

Table S1

Definitions of LSQ Scales Rated by Experts as Essential to the Director of Market Research and Analytics

Scale	Definition
Solution Focus	Produces solutions that are practical, realistic and can be quickly implemented. Has a pragmatic approach to work and is quick thinking but sensible; is skilled at finding multiple solutions when faced with a problem.
Analysis	Thinks carefully and critically; focuses on gathering evidence to inform decisions; likes working with data and information; is logical and identifies patterns in data.
Innovation	Generates new ideas and solutions; frequently thinks outside of the box; is unconventional and finds creative solutions that are different from what is expected.
Collaboration	Recognizes and values the importance of listening to and working with others; engages others in team decision-making and makes sure everyone is heard. Enjoys collaborating and actively seeking the input from others in order to make new connections.
Mentorship	Leads and supports others; is concerned about, and actively steers the development, growth and empowerment of others. Is thoughtful and understanding.
Influence	Understands how to make a strong impression, finds it easy to build credibility and generate buy-in. Is aware of the relationships that need to be built in order to create an impact, and provides a strong case when introducing ideas. Is persuasive and assertive; knows how to create a message that appeals to an audience.
Control	Is able to take charge of situations, take the lead, step up and take control. Is able to influence others and convey authority. Enjoys leading and taking initiative, is comfortable delegating work, giving orders and takes responsibility for difficult decisions.
Opportunity Focus	Frequently spots new opportunities to improve and expand the business. Sees how to turn challenges into opportunities, thinks creatively when identifying opportunities for success. Demonstrates commercial acumen and is entrepreneurial.
Vision	Focuses attention and priorities on achieving long-term strategies. Has the ability to see the bigger picture, to visualize what is needed to attain long-term goals.

Supplement to paper “Faking Ipsative Questionnaires: The Role of General Mental Ability and Ability to Identify Criteria”

Table S2

Correlations of participants’ GMA and ATIC with LSQ job-essential score, median response latency, mean click count and their differences between conditions, by order of stakes

	Oder of stakes	DV	Honest	Faking	Faking–Honest
GMA	Faking first	LSQ_essential	-.050	.018	.074
		medianTime	-.442***	-.446***	-.213*
		meanClicks	-.152	-.054	.111
	Honest first	LSQ_essential	-.114	.199*	.274**
		medianTime	-.239*	-.247*	-.043
		meanClicks	-.271**	-.240*	.030
ATIC	Faking first	LSQ_essential	.084	.248*	.188
		medianTime	-.027	-.022	-.009
		meanClicks	-.068	.116	.237*
	Honest first	LSQ_essential	.035	.169	.137
		medianTime	.171	.225*	.115
		meanClicks	-.003	.040	.053

Note. *** $p < .001$, ** $p < .01$, * $p < .05$ (two-tailed). Sample sizes for correlations with GMA were N=199 for either Honest or Faking condition, and N=198 for their difference. Sample sizes for correlations with ATIC were N=195 for either Honest or Faking condition, and N=194 for their difference. The sample size for ATIC was smaller because 4 participants rated all scales ‘essential’, therefore correlation with expert ratings was not defined for them.

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Table S3

Correlations between participants’ LSQ job-essential score, median response latency and mean click count under honest and faking conditions (N=199 for the same stakes and N=198 cross stakes)

		Honest condition			Faking condition		
		LSQ_ess	medTime	mClicks	LSQ_ess	medTime	mClicks
Honest condition	LSQ_ess	1					
	medianTime	-.003	1				
	meanClicks	-.108	.313**	1			
Faking condition	LSQ_ess	.501***	-.080	-.037	1		
	medianTime	.182*	.635***	.123	.049	1	
	meanClicks	.011	.254**	.681***	-.006	.268**	1

Note. LSQ_ess = LSQ job-essential score. Shaded cells correspond to counterpart outcomes across conditions. *** p < .001, ** p < .01, * p < .05 (two-tailed).

Table S4

Correlations between participants’ LSQ essential score, median response latency and mean click count under honest and faking conditions, by order of stakes (N=100 for within-stakes correlations and N=99 for between-stakes correlations)

		Honest condition			Faking condition		
		LSQess	medTime	mClicks	LSQess	medTime	mClicks
Honest condition	LSQ_ess	1	.189	-.007	.331**	.212*	.097
	medianTime	-.084	1	.418***	.010	.607***	.391***
	meanClicks	-.122	.192	1	-.034	.310**	.703***
Faking condition	LSQ_ess	.586***	-.124	.020	1	.085	-.070
	medianTime	.081	.724***	.034	-.054	1	.431***
	meanClicks	-.121	.165	.718***	.001	.125	1

Note. Correlations for ‘honest first’ condition (N=100) are above the diagonal and ‘faking first’ condition (N=100) are below the diagonal. Note. LSQ_ess = LSQ job-essential score. Shaded cells correspond to counterpart outcomes across conditions. *** p < .001, ** p < .01, * p < .05 (two-tailed).

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Figure S1

Distributions of LSQ essential score (average of 9 job-essential scales) by condition

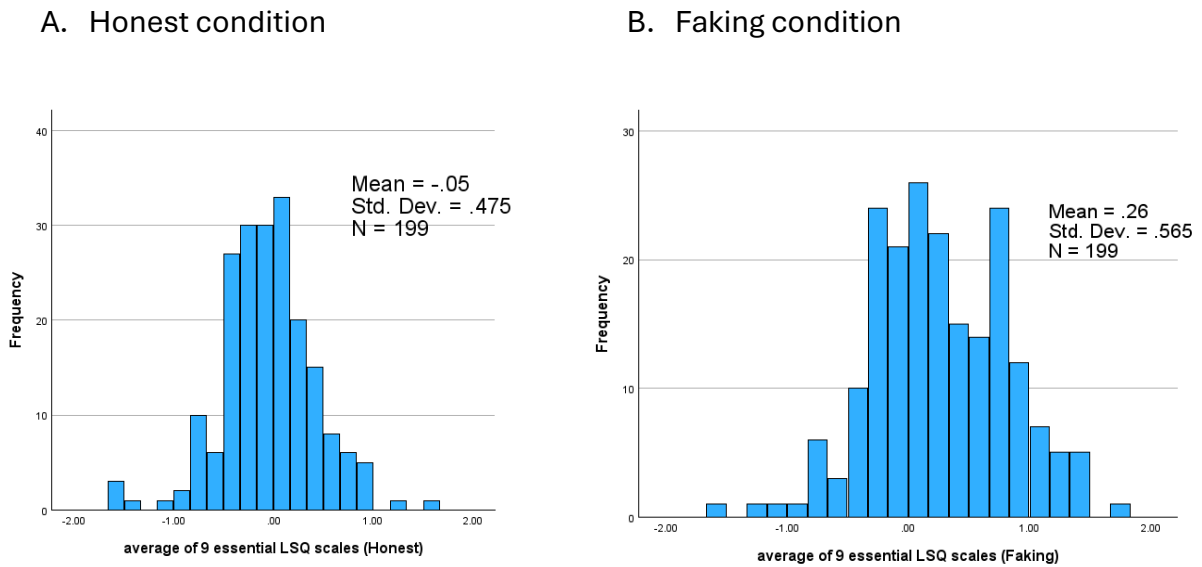


Figure S2

Distributions of participants' median response latency by condition

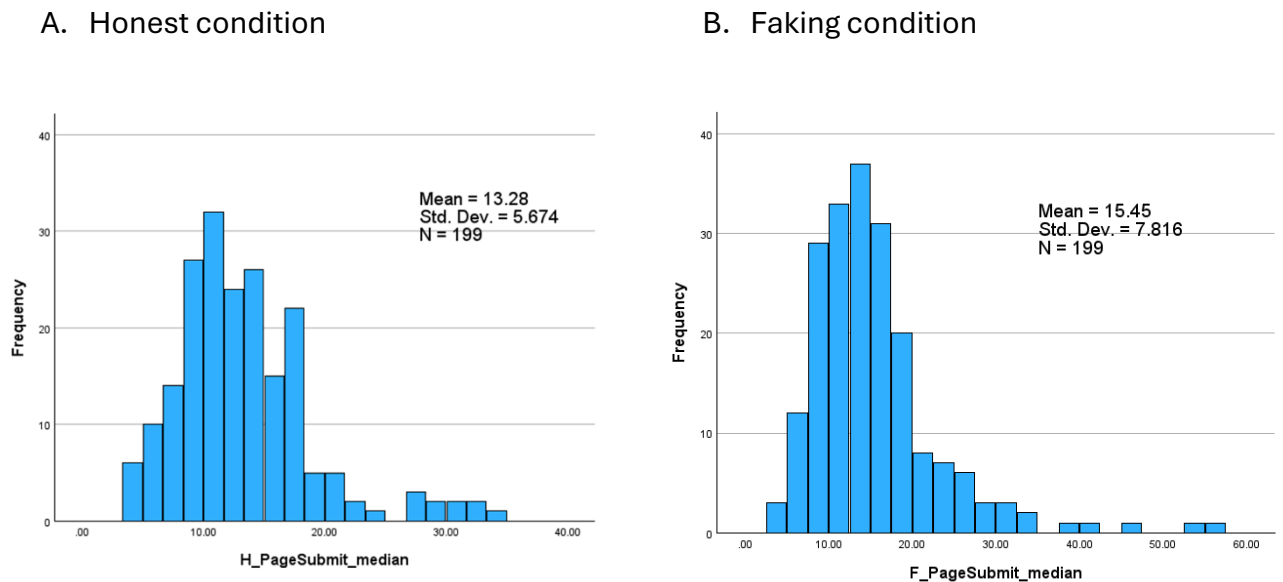


Figure S3

Distributions of participants' mean click counts by condition

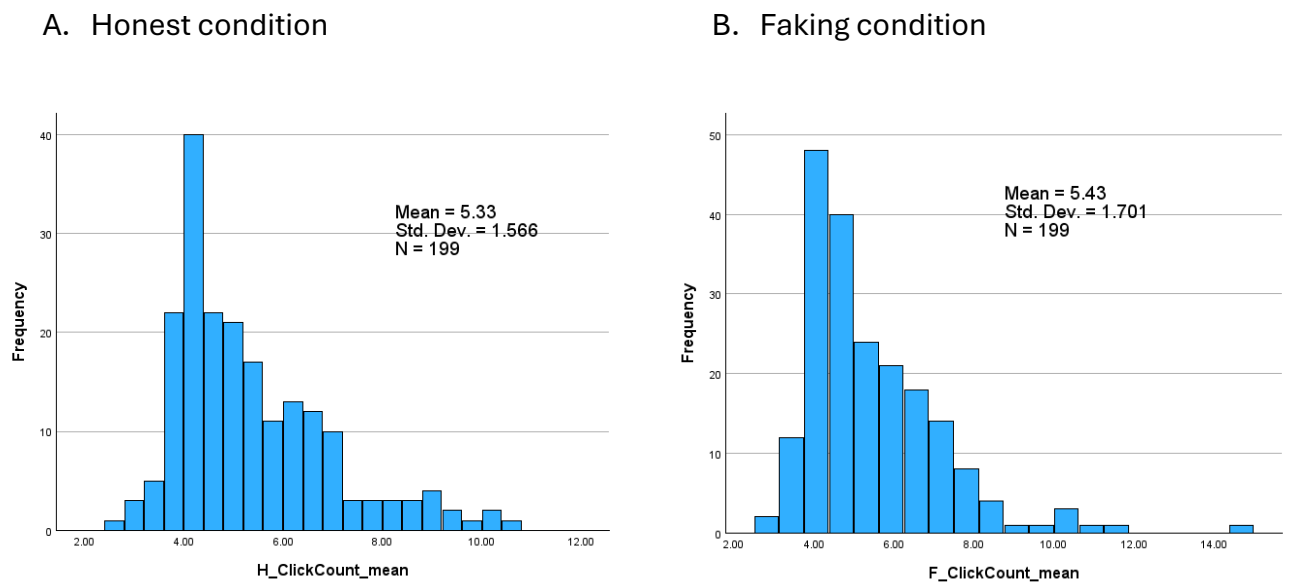


Figure S4

Estimated marginal means for participants' LSQ job-essential score

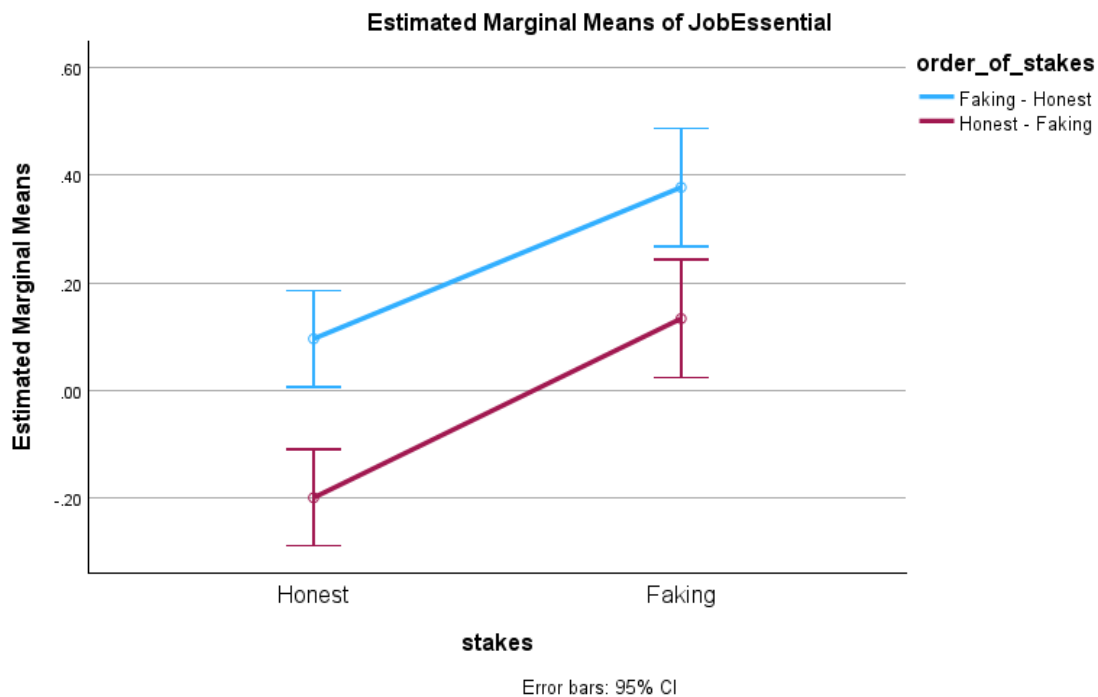


Figure S5
Estimated marginal means for participants’ median response latency

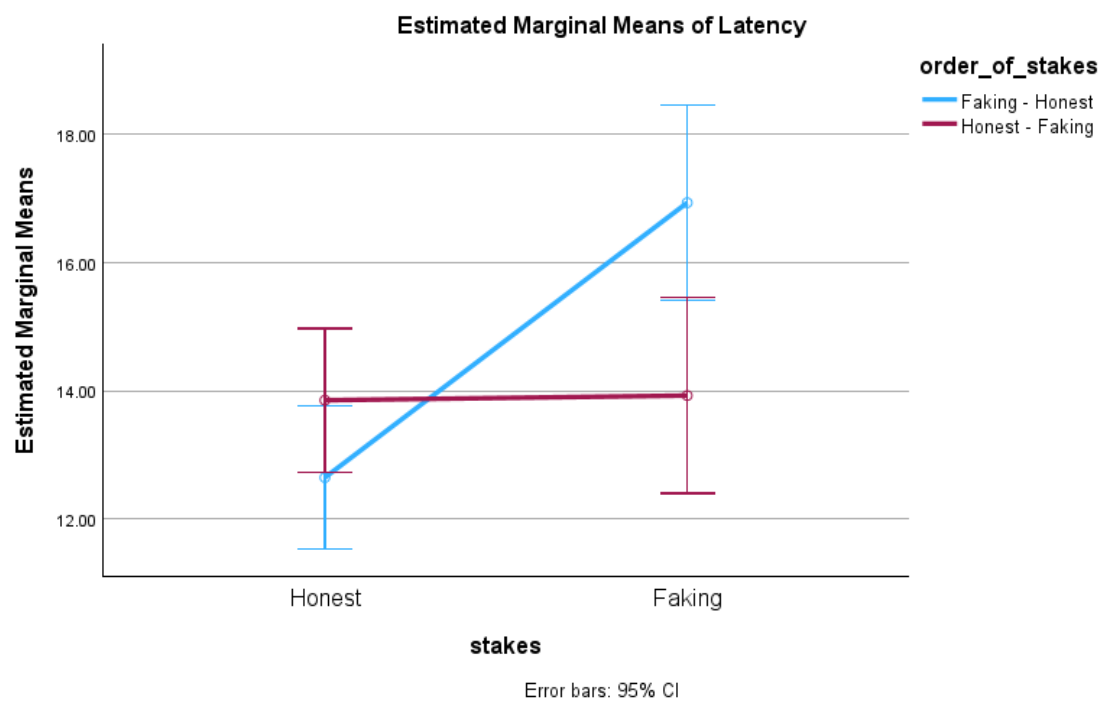


Figure S6
Estimated marginal means for participants’ mean click count

