Does multidimensional forced-choice prevent faking? Comparing the susceptibility of the multidimensional forced-choice format and the rating scale format to faking

Supplemental Online Material

Table S1

Empirical Reliability of Maximum a Posteriori Trait Estimates on the Big Five Triplets

Subscale	Reliability		
	BFT-matched	**BFT-mixed**	**BFT-RS**
Neuroticism	0.80	0.81	0.91
Extraversion	0.81	0.84	0.91
Openness to experience	0.69	0.73	0.85
Agreeableness	0.68	0.70	0.79
Conscientiousness	0.84	0.83	0.87

Note. BFT = Big Five Triplets, RS = rating scale.

Table S2

Descriptive Statistics for Criterion Variables

Measure	M (SD)	Min	Max	*N*
Social activities				
Number of Facebook friends	315.07 (245.55)	1	3000	1649
Attended parties / month	1.91 (1.9)	0	16	1852
Number dates / month	2.73 (3.48)	0	30	1847
Number of persons dated / year	2.92 (4.8)	0	26	1849
Health				
Frequency of smoking	2 (1.74)	1	6	1854
Number of smoked cigarettes / day	11.59 (6.41)	2	40	219
Frequency of drinking alcohol	2.86 (0.95)	1	5	1859
Life satisfaction	4.77 (1.16)	1	7	1845
Ability				
GPA	1.81 (0.59)	1	3.7	448
M-KIT score	19.02 (4.68)	4	31	839
Other variables				
Number times traveled abroad > 1 month	0.87 (1.62)	0	13	1858

Dichotomous variables	% Yes	% No	*N*
Social activities			
Facebook user	89	11	1864
Health			
Exercise regularly	71	29	1866
Charity			
Donated blood	40	60	1863

Dichotomous variables	% Yes	% No	*N*
Charity work	32	68	1866
Voluntary social year	21	79	1865
Other variables			
Punctuality	86	14	903
Job	45	55	1865
Play instrument	47	53	1866
Engage in extreme sports	5	95	1864

Note. Number of Facebook friends was analyzed as a log-transformed variable[1]. M-KIT score = score on the numeric model of the intelligence test Modularer-Kurzintelligenztest (Dantlgraber, 2015). GPA: In the German grading system, 1 = A and 4 = D (passing).

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[1] Prior to log-transforming the variable, we recoded outliers that were most likely typos as missing (e.g., 52052052). In addition, we recoded outliers on attended parties a month, number of persons dated a year, and number of times traveled abroad for longer than a month as 1 above the highest valid value or, if they were very likely typos, as missing.

Table S3

Fit statistics for the models analyzing data from the honest instruction

Model	χ^2	df	RMSEA	SRMR	CFI
Multidimensional forced-choice – matched	2908.38	1640	0.036	0.089	0.849
Multidimensional forced-choice – mixed	3209.87	1640	0.038	0.093	0.840
Rating scale	5790.22	1700	0.062	0.100	0.694

Note. RMSEA = Root Mean Square Error of Approximation, CFI = Consistency Fit Index.

Table S4

Mean differences between honest and fake-good instructions with 95% CI for subsample of psychology students based on maximum a posteriori estimates

Format	Trait	Latent mean difference	Cohen's *d*
MFC-matched	Neuroticism	–0.93 [–1.11; –0.74]	–1.38 [–1.68; –1.08]
	Extraversion	0.16 [–0.03; 0.36]	0.22 [–0.05; 0.49]
	Openness	0.43 [0.21; 0.64]	0.54 [0.27; 0.82]
	Agreeableness	0.09 [–0.07; 0.24]	0.15 [–0.12; 0.42]
	Conscientiousness	0.89 [0.63; 1.15]	0.92 [0.64; 1.21]
MFC-mixed	Neuroticism	–0.67 [–0.84; –0.49]	–0.98 [–1.25; –0.71]
	Extraversion	0.24 [0.07; 0.41]	0.35 [0.1; 0.61]
	Openness	0.04 [–0.14; 0.22]	0.06 [–0.2; 0.31]
	Agreeableness	0 [–0.18; 0.19]	0.01 [–0.25; 0.26]
	Conscientiousness	0.78 [0.56; 0.99]	0.93 [0.67; 1.2]
Rating scale	Neuroticism	–2.17 [–2.39; –1.95]	–2.58 [–2.92; –2.23]
	Extraversion	1.22 [1.02; 1.42]	1.59 [1.3; 1.89]
	Openness	1.21 [1; 1.42]	1.53 [1.24; 1.82]
	Agreeableness	0.62 [0.45; 0.79]	0.94 [0.67; 1.21]
	Conscientiousness	2.52 [2.24; 2.79]	2.38 [2.04; 2.72]

Table S5

Mean differences between actual faking and ideal faking in Cohen's d with 95% CI

Format	Trait	Cohen's *d* honest - fake-good	Cohen's *d* honest - ideal profile	Difference
MFC-matched	Neuroticism	–0.94 [–1.06; –0.82]	–0.67 [–0.76; –0.58]	–0.27
	Extraversion	0.56 [0.44; 0.68]	0.83 [0.73; 0.92]	–0.27
	Openness	0.32 [0.21; 0.44]	0.73 [0.64; 0.82]	–0.41
	Agreeableness	–0.1 [–0.21; 0.02]	0.06 [–0.02; 0.14]	–0.16
	Conscientiousness	0.47 [0.35; 0.59]	0.74 [0.65; 0.84]	–0.27
MFC-mixed	Neuroticism	–0.96 [–1.08; –0.85]	–0.58 [–0.66; –0.5]	–0.38
	Extraversion	0.73 [0.62; 0.85]	0.58 [0.5; 0.67]	0.15
	Openness	0.41 [0.3; 0.52]	–0.05 [–0.13; 0.02]	0.46
	Agreeableness	0.61 [0.5; 0.72]	0.07 [–0.01; 0.14]	0.54
	Conscientiousness	0.63 [0.52; 0.74]	0.78 [0.69; 0.87]	–0.15
Rating scale	Neuroticism	–1.81 [–1.95; –1.68]	–2.75 [–2.92; –2.58]	0.94
	Extraversion	1.41 [1.28; 1.53]	1.73 [1.6; 1.85]	–0.32
	Openness	1.16 [1.04; 1.28]	2.18 [2.03; 2.32]	–1.02
	Agreeableness	1.06 [0.94; 1.18]	1.52 [1.4; 1.63]	–0.46
	Conscientiousness	1.62 [1.49; 1.75]	3.06 [2.87; 3.25]	–1.44

Note. Actual faking was computed as the difference in maximum a posteriori (MAP) estimates between honest instruction and fake-good instruction. Ideal faking was computed as the difference between MAPs for honest instruction and MAPs for the expert-rated ideal profile.

Table S6

Correlations between Big Five and Criteria for Honest and Fake-good Conditions

Criterion	Trait	Group	r honest	r fake-good	Z honest	Z fake-good	Difference	Effect size
Facebook user	N	MFC-matched	0.00	-0.01	0.00	-0.01	0.00	negligible
Facebook user	N	RS	-0.11	-0.02	-0.11	-0.02	-0.09	negligible
Facebook user	N	MFC-mixed	-0.02	-0.13	-0.02	-0.13	0.11	small
Facebook user	E	MFC-matched	0.20	0.18	0.20	0.18	0.02	negligible
Facebook user	E	RS	0.16	0.09	0.16	0.09	0.07	negligible
Facebook user	E	MFC-mixed	0.22	0.09	0.22	0.09	0.13	small
Facebook user	O	MFC-matched	-0.17	-0.15	-0.18	-0.15	-0.02	negligible
Facebook user	O	RS	-0.01	0.01	-0.01	0.01	-0.01	negligible
Facebook user	O	MFC-mixed	0.02	-0.01	0.02	-0.01	0.02	negligible
Facebook user	A	MFC-matched	0.11	-0.16	0.11	-0.16	0.27	small
Facebook user	A	RS	0.17	0.03	0.18	0.03	0.14	small
Facebook user	A	MFC-mixed	0.16	0.18	0.16	0.18	-0.02	negligible
Facebook user	C	MFC-matched	-0.20	0.05	-0.20	0.05	-0.25	small
Facebook user	C	RS	0.02	0.00	0.02	0.00	0.02	negligible
Facebook user	C	MFC-mixed	0.00	0.07	0.00	0.07	-0.07	negligible
Number of Facebook friends (log)	N	MFC-matched	0.10	-0.01	0.10	-0.01	0.11	small
Number of Facebook friends (log)	N	RS	-0.12	-0.10	-0.12	-0.10	-0.02	negligible
Number of Facebook friends (log)	N	MFC-mixed	-0.19	-0.11	-0.19	-0.11	-0.08	negligible
Number of Facebook friends (log)	E	MFC-matched	0.50	0.11	0.54	0.11	0.44	moderate
Number of Facebook friends (log)	E	RS	0.43	0.23	0.47	0.24	0.23	small
Number of Facebook friends (log)	E	MFC-mixed	0.46	0.19	0.50	0.19	0.31	moderate
Number of Facebook friends (log)	O	MFC-matched	-0.12	0.13	-0.12	0.13	-0.25	small
Number of Facebook friends (log)	O	RS	0.11	0.16	0.11	0.16	-0.04	negligible
Number of Facebook friends (log)	O	MFC-mixed	-0.08	0.07	-0.08	0.07	-0.15	small

Variable								
Number of Facebook friends (log)	A	MFC-matched	0.09	-0.10	0.09	-0.10	0.19	small
Number of Facebook friends (log)	A	RS	0.25	0.13	0.25	0.13	0.12	small
Number of Facebook friends (log)	A	MFC-mixed	0.18	0.02	0.18	0.02	0.16	small
Number of Facebook friends (log)	C	MFC-matched	-0.27	0.05	-0.28	0.05	-0.33	moderate
Number of Facebook friends (log)	C	RS	-0.10	0.10	-0.10	0.10	-0.19	small
Number of Facebook friends (log)	C	MFC-mixed	-0.11	0.03	-0.11	0.03	-0.14	small
Attended parties/month	N	MFC-matched	0.02	-0.08	0.02	-0.08	0.10	negligible
Attended parties/month	N	RS	-0.15	-0.15	-0.15	-0.15	-0.01	negligible
Attended parties/month	N	MFC-mixed	-0.18	-0.14	-0.18	-0.14	-0.04	negligible
Attended parties/month	E	MFC-matched	0.48	0.16	0.52	0.16	0.36	moderate
Attended parties/month	E	RS	0.49	0.22	0.54	0.22	0.32	moderate
Attended parties/month	E	MFC-mixed	0.53	0.21	0.59	0.21	0.38	moderate
Attended parties/month	O	MFC-matched	-0.04	0.08	-0.04	0.08	-0.12	small
Attended parties/month	O	RS	0.08	0.16	0.08	0.16	-0.09	negligible
Attended parties/month	O	MFC-mixed	-0.03	0.02	-0.03	0.02	-0.05	negligible
Attended parties/month	A	MFC-matched	0.06	-0.10	0.06	-0.10	0.16	small
Attended parties/month	A	RS	0.24	0.11	0.25	0.11	0.14	small
Attended parties/month	A	MFC-mixed	0.22	0.00	0.23	0.00	0.23	small
Attended parties/month	C	MFC-matched	-0.31	0.06	-0.33	0.06	-0.39	moderate
Attended parties/month	C	RS	-0.18	0.14	-0.19	0.14	-0.32	moderate
Attended parties/month	C	MFC-mixed	-0.13	0.10	-0.13	0.10	-0.22	small
Number dates/month	N	MFC-matched	0.03	0.01	0.03	0.01	0.02	negligible
Number dates/month	N	RS	-0.04	-0.09	-0.04	-0.09	0.05	negligible
Number dates/month	N	MFC-mixed	-0.17	-0.20	-0.17	-0.20	0.03	negligible
Number dates/month	E	MFC-matched	0.13	0.08	0.13	0.08	0.05	negligible
Number dates/month	E	RS	0.23	0.13	0.24	0.13	0.11	small
Number dates/month	E	MFC-mixed	0.34	0.14	0.35	0.14	0.22	small
Number dates/month	O	MFC-matched	0.07	0.02	0.07	0.02	0.04	negligible
Number dates/month	O	RS	0.05	0.08	0.05	0.08	-0.02	negligible
Number dates/month	O	MFC-mixed	0.09	0.10	0.09	0.10	-0.01	negligible
Number dates/month	A	MFC-matched	-0.10	-0.12	-0.10	-0.12	0.02	negligible

Number dates/month	A	RS	0.12	0.14	0.12	0.14	-0.02	negligible
Number dates/month	A	MFC-mixed	0.19	0.07	0.19	0.07	0.12	small
Number dates/month	C	MFC-matched	0.03	-0.05	0.03	-0.05	0.07	negligible
Number dates/month	C	RS	0.03	0.10	0.03	0.10	-0.07	negligible
Number dates/month	C	MFC-mixed	0.05	0.15	0.05	0.15	-0.10	small
Number of persons dated/year	N	MFC-matched	-0.03	0.01	-0.03	0.01	-0.04	negligible
Number of persons dated/year	N	RS	-0.06	0.03	-0.06	0.03	-0.09	negligible
Number of persons dated/year	N	MFC-mixed	-0.16	-0.03	-0.16	-0.03	-0.13	small
Number of persons dated/year	E	MFC-matched	0.16	0.02	0.16	0.02	0.14	small
Number of persons dated/year	E	RS	0.21	0.04	0.21	0.04	0.17	small
Number of persons dated/year	E	MFC-mixed	0.35	0.06	0.37	0.06	0.31	moderate
Number of persons dated/year	O	MFC-matched	0.02	-0.02	0.02	-0.02	0.04	negligible
Number of persons dated/year	O	RS	0.15	0.02	0.15	0.02	0.14	small
Number of persons dated/year	O	MFC-mixed	0.03	0.03	0.03	0.03	0.00	negligible
Number of persons dated/year	A	MFC-matched	0.09	-0.01	0.09	-0.01	0.10	negligible
Number of persons dated/year	A	RS	0.00	-0.01	0.00	-0.01	0.01	negligible
Number of persons dated/year	A	MFC-mixed	0.07	-0.03	0.07	-0.03	0.10	negligible
Number of persons dated/year	C	MFC-matched	-0.17	-0.09	-0.18	-0.09	-0.09	negligible
Number of persons dated/year	C	RS	-0.02	-0.03	-0.02	-0.03	0.02	negligible
Number of persons dated/year	C	MFC-mixed	-0.05	-0.03	-0.05	-0.03	-0.02	negligible
Frequency of smoking	N	MFC-matched	0.01	0.08	0.01	0.08	-0.07	negligible
Frequency of smoking	N	RS	0.10	0.05	0.10	0.05	0.06	negligible
Frequency of smoking	N	MFC-mixed	0.06	0.09	0.06	0.09	-0.04	negligible
Frequency of smoking	E	MFC-matched	0.21	0.07	0.22	0.07	0.15	small
Frequency of smoking	E	RS	0.15	0.04	0.15	0.04	0.11	small
Frequency of smoking	E	MFC-mixed	0.23	0.02	0.23	0.02	0.21	small
Frequency of smoking	O	MFC-matched	-0.01	-0.02	-0.01	-0.02	0.01	negligible
Frequency of smoking	O	RS	0.07	0.02	0.07	0.02	0.05	negligible
Frequency of smoking	O	MFC-mixed	0.08	-0.01	0.08	-0.01	0.09	negligible
Frequency of smoking	A	MFC-matched	-0.04	-0.25	-0.04	-0.26	0.23	small
Frequency of smoking	A	RS	-0.09	-0.03	-0.09	-0.03	-0.06	negligible

Frequency of smoking	A	MFC-mixed	0.06	-0.04	0.06	-0.04	0.10	negligible
Frequency of smoking	C	MFC-matched	-0.19	-0.07	-0.19	-0.07	-0.12	small
Frequency of smoking	C	RS	-0.19	-0.07	-0.19	-0.07	-0.13	small
Frequency of smoking	C	MFC-mixed	-0.21	0.05	-0.21	0.05	-0.26	small
Frequency of drinking alcohol	N	MFC-matched	-0.08	-0.14	-0.08	-0.14	0.06	negligible
Frequency of drinking alcohol	N	RS	-0.15	-0.11	-0.15	-0.11	-0.04	negligible
Frequency of drinking alcohol	N	MFC-mixed	-0.12	-0.05	-0.12	-0.05	-0.08	negligible
Frequency of drinking alcohol	E	MFC-matched	0.33	0.20	0.35	0.20	0.14	small
Frequency of drinking alcohol	E	RS	0.29	0.14	0.30	0.14	0.16	small
Frequency of drinking alcohol	E	MFC-mixed	0.32	0.10	0.33	0.10	0.23	small
Frequency of drinking alcohol	O	MFC-matched	-0.11	0.05	-0.11	0.05	-0.16	small
Frequency of drinking alcohol	O	RS	-0.02	0.09	-0.02	0.09	-0.11	small
Frequency of drinking alcohol	O	MFC-mixed	-0.10	-0.03	-0.10	-0.03	-0.07	negligible
Frequency of drinking alcohol	A	MFC-matched	0.19	-0.04	0.19	-0.04	0.23	small
Frequency of drinking alcohol	A	RS	0.12	0.04	0.13	0.04	0.08	negligible
Frequency of drinking alcohol	A	MFC-mixed	0.08	-0.04	0.08	-0.04	0.12	small
Frequency of drinking alcohol	C	MFC-matched	-0.27	0.07	-0.27	0.07	-0.34	moderate
Frequency of drinking alcohol	C	RS	-0.19	0.06	-0.20	0.06	-0.26	small
Frequency of drinking alcohol	C	MFC-mixed	-0.28	0.03	-0.28	0.03	-0.31	moderate
Life satisfaction	N	MFC-matched	-0.44	-0.24	-0.48	-0.24	-0.23	small
Life satisfaction	N	RS	-0.65	-0.21	-0.77	-0.21	-0.56	large
Life satisfaction	N	MFC-mixed	-0.67	-0.29	-0.81	-0.30	-0.51	large
Life satisfaction	E	MFC-matched	0.19	0.10	0.19	0.10	0.09	negligible
Life satisfaction	E	RS	0.41	0.13	0.43	0.13	0.31	moderate
Life satisfaction	E	MFC-mixed	0.45	0.23	0.48	0.24	0.24	small
Life satisfaction	O	MFC-matched	0.02	0.10	0.02	0.10	-0.08	negligible
Life satisfaction	O	RS	0.14	0.10	0.14	0.10	0.04	negligible
Life satisfaction	O	MFC-mixed	-0.14	0.04	-0.14	0.04	-0.18	small
Life satisfaction	A	MFC-matched	0.29	0.23	0.30	0.23	0.07	negligible
Life satisfaction	A	RS	0.42	0.16	0.45	0.16	0.29	small
Life satisfaction	A	MFC-mixed	0.22	0.11	0.22	0.11	0.11	small

Life satisfaction	C	MFC-matched	-0.13	0.08	-0.13	0.08	-0.21	small
Life satisfaction	C	RS	0.23	0.14	0.23	0.14	0.09	negligible
Life satisfaction	C	MFC-mixed	0.00	0.23	0.00	0.23	-0.23	small
GPA	N	MFC-matched	-0.10	-0.02	-0.10	-0.02	-0.08	negligible
GPA	N	RS	0.04	0.05	0.04	0.05	-0.01	negligible
GPA	N	MFC-mixed	-0.06	0.14	-0.06	0.14	-0.20	small
GPA	E	MFC-matched	0.09	0.11	0.09	0.11	-0.02	negligible
GPA	E	RS	0.02	-0.08	0.02	-0.08	0.11	small
GPA	E	MFC-mixed	-0.03	-0.20	-0.03	-0.20	0.17	small
GPA	O	MFC-matched	0.09	-0.28	0.09	-0.29	0.38	moderate
GPA	O	RS	-0.11	-0.26	-0.11	-0.26	0.15	small
GPA	O	MFC-mixed	-0.24	-0.12	-0.24	-0.12	-0.12	small
GPA	A	MFC-matched	-0.12	0.19	-0.12	0.19	-0.31	moderate
GPA	A	RS	-0.16	-0.13	-0.16	-0.13	-0.03	negligible
GPA	A	MFC-mixed	-0.21	-0.15	-0.21	-0.15	-0.06	negligible
GPA	C	MFC-matched	-0.14	-0.15	-0.14	-0.15	0.01	negligible
GPA	C	RS	-0.05	-0.12	-0.05	-0.12	0.06	negligible
GPA	C	MFC-mixed	-0.18	-0.05	-0.18	-0.05	-0.12	small
Intelligence	N	MFC-matched	-0.01	0.09	-0.01	0.09	-0.10	negligible
Intelligence	N	RS	-0.04	-0.11	-0.04	-0.11	0.07	negligible
Intelligence	N	MFC-mixed	0.04	0.03	0.04	0.03	0.01	negligible
Intelligence	E	MFC-matched	-0.05	-0.09	-0.05	-0.09	0.04	negligible
Intelligence	E	RS	-0.13	0.08	-0.13	0.08	-0.21	small
Intelligence	E	MFC-mixed	-0.12	0.10	-0.12	0.10	-0.22	small
Intelligence	O	MFC-matched	-0.15	0.05	-0.15	0.05	-0.20	small
Intelligence	O	RS	-0.07	0.07	-0.07	0.07	-0.15	small
Intelligence	O	MFC-mixed	-0.12	0.14	-0.12	0.14	-0.26	small
Intelligence	A	MFC-matched	0.04	0.05	0.04	0.05	-0.01	negligible
Intelligence	A	RS	-0.02	-0.01	-0.02	-0.01	-0.01	negligible
Intelligence	A	MFC-mixed	0.04	0.15	0.04	0.15	-0.11	small
Intelligence	C	MFC-matched	-0.01	-0.04	-0.01	-0.04	0.03	negligible

Intelligence	C	RS	-0.06	0.13	-0.06	0.13	-0.19	small
Intelligence	C	MFC-mixed	-0.08	0.06	-0.08	0.06	-0.14	small
Number times traveled abroad > 1 month	N	MFC-matched	-0.11	-0.09	-0.11	-0.09	-0.02	negligible
Number times traveled abroad > 1 month	N	RS	-0.16	-0.01	-0.16	-0.01	-0.15	small
Number times traveled abroad > 1 month	N	MFC-mixed	-0.11	-0.06	-0.11	-0.06	-0.05	negligible
Number times traveled abroad > 1 month	E	MFC-matched	0.07	0.14	0.07	0.14	-0.07	negligible
Number times traveled abroad > 1 month	E	RS	0.16	0.04	0.17	0.04	0.13	small
Number times traveled abroad > 1 month	E	MFC-mixed	0.24	0.07	0.25	0.07	0.18	small
Number times traveled abroad > 1 month	O	MFC-matched	0.15	0.12	0.15	0.12	0.04	negligible
Number times traveled abroad > 1 month	O	RS	0.18	0.02	0.19	0.02	0.17	small
Number times traveled abroad > 1 month	O	MFC-mixed	0.07	-0.04	0.07	-0.04	0.11	small
Number times traveled abroad > 1 month	A	MFC-matched	-0.02	0.05	-0.02	0.05	-0.08	negligible
Number times traveled abroad > 1 month	A	RS	0.13	-0.01	0.13	-0.01	0.14	small
Number times traveled abroad > 1 month	A	MFC-mixed	0.10	-0.02	0.10	-0.02	0.12	small
Number times traveled abroad > 1 month	C	MFC-matched	-0.05	0.06	-0.05	0.06	-0.10	small
Number times traveled abroad > 1 month	C	RS	0.06	-0.05	0.06	-0.05	0.10	small
Number times traveled abroad > 1 month	C	MFC-mixed	-0.09	0.17	-0.09	0.18	-0.26	small

Exercise regularly	N	MFC-matched	0.01	0.11	0.01	0.11	-0.10	negligible
Exercise regularly	N	RS	-0.32	-0.10	-0.33	-0.10	-0.23	small
Exercise regularly	N	MFC-mixed	-0.10	-0.07	-0.10	-0.07	-0.04	negligible
Exercise regularly	E	MFC-matched	0.16	0.01	0.16	0.01	0.16	small
Exercise regularly	E	RS	0.32	0.11	0.33	0.11	0.22	small
Exercise regularly	E	MFC-mixed	0.25	0.03	0.25	0.03	0.22	small
Exercise regularly	O	MFC-matched	0.11	0.08	0.11	0.08	0.02	negligible
Exercise regularly	O	RS	0.16	0.09	0.16	0.09	0.07	negligible
Exercise regularly	O	MFC-mixed	0.06	-0.05	0.06	-0.05	0.11	small
Exercise regularly	A	MFC-matched	0.09	-0.14	0.09	-0.14	0.23	small
Exercise regularly	A	RS	0.16	0.02	0.16	0.02	0.14	small
Exercise regularly	A	MFC-mixed	0.14	0.05	0.14	0.05	0.10	negligible
Exercise regularly	C	MFC-matched	0.00	-0.03	0.00	-0.03	0.02	negligible
Exercise regularly	C	RS	0.07	0.06	0.07	0.06	0.01	negligible
Exercise regularly	C	MFC-mixed	0.03	0.03	0.03	0.03	-0.01	negligible
Donated blood	N	MFC-matched	-0.10	-0.13	-0.10	-0.13	0.04	negligible
Donated blood	N	RS	-0.10	-0.08	-0.10	-0.08	-0.02	negligible
Donated blood	N	MFC-mixed	-0.10	-0.07	-0.10	-0.07	-0.04	negligible
Donated blood	E	MFC-matched	0.00	-0.03	0.00	-0.03	0.02	negligible
Donated blood	E	RS	-0.03	0.08	-0.03	0.08	-0.10	small
Donated blood	E	MFC-mixed	0.13	0.09	0.13	0.09	0.03	negligible
Donated blood	O	MFC-matched	0.03	-0.01	0.03	-0.01	0.04	negligible
Donated blood	O	RS	0.04	0.02	0.04	0.02	0.01	negligible
Donated blood	O	MFC-mixed	-0.07	0.09	-0.07	0.09	-0.16	small
Donated blood	A	MFC-matched	0.07	0.04	0.07	0.04	0.03	negligible
Donated blood	A	RS	0.01	0.00	0.01	0.00	0.01	negligible
Donated blood	A	MFC-mixed	0.06	0.05	0.06	0.05	0.01	negligible
Donated blood	C	MFC-matched	-0.01	-0.01	-0.01	-0.01	0.00	negligible
Donated blood	C	RS	0.00	0.03	0.00	0.03	-0.04	negligible
Donated blood	C	MFC-mixed	-0.04	0.05	-0.04	0.05	-0.09	negligible
Charity work	N	MFC-matched	-0.08	-0.09	-0.08	-0.09	0.01	negligible

Charity work	N	RS	-0.25	-0.18	-0.25	-0.18	-0.07	negligible
Charity work	N	MFC-mixed	-0.02	-0.04	-0.02	-0.04	0.02	negligible
Charity work	E	MFC-matched	0.18	0.07	0.18	0.07	0.11	small
Charity work	E	RS	0.31	0.19	0.33	0.19	0.14	small
Charity work	E	MFC-mixed	0.22	0.18	0.22	0.18	0.04	negligible
Charity work	O	MFC-matched	0.09	0.07	0.09	0.07	0.02	negligible
Charity work	O	RS	0.05	0.10	0.05	0.10	-0.05	negligible
Charity work	O	MFC-mixed	0.20	0.05	0.20	0.05	0.15	small
Charity work	A	MFC-matched	0.04	0.10	0.04	0.10	-0.07	negligible
Charity work	A	RS	0.36	0.20	0.38	0.20	0.18	small
Charity work	A	MFC-mixed	0.20	0.07	0.20	0.07	0.13	small
Charity work	C	MFC-matched	-0.08	0.05	-0.08	0.05	-0.13	small
Charity work	C	RS	-0.03	0.08	-0.03	0.08	-0.11	small
Charity work	C	MFC-mixed	-0.10	0.02	-0.10	0.02	-0.13	small
Voluntary social year	N	MFC-matched	0.08	-0.06	0.08	-0.06	0.14	small
Voluntary social year	N	RS	0.04	-0.01	0.04	-0.01	0.04	negligible
Voluntary social year	N	MFC-mixed	-0.02	-0.06	-0.02	-0.06	0.04	negligible
Voluntary social year	E	MFC-matched	0.09	0.04	0.09	0.04	0.06	negligible
Voluntary social year	E	RS	0.15	0.04	0.15	0.04	0.11	small
Voluntary social year	E	MFC-mixed	0.09	0.02	0.09	0.02	0.07	negligible
Voluntary social year	O	MFC-matched	-0.05	0.04	-0.05	0.04	-0.08	negligible
Voluntary social year	O	RS	0.08	0.05	0.08	0.05	0.03	negligible
Voluntary social year	O	MFC-mixed	0.10	0.03	0.10	0.03	0.07	negligible
Voluntary social year	A	MFC-matched	-0.15	0.01	-0.15	0.01	-0.16	small
Voluntary social year	A	RS	0.08	0.04	0.08	0.04	0.04	negligible
Voluntary social year	A	MFC-mixed	0.26	0.06	0.27	0.06	0.21	small
Voluntary social year	C	MFC-matched	-0.16	0.10	-0.16	0.10	-0.27	small
Voluntary social year	C	RS	-0.02	0.00	-0.02	0.00	-0.02	negligible
Voluntary social year	C	MFC-mixed	-0.02	0.04	-0.02	0.04	-0.06	negligible
Punctuality	N	MFC-matched	0.12	0.00	0.12	0.00	0.12	small
Punctuality	N	RS	0.02	-0.13	0.02	-0.13	0.15	small

Punctuality	N	MFC-mixed	0.00	0.01	0.00	0.01	-0.01	negligible
Punctuality	E	MFC-matched	-0.07	0.08	-0.07	0.08	-0.15	small
Punctuality	E	RS	-0.15	0.06	-0.15	0.06	-0.21	small
Punctuality	E	MFC-mixed	-0.18	0.01	-0.18	0.01	-0.19	small
Punctuality	O	MFC-matched	-0.06	0.02	-0.06	0.02	-0.08	negligible
Punctuality	O	RS	-0.14	0.03	-0.14	0.03	-0.18	small
Punctuality	O	MFC-mixed	-0.20	0.20	-0.21	0.20	-0.40	moderate
Punctuality	A	MFC-matched	0.02	-0.26	0.02	-0.26	0.28	small
Punctuality	A	RS	-0.20	0.12	-0.20	0.12	-0.32	moderate
Punctuality	A	MFC-mixed	-0.17	0.09	-0.18	0.09	-0.27	small
Punctuality	C	MFC-matched	-0.16	-0.09	-0.16	-0.09	-0.08	negligible
Punctuality	C	RS	0.08	-0.01	0.08	-0.01	0.09	negligible
Punctuality	C	MFC-mixed	0.36	-0.11	0.38	-0.11	0.49	moderate
Job	N	MFC-matched	-0.03	-0.09	-0.03	-0.09	0.06	negligible
Job	N	RS	-0.03	-0.18	-0.03	-0.18	0.15	small
Job	N	MFC-mixed	0.03	-0.11	0.03	-0.11	0.14	small
Job	E	MFC-matched	0.21	-0.02	0.21	-0.02	0.23	small
Job	E	RS	0.27	0.22	0.27	0.22	0.05	negligible
Job	E	MFC-mixed	0.11	0.10	0.11	0.10	0.00	negligible
Job	O	MFC-matched	0.08	0.19	0.08	0.19	-0.11	small
Job	O	RS	0.25	0.17	0.25	0.18	0.08	negligible
Job	O	MFC-mixed	0.10	0.07	0.10	0.07	0.03	negligible
Job	A	MFC-matched	0.08	0.01	0.08	0.01	0.07	negligible
Job	A	RS	0.21	0.23	0.21	0.24	-0.02	negligible
Job	A	MFC-mixed	0.08	0.10	0.08	0.10	-0.02	negligible
Job	C	MFC-matched	-0.10	0.13	-0.10	0.13	-0.23	small
Job	C	RS	0.04	0.13	0.04	0.13	-0.09	negligible
Job	C	MFC-mixed	-0.06	0.14	-0.06	0.14	-0.20	small
Play instrument	N	MFC-matched	0.12	-0.10	0.13	-0.10	0.22	small
Play instrument	N	RS	-0.02	-0.12	-0.02	-0.12	0.10	negligible
Play instrument	N	MFC-mixed	0.03	-0.15	0.03	-0.15	0.18	small

Play instrument	E	MFC-matched	0.06	0.04	0.06	0.04	0.03	negligible
Play instrument	E	RS	0.14	0.11	0.14	0.11	0.03	negligible
Play instrument	E	MFC-mixed	0.08	0.09	0.08	0.09	-0.01	negligible
Play instrument	O	MFC-matched	-0.03	0.09	-0.03	0.09	-0.12	small
Play instrument	O	RS	0.17	0.14	0.17	0.14	0.03	negligible
Play instrument	O	MFC-mixed	0.18	0.05	0.18	0.05	0.13	small
Play instrument	A	MFC-matched	-0.07	-0.15	-0.07	-0.15	0.09	negligible
Play instrument	A	RS	0.27	0.14	0.28	0.14	0.14	small
Play instrument	A	MFC-mixed	0.24	0.07	0.25	0.07	0.17	small
Play instrument	C	MFC-matched	-0.02	0.11	-0.02	0.11	-0.13	small
Play instrument	C	RS	0.05	0.14	0.05	0.14	-0.09	negligible
Play instrument	C	MFC-mixed	-0.10	0.11	-0.10	0.11	-0.22	small
Engage in extreme sports	N	MFC-matched	-0.15	-0.17	-0.15	-0.17	0.02	negligible
Engage in extreme sports	N	RS	0.00	0.17	0.00	0.17	-0.17	small
Engage in extreme sports	N	MFC-mixed	0.00	-0.06	0.00	-0.06	0.06	negligible
Engage in extreme sports	E	MFC-matched	0.21	0.04	0.21	0.04	0.17	small
Engage in extreme sports	E	RS	0.21	-0.08	0.21	-0.08	0.30	small
Engage in extreme sports	E	MFC-mixed	0.19	0.17	0.19	0.17	0.02	negligible
Engage in extreme sports	O	MFC-matched	-0.01	0.21	-0.01	0.21	-0.22	small
Engage in extreme sports	O	RS	0.06	-0.10	0.06	-0.10	0.16	small
Engage in extreme sports	O	MFC-mixed	0.01	0.03	0.01	0.03	-0.02	negligible
Engage in extreme sports	A	MFC-matched	0.11	-0.14	0.11	-0.15	0.26	small
Engage in extreme sports	A	RS	0.08	-0.08	0.08	-0.08	0.17	small
Engage in extreme sports	A	MFC-mixed	-0.05	0.05	-0.05	0.05	-0.10	negligible
Engage in extreme sports	C	MFC-matched	-0.19	-0.02	-0.19	-0.02	-0.17	small
Engage in extreme sports	C	RS	0.06	-0.03	0.06	-0.03	0.10	negligible
Engage in extreme sports	C	MFC-mixed	-0.06	0.08	-0.06	0.08	-0.14	small

Note. N = neuroticism, E = extraversion, O = openness, A = agreeableness, C = conscientiousness.