                       |
| e. <input type="radio"/> A chance to help others                               | <input type="radio"/> A feeling of accomplishment                           |
| f. <input type="radio"/> A chance to help others                               | <input type="radio"/> Fair treatment by your employer                       |
| g. <input type="radio"/> The ability to plan your work with little supervision | <input type="radio"/> A chance to help others                               |
| h. <input type="radio"/> A feeling of accomplishment                           | <input type="radio"/> Opportunity for advancement                           |
| i. <input type="radio"/> Fair treatment by your employer                       | <input type="radio"/> A feeling of accomplishment                           |
| j. <input type="radio"/> A feeling of accomplishment                           | <input type="radio"/> The ability to plan your work with little supervision |
| k. <input type="radio"/> Fair treatment by your employer                       | <input type="radio"/> Opportunity for advancement                           |
| l. <input type="radio"/> A steady income                                       | <input type="radio"/> A chance to help others                               |
| m. <input type="radio"/> Opportunity for advancement                           | <input type="radio"/> A steady income                                       |
| n. <input type="radio"/> Opportunity for advancement                           | <input type="radio"/> The ability to plan your work with little supervision |
| o. <input type="radio"/> Fair treatment by your employer                       | <input type="radio"/> A steady income                                       |

**I-5. How important is it that a job provide you with:**

Not at all important  
 Slightly important  
 Moderately important  
 Very important  
 Extremely important

- |                                                                         |           |
|-------------------------------------------------------------------------|-----------|
| a. An opportunity to work for an organization that inspires loyalty ... | ① ② ③ ④ ⑤ |
| b. Self respect .....                                                   | ① ② ③ ④ ⑤ |
| c. A chance to help others regardless of personal gain .....            | ① ② ③ ④ ⑤ |
| d. A sense of honor .....                                               | ① ② ③ ④ ⑤ |
| e. An environment where honesty is valued .....                         | ① ② ③ ④ ⑤ |
| f. An opportunity to display personal courage .....                     | ① ② ③ ④ ⑤ |
| g. An environment where a sense of duty is valued .....                 | ① ② ③ ④ ⑤ |
| h. An opportunity to work for and with honorable people .....           | ① ② ③ ④ ⑤ |

**I-6. How important is it to you that you work for an organization that:**

Not at all important  
 Slightly important  
 Moderately important  
 Very important  
 Extremely important

- |                                                                     |           |
|---------------------------------------------------------------------|-----------|
| a. provides for a balanced life .....                               | ① ② ③ ④ ⑤ |
| b. offers flexible work schedules .....                             | ① ② ③ ④ ⑤ |
| c. assigns you tasks and projects that are challenging .....        | ① ② ③ ④ ⑤ |
| d. gives frequent performance feedback .....                        | ① ② ③ ④ ⑤ |
| e. accommodates family responsibilities .....                       | ① ② ③ ④ ⑤ |
| f. offers short-term projects .....                                 | ① ② ③ ④ ⑤ |
| g. offers a variety of perks .....                                  | ① ② ③ ④ ⑤ |
| h. rewards your loyalty with loyalty ...                            | ① ② ③ ④ ⑤ |
| i. has high ethical standards .....                                 | ① ② ③ ④ ⑤ |
| j. enhances your status in the community .....                      | ① ② ③ ④ ⑤ |
| k. promotes social equality .....                                   | ① ② ③ ④ ⑤ |
| l. has views consistent with your own concerning the environment .. | ① ② ③ ④ ⑤ |

**I-7. How much do you agree or disagree with each of the following statements?**

**Strongly Disagree**  
Disagree  
**Neither Agree Nor Disagree**  
Agree  
**Strongly Agree**

- a. If a person is dissatisfied with his/her job, he/she should leave ... ① ② ③ ④ ⑤
- b. I prefer working with members of my own sex ..... ① ② ③ ④ ⑤
- c. It is harder to earn a comfortable living today than it was for my parents ..... ① ② ③ ④ ⑤
- d. I am reluctant to commit to a long-term personal relationship ... ① ② ③ ④ ⑤
- e. I feel it is a personal responsibility to preserve the environment ..... ① ② ③ ④ ⑤
- f. I prefer working with people from the same racial and ethnic background as me ..... ① ② ③ ④ ⑤
- g. I feel it is a personal responsibility to make the world a better place .. ① ② ③ ④ ⑤

**I-8. How important is each of the following to you personally?**

**Not at all important**  
Slightly important  
**Moderately important**  
Very important  
**Extremely important**

- a. A comfortable life ..... ① ② ③ ④ ⑤
- b. An exciting life ..... ① ② ③ ④ ⑤
- c. A sense of accomplishment ..... ① ② ③ ④ ⑤
- d. A world at peace ..... ① ② ③ ④ ⑤
- e. A world of beauty ..... ① ② ③ ④ ⑤
- f. Equality ..... ① ② ③ ④ ⑤
- g. Family security ..... ① ② ③ ④ ⑤
- h. Freedom ..... ① ② ③ ④ ⑤
- i. Happiness ..... ① ② ③ ④ ⑤
- j. Inner harmony ..... ① ② ③ ④ ⑤
- k. Mature love ..... ① ② ③ ④ ⑤
- l. National security ..... ① ② ③ ④ ⑤
- m. Pleasure ..... ① ② ③ ④ ⑤
- n. Salvation ..... ① ② ③ ④ ⑤
- o. Self-respect ..... ① ② ③ ④ ⑤
- p. Social recognition ..... ① ② ③ ④ ⑤
- q. True friendship ..... ① ② ③ ④ ⑤
- r. Wisdom ..... ① ② ③ ④ ⑤

**I-9. How important is each of the following to you personally?**

**Not at all important**  
Slightly Important  
**Somewhat Important**  
Moderately Important  
Quite Important  
Very Important  
**Extremely Important**

- a. Loyalty to the United States Army ..... ① ② ③ ④ ⑤ ⑥ ⑦
- b. Loyalty to your unit or organization ..... ① ② ③ ④ ⑤ ⑥ ⑦
- c. Taking responsibility for your actions and decisions .. ① ② ③ ④ ⑤ ⑥ ⑦
- d. Putting what is good for your fellow soldiers, unit, and the nation before your own welfare ..... ① ② ③ ④ ⑤ ⑥ ⑦
- e. Dedication to serving the United States, even to risking your own life in its defense ..... ① ② ③ ④ ⑤ ⑥ ⑦
- f. Commitment to working as a member of a team ..... ① ② ③ ④ ⑤ ⑥ ⑦
- g. Dedication to learning your job and doing it well ..... ① ② ③ ④ ⑤ ⑥ ⑦
- h. Personal drive to succeed in your work and advance ... ① ② ③ ④ ⑤ ⑥ ⑦
- i. Being honest, open, and truthful ..... ① ② ③ ④ ⑤ ⑥ ⑦
- j. Being disciplined and courageous in battle ..... ① ② ③ ④ ⑤ ⑥ ⑦
- k. Standing up for what you firmly believe is right ..... ① ② ③ ④ ⑤ ⑥ ⑦
- l. Working with others tactfully and with military courtesy .... ① ② ③ ④ ⑤ ⑥ ⑦
- m. Exhibiting excellent military bearing and appearance .... ① ② ③ ④ ⑤ ⑥ ⑦
- n. Equal opportunity regardless of gender ..... ① ② ③ ④ ⑤ ⑥ ⑦
- o. High moral standards both on-duty and off-duty ..... ① ② ③ ④ ⑤ ⑥ ⑦
- p. Building and maintaining physical fitness and stamina.. ① ② ③ ④ ⑤ ⑥ ⑦

## PART II. BACKGROUND

**II-1. Have you participated in Values Training since entering the Army?**

- ☐ Yes
- ☐ No - skip to question II-4

**II-2. Approximately how long ago did you take part in this training?**

- ☐ Today
- ☐ Two to seven days ago
- ☐ Two to three weeks ago
- ☐ Four weeks ago or more

**II-3. How many sessions of Army Values Training have you gone through?**

- ☐ 1 session
- ☐ 2 sessions
- ☐ 3 sessions
- ☐ 4 sessions
- ☐ 5 or more sessions

**II-4. Are you ...**

- ☐ Male
- ☐ Female

**II-5. How old are you?**

- ☐ Less than 18 years old
- ☐ 18 years old
- ☐ 19 years old
- ☐ 20 years old
- ☐ 21 years old or older

**II-6. Are you of Hispanic/Spanish origin or ancestry (of any race)?**

- ☐ No
- ☐ Yes, Mexican/Mexican American/Chicano
- ☐ Yes, Puerto Rican
- ☐ Yes, Cuban
- ☐ Yes, Other Hispanic/Spanish

**II-7. What race do you consider yourself to be?**  
(Mark only one.)

- ☐ American Indian, Eskimo, or Aleut
- ☐ Asian or Pacific Islander
- ☐ Black
- ☐ White

**II-8. What is your marital status?**

- ☐ Married for the first time
- ☐ Remarried, was divorced or widowed
- ☐ Legally separated or filing for divorce
- ☐ Single and never married
- ☐ Widowed
- ☐ Divorced

**II-9. How many dependant children do you have?**

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three or more

**II-10. What is the highest level of education you have completed?**

- ☐ Some high school, but no diploma, certificate, or GED
- ☐ GED/high school equivalency
- ☐ High school diploma
- ☐ Some college but no degree
- ☐ Associate's (2-year) degree
- ☐ Bachelor's degree (e.g., B.A., B.S., or equivalent)
- ☐ Graduate degree (Master's, Doctorate)
- ☐ Technical license or certificate

**II-11. Since you were 16 years old, how many different employers have you worked for?**

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six or more

**II-12. Where did you grow up mostly?**

- ☐ On a farm
- ☐ In a small town (under 5,000 people) or the country - but not on a farm
- ☐ In a small city or town (5,000 to 50,000)
- ☐ In a medium-sized city (50,000 - 100,000)
- ☐ In a suburb of a medium-sized city
- ☐ In a large city (100,000 - 500,000)
- ☐ In a suburb of a large city
- ☐ In a very large city (over 500,000)
- ☐ In a suburb of a very large city

II-13. When you were seven, who lived in the same household with you? (Mark all that apply.)

- ☐ Father
- ☐ Male Guardian
- ☐ Mother
- ☐ Female Guardian
- ☐ Brother(s) and/or Sister(s)
- ☐ Grandparent(s)
- ☐ Other relative(s)
- ☐ Non-relatives

II-14. When you were 15, who lived in the same household with you? (Mark all that apply.)

- ☐ I lived alone
- ☐ Father
- ☐ Male Guardian
- ☐ Mother
- ☐ Female Guardian
- ☐ Brother(s) and/or Sister(s)
- ☐ Grandparent(s)
- ☐ My husband/wife
- ☐ My children
- ☐ Other relative(s)
- ☐ Non-relatives

II-15. How many OLDER brothers/sisters do you have?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six or more

II-16. How many YOUNGER brothers/sisters do you have?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six or more

II-17. How often do you attend religious services?

- ☐ Never
- ☐ Rarely
- ☐ Once or twice a month
- ☐ About once a week or more

II-18. Which of the following do you like to do? (Mark all that apply.)

- ☐ Watch TV
- ☐ Go to movies
- ☐ Go to concerts
- ☐ Ride around in a car or motorcycle just for fun
- ☐ Participate in community affairs or volunteer work
- ☐ Play a musical instrument or sing
- ☐ Do creative writing
- ☐ Actively participate in sports, athletics, or exercising
- ☐ Do art or craft work
- ☐ Work around the house, garden, car, etc.
- ☐ Get together informally with friends
- ☐ Go shopping or window-shopping
- ☐ Spend at least one hour of leisure time alone
- ☐ Read books, magazines, or newspapers
- ☐ Go to taverns, bars, or nightclubs
- ☐ Go to parties or other social affairs

### PART III. SITUATIONS

Read each of the following short stories. After each one there are four possible courses of action. For *each* of the four actions, please indicate the likelihood that you would take the action suggested. When responding to these stories, keep in mind that there could be two or more courses of action that you think you would be just as likely to take.

III-1. Your best friend is accused of cheating on a final exam and must appear at a hearing of the Student Ethics Board. You know that she actually did cheat because you witnessed her copying answers down from a "cheat sheet" she prepared before class.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Refuse to attend the hearing and/or refuse to testify against your best friend ..... ① ② ③ ④
- b. Try to "bluff" your friend into believing that you will testify if she doesn't tell the truth ..... ① ② ③ ④
- c. Attend the hearing and see what others say and then follow their lead (e.g., if someone else admits to seeing your friend cheat you do the same; if someone claims not to have seen your friend cheat then you also say you saw nothing) ..... ① ② ③ ④
- d. Attend the hearing and tell the truth regardless of what anyone else does or says ..... ① ② ③ ④

III-2. While walking through the mall, you notice a group of teenagers loudly making fun of a handicapped man nearby. Though he pretends not to hear what they are saying, he is clearly uncomfortable and hurt by their remarks about his handicap. Everyone else seems to be trying to ignore the situation hoping the teenagers will eventually stop or move on.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Approach the teenagers and ask them to stop harassing the handicapped man ..... ① ② ③ ④
- b. Ignore it like everyone else and hope the teenagers find another target .... ① ② ③ ④
- c. Join the teenagers in making fun of the man and his handicap ..... ① ② ③ ④
- d. Try to find a security guard or other mall personnel to handle the situation..... ① ② ③ ④

III-3. You're working part-time as a telemarketer promoting a new product. Based on the calls you have made and your own examination of the product, you're starting to have serious doubts about whether it meets the claims you are making for it. You have approached your supervisor with your concerns. However, each time you have done so she has told you to just not "worry about it."

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Quit and alert the proper authorities of your concerns ..... ① ② ③ ④
- b. Quit and keep your concerns to yourself ..... ① ② ③ ④
- c. Continue to sell the product until you get a new job, then quit and let someone else worry about it ..... ① ② ③ ④
- d. Reword the sales pitch and downplay the claims made while continuing to promote the product ..... ① ② ③ ④

III-4. A heated debate breaks out in one of your classes one day over a topic that you have strong opinions about. Before you say anything it becomes clear that everyone in the class has taken the opposite position to yours. The only exception is a student who is very unpopular. You agree with what he is saying and can think of arguments of your own to support his.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Keep out of the debate ..... ① ② ③ ④
- b. Announce to the class that you agree with the lone student's position and offer your own arguments to support his ..... ① ② ③ ④
- c. Stay out of the debate during class, but afterwards approach the student in private and tell him how much you agreed with everything he said ..... ① ② ③ ④
- d. Join the other students in criticizing and arguing against the lone student's position ..... ① ② ③ ④

III-5. The elderly woman next door is looking for someone to mow her lawn every week and perform some other routine maintenance on her house. She lives alone and is unable to do it herself. She can't afford to hire a professional service to do the chores because she doesn't have a lot of money, but she is willing to give anyone who volunteers what she can. Most of the other neighbors have already told her that they are unable to do it, and someone has told you that she plans on approaching you next.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Agree to do what the elderly woman needs done for free ..... ① ② ③ ④
- b. Agree to do whatever you can and accept whatever money the elderly woman offers ..... ① ② ③ ④
- c. Avoid the elderly woman and hope that she will find someone else during that time ..... ① ② ③ ④
- d. Make up an excuse for not being able to do the work ..... ① ② ③ ④

III-6. Last night you saw your immediate supervisor at a party. You were surprised to see him there because he was supposed to be at work. The next day he comes to you and asks you to vouch that he was really sick and that's why he didn't make it into work. Based on past experience, you know he'll probably be fired if the truth comes out. You're next in line for his job which pays quite a bit more than you currently earn.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- Back up your supervisor on his story of being unexpectedly ill ..... ① ② ③ ④
- Call your supervisor's boss and tell him the real reason he was not at work last night ..... ① ② ③ ④
- Tell your supervisor that you will only vouch for him if he schedules you for your preferred hours from now on ..... ① ② ③ ④
- Tell your supervisor that you won't lie for him but also assure him that you won't turn him in ..... ① ② ③ ④

III-7. You're a member of a youth group that plays big brother/sister to local kids. There is a trip to the zoo coming up this weekend and all the kids are excited about going. One of the adult volunteers, however, has unexpectedly pulled out. If the group can't find a replacement for her the trip will have to be cancelled or the number of kids going will have to be reduced because there are just not enough chaperones. You have been approached about taking her place, but already have some big social plans of your own for the weekend.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- Explain that you already have important plans of your own and just can't do it ..... ① ② ③ ④
- Tell them that there has been a death in your family and you have to attend the funeral so you can't go on the trip. ① ② ③ ④
- See if you can change your weekend plans so you can help out on the zoo trip ..... ① ② ③ ④
- Put your plans on hold and go along on the zoo trip ..... ① ② ③ ④

III-8. While staying late at work one night you stumble across performance evaluations for yourself and some of your co-workers. These evaluations contain sensitive information and are supposed to be confidential. Everyone else has gone home for the day, so you're alone.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- Look at the performance evaluations but tell no one what you saw ..... ① ② ③ ④
- Put the evaluations away without looking at them ..... ① ② ③ ④
- Make photocopies of the evaluations so you can read them in detail ..... ① ② ③ ④
- Look at your evaluation only and ignore the others ..... ① ② ③ ④

III-9. A couple of days ago, you agreed to work on an important team project at work. You don't find the project very exciting and you don't enjoy working with some of the other team members. Nevertheless, you agreed to do it to help them out of a serious bind. Today, you got an offer to join a project just getting started from your best friend at the company. The work requirements of this new project, however, would require you to have to drop the other project.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- Join the project just getting started and quit the one you had already agreed to work on ..... ① ② ③ ④
- Stay with the project you had already committed yourself to ..... ① ② ③ ④
- Try to do both projects ..... ① ② ③ ④
- Find someone to take your place on the first project, so that you can take part in the project being started by your best friend ..... ① ② ③ ④

III-10. One of your friends isn't very popular with some of your other friends. In fact, they absolutely hate the guy and tell you so whenever they get an opportunity. Though you admit he can be annoying sometimes, you really don't think he's all that bad. One day your other friends are sitting around making fun of the guy.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Say nothing when your other friends continue to make fun of the guy ..... ① ② ③ ④
- b. Join your other friends in trashing the "loser" ..... ① ② ③ ④
- c. Defend your friend by explaining that he's not as bad as everyone thinks ... ① ② ③ ④
- d. Get up and leave ..... ① ② ③ ④

III-11. You were recently hired to monitor a company's equipment to make sure it keeps running during non-peak performance hours (10 PM to 6 AM every night). It's a dull, uneventful job and largely unsupervised. One night after your boss has officially left for the remainder of the shift, several of your co-workers break out some beers. They tell you that it's OK and ask you to join them. They claim that nothing will happen and that they do this all the time.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Join your co-workers and have a few beers ..... ① ② ③ ④
- b. Politely decline your co-workers' offer and keep "mum" about it to your foreman ..... ① ② ③ ④
- c. Alert your foreman to what goes on while he's not at the plant ..... ① ② ③ ④
- d. Tell your co-workers that what they're doing is inappropriate, but that as long as they keep you out of it you won't turn them in to the foreman .... ① ② ③ ④

III-12. Last night you forgot to lock the front door to the store where you work; a serious mistake. Though you are at fault for this, the store manager is convinced that one of your co-workers is to blame. She has no hard evidence of this other than the fact that this particular co-worker has a history of being somewhat unreliable. Unless you come forward and admit your mistake, your co-worker will probably be demoted and maybe even let go.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Do nothing and let your co-worker take the fall for your mistake ..... ① ② ③ ④
- b. Do whatever is needed to make sure that your co-worker is blamed and not you ..... ① ② ③ ④
- c. Come forward and admit to your boss that it was you who left the door unlocked ..... ① ② ③ ④
- d. Don't admit the truth, but do everything possible to persuade your boss to take it easy on your co-worker ..... ① ② ③ ④

III-13. A classmate comes to you one day asking for help on a presentation that he needs to make for one of his classes. You're surprised that he approaches you about it, because he has always gone to great lengths to embarrass you or in other ways make your classes with him miserable. He seems really desperate, though, and could probably use your assistance.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- a. Agree to help your classmate out on his presentation ..... ① ② ③ ④
- b. Agree to help your classmate only if he promises to not bother you in the future ..... ① ② ③ ④
- c. Turn your classmate down ..... ① ② ③ ④
- d. Politely invent an excuse as to why you can't help him out, but recommend a few people who might .. ① ② ③ ④

III-14. The parents of one of your best friends indicate that they would like to talk to you about her behavior. She hasn't been doing very well in school for the past several months and they're concerned about changes recently in her mood and habits. You know that your friend has been partying a lot lately but you didn't think that it had become anything serious. The day before you're supposed to meet with her parents, your friend introduces you to some of her "new" buds. From what you've heard, these new friends have a well-earned reputation around school for heavy partying, including drugs.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- Do nothing for now other than warn your friend that if she doesn't turn her act around soon you're going to turn her in to her parents or a school counselor ..... ① ② ③ ④
- Talk to a counselor at school in strict confidence and tell her that you're concerned about your friend ..... ① ② ③ ④
- Brush it off and tell her parents that she's just a little stressed and that it's nothing to be overly concerned about. ① ② ③ ④
- Tell her parents everything about her new buds and her recent partying schedule ..... ① ② ③ ④

III-15. A few days before the algebra midterm your best friend tells you he "found" a copy of the test that will be given. He's willing to share it with you for free in return for your help in selling it to other kids in the class. He needs your help because time is so tight.

Very Unlikely  
Somewhat Unlikely  
Somewhat Likely  
Very Likely

How likely is it that you would ...

- Tell him you don't want to be a part of selling it, but you'll buy a copy ..... ① ② ③ ④
- Tell him you want nothing to do with the whole thing ..... ① ② ③ ④
- Agree to help him sell the test and accept the free copy ..... ① ② ③ ④
- Leave an anonymous note for the algebra teacher informing her that the test has been compromised ..... ① ② ③ ④

# **AN ASSESSMENT OF THE VALUES OF NEW RECRUITS**

## **APPENDIX B:**

### **Manual for Administration**

# **MANUAL for ADMINISTRATION**

**ARMY SURVEY OF NEW  
RECRUITS (ASR)**

**3 OCT 98 – 1 DEC 98**

**U.S. ARMY RESEARCH INSTITUTE  
FOR THE BEHAVIORAL AND SOCIAL SCIENCES (ARI)**

**OCTOBER 1998**

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## **SECTION I**

### **PREPARATION FOR ASR SURVEY ADMINISTRATION**

---

#### **1. Introduction**

The senior leadership of the Army, to include the Chief of Staff, realizes the important role values play in the Army. Values allow the operating norms and rules of the Army to become meaningful, stable, positive; and hence, capable of being internalized. In the past, the Army has collected data on the values of active duty soldiers; however, there is only limited knowledge of the values new recruits bring to the Army. In this effort, the Army Core Values--Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage--along with other values applicable to the youth market will be assessed among Army recruits. The results of this assessment will be used to establish the basis for tracking soldier values from initial entry through the first tour of duty.

The *Army Survey of New Recruits* has three parts: (1) What's important to you?; (2) Background; and (3) Situations. Following marking instructions, a purpose statement and privacy act statement, Part I contains nine items which ask soldiers what is important to them. Part II contains 18 items about the soldier's personal background. Part III presents 15 different scenarios or short stories. Following each scenario, four possible courses of action are provided and soldiers are asked to indicate the likelihood that they would take each of the actions suggested. Individuals may complete the instrument in as few as 30 minutes. More than likely, most soldiers will need more time than 30 minutes to complete the survey. An hour of time is to be provided for soldiers to complete the ASR. If this is insufficient, TAs are to have soldiers stop at the point they reached when an hour transpired. Next the soldier will be given a 15 minute break and proceed to take the SDQ.

We will be administering the *Army Survey of New Recruits* from 3 October 1998 through 1 December 1998. The plan is to survey a minimum of 6,000 active duty Army soldiers across six installations.

#### **Points of Contact Information**

Points of Contact (POCs) have been identified at the Army Research Institute (ARI), HumRRO, and at each survey administration site (refer to the *Key Personnel Address Book* found in the Appendices) who will assist the Senior Test Administrator, as needed. Since Test Administrators work for HumRRO, the proper procedure to follow when something comes up is to first contact HumRRO (e.g., Brian Waters, Jessica Turner, or Eric Wetzell) via phone, fax, or e-mail. Following some discussion, the next plan of action (e.g., contacting ARI) will be determined. In general, the appropriate POC at HumRRO should be notified if problems arise with the materials/equipment or if there are questions concerning survey administration procedures, the transfer of survey data, and the weekly shipment of survey materials. The base/post POC at the survey administration site should be notified if problems arise involving the

survey administration facilities (e.g., AC/heat, lighting, ventilation, need for additional furniture). In addition, if not already informed, HumRRO should be advised of contacts with base/post POCs or ARI as soon as is feasible.

## **2. Survey Conditions and Standards**

### **a. The survey room must be reasonably quiet.**

Frequent shouting outside the windows, bells, trucks unloading, and other such noises can be distracting to participants. Surveys will not be given to a participant in a location where ordinary business is being conducted because the distraction of conversation, machinery, and other noises is detrimental to prolonged concentration of the participant.

### **b. Survey instructions must be clearly audible.**

The TA's voice should be heard clearly by all participants. If loudspeakers are used, care should be exercised in placing the loudspeakers and in locating the microphones. The level of amplification should be carefully controlled.

### **c. Lighting must be adequate.**

The survey room should be well lighted, and the working surfaces should have sufficient uniform light. Deep shadows and strong glare on the working surface caused by poor arrangement of light fixtures should be avoided. The lighting should be adequate for comfortable reading without eye strain.

### **d. Facilitating participants' physical comfort.**

Ventilation, temperature, and humidity sometimes are difficult to control, but all practical steps should be taken to provide for the participants' comfort. Surveys should not be conducted when temperatures and/or humidity conditions are so extreme as to interfere significantly with concentration.

### **e. Arrangement of survey room.**

The survey room should be arranged so that everyone can see the TA reading from the administration manual. The desks or tables should be arranged to leave aisles for distributing and collecting survey materials and in circulating about the room during the session. If possible, there also should be enough space between rows to allow passage.

### **f. The working surface should be flat, smooth, and free from cracks.**

The space allotted to each person should be large enough to accommodate an open survey booklet.

### **3. Survey Participant and Test Administrator Conduct**

The guidelines for survey participant behavior and for TA conduct are important to follow. Particular attention should be given to the guidelines noted below:

#### **a. Treat participants with courtesy and respect.**

While TAs must demand discipline of all participants, the participants are also due reasonable and courteous treatment. The mental state of each participant should be such that each considers it worthwhile to perform optimally and is capable of doing so. TAs should greet participants warmly when they arrive. This is very important! Appreciate their contributions; thank them for helping us out with the research project. If it is necessary for a TA to talk to an participant or another TA during a session, be sure to do so quietly. Also, while it is important to monitor participants, do so in a non-distracting manner.

#### **b. Handle participant conduct problems appropriately.**

Exercise good judgment. In a case where a participant is intentionally causing disruption of the survey session and is not responding to your requests to modify his/her behavior, a TA should promptly escort the individual out of the survey administration area and return him or her to the drill sergeant.

Participants are not to eat or smoke in the survey room. However, water must be available for participants at all times (e.g., nearby water fountain or a table in the back of the survey room).

To ensure that the participant is in a good physical state, surveys will be scheduled when the participant is not fatigued or ill. Surveys should not be scheduled after extended or strenuous periods of hard labor, or at the end of a day's work. In all instances, persons in charge of surveys should be alert to signs of genuine distress, and the affected persons should be excused until a more appropriate time.

#### **c. Qualities/behaviors expected of test administrators.**

The TA should be selected for unquestionable integrity, maturity, quality of speaking voice, and ability to handle groups of participants effectively and in a friendly manner. Generally, a TA should not have a marked regional, foreign, or other accent which may be difficult for some participants to understand.

All TAs should make a careful study of this manual and become completely familiar with the purpose of the survey, the materials needed to administer it, the directions to be read, and any

problems that are likely to arise. TAs should rehearse the directions which are to be read aloud until they can be read slowly and distinctly without stumbling over words or losing their place.

Familiarity with survey content itself is also important. In the Appendix section of this manual, you will find a copy of the directions participants read in their survey booklets. Before giving the survey, the TA should make sure that enough survey booklets and pencils are available.

Some recruits are likely to be unmotivated to put real effort into taking the survey because they are aware that their responses will not affect their careers (i.e., their individual responses will not go in their personnel file or be seen by anyone in the Army). It is essential that TAs do their best to motivate participants. A TA must be alert, pay attention, and be sensitive to the participants' current state of mind. For example, a TA should notice when an participant appears overly sleepy or disinterested. Once a TA identifies an unmotivated participant or group of participants, the TA may attempt to encourage the participant to try her or his best. The better participants understand the importance of the research project and its impact, the greater the chance they will try their best.

#### **d. Proper attire.**

TAs should always dress professionally. However, formal attire is not required or necessary. We suggest that men wear a button-down shirt (probably short-sleeved in the summer months) with nice pants (not jeans, or wrinkled pants). Women may also wear pants. Comfortable shoes may be worn as TAs are on their feet quite a bit. However, sandals do not look professional. We prefer that no one wear tee shirts. Also, a HumRRO nametag identifying you as a Test Administrator must be worn at all times when you are on site at the post. This serves to identify you to people at our host installation and identifies you to the recruits.

### **4. Survey Administration and Time Required**

Individuals may complete the ASR in as few as 30 minutes. More than likely, most soldiers will need more time to complete it. One hour of time will be provided for soldiers to take the ASR. If a soldier still is not done at this point, tell him/her to stop where they are at. After this point, the soldier will be given a 15 minute break and proceed to take the SDQ. Be sure to complete the Time Keeper Form for each ASR session. This form provides space to note the time the session started, the time the first person in the session finished the survey, the time the last person in the session completed the survey, and the total survey time used.

Section I, parts 6 - 11 walks through everything that needs to be done from before administering the survey up through what to do after the session is over. For your convenience a Test Administrator (TA) checklist is included in the appendices of this manual. Please note that the checklist is not meant as a substitute for knowing the details provided in the manual, but is intended as an aid or supplement.

Materials *required* for each participant in the survey room are:

- ASR Survey booklet
- Two number 2 pencils (with eraser)

Materials *required* for the TA in each survey room are:

- This manual: *Manual for Administration (ASR)*
- Sufficient copies of the survey booklets
- Sufficient extra number 2 pencils with erasers
- Sufficient copies of the *Time Keeper Form*
- *Materials Control and Inventory Log*
- *Test Administrator Notes Form*
- *Test Administrator Record Keeping Form*

## **6. Preparation Prior to Survey Administration**

It is important that TAs become familiar with the ASR prior to administering it. It is required that each TA study this manual and familiarize themselves with the entire survey and associated materials prior to their first administration.

## **7. TA Activities before Administering the Survey**

### **a. Opening site up from scratch.**

Please inventory all materials received prior to beginning of administration and report any shortages to Jessica Turner, Eric Wetzal, or Brian Waters at HumRRO. For tracking purposes, please document survey booklets received on the *Materials Control and Inventory Log*. You may, alternatively use the *Materials and Data Packing List* for this purpose.

### **b. Opening site up for survey session.**

Open the survey rooms and ensure that the lighting, temperature, and ventilation in the rooms are up to standard. If not, make necessary adjustments (e.g., coordinate with the Army POC for immediate repairs) and note it briefly in the *Test Administration Record Keeping Form* under "Comments" and in more detail, if necessary, on a *Test Administrator Notes Form*.

Verify that all survey session materials are in place (see list included on page 6 under section I, #5 entitled, "Survey Materials"). Finish setting up the survey room. You should now remove the survey booklets from storage and place them at the desks.

## **8. TA Activities Just Prior to Commencing Administering the Survey**

**Greet the drill sergeant and coordinate survey completion time.**

a. **Retrieve stored items.** Once the Senior TA has talked with the drill sergeant (or at sites where the drill sergeant is not available but advance notice of the number of troops is), he/she will know how many recruits are present. This number should be passed on to the other TAs who will then retrieve from storage (if this has not been done already) the necessary survey booklets to accommodate the number of participants you have attending the session. Always note on the *Materials Control and Inventory Log Form* all items removed from storage. Then, place an ASR survey booklet on each desk/seat for every participant attending the survey session. Remember that a TA must remain in a room at all times once survey booklets are out of the lockable file unit.

b. **Encourage pre-survey session bathroom visits.** Participants should use the bathroom facilities as soon as they arrive on the scene (before survey administration). So, depending on how things work at your particular site, you should ask the drill sergeant to inform recruits to consider using the bathroom facilities before the survey (as in now) and to return immediately. If it is necessary for an participant to use the rest room during the survey, the participant must be allowed to do so. Ask the drill sergeant to escort the soldier to the bathroom.

## **9. TA Activities during the Survey Administration**

### **a. Administer the ASR.**

See Section II (page 14) for the verbatim instructions for administering the ASR.

### **b. Monitor participants.**

A very important responsibility of each TA is to monitor the participants. Visually monitor participant progress by walking around the room every once in a while throughout the session. Look for participants that are sleeping, randomly responding, or not raising their hand when they need assistance. Do your best to motivate these individuals. Also, check to see that each participant is completing the items on the ASR in an appropriate manner (e.g., filling in one answer bubble per item, as appropriate).

**c. Respond to participant questions.**

If any participant solicits your help, go to him/her and quietly find out what is needed or wanted. Try to resolve the problem. For example, if an participant wants to know what a word means, do your best to define the word for them. Make sure to write this down on a *Test Administrator Notes Form*. Also, it may be helpful at these times to remind participants of relevant parts of the instructions. For example, please indicate the likelihood that you would take each of the actions suggested. If participants feel unsure of what answer to select on an item, tell them that there are no "right" or "wrong" answers on this. The best answers are those which most accurately describe you or the action that you would take.

**d. Record activities and observations.**

Keep in mind that for the ASR, motivation level is important. As a TA, you play a vital role as HumRRO's ears and eyes in the field. Do your best to record what you see, hear, and do. Specifically, we ask you to record the specific questions participants asked about the ASR in general, the items, the directions, or any comment made. Record any observations made while monitoring participants and any question asked or comment made as well as the answer or response you provided on the *Test Administrator Notes Form*. Also record any unusual circumstances or strange occurrences that are present. This should be done in a timely fashion so that the notes are as specific, accurate, and objective as possible. The various forms we ask that you use to record requested information are explained below. Please note that we have adapted forms used in the past to be interchangeable now for the SDQ or ASR. Below are descriptions of the forms that are relevant to the ASR:

***Time Keeper Form.*** This form is used during each administration of the ASR. It will help you keep track of when you start and complete the administration of the ASR. Please be accurate in your records. For example, it is important that you include the time the first soldier in the session completed the survey as well as the time the last soldier in the session completed the survey. The purpose of this is merely to have a precise documentation of the survey situation. Only when the record is an accurate one, does the record serve us in the future should we need to refer to the form to make sense of the data for some reason.

***Materials and Data Packing List.*** This form serves two purposes. The first is that it serves as your 'cover sheet' to accompany any shipment of forms or data to HumRRO. It provides space for you to list whatever you are including in your package. Second, this form doubles as a place to record survey materials (in a list-like format) of materials you have received (e.g., survey booklets). It is wise to keep a copy of this form for your site to remember what you shipped and when.

***Test Administrator Record Keeping Form.*** Think of this form as your 'master record' of surveys administered. Here you note the date, the time, and the number of participants taking the ASR. There is also a spot on the right hand side to include any comments relevant to the information on this form.

**Test Administrator Notes Form.** This is an important document for the ASR data collection. We are very interested in learning what specific questions the participants asked about the ASR or items and what you told them in response. In addition, please note any other comments or remarks they made.

**Materials Control and Inventory Log.** This form is for your internal purposes and will help you keep track of survey booklets you removed from storage, used, and replaced to storage. If you use this form and lose any item, at least you will know some things (e.g., when the item was last in storage, who removed it).

**Weekly Status Report Form.** You will be able to complete most of the information on this form by looking at your Test Administrator Record Keeping Form. This Weekly Status Report Form helps Dr. Brian Waters complete his weekly status report to ARI in regard to where each of our sites are in survey administration. Please be prompt and fax this to Brian first thing every Monday. Please be sure to fill in the part where it says, "Site Number."

**Certificate of Destruction Form.** This form serves as documentation of the destruction of flawed materials (e.g., a survey booklet with an error in it) or materials HumRRO has granted a site permission to destroy for some other reason (e.g., out of date forms).

**e. Verify completion of and collect all materials.**

When an participant has completed the ASR, verify that all materials are collected and that the survey booklet has been filled out properly. Be sure to verify that the background section has been completed.

**f. Release participants to drill sergeant.**

Sites will have an arrangement made prior to the start of the study for what to do with recruits until the entire group has finished the survey. Some individuals may finish earlier than others. It is probably least disruptive to the survey administration process and easier for the drill sergeant if you keep all participants seated until everyone is done with the survey.

## **10. TA Activities Following the Survey Administration**

**a. Secure survey materials and close down room after survey session.**

Once the survey administration for the session is complete, do not forget to complete all proper closing procedures. When closing down the survey room(s) following a session, please follow the procedures noted below.

## **b. Paperwork.**

Forms used in the past for recording session administration information have been modified such that they may be used for either the SDQ or the ASR. Go over paperwork from the session and make sure that all is completed properly. It is very important that the survey session be recorded as requested. If the thought occurs to you (even once) to make a note of something, do it! HumRRO will decide if it is important or not. The more details you include, the better for ARI. After release of participants, TAs will collect and secure all materials.

### **Checklist Questions to Ensure Paperwork Requirements are Fulfilled:**

- Was a *Time-Keeper Form* completed?
- Was the *Test Administrator Record Keeping Form* completed properly?
- Were today's necessary notes written up in a detailed fashion on the *Test Administrator Notes Form*?
- Were today's entries for the *Materials Control and Inventory Log* entered?
- Was the *Weekly Status Report Form* sent in on Monday?
- Are the survey room(s) set up for the next session? (if applicable).
- Were survey booklets put out for the next session?
- Were pencils sharpened?
- Are all the survey booklets stored properly?
- Was the session or the day's collected data secured following verification of proper contents?
- Inventory all materials, return them to secure storage, and log the return of these materials on the *Materials Control and Inventory Log*.
- Check each completed survey booklet to ensure that the responses are properly marked. Erase stray marks that may be problematic when scanned.
- Confirm that answer spaces are properly filled in using a No. 2 pencil (*not a pen*).
- Ensure that there are no crosses, checks, circles, dots, or scribbles.
- Include any documented remarks or comments solicited from participants regarding their experience taking the ASR on the *Test Administrator Notes Form*. This form also provides

space for detailed documentation of any non-routine occurrences and problems (e.g., unusual background noises or uncomfortable temperature in the survey room).

- Include the number of participants on the *Test Administrator Record Keeping Form*. This form also includes space for any brief (non-detailed notes) about each session.

Please note that it is especially important to get a fax of your previous week's Status Report in promptly to Dr. Brian Waters of HumRRO each Monday, as these numbers are used for reporting purposes to ARI on a regular basis.

**c. Ready room for next session.**

If the survey room will be immediately used again, you will want to ready the survey room for the next session. Preparing the room ahead of time permits less scrambling around at the last minute before a survey session.

Check your survey booklets after each session for improper marks participants may have made that might interfere with scanning. We have supplied your site with large sized erasers for just this purpose.

**d. Preparation and shipment of the HumRRO package.**

At the end of the weekend survey session (Monday through Sunday), all survey booklets and completed reporting forms must be shipped to HumRRO. You need not ship a separate package to HumRRO for the ASR and the SDQ. We have modified forms such that they are applicable to both the SDQ and the ASR. These can all be shipped together.

**Package-Preparation Guidelines**

*Keep in mind that while preparing the shipment of data and materials may be accomplished efficiently as a group (of TAs), shipment of these materials is the ultimate responsibility of the Senior TA.*

**1. Set aside items for the package:**

Materials and Data Packing List (Cover Page)  
*Weekly Status Report Form*  
Completed ASR Survey Booklets  
Time Keeper Forms  
Test Administrator Notes Form  
Test Administrator Record Keeping Form  
Certificate of Destruction Form (if used)

*Note: The Materials Control and Inventory Log is used when you start administering the survey and you only need to send it in to HumRRO at the beginning and the end of the project (unless otherwise requested). You should be using this form for your individual site for internal purposes.*

2. Indicate the number and type of forms included in the package you are sending on the *Materials and Data Packing List Form*. Think of this form as the 'cover sheet' for the package.
3. Brian needs your *Weekly Status Report* by Monday of every week. So, depending on when you are shipping your data package, you may be faxing or e-mailing your Weekly Status Report separately to be on time.
4. Package the items (especially the completed survey booklets) securely. For example, never fold or permit survey booklets to be bent. This will prevent damage that would affect their optical scanning.
5. Contents of the package are to be placed in an inner envelope fully addressed to HumRRO and labeled, "*Please Do Not Bend.*" Place the inner envelope in a Fed Ex envelope fully addressed to HumRRO. Write, "*Do Not Bend*" on the outside of the shipping package.
6. Place the package for HumRRO in a padded envelope or a box and send it to HumRRO via Fed Ex. Bill the shipping costs to account number 0200-1640-0. Specifically, when filling out the Fed Ex label, write this number (0200-1640-0) in the field marked, "*Sender's Federal Express Account Number.*" The address at HumRRO is 66 Canal Center Plaza, Suite 400, Alexandria, VA 22314. The phone number is 1-800-301-1508.
7. Inform Jessica or Brian when you run low on any materials. The further in advance the better.

**e. Ordering supplies**

When possible, tell HumRRO in advance of any supply needs. This allows HumRRO time to order the supplies and have them shipped directly from the vendor, avoiding packing and Fed Ex shipping time/expenses.

**f. Notify Base POC of test site closure**

**g. STA conducts outbriefing with TAs.**

The STA conducts an out-briefing with TAs and lays out plans for the next test session.

## 11. Disposal of Survey Materials After All Site Activities are Completed

When all survey sessions have been completed:

- Use the *Materials Control and Inventory Log* to document (list) all survey booklets and other related papers (e.g., extra record keeping sheets).
- Check with Jessica Turner, Brian Waters, or Eric Wetzal about whether to return ASR-related materials to HumRRO or to destroy them.
- Also check with HumRRO about whether or not to prepare all government survey site equipment and supplies for shipment. Large items such as desks or tables, fans, file cabinets, room dividers, or chairs may be property of ARI. Also, miscellaneous office supplies such as staplers, pencils, markers, or bulletin boards may belong to ARI. If you have any questions about what belongs to ARI, contact HumRRO.
- If you are told to send all government equipment and supplies, then do the following. If your shipment includes a lot of large items, a truck delivery will be in order. In such cases, the shipper will need to know: the location address, the phone number, a contact person, and a pickup date. In addition, they will have to know the number of boxes, tables, chairs, cabinets, or partitions, and their weight.

## SECTION II

### ADMINISTERING THE ASR

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#### 1. Reading the Directions

The directions you are to read out loud are enclosed in boxes on the next several pages. These directions must be **read verbatim**. You must be standing while reading the directions to the participants.

#### 2. Orientation of Participants

When everyone is assembled, greet them, then say:

I am \_\_\_\_\_ (give your name), your Survey Administrator today. I will be administering the *Army Survey of New Recruits* (ASR). Please do not open your survey booklet until I tell you to do so.

This research project is being conducted to help the Army better understand its new soldiers. The Army believes that by developing a better understanding of recruits, the overall effectiveness of the Army can be improved. Specifically, the Army wishes to assess the viewpoints and opinions of new recruits entering the Army. The *Army Survey of New Recruits* (ASR) consists of statements that express various viewpoints and opinions. You are asked to indicate which statements most closely reflect your viewpoints or opinions. There are no right or wrong answers, so please respond as honestly as possible. The results will be used for research purposes only.

This project has no risks or hazards to you. Your responses on this will be confidential. They will not become a part of your permanent Army record. Your individual data will be pooled with group data, and will never be reported to anyone. The results will be analyzed on a group basis only. No attempt will be made to link respondents and their answers.

Thank you for your willingness to participate. Doing so will benefit future applicants and recruits, the military, and the nation's defense!

If you have any questions about what I have just said, please raise your hand.

Pause to answer all appropriate questions. Then say:

Everyone should have in front of them the following: a survey booklet and #2 pencils. Does everyone have these items?

Pause. Then say:

Again, please do not open your booklet until I tell you to do so. I want to mention a couple of things before we begin.

Please work quietly out of consideration for others who are also completing the survey.

Pause. Then say:

No break will occur during the administration of the ASR. If at some point you must leave the room, raise your hand and an administrator will secure your materials. If you leave the room at any time, you must leave your survey booklet on your desk.

Pause. Then say:

In marking your answers in the survey booklet, use only the pencils you have been given. Do not use a pen or your own pencil. If your pencil breaks, hold it up and a replacement will be brought to you.

Once you begin the survey, be sure to read the directions carefully. If they are not perfectly clear, raise your hand and I will be happy to help clarify anything. It is very important that you understand all the directions. Handle your survey booklet carefully. Do not bend it.

### 3. Marking Instructions

Then say:

Now turn to your survey booklet entitled, *Army Survey of New Recruits* (ASR). Open your booklet now to page 2. At the top of this page you will see a box that says, *Marking Instructions*. Please read these directions along with me silently, while I read them out loud.

Use a No. 2 pencil. Fill in the circle completely. Erase any marks you wish to change. Do not make any stray marks on this form.

Please look at the example showing a correct mark and also the examples of incorrect marks.

#### 4. Purpose

Then say:

Now look at the part on page 2 where it says, *Purpose*. Please follow along silently, while I read this out loud. This survey is being conducted to assess the viewpoints and opinions of new recruits entering the Army. The results will be analyzed on a group basis only. No attempt will be made to link respondents and their answers. There are no right or wrong answers, so please respond as honestly as possible. The results will be used for research purposes only. Thank you for your participation.

#### 5. The Privacy Act Statement

Say:

Now look at the part on page 2 that is titled, Privacy Act Statement. Please read this silently while I read it aloud. It states:

**PURPOSE:** This questionnaire was designed by the U.S. Army Research Institute, 5001 Eisenhower Avenue, Alexandria, Virginia 22333-5000, to obtain information on the attitudes and opinions of new recruits.

**USES:** All information collected in this questionnaire is confidential. It will be used for research designed to inform program and policy decision-making.

**PRIVACY:** Under no circumstances will any information that identifies individuals be released to anyone. No one outside the research team will have access to individual data. Your answers will be combined with answers from many others.

**PARTICIPATION:** Your participation in this is voluntary, and you will not be penalized should you decide not to respond. You may skip any questions to which you object, but please answer the questions honestly. Your answers are very important because they represent many other individuals like yourself.

**AUTHORITY:** Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information collected. The Department of the Army may collect the information requested in this under the authority of 10 United States Code, Section 2358.

Then say:

Please raise your hand if you have any questions about what I have just read.

Pause. Answer questions.

#### 4. General Directions

Say:

This booklet contains space for you to put your answers to survey items.

Pause. Then say:

Turn to page 3 of your survey booklet. Here you will find the beginning of the survey. Please read each item carefully and answer accordingly.

Remember, there are no "right" or "wrong" answers on this survey. The best answers are those which most accurately describe you. Please answer honestly.

If you have a question at any time, please raise your hand and I will be happy to answer. Does anyone have a question now?

Respond to any final questions or matters raised. Then say:

Is everybody ready to begin?

Pause. Then say:

Begin the now.

Don't forget to keep track of time on the *Time Keeper Form*.

Test administrators are to be alert and walk around the room, monitoring participants:

- Check to see that everyone is marking their answers properly.
- Look for participants that are sleeping, randomly responding, or not raising their hand when they need assistance. Do your best to motivate these individuals.
- Note on the *Test Administrator's Notes Form* questions asked and responses given by TAs.

Once everyone is done, collect survey booklets directly from each participant. Be sure that the survey is completed, including the background section. Then say:

Now that everyone is done, please pass in your pencils.

Collect the pencils. Then say:

Once I have collected your survey booklet from you, you may leave. Thank you for your help in this important research project.

When all the survey materials have been collected and accounted for, dismiss the group.

### **SECTION III**

### **REPORTING FORMS**

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- *Time Keeper Form (ASR)*
- *Materials and Data Packing List*
- *Materials Control and Inventory Log Form*
- *Test Administrator Notes Form*
- *Test Administrator Record Keeping Form*
- *Weekly Status Report Form*
- *Certificate of Destruction Form*

# **AN ASSESSMENT OF THE VALUES OF NEW RECRUITS**

## **APPENDIX C:**

### **Scale/Survey Results by Gender and Race/Ethnicity**

Results by Gender

Pages: 1 through 24

Results by Race/Ethnicity

Pages: 65 through 88

**Descriptives: Factor 1. Selfishness**

|                                                       |       |        | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|-------------------------------------------------------|-------|--------|------|--------|-------------------|---------------|----------------------------------|-------------|---------|---------|
|                                                       |       |        |      |        |                   |               | Lower Bound                      | Upper Bound |         |         |
| C02C III-2c:<br>Join in making<br>fun of handicap     | .00   | Male   | 6810 | 3.8752 | .4937             | 5.983E-03     | 3.8635                           | 3.8869      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1568 | 3.9426 | .3434             | 8.673E-03     | 3.9256                           | 3.9596      | 1.00    | 4.00    |
|                                                       | Total |        | 8378 | 3.8878 | .4700             | 5.135E-03     | 3.8777                           | 3.8979      | 1.00    | 4.00    |
| C04D III-4d:<br>Join others in<br>criticizing         | .00   | Male   | 6787 | 3.6887 | .7156             | 8.686E-03     | 3.6716                           | 3.7057      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1558 | 3.8389 | .5462             | 1.384E-02     | 3.8118                           | 3.8660      | 1.00    | 4.00    |
|                                                       | Total |        | 8345 | 3.7167 | .6896             | 7.549E-03     | 3.7019                           | 3.7315      | 1.00    | 4.00    |
| C05C III-5c:<br>Avoid & hope<br>she finds<br>someone  | .00   | Male   | 6789 | 3.3579 | .8536             | 1.036E-02     | 3.3376                           | 3.3782      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1558 | 3.5462 | .7467             | 1.892E-02     | 3.5091                           | 3.5833      | 1.00    | 4.00    |
|                                                       | Total |        | 8347 | 3.3931 | .8379             | 9.171E-03     | 3.3751                           | 3.4111      | 1.00    | 4.00    |
| C05D III-5d:<br>Make up excuse<br>to not do work      | .00   | Male   | 6784 | 3.5090 | .7939             | 9.639E-03     | 3.4901                           | 3.5279      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1560 | 3.6500 | .7068             | 1.790E-02     | 3.6149                           | 3.6851      | 1.00    | 4.00    |
|                                                       | Total |        | 8344 | 3.5354 | .7803             | 8.542E-03     | 3.5186                           | 3.5521      | 1.00    | 4.00    |
| C06C III-6c:<br>Vouch for<br>preferred hours          | .00   | Male   | 6786 | 2.9047 | 1.0342            | 1.255E-02     | 2.8800                           | 2.9293      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1563 | 3.1203 | .9960             | 2.519E-02     | 3.0709                           | 3.1697      | 1.00    | 4.00    |
|                                                       | Total |        | 8349 | 2.9450 | 1.0305            | 1.128E-02     | 2.9229                           | 2.9671      | 1.00    | 4.00    |
| C07B III-7b:<br>Death in family<br>& can't go         | .00   | Male   | 6794 | 3.6350 | .7274             | 8.826E-03     | 3.6177                           | 3.6523      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1566 | 3.7644 | .6088             | 1.538E-02     | 3.7342                           | 3.7945      | 1.00    | 4.00    |
|                                                       | Total |        | 8360 | 3.6592 | .7085             | 7.749E-03     | 3.6440                           | 3.6744      | 1.00    | 4.00    |
| C08C III-8c:<br>Make<br>photocopies of<br>evaluations | .00   | Male   | 6764 | 3.4729 | .9093             | 1.106E-02     | 3.4513                           | 3.4946      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1559 | 3.7088 | .7138             | 1.808E-02     | 3.6733                           | 3.7442      | 1.00    | 4.00    |
|                                                       | Total |        | 8323 | 3.5171 | .8808             | 9.655E-03     | 3.4982                           | 3.5360      | 1.00    | 4.00    |
| C10B III-10b:<br>Join in<br>trashing the<br>"loser"   | .00   | Male   | 6770 | 3.6350 | .6996             | 8.503E-03     | 3.6183                           | 3.6517      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1565 | 3.8288 | .5170             | 1.307E-02     | 3.8031                           | 3.8544      | 1.00    | 4.00    |
|                                                       | Total |        | 8335 | 3.6714 | .6734             | 7.376E-03     | 3.6569                           | 3.6858      | 1.00    | 4.00    |
| C11A III-11a:<br>Join co-workers<br>for few beers     | .00   | Male   | 6763 | 3.0884 | 1.0682            | 1.299E-02     | 3.0630                           | 3.1139      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1560 | 3.5154 | .8610             | 2.180E-02     | 3.4726                           | 3.5581      | 1.00    | 4.00    |
|                                                       | Total |        | 8323 | 3.1684 | 1.0458            | 1.146E-02     | 3.1460                           | 3.1909      | 1.00    | 4.00    |
| C12A III-12a:<br>Let co-worker<br>take fall           | .00   | Male   | 6731 | 3.4641 | .8611             | 1.050E-02     | 3.4435                           | 3.4847      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1552 | 3.6566 | .7191             | 1.825E-02     | 3.6208                           | 3.6924      | 1.00    | 4.00    |
|                                                       | Total |        | 8283 | 3.5002 | .8396             | 9.226E-03     | 3.4821                           | 3.5183      | 1.00    | 4.00    |
| C12B III-12b:<br>Make sure<br>co-worker is<br>blamed  | .00   | Male   | 6718 | 3.5881 | .7967             | 9.720E-03     | 3.5691                           | 3.6072      | 1.00    | 4.00    |
|                                                       | 1.00  | Female | 1549 | 3.7618 | .6231             | 1.583E-02     | 3.7307                           | 3.7928      | 1.00    | 4.00    |
|                                                       | Total |        | 8267 | 3.6207 | .7701             | 8.470E-03     | 3.6041                           | 3.6373      | 1.00    | 4.00    |

|                                   |      |        |      |        |        |           |        |        |      |      |
|-----------------------------------|------|--------|------|--------|--------|-----------|--------|--------|------|------|
| C12CR III-12c                     | .00  | Male   | 6761 | 3.5215 | .7770  | 9.450E-03 | 3.5030 | 3.5400 | 1.00 | 4.00 |
| (Reversed) Come forward and admit | 1.00 | Female | 1563 | 3.6743 | .6184  | 1.564E-02 | 3.6437 | 3.7050 | 1.00 | 4.00 |
| Total                             |      |        | 8324 | 3.5502 | .7521  | 8.244E-03 | 3.5341 | 3.5664 | 1.00 | 4.00 |
| C12D III-12d:                     | .00  | Male   | 6706 | 3.1551 | .9959  | 1.216E-02 | 3.1312 | 3.1789 | 1.00 | 4.00 |
| Persuade boss to take it easy     | 1.00 | Female | 1545 | 3.2511 | .9799  | 2.493E-02 | 3.2022 | 3.3000 | 1.00 | 4.00 |
| Total                             |      |        | 8251 | 3.1731 | .9936  | 1.094E-02 | 3.1516 | 3.1945 | 1.00 | 4.00 |
| C14C III-14c:                     | .00  | Male   | 6705 | 2.9678 | .9485  | 1.158E-02 | 2.9451 | 2.9905 | 1.00 | 4.00 |
| Brush it off                      | 1.00 | Female | 1560 | 3.2218 | .9023  | 2.284E-02 | 3.1770 | 3.2666 | 1.00 | 4.00 |
| Total                             |      |        | 8265 | 3.0157 | .9451  | 1.040E-02 | 2.9954 | 3.0361 | 1.00 | 4.00 |
| C15A III-15a:                     | .00  | Male   | 6712 | 2.9467 | 1.0881 | 1.328E-02 | 2.9206 | 2.9727 | 1.00 | 4.00 |
| No part of selling, will buy      | 1.00 | Female | 1561 | 3.1461 | 1.0839 | 2.743E-02 | 3.0922 | 3.1999 | 1.00 | 4.00 |
| Total                             |      |        | 8273 | 2.9843 | 1.0900 | 1.198E-02 | 2.9608 | 3.0078 | 1.00 | 4.00 |
| C15BR III-15b (Reversed)          | .00  | Male   | 6728 | 2.9600 | 1.1052 | 1.347E-02 | 2.9336 | 2.9864 | 1.00 | 4.00 |
| Nothing to do with whole thing    | 1.00 | Female | 1571 | 3.3183 | 1.0198 | 2.573E-02 | 3.2678 | 3.3687 | 1.00 | 4.00 |
| Total                             |      |        | 8299 | 3.0278 | 1.0985 | 1.206E-02 | 3.0042 | 3.0515 | 1.00 | 4.00 |
| C15C III-15c:                     | .00  | Male   | 6701 | 3.2959 | .9742  | 1.190E-02 | 3.2726 | 3.3193 | 1.00 | 4.00 |
| Help sell & accept free copy      | 1.00 | Female | 1556 | 3.6497 | .7498  | 1.901E-02 | 3.6125 | 3.6870 | 1.00 | 4.00 |
| Total                             |      |        | 8257 | 3.3626 | .9461  | 1.041E-02 | 3.3422 | 3.3830 | 1.00 | 4.00 |

## ANOVA: Factor 1. Selfishness

|                                                          |                | Sum of Squares | df   | Mean Square | F       | Sig. |
|----------------------------------------------------------|----------------|----------------|------|-------------|---------|------|
| C02C III-2c:<br>Join in making<br>fun of handicap        | Between Groups | 5.793          | 1    | 5.793       | 26.303  | .000 |
|                                                          | Within Groups  | 1844.740       | 8376 | .220        |         |      |
|                                                          | Total          | 1850.533       | 8377 |             |         |      |
| C04D III-4d:<br>Join others in<br>criticizing            | Between Groups | 28.596         | 1    | 28.596      | 60.558  | .000 |
|                                                          | Within Groups  | 3939.722       | 8343 | .472        |         |      |
|                                                          | Total          | 3968.318       | 8344 |             |         |      |
| C05C III-5c:<br>Avoid & hope<br>she finds<br>someone     | Between Groups | 44.922         | 1    | 44.922      | 64.473  | .000 |
|                                                          | Within Groups  | 5814.398       | 8345 | .697        |         |      |
|                                                          | Total          | 5859.320       | 8346 |             |         |      |
| C05D III-5d:<br>Make up excuse<br>to not do work         | Between Groups | 25.219         | 1    | 25.219      | 41.623  | .000 |
|                                                          | Within Groups  | 5054.352       | 8342 | .606        |         |      |
|                                                          | Total          | 5079.570       | 8343 |             |         |      |
| C06C III-6c:<br>Vouch for<br>preferred hours             | Between Groups | 59.066         | 1    | 59.066      | 55.983  | .000 |
|                                                          | Within Groups  | 8806.700       | 8347 | 1.055       |         |      |
|                                                          | Total          | 8865.766       | 8348 |             |         |      |
| C07B III-7b:<br>Death in family<br>& can't go            | Between Groups | 21.308         | 1    | 21.308      | 42.660  | .000 |
|                                                          | Within Groups  | 4174.782       | 8358 | .499        |         |      |
|                                                          | Total          | 4196.091       | 8359 |             |         |      |
| C08C III-8c:<br>Make<br>photocopies of<br>evaluations    | Between Groups | 70.472         | 1    | 70.472      | 91.827  | .000 |
|                                                          | Within Groups  | 6385.839       | 8321 | .767        |         |      |
|                                                          | Total          | 6456.310       | 8322 |             |         |      |
| C10B III-10b:<br>Join in<br>trashing the<br>"loser"      | Between Groups | 47.716         | 1    | 47.716      | 106.566 | .000 |
|                                                          | Within Groups  | 3731.209       | 8333 | .448        |         |      |
|                                                          | Total          | 3778.925       | 8334 |             |         |      |
| C11A III-11a:<br>Join co-workers<br>for few beers        | Between Groups | 231.080        | 1    | 231.080     | 216.760 | .000 |
|                                                          | Within Groups  | 8870.754       | 8321 | 1.066       |         |      |
|                                                          | Total          | 9101.835       | 8322 |             |         |      |
| C12A III-12a:<br>Let co-worker<br>take fall              | Between Groups | 46.711         | 1    | 46.711      | 66.784  | .000 |
|                                                          | Within Groups  | 5792.038       | 8281 | .699        |         |      |
|                                                          | Total          | 5838.750       | 8282 |             |         |      |
| C12B III-12b:<br>Make sure<br>co-worker is<br>blamed     | Between Groups | 37.962         | 1    | 37.962      | 64.499  | .000 |
|                                                          | Within Groups  | 4864.430       | 8265 | .589        |         |      |
|                                                          | Total          | 4902.391       | 8266 |             |         |      |
| C12CR III-12c<br>(Reversed) Come<br>forward and<br>admit | Between Groups | 29.650         | 1    | 29.650      | 52.742  | .000 |
|                                                          | Within Groups  | 4678.360       | 8322 | .562        |         |      |
|                                                          | Total          | 4708.010       | 8323 |             |         |      |

|                 |                |           |      |         |         |      |
|-----------------|----------------|-----------|------|---------|---------|------|
| C12D III-12d:   | Between Groups | 11.584    | 1    | 11.584  | 11.749  | .001 |
| Persuade boss   | Within Groups  | 8133.272  | 8249 | .986    |         |      |
| to take it easy | Total          | 8144.856  | 8250 |         |         |      |
| C14C III-14c:   | Between Groups | 81.655    | 1    | 81.655  | 92.423  | .000 |
| Brush it off    | Within Groups  | 7300.301  | 8263 | .883    |         |      |
|                 | Total          | 7381.955  | 8264 |         |         |      |
| C15A III-15a:   | Between Groups | 50.354    | 1    | 50.354  | 42.595  | .000 |
| No part of      | Within Groups  | 9777.604  | 8271 | 1.182   |         |      |
| selling, will   | Total          | 9827.957  | 8272 |         |         |      |
| buy             |                |           |      |         |         |      |
| C15BR III-15b   | Between Groups | 163.460   | 1    | 163.460 | 137.700 | .000 |
| (Reversed)      | Within Groups  | 9849.110  | 8297 | 1.187   |         |      |
| Nothing to do   | Total          | 10012.570 | 8298 |         |         |      |
| with whole      |                |           |      |         |         |      |
| thing           |                |           |      |         |         |      |
| C15C III-15c:   | Between Groups | 158.083   | 1    | 158.083 | 180.437 | .000 |
| Help sell &     | Within Groups  | 7232.289  | 8255 | .876    |         |      |
| accept free     | Total          | 7390.371  | 8256 |         |         |      |
| copy            |                |           |      |         |         |      |

**Descriptives: Factor 2. Truthfulness**

|                                                           |             | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|-----------------------------------------------------------|-------------|------|--------|-------------------|---------------|----------------------------------|-------------|---------|---------|
|                                                           |             |      |        |                   |               | Lower Bound                      | Upper Bound |         |         |
| C01AR III-1a<br>(Reversed)<br>Refuse to<br>attend/testify | .00 Male    | 6821 | 2.8774 | 1.1230            | 1.360E-02     | 2.8508                           | 2.9041      | 1.00    | 4.00    |
|                                                           | 1.00 Female | 1571 | 2.8008 | 1.1060            | 2.791E-02     | 2.7460                           | 2.8555      | 1.00    | 4.00    |
|                                                           | Total       | 8392 | 2.8631 | 1.1202            | 1.223E-02     | 2.8391                           | 2.8871      | 1.00    | 4.00    |
| C01D III-1d:<br>Attend & tell<br>the truth                | .00 Male    | 6788 | 2.5638 | 1.1432            | 1.388E-02     | 2.5366                           | 2.5910      | 1.00    | 4.00    |
|                                                           | 1.00 Female | 1563 | 2.4223 | 1.1050            | 2.795E-02     | 2.3674                           | 2.4771      | 1.00    | 4.00    |
|                                                           | Total       | 8351 | 2.5373 | 1.1374            | 1.245E-02     | 2.5129                           | 2.5617      | 1.00    | 4.00    |
| C02D III-2d:<br>Find guard to<br>handle the sit.          | .00 Male    | 6826 | 2.1430 | 1.0381            | 1.256E-02     | 2.1184                           | 2.1676      | 1.00    | 4.00    |
|                                                           | 1.00 Female | 1569 | 1.7572 | .9072             | 2.290E-02     | 1.7122                           | 1.8021      | 1.00    | 4.00    |
|                                                           | Total       | 8395 | 2.0709 | 1.0259            | 1.120E-02     | 2.0489                           | 2.0928      | 1.00    | 4.00    |
| C03A III-3a:<br>Quit & alert<br>proper<br>authorities     | .00 Male    | 6835 | 2.3946 | .9883             | 1.195E-02     | 2.3712                           | 2.4180      | 1.00    | 4.00    |
|                                                           | 1.00 Female | 1574 | 2.2954 | .9861             | 2.486E-02     | 2.2467                           | 2.3442      | 1.00    | 4.00    |
|                                                           | Total       | 8409 | 2.3760 | .9886             | 1.078E-02     | 2.3549                           | 2.3972      | 1.00    | 4.00    |
| C11C III-11c:<br>Alert foreman<br>to what goes on         | .00 Male    | 6744 | 2.8338 | 1.0072            | 1.226E-02     | 2.8097                           | 2.8578      | 1.00    | 4.00    |
|                                                           | 1.00 Female | 1562 | 2.7093 | 1.0054            | 2.544E-02     | 2.6594                           | 2.7592      | 1.00    | 4.00    |
|                                                           | Total       | 8306 | 2.8104 | 1.0080            | 1.106E-02     | 2.7887                           | 2.8321      | 1.00    | 4.00    |
| C14B III-14b:<br>Confide in<br>counselor                  | .00 Male    | 6732 | 2.3881 | 1.0538            | 1.284E-02     | 2.3630                           | 2.4133      | 1.00    | 4.00    |
|                                                           | 1.00 Female | 1573 | 2.0776 | 1.0389            | 2.619E-02     | 2.0262                           | 2.1289      | 1.00    | 4.00    |
|                                                           | Total       | 8305 | 2.3293 | 1.0579            | 1.161E-02     | 2.3066                           | 2.3521      | 1.00    | 4.00    |
| C14D III-14d:<br>Tell parents<br>everything               | .00 Male    | 6720 | 2.6220 | 1.0645            | 1.299E-02     | 2.5966                           | 2.6475      | 1.00    | 4.00    |
|                                                           | 1.00 Female | 1563 | 2.5483 | 1.0768            | 2.724E-02     | 2.4949                           | 2.6017      | 1.00    | 4.00    |
|                                                           | Total       | 8283 | 2.6081 | 1.0672            | 1.173E-02     | 2.5851                           | 2.6311      | 1.00    | 4.00    |
| C15D III-15d:<br>Anonymously<br>inform                    | .00 Male    | 6704 | 2.8323 | 1.1295            | 1.379E-02     | 2.8053                           | 2.8594      | 1.00    | 4.00    |
|                                                           | 1.00 Female | 1561 | 2.6355 | 1.1590            | 2.934E-02     | 2.5779                           | 2.6930      | 1.00    | 4.00    |
|                                                           | Total       | 8265 | 2.7952 | 1.1377            | 1.251E-02     | 2.7706                           | 2.8197      | 1.00    | 4.00    |

ANOVA: Factor 2. Truthfulness

|                                                            |                | Sum of Squares | df   | Mean Square | F       | Sig. |
|------------------------------------------------------------|----------------|----------------|------|-------------|---------|------|
| C01AR III-1a:<br>(Reversed)<br>Refuse to<br>attend/testify | Between Groups | 7.507          | 1    | 7.507       | 5.986   | .014 |
|                                                            | Within Groups  | 10522.177      | 8390 | 1.254       |         |      |
|                                                            | Total          | 10529.683      | 8391 |             |         |      |
| C01D III-1d:<br>Attend & tell<br>the truth                 | Between Groups | 25.446         | 1    | 25.446      | 19.714  | .000 |
|                                                            | Within Groups  | 10776.685      | 8349 | 1.291       |         |      |
|                                                            | Total          | 10802.131      | 8350 |             |         |      |
| C02D III-2d:<br>Find guard to<br>handle the sit.           | Between Groups | 189.898        | 1    | 189.898     | 184.364 | .000 |
|                                                            | Within Groups  | 8644.931       | 8393 | 1.030       |         |      |
|                                                            | Total          | 8834.829       | 8394 |             |         |      |
| C03A III-3a:<br>Quit & alert<br>proper<br>authorities      | Between Groups | 12.580         | 1    | 12.580      | 12.891  | .000 |
|                                                            | Within Groups  | 8204.427       | 8407 | .976        |         |      |
|                                                            | Total          | 8217.007       | 8408 |             |         |      |
| C11C III-11c:<br>Alert foreman<br>to what goes on          | Between Groups | 19.637         | 1    | 19.637      | 19.369  | .000 |
|                                                            | Within Groups  | 8418.709       | 8304 | 1.014       |         |      |
|                                                            | Total          | 8438.345       | 8305 |             |         |      |
| C14B III-14b:<br>Confide in<br>counselor                   | Between Groups | 122.999        | 1    | 122.999     | 111.354 | .000 |
|                                                            | Within Groups  | 9171.312       | 8303 | 1.105       |         |      |
|                                                            | Total          | 9294.311       | 8304 |             |         |      |
| C14D III-14d:<br>Tell parents<br>everything                | Between Groups | 6.891          | 1    | 6.891       | 6.055   | .014 |
|                                                            | Within Groups  | 9425.043       | 8281 | 1.138       |         |      |
|                                                            | Total          | 9431.935       | 8282 |             |         |      |
| C15D III-15d:<br>Anonymously<br>inform                     | Between Groups | 49.064         | 1    | 49.064      | 38.077  | .000 |
|                                                            | Within Groups  | 10647.143      | 8263 | 1.289       |         |      |
|                                                            | Total          | 10696.206      | 8264 |             |         |      |

Descriptives: Factor 3. Compromise

|                                                        |       |        | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|--------------------------------------------------------|-------|--------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                        |       |        |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| C08D III-8d:<br>Look at your<br>evaluation only        | .00   | Male   | 6769 | 2.3283 | 1.0975            | 1.334E-02     | 2.3021                              | 2.3544      | 1.00    | 4.00    |
|                                                        | 1.00  | Female | 1565 | 2.2236 | 1.0899            | 2.755E-02     | 2.1696                              | 2.2777      | 1.00    | 4.00    |
|                                                        | Total |        | 8334 | 2.3086 | 1.0968            | 1.201E-02     | 2.2851                              | 2.3322      | 1.00    | 4.00    |
| C09D III-9d:<br>Find<br>replacement for<br>1st project | .00   | Male   | 6772 | 2.2278 | 1.0307            | 1.253E-02     | 2.2033                              | 2.2524      | 1.00    | 4.00    |
|                                                        | 1.00  | Female | 1568 | 2.2640 | 1.0708            | 2.704E-02     | 2.2110                              | 2.3171      | 1.00    | 4.00    |
|                                                        | Total |        | 8340 | 2.2347 | 1.0384            | 1.137E-02     | 2.2124                              | 2.2569      | 1.00    | 4.00    |
| C11B III-11b:<br>Politely<br>decline & keep<br>"mum"   | .00   | Male   | 6745 | 2.3778 | .9634             | 1.173E-02     | 2.3548                              | 2.4008      | 1.00    | 4.00    |
|                                                        | 1.00  | Female | 1554 | 2.3642 | .9575             | 2.429E-02     | 2.3166                              | 2.4119      | 1.00    | 4.00    |
|                                                        | Total |        | 8299 | 2.3752 | .9623             | 1.056E-02     | 2.3545                              | 2.3959      | 1.00    | 4.00    |
| C11D III-11d:<br>Tell co-workers<br>inappropriate      | .00   | Male   | 6759 | 2.3924 | 1.0349            | 1.259E-02     | 2.3677                              | 2.4170      | 1.00    | 4.00    |
|                                                        | 1.00  | Female | 1557 | 2.2723 | 1.0411            | 2.638E-02     | 2.2206                              | 2.3241      | 1.00    | 4.00    |
|                                                        | Total |        | 8316 | 2.3699 | 1.0370            | 1.137E-02     | 2.3476                              | 2.3922      | 1.00    | 4.00    |

## ANOVA: Factor 3. Compromise

|                                                        |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|--------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| C08D III-8d:<br>Look at your<br>evaluation only        | Between Groups | 13.913         | 1    | 13.913      | 11.580 | .001 |
|                                                        | Within Groups  | 10010.329      | 8332 | 1.201       |        |      |
|                                                        | Total          | 10024.241      | 8333 |             |        |      |
| C09D III-9d:<br>Find<br>replacement for<br>1st project | Between Groups | 1.667          | 1    | 1.667       | 1.546  | .214 |
|                                                        | Within Groups  | 8990.119       | 8338 | 1.078       |        |      |
|                                                        | Total          | 8991.785       | 8339 |             |        |      |
| C11B III-11b:<br>Politely<br>decline & keep<br>"mum"   | Between Groups | .232           | 1    | .232        | .250   | .617 |
|                                                        | Within Groups  | 7683.315       | 8297 | .926        |        |      |
|                                                        | Total          | 7683.546       | 8298 |             |        |      |
| C11D III-11d:<br>Tell co-workers<br>inappropriate      | Between Groups | 18.237         | 1    | 18.237      | 16.991 | .000 |
|                                                        | Within Groups  | 8923.983       | 8314 | 1.073       |        |      |
|                                                        | Total          | 8942.220       | 8315 |             |        |      |

Descriptives: Factor 4. Social Courage

|                                                                      |       |        | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|----------------------------------------------------------------------|-------|--------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                                      |       |        |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| C02A III-2a:<br>Request they<br>stop harassing<br>man                | .00   | Male   | 6869 | 1.6130 | .8583             | 1.036E-02     | 1.5927                              | 1.6333      | 1.00    | 4.00    |
|                                                                      | 1.00  | Female | 1581 | 1.6799 | .8895             | 2.237E-02     | 1.6361                              | 1.7238      | 1.00    | 4.00    |
|                                                                      | Total |        | 8450 | 1.6256 | .8646             | 9.405E-03     | 1.6071                              | 1.6440      | 1.00    | 4.00    |
| C02BR III-2b<br>(Reversed)<br>Attend and tell<br>the truth           | .00   | Male   | 6820 | 1.6692 | .8909             | 1.079E-02     | 1.6481                              | 1.6904      | 1.00    | 4.00    |
|                                                                      | 1.00  | Female | 1567 | 1.6720 | .9158             | 2.313E-02     | 1.6266                              | 1.7174      | 1.00    | 4.00    |
|                                                                      | Total |        | 8387 | 1.6697 | .8955             | 9.778E-03     | 1.6506                              | 1.6889      | 1.00    | 4.00    |
| C04AR III-4a<br>(Reversed) Keep<br>out of debate                     | .00   | Male   | 6808 | 1.8099 | .9763             | 1.183E-02     | 1.7867                              | 1.8331      | 1.00    | 4.00    |
|                                                                      | 1.00  | Female | 1562 | 1.6908 | .9333             | 2.361E-02     | 1.6445                              | 1.7371      | 1.00    | 4.00    |
|                                                                      | Total |        | 8370 | 1.7877 | .9695             | 1.060E-02     | 1.7669                              | 1.8085      | 1.00    | 4.00    |
| C04B III-4b:<br>Openly agree &<br>offer arguments                    | .00   | Male   | 6835 | 1.6029 | .8390             | 1.015E-02     | 1.5830                              | 1.6228      | 1.00    | 4.00    |
|                                                                      | 1.00  | Female | 1576 | 1.4588 | .7548             | 1.901E-02     | 1.4215                              | 1.4961      | 1.00    | 4.00    |
|                                                                      | Total |        | 8411 | 1.5759 | .8257             | 9.004E-03     | 1.5583                              | 1.5936      | 1.00    | 4.00    |
| C04CR III-4c<br>(Reversed)<br>Approach with<br>support in<br>private | .00   | Male   | 6800 | 2.0041 | .9624             | 1.167E-02     | 1.9812                              | 2.0270      | 1.00    | 4.00    |
|                                                                      | 1.00  | Female | 1559 | 1.9320 | .9709             | 2.459E-02     | 1.8838                              | 1.9802      | 1.00    | 4.00    |
|                                                                      | Total |        | 8359 | 1.9907 | .9644             | 1.055E-02     | 1.9700                              | 2.0113      | 1.00    | 4.00    |

ANOVA: Factor 4. Social Courage

|                                                                      |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|----------------------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| C02A III-2a:<br>Request they<br>stop harassing<br>man                | Between Groups | 5.753          | 1    | 5.753       | 7.703  | .006 |
|                                                                      | Within Groups  | 6309.526       | 8448 | .747        |        |      |
|                                                                      | Total          | 6315.279       | 8449 |             |        |      |
| C02BR III-2b<br>(Reversed)<br>Attend and tell<br>the truth           | Between Groups | 9.823E-03      | 1    | 9.823E-03   | .012   | .912 |
|                                                                      | Within Groups  | 6725.134       | 8385 | .802        |        |      |
|                                                                      | Total          | 6725.144       | 8386 |             |        |      |
| C04AR III-4a<br>(Reversed) Keep<br>out of debate                     | Between Groups | 18.036         | 1    | 18.036      | 19.232 | .000 |
|                                                                      | Within Groups  | 7847.696       | 8368 | .938        |        |      |
|                                                                      | Total          | 7865.732       | 8369 |             |        |      |
| C04B III-4b:<br>Openly agree &<br>offer arguments                    | Between Groups | 26.619         | 1    | 26.619      | 39.218 | .000 |
|                                                                      | Within Groups  | 5707.661       | 8409 | .679        |        |      |
|                                                                      | Total          | 5734.280       | 8410 |             |        |      |
| C04CR III-4c<br>(Reversed)<br>Approach with<br>support in<br>private | Between Groups | 6.595          | 1    | 6.595       | 7.096  | .008 |
|                                                                      | Within Groups  | 7766.678       | 8357 | .929        |        |      |
|                                                                      | Total          | 7773.272       | 8358 |             |        |      |

Descriptives: Factor 5. Helpfulness

|                                                              |             | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|--------------------------------------------------------------|-------------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                              |             |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| C05A III-5a:<br>Agree to do for<br>free                      | .00 Male    | 6835 | 1.8012 | .8582             | 1.038E-02     | 1.7808                              | 1.8215      | 1.00    | 4.00    |
|                                                              | 1.00 Female | 1576 | 1.6237 | .7831             | 1.973E-02     | 1.5850                              | 1.6624      | 1.00    | 4.00    |
|                                                              | Total       | 8411 | 1.7679 | .8474             | 9.240E-03     | 1.7498                              | 1.7860      | 1.00    | 4.00    |
| C07AR III-7a<br>(Reversed)<br>Imprtnt plans -<br>can't do it | .00 Male    | 6798 | 2.6189 | 1.0006            | 1.214E-02     | 2.5951                              | 2.6426      | 1.00    | 4.00    |
|                                                              | 1.00 Female | 1570 | 2.4389 | .9980             | 2.519E-02     | 2.3895                              | 2.4883      | 1.00    | 4.00    |
|                                                              | Total       | 8368 | 2.5851 | 1.0025            | 1.096E-02     | 2.5636                              | 2.6066      | 1.00    | 4.00    |
| C07C III-7c:<br>See if you can<br>change plans               | .00 Male    | 6801 | 1.8806 | .8927             | 1.082E-02     | 1.8594                              | 1.9018      | 1.00    | 4.00    |
|                                                              | 1.00 Female | 1565 | 1.6607 | .8244             | 2.084E-02     | 1.6198                              | 1.7016      | 1.00    | 4.00    |
|                                                              | Total       | 8366 | 1.8395 | .8844             | 9.670E-03     | 1.8205                              | 1.8584      | 1.00    | 4.00    |
| C07D III-7d:<br>Put plans on<br>hold & go on<br>trip         | .00 Male    | 6795 | 2.1918 | .9476             | 1.150E-02     | 2.1692                              | 2.2143      | 1.00    | 4.00    |
|                                                              | 1.00 Female | 1572 | 1.9027 | .8920             | 2.250E-02     | 1.8585                              | 1.9468      | 1.00    | 4.00    |
|                                                              | Total       | 8367 | 2.1374 | .9442             | 1.032E-02     | 2.1172                              | 2.1577      | 1.00    | 4.00    |
| C09AR III-9a<br>(Reversed) Join<br>project just<br>starting  | .00 Male    | 6772 | 2.1175 | .9639             | 1.171E-02     | 2.0946                              | 2.1405      | 1.00    | 4.00    |
|                                                              | 1.00 Female | 1568 | 1.9356 | .9242             | 2.334E-02     | 1.8898                              | 1.9814      | 1.00    | 4.00    |
|                                                              | Total       | 8340 | 2.0833 | .9591             | 1.050E-02     | 2.0627                              | 2.1039      | 1.00    | 4.00    |
| C09B III-9b:<br>Stay with<br>project<br>committed to         | .00 Male    | 6784 | 1.8749 | .8538             | 1.037E-02     | 1.8545                              | 1.8952      | 1.00    | 4.00    |
|                                                              | 1.00 Female | 1567 | 1.7581 | .8028             | 2.028E-02     | 1.7184                              | 1.7979      | 1.00    | 4.00    |
|                                                              | Total       | 8351 | 1.8530 | .8457             | 9.254E-03     | 1.8348                              | 1.8711      | 1.00    | 4.00    |
| C13A III-13a:<br>Help classmate<br>on presentation           | .00 Male    | 6735 | 2.2261 | 1.0365            | 1.263E-02     | 2.2014                              | 2.2509      | 1.00    | 4.00    |
|                                                              | 1.00 Female | 1563 | 2.0051 | .9608             | 2.430E-02     | 1.9574                              | 2.0528      | 1.00    | 4.00    |
|                                                              | Total       | 8298 | 2.1845 | 1.0263            | 1.127E-02     | 2.1624                              | 2.2066      | 1.00    | 4.00    |
| C13CR III-13c<br>(Reversed) Turn<br>classmate down           | .00 Male    | 6661 | 2.2896 | 1.0418            | 1.276E-02     | 2.2646                              | 2.3146      | 1.00    | 4.00    |
|                                                              | 1.00 Female | 1548 | 1.9974 | .9925             | 2.523E-02     | 1.9479                              | 2.0469      | 1.00    | 4.00    |
|                                                              | Total       | 8209 | 2.2345 | 1.0389            | 1.147E-02     | 2.2120                              | 2.2570      | 1.00    | 4.00    |

ANOVA: Factor 5. Helpfulness

|                                                             |                | Sum of Squares | df   | Mean Square | F       | Sig. |
|-------------------------------------------------------------|----------------|----------------|------|-------------|---------|------|
| C05A III-5a:<br>Agree to do for<br>free                     | Between Groups | 40.323         | 1    | 40.323      | 56.525  | .000 |
|                                                             | Within Groups  | 5998.663       | 8409 | .713        |         |      |
|                                                             | Total          | 6038.986       | 8410 |             |         |      |
| C07AR III-7a<br>(Reversed)<br>Imprtn plans -<br>can't do it | Between Groups | 41.326         | 1    | 41.326      | 41.316  | .000 |
|                                                             | Within Groups  | 8368.092       | 8366 | 1.000       |         |      |
|                                                             | Total          | 8409.419       | 8367 |             |         |      |
| C07C III-7c:<br>See if you can<br>change plans              | Between Groups | 61.522         | 1    | 61.522      | 79.386  | .000 |
|                                                             | Within Groups  | 6481.885       | 8364 | .775        |         |      |
|                                                             | Total          | 6543.407       | 8365 |             |         |      |
| C07D III-7d:<br>Put plans on<br>hold & go on<br>trip        | Between Groups | 106.691        | 1    | 106.691     | 121.404 | .000 |
|                                                             | Within Groups  | 7351.247       | 8365 | .879        |         |      |
|                                                             | Total          | 7457.939       | 8366 |             |         |      |
| C09AR III-9a<br>(Reversed) Join<br>project just<br>starting | Between Groups | 42.153         | 1    | 42.153      | 46.071  | .000 |
|                                                             | Within Groups  | 7628.930       | 8338 | .915        |         |      |
|                                                             | Total          | 7671.083       | 8339 |             |         |      |
| C09B III-9b:<br>Stay with<br>project<br>committed to        | Between Groups | 17.341         | 1    | 17.341      | 24.316  | .000 |
|                                                             | Within Groups  | 5954.084       | 8349 | .713        |         |      |
|                                                             | Total          | 5971.425       | 8350 |             |         |      |
| C13A III-13a:<br>Help classmate<br>on presentation          | Between Groups | 61.967         | 1    | 61.967      | 59.249  | .000 |
|                                                             | Within Groups  | 8676.560       | 8296 | 1.046       |         |      |
|                                                             | Total          | 8738.527       | 8297 |             |         |      |
| C13CR III-13c<br>(Reversed) Turn<br>classmate down          | Between Groups | 107.231        | 1    | 107.231     | 100.550 | .000 |
|                                                             | Within Groups  | 8752.359       | 8207 | 1.066       |         |      |
|                                                             | Total          | 8859.590       | 8208 |             |         |      |

**Descriptives: Civilian-Related Values**

|                                          |       |        | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|------------------------------------------|-------|--------|------|--------|-------------------|---------------|----------------------------------|-------------|---------|---------|
|                                          |       |        |      |        |                   |               | Lower Bound                      | Upper Bound |         |         |
| A08A I-8a:<br>Comfortable<br>life        | .00   | Male   | 6871 | 1.6081 | .8250             | 9.952E-03     | 1.5886                           | 1.6276      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1586 | 1.5902 | .7878             | 1.978E-02     | 1.5514                           | 1.6290      | 1.00    | 5.00    |
|                                          | Total |        | 8457 | 1.6047 | .8181             | 8.896E-03     | 1.5873                           | 1.6221      | 1.00    | 5.00    |
| A08B I-8b:<br>Exciting life              | .00   | Male   | 6863 | 1.6892 | .8435             | 1.018E-02     | 1.6692                           | 1.7092      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1583 | 1.7675 | .9129             | 2.295E-02     | 1.7225                           | 1.8125      | 1.00    | 5.00    |
|                                          | Total |        | 8446 | 1.7039 | .8574             | 9.330E-03     | 1.6856                           | 1.7222      | 1.00    | 5.00    |
| A08C I-8c:<br>Sense of<br>accomplishment | .00   | Male   | 6859 | 1.6435 | .8168             | 9.863E-03     | 1.6242                           | 1.6629      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1580 | 1.4703 | .7187             | 1.808E-02     | 1.4348                           | 1.5057      | 1.00    | 5.00    |
|                                          | Total |        | 8439 | 1.6111 | .8022             | 8.732E-03     | 1.5940                           | 1.6282      | 1.00    | 5.00    |
| A08D I-8d:<br>World at peace             | .00   | Male   | 6863 | 2.0399 | 1.0939            | 1.320E-02     | 2.0140                           | 2.0658      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1581 | 1.7198 | .9039             | 2.273E-02     | 1.6752                           | 1.7644      | 1.00    | 5.00    |
|                                          | Total |        | 8444 | 1.9800 | 1.0682            | 1.162E-02     | 1.9572                           | 2.0028      | 1.00    | 5.00    |
| A08E I-8e:<br>World of<br>beauty         | .00   | Male   | 6858 | 2.0496 | 1.0480            | 1.266E-02     | 2.0248                           | 2.0744      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1583 | 1.9804 | 1.0269            | 2.581E-02     | 1.9298                           | 2.0310      | 1.00    | 5.00    |
|                                          | Total |        | 8441 | 2.0366 | 1.0444            | 1.137E-02     | 2.0143                           | 2.0589      | 1.00    | 5.00    |
| A08F I-8f:<br>Equality                   | .00   | Male   | 6861 | 1.7513 | .9467             | 1.143E-02     | 1.7289                           | 1.7738      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1582 | 1.3976 | .7197             | 1.809E-02     | 1.3621                           | 1.4331      | 1.00    | 5.00    |
|                                          | Total |        | 8443 | 1.6851 | .9189             | 1.000E-02     | 1.6655                           | 1.7047      | 1.00    | 5.00    |
| A08G I-8g:<br>Family<br>security         | .00   | Male   | 6864 | 1.3852 | .7384             | 8.912E-03     | 1.3677                           | 1.4027      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1584 | 1.3125 | .6459             | 1.623E-02     | 1.2807                           | 1.3443      | 1.00    | 5.00    |
|                                          | Total |        | 8448 | 1.3716 | .7224             | 7.860E-03     | 1.3562                           | 1.3870      | 1.00    | 5.00    |
| A08H I-8h:<br>Freedom                    | .00   | Male   | 6864 | 1.2233 | .5895             | 7.115E-03     | 1.2094                           | 1.2373      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1584 | 1.1869 | .5418             | 1.361E-02     | 1.1602                           | 1.2136      | 1.00    | 5.00    |
|                                          | Total |        | 8448 | 1.2165 | .5810             | 6.321E-03     | 1.2041                           | 1.2289      | 1.00    | 5.00    |
| A08I I-8i:<br>Happiness                  | .00   | Male   | 6867 | 1.3448 | .6762             | 8.160E-03     | 1.3288                           | 1.3608      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1581 | 1.2296 | .5623             | 1.414E-02     | 1.2019                           | 1.2573      | 1.00    | 5.00    |
|                                          | Total |        | 8448 | 1.3233 | .6579             | 7.158E-03     | 1.3092                           | 1.3373      | 1.00    | 5.00    |
| A08J I-8j:<br>Inner harmony              | .00   | Male   | 6857 | 1.7553 | .9326             | 1.126E-02     | 1.7332                           | 1.7774      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1582 | 1.5228 | .7980             | 2.006E-02     | 1.4834                           | 1.5621      | 1.00    | 5.00    |
|                                          | Total |        | 8439 | 1.7117 | .9134             | 9.943E-03     | 1.6922                           | 1.7312      | 1.00    | 5.00    |
| A08K I-8k:<br>Mature love                | .00   | Male   | 6856 | 1.5308 | .8490             | 1.025E-02     | 1.5107                           | 1.5509      | 1.00    | 5.00    |
|                                          | 1.00  | Female | 1578 | 1.4468 | .7955             | 2.003E-02     | 1.4075                           | 1.4860      | 1.00    | 5.00    |
|                                          | Total |        | 8434 | 1.5151 | .8399             | 9.145E-03     | 1.4971                           | 1.5330      | 1.00    | 5.00    |

|                                     |       |        |      |        |        |           |        |        |      |      |
|-------------------------------------|-------|--------|------|--------|--------|-----------|--------|--------|------|------|
| A08L I-8l:<br>National<br>security  | .00   | Male   | 6850 | 1.6800 | .9086  | 1.098E-02 | 1.6585 | 1.7015 | 1.00 | 5.00 |
|                                     | 1.00  | Female | 1583 | 1.6033 | .8197  | 2.060E-02 | 1.5629 | 1.6437 | 1.00 | 5.00 |
|                                     | Total |        | 8433 | 1.6656 | .8931  | 9.725E-03 | 1.6465 | 1.6847 | 1.00 | 5.00 |
| A08M I-8m:<br>Pleasure              | .00   | Male   | 6852 | 1.7207 | .9153  | 1.106E-02 | 1.6990 | 1.7423 | 1.00 | 5.00 |
|                                     | 1.00  | Female | 1579 | 1.7169 | .8823  | 2.220E-02 | 1.6734 | 1.7605 | 1.00 | 5.00 |
|                                     | Total |        | 8431 | 1.7200 | .9091  | 9.901E-03 | 1.7006 | 1.7394 | 1.00 | 5.00 |
| A08N I-8n:<br>Salvation             | .00   | Male   | 6826 | 1.8712 | 1.0862 | 1.315E-02 | 1.8455 | 1.8970 | 1.00 | 5.00 |
|                                     | 1.00  | Female | 1579 | 1.6156 | .9262  | 2.331E-02 | 1.5699 | 1.6613 | 1.00 | 5.00 |
|                                     | Total |        | 8405 | 1.8232 | 1.0626 | 1.159E-02 | 1.8005 | 1.8459 | 1.00 | 5.00 |
| A08O I-8o:<br>Self-respect          | .00   | Male   | 6862 | 1.4115 | .7177  | 8.664E-03 | 1.3946 | 1.4285 | 1.00 | 5.00 |
|                                     | 1.00  | Female | 1583 | 1.2097 | .5533  | 1.391E-02 | 1.1824 | 1.2370 | 1.00 | 5.00 |
|                                     | Total |        | 8445 | 1.3737 | .6943  | 7.555E-03 | 1.3589 | 1.3885 | 1.00 | 5.00 |
| A08P I-8p:<br>Social<br>recognition | .00   | Male   | 6837 | 2.4293 | 1.2079 | 1.461E-02 | 2.4006 | 2.4579 | 1.00 | 5.00 |
|                                     | 1.00  | Female | 1580 | 2.3880 | 1.1828 | 2.976E-02 | 2.3296 | 2.4463 | 1.00 | 5.00 |
|                                     | Total |        | 8417 | 2.4215 | 1.2032 | 1.312E-02 | 2.3958 | 2.4472 | 1.00 | 5.00 |
| A08Q I-8q:<br>True<br>friendship    | .00   | Male   | 6853 | 1.4680 | .8088  | 9.770E-03 | 1.4488 | 1.4871 | 1.00 | 5.00 |
|                                     | 1.00  | Female | 1580 | 1.3772 | .7273  | 1.830E-02 | 1.3413 | 1.4131 | 1.00 | 5.00 |
|                                     | Total |        | 8433 | 1.4510 | .7949  | 8.656E-03 | 1.4340 | 1.4679 | 1.00 | 5.00 |
| A08R I-8r:<br>Wisdom                | .00   | Male   | 6851 | 1.4437 | .7531  | 9.099E-03 | 1.4259 | 1.4616 | 1.00 | 5.00 |
|                                     | 1.00  | Female | 1581 | 1.3523 | .6754  | 1.699E-02 | 1.3190 | 1.3856 | 1.00 | 5.00 |
|                                     | Total |        | 8432 | 1.4266 | .7400  | 8.059E-03 | 1.4108 | 1.4424 | 1.00 | 5.00 |

**ANOVA: Civilian-Related Values**

|                                          |                | Sum of Squares | df   | Mean Square | F       | Sig. |
|------------------------------------------|----------------|----------------|------|-------------|---------|------|
| A08A I-8a:<br>Comfortable<br>life        | Between Groups | .413           | 1    | .413        | .617    | .432 |
|                                          | Within Groups  | 5659.120       | 8455 | .669        |         |      |
|                                          | Total          | 5659.533       | 8456 |             |         |      |
| A08B I-8b:<br>Exciting life              | Between Groups | 7.892          | 1    | 7.892       | 10.747  | .001 |
|                                          | Within Groups  | 6200.521       | 8444 | .734        |         |      |
|                                          | Total          | 6208.413       | 8445 |             |         |      |
| A08C I-8c:<br>Sense of<br>accomplishment | Between Groups | 38.559         | 1    | 38.559      | 60.345  | .000 |
|                                          | Within Groups  | 5391.043       | 8437 | .639        |         |      |
|                                          | Total          | 5429.602       | 8438 |             |         |      |
| A08D I-8d:<br>World at peace             | Between Groups | 131.687        | 1    | 131.687     | 116.997 | .000 |
|                                          | Within Groups  | 9501.931       | 8442 | 1.126       |         |      |
|                                          | Total          | 9633.618       | 8443 |             |         |      |
| A08E I-8e:<br>World of<br>beauty         | Between Groups | 6.152          | 1    | 6.152       | 5.643   | .018 |
|                                          | Within Groups  | 9199.537       | 8439 | 1.090       |         |      |
|                                          | Total          | 9205.688       | 8440 |             |         |      |
| A08F I-8f:<br>Equality                   | Between Groups | 160.876        | 1    | 160.876     | 194.920 | .000 |
|                                          | Within Groups  | 6966.711       | 8441 | .825        |         |      |
|                                          | Total          | 7127.587       | 8442 |             |         |      |
| A08G I-8g:<br>Family<br>security         | Between Groups | 6.802          | 1    | 6.802       | 13.051  | .000 |
|                                          | Within Groups  | 4401.849       | 8446 | .521        |         |      |
|                                          | Total          | 4408.650       | 8447 |             |         |      |
| A08H I-8h:<br>Freedom                    | Between Groups | 1.712          | 1    | 1.712       | 5.074   | .024 |
|                                          | Within Groups  | 2849.308       | 8446 | .337        |         |      |
|                                          | Total          | 2851.020       | 8447 |             |         |      |
| A08I I-8i:<br>Happiness                  | Between Groups | 17.066         | 1    | 17.066      | 39.608  | .000 |
|                                          | Within Groups  | 3639.079       | 8446 | .431        |         |      |
|                                          | Total          | 3656.145       | 8447 |             |         |      |
| A08J I-8j:<br>Inner harmony              | Between Groups | 69.504         | 1    | 69.504      | 84.132  | .000 |
|                                          | Within Groups  | 6970.052       | 8437 | .826        |         |      |
|                                          | Total          | 7039.556       | 8438 |             |         |      |
| A08K I-8k:<br>Mature love                | Between Groups | 9.053          | 1    | 9.053       | 12.852  | .000 |
|                                          | Within Groups  | 5939.535       | 8432 | .704        |         |      |
|                                          | Total          | 5948.588       | 8433 |             |         |      |
| A08L I-8l:<br>National<br>security       | Between Groups | 7.567          | 1    | 7.567       | 9.498   | .002 |
|                                          | Within Groups  | 6717.423       | 8431 | .797        |         |      |
|                                          | Total          | 6724.990       | 8432 |             |         |      |

|                                     |                |           |      |           |         |      |
|-------------------------------------|----------------|-----------|------|-----------|---------|------|
| A08M I-8m:<br>Pleasure              | Between Groups | 1.810E-02 | 1    | 1.810E-02 | .022    | .882 |
|                                     | Within Groups  | 6967.812  | 8429 | .827      |         |      |
|                                     | Total          | 6967.830  | 8430 |           |         |      |
| A08N I-8n:<br>Salvation             | Between Groups | 83.810    | 1    | 83.810    | 74.877  | .000 |
|                                     | Within Groups  | 9405.466  | 8403 | 1.119     |         |      |
|                                     | Total          | 9489.276  | 8404 |           |         |      |
| A08O I-8o:<br>Self-respect          | Between Groups | 52.388    | 1    | 52.388    | 110.078 | .000 |
|                                     | Within Groups  | 4018.176  | 8443 | .476      |         |      |
|                                     | Total          | 4070.564  | 8444 |           |         |      |
| A08P I-8p:<br>Social<br>recognition | Between Groups | 2.190     | 1    | 2.190     | 1.513   | .219 |
|                                     | Within Groups  | 12182.229 | 8415 | 1.448     |         |      |
|                                     | Total          | 12184.419 | 8416 |           |         |      |
| A08Q I-8q:<br>True<br>friendship    | Between Groups | 10.575    | 1    | 10.575    | 16.768  | .000 |
|                                     | Within Groups  | 5317.399  | 8431 | .631      |         |      |
|                                     | Total          | 5327.975  | 8432 |           |         |      |
| A08R I-8r:<br>Wisdom                | Between Groups | 10.736    | 1    | 10.736    | 19.651  | .000 |
|                                     | Within Groups  | 4605.822  | 8430 | .546      |         |      |
|                                     | Total          | 4616.559  | 8431 |           |         |      |

# Descriptives: Military-Related Values

|                                                        |             | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|--------------------------------------------------------|-------------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                        |             |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| A09A I-9a:<br>Loyalty to US<br>Army                    | .00 Male    | 6871 | 2.1209 | 1.4657            | 1.768E-02     | 2.0863                              | 2.1556      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1584 | 2.1736 | 1.4055            | 3.532E-02     | 2.1043                              | 2.2429      | 1.00    | 7.00    |
|                                                        | Total       | 8455 | 2.1308 | 1.4547            | 1.582E-02     | 2.0998                              | 2.1618      | 1.00    | 7.00    |
| A09B I-9b:<br>Loyalty to unit<br>or organization       | .00 Male    | 6871 | 1.8536 | 1.2487            | 1.506E-02     | 1.8241                              | 1.8831      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1581 | 1.9171 | 1.1827            | 2.975E-02     | 1.8588                              | 1.9755      | 1.00    | 7.00    |
|                                                        | Total       | 8452 | 1.8655 | 1.2368            | 1.345E-02     | 1.8391                              | 1.8918      | 1.00    | 7.00    |
| A09C I-9c:<br>Taking<br>responsibility                 | .00 Male    | 6865 | 1.5604 | .9572             | 1.155E-02     | 1.5377                              | 1.5830      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1581 | 1.4421 | .8214             | 2.066E-02     | 1.4016                              | 1.4826      | 1.00    | 7.00    |
|                                                        | Total       | 8446 | 1.5382 | .9344             | 1.017E-02     | 1.5183                              | 1.5582      | 1.00    | 7.00    |
| A09D I-9d: Put<br>good of many<br>ahead own<br>welfare | .00 Male    | 6858 | 2.2642 | 1.5268            | 1.844E-02     | 2.2281                              | 2.3004      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1582 | 2.3413 | 1.4976            | 3.765E-02     | 2.2675                              | 2.4152      | 1.00    | 7.00    |
|                                                        | Total       | 8440 | 2.2787 | 1.5216            | 1.656E-02     | 2.2462                              | 2.3111      | 1.00    | 7.00    |
| A09E I-9e:<br>Dedication to<br>serving the US          | .00 Male    | 6863 | 2.4253 | 1.7339            | 2.093E-02     | 2.3843                              | 2.4664      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1576 | 2.7348 | 1.7990            | 4.532E-02     | 2.6459                              | 2.8237      | 1.00    | 7.00    |
|                                                        | Total       | 8439 | 2.4831 | 1.7503            | 1.905E-02     | 2.4458                              | 2.5205      | 1.00    | 7.00    |
| A09F I-9f:<br>Commitment to<br>working as a<br>team    | .00 Male    | 6847 | 1.9010 | 1.2155            | 1.469E-02     | 1.8722                              | 1.9298      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1576 | 1.7563 | 1.1071            | 2.789E-02     | 1.7016                              | 1.8110      | 1.00    | 7.00    |
|                                                        | Total       | 8423 | 1.8739 | 1.1972            | 1.305E-02     | 1.8483                              | 1.8995      | 1.00    | 7.00    |
| A09G I-9g:<br>Dedication to<br>learn & doing<br>well   | .00 Male    | 6866 | 1.6017 | .9932             | 1.199E-02     | 1.5782                              | 1.6252      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1581 | 1.3865 | .7951             | 2.000E-02     | 1.3472                              | 1.4257      | 1.00    | 7.00    |
|                                                        | Total       | 8447 | 1.5614 | .9628             | 1.048E-02     | 1.5408                              | 1.5819      | 1.00    | 7.00    |
| A09H I-9h:<br>Drive to<br>succeed &<br>advance         | .00 Male    | 6863 | 1.6542 | 1.0391            | 1.254E-02     | 1.6296                              | 1.6788      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1581 | 1.4409 | .8530             | 2.145E-02     | 1.3988                              | 1.4829      | 1.00    | 7.00    |
|                                                        | Total       | 8444 | 1.6143 | 1.0102            | 1.099E-02     | 1.5927                              | 1.6358      | 1.00    | 7.00    |
| A09I I-9i:<br>Being honest,<br>open, and<br>truthful   | .00 Male    | 6862 | 1.6360 | 1.0499            | 1.267E-02     | 1.6111                              | 1.6608      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1577 | 1.3494 | .7839             | 1.974E-02     | 1.3107                              | 1.3881      | 1.00    | 7.00    |
|                                                        | Total       | 8439 | 1.5824 | 1.0117            | 1.101E-02     | 1.5608                              | 1.6040      | 1.00    | 7.00    |
| A09J I-9j:<br>Disciplined &<br>courageous in<br>battle | .00 Male    | 6863 | 1.8180 | 1.3061            | 1.577E-02     | 1.7871                              | 1.8489      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1574 | 1.9041 | 1.3209            | 3.329E-02     | 1.8388                              | 1.9694      | 1.00    | 7.00    |
|                                                        | Total       | 8437 | 1.8341 | 1.3092            | 1.425E-02     | 1.8061                              | 1.8620      | 1.00    | 7.00    |
| A09K I-9k:<br>Standing up for<br>what you<br>believe   | .00 Male    | 6866 | 1.4898 | .9439             | 1.139E-02     | 1.4675                              | 1.5121      | 1.00    | 7.00    |
|                                                        | 1.00 Female | 1580 | 1.3620 | .7801             | 1.963E-02     | 1.3235                              | 1.4005      | 1.00    | 7.00    |
|                                                        | Total       | 8446 | 1.4659 | .9168             | 9.975E-03     | 1.4463                              | 1.4855      | 1.00    | 7.00    |

|                |      |        |      |        |        |           |        |        |      |      |
|----------------|------|--------|------|--------|--------|-----------|--------|--------|------|------|
| A09L I-9l:     | .00  | Male   | 6849 | 2.0696 | 1.2778 | 1.544E-02 | 2.0394 | 2.0999 | 1.00 | 7.00 |
| Working        |      |        |      |        |        |           |        |        |      |      |
| tactfully/mil. | 1.00 | Female | 1579 | 1.8087 | 1.0675 | 2.686E-02 | 1.7560 | 1.8614 | 1.00 | 7.00 |
| courtesy       |      |        |      |        |        |           |        |        |      |      |
| Total          |      |        | 8428 | 2.0208 | 1.2453 | 1.356E-02 | 1.9942 | 2.0474 | 1.00 | 7.00 |
| A09M I-9m:     | .00  | Male   | 6859 | 2.1041 | 1.3598 | 1.642E-02 | 2.0719 | 2.1363 | 1.00 | 7.00 |
| Excellent      |      |        |      |        |        |           |        |        |      |      |
| military       | 1.00 | Female | 1577 | 1.8859 | 1.1835 | 2.980E-02 | 1.8274 | 1.9443 | 1.00 | 7.00 |
| bearing        |      |        |      |        |        |           |        |        |      |      |
| Total          |      |        | 8436 | 2.0633 | 1.3313 | 1.449E-02 | 2.0349 | 2.0917 | 1.00 | 7.00 |
| A09N I-9n:     | .00  | Male   | 6856 | 1.9037 | 1.3748 | 1.660E-02 | 1.8712 | 1.9363 | 1.00 | 7.00 |
| Equal opp      |      |        |      |        |        |           |        |        |      |      |
| regardless of  | 1.00 | Female | 1580 | 1.3772 | .8328  | 2.095E-02 | 1.3361 | 1.4183 | 1.00 | 7.00 |
| gender         |      |        |      |        |        |           |        |        |      |      |
| Total          |      |        | 8436 | 1.8051 | 1.3069 | 1.423E-02 | 1.7772 | 1.8330 | 1.00 | 7.00 |
| A09O I-9o:     | .00  | Male   | 6859 | 1.9268 | 1.2826 | 1.549E-02 | 1.8965 | 1.9572 | 1.00 | 7.00 |
| High moral     |      |        |      |        |        |           |        |        |      |      |
| standards      | 1.00 | Female | 1580 | 1.6063 | 1.0189 | 2.563E-02 | 1.5561 | 1.6566 | 1.00 | 7.00 |
|                |      |        |      |        |        |           |        |        |      |      |
| Total          |      |        | 8439 | 1.8668 | 1.2437 | 1.354E-02 | 1.8403 | 1.8933 | 1.00 | 7.00 |
| A09P I-9p:     | .00  | Male   | 6863 | 1.6847 | 1.0805 | 1.304E-02 | 1.6591 | 1.7103 | 1.00 | 7.00 |
| Physical       |      |        |      |        |        |           |        |        |      |      |
| fitness &      | 1.00 | Female | 1577 | 1.6925 | 1.0343 | 2.604E-02 | 1.6414 | 1.7435 | 1.00 | 7.00 |
| stamina        |      |        |      |        |        |           |        |        |      |      |
| Total          |      |        | 8440 | 1.6861 | 1.0720 | 1.167E-02 | 1.6633 | 1.7090 | 1.00 | 7.00 |

ANOVA: Military-Related Values

|                                                        |                | Sum of Squares | df   | Mean Square | F       | Sig. |
|--------------------------------------------------------|----------------|----------------|------|-------------|---------|------|
| A09A I-9a:<br>Loyalty to US<br>Army                    | Between Groups | 3.571          | 1    | 3.571       | 1.688   | .194 |
|                                                        | Within Groups  | 17885.753      | 8453 | 2.116       |         |      |
|                                                        | Total          | 17889.324      | 8454 |             |         |      |
| A09B I-9b:<br>Loyalty to unit<br>or organization       | Between Groups | 5.191          | 1    | 5.191       | 3.394   | .065 |
|                                                        | Within Groups  | 12922.855      | 8450 | 1.529       |         |      |
|                                                        | Total          | 12928.046      | 8451 |             |         |      |
| A09C I-9c:<br>Taking<br>responsibility                 | Between Groups | 17.970         | 1    | 17.970      | 20.630  | .000 |
|                                                        | Within Groups  | 7355.177       | 8444 | .871        |         |      |
|                                                        | Total          | 7373.148       | 8445 |             |         |      |
| A09D I-9d: Put<br>good of many<br>ahead own<br>welfare | Between Groups | 7.646          | 1    | 7.646       | 3.303   | .069 |
|                                                        | Within Groups  | 19530.915      | 8438 | 2.315       |         |      |
|                                                        | Total          | 19538.561      | 8439 |             |         |      |
| A09E I-9e:<br>Dedication to<br>serving the US          | Between Groups | 122.731        | 1    | 122.731     | 40.249  | .000 |
|                                                        | Within Groups  | 25726.613      | 8437 | 3.049       |         |      |
|                                                        | Total          | 25849.344      | 8438 |             |         |      |
| A09F I-9f:<br>Commitment to<br>working as a<br>team    | Between Groups | 26.799         | 1    | 26.799      | 18.736  | .000 |
|                                                        | Within Groups  | 12045.300      | 8421 | 1.430       |         |      |
|                                                        | Total          | 12072.099      | 8422 |             |         |      |
| A09G I-9g:<br>Dedication to<br>learn & doing<br>well   | Between Groups | 59.512         | 1    | 59.512      | 64.678  | .000 |
|                                                        | Within Groups  | 7770.411       | 8445 | .920        |         |      |
|                                                        | Total          | 7829.923       | 8446 |             |         |      |
| A09H I-9h:<br>Drive to<br>succeed &<br>advance         | Between Groups | 58.503         | 1    | 58.503      | 57.708  | .000 |
|                                                        | Within Groups  | 8558.215       | 8442 | 1.014       |         |      |
|                                                        | Total          | 8616.718       | 8443 |             |         |      |
| A09I I-9i:<br>Being honest,<br>open, and<br>truthful   | Between Groups | 105.305        | 1    | 105.305     | 104.143 | .000 |
|                                                        | Within Groups  | 8531.125       | 8437 | 1.011       |         |      |
|                                                        | Total          | 8636.430       | 8438 |             |         |      |
| A09J I-9j:<br>Disciplined &<br>courageous in<br>battle | Between Groups | 9.482          | 1    | 9.482       | 5.535   | .019 |
|                                                        | Within Groups  | 14450.208      | 8435 | 1.713       |         |      |
|                                                        | Total          | 14459.690      | 8436 |             |         |      |
| A09K I-9k:<br>Standing up for<br>what you<br>believe   | Between Groups | 20.972         | 1    | 20.972      | 25.024  | .000 |
|                                                        | Within Groups  | 7076.708       | 8444 | .838        |         |      |
|                                                        | Total          | 7097.679       | 8445 |             |         |      |
| A09L I-9l:<br>Working<br>tactfully/mil.<br>courtesy    | Between Groups | 87.348         | 1    | 87.348      | 56.702  | .000 |
|                                                        | Within Groups  | 12980.019      | 8426 | 1.540       |         |      |
|                                                        | Total          | 13067.366      | 8427 |             |         |      |

|                                                    |                |           |      |           |         |      |
|----------------------------------------------------|----------------|-----------|------|-----------|---------|------|
| A09M I-9m:<br>Excellent<br>military<br>bearing     | Between Groups | 61.068    | 1    | 61.068    | 34.592  | .000 |
|                                                    | Within Groups  | 14889.130 | 8434 | 1.765     |         |      |
|                                                    | Total          | 14950.198 | 8435 |           |         |      |
| A09N I-9n:<br>Equal opp<br>regardless of<br>gender | Between Groups | 355.975   | 1    | 355.975   | 213.661 | .000 |
|                                                    | Within Groups  | 14051.644 | 8434 | 1.666     |         |      |
|                                                    | Total          | 14407.619 | 8435 |           |         |      |
| A09O I-9o:<br>High moral<br>standards              | Between Groups | 131.897   | 1    | 131.897   | 86.129  | .000 |
|                                                    | Within Groups  | 12920.396 | 8437 | 1.531     |         |      |
|                                                    | Total          | 13052.293 | 8438 |           |         |      |
| A09P I-9p:<br>Physical<br>fitness &<br>stamina     | Between Groups | 7.738E-02 | 1    | 7.738E-02 | .067    | .795 |
|                                                    | Within Groups  | 9697.501  | 8438 | 1.149     |         |      |
|                                                    | Total          | 9697.578  | 8439 |           |         |      |

**Descriptives: Occupational Values**

|      |                 |             | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|------|-----------------|-------------|------|--------|-------------------|---------------|----------------------------------|-------------|---------|---------|
|      |                 |             |      |        |                   |               | Lower Bound                      | Upper Bound |         |         |
| A01B | I-1b:           | .00 Male    | 6837 | 2.1014 | 1.1810            | 1.428E-02     | 2.0734                           | 2.1294      | 1.00    | 5.00    |
|      | Steady job-no   | 1.00 Female | 1571 | 1.9083 | 1.1084            | 2.796E-02     | 1.8535                           | 1.9632      | 1.00    | 5.00    |
|      | chance for lay  |             |      |        |                   |               |                                  |             |         |         |
|      | off             | Total       | 8408 | 2.0653 | 1.1701            | 1.276E-02     | 2.0403                           | 2.0903      | 1.00    | 5.00    |
| A01D | I-1d: Job       | .00 Male    | 6824 | 1.8601 | .9983             | 1.208E-02     | 1.8364                           | 1.8837      | 1.00    | 5.00    |
|      | offers good pay | 1.00 Female | 1567 | 1.7205 | .9082             | 2.294E-02     | 1.6755                           | 1.7655      | 1.00    | 5.00    |
|      |                 | Total       | 8391 | 1.8340 | .9835             | 1.074E-02     | 1.8129                           | 1.8550      | 1.00    | 5.00    |
| A01E | I-1e: Job       | .00 Male    | 6825 | 1.8297 | .9769             | 1.182E-02     | 1.8066                           | 1.8529      | 1.00    | 5.00    |
|      | offers good     | 1.00 Female | 1569 | 1.7642 | .9499             | 2.398E-02     | 1.7171                           | 1.8112      | 1.00    | 5.00    |
|      | fringe benefits | Total       | 8394 | 1.8175 | .9722             | 1.061E-02     | 1.7967                           | 1.8383      | 1.00    | 5.00    |
| A02B | I-2b:           | .00 Male    | 6827 | 2.2648 | 1.1864            | 1.436E-02     | 2.2367                           | 2.2930      | 1.00    | 5.00    |
|      | Enlistment-job  | 1.00 Female | 1568 | 2.0357 | 1.1040            | 2.788E-02     | 1.9810                           | 2.0904      | 1.00    | 5.00    |
|      | security        | Total       | 8395 | 2.2220 | 1.1748            | 1.282E-02     | 2.1969                           | 2.2472      | 1.00    | 5.00    |
| A02C | I-2c:           | .00 Male    | 6806 | 2.1985 | 1.0939            | 1.326E-02     | 2.1725                           | 2.2245      | 1.00    | 5.00    |
|      | Enlistment-prom | 1.00 Female | 1562 | 2.0858 | 1.0614            | 2.686E-02     | 2.0331                           | 2.1385      | 1.00    | 5.00    |
|      | otion opps      | Total       | 8368 | 2.1775 | 1.0887            | 1.190E-02     | 2.1541                           | 2.2008      | 1.00    | 5.00    |
| A02D | I-2d:           | .00 Male    | 6716 | 2.1635 | 1.2075            | 1.473E-02     | 2.1346                           | 2.1924      | 1.00    | 5.00    |
|      | Enlistment-reti | 1.00 Female | 1524 | 2.1417 | 1.1702            | 2.997E-02     | 2.0829                           | 2.2005      | 1.00    | 5.00    |
|      | rement benefits | Total       | 8240 | 2.1595 | 1.2006            | 1.323E-02     | 2.1335                           | 2.1854      | 1.00    | 5.00    |
| A02F | I-2f:           | .00 Male    | 6828 | 2.5599 | 1.3142            | 1.590E-02     | 2.5287                           | 2.5911      | 1.00    | 5.00    |
|      | Enlistment-bett | 1.00 Female | 1568 | 2.3438 | 1.2895            | 3.257E-02     | 2.2799                           | 2.4076      | 1.00    | 5.00    |
|      | er job opps     | Total       | 8396 | 2.5195 | 1.3122            | 1.432E-02     | 2.4915                           | 2.5476      | 1.00    | 5.00    |
| A02G | I-2g:           | .00 Male    | 6842 | 2.0615 | 1.1437            | 1.383E-02     | 2.0344                           | 2.0886      | 1.00    | 5.00    |
|      | Enlistment-secu | 1.00 Female | 1571 | 1.9166 | 1.0808            | 2.727E-02     | 1.8631                           | 1.9701      | 1.00    | 5.00    |
|      | re job          |             |      |        |                   |               |                                  |             |         |         |
|      | w/benefits      | Total       | 8413 | 2.0345 | 1.1336            | 1.236E-02     | 2.0102                           | 2.0587      | 1.00    | 5.00    |

**ANOVA: Occupational Values**

|                                                       |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|-------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| A01B I-1b:<br>Steady job-no<br>chance for lay<br>off  | Between Groups | 47.595         | 1    | 47.595      | 34.900 | .000 |
|                                                       | Within Groups  | 11463.558      | 8406 | 1.364       |        |      |
|                                                       | Total          | 11511.153      | 8407 |             |        |      |
| A01D I-1d: Job<br>offers good pay                     | Between Groups | 24.824         | 1    | 24.824      | 25.738 | .000 |
|                                                       | Within Groups  | 8090.923       | 8389 | .964        |        |      |
|                                                       | Total          | 8115.746       | 8390 |             |        |      |
| A01E I-1e: Job<br>offers good<br>fringe benefits      | Between Groups | 5.484          | 1    | 5.484       | 5.805  | .016 |
|                                                       | Within Groups  | 7926.909       | 8392 | .945        |        |      |
|                                                       | Total          | 7932.393       | 8393 |             |        |      |
| A02B I-2b:<br>Enlistment-job<br>security              | Between Groups | 66.937         | 1    | 66.937      | 48.780 | .000 |
|                                                       | Within Groups  | 11517.186      | 8393 | 1.372       |        |      |
|                                                       | Total          | 11584.123      | 8394 |             |        |      |
| A02C I-2c:<br>Enlistment-prom<br>otion opps           | Between Groups | 16.140         | 1    | 16.140      | 13.637 | .000 |
|                                                       | Within Groups  | 9901.329       | 8366 | 1.184       |        |      |
|                                                       | Total          | 9917.469       | 8367 |             |        |      |
| A02D I-2d:<br>Enlistment-reti<br>rement benefits      | Between Groups | .588           | 1    | .588        | .408   | .523 |
|                                                       | Within Groups  | 11875.874      | 8238 | 1.442       |        |      |
|                                                       | Total          | 11876.462      | 8239 |             |        |      |
| A02F I-2f:<br>Enlistment-bett<br>er job opps          | Between Groups | 59.577         | 1    | 59.577      | 34.738 | .000 |
|                                                       | Within Groups  | 14396.219      | 8394 | 1.715       |        |      |
|                                                       | Total          | 14455.797      | 8395 |             |        |      |
| A02G I-2g:<br>Enlistment-secu<br>re job<br>w/benefits | Between Groups | 26.832         | 1    | 26.832      | 20.929 | .000 |
|                                                       | Within Groups  | 10783.172      | 8411 | 1.282       |        |      |
|                                                       | Total          | 10810.004      | 8412 |             |        |      |

Descriptives: Institutional Values

|                                                        |       |        |      | N      | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|--------------------------------------------------------|-------|--------|------|--------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                        |       |        |      |        |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| A01A I-1a: Job<br>gives chance to<br>serve country     | .00   | Male   | 6849 | 2.4928 | 1.1345 | 1.371E-02         | 2.4659        | 2.5196                              | 1.00        | 5.00    |         |
|                                                        | 1.00  | Female | 1567 | 2.7058 | 1.1007 | 2.781E-02         | 2.6513        | 2.7603                              | 1.00        | 5.00    |         |
|                                                        | Total |        | 8416 | 2.5324 | 1.1313 | 1.233E-02         | 2.5083        | 2.5566                              | 1.00        | 5.00    |         |
| A01C I-1c: Job<br>which makes<br>world better<br>place | .00   | Male   | 6825 | 2.5160 | 1.1693 | 1.415E-02         | 2.4883        | 2.5438                              | 1.00        | 5.00    |         |
|                                                        | 1.00  | Female | 1572 | 2.2748 | 1.0838 | 2.733E-02         | 2.2212        | 2.3284                              | 1.00        | 5.00    |         |
|                                                        | Total |        | 8397 | 2.4709 | 1.1576 | 1.263E-02         | 2.4461        | 2.4956                              | 1.00        | 5.00    |         |
| A02A I-2a:<br>Enlistment-serv<br>e my country          | .00   | Male   | 6837 | 2.6632 | 1.2046 | 1.457E-02         | 2.6346        | 2.6917                              | 1.00        | 5.00    |         |
|                                                        | 1.00  | Female | 1563 | 2.9642 | 1.1617 | 2.938E-02         | 2.9065        | 3.0218                              | 1.00        | 5.00    |         |
|                                                        | Total |        | 8400 | 2.7192 | 1.2024 | 1.312E-02         | 2.6935        | 2.7449                              | 1.00        | 5.00    |         |
| A02E I-2e:<br>Enlistment-trad<br>ition of<br>service   | .00   | Male   | 6808 | 3.6732 | 1.4303 | 1.733E-02         | 3.6392        | 3.7072                              | 1.00        | 5.00    |         |
|                                                        | 1.00  | Female | 1561 | 3.9423 | 1.3636 | 3.451E-02         | 3.8746        | 4.0100                              | 1.00        | 5.00    |         |
|                                                        | Total |        | 8369 | 3.7234 | 1.4219 | 1.554E-02         | 3.6929        | 3.7539                              | 1.00        | 5.00    |         |

ANOVA: Institutional Values

|                                                        |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|--------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| A01A I-1a: Job<br>gives chance to<br>serve country     | Between Groups | 57.875         | 1    | 57.875      | 45.462 | .000 |
|                                                        | Within Groups  | 10711.269      | 8414 | 1.273       |        |      |
|                                                        | Total          | 10769.144      | 8415 |             |        |      |
| A01C I-1c: Job<br>which makes<br>world better<br>place | Between Groups | 74.355         | 1    | 74.355      | 55.854 | .000 |
|                                                        | Within Groups  | 11175.776      | 8395 | 1.331       |        |      |
|                                                        | Total          | 11250.131      | 8396 |             |        |      |
| A02A I-2a:<br>Enlistment-serv<br>e my country          | Between Groups | 115.271        | 1    | 115.271     | 80.488 | .000 |
|                                                        | Within Groups  | 12027.243      | 8398 | 1.432       |        |      |
|                                                        | Total          | 12142.514      | 8399 |             |        |      |
| A02E I-2e:<br>Enlistment-trad<br>ition of<br>service   | Between Groups | 92.000         | 1    | 92.000      | 45.747 | .000 |
|                                                        | Within Groups  | 16826.633      | 8367 | 2.011       |        |      |
|                                                        | Total          | 16918.634      | 8368 |             |        |      |

Descriptives: Factor 1. Selfishness

|                                                       |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|-------------------------------------------------------|-------|----------|------|--------|-------------------|---------------|----------------------------------|-------------|---------|---------|
|                                                       |       |          |      |        |                   |               | Lower Bound                      | Upper Bound |         |         |
| C02C III-2c:<br>Join in making<br>fun of<br>handicap  | 1.00  | Black    | 1651 | 3.8086 | .6177             | 1.520E-02     | 3.7788                           | 3.8384      | 1.00    | 4.00    |
|                                                       | 2.00  | Hispanic | 1297 | 3.8689 | .5268             | 1.463E-02     | 3.8402                           | 3.8976      | 1.00    | 4.00    |
|                                                       | 3.00  | White    | 4913 | 3.9165 | .3948             | 5.633E-03     | 3.9055                           | 3.9276      | 1.00    | 4.00    |
|                                                       | 4.00  | Other    | 517  | 3.9149 | .3944             | 1.734E-02     | 3.8808                           | 3.9490      | 1.00    | 4.00    |
|                                                       | Total |          | 8378 | 3.8878 | .4700             | 5.135E-03     | 3.8777                           | 3.8979      | 1.00    | 4.00    |
| C04D III-4d:<br>Join others in<br>criticizing         | 1.00  | Black    | 1641 | 3.6332 | .7983             | 1.971E-02     | 3.5945                           | 3.6718      | 1.00    | 4.00    |
|                                                       | 2.00  | Hispanic | 1292 | 3.6625 | .7452             | 2.073E-02     | 3.6219                           | 3.7032      | 1.00    | 4.00    |
|                                                       | 3.00  | White    | 4899 | 3.7626 | .6285             | 8.980E-03     | 3.7450                           | 3.7802      | 1.00    | 4.00    |
|                                                       | 4.00  | Other    | 513  | 3.6823 | .6920             | 3.055E-02     | 3.6222                           | 3.7423      | 1.00    | 4.00    |
|                                                       | Total |          | 8345 | 3.7167 | .6896             | 7.549E-03     | 3.7019                           | 3.7315      | 1.00    | 4.00    |
| C05C III-5c:<br>Avoid & hope<br>she finds<br>someone  | 1.00  | Black    | 1640 | 3.3841 | .8810             | 2.175E-02     | 3.3415                           | 3.4268      | 1.00    | 4.00    |
|                                                       | 2.00  | Hispanic | 1293 | 3.3774 | .8610             | 2.394E-02     | 3.3304                           | 3.4244      | 1.00    | 4.00    |
|                                                       | 3.00  | White    | 4900 | 3.4047 | .8171             | 1.167E-02     | 3.3818                           | 3.4276      | 1.00    | 4.00    |
|                                                       | 4.00  | Other    | 514  | 3.3502 | .8342             | 3.679E-02     | 3.2779                           | 3.4225      | 1.00    | 4.00    |
|                                                       | Total |          | 8347 | 3.3931 | .8379             | 9.171E-03     | 3.3751                           | 3.4111      | 1.00    | 4.00    |
| C05D III-5d:<br>Make up excuse<br>to not do work      | 1.00  | Black    | 1641 | 3.4826 | .8574             | 2.117E-02     | 3.4411                           | 3.5241      | 1.00    | 4.00    |
|                                                       | 2.00  | Hispanic | 1294 | 3.5386 | .7785             | 2.164E-02     | 3.4962                           | 3.5811      | 1.00    | 4.00    |
|                                                       | 3.00  | White    | 4896 | 3.5588 | .7502             | 1.072E-02     | 3.5378                           | 3.5798      | 1.00    | 4.00    |
|                                                       | 4.00  | Other    | 513  | 3.4717 | .7978             | 3.522E-02     | 3.4025                           | 3.5409      | 1.00    | 4.00    |
|                                                       | Total |          | 8344 | 3.5354 | .7803             | 8.542E-03     | 3.5186                           | 3.5521      | 1.00    | 4.00    |
| C06C III-6c:<br>Vouch for<br>preferred<br>hours       | 1.00  | Black    | 1638 | 2.8480 | 1.0912            | 2.696E-02     | 2.7951                           | 2.9009      | 1.00    | 4.00    |
|                                                       | 2.00  | Hispanic | 1294 | 2.9529 | 1.0324            | 2.870E-02     | 2.8966                           | 3.0092      | 1.00    | 4.00    |
|                                                       | 3.00  | White    | 4905 | 2.9729 | 1.0083            | 1.440E-02     | 2.9447                           | 3.0011      | 1.00    | 4.00    |
|                                                       | 4.00  | Other    | 512  | 2.9688 | 1.0218            | 4.516E-02     | 2.8800                           | 3.0575      | 1.00    | 4.00    |
|                                                       | Total |          | 8349 | 2.9450 | 1.0305            | 1.128E-02     | 2.9229                           | 2.9671      | 1.00    | 4.00    |
| C07B III-7b:<br>Death in<br>family & can't<br>go      | 1.00  | Black    | 1643 | 3.5806 | .8110             | 2.001E-02     | 3.5414                           | 3.6199      | 1.00    | 4.00    |
|                                                       | 2.00  | Hispanic | 1295 | 3.6494 | .7359             | 2.045E-02     | 3.6093                           | 3.6895      | 1.00    | 4.00    |
|                                                       | 3.00  | White    | 4908 | 3.6936 | .6559             | 9.363E-03     | 3.6752                           | 3.7119      | 1.00    | 4.00    |
|                                                       | 4.00  | Other    | 514  | 3.6070 | .7475             | 3.297E-02     | 3.5422                           | 3.6718      | 1.00    | 4.00    |
|                                                       | Total |          | 8360 | 3.6592 | .7085             | 7.749E-03     | 3.6440                           | 3.6744      | 1.00    | 4.00    |
| C08C III-8c:<br>Make<br>photocopies of<br>evaluations | 1.00  | Black    | 1625 | 3.3785 | .9914             | 2.459E-02     | 3.3302                           | 3.4267      | 1.00    | 4.00    |
|                                                       | 2.00  | Hispanic | 1290 | 3.5070 | .8854             | 2.465E-02     | 3.4586                           | 3.5553      | 1.00    | 4.00    |
|                                                       | 3.00  | White    | 4897 | 3.5708 | .8326             | 1.190E-02     | 3.5474                           | 3.5941      | 1.00    | 4.00    |
|                                                       | 4.00  | Other    | 511  | 3.4697 | .8958             | 3.963E-02     | 3.3918                           | 3.5475      | 1.00    | 4.00    |
|                                                       | Total |          | 8323 | 3.5171 | .8808             | 9.655E-03     | 3.4982                           | 3.5360      | 1.00    | 4.00    |

|                |       |          |       |        |        |           |        |        |       |       |
|----------------|-------|----------|-------|--------|--------|-----------|--------|--------|-------|-------|
| C10B III-10b:  | 1.00  | Black    | 1633  | 3.6050 | .7837  | 1.939E-02 | 3.5670 | 3.6431 | 1.00  | 4.00  |
| Join in        | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| trashing the   | 2.00  | Hispanic | 1296  | 3.6698 | .6856  | 1.904E-02 | 3.6324 | 3.7071 | 1.00  | 4.00  |
| "loser"        | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 3.00  | White    | 4893  | 3.7008 | .6222  | 8.895E-03 | 3.6834 | 3.7182 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 4.00  | Other    | 513   | 3.6062 | .7132  | 3.149E-02 | 3.5444 | 3.6681 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| Total          | ----- | -----    | 8335  | 3.6714 | .6734  | 7.376E-03 | 3.6569 | 3.6858 | 1.00  | 4.00  |
| C11A III-11a:  | 1.00  | Black    | 1635  | 3.3070 | 1.0176 | 2.517E-02 | 3.2577 | 3.3564 | 1.00  | 4.00  |
| Join           | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| co-workers for | 2.00  | Hispanic | 1290  | 3.2504 | 1.0089 | 2.809E-02 | 3.1953 | 3.3055 | 1.00  | 4.00  |
| few beers      | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 3.00  | White    | 4889  | 3.0990 | 1.0623 | 1.519E-02 | 3.0692 | 3.1288 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 4.00  | Other    | 509   | 3.1827 | 1.0098 | 4.476E-02 | 3.0948 | 3.2706 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| Total          | ----- | -----    | 8323  | 3.1684 | 1.0458 | 1.146E-02 | 3.1460 | 3.1909 | 1.00  | 4.00  |
| C12A III-12a:  | 1.00  | Black    | 1625  | 3.3680 | .9700  | 2.406E-02 | 3.3208 | 3.4152 | 1.00  | 4.00  |
| Let co-worker  | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| take fall      | 2.00  | Hispanic | 1278  | 3.5023 | .8513  | 2.381E-02 | 3.4556 | 3.5491 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 3.00  | White    | 4872  | 3.5523 | .7780  | 1.115E-02 | 3.5305 | 3.5742 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 4.00  | Other    | 508   | 3.4173 | .8788  | 3.899E-02 | 3.3407 | 3.4939 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| Total          | ----- | -----    | 8283  | 3.5002 | .8396  | 9.226E-03 | 3.4821 | 3.5183 | 1.00  | 4.00  |
| C12B III-12b:  | 1.00  | Black    | 1620  | 3.4846 | .8928  | 2.218E-02 | 3.4411 | 3.5281 | 1.00  | 4.00  |
| Make sure      | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| co-worker is   | 2.00  | Hispanic | 1273  | 3.5899 | .8048  | 2.256E-02 | 3.5457 | 3.6342 | 1.00  | 4.00  |
| blamed         | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 3.00  | White    | 4868  | 3.6779 | .7059  | 1.012E-02 | 3.6581 | 3.6977 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 4.00  | Other    | 506   | 3.5830 | .7898  | 3.511E-02 | 3.5140 | 3.6520 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| Total          | ----- | -----    | 8267  | 3.6207 | .7701  | 8.470E-03 | 3.6041 | 3.6373 | 1.00  | 4.00  |
| C12CR III-12c  | 1.00  | Black    | 1635  | 3.4599 | .8338  | 2.062E-02 | 3.4195 | 3.5004 | 1.00  | 4.00  |
| (Reversed)     | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| Come forward   | 2.00  | Hispanic | 1285  | 3.5198 | .7877  | 2.197E-02 | 3.4767 | 3.5630 | 1.00  | 4.00  |
| and admit      | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 3.00  | White    | 4893  | 3.5945 | .7073  | 1.011E-02 | 3.5747 | 3.6143 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 4.00  | Other    | 511   | 3.4912 | .7691  | 3.403E-02 | 3.4243 | 3.5580 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| Total          | ----- | -----    | 8324  | 3.5502 | .7521  | 8.244E-03 | 3.5341 | 3.5664 | 1.00  | 4.00  |
| C12D III-12d:  | 1.00  | Black    | 1619  | 3.0791 | 1.0565 | 2.626E-02 | 3.0276 | 3.1306 | 1.00  | 4.00  |
| Persuade boss  | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| to take it     | 2.00  | Hispanic | 1271  | 3.2054 | 1.0138 | 2.844E-02 | 3.1496 | 3.2611 | 1.00  | 4.00  |
| easy           | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 3.00  | White    | 4856  | 3.2051 | .9612  | 1.379E-02 | 3.1781 | 3.2321 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 4.00  | Other    | 505   | 3.0851 | 1.0190 | 4.535E-02 | 2.9961 | 3.1742 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| Total          | ----- | -----    | 8251  | 3.1731 | .9936  | 1.094E-02 | 3.1516 | 3.1945 | 1.00  | 4.00  |
| C14C III-14c:  | 1.00  | Black    | 1626  | 3.0424 | .9848  | 2.442E-02 | 2.9945 | 3.0903 | 1.00  | 4.00  |
| Brush it off   | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 2.00  | Hispanic | 1269  | 3.0489 | .9419  | 2.644E-02 | 2.9970 | 3.1007 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 3.00  | White    | 4866  | 3.0000 | .9331  | 1.338E-02 | 2.9738 | 3.0262 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
|                | 4.00  | Other    | 504   | 2.9980 | .9363  | 4.171E-02 | 2.9161 | 3.0800 | 1.00  | 4.00  |
|                | ----- | -----    | ----- | -----  | -----  | -----     | -----  | -----  | ----- | ----- |
| Total          | ----- | -----    | 8265  | 3.0157 | .9451  | 1.040E-02 | 2.9954 | 3.0361 | 1.00  | 4.00  |

|                                                                     |       |          |      |        |        |           |        |        |      |      |
|---------------------------------------------------------------------|-------|----------|------|--------|--------|-----------|--------|--------|------|------|
| C15A III-15a:<br>No part of<br>selling, will<br>buy                 | 1.00  | Black    | 1622 | 2.8551 | 1.1716 | 2.909E-02 | 2.7981 | 2.9122 | 1.00 | 4.00 |
|                                                                     | 2.00  | Hispanic | 1274 | 2.8995 | 1.1464 | 3.212E-02 | 2.8365 | 2.9625 | 1.00 | 4.00 |
|                                                                     | 3.00  | White    | 4871 | 3.0505 | 1.0408 | 1.491E-02 | 3.0213 | 3.0797 | 1.00 | 4.00 |
|                                                                     | 4.00  | Other    | 506  | 2.9743 | 1.0870 | 4.832E-02 | 2.8794 | 3.0692 | 1.00 | 4.00 |
|                                                                     | Total |          | 8273 | 2.9843 | 1.0900 | 1.198E-02 | 2.9608 | 3.0078 | 1.00 | 4.00 |
| C15BR III-15b<br>(Reversed)<br>Nothing to do<br>with whole<br>thing | 1.00  | Black    | 1632 | 2.9626 | 1.1300 | 2.797E-02 | 2.9078 | 3.0175 | 1.00 | 4.00 |
|                                                                     | 2.00  | Hispanic | 1276 | 3.0478 | 1.1012 | 3.083E-02 | 2.9873 | 3.1083 | 1.00 | 4.00 |
|                                                                     | 3.00  | White    | 4883 | 3.0463 | 1.0841 | 1.551E-02 | 3.0159 | 3.0767 | 1.00 | 4.00 |
|                                                                     | 4.00  | Other    | 508  | 3.0098 | 1.1209 | 4.973E-02 | 2.9121 | 3.1075 | 1.00 | 4.00 |
|                                                                     | Total |          | 8299 | 3.0278 | 1.0985 | 1.206E-02 | 3.0042 | 3.0515 | 1.00 | 4.00 |
| C15C III-15c:<br>Help sell &<br>accept free<br>copy                 | 1.00  | Black    | 1620 | 3.2463 | 1.0363 | 2.575E-02 | 3.1958 | 3.2968 | 1.00 | 4.00 |
|                                                                     | 2.00  | Hispanic | 1266 | 3.3847 | .9349  | 2.628E-02 | 3.3331 | 3.4362 | 1.00 | 4.00 |
|                                                                     | 3.00  | White    | 4866 | 3.3975 | .9141  | 1.310E-02 | 3.3718 | 3.4231 | 1.00 | 4.00 |
|                                                                     | 4.00  | Other    | 505  | 3.3446 | .9471  | 4.214E-02 | 3.2618 | 3.4274 | 1.00 | 4.00 |
|                                                                     | Total |          | 8257 | 3.3626 | .9461  | 1.041E-02 | 3.3422 | 3.3830 | 1.00 | 4.00 |

## ANOVA: Factor 1. Slefishness

|                                                          |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|----------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| C02C III-2c:<br>Join in making<br>fun of handicap        | Between Groups | 15.258         | 3    | 5.086       | 23.206 | .000 |
|                                                          | Within Groups  | 1835.276       | 8374 | .219        |        |      |
|                                                          | Total          | 1850.533       | 8377 |             |        |      |
| C04D III-4d:<br>Join others in<br>criticizing            | Between Groups | 26.177         | 3    | 8.726       | 18.462 | .000 |
|                                                          | Within Groups  | 3942.141       | 8341 | .473        |        |      |
|                                                          | Total          | 3968.318       | 8344 |             |        |      |
| C05C III-5c:<br>Avoid & hope<br>she finds<br>someone     | Between Groups | 2.054          | 3    | .685        | .975   | .403 |
|                                                          | Within Groups  | 5857.265       | 8343 | .702        |        |      |
|                                                          | Total          | 5859.320       | 8346 |             |        |      |
| C05D III-5d:<br>Make up excuse<br>to not do work         | Between Groups | 9.348          | 3    | 3.116       | 5.126  | .002 |
|                                                          | Within Groups  | 5070.222       | 8340 | .608        |        |      |
|                                                          | Total          | 5079.570       | 8343 |             |        |      |
| C06C III-6c:<br>Vouch for<br>preferred hours             | Between Groups | 19.599         | 3    | 6.533       | 6.163  | .000 |
|                                                          | Within Groups  | 8846.166       | 8345 | 1.060       |        |      |
|                                                          | Total          | 8865.766       | 8348 |             |        |      |
| C07B III-7b:<br>Death in family<br>& can't go            | Between Groups | 17.458         | 3    | 5.819       | 11.637 | .000 |
|                                                          | Within Groups  | 4178.633       | 8356 | .500        |        |      |
|                                                          | Total          | 4196.091       | 8359 |             |        |      |
| C08C III-8c:<br>Make<br>photocopies of<br>evaluations    | Between Groups | 46.615         | 3    | 15.538      | 20.167 | .000 |
|                                                          | Within Groups  | 6409.696       | 8319 | .770        |        |      |
|                                                          | Total          | 6456.310       | 8322 |             |        |      |
| C10B III-10b:<br>Join in<br>trashing the<br>"loser"      | Between Groups | 13.605         | 3    | 4.535       | 10.034 | .000 |
|                                                          | Within Groups  | 3765.320       | 8331 | .452        |        |      |
|                                                          | Total          | 3778.925       | 8334 |             |        |      |
| C11A III-11a:<br>Join co-workers<br>for few beers        | Between Groups | 63.748         | 3    | 21.249      | 19.559 | .000 |
|                                                          | Within Groups  | 9038.087       | 8319 | 1.086       |        |      |
|                                                          | Total          | 9101.835       | 8322 |             |        |      |
| C12A III-12a:<br>Let co-worker<br>take fall              | Between Groups | 45.140         | 3    | 15.047      | 21.501 | .000 |
|                                                          | Within Groups  | 5793.610       | 8279 | .700        |        |      |
|                                                          | Total          | 5838.750       | 8282 |             |        |      |
| C12B III-12b:<br>Make sure<br>co-worker is<br>blamed     | Between Groups | 47.870         | 3    | 15.957      | 27.160 | .000 |
|                                                          | Within Groups  | 4854.521       | 8263 | .588        |        |      |
|                                                          | Total          | 4902.391       | 8266 |             |        |      |
| C12CR III-12c<br>(Reversed) Come<br>forward and<br>admit | Between Groups | 25.896         | 3    | 8.632       | 15.339 | .000 |
|                                                          | Within Groups  | 4682.114       | 8320 | .563        |        |      |
|                                                          | Total          | 4708.010       | 8323 |             |        |      |

|                 |                |           |       |        |        |       |
|-----------------|----------------|-----------|-------|--------|--------|-------|
| C12D III-12d:   | Between Groups | 24.520    | 3     | 8.173  | 8.301  | .000  |
| Persuade boss   | -----          | -----     | ----- | -----  | -----  | ----- |
| to take it easy | Within Groups  | 8120.336  | 8247  | .985   |        |       |
|                 | Total          | 8144.856  | 8250  |        |        |       |
| C14C III-14c:   | Between Groups | 3.914     | 3     | 1.305  | 1.461  | .223  |
| Brush it off    | -----          | -----     | ----- | -----  | -----  | ----- |
|                 | Within Groups  | 7378.041  | 8261  | .893   |        |       |
|                 | Total          | 7381.955  | 8264  |        |        |       |
| C15A III-15a:   | Between Groups | 57.623    | 3     | 19.208 | 16.256 | .000  |
| No part of      | -----          | -----     | ----- | -----  | -----  | ----- |
| selling, will   | Within Groups  | 9770.335  | 8269  | 1.182  |        |       |
| buy             | Total          | 9827.957  | 8272  |        |        |       |
| C15BR III-15b   | Between Groups | 9.276     | 3     | 3.092  | 2.564  | .053  |
| (Reversed)      | -----          | -----     | ----- | -----  | -----  | ----- |
| Nothing to do   | Within Groups  | 10003.295 | 8295  | 1.206  |        |       |
| with whole      | Total          | 10012.570 | 8298  |        |        |       |
| thing           | -----          | -----     | ----- | -----  | -----  | ----- |
| C15C III-15c:   | Between Groups | 28.605    | 3     | 9.535  | 10.689 | .000  |
| Help sell &     | -----          | -----     | ----- | -----  | -----  | ----- |
| accept free     | Within Groups  | 7361.766  | 8253  | .892   |        |       |
| copy            | Total          | 7390.371  | 8256  |        |        |       |
|                 | -----          | -----     | ----- | -----  | -----  | ----- |

Post Hoc Tests: Factor 1. Selfishness

Multiple Comparisons

Tukey HSD

| Dependent Variable                          | (I) RACEETHN Race/Ethnicity |               | (J) RACEETHN Race/Ethnicity |            | Mean Difference (I-J) | Std. Error | Sig.  | 99% Confidence Interval |             |
|---------------------------------------------|-----------------------------|---------------|-----------------------------|------------|-----------------------|------------|-------|-------------------------|-------------|
|                                             |                             |               |                             |            |                       |            |       | Lower Bound             | Upper Bound |
| C02C III-2c: Join in making fun of handicap | 1.00 Black                  | 2.00 Hispanic | 3.00 White                  | 4.00 Other | -6.0327E-02           | .017       | .003  | -.1144                  | -6.2496E-03 |
|                                             |                             |               |                             |            | -.1079                | .013       | .000  | -.1494                  | -6.6486E-02 |
|                                             |                             |               |                             |            | -.1063                | .024       | .000  | -.1797                  | -3.2840E-02 |
|                                             | 2.00 Hispanic               | 1.00 Black    | 3.00 White                  | 4.00 Other | 6.033E-02             | .017       | .003  | 6.250E-03               | .1144       |
|                                             |                             |               |                             |            | -4.7620E-02           | .015       | .006  | -9.3119E-02             | -2.1206E-03 |
|                                             |                             |               |                             |            | -4.5965E-02           | .024       | .233  | -.1218                  | 2.984E-02   |
|                                             | 3.00 White                  | 1.00 Black    | 2.00 Hispanic               | 4.00 Other | .1079                 | .013       | .000  | 6.649E-02               | .1494       |
|                                             |                             |               |                             |            | 4.762E-02             | .015       | .006  | 2.121E-03               | 9.312E-02   |
|                                             |                             |               |                             |            | 1.654E-03             | .022       | 1.000 | -6.5733E-02             | 6.904E-02   |
|                                             | 4.00 Other                  | 1.00 Black    | 2.00 Hispanic               | 3.00 White | .1063                 | .024       | .000  | 3.284E-02               | .1797       |
|                                             |                             |               |                             |            | 4.597E-02             | .024       | .233  | -2.9841E-02             | .1218       |
|                                             |                             |               |                             |            | -1.6543E-03           | .022       | 1.000 | -6.9042E-02             | 6.573E-02   |
| C04D III-4d: Join others in criticizing     | 1.00 Black                  | 2.00 Hispanic | 3.00 White                  | 4.00 Other | -2.9388E-02           | .026       | .659  | -.1090                  | 5.022E-02   |
|                                             |                             |               |                             |            | -.1295                | .020       | .000  | -.1905                  | -6.8409E-02 |
|                                             |                             |               |                             |            | -4.9111E-02           | .035       | .492  | -.1574                  | 5.915E-02   |
|                                             | 2.00 Hispanic               | 1.00 Black    | 3.00 White                  | 4.00 Other | 2.939E-02             | .026       | .659  | -5.0217E-02             | .1090       |
|                                             |                             |               |                             |            | -.1001                | .022       | .000  | -.1670                  | -3.3129E-02 |
|                                             |                             |               |                             |            | -1.9723E-02           | .036       | .947  | -.1314                  | 9.197E-02   |
|                                             | 3.00 White                  | 1.00 Black    | 2.00 Hispanic               | 4.00 Other | .1295                 | .020       | .000  | 6.841E-02               | .1905       |
|                                             |                             |               |                             |            | .1001                 | .022       | .000  | 3.313E-02               | .1670       |
|                                             |                             |               |                             |            | 8.034E-02             | .032       | .057  | -1.8977E-02             | .1797       |
|                                             | 4.00 Other                  | 1.00 Black    | 2.00 Hispanic               | 3.00 White | 4.911E-02             | .035       | .492  | -5.9153E-02             | .1574       |
|                                             |                             |               |                             |            | 1.972E-02             | .036       | .947  | -9.1969E-02             | .1314       |
|                                             |                             |               |                             |            | -8.0343E-02           | .032       | .057  | -.1797                  | 1.898E-02   |
| C05C III-5c: Avoid & hope she finds someone | 1.00 Black                  | 2.00 Hispanic | 3.00 White                  | 4.00 Other | 6.729E-03             | .031       | .996  | -9.0285E-02             | .1037       |
|                                             |                             |               |                             |            | -2.0548E-02           | .024       | .826  | -9.4964E-02             | 5.387E-02   |
|                                             |                             |               |                             |            | 3.395E-02             | .042       | .854  | -9.7911E-02             | .1658       |
|                                             | 2.00 Hispanic               | 1.00 Black    | 3.00 White                  | 4.00 Other | -6.7295E-03           | .031       | .996  | -.1037                  | 9.028E-02   |
|                                             |                             |               |                             |            | -2.7277E-02           | .026       | .725  | -.1088                  | 5.428E-02   |
|                                             |                             |               |                             |            | 2.722E-02             | .044       | .925  | -.1088                  | .1632       |
|                                             | 3.00 White                  | 1.00 Black    |                             |            | 2.055E-02             | .024       | .826  | -5.3869E-02             | 9.496E-02   |
|                                             |                             |               |                             |            |                       |            |       |                         |             |

|      |          |           |      |      |             |       |
|------|----------|-----------|------|------|-------------|-------|
| 2.00 | Hispanic | 2.728E-02 | .026 | .725 | -5.4279E-02 | .1088 |
| 4.00 | Other    | 5.450E-02 | .039 | .497 | -6.6444E-02 | .1754 |

|                                                  |               |               |             |      |       |             |             |
|--------------------------------------------------|---------------|---------------|-------------|------|-------|-------------|-------------|
| C05D III-5d:<br>Make up excuse<br>to not do work | 4.00 Other    | 1.00 Black    | -3.3952E-02 | .042 | .854  | -.1658      | 9.791E-02   |
|                                                  |               | 2.00 Hispanic | -2.7222E-02 | .044 | .925  | -.1632      | .1088       |
|                                                  |               | 3.00 White    | -5.4499E-02 | .039 | .497  | -.1754      | 6.644E-02   |
|                                                  | 1.00 Black    | 2.00 Hispanic | -5.6007E-02 | .029 | .215  | -.1463      | 3.424E-02   |
|                                                  |               | 3.00 White    | -7.6191E-02 | .022 | .003  | -.1454      | -6.9505E-03 |
|                                                  |               | 4.00 Other    | 1.090E-02   | .039 | .993  | -.1119      | .1337       |
|                                                  | 2.00 Hispanic | 1.00 Black    | 5.601E-02   | .029 | .215  | -3.4239E-02 | .1463       |
|                                                  |               | 3.00 White    | -2.0184E-02 | .024 | .841  | -9.6059E-02 | 5.569E-02   |
|                                                  |               | 4.00 Other    | 6.690E-02   | .041 | .353  | -5.9743E-02 | .1936       |
|                                                  | 3.00 White    | 1.00 Black    | 7.619E-02   | .022 | .003  | 6.951E-03   | .1454       |
|                                                  |               | 2.00 Hispanic | 2.018E-02   | .024 | .841  | -5.5692E-02 | 9.606E-02   |
|                                                  |               | 4.00 Other    | 8.709E-02   | .036 | .076  | -2.5560E-02 | .1997       |
| C06C III-6c:<br>Vouch for<br>preferred hours     | 4.00 Other    | 1.00 Black    | -1.0898E-02 | .039 | .993  | -.1337      | .1119       |
|                                                  |               | 2.00 Hispanic | -6.6905E-02 | .041 | .353  | -.1936      | 5.974E-02   |
|                                                  |               | 3.00 White    | -8.7089E-02 | .036 | .076  | -.1997      | 2.556E-02   |
|                                                  | 1.00 Black    | 2.00 Hispanic | -.1049      | .038 | .031  | -.2241      | 1.434E-02   |
|                                                  |               | 3.00 White    | -.1249      | .029 | .000  | -.2164      | -3.3427E-02 |
|                                                  |               | 4.00 Other    | -.1208      | .052 | .094  | -.2831      | 4.153E-02   |
|                                                  | 2.00 Hispanic | 1.00 Black    | .1049       | .038 | .031  | -1.4343E-02 | .2241       |
|                                                  |               | 3.00 White    | -2.0025E-02 | .032 | .925  | -.1202      | 8.015E-02   |
|                                                  |               | 4.00 Other    | -1.5891E-02 | .054 | .991  | -.1832      | .1515       |
|                                                  | 3.00 White    | 1.00 Black    | .1249       | .029 | .000  | 3.343E-02   | .2164       |
|                                                  |               | 2.00 Hispanic | 2.003E-02   | .032 | .925  | -8.0148E-02 | .1202       |
|                                                  |               | 4.00 Other    | 4.135E-03   | .048 | 1.000 | -.1447      | .1530       |
| C07B III-7b:<br>Death in family<br>& can't go    | 4.00 Other    | 1.00 Black    | .1208       | .052 | .094  | -4.1531E-02 | .2831       |
|                                                  |               | 2.00 Hispanic | 1.589E-02   | .054 | .991  | -.1515      | .1832       |
|                                                  |               | 3.00 White    | -4.1348E-03 | .048 | 1.000 | -.1530      | .1447       |
|                                                  | 1.00 Black    | 2.00 Hispanic | -6.8776E-02 | .026 | .044  | -.1506      | 1.303E-02   |
|                                                  |               | 3.00 White    | -.1129      | .020 | .000  | -.1757      | -5.0166E-02 |
|                                                  |               | 4.00 Other    | -2.6359E-02 | .036 | .882  | -.1376      | 8.491E-02   |
|                                                  | 2.00 Hispanic | 1.00 Black    | 6.878E-02   | .026 | .044  | -1.3034E-02 | .1506       |
|                                                  |               | 3.00 White    | -4.4141E-02 | .022 | .189  | -.1129      | 2.464E-02   |
|                                                  |               | 4.00 Other    | 4.242E-02   | .037 | .658  | -7.2355E-02 | .1572       |
|                                                  | 3.00 White    | 1.00 Black    | .1129       | .020 | .000  | 5.017E-02   | .1757       |
|                                                  |               | 2.00 Hispanic | 4.414E-02   | .022 | .189  | -2.4637E-02 | .1129       |
|                                                  |               | 4.00 Other    | 8.656E-02   | .033 | .041  | -1.5508E-02 | .1886       |
|                                                  | 4.00 Other    | 1.00 Black    | 2.636E-02   | .036 | .882  | -8.4906E-02 | .1376       |
|                                                  |               | 2.00 Hispanic | -4.2417E-02 | .037 | .658  | -.1572      | 7.236E-02   |

|                                                       |               |               |             |      |       |             |             |
|-------------------------------------------------------|---------------|---------------|-------------|------|-------|-------------|-------------|
|                                                       |               | 3.00 White    | -8.6558E-02 | .033 | .041  | -.1886      | 1.551E-02   |
| C08C III-8c:<br>Make<br>photocopies of<br>evaluations | 1.00 Black    | 2.00 Hispanic | -.1285      | .033 | .001  | -.2304      | -2.6610E-02 |
|                                                       |               | 3.00 White    | -.1923      | .025 | .000  | -.2705      | -.1141      |
|                                                       |               | 4.00 Other    | -9.1206E-02 | .045 | .170  | -.2298      | 4.739E-02   |
|                                                       | 2.00 Hispanic | 1.00 Black    | .1285       | .033 | .001  | 2.661E-02   | .2304       |
|                                                       |               | 3.00 White    | -6.3781E-02 | .027 | .093  | -.1493      | 2.174E-02   |
|                                                       |               | 4.00 Other    | 3.731E-02   | .046 | .848  | -.1055      | .1801       |
|                                                       | 3.00 White    | 1.00 Black    | .1923       | .025 | .000  | .1141       | .2705       |
|                                                       |               | 2.00 Hispanic | 6.378E-02   | .027 | .093  | -2.1741E-02 | .1493       |
|                                                       |               | 4.00 Other    | .1011       | .041 | .063  | -2.5950E-02 | .2281       |
|                                                       | 4.00 Other    | 1.00 Black    | 9.121E-02   | .045 | .170  | -4.7394E-02 | .2298       |
|                                                       |               | 2.00 Hispanic | -3.7309E-02 | .046 | .848  | -.1801      | .1055       |
|                                                       |               | 3.00 White    | -.1011      | .041 | .063  | -.2281      | 2.595E-02   |
| C10B III-10b:<br>Join in<br>trashing the<br>"loser"   | 1.00 Black    | 2.00 Hispanic | -6.4732E-02 | .025 | .048  | -.1426      | 1.313E-02   |
|                                                       |               | 3.00 White    | -9.5776E-02 | .019 | .000  | -.1556      | -3.5961E-02 |
|                                                       |               | 4.00 Other    | -1.2164E-03 | .034 | 1.000 | -.1071      | .1047       |
|                                                       | 2.00 Hispanic | 1.00 Black    | 6.473E-02   | .025 | .048  | -1.3131E-02 | .1426       |
|                                                       |               | 3.00 White    | -3.1044E-02 | .021 | .451  | -9.6430E-02 | 3.434E-02   |
|                                                       |               | 4.00 Other    | 6.352E-02   | .035 | .268  | -4.5660E-02 | .1727       |
|                                                       | 3.00 White    | 1.00 Black    | 9.578E-02   | .019 | .000  | 3.596E-02   | .1556       |
|                                                       |               | 2.00 Hispanic | 3.104E-02   | .021 | .451  | -3.4342E-02 | 9.643E-02   |
|                                                       |               | 4.00 Other    | 9.456E-02   | .031 | .013  | -2.5721E-03 | .1917       |
|                                                       | 4.00 Other    | 1.00 Black    | 1.216E-03   | .034 | 1.000 | -.1047      | .1071       |
|                                                       |               | 2.00 Hispanic | -6.3515E-02 | .035 | .268  | -.1727      | 4.566E-02   |
|                                                       |               | 3.00 White    | -9.4559E-02 | .031 | .013  | -.1917      | 2.572E-03   |
| C11A III-11a:<br>Join co-workers<br>for few beers     | 1.00 Black    | 2.00 Hispanic | 5.665E-02   | .039 | .462  | -6.4199E-02 | .1775       |
|                                                       |               | 3.00 White    | .2080       | .030 | .000  | .1153       | .3007       |
|                                                       |               | 4.00 Other    | .1243       | .053 | .087  | -4.0385E-02 | .2890       |
|                                                       | 2.00 Hispanic | 1.00 Black    | -5.6646E-02 | .039 | .462  | -.1775      | 6.420E-02   |
|                                                       |               | 3.00 White    | .1514       | .033 | .000  | 4.982E-02   | .2530       |
|                                                       |               | 4.00 Other    | 6.768E-02   | .055 | .601  | -.1022      | .2375       |
|                                                       | 3.00 White    | 1.00 Black    | -.2080      | .030 | .000  | -.3007      | -.1153      |
|                                                       |               | 2.00 Hispanic | -.1514      | .033 | .000  | -.2530      | -4.9818E-02 |
|                                                       |               | 4.00 Other    | -8.3713E-02 | .049 | .311  | -.2348      | 6.742E-02   |
|                                                       | 4.00 Other    | 1.00 Black    | -.1243      | .053 | .087  | -.2890      | 4.038E-02   |
|                                                       |               | 2.00 Hispanic | -6.7676E-02 | .055 | .601  | -.2375      | .1022       |
|                                                       |               | 3.00 White    | 8.371E-02   | .049 | .311  | -6.7422E-02 | .2348       |

|                                                          |               |               |             |      |      |             |             |
|----------------------------------------------------------|---------------|---------------|-------------|------|------|-------------|-------------|
| C12A III-12a:<br>Let co-worker<br>take fall              | 1.00 Black    | 2.00 Hispanic | -.1343      | .031 | .000 | -.2317      | -3.6976E-02 |
|                                                          |               | 3.00 White    | -.1843      | .024 | .000 | -.2589      | -.1097      |
|                                                          |               | 4.00 Other    | -4.9323E-02 | .043 | .652 | -.1817      | 8.306E-02   |
|                                                          | 2.00 Hispanic | 1.00 Black    | .1343       | .031 | .000 | 3.698E-02   | .2317       |
|                                                          |               | 3.00 White    | -4.9992E-02 | .026 | .227 | -.1318      | 3.186E-02   |
|                                                          |               | 4.00 Other    | 8.502E-02   | .044 | .212 | -5.1573E-02 | .2216       |
|                                                          | 3.00 White    | 1.00 Black    | .1843       | .024 | .000 | .1097       | .2589       |
|                                                          |               | 2.00 Hispanic | 4.999E-02   | .026 | .227 | -3.1858E-02 | .1318       |
|                                                          |               | 4.00 Other    | .1350       | .039 | .003 | 1.359E-02   | .2564       |
|                                                          | 4.00 Other    | 1.00 Black    | 4.932E-02   | .043 | .652 | -8.3062E-02 | .1817       |
|                                                          |               | 2.00 Hispanic | -8.5025E-02 | .044 | .212 | -.2216      | 5.157E-02   |
|                                                          |               | 3.00 White    | -.1350      | .039 | .003 | -.2564      | -1.3592E-02 |
| C12B III-12b:<br>Make sure<br>co-worker is<br>blamed     | 1.00 Black    | 2.00 Hispanic | -.1054      | .029 | .001 | -.1948      | -1.6001E-02 |
|                                                          |               | 3.00 White    | -.1933      | .022 | .000 | -.2618      | -.1249      |
|                                                          |               | 4.00 Other    | -9.8436E-02 | .039 | .057 | -.2200      | 2.309E-02   |
|                                                          | 2.00 Hispanic | 1.00 Black    | .1054       | .029 | .001 | 1.600E-02   | .1948       |
|                                                          |               | 3.00 White    | -8.7951E-02 | .024 | .002 | -.1631      | -1.2832E-02 |
|                                                          |               | 4.00 Other    | 6.941E-03   | .040 | .998 | -.1185      | .1323       |
|                                                          | 3.00 White    | 1.00 Black    | .1933       | .022 | .000 | .1249       | .2618       |
|                                                          |               | 2.00 Hispanic | 8.795E-02   | .024 | .002 | 1.283E-02   | .1631       |
|                                                          |               | 4.00 Other    | 9.489E-02   | .036 | .040 | -1.6567E-02 | .2064       |
|                                                          | 4.00 Other    | 1.00 Black    | 9.844E-02   | .039 | .057 | -2.3090E-02 | .2200       |
|                                                          |               | 2.00 Hispanic | -6.9411E-03 | .040 | .998 | -.1323      | .1185       |
|                                                          |               | 3.00 White    | -9.4893E-02 | .036 | .040 | -.2064      | 1.657E-02   |
| C12CR III-12c<br>(Reversed) Come<br>forward and<br>admit | 1.00 Black    | 2.00 Hispanic | -5.9906E-02 | .028 | .140 | -.1470      | 2.716E-02   |
|                                                          |               | 3.00 White    | -.1346      | .021 | .000 | -.2013      | -6.7870E-02 |
|                                                          |               | 4.00 Other    | -3.1255E-02 | .038 | .844 | -.1496      | 8.711E-02   |
|                                                          | 2.00 Hispanic | 1.00 Black    | 5.991E-02   | .028 | .140 | -2.7162E-02 | .1470       |
|                                                          |               | 3.00 White    | -7.4678E-02 | .024 | .008 | -.1479      | -1.4703E-03 |
|                                                          |               | 4.00 Other    | 2.865E-02   | .039 | .885 | -9.3492E-02 | .1508       |
|                                                          | 3.00 White    | 1.00 Black    | .1346       | .021 | .000 | 6.787E-02   | .2013       |
|                                                          |               | 2.00 Hispanic | 7.468E-02   | .024 | .008 | 1.470E-03   | .1479       |
|                                                          |               | 4.00 Other    | .1033       | .035 | .016 | -5.2470E-03 | .2119       |
|                                                          | 4.00 Other    | 1.00 Black    | 3.125E-02   | .038 | .844 | -8.7109E-02 | .1496       |
|                                                          |               | 2.00 Hispanic | -2.8651E-02 | .039 | .885 | -.1508      | 9.349E-02   |
|                                                          |               | 3.00 White    | -.1033      | .035 | .016 | -.2119      | 5.247E-03   |

|                                                     |               |               |             |      |       |             |             |
|-----------------------------------------------------|---------------|---------------|-------------|------|-------|-------------|-------------|
| C12D III-12d:<br>Persuade boss<br>to take it easy   | 1.00 Black    | 2.00 Hispanic | -.1263      | .037 | .004  | -.2421      | -1.0516E-02 |
|                                                     |               | 3.00 White    | -.1260      | .028 | .000  | -.2147      | -3.7389E-02 |
|                                                     |               | 4.00 Other    | -6.0874E-03 | .051 | .999  | -.1635      | .1514       |
|                                                     | 2.00 Hispanic | 1.00 Black    | .1263       | .037 | .004  | 1.052E-02   | .2421       |
|                                                     |               | 3.00 White    | 2.430E-04   | .031 | 1.000 | -9.7091E-02 | 9.758E-02   |
|                                                     |               | 4.00 Other    | .1202       | .052 | .097  | -4.2300E-02 | .2827       |
|                                                     | 3.00 White    | 1.00 Black    | .1260       | .028 | .000  | 3.739E-02   | .2147       |
|                                                     |               | 2.00 Hispanic | -2.4303E-04 | .031 | 1.000 | -9.7577E-02 | 9.709E-02   |
|                                                     |               | 4.00 Other    | .1200       | .046 | .048  | -2.4483E-02 | .2644       |
|                                                     | 4.00 Other    | 1.00 Black    | 6.087E-03   | .051 | .999  | -.1514      | .1635       |
|                                                     |               | 2.00 Hispanic | -.1202      | .052 | .097  | -.2827      | 4.230E-02   |
|                                                     |               | 3.00 White    | -.1200      | .046 | .048  | -.2644      | 2.448E-02   |
| C14C III-14c:<br>Brush it off                       | 1.00 Black    | 2.00 Hispanic | -6.4219E-03 | .035 | .998  | -.1166      | .1038       |
|                                                     |               | 3.00 White    | 4.244E-02   | .027 | .397  | -4.1842E-02 | .1267       |
|                                                     |               | 4.00 Other    | 4.442E-02   | .048 | .793  | -.1056      | .1944       |
|                                                     | 2.00 Hispanic | 1.00 Black    | 6.422E-03   | .035 | .998  | -.1038      | .1166       |
|                                                     |               | 3.00 White    | 4.886E-02   | .030 | .356  | -4.3881E-02 | .1416       |
|                                                     |               | 4.00 Other    | 5.084E-02   | .050 | .737  | -.1041      | .2058       |
|                                                     | 3.00 White    | 1.00 Black    | -4.2435E-02 | .027 | .397  | -.1267      | 4.184E-02   |
|                                                     |               | 2.00 Hispanic | -4.8857E-02 | .030 | .356  | -.1416      | 4.388E-02   |
|                                                     |               | 4.00 Other    | 1.984E-03   | .044 | 1.000 | -.1357      | .1397       |
|                                                     | 4.00 Other    | 1.00 Black    | -4.4420E-02 | .048 | .793  | -.1944      | .1056       |
|                                                     |               | 2.00 Hispanic | -5.0841E-02 | .050 | .737  | -.2058      | .1041       |
|                                                     |               | 3.00 White    | -1.9841E-03 | .044 | 1.000 | -.1397      | .1357       |
| C15A III-15a:<br>No part of<br>selling, will<br>buy | 1.00 Black    | 2.00 Hispanic | -4.4412E-02 | .041 | .695  | -.1711      | 8.228E-02   |
|                                                     |               | 3.00 White    | -.1954      | .031 | .000  | -.2924      | -9.8372E-02 |
|                                                     |               | 4.00 Other    | -.1192      | .055 | .136  | -.2915      | 5.313E-02   |
|                                                     | 2.00 Hispanic | 1.00 Black    | 4.441E-02   | .041 | .695  | -8.2275E-02 | .1711       |
|                                                     |               | 3.00 White    | -.1510      | .034 | .000  | -.2575      | -4.4484E-02 |
|                                                     |               | 4.00 Other    | -7.4779E-02 | .057 | .557  | -.2526      | .1030       |
|                                                     | 3.00 White    | 1.00 Black    | .1954       | .031 | .000  | 9.837E-02   | .2924       |
|                                                     |               | 2.00 Hispanic | .1510       | .034 | .000  | 4.448E-02   | .2575       |
|                                                     |               | 4.00 Other    | 7.619E-02   | .051 | .437  | -8.1868E-02 | .2343       |
|                                                     | 4.00 Other    | 1.00 Black    | .1192       | .055 | .136  | -5.3126E-02 | .2915       |
|                                                     |               | 2.00 Hispanic | 7.478E-02   | .057 | .557  | -.1030      | .2526       |
|                                                     |               | 3.00 White    | -7.6195E-02 | .051 | .437  | -.2343      | 8.187E-02   |

|                                                                     |               |               |             |      |       |             |             |
|---------------------------------------------------------------------|---------------|---------------|-------------|------|-------|-------------|-------------|
| C15BR III-15b<br>(Reversed)<br>Nothing to do<br>with whole<br>thing | 1.00 Black    | 2.00 Hispanic | -8.5183E-02 | .041 | .161  | -.2129      | 4.258E-02   |
|                                                                     |               | 3.00 White    | -8.3660E-02 | .031 | .039  | -.1814      | 1.409E-02   |
|                                                                     |               | 4.00 Other    | -4.7220E-02 | .056 | .832  | -.2209      | .1265       |
|                                                                     | 2.00 Hispanic | 1.00 Black    | 8.518E-02   | .041 | .161  | -4.2576E-02 | .2129       |
|                                                                     |               | 3.00 White    | 1.523E-03   | .035 | 1.000 | -.1060      | .1090       |
|                                                                     |               | 4.00 Other    | 3.796E-02   | .058 | .912  | -.1414      | .2173       |
|                                                                     | 3.00 White    | 1.00 Black    | 8.366E-02   | .031 | .039  | -1.4093E-02 | .1814       |
|                                                                     |               | 2.00 Hispanic | -1.5226E-03 | .035 | 1.000 | -.1090      | .1060       |
|                                                                     |               | 4.00 Other    | 3.644E-02   | .051 | .892  | -.1229      | .1958       |
|                                                                     | 4.00 Other    | 1.00 Black    | 4.722E-02   | .056 | .832  | -.1265      | .2209       |
|                                                                     |               | 2.00 Hispanic | -3.7963E-02 | .058 | .912  | -.2173      | .1414       |
|                                                                     |               | 3.00 White    | -3.6441E-02 | .051 | .892  | -.1958      | .1229       |
| C15C III-15c:<br>Help sell &<br>accept free<br>copy                 | 1.00 Black    | 2.00 Hispanic | -.1384      | .035 | .001  | -.2487      | -2.8080E-02 |
|                                                                     |               | 3.00 White    | -.1512      | .027 | .000  | -.2355      | -6.6813E-02 |
|                                                                     |               | 4.00 Other    | -9.8258E-02 | .048 | .173  | -.2481      | 5.160E-02   |
|                                                                     | 2.00 Hispanic | 1.00 Black    | .1384       | .035 | .001  | 2.808E-02   | .2487       |
|                                                                     |               | 3.00 White    | -1.2776E-02 | .030 | .974  | -.1055      | 7.999E-02   |
|                                                                     |               | 4.00 Other    | 4.012E-02   | .050 | .851  | -.1146      | .1949       |
|                                                                     | 3.00 White    | 1.00 Black    | .1512       | .027 | .000  | 6.681E-02   | .2355       |
|                                                                     |               | 2.00 Hispanic | 1.278E-02   | .030 | .974  | -7.9993E-02 | .1055       |
|                                                                     |               | 4.00 Other    | 5.290E-02   | .044 | .628  | -8.4569E-02 | .1904       |
|                                                                     | 4.00 Other    | 1.00 Black    | 9.826E-02   | .048 | .173  | -5.1599E-02 | .2481       |
|                                                                     |               | 2.00 Hispanic | -4.0122E-02 | .050 | .851  | -.1949      | .1146       |
|                                                                     |               | 3.00 White    | -5.2897E-02 | .044 | .628  | -.1904      | 8.457E-02   |

Descriptives: Factor 2. Truthfulness

|                                                           |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|-----------------------------------------------------------|-------|----------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                           |       |          |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| C01AR III-1a<br>(Reversed)<br>Refuse to<br>attend/testify | 1.00  | Black    | 1650 | 2.8976 | 1.1380            | 2.802E-02     | 2.8426                              | 2.9525      | 1.00    | 4.00    |
|                                                           | 2.00  | Hispanic | 1301 | 2.8063 | 1.1140            | 3.088E-02     | 2.7457                              | 2.8669      | 1.00    | 4.00    |
|                                                           | 3.00  | White    | 4919 | 2.8683 | 1.1192            | 1.596E-02     | 2.8370                              | 2.8996      | 1.00    | 4.00    |
|                                                           | 4.00  | Other    | 522  | 2.8467 | 1.0854            | 4.750E-02     | 2.7534                              | 2.9401      | 1.00    | 4.00    |
|                                                           | Total |          | 8392 | 2.8631 | 1.1202            | 1.223E-02     | 2.8391                              | 2.8871      | 1.00    | 4.00    |
| C01D III-1d:<br>Attend & tell<br>the truth                | 1.00  | Black    | 1638 | 2.6062 | 1.1632            | 2.874E-02     | 2.5499                              | 2.6626      | 1.00    | 4.00    |
|                                                           | 2.00  | Hispanic | 1292 | 2.5573 | 1.1253            | 3.131E-02     | 2.4959                              | 2.6187      | 1.00    | 4.00    |
|                                                           | 3.00  | White    | 4903 | 2.5125 | 1.1339            | 1.619E-02     | 2.4808                              | 2.5443      | 1.00    | 4.00    |
|                                                           | 4.00  | Other    | 518  | 2.5039 | 1.1104            | 4.879E-02     | 2.4080                              | 2.5997      | 1.00    | 4.00    |
|                                                           | Total |          | 8351 | 2.5373 | 1.1374            | 1.245E-02     | 2.5129                              | 2.5617      | 1.00    | 4.00    |
| C02D III-2d:<br>Find guard to<br>handle the<br>sit.       | 1.00  | Black    | 1659 | 2.0476 | 1.0970            | 2.693E-02     | 1.9948                              | 2.1004      | 1.00    | 4.00    |
|                                                           | 2.00  | Hispanic | 1298 | 1.9468 | 1.0237            | 2.842E-02     | 1.8911                              | 2.0026      | 1.00    | 4.00    |
|                                                           | 3.00  | White    | 4919 | 2.1151 | 1.0009            | 1.427E-02     | 2.0871                              | 2.1430      | 1.00    | 4.00    |
|                                                           | 4.00  | Other    | 519  | 2.0366 | 1.0041            | 4.408E-02     | 1.9500                              | 2.1232      | 1.00    | 4.00    |
|                                                           | Total |          | 8395 | 2.0709 | 1.0259            | 1.120E-02     | 2.0489                              | 2.0928      | 1.00    | 4.00    |
| C03A III-3a:<br>Quit & alert<br>proper<br>authorities     | 1.00  | Black    | 1658 | 2.4771 | 1.0497            | 2.578E-02     | 2.4265                              | 2.5276      | 1.00    | 4.00    |
|                                                           | 2.00  | Hispanic | 1302 | 2.3518 | 1.0000            | 2.771E-02     | 2.2974                              | 2.4061      | 1.00    | 4.00    |
|                                                           | 3.00  | White    | 4929 | 2.3522 | .9624             | 1.371E-02     | 2.3253                              | 2.3791      | 1.00    | 4.00    |
|                                                           | 4.00  | Other    | 520  | 2.3404 | .9862             | 4.325E-02     | 2.2554                              | 2.4253      | 1.00    | 4.00    |
|                                                           | Total |          | 8409 | 2.3760 | .9886             | 1.078E-02     | 2.3549                              | 2.3972      | 1.00    | 4.00    |
| C11C III-11c:<br>Alert foreman<br>to what goes<br>on      | 1.00  | Black    | 1630 | 2.7706 | 1.0418            | 2.581E-02     | 2.7199                              | 2.8212      | 1.00    | 4.00    |
|                                                           | 2.00  | Hispanic | 1280 | 2.7867 | 1.0023            | 2.801E-02     | 2.7318                              | 2.8417      | 1.00    | 4.00    |
|                                                           | 3.00  | White    | 4887 | 2.8400 | .9980             | 1.428E-02     | 2.8120                              | 2.8680      | 1.00    | 4.00    |
|                                                           | 4.00  | Other    | 509  | 2.7132 | .9981             | 4.424E-02     | 2.6262                              | 2.8001      | 1.00    | 4.00    |
|                                                           | Total |          | 8306 | 2.8104 | 1.0080            | 1.106E-02     | 2.7887                              | 2.8321      | 1.00    | 4.00    |
| C14B III-14b:<br>Confide in<br>counselor                  | 1.00  | Black    | 1634 | 2.2546 | 1.0781            | 2.667E-02     | 2.2023                              | 2.3069      | 1.00    | 4.00    |
|                                                           | 2.00  | Hispanic | 1277 | 2.2334 | 1.0684            | 2.990E-02     | 2.1747                              | 2.2920      | 1.00    | 4.00    |
|                                                           | 3.00  | White    | 4888 | 2.3922 | 1.0484            | 1.500E-02     | 2.3628                              | 2.4216      | 1.00    | 4.00    |
|                                                           | 4.00  | Other    | 506  | 2.2055 | 1.0154            | 4.514E-02     | 2.1169                              | 2.2942      | 1.00    | 4.00    |
|                                                           | Total |          | 8305 | 2.3293 | 1.0579            | 1.161E-02     | 2.3066                              | 2.3521      | 1.00    | 4.00    |
| C14D III-14d:<br>Tell parents<br>everything               | 1.00  | Black    | 1629 | 2.5543 | 1.0946            | 2.712E-02     | 2.5011                              | 2.6075      | 1.00    | 4.00    |
|                                                           | 2.00  | Hispanic | 1274 | 2.5306 | 1.0780            | 3.020E-02     | 2.4714                              | 2.5899      | 1.00    | 4.00    |
|                                                           | 3.00  | White    | 4875 | 2.6523 | 1.0555            | 1.512E-02     | 2.6227                              | 2.6819      | 1.00    | 4.00    |
|                                                           | 4.00  | Other    | 505  | 2.5505 | 1.0437            | 4.644E-02     | 2.4593                              | 2.6417      | 1.00    | 4.00    |
|                                                           | Total |          |      |        |                   |               |                                     |             |         |         |

|       |      |        |        |           |        |        |      |      |
|-------|------|--------|--------|-----------|--------|--------|------|------|
| Total | 8283 | 2.6081 | 1.0672 | 1.173E-02 | 2.5851 | 2.6311 | 1.00 | 4.00 |
|-------|------|--------|--------|-----------|--------|--------|------|------|

|                          |               |        |        |           |           |        |        |           |
|--------------------------|---------------|--------|--------|-----------|-----------|--------|--------|-----------|
| C15D III-15d: 1.00 Black | 1617          | 2.8813 | 1.1294 | 2.809E-02 | 2.8262    | 2.9363 | 1.00   | 4.00      |
| Anonymously inform       | 2.00 Hispanic | 1272   | 2.8695 | 1.1312    | 3.172E-02 | 2.8073 | 2.9317 | 1.00 4.00 |
|                          | 3.00 White    | 4869   | 2.7599 | 1.1373    | 1.630E-02 | 2.7280 | 2.7919 | 1.00 4.00 |
|                          | 4.00 Other    | 507    | 2.6726 | 1.1590    | 5.147E-02 | 2.5715 | 2.7737 | 1.00 4.00 |
|                          | Total         | 8265   | 2.7952 | 1.1377    | 1.251E-02 | 2.7706 | 2.8197 | 1.00 4.00 |

ANOVA: Factor 2. Truthfulness

|                                                           |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|-----------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| C01AR III-1a<br>(Reversed)<br>Refuse to<br>attend/testify | Between Groups | 6.429          | 3    | 2.143       | 1.708  | .163 |
|                                                           | Within Groups  | 10523.254      | 8388 | 1.255       |        |      |
|                                                           | Total          | 10529.683      | 8391 |             |        |      |
| C01D III-1d:<br>Attend & tell<br>the truth                | Between Groups | 11.882         | 3    | 3.961       | 3.064  | .027 |
|                                                           | Within Groups  | 10790.249      | 8347 | 1.293       |        |      |
|                                                           | Total          | 10802.131      | 8350 |             |        |      |
| C02D III-2d:<br>Find guard to<br>handle the sit.          | Between Groups | 31.081         | 3    | 10.360      | 9.875  | .000 |
|                                                           | Within Groups  | 8803.748       | 8391 | 1.049       |        |      |
|                                                           | Total          | 8834.829       | 8394 |             |        |      |
| C03A III-3a:<br>Quit & alert<br>proper<br>authorities     | Between Groups | 21.156         | 3    | 7.052       | 7.232  | .000 |
|                                                           | Within Groups  | 8195.851       | 8405 | .975        |        |      |
|                                                           | Total          | 8217.007       | 8408 |             |        |      |
| C11C III-11c:<br>Alert foreman<br>to what goes on         | Between Groups | 12.396         | 3    | 4.132       | 4.071  | .007 |
|                                                           | Within Groups  | 8425.950       | 8302 | 1.015       |        |      |
|                                                           | Total          | 8438.345       | 8305 |             |        |      |
| C14B III-14b:<br>Confide in<br>counselor                  | Between Groups | 47.955         | 3    | 15.985      | 14.351 | .000 |
|                                                           | Within Groups  | 9246.355       | 8301 | 1.114       |        |      |
|                                                           | Total          | 9294.311       | 8304 |             |        |      |
| C14D III-14d:<br>Tell parents<br>everything               | Between Groups | 23.563         | 3    | 7.854       | 6.911  | .000 |
|                                                           | Within Groups  | 9408.372       | 8279 | 1.136       |        |      |
|                                                           | Total          | 9431.935       | 8282 |             |        |      |
| C15D III-15d:<br>Anonymously<br>inform                    | Between Groups | 32.684         | 3    | 10.895      | 8.440  | .000 |
|                                                           | Within Groups  | 10663.522      | 8261 | 1.291       |        |      |
|                                                           | Total          | 10696.206      | 8264 |             |        |      |

Post Hoc Tests: Factor 2. Truthfulness

Multiple Comparisons

Tukey HSD

| Dependent Variable                                        | (I) RACEETHN Race/Ethnicity | (J) RACEETHN Race/Ethnicity | Mean Difference (I-J) | Std. Error | Sig. | 99% Confidence Interval |             |
|-----------------------------------------------------------|-----------------------------|-----------------------------|-----------------------|------------|------|-------------------------|-------------|
|                                                           |                             |                             |                       |            |      | Lower Bound             | Upper Bound |
| C01AR III-1a<br>(Reversed)<br>Refuse to<br>attend/testify | 1.00 Black                  | 2.00 Hispanic               | 9.127E-02             | .042       | .124 | -3.8017E-02             | .2206       |
|                                                           |                             | 3.00 White                  | 2.931E-02             | .032       | .794 | -6.9894E-02             | .1285       |
|                                                           |                             | 4.00 Other                  | 5.083E-02             | .056       | .803 | -.1243                  | .2259       |
|                                                           | 2.00 Hispanic               | 1.00 Black                  | -9.1273E-02           | .042       | .124 | -.2206                  | 3.802E-02   |
|                                                           |                             | 3.00 White                  | -6.1963E-02           | .035       | .286 | -.1707                  | 4.675E-02   |
|                                                           |                             | 4.00 Other                  | -4.0440E-02           | .058       | .898 | -.2211                  | .1402       |
|                                                           | 3.00 White                  | 1.00 Black                  | -2.9310E-02           | .032       | .794 | -.1285                  | 6.989E-02   |
|                                                           |                             | 2.00 Hispanic               | 6.196E-02             | .035       | .286 | -4.6749E-02             | .1707       |
|                                                           |                             | 4.00 Other                  | 2.152E-02             | .052       | .976 | -.1390                  | .1820       |
|                                                           | 4.00 Other                  | 1.00 Black                  | -5.0832E-02           | .056       | .803 | -.2259                  | .1243       |
|                                                           |                             | 2.00 Hispanic               | 4.044E-02             | .058       | .898 | -.1402                  | .2211       |
|                                                           |                             | 3.00 White                  | -2.1523E-02           | .052       | .976 | -.1820                  | .1390       |
| C01D III-1d:<br>Attend & tell<br>the truth                | 1.00 Black                  | 2.00 Hispanic               | 4.895E-02             | .042       | .654 | -8.2756E-02             | .1807       |
|                                                           |                             | 3.00 White                  | 9.368E-02             | .032       | .020 | -7.3345E-03             | .1947       |
|                                                           |                             | 4.00 Other                  | .1024                 | .057       | .280 | -7.6064E-02             | .2808       |
|                                                           | 2.00 Hispanic               | 1.00 Black                  | -4.8952E-02           | .042       | .654 | -.1807                  | 8.276E-02   |
|                                                           |                             | 3.00 White                  | 4.473E-02             | .036       | .590 | -6.5962E-02             | .1554       |
|                                                           |                             | 4.00 Other                  | 5.341E-02             | .059       | .803 | -.1307                  | .2375       |
|                                                           | 3.00 White                  | 1.00 Black                  | -9.3684E-02           | .032       | .020 | -.1947                  | 7.334E-03   |
|                                                           |                             | 2.00 Hispanic               | -4.4732E-02           | .036       | .590 | -.1554                  | 6.596E-02   |
|                                                           |                             | 4.00 Other                  | 8.682E-03             | .053       | .998 | -.1549                  | .1722       |
|                                                           | 4.00 Other                  | 1.00 Black                  | -.1024                | .057       | .280 | -.2808                  | 7.606E-02   |
|                                                           |                             | 2.00 Hispanic               | -5.3415E-02           | .059       | .803 | -.2375                  | .1307       |
|                                                           |                             | 3.00 White                  | -8.6823E-03           | .053       | .998 | -.1722                  | .1549       |
| C02D III-2d:<br>Find guard to<br>handle the sit.          | 1.00 Black                  | 2.00 Hispanic               | .1008                 | .038       | .040 | -1.7392E-02             | .2189       |
|                                                           |                             | 3.00 White                  | -6.7445E-02           | .029       | .094 | -.1580                  | 2.309E-02   |
|                                                           |                             | 4.00 Other                  | 1.101E-02             | .052       | .997 | -.1494                  | .1714       |
|                                                           | 2.00 Hispanic               | 1.00 Black                  | -.1008                | .038       | .040 | -.2189                  | 1.739E-02   |
|                                                           |                             | 3.00 White                  | -.1682                | .032       | .000 | -.2677                  | -6.8715E-02 |
|                                                           |                             | 4.00 Other                  | -8.9768E-02           | .053       | .330 | -.2554                  | 7.585E-02   |
|                                                           | 3.00 White                  | 1.00 Black                  | 6.744E-02             | .029       | .094 | -2.3092E-02             | .1580       |

|      |          |           |      |      |             |       |
|------|----------|-----------|------|------|-------------|-------|
| 2.00 | Hispanic | .1682     | .032 | .000 | 6.872E-02   | .2677 |
| 4.00 | Other    | 7.846E-02 | .047 | .345 | -6.8722E-02 | .2256 |

|                                                       |      |          |      |          |             |      |       |             |             |
|-------------------------------------------------------|------|----------|------|----------|-------------|------|-------|-------------|-------------|
|                                                       | 4.00 | Other    | 1.00 | Black    | -1.1010E-02 | .052 | .997  | -.1714      | .1494       |
|                                                       |      |          | 2.00 | Hispanic | 8.977E-02   | .053 | .330  | -7.5847E-02 | .2554       |
|                                                       |      |          | 3.00 | White    | -7.8455E-02 | .047 | .345  | -.2256      | 6.872E-02   |
| C03A III-3a:<br>Quit & alert<br>proper<br>authorities | 1.00 | Black    | 2.00 | Hispanic | .1253       | .037 | .003  | 1.148E-02   | .2392       |
|                                                       |      |          | 3.00 | White    | .1249       | .028 | .000  | 3.760E-02   | .2122       |
|                                                       |      |          | 4.00 | Other    | .1367       | .050 | .030  | -1.7822E-02 | .2912       |
|                                                       | 2.00 | Hispanic | 1.00 | Black    | -.1253      | .037 | .003  | -.2392      | -1.1475E-02 |
|                                                       |      |          | 3.00 | White    | -4.3474E-04 | .031 | 1.000 | -9.6229E-02 | 9.536E-02   |
|                                                       |      |          | 4.00 | Other    | 1.138E-02   | .051 | .996  | -.1481      | .1709       |
|                                                       | 3.00 | White    | 1.00 | Black    | -.1249      | .028 | .000  | -.2122      | -3.7599E-02 |
|                                                       |      |          | 2.00 | Hispanic | 4.347E-04   | .031 | 1.000 | -9.5359E-02 | 9.623E-02   |
|                                                       |      |          | 4.00 | Other    | 1.182E-02   | .046 | .994  | -.1299      | .1536       |
|                                                       | 4.00 | Other    | 1.00 | Black    | -.1367      | .050 | .030  | -.2912      | 1.782E-02   |
|                                                       |      |          | 2.00 | Hispanic | -1.1382E-02 | .051 | .996  | -.1709      | .1481       |
|                                                       |      |          | 3.00 | White    | -1.1817E-02 | .046 | .994  | -.1536      | .1299       |
| C11C III-11c:<br>Alert foreman<br>to what goes on     | 1.00 | Black    | 2.00 | Hispanic | -1.6167E-02 | .038 | .973  | -.1333      | .1010       |
|                                                       |      |          | 3.00 | White    | -6.9431E-02 | .029 | .075  | -.1591      | 2.028E-02   |
|                                                       |      |          | 4.00 | Other    | 5.739E-02   | .051 | .676  | -.1019      | .2166       |
|                                                       | 2.00 | Hispanic | 1.00 | Black    | 1.617E-02   | .038 | .973  | -.1010      | .1333       |
|                                                       |      |          | 3.00 | White    | -5.3265E-02 | .032 | .332  | -.1517      | 4.521E-02   |
|                                                       |      |          | 4.00 | Other    | 7.356E-02   | .053 | .503  | -9.0796E-02 | .2379       |
|                                                       | 3.00 | White    | 1.00 | Black    | 6.943E-02   | .029 | .075  | -2.0279E-02 | .1591       |
|                                                       |      |          | 2.00 | Hispanic | 5.326E-02   | .032 | .332  | -4.5214E-02 | .1517       |
|                                                       |      |          | 4.00 | Other    | .1268       | .047 | .035  | -1.9259E-02 | .2729       |
|                                                       | 4.00 | Other    | 1.00 | Black    | -5.7389E-02 | .051 | .676  | -.2166      | .1019       |
|                                                       |      |          | 2.00 | Hispanic | -7.3556E-02 | .053 | .503  | -.2379      | 9.080E-02   |
|                                                       |      |          | 3.00 | White    | -.1268      | .047 | .035  | -.2729      | 1.926E-02   |
| C14B III-14b:<br>Confide in<br>counselor              | 1.00 | Black    | 2.00 | Hispanic | 2.123E-02   | .039 | .950  | -.1015      | .1440       |
|                                                       |      |          | 3.00 | White    | -.1376      | .030 | .000  | -.2315      | -4.3702E-02 |
|                                                       |      |          | 4.00 | Other    | 4.906E-02   | .054 | .798  | -.1181      | .2162       |
|                                                       | 2.00 | Hispanic | 1.00 | Black    | -2.1231E-02 | .039 | .950  | -.1440      | .1015       |
|                                                       |      |          | 3.00 | White    | -.1588      | .033 | .000  | -.2621      | -5.5563E-02 |
|                                                       |      |          | 4.00 | Other    | 2.783E-02   | .055 | .959  | -.1448      | .2004       |
|                                                       | 3.00 | White    | 1.00 | Black    | .1376       | .030 | .000  | 4.370E-02   | .2315       |
|                                                       |      |          | 2.00 | Hispanic | .1588       | .033 | .000  | 5.556E-02   | .2621       |
|                                                       |      |          | 4.00 | Other    | .1867       | .049 | .001  | 3.321E-02   | .3401       |
|                                                       | 4.00 | Other    | 1.00 | Black    | -4.9056E-02 | .054 | .798  | -.2162      | .1181       |

|       |          |             |      |      |        |       |
|-------|----------|-------------|------|------|--------|-------|
| 2.00  | Hispanic | -2.7826E-02 | .055 | .959 | -.2004 | .1448 |
| ----- |          |             |      |      |        |       |

|                                             |      |          |          |           |             |      |        |             |
|---------------------------------------------|------|----------|----------|-----------|-------------|------|--------|-------------|
|                                             |      | 3.00     | White    | -.1867    | .049        | .001 | -.3401 | -3.3207E-02 |
|                                             |      | 2.00     | Hispanic | 2.372E-02 | .040        | .934 | -.1004 | .1478       |
| C14D III-14d:<br>Tell parents<br>everything | 1.00 | Black    | 3.00     | White     | -9.7980E-02 | .031 | .007   | -.1930      |
|                                             |      |          | 4.00     | Other     | 3.833E-03   | .054 | 1.000  | -.1652      |
|                                             | 2.00 | Hispanic | 1.00     | Black     | -2.3716E-02 | .040 | .934   | -.1478      |
|                                             |      |          | 3.00     | White     | -.1217      | .034 | .002   | -.2261      |
|                                             |      |          | 4.00     | Other     | -1.9883E-02 | .056 | .985   | -.1944      |
|                                             | 3.00 | White    | 1.00     | Black     | 9.798E-02   | .031 | .007   | 3.001E-03   |
|                                             |      |          | 2.00     | Hispanic  | .1217       | .034 | .002   | 1.727E-02   |
|                                             |      |          | 4.00     | Other     | .1018       | .050 | .172   | -5.3334E-02 |
|                                             | 4.00 | Other    | 1.00     | Black     | -3.8328E-03 | .054 | 1.000  | -.1729      |
|                                             |      |          | 2.00     | Hispanic  | 1.988E-02   | .056 | .985   | -.1546      |
|                                             |      |          | 3.00     | White     | -.1018      | .050 | .172   | -.2570      |
|                                             |      |          | 4.00     | Other     |             |      |        | 5.333E-02   |
| C15D III-15d:<br>Anonymously<br>inform      | 1.00 | Black    | 2.00     | Hispanic  | 1.176E-02   | .043 | .993   | -.1208      |
|                                             |      |          | 3.00     | White     | .1214       | .033 | .001   | 1.983E-02   |
|                                             |      |          | 4.00     | Other     | .2087       | .058 | .002   | 2.864E-02   |
|                                             | 2.00 | Hispanic | 1.00     | Black     | -1.1765E-02 | .043 | .993   | -.1443      |
|                                             |      |          | 3.00     | White     | .1096       | .036 | .012   | -1.7923E-03 |
|                                             |      |          | 4.00     | Other     | .1969       | .060 | .005   | 1.114E-02   |
|                                             | 3.00 | White    | 1.00     | Black     | -.1214      | .033 | .001   | -.2229      |
|                                             |      |          | 2.00     | Hispanic  | -.1096      | .036 | .012   | -.2210      |
|                                             |      |          | 4.00     | Other     | 8.733E-02   | .053 | .352   | -7.7739E-02 |
|                                             | 4.00 | Other    | 1.00     | Black     | -.2087      | .058 | .002   | -.3887      |
|                                             |      |          | 2.00     | Hispanic  | -.1969      | .060 | .005   | -.3827      |
|                                             |      |          | 3.00     | White     | -8.7326E-02 | .053 | .352   | -.2524      |

Descriptives: Factor 3. Compromise

|                                                           |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean | Interval for Minimum Maximum |           |
|-----------------------------------------------------------|-------|----------|------|--------|-------------------|---------------|-------------------------------------|------------------------------|-----------|
|                                                           |       |          |      |        |                   |               | Lower Bound                         | Upper Bound                  |           |
| C08D III-8d:<br>Look at your<br>evaluation<br>only        | 1.00  | Black    | 1630 | 2.3436 | 1.1418            | 2.828E-02     | 2.2881                              | 2.3990                       | 1.00 4.00 |
|                                                           | 2.00  | Hispanic | 1293 | 2.4122 | 1.1298            | 3.142E-02     | 2.3506                              | 2.4739                       | 1.00 4.00 |
|                                                           | 3.00  | White    | 4901 | 2.2663 | 1.0698            | 1.528E-02     | 2.2363                              | 2.2962                       | 1.00 4.00 |
|                                                           | 4.00  | Other    | 510  | 2.3412 | 1.1024            | 4.882E-02     | 2.2453                              | 2.4371                       | 1.00 4.00 |
|                                                           | Total |          | 8334 | 2.3086 | 1.0968            | 1.201E-02     | 2.2851                              | 2.3322                       | 1.00 4.00 |
| C09D III-9d:<br>Find<br>replacement<br>for 1st<br>project | 1.00  | Black    | 1633 | 2.4207 | 1.0869            | 2.690E-02     | 2.3679                              | 2.4735                       | 1.00 4.00 |
|                                                           | 2.00  | Hispanic | 1290 | 2.3783 | 1.0756            | 2.995E-02     | 2.3195                              | 2.4370                       | 1.00 4.00 |
|                                                           | 3.00  | White    | 4903 | 2.1267 | .9990             | 1.427E-02     | 2.0987                              | 2.1546                       | 1.00 4.00 |
|                                                           | 4.00  | Other    | 514  | 2.3132 | 1.0227            | 4.511E-02     | 2.2246                              | 2.4019                       | 1.00 4.00 |
|                                                           | Total |          | 8340 | 2.2347 | 1.0384            | 1.137E-02     | 2.2124                              | 2.2569                       | 1.00 4.00 |
| C11B<br>III-11b:<br>Politely<br>decline &<br>keep "mum"   | 1.00  | Black    | 1630 | 2.3436 | 1.0148            | 2.514E-02     | 2.2943                              | 2.3929                       | 1.00 4.00 |
|                                                           | 2.00  | Hispanic | 1281 | 2.3911 | .9902             | 2.767E-02     | 2.3368                              | 2.4454                       | 1.00 4.00 |
|                                                           | 3.00  | White    | 4881 | 2.3839 | .9379             | 1.342E-02     | 2.3576                              | 2.4103                       | 1.00 4.00 |
|                                                           | 4.00  | Other    | 507  | 2.3531 | .9491             | 4.215E-02     | 2.2702                              | 2.4359                       | 1.00 4.00 |
|                                                           | Total |          | 8299 | 2.3752 | .9623             | 1.056E-02     | 2.3545                              | 2.3959                       | 1.00 4.00 |
| C11D<br>III-11d: Tell<br>co-workers<br>inappropriate      | 1.00  | Black    | 1633 | 2.2664 | 1.0956            | 2.711E-02     | 2.2132                              | 2.3196                       | 1.00 4.00 |
|                                                           | 2.00  | Hispanic | 1290 | 2.2907 | 1.0481            | 2.918E-02     | 2.2334                              | 2.3479                       | 1.00 4.00 |
|                                                           | 3.00  | White    | 4888 | 2.4325 | 1.0111            | 1.446E-02     | 2.4041                              | 2.4608                       | 1.00 4.00 |
|                                                           | 4.00  | Other    | 505  | 2.3010 | 1.0199            | 4.538E-02     | 2.2118                              | 2.3902                       | 1.00 4.00 |
|                                                           | Total |          | 8316 | 2.3699 | 1.0370            | 1.137E-02     | 2.3476                              | 2.3922                       | 1.00 4.00 |

ANOVA: Factor 3. Compromise

|                                                        |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|--------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| C08D III-8d:<br>Look at your<br>evaluation only        | Between Groups | 25.197         | 3    | 8.399       | 6.997  | .000 |
|                                                        | Within Groups  | 9999.044       | 8330 | 1.200       |        |      |
|                                                        | Total          | 10024.241      | 8333 |             |        |      |
| C09D III-9d:<br>Find<br>replacement for<br>1st project | Between Groups | 143.497        | 3    | 47.832      | 45.063 | .000 |
|                                                        | Within Groups  | 8848.289       | 8336 | 1.061       |        |      |
|                                                        | Total          | 8991.785       | 8339 |             |        |      |
| C11B III-11b:<br>Politely<br>decline & keep<br>"mum"   | Between Groups | 2.577          | 3    | .859        | .928   | .426 |
|                                                        | Within Groups  | 7680.969       | 8295 | .926        |        |      |
|                                                        | Total          | 7683.546       | 8298 |             |        |      |
| C11D III-11d:<br>Tell co-workers<br>inappropriate      | Between Groups | 47.137         | 3    | 15.712      | 14.682 | .000 |
|                                                        | Within Groups  | 8895.083       | 8312 | 1.070       |        |      |
|                                                        | Total          | 8942.220       | 8315 |             |        |      |

Post Hoc Tests: Factor 3. Compromise

Multiple Comparisons  
Tukey HSD

| Dependent Variable                               |               |               | Mean Difference (I-J) | Std. Error | Sig.  | 99% Confidence Interval |             |
|--------------------------------------------------|---------------|---------------|-----------------------|------------|-------|-------------------------|-------------|
|                                                  |               |               |                       |            |       | Lower Bound             | Upper Bound |
| C08D III-8d:<br>Look at your evaluation only     | 1.00 Black    | 2.00 Hispanic | -6.8661E-02           | .041       | .333  | -.1957                  | 5.836E-02   |
|                                                  |               | 3.00 White    | 7.729E-02             | .031       | .065  | -2.0241E-02             | .1748       |
|                                                  |               | 4.00 Other    | 2.382E-03             | .056       | 1.000 | -.1707                  | .1754       |
|                                                  | 2.00 Hispanic | 1.00 Black    | 6.866E-02             | .041       | .333  | -5.8365E-02             | .1957       |
|                                                  |               | 3.00 White    | .1459                 | .034       | .000  | 3.931E-02               | .2526       |
|                                                  |               | 4.00 Other    | 7.104E-02             | .057       | .601  | -.1073                  | .2494       |
|                                                  | 3.00 White    | 1.00 Black    | -7.7286E-02           | .031       | .065  | -.1748                  | 2.024E-02   |
|                                                  |               | 2.00 Hispanic | -.1459                | .034       | .000  | -.2526                  | -3.9309E-02 |
|                                                  |               | 4.00 Other    | -7.4904E-02           | .051       | .456  | -.2336                  | 8.380E-02   |
|                                                  | 4.00 Other    | 1.00 Black    | -2.3818E-03           | .056       | 1.000 | -.1754                  | .1707       |
|                                                  |               | 2.00 Hispanic | -7.1043E-02           | .057       | .601  | -.2494                  | .1073       |
|                                                  |               | 3.00 White    | 7.490E-02             | .051       | .456  | -8.3798E-02             | .2336       |
| C09D III-9d:<br>Find replacement for 1st project | 1.00 Black    | 2.00 Hispanic | 4.240E-02             | .038       | .687  | -7.7076E-02             | .1619       |
|                                                  |               | 3.00 White    | .2940                 | .029       | .000  | .2024                   | .3857       |
|                                                  |               | 4.00 Other    | .1075                 | .052       | .166  | -5.4753E-02             | .2697       |
|                                                  | 2.00 Hispanic | 1.00 Black    | -4.2404E-02           | .038       | .687  | -.1619                  | 7.708E-02   |
|                                                  |               | 3.00 White    | .2516                 | .032       | .000  | .1513                   | .3520       |
|                                                  |               | 4.00 Other    | 6.507E-02             | .054       | .620  | -.1022                  | .2324       |
|                                                  | 3.00 White    | 1.00 Black    | -.2940                | .029       | .000  | -.3857                  | -.2024      |
|                                                  |               | 2.00 Hispanic | -.2516                | .032       | .000  | -.3520                  | -.1513      |
|                                                  |               | 4.00 Other    | -.1866                | .048       | .001  | -.3353                  | -3.7865E-02 |
|                                                  | 4.00 Other    | 1.00 Black    | -.1075                | .052       | .166  | -.2697                  | 5.475E-02   |
|                                                  |               | 2.00 Hispanic | -6.5065E-02           | .054       | .620  | -.2324                  | .1022       |
|                                                  |               | 3.00 White    | .1866                 | .048       | .001  | 3.786E-02               | .3353       |
| C11B III-11b:<br>Politely decline & keep "mum"   | 1.00 Black    | 2.00 Hispanic | -4.7542E-02           | .036       | .548  | -.1594                  | 6.432E-02   |
|                                                  |               | 3.00 White    | -4.0379E-02           | .028       | .458  | -.1261                  | 4.532E-02   |
|                                                  |               | 4.00 Other    | -9.4989E-03           | .049       | .997  | -.1618                  | .1428       |
|                                                  | 2.00 Hispanic | 1.00 Black    | 4.754E-02             | .036       | .548  | -6.4316E-02             | .1594       |
|                                                  |               | 3.00 White    | 7.163E-03             | .030       | .995  | -8.6884E-02             | .1012       |
|                                                  |               | 4.00 Other    | 3.804E-02             | .050       | .875  | -.1191                  | .1952       |
|                                                  | 3.00 White    | 1.00 Black    | 4.038E-02             | .028       | .458  | -4.5322E-02             | .1261       |
|                                                  |               | 2.00 Hispanic | -7.1630E-03           | .030       | .995  | -.1012                  | 8.688E-02   |

|      |       |           |      |      |        |       |
|------|-------|-----------|------|------|--------|-------|
| 4.00 | Other | 3.088E-02 | .045 | .902 | -.1089 | .1707 |
|------|-------|-----------|------|------|--------|-------|

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|                                                   |               |               |             |      |      |             |             |
|---------------------------------------------------|---------------|---------------|-------------|------|------|-------------|-------------|
| 4.00 Other                                        |               | 1.00 Black    | 9.499E-03   | .049 | .997 | -.1428      | .1618       |
|                                                   |               | 2.00 Hispanic | -3.8044E-02 | .050 | .875 | -.1952      | .1191       |
|                                                   |               | 3.00 White    | -3.0881E-02 | .045 | .902 | -.1707      | .1089       |
| C11D III-11d:<br>Tell co-workers<br>inappropriate | 1.00 Black    | 2.00 Hispanic | -2.4317E-02 | .039 | .922 | -.1443      | 9.565E-02   |
|                                                   |               | 3.00 White    | -.1661      | .030 | .000 | -.2582      | -7.4054E-02 |
|                                                   |               | 4.00 Other    | -3.4609E-02 | .053 | .913 | -.1986      | .1294       |
|                                                   | 2.00 Hispanic | 1.00 Black    | 2.432E-02   | .039 | .922 | -9.5651E-02 | .1443       |
|                                                   |               | 3.00 White    | -.1418      | .032 | .000 | -.2426      | -4.0981E-02 |
|                                                   |               | 4.00 Other    | -1.0292E-02 | .054 | .998 | -.1793      | .1588       |
|                                                   | 3.00 White    | 1.00 Black    | .1661       | .030 | .000 | 7.405E-02   | .2582       |
|                                                   |               | 2.00 Hispanic | .1418       | .032 | .000 | 4.098E-02   | .2426       |
|                                                   |               | 4.00 Other    | .1315       | .048 | .033 | -1.9039E-02 | .2820       |
|                                                   | 4.00 Other    | 1.00 Black    | 3.461E-02   | .053 | .913 | -.1294      | .1986       |
|                                                   |               | 2.00 Hispanic | 1.029E-02   | .054 | .998 | -.1588      | .1793       |
|                                                   |               | 3.00 White    | -.1315      | .048 | .033 | -.2820      | 1.904E-02   |

Descriptives: Factor 4. Social Courage

|                                                                      |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|----------------------------------------------------------------------|-------|----------|------|--------|-------------------|---------------|----------------------------------|-------------|---------|---------|
|                                                                      |       |          |      |        |                   |               | Lower Bound                      | Upper Bound |         |         |
| C02A III-2a:<br>Request they<br>stop<br>harassing man                | 1.00  | Black    | 1669 | 1.8226 | .9932             | 2.431E-02     | 1.7750                           | 1.8703      | 1.00    | 4.00    |
|                                                                      | 2.00  | Hispanic | 1311 | 1.6041 | .8594             | 2.374E-02     | 1.5576                           | 1.6507      | 1.00    | 4.00    |
|                                                                      | 3.00  | White    | 4948 | 1.5683 | .8138             | 1.157E-02     | 1.5456                           | 1.5910      | 1.00    | 4.00    |
|                                                                      | 4.00  | Other    | 522  | 1.5920 | .8127             | 3.557E-02     | 1.5221                           | 1.6618      | 1.00    | 4.00    |
|                                                                      | Total |          | 8450 | 1.6256 | .8646             | 9.405E-03     | 1.6071                           | 1.6440      | 1.00    | 4.00    |
| C02BR III-2b<br>(Reversed)<br>Attend and<br>tell the<br>truth        | 1.00  | Black    | 1652 | 1.8475 | 1.0044            | 2.471E-02     | 1.7990                           | 1.8959      | 1.00    | 4.00    |
|                                                                      | 2.00  | Hispanic | 1301 | 1.6426 | .9008             | 2.497E-02     | 1.5936                           | 1.6916      | 1.00    | 4.00    |
|                                                                      | 3.00  | White    | 4916 | 1.6135 | .8465             | 1.207E-02     | 1.5898                           | 1.6372      | 1.00    | 4.00    |
|                                                                      | 4.00  | Other    | 518  | 1.7046 | .8947             | 3.931E-02     | 1.6274                           | 1.7819      | 1.00    | 4.00    |
|                                                                      | Total |          | 8387 | 1.6697 | .8955             | 9.778E-03     | 1.6506                           | 1.6889      | 1.00    | 4.00    |
| C04AR III-4a<br>(Reversed)<br>Keep out of<br>debate                  | 1.00  | Black    | 1646 | 1.8177 | 1.0637            | 2.622E-02     | 1.7663                           | 1.8692      | 1.00    | 4.00    |
|                                                                      | 2.00  | Hispanic | 1297 | 1.8867 | 1.0101            | 2.805E-02     | 1.8316                           | 1.9417      | 1.00    | 4.00    |
|                                                                      | 3.00  | White    | 4913 | 1.7482 | .9216             | 1.315E-02     | 1.7224                           | 1.7740      | 1.00    | 4.00    |
|                                                                      | 4.00  | Other    | 514  | 1.8191 | .9755             | 4.303E-02     | 1.7345                           | 1.9036      | 1.00    | 4.00    |
|                                                                      | Total |          | 8370 | 1.7877 | .9695             | 1.060E-02     | 1.7669                           | 1.8085      | 1.00    | 4.00    |
| C04B III-4b:<br>Openly agree<br>& offer<br>arguments                 | 1.00  | Black    | 1657 | 1.5981 | .8841             | 2.172E-02     | 1.5555                           | 1.6407      | 1.00    | 4.00    |
|                                                                      | 2.00  | Hispanic | 1303 | 1.6393 | .8775             | 2.431E-02     | 1.5916                           | 1.6870      | 1.00    | 4.00    |
|                                                                      | 3.00  | White    | 4934 | 1.5381 | .7801             | 1.111E-02     | 1.5163                           | 1.5599      | 1.00    | 4.00    |
|                                                                      | 4.00  | Other    | 517  | 1.7060 | .8950             | 3.936E-02     | 1.6287                           | 1.7833      | 1.00    | 4.00    |
|                                                                      | Total |          | 8411 | 1.5759 | .8257             | 9.004E-03     | 1.5583                           | 1.5936      | 1.00    | 4.00    |
| C04CR III-4c<br>(Reversed)<br>Approach with<br>support in<br>private | 1.00  | Black    | 1644 | 1.9173 | 1.0228            | 2.523E-02     | 1.8678                           | 1.9668      | 1.00    | 4.00    |
|                                                                      | 2.00  | Hispanic | 1290 | 2.0256 | .9745             | 2.713E-02     | 1.9724                           | 2.0788      | 1.00    | 4.00    |
|                                                                      | 3.00  | White    | 4909 | 2.0022 | .9424             | 1.345E-02     | 1.9759                           | 2.0286      | 1.00    | 4.00    |
|                                                                      | 4.00  | Other    | 516  | 2.0271 | .9447             | 4.159E-02     | 1.9454                           | 2.1088      | 1.00    | 4.00    |
|                                                                      | Total |          | 8359 | 1.9907 | .9644             | 1.055E-02     | 1.9700                           | 2.0113      | 1.00    | 4.00    |

ANOVA: Factor 4. Social Courage

|                                                                      |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|----------------------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| C02A III-2a:<br>Request they<br>stop harassing<br>man                | Between Groups | 82.240         | 3    | 27.413      | 37.146 | .000 |
|                                                                      | Within Groups  | 6233.039       | 8446 | .738        |        |      |
|                                                                      | Total          | 6315.279       | 8449 |             |        |      |
| C02BR III-2b<br>(Reversed)<br>Attend and tell<br>the truth           | Between Groups | 69.311         | 3    | 23.104      | 29.099 | .000 |
|                                                                      | Within Groups  | 6655.832       | 8383 | .794        |        |      |
|                                                                      | Total          | 6725.144       | 8386 |             |        |      |
| C04AR III-4a<br>(Reversed) Keep<br>out of debate                     | Between Groups | 22.351         | 3    | 7.450       | 7.947  | .000 |
|                                                                      | Within Groups  | 7843.381       | 8366 | .938        |        |      |
|                                                                      | Total          | 7865.732       | 8369 |             |        |      |
| C04B III-4b:<br>Openly agree &<br>offer arguments                    | Between Groups | 21.850         | 3    | 7.283       | 10.719 | .000 |
|                                                                      | Within Groups  | 5712.430       | 8407 | .679        |        |      |
|                                                                      | Total          | 5734.280       | 8410 |             |        |      |
| C04CR III-4c<br>(Reversed)<br>Approach with<br>support in<br>private | Between Groups | 11.771         | 3    | 3.924       | 4.224  | .005 |
|                                                                      | Within Groups  | 7761.501       | 8355 | .929        |        |      |
|                                                                      | Total          | 7773.272       | 8358 |             |        |      |

Post Hoc Tests: Factor 4. Social Courage

Multiple Comparisons  
Tukey HSD

| Dependent Variable                                | (I) RACEETHN Race/Ethnicity | (J) RACEETHN Race/Ethnicity | Mean Difference (I-J) | Std. Error | Sig.  | 99% Confidence Interval |             |
|---------------------------------------------------|-----------------------------|-----------------------------|-----------------------|------------|-------|-------------------------|-------------|
|                                                   |                             |                             |                       |            |       | Lower Bound             | Upper Bound |
| C02A III-2a: Request they stop harassing man      | 1.00 Black                  | 2.00 Hispanic               | .2185                 | .032       | .000  | .1198                   | .3172       |
|                                                   |                             | 3.00 White                  | .2543                 | .024       | .000  | .1786                   | .3300       |
|                                                   |                             | 4.00 Other                  | .2307                 | .043       | .000  | 9.657E-02               | .3648       |
|                                                   | 2.00 Hispanic               | 1.00 Black                  | -.2185                | .032       | .000  | -.3172                  | -.1198      |
|                                                   |                             | 3.00 White                  | 3.581E-02             | .027       | .536  | -4.7267E-02             | .1189       |
|                                                   |                             | 4.00 Other                  | 1.216E-02             | .044       | .993  | -.1263                  | .1506       |
|                                                   | 3.00 White                  | 1.00 Black                  | -.2543                | .024       | .000  | -.3300                  | -.1786      |
|                                                   |                             | 2.00 Hispanic               | -3.5809E-02           | .027       | .536  | -.1189                  | 4.727E-02   |
|                                                   |                             | 4.00 Other                  | -2.3644E-02           | .040       | .933  | -.1467                  | 9.944E-02   |
|                                                   | 4.00 Other                  | 1.00 Black                  | -.2307                | .043       | .000  | -.3648                  | -9.6573E-02 |
|                                                   |                             | 2.00 Hispanic               | -1.2165E-02           | .044       | .993  | -.1506                  | .1263       |
|                                                   |                             | 3.00 White                  | 2.364E-02             | .040       | .933  | -9.9435E-02             | .1467       |
| C02BR III-2b (Reversed) Attend and tell the truth | 1.00 Black                  | 2.00 Hispanic               | .2049                 | .033       | .000  | .1020                   | .3077       |
|                                                   |                             | 3.00 White                  | .2340                 | .025       | .000  | .1551                   | .3128       |
|                                                   |                             | 4.00 Other                  | .1428                 | .045       | .008  | 3.131E-03               | .2825       |
|                                                   | 2.00 Hispanic               | 1.00 Black                  | -.2049                | .033       | .000  | -.3077                  | -.1020      |
|                                                   |                             | 3.00 White                  | 2.908E-02             | .028       | .722  | -5.7414E-02             | .1156       |
|                                                   |                             | 4.00 Other                  | -6.2051E-02           | .046       | .537  | -.2062                  | 8.207E-02   |
|                                                   | 3.00 White                  | 1.00 Black                  | -.2340                | .025       | .000  | -.3128                  | -.1551      |
|                                                   |                             | 2.00 Hispanic               | -2.9076E-02           | .028       | .722  | -.1156                  | 5.741E-02   |
|                                                   |                             | 4.00 Other                  | -9.1126E-02           | .041       | .119  | -.2193                  | 3.702E-02   |
|                                                   | 4.00 Other                  | 1.00 Black                  | -.1428                | .045       | .008  | -.2825                  | -3.1308E-03 |
|                                                   |                             | 2.00 Hispanic               | 6.205E-02             | .046       | .537  | -8.2071E-02             | .2062       |
|                                                   |                             | 3.00 White                  | 9.113E-02             | .041       | .119  | -3.7020E-02             | .2193       |
| C04AR III-4a (Reversed) Keep out of debate        | 1.00 Black                  | 2.00 Hispanic               | -6.8922E-02           | .036       | .221  | -.1808                  | 4.300E-02   |
|                                                   |                             | 3.00 White                  | 6.952E-02             | .028       | .057  | -1.6329E-02             | .1554       |
|                                                   |                             | 4.00 Other                  | -1.3262E-03           | .049       | 1.000 | -.1536                  | .1510       |
|                                                   | 2.00 Hispanic               | 1.00 Black                  | 6.892E-02             | .036       | .221  | -4.3001E-02             | .1808       |
|                                                   |                             | 3.00 White                  | .1384                 | .030       | .000  | 4.434E-02               | .2325       |
|                                                   |                             | 4.00 Other                  | 6.760E-02             | .050       | .538  | -8.9519E-02             | .2247       |
|                                                   | 3.00 White                  | 1.00 Black                  | -6.9521E-02           | .028       | .057  | -.1554                  | 1.633E-02   |
|                                                   |                             | 2.00 Hispanic               | -.1384                | .030       | .000  | -.2325                  | -4.4338E-02 |

|      |       |             |      |      |        |           |
|------|-------|-------------|------|------|--------|-----------|
| 4.00 | Other | -7.0847E-02 | .045 | .391 | -.2106 | 6.890E-02 |
|------|-------|-------------|------|------|--------|-----------|

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|                                                                      |      |          |      |          |             |      |       |             |             |
|----------------------------------------------------------------------|------|----------|------|----------|-------------|------|-------|-------------|-------------|
|                                                                      | 4.00 | Other    | 1.00 | Black    | 1.326E-03   | .049 | 1.000 | -.1510      | .1536       |
|                                                                      |      |          | 2.00 | Hispanic | -6.7595E-02 | .050 | .538  | -.2247      | 8.952E-02   |
|                                                                      |      |          | 3.00 | White    | 7.085E-02   | .045 | .391  | -6.8897E-02 | .2106       |
| C04B III-4b:<br>Openly agree &<br>offer arguments                    | 1.00 | Black    | 2.00 | Hispanic | -4.1225E-02 | .031 | .531  | -.1362      | 5.380E-02   |
|                                                                      |      |          | 3.00 | White    | 5.997E-02   | .023 | .051  | -1.2899E-02 | .1328       |
|                                                                      |      |          | 4.00 | Other    | -.1079      | .042 | .046  | -.2372      | 2.135E-02   |
|                                                                      | 2.00 | Hispanic | 1.00 | Black    | 4.123E-02   | .031 | .531  | -5.3795E-02 | .1362       |
|                                                                      |      |          | 3.00 | White    | .1012       | .026 | .000  | 2.126E-02   | .1811       |
|                                                                      |      |          | 4.00 | Other    | -6.6702E-02 | .043 | .404  | -.2001      | 6.669E-02   |
|                                                                      | 3.00 | White    | 1.00 | Black    | -5.9966E-02 | .023 | .051  | -.1328      | 1.290E-02   |
|                                                                      |      |          | 2.00 | Hispanic | -.1012      | .026 | .000  | -.1811      | -2.1259E-02 |
|                                                                      |      |          | 4.00 | Other    | -.1679      | .038 | .000  | -.2865      | -4.9262E-02 |
|                                                                      | 4.00 | Other    | 1.00 | Black    | .1079       | .042 | .046  | -2.1352E-02 | .2372       |
|                                                                      |      |          | 2.00 | Hispanic | 6.670E-02   | .043 | .404  | -6.6688E-02 | .2001       |
|                                                                      |      |          | 3.00 | White    | .1679       | .038 | .000  | 4.926E-02   | .2865       |
| C04CR III-4c<br>(Reversed)<br>Approach with<br>support in<br>private | 1.00 | Black    | 2.00 | Hispanic | -.1083      | .036 | .013  | -.2199      | 3.302E-03   |
|                                                                      |      |          | 3.00 | White    | -8.4966E-02 | .027 | .011  | -.1705      | 5.383E-04   |
|                                                                      |      |          | 4.00 | Other    | -.1099      | .049 | .108  | -.2613      | 4.156E-02   |
|                                                                      | 2.00 | Hispanic | 1.00 | Black    | .1083       | .036 | .013  | -3.3025E-03 | .2199       |
|                                                                      |      |          | 3.00 | White    | 2.334E-02   | .030 | .866  | -7.0542E-02 | .1172       |
|                                                                      |      |          | 4.00 | Other    | -1.5504E-03 | .050 | 1.000 | -.1578      | .1547       |
|                                                                      | 3.00 | White    | 1.00 | Black    | 8.497E-02   | .027 | .011  | -5.3835E-04 | .1705       |
|                                                                      |      |          | 2.00 | Hispanic | -2.3341E-02 | .030 | .866  | -.1172      | 7.054E-02   |
|                                                                      |      |          | 4.00 | Other    | -2.4891E-02 | .045 | .944  | -.1638      | .1140       |
|                                                                      | 4.00 | Other    | 1.00 | Black    | .1099       | .049 | .108  | -4.1557E-02 | .2613       |
|                                                                      |      |          | 2.00 | Hispanic | 1.550E-03   | .050 | 1.000 | -.1547      | .1578       |
|                                                                      |      |          | 3.00 | White    | 2.489E-02   | .045 | .944  | -.1140      | .1638       |

Descriptives: Factor 5. Helpfulness

|                                                               |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|---------------------------------------------------------------|-------|----------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                               |       |          |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| C05A III-5a:<br>Agree to do<br>for free                       | 1.00  | Black    | 1656 | 1.8146 | .9065             | 2.228E-02     | 1.7709                              | 1.8583      | 1.00    | 4.00    |
|                                                               | 2.00  | Hispanic | 1300 | 1.7715 | .8539             | 2.368E-02     | 1.7251                              | 1.8180      | 1.00    | 4.00    |
|                                                               | 3.00  | White    | 4936 | 1.7565 | .8255             | 1.175E-02     | 1.7334                              | 1.7795      | 1.00    | 4.00    |
|                                                               | 4.00  | Other    | 519  | 1.7187 | .8370             | 3.674E-02     | 1.6465                              | 1.7909      | 1.00    | 4.00    |
|                                                               | Total |          | 8411 | 1.7679 | .8474             | 9.240E-03     | 1.7498                              | 1.7860      | 1.00    | 4.00    |
| C07AR III-7a<br>(Reversed)<br>Imprtant plans<br>- can't do it | 1.00  | Black    | 1647 | 2.5920 | 1.0687            | 2.633E-02     | 2.5403                              | 2.6436      | 1.00    | 4.00    |
|                                                               | 2.00  | Hispanic | 1294 | 2.5278 | 1.0212            | 2.839E-02     | 2.4721                              | 2.5835      | 1.00    | 4.00    |
|                                                               | 3.00  | White    | 4908 | 2.5980 | .9671             | 1.381E-02     | 2.5709                              | 2.6251      | 1.00    | 4.00    |
|                                                               | 4.00  | Other    | 519  | 2.5838 | 1.0637            | 4.669E-02     | 2.4921                              | 2.6755      | 1.00    | 4.00    |
|                                                               | Total |          | 8368 | 2.5851 | 1.0025            | 1.096E-02     | 2.5636                              | 2.6066      | 1.00    | 4.00    |
| C07C III-7c:<br>See if you can<br>change plans                | 1.00  | Black    | 1647 | 1.8676 | .9279             | 2.286E-02     | 1.8228                              | 1.9125      | 1.00    | 4.00    |
|                                                               | 2.00  | Hispanic | 1295 | 1.7792 | .8742             | 2.429E-02     | 1.7315                              | 1.8268      | 1.00    | 4.00    |
|                                                               | 3.00  | White    | 4910 | 1.8462 | .8676             | 1.238E-02     | 1.8220                              | 1.8705      | 1.00    | 4.00    |
|                                                               | 4.00  | Other    | 514  | 1.8366 | .9222             | 4.068E-02     | 1.7567                              | 1.9165      | 1.00    | 4.00    |
|                                                               | Total |          | 8366 | 1.8395 | .8844             | 9.670E-03     | 1.8205                              | 1.8584      | 1.00    | 4.00    |
| C07D III-7d:<br>Put plans on<br>hold & go on<br>trip          | 1.00  | Black    | 1641 | 2.1292 | .9836             | 2.428E-02     | 2.0816                              | 2.1768      | 1.00    | 4.00    |
|                                                               | 2.00  | Hispanic | 1298 | 2.0693 | .9472             | 2.629E-02     | 2.0178                              | 2.1209      | 1.00    | 4.00    |
|                                                               | 3.00  | White    | 4912 | 2.1545 | .9248             | 1.319E-02     | 2.1287                              | 2.1804      | 1.00    | 4.00    |
|                                                               | 4.00  | Other    | 516  | 2.1725 | .9850             | 4.336E-02     | 2.0873                              | 2.2577      | 1.00    | 4.00    |
|                                                               | Total |          | 8367 | 2.1374 | .9442             | 1.032E-02     | 2.1172                              | 2.1577      | 1.00    | 4.00    |
| C09AR III-9a<br>(Reversed)<br>Join project<br>just starting   | 1.00  | Black    | 1635 | 2.0648 | 1.0185            | 2.519E-02     | 2.0154                              | 2.1142      | 1.00    | 4.00    |
|                                                               | 2.00  | Hispanic | 1290 | 2.0302 | .9760             | 2.717E-02     | 1.9769                              | 2.0835      | 1.00    | 4.00    |
|                                                               | 3.00  | White    | 4902 | 2.0996 | .9325             | 1.332E-02     | 2.0734                              | 2.1257      | 1.00    | 4.00    |
|                                                               | 4.00  | Other    | 513  | 2.1209 | .9688             | 4.277E-02     | 2.0368                              | 2.2049      | 1.00    | 4.00    |
|                                                               | Total |          | 8340 | 2.0833 | .9591             | 1.050E-02     | 2.0627                              | 2.1039      | 1.00    | 4.00    |
| C09B III-9b:<br>Stay with<br>project<br>committed to          | 1.00  | Black    | 1633 | 1.8457 | .9072             | 2.245E-02     | 1.8017                              | 1.8897      | 1.00    | 4.00    |
|                                                               | 2.00  | Hispanic | 1293 | 1.8074 | .8295             | 2.307E-02     | 1.7622                              | 1.8527      | 1.00    | 4.00    |
|                                                               | 3.00  | White    | 4911 | 1.8650 | .8264             | 1.179E-02     | 1.8419                              | 1.8881      | 1.00    | 4.00    |
|                                                               | 4.00  | Other    | 514  | 1.8755 | .8630             | 3.806E-02     | 1.8007                              | 1.9503      | 1.00    | 4.00    |
|                                                               | Total |          | 8351 | 1.8530 | .8457             | 9.254E-03     | 1.8348                              | 1.8711      | 1.00    | 4.00    |
| C13A III-13a:<br>Help classmate<br>on<br>presentation         | 1.00  | Black    | 1632 | 2.1550 | 1.0673            | 2.642E-02     | 2.1032                              | 2.2068      | 1.00    | 4.00    |
|                                                               | 2.00  | Hispanic | 1279 | 2.1142 | 1.0176            | 2.845E-02     | 2.0583                              | 2.1700      | 1.00    | 4.00    |
|                                                               | 3.00  | White    | 4882 | 2.2159 | 1.0154            | 1.453E-02     | 2.1874                              | 2.2444      | 1.00    | 4.00    |
|                                                               | 4.00  | Other    | 505  | 2.1545 | 1.0079            | 4.485E-02     | 2.0663                              | 2.2426      | 1.00    | 4.00    |

|       |      |        |        |           |        |        |      |      |
|-------|------|--------|--------|-----------|--------|--------|------|------|
| Total | 8298 | 2.1845 | 1.0263 | 1.127E-02 | 2.1624 | 2.2066 | 1.00 | 4.00 |
|-------|------|--------|--------|-----------|--------|--------|------|------|

|                |       |          |      |        |        |           |        |        |      |      |
|----------------|-------|----------|------|--------|--------|-----------|--------|--------|------|------|
| C13CR III-13c  | 1.00  | Black    | 1607 | 2.2253 | 1.0670 | 2.662E-02 | 2.1731 | 2.2775 | 1.00 | 4.00 |
| (Reversed)     |       |          |      |        |        |           |        |        |      |      |
| Turn classmate | 2.00  | Hispanic | 1263 | 2.1196 | 1.0369 | 2.918E-02 | 2.0623 | 2.1768 | 1.00 | 4.00 |
| down           |       |          |      |        |        |           |        |        |      |      |
|                | 3.00  | White    | 4838 | 2.2774 | 1.0274 | 1.477E-02 | 2.2484 | 2.3063 | 1.00 | 4.00 |
|                |       |          |      |        |        |           |        |        |      |      |
|                | 4.00  | Other    | 501  | 2.1397 | 1.0375 | 4.635E-02 | 2.0487 | 2.2308 | 1.00 | 4.00 |
|                |       |          |      |        |        |           |        |        |      |      |
|                | Total |          | 8209 | 2.2345 | 1.0389 | 1.147E-02 | 2.2120 | 2.2570 | 1.00 | 4.00 |
|                |       |          |      |        |        |           |        |        |      |      |

ANOVA: Factor 5. Helpfulness

|                                                              |                | Sum of Squares | df   | Mean Square | F     | Sig. |
|--------------------------------------------------------------|----------------|----------------|------|-------------|-------|------|
| C05A III-5a:<br>Agree to do for<br>free                      | Between Groups | 5.531          | 3    | 1.844       | 2.569 | .053 |
|                                                              | Within Groups  | 6033.455       | 8407 | .718        |       |      |
|                                                              | Total          | 6038.986       | 8410 |             |       |      |
| C07AR III-7a<br>(Reversed)<br>Imprtnt plans -<br>can't do it | Between Groups | 5.142          | 3    | 1.714       | 1.706 | .164 |
|                                                              | Within Groups  | 8404.277       | 8364 | 1.005       |       |      |
|                                                              | Total          | 8409.419       | 8367 |             |       |      |
| C07C III-7c:<br>See if you can<br>change plans               | Between Groups | 6.247          | 3    | 2.082       | 2.664 | .046 |
|                                                              | Within Groups  | 6537.160       | 8362 | .782        |       |      |
|                                                              | Total          | 6543.407       | 8365 |             |       |      |
| C07D III-7d:<br>Put plans on<br>hold & go on<br>trip         | Between Groups | 8.198          | 3    | 2.733       | 3.068 | .027 |
|                                                              | Within Groups  | 7449.740       | 8363 | .891        |       |      |
|                                                              | Total          | 7457.939       | 8366 |             |       |      |
| C09AR III-9a<br>(Reversed) Join<br>project just<br>starting  | Between Groups | 6.209          | 3    | 2.070       | 2.251 | .081 |
|                                                              | Within Groups  | 7664.875       | 8336 | .919        |       |      |
|                                                              | Total          | 7671.083       | 8339 |             |       |      |
| C09B III-9b:<br>Stay with<br>project<br>committed to         | Between Groups | 3.740          | 3    | 1.247       | 1.744 | .156 |
|                                                              | Within Groups  | 5967.685       | 8347 | .715        |       |      |
|                                                              | Total          | 5971.425       | 8350 |             |       |      |
| C13A III-13a:<br>Help classmate<br>on presentation           | Between Groups | 13.015         | 3    | 4.338       | 4.124 | .006 |
|                                                              | Within Groups  | 8725.512       | 8294 | 1.052       |       |      |
|                                                              | Total          | 8738.527       | 8297 |             |       |      |
| C13CR III-13c<br>(Reversed) Turn<br>classmate down           | Between Groups | 30.223         | 3    | 10.074      | 9.362 | .000 |
|                                                              | Within Groups  | 8829.367       | 8205 | 1.076       |       |      |
|                                                              | Total          | 8859.590       | 8208 |             |       |      |

Post Hoc Tests: Factor 5. Helpfulness

Multiple Comparisons

Tukey HSD

| Dependent Variable                                  | (I) RACEETHN Race/Ethnicity | (J) RACEETHN Race/Ethnicity | Mean Difference (I-J) | Std. Error | Sig. | 99% Confidence Interval |             |
|-----------------------------------------------------|-----------------------------|-----------------------------|-----------------------|------------|------|-------------------------|-------------|
|                                                     |                             |                             |                       |            |      | Lower Bound             | Upper Bound |
| C05A III-5a: Agree to do for free                   | 1.00 Black                  | 2.00 Hispanic               | 4.308E-02             | .031       | .517 | -5.4655E-02             | .1408       |
|                                                     |                             | 3.00 White                  | 5.813E-02             | .024       | .074 | -1.6767E-02             | .1330       |
|                                                     |                             | 4.00 Other                  | 9.592E-02             | .043       | .110 | -3.6753E-02             | .2286       |
|                                                     | 2.00 Hispanic               | 1.00 Black                  | -4.3075E-02           | .031       | .517 | -.1408                  | 5.465E-02   |
|                                                     |                             | 3.00 White                  | 1.506E-02             | .026       | .941 | -6.7163E-02             | 9.727E-02   |
|                                                     |                             | 4.00 Other                  | 5.285E-02             | .044       | .626 | -8.4094E-02             | .1898       |
|                                                     | 3.00 White                  | 1.00 Black                  | -5.8131E-02           | .024       | .074 | -.1330                  | 1.677E-02   |
|                                                     |                             | 2.00 Hispanic               | -1.5055E-02           | .026       | .941 | -9.7274E-02             | 6.716E-02   |
|                                                     |                             | 4.00 Other                  | 3.779E-02             | .039       | .768 | -8.3910E-02             | .1595       |
|                                                     | 4.00 Other                  | 1.00 Black                  | -9.5924E-02           | .043       | .110 | -.2286                  | 3.675E-02   |
|                                                     |                             | 2.00 Hispanic               | -5.2849E-02           | .044       | .626 | -.1898                  | 8.409E-02   |
|                                                     |                             | 3.00 White                  | -3.7793E-02           | .039       | .768 | -.1595                  | 8.391E-02   |
| C07AR III-7a (Reversed) Imprtnt plans - can't do it | 1.00 Black                  | 2.00 Hispanic               | 6.416E-02             | .037       | .312 | -5.1764E-02             | .1801       |
|                                                     |                             | 3.00 White                  | -6.0178E-03           | .029       | .997 | -9.4886E-02             | 8.285E-02   |
|                                                     |                             | 4.00 Other                  | 8.170E-03             | .050       | .998 | -.1489                  | .1653       |
|                                                     | 2.00 Hispanic               | 1.00 Black                  | -6.4165E-02           | .037       | .312 | -.1801                  | 5.176E-02   |
|                                                     |                             | 3.00 White                  | -7.0183E-02           | .031       | .112 | -.1677                  | 2.734E-02   |
|                                                     |                             | 4.00 Other                  | -5.5994E-02           | .052       | .705 | -.2181                  | .1062       |
|                                                     | 3.00 White                  | 1.00 Black                  | 6.018E-03             | .029       | .997 | -8.2850E-02             | 9.489E-02   |
|                                                     |                             | 2.00 Hispanic               | 7.018E-02             | .031       | .112 | -2.7340E-02             | .1677       |
|                                                     |                             | 4.00 Other                  | 1.419E-02             | .046       | .990 | -.1299                  | .1582       |
|                                                     | 4.00 Other                  | 1.00 Black                  | -8.1704E-03           | .050       | .998 | -.1653                  | .1489       |
|                                                     |                             | 2.00 Hispanic               | 5.599E-02             | .052       | .705 | -.1062                  | .2181       |
|                                                     |                             | 3.00 White                  | -1.4188E-02           | .046       | .990 | -.1582                  | .1299       |
| C07C III-7c: See if you can change plans            | 1.00 Black                  | 2.00 Hispanic               | 8.849E-02             | .033       | .036 | -1.3746E-02             | .1907       |
|                                                     |                             | 3.00 White                  | 2.141E-02             | .025       | .830 | -5.6977E-02             | 9.979E-02   |
|                                                     |                             | 4.00 Other                  | 3.106E-02             | .045       | .899 | -.1080                  | .1701       |
|                                                     | 2.00 Hispanic               | 1.00 Black                  | -8.8488E-02           | .033       | .036 | -.1907                  | 1.375E-02   |
|                                                     |                             | 3.00 White                  | -6.7082E-02           | .028       | .072 | -.1531                  | 1.891E-02   |
|                                                     |                             | 4.00 Other                  | -5.7425E-02           | .046       | .598 | -.2009                  | 8.608E-02   |
|                                                     | 3.00 White                  | 1.00 Black                  | -2.1406E-02           | .025       | .830 | -9.9789E-02             | 5.698E-02   |

|      |          |           |      |      |             |       |
|------|----------|-----------|------|------|-------------|-------|
| 2.00 | Hispanic | 6.708E-02 | .028 | .072 | -1.8909E-02 | .1531 |
| 4.00 | Other    | 9.656E-03 | .041 | .995 | -.1180      | .1373 |

|                                                             |      |          |      |          |             |       |       |             |           |
|-------------------------------------------------------------|------|----------|------|----------|-------------|-------|-------|-------------|-----------|
|                                                             | 4.00 | Other    | 1.00 | Black    | -3.1062E-02 | .045  | .899  | -.1701      | .1080     |
|                                                             |      |          |      |          | -----       | ----- | ----- | -----       | -----     |
|                                                             |      |          | 2.00 | Hispanic | 5.743E-02   | .046  | .598  | -8.6077E-02 | .2009     |
|                                                             |      |          | 3.00 | White    | -9.6563E-03 | .041  | .995  | -.1373      | .1180     |
| C07D III-7d:<br>Put plans on<br>hold & go on<br>trip        | 1.00 | Black    | 2.00 | Hispanic | 5.985E-02   | .035  | .320  | -4.9295E-02 | .1690     |
|                                                             |      |          | 3.00 | White    | -2.5330E-02 | .027  | .783  | -.1091      | 5.845E-02 |
|                                                             |      |          | 4.00 | Other    | -4.3291E-02 | .048  | .800  | -.1916      | .1050     |
|                                                             | 2.00 | Hispanic | 1.00 | Black    | -5.9852E-02 | .035  | .320  | -.1690      | 4.930E-02 |
|                                                             |      |          | 3.00 | White    | -8.5182E-02 | .029  | .020  | -.1769      | 6.521E-03 |
|                                                             |      |          | 4.00 | Other    | -.1031      | .049  | .153  | -.2561      | 4.978E-02 |
|                                                             | 3.00 | White    | 1.00 | Black    | 2.533E-02   | .027  | .783  | -5.8450E-02 | .1091     |
|                                                             |      |          | 2.00 | Hispanic | 8.518E-02   | .029  | .020  | -6.5210E-03 | .1769     |
|                                                             |      |          | 4.00 | Other    | -1.7961E-02 | .044  | .977  | -.1539      | .1180     |
|                                                             | 4.00 | Other    | 1.00 | Black    | 4.329E-02   | .048  | .800  | -.1050      | .1916     |
|                                                             |      |          | 2.00 | Hispanic | .1031       | .049  | .153  | -4.9776E-02 | .2561     |
|                                                             |      |          | 3.00 | White    | 1.796E-02   | .044  | .977  | -.1180      | .1539     |
| C09AR III-9a<br>(Reversed) Join<br>project just<br>starting | 1.00 | Black    | 2.00 | Hispanic | 3.460E-02   | .036  | .767  | -7.6573E-02 | .1458     |
|                                                             |      |          | 3.00 | White    | -3.4719E-02 | .027  | .584  | -.1200      | 5.054E-02 |
|                                                             |      |          | 4.00 | Other    | -5.6026E-02 | .049  | .656  | -.2071      | 9.505E-02 |
|                                                             | 2.00 | Hispanic | 1.00 | Black    | -3.4599E-02 | .036  | .767  | -.1458      | 7.657E-02 |
|                                                             |      |          | 3.00 | White    | -6.9319E-02 | .030  | .096  | -.1627      | 2.410E-02 |
|                                                             |      |          | 4.00 | Other    | -9.0625E-02 | .050  | .268  | -.2464      | 6.520E-02 |
|                                                             | 3.00 | White    | 1.00 | Black    | 3.472E-02   | .027  | .584  | -5.0538E-02 | .1200     |
|                                                             |      |          | 2.00 | Hispanic | 6.932E-02   | .030  | .096  | -2.4098E-02 | .1627     |
|                                                             |      |          | 4.00 | Other    | -2.1306E-02 | .044  | .964  | -.1598      | .1172     |
|                                                             | 4.00 | Other    | 1.00 | Black    | 5.603E-02   | .049  | .656  | -9.5048E-02 | .2071     |
|                                                             |      |          | 2.00 | Hispanic | 9.063E-02   | .050  | .268  | -6.5198E-02 | .2464     |
|                                                             |      |          | 3.00 | White    | 2.131E-02   | .044  | .964  | -.1172      | .1598     |
| C09B III-9b:<br>Stay with<br>project<br>committed to        | 1.00 | Black    | 2.00 | Hispanic | 3.826E-02   | .031  | .617  | -5.9735E-02 | .1363     |
|                                                             |      |          | 3.00 | White    | -1.9314E-02 | .024  | .855  | -9.4510E-02 | 5.588E-02 |
|                                                             |      |          | 4.00 | Other    | -2.9804E-02 | .043  | .898  | -.1629      | .1033     |
|                                                             | 2.00 | Hispanic | 1.00 | Black    | -3.8258E-02 | .031  | .617  | -.1363      | 5.974E-02 |
|                                                             |      |          | 3.00 | White    | -5.7572E-02 | .026  | .129  | -.1399      | 2.471E-02 |
|                                                             |      |          | 4.00 | Other    | -6.8062E-02 | .044  | .411  | -.2053      | 6.920E-02 |
|                                                             | 3.00 | White    | 1.00 | Black    | 1.931E-02   | .024  | .855  | -5.5882E-02 | 9.451E-02 |
|                                                             |      |          | 2.00 | Hispanic | 5.757E-02   | .026  | .129  | -2.4710E-02 | .1399     |
|                                                             |      |          | 4.00 | Other    | -1.0489E-02 | .039  | .993  | -.1325      | .1115     |
|                                                             | 4.00 | Other    | 1.00 | Black    | 2.980E-02   | .043  | .898  | -.1033      | .1629     |

|      |          |           |      |      |             |       |
|------|----------|-----------|------|------|-------------|-------|
| 2.00 | Hispanic | 6.806E-02 | .044 | .411 | -6.9200E-02 | .2053 |
|------|----------|-----------|------|------|-------------|-------|

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|                                                    |      |          |      |          |             |           |       |             |             |       |
|----------------------------------------------------|------|----------|------|----------|-------------|-----------|-------|-------------|-------------|-------|
|                                                    |      |          |      | 3.00     | White       | 1.049E-02 | .039  | .993        | -.1115      | .1325 |
| C13A III-13a:<br>Help classmate<br>on presentation | 1.00 | Black    | 2.00 | Hispanic | 4.087E-02   | .038      | .710  | -7.8376E-02 | .1601       |       |
|                                                    |      |          | 3.00 | White    | -6.0871E-02 | .029      | .161  | -.1522      | 3.043E-02   |       |
|                                                    |      |          | 4.00 | Other    | 5.691E-04   | .052      | 1.000 | -.1620      | .1632       |       |
|                                                    | 2.00 | Hispanic | 1.00 | Black    | -4.0873E-02 | .038      | .710  | -.1601      | 7.838E-02   |       |
|                                                    |      |          | 3.00 | White    | -.1017      | .032      | .009  | -.2020      | -1.4390E-03 |       |
|                                                    |      |          | 4.00 | Other    | -4.0304E-02 | .054      | .878  | -.2081      | .1275       |       |
|                                                    | 3.00 | White    | 1.00 | Black    | 6.087E-02   | .029      | .161  | -3.0434E-02 | .1522       |       |
|                                                    |      |          | 2.00 | Hispanic | .1017       | .032      | .009  | 1.439E-03   | .2020       |       |
|                                                    |      |          | 4.00 | Other    | 6.144E-02   | .048      | .575  | -8.7825E-02 | .2107       |       |
|                                                    | 4.00 | Other    | 1.00 | Black    | -5.6906E-04 | .052      | 1.000 | -.1632      | .1620       |       |
|                                                    |      |          | 2.00 | Hispanic | 4.030E-02   | .054      | .878  | -.1275      | .2081       |       |
|                                                    |      |          | 3.00 | White    | -6.1440E-02 | .048      | .575  | -.2107      | 8.783E-02   |       |
| C13CR III-13c<br>(Reversed) Turn<br>classmate down | 1.00 | Black    | 2.00 | Hispanic | .1057       | .039      | .034  | -1.5735E-02 | .2272       |       |
|                                                    |      |          | 3.00 | White    | -5.2123E-02 | .030      | .300  | -.1451      | 4.086E-02   |       |
|                                                    |      |          | 4.00 | Other    | 8.554E-02   | .053      | .372  | -7.9709E-02 | .2508       |       |
|                                                    | 2.00 | Hispanic | 1.00 | Black    | -.1057      | .039      | .034  | -.2272      | 1.574E-02   |       |
|                                                    |      |          | 3.00 | White    | -.1578      | .033      | .000  | -.2599      | -5.5782E-02 |       |
|                                                    |      |          | 4.00 | Other    | -2.0164E-02 | .055      | .983  | -.1907      | .1504       |       |
|                                                    | 3.00 | White    | 1.00 | Black    | 5.212E-02   | .030      | .300  | -4.0862E-02 | .1451       |       |
|                                                    |      |          | 2.00 | Hispanic | .1578       | .033      | .000  | 5.578E-02   | .2599       |       |
|                                                    |      |          | 4.00 | Other    | .1377       | .049      | .024  | -1.3905E-02 | .2892       |       |
|                                                    | 4.00 | Other    | 1.00 | Black    | -8.5544E-02 | .053      | .372  | -.2508      | 7.971E-02   |       |
|                                                    |      |          | 2.00 | Hispanic | 2.016E-02   | .055      | .983  | -.1504      | .1907       |       |
|                                                    |      |          | 3.00 | White    | -.1377      | .049      | .024  | -.2892      | 1.391E-02   |       |

**Descriptives: Civilian-Related Values**

|                                          |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|------------------------------------------|-------|----------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                          |       |          |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| A08A I-8a:<br>Comfortable<br>life        | 1.00  | Black    | 1673 | 1.3562 | .7212             | 1.763E-02     | 1.3217                              | 1.3908      | 1.00    | 5.00    |
|                                          | 2.00  | Hispanic | 1312 | 1.5015 | .7297             | 2.014E-02     | 1.4620                              | 1.5410      | 1.00    | 5.00    |
|                                          | 3.00  | White    | 4948 | 1.7162 | .8428             | 1.198E-02     | 1.6928                              | 1.7397      | 1.00    | 5.00    |
|                                          | 4.00  | Other    | 524  | 1.6031 | .8739             | 3.818E-02     | 1.5281                              | 1.6781      | 1.00    | 5.00    |
|                                          | Total |          | 8457 | 1.6047 | .8181             | 8.896E-03     | 1.5873                              | 1.6221      | 1.00    | 5.00    |
| A08B I-8b:<br>Exciting life              | 1.00  | Black    | 1668 | 1.6990 | .9336             | 2.286E-02     | 1.6542                              | 1.7439      | 1.00    | 5.00    |
|                                          | 2.00  | Hispanic | 1312 | 1.7142 | .8530             | 2.355E-02     | 1.6680                              | 1.7604      | 1.00    | 5.00    |
|                                          | 3.00  | White    | 4943 | 1.7034 | .8298             | 1.180E-02     | 1.6803                              | 1.7266      | 1.00    | 5.00    |
|                                          | 4.00  | Other    | 523  | 1.6979 | .8735             | 3.819E-02     | 1.6229                              | 1.7729      | 1.00    | 5.00    |
|                                          | Total |          | 8446 | 1.7039 | .8574             | 9.330E-03     | 1.6856                              | 1.7222      | 1.00    | 5.00    |
| A08C I-8c:<br>Sense of<br>accomplishment | 1.00  | Black    | 1667 | 1.5045 | .8084             | 1.980E-02     | 1.4657                              | 1.5433      | 1.00    | 5.00    |
|                                          | 2.00  | Hispanic | 1308 | 1.5749 | .7644             | 2.114E-02     | 1.5335                              | 1.6164      | 1.00    | 5.00    |
|                                          | 3.00  | White    | 4942 | 1.6594 | .8045             | 1.144E-02     | 1.6370                              | 1.6819      | 1.00    | 5.00    |
|                                          | 4.00  | Other    | 522  | 1.5843 | .8159             | 3.571E-02     | 1.5141                              | 1.6544      | 1.00    | 5.00    |
|                                          | Total |          | 8439 | 1.6111 | .8022             | 8.732E-03     | 1.5940                              | 1.6282      | 1.00    | 5.00    |
| A08D I-8d:<br>World at peace             | 1.00  | Black    | 1673 | 1.7496 | 1.0154            | 2.483E-02     | 1.7009                              | 1.7982      | 1.00    | 5.00    |
|                                          | 2.00  | Hispanic | 1308 | 1.7852 | .9735             | 2.692E-02     | 1.7324                              | 1.8380      | 1.00    | 5.00    |
|                                          | 3.00  | White    | 4942 | 2.1149 | 1.0854            | 1.544E-02     | 2.0847                              | 2.1452      | 1.00    | 5.00    |
|                                          | 4.00  | Other    | 521  | 1.9290 | 1.0923            | 4.785E-02     | 1.8350                              | 2.0230      | 1.00    | 5.00    |
|                                          | Total |          | 8444 | 1.9800 | 1.0682            | 1.162E-02     | 1.9572                              | 2.0028      | 1.00    | 5.00    |
| A08E I-8e:<br>World of<br>beauty         | 1.00  | Black    | 1671 | 1.9773 | 1.0842            | 2.652E-02     | 1.9252                              | 2.0293      | 1.00    | 5.00    |
|                                          | 2.00  | Hispanic | 1308 | 1.9824 | 1.0477            | 2.897E-02     | 1.9256                              | 2.0392      | 1.00    | 5.00    |
|                                          | 3.00  | White    | 4941 | 2.0743 | 1.0246            | 1.458E-02     | 2.0457                              | 2.1029      | 1.00    | 5.00    |
|                                          | 4.00  | Other    | 521  | 2.0058 | 1.0786            | 4.726E-02     | 1.9129                              | 2.0986      | 1.00    | 5.00    |
|                                          | Total |          | 8441 | 2.0366 | 1.0444            | 1.137E-02     | 2.0143                              | 2.0589      | 1.00    | 5.00    |
| A08F I-8f:<br>Equality                   | 1.00  | Black    | 1669 | 1.4308 | .8088             | 1.980E-02     | 1.3920                              | 1.4696      | 1.00    | 5.00    |
|                                          | 2.00  | Hispanic | 1310 | 1.5153 | .7978             | 2.204E-02     | 1.4720                              | 1.5585      | 1.00    | 5.00    |
|                                          | 3.00  | White    | 4942 | 1.8248 | .9582             | 1.363E-02     | 1.7980                              | 1.8515      | 1.00    | 5.00    |
|                                          | 4.00  | Other    | 522  | 1.6015 | .8990             | 3.935E-02     | 1.5242                              | 1.6788      | 1.00    | 5.00    |
|                                          | Total |          | 8443 | 1.6851 | .9189             | 1.000E-02     | 1.6655                              | 1.7047      | 1.00    | 5.00    |
| A08G I-8g:<br>Family<br>security         | 1.00  | Black    | 1670 | 1.3132 | .7421             | 1.816E-02     | 1.2776                              | 1.3488      | 1.00    | 5.00    |
|                                          | 2.00  | Hispanic | 1313 | 1.2635 | .5990             | 1.653E-02     | 1.2311                              | 1.2960      | 1.00    | 5.00    |
|                                          | 3.00  | White    | 4942 | 1.4195 | .7375             | 1.049E-02     | 1.3989                              | 1.4400      | 1.00    | 5.00    |
|                                          | 4.00  | Other    | 523  | 1.3767 | .7566             | 3.308E-02     | 1.3117                              | 1.4417      | 1.00    | 5.00    |

|       |                   |                  |        |      |      |
|-------|-------------------|------------------|--------|------|------|
| Total | 8448 1.3716 .7224 | 7.860E-03 1.3562 | 1.3870 | 1.00 | 5.00 |
|-------|-------------------|------------------|--------|------|------|

|                                 |       |          |      |        |        |           |        |        |      |      |
|---------------------------------|-------|----------|------|--------|--------|-----------|--------|--------|------|------|
| A08H I-8h:<br>Freedom           | 1.00  | Black    | 1671 | 1.2328 | .7026  | 1.719E-02 | 1.1991 | 1.2665 | 1.00 | 5.00 |
|                                 | 2.00  | Hispanic | 1307 | 1.2226 | .5591  | 1.546E-02 | 1.1923 | 1.2530 | 1.00 | 5.00 |
|                                 | 3.00  | White    | 4948 | 1.2015 | .5255  | 7.471E-03 | 1.1868 | 1.2161 | 1.00 | 5.00 |
|                                 | 4.00  | Other    | 522  | 1.2912 | .6896  | 3.018E-02 | 1.2319 | 1.3505 | 1.00 | 5.00 |
|                                 | Total |          | 8448 | 1.2165 | .5810  | 6.321E-03 | 1.2041 | 1.2289 | 1.00 | 5.00 |
| A08I I-8i:<br>Happiness         | 1.00  | Black    | 1670 | 1.3054 | .7154  | 1.751E-02 | 1.2711 | 1.3397 | 1.00 | 5.00 |
|                                 | 2.00  | Hispanic | 1308 | 1.3211 | .6387  | 1.766E-02 | 1.2865 | 1.3557 | 1.00 | 5.00 |
|                                 | 3.00  | White    | 4948 | 1.3288 | .6387  | 9.080E-03 | 1.3110 | 1.3466 | 1.00 | 5.00 |
|                                 | 4.00  | Other    | 522  | 1.3333 | .6927  | 3.032E-02 | 1.2738 | 1.3929 | 1.00 | 5.00 |
|                                 | Total |          | 8448 | 1.3233 | .6579  | 7.158E-03 | 1.3092 | 1.3373 | 1.00 | 5.00 |
| A08J I-8j:<br>Inner harmony     | 1.00  | Black    | 1664 | 1.6406 | .9159  | 2.245E-02 | 1.5966 | 1.6847 | 1.00 | 5.00 |
|                                 | 2.00  | Hispanic | 1311 | 1.6400 | .8353  | 2.307E-02 | 1.5947 | 1.6852 | 1.00 | 5.00 |
|                                 | 3.00  | White    | 4943 | 1.7589 | .9315  | 1.325E-02 | 1.7329 | 1.7848 | 1.00 | 5.00 |
|                                 | 4.00  | Other    | 521  | 1.6718 | .8932  | 3.913E-02 | 1.5949 | 1.7487 | 1.00 | 5.00 |
|                                 | Total |          | 8439 | 1.7117 | .9134  | 9.943E-03 | 1.6922 | 1.7312 | 1.00 | 5.00 |
| A08K I-8k:<br>Mature love       | 1.00  | Black    | 1668 | 1.5318 | .9057  | 2.218E-02 | 1.4883 | 1.5753 | 1.00 | 5.00 |
|                                 | 2.00  | Hispanic | 1307 | 1.5348 | .8195  | 2.267E-02 | 1.4903 | 1.5793 | 1.00 | 5.00 |
|                                 | 3.00  | White    | 4939 | 1.5078 | .8257  | 1.175E-02 | 1.4848 | 1.5308 | 1.00 | 5.00 |
|                                 | 4.00  | Other    | 520  | 1.4808 | .8044  | 3.527E-02 | 1.4115 | 1.5501 | 1.00 | 5.00 |
|                                 | Total |          | 8434 | 1.5151 | .8399  | 9.145E-03 | 1.4971 | 1.5330 | 1.00 | 5.00 |
| A08L I-8l:<br>National security | 1.00  | Black    | 1666 | 1.6939 | .9611  | 2.355E-02 | 1.6477 | 1.7401 | 1.00 | 5.00 |
|                                 | 2.00  | Hispanic | 1312 | 1.6448 | .8648  | 2.388E-02 | 1.5980 | 1.6917 | 1.00 | 5.00 |
|                                 | 3.00  | White    | 4935 | 1.6555 | .8688  | 1.237E-02 | 1.6313 | 1.6798 | 1.00 | 5.00 |
|                                 | 4.00  | Other    | 520  | 1.7231 | .9598  | 4.209E-02 | 1.6404 | 1.8058 | 1.00 | 5.00 |
|                                 | Total |          | 8433 | 1.6656 | .8931  | 9.725E-03 | 1.6465 | 1.6847 | 1.00 | 5.00 |
| A08M I-8m:<br>Pleasure          | 1.00  | Black    | 1666 | 1.6795 | .9545  | 2.338E-02 | 1.6336 | 1.7253 | 1.00 | 5.00 |
|                                 | 2.00  | Hispanic | 1307 | 1.8080 | .9501  | 2.628E-02 | 1.7564 | 1.8595 | 1.00 | 5.00 |
|                                 | 3.00  | White    | 4941 | 1.7065 | .8780  | 1.249E-02 | 1.6820 | 1.7310 | 1.00 | 5.00 |
|                                 | 4.00  | Other    | 517  | 1.7563 | .9331  | 4.104E-02 | 1.6757 | 1.8369 | 1.00 | 5.00 |
|                                 | Total |          | 8431 | 1.7200 | .9091  | 9.901E-03 | 1.7006 | 1.7394 | 1.00 | 5.00 |
| A08N I-8n:<br>Salvation         | 1.00  | Black    | 1663 | 1.6073 | .9515  | 2.333E-02 | 1.5616 | 1.6531 | 1.00 | 5.00 |
|                                 | 2.00  | Hispanic | 1306 | 1.7305 | .9657  | 2.672E-02 | 1.6780 | 1.7829 | 1.00 | 5.00 |
|                                 | 3.00  | White    | 4921 | 1.9220 | 1.1129 | 1.587E-02 | 1.8909 | 1.9531 | 1.00 | 5.00 |
|                                 | 4.00  | Other    | 515  | 1.8117 | 1.0219 | 4.503E-02 | 1.7232 | 1.9001 | 1.00 | 5.00 |
|                                 | Total |          | 8405 | 1.8232 | 1.0626 | 1.159E-02 | 1.8005 | 1.8459 | 1.00 | 5.00 |
| A08O I-8o:<br>Self-respect      | 1.00  | Black    | 1670 | 1.2976 | .7397  | 1.810E-02 | 1.2621 | 1.3331 | 1.00 | 5.00 |
|                                 | 2.00  | Hispanic | 1313 | 1.3275 | .6399  | 1.766E-02 | 1.2929 | 1.3621 | 1.00 | 5.00 |
|                                 | 3.00  | White    | 4941 | 1.4066 | .6894  | 9.808E-03 | 1.3874 | 1.4258 | 1.00 | 5.00 |

|                                     |       |          |      |        |        |           |        |        |      |      |
|-------------------------------------|-------|----------|------|--------|--------|-----------|--------|--------|------|------|
|                                     | 4.00  | Other    | 521  | 1.4223 | .6977  | 3.057E-02 | 1.3622 | 1.4823 | 1.00 | 4.00 |
|                                     | ----- |          |      |        |        |           |        |        |      |      |
|                                     | Total |          | 8445 | 1.3737 | .6943  | 7.555E-03 | 1.3589 | 1.3885 | 1.00 | 5.00 |
|                                     | ----- |          |      |        |        |           |        |        |      |      |
| A08P I-8p:<br>Social<br>recognition | 1.00  | Black    | 1655 | 2.2810 | 1.2092 | 2.972E-02 | 2.2227 | 2.3393 | 1.00 | 5.00 |
|                                     | 2.00  | Hispanic | 1311 | 2.2609 | 1.1082 | 3.061E-02 | 2.2008 | 2.3209 | 1.00 | 5.00 |
|                                     | 3.00  | White    | 4932 | 2.5160 | 1.2155 | 1.731E-02 | 2.4821 | 2.5500 | 1.00 | 5.00 |
|                                     | 4.00  | Other    | 519  | 2.3776 | 1.2113 | 5.317E-02 | 2.2732 | 2.4821 | 1.00 | 5.00 |
|                                     | Total |          | 8417 | 2.4215 | 1.2032 | 1.312E-02 | 2.3958 | 2.4472 | 1.00 | 5.00 |
|                                     | ----- |          |      |        |        |           |        |        |      |      |
| A08Q I-8q:<br>True<br>friendship    | 1.00  | Black    | 1662 | 1.5728 | .9473  | 2.324E-02 | 1.5272 | 1.6184 | 1.00 | 5.00 |
|                                     | 2.00  | Hispanic | 1312 | 1.4741 | .7719  | 2.131E-02 | 1.4323 | 1.5159 | 1.00 | 5.00 |
|                                     | 3.00  | White    | 4940 | 1.4071 | .7397  | 1.052E-02 | 1.3865 | 1.4277 | 1.00 | 5.00 |
|                                     | 4.00  | Other    | 519  | 1.4200 | .7840  | 3.442E-02 | 1.3524 | 1.4877 | 1.00 | 5.00 |
|                                     | Total |          | 8433 | 1.4510 | .7949  | 8.656E-03 | 1.4340 | 1.4679 | 1.00 | 5.00 |
|                                     | ----- |          |      |        |        |           |        |        |      |      |
| A08R I-8r:<br>Wisdom                | 1.00  | Black    | 1662 | 1.3592 | .7815  | 1.917E-02 | 1.3216 | 1.3968 | 1.00 | 5.00 |
|                                     | 2.00  | Hispanic | 1306 | 1.4349 | .7319  | 2.025E-02 | 1.3952 | 1.4746 | 1.00 | 5.00 |
|                                     | 3.00  | White    | 4943 | 1.4550 | .7366  | 1.048E-02 | 1.4344 | 1.4755 | 1.00 | 5.00 |
|                                     | 4.00  | Other    | 521  | 1.3512 | .6305  | 2.762E-02 | 1.2970 | 1.4055 | 1.00 | 4.00 |
|                                     | Total |          | 8432 | 1.4266 | .7400  | 8.059E-03 | 1.4108 | 1.4424 | 1.00 | 5.00 |
|                                     | ----- |          |      |        |        |           |        |        |      |      |

**ANOVA: Civilian-Related Values**

|                                          |                | Sum of Squares | df   | Mean Square | F       | Sig. |
|------------------------------------------|----------------|----------------|------|-------------|---------|------|
| A08A I-8a:<br>Comfortable<br>life        | Between Groups | 178.810        | 3    | 59.603      | 91.927  | .000 |
|                                          | Within Groups  | 5480.723       | 8453 | .648        |         |      |
|                                          | Total          | 5659.533       | 8456 |             |         |      |
| A08B I-8b:<br>Exciting life              | Between Groups | .198           | 3    | 6.598E-02   | .090    | .966 |
|                                          | Within Groups  | 6208.215       | 8442 | .735        |         |      |
|                                          | Total          | 6208.413       | 8445 |             |         |      |
| A08C I-8c:<br>Sense of<br>accomplishment | Between Groups | 32.583         | 3    | 10.861      | 16.975  | .000 |
|                                          | Within Groups  | 5397.019       | 8435 | .640        |         |      |
|                                          | Total          | 5429.602       | 8438 |             |         |      |
| A08D I-8d:<br>World at peace             | Between Groups | 229.833        | 3    | 76.611      | 68.759  | .000 |
|                                          | Within Groups  | 9403.785       | 8440 | 1.114       |         |      |
|                                          | Total          | 9633.618       | 8443 |             |         |      |
| A08E I-8e:<br>World of<br>beauty         | Between Groups | 17.234         | 3    | 5.745       | 5.275   | .001 |
|                                          | Within Groups  | 9188.455       | 8437 | 1.089       |         |      |
|                                          | Total          | 9205.688       | 8440 |             |         |      |
| A08F I-8f:<br>Equality                   | Between Groups | 245.768        | 3    | 81.923      | 100.460 | .000 |
|                                          | Within Groups  | 6881.819       | 8439 | .815        |         |      |
|                                          | Total          | 7127.587       | 8442 |             |         |      |
| A08G I-8g:<br>Family<br>security         | Between Groups | 32.375         | 3    | 10.792      | 20.822  | .000 |
|                                          | Within Groups  | 4376.276       | 8444 | .518        |         |      |
|                                          | Total          | 4408.650       | 8447 |             |         |      |
| A08H I-8h:<br>Freedom                    | Between Groups | 4.519          | 3    | 1.506       | 4.468   | .004 |
|                                          | Within Groups  | 2846.501       | 8444 | .337        |         |      |
|                                          | Total          | 2851.020       | 8447 |             |         |      |
| A08I I-8i:<br>Happiness                  | Between Groups | .745           | 3    | .248        | .574    | .632 |
|                                          | Within Groups  | 3655.399       | 8444 | .433        |         |      |
|                                          | Total          | 3656.145       | 8447 |             |         |      |
| A08J I-8j:<br>Inner harmony              | Between Groups | 26.971         | 3    | 8.990       | 10.814  | .000 |
|                                          | Within Groups  | 7012.585       | 8435 | .831        |         |      |
|                                          | Total          | 7039.556       | 8438 |             |         |      |
| A08K I-8k:<br>Mature love                | Between Groups | 1.848          | 3    | .616        | .873    | .454 |
|                                          | Within Groups  | 5946.740       | 8430 | .705        |         |      |
|                                          | Total          | 5948.588       | 8433 |             |         |      |
| A08L I-8l:<br>National<br>security       | Between Groups | 4.118          | 3    | 1.373       | 1.722   | .161 |
|                                          | Within Groups  | 6720.872       | 8429 | .797        |         |      |
|                                          | Total          | 6724.990       | 8432 |             |         |      |

|              |                |           |       |        |        |       |
|--------------|----------------|-----------|-------|--------|--------|-------|
| A08M I-8m:   | Between Groups | 14.424    | 3     | 4.808  | 5.827  | .001  |
| Pleasure     | -----          | -----     | ----- | -----  | -----  | ----- |
|              | Within Groups  | 6953.406  | 8427  | .825   |        |       |
|              | Total          | 6967.830  | 8430  |        |        |       |
| A08N I-8n:   | Between Groups | 136.793   | 3     | 45.598 | 40.959 | .000  |
| Salvation    | -----          | -----     | ----- | -----  | -----  | ----- |
|              | Within Groups  | 9352.483  | 8401  | 1.113  |        |       |
|              | Total          | 9489.276  | 8404  |        |        |       |
| A08O I-8o:   | Between Groups | 19.050    | 3     | 6.350  | 13.229 | .000  |
| Self-respect | -----          | -----     | ----- | -----  | -----  | ----- |
|              | Within Groups  | 4051.515  | 8441  | .480   |        |       |
|              | Total          | 4070.564  | 8444  |        |        |       |
| A08P I-8p:   | Between Groups | 111.571   | 3     | 37.190 | 25.916 | .000  |
| Social       | -----          | -----     | ----- | -----  | -----  | ----- |
| recognition  | Within Groups  | 12072.848 | 8413  | 1.435  |        |       |
|              | Total          | 12184.419 | 8416  |        |        |       |
| A08Q I-8q:   | Between Groups | 35.381    | 3     | 11.794 | 18.783 | .000  |
| True         | -----          | -----     | ----- | -----  | -----  | ----- |
| friendship   | Within Groups  | 5292.593  | 8429  | .628   |        |       |
|              | Total          | 5327.975  | 8432  |        |        |       |
| A08R I-8r:   | Between Groups | 14.580    | 3     | 4.860  | 8.901  | .000  |
| Wisdom       | -----          | -----     | ----- | -----  | -----  | ----- |
|              | Within Groups  | 4601.978  | 8428  | .546   |        |       |
|              | Total          | 4616.559  | 8431  |        |        |       |
|              | -----          | -----     | ----- | -----  | -----  | ----- |

# Post Hoc Tests: Civilian-Related Values

## Multiple Comparisons

### Tukey HSD

| Dependent Variable                 | (I) RACEETHN Race/Ethnicity |               | (J) RACEETHN Race/Ethnicity |            | Mean Difference (I-J) | Std. Error | Sig.  | 99% Confidence Interval |             |
|------------------------------------|-----------------------------|---------------|-----------------------------|------------|-----------------------|------------|-------|-------------------------|-------------|
|                                    |                             |               |                             |            |                       |            |       | Lower Bound             | Upper Bound |
| A08A I-8a: Comfortable life        | 1.00 Black                  | 2.00 Hispanic | 3.00 White                  | 4.00 Other | -.1453                | .030       | .000  | -.2377                  | -5.2833E-02 |
|                                    |                             |               |                             |            | -.3600                | .023       | .000  | -.4309                  | -.2891      |
|                                    |                             |               |                             |            | -.2468                | .040       | .000  | -.3723                  | -.1213      |
|                                    | 2.00 Hispanic               | 1.00 Black    | 3.00 White                  | 4.00 Other | .1453                 | .030       | .000  | 5.283E-02               | .2377       |
|                                    |                             |               |                             |            | -.2147                | .025       | .000  | -.2926                  | -.1369      |
|                                    |                             |               |                             |            | -.1015                | .042       | .070  | -.2311                  | 2.802E-02   |
|                                    | 3.00 White                  | 1.00 Black    | 2.00 Hispanic               | 4.00 Other | .3600                 | .023       | .000  | .2891                   | .4309       |
|                                    |                             |               |                             |            | .2147                 | .025       | .000  | .1369                   | .2926       |
|                                    |                             |               |                             |            | .1132                 | .037       | .012  | -1.9696E-03             | .2284       |
|                                    | 4.00 Other                  | 1.00 Black    | 2.00 Hispanic               | 3.00 White | .2468                 | .040       | .000  | .1213                   | .3723       |
|                                    |                             |               |                             |            | .1015                 | .042       | .070  | -2.8019E-02             | .2311       |
|                                    |                             |               |                             |            | -.1132                | .037       | .012  | -.2284                  | 1.970E-03   |
| A08B I-8b: Exciting life           | 1.00 Black                  | 2.00 Hispanic | 3.00 White                  | 4.00 Other | -1.5136E-02           | .032       | .964  | -.1137                  | 8.338E-02   |
|                                    |                             |               |                             |            | -4.3782E-03           | .024       | .998  | -7.9977E-02             | 7.122E-02   |
|                                    |                             |               |                             |            | 1.144E-03             | .043       | 1.000 | -.1327                  | .1349       |
|                                    | 2.00 Hispanic               | 1.00 Black    | 3.00 White                  | 4.00 Other | 1.514E-02             | .032       | .964  | -8.3383E-02             | .1137       |
|                                    |                             |               |                             |            | 1.076E-02             | .027       | .978  | -7.2156E-02             | 9.367E-02   |
|                                    |                             |               |                             |            | 1.628E-02             | .044       | .983  | -.1218                  | .1543       |
|                                    | 3.00 White                  | 1.00 Black    | 2.00 Hispanic               | 4.00 Other | 4.378E-03             | .024       | .998  | -7.1221E-02             | 7.998E-02   |
|                                    |                             |               |                             |            | -1.0758E-02           | .027       | .978  | -9.3672E-02             | 7.216E-02   |
|                                    |                             |               |                             |            | 5.522E-03             | .039       | .999  | -.1172                  | .1283       |
|                                    | 4.00 Other                  | 1.00 Black    | 2.00 Hispanic               | 3.00 White | -1.1440E-03           | .043       | 1.000 | -.1349                  | .1327       |
|                                    |                             |               |                             |            | -1.6280E-02           | .044       | .983  | -.1543                  | .1218       |
|                                    |                             |               |                             |            | -5.5222E-03           | .039       | .999  | -.1283                  | .1172       |
| A08C I-8c: Sense of accomplishment | 1.00 Black                  | 2.00 Hispanic | 3.00 White                  | 4.00 Other | -7.0424E-02           | .030       | .080  | -.1624                  | 2.156E-02   |
|                                    |                             |               |                             |            | -.1550                | .023       | .000  | -.2255                  | -8.4417E-02 |
|                                    |                             |               |                             |            | -7.9792E-02           | .040       | .192  | -.2047                  | 4.511E-02   |
|                                    | 2.00 Hispanic               | 1.00 Black    | 3.00 White                  | 4.00 Other | 7.042E-02             | .030       | .080  | -2.1561E-02             | .1624       |
|                                    |                             |               |                             |            | -8.4526E-02           | .025       | .004  | -.1620                  | -7.0916E-03 |
|                                    |                             |               |                             |            | -9.3676E-03           | .041       | .996  | -.1383                  | .1196       |
|                                    | 3.00 White                  | 1.00 Black    |                             |            | .1550                 | .023       | .000  | 8.442E-02               | .2255       |

|      |          |           |      |      |             |       |
|------|----------|-----------|------|------|-------------|-------|
| 2.00 | Hispanic | 8.453E-02 | .025 | .004 | 7.092E-03   | .1620 |
| 4.00 | Other    | 7.516E-02 | .037 | .173 | -3.9450E-02 | .1898 |

|                               |               |               |             |      |      |             |             |
|-------------------------------|---------------|---------------|-------------|------|------|-------------|-------------|
| A08D I-8d:<br>World at peace  | 4.00 Other    | 1.00 Black    | 7.979E-02   | .040 | .192 | -4.5110E-02 | .2047       |
|                               |               | 2.00 Hispanic | 9.368E-03   | .041 | .996 | -.1196      | .1383       |
|                               |               | 3.00 White    | -7.5158E-02 | .037 | .173 | -.1898      | 3.945E-02   |
|                               | 1.00 Black    | 2.00 Hispanic | -3.5616E-02 | .039 | .797 | -.1569      | 8.567E-02   |
|                               |               | 3.00 White    | -.3654      | .030 | .000 | -.4583      | -.2724      |
|                               |               | 4.00 Other    | -.1794      | .053 | .004 | -.3443      | -1.4559E-02 |
|                               | 2.00 Hispanic | 1.00 Black    | 3.562E-02   | .039 | .797 | -8.5673E-02 | .1569       |
|                               |               | 3.00 White    | -.3298      | .033 | .000 | -.4319      | -.2276      |
|                               |               | 4.00 Other    | -.1438      | .055 | .042 | -.3141      | 2.643E-02   |
|                               | 3.00 White    | 1.00 Black    | .3654       | .030 | .000 | .2724       | .4583       |
|                               |               | 2.00 Hispanic | .3298       | .033 | .000 | .2276       | .4319       |
|                               |               | 4.00 Other    | .1860       | .049 | .001 | 3.458E-02   | .3373       |
|                               | 4.00 Other    | 1.00 Black    | .1794       | .053 | .004 | 1.456E-02   | .3443       |
|                               |               | 2.00 Hispanic | .1438       | .055 | .042 | -2.6432E-02 | .3141       |
|                               |               | 3.00 White    | -.1860      | .049 | .001 | -.3373      | -3.4580E-02 |
| A08E I-8e:<br>World of beauty | 1.00 Black    | 2.00 Hispanic | -5.1568E-03 | .039 | .999 | -.1251      | .1148       |
|                               |               | 3.00 White    | -9.7017E-02 | .030 | .006 | -.1890      | -5.0755E-03 |
|                               |               | 4.00 Other    | -2.8499E-02 | .052 | .948 | -.1915      | .1345       |
|                               | 2.00 Hispanic | 1.00 Black    | 5.157E-03   | .039 | .999 | -.1148      | .1251       |
|                               |               | 3.00 White    | -9.1861E-02 | .032 | .024 | -.1929      | 9.166E-03   |
|                               |               | 4.00 Other    | -2.3342E-02 | .054 | .973 | -.1917      | .1450       |
|                               | 3.00 White    | 1.00 Black    | 9.702E-02   | .030 | .006 | 5.076E-03   | .1890       |
|                               |               | 2.00 Hispanic | 9.186E-02   | .032 | .024 | -9.1662E-03 | .1929       |
|                               |               | 4.00 Other    | 6.852E-02   | .048 | .483 | -8.1137E-02 | .2182       |
|                               | 4.00 Other    | 1.00 Black    | 2.850E-02   | .052 | .948 | -.1345      | .1915       |
|                               |               | 2.00 Hispanic | 2.334E-02   | .054 | .973 | -.1450      | .1917       |
|                               |               | 3.00 White    | -6.8518E-02 | .048 | .483 | -.2182      | 8.114E-02   |
| A08F I-8f:<br>Equality        | 1.00 Black    | 2.00 Hispanic | -8.4470E-02 | .033 | .055 | -.1882      | 1.930E-02   |
|                               |               | 3.00 White    | -.3940      | .026 | .000 | -.4736      | -.3144      |
|                               |               | 4.00 Other    | -.1707      | .045 | .001 | -.3117      | -2.9749E-02 |
|                               | 2.00 Hispanic | 1.00 Black    | 8.447E-02   | .033 | .055 | -1.9305E-02 | .1882       |
|                               |               | 3.00 White    | -.3095      | .028 | .000 | -.3969      | -.2221      |
|                               |               | 4.00 Other    | -8.6265E-02 | .047 | .252 | -.2318      | 5.925E-02   |
|                               | 3.00 White    | 1.00 Black    | .3940       | .026 | .000 | .3144       | .4736       |
|                               |               | 2.00 Hispanic | .3095       | .028 | .000 | .2221       | .3969       |
|                               |               | 4.00 Other    | .2232       | .042 | .000 | 9.385E-02   | .3526       |
|                               | 4.00 Other    | 1.00 Black    | .1707       | .045 | .001 | 2.975E-02   | .3117       |
|                               |               | 2.00 Hispanic | 8.627E-02   | .047 | .252 | -5.9251E-02 | .2318       |

|                               |      |          |      |          |             |      |       |             |             |
|-------------------------------|------|----------|------|----------|-------------|------|-------|-------------|-------------|
|                               |      |          | 3.00 | White    | -.2232      | .042 | .000  | -.3526      | -9.3848E-02 |
| A08G I-8g:<br>Family security | 1.00 | Black    | 2.00 | Hispanic | 4.965E-02   | .027 | .241  | -3.3011E-02 | .1323       |
|                               |      |          | 3.00 | White    | -.1063      | .020 | .000  | -.1697      | -4.2854E-02 |
|                               |      |          | 4.00 | Other    | -6.3499E-02 | .036 | .293  | -.1758      | 4.881E-02   |
|                               | 2.00 | Hispanic | 1.00 | Black    | -4.9655E-02 | .027 | .241  | -.1323      | 3.301E-02   |
|                               |      |          | 3.00 | White    | -.1559      | .022 | .000  | -.2255      | -8.6361E-02 |
|                               |      |          | 4.00 | Other    | -.1132      | .037 | .013  | -.2290      | 2.736E-03   |
|                               | 3.00 | White    | 1.00 | Black    | .1063       | .020 | .000  | 4.285E-02   | .1697       |
|                               |      |          | 2.00 | Hispanic | .1559       | .022 | .000  | 8.636E-02   | .2255       |
|                               |      |          | 4.00 | Other    | 4.279E-02   | .033 | .568  | -6.0266E-02 | .1459       |
|                               | 4.00 | Other    | 1.00 | Black    | 6.350E-02   | .036 | .293  | -4.8807E-02 | .1758       |
|                               |      |          | 2.00 | Hispanic | .1132       | .037 | .013  | -2.7357E-03 | .2290       |
|                               |      |          | 3.00 | White    | -4.2793E-02 | .033 | .568  | -.1459      | 6.027E-02   |
| A08H I-8h:<br>Freedom         | 1.00 | Black    | 2.00 | Hispanic | 1.015E-02   | .021 | .965  | -5.6600E-02 | 7.689E-02   |
|                               |      |          | 3.00 | White    | 3.130E-02   | .016 | .226  | -1.9844E-02 | 8.244E-02   |
|                               |      |          | 4.00 | Other    | -5.8393E-02 | .029 | .186  | -.1490      | 3.224E-02   |
|                               | 2.00 | Hispanic | 1.00 | Black    | -1.0147E-02 | .021 | .965  | -7.6895E-02 | 5.660E-02   |
|                               |      |          | 3.00 | White    | 2.115E-02   | .018 | .645  | -3.5064E-02 | 7.737E-02   |
|                               |      |          | 4.00 | Other    | -6.8540E-02 | .030 | .103  | -.1621      | 2.505E-02   |
|                               | 3.00 | White    | 1.00 | Black    | -3.1299E-02 | .016 | .226  | -8.2443E-02 | 1.984E-02   |
|                               |      |          | 2.00 | Hispanic | -2.1152E-02 | .018 | .645  | -7.7367E-02 | 3.506E-02   |
|                               |      |          | 4.00 | Other    | -8.9692E-02 | .027 | .004  | -.1729      | -6.5081E-03 |
|                               | 4.00 | Other    | 1.00 | Black    | 5.839E-02   | .029 | .186  | -3.2241E-02 | .1490       |
|                               |      |          | 2.00 | Hispanic | 6.854E-02   | .030 | .103  | -2.5050E-02 | .1621       |
|                               |      |          | 3.00 | White    | 8.969E-02   | .027 | .004  | 6.508E-03   | .1729       |
| A08I I-8i:<br>Happiness       | 1.00 | Black    | 2.00 | Hispanic | -1.5712E-02 | .024 | .917  | -9.1344E-02 | 5.992E-02   |
|                               |      |          | 3.00 | White    | -2.3431E-02 | .019 | .590  | -8.1400E-02 | 3.454E-02   |
|                               |      |          | 4.00 | Other    | -2.7944E-02 | .033 | .832  | -.1307      | 7.477E-02   |
|                               | 2.00 | Hispanic | 1.00 | Black    | 1.571E-02   | .024 | .917  | -5.9921E-02 | 9.134E-02   |
|                               |      |          | 3.00 | White    | -7.7188E-03 | .020 | .982  | -7.1404E-02 | 5.597E-02   |
|                               |      |          | 4.00 | Other    | -1.2232E-02 | .034 | .984  | -.1183      | 9.381E-02   |
|                               | 3.00 | White    | 1.00 | Black    | 2.343E-02   | .019 | .590  | -3.4539E-02 | 8.140E-02   |
|                               |      |          | 2.00 | Hispanic | 7.719E-03   | .020 | .982  | -5.5966E-02 | 7.140E-02   |
|                               |      |          | 4.00 | Other    | -4.5136E-03 | .030 | .999  | -9.8779E-02 | 8.975E-02   |
|                               | 4.00 | Other    | 1.00 | Black    | 2.794E-02   | .033 | .832  | -7.4771E-02 | .1307       |
|                               |      |          | 2.00 | Hispanic | 1.223E-02   | .034 | .984  | -9.3814E-02 | .1183       |
|                               |      |          | 3.00 | White    | 4.514E-03   | .030 | .999  | -8.9752E-02 | 9.878E-02   |
| A08J I-8j:<br>Inner harmony   | 1.00 | Black    | 2.00 | Hispanic | 6.555E-04   | .034 | 1.000 | -.1042      | .1055       |

|                                    |      |          |       |             |             |      |        |             |
|------------------------------------|------|----------|-------|-------------|-------------|------|--------|-------------|
|                                    |      | 3.00     | White | -.1182      | .026        | .000 | -.1987 | -3.7773E-02 |
|                                    |      | 4.00     | Other | -3.1160E-02 | .046        | .904 | -.1737 | .1113       |
|                                    | 2.00 | Hispanic | 1.00  | Black       | -6.5551E-04 | .034 | 1.000  | .1042       |
|                                    |      |          | 3.00  | White       | -.1189      | .028 | .000   | -3.0697E-02 |
|                                    |      |          | 4.00  | Other       | -3.1816E-02 | .047 | .907   | .1152       |
|                                    | 3.00 | White    | 1.00  | Black       | .1182       | .026 | .000   | 3.777E-02   |
|                                    |      |          | 2.00  | Hispanic    | .1189       | .028 | .000   | 3.070E-02   |
|                                    |      |          | 4.00  | Other       | 8.707E-02   | .042 | .162   | -4.3688E-02 |
|                                    | 4.00 | Other    | 1.00  | Black       | 3.116E-02   | .046 | .904   | -.1113      |
|                                    |      |          | 2.00  | Hispanic    | 3.182E-02   | .047 | .907   | -.1152      |
|                                    |      |          | 3.00  | White       | -8.7066E-02 | .042 | .162   | -.2178      |
| A08K I-8k:<br>Mature love          | 1.00 | Black    | 2.00  | Hispanic    | -3.0380E-03 | .031 | 1.000  | -9.9632E-02 |
|                                    |      |          | 3.00  | White       | 2.398E-02   | .024 | .745   | -5.0071E-02 |
|                                    |      |          | 4.00  | Other       | 5.101E-02   | .042 | .621   | -8.0325E-02 |
|                                    | 2.00 | Hispanic | 1.00  | Black       | 3.038E-03   | .031 | 1.000  | -9.3556E-02 |
|                                    |      |          | 3.00  | White       | 2.702E-02   | .026 | .729   | -5.4319E-02 |
|                                    |      |          | 4.00  | Other       | 5.404E-02   | .044 | .601   | -8.1529E-02 |
|                                    | 3.00 | White    | 1.00  | Black       | -2.3979E-02 | .024 | .745   | -9.8030E-02 |
|                                    |      |          | 2.00  | Hispanic    | -2.7017E-02 | .026 | .729   | -.1084      |
|                                    |      |          | 4.00  | Other       | 2.703E-02   | .039 | .898   | -9.3527E-02 |
|                                    | 4.00 | Other    | 1.00  | Black       | -5.1005E-02 | .042 | .621   | -.1823      |
|                                    |      |          | 2.00  | Hispanic    | -5.4043E-02 | .044 | .601   | -.1896      |
|                                    |      |          | 3.00  | White       | -2.7026E-02 | .039 | .898   | -.1476      |
| A08L I-8l:<br>National<br>security | 1.00 | Black    | 2.00  | Hispanic    | 4.906E-02   | .033 | .444   | -5.3551E-02 |
|                                    |      |          | 3.00  | White       | 3.836E-02   | .025 | .428   | -4.0415E-02 |
|                                    |      |          | 4.00  | Other       | -2.9199E-02 | .045 | .915   | -.1688      |
|                                    | 2.00 | Hispanic | 1.00  | Black       | -4.9060E-02 | .033 | .444   | -.1517      |
|                                    |      |          | 3.00  | White       | -1.0705E-02 | .028 | .980   | -9.7055E-02 |
|                                    |      |          | 4.00  | Other       | -7.8260E-02 | .046 | .328   | -.2223      |
|                                    | 3.00 | White    | 1.00  | Black       | -3.8356E-02 | .025 | .428   | -.1171      |
|                                    |      |          | 2.00  | Hispanic    | 1.070E-02   | .028 | .980   | -7.5646E-02 |
|                                    |      |          | 4.00  | Other       | -6.7555E-02 | .041 | .356   | -.1957      |
|                                    | 4.00 | Other    | 1.00  | Black       | 2.920E-02   | .045 | .915   | -.1104      |
|                                    |      |          | 2.00  | Hispanic    | 7.826E-02   | .046 | .328   | -6.5797E-02 |
|                                    |      |          | 3.00  | White       | 6.756E-02   | .041 | .356   | -6.0617E-02 |
| A08M I-8m:<br>Pleasure             | 1.00 | Black    | 2.00  | Hispanic    | -.1285      | .034 | .001   | -.2330      |
|                                    |      |          | 3.00  | White       | -2.7065E-02 | .026 | .719   | -.1072      |
|                                    |      |          | 4.00  | Other       | -7.6814E-02 | .046 | .334   | -.2192      |

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|                                     |      |          |      |          |             |      |      |             |             |
|-------------------------------------|------|----------|------|----------|-------------|------|------|-------------|-------------|
|                                     | 2.00 | Hispanic | 1.00 | Black    | .1285       | .034 | .001 | 2.399E-02   | .2330       |
|                                     |      |          | 3.00 | White    | .1014       | .028 | .002 | 1.346E-02   | .1894       |
|                                     |      |          | 4.00 | Other    | 5.167E-02   | .047 | .693 | -9.5258E-02 | .1986       |
|                                     | 3.00 | White    | 1.00 | Black    | 2.707E-02   | .026 | .719 | -5.3053E-02 | .1072       |
|                                     |      |          | 2.00 | Hispanic | -.1014      | .028 | .002 | -.1894      | -1.3456E-02 |
|                                     |      |          | 4.00 | Other    | -4.9749E-02 | .042 | .636 | -.1805      | 8.097E-02   |
|                                     | 4.00 | Other    | 1.00 | Black    | 7.681E-02   | .046 | .334 | -6.5557E-02 | .2192       |
|                                     |      |          | 2.00 | Hispanic | -5.1671E-02 | .047 | .693 | -.1986      | 9.526E-02   |
|                                     |      |          | 3.00 | White    | 4.975E-02   | .042 | .636 | -8.0971E-02 | .1805       |
| A08N I-8n:<br>Salvation             | 1.00 | Black    | 2.00 | Hispanic | -.1231      | .039 | .009 | -.2446      | -1.6878E-03 |
|                                     |      |          | 3.00 | White    | -.3146      | .030 | .000 | -.4078      | -.2215      |
|                                     |      |          | 4.00 | Other    | -.2043      | .053 | .001 | -.3700      | -3.8664E-02 |
|                                     | 2.00 | Hispanic | 1.00 | Black    | .1231       | .039 | .009 | 1.688E-03   | .2446       |
|                                     |      |          | 3.00 | White    | -.1915      | .033 | .000 | -.2937      | -8.9244E-02 |
|                                     |      |          | 4.00 | Other    | -8.1176E-02 | .055 | .450 | -.2521      | 8.974E-02   |
|                                     | 3.00 | White    | 1.00 | Black    | .3146       | .030 | .000 | .2215       | .4078       |
|                                     |      |          | 2.00 | Hispanic | .1915       | .033 | .000 | 8.924E-02   | .2937       |
|                                     |      |          | 4.00 | Other    | .1103       | .049 | .108 | -4.1816E-02 | .2624       |
|                                     | 4.00 | Other    | 1.00 | Black    | .2043       | .053 | .001 | 3.866E-02   | .3700       |
|                                     |      |          | 2.00 | Hispanic | 8.118E-02   | .055 | .450 | -8.9744E-02 | .2521       |
|                                     |      |          | 3.00 | White    | -.1103      | .049 | .108 | -.2624      | 4.182E-02   |
| A08O I-8o:<br>Self-respect          | 1.00 | Black    | 2.00 | Hispanic | -2.9889E-02 | .026 | .646 | -.1094      | 4.966E-02   |
|                                     |      |          | 3.00 | White    | -.1090      | .020 | .000 | -.1700      | -4.7942E-02 |
|                                     |      |          | 4.00 | Other    | -.1247      | .035 | .002 | -.2329      | -1.6424E-02 |
|                                     | 2.00 | Hispanic | 1.00 | Black    | 2.989E-02   | .026 | .646 | -4.9665E-02 | .1094       |
|                                     |      |          | 3.00 | White    | -7.9104E-02 | .022 | .001 | -.1461      | -1.2136E-02 |
|                                     |      |          | 4.00 | Other    | -9.4771E-02 | .036 | .041 | -.2065      | 1.691E-02   |
|                                     | 3.00 | White    | 1.00 | Black    | .1090       | .020 | .000 | 4.794E-02   | .1700       |
|                                     |      |          | 2.00 | Hispanic | 7.910E-02   | .022 | .001 | 1.214E-02   | .1461       |
|                                     |      |          | 4.00 | Other    | -1.5667E-02 | .032 | .961 | -.1150      | 8.368E-02   |
|                                     | 4.00 | Other    | 1.00 | Black    | .1247       | .035 | .002 | 1.642E-02   | .2329       |
|                                     |      |          | 2.00 | Hispanic | 9.477E-02   | .036 | .041 | -1.6909E-02 | .2065       |
|                                     |      |          | 3.00 | White    | 1.567E-02   | .032 | .961 | -8.3685E-02 | .1150       |
| A08P I-8p:<br>Social<br>recognition | 1.00 | Black    | 2.00 | Hispanic | 2.010E-02   | .044 | .969 | -.1178      | .1580       |
|                                     |      |          | 3.00 | White    | -.2351      | .034 | .000 | -.3410      | -.1291      |
|                                     |      |          | 4.00 | Other    | -9.6683E-02 | .060 | .376 | -.2843      | 9.094E-02   |
|                                     | 2.00 | Hispanic | 1.00 | Black    | -2.0097E-02 | .044 | .969 | -.1580      | .1178       |
|                                     |      |          | 3.00 | White    | -.2551      | .037 | .000 | -.3710      | -.1393      |

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|                               |      |          |       |          |             |      |        |             |             |
|-------------------------------|------|----------|-------|----------|-------------|------|--------|-------------|-------------|
|                               |      | 4.00     | Other | -.1168   | .062        | .237 | -.3102 | 7.663E-02   |             |
| -----                         |      |          |       |          |             |      |        |             |             |
| A08Q I-8q:<br>True friendship | 3.00 | White    | 1.00  | Black    | .2351       | .034 | .000   | .1291       | .3410       |
|                               |      |          | 2.00  | Hispanic | .2551       | .037 | .000   | .1393       | .3710       |
|                               |      |          | 4.00  | Other    | .1384       | .055 | .059   | -3.3734E-02 | .3105       |
|                               | 4.00 | Other    | 1.00  | Black    | 9.668E-02   | .060 | .376   | -9.0943E-02 | .2843       |
|                               |      |          | 2.00  | Hispanic | .1168       | .062 | .237   | -7.6633E-02 | .3102       |
|                               |      |          | 3.00  | White    | -.1384      | .055 | .059   | -.3105      | 3.373E-02   |
|                               | 1.00 | Black    | 2.00  | Hispanic | 9.872E-02   | .029 | .004   | 7.612E-03   | .1898       |
|                               |      |          | 3.00  | White    | .1657       | .022 | .000   | 9.576E-02   | .2357       |
|                               |      |          | 4.00  | Other    | .1528       | .040 | .001   | 2.872E-02   | .2768       |
|                               | 2.00 | Hispanic | 1.00  | Black    | -9.8718E-02 | .029 | .004   | -.1898      | -7.6119E-03 |
|                               |      |          | 3.00  | White    | 6.700E-02   | .025 | .033   | -9.6194E-03 | .1436       |
|                               |      |          | 4.00  | Other    | 5.405E-02   | .041 | .553   | -7.3878E-02 | .1820       |
|                               | 3.00 | White    | 1.00  | Black    | -.1657      | .022 | .000   | -.2357      | -9.5764E-02 |
|                               |      |          | 2.00  | Hispanic | -6.7000E-02 | .025 | .033   | -.1436      | 9.619E-03   |
|                               |      |          | 4.00  | Other    | -1.2954E-02 | .037 | .985   | -.1268      | .1009       |
|                               | 4.00 | Other    | 1.00  | Black    | -.1528      | .040 | .001   | -.2768      | -2.8717E-02 |
|                               |      |          | 2.00  | Hispanic | -5.4047E-02 | .041 | .553   | -.1820      | 7.388E-02   |
|                               |      |          | 3.00  | White    | 1.295E-02   | .037 | .985   | -.1009      | .1268       |
| A08R I-8r:<br>Wisdom          | 1.00 | Black    | 2.00  | Hispanic | -7.5710E-02 | .027 | .029   | -.1608      | 9.359E-03   |
|                               |      |          | 3.00  | White    | -9.5781E-02 | .021 | .000   | -.1610      | -3.0551E-02 |
|                               |      |          | 4.00  | Other    | 7.958E-03   | .037 | .997   | -.1076      | .1235       |
|                               | 2.00 | Hispanic | 1.00  | Black    | 7.571E-02   | .027 | .029   | -9.3587E-03 | .1608       |
|                               |      |          | 3.00  | White    | -2.0071E-02 | .023 | .819   | -9.1646E-02 | 5.150E-02   |
|                               |      |          | 4.00  | Other    | 8.367E-02   | .038 | .127   | -3.5539E-02 | .2029       |
|                               | 3.00 | White    | 1.00  | Black    | 9.578E-02   | .021 | .000   | 3.055E-02   | .1610       |
|                               |      |          | 2.00  | Hispanic | 2.007E-02   | .023 | .819   | -5.1504E-02 | 9.165E-02   |
|                               |      |          | 4.00  | Other    | .1037       | .034 | .012   | -2.2267E-03 | .2097       |
|                               | 4.00 | Other    | 1.00  | Black    | -7.9582E-03 | .037 | .997   | -.1235      | .1076       |
|                               |      |          | 2.00  | Hispanic | -8.3668E-02 | .038 | .127   | -.2029      | 3.554E-02   |
|                               |      |          | 3.00  | White    | -.1037      | .034 | .012   | -.2097      | 2.227E-03   |

**Descriptives: Military-Related Values**

|                                                        |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|--------------------------------------------------------|-------|----------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                        |       |          |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| A09A I-9a:<br>Loyalty to US<br>Army                    | 1.00  | Black    | 1665 | 2.3982 | 1.6070            | 3.938E-02     | 2.3210                              | 2.4754      | 1.00    | 7.00    |
|                                                        | 2.00  | Hispanic | 1315 | 2.0471 | 1.3641            | 3.762E-02     | 1.9734                              | 2.1209      | 1.00    | 7.00    |
|                                                        | 3.00  | White    | 4950 | 2.0453 | 1.4010            | 1.991E-02     | 2.0062                              | 2.0843      | 1.00    | 7.00    |
|                                                        | 4.00  | Other    | 525  | 2.2990 | 1.5470            | 6.752E-02     | 2.1664                              | 2.4317      | 1.00    | 7.00    |
|                                                        | Total |          | 8455 | 2.1308 | 1.4547            | 1.582E-02     | 2.0998                              | 2.1618      | 1.00    | 7.00    |
| A09B I-9b:<br>Loyalty to<br>unit or<br>organization    | 1.00  | Black    | 1666 | 1.9928 | 1.3432            | 3.291E-02     | 1.9283                              | 2.0573      | 1.00    | 7.00    |
|                                                        | 2.00  | Hispanic | 1316 | 1.7941 | 1.1374            | 3.135E-02     | 1.7326                              | 1.8556      | 1.00    | 7.00    |
|                                                        | 3.00  | White    | 4945 | 1.8277 | 1.2112            | 1.722E-02     | 1.7939                              | 1.8615      | 1.00    | 7.00    |
|                                                        | 4.00  | Other    | 525  | 1.9962 | 1.3250            | 5.783E-02     | 1.8826                              | 2.1098      | 1.00    | 7.00    |
|                                                        | Total |          | 8452 | 1.8655 | 1.2368            | 1.345E-02     | 1.8391                              | 1.8918      | 1.00    | 7.00    |
| A09C I-9c:<br>Taking<br>responsibility                 | 1.00  | Black    | 1669 | 1.5800 | 1.0493            | 2.568E-02     | 1.5296                              | 1.6304      | 1.00    | 7.00    |
|                                                        | 2.00  | Hispanic | 1311 | 1.4836 | .8109             | 2.240E-02     | 1.4397                              | 1.5275      | 1.00    | 7.00    |
|                                                        | 3.00  | White    | 4943 | 1.5365 | .9242             | 1.315E-02     | 1.5107                              | 1.5623      | 1.00    | 7.00    |
|                                                        | 4.00  | Other    | 523  | 1.5583 | .9253             | 4.046E-02     | 1.4788                              | 1.6378      | 1.00    | 7.00    |
|                                                        | Total |          | 8446 | 1.5382 | .9344             | 1.017E-02     | 1.5183                              | 1.5582      | 1.00    | 7.00    |
| A09D I-9d:<br>Put good of<br>many ahead own<br>welfare | 1.00  | Black    | 1663 | 2.7246 | 1.7510            | 4.294E-02     | 2.6404                              | 2.8088      | 1.00    | 7.00    |
|                                                        | 2.00  | Hispanic | 1310 | 2.2542 | 1.4673            | 4.054E-02     | 2.1747                              | 2.3337      | 1.00    | 7.00    |
|                                                        | 3.00  | White    | 4944 | 2.1446 | 1.4390            | 2.047E-02     | 2.1045                              | 2.1847      | 1.00    | 7.00    |
|                                                        | 4.00  | Other    | 523  | 2.1893 | 1.3591            | 5.943E-02     | 2.0725                              | 2.3060      | 1.00    | 7.00    |
|                                                        | Total |          | 8440 | 2.2787 | 1.5216            | 1.656E-02     | 2.2462                              | 2.3111      | 1.00    | 7.00    |
| A09E I-9e:<br>Dedication to<br>serving the US          | 1.00  | Black    | 1661 | 3.1276 | 1.9971            | 4.900E-02     | 3.0315                              | 3.2237      | 1.00    | 7.00    |
|                                                        | 2.00  | Hispanic | 1315 | 2.4989 | 1.7493            | 4.824E-02     | 2.4042                              | 2.5935      | 1.00    | 7.00    |
|                                                        | 3.00  | White    | 4941 | 2.2572 | 1.6102            | 2.291E-02     | 2.2123                              | 2.3021      | 1.00    | 7.00    |
|                                                        | 4.00  | Other    | 522  | 2.5307 | 1.6717            | 7.317E-02     | 2.3869                              | 2.6744      | 1.00    | 7.00    |
|                                                        | Total |          | 8439 | 2.4831 | 1.7503            | 1.905E-02     | 2.4458                              | 2.5205      | 1.00    | 7.00    |
| A09F I-9f:<br>Commitment to<br>working as a<br>team    | 1.00  | Black    | 1655 | 1.8894 | 1.2448            | 3.060E-02     | 1.8294                              | 1.9494      | 1.00    | 7.00    |
|                                                        | 2.00  | Hispanic | 1309 | 1.7960 | 1.1321            | 3.129E-02     | 1.7346                              | 1.8574      | 1.00    | 7.00    |
|                                                        | 3.00  | White    | 4937 | 1.8888 | 1.1954            | 1.701E-02     | 1.8554                              | 1.9222      | 1.00    | 7.00    |
|                                                        | 4.00  | Other    | 522  | 1.8793 | 1.2152            | 5.319E-02     | 1.7748                              | 1.9838      | 1.00    | 7.00    |
|                                                        | Total |          | 8423 | 1.8739 | 1.1972            | 1.305E-02     | 1.8483                              | 1.8995      | 1.00    | 7.00    |
| A09G I-9g:<br>Dedication to<br>learn & doing<br>well   | 1.00  | Black    | 1668 | 1.5246 | 1.0385            | 2.543E-02     | 1.4747                              | 1.5745      | 1.00    | 7.00    |
|                                                        | 2.00  | Hispanic | 1313 | 1.4798 | .8720             | 2.407E-02     | 1.4326                              | 1.5270      | 1.00    | 7.00    |
|                                                        | 3.00  | White    | 4943 | 1.5956 | .9615             | 1.368E-02     | 1.5688                              | 1.6224      | 1.00    | 7.00    |
|                                                        | 4.00  | Other    | 523  | 1.5602 | .9273             | 4.055E-02     | 1.4806                              | 1.6399      | 1.00    | 7.00    |

|       |      |        |       |           |        |        |      |      |
|-------|------|--------|-------|-----------|--------|--------|------|------|
| Total | 8447 | 1.5614 | .9628 | 1.048E-02 | 1.5408 | 1.5819 | 1.00 | 7.00 |
|-------|------|--------|-------|-----------|--------|--------|------|------|

|                |       |          |      |        |        |           |        |        |      |      |
|----------------|-------|----------|------|--------|--------|-----------|--------|--------|------|------|
| A09H I-9h:     | 1.00  | Black    | 1666 | 1.5648 | 1.0675 | 2.615E-02 | 1.5135 | 1.6161 | 1.00 | 7.00 |
| Drive to       |       |          |      |        |        |           |        |        |      |      |
| succeed &      | 2.00  | Hispanic | 1315 | 1.5779 | .9567  | 2.638E-02 | 1.5262 | 1.6297 | 1.00 | 7.00 |
| advance        | 3.00  | White    | 4942 | 1.6386 | 1.0042 | 1.428E-02 | 1.6106 | 1.6666 | 1.00 | 7.00 |
|                | 4.00  | Other    | 521  | 1.6334 | 1.0048 | 4.402E-02 | 1.5469 | 1.7199 | 1.00 | 7.00 |
|                | Total |          | 8444 | 1.6143 | 1.0102 | 1.099E-02 | 1.5927 | 1.6358 | 1.00 | 7.00 |
| A09I I-9i:     | 1.00  | Black    | 1664 | 1.6154 | 1.1412 | 2.798E-02 | 1.5605 | 1.6703 | 1.00 | 7.00 |
| Being honest,  | 2.00  | Hispanic | 1312 | 1.5671 | .9749  | 2.692E-02 | 1.5143 | 1.6199 | 1.00 | 7.00 |
| open, and      | 3.00  | White    | 4940 | 1.5729 | .9718  | 1.383E-02 | 1.5458 | 1.6000 | 1.00 | 7.00 |
| truthful       | 4.00  | Other    | 523  | 1.6061 | 1.0329 | 4.516E-02 | 1.5174 | 1.6948 | 1.00 | 7.00 |
|                | Total |          | 8439 | 1.5824 | 1.0117 | 1.101E-02 | 1.5608 | 1.6040 | 1.00 | 7.00 |
| A09J I-9j:     | 1.00  | Black    | 1663 | 1.9940 | 1.5029 | 3.685E-02 | 1.9217 | 2.0663 | 1.00 | 7.00 |
| Disciplined &  | 2.00  | Hispanic | 1311 | 1.7384 | 1.2142 | 3.353E-02 | 1.6726 | 1.8042 | 1.00 | 7.00 |
| courageous in  | 3.00  | White    | 4940 | 1.8053 | 1.2555 | 1.786E-02 | 1.7702 | 1.8403 | 1.00 | 7.00 |
| battle         | 4.00  | Other    | 523  | 1.8375 | 1.3356 | 5.840E-02 | 1.7227 | 1.9522 | 1.00 | 7.00 |
|                | Total |          | 8437 | 1.8341 | 1.3092 | 1.425E-02 | 1.8061 | 1.8620 | 1.00 | 7.00 |
| A09K I-9k:     | 1.00  | Black    | 1666 | 1.5078 | 1.0616 | 2.601E-02 | 1.4568 | 1.5588 | 1.00 | 7.00 |
| Standing up    | 2.00  | Hispanic | 1315 | 1.4715 | .8555  | 2.359E-02 | 1.4252 | 1.5178 | 1.00 | 7.00 |
| for what you   | 3.00  | White    | 4942 | 1.4437 | .8709  | 1.239E-02 | 1.4195 | 1.4680 | 1.00 | 7.00 |
| believe        | 4.00  | Other    | 523  | 1.5277 | .9829  | 4.298E-02 | 1.4433 | 1.6122 | 1.00 | 7.00 |
|                | Total |          | 8446 | 1.4659 | .9168  | 9.975E-03 | 1.4463 | 1.4855 | 1.00 | 7.00 |
| A09L I-9l:     | 1.00  | Black    | 1662 | 2.0301 | 1.2746 | 3.127E-02 | 1.9688 | 2.0914 | 1.00 | 7.00 |
| Working        | 2.00  | Hispanic | 1313 | 1.9360 | 1.1325 | 3.125E-02 | 1.8747 | 1.9973 | 1.00 | 7.00 |
| tactfully/mil. | 3.00  | White    | 4935 | 2.0334 | 1.2520 | 1.782E-02 | 1.9985 | 2.0684 | 1.00 | 7.00 |
| courtesy       | 4.00  | Other    | 518  | 2.0849 | 1.3486 | 5.925E-02 | 1.9685 | 2.2013 | 1.00 | 7.00 |
|                | Total |          | 8428 | 2.0208 | 1.2453 | 1.356E-02 | 1.9942 | 2.0474 | 1.00 | 7.00 |
| A09M I-9m:     | 1.00  | Black    | 1660 | 2.0542 | 1.3619 | 3.343E-02 | 1.9887 | 2.1198 | 1.00 | 7.00 |
| Excellent      | 2.00  | Hispanic | 1315 | 1.9346 | 1.2289 | 3.389E-02 | 1.8681 | 2.0011 | 1.00 | 7.00 |
| military       | 3.00  | White    | 4938 | 2.0919 | 1.3431 | 1.911E-02 | 2.0545 | 2.1294 | 1.00 | 7.00 |
| bearing        | 4.00  | Other    | 523  | 2.1453 | 1.3511 | 5.908E-02 | 2.0292 | 2.2614 | 1.00 | 7.00 |
|                | Total |          | 8436 | 2.0633 | 1.3313 | 1.449E-02 | 2.0349 | 2.0917 | 1.00 | 7.00 |
| A09N I-9n:     | 1.00  | Black    | 1663 | 1.5310 | 1.1134 | 2.730E-02 | 1.4774 | 1.5845 | 1.00 | 7.00 |
| Equal opp      | 2.00  | Hispanic | 1311 | 1.6575 | 1.0931 | 3.019E-02 | 1.5983 | 1.7167 | 1.00 | 7.00 |
| regardless of  | 3.00  | White    | 4942 | 1.9346 | 1.3923 | 1.981E-02 | 1.8958 | 1.9735 | 1.00 | 7.00 |
| gender         | 4.00  | Other    | 520  | 1.8231 | 1.3655 | 5.988E-02 | 1.7054 | 1.9407 | 1.00 | 7.00 |
|                | Total |          | 8436 | 1.8051 | 1.3069 | 1.423E-02 | 1.7772 | 1.8330 | 1.00 | 7.00 |
| A09O I-9o:     | 1.00  | Black    | 1666 | 1.8139 | 1.2401 | 3.038E-02 | 1.7543 | 1.8735 | 1.00 | 7.00 |
| High moral     | 2.00  | Hispanic | 1311 | 1.7529 | 1.1290 | 3.118E-02 | 1.6917 | 1.8140 | 1.00 | 7.00 |
| standards      |       |          |      |        |        |           |        |        |      |      |

|       |       |      |        |        |           |        |        |      |      |
|-------|-------|------|--------|--------|-----------|--------|--------|------|------|
| 3.00  | White | 4939 | 1.9105 | 1.2703 | 1.808E-02 | 1.8751 | 1.9459 | 1.00 | 7.00 |
| ----- |       |      |        |        |           |        |        |      |      |

|                                                |       |          |      |        |        |           |        |        |      |      |
|------------------------------------------------|-------|----------|------|--------|--------|-----------|--------|--------|------|------|
|                                                | 4.00  | Other    | 523  | 1.9082 | 1.2546 | 5.486E-02 | 1.8005 | 2.0160 | 1.00 | 7.00 |
|                                                | Total |          | 8439 | 1.8668 | 1.2437 | 1.354E-02 | 1.8403 | 1.8933 | 1.00 | 7.00 |
| A09P I-9p:<br>Physical<br>fitness &<br>stamina | 1.00  | Black    | 1669 | 1.6788 | 1.1604 | 2.840E-02 | 1.6231 | 1.7346 | 1.00 | 7.00 |
|                                                | 2.00  | Hispanic | 1311 | 1.6278 | .9754  | 2.694E-02 | 1.5749 | 1.6806 | 1.00 | 7.00 |
|                                                | 3.00  | White    | 4937 | 1.7029 | 1.0609 | 1.510E-02 | 1.6733 | 1.7325 | 1.00 | 7.00 |
|                                                | 4.00  | Other    | 523  | 1.6979 | 1.1110 | 4.858E-02 | 1.6025 | 1.7933 | 1.00 | 7.00 |
|                                                | Total |          | 8440 | 1.6861 | 1.0720 | 1.167E-02 | 1.6633 | 1.7090 | 1.00 | 7.00 |

**ANOVA: Military-Related Values**

|                                                        |                | Sum of Squares | df   | Mean Square | F       | Sig. |
|--------------------------------------------------------|----------------|----------------|------|-------------|---------|------|
| A09A I-9a:<br>Loyalty to US<br>Army                    | Between Groups | 179.340        | 3    | 59.780      | 28.526  | .000 |
|                                                        | Within Groups  | 17709.984      | 8451 | 2.096       |         |      |
|                                                        | Total          | 17889.324      | 8454 |             |         |      |
| A09B I-9b:<br>Loyalty to unit<br>or organization       | Between Groups | 49.742         | 3    | 16.581      | 10.877  | .000 |
|                                                        | Within Groups  | 12878.304      | 8448 | 1.524       |         |      |
|                                                        | Total          | 12928.046      | 8451 |             |         |      |
| A09C I-9c:<br>Taking<br>responsibility                 | Between Groups | 7.048          | 3    | 2.349       | 2.693   | .045 |
|                                                        | Within Groups  | 7366.099       | 8442 | .873        |         |      |
|                                                        | Total          | 7373.148       | 8445 |             |         |      |
| A09D I-9d: Put<br>good of many<br>ahead own<br>welfare | Between Groups | 424.488        | 3    | 141.496     | 62.449  | .000 |
|                                                        | Within Groups  | 19114.073      | 8436 | 2.266       |         |      |
|                                                        | Total          | 19538.561      | 8439 |             |         |      |
| A09E I-9e:<br>Dedication to<br>serving the US          | Between Groups | 943.590        | 3    | 314.530     | 106.524 | .000 |
|                                                        | Within Groups  | 24905.753      | 8435 | 2.953       |         |      |
|                                                        | Total          | 25849.344      | 8438 |             |         |      |
| A09F I-9f:<br>Commitment to<br>working as a<br>team    | Between Groups | 9.448          | 3    | 3.149       | 2.198   | .086 |
|                                                        | Within Groups  | 12062.651      | 8419 | 1.433       |         |      |
|                                                        | Total          | 12072.099      | 8422 |             |         |      |
| A09G I-9g:<br>Dedication to<br>learn & doing<br>well   | Between Groups | 16.779         | 3    | 5.593       | 6.044   | .000 |
|                                                        | Within Groups  | 7813.144       | 8443 | .925        |         |      |
|                                                        | Total          | 7829.923       | 8446 |             |         |      |
| A09H I-9h:<br>Drive to<br>succeed &<br>advance         | Between Groups | 8.926          | 3    | 2.975       | 2.917   | .033 |
|                                                        | Within Groups  | 8607.792       | 8440 | 1.020       |         |      |
|                                                        | Total          | 8616.718       | 8443 |             |         |      |
| A09I I-9i:<br>Being honest,<br>open, and<br>truthful   | Between Groups | 2.861          | 3    | .954        | .932    | .424 |
|                                                        | Within Groups  | 8633.569       | 8435 | 1.024       |         |      |
|                                                        | Total          | 8636.430       | 8438 |             |         |      |
| A09J I-9j:<br>Disciplined &<br>courageous in<br>battle | Between Groups | 58.641         | 3    | 19.547      | 11.446  | .000 |
|                                                        | Within Groups  | 14401.049      | 8433 | 1.708       |         |      |
|                                                        | Total          | 14459.690      | 8436 |             |         |      |
| A09K I-9k:<br>Standing up for<br>what you<br>believe   | Between Groups | 7.391          | 3    | 2.464       | 2.933   | .032 |
|                                                        | Within Groups  | 7090.289       | 8442 | .840        |         |      |
|                                                        | Total          | 7097.679       | 8445 |             |         |      |
| A09L I-9l:<br>Working<br>tactfully/mil.<br>courtesy    | Between Groups | 12.499         | 3    | 4.166       | 2.688   | .045 |
|                                                        | Within Groups  | 13054.868      | 8424 | 1.550       |         |      |
|                                                        | Total          | 13067.366      | 8427 |             |         |      |

|                                |                |           |      |        |        |      |
|--------------------------------|----------------|-----------|------|--------|--------|------|
| A09M I-9m:                     | Between Groups | 29.486    | 3    | 9.829  | 5.554  | .001 |
| Excellent military bearing     | Within Groups  | 14920.711 | 8432 | 1.770  |        |      |
|                                | Total          | 14950.198 | 8435 |        |        |      |
| A09N I-9n:                     | Between Groups | 236.628   | 3    | 78.876 | 46.933 | .000 |
| Equal opp regardless of gender | Within Groups  | 14170.991 | 8432 | 1.681  |        |      |
|                                | Total          | 14407.619 | 8435 |        |        |      |
| A09O I-9o:                     | Between Groups | 32.010    | 3    | 10.670 | 6.912  | .000 |
| High moral standards           | Within Groups  | 13020.283 | 8435 | 1.544  |        |      |
|                                | Total          | 13052.293 | 8438 |        |        |      |
| A09P I-9p:                     | Between Groups | 6.008     | 3    | 2.003  | 1.743  | .156 |
| Physical fitness & stamina     | Within Groups  | 9691.570  | 8436 | 1.149  |        |      |
|                                | Total          | 9697.578  | 8439 |        |        |      |

# Post Hoc Tests: Military-Related Values

Multiple Comparisons  
Tukey HSD

| Dependent Variable                         | (I) RACEETHN Race/Ethnicity |  | (J) RACEETHN Race/Ethnicity |  | Mean Difference (I-J) | Std. Error | Sig.  | 99% Confidence Interval |             |
|--------------------------------------------|-----------------------------|--|-----------------------------|--|-----------------------|------------|-------|-------------------------|-------------|
|                                            |                             |  |                             |  |                       |            |       | Lower Bound             | Upper Bound |
| A09A I-9a: Loyalty to US Army              | 1.00 Black                  |  | 2.00 Hispanic               |  | .3510                 | .053       | .000  | .1848                   | .5173       |
|                                            |                             |  | 3.00 White                  |  | .3529                 | .041       | .000  | .2253                   | .4806       |
|                                            |                             |  | 4.00 Other                  |  | 9.915E-02             | .072       | .519  | -.1264                  | .3247       |
|                                            | 2.00 Hispanic               |  | 1.00 Black                  |  | -.3510                | .053       | .000  | -.5173                  | -.1848      |
|                                            |                             |  | 3.00 White                  |  | 1.896E-03             | .045       | 1.000 | -.1379                  | .1417       |
|                                            |                             |  | 4.00 Other                  |  | -.2519                | .075       | .004  | -.4846                  | -1.9231E-02 |
|                                            | 3.00 White                  |  | 1.00 Black                  |  | -.3529                | .041       | .000  | -.4806                  | -.2253      |
|                                            |                             |  | 2.00 Hispanic               |  | -1.8958E-03           | .045       | 1.000 | -.1417                  | .1379       |
|                                            |                             |  | 4.00 Other                  |  | -.2538                | .066       | .001  | -.4607                  | -4.6933E-02 |
|                                            | 4.00 Other                  |  | 1.00 Black                  |  | -9.9151E-02           | .072       | .519  | -.3247                  | .1264       |
|                                            |                             |  | 2.00 Hispanic               |  | .2519                 | .075       | .004  | 1.923E-02               | .4846       |
|                                            |                             |  | 3.00 White                  |  | .2538                 | .066       | .001  | 4.693E-02               | .4607       |
| A09B I-9b: Loyalty to unit or organization | 1.00 Black                  |  | 2.00 Hispanic               |  | .1987                 | .046       | .000  | 5.696E-02               | .3405       |
|                                            |                             |  | 3.00 White                  |  | .1651                 | .035       | .000  | 5.620E-02               | .2740       |
|                                            |                             |  | 4.00 Other                  |  | -3.3934E-03           | .062       | 1.000 | -.1958                  | .1890       |
|                                            | 2.00 Hispanic               |  | 1.00 Black                  |  | -.1987                | .046       | .000  | -.3405                  | -5.6963E-02 |
|                                            |                             |  | 3.00 White                  |  | -3.3632E-02           | .038       | .816  | -.1529                  | 8.560E-02   |
|                                            |                             |  | 4.00 Other                  |  | -.2021                | .064       | .008  | -.4005                  | -3.6969E-03 |
|                                            | 3.00 White                  |  | 1.00 Black                  |  | -.1651                | .035       | .000  | -.2740                  | -5.6204E-02 |
|                                            |                             |  | 2.00 Hispanic               |  | 3.363E-02             | .038       | .816  | -8.5596E-02             | .1529       |
|                                            |                             |  | 4.00 Other                  |  | -.1685                | .057       | .016  | -.3449                  | 7.955E-03   |
|                                            | 4.00 Other                  |  | 1.00 Black                  |  | 3.393E-03             | .062       | 1.000 | -.1890                  | .1958       |
|                                            |                             |  | 2.00 Hispanic               |  | .2021                 | .064       | .008  | 3.697E-03               | .4005       |
|                                            |                             |  | 3.00 White                  |  | .1685                 | .057       | .016  | -7.9548E-03             | .3449       |
| A09C I-9c: Taking responsibility           | 1.00 Black                  |  | 2.00 Hispanic               |  | 9.639E-02             | .034       | .027  | -1.0935E-02             | .2037       |
|                                            |                             |  | 3.00 White                  |  | 4.347E-02             | .026       | .354  | -3.8858E-02             | .1258       |
|                                            |                             |  | 4.00 Other                  |  | 2.167E-02             | .047       | .967  | -.1241                  | .1674       |
|                                            | 2.00 Hispanic               |  | 1.00 Black                  |  | -9.6388E-02           | .034       | .027  | -.2037                  | 1.093E-02   |
|                                            |                             |  | 3.00 White                  |  | -5.2916E-02           | .029       | .262  | -.1433                  | 3.743E-02   |
|                                            |                             |  | 4.00 Other                  |  | -7.4717E-02           | .048       | .410  | -.2251                  | 7.569E-02   |
|                                            | 3.00 White                  |  | 1.00 Black                  |  | -4.3472E-02           | .026       | .354  | -.1258                  | 3.886E-02   |
|                                            |                             |  | 2.00 Hispanic               |  | 5.292E-02             | .029       | .262  | -3.7427E-02             | .1433       |
|                                            |                             |  | 4.00 Other                  |  | -2.1801E-02           | .043       | .957  | -.1555                  | .1119       |

|                                                        |      |          |      |          |             |      |       |             |             |
|--------------------------------------------------------|------|----------|------|----------|-------------|------|-------|-------------|-------------|
| A09D I-9d: Put<br>good of many<br>ahead own<br>welfare | 4.00 | Other    | 1.00 | Black    | -2.1671E-02 | .047 | .967  | -.1674      | .1241       |
|                                                        |      |          | 2.00 | Hispanic | 7.472E-02   | .048 | .410  | -7.5687E-02 | .2251       |
|                                                        |      |          | 3.00 | White    | 2.180E-02   | .043 | .957  | -.1119      | .1555       |
|                                                        |      |          | 2.00 | Hispanic | .4704       | .056 | .000  | .2973       | .6435       |
|                                                        |      |          | 3.00 | White    | .5800       | .043 | .000  | .4471       | .7128       |
|                                                        |      |          | 4.00 | Other    | .5353       | .075 | .000  | .3004       | .7702       |
|                                                        | 2.00 | Hispanic | 1.00 | Black    | -.4704      | .056 | .000  | -.6435      | -.2973      |
|                                                        |      |          | 3.00 | White    | .1096       | .047 | .089  | -3.6043E-02 | .2552       |
|                                                        |      |          | 4.00 | Other    | 6.491E-02   | .078 | .838  | -.1775      | .3073       |
|                                                        | 3.00 | White    | 1.00 | Black    | -.5800      | .043 | .000  | -.7128      | -.4471      |
|                                                        |      |          | 2.00 | Hispanic | -.1096      | .047 | .089  | -.2552      | 3.604E-02   |
|                                                        |      |          | 4.00 | Other    | -4.4673E-02 | .069 | .917  | -.2602      | .1708       |
| A09E I-9e:<br>Dedication to<br>serving the US          | 4.00 | Other    | 1.00 | Black    | -.5353      | .075 | .000  | -.7702      | -.3004      |
|                                                        |      |          | 2.00 | Hispanic | -6.4906E-02 | .078 | .838  | -.3073      | .1775       |
|                                                        |      |          | 3.00 | White    | 4.467E-02   | .069 | .917  | -.1708      | .2602       |
|                                                        |      |          | 2.00 | Hispanic | .6288       | .063 | .000  | .4313       | .8262       |
|                                                        |      |          | 3.00 | White    | .8704       | .049 | .000  | .7187       | 1.0221      |
|                                                        |      |          | 4.00 | Other    | .5970       | .086 | .000  | .3286       | .8654       |
|                                                        | 2.00 | Hispanic | 1.00 | Black    | -.6288      | .063 | .000  | -.8262      | -.4313      |
|                                                        |      |          | 3.00 | White    | .2416       | .053 | .000  | 7.563E-02   | .4076       |
|                                                        |      |          | 4.00 | Other    | -3.1792E-02 | .089 | .984  | -.3085      | .2450       |
|                                                        | 3.00 | White    | 1.00 | Black    | -.8704      | .049 | .000  | -1.0221     | -.7187      |
|                                                        |      |          | 2.00 | Hispanic | -.2416      | .053 | .000  | -.4076      | -7.5627E-02 |
|                                                        |      |          | 4.00 | Other    | -.2734      | .079 | .003  | -.5196      | -2.7212E-02 |
| A09F I-9f:<br>Commitment to<br>working as a<br>team    | 4.00 | Other    | 1.00 | Black    | -.5970      | .086 | .000  | -.8654      | -.3286      |
|                                                        |      |          | 2.00 | Hispanic | 3.179E-02   | .089 | .984  | -.2450      | .3085       |
|                                                        |      |          | 3.00 | White    | .2734       | .079 | .003  | 2.721E-02   | .5196       |
|                                                        |      |          | 2.00 | Hispanic | 9.340E-02   | .044 | .150  | -4.4442E-02 | .2312       |
|                                                        |      |          | 3.00 | White    | 6.271E-04   | .034 | 1.000 | -.1052      | .1065       |
|                                                        |      |          | 4.00 | Other    | 1.012E-02   | .060 | .998  | -.1770      | .1972       |
|                                                        | 2.00 | Hispanic | 1.00 | Black    | -9.3398E-02 | .044 | .150  | -.2312      | 4.444E-02   |
|                                                        |      |          | 3.00 | White    | -9.2771E-02 | .037 | .061  | -.2086      | 2.308E-02   |
|                                                        |      |          | 4.00 | Other    | -8.3283E-02 | .062 | .535  | -.2762      | .1096       |
|                                                        | 3.00 | White    | 1.00 | Black    | -6.2712E-04 | .034 | 1.000 | -.1065      | .1052       |
|                                                        |      |          | 2.00 | Hispanic | 9.277E-02   | .037 | .061  | -2.3081E-02 | .2086       |
|                                                        |      |          | 4.00 | Other    | 9.489E-03   | .055 | .998  | -.1620      | .1810       |
|                                                        | 4.00 | Other    | 1.00 | Black    | -1.0116E-02 | .060 | .998  | -.1972      | .1770       |
|                                                        |      |          | 2.00 | Hispanic | 8.328E-02   | .062 | .535  | -.1096      | .2762       |

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|                                                      |      |          |       |             |             |      |        |             |             |
|------------------------------------------------------|------|----------|-------|-------------|-------------|------|--------|-------------|-------------|
|                                                      |      | 3.00     | White | -9.4885E-03 | .055        | .998 | -.1810 | .1620       |             |
| -----                                                |      |          |       |             |             |      |        |             |             |
| A09G I-9g:<br>Dedication to<br>learn & doing<br>well | 1.00 | Black    | 2.00  | Hispanic    | 4.476E-02   | .035 | .588   | -6.5729E-02 | .1553       |
|                                                      |      |          | 3.00  | White       | -7.1009E-02 | .027 | .045   | -.1558      | 1.380E-02   |
|                                                      |      |          | 4.00  | Other       | -3.5649E-02 | .048 | .881   | -.1857      | .1144       |
|                                                      | 2.00 | Hispanic | 1.00  | Black       | -4.4763E-02 | .035 | .588   | -.1553      | 6.573E-02   |
|                                                      |      |          | 3.00  | White       | -.1158      | .030 | .001   | -.2088      | -2.2790E-02 |
|                                                      |      |          | 4.00  | Other       | -8.0412E-02 | .050 | .369   | -.2353      | 7.445E-02   |
|                                                      | 3.00 | White    | 1.00  | Black       | 7.101E-02   | .027 | .045   | -1.3795E-02 | .1558       |
|                                                      |      |          | 2.00  | Hispanic    | .1158       | .030 | .001   | 2.279E-02   | .2088       |
|                                                      |      |          | 4.00  | Other       | 3.536E-02   | .044 | .855   | -.1024      | .1731       |
|                                                      | 4.00 | Other    | 1.00  | Black       | 3.565E-02   | .048 | .881   | -.1144      | .1857       |
|                                                      |      |          | 2.00  | Hispanic    | 8.041E-02   | .050 | .369   | -7.4445E-02 | .2353       |
|                                                      |      |          | 3.00  | White       | -3.5360E-02 | .044 | .855   | -.1731      | .1024       |
| -----                                                |      |          |       |             |             |      |        |             |             |
| A09H I-9h:<br>Drive to<br>succeed &<br>advance       | 1.00 | Black    | 2.00  | Hispanic    | -1.3121E-02 | .037 | .985   | -.1291      | .1029       |
|                                                      |      |          | 3.00  | White       | -7.3782E-02 | .029 | .049   | -.1629      | 1.529E-02   |
|                                                      |      |          | 4.00  | Other       | -6.8571E-02 | .051 | .529   | -.2264      | 8.925E-02   |
|                                                      | 2.00 | Hispanic | 1.00  | Black       | 1.312E-02   | .037 | .985   | -.1029      | .1291       |
|                                                      |      |          | 3.00  | White       | -6.0661E-02 | .031 | .213   | -.1582      | 3.690E-02   |
|                                                      |      |          | 4.00  | Other       | -5.5451E-02 | .052 | .714   | -.2182      | .1073       |
|                                                      | 3.00 | White    | 1.00  | Black       | 7.378E-02   | .029 | .049   | -1.5289E-02 | .1629       |
|                                                      |      |          | 2.00  | Hispanic    | 6.066E-02   | .031 | .213   | -3.6896E-02 | .1582       |
|                                                      |      |          | 4.00  | Other       | 5.211E-03   | .047 | .999   | -.1396      | .1500       |
|                                                      | 4.00 | Other    | 1.00  | Black       | 6.857E-02   | .051 | .529   | -8.9247E-02 | .2264       |
|                                                      |      |          | 2.00  | Hispanic    | 5.545E-02   | .052 | .714   | -.1073      | .2182       |
|                                                      |      |          | 3.00  | White       | -5.2105E-03 | .047 | .999   | -.1500      | .1396       |
| -----                                                |      |          |       |             |             |      |        |             |             |
| A09I I-9i:<br>Being honest,<br>open, and<br>truthful | 1.00 | Black    | 2.00  | Hispanic    | 4.831E-02   | .037 | .567   | -6.7978E-02 | .1646       |
|                                                      |      |          | 3.00  | White       | 4.251E-02   | .029 | .448   | -4.6765E-02 | .1318       |
|                                                      |      |          | 4.00  | Other       | 9.266E-03   | .051 | .998   | -.1486      | .1672       |
|                                                      | 2.00 | Hispanic | 1.00  | Black       | -4.8311E-02 | .037 | .567   | -.1646      | 6.798E-02   |
|                                                      |      |          | 3.00  | White       | -5.8013E-03 | .031 | .998   | -.1036      | 9.202E-02   |
|                                                      |      |          | 4.00  | Other       | -3.9045E-02 | .052 | .878   | -.2019      | .1238       |
|                                                      | 3.00 | White    | 1.00  | Black       | -4.2510E-02 | .029 | .448   | -.1318      | 4.677E-02   |
|                                                      |      |          | 2.00  | Hispanic    | 5.801E-03   | .031 | .998   | -9.2023E-02 | .1036       |
|                                                      |      |          | 4.00  | Other       | -3.3244E-02 | .047 | .891   | -.1781      | .1116       |
|                                                      | 4.00 | Other    | 1.00  | Black       | -9.2661E-03 | .051 | .998   | -.1672      | .1486       |
|                                                      |      |          | 2.00  | Hispanic    | 3.905E-02   | .052 | .878   | -.1238      | .2019       |
|                                                      |      |          | 3.00  | White       | 3.324E-02   | .047 | .891   | -.1116      | .1781       |

|                                                      |               |               |             |      |       |             |             |
|------------------------------------------------------|---------------|---------------|-------------|------|-------|-------------|-------------|
| A09J I-9j:                                           | 1.00 Black    | 2.00 Hispanic | .2556       | .048 | .000  | .1054       | .4059       |
| Disciplined &<br>courageous in<br>battle             |               | 3.00 White    | .1887       | .037 | .000  | 7.338E-02   | .3041       |
|                                                      |               | 4.00 Other    | .1565       | .066 | .079  | -4.7451E-02 | .3605       |
|                                                      | 2.00 Hispanic | 1.00 Black    | -.2556      | .048 | .000  | -.4059      | -.1054      |
|                                                      |               | 3.00 White    | -6.6895E-02 | .041 | .352  | -.1933      | 5.950E-02   |
|                                                      |               | 4.00 Other    | -9.9108E-02 | .068 | .458  | -.3095      | .1113       |
|                                                      | 3.00 White    | 1.00 Black    | -.1887      | .037 | .000  | -.3041      | -7.3383E-02 |
|                                                      |               | 2.00 Hispanic | 6.690E-02   | .041 | .352  | -5.9500E-02 | .1933       |
|                                                      |               | 4.00 Other    | -3.2213E-02 | .060 | .950  | -.2193      | .1549       |
|                                                      | 4.00 Other    | 1.00 Black    | -.1565      | .066 | .079  | -.3605      | 4.745E-02   |
|                                                      |               | 2.00 Hispanic | 9.911E-02   | .068 | .458  | -.1113      | .3095       |
|                                                      |               | 3.00 White    | 3.221E-02   | .060 | .950  | -.1549      | .2193       |
| A09K I-9k:<br>Standing up for<br>what you<br>believe | 1.00 Black    | 2.00 Hispanic | 3.632E-02   | .034 | .705  | -6.8926E-02 | .1416       |
|                                                      |               | 3.00 White    | 6.406E-02   | .026 | .065  | -1.6774E-02 | .1449       |
|                                                      |               | 4.00 Other    | -1.9922E-02 | .046 | .973  | -.1629      | .1231       |
|                                                      | 2.00 Hispanic | 1.00 Black    | -3.6320E-02 | .034 | .705  | -.1416      | 6.893E-02   |
|                                                      |               | 3.00 White    | 2.774E-02   | .028 | .764  | -6.0795E-02 | .1163       |
|                                                      |               | 4.00 Other    | -5.6242E-02 | .047 | .635  | -.2037      | 9.126E-02   |
|                                                      | 3.00 White    | 1.00 Black    | -6.4056E-02 | .026 | .065  | -.1449      | 1.677E-02   |
|                                                      |               | 2.00 Hispanic | -2.7735E-02 | .028 | .764  | -.1163      | 6.080E-02   |
|                                                      |               | 4.00 Other    | -8.3977E-02 | .042 | .191  | -.2152      | 4.722E-02   |
|                                                      | 4.00 Other    | 1.00 Black    | 1.992E-02   | .046 | .973  | -.1231      | .1629       |
|                                                      |               | 2.00 Hispanic | 5.624E-02   | .047 | .635  | -9.1255E-02 | .2037       |
|                                                      |               | 3.00 White    | 8.398E-02   | .042 | .191  | -4.7218E-02 | .2152       |
| A09L I-9l:<br>Working<br>tactfully/mil.<br>courtesy  | 1.00 Black    | 2.00 Hispanic | 9.406E-02   | .046 | .171  | -4.9040E-02 | .2372       |
|                                                      |               | 3.00 White    | -3.3504E-03 | .035 | 1.000 | -.1133      | .1066       |
|                                                      |               | 4.00 Other    | -5.4858E-02 | .063 | .817  | -.2499      | .1402       |
|                                                      | 2.00 Hispanic | 1.00 Black    | -9.4060E-02 | .046 | .171  | -.2372      | 4.904E-02   |
|                                                      |               | 3.00 White    | -9.7410E-02 | .039 | .057  | -.2178      | 2.294E-02   |
|                                                      |               | 4.00 Other    | -.1489      | .065 | .097  | -.3500      | 5.217E-02   |
|                                                      | 3.00 White    | 1.00 Black    | 3.350E-03   | .035 | 1.000 | -.1066      | .1133       |
|                                                      |               | 2.00 Hispanic | 9.741E-02   | .039 | .057  | -2.2937E-02 | .2178       |
|                                                      |               | 4.00 Other    | -5.1507E-02 | .057 | .807  | -.2305      | .1275       |
|                                                      | 4.00 Other    | 1.00 Black    | 5.486E-02   | .063 | .817  | -.1402      | .2499       |
|                                                      |               | 2.00 Hispanic | .1489       | .065 | .097  | -5.2172E-02 | .3500       |
|                                                      |               | 3.00 White    | 5.151E-02   | .057 | .807  | -.1275      | .2305       |
| A09M I-9m:<br>Excellent                              | 1.00 Black    | 2.00 Hispanic | .1196       | .049 | .071  | -3.3271E-02 | .2725       |

military  
bearing

|       |       |             |      |      |        |           |
|-------|-------|-------------|------|------|--------|-----------|
| 3.00  | White | -3.7723E-02 | .038 | .750 | -.1552 | 7.977E-02 |
| ----- |       |             |      |      |        |           |

|                                                    |      |          |       |             |             |      |        |             |             |
|----------------------------------------------------|------|----------|-------|-------------|-------------|------|--------|-------------|-------------|
|                                                    |      | 4.00     | Other | -9.1099E-02 | .067        | .521 | -.2988 | .1166       |             |
|                                                    | 2.00 | Hispanic | 1.00  | Black       | -.1196      | .049 | .071   | -2.725      | 3.327E-02   |
|                                                    |      |          | 3.00  | White       | -.1573      | .041 | .001   | -.2859      | -2.8825E-02 |
|                                                    |      |          | 4.00  | Other       | -.2107      | .069 | .012   | -.4248      | 3.379E-03   |
|                                                    | 3.00 | White    | 1.00  | Black       | 3.772E-02   | .038 | .750   | -7.9772E-02 | .1552       |
|                                                    |      |          | 2.00  | Hispanic    | .1573       | .041 | .001   | 2.883E-02   | .2859       |
|                                                    |      |          | 4.00  | Other       | -5.3375E-02 | .061 | .819   | -.2438      | .1371       |
|                                                    | 4.00 | Other    | 1.00  | Black       | 9.110E-02   | .067 | .521   | -.1166      | .2988       |
|                                                    |      |          | 2.00  | Hispanic    | .2107       | .069 | .012   | -3.3789E-03 | .4248       |
|                                                    |      |          | 3.00  | White       | 5.338E-02   | .061 | .819   | -.1371      | .2438       |
| A09N I-9n:<br>Equal opp<br>regardless of<br>gender | 1.00 | Black    | 2.00  | Hispanic    | -.1265      | .048 | .041   | -.2756      | 2.252E-02   |
|                                                    |      |          | 3.00  | White       | -.4037      | .037 | .000   | -.5181      | -.2893      |
|                                                    |      |          | 4.00  | Other       | -.2921      | .065 | .000   | -.4949      | -8.9327E-02 |
|                                                    | 2.00 | Hispanic | 1.00  | Black       | .1265       | .048 | .041   | -2.2519E-02 | .2756       |
|                                                    |      |          | 3.00  | White       | -.2771      | .040 | .000   | -.4025      | -.1517      |
|                                                    |      |          | 4.00  | Other       | -.1656      | .067 | .066   | -.3747      | 4.360E-02   |
|                                                    | 3.00 | White    | 1.00  | Black       | .4037       | .037 | .000   | .2893       | .5181       |
|                                                    |      |          | 2.00  | Hispanic    | .2771       | .040 | .000   | .1517       | .4025       |
|                                                    |      |          | 4.00  | Other       | .1116       | .060 | .242   | -7.4504E-02 | .2976       |
|                                                    | 4.00 | Other    | 1.00  | Black       | .2921       | .065 | .000   | 8.933E-02   | .4949       |
|                                                    |      |          | 2.00  | Hispanic    | .1656       | .067 | .066   | -4.3602E-02 | .3747       |
|                                                    |      |          | 3.00  | White       | -.1116      | .060 | .242   | -.2976      | 7.450E-02   |
| A09O I-9o:<br>High moral<br>standards              | 1.00 | Black    | 2.00  | Hispanic    | 6.107E-02   | .046 | .543   | -8.1737E-02 | .2039       |
|                                                    |      |          | 3.00  | White       | -9.6583E-02 | .035 | .031   | -.2062      | 1.301E-02   |
|                                                    |      |          | 4.00  | Other       | -9.4296E-02 | .062 | .429   | -.2882      | 9.958E-02   |
|                                                    | 2.00 | Hispanic | 1.00  | Black       | -6.1065E-02 | .046 | .543   | -.2039      | 8.174E-02   |
|                                                    |      |          | 3.00  | White       | -.1576      | .039 | .000   | -.2778      | -3.7476E-02 |
|                                                    |      |          | 4.00  | Other       | -.1554      | .064 | .074   | -.3554      | 4.468E-02   |
|                                                    | 3.00 | White    | 1.00  | Black       | 9.658E-02   | .035 | .031   | -1.3005E-02 | .2062       |
|                                                    |      |          | 2.00  | Hispanic    | .1576       | .039 | .000   | 3.748E-02   | .2778       |
|                                                    |      |          | 4.00  | Other       | 2.286E-03   | .057 | 1.000  | -.1756      | .1802       |
|                                                    | 4.00 | Other    | 1.00  | Black       | 9.430E-02   | .062 | .429   | -9.9577E-02 | .2882       |
|                                                    |      |          | 2.00  | Hispanic    | .1554       | .064 | .074   | -4.4685E-02 | .3554       |
|                                                    |      |          | 3.00  | White       | -2.2864E-03 | .057 | 1.000  | -.1802      | .1756       |
| A09P I-9p:<br>Physical<br>fitness &<br>stamina     | 1.00 | Black    | 2.00  | Hispanic    | 5.108E-02   | .040 | .568   | -7.2062E-02 | .1742       |
|                                                    |      |          | 3.00  | White       | -2.4006E-02 | .030 | .859   | -.1185      | 7.048E-02   |
|                                                    |      |          | 4.00  | Other       | -1.9047E-02 | .054 | .985   | -.1863      | .1482       |
|                                                    | 2.00 | Hispanic | 1.00  | Black       | -5.1085E-02 | .040 | .568   | -.1742      | 7.206E-02   |

|      |       |       |             |             |      |        |             |
|------|-------|-------|-------------|-------------|------|--------|-------------|
|      | 3.00  | White | -7.5091E-02 | .033        | .109 | -.1788 | 2.859E-02   |
|      | 4.00  | Other | -7.0132E-02 | .055        | .585 | -.2427 | .1024       |
| 3.00 | White | 1.00  | Black       | 2.401E-02   | .030 | .859   | -7.0477E-02 |
|      |       | 2.00  | Hispanic    | 7.509E-02   | .033 | .109   | -2.8586E-02 |
|      |       | 4.00  | Other       | 4.959E-03   | .049 | 1.000  | -.1485      |
| 4.00 | Other | 1.00  | Black       | 1.905E-02   | .054 | .985   | -.1482      |
|      |       | 2.00  | Hispanic    | 7.013E-02   | .055 | .585   | -.1024      |
|      |       | 3.00  | White       | -4.9592E-03 | .049 | 1.000  | -.1584      |

Descriptives: Occupational Values

|                                                      |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for Mean |             | Minimum | Maximum |
|------------------------------------------------------|-------|----------|------|--------|-------------------|---------------|----------------------------------|-------------|---------|---------|
|                                                      |       |          |      |        |                   |               | Lower Bound                      | Upper Bound |         |         |
| A01B I-1b:<br>Steady job-no<br>chance for lay<br>off | 1.00  | Black    | 1652 | 1.9237 | 1.1753            | 2.892E-02     | 1.8670                           | 1.9804      | 1.00    | 5.00    |
|                                                      | 2.00  | Hispanic | 1299 | 2.0108 | 1.1349            | 3.149E-02     | 1.9490                           | 2.0726      | 1.00    | 5.00    |
|                                                      | 3.00  | White    | 4935 | 2.1214 | 1.1728            | 1.669E-02     | 2.0886                           | 2.1541      | 1.00    | 5.00    |
|                                                      | 4.00  | Other    | 522  | 2.1188 | 1.1745            | 5.140E-02     | 2.0178                           | 2.2198      | 1.00    | 5.00    |
|                                                      | Total |          | 8408 | 2.0653 | 1.1701            | 1.276E-02     | 2.0403                           | 2.0903      | 1.00    | 5.00    |
| A01D I-1d: Job<br>offers good pay                    | 1.00  | Black    | 1642 | 1.6255 | .9219             | 2.275E-02     | 1.5808                           | 1.6701      | 1.00    | 5.00    |
|                                                      | 2.00  | Hispanic | 1297 | 1.7440 | .9074             | 2.519E-02     | 1.6946                           | 1.7935      | 1.00    | 5.00    |
|                                                      | 3.00  | White    | 4929 | 1.9272 | 1.0019            | 1.427E-02     | 1.8992                           | 1.9551      | 1.00    | 5.00    |
|                                                      | 4.00  | Other    | 523  | 1.8337 | 1.0564            | 4.619E-02     | 1.7429                           | 1.9244      | 1.00    | 5.00    |
|                                                      | Total |          | 8391 | 1.8340 | .9835             | 1.074E-02     | 1.8129                           | 1.8550      | 1.00    | 5.00    |
| A01E I-1e: Job<br>offers good<br>fringe benefits     | 1.00  | Black    | 1647 | 1.6321 | .9447             | 2.328E-02     | 1.5864                           | 1.6777      | 1.00    | 5.00    |
|                                                      | 2.00  | Hispanic | 1299 | 1.7744 | .9342             | 2.592E-02     | 1.7236                           | 1.8253      | 1.00    | 5.00    |
|                                                      | 3.00  | White    | 4930 | 1.8937 | .9834             | 1.401E-02     | 1.8663                           | 1.9212      | 1.00    | 5.00    |
|                                                      | 4.00  | Other    | 518  | 1.7896 | .9596             | 4.216E-02     | 1.7067                           | 1.8724      | 1.00    | 5.00    |
|                                                      | Total |          | 8394 | 1.8175 | .9722             | 1.061E-02     | 1.7967                           | 1.8383      | 1.00    | 5.00    |
| A02B I-2b:<br>Enlistment-job<br>security             | 1.00  | Black    | 1648 | 1.9581 | 1.0898            | 2.685E-02     | 1.9055                           | 2.0108      | 1.00    | 5.00    |
|                                                      | 2.00  | Hispanic | 1298 | 2.0616 | 1.1097            | 3.080E-02     | 2.0012                           | 2.1221      | 1.00    | 5.00    |
|                                                      | 3.00  | White    | 4924 | 2.3528 | 1.2020            | 1.713E-02     | 2.3192                           | 2.3863      | 1.00    | 5.00    |
|                                                      | 4.00  | Other    | 525  | 2.2210 | 1.1445            | 4.995E-02     | 2.1228                           | 2.3191      | 1.00    | 5.00    |
|                                                      | Total |          | 8395 | 2.2220 | 1.1748            | 1.282E-02     | 2.1969                           | 2.2472      | 1.00    | 5.00    |
| A02C I-2c:<br>Enlistment-prom<br>otion opps          | 1.00  | Black    | 1642 | 1.9762 | 1.0896            | 2.689E-02     | 1.9235                           | 2.0290      | 1.00    | 5.00    |
|                                                      | 2.00  | Hispanic | 1291 | 2.0790 | 1.0477            | 2.916E-02     | 2.0218                           | 2.1362      | 1.00    | 5.00    |
|                                                      | 3.00  | White    | 4915 | 2.2692 | 1.0874            | 1.551E-02     | 2.2388                           | 2.2996      | 1.00    | 5.00    |
|                                                      | 4.00  | Other    | 520  | 2.1904 | 1.0949            | 4.801E-02     | 2.0961                           | 2.2847      | 1.00    | 5.00    |
|                                                      | Total |          | 8368 | 2.1775 | 1.0887            | 1.190E-02     | 2.1541                           | 2.2008      | 1.00    | 5.00    |
| A02D I-2d:<br>Enlistment-reti<br>rement benefits     | 1.00  | Black    | 1611 | 1.9441 | 1.1676            | 2.909E-02     | 1.8871                           | 2.0012      | 1.00    | 5.00    |
|                                                      | 2.00  | Hispanic | 1271 | 2.0598 | 1.1696            | 3.281E-02     | 1.9954                           | 2.1242      | 1.00    | 5.00    |
|                                                      | 3.00  | White    | 4845 | 2.2619 | 1.2063            | 1.733E-02     | 2.2279                           | 2.2959      | 1.00    | 5.00    |
|                                                      | 4.00  | Other    | 513  | 2.1150 | 1.2153            | 5.366E-02     | 2.0096                           | 2.2204      | 1.00    | 5.00    |
|                                                      | Total |          | 8240 | 2.1595 | 1.2006            | 1.323E-02     | 2.1335                           | 2.1854      | 1.00    | 5.00    |
| A02F I-2f:<br>Enlistment-bett<br>er job opps         | 1.00  | Black    | 1654 | 2.3065 | 1.2541            | 3.084E-02     | 2.2460                           | 2.3670      | 1.00    | 5.00    |
|                                                      | 2.00  | Hispanic | 1306 | 2.3583 | 1.2467            | 3.450E-02     | 2.2907                           | 2.4260      | 1.00    | 5.00    |
|                                                      | 3.00  | White    | 4912 | 2.6370 | 1.3377            | 1.909E-02     | 2.5996                           | 2.6744      | 1.00    | 5.00    |
|                                                      | 4.00  | Other    | 524  | 2.4924 | 1.2845            | 5.612E-02     | 2.3821                           | 2.6026      | 1.00    | 5.00    |

|       |      |        |        |           |        |        |      |      |
|-------|------|--------|--------|-----------|--------|--------|------|------|
| Total | 8396 | 2.5195 | 1.3122 | 1.432E-02 | 2.4915 | 2.5476 | 1.00 | 5.00 |
|-------|------|--------|--------|-----------|--------|--------|------|------|

|                 |       |          |      |        |        |           |        |        |      |      |
|-----------------|-------|----------|------|--------|--------|-----------|--------|--------|------|------|
| A02G I-2g:      | 1.00  | Black    | 1658 | 1.8239 | 1.0602 | 2.604E-02 | 1.7728 | 1.8750 | 1.00 | 5.00 |
| Enlistment-secu | 2.00  | Hispanic | 1299 | 1.9030 | 1.1046 | 3.065E-02 | 1.8429 | 1.9631 | 1.00 | 5.00 |
| re job          | 3.00  | White    | 4931 | 2.1416 | 1.1471 | 1.634E-02 | 2.1095 | 2.1736 | 1.00 | 5.00 |
| w/benefits      | 4.00  | Other    | 525  | 2.0190 | 1.1753 | 5.129E-02 | 1.9183 | 2.1198 | 1.00 | 5.00 |
|                 | Total |          | 8413 | 2.0345 | 1.1336 | 1.236E-02 | 2.0102 | 2.0587 | 1.00 | 5.00 |

**ANOVA: Occupational Values**

|                                                       |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|-------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| A01B I-1b:<br>Steady job-no<br>chance for lay<br>off  | Between Groups | 53.983         | 3    | 17.994      | 13.199 | .000 |
|                                                       | Within Groups  | 11457.170      | 8404 | 1.363       |        |      |
|                                                       | Total          | 11511.153      | 8407 |             |        |      |
| A01D I-1d: Job<br>offers good pay                     | Between Groups | 124.694        | 3    | 41.565      | 43.624 | .000 |
|                                                       | Within Groups  | 7991.052       | 8387 | .953        |        |      |
|                                                       | Total          | 8115.746       | 8390 |             |        |      |
| A01E I-1e: Job<br>offers good<br>fringe benefits      | Between Groups | 88.085         | 3    | 29.362      | 31.404 | .000 |
|                                                       | Within Groups  | 7844.308       | 8390 | .935        |        |      |
|                                                       | Total          | 7932.393       | 8393 |             |        |      |
| A02B I-2b:<br>Enlistment-job<br>security              | Between Groups | 232.321        | 3    | 77.440      | 57.242 | .000 |
|                                                       | Within Groups  | 11351.802      | 8391 | 1.353       |        |      |
|                                                       | Total          | 11584.123      | 8394 |             |        |      |
| A02C I-2c:<br>Enlistment-prom<br>otion opps           | Between Groups | 120.422        | 3    | 40.141      | 34.269 | .000 |
|                                                       | Within Groups  | 9797.047       | 8364 | 1.171       |        |      |
|                                                       | Total          | 9917.469       | 8367 |             |        |      |
| A02D I-2d:<br>Enlistment-reti<br>rement benefits      | Between Groups | 139.195        | 3    | 46.398      | 32.558 | .000 |
|                                                       | Within Groups  | 11737.266      | 8236 | 1.425       |        |      |
|                                                       | Total          | 11876.462      | 8239 |             |        |      |
| A02F I-2f:<br>Enlistment-bett<br>er job opps          | Between Groups | 177.152        | 3    | 59.051      | 34.706 | .000 |
|                                                       | Within Groups  | 14278.644      | 8392 | 1.701       |        |      |
|                                                       | Total          | 14455.797      | 8395 |             |        |      |
| A02G I-2g:<br>Enlistment-secu<br>re job<br>w/benefits | Between Groups | 152.646        | 3    | 50.882      | 40.148 | .000 |
|                                                       | Within Groups  | 10657.358      | 8409 | 1.267       |        |      |
|                                                       | Total          | 10810.004      | 8412 |             |        |      |

# Post Hoc Tests: Occupational Values

## Multiple Comparisons

### Tukey HSD

| Dependent Variable                          | (I) RACEETHN Race/Ethnicity | (J) RACEETHN Race/Ethnicity | Mean Difference (I-J) | Std. Error | Sig.  | 99% Confidence Interval |             |
|---------------------------------------------|-----------------------------|-----------------------------|-----------------------|------------|-------|-------------------------|-------------|
|                                             |                             |                             |                       |            |       | Lower Bound             | Upper Bound |
| A01B I-1b: Steady job-no chance for lay off | 1.00 Black                  | 2.00 Hispanic               | -8.7049E-02           | .043       | .184  | -.2218                  | 4.775E-02   |
|                                             |                             | 3.00 White                  | -.1976                | .033       | .000  | -.3010                  | -9.4324E-02 |
|                                             |                             | 4.00 Other                  | -.1950                | .059       | .005  | -.3776                  | -1.2529E-02 |
|                                             | 2.00 Hispanic               | 1.00 Black                  | 8.705E-02             | .043       | .184  | -4.7750E-02             | .2218       |
|                                             |                             | 3.00 White                  | -.1106                | .036       | .013  | -.2240                  | 2.756E-03   |
|                                             |                             | 4.00 Other                  | -.1080                | .061       | .281  | -.2964                  | 8.038E-02   |
|                                             | 3.00 White                  | 1.00 Black                  | .1976                 | .033       | .000  | 9.432E-02               | .3010       |
|                                             |                             | 2.00 Hispanic               | .1106                 | .036       | .013  | -2.7560E-03             | .2240       |
|                                             |                             | 4.00 Other                  | 2.604E-03             | .054       | 1.000 | -.1647                  | .1699       |
|                                             | 4.00 Other                  | 1.00 Black                  | .1950                 | .059       | .005  | 1.253E-02               | .3776       |
|                                             |                             | 2.00 Hispanic               | .1080                 | .061       | .281  | -8.0380E-02             | .2964       |
|                                             |                             | 3.00 White                  | -2.6040E-03           | .054       | 1.000 | -.1699                  | .1647       |
| A01D I-1d: Job offers good pay              | 1.00 Black                  | 2.00 Hispanic               | -.1186                | .036       | .006  | -.2315                  | -5.6775E-03 |
|                                             |                             | 3.00 White                  | -.3017                | .028       | .000  | -.3883                  | -.2151      |
|                                             |                             | 4.00 Other                  | -.2082                | .049       | .000  | -.3608                  | -5.5612E-02 |
|                                             | 2.00 Hispanic               | 1.00 Black                  | .1186                 | .036       | .006  | 5.677E-03               | .2315       |
|                                             |                             | 3.00 White                  | -.1831                | .030       | .000  | -.2780                  | -8.8306E-02 |
|                                             |                             | 4.00 Other                  | -8.9627E-02           | .051       | .287  | -.2470                  | 6.778E-02   |
|                                             | 3.00 White                  | 1.00 Black                  | .3017                 | .028       | .000  | .2151                   | .3883       |
|                                             |                             | 2.00 Hispanic               | .1831                 | .030       | .000  | 8.831E-02               | .2780       |
|                                             |                             | 4.00 Other                  | 9.351E-02             | .045       | .159  | -4.6239E-02             | .2333       |
|                                             | 4.00 Other                  | 1.00 Black                  | .2082                 | .049       | .000  | 5.561E-02               | .3608       |
|                                             |                             | 2.00 Hispanic               | 8.963E-02             | .051       | .287  | -6.7781E-02             | .2470       |
|                                             |                             | 3.00 White                  | -9.3514E-02           | .045       | .159  | -.2333                  | 4.624E-02   |
| A01E I-1e: Job offers good fringe benefits  | 1.00 Black                  | 2.00 Hispanic               | -.1424                | .036       | .000  | -.2541                  | -3.0678E-02 |
|                                             |                             | 3.00 White                  | -.2617                | .028       | .000  | -.3473                  | -.1760      |
|                                             |                             | 4.00 Other                  | -.1575                | .049       | .007  | -.3092                  | -5.8718E-03 |
|                                             | 2.00 Hispanic               | 1.00 Black                  | .1424                 | .036       | .000  | 3.068E-02               | .2541       |
|                                             |                             | 3.00 White                  | -.1193                | .030       | .000  | -.2132                  | -2.5386E-02 |
|                                             |                             | 4.00 Other                  | -1.5133E-02           | .050       | .991  | -.1716                  | .1413       |
|                                             | 3.00 White                  | 1.00 Black                  | .2617                 | .028       | .000  | .1760                   | .3473       |

|      |          |       |      |      |             |       |
|------|----------|-------|------|------|-------------|-------|
| 2.00 | Hispanic | .1193 | .030 | .000 | 2.539E-02   | .2132 |
| 4.00 | Other    | .1041 | .045 | .091 | -3.4904E-02 | .2432 |

|                                                  |      |          |      |          |             |      |      |             |             |
|--------------------------------------------------|------|----------|------|----------|-------------|------|------|-------------|-------------|
|                                                  | 4.00 | Other    | 1.00 | Black    | .1575       | .049 | .007 | 5.872E-03   | .3092       |
|                                                  |      |          | 2.00 | Hispanic | 1.513E-02   | .050 | .991 | -.1413      | .1716       |
|                                                  |      |          | 3.00 | White    | -.1041      | .045 | .091 | -.2432      | 3.490E-02   |
| A02B I-2b:<br>Enlistment-job<br>security         | 1.00 | Black    | 2.00 | Hispanic | -.1035      | .043 | .077 | -.2379      | 3.088E-02   |
|                                                  |      |          | 3.00 | White    | -.3946      | .033 | .000 | -.4977      | -.2916      |
|                                                  |      |          | 4.00 | Other    | -.2628      | .058 | .000 | -.4443      | -8.1348E-02 |
|                                                  | 2.00 | Hispanic | 1.00 | Black    | .1035       | .043 | .077 | -3.0880E-02 | .2379       |
|                                                  |      |          | 3.00 | White    | -.2911      | .036 | .000 | -.4041      | -.1781      |
|                                                  |      |          | 4.00 | Other    | -.1593      | .060 | .040 | -.3466      | 2.797E-02   |
|                                                  | 3.00 | White    | 1.00 | Black    | .3946       | .033 | .000 | .2916       | .4977       |
|                                                  |      |          | 2.00 | Hispanic | .2911       | .036 | .000 | .1781       | .4041       |
|                                                  |      |          | 4.00 | Other    | .1318       | .053 | .065 | -3.4440E-02 | .2981       |
|                                                  | 4.00 | Other    | 1.00 | Black    | .2628       | .058 | .000 | 8.135E-02   | .4443       |
|                                                  |      |          | 2.00 | Hispanic | .1593       | .060 | .040 | -2.7972E-02 | .3466       |
|                                                  |      |          | 3.00 | White    | -.1318      | .053 | .065 | -.2981      | 3.444E-02   |
| A02C I-2c:<br>Enlistment-prom<br>otion opps      | 1.00 | Black    | 2.00 | Hispanic | -.1028      | .040 | .052 | -.2281      | 2.257E-02   |
|                                                  |      |          | 3.00 | White    | -.2929      | .031 | .000 | -.3890      | -.1969      |
|                                                  |      |          | 4.00 | Other    | -.2141      | .054 | .000 | -.3837      | -4.4587E-02 |
|                                                  | 2.00 | Hispanic | 1.00 | Black    | .1028       | .040 | .052 | -2.2572E-02 | .2281       |
|                                                  |      |          | 3.00 | White    | -.1902      | .034 | .000 | -.2955      | -8.4793E-02 |
|                                                  |      |          | 4.00 | Other    | -.1114      | .056 | .195 | -.2864      | 6.363E-02   |
|                                                  | 3.00 | White    | 1.00 | Black    | .2929       | .031 | .000 | .1969       | .3890       |
|                                                  |      |          | 2.00 | Hispanic | .1902       | .034 | .000 | 8.479E-02   | .2955       |
|                                                  |      |          | 4.00 | Other    | 7.879E-02   | .050 | .391 | -7.6588E-02 | .2342       |
|                                                  | 4.00 | Other    | 1.00 | Black    | .2141       | .054 | .000 | 4.459E-02   | .3837       |
|                                                  |      |          | 2.00 | Hispanic | .1114       | .056 | .195 | -6.3629E-02 | .2864       |
|                                                  |      |          | 3.00 | White    | -7.8791E-02 | .050 | .391 | -.2342      | 7.659E-02   |
| A02D I-2d:<br>Enlistment-reti<br>rement benefits | 1.00 | Black    | 2.00 | Hispanic | -.1157      | .045 | .048 | -.2551      | 2.377E-02   |
|                                                  |      |          | 3.00 | White    | -.3178      | .034 | .000 | -.4247      | -.2109      |
|                                                  |      |          | 4.00 | Other    | -.1709      | .061 | .025 | -.3593      | 1.754E-02   |
|                                                  | 2.00 | Hispanic | 1.00 | Black    | .1157       | .045 | .048 | -2.3772E-02 | .2551       |
|                                                  |      |          | 3.00 | White    | -.2021      | .038 | .000 | -.3193      | -8.4998E-02 |
|                                                  |      |          | 4.00 | Other    | -5.5214E-02 | .062 | .813 | -.2496      | .1392       |
|                                                  | 3.00 | White    | 1.00 | Black    | .3178       | .034 | .000 | .2109       | .4247       |
|                                                  |      |          | 2.00 | Hispanic | .2021       | .038 | .000 | 8.500E-02   | .3193       |
|                                                  |      |          | 4.00 | Other    | .1469       | .055 | .040 | -2.5649E-02 | .3195       |
|                                                  | 4.00 | Other    | 1.00 | Black    | .1709       | .061 | .025 | -1.7538E-02 | .3593       |

|      |          |           |      |      |        |       |
|------|----------|-----------|------|------|--------|-------|
| 2.00 | Hispanic | 5.521E-02 | .062 | .813 | -.1392 | .2496 |
|------|----------|-----------|------|------|--------|-------|

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|                                          |                                                |       |       |          |             |             |           |             |           |             |             |
|------------------------------------------|------------------------------------------------|-------|-------|----------|-------------|-------------|-----------|-------------|-----------|-------------|-------------|
|                                          |                                                |       | 3.00  | White    | -.1469      | .055        | .040      | -.3195      | 2.565E-02 |             |             |
| A02F I-2f:<br>Enlistment-better job opps | 1.00                                           | Black | 2.00  | Hispanic | -5.1816E-02 | .048        | .706      | -.2021      | 9.851E-02 |             |             |
|                                          |                                                |       | 3.00  | White    | -.3305      | .037        | .000      | -.4459      | -.2150    |             |             |
|                                          |                                                |       | 4.00  | Other    | -.1858      | .065        | .023      | -.3894      | 1.774E-02 |             |             |
|                                          |                                                |       | 2.00  | Hispanic | 1.00        | Black       | 5.182E-02 | .048        | .706      | -9.8509E-02 | .2021       |
|                                          | 3.00                                           | White | 3.00  | White    | -.2787      | .041        | .000      | -.4051      | -.1522    |             |             |
|                                          |                                                |       | 4.00  | Other    | -.1340      | .067        | .193      | -.3440      | 7.598E-02 |             |             |
|                                          |                                                |       | 2.00  | Hispanic | 1.00        | Black       | .3305     | .037        | .000      | .2150       | .4459       |
|                                          |                                                |       | 3.00  | White    | .2787       | .041        | .000      | .1522       | .4051     |             |             |
|                                          | 4.00                                           | Other | 4.00  | Other    | .1446       | .060        | .075      | -4.1980E-02 | .3313     |             |             |
|                                          |                                                |       | 1.00  | Black    | .1858       | .065        | .023      | -1.7737E-02 | .3894     |             |             |
|                                          |                                                |       | 2.00  | Hispanic | .1340       | .067        | .193      | -7.5977E-02 | .3440     |             |             |
|                                          |                                                |       | 3.00  | White    | -.1446      | .060        | .075      | -.3313      | 4.198E-02 |             |             |
|                                          | A02G I-2g:<br>Enlistment-secure job w/benefits | 1.00  | Black | 2.00     | Hispanic    | -7.9118E-02 | .042      | .229        | -.2090    | 5.075E-02   |             |
|                                          |                                                |       |       | 3.00     | White       | -.3177      | .032      | .000        | -.4172    | -.2182      |             |
|                                          |                                                |       |       | 4.00     | Other       | -.1952      | .056      | .003        | -.3707    | -1.9645E-02 |             |
|                                          |                                                |       |       | 2.00     | Hispanic    | 1.00        | Black     | 7.912E-02   | .042      | .229        | -5.0748E-02 |
| 3.00                                     |                                                | White | 3.00  | White    | -.2386      | .035        | .000      | -.3479      | -.1292    |             |             |
|                                          |                                                |       | 4.00  | Other    | -.1160      | .058        | .190      | -.2973      | 6.521E-02 |             |             |
|                                          |                                                |       | 2.00  | Hispanic | 1.00        | Black       | .3177     | .032        | .000      | .2182       | .4172       |
|                                          |                                                |       | 3.00  | White    | .2386       | .035        | .000      | .1292       | .3479     |             |             |
| 4.00                                     |                                                | Other | 4.00  | Other    | .1225       | .052        | .083      | -3.8395E-02 | .2834     |             |             |
|                                          |                                                |       | 1.00  | Black    | .1952       | .056        | .003      | 1.965E-02   | .3707     |             |             |
|                                          |                                                |       | 2.00  | Hispanic | .1160       | .058        | .190      | -6.5212E-02 | .2973     |             |             |
|                                          |                                                |       | 3.00  | White    | -.1225      | .052        | .083      | -.2834      | 3.839E-02 |             |             |

**Descriptives: Institutional Values**

|                                                        |       |          | N    | Mean   | Std.<br>Deviation | Std.<br>Error | 95% Confidence Interval for<br>Mean |             | Minimum | Maximum |
|--------------------------------------------------------|-------|----------|------|--------|-------------------|---------------|-------------------------------------|-------------|---------|---------|
|                                                        |       |          |      |        |                   |               | Lower Bound                         | Upper Bound |         |         |
| A01A I-1a: Job<br>gives chance to<br>serve country     | 1.00  | Black    | 1652 | 2.8323 | 1.2013            | 2.956E-02     | 2.7744                              | 2.8903      | 1.00    | 5.00    |
|                                                        | 2.00  | Hispanic | 1303 | 2.4467 | 1.1182            | 3.098E-02     | 2.3859                              | 2.5074      | 1.00    | 5.00    |
|                                                        | 3.00  | White    | 4939 | 2.4469 | 1.0906            | 1.552E-02     | 2.4164                              | 2.4773      | 1.00    | 5.00    |
|                                                        | 4.00  | Other    | 522  | 2.6073 | 1.1496            | 5.031E-02     | 2.5084                              | 2.7061      | 1.00    | 5.00    |
|                                                        | Total |          | 8416 | 2.5324 | 1.1313            | 1.233E-02     | 2.5083                              | 2.5566      | 1.00    | 5.00    |
| A01C I-1c: Job<br>which makes<br>world better<br>place | 1.00  | Black    | 1652 | 2.4903 | 1.1810            | 2.906E-02     | 2.4333                              | 2.5473      | 1.00    | 5.00    |
|                                                        | 2.00  | Hispanic | 1296 | 2.3302 | 1.1653            | 3.237E-02     | 2.2667                              | 2.3938      | 1.00    | 5.00    |
|                                                        | 3.00  | White    | 4925 | 2.5062 | 1.1362            | 1.619E-02     | 2.4745                              | 2.5379      | 1.00    | 5.00    |
|                                                        | 4.00  | Other    | 524  | 2.4256 | 1.2353            | 5.396E-02     | 2.3196                              | 2.5316      | 1.00    | 5.00    |
|                                                        | Total |          | 8397 | 2.4709 | 1.1576            | 1.263E-02     | 2.4461                              | 2.4956      | 1.00    | 5.00    |
| A02A I-2a:<br>Enlistment-serv<br>e my country          | 1.00  | Black    | 1647 | 3.1069 | 1.2188            | 3.003E-02     | 3.0480                              | 3.1658      | 1.00    | 5.00    |
|                                                        | 2.00  | Hispanic | 1301 | 2.6895 | 1.1801            | 3.272E-02     | 2.6253                              | 2.7537      | 1.00    | 5.00    |
|                                                        | 3.00  | White    | 4929 | 2.5918 | 1.1725            | 1.670E-02     | 2.5591                              | 2.6245      | 1.00    | 5.00    |
|                                                        | 4.00  | Other    | 523  | 2.7725 | 1.2239            | 5.352E-02     | 2.6673                              | 2.8776      | 1.00    | 5.00    |
|                                                        | Total |          | 8400 | 2.7192 | 1.2024            | 1.312E-02     | 2.6935                              | 2.7449      | 1.00    | 5.00    |
| A02E I-2e:<br>Enlistment-trad<br>ition of<br>service   | 1.00  | Black    | 1645 | 3.8675 | 1.4084            | 3.473E-02     | 3.7994                              | 3.9356      | 1.00    | 5.00    |
|                                                        | 2.00  | Hispanic | 1291 | 3.7878 | 1.4196            | 3.951E-02     | 3.7102                              | 3.8653      | 1.00    | 5.00    |
|                                                        | 3.00  | White    | 4911 | 3.6703 | 1.4198            | 2.026E-02     | 3.6306                              | 3.7100      | 1.00    | 5.00    |
|                                                        | 4.00  | Other    | 522  | 3.6092 | 1.4532            | 6.361E-02     | 3.4842                              | 3.7342      | 1.00    | 5.00    |
|                                                        | Total |          | 8369 | 3.7234 | 1.4219            | 1.554E-02     | 3.6929                              | 3.7539      | 1.00    | 5.00    |

**ANOVA: Institutional Values**

|                                                        |                | Sum of Squares | df   | Mean Square | F      | Sig. |
|--------------------------------------------------------|----------------|----------------|------|-------------|--------|------|
| A01A I-1a: Job<br>gives chance to<br>serve country     | Between Groups | 197.257        | 3    | 65.752      | 52.319 | .000 |
|                                                        | Within Groups  | 10571.888      | 8412 | 1.257       |        |      |
|                                                        | Total          | 10769.144      | 8415 |             |        |      |
| A01C I-1c: Job<br>which makes<br>world better<br>place | Between Groups | 33.473         | 3    | 11.158      | 8.349  | .000 |
|                                                        | Within Groups  | 11216.658      | 8393 | 1.336       |        |      |
|                                                        | Total          | 11250.131      | 8396 |             |        |      |
| A02A I-2a:<br>Enlistment-serv<br>e my country          | Between Groups | 330.144        | 3    | 110.048     | 78.220 | .000 |
|                                                        | Within Groups  | 11812.371      | 8396 | 1.407       |        |      |
|                                                        | Total          | 12142.514      | 8399 |             |        |      |
| A02E I-2e:<br>Enlistment-trad<br>ition of<br>service   | Between Groups | 60.134         | 3    | 20.045      | 9.946  | .000 |
|                                                        | Within Groups  | 16858.500      | 8365 | 2.015       |        |      |
|                                                        | Total          | 16918.634      | 8368 |             |        |      |

# Post Hoc Tests: Institutional Values

## Multiple Comparisons

Tukey HSD

| Dependent Variable                            | (I) RACEETHN Race/Ethnicity |               | (J) RACEETHN Race/Ethnicity |               | Mean Difference (I-J) | Std. Error | Sig.  | 99% Confidence Interval |             |
|-----------------------------------------------|-----------------------------|---------------|-----------------------------|---------------|-----------------------|------------|-------|-------------------------|-------------|
|                                               |                             |               |                             |               |                       |            |       | Lower Bound             | Upper Bound |
| A01A I-1a: Job gives chance to serve country  | 1.00 Black                  | 2.00 Hispanic | 1.00 Black                  | 2.00 Hispanic | .3857                 | .042       | .000  | .2563                   | .5150       |
|                                               |                             |               | 3.00 White                  | 2.00 Hispanic | .3855                 | .032       | .000  | .2863                   | .4847       |
|                                               |                             |               | 4.00 Other                  | 2.00 Hispanic | .2250                 | .056       | .000  | 4.981E-02               | .4003       |
|                                               | 2.00 Hispanic               | 1.00 Black    | 1.00 Black                  | 2.00 Hispanic | -.3857                | .042       | .000  | -.5150                  | -.2563      |
|                                               |                             |               | 3.00 White                  | 2.00 Hispanic | -1.9004E-04           | .035       | 1.000 | -.1089                  | .1085       |
|                                               |                             |               | 4.00 Other                  | 2.00 Hispanic | -.1606                | .058       | .029  | -.3414                  | 2.017E-02   |
|                                               | 3.00 White                  | 1.00 Black    | 1.00 Black                  | 3.00 White    | -.3855                | .032       | .000  | -.4847                  | -.2863      |
|                                               |                             |               | 2.00 Hispanic               | 3.00 White    | 1.900E-04             | .035       | 1.000 | -.1085                  | .1089       |
|                                               |                             |               | 4.00 Other                  | 3.00 White    | -.1604                | .052       | .010  | -.3211                  | 2.006E-04   |
|                                               | 4.00 Other                  | 1.00 Black    | 1.00 Black                  | 4.00 Other    | -.2250                | .056       | .000  | -.4003                  | -4.9806E-02 |
|                                               |                             |               | 2.00 Hispanic               | 4.00 Other    | .1606                 | .058       | .029  | -2.0168E-02             | .3414       |
|                                               |                             |               | 3.00 White                  | 4.00 Other    | .1604                 | .052       | .010  | -2.0057E-04             | .3211       |
| A01C I-1c: Job which makes world better place | 1.00 Black                  | 2.00 Hispanic | 1.00 Black                  | 2.00 Hispanic | .1601                 | .043       | .001  | 2.652E-02               | .2936       |
|                                               |                             |               | 3.00 White                  | 2.00 Hispanic | -1.5878E-02           | .033       | .963  | -.1182                  | 8.645E-02   |
|                                               |                             |               | 4.00 Other                  | 2.00 Hispanic | 6.474E-02             | .058       | .679  | -.1157                  | .2452       |
|                                               | 2.00 Hispanic               | 1.00 Black    | 1.00 Black                  | 2.00 Hispanic | -.1601                | .043       | .001  | -.2936                  | -2.6518E-02 |
|                                               |                             |               | 3.00 White                  | 2.00 Hispanic | -.1759                | .036       | .000  | -.2883                  | -6.3586E-02 |
|                                               |                             |               | 4.00 Other                  | 2.00 Hispanic | -9.5326E-02           | .060       | .383  | -.2816                  | 9.099E-02   |
|                                               | 3.00 White                  | 1.00 Black    | 1.00 Black                  | 3.00 White    | 1.588E-02             | .033       | .963  | -8.6450E-02             | .1182       |
|                                               |                             |               | 2.00 Hispanic               | 3.00 White    | .1759                 | .036       | .000  | 6.359E-02               | .2883       |
|                                               |                             |               | 4.00 Other                  | 3.00 White    | 8.062E-02             | .053       | .427  | -8.4758E-02             | .2460       |
|                                               | 4.00 Other                  | 1.00 Black    | 1.00 Black                  | 4.00 Other    | -6.4742E-02           | .058       | .679  | -.2452                  | .1157       |
|                                               |                             |               | 2.00 Hispanic               | 4.00 Other    | 9.533E-02             | .060       | .383  | -9.0993E-02             | .2816       |
|                                               |                             |               | 3.00 White                  | 4.00 Other    | -8.0620E-02           | .053       | .427  | -.2460                  | 8.476E-02   |
| A02A I-2a: Enlistment-serv e my country       | 1.00 Black                  | 2.00 Hispanic | 1.00 Black                  | 2.00 Hispanic | .4174                 | .044       | .000  | .2804                   | .5544       |
|                                               |                             |               | 3.00 White                  | 2.00 Hispanic | .5151                 | .034       | .000  | .4100                   | .6202       |
|                                               |                             |               | 4.00 Other                  | 2.00 Hispanic | .3344                 | .060       | .000  | .1490                   | .5197       |
|                                               | 2.00 Hispanic               | 1.00 Black    | 1.00 Black                  | 2.00 Hispanic | -.4174                | .044       | .000  | -.5544                  | -.2804      |
|                                               |                             |               | 3.00 White                  | 2.00 Hispanic | 9.767E-02             | .037       | .041  | -1.7433E-02             | .2128       |
|                                               |                             |               | 4.00 Other                  | 2.00 Hispanic | -8.2997E-02           | .061       | .530  | -.2742                  | .1082       |
|                                               | 3.00 White                  | 1.00 Black    | 1.00 Black                  | 3.00 White    | -.5151                | .034       | .000  | -.6202                  | -.4100      |

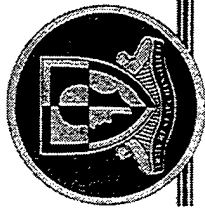
|      |          |             |      |      |        |             |
|------|----------|-------------|------|------|--------|-------------|
| 2.00 | Hispanic | -9.7666E-02 | .037 | .041 | -.2128 | 1.743E-02   |
| 4.00 | Other    | -.1807      | .055 | .005 | -.3505 | -1.0840E-02 |

|                                                      |               |               |             |      |      |             |             |
|------------------------------------------------------|---------------|---------------|-------------|------|------|-------------|-------------|
| 4.00 Other                                           |               | 1.00 Black    | -.3344      | .060 | .000 | -.5197      | -.1490      |
|                                                      |               | 2.00 Hispanic | 8.300E-02   | .061 | .530 | -.1082      | .2742       |
|                                                      |               | 3.00 White    | .1807       | .055 | .005 | 1.084E-02   | .3505       |
| A02E I-2e:<br>Enlistment-trad<br>ition of<br>service | 1.00 Black    | 2.00 Hispanic | 7.972E-02   | .053 | .431 | -8.4617E-02 | .2440       |
|                                                      |               | 3.00 White    | .1971       | .040 | .000 | 7.124E-02   | .3231       |
|                                                      |               | 4.00 Other    | .2583       | .071 | .002 | 3.626E-02   | .4803       |
|                                                      | 2.00 Hispanic | 1.00 Black    | -7.9716E-02 | .053 | .431 | -.2440      | 8.462E-02   |
|                                                      |               | 3.00 White    | .1174       | .044 | .041 | -2.0803E-02 | .2557       |
|                                                      |               | 4.00 Other    | .1786       | .074 | .072 | -5.0675E-02 | .4078       |
|                                                      | 3.00 White    | 1.00 Black    | -.1971      | .040 | .000 | -.3231      | -7.1240E-02 |
|                                                      |               | 2.00 Hispanic | -.1174      | .044 | .041 | -.2557      | 2.080E-02   |
|                                                      |               | 4.00 Other    | 6.114E-02   | .065 | .786 | -.1423      | .2646       |
|                                                      | 4.00 Other    | 1.00 Black    | -.2583      | .071 | .002 | -.4803      | -3.6256E-02 |
|                                                      |               | 2.00 Hispanic | -.1786      | .074 | .072 | -.4078      | 5.067E-02   |
|                                                      |               | 3.00 White    | -6.1137E-02 | .065 | .786 | -.2646      | .1423       |

# **AN ASSESSMENT OF THE VALUES OF NEW RECRUITS**

## **APPENDIX D:**

### **Army New Recruit Survey Briefing**



# *1998 New Recruit Values Survey*

Measuring the Values of Recent  
Inductees

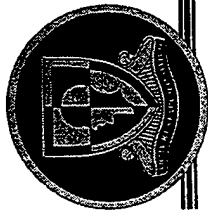
Briefing for

LTG David H. Ohle

Deputy Chief of Staff for Personnel

June 7, 1999

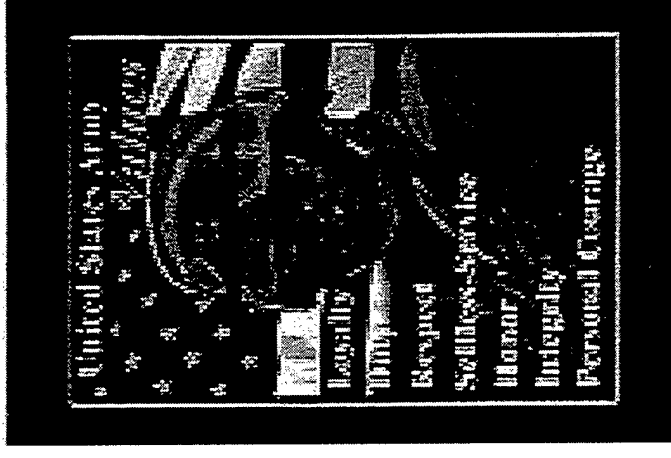
Dr. Paul Gade, Chief  
Dr. Ronald B. Tiggie  
Research Psychologist  
703-617-8293

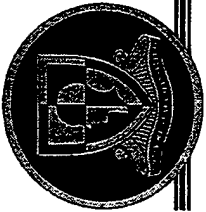


# *1998 Army Survey of New Recruits -*

## *Overview*

- Purpose
- Measures and Method
- Values Profile of Today's Recruits
- Future Directions





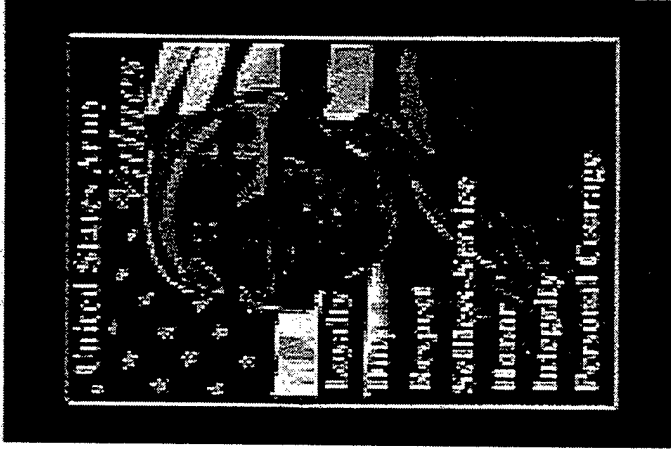
# *Purpose*

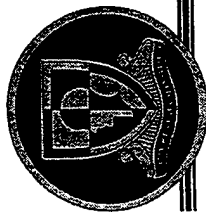
## BACKGROUND

- CSA tasked ARI through the DCSPER to field a survey on new recruit values
- Army Strategic Management Plan DCSPER Issue 11

## OBJECTIVES

- Establish an initial data base of new recruit values
- Develop procedures to periodically assess values of new recruits and provide a hand-off plan to a TRADOC agency

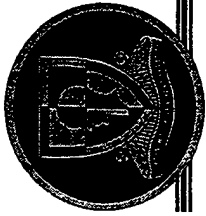




# 1998 New Recruit Values Survey

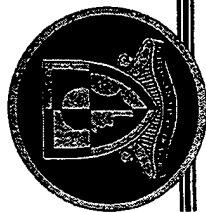
- Instrument based on both military and civilian measures of attitudes and simulated behaviors.

| Section/Item | Description                                                                         | Reason for Including                                                                                                          | Number of Items |
|--------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------|
| I-1 and I-2  | Moskos' Institutional versus Occupational Orientation                               | Measures view of military service as calling or job                                                                           | 12              |
| I-3          | USAREC New Recruit Survey Top Three Reasons for Enlisting                           | Measures motivation for enlisting in the military                                                                             | 3               |
| I-4          | Minnesota Work Values Questionnaire Items                                           | Measures importance of six primary characteristics of work environment                                                        | 15              |
| I-5          | Seven Core Values as Related to Work                                                | Attempt to measure importance of seven core values in work environment                                                        | 8               |
| I-6 and I-7  | Contemporary measures of organizational and work values                             | Instrument specifically formulated to address concerns of current youth cohort                                                | 19              |
| I-8          | Rokeach Values Survey Items                                                         | Most widely-used instrument for measuring values                                                                              | 18              |
| I-9          | 1986 Survey of Army Personnel and 1996 Sample Survey of Army Personnel Belief Items | Used in past research with Soldiers to measure importance of Army values                                                      | 16              |
| II           | Background/Demographic Items                                                        | Included to provide picture of sample and measure of factors that may have an impact on values (e.g., education, religiosity) | 18              |
| III          | Experimental measures that present ethical dilemmas and various potential responses | Attempt to use vignettes to assess values                                                                                     | 15              |



## *1998 New Recruit Values Survey -- Data Collection*

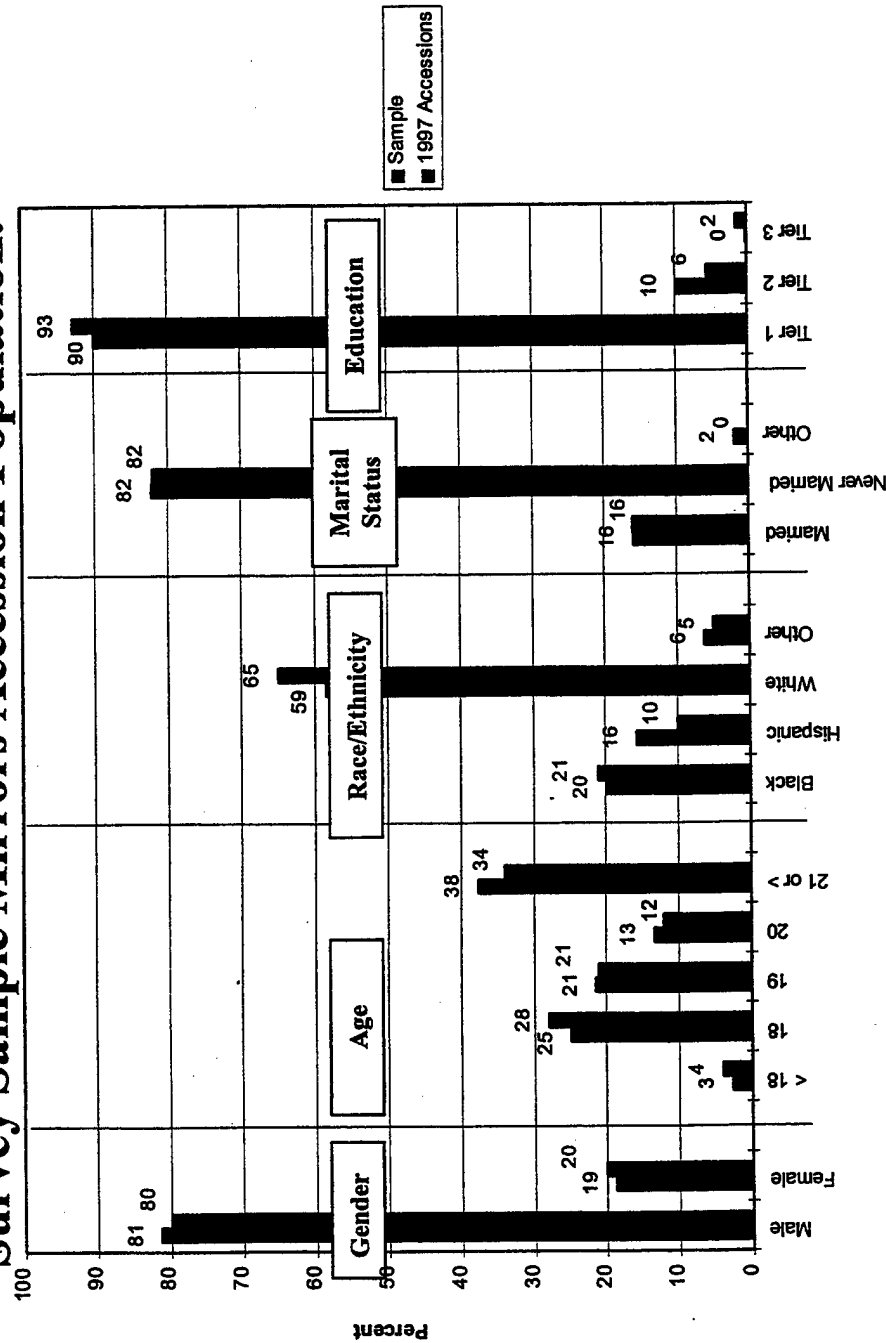
- Data collection 4 October through 29 November
- One hour per administration
- Six sites--total of 8,919 survey respondents
  - Fort Leonard Wood (2,330)
  - Fort Benning (1,847)
  - Fort McClellan (611)
  - Fort Jackson (1,562)
  - Fort Knox (1,550)
  - Fort Sill (1,019)
- 8,842 Useable cases
- TRADOC provided excellent support during the data collection effort



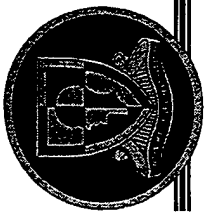
# 1998 New Recruit Values Survey --Results

## Comparison of Survey Sample and 1997 NPS Army Accessions<sup>1</sup> on Selected Demographics

Survey Sample Mirrors Accession Population.



<sup>1</sup>Source: Population Representation in the Military Services, FY 1997, OASD, FMP.

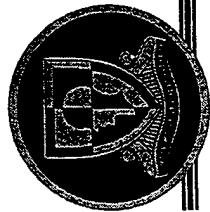


# *1998 New Recruit Values Survey*

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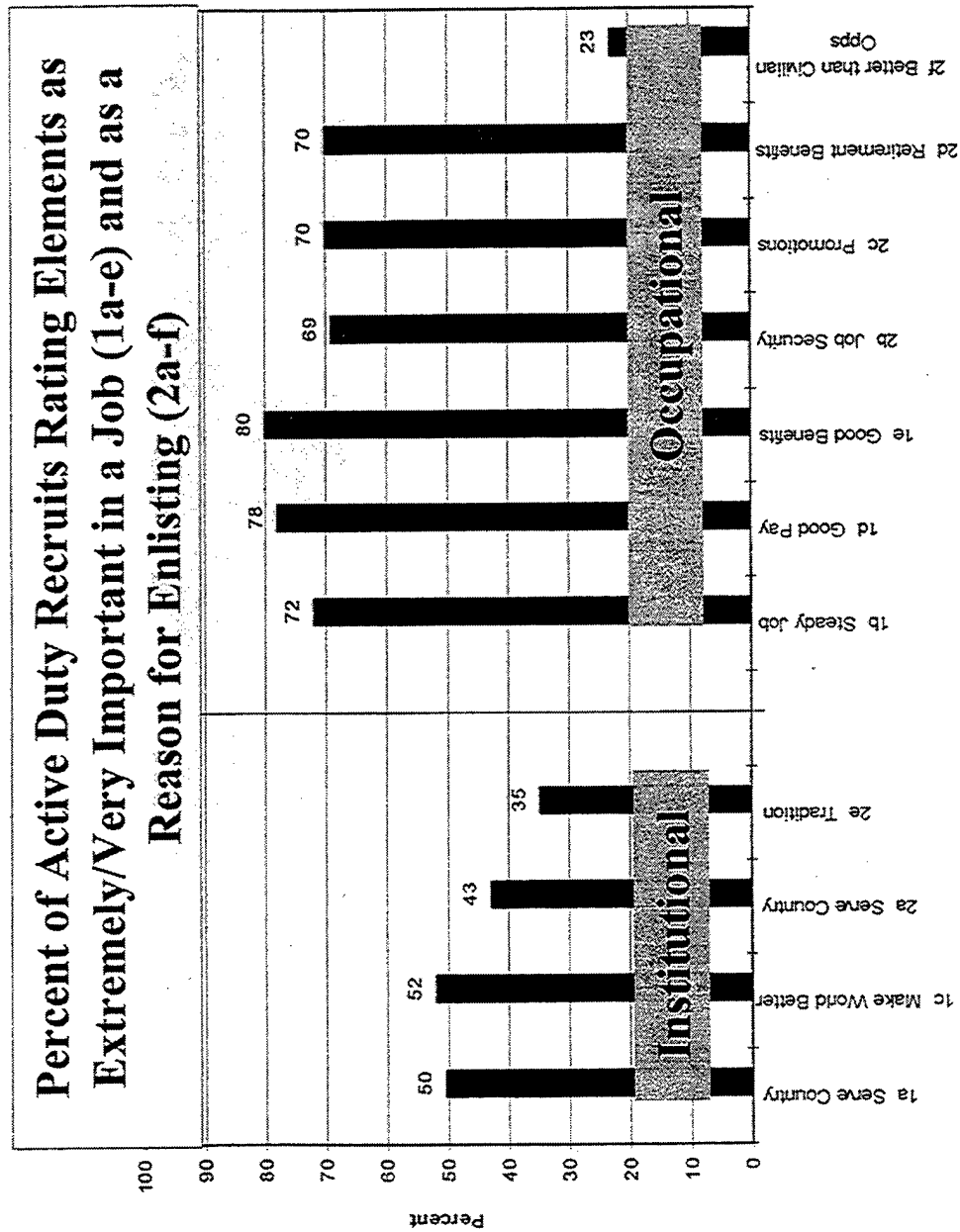
## *Outline of Findings*

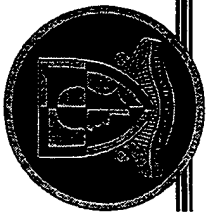
- a. Institutional vs. Occupational Orientation
- b. Reasons for Enlisting
- c. Minnesota Work Values
- d. Contemporary Work Values
- e. Social Values
- f. Rokeach Values Survey
- g. SSMP Personal Beliefs about Army Core Values
- h. SSMP Belief Items Comparison
- i. Ethical Dilemmas
- j. Group Differences: Ethnic, gender, and other demographics



# *Institutional vs. Occupational Orientation*

New Recruits are more occupational oriented than institutional oriented

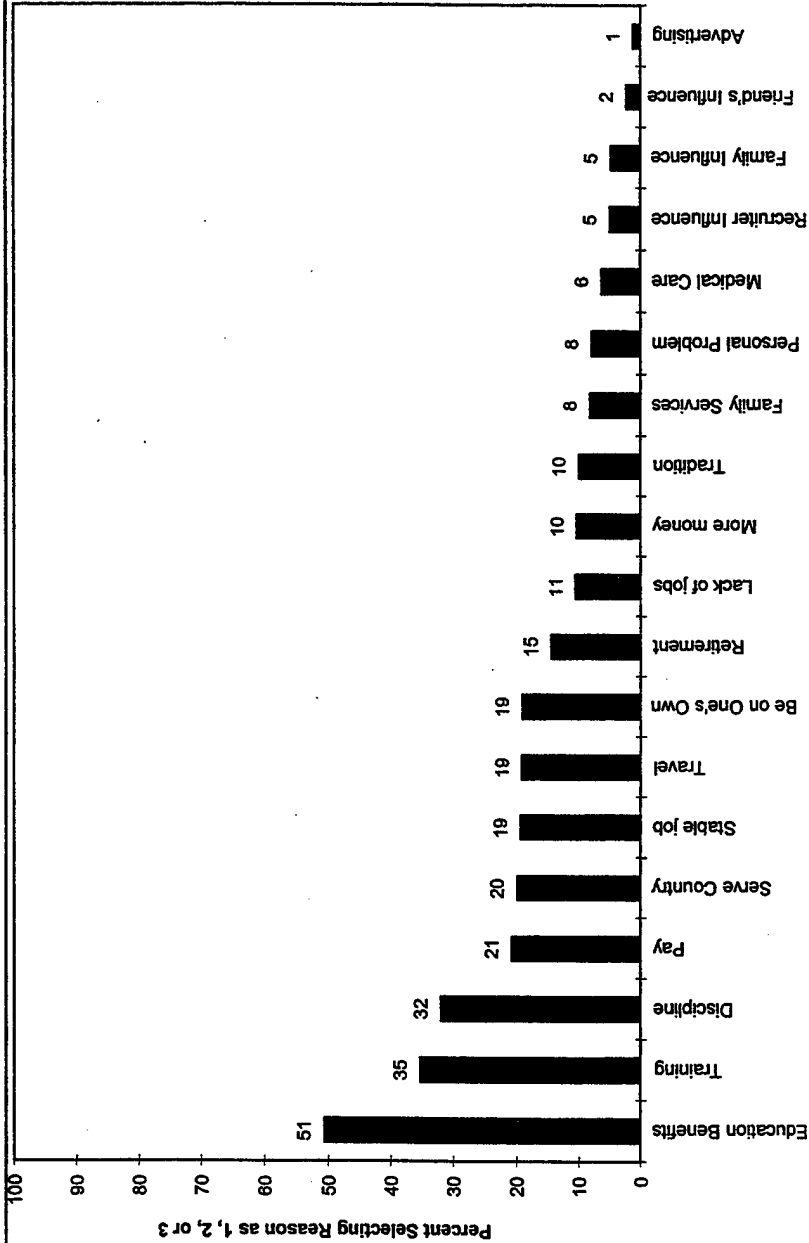




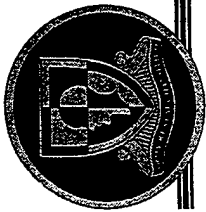
# Reasons for Enlisting

Personal improvement (through education, training, discipline) are primary motivations for enlistment.

Percent of Active Duty New Recruits Identifying Each Response as Their First, Second, or Third Most Important Reason for Enlisting in the Army



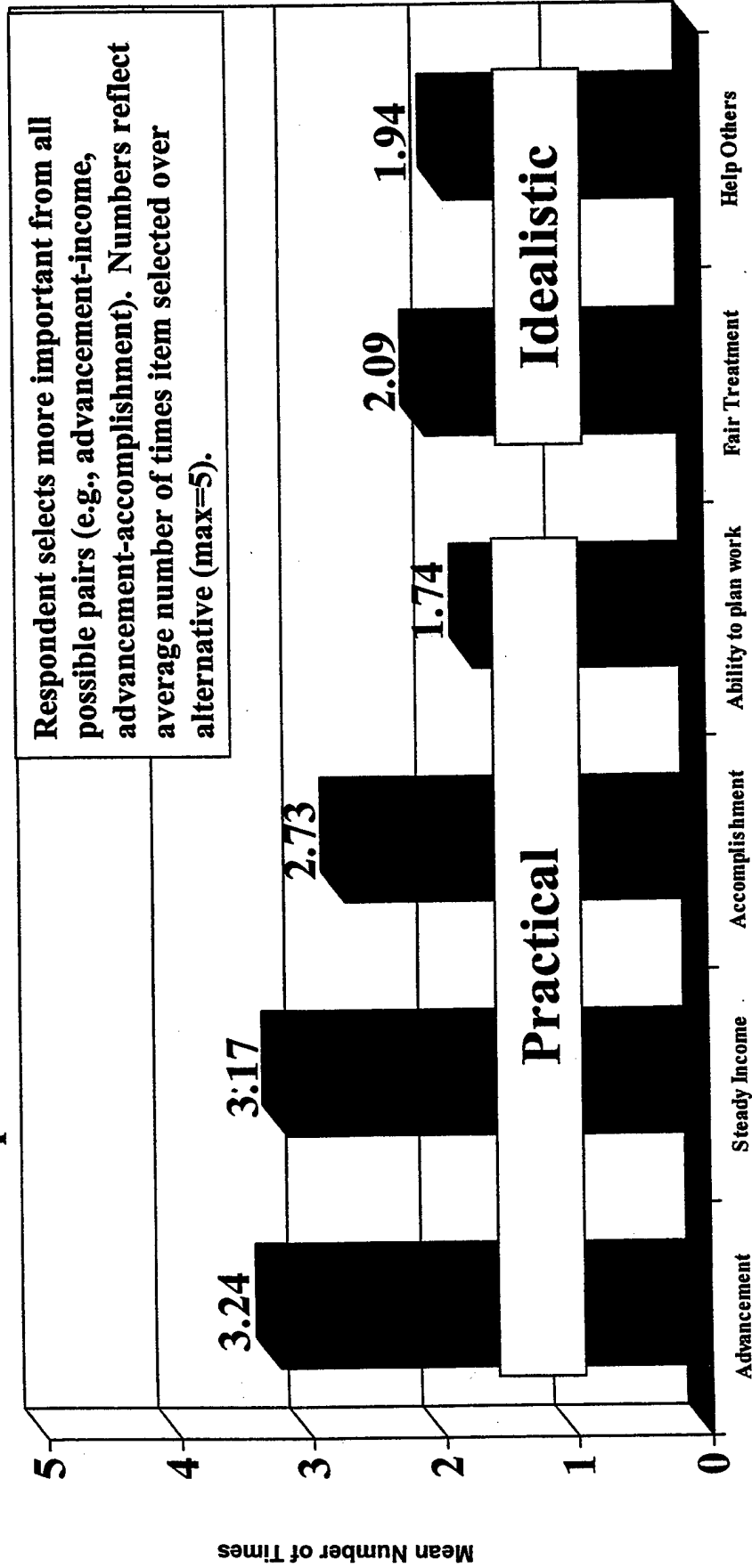
Reason for Enlisting



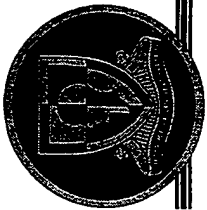
# Minnesota Work Values

“Practical” values (advancement, income) more important than  
 “idealistic” (fair treatment, helping others).

Relative Importance of Work Values Among All New Recruits

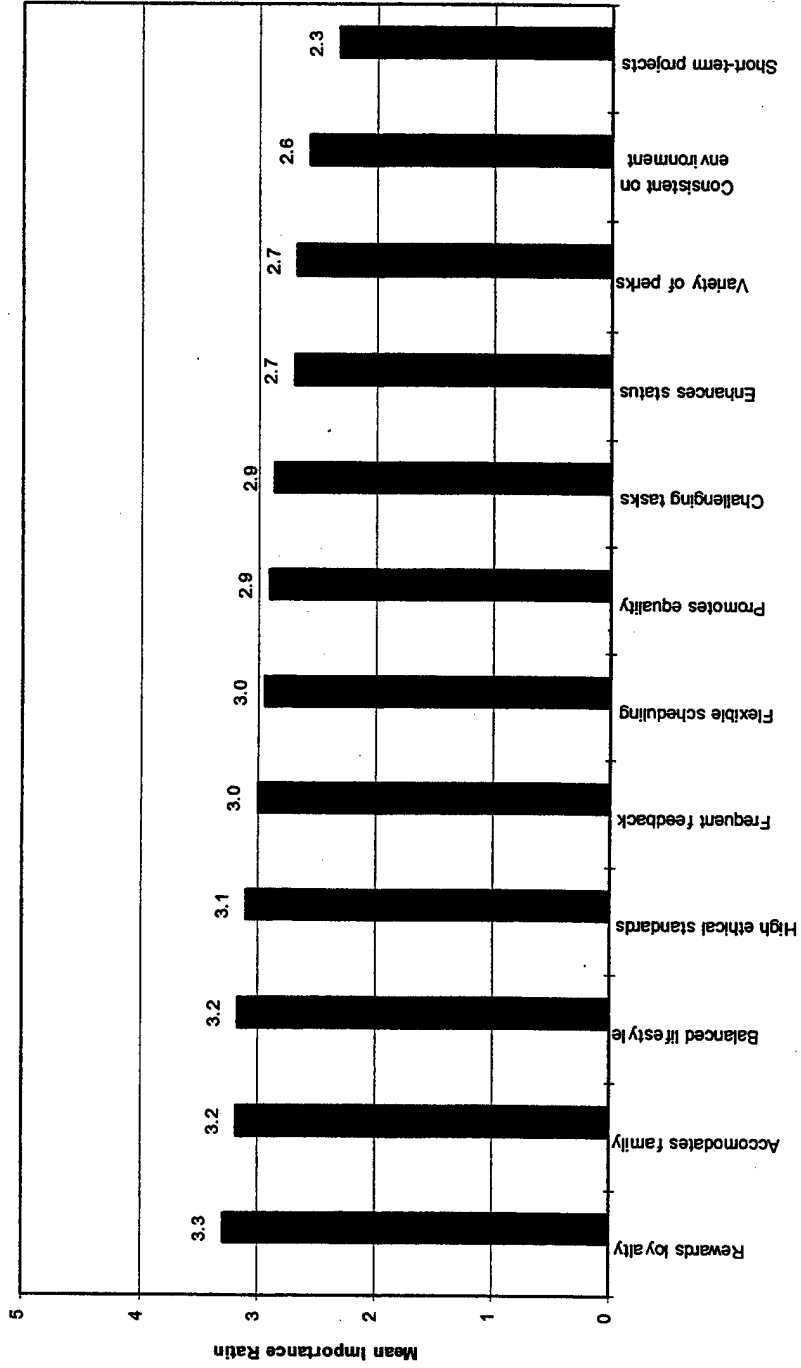


In choosing a job, is it more important that the job provide you...

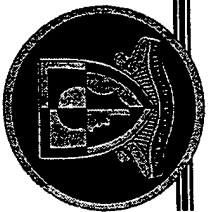


# Contemporary Work Values

Work values receive moderate endorsement from new recruits.

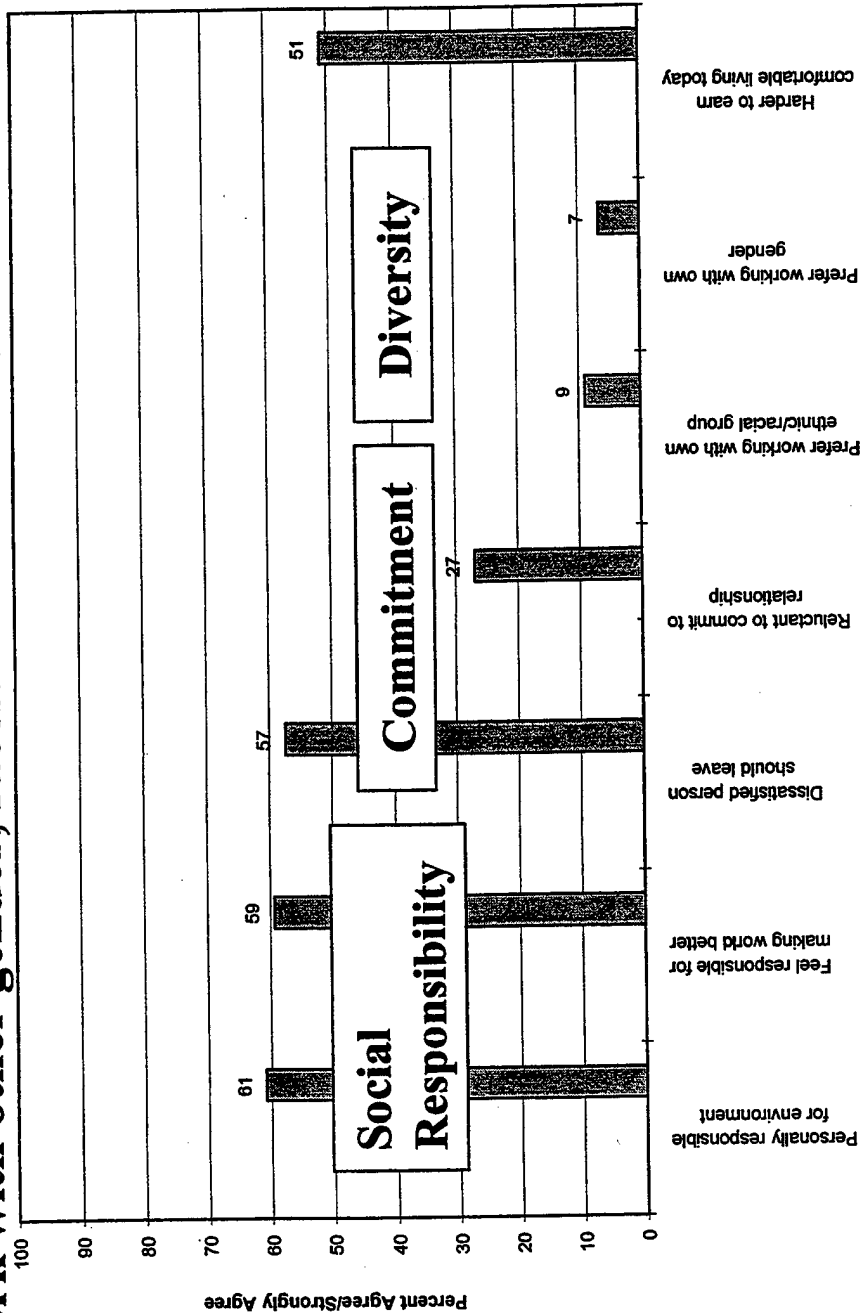


How important is it to you that you work for an organization that offers/has/provides/promotes:

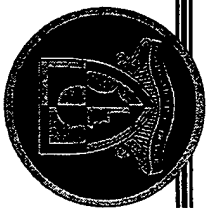


# Social Values

**Most new recruits feel “socially responsible.” Nearly all indicate willingness to work with other gender, races.**

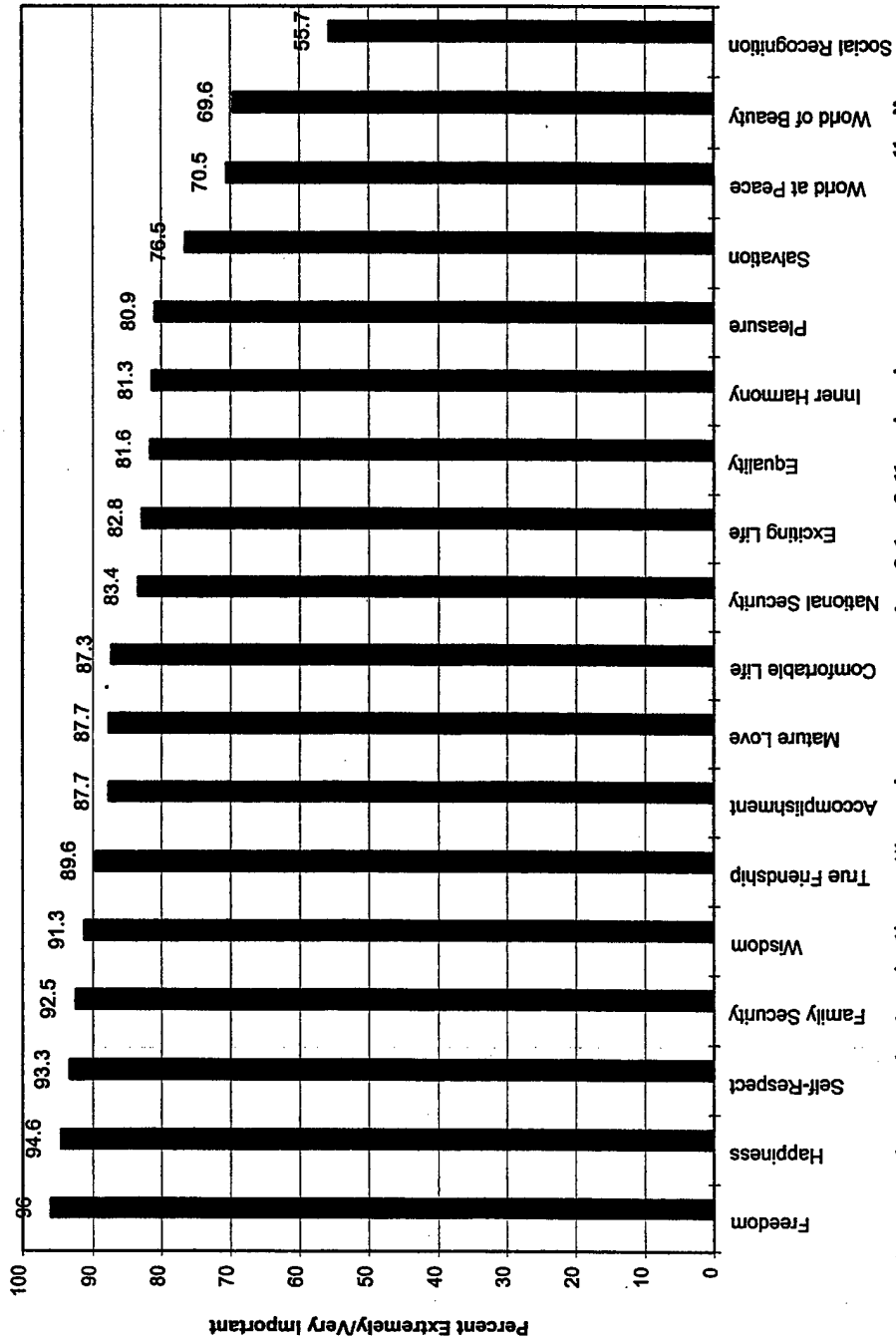


**Respondents asked to indicate level of agreement with statements.**

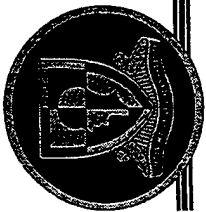


# Rokeach Values Items

New recruits strongly endorse traditional values.

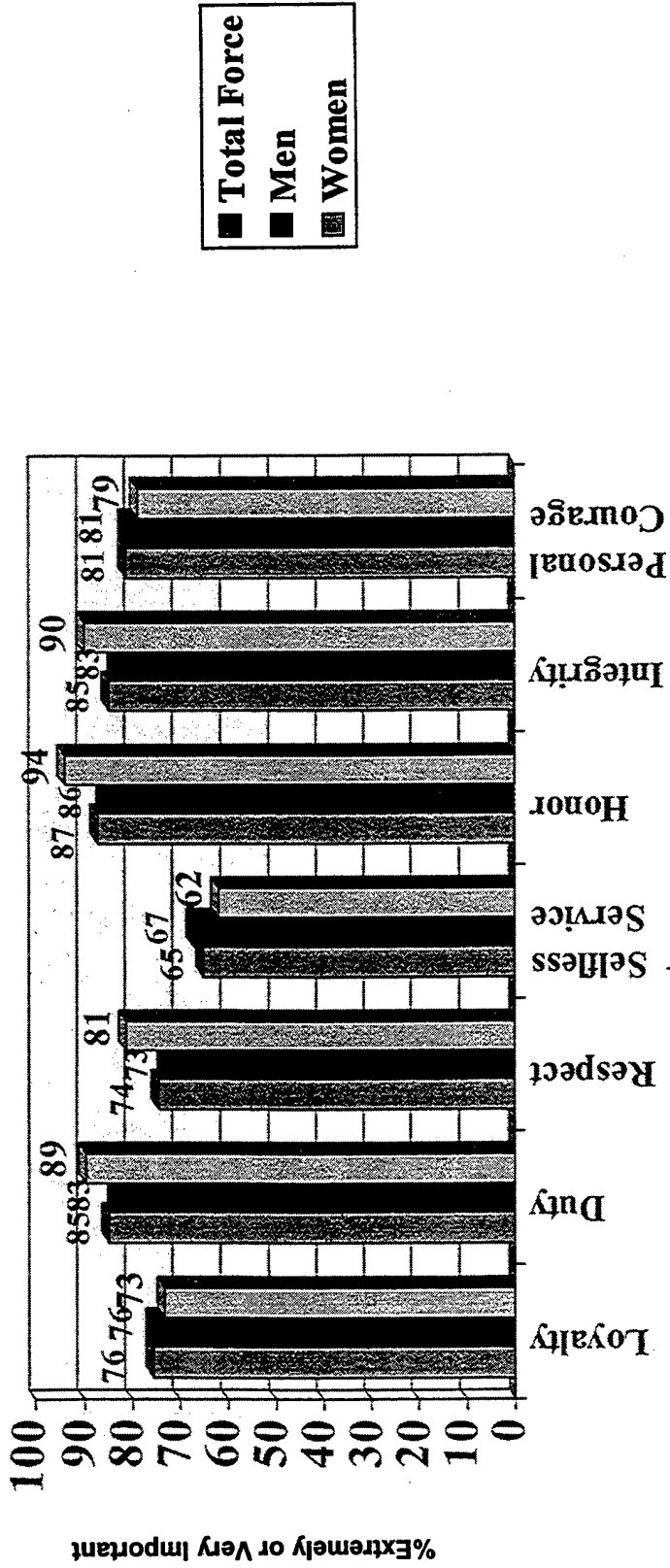


Respondents asked to indicate "how important each of the following is to you personally."

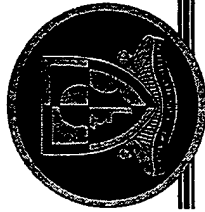


# SSMP Army Core Values Scale

All values are important for new recruits; some are more important than others. Women are slightly higher on four values.



How important is each of the following to you personally?



# SSMP Beliefs Items Comparison -

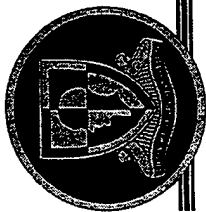
Higher percentages of new recruits rate values as extremely/ very important than previous, older, more experienced junior enlisted soldiers.\*

Items from 1986 Survey of Army Personnel (Values Survey) and 1996 Sample Survey of Army Personnel (SSMP)

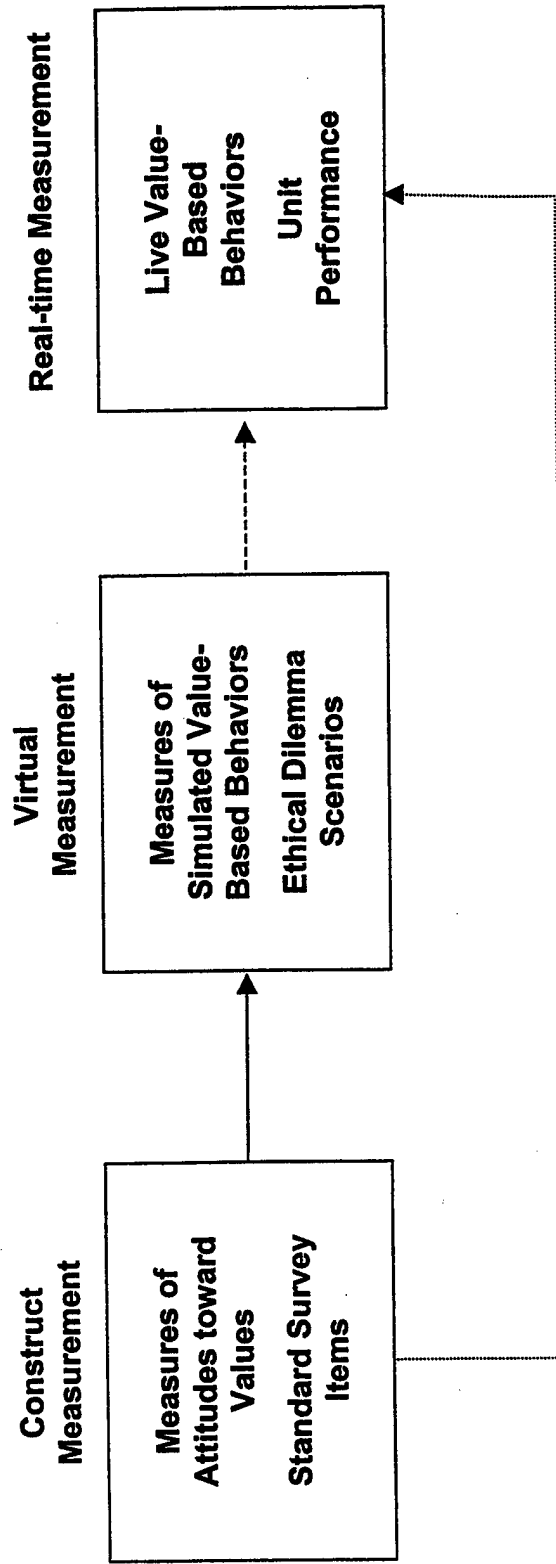
| Value                      | 1986** | 1996** | 1998 |
|----------------------------|--------|--------|------|
| *Standing up for beliefs   | 92     | 88     | 90   |
| Taking responsibility      | 88     | 86     | 89   |
| Dedication to learning job | 83     | 79     | 88   |
| Being honest               | 85     | 84     | 87   |
| Drive to succeed           | 82     | 75     | 87   |
| Physical Fitness           | 73     | 70     | 84   |
| Discipline in battle       | 79     | 76     | 81   |
| Moral standards            | 72     | 70     | 80   |
| Loyalty to unit            | 63     | 48     | 80   |
| Commitment to team         | 73     | 70     | 79   |
| Military courtesy          | 70     | 71     | 75   |
| Military bearing           | 65     | 67     | 74   |
| *Loyalty to the Army       | 77     | 53     | 71   |
| Putting others before self | 55     | 52     | 67   |
| *Serving country           | 72     | 57     | 63   |

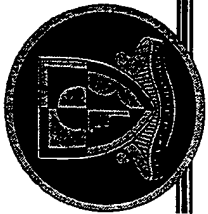
\*Note: exceptions; standing up for beliefs, serving country, loyalty to Army

\*\*Note: 1986 and 1996 data from ranks PV2-SPC.



# Values Assessment Strategy





## Virtual Behaviors Sample Ethical Dilemma Scenario

III-2. While walking through the mall, you notice a group of teenagers loudly making fun of a handicapped man nearby. Though he pretends not to hear what they are saying, he is clearly uncomfortable and hurt by their remarks about his handicap. Everyone else seems to be trying to ignore the situation hoping that the teenagers will eventually stop or move on.

### How likely is it that you would....

Approach the teenagers and ask them to stop harassing the handicapped man.

Very Likely ☐ Somewhat Likely ☐ Somewhat Unlikely ☐ Very Unlikely ☐

Ignore it like everyone else and hope the teenagers find another target.

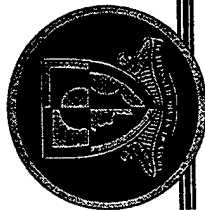
☐ ☐ ☐ ☐

Join the teenagers in making fun of the man and his handicap.

☐ ☐ ☐ ☐

Try to find a security guard or other mall personnel to handle the situation.

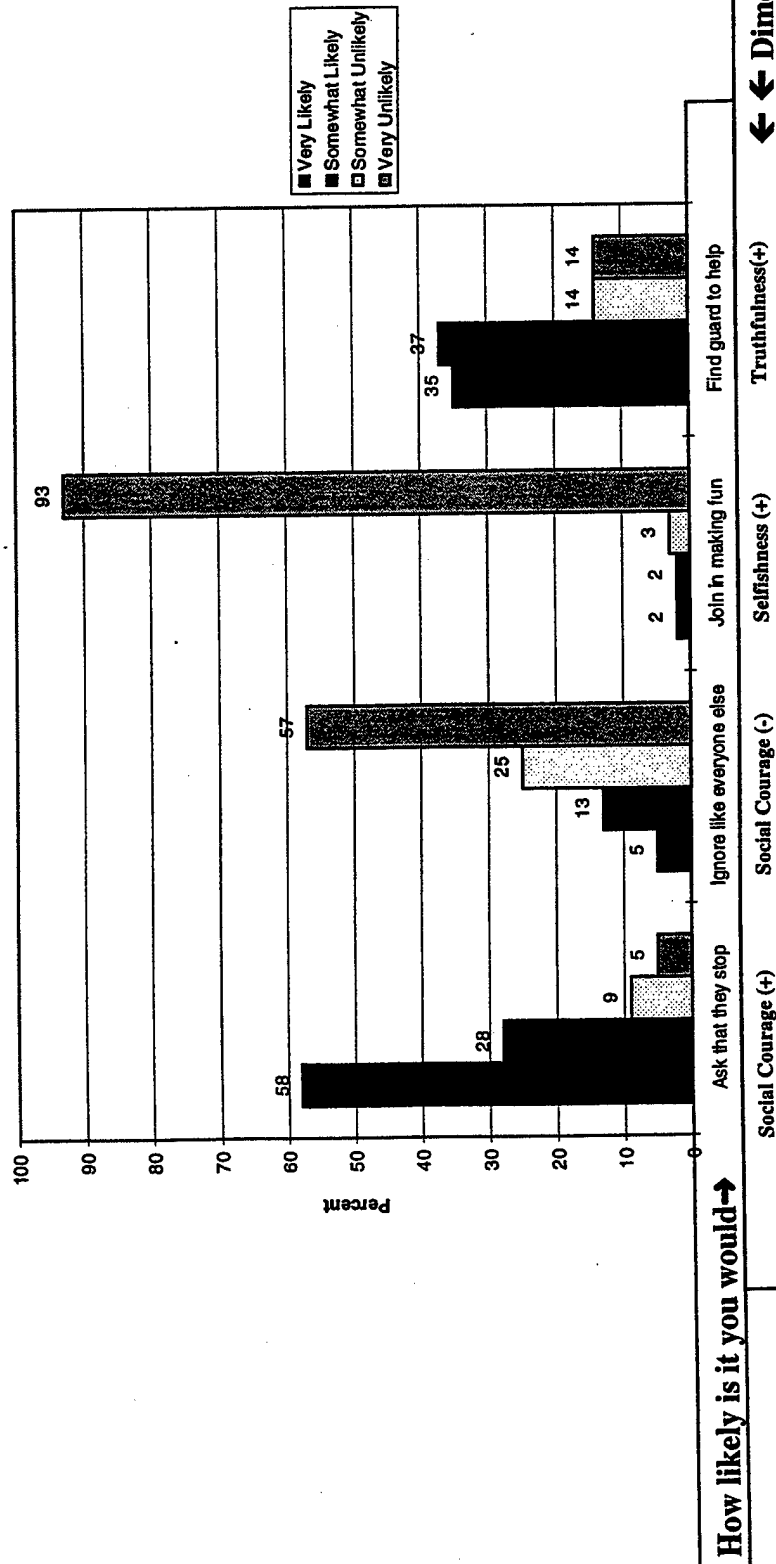
☐ ☐ ☐ ☐

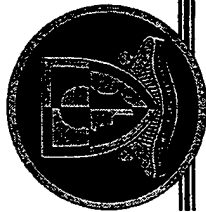


# Virtual Behaviors Sample Scenarios

## Scenario 2: Kids harassing handicapped man in the mall

Likelihood of Responses When Handicapped Man  
Is Being Harassed in the Mall





# Virtual Behaviors Ethical Dilemmas- Scenarios

- Analysis of vignettes revealed four different dimensions (factors) of virtual behaviors.
  - Selfishness
  - Truthfulness
  - Helpfulness
  - Social Courage

•The Army core values tended to correlate equally across the four factors in the expected way.

•Vignette profiles can be used to monitor changes in values overtime.

|               | Selfishness | Truthfulness | Helpfulness | Social Courage |
|---------------|-------------|--------------|-------------|----------------|
| Loyalty       | -.28        | .28          | .30         | .18            |
| Duty          | -.34        | .21          | .32         | .24            |
| Respect       | -.29        | .28          | .32         | .19            |
| Service       | -.31        | .29          | .34         | .20            |
| Honor         | -.35        | .24          | .31         | .21            |
| Integrity     | -.37        | .27          | .35         | .24            |
| Pers. Courage | -.25        | .19          | .26         | .19            |

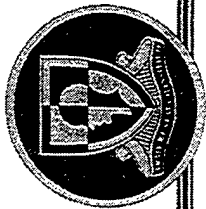
All correlations are significant at the .001 level



# Demographic Group Differences

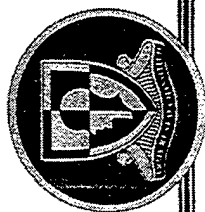
- Women exhibited slightly\* higher prosocial ratings than men on: preference to work with same sex/race, civilian-related and military-related values, occupational values, and all four of the vignette components (selfishness, truthfulness, helpfulness, and social courageousness). They were lower on institutional values.
- As educational level increases, importance of occupational values (e.g., steady job, income) decreases
- Respondents with more than a high school diploma were lower on selfishness, and higher on helpfulness and truthfulness than high school graduates
- Individuals from smaller home towns are more likely to rate institutional values as important
- The more active the individual is in religious activities
  - the more likely they are to endorse values (civilian, military, and institutional)

\*Significantly different  $p < .001$ . Due to the large sample size, very small differences (1-2%) can be statistically significant, while not necessarily having practical significance. The majority of respondents - regardless of demographic subgroup - endorsed these values in a very positive way.



## *Summary of the Profile of the Values of New Recruits*

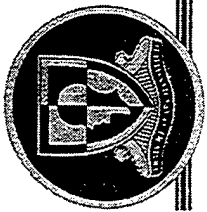
- Occupational influences (steady job, income) are more important in evaluating jobs than institutional (tradition, making the world a better place).
- Educational benefits, training, and self-discipline continue to be the primary motivations for enlisting.
- Strong endorsement of traditional values such as respect, honesty, honor, freedom, and happiness.
- “Practical” work values (advancement, steady income) more strongly endorsed than “idealistic” (fair treatment, help others).
- Openness to working with members of opposite gender and differing racial/ethnic groups.
- Comparisons with civilians (Rokeach Values Scale) and previous Soldier Cohorts (SSMP) reveal differences that may reflect age/experiences



# Recommended Future Survey of New Recruits

- Goal is 30 minute survey measuring appropriate values

| Section/Item | Description                                                                          | Recommendations                                                                                                                     | Number of Items |
|--------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| I-1 and I-2  | Moskos' Institutional versus Occupational Orientation                                | KEEP. Measures view of military service as Calling or job                                                                           | 12              |
| I-3          | USAREC New Recruit Survey                                                            | DROPPED. Duplicated in I-1 and I-2                                                                                                  |                 |
| I-4          | Top Three Reasons for Enlisting                                                      |                                                                                                                                     |                 |
| I-4          | Minnesota Work Values Questionnaire Items                                            | DROPPED.                                                                                                                            |                 |
| I-5          | Seven Core Values as Related to Work                                                 | DROPPED. New Item. Duplicated in I-9. Seen as one Prosocial factor                                                                  |                 |
| I-6 and I-7  | Contemporary measures of organizational and work values                              | Drop I-6. KEEP I-7. Provides measures on Youth cohort work values                                                                   | 7               |
| I-8          | Rokeach Values Survey Items                                                          | DROPPED. Duplicates I-9 values                                                                                                      |                 |
| I-9          | 1986 Survey of Army Personnel and 1996 Sample Survey of Army Personnel Beliefs/Items | KEEP. Used in past research with Soldiers to measure importance of Army values                                                      | 16              |
| II           | Background/Demographic Items                                                         | KEEP. Included to provide picture of sample and measure of factors that may have an impact on values (e.g., education, religiosity) | 18              |
| III          | Measures that present ethical dilemmas and various potential responses               | Keep 8 of 15 Vignettes. Provides measures of potential behaviors                                                                    | 8               |



## *Recommendations* (continued)

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- Put in USAREC NRS and administer every two years at the reception battalion
- DCSPER task USAREC to propose the addition of values items to the YATS via the Joint Market Research and Analysis Committee (JMARC)

# **AN ASSESSMENT OF THE VALUES OF NEW RECRUITS**

## **APPENDIX E:**

### **Army Survey: What's Important to You**

*Proposed Values Survey for Both New Recruits and Cross-Sectional First Term Study*

**1. PURPOSE**

This survey is being conducted to assess the viewpoints and opinions of new recruits entering the Army. The results will be analyzed on a group basis only. No attempt will be made to link respondents and their answers. There are no right or wrong answers, so please respond as honestly as possible. The results will be used for research purposes only. Thank you for your participation.

**2. PRIVACY ACT STATEMENT:**

**PURPOSE:** This questionnaire was designed by the U.S. Army Research Institute to obtain information on the attitudes and opinions of new recruits.

**USES:** All information collected in this questionnaire is confidential. It will be used for research designed to inform program and policy decision-making.

**PRIVACY:** Under no circumstances will any information that identifies individuals be released to anyone. No one outside the research team will have access to individual data. Your answers will be combined with answers from many others.

**PARTICIPATION:** Your participation in this survey is voluntary, and you will not be penalized should you decide not to respond. You may skip any questions to which you object, but please answer questions honestly. Your answers are very important because they represent many other individuals like yourself.

**AUTHORITY:** Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information collected. The Department of the Army may collect the information requested in this survey under the authority of 10 United States Code, Section 2358.

## PART I.

### What's important to you?

**I-1. In thinking about the kind of job you would like to have, how important are each of the following?**  
A job that:

Not at All  
Slightly  
Moderately  
Very  
Extremely  
IMPORTANT

a. Gives me a chance to serve my country well (5 4 3 2 1)

b. Is steady; no chance of being laid off (5 4 3 2 1)

c. Gives me a chance to make the world a better place (5 4 3 2 1)

d. Offers good pay (5 4 3 2 1)

e. Offers good fringe benefits (5 4 3 2 1)

**I-2. Indicate how important the following were in your decision to enlist in the Army:**

Not at All  
Slightly  
Moderately  
Very  
Extremely  
IMPORTANT

a. Wanted to serve my country (5 4 3 2 1)

b. Job security (5 4 3 2 1)

c. Opportunities for promotion (5 4 3 2 1)

d. Good retirement benefits (5 4 3 2 1)

e. To continue a family tradition of military service (5 4 3 2 1)

f. Job opportunities looked better than in civilian life (5 4 3 2 1)

**I-3. How much do you agree or disagree with each of the following statements?**

Strongly Disagree  
Disagree  
Neither Agree nor Disagree  
Agree  
Strongly Agree

a. If a person is dissatisfied with his/her job, he/she should leave. ( ) ( ) ( ) ( ) ( )

b. I prefer working with members of my own sex. ( ) ( ) ( ) ( ) ( )

c. It is harder to earn a comfortable living today than it was for my parents. ( ) ( ) ( ) ( ) ( )

d. I am reluctant to commit to a long-term personal relationship. ( ) ( ) ( ) ( ) ( )

e. I feel it is a personal responsibility to preserve the environment. ( ) ( ) ( ) ( ) ( )

f. I prefer working with people from the same racial and ethnic background as me. ( ) ( ) ( ) ( ) ( )

g. I feel it is a personal responsibility to make the world a better place ( ) ( ) ( ) ( ) ( )

**I-4. How important is each of the following to you personally?**

Not at All  
Moderately  
Extremely  
IMPORTANT

a. Loyalty to the United States Army (7 6 5 4 3 2 1)

b. Loyalty to your unit or organization (7 6 5 4 3 2 1)

c. Taking responsibility for your actions and decisions (7 6 5 4 3 2 1)

d. Putting what is good for your fellow soldiers, unit, and the nation before your own welfare (7 6 5 4 3 2 1)

e. Dedication to serving the United States, even to risking your own life in its defense (7 6 5 4 3 2 1)

f. Commitment to working as a member of a team (7 6 5 4 3 2 1)

g. Dedication to learning your job and doing it well (7 6 5 4 3 2 1)

h. Personal drive to succeed in your work and advance (7 6 5 4 3 2 1)

i. Being honest, open, and truthful (7 6 5 4 3 2 1)

j. Being disciplined and courageous in battle (7 6 5 4 3 2 1)

k. Standing up for what you firmly believe is right (7 6 5 4 3 2 1)

l. Working with others tactfully and with military courtesy (7 6 5 4 3 2 1)

m. Exhibiting excellent military bearing and appearance (7 6 5 4 3 2 1)

n. Equal opportunity regardless of gender. (7 6 5 4 3 2 1)

o. High moral standards both on-duty and off-duty (7 6 5 4 3 2 1)

p. Building and maintaining physical fitness and stamina (7 6 5 4 3 2 1)

Please go to  
the next page

## PART II.

### Background

II-1. Have you participated in Values Training since entering the Army?

- ☐ Yes
- ☐ No

II-2. Are you...

- ☐ Male
- ☐ Female

II-3. How old are you?

- ☐ Less than 18 years old
- ☐ 18 years old
- ☐ 19 years old
- ☐ 20 years old
- ☐ 21 to 25 years old
- ☐ 26 years old or older

II-4. Are you of Hispanic origin?

- ☐ No
- ☐ Yes, Mexican/Mexican American/Chicano
- ☐ Yes, Puerto Rican
- ☐ Yes, Cuban
- ☐ Yes, Other Hispanic

II-5. What race do you consider yourself to be?  
(Mark only one.)

- ☐ American Indian, Eskimo, or Aleut
- ☐ Asian or Pacific Islander
- ☐ Black
- ☐ White

II-6. What is your marital status?

- ☐ Married for the first time
- ☐ Remarried, was divorced or widowed
- ☐ Legally separated or filing for divorce
- ☐ Divorced
- ☐ Single and never married
- ☐ Widowed

II-7. How many dependent children do you have?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three or more

II-8. What is the highest level of education you have completed?

- ☐ Some high school, but no diploma or certificate
- ☐ GED/High school equivalency
- ☐ High school diploma
- ☐ Some college but no degree
- ☐ Associate's (2-year) degree
- ☐ Bachelor's degree (e.g., B.A., B.S., or equivalent)
- ☐ Graduate degree (Master's, Doctorate)
- ☐ Technical License or Certificate

II-9. Which of the following best describes your current career intentions in the military?

- ☐ Definitely stay until retirement
- ☐ Probably stay until retirement
- ☐ Definitely stay beyond my present obligation, but not necessarily until retirement
- ☐ Probably stay beyond my present obligation, but not necessarily until retirement
- ☐ Probably leave upon completion of my present obligation
- ☐ Definitely leave upon completion of my present obligation

II-10. Duty Status

- ☐ Regular
- ☐ Reserve
- ☐ Guard

II-11. Where did you grow up mostly?

- ☐ On a farm
- ☐ In a small town (under 5,000 people) or the country-but not a farm
- ☐ In a small city or town (5,000 to 50,000)
- ☐ In a medium-sized city (50,000 to 100,000)
- ☐ In a suburb of a medium-sized city
- ☐ In a large city (100,000-500,000)
- ☐ In a suburb of a large city
- ☐ In a very large city (over 500,000)
- ☐ In a suburb of a very large city

II-12. How often do you attend religious services?

- ☐ Never
- ☐ Rarely
- ☐ Once or twice per month
- ☐ About once a week or more

### PART III. SITUATIONS

Read each of the following short stories. After each one there are four possible courses of action. For each of the four actions, please indicate the likelihood that you would take the action suggested. When responding to these stories, keep in mind that there could be two or more courses of action that you think you would be just as likely to take.

III-1. Your best friend is accused of cheating on a final exam and must appear at a hearing of the Student Ethics Board. You know that she actually did cheat because you witnessed her copying answers down from a "cheat sheet" she prepared before class.

How likely is it that you would..

- |                                                                                                                                                                                                                                                  |             |                 |                   |               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------------|-------------------|---------------|
|                                                                                                                                                                                                                                                  | Very Likely | Somewhat Likely | Somewhat Unlikely | Very Unlikely |
| a. Refuse to attend the hearing and/or refuse to testify against your best friend.....                                                                                                                                                           | 1           | 2               | 3                 | 4             |
| b. Try to "bluff" your friend into believing that you will testify if she doesn't tell the truth.....                                                                                                                                            | 1           | 2               | 3                 | 4             |
| c. Attend the hearing and see what others say and then follow their lead (e.g., if someone else admits to seeing your friend cheat you do the same; if someone claims not to have seen your friend cheat then you also say you saw nothing)..... | 1           | 2               | 3                 | 4             |
| d. Attend the hearing and tell the truth regardless of what anyone else does or says.....                                                                                                                                                        | 1           | 2               | 3                 | 4             |

III-2. While walking through the mall, you notice a group of teenagers loudly making fun of a handicapped man nearby. Though he pretends not to hear what they are saying, he is clearly uncomfortable and hurt by their remarks about his handicap. Everyone else seems to be trying to ignore the situation hoping the teenagers will eventually stop or move on.

How likely is it that you would..

- |                                                                                       |             |                 |                   |               |
|---------------------------------------------------------------------------------------|-------------|-----------------|-------------------|---------------|
|                                                                                       | Very Likely | Somewhat Likely | Somewhat Unlikely | Very Unlikely |
| a. Approach the teenagers and ask them to stop harassing the handicapped man.....     | 1           | 2               | 3                 | 4             |
| b. Ignore it like everyone else and hope the teenagers find another target.....       | 1           | 2               | 3                 | 4             |
| c. Join the teenagers in making fun of the man and his handicap.....                  | 1           | 2               | 3                 | 4             |
| d. Try to find a security guard or other mall personnel to handle the situation ..... | 1           | 2               | 3                 | 4             |

III-3. Last night you saw your immediate supervisor at a party. You were surprised to see him there because he was supposed to be at work. The next day he comes to you and asks you to vouch that he was really sick and that's why he didn't make it into work. Based on past experience, you know he'll probably be fired if the truth comes out. You're next in line for his job which pays quite a bit more than you currently earn.

How likely is that you would.....

- |                                                                                                                        |             |                 |                   |               |
|------------------------------------------------------------------------------------------------------------------------|-------------|-----------------|-------------------|---------------|
|                                                                                                                        | Very Likely | Somewhat Likely | Somewhat Unlikely | Very Unlikely |
| a. Back up your supervisor on his story of being unexpectedly ill....                                                  | 1           | 2               | 3                 | 4             |
| b. Call your supervisor's boss and tell him the real reason he was not at work last night.....                         | 1           | 2               | 3                 | 4             |
| c. Tell your supervisor that you will only vouch for him if he schedules you for your preferred hours from now on..... | 1           | 2               | 3                 | 4             |
| d. Tell your supervisor that you won't lie for him but also assure him that you won't turn him in.....                 | 1           | 2               | 3                 | 4             |

III-4. You're a member of a youth group that plays big brother/sister to local kids. There is a trip to the zoo coming up this weekend and all the kids are excited about going. One of the adult volunteers, however, has unexpectedly pulled out. If the group can't find a replacement for her the trip will have cancelled or the number of kids going will have to be reduced because there are just not enough chaperones. You have been approached about taking her place, but already have some big social plans of your own for the weekend.

How likely is it that you would....

Very Likely  
Somewhat Likely  
Somewhat Unlikely  
Very Unlikely

- Explain that you already have important plans of your own and just can't do it..... ① ② ③ ④
- Tell them that there has been a death in your family and you have to attend the funeral so you can't help out on the zoo..... ① ② ③ ④
- See if you can change your weekend plans so you can help out on the zoo trip..... ① ② ③ ④
- Put your plans on hold and go along on the zoo trip..... ① ② ③ ④

III-5. A couple of days ago, you agreed to work on an important team project at work. You don't find the project very exciting and you don't enjoy working with some of the other team members. Nevertheless, you agreed to do it to help them out of a serious bind. Today, you got an offer to join a project just getting started from your best friend at the company. The work requirements of this new project, however, would require you to have to drop the other project.

How likely is it that you would...

Very Likely  
Somewhat Likely  
Somewhat Unlikely  
Very Unlikely

- Join the project just getting started and quit the one you had already agreed to work on..... ① ② ③ ④
- Stay with the project you had already committed yourself to..... ① ② ③ ④
- Try to do both projects..... ① ② ③ ④
- Find someone to take your place on the first project, so that you can take part in the project being started by your best friend..... ① ② ③ ④

III-6. Last night you forgot to lock the front door to the store where you work; a serious mistake. Though you are at fault for this, the store manager is convinced that one of your co-workers is to blame. She has no hard evidence of this other than the fact that this particular co-worker has a history of being somewhat unreliable. Unless you come forward and admit your mistake, your co-worker will probably be demoted and maybe even let go.

How likely is it that you would....

Very Likely  
Somewhat Likely  
Somewhat Unlikely  
Very Unlikely

- Do nothing and let your co-worker take the fall for your mistake..... ① ② ③ ④
- Do whatever is needed to make sure that your co-worker is blamed and not you..... ① ② ③ ④
- Come forward and admit to your boss that it was you who left the door unlocked..... ① ② ③ ④
- Don't admit the truth, but do everything possible to persuade your boss to take it easy on your co-worker..... ① ② ③ ④

III-7. A classmate comes to you one day asking for help on a presentation that he needs to make for one of his classes. You're surprised that he approaches you about it, because he has always gone to great lengths to embarrass you or in other ways make your classes with him miserable. He seems really desperate, though, and could probably use your assistance.

How likely is that you would..

Very Likely  
Somewhat Likely  
Somewhat Unlikely  
Very Unlikely

- Agree to help your classmate out on his presentation..... ① ② ③ ④
- Agree to help your classmate only if he promises to not bother you in the future..... ① ② ③ ④
- Turn your classmate down..... ① ② ③ ④
- Politely invent an excuse as to why you can't help him out, but recommend a few people who might..... ① ② ③ ④

III-8. A few days before the algebra midterm your best friend tells you he "found" a copy of the test that will be given. He's willing to share it with you for free in return for your help in selling it to other kids in the class. He needs your help because the time is so tight.

How likely is that you would..

Very Likely  
Somewhat Likely  
Somewhat Unlikely  
Very Unlikely

- |                                                                                                          |   |   |   |   |
|----------------------------------------------------------------------------------------------------------|---|---|---|---|
| a. Tell him you don't want to be a part of selling it, but you'll buy a copy.....                        | 1 | 2 | 3 | 4 |
| b. Tell him you want nothing to do with the whole thing.....                                             | 1 | 2 | 3 | 4 |
| c. Agree to help him sell the test and accept the free copy.....                                         | 1 | 2 | 3 | 4 |
| d. Leave an anonymous note for the algebra teacher informing her that the test has been compromised..... | 1 | 2 | 3 | 4 |