**Supplementary online material A**

**Pilot studies. Development of the Slovak translation of the BFI-2 and its basic psychometric characteristics**

**A.1. Samples**

Three samples were used in the first study for the purpose of creating the Slovak BFI-2 adaptation. The first sample included adults from the general population, who were recruited through the online panel of a research agency. It consisted of 416 participants (218 males, 52.4%), aged from 18 to 64, with mean age 40.40 years (*SD* = 13.01). Participants were administered the BFI and preliminary BFI-2 items, including two alternative translations for several BFI-2 items. This sample was used for the preliminary evaluation of translated items, and as a source for item selections from alternative translations. The second sample consisted of 301 university students, predominantly females (261, 86.7%), recruited through a university e-mail system. Their age ranged from 18 to 54, with a mean of 23.32 years (*SD* = 5.31). This sample was administered the BFI-2 items with alternative translations for two items and served for finalizing the translation. After creating the final Slovak version of the BFI-2, the third sample was used for psychometric analysis presented in the results section. This sample was recruited through the online panel of a research agency and it included 526 participants from the general population, 265 males (50.4%). Their age ranged from 18 to 65 years with mean of 40.52 years (*SD* = 13.19). All participants across the three samples completed the questionnaire online. The participants from the research agency online panel were compensated for their participation by small credits, which can be accumulated and later used for buying different products.

**A.2. Translation procedure**

The initial translation of the BFI-2 items into the Slovak language was made by the first two authors of this paper, independently. During the translation, the focus was on capturing the meaning of the items in the context of their personality domains and facets. Both independent translations were then compared, and differences were resolved through discussion. For some items, two alternative translations of the original item were retained. The Slovak translation of all BFI-2 items including alternatives was then translated back into English by an independent bilingual translator, and the back-translation was judged by the original BFI-2 authors. The majority of the items had a back-translation identical or nearly identical to the original. The remaining items were discussed between the translators and original authors, and conclusions were reached concerning the final wording. For several items, two alternatives were retained. The preliminary translation was then administered to the first sample, together with Slovak translations of the original BFI items. Descriptive statistics, item-total correlations and contribution to internal consistency of the facet and domain scales were analyzed. Alternative translations of items were compared and those with better fit were retained. For several items with low item-total correlations, new alternative translations were created. This second preliminary version of the Slovak BFI-2 was then administered to the second, university student sample. We analyzed the items using the same methods as in the first case. Again, the alternative items were compared, and those with better fit were retained. After that, the final version of the Slovak BFI-2 was completed and administered to the third sample. Psychometric analyses of this sample are presented in the next section.

**A.3. Results**

To test the psychometric properties of the developed Slovak BFI-2, we computed descriptive statistics, internal consistencies, intercorrelations between domains and facets, and exploratory and confirmatory factor analysis. Complete results of these analyses are presented in the Tables A1 to A5. The results showed that alpha reliabilities for domain scores ranged from .79 to .83 (*M* = .81), retaining the high levels found for the English-language BFI-2 (Soto & John, 2017a). Alphas for facet scores ranged from .46 (Intellectual Curiosity) to .72 (Aesthetic Sensitivity), with a mean of .62, and 10 of the 15 facet reliabilities were .60 or higher. These alphas are lower than in the English-language BFI-2 validation study (original mean .76/.77). However, the low number of items per facet should be taken into account, as well as a typical decrease of internal consistency after a translation and cultural adaptation of psychometric measures.

Significant gender differences were found for domains and facets of Agreeableness and Negative Emotionality, and for the Responsibility and Aesthetic Sensitivity facets (in all, females’ scores were higher). To compare the similarity of the gender differences pattern found in the Slovak sample with the online and student validation samples in the original English study (Soto & John, 2017a), we computed column-vector correlations based on the pattern of standardized gender differences (indexed using Cohen’s *d*). This correlation had a value of .68 for the English online sample and .56 for English student sample, indicating a moderate to high degree of similarity. Concerning age, Agreeableness and Conscientiousness domains and all their facets showed positive correlations with age, with an effect size between .10 to .20. Two other facets also showed significant correlations with age: a negative correlation for Emotional Volatility and a positive correlation for Aesthetic Sensitivity.

The mean absolute correlation between domains was .41. The absolute within-domain facet scale correlations ranged from .38 to .65, with mean of .52, which is substantially higher than the between-domain correlations of facets ranging from .01 to .57, with mean of .28. Although these correlations are in general higher than in the original English version (Soto & John, 2017a), this pattern of correlations suggests good convergence within each Big Five domain, and moderate discrimination between domains.

The Big Five factor structure of the BFI-2 items was assessed through random intercept exploratory factor analysis (Aichholzer, 2014). This method conducts an exploratory factor analysis while also including a method factor to model individual differences in acquiescent responding (cf. Soto & John, 2017b). This analysis was conducted using Mplus 7.4; because a Mardia test suggested violations of the multivariate normality assumption, robust maximum likelihood was chosen as the method of estimation. Most items (53) loaded primarily on the intended factor. Primary loadings of items ranged from .23 to .71 (*M* = .46), whereas the mean of absolute secondary loadings was substantially lower (*M* = .13), with loadings ranging in size from .00 to .43. To further analyze the domain-level structure of the BFI-2, all 15 facets were loaded on 5 principal components and varimax rotated. All facets loaded primarily on their intended domain, with primary loadings ranging from .52 to .86 (*M* = .75). Secondary loadings of the facets were much smaller (ranging in size from .02 to .43, *M* = .17), except for Energy level, where the difference between the primary loading on Extraversion and the secondary loading on Open-Mindedness was .09. The pattern of these primary and secondary loadings is conceptually meaningful, yet retains the distinctiveness of each Big Five domain.

To verify the hierarchical structure of the BFI-2 with three facets nested within each domain, 4 confirmatory factor analysis (CFA) models were fitted to the 12 items within each domain (cf. Soto & John, 2017a). This analysis was carried out in the R statistical software environment, using the Lavaan package and robust maximum likelihood estimation. In the s*ingle domain* model, every item loads on a single factor representing the Big Five domain. In the *single domain plus acquiescence* model, every item was additionally constrained to load 1 on an acquiescence method factor, which wasn’t allowed to correlate with the domain factor. Facets were modeled in the *three facets* model, in which each item loaded on its corresponding facet factor and, lastly, the acquiescence method factor was added in the *three facets plus acquiescence* model. As expected, the *three facets plus acquiescence* model had the best fit for each Big Five domain, with a CFI value of at least .946, TLI of at least .929, and RMSEA of no more than .054 for each domain. These results confirm the facet-level structure of the Slovak BFI-2 and the need to account for acquiescence when modeling item responses. They further confirm that the influence of acquiescence in the BFI-2 can be effectively addressed by modeling acquiescence as a method factor.

Table A1

*Descriptive characteristics and alphas for domains and facets of the Slovak BFI-2 (Study A)*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| BFI-2 | Whole sample  *M* (*SD*) | Alpha | Males  *M* (*SD*) | Females  *M* (*SD*) | Gender *d* | Age |
| Extraversion | 3.34 (.58) | .79 | 3.33 (.60) | 3.35 (.55) | -.04 | .05 |
| Sociability | 3.27 (.81) | .71 | 3.22 (.82) | 3.31 (.80) | -.11 | .06 |
| Assertiveness | 3.18 (.68) | .53 | 3.18 (.68) | 3.18 (.68) | .01 | .00 |
| Energy Level | 3.58 (.67) | .62 | 3.59 (.68) | 3.57 (.66) | .03 | .06 |
| Agreeableness | 3.77 (.55) | .81 | 3.65 (.55) | 3.89 (.53) | -.44 | .19 |
| Compassion | 3.91 (.64) | .59 | 3.76 (.66) | 4.07 (.58) | -.50 | .17 |
| Respectfulness | 4.08 (.68) | .70 | 3.95 (.68) | 4.21 (.66) | -.38 | .19 |
| Trust | 3.32 (.66) | .55 | 3.25 (.65) | 3.39 (.65) | -.22 | .12 |
| Conscientiousness | 3.69 (.57) | .81 | 3.65 (.54) | 3.74 (.59) | -.17 | .18 |
| Organization | 3.76 (.72) | .65 | 3.74 (.70) | 3.78 (.75) | -.06 | .18 |
| Productiveness | 3.65 (.64) | .52 | 3.60 (.62) | 3.70 (.66) | -.14 | .17 |
| Responsibility | 3.67 (.64) | .63 | 3.59 (.62) | 3.75 (.65) | -.24 | .12 |
| Negative Emotionality | 2.83 (.62) | .83 | 2.72 (.60) | 2.94 (.62) | -.36 | -.09 |
| Anxiety | 3.02 (.70) | .60 | 2.89 (.67) | 3.15 (.71) | -.37 | -.04 |
| Depression | 2.67 (.75) | .68 | 2.56 (.73) | 2.79 (.75) | -.30 | -.08 |
| Emotional Volatility | 2.79 (.74) | .63 | 2.70 (.73) | 2.88 (.74) | -.24 | -.10 |
| Open-Mindedness | 3.62 (.57) | .79 | 3.58 (.57) | 3.66 (.58) | -.14 | .14 |
| Intellectual Curiosity | 3.67 (.61) | .46 | 3.70 (.62) | 3.64 (.60) | .09 | .07 |
| Aesthetic Sensitivity | 3.48 (.83) | .72 | 3.32 (.83) | 3.64 (.80) | -.39 | .17 |
| Creative Imagination | 3.71 (.72) | .70 | 3.72 (.68) | 3.70 (.75) | .03 | .08 |
| *Note.* Gender d – Cohen’s d for the mean-level difference between males and females, with negative values indicating higher scores for females; absolute differences of .22 or larger are significant at p< .05. Age – absolute correlations of .10 or stronger are significant at p< .05. | | | | | | |

Table A2

*Intercorrelations of the BFI-2 domains and facets (Study A)*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| BFI-2 domains | Extraversion | | |  | Agreeableness | | |  | Conscientiousness | | | |  | Negative Emotionality | | |
| Extraversion |  | | |  |  | | |  |  | | | |  |  | | |
| Agreeableness | .31 | | |  |  | | |  |  | | | |  |  | | |
| Conscientiousness | .42 | | |  | .49 | | |  |  | | | |  |  | | |
| Negative Emotionality | -.42 | | |  | -.35 | | |  | -.41 | | | |  |  | | |
| Open-Mindedness | .51 | | |  | .47 | | |  | .43 | | | |  | -.29 | | |
| BFI-2 facets | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1. Sociability | - |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |
| 2. Assertiveness | **.49** | - |  |  |  |  |  |  | |  |  |  |  |  |  |  |
| 3. Energy Level | **.49** | **.40** | - |  |  |  |  |  | |  |  |  |  |  |  |  |
| 4. Compassion | .26 | .11 | .35 | - |  |  |  |  | |  |  |  |  |  |  |  |
| 5. Respectfulness | .14 | -.01 | .31 | **.62** | - |  |  |  | |  |  |  |  |  |  |  |
| 6. Trust | .26 | .05 | .41 | **.48** | **.53** | - |  |  | |  |  |  |  |  |  |  |
| 7. Organization | .18 | .23 | .33 | .32 | .35 | .20 | - |  | |  |  |  |  |  |  |  |
| 8. Productiveness | .30 | .21 | .51 | .38 | .36 | .29 | **.59** | - | |  |  |  |  |  |  |  |
| 9. Responsibility | .23 | .24 | .38 | .44 | .50 | .30 | **.59** | **.55** | | - |  |  |  |  |  |  |
| 10. Anxiety | -.27 | -.28 | -.31 | -.07 | -.16 | -.25 | -.20 | -.20 | | -.23 | - |  |  |  |  |  |
| 11. Depression | -.42 | -.34 | -.47 | -.22 | -.27 | -.32 | -.34 | -.31 | | -.34 | **.65** | - |  |  |  |  |
| 12. Emotional Volatility | -.11 | -.09 | -.29 | -.20 | -.36 | -.34 | -.32 | -.33 | | -.36 | **.56** | **.51** | - |  |  |  |
| 13. Intellectual Curiosity | .30 | .31 | .44 | .31 | .32 | .22 | .26 | .32 | | .33 | -.17 | -.26 | -.24 | - |  |  |
| 14. Aesthetic Sensitivity | .18 | .08 | .36 | .36 | .35 | .30 | .11 | .24 | | .24 | -.05 | -.09 | -.14 | **.38** | - |  |
| 15. Creative Imagination | .35 | .39 | .57 | .34 | .33 | .29 | .30 | .44 | | .42 | -.24 | -.36 | -.22 | **.52** | **.43** | - |
| *Note.* Absolute correlations of .09 or stronger are significant at *p*< .05. Within-domain correlations are bolded. | | | | | | | | | | | | | | | | |

Table A3

*Loadings of the BFI-2 items in a random intercept EFA with Varimax rotation (Study A)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Domain, facet, and item text | Extraversion | Agreeableness | Conscientiousness | Negative Emotionality | Open-Mindedness |
| **Extraversion**  *Sociability* |  |  |  |  |  |
| Is outgoing, sociable. | **.53** | .21 | .06 | -.13 | .12 |
| Is talkative. | **.59** | .18 | .07 | -.08 | .18 |
| Tends to be quiet. | **-.66** | .01 | -.06 | .13 | -.01 |
| Is sometimes shy, introverted. | **-.53** | .06 | -.07 | .26 | -.10 |
| *Assertiveness* |  |  |  |  |  |
| Has an assertive personality. | **.35** | -.03 | .17 | -.11 | .23 |
| Is dominant, acts as a leader. | **.42** | **-.39** | .16 | -.12 | .13 |
| Finds it hard to influence people. | **-.31** | .11 | -.13 | .10 | -.08 |
| Prefers to have others take charge. | -.24 | .04 | -.19 | .24 | -.22 |
| *Energy Level* |  |  |  |  |  |
| Is full of energy. | **.33** | .14 | .22 | **-.39** | .18 |
| Shows a lot of enthusiasm. | **.38** | .18 | .07 | -.12 | **.30** |
| Rarely feels excited or eager. | -.23 | -.12 | -.14 | .12 | -.**35** |
| Is less active than other people. | -.26 | -.06 | **-.31** | .21 | **-.35** |
| **Agreeableness**  *Compassion* |  |  |  |  |  |
| Is compassionate, has a soft heart. | .22 | **.40** | .16 | -.01 | .14 |
| Is helpful and unselfish with others. | .13 | **.42** | .26 | -.02 | .20 |
| Feels little sympathy for others. | -.09 | **-.43** | -.12 | .00 | -.18 |
| Can be cold and uncaring. | -.11 | **-.53** | -.21 | .05 | -.02 |
| *Respectfulness* |  |  |  |  |  |
| Is respectful, treats others with respect. | .06 | **.51** | .25 | -.06 | .14 |
| Is polite, courteous toward others. | .04 | **.56** | **.34** | -.03 | .19 |
| Starts arguments with others. | .09 | **-.53** | -.20 | .21 | -.09 |
| Is sometimes rude to others. | .03 | **-.59** | -.12 | .16 | -.08 |
| *Trust* |  |  |  |  |  |
| Has a forgiving nature. | .05 | **.42** | .11 | -.03 | .18 |
| Assumes the best about people. | .18 | **.41** | -.08 | -.16 | .14 |
| Tends to find fault with others. | -.04 | **-.42** | -.11 | .26 | -.09 |
| Is suspicious of others' intentions. | -.14 | **-.34** | .06 | **.30** | -.01 |
| **Conscientiousness**  *Organization* |  |  |  |  |  |
| Is systematic, likes to keep things in order. | .00 | .04 | **.57** | -.03 | .01 |
| Keeps things neat and tidy. | .07 | .11 | **.69** | -.09 | -.05 |
| Tends to be disorganized. | .00 | .00 | **-.39** | **.41** | -.04 |
| Leaves a mess, doesn't clean up. | -.07 | -.22 | **-.55** | .08 | -.03 |
| *Productiveness* |  |  |  |  |  |
| Is efficient, gets things done. | .15 | .04 | **.50** | -.17 | .28 |
| Is persistent, works until the task is finished. | .07 | **.35** | **.52** | -.11 | .26 |
| Tends to be lazy. | -.08 | -.06 | **-.30** | .11 | .03 |
| Has difficulty getting started on tasks. | -.12 | -.10 | **-.33** | .15 | -.12 |
| *Responsibility* |  |  |  |  |  |
| Is dependable, steady. | .09 | .17 | **.54** | -.02 | .16 |
| Is reliable, can always be counted on. | .12 | **.30** | **.50** | -.08 | .21 |
| Can be somewhat careless. | -.03 | -.09 | **-.42** | .23 | .00 |
| Sometimes behaves irresponsibly. | -.02 | -.29 | **-.39** | .27 | -.09 |
| **Negative Emotionality**  *Anxiety* |  |  |  |  |  |
| Can be tense. | -.10 | -.14 | -.03 | **.52** | -.04 |
| Worries a lot. | -.05 | -.01 | .01 | **.71** | -.04 |
| Is relaxed, handles stress well. | .12 | -.05 | .14 | **-.57** | .11 |
| Rarely feels anxious or afraid. | .05 | -.08 | -.13 | **-.37** | -.01 |
| *Depression* |  |  |  |  |  |
| Often feels sad. | -.25 | -.09 | -.03 | **.58** | .04 |
| Tends to feel depressed, blue. | -.24 | -.07 | -.11 | **.68** | -.03 |
| Stays optimistic after experiencing a setback. | .20 | .16 | .09 | **-.50** | .16 |
| Feels secure, comfortable with self. | .20 | -.01 | .27 | **-.38** | .06 |
| *Emotional Volatility* |  |  |  |  |  |
| Is moody, has up and down mood swings. | .02 | -.16 | -.13 | **.57** | -.06 |
| Is temperamental, gets emotional easily. | .29 | -.27 | -.01 | **.42** | .02 |
| Is emotionally stable, not easily upset. | -.07 | .05 | .14 | **-.52** | .15 |
| Keeps their emotions under control. | -.06 | .11 | .25 | **-.47** | .10 |
| **Open-Mindedness**  *Intellectual Curiosity* |  |  |  |  |  |
| Is curious about many different things. | .21 | .18 | .10 | -.11 | **.37** |
| Is complex, a deep thinker. | .00 | .07 | **.43** | -.09 | **.39** |
| Avoids intellectual, philosophical discussions. | -.17 | -.04 | -.08 | .09 | **-.31** |
| Has little interest in abstract ideas. | -.05 | -.07 | -.09 | .12 | -.26 |
| *Aesthetic Sensitivity* |  |  |  |  |  |
| Is fascinated by art, music, or literature. | .02 | .26 | -.09 | .04 | **.59** |
| Values art and beauty. | -.03 | **.34** | .06 | -.02 | **.54** |
| Has few artistic interests. | -.04 | -.08 | -.02 | .02 | **-.48** |
| Thinks poetry and plays are boring. | -.03 | **-.37** | .00 | .00 | **-.44** |
| *Creative Imagination* |  |  |  |  |  |
| Is inventive, finds clever ways to do things. | .17 | -.01 | **.32** | -.13 | **.45** |
| Is original, comes up with new ideas. | .25 | .02 | .22 | -.15 | **.55** |
| Has little creativity. | -.15 | -.06 | -.18 | .14 | **-.55** |
| Has difficulty imagining things. | -.19 | -.15 | -.25 | .16 | **-.37** |
| EFA – Exploratory factor analysis. Random intercept EFA constrains each item to load on an acquiescence method factor, in addition to the substantive factors. The average loading on the acquiescence method factor was 0.24 (range = 0.21–0.32). Absolute loadings ≥ 0.30 are bolded. | | | | | |

Table A4

*Loadings from a principal components analysis of the 15 BFI-2 facets (Study A)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| BFI-2 | Extraversion | Agreeableness | Conscientiousness | Negative Emotionality | Open-Mindedness |
| Extraversion |  |  |  |  |  |
| Sociability | **.83** | .23 | .05 | -.10 | .10 |
| Assertiveness | **.76** | -.18 | .18 | -.12 | .19 |
| Energy Level | **.52** | .26 | .25 | -.23 | **.43** |
| Agreeableness |  |  |  |  |  |
| Compassion | .13 | **.75** | **.31** | .06 | .19 |
| Respectfulness | -.11 | **.73** | **.34** | -.15 | .23 |
| Trust | .13 | **.79** | .02 | -.27 | .11 |
| Conscientiousness |  |  |  |  |  |
| Organization | .10 | .09 | **.86** | -.16 | .03 |
| Productiveness | .19 | .19 | **.73** | -.11 | .22 |
| Responsibility | .10 | .27 | **.75** | -.16 | .19 |
| Negative Emotionality |  |  |  |  |  |
| Anxiety | -.22 | -.03 | -.04 | **.86** | -.04 |
| Depression | **-.40** | -.16 | -.18 | **.73** | -.06 |
| Emotional Volatility | .14 | -.18 | -.26 | **.79** | -.15 |
| Open-Mindedness |  |  |  |  |  |
| Intellectual Curiosity | .20 | .06 | .21 | -.12 | **.73** |
| Aesthetic Sensitivity | -.03 | **.33** | -.02 | .02 | **.77** |
| Creative Imagination | **.34** | .11 | .28 | -.14 | **.68** |
| *Note.* Table entries are loadings on Varimax-rotated principal components. Absolute loadings ≥ .30 are bolded. | | | | | |

Table A5

*Fit statistics for confirmatory factor analyses of the BFI-2 items (Study A)*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | χ2 | df | BIC | CFI | TLI | RMSEA |
| Extraversion |  |  |  |  |  |  |
| Single domain | 240.85 | 54 | 17617 | .806 | .762 | .089 |
| Single domain plus acquiescence | 162.38 | 53 | 17519 | .890 | .863 | **.068** |
| Three facets | 194.40 | 51 | 17569 | .852 | .808 | **.080** |
| Three facets plus acquiescence | 79.92 | 50 | 17431 | **.970** | **.960** | **.037** |
| Agreeableness |  |  |  |  |  |  |
| Single domain | 314.37 | 54 | 16267 | .792 | .746 | .103 |
| Single domain plus acquiescence | 151.47 | 53 | 16081 | **.922** | **.902** | **.064** |
| Three facets | 307.76 | 51 | 16260 | .800 | .741 | .104 |
| Three facets plus acquiescence | 117.85 | 50 | 16051 | **.946** | **.929** | **.054** |
| Conscientiousness |  |  |  |  |  |  |
| Single domain | 302.73 | 54 | 16412 | .803 | .759 | .105 |
| Single domain plus acquiescence | 133.08 | 53 | 16203 | **.936** | **.921** | **.060** |
| Three facets | 279.76 | 51 | 16378 | .826 | .775 | .101 |
| Three facets plus acquiescence | 90.93 | 50 | 16156 | **.968** | **.958** | **.044** |
| Negative Emotionality |  |  |  |  |  |  |
| Single domain | 381.97 | 54 | 17314 | .771 | .721 | .117 |
| Single domain plus acquiescence | 164.70 | 53 | 17055 | **.923** | **.904** | **.069** |
| Three facets | 334.11 | 51 | 17260 | .806 | .748 | .111 |
| Three facets plus acquiescence | 86.98 | 50 | 16971 | **.975** | **.967** | **.040** |
| Open-Mindedness |  |  |  |  |  |  |
| Single domain | 388.53 | 54 | 17331 | .708 | .643 | .121 |
| Single domain plus acquiescence | 319.60 | 53 | 17237 | .774 | .718 | .108 |
| Three facets | 209.95 | 51 | 17117 | .862 | .821 | .086 |
| Three facets plus acquiescence | 105.09 | 50 | 16986 | **.954** | **.939** | **.050** |
| *Note.* BIC – Bayesian information criterion; CFI – Robust comparative fit index; TLI – Robust Tucker-Lewis index; RMSEA – Robust root mean square error of approximation.CFI and TLI values ≥ .90, and RMSEA values ≤ .080, are bolded. | | | | | | |

**Supplementary online materials B**

**Tables for the present Study**

Table B1

*Loadings of the BFI-2 items in a random intercept EFA with Varimax rotation*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Domain, facet, and item text | Extraversion | Agreeableness | Conscientiousness | Negative Emotionality | Open-Mindedness |
| **Extraversion**  *Sociability* |  |  |  |  |  |
| Is outgoing, sociable. | **.44** | **.30** | .05 | -.13 | .06 |
| Is talkative. | **.64** | .16 | .05 | -.17 | .14 |
| Tends to be quiet. | **-.68** | .01 | -.01 | .08 | .08 |
| Is sometimes shy, introverted. | **-.54** | .03 | -.09 | **.30** | .02 |
| *Assertiveness* |  |  |  |  |  |
| Has an assertive personality. | **.39** | .11 | .20 | -.11 | .21 |
| Is dominant, acts as a leader. | **.44** | **-.33** | .13 | -.09 | .25 |
| Finds it hard to influence people. | -.22 | .11 | -.10 | .12 | -.17 |
| Prefers to have others take charge. | **-.31** | -.04 | **-.30** | .19 | -.21 |
| *Energy Level* |  |  |  |  |  |
| Is full of energy. | **.41** | .04 | .16 | **-.47** | .20 |
| Shows a lot of enthusiasm. | **.42** | .21 | .12 | -.10 | .25 |
| Rarely feels excited or eager. | -.21 | -.13 | -.28 | .13 | **-.33** |
| Is less active than other people. | **-.34** | -.11 | **-.32** | .22 | -.26 |
| **Agreeableness**  *Compassion* |  |  |  |  |  |
| Is compassionate, has a soft heart. | .11 | **.56** | .22 | .05 | .09 |
| Is helpful and unselfish with others. | .04 | **.56** | .20 | .00 | .14 |
| Feels little sympathy for others. | -.06 | **-.50** | -.09 | .03 | -.17 |
| Can be cold and uncaring. | -.12 | **-.52** | -.17 | .26 | .02 |
| *Respectfulness* |  |  |  |  |  |
| Is respectful, treats others with respect. | .07 | **.60** | .20 | .03 | .17 |
| Is polite, courteous toward others. | .09 | **.59** | .23 | -.03 | .13 |
| Starts arguments with others. | .14 | **-.58** | -.14 | .23 | -.01 |
| Is sometimes rude to others. | -.01 | **-.54** | -.11 | .24 | .01 |
| *Trust* |  |  |  |  |  |
| Has a forgiving nature. | .00 | **.49** | .03 | -.15 | .07 |
| Assumes the best about people. | .09 | **.36** | -.03 | -.27 | .13 |
| Tends to find fault with others. | .05 | **-.41** | -.04 | .25 | -.06 |
| Is suspicious of others' intentions. | -.03 | -.29 | .05 | **.36** | -.01 |
| **Conscientiousness**  *Organization* |  |  |  |  |  |
| Is systematic, likes to keep things in order. | -.02 | .12 | **.65** | -.01 | .08 |
| Keeps things neat and tidy. | .03 | .13 | **.64** | -.04 | .10 |
| Tends to be disorganized. | -.02 | -.09 | -.29 | **.46** | -.01 |
| Leaves a mess, doesn't clean up. | -.07 | -.22 | **-.57** | .06 | .03 |
| *Productiveness* |  |  |  |  |  |
| Is efficient, gets things done. | .18 | .16 | **.57** | -.11 | .24 |
| Is persistent, works until the task is finished. | .15 | .24 | **.54** | -.13 | .20 |
| Tends to be lazy. | -.06 | -.10 | **-.41** | .24 | .06 |
| Has difficulty getting started on tasks. | -.12 | -.19 | **-.42** | .15 | -.14 |
| *Responsibility* |  |  |  |  |  |
| Is dependable, steady. | .12 | **.33** | **.44** | -.08 | .15 |
| Is reliable, can always be counted on. | .08 | **.40** | **.39** | -.02 | .22 |
| Can be somewhat careless. | -.03 | -.07 | **-.49** | .16 | -.01 |
| Sometimes behaves irresponsibly. | .03 | -.16 | **-.44** | .25 | .00 |
| **Negative Emotionality**  *Anxiety* |  |  |  |  |  |
| Can be tense. | -.12 | -.06 | -.02 | **.54** | .05 |
| Worries a lot. | -.04 | .01 | .01 | **.63** | .00 |
| Is relaxed, handles stress well. | .20 | .05 | .13 | **-.53** | .17 |
| Rarely feels anxious or afraid. | .04 | -.07 | -.03 | **-.38** | .00 |
| *Depression* |  |  |  |  |  |
| Often feels sad. | -.28 | -.03 | -.04 | **.61** | .00 |
| Tends to feel depressed, blue. | -.22 | -.10 | -.13 | **.64** | -.07 |
| Stays optimistic after experiencing a setback. | .23 | .18 | .01 | **-.49** | .25 |
| Feels secure, comfortable with self. | **.31** | -.07 | .21 | **-.47** | .15 |
| *Emotional Volatility* |  |  |  |  |  |
| Is moody, has up and down mood swings. | .04 | -.22 | -.07 | **.52** | -.03 |
| Is temperamental, gets emotional easily. | .26 | -.20 | .03 | **.41** | .09 |
| Is emotionally stable, not easily upset. | -.05 | .05 | .11 | **-.60** | .10 |
| Keeps their emotions under control. | .08 | .14 | .14 | **-.57** | .13 |
| **Open-Mindedness**  *Aesthetic Sensitivity* |  |  |  |  |  |
| Is fascinated by art, music, or literature. | -.06 | .17 | -.01 | .01 | **.59** |
| Values art and beauty. | .06 | .28 | .06 | .01 | **.61** |
| Has few artistic interests. | .02 | -.03 | -.03 | .09 | **-.52** |
| Thinks poetry and plays are boring. | -.03 | **-.30** | -.13 | -.05 | **-.39** |
| *Intellectual Curiosity* |  |  |  |  |  |
| Is curious about many different things. | .19 | .24 | .19 | -.04 | **.32** |
| Is complex, a deep thinker. | .02 | .13 | .29 | -.06 | **.41** |
| Avoids intellectual, philosophical discussions. | -.17 | -.05 | -.03 | .03 | **-.40** |
| Has little interest in abstract ideas. | -.09 | -.04 | .03 | .05 | **-.30** |
| *Creative Imagination* |  |  |  |  |  |
| Is inventive, finds clever ways to do things. | .03 | .05 | **.30** | -.20 | **.44** |
| Is original, comes up with new ideas. | .24 | -.02 | .26 | -.19 | **.54** |
| Has little creativity. | -.16 | -.02 | -.18 | .17 | **-.57** |
| Has difficulty imagining things. | .01 | -.15 | -.18 | .14 | **-.37** |
| EFA – Exploratory factor analysis. Random intercept EFA constrains each item to load on an acquiescence method factor, in addition to the substantive factors. The average loading on the acquiescence method factor was .23 (range = .19–.29). Absolute loadings ≥ .30 are bolded. | | | | | |

Table B2

*Loadings from a principal components analysis of the 15 BFI-2 facets*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| BFI-2 | Extraversion | Agreeableness | Conscientiousness | Negative Emotionality | Open-Mindedness |
| Extraversion |  |  |  |  |  |
| Sociability | **.88** | .19 | .04 | -.12 | -.01 |
| Assertiveness | **.66** | -.20 | .23 | -.14 | **.36** |
| Energy Level | **.60** | .19 | **.32** | -.23 | **.35** |
| Agreeableness |  |  |  |  |  |
| Compassion | .15 | **.77** | **.31** | .02 | .16 |
| Respectfulness | .02 | **.80** | **.31** | -.10 | .14 |
| Trust | .05 | **.77** | .02 | **-.34** | .10 |
| Conscientiousness |  |  |  |  |  |
| Organization | .08 | .14 | **.82** | -.14 | .09 |
| Productiveness | .23 | .18 | **.78** | -.12 | .18 |
| Responsibility | .09 | .23 | **.79** | -.11 | .17 |
| Negative Emotionality |  |  |  |  |  |
| Anxiety | -.23 | -.02 | -.09 | **.85** | -.03 |
| Depression | **-.46** | -.13 | -.14 | **.70** | -.15 |
| Emotional Volatility | .08 | -.25 | -.19 | **.81** | -.08 |
| Open-Mindedness |  |  |  |  |  |
| Intellectual Curiosity | .24 | .10 | .10 | -.04 | **.77** |
| Aesthetic Sensitivity | -.04 | .25 | .06 | .02 | **.77** |
| Creative Imagination | .19 | .02 | .29 | -.21 | **.71** |
| *Note.* Table entries are loadings on Varimax-rotated principal components. Absolute loadings ≥ .30 are bolded. | | | | | |