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Psychometric Report

ACT Profile

(The Assessment of Character Traits Profile)

ACT Profile was co-developed by Ronald Warren, PhD and Plumeus Inc.

Description:

The ACT Profile is a 64-item test assessing eleven different characteristics that will have a great impact on achievement and success in life- at work and in social relationships. The outcome of the test is a personalized report that outlines the test-takers strengths and weaknesses. The scales assessed include:

1. **Helpful:** The Helpfulness Scale measures interpersonal sensitivity, consensus building, and an interest in working with and through others. Individuals with high scores on Helpfulness are patient, good listeners , and use encouragement to motivate performance.
2. **Sociable:** The Sociable Scale measures your interest and ability to maintain social relationships. People who score high on the Sociable Scale are friendly, warm, and interpersonally savvy. They are people-persons.
3. **Need for Approval:** The Need for Approval Scale measures your interest in and drive to gain the favor and approval of others. People with a high need for approval place a priority on "getting along" and solicit assurance from others that things are "okay." Rebels do not score high on this scale.
4. **Dependent:** The Dependent Scale measures the need to look to others for direction and guidance. Hallmarks of this attribute are deference, appeasing others, and letting others make decisions. High scores on the Dependent Scale reflect a preference to maintain the status quo, play it safe and limit risks.
5. **Tense:** The Tense Scale measures the tendency to worry and feel anxious. Some anxiety and apprehension are part of the human condition and function to keep us alert, but very tense people are often unhappy and discontent. They see problems rather than opportunities.
6. **Rigid:** The Rigid Scale measures the tendency to be inflexible, stubborn, and resistant to new ideas. A rigid person has strong opinions and is not willing to entertain alternative points of view. Rigid thinkers enjoy arguments and debates and ask lots of questions. They like being a devil's advocate, and tend to focus on finding problems rather than solutions.
7. **Controlling:** The Controlling Scale measures the tendency to be authoritarian, adversarial, and pushy. Controlling people feel a need to dominate situations and exercise/flex their power and influence. They are opinionated and very direct in stating their opinions. They take things personally and make things personal - a counterproductive style for teamwork.
8. **Competitive:** The Competitive Scale measures the need to compete with and outdo other people. While many forms of competition are totally appropriate and healthy, this scale measures the tendency to set up win/lose situations rather than create win/win scenarios. The ability to create win/win scenarios is essential for collaboration and cooperation.
9. **Conscientious:** The Conscientious Scale measures the need to produce high quality results, to attend to details, and to want to do things the right way the first time. Conscientious people focus on their work and work very hard to achieve quality results. That is why professionals who are conscientious tend to be more effective on the job.
10. **Achieving:** The Achieving Scale measures interest in working on and enjoying challenging tasks. High achievers are ambitious, self-directed, and enjoy intellectually challenging projects. They are passionate about their ideas and work. High achievers seek out opportunities to exercise their judgment, skills, and abilities. They are pragmatic and realistic, optimistic about things, set stretch goals, and have clear ideas about their standards of excellence.
11. **Innovative:** The Innovative Scale measures an individual's inquisitiveness, curiosity, and confidence to try new things. Innovative people are independent-minded and have a strong sense of commitment and satisfaction. They are interested in learning and seek out situations to develop their interests and knowledge. They are enthusiastic and highly motivated to turn possibilities into realities.

Sample Size: 48343

The sample includes men and women, aged 10 to 80, who took the test on Queendom.com website.

Number of questions: 64

Descriptive Statistics

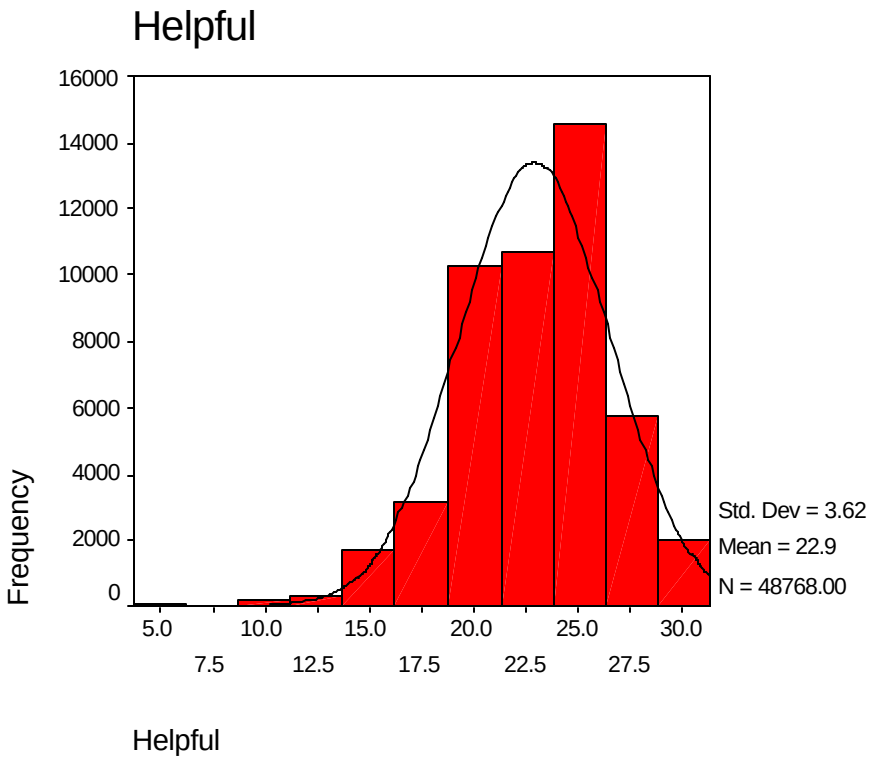
Please see Annex 1 for Information about the ACT test scoring system
Please see Annex 2 for Descriptive statistics

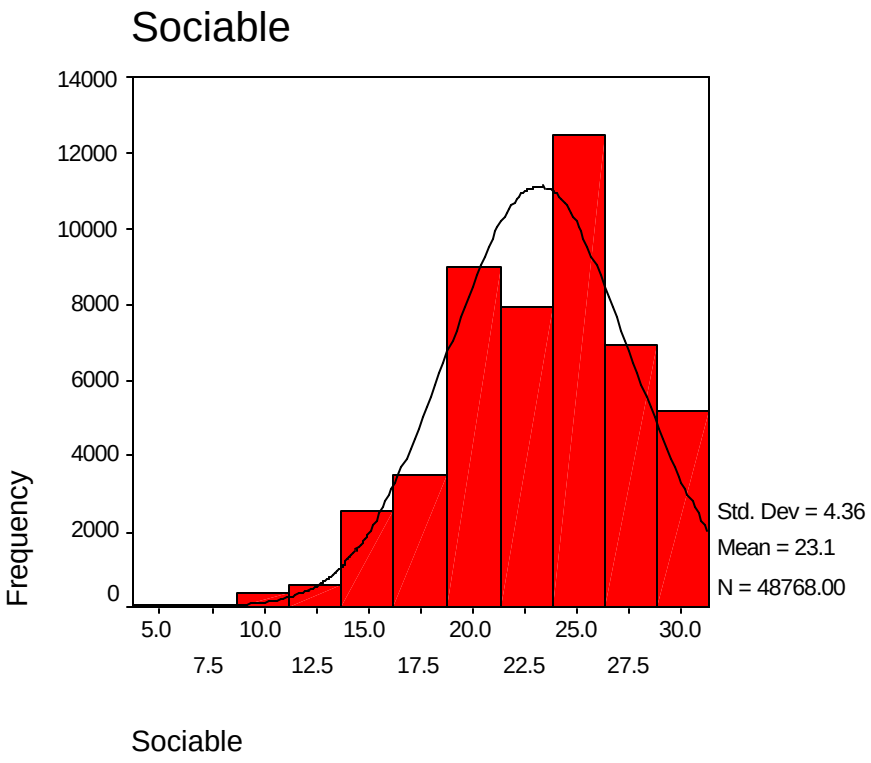
Note: The ACT Profile reports are based on percentiles. Raw scores for the subscales were used to generate descriptive statistics and to evaluate the reliability and validity of the profile.

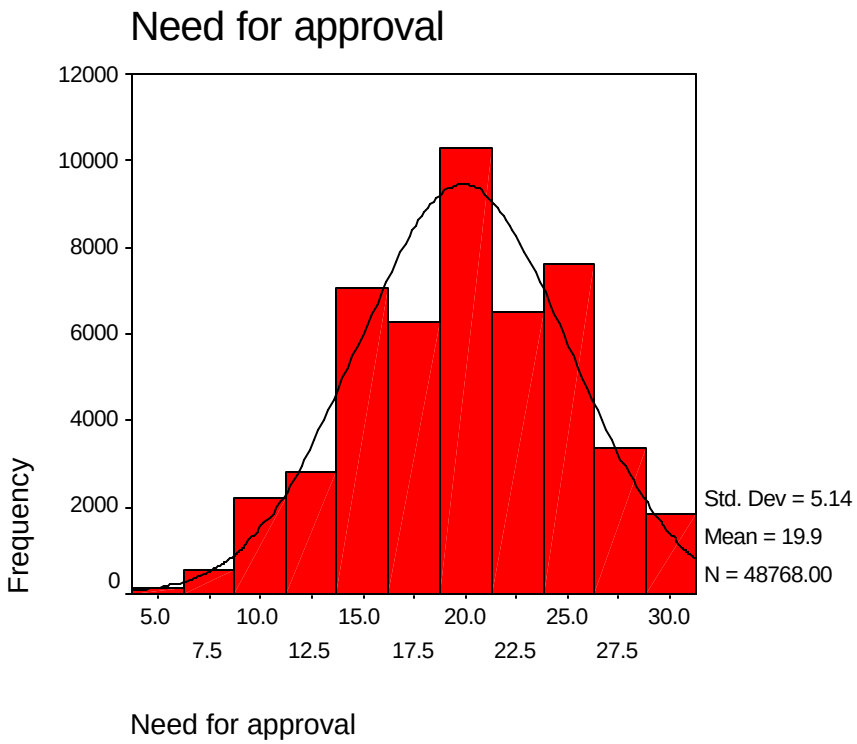
Distribution for the ACT Profile

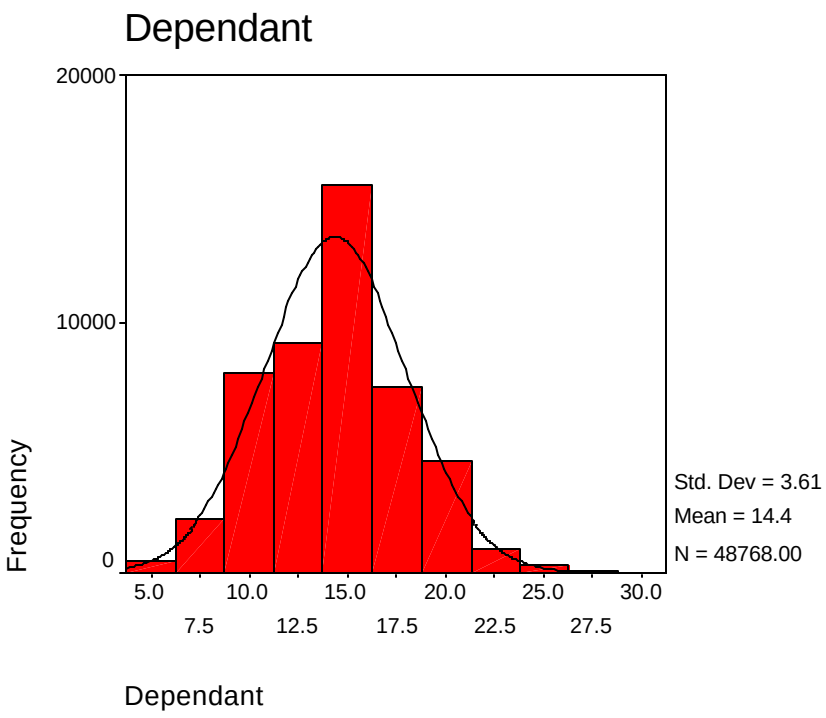
The distribution of the scores is shown in red; the normal curve is represented by the black line plotted over it. The scores are displayed on the x-axis. The y-axis corresponds to the number of respondents who fall into the relevant score range.

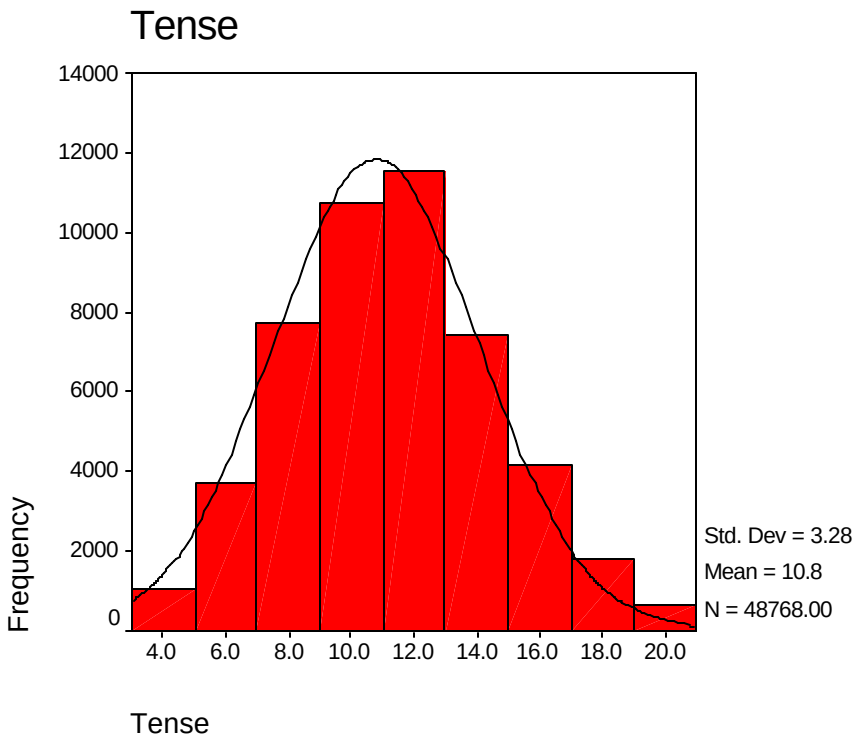
Distribution of scores for the 11 subscales

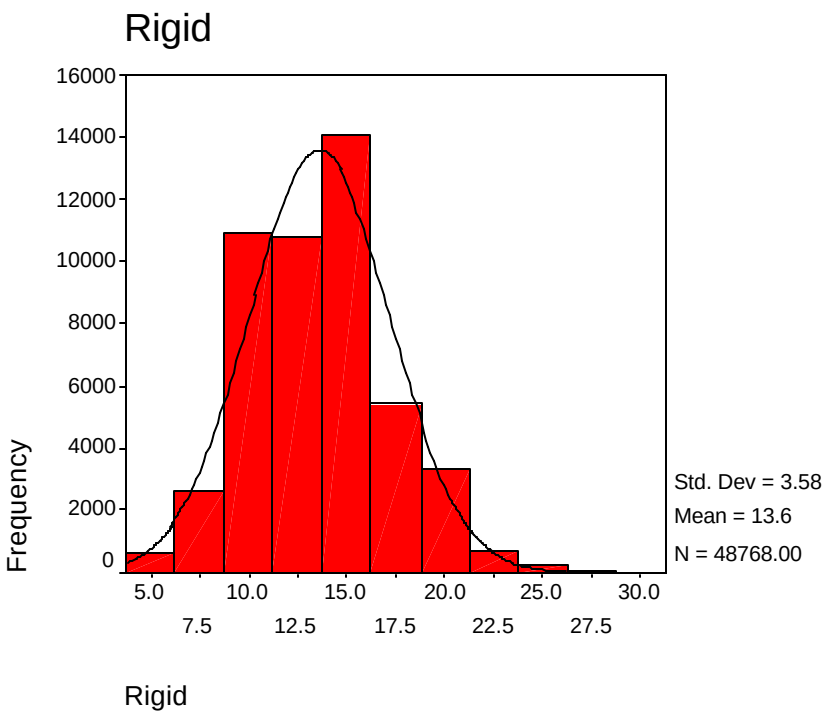


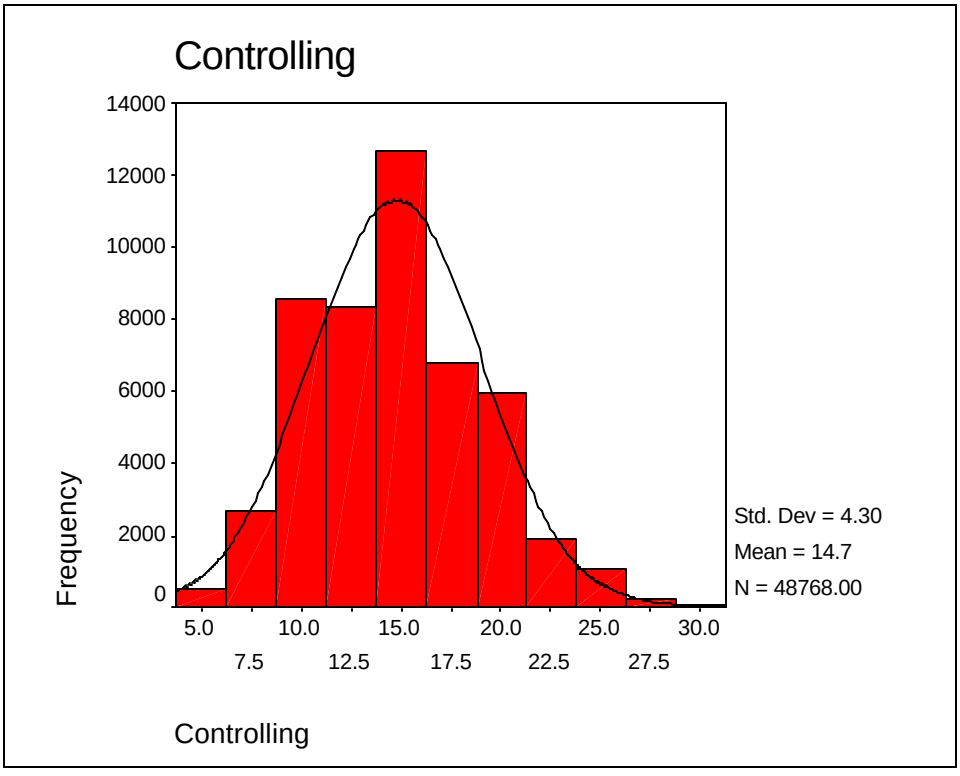




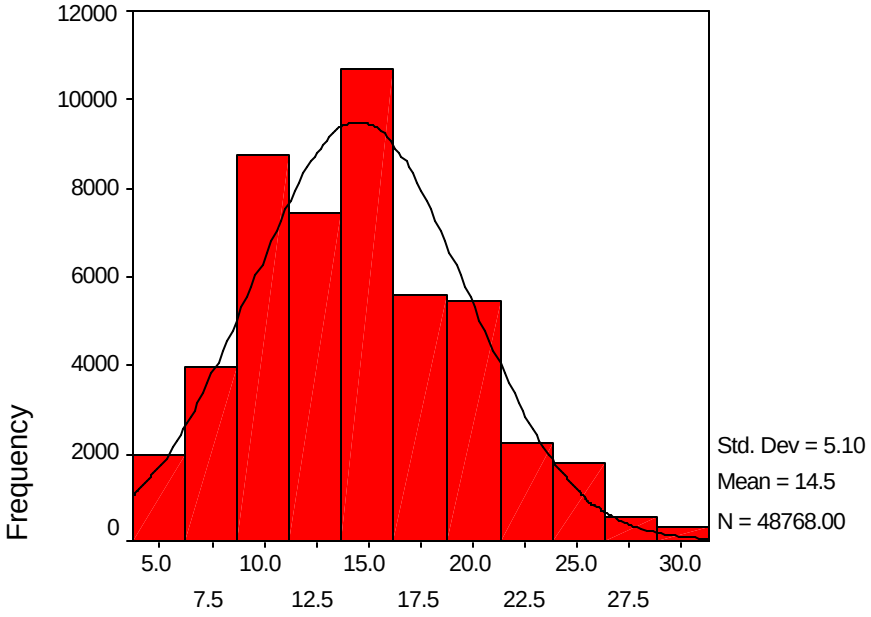






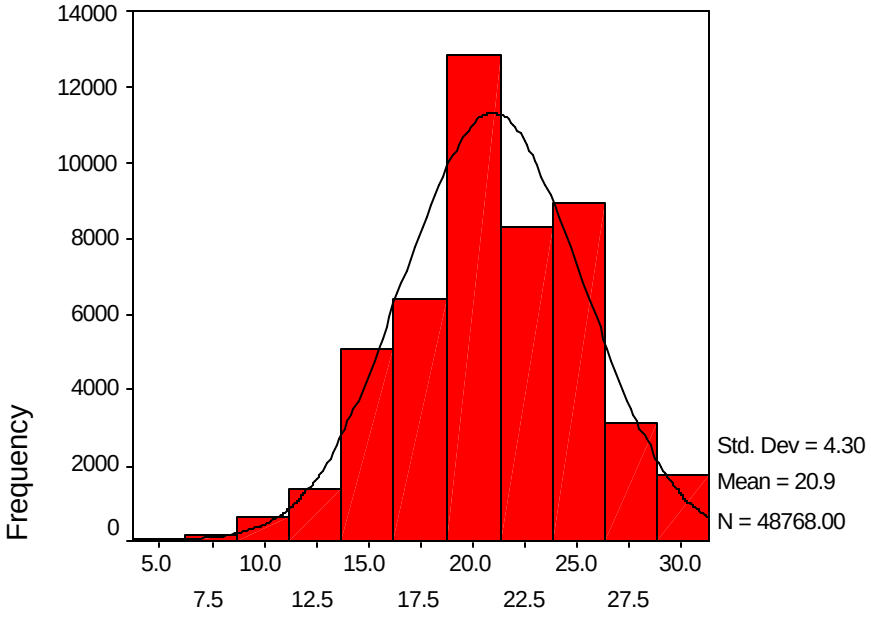


Competetive

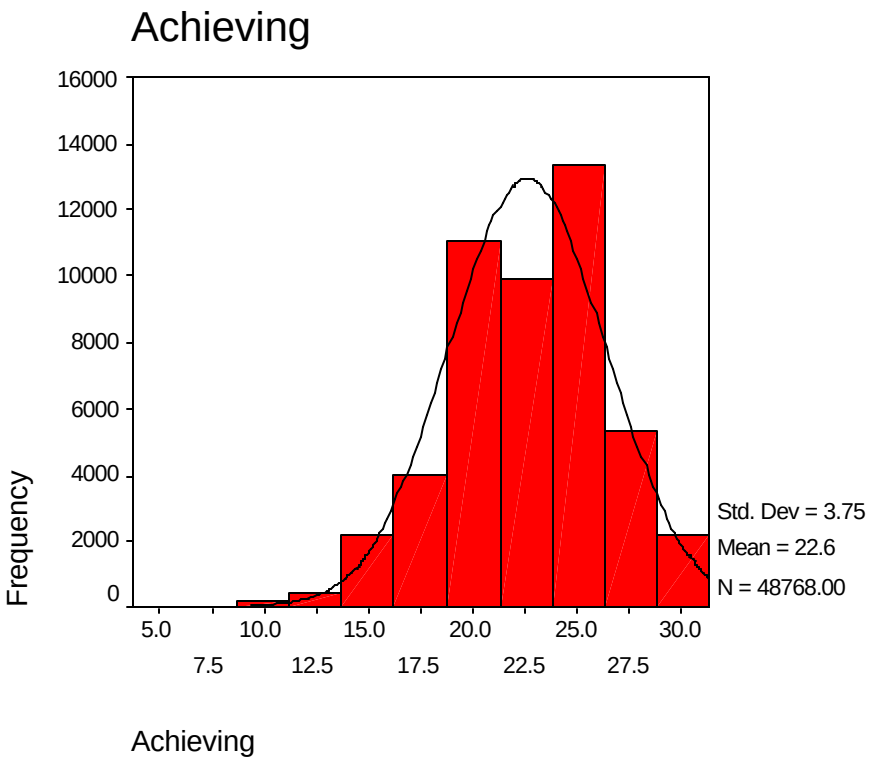


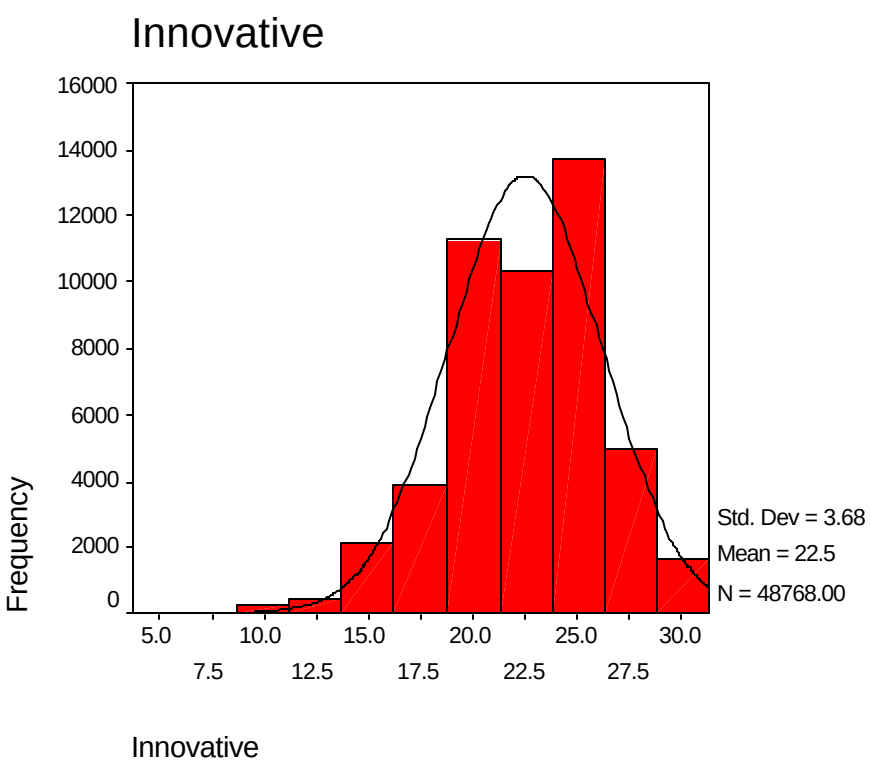
Competetive

Conscientiousness



Conscientiousness





Reliability and Internal Consistency

Helpfulness
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.7217

Sociability
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.8138

Need for approval
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.8047

Dependency
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.6283

Tense
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.7157

Rigid
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.6013

Controlling
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.7587

Competitive
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0. 8215

Conscientious
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.7435

Achieving
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0.6902

Innovative
Inter-Item Consistency
Cronbach's Coefficient Alpha: 0. 6890

Criterion and Construct Validity

1. Relationship between happiness self-rating and ACT Results:

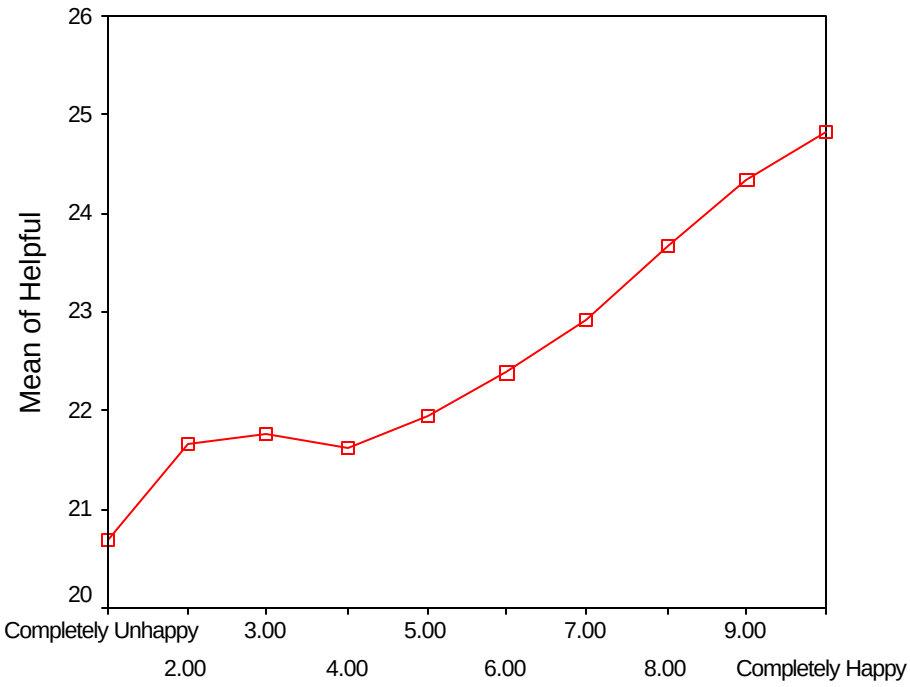
Question #1: How would you rate your happiness on a scale from 1 to 10?
1 = Completely unhappy
5 = Neither happy nor unhappy
10 = Completely happy

a) Helpfulness:

Significant differences were found among groups of subjects with different happiness self-ratings. Groups with higher happiness ratings had higher scores in the helpfulness subscale. The effects are robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 309.34$ $p < 0.0001$

SCORES ON HELPFULNESS SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



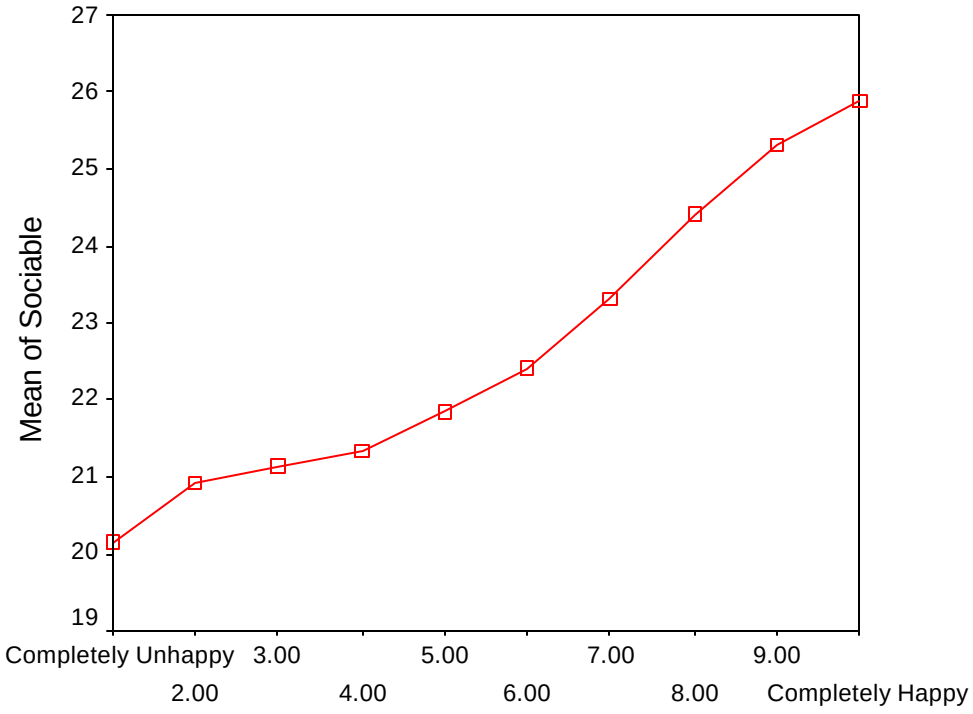
Rate yourself on a happiness scale from 1 to 10.

b) Sociable:

Significant differences in scores on ACT were found among groups of subjects with various happiness self-ratings. Subjects with high happiness self-rating scores tended to have higher scores on the sociability subscore. The effects are very robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 499.221$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



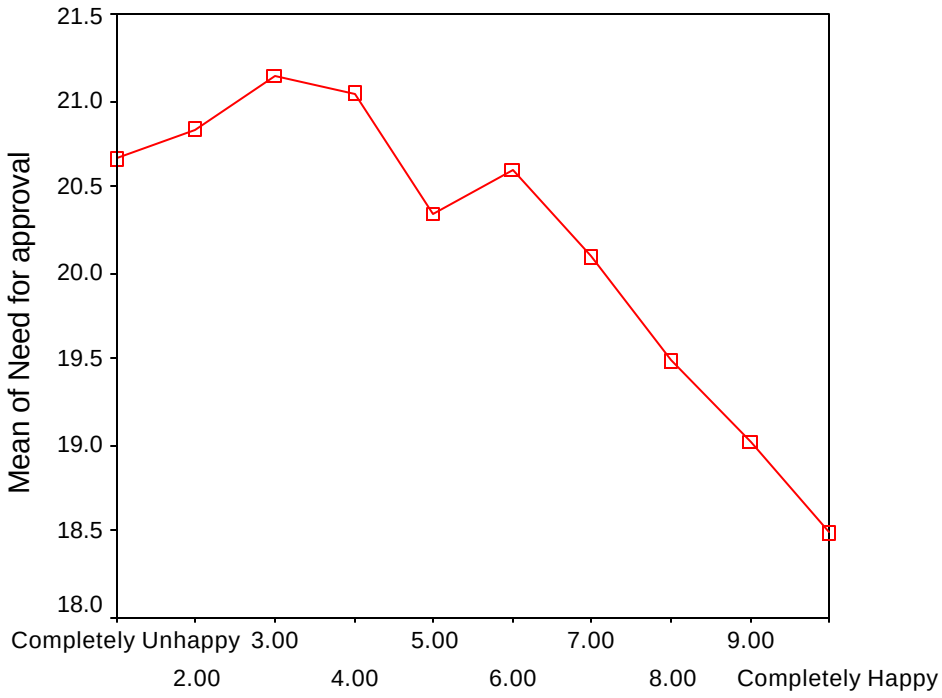
Rate yourself on a happiness scale from 1 to 10.

c) Need for Approval:

Significant differences in ACT scores were found among groups of subjects with various happiness self-ratings. Groups with high happiness ratings have lower scores on the need for approval subscores. The effects are robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 73.336$ $p < 0.0001$

SCORES ON NEED FOR APPROVAL SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



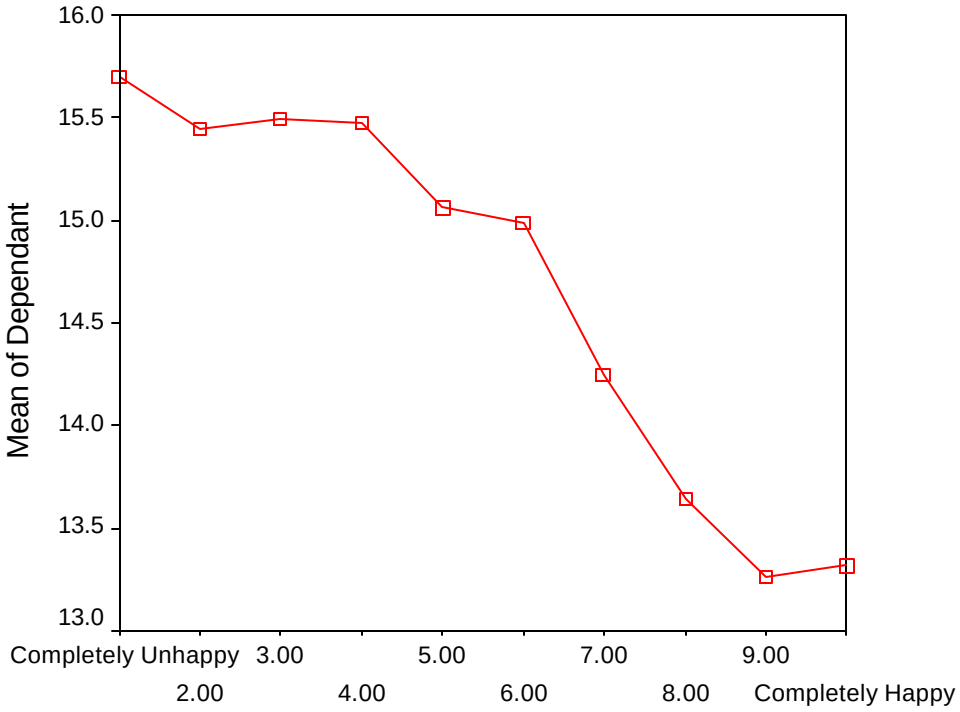
Rate yourself on a happiness scale from 1 to 10.

d) Dependent:

Significant differences were found among groups of subjects with various levels of happiness self-rating. Subjects with high happiness self-ratings tend to have lower scores in the dependency subscale. The effects are robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 187.473$ $p < 0.0001$

SCORES ON DEPENDENT SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



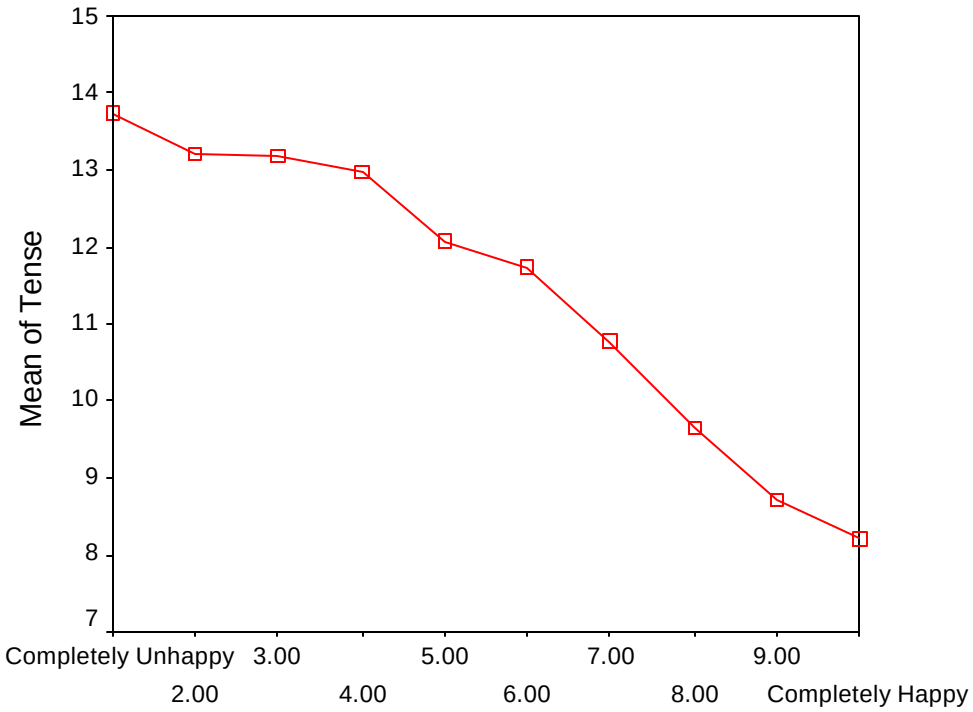
Rate yourself on a happiness scale from 1 to 10.

e) Tense:

Significant differences in ACT scores were detected among groups of subjects with various happiness self-ratings. Subjects who have high scores in the tense subscale tended to have lower happiness self-rating scores. The effects are very robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 1003.066$ $p > 0.0001$

SCORES ON TENSE SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



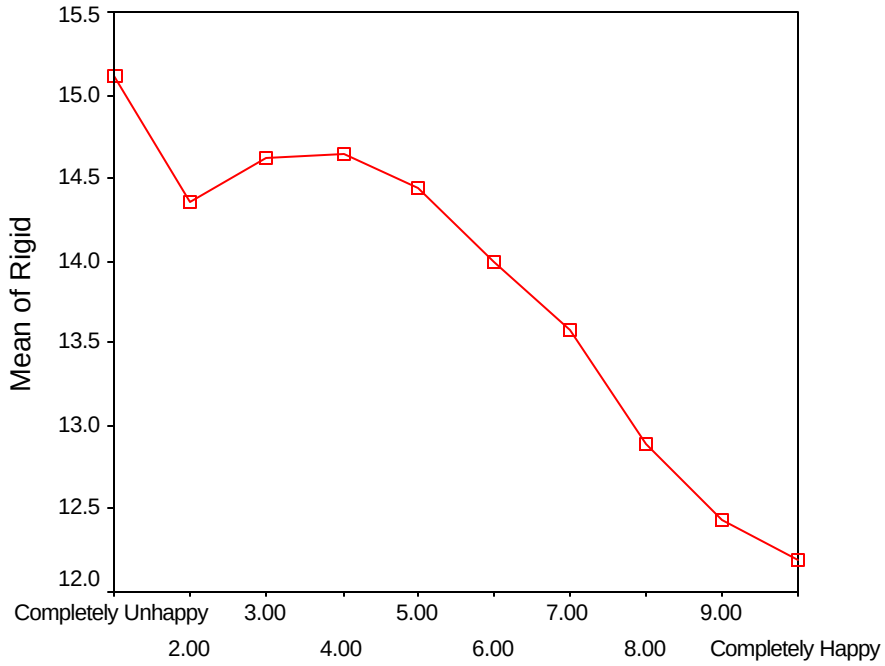
Rate yourself on a happiness scale from 1 to 10.

f) Rigid:

Significant differences in ACT were found among groups of subjects with various levels of happiness self-rating. Subjects with high scores in the rigid subscale tended to have lower happiness self-rating scores. The effects are robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 205.054$ $p < 0.0001$

SCORES ON RIGIDITY SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



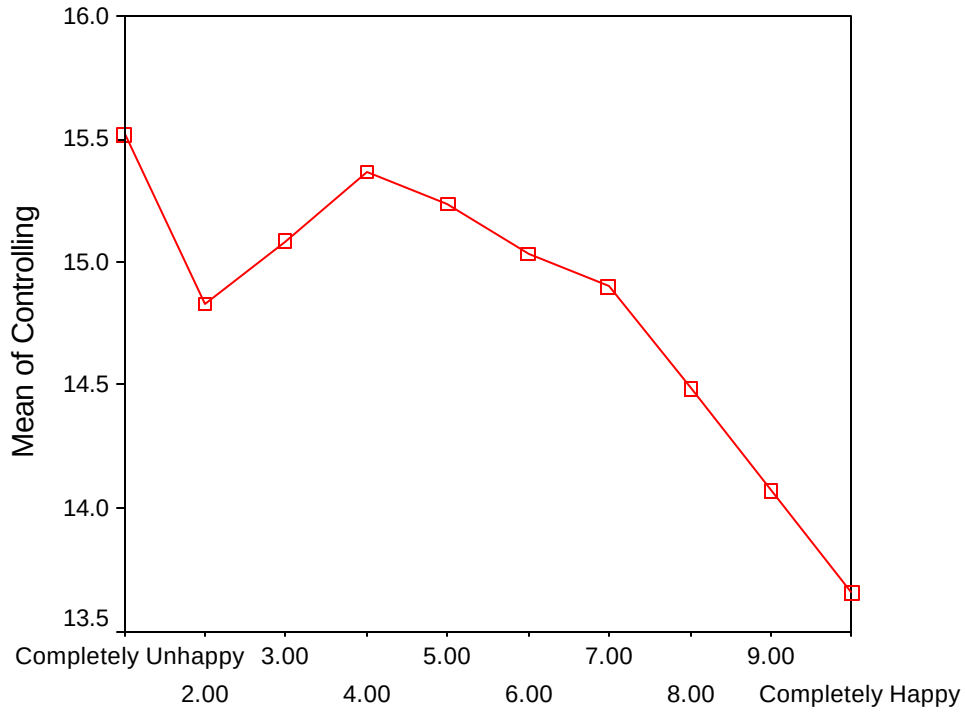
Rate yourself on a happiness scale from 1 to 10.

g) Controlling:

Significant differences in ACT scores were found among groups of subjects with various levels of happiness. Subjects with high scores on this subscale tended to have lower happiness self-rating scores although this relationship is most clear between those who are completely unhappy and those who are completely happy. The effects are robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 42.147$ $p < 0.0001$

SCORES ON CONTROLLING SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



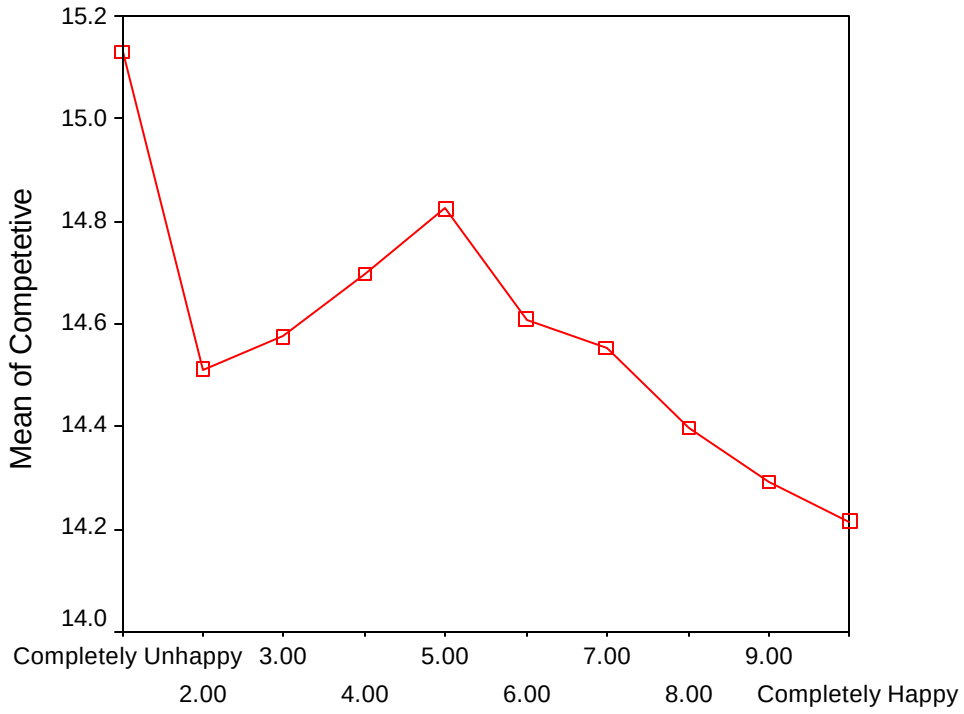
Rate yourself on a happiness scale from 1 to 10.

h) Competitive:

Significant differences in ACT scores were found among groups of subjects with various levels of happiness. Subjects with high scores on this subscale tend to have low happiness self-rating scores, although this relationship is most clear between those who are completely unhappy and those who are completely happy. The effects are robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 4.744$ $p < 0.0001$

SCORES ON COMPETITIVE SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



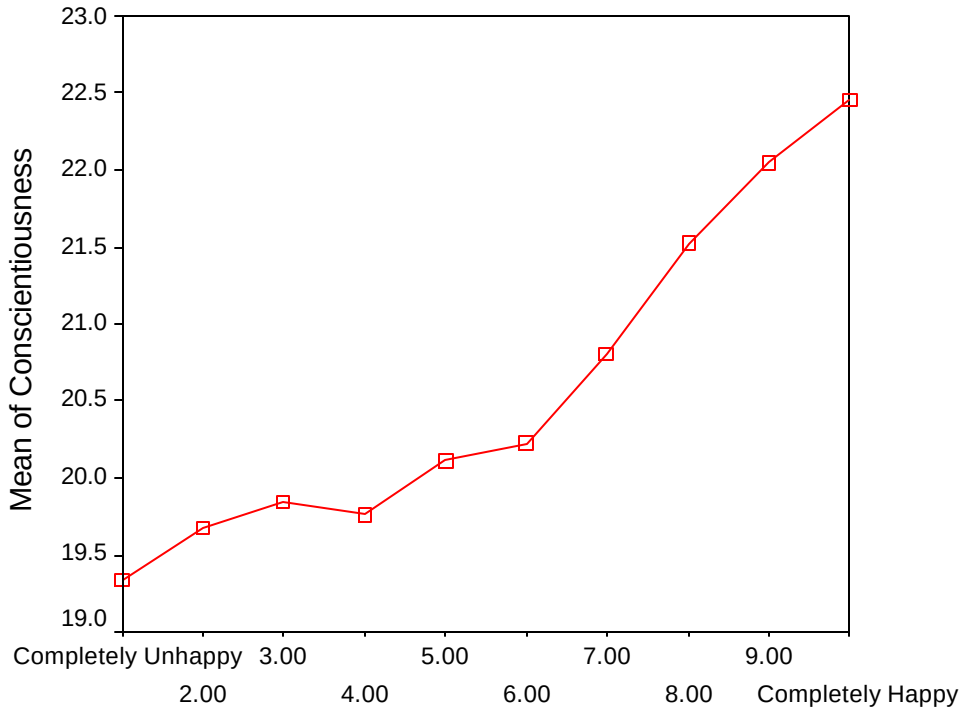
Rate yourself on a happiness scale from 1 to 10.

i) Conscientious:

Significant differences in ACT scores were found among groups of subjects with various levels of happiness. Subjects with high scores in this subscale tended to have higher happiness self-rating scores. The effects are robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 146.688$ $p < 0.0001$

SCORES ON CONSCIENTIOUS SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



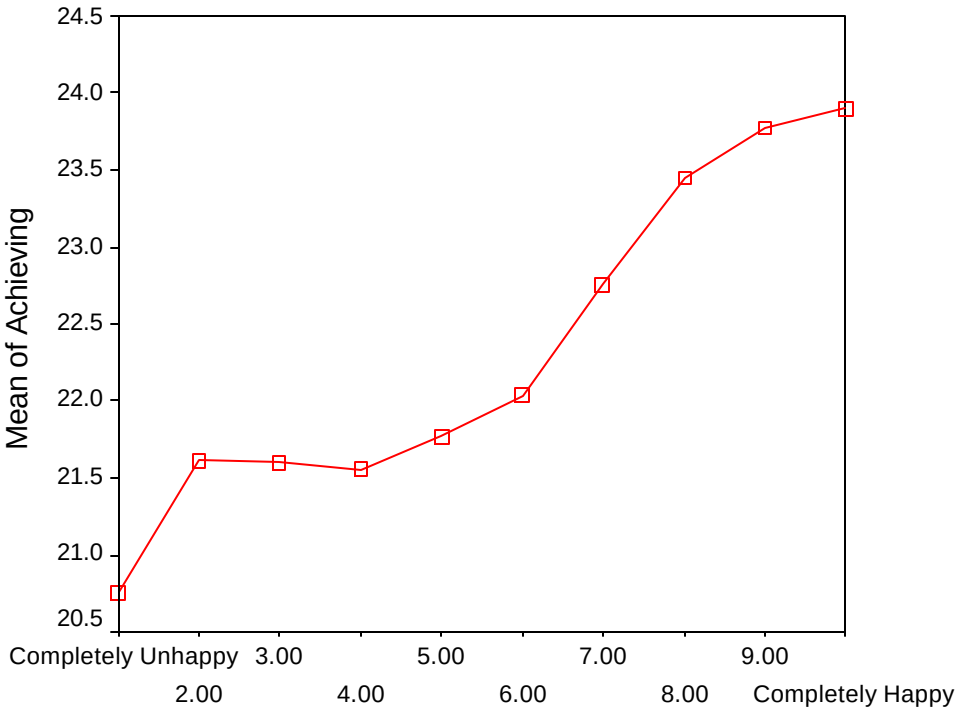
Rate yourself on a happiness scale from 1 to 10.

j) Achieving:

Significant differences in ACT scores were found among groups of subjects with various levels of happiness. Subjects with high scores on the achieving subscale tended to have higher happiness self-rating scores. The effects are robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 204.561$ $p < 0.0001$

SCORES ON ACHIEVING SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



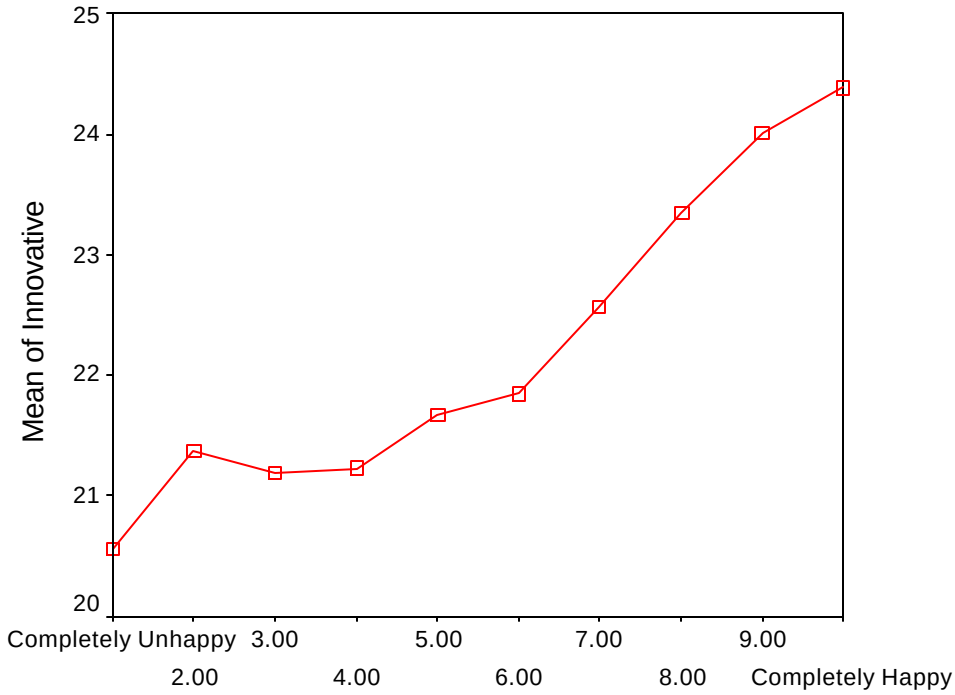
Rate yourself on a happiness scale from 1 to 10.

k) Innovative:

Significant differences in happiness were found among groups of subjects with various levels of happiness. Subjects with high scores on this subscale tend to have high happiness self-rating scores. The effects are very robust. See Annex 3 for a table showing homogeneous subsets.

$F_{(9,34204)} = 303.870$ $p < 0.0001$

SCORES ON INNOVATIVE SUBSCORE AS A FUNCTION OF HAPPINESS SELF-RATING



Rate yourself on a happiness scale from 1 to 10.

2. Relationship between Stress and ACT type.

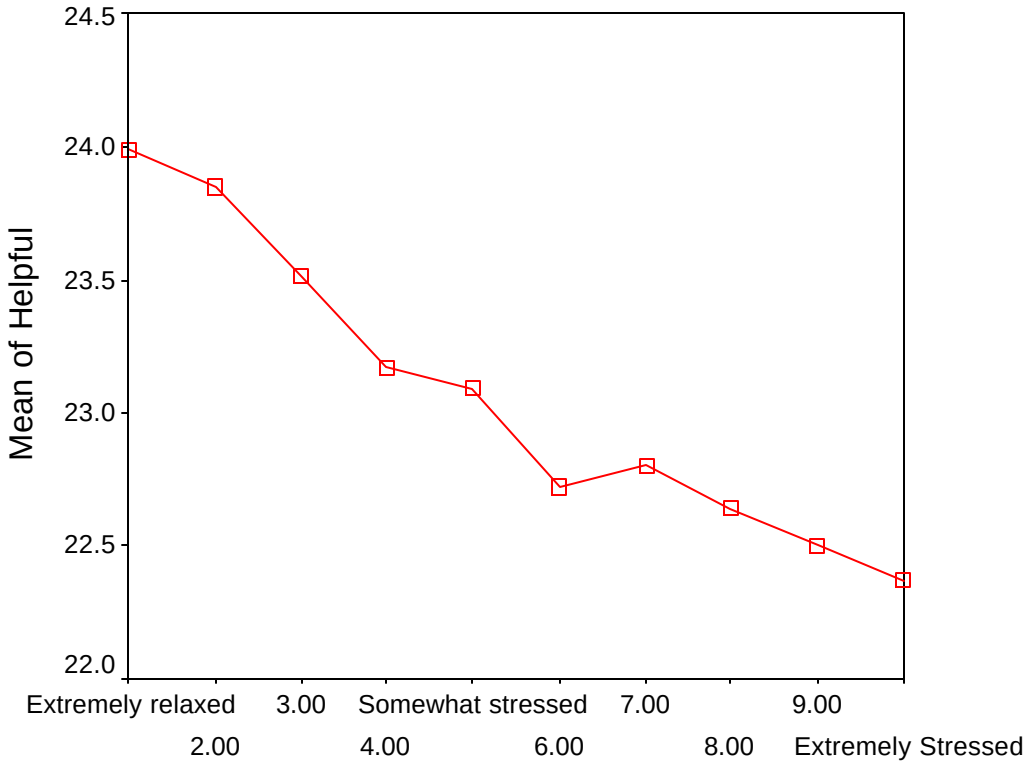
Question #2: How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?
VALUE="1" > Extremely relaxed
VALUE="5" > Somewhat Stressed
VALUE="10" > Extremely stressed

a) Helpful:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tend to have less self-reported stress. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 41.321$ $p < 0.0001$

SCORES ON HELPFUL SUBSCORE AS A FUNCTION OF STRESS LEVEL

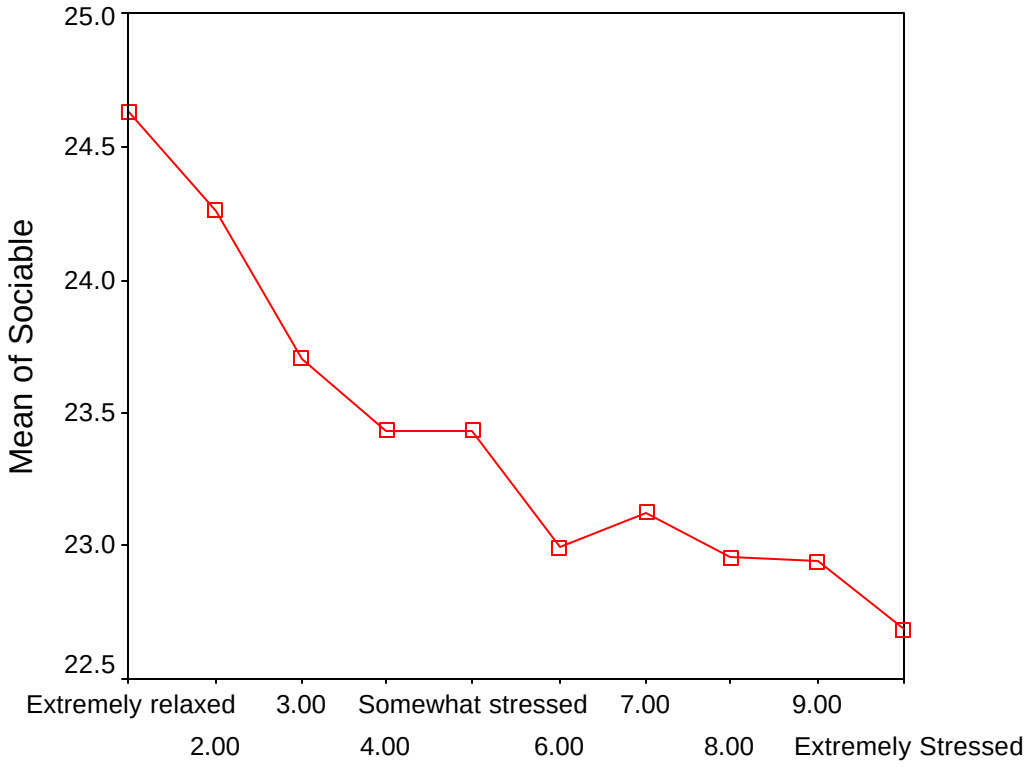


b) Sociable:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tend to have less self-reported stress. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 29.227$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF STRESS LEVEL

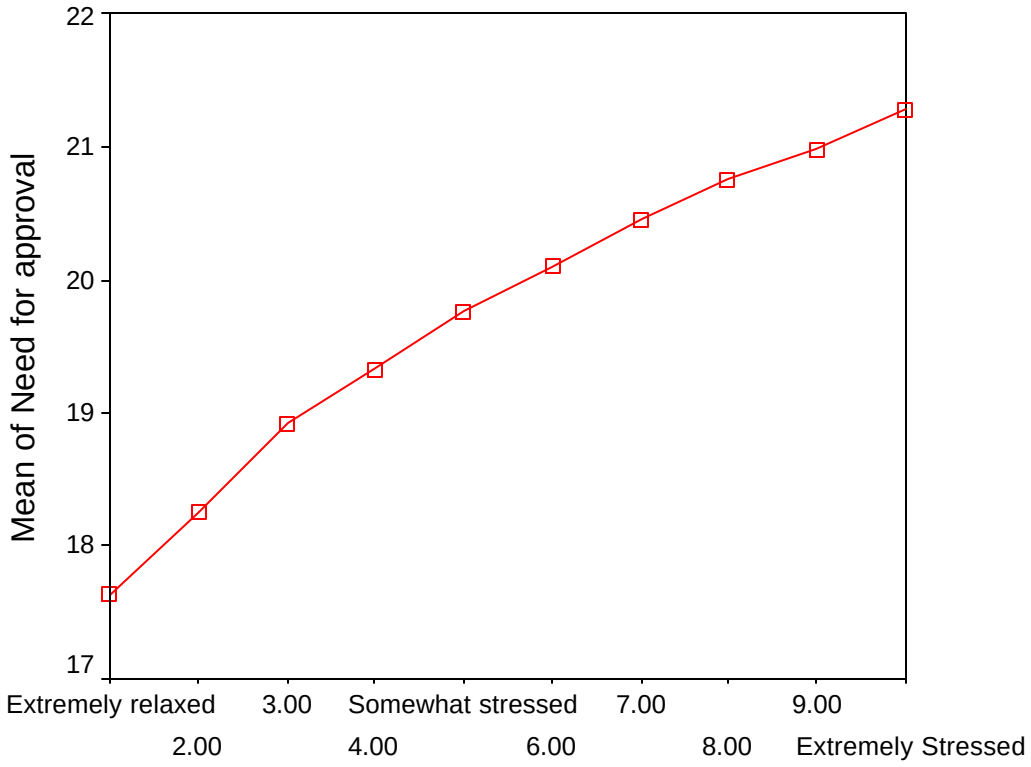


c) Need for approval:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tend to have higher stress levels. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 90.513$ $p < 0.0001$

SCORES ON NEED FOR APPROVAL SUBSCORE AS A FUNCTION OF STRESS LEVEL

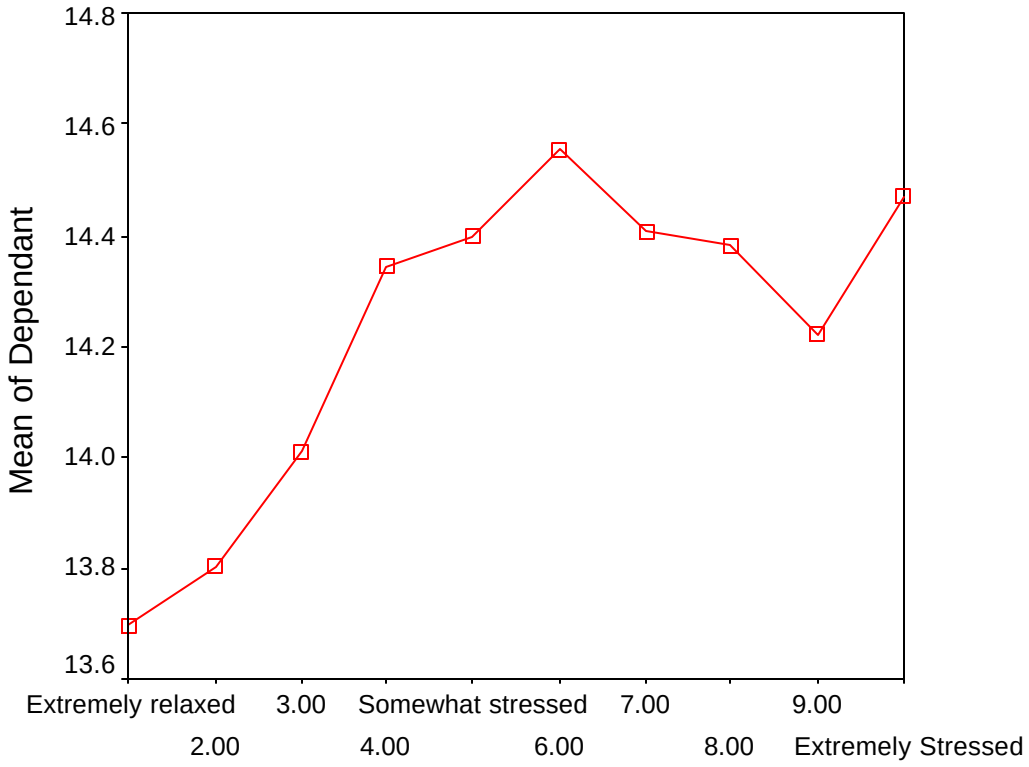


d) Dependent:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tend to have higher stress level, although this effect evens out as levels of stress increase. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 10.197$ $p < 0.0001$

SCORES ON DEPENDENT SUBSCORE AS A FUNCTION OF STRESS LEVEL



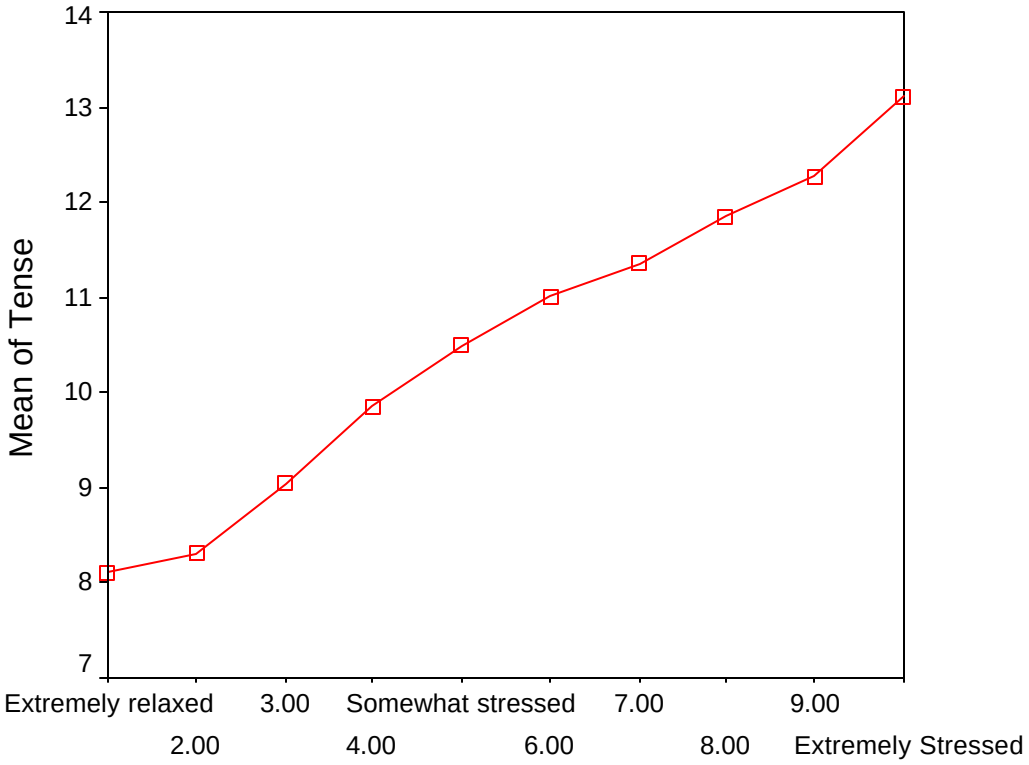
How would you rate your general level of stress?

e) Tense:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tend to have higher stress levels. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 520.917$ $p < 0.0001$

SCORES ON TENSE SUBSCORE AS A FUNCTION OF STRESS LEVEL

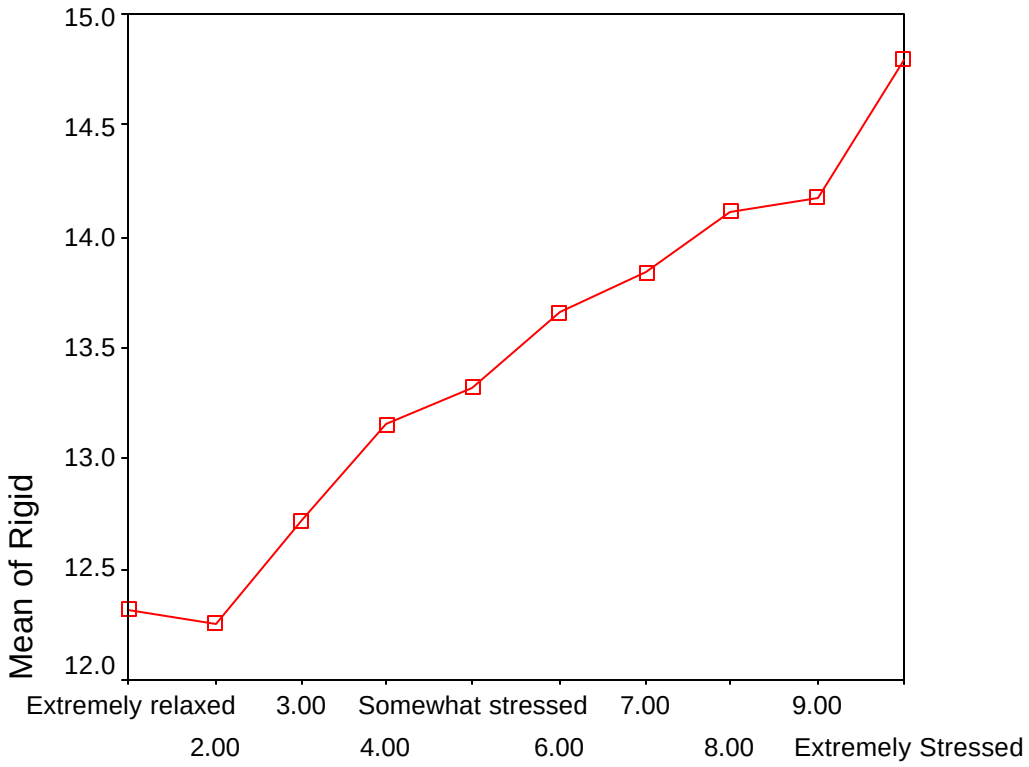


f) Rigid:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tended to have higher stress levels. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 102.804$ $p < 0.0001$

SCORES ON RIGID SUBSCORE AS A FUNCTION OF STRESS LEVEL

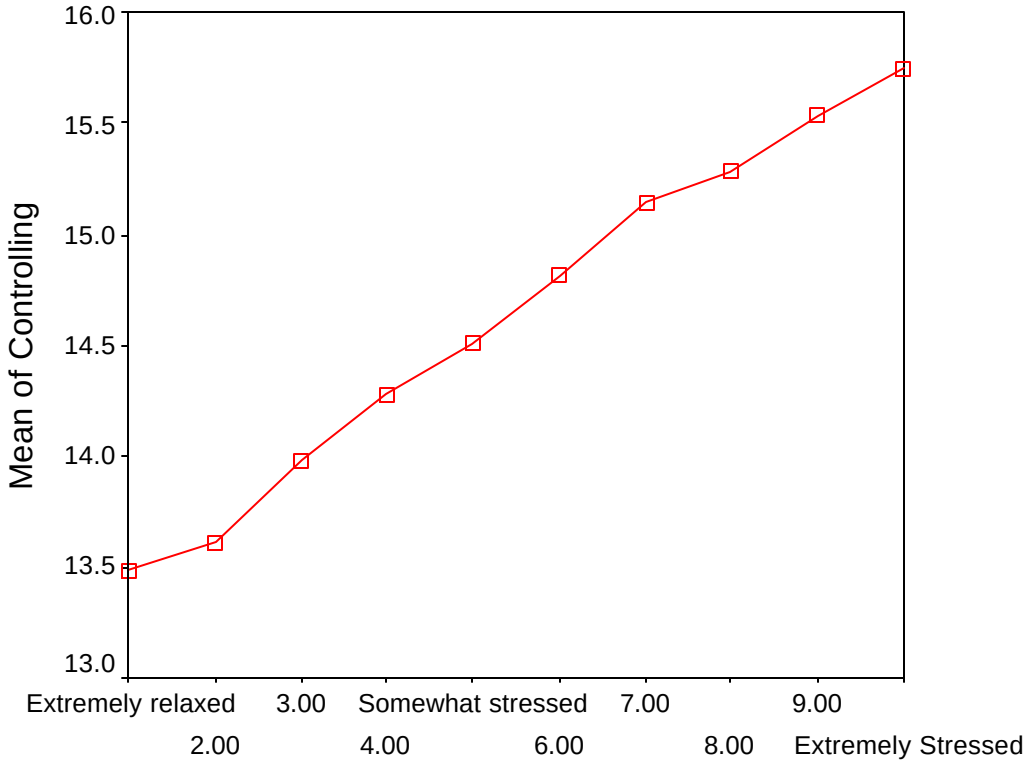


g) Controlling:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tended to have higher stress levels. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 64.334$ $p < 0.0001$

SCORES ON CONTROLLING SUBSCORE AS A FUNCTION OF STRESS LEVEL

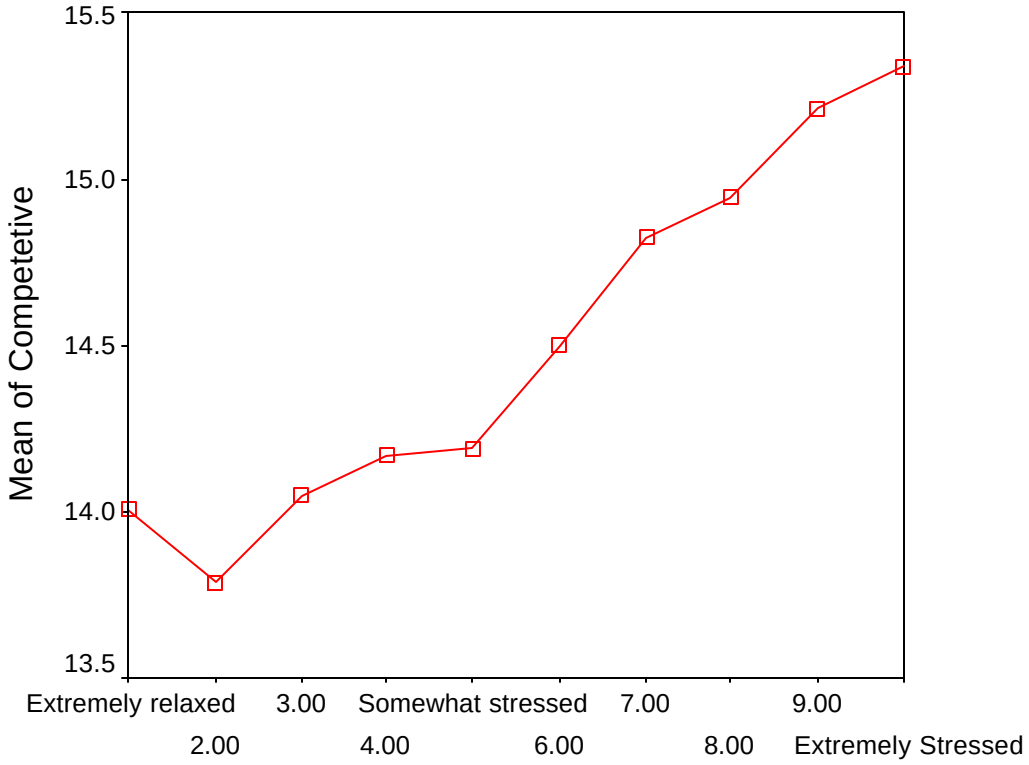


h) Competitive:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tended to have higher stress levels. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 26.417$ $p < 0.0001$

SCORES ON COMPETITIVE SUBSCORE AS A FUNCTION OF STRESS LEVEL

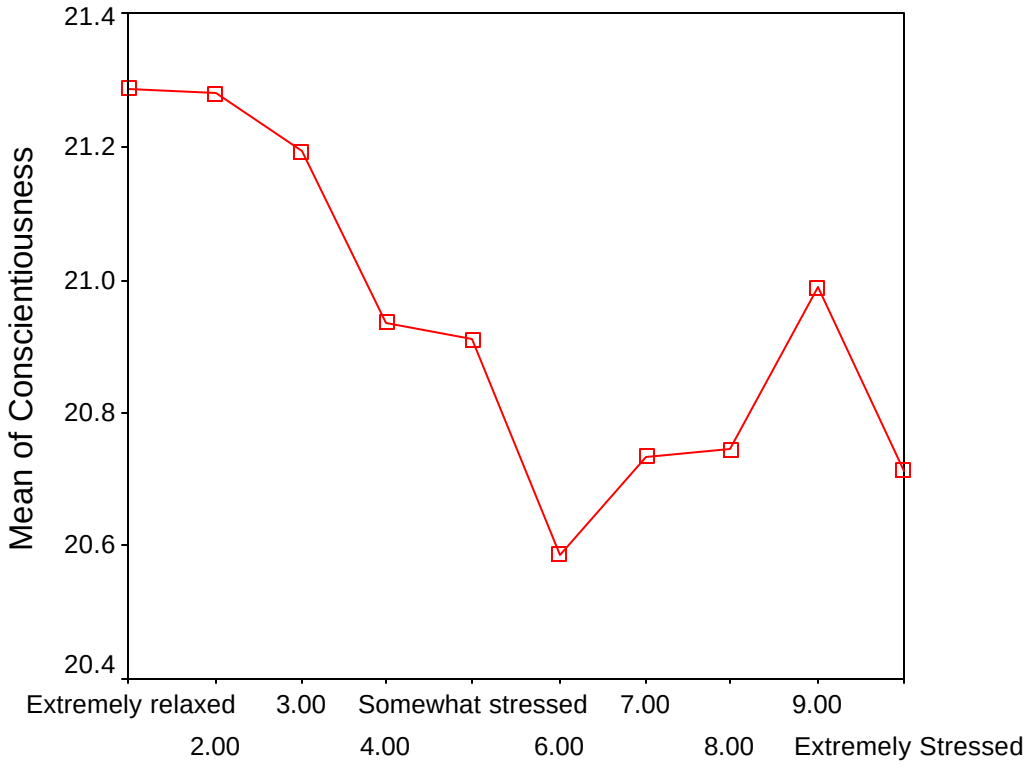


i) Conscientious:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tend to have less self-reported stress, although this effect weakens as stress increases. There may be a weak u-relationship, where conscientiousness decreases with stress level to a certain extent, then begins to increase again with extremely high stress. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 7.117$ $p < 0.0001$

SCORES ON CONSCIENTIOUS SUBSCORE AS A FUNCTION OF STRESS LEVEL

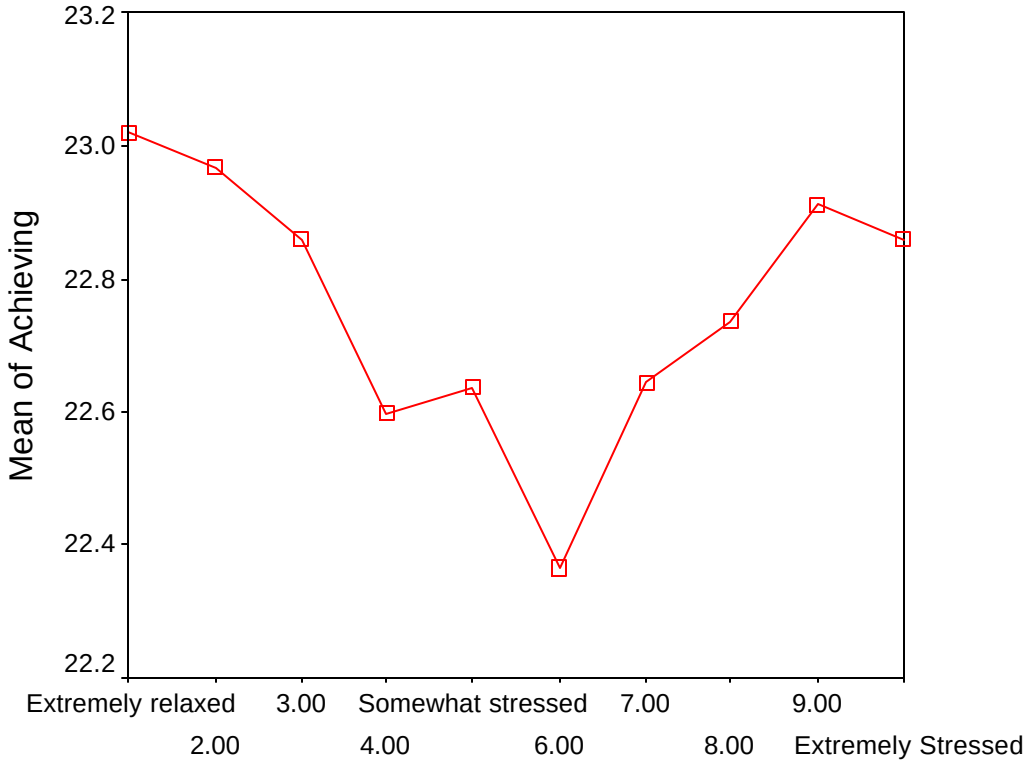


j) Achieving:

Significant differences were found among groups of subjects with various stress levels. Subjects with moderate stress levels tended to have lower scores on the achieving subscale than those with high and low stress levels. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 6.520$ $p < 0.0001$

SCORES ON ACHIEVING SUBSCORE AS A FUNCTION OF STRESS LEVEL

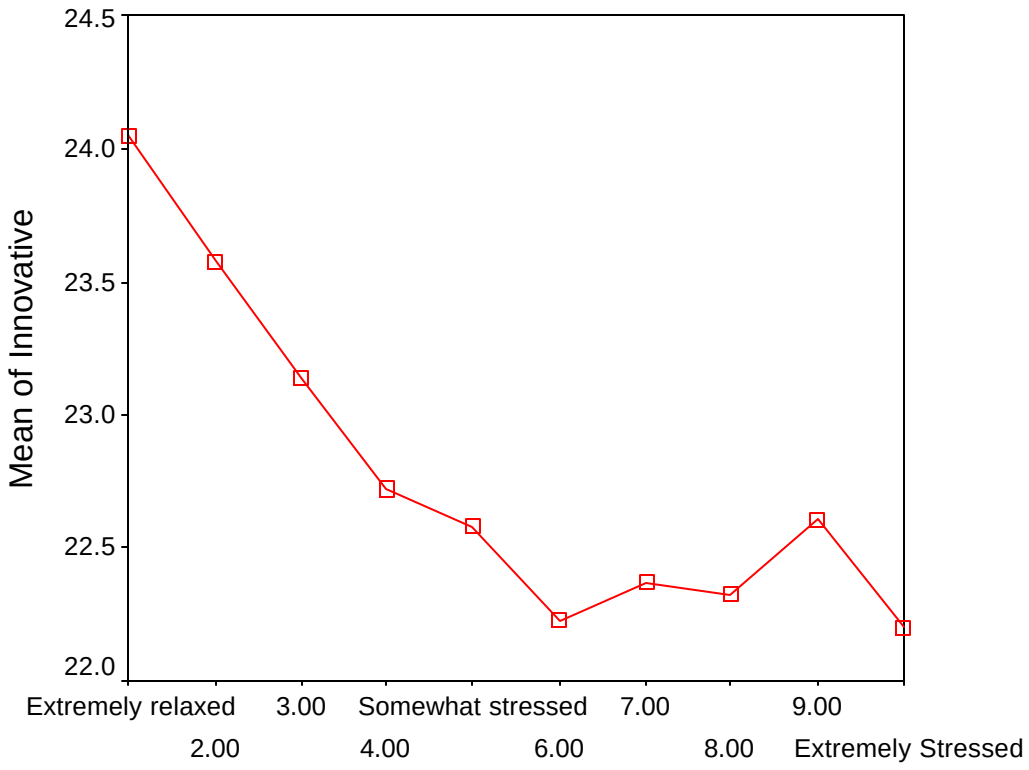


k) Innovative:

Significant differences were found among groups of subjects with various stress levels. Subjects with high scores on this subscale tend to have less self-reported stress, although the effect weakens as stress becomes very overwhelming. Stress appears to have as negative an impact on innovation in moderate levels as in high levels. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(9,33753)} = 40.513$ $p < 0.0001$

SCORES ON INNOVATIVE SUBSCORE AS A FUNCTION OF STRESS LEVEL



3. Relationship between popularity and ACT type.

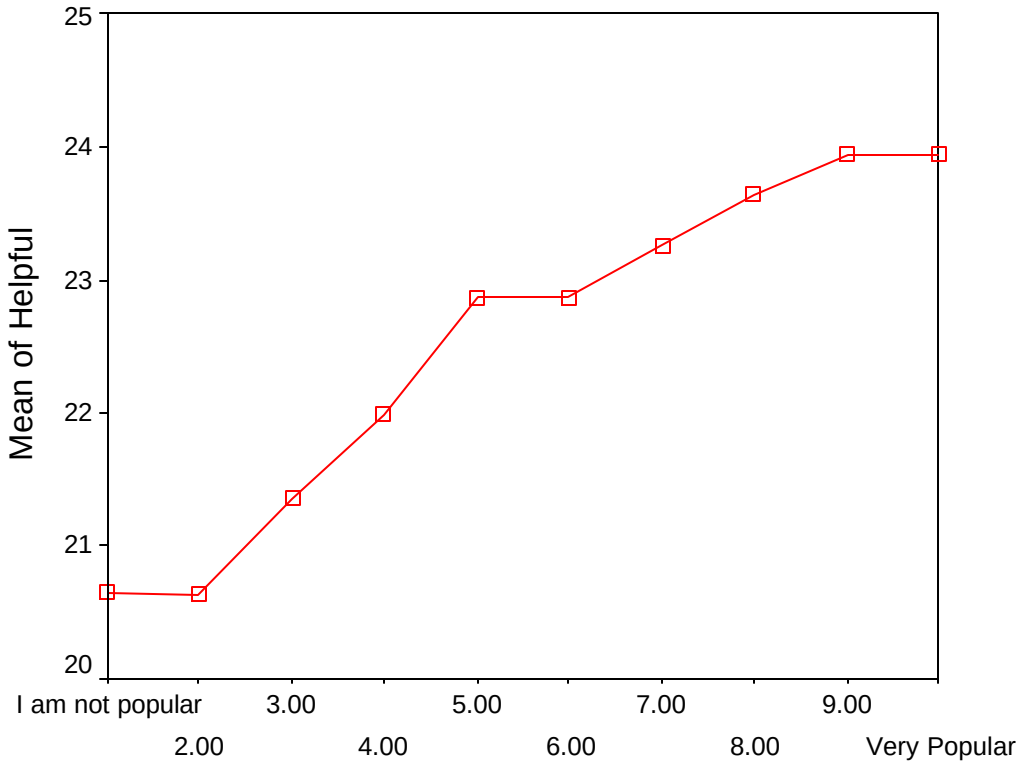
Question #3: How would others around you rate your popularity in your social group on a scale from 1 to 10?
1 = I am not popular at all
5 = I'm one of the crowd (not bad but I am no star)
10 = By all measures, I'm a star (very popular)

a) Helpfulness

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. People who scored high in helpfulness perceived themselves to be more popular than those with low scores. The effects are robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 193.591$ $p < 0.0001$

SCORES ON HELPFUL SUBSCORE AS A FUNCTION OF SELF-REPORTED POPULARITY

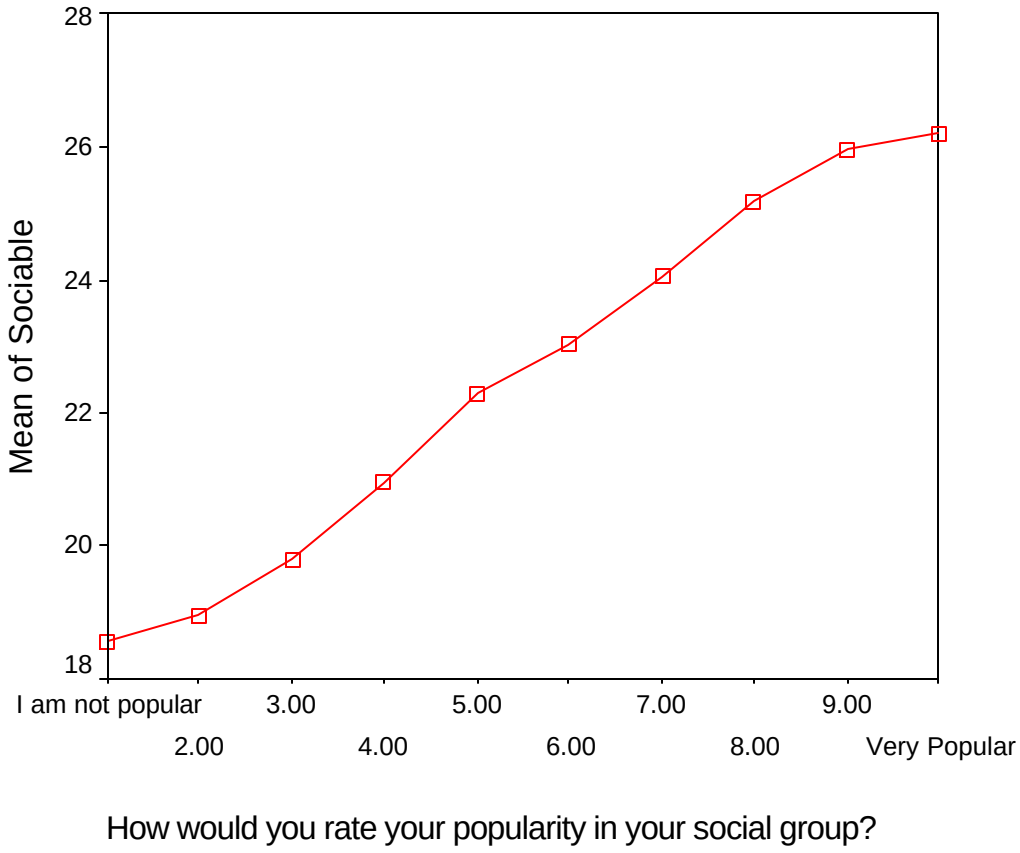


b) Sociability:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. The higher the score in the social subscale, the higher the popularity rating. The effects are very robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 906.943$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF SELF-REPORTED POPULARITY

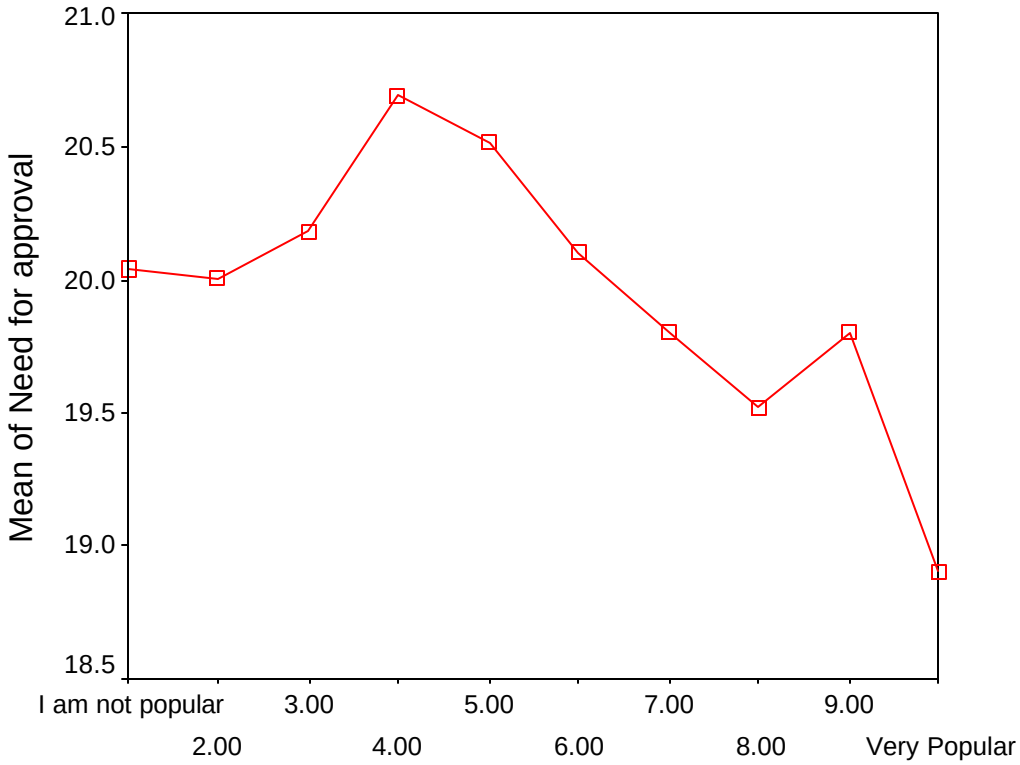


c) Need for approval:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. The people who scored low on need for approval had the highest popularity self-rating. In addition, there was a difference between those who scored lowest in popularity and those who scored in the mid-range, with those who are not popular at all scoring slightly lower in need for approval. The effects are robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 27.147$ $p < 0.0001$

SCORES ON NEED FOR APPROVAL SUBSCALE AS A FUNCTION OF POPULARITY SELF-RATING

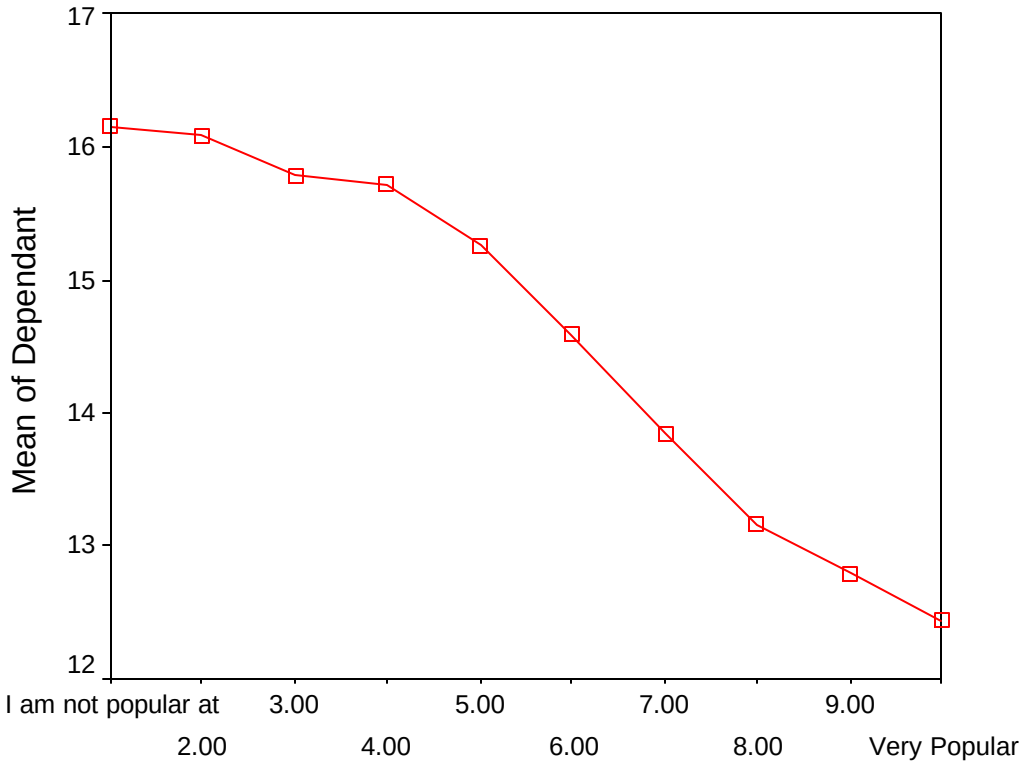


d) Dependent:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. The lower the score on the dependent subscale, the higher the popularity rating. The effects are very robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 353.008$ $p < 0.0001$

SCORE ON DEPENDANT SUBSCALE AS A FUNCTION OF POPULARITY SELF-RATING

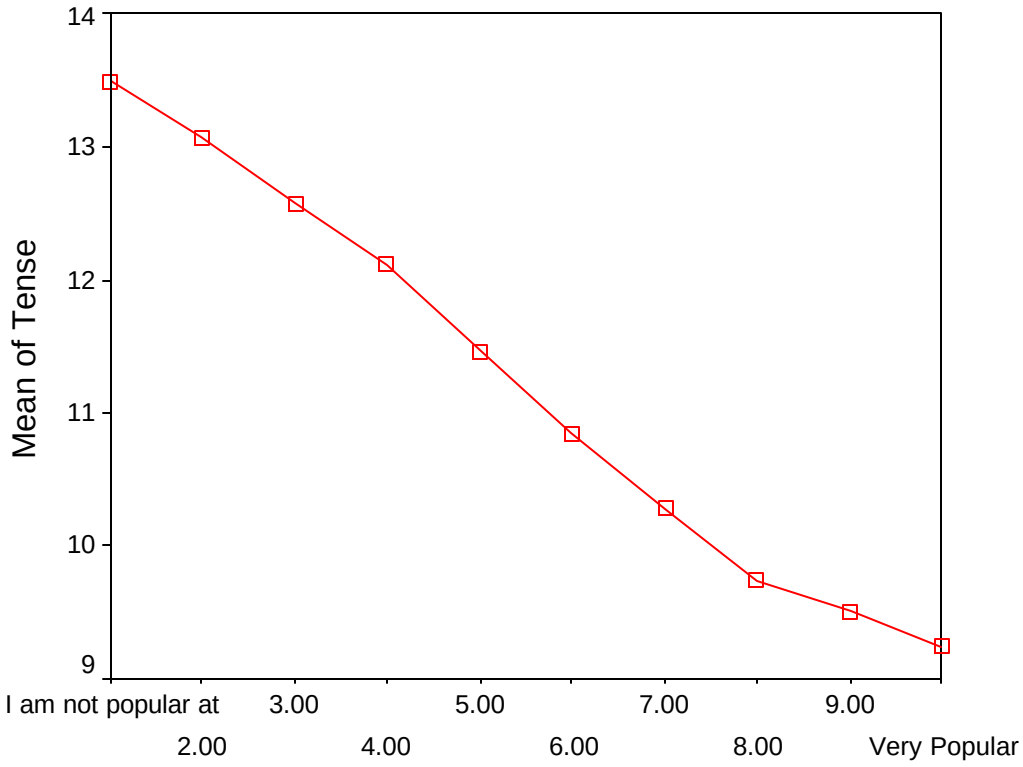


e) Tense:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. The lower the score on the tense subscale, the higher the popularity rating. The effects are very robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 417.479$ $p > 0.001$

SCORE ON TENSE SUBSCALE AS A FUNCTION OF POPULARITY SELF-RATING

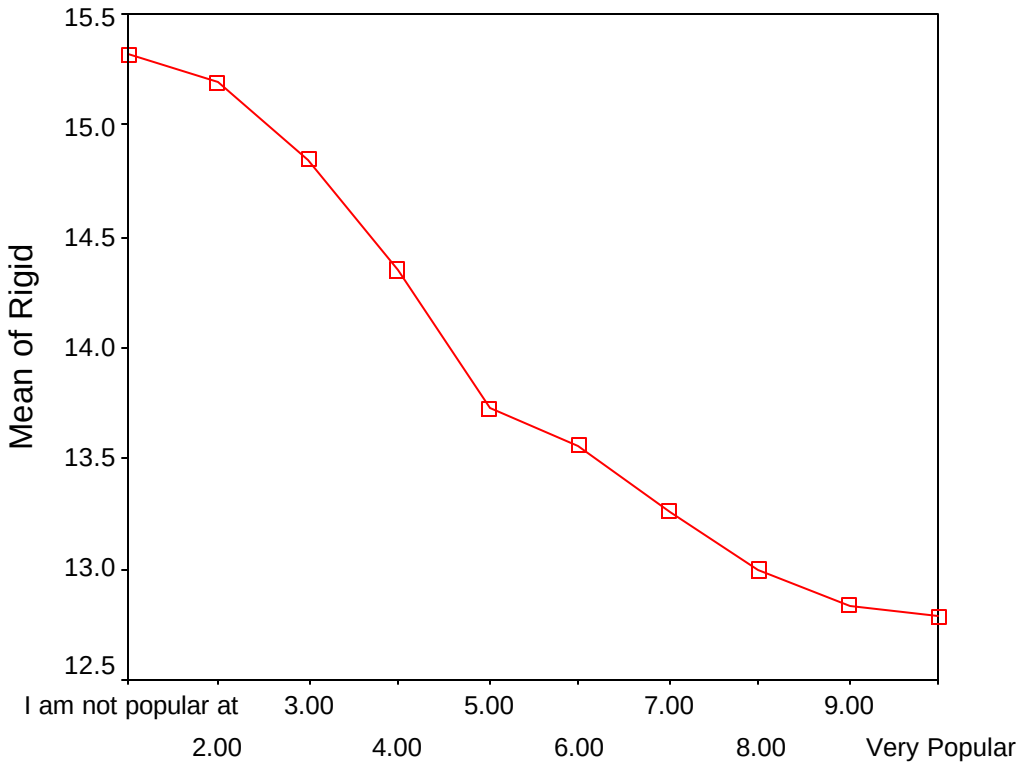


f) Rigidity:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. The lower the score on rigidity, the higher the popularity rating. The effects are robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 116.934$ $p > 0.0001$

SCORE ON RIGID SUBSCALE AS A FUNCTION OF POPULARITY SELF-RATING

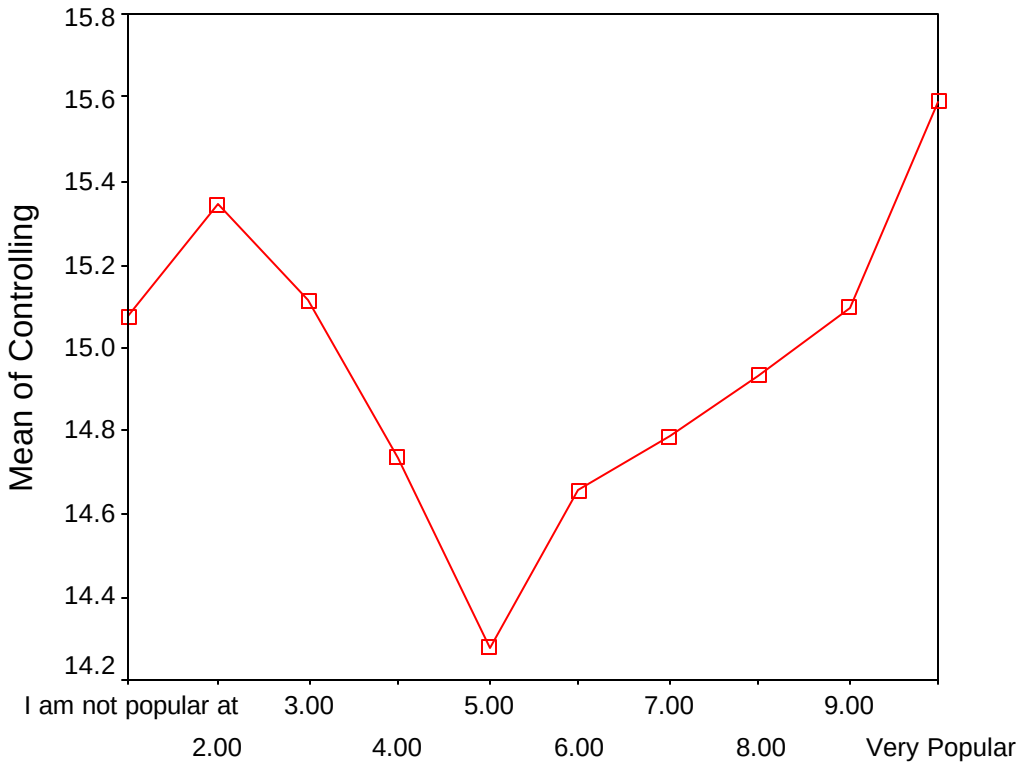


g) Controlling:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. People who scored in the mid-range of popularity scored significantly lower in the controlling subscale. The effects are robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 22.991$ $p < 0.0001$

SCORES ON CONTROLLING SUBSCORE AS A FUNCTION OF SELF-REPORTED POPULARITY

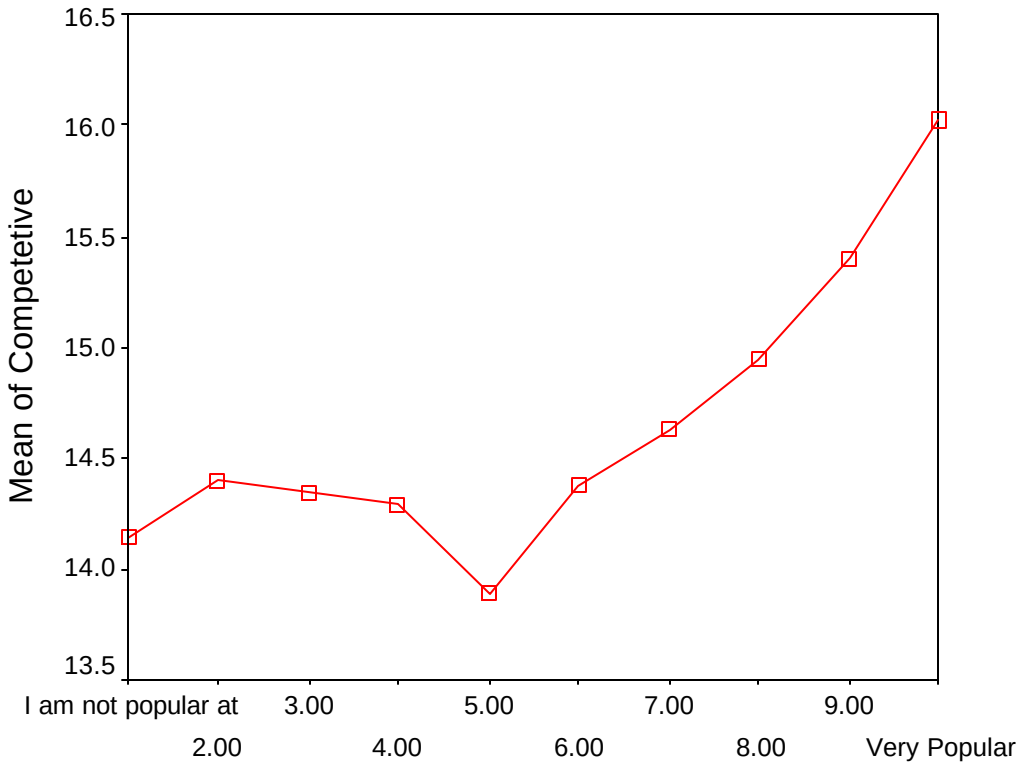


g) Competitive:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. In groups that were above average in popularity, the score on the competitiveness The effects are robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 41.3$ $p < 0.0001$

SCORES ON COMPETITIVE SUBSCORE AS A FUNCTION OF SELF-REPORTED POPULARITY

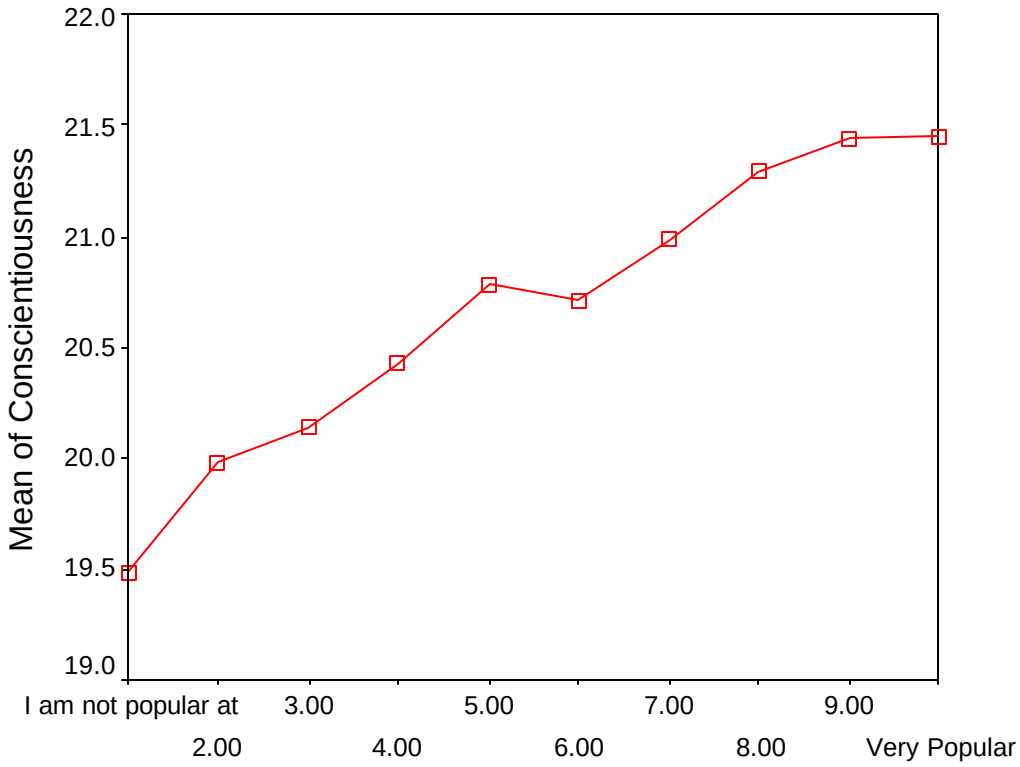


g) Conscientious:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. The higher the score on conscientiousness, the higher the popularity rating. The effects are robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 35.851$ $p < 0.0001$

SCORES ON CONSCIENTIOUS SUBSCORE AS A FUNCTION OF SELF-REPORTED POPULARITY

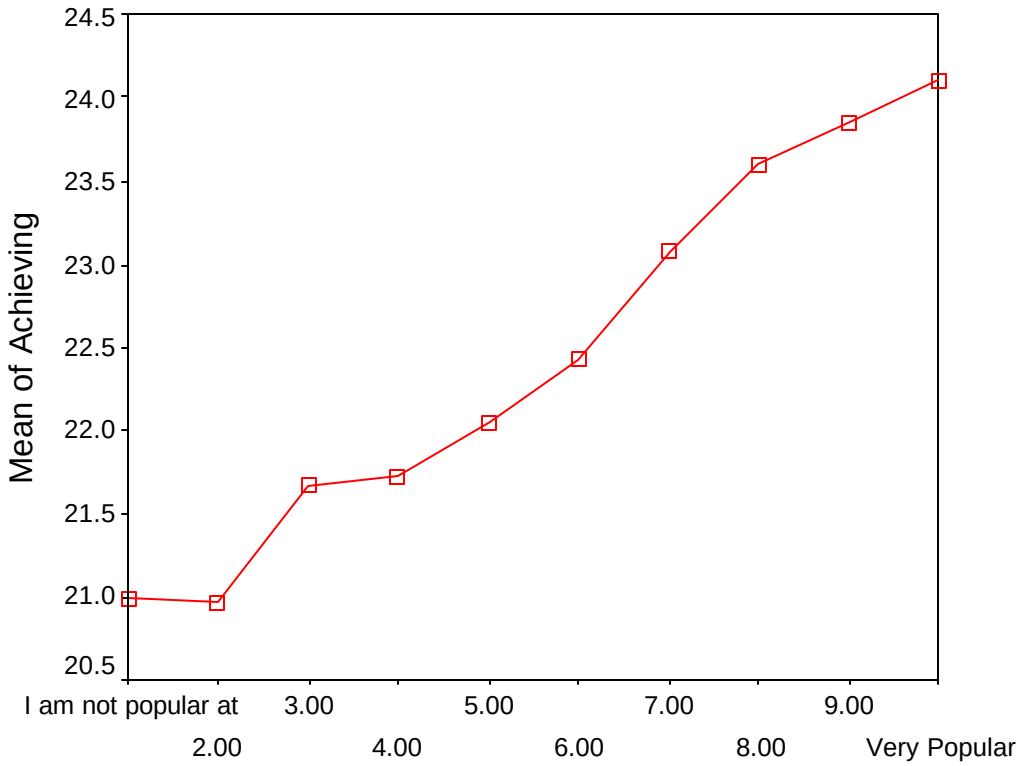


j) Achieving:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. The higher the score on the achieving subscale, the higher the popularity rating. The effects are robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 192.095$ $p < 0.0001$

SCORES ON ACHIEVING SUBSCORE AS A FUNCTION OF SELF-REPORTED POPULARITY

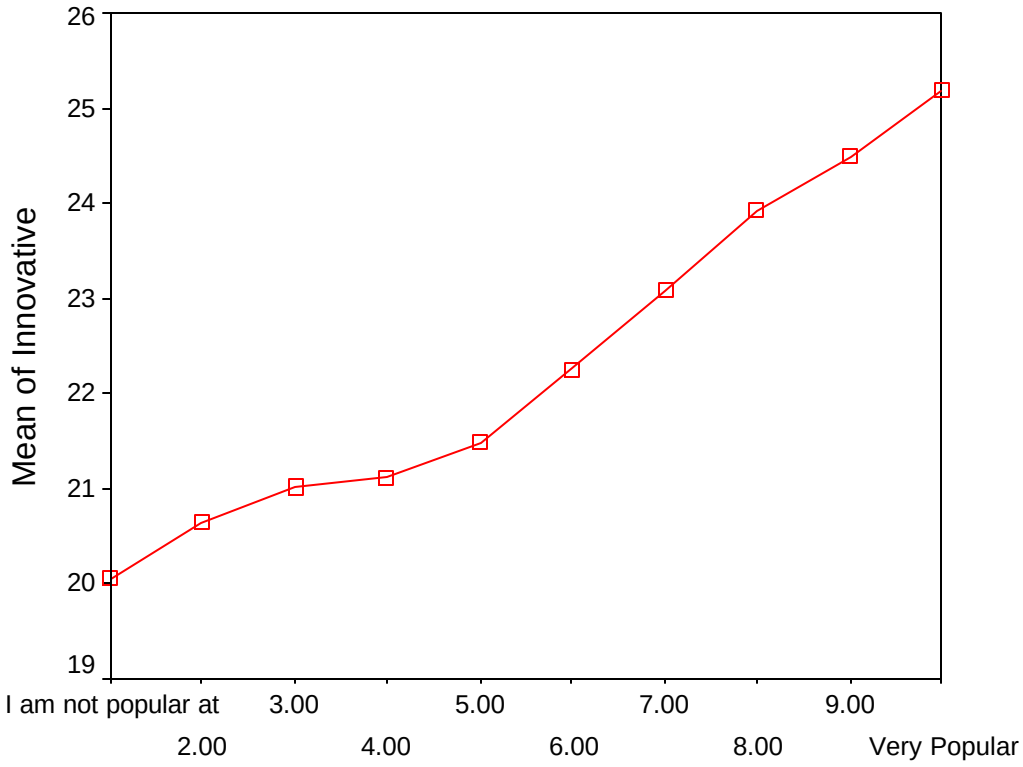


k) Innovative:

Significant differences in ACT scores were found among groups of subjects with different popularity ratings. The higher the score on the innovation subscale, the higher the popularity rating. The effects are very robust. See Annex 5 for a table showing homogeneous subsets.

$F_{(9,33157)} = 525.014$ $p < 0.0001$

SCORES ON INNOVATIVE SUBSCORE AS A FUNCTION OF SELF-REPORTED POPULARITY



4. Relationship between Field and ACT type.

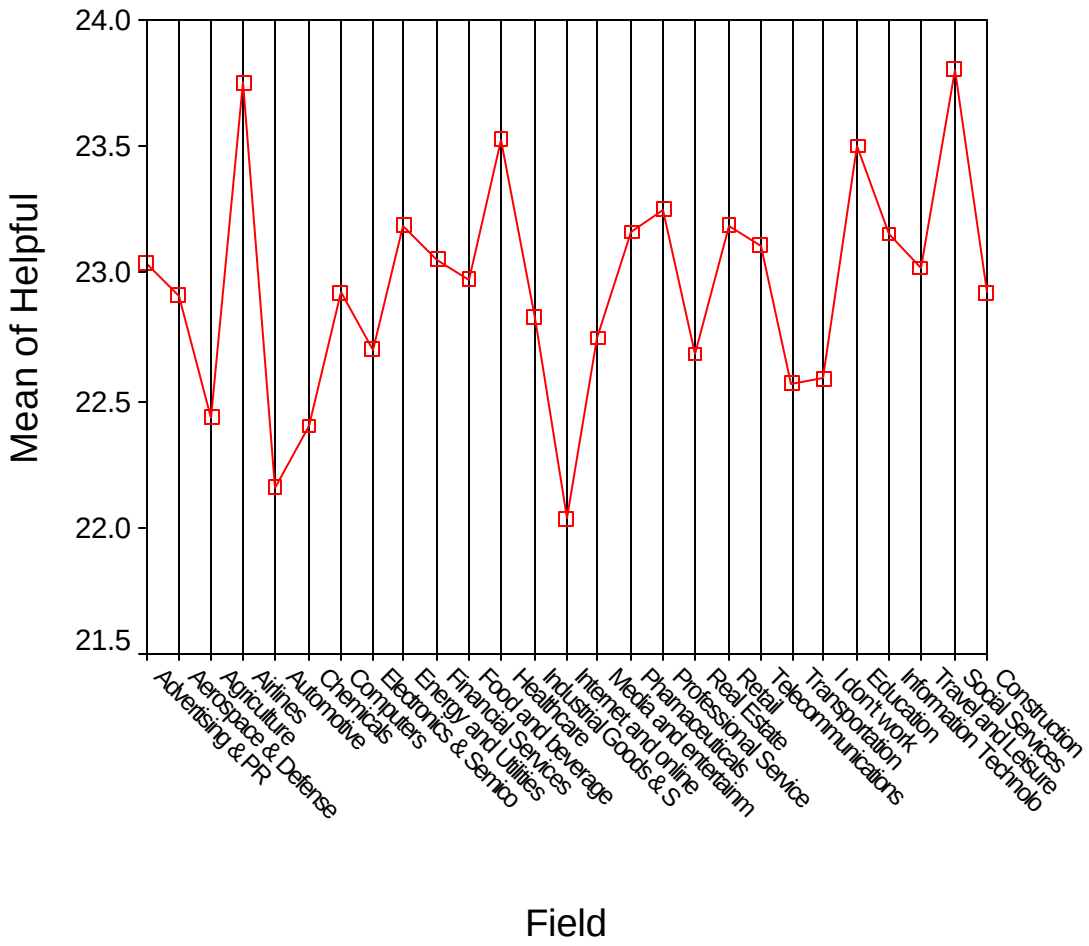
Question #4: What field do you work in?

a) Helpful:

Significant differences in ACT scores were found among groups of subjects who work in different fields. People who work in airlines, healthcare, and social services tended to have the highest scores, while those in internet and online, automobile and chemicals tended to have the lowest. The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 11.568$ $p < 0.0001$

SCORES ON HELPFUL SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

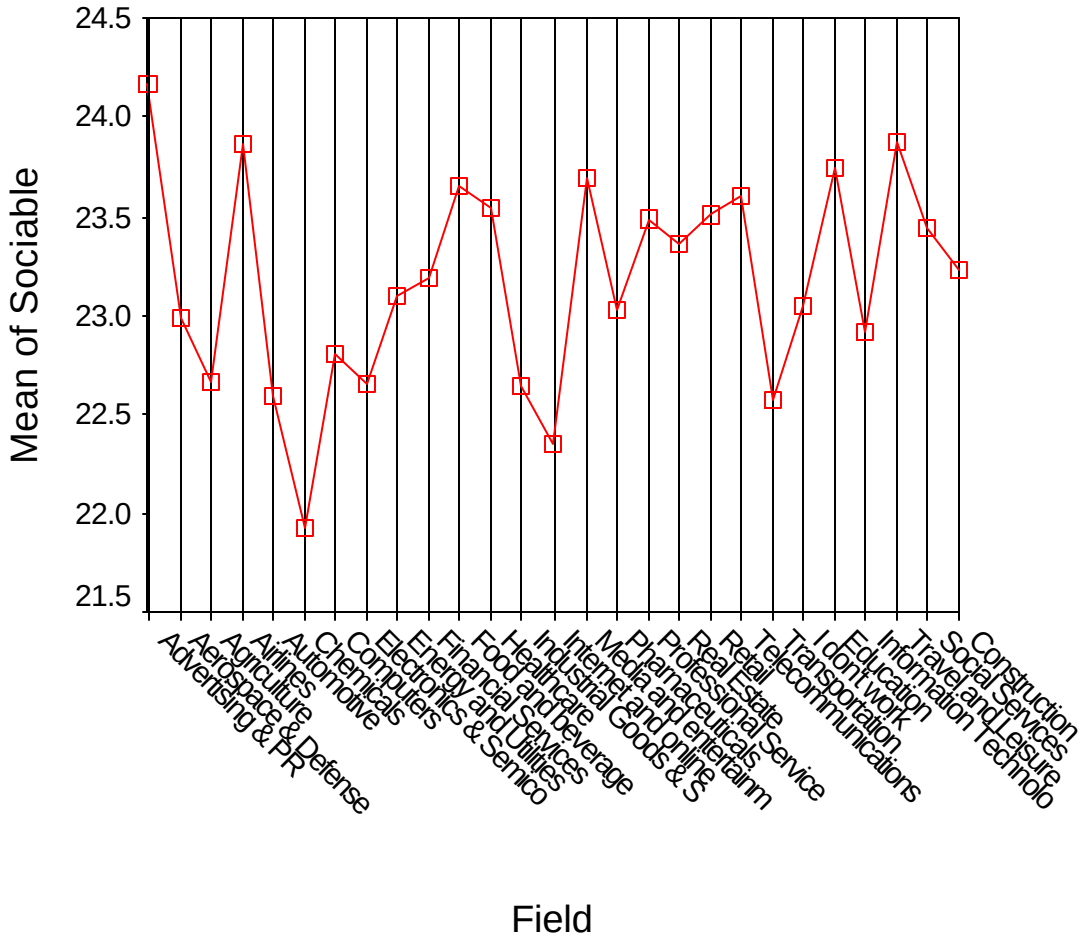


b) Sociable:

Significant differences in ACT scores were found among groups of subjects in different fields. People who work in advertising and PR, travel and leisure, and airline tended to have the highest scores, while those in internet and online and automobile tended to have the lowest The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 8.966$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

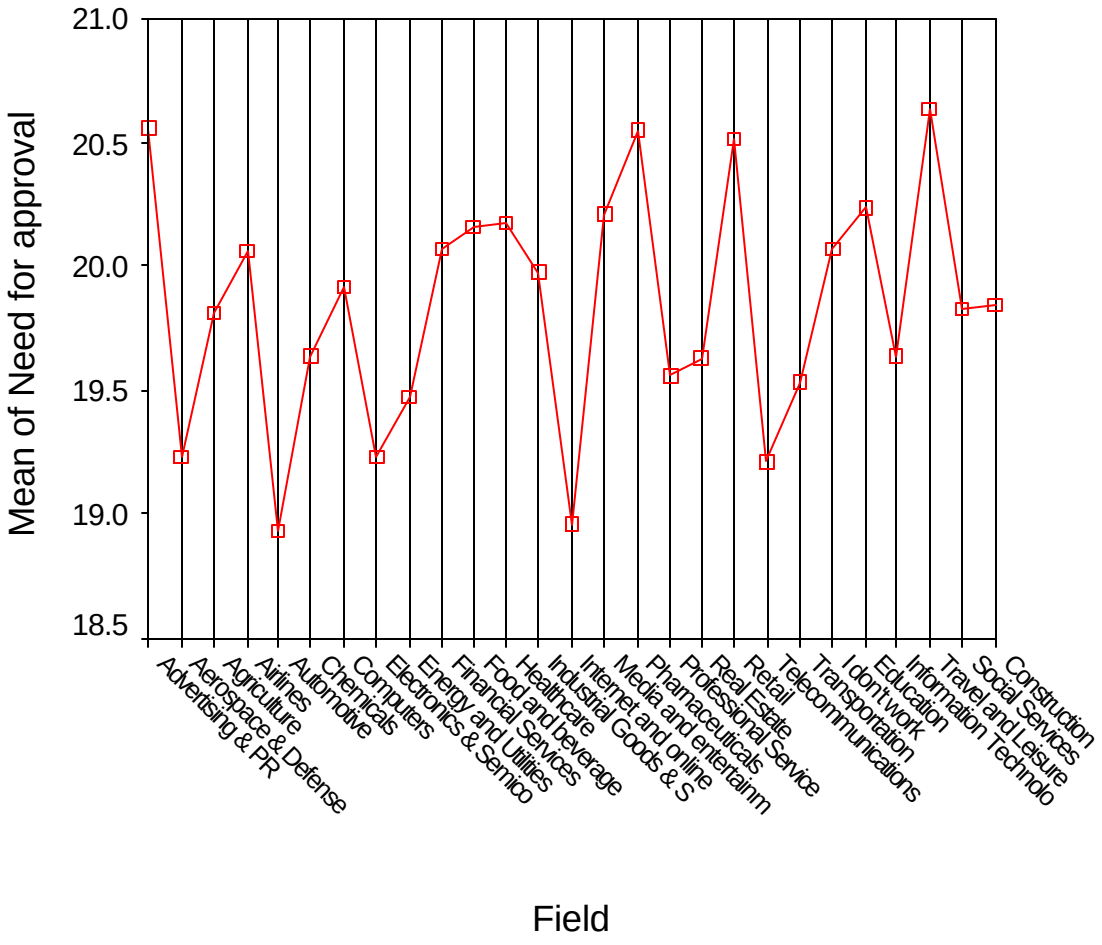


c) Need for Approval:

Significant differences in ACT scores were found among groups of subjects in different fields. People who work in advertising and PR, travel and leisure, pharmaceuticals, and retail tended to have the highest scores in need for approval, while those in internet and online and automobile tended to have the lowest The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 4.893$ $p < 0.0001$

SCORES ON NEED FOR APPROVAL SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

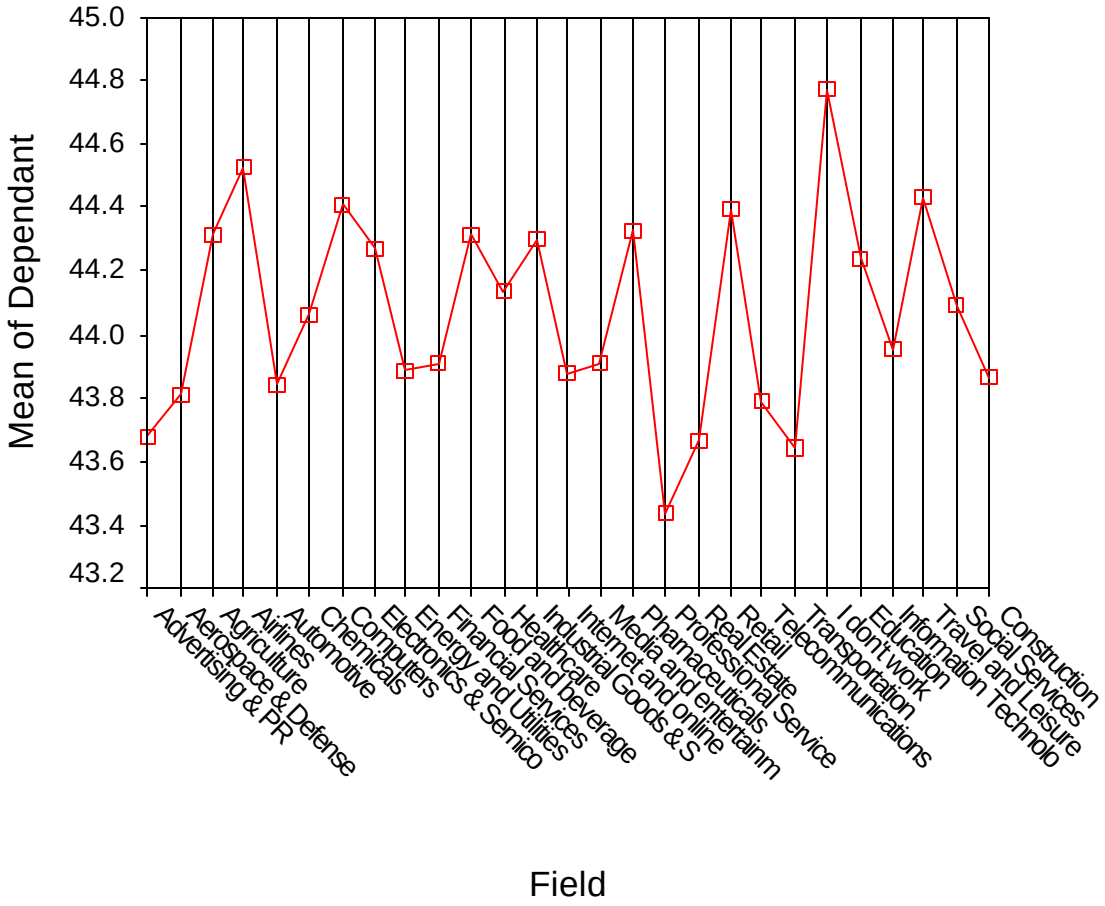


d) Dependent:

Significant differences in ACT scores were found among groups of subjects in different fields. People who don't work tended to have the highest scores, while those in professional services tended to have the lowest. The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 13.473$ $p < 0.0001$

SCORES ON DEPENDENT SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

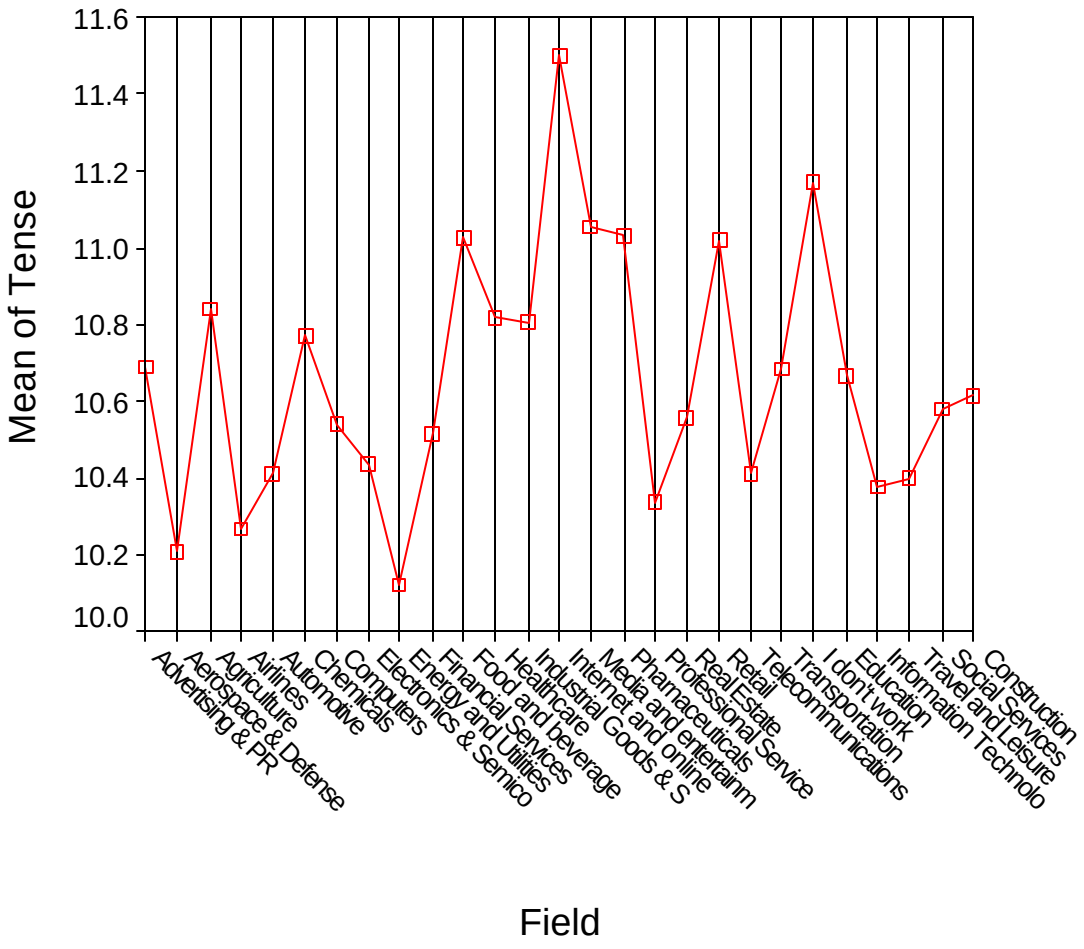


e) Tense:

Significant differences in ACT scores were found among groups of subjects in different fields. People who work in Internet and online, along with those who don't work tended to have the highest scores, while those in energy and utilities, aerospace and defense, and automobile tended to be least tense. The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 8.124$ $p < 0.0001$

SCORES ON TENSE SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

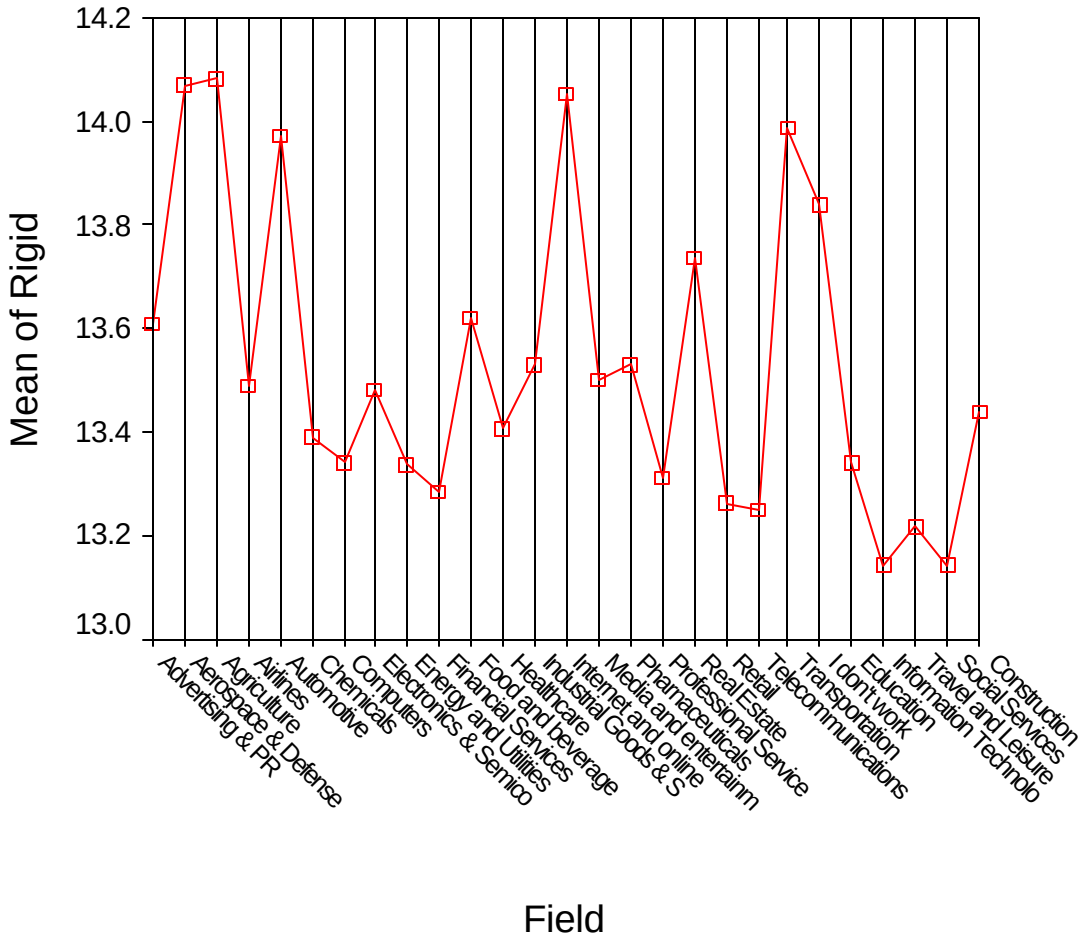


f) Rigid:

Significant differences in ACT scores were found among groups of subjects in different fields. People who work in agriculture, aerospace and defense, internet and online, automotive, and transportation tended to have the highest scores, while those in information technology and social services tended to have the lowest See annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 4.741$ $p < 0.0001$

SCORES ON RIGID SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

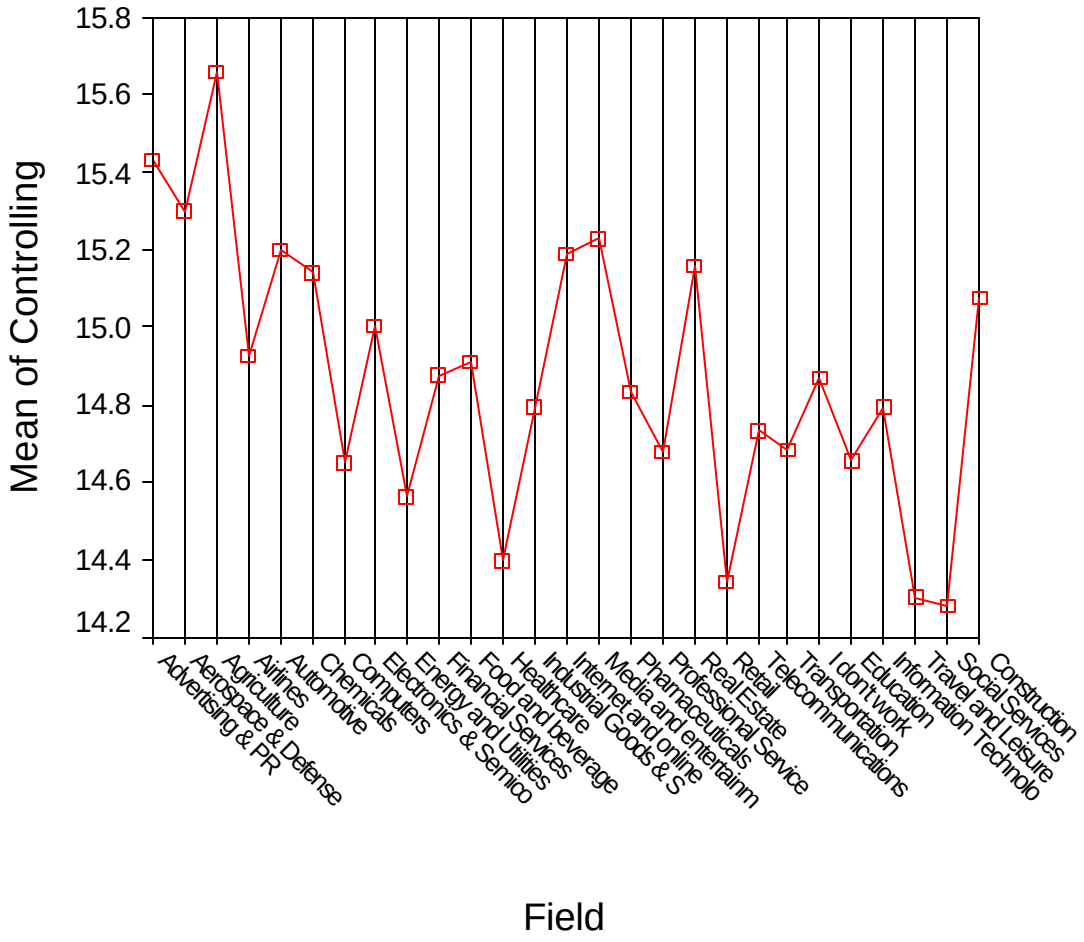


g) Controlling:

Significant differences in ACT scores were found among groups of subjects in different fields. People who work in advertising and PR, and agriculture tended to have the highest scores, while those in retail, travel and leisure, and the helping professions such as social services and healthcare tended to have the lowest. See annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 4.366$ $p < 0.0001$

SCORES ON CONTROLLING SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

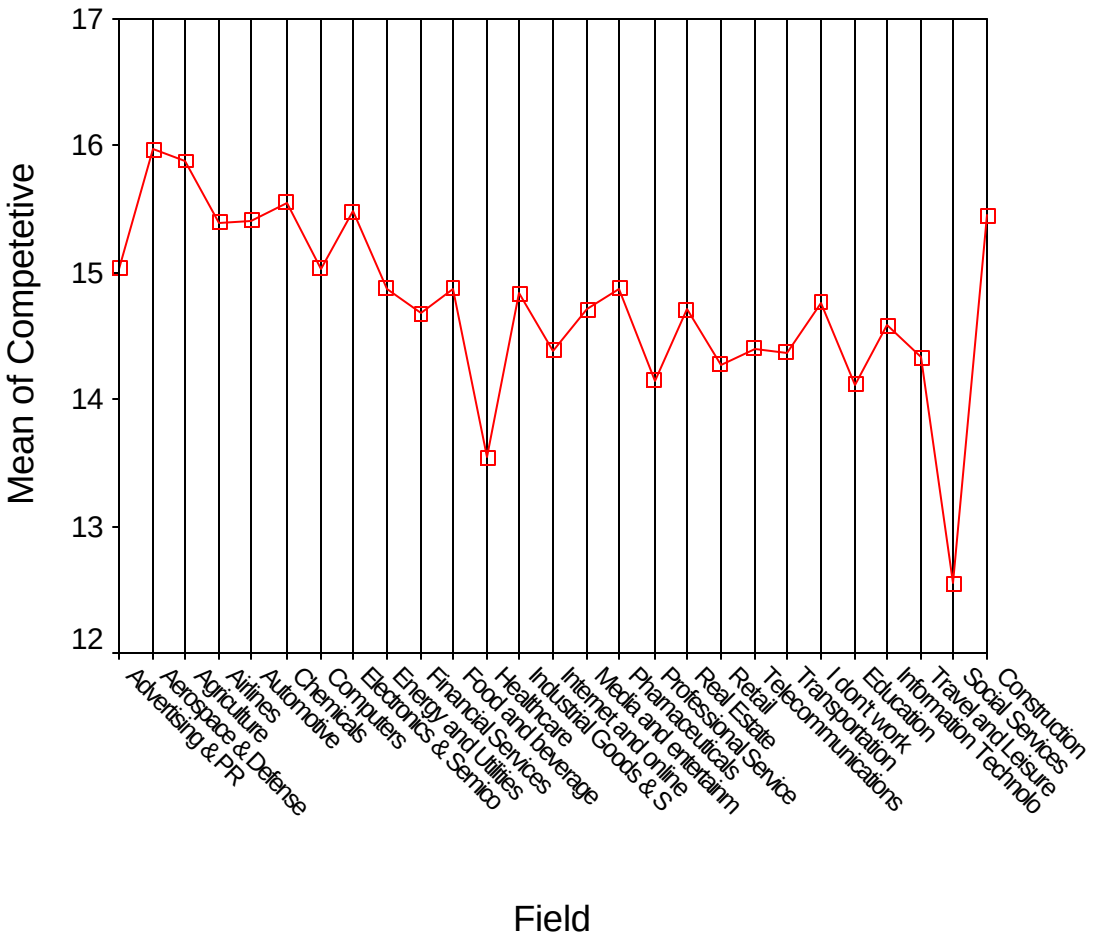


h) Competitive:

Significant differences in ACT scores were found among groups of subjects in different fields. What stood out in these results was that the helping professions tended to have the lowest scores- social services, healthcare, and education were the lowest, with social services standing out among all the professions as the least competitive. The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 13.656$ $p < 0.0001$

SCORES ON COMPETITIVE SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

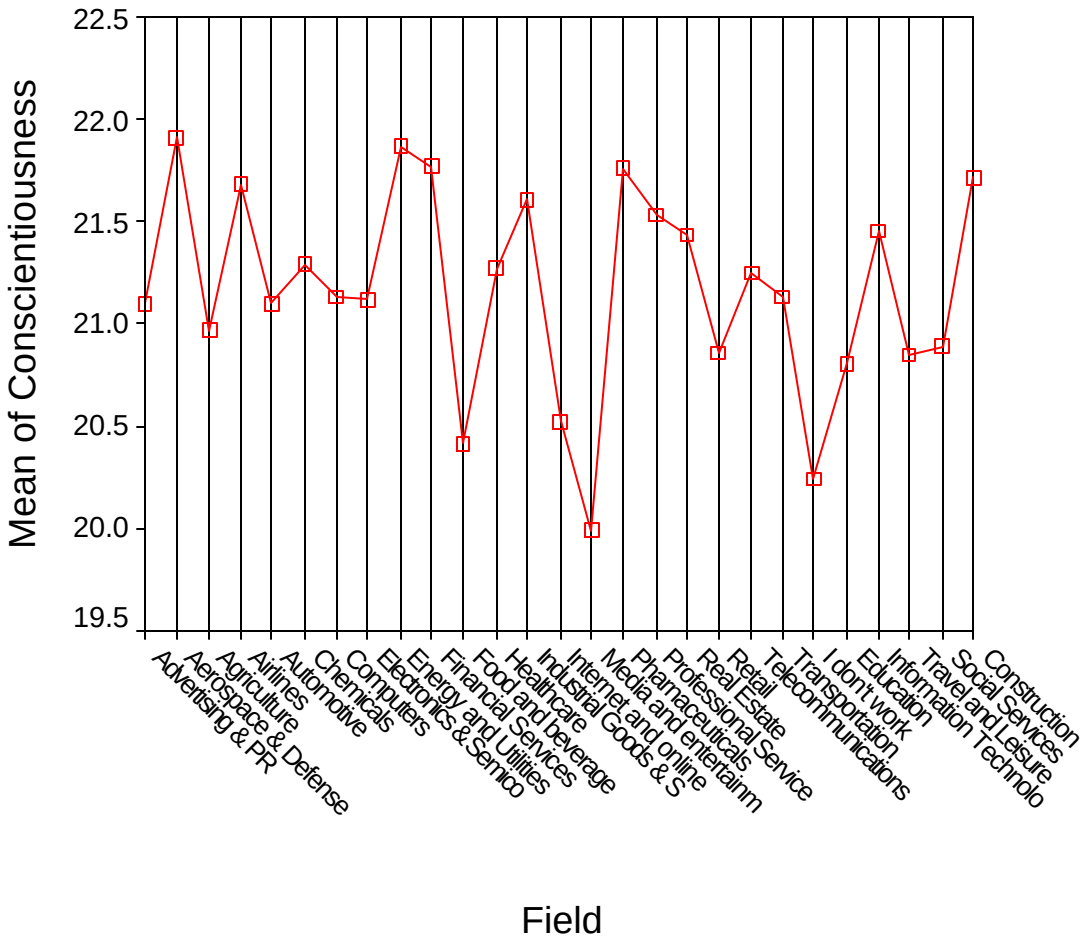


i) Conscientious:

Significant differences in ACT scores were found among groups of subjects in different fields. For instance, people who work in aerospace and defense tended to have the highest scores, while those in media and entertainment tended to have the lowest. The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} =$ $p < 0.0001$

SCORES ON CONSCIENTIOUS SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

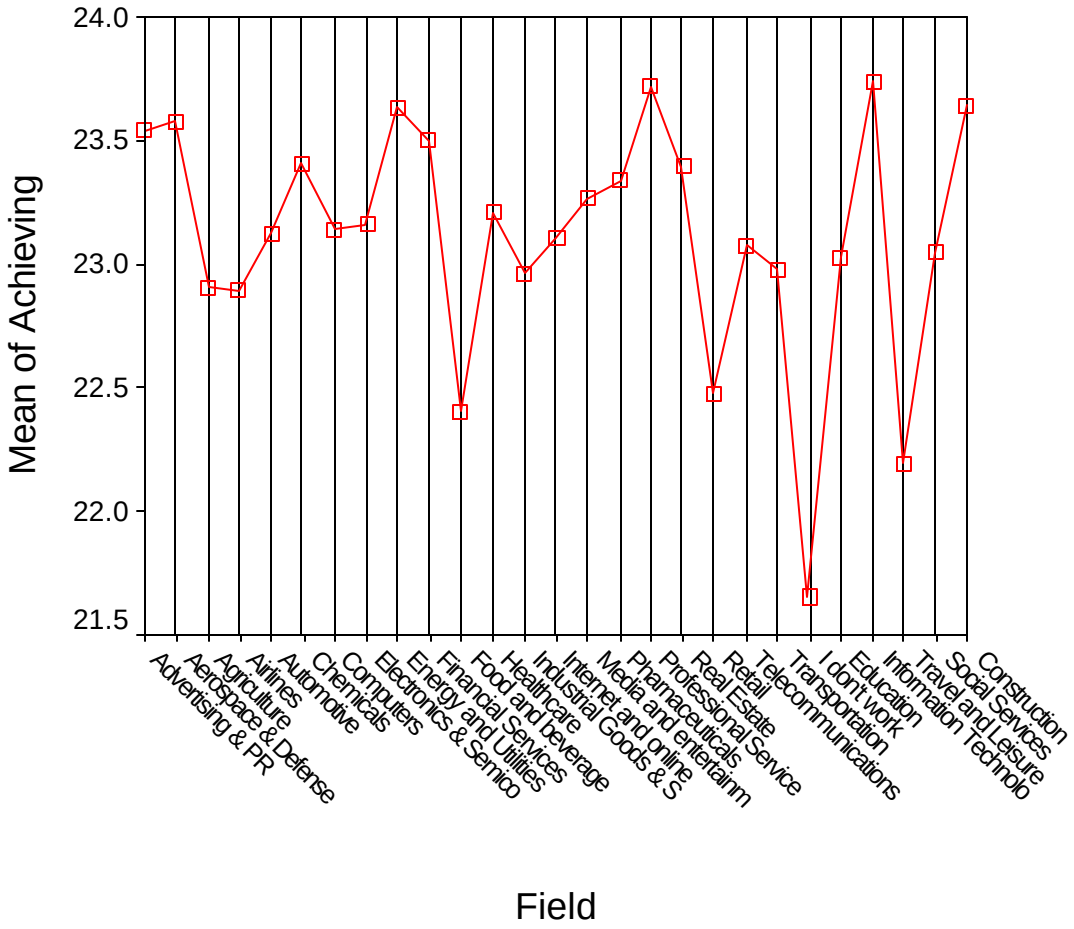


j) Achieving:

Significant differences in ACT scores were found among groups of subjects in different fields. For example, people who work in professional services, information technology, construction, energy and utilities, advertising and pr, and aerospace tended to have the highest scores, while those who don't work at all tended to have the lowest. The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)} = 31.433$ $p < 0.0001$

SCORES ON ACHIEVING SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT

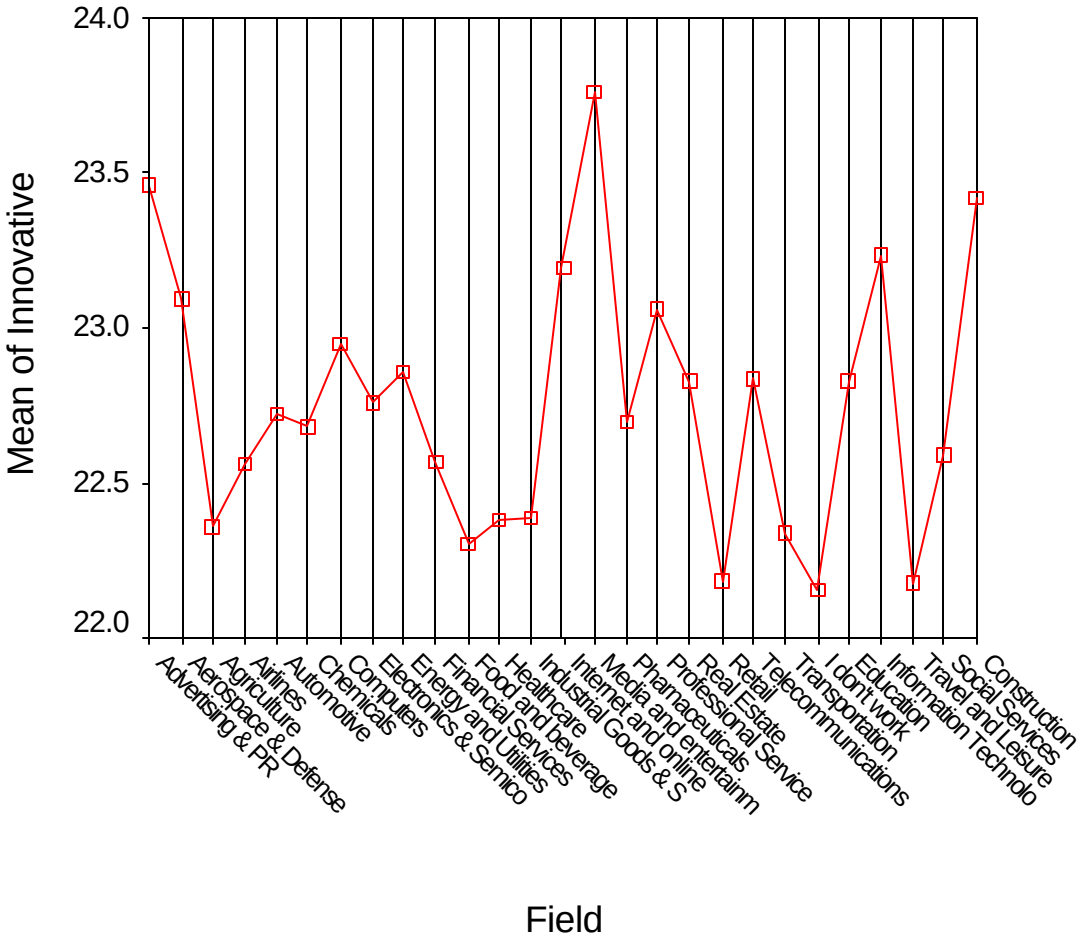


k) Innovative:

Significant differences in ACT scores were found among groups of subjects in different fields. People who work in media and entertainment, advertising and pr, and construction tended to have the highest scores, while those in retail, travel and leisure, and who don't work tended to have the lowest. The effects are robust. See Annex 6 for a table showing homogeneous subsets.

$F_{(26,26125)}$ = $p < 0.0001$

SCORES ON INNOVATIVE SUBSCORE AS A FUNCTION OF FIELD OF EMPLOYMENT



5. Relationship between Position and ACT type.

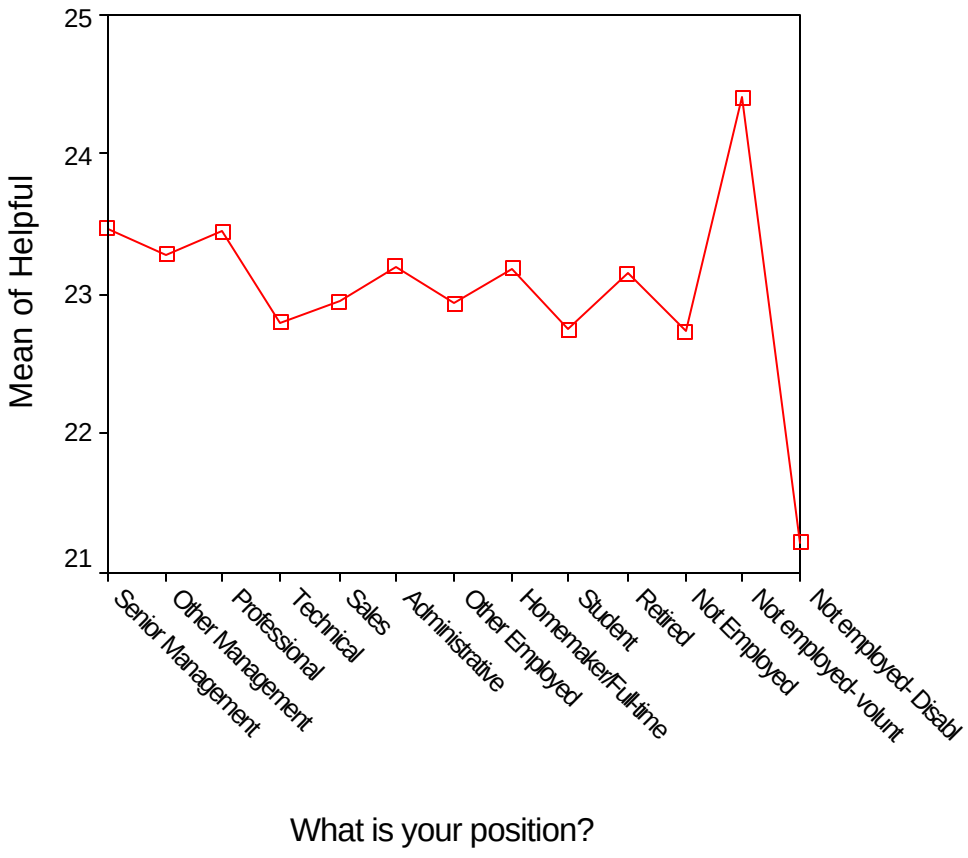
Question #5: What is your position?

a) Helpful:

Significant differences in ACT scores were found among groups of subjects in different positions. Those who are not employed but who are volunteers tended to score highest in the helpfulness subscale, while those who work in technical positions, students and people who are unemployed because of disability scored lowest. It should be noted that the sample size for the disabled group is much lower than the others and this may have an impact on the results. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 19.587$ $p < 0.0001$

SCORES ON HELPFUL SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

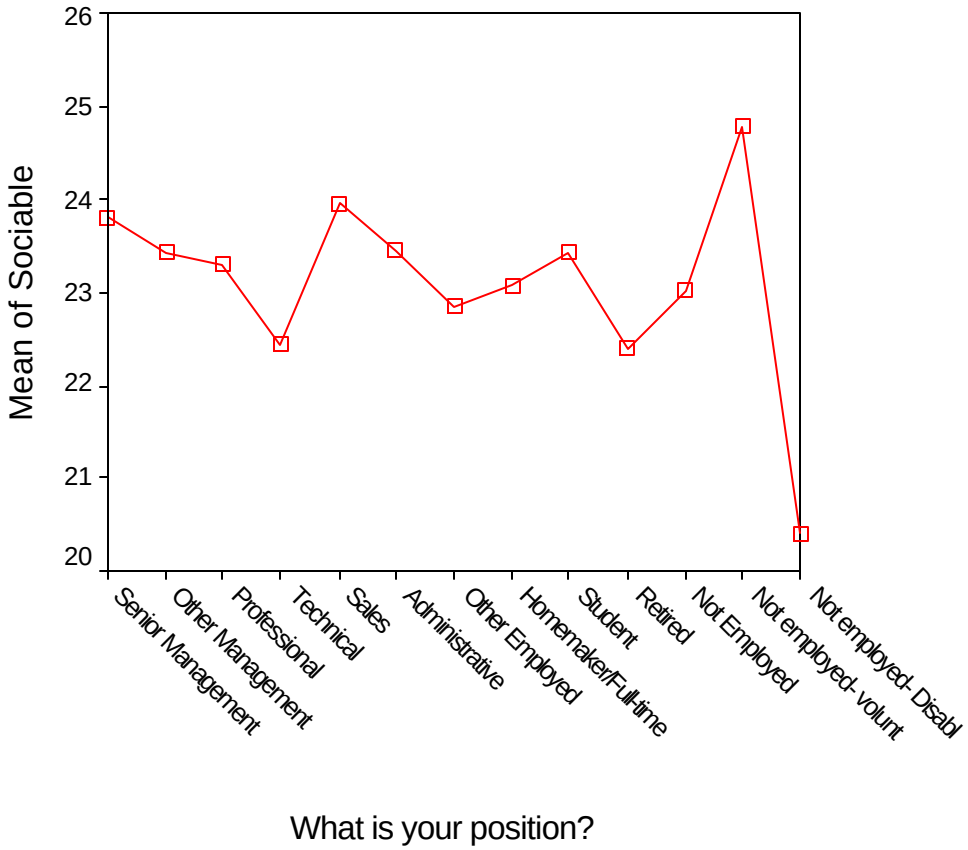


b) Sociable:

Significant differences in ACT scores were found among groups of subjects in different positions. The same relationship as in the helpfulness scales exists for those who are unemployed volunteers and those who are unemployed because of disability. Besides those two, technical people are least sociable, while people in sales are most sociable. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 19.224$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

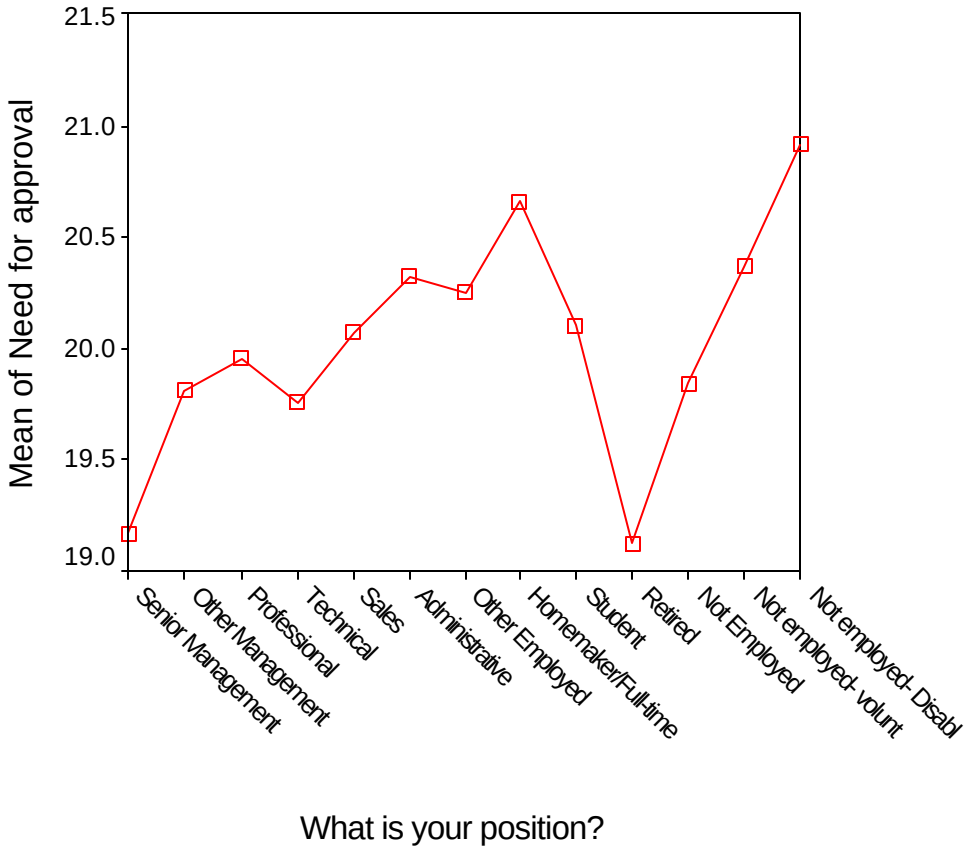


c) Need for Approval:

Significant differences in ACT scores were found among groups of subjects in different positions. Senior management and retired people tended to have the lowest scores on the need for approval subscale, while homemakers scored highest. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 7.223$ $p < 0.0001$

SCORES ON NEED FOR APPROVAL SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

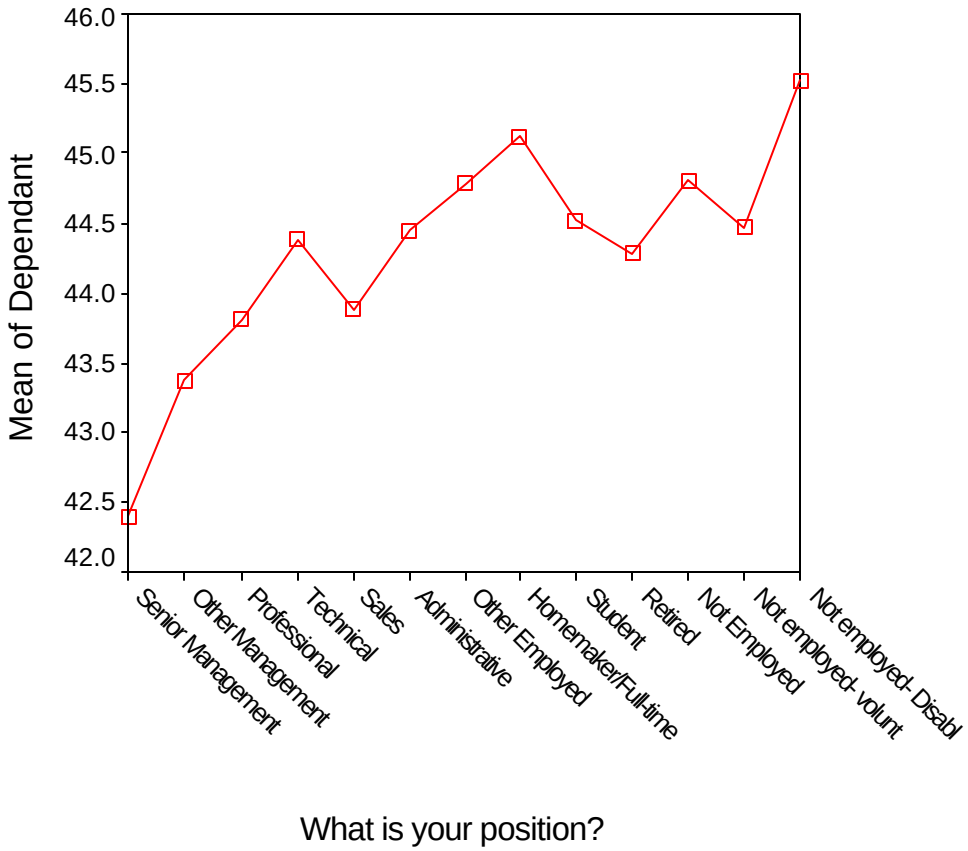


d) Dependent:

Significant differences in ACT scores were found among groups of subjects in different positions. Disabled people scored highest on this subscale, closely followed by homemakers. Senior management and other management tended to have the lowest scores. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 83.108$ $p < 0.0001$

SCORES ON DEPENDENT SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

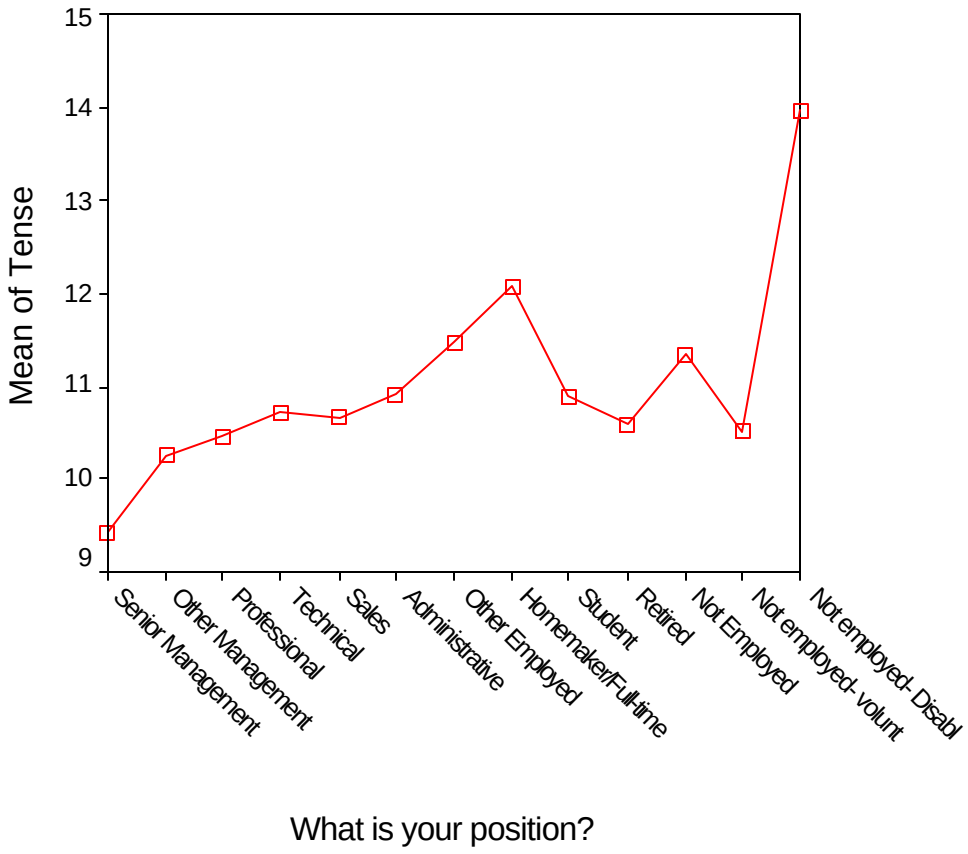


e) Tense:

Significant differences in ACT scores were found among groups of subjects in different positions. People who are disabled and can't work had the highest score, followed by homemakers. Senior management had the lowest scores. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 56.631$ $p < 0.0001$

SCORES ON TENSE SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

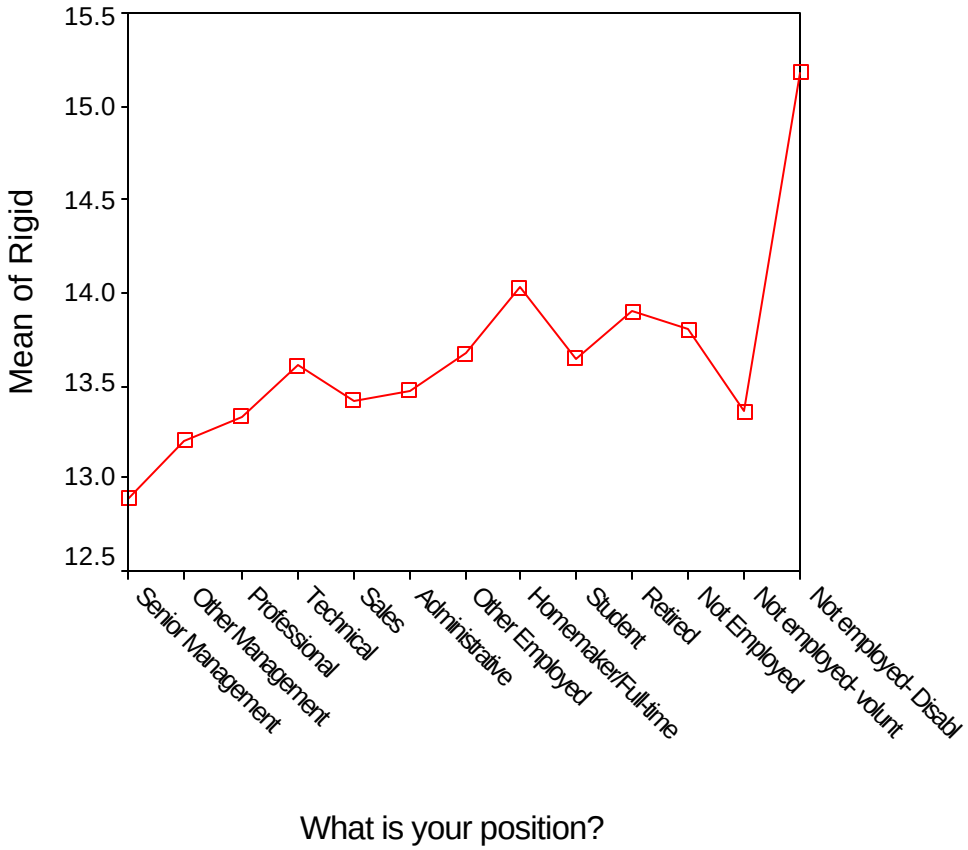


f) Rigid:

Significant differences in ACT scores were found among groups of subjects in different positions. People who are disabled and can't work had the highest score- but due to the small sample size we must point out that the results may be skewed. Senior management had the lowest score and was significantly different from everything but other management and those that were volunteers. Homemakers had the highest score in this subscale besides the disabled people. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 11.708$ $p < 0.0001$

SCORES ON RIGID SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

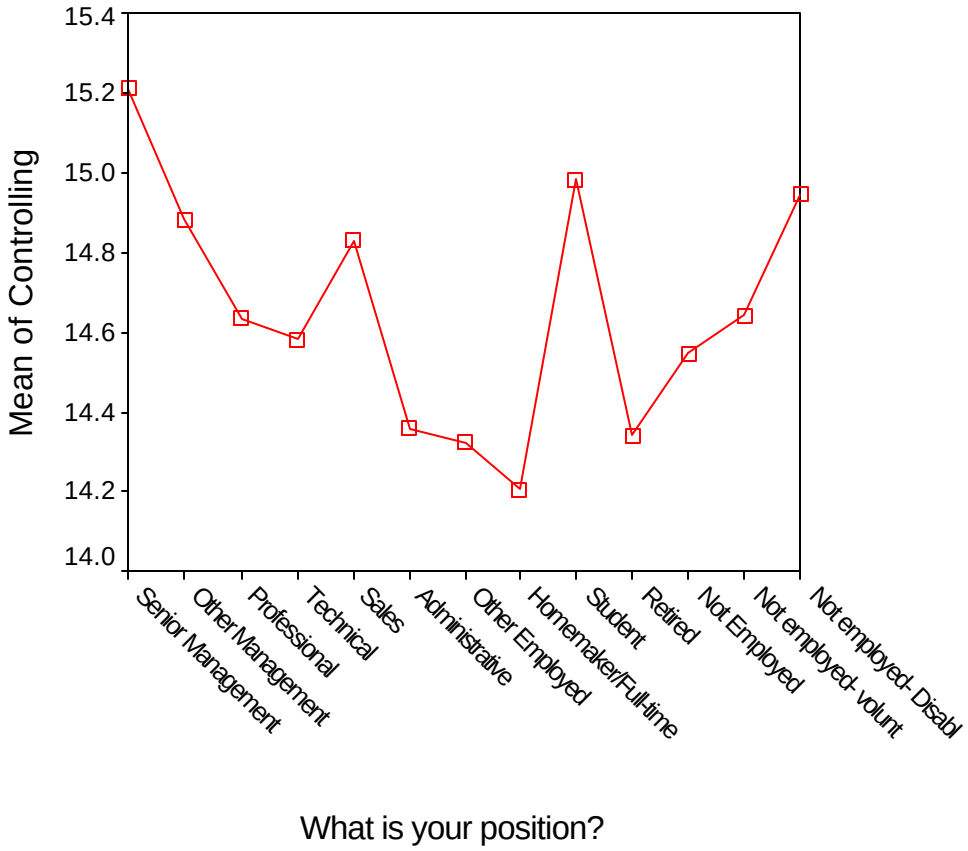


g) Controlling:

Significant differences in ACT scores were found among groups of subjects in different positions. People who work in senior management positions tended to have the highest scores, followed by students and people who work in sales, while homemakers and the retired individuals tended to have the lowest. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 9.553$ $p < 0.0001$

SCORES ON CONTROLLING SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

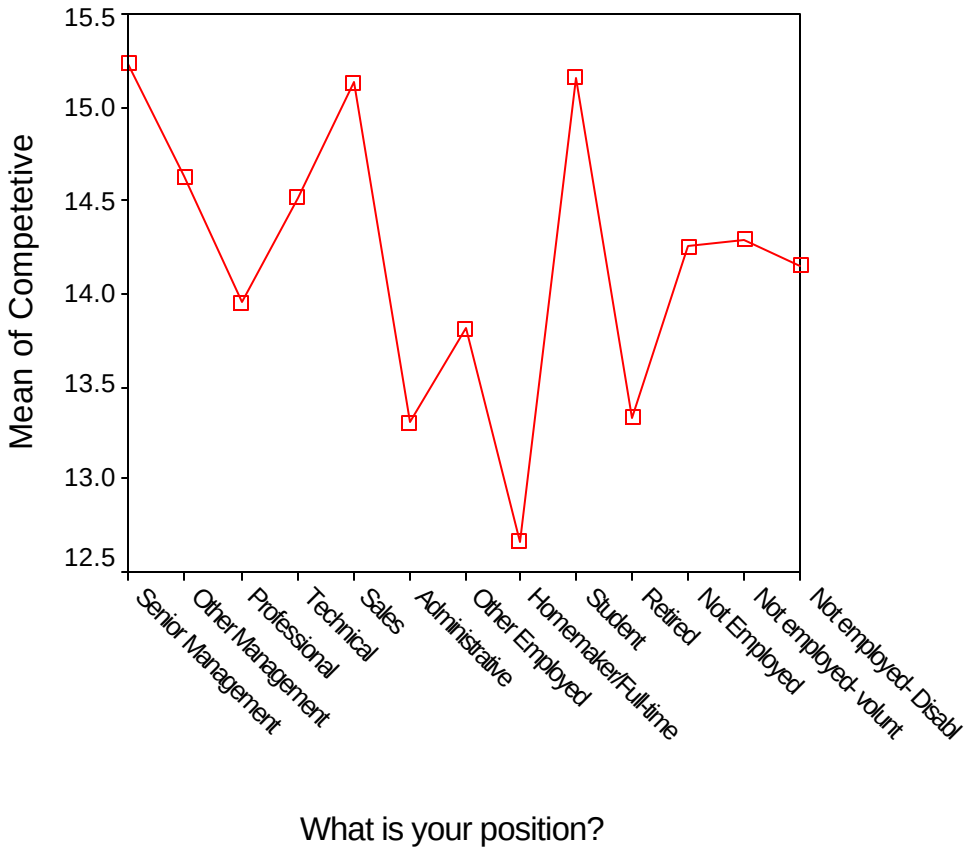


h) Competitive:

Significant differences in ACT scores for this subscale were found among groups of subjects in different positions. People who work in senior management positions, sales, and students tended to have the highest scores, while homemakers, administrators, and the retired tended to have the lowest. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 48.917$ $p < 0.0001$

SCORES ON COMPETITIVE SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

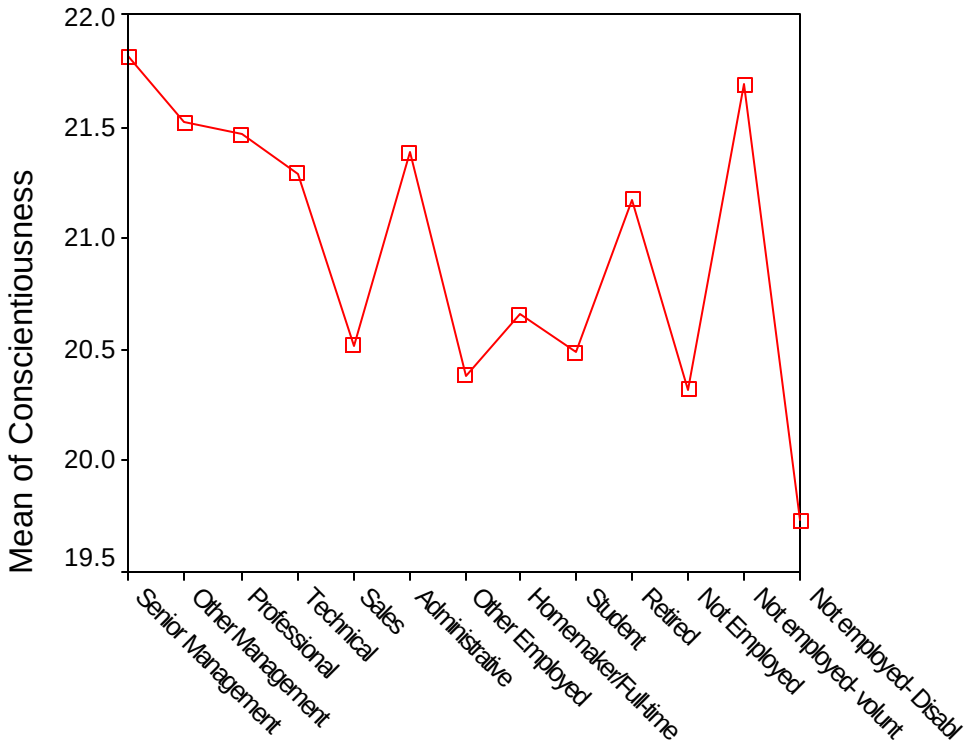


i) Conscientious:

Significant differences in ACT scores were found among groups of subjects in different positions. People who work senior management and volunteers tended to have the highest scores, while the unemployed tended to have the lowest. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 35.344$ $p < 0.0001$

SCORES ON CONSCIENTIOUS SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

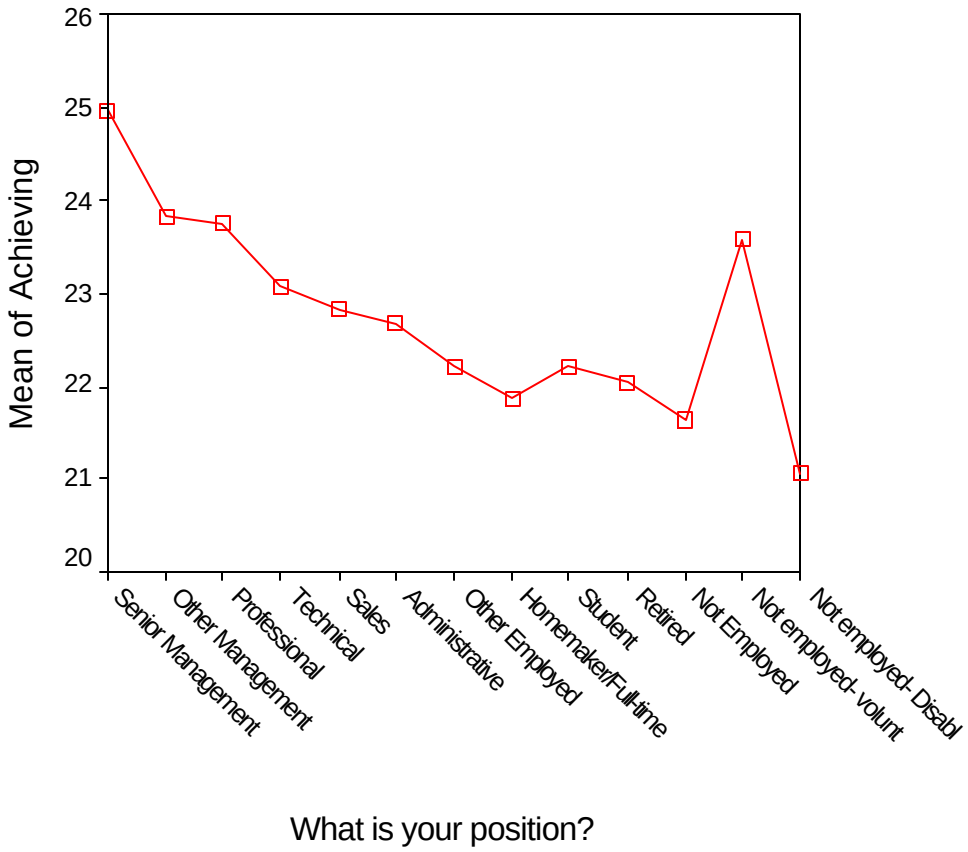


j) Achieving:

Significant differences in ACT scores were found among groups of subjects in different positions. Those who work in senior management tended to have the highest scores, while the unemployed tended to have the lowest. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 134.301$ $p < 0.0001$

SCORES ON ACHIEVING SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT

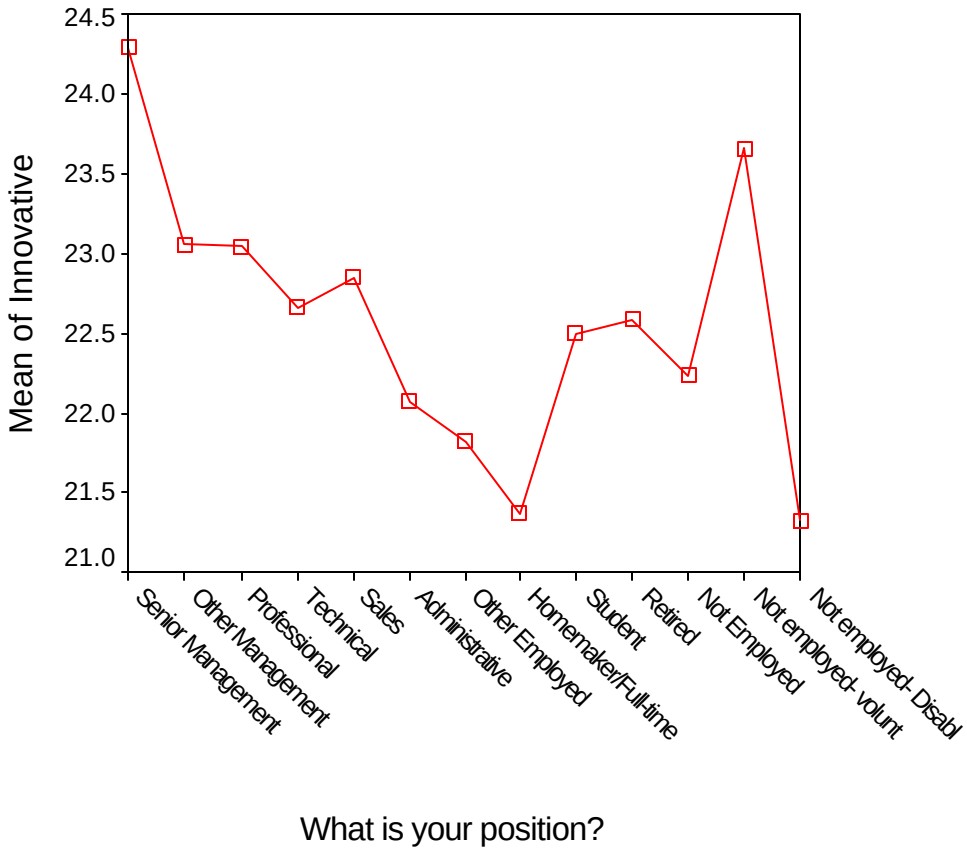


k) Innovative:

Significant differences in ACT scores were found among groups of subjects in different positions. People who work in senior management and volunteers tended to have the highest scores, while homemakers tended to have the lowest. The effects are robust. See Annex 7 for a table showing homogeneous subsets.

$F_{(12,29465)} = 58.879$ $p < 0.0001$

SCORES ON INNOVATIVE SUBSCORE AS A FUNCTION OF POSITION OF EMPLOYMENT



6. Relationship between education and ACT type.

Question #6: What is the highest level of education you have achieved?

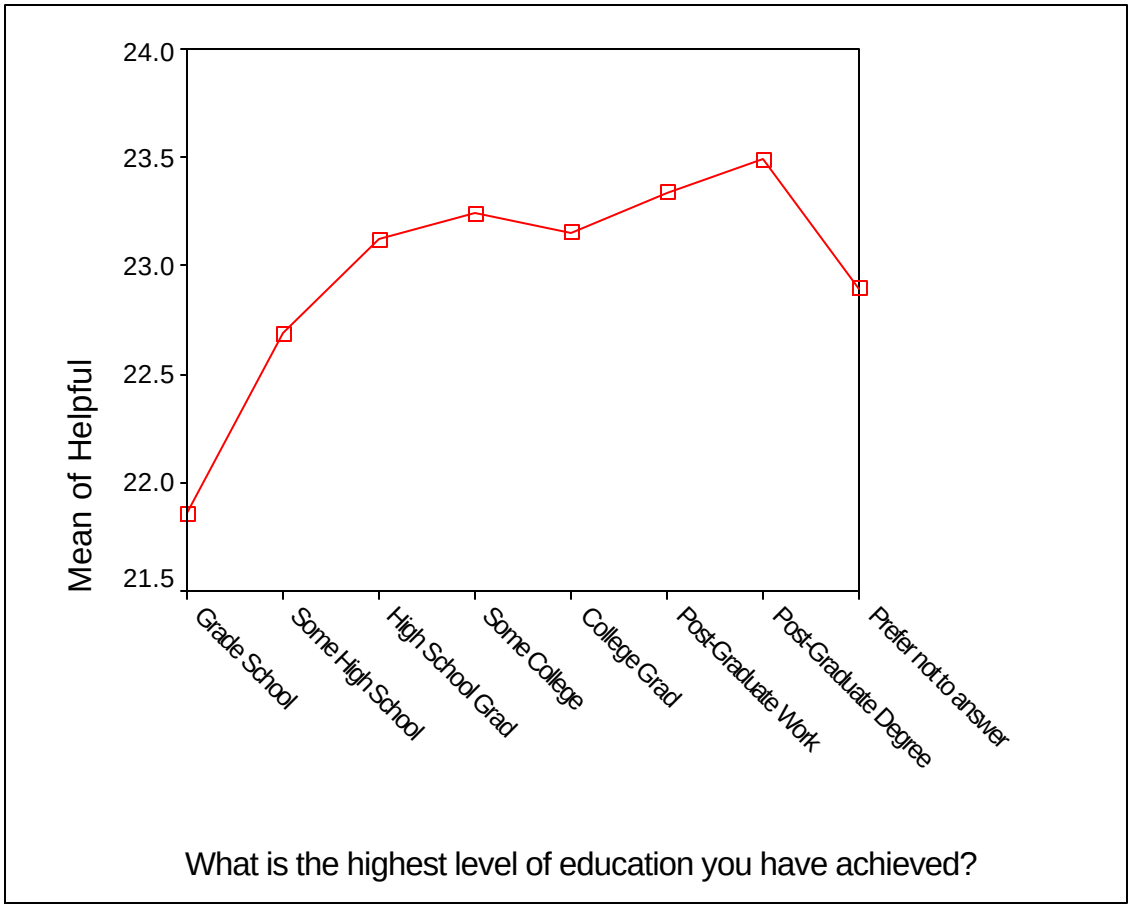
Note: People younger than 25 were excluded from this sample so that we are comparing people of different education levels and not those who are still in the midst of their education versus those who are older and finished with their education.

a) Helpful:

Significant differences in ACT scores were found among groups of subjects in different education levels. People who scored high on helpfulness tended to be more educated, although the effect weakens as education increases. The effects are robust. See Annex 8 for a table showing homogeneous subsets.

$F_{(7,14324)} = 6.142$ $p < 0.0001$

SCORES ON HELPFUL SUBSCORE AS A FUNCTION OF EDUCATION

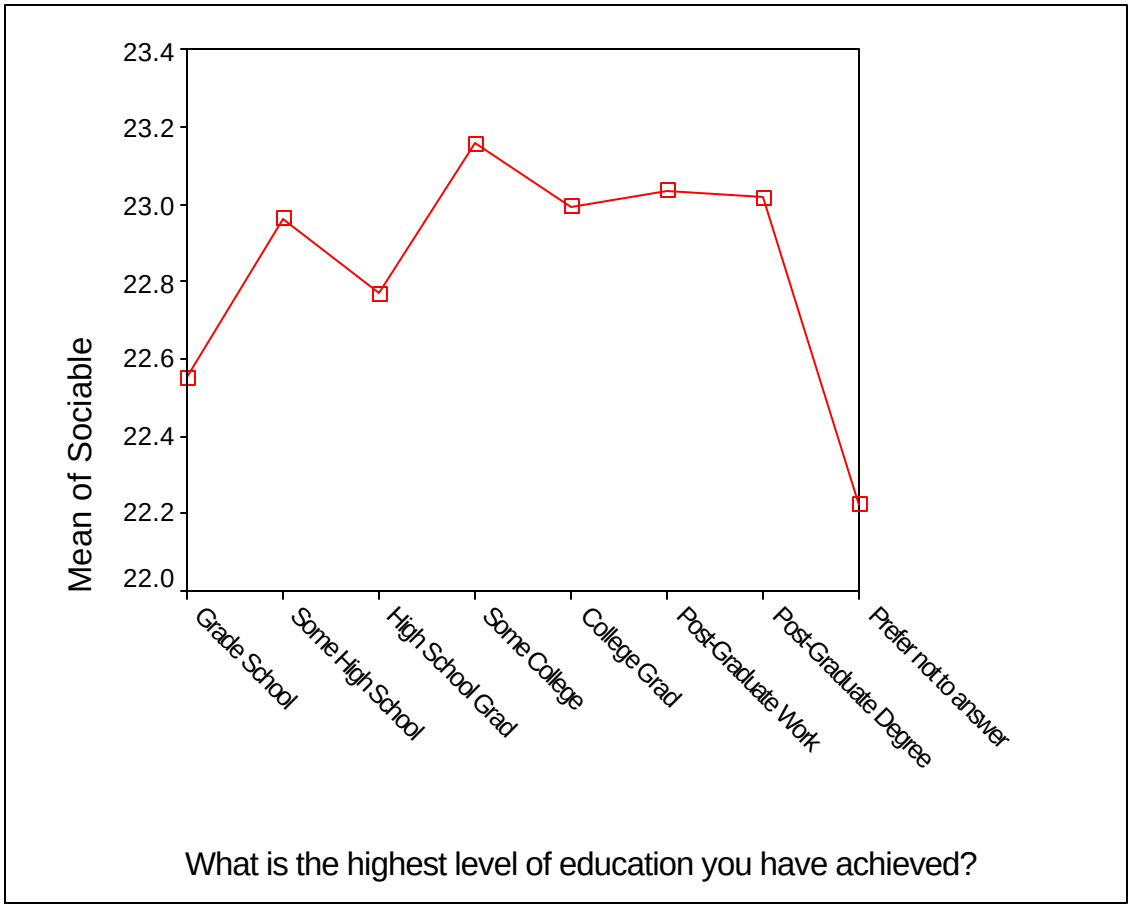


b) Sociable:

Significant differences in ACT scores were found among groups of subjects in different education levels. People who scored lower on the sociability subscores tended to be less educated or preferred not to answer. The effects are robust. It is important to note, however, that the post-hoc tests showed that these results are not theoretically significant.

$F_{(7.14324)} = 2.031$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

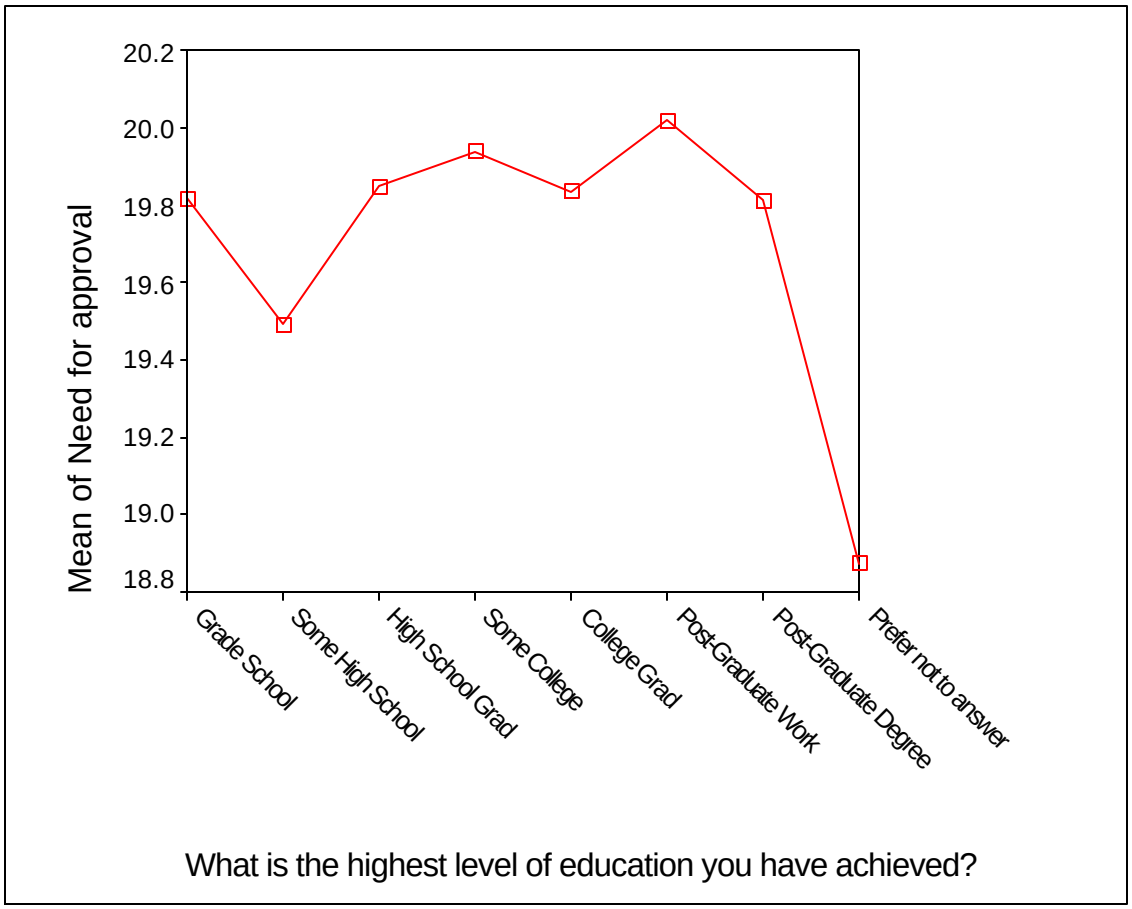


c) Need for Approval:

No Significant differences in ACT scores for this subscale were found among groups of subjects in different education levels.

$F_{(7.14324)} = 1.180$ $p > .05$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

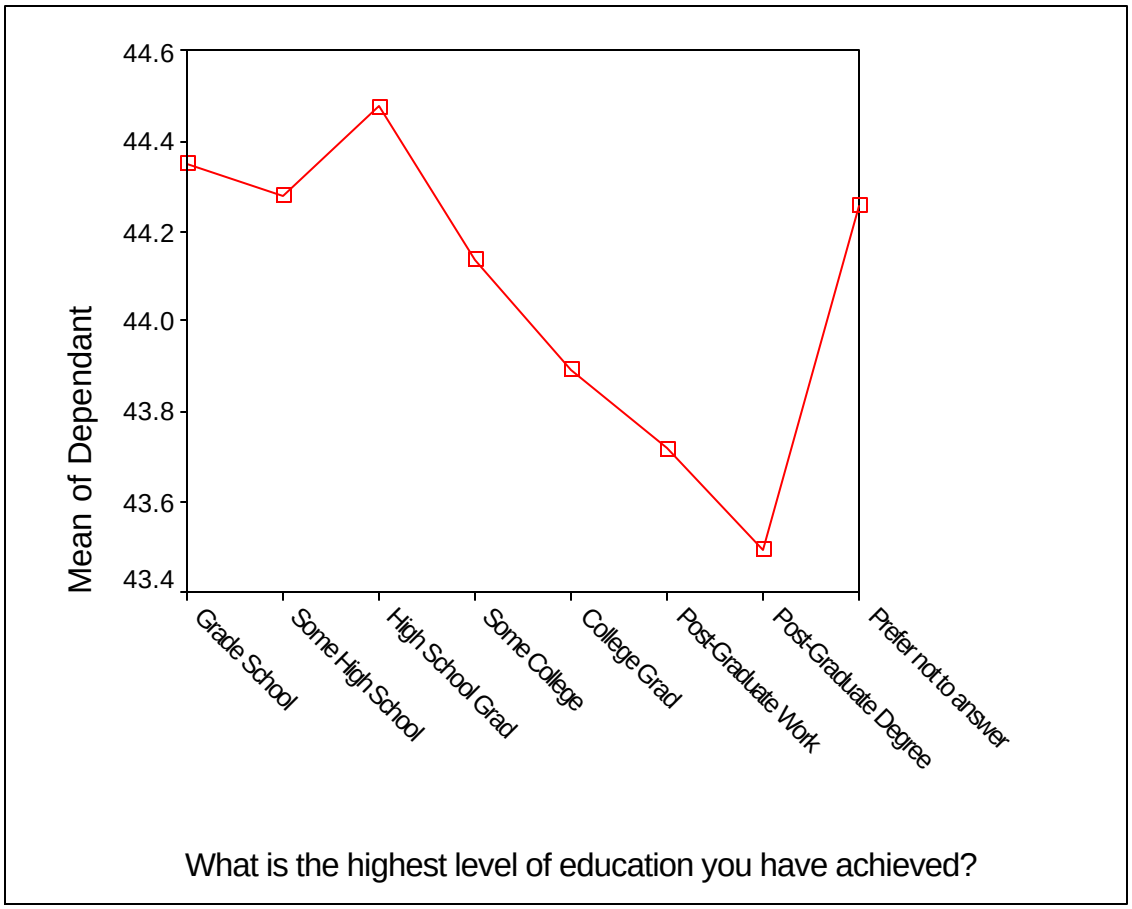


d) Dependent:

Significant differences in ACT scores were found among groups of subjects in different education levels. People who scored high on the dependant score tended to be less educated. The effects are robust. See Annex 8 for a table showing homogeneous subsets.

$F_{(7.14324)} = 14.795$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

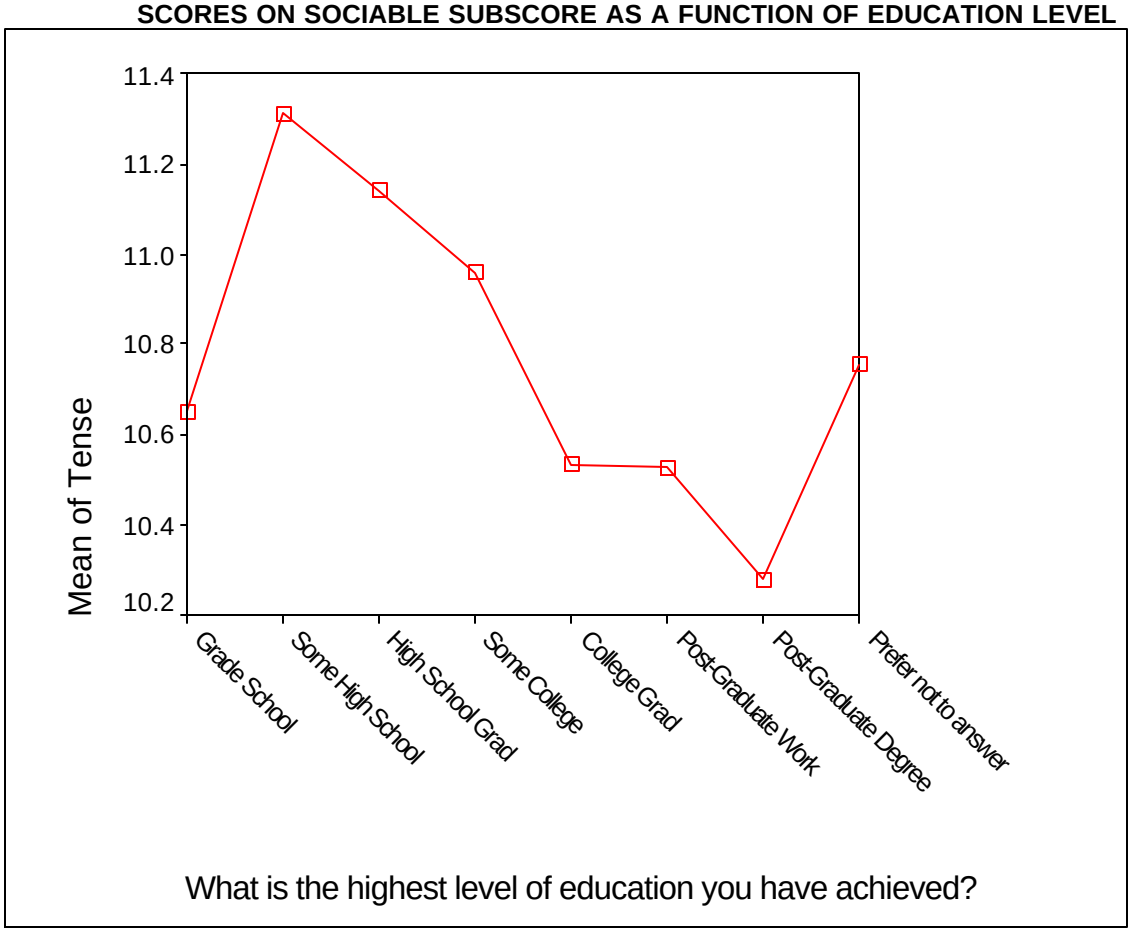


e) Tense:

Significant differences in ACT scores were found among groups of subjects in different education levels. Scores in tense subscale increased with education level until high school grad, and then gradually decreased with education. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(7.14324)} = 17.276$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

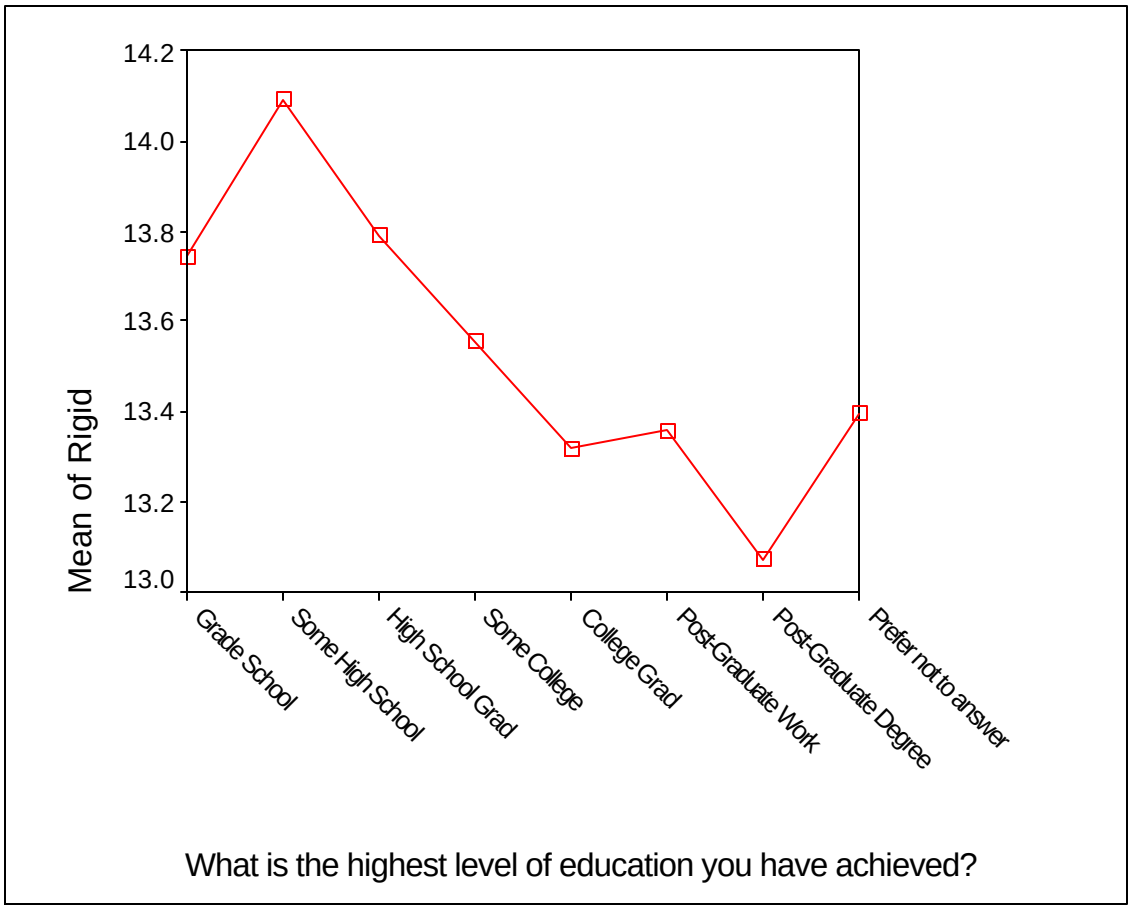


f) Rigid:

Significant differences in ACT scores were found among groups of subjects in different education levels. As level of education increased, the scores on rigid subscale decreased, with a slight bump at some post-graduate work. The effects are robust. See Annex 8 for a table showing homogeneous subsets.

$F_{(7.14324)} = 9.205$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

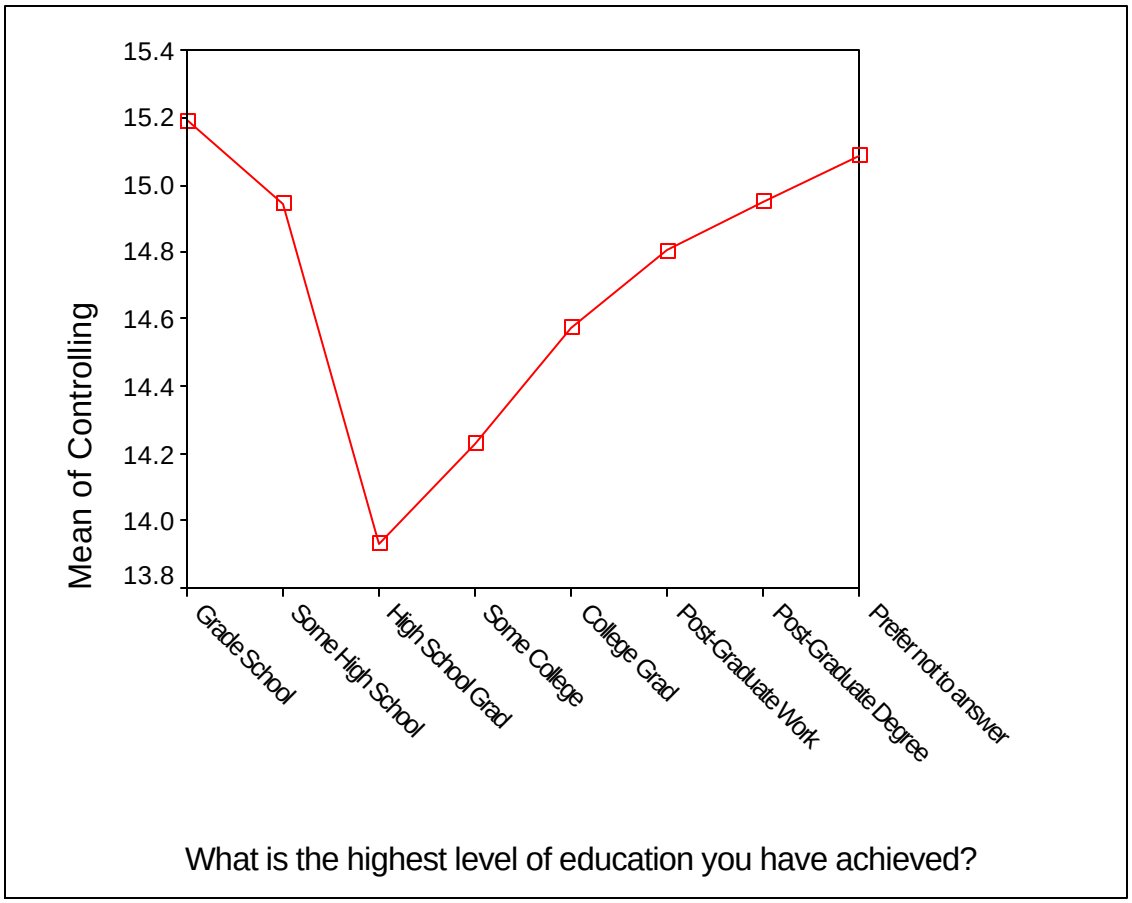


g) Controlling:

Significant differences in ACT scores were found among groups of subjects in different education levels. Scores on the controlling subscores tended to decrease with education, but began to increase after high school grad. The effects are robust. See Annex 8 for a table showing homogeneous subsets.

$F_{(7.14324)} = 13.019$ $p < 0.0001$

SCORES ON CONTROLLING SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

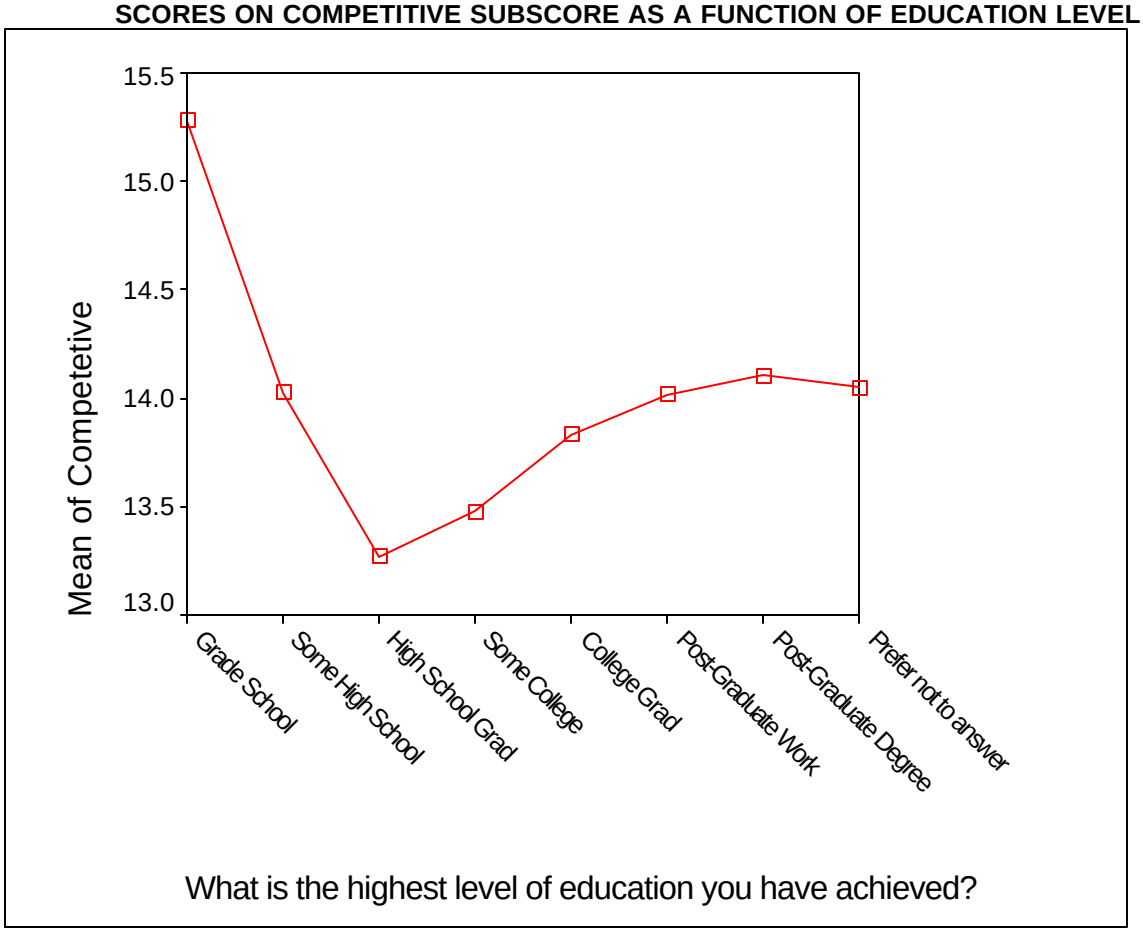


h) Competitive:

Significant differences in ACT scores were found among groups of subjects in different education levels. Scores on the competitive subscores tended to decrease with education, but began to increase after high school grad. The effects are robust. See Annex 8 for a table showing homogeneous subsets.

$F_{(7.14324)} = 8.240$ $p < 0.0001$

SCORES ON COMPETITIVE SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

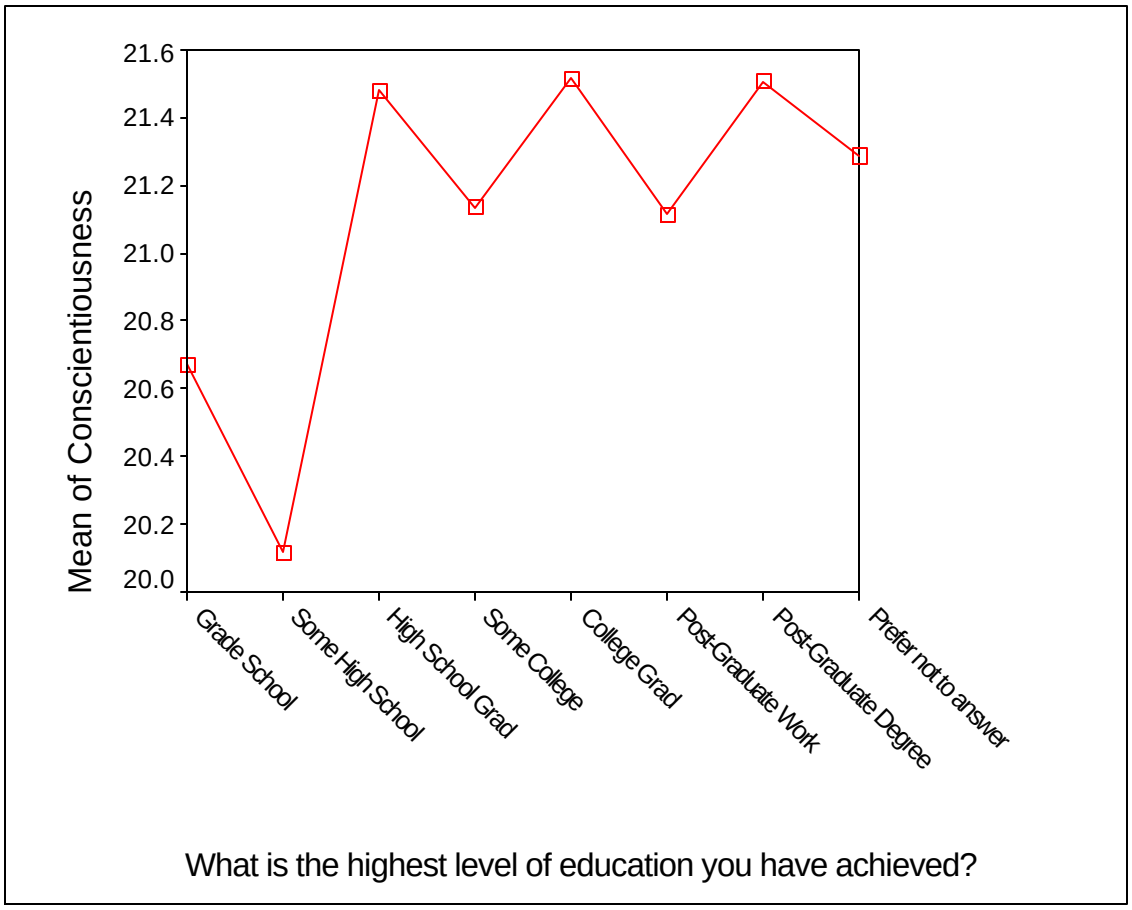


i) Conscientious:

Significant differences in ACT scores were found among groups of subjects in different education levels. People who had achieved some high school tended to be significantly less conscientious than all the other groups besides those who had achieved grade school. The effects are robust. See Annex 8 for a table showing homogeneous subsets.

$F_{(7.14324)} = 8.698$ $p < 0.0001$

SCORES ON CONSCIENTIOUS SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

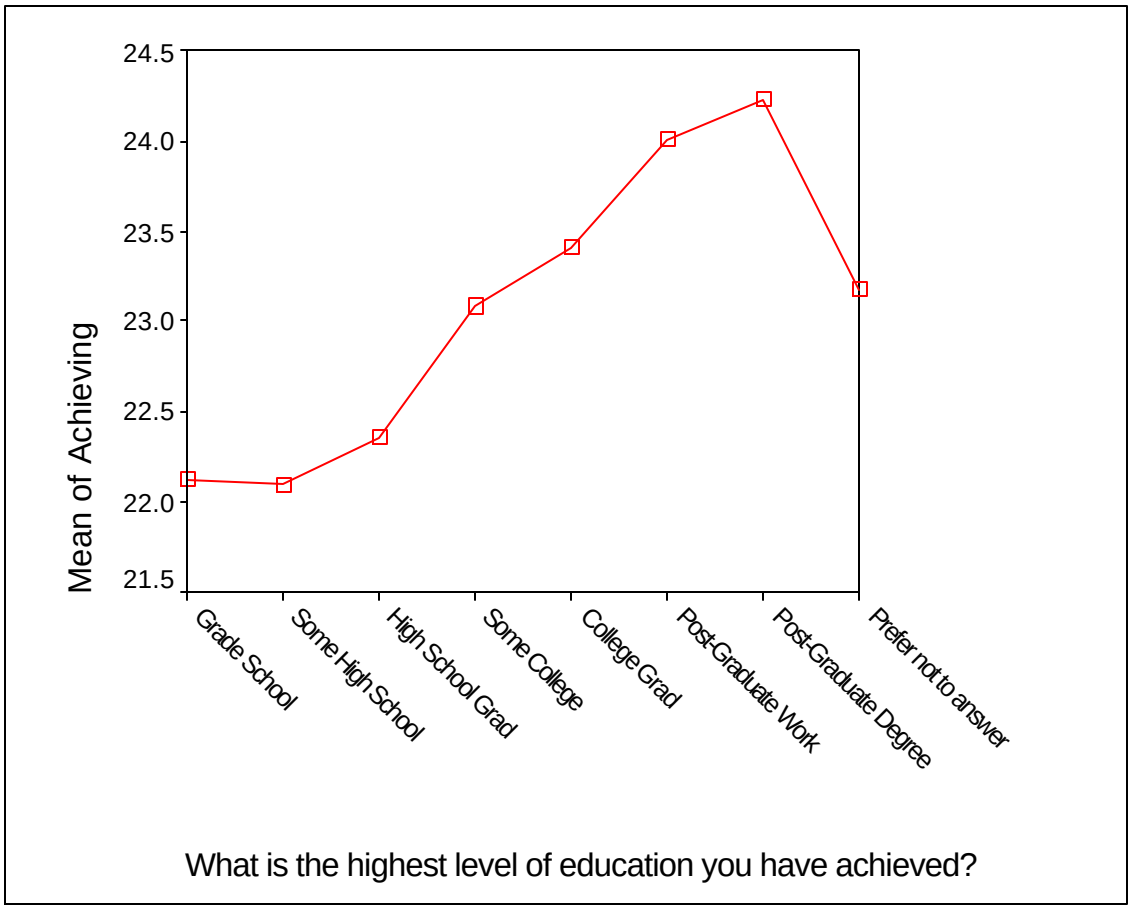


j) Achieving:

Significant differences in ACT scores were found among groups of subjects in different education levels. The score in the achieving subscale tended to increase as education increased. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(7.14324)} = 55.789$ $p < 0.0001$

SCORES ON ACHIEVING SUBSCORE AS A FUNCTION OF EDUCATION LEVEL

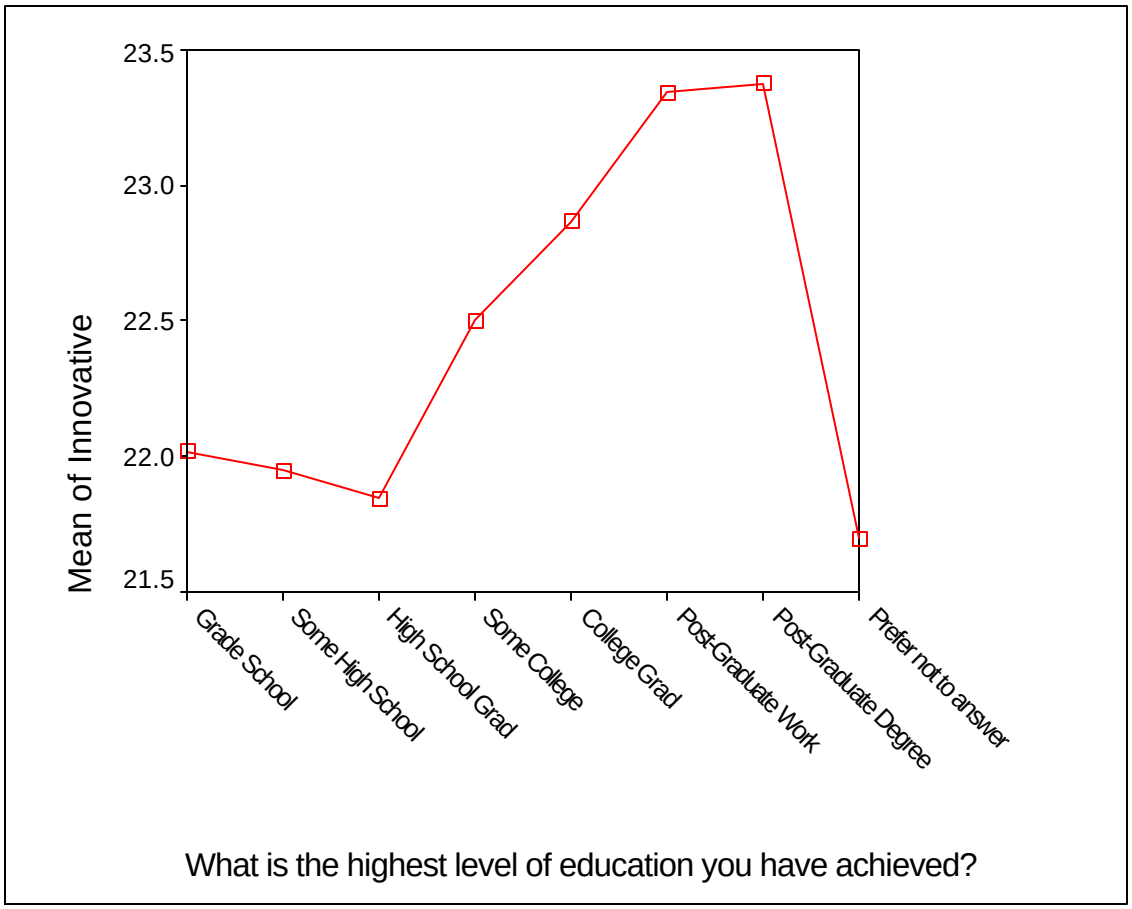


k) Innovative:

Significant differences in ACT scores were found among groups of subjects in different education levels. Beyond high school, scores on the innovation subscale tended to increase with education levels. The effects are robust. See Annex 4 for a table showing homogeneous subsets.

$F_{(7.14324)} = 36.253$ $p < 0.0001$

SCORES ON INNOVATIVE SUBSCORE AS A FUNCTION OF EDUCATION LEVEL



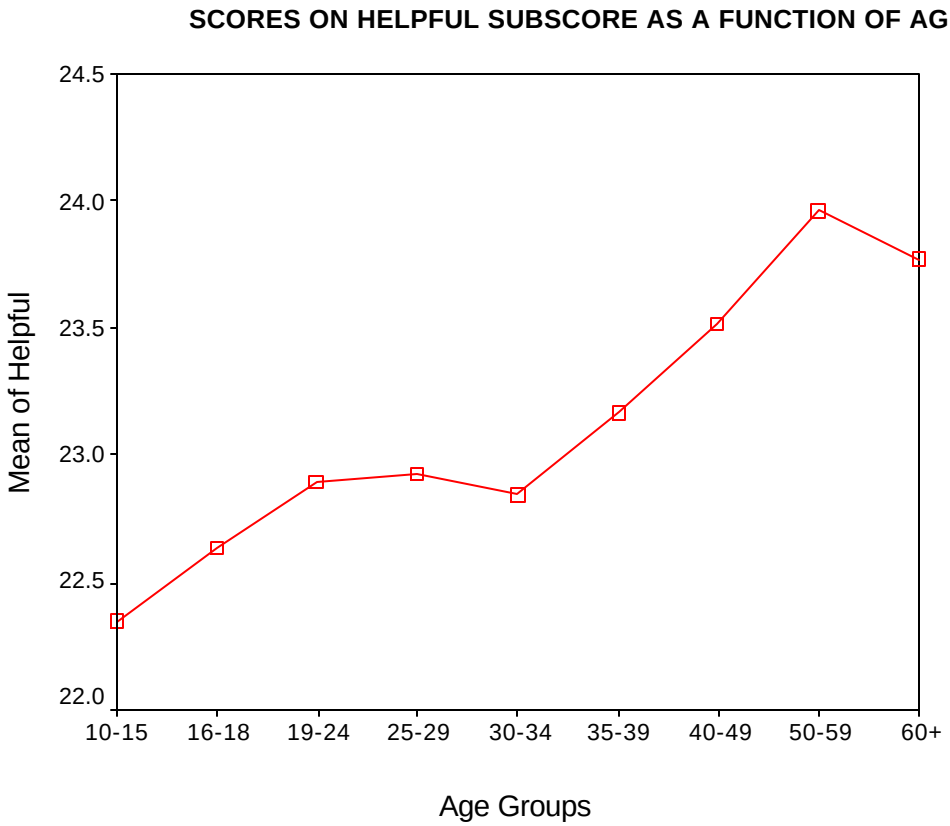
7. Relationship between Age and ACT results.

Question #7: What is your age?

a) Helpful:

Significant differences in this subscale were found among subjects of different ages. Helpfulness increases with age until 19-24, then evens out until age 34, then increases again. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 54.051$ $p < 0.0001$

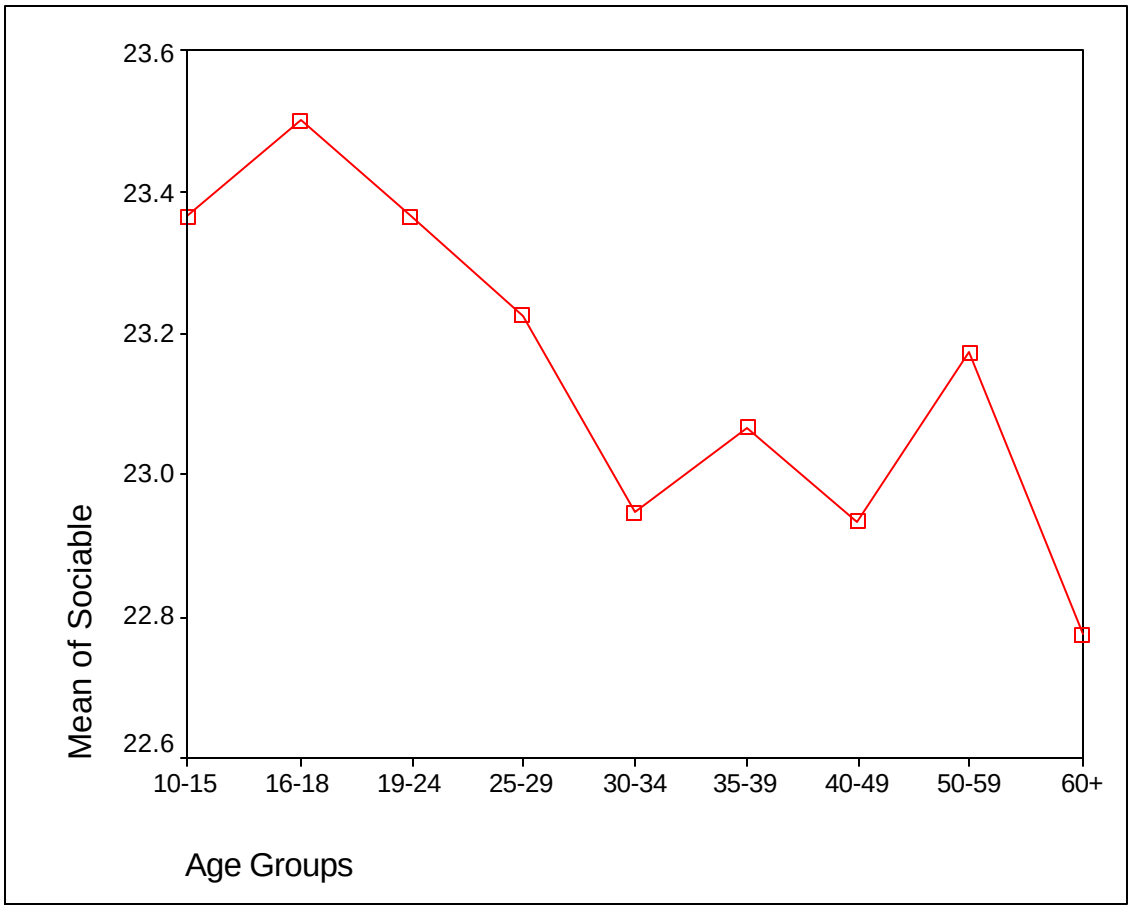


b) Sociable:

Significant differences in this subscale were found among subjects of different ages. Sociability decreases with age until age 34, and then varies depending on which decade of life the individual is in. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 9.829$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF AGE

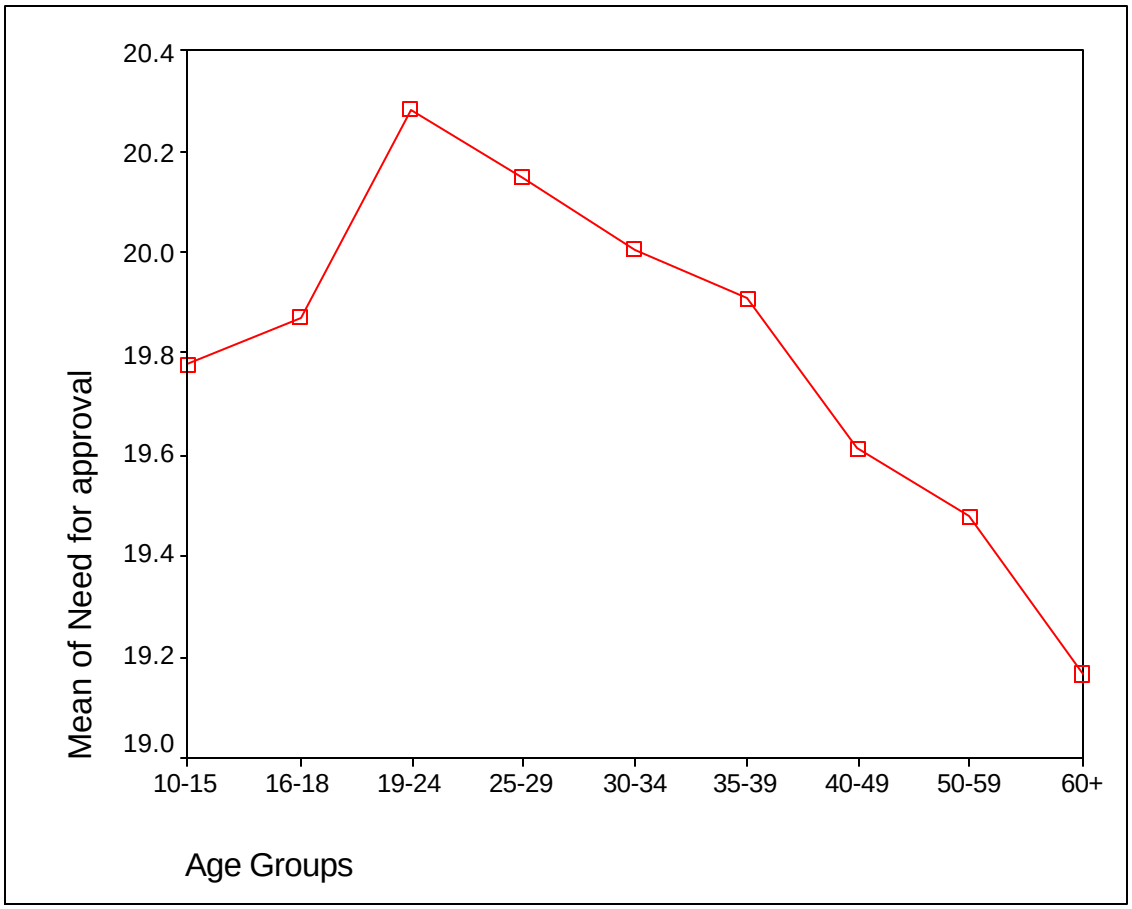


c) Need for approval:

Significant differences in the need for approval subscale were found among subjects of different ages. Helpfulness increases with age until 19-24, then decreases throughout the lifespan. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 10.874$ $p < 0.0001$

SCORES ON NEED FOR APPROVAL SUBSCORE AS A FUNCTION OF AGE

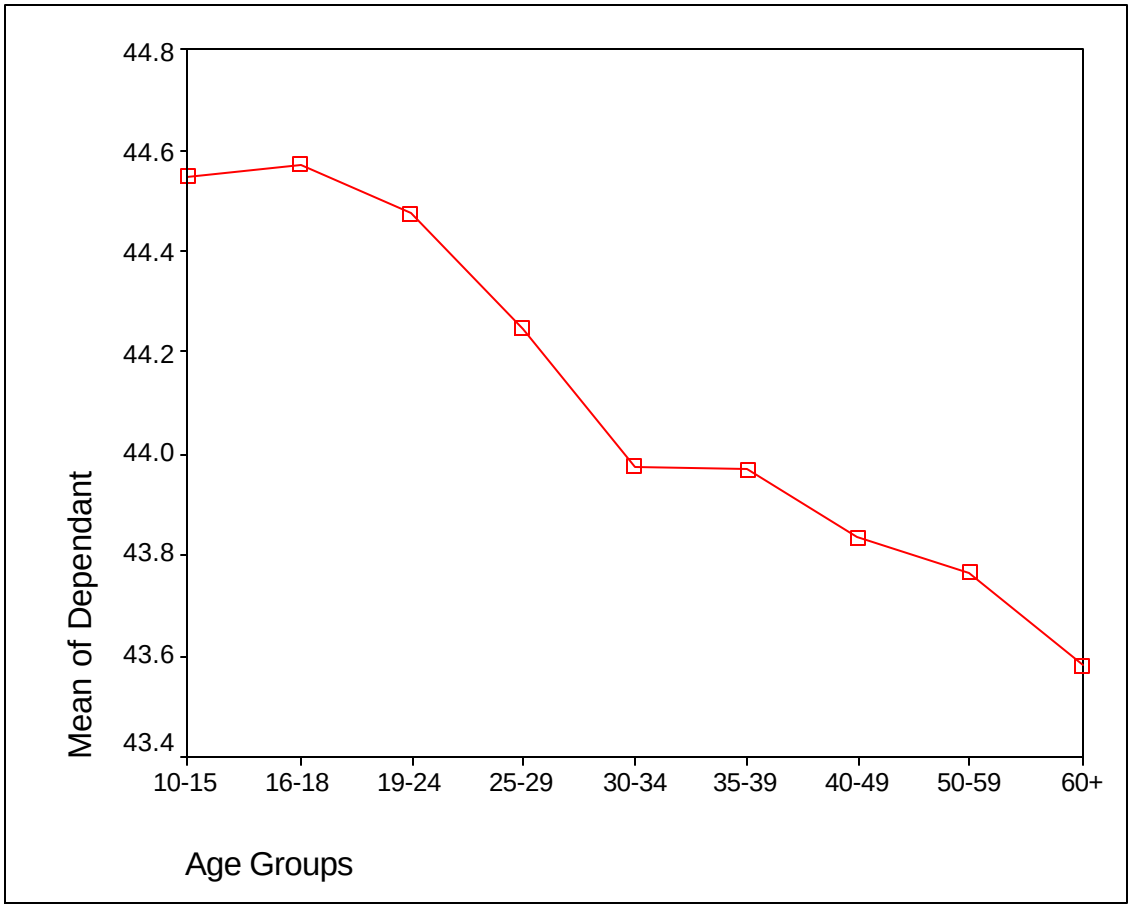


d) Dependent:

Significant differences in the dependant subscale were found among subjects of different ages. Dependency decreases as age increases. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 36.707$ $p < 0.0001$

SCORES ON DEPENDENT SUBSCORE AS A FUNCTION OF AGE

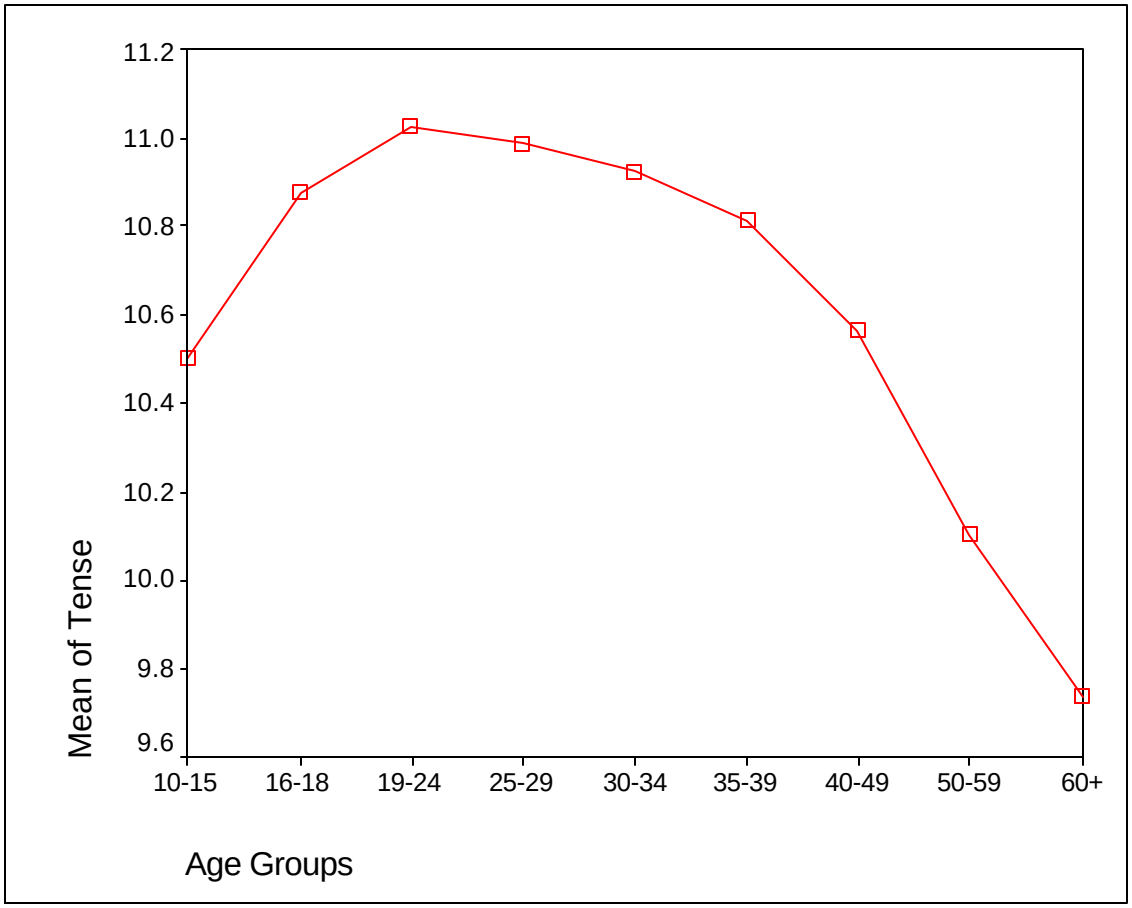


e) Tense:

Significant differences in this subscale were found among subjects of different ages. Tenseness increases with age until 19-24, begins to decrease gradually and then more steeply. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 28.15$ $p < 0.0001$

SCORES ON TENSE SUBSCORE AS A FUNCTION OF AGE

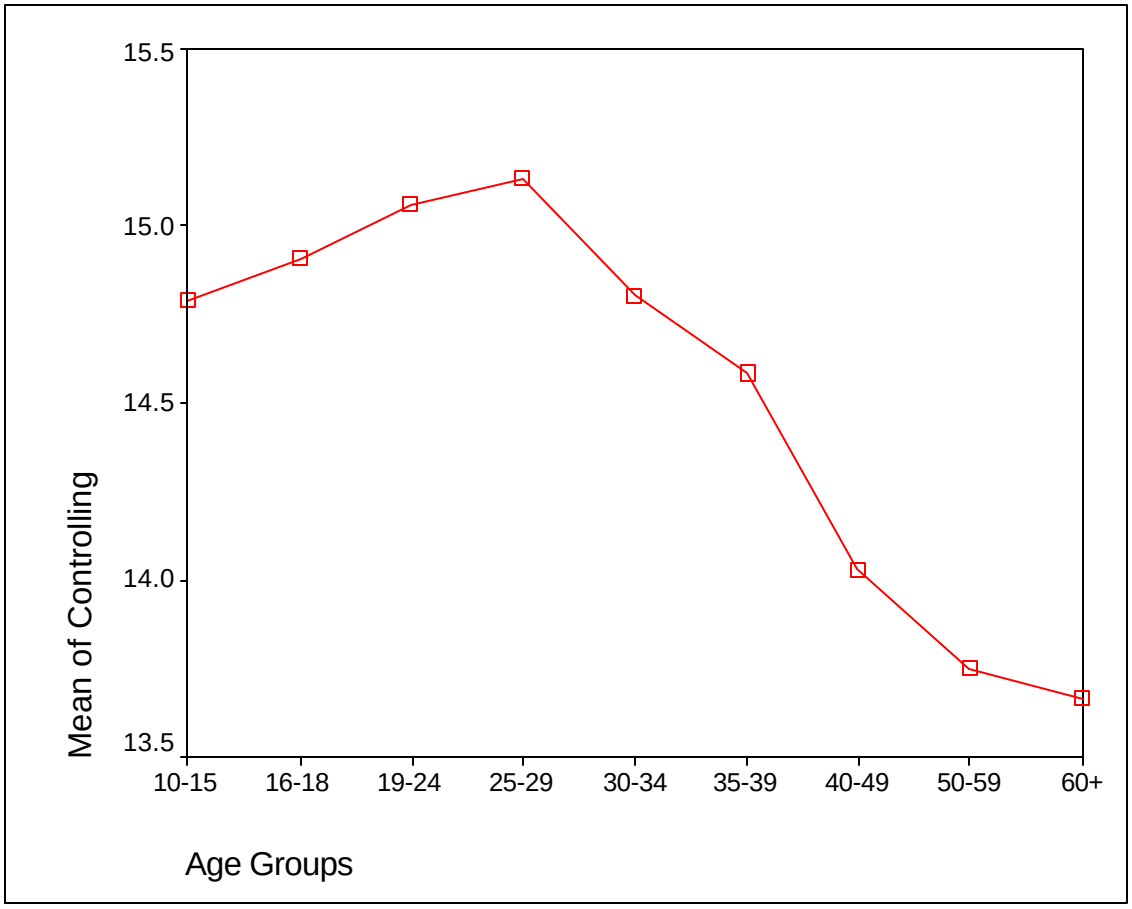


f) Controlling:

Significant differences in this subscale were found among subjects of different ages. Helpfulness increases with age until 25-29, then decreases for the rest of the lifespan. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 39.899$ $p < 0.0001$

SCORES ON CONTROLLING SUBSCORE AS A FUNCTION OF AGE

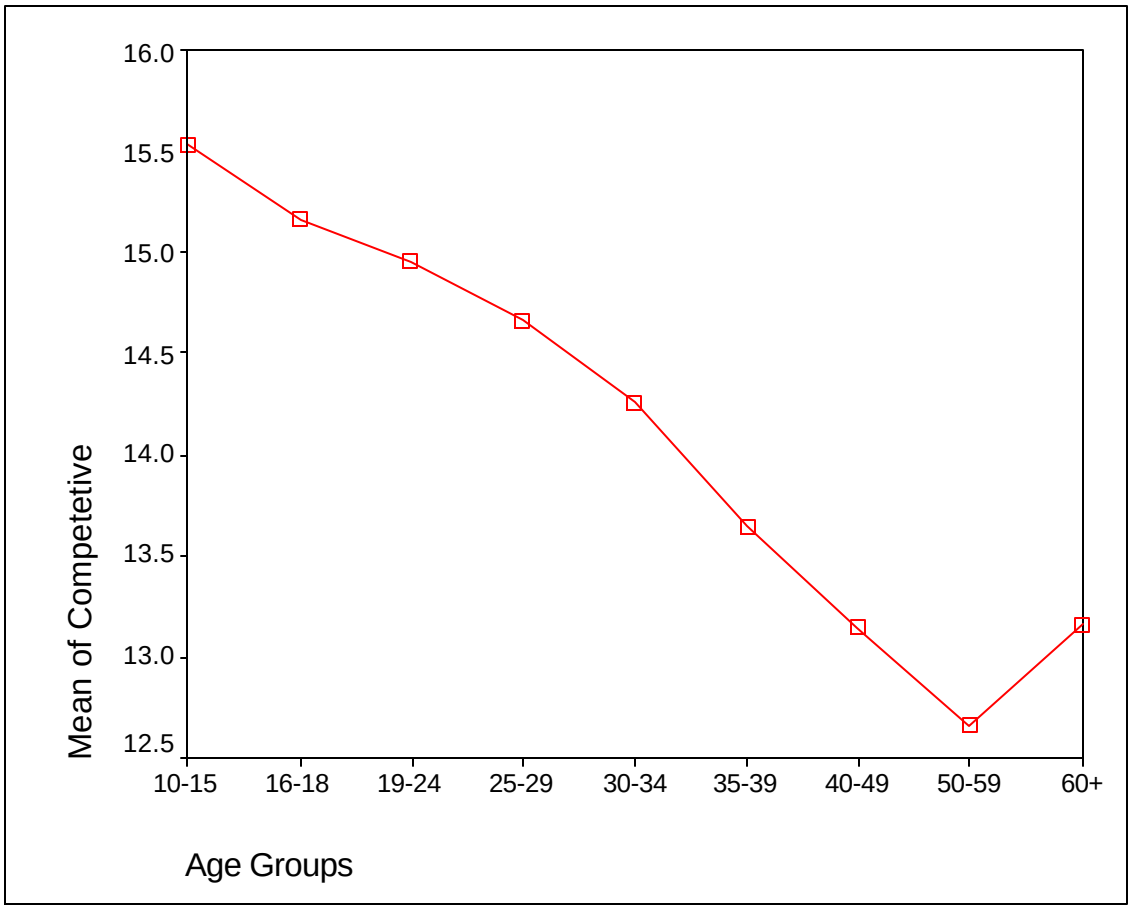


g) Competitive:

Significant differences in this subscale were found among subjects of different ages. Competitiveness decreases with age. The blip at the end may have something to do with a small sample size and the fact that the 60+ aged sample may not be representative of the general population (use of the internet in elderly population is not typical). The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 122.378$ $p < 0.0001$

SCORES ON COMPETITIVE SUBSCORE AS A FUNCTION OF AGE

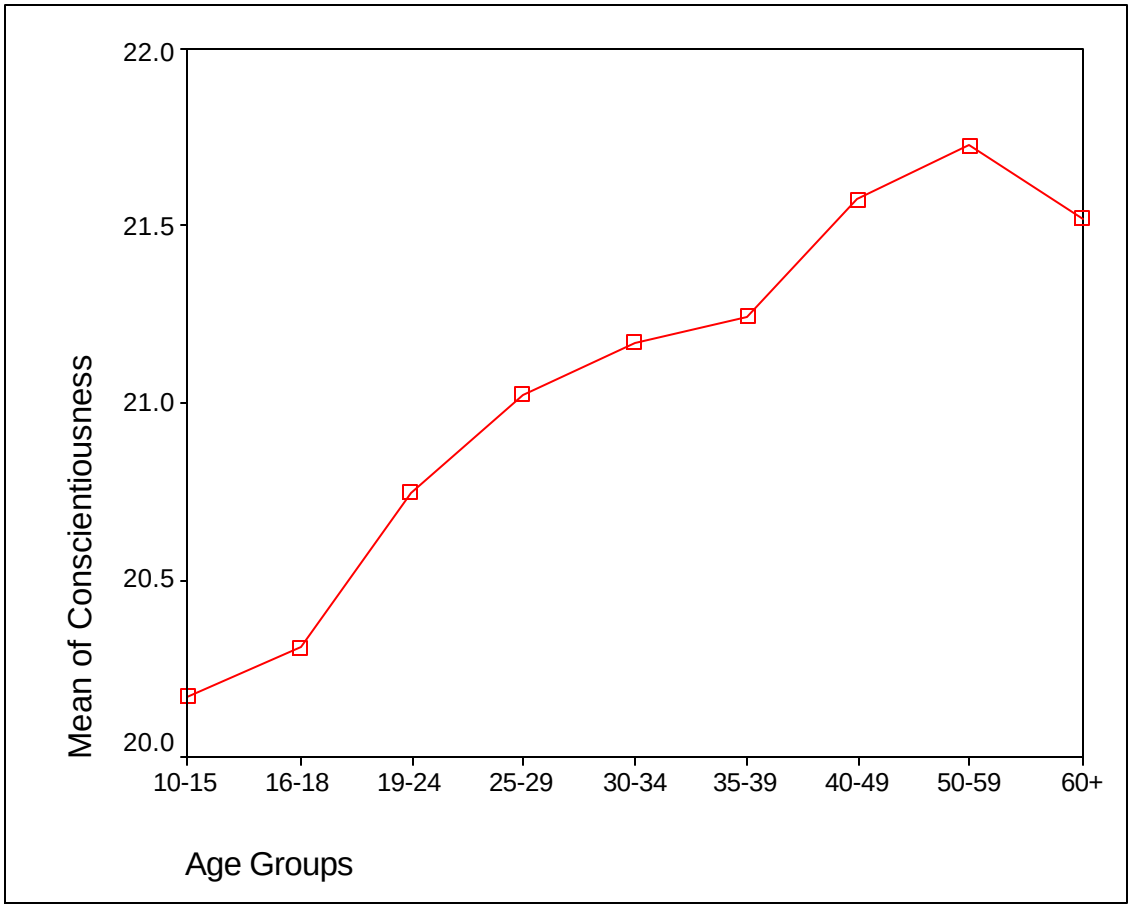


g) Conscientiousness:

Significant differences in this subscale were found among subjects of different ages. Conscientiousness increases with age. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 56.601$ $p < 0.0001$

SCORES ON CONSCIENTIOUSNESS SUBSCORE AS A FUNCTION OF AGE

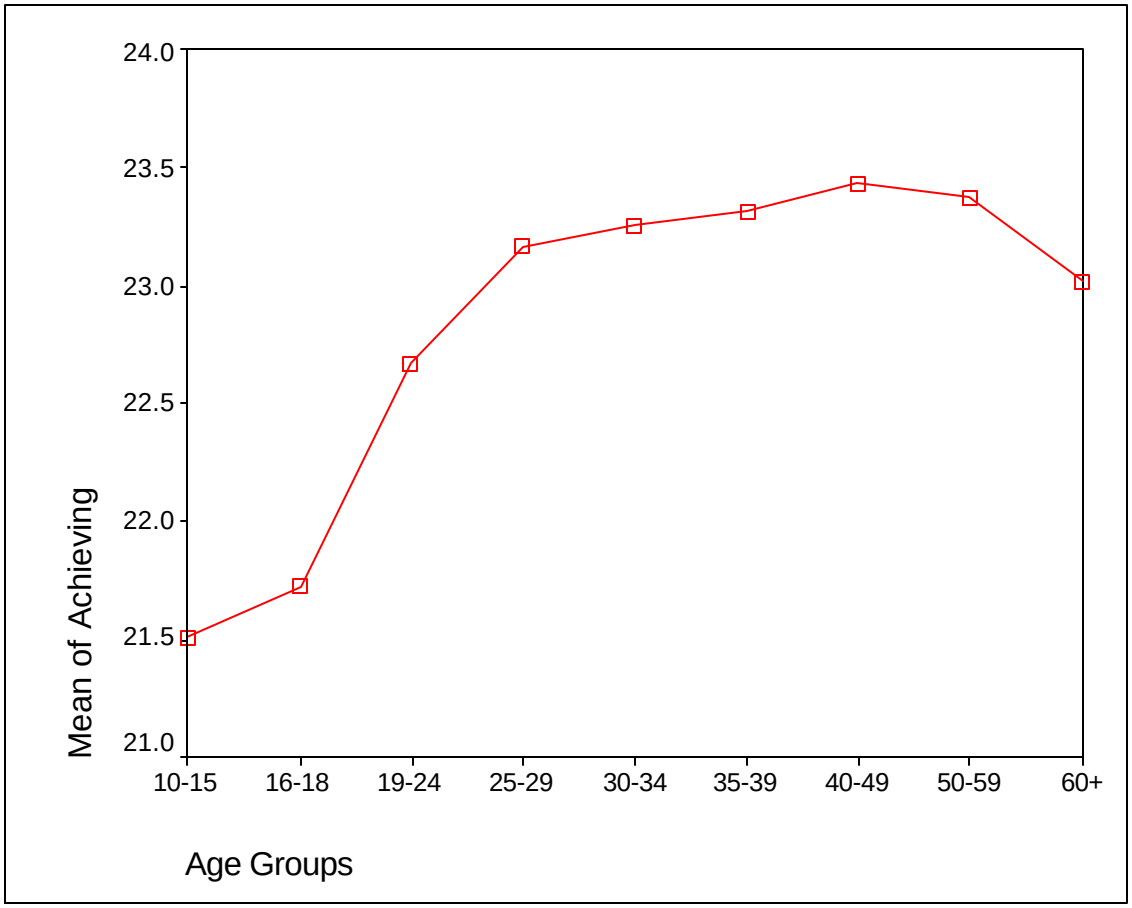


j) Achieving:

Significant differences in this subscale were found among subjects of different ages. Helpfulness increases significantly with age until 25-29, and continues to increase but slowly until 60+. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 165.476$ $p < 0.0001$

SCORES ON ACHIEVING SUBSCORE AS A FUNCTION OF AGE

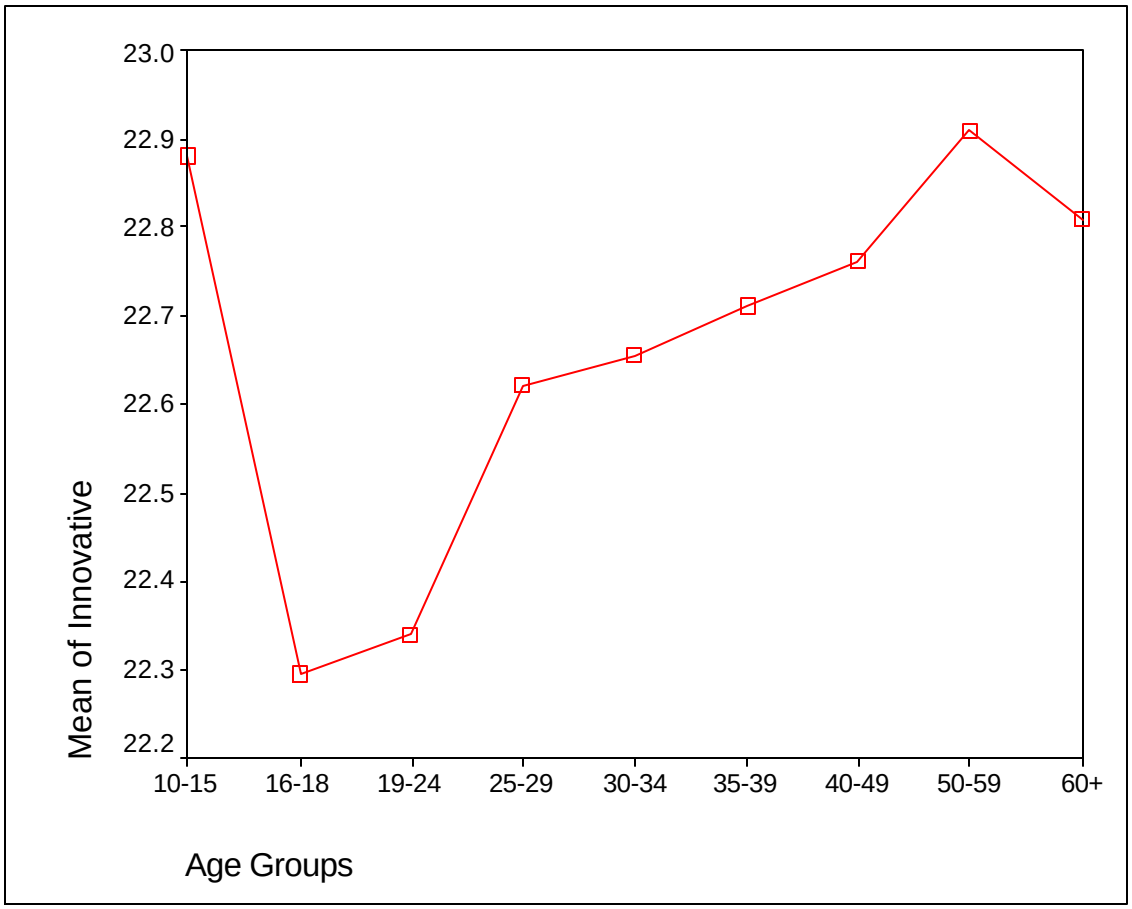


k) Innovative:

Significant differences in this subscale were found among subjects of different ages. Innovation decreases sharply between the ages of 10-15 and 16-18, then begins to increase again. The results are robust. See Annex 9 for a table showing homogeneous subsets.

$F_{(8.35288)} = 16.495$ $p < 0.0001$

SCORES ON INNOVATIVE SUBSCORE AS A FUNCTION OF AGE



8. Relationship between Academic achievement and ACT Results:

Question #8: How did you do at school in terms of academic achievement?

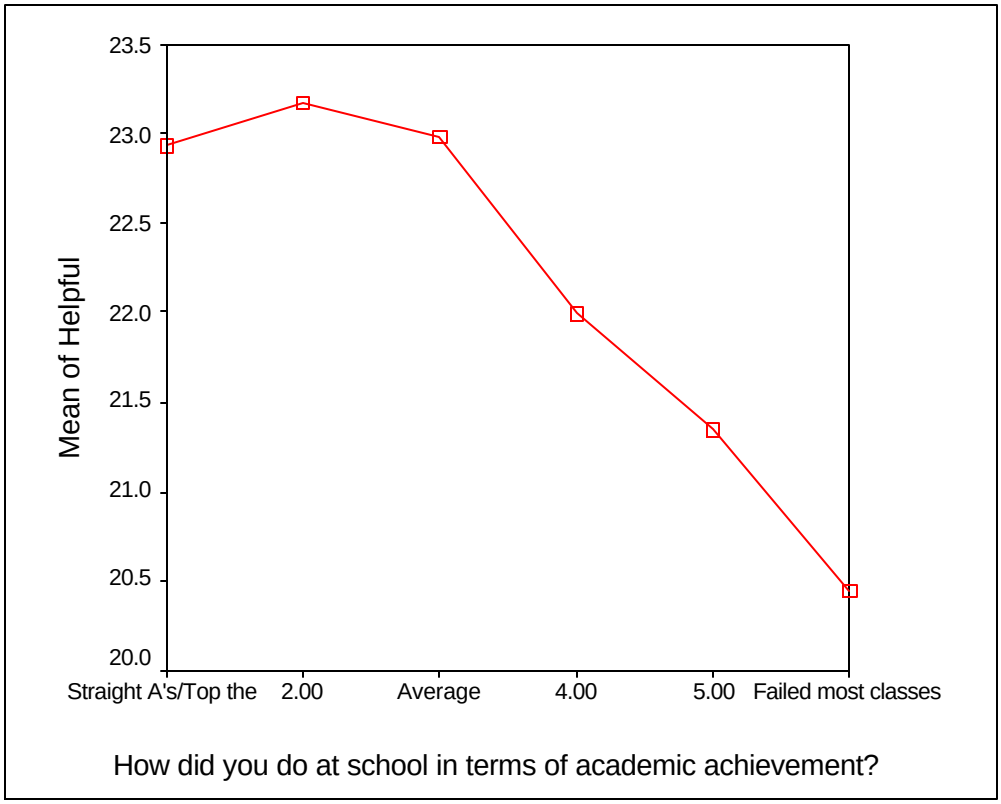
1=Straight As/Top the class
2=Pretty well but not in the top 5
3=I was an average student
4=Below average
5=Poorly
6=Failed most classes

a) Helpfulness:

Significant differences were found among groups of subjects who had different levels of academic achievement. Individuals with poor academic achievement tended to have lower scores in helpfulness. The effects are robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 72.704$ $p < 0.0001$

SCORES ON HELPFUL SUBSCORE AS A FUNCTION OF ACHIEVEMENT

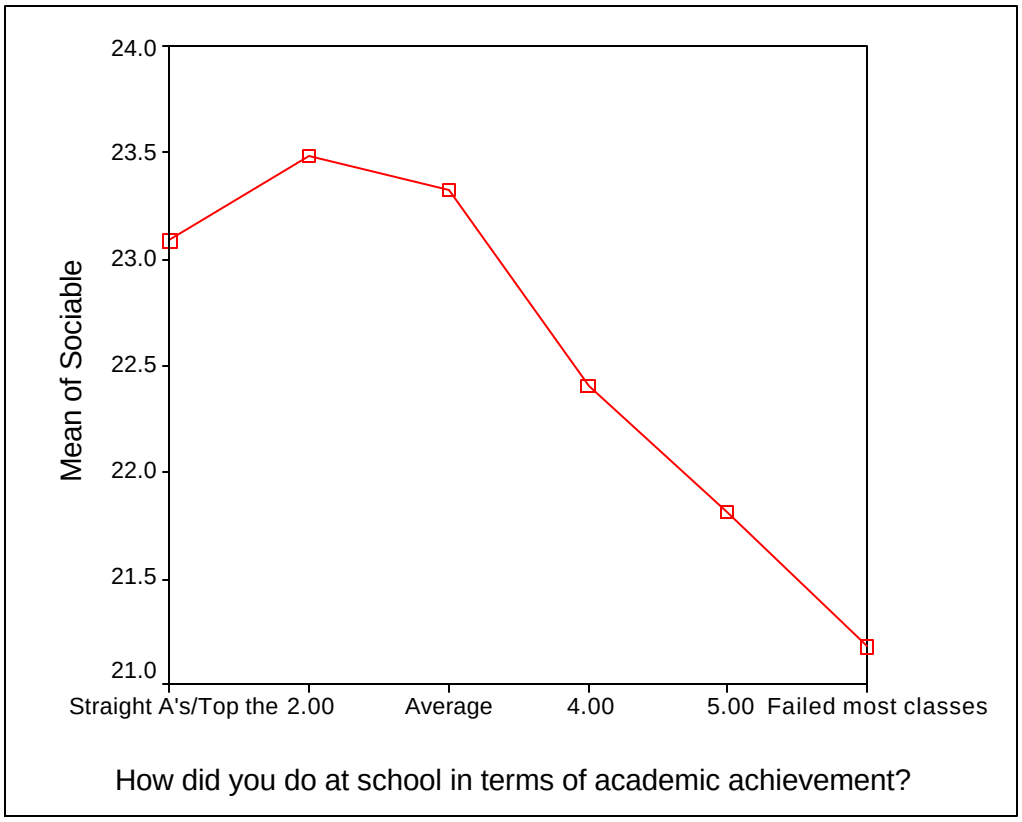


b) Sociable:

Significant differences were found among groups of subjects who had different levels of academic achievement. Groups with poor academic achievement tended to have lower scores in sociability. The results are robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 41.388$ $p < 0.0001$

SCORES ON SOCIABLE SUBSCORE AS A FUNCTION OF ACHIEVEMENT

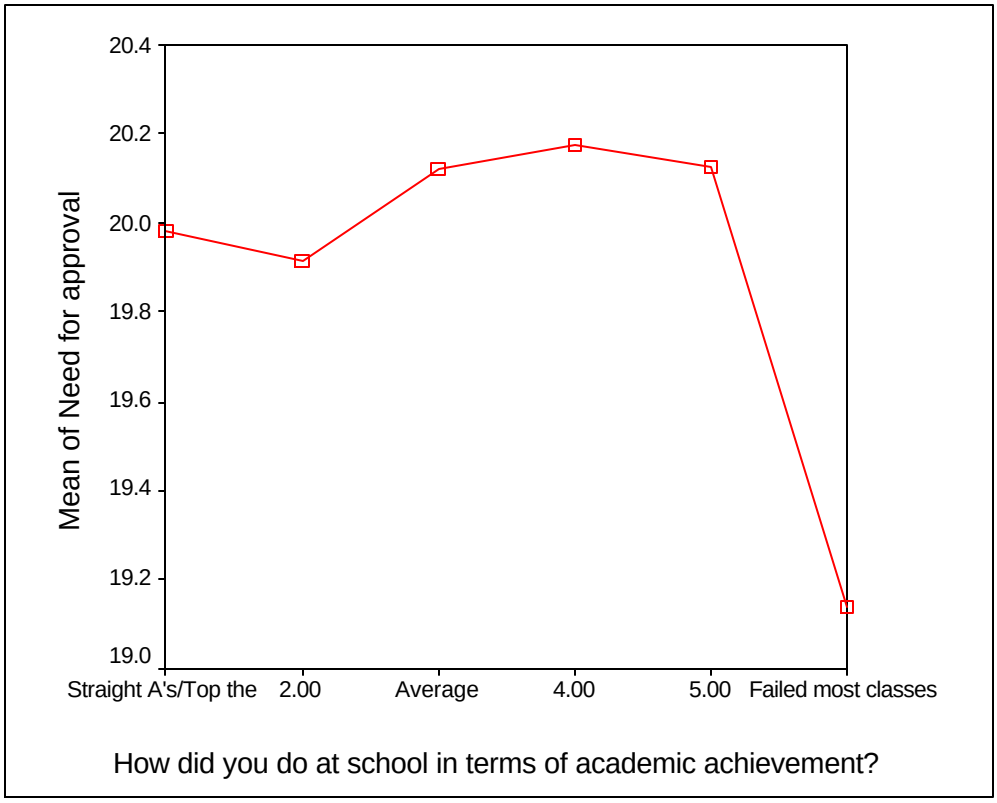


c) Need for Approval:

Significant differences were found among groups of subjects who had different levels of academic achievement. The group who failed most classes tended to have lower scores in the need for approval subscale. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 3.677$ $p < 0.0001$

SCORES ON NEED FOR APPROVAL SUBSCORE AS A FUNCTION OF ACHIEVEMENT

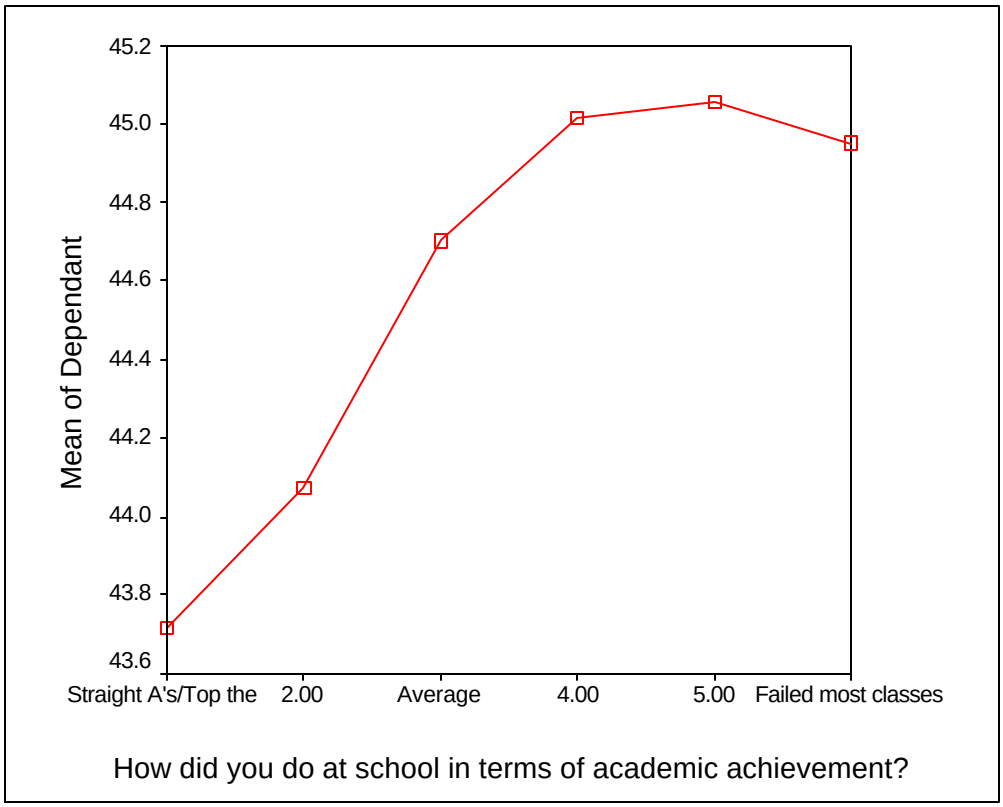


d) Dependent:

Significant differences were found among groups of subjects who had different levels of academic achievement. Individuals with poor academic achievement tended to have higher scores in scores on the dependant subscale, although this effect weakened in those groups that had below average academic achievement. The effects are robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 105.744$ $p < 0.0001$

SCORES ON DEPENDENT SUBSCORE AS A FUNCTION OF ACHIEVEMENT

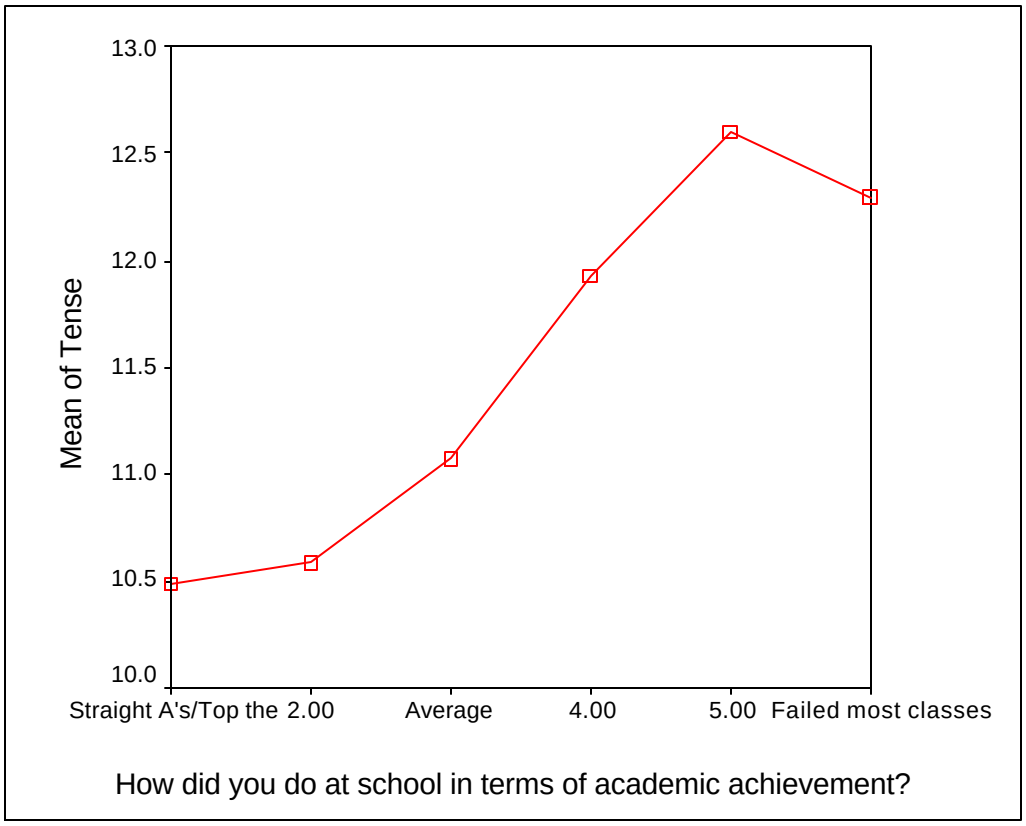


e) Tense:

Significant differences were found among groups of subjects who had different levels of academic achievement. Individuals with poor academic achievement tended to have higher scores in the tense subscale. The effects are robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 106.433$ $p < 0.0001$

SCORES ON TENSE SUBSCORE AS A FUNCTION OF ACHIEVEMENT

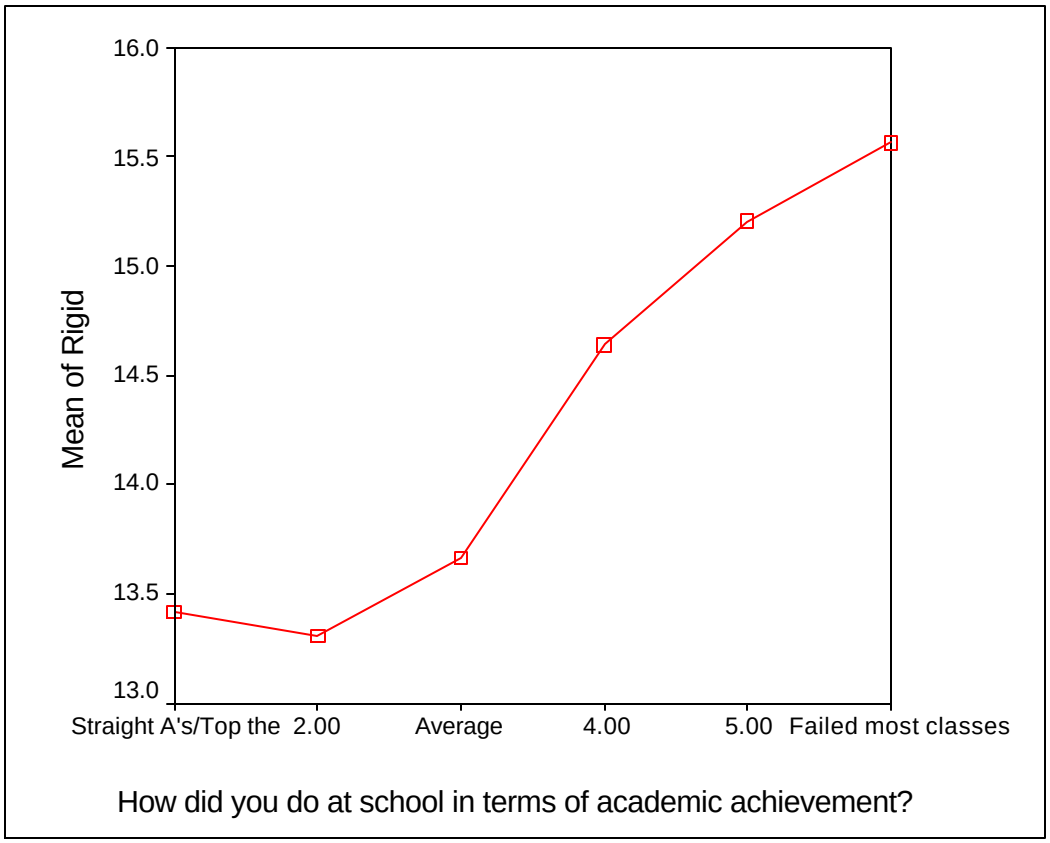


f) Rigid:

Significant differences were found among groups of subjects who had different levels of academic achievement. Groups with poor academic achievement tended to have higher scores in the rigid subscale. The effects are robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 77.254$ $p < 0.0001$

SCORES ON RIGID SUBSCORE AS A FUNCTION OF ACHIEVEMENT

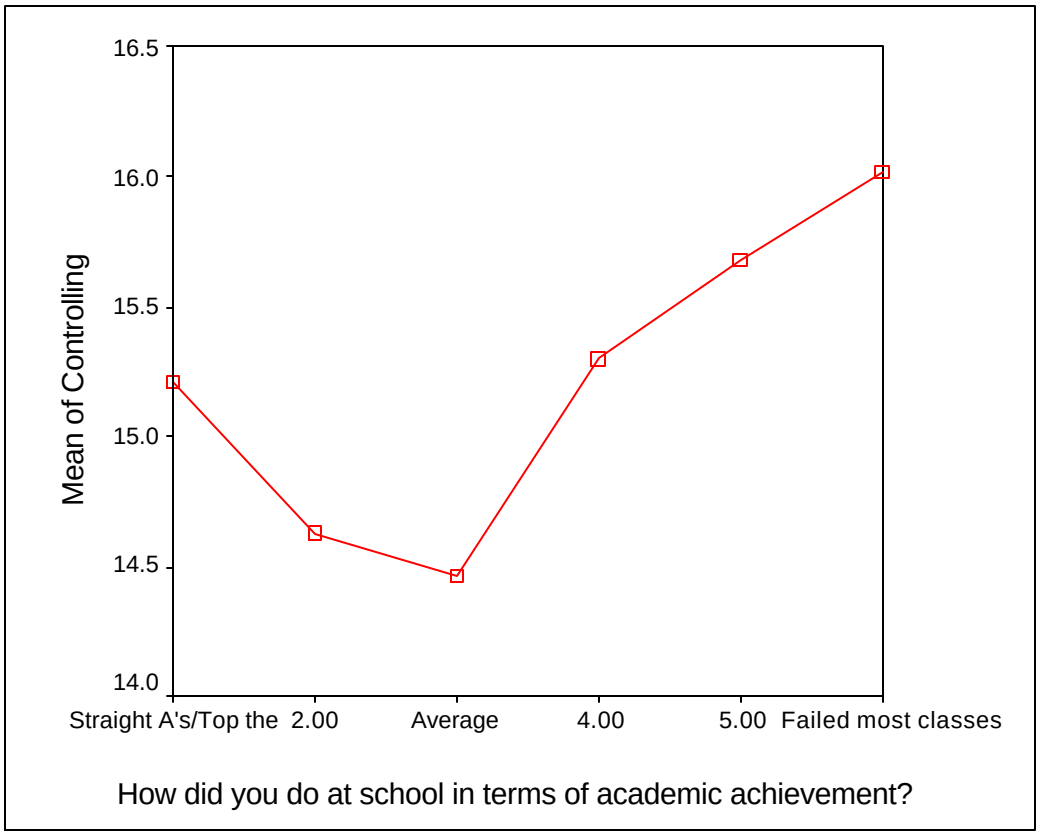


g) Controlling:

Significant differences were found among groups of subjects who had different levels of academic achievement. Scores in the controlling subscale tended to decrease as academic achievement became less stellar, then increased in groups that had poorer academic achievement than average. The effects are robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 39.178$ $p < 0.0001$

SCORES ON CONTROLLING SUBSCORE AS A FUNCTION OF ACHIEVEMENT

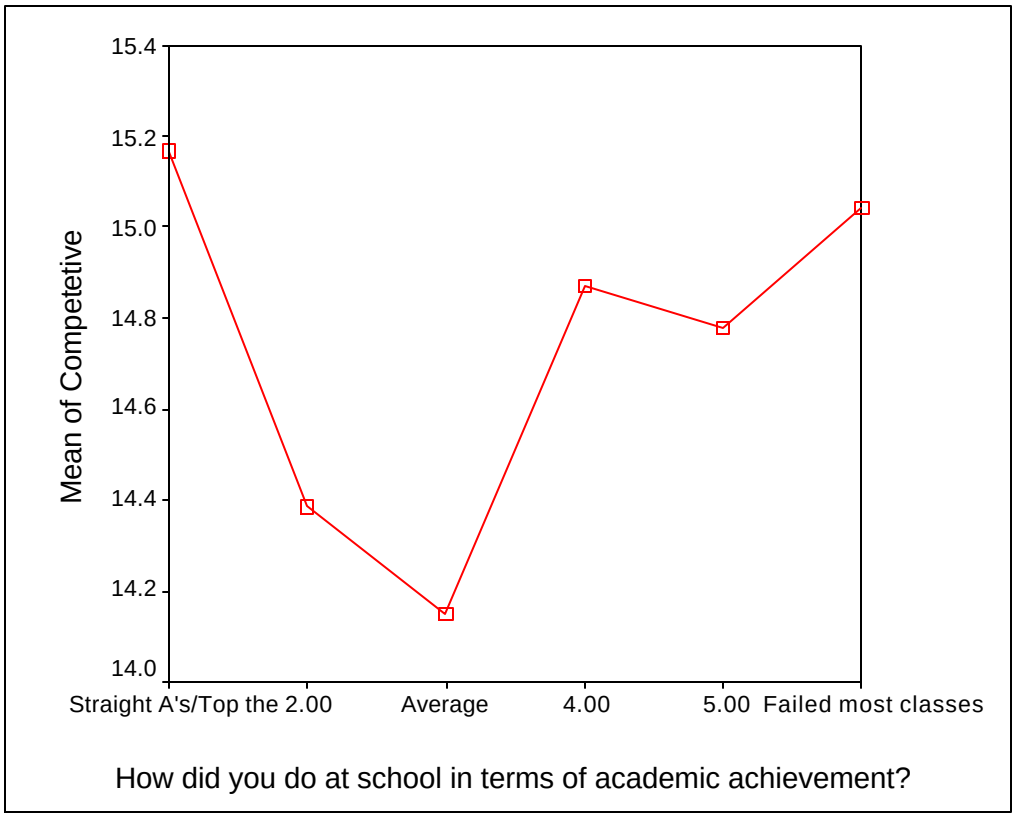


h) Competitive:

Significant differences were found among groups of subjects who had different levels of academic achievement. Scores in the competitive subscale tended to decrease as academic achievement worsened, then increased in groups that had poorer academic achievement than average. The effects are robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 36.502$ $p < 0.0001$

SCORES ON COMPETITIVE SUBSCORE AS A FUNCTION OF ACHIEVEMENT

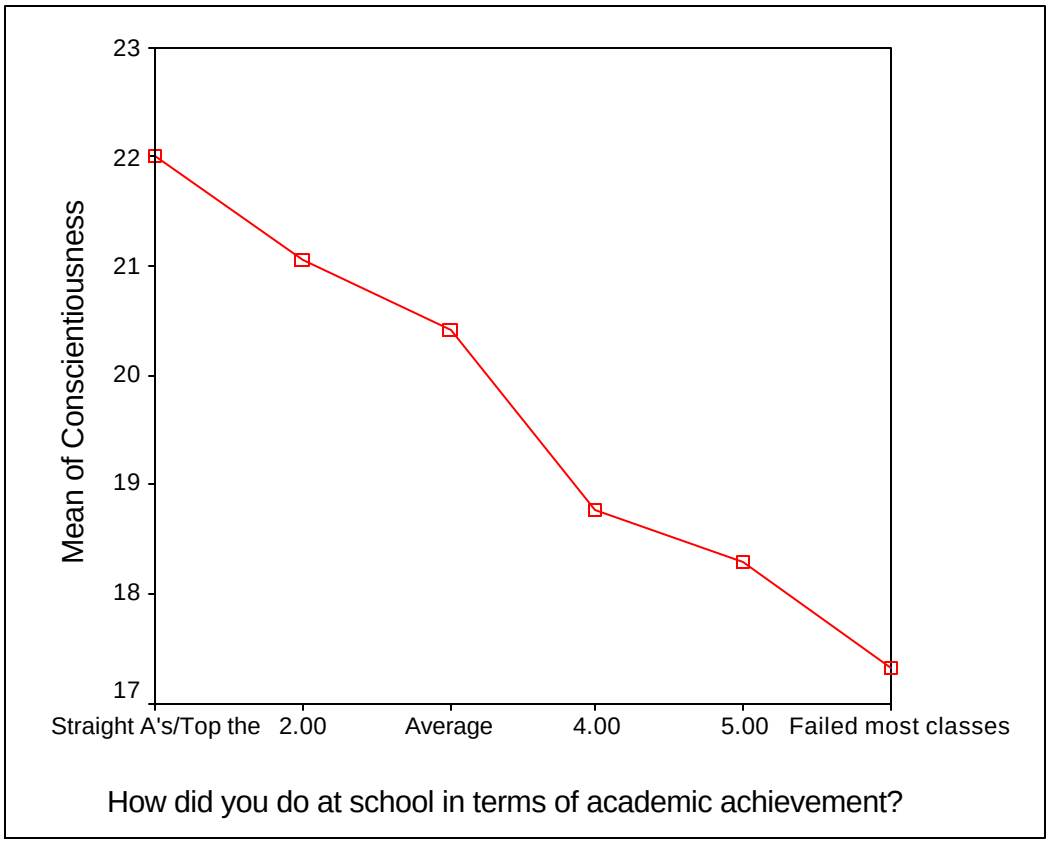


i) Conscientious:

Significant differences were found among groups of subjects who had different levels of academic achievement. Groups with poor academic achievement tended to have lower scores in the conscientiousness subscale. The results are robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 261.330$ $p < 0.0001$

SCORES ON CONSCIENTIOUSNESS SUBSCORE AS A FUNCTION OF ACHIEVEMENT

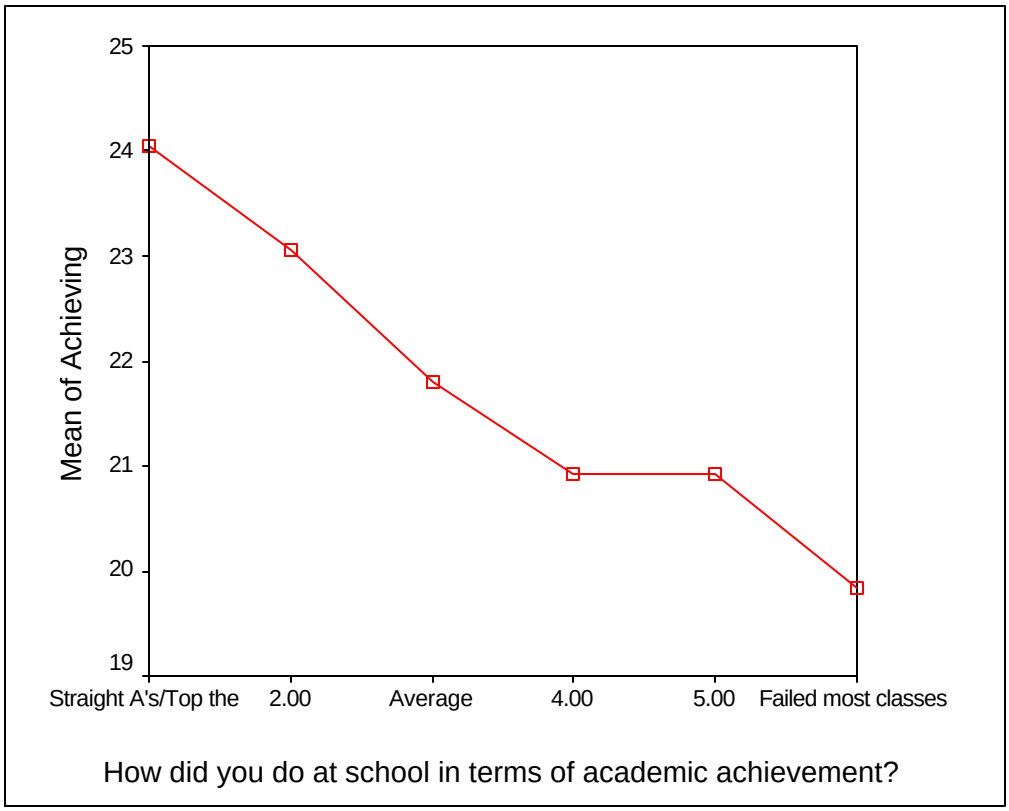


j) Achieving:

Significant differences were found among groups of subjects who had different levels of academic achievement. Groups with poor academic achievement tended to have lower scores in the achieving subscale. The results are very robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 459.352$ $p < 0.0001$

SCORES ON ACHIEVING SUBSCORE AS A FUNCTION OF ACHIEVEMENT

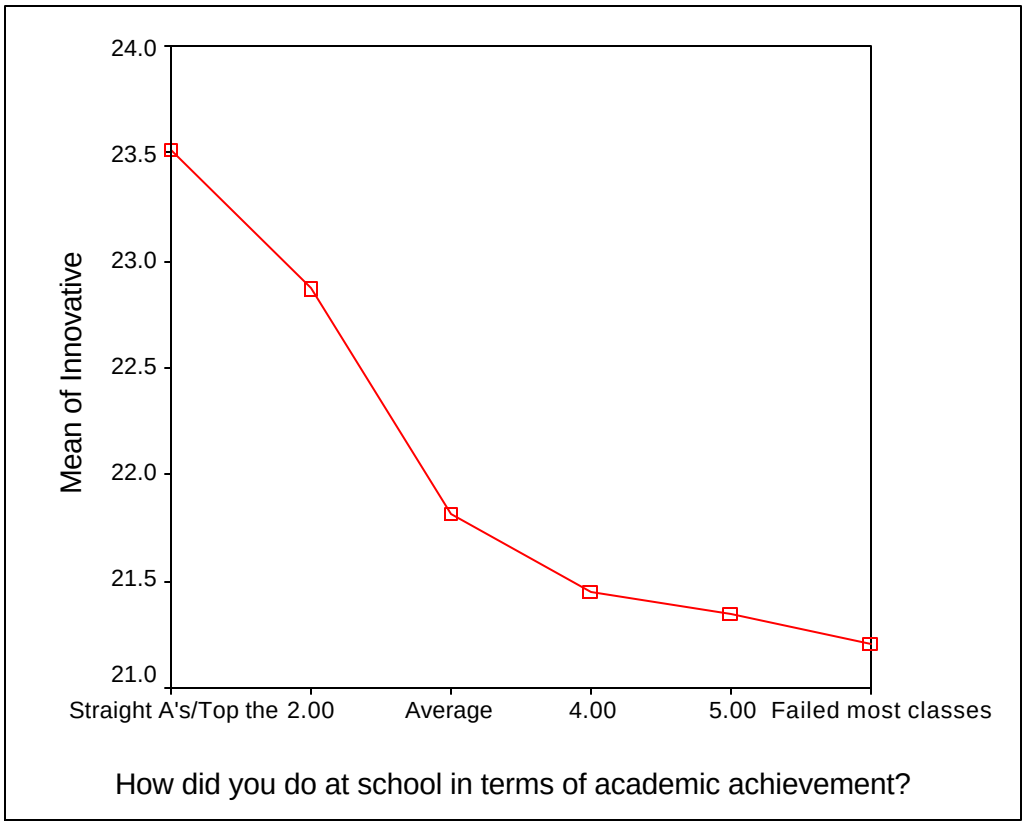


k) Innovating:

Significant differences were found among groups of subjects who had different levels of academic achievement. Groups with poor academic achievement tended to have lower scores in the innovating subscale. The results are very robust. See Annex 10 for a table showing homogeneous subsets.

$F_{(5,33302)} = 245.551$ $p < 0.0001$

SCORES ON INNOVATING SUBSCORE AS A FUNCTION OF ACHIEVEMENT



9. Gender Differences in the ACT Scores

Statistically significant gender differences were identified between those who had sought help for stress-related problems and those who had not done so.

a) Helpful:

Significant gender differences were found in the helpfulness score. Women were significantly more helpful than men.

$t_{(35770)} = 8.992$ $p < 0.0001$

b) Sociable:

Significant gender differences were found in the sociability score. Women were significantly more sociable than men.

$t_{(35770)} = 17.469$ $p < 0.0001$

c) Need for Approval:

Significant gender differences were found in this subscale. Women had significantly higher scores in need for approval.

$t_{(35770)} = 11.236$ $p < 0.0001$

d) Dependant:

Significant gender differences were found in this subscale. Women were had higher scores in the dependant subscale.

$t_{(35770)} = 2.375$ $p < 0.05$

e) Tense:

Significant gender differences were found in this subscale. Women were significantly more tense than men.

$t_{(35770)} = 21.645$ $p < 0.0001$

f) Rigid:

No significant gender differences were found in this subscale.

$t_{(35770)} = .428$ $p > 0.05$

g) Controlling:

Significant gender differences were found in this subscale. Men were more controlling than women.

$t_{(35770)} = -9.508$ $p < 0.0001$

h) Competitive:

Significant gender differences were found in this subscale. Men were much more competitive than women.

$t_{(35770)} = -38.887$ $p < 0.0001$

i) Conscientious:

No significant gender differences were found in this subscale.

$t_{(35770)} = 1.707$ $p > 0.05$

j Achieving:

Significant gender differences were found in this subscale. Men had higher scores in this subscore.

$t_{(35770)} = -6.996$ $p < 0.0001$

k) Innovative:

Significant gender differences were found in this subscale. Men had higher scores on the innovative subscale.

$t_{(35770)} = -18.376$ $p < 0.0001$

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Helpful	Women	24543	23.0744	3.4559	2.206E-02
	Men	10643	22.6951	3.7096	3.596E-02
Sociable	Women	24543	23.5387	4.1963	2.679E-02
	Men	10643	22.6581	4.4056	4.270E-02
Need for approval	Women	24543	20.1742	5.1886	3.312E-02
	Men	10643	19.5205	4.9345	4.783E-02
Dependant	Women	24543	14.3486	3.6130	2.306E-02
	Men	10643	14.2496	3.5785	3.469E-02
Tense	Women	24543	11.0526	3.2423	2.070E-02
	Men	10643	10.2378	3.2459	3.146E-02
Rigid	Women	24543	13.5474	3.4449	2.199E-02
	Men	10643	13.5295	3.6643	3.552E-02
Controlling	Women	24543	14.6179	4.2581	2.718E-02
	Men	10643	15.0884	4.2786	4.147E-02
Competitive	Women	24543	13.8335	4.8654	3.106E-02
	Men	10643	16.1227	5.1593	5.001E-02
Conscientiousness	Women	24543	20.8976	4.2407	2.707E-02
	Men	10643	20.8122	4.3414	4.208E-02
Achieving	Women	24543	22.5919	3.6663	2.340E-02
	Men	10643	22.8975	3.8040	3.687E-02
Innovative	Women	24543	22.3526	3.6171	2.309E-02
	Men	10643	23.1212	3.5987	3.488E-02

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Correlations Between Subscales

		Helpful	Sociable	Need for approval	Dependant	Tense	Rigid	Controlling	Competitive	Conscientiousness	Achieving	Innovative
Helpful	Pearson Correlation	1.000	.577	.153	-.014	-.330	-.539	-.487	-.262	.247	.304	.271
	Sig. (2-tailed)	.	.000	.000	.092	.000	.000	.000	.000	.000	.000	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Sociable	Pearson Correlation	.577	1.000	.048	-.264	-.366	-.392	-.163	-.043	.142	.393	.442
	Sig. (2-tailed)	.000	.	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Need for approval	Pearson Correlation	.153	.048	1.000	.438	.394	.055	-.068	.113	-.091	-.143	-.265
	Sig. (2-tailed)	.000	.000	.	.000	.000	.000	.000	.000	.000	.000	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Dependant	Pearson Correlation	-.014	-.264	.438	1.000	.457	.144	-.164	-.086	-.234	-.474	-.515
	Sig. (2-tailed)	.092	.000	.000	.	.000	.000	.000	.000	.000	.000	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Tense	Pearson Correlation	-.330	-.366	.394	.457	1.000	.435	.217	.097	-.301	-.364	-.457
	Sig. (2-tailed)	.000	.000	.000	.000	.	.000	.000	.000	.000	.000	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Rigid	Pearson Correlation	-.539	-.392	.055	.144	.435	1.000	.534	.331	-.206	-.222	-.264
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.	.000	.000	.000	.000	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Controlling	Pearson Correlation	-.487	-.163	-.068	-.164	.217	.534	1.000	.524	-.098	.016	.053
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.	.000	.000	.052	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Competitive	Pearson Correlation	-.262	-.043	.113	-.086	.097	.331	.524	1.000	-.016	.187	.101
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.	.048	.000	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Conscientious-ness	Pearson Correlation	.247	.142	-.091	-.234	-.301	-.206	-.098	-.016	1.000	.380	.226
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.048	.	.000	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Achieving	Pearson Correlation	.304	.393	-.143	-.474	-.364	-.222	.016	.187	.380	1.000	.600
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.052	.000	.000	.	.000
	N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600
Innovative	Pearson Correlation	.271	.442	-.265	-.515	-.457	-.264	.053	.101	.226	.600	1.000

Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.
N	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600	15600

** Correlation is significant at the 0.01 level (2-tailed).

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Correlations With Other Criteria

		Helpful	Sociable	Need for approval	Dependant	Tense	Rigid	Controlling	Competitive	Conscientiousness	Achieving	Innovative
HAPPY	Pearson Correlation	.262	.315	-.160	-.224	-.445	-.237	-.107	-.042	.180	.242	.260
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	14509	14509	14509	14509	14509	14509	14509	14509	14509	14509	14509
STRESS	Pearson Correlation	-.120	-.089	.158	.082	.353	.182	.129	.083	-.067	-.019	-.086
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.022	.000
	N	14313	14313	14313	14313	14313	14313	14313	14313	14313	14313	14313
POPULAR	Pearson Correlation	.244	.472	-.095	-.304	-.337	-.218	.001	.075	.099	.258	.384
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.902	.000	.000	.000	.000
	N	14109	14109	14109	14109	14109	14109	14109	14109	14109	14109	14109

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed

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Correlations between subscales

1. Helpful subscale is positively correlated with Sociable subscale.
2. Helpful and sociable were moderately negatively correlated with tense, rigid, controlling and competitive subscales.
3. Helpful and sociable scores were weakly positively correlated with conscientious, achieving and innovating.
4. Need for approval was moderately and positively associated with the dependant and tense subscales.
5. Need for approval was slightly negatively correlated with the innovative subscale.
6. Dependant subscale is moderately positively correlated with the need for approval and tense subscales.
7. The dependant subscale is moderately negatively correlated with the sociable, conscientious, achieving and innovating subscales.
8. The tense subscale is moderately negatively correlated with the helpful, sociable, conscientious, achieving and innovating subscales.
9. The tense subscale is moderately positively correlated with the need for approval, dependant, rigid, and controlling subscales.
10. The rigid subscale is moderately negatively correlated with the helpful and sociable subscales.
11. The rigid subscale was slightly negatively correlated with the conscientious, achieving and innovative subscales.
12. The rigid subscale is moderately positively correlated with controlling, tense, and controlling subscales.
13. The controlling subscale is moderately negatively correlated with the helpful subscale.
14. The controlling subscale is moderately positively correlated with rigid, and competitive subscales.
15. The controlling subscale is weakly positively correlated with the tense subscale.
16. The competitive subscale was not correlated with the conscientiousness scale.
17. The competitive subscale was moderately positively correlated with the controlling and rigid subscales.
18. The Competitive subscale was weakly negatively correlated with the helpful subscale
19. The conscientiousness subscale was moderately positively correlated with the achieving subscale.
20. The conscientiousness subscale was weakly positively correlated with the helpful subscale.
21. The conscientiousness subscale was weakly negatively correlated with the dependant, tense and rigid subscales.
22. The achieving subscale was strongly positively correlated with the innovative subscale.
23. The achieving subscale was moderately positively correlated with helpful, sociable, and conscientiousness subscales.
24. The achieving subscale was weakly negatively correlated with the rigid subscale and moderately negatively associated with the dependant and tense subscales.

Correlations With Other Criteria

1. Happiness Self-Rating score is positively correlated with the scores on helpful, sociable, achieving and innovating subscales. A weak positive correlation was found between knowledge aspect scores and happiness self-rating.
2. A moderate positive correlation was found between perceived popularity score and the sociability and innovative scores. Popularity is weakly positively correlated with helpful and achievement subscores. A weak negative correlation was found between the dependent, tense and rigid scores and perceived popularity score.
3. Stress was moderately positively correlated with the tense subscale scores.

ANNEX 1 – Description of scoring methods

Reverse Scoring

Some ACT Profile assessment items are "reverse scored." For example, on the Tense Scale, the item "Calm and Collected" is reverse scored and means that a high score on the item "calm and collected" translates to a lower score on Tense.

Percentile Scores

Scores for each of the personality traits are displayed in percentiles. If, for example, you score 82% on Competitive, it means that 18% of people are more competitive than you are and 81% of people are less competitive. This is a moderately high score compared to other people - higher than four out of five people. A score of 8% on Sociable is a hard sign that you are not a people person, given that 92% of people are more sociable.

ANNEX 2 -Descriptive Statistics

		Helpful	Sociable	Need for approval	Dependant	Tense	Rigid	Controlling	Competitive	Conscientiousness	Achieving	Innovative
N	Valid	48768	48768	48768	48768	48768	48768	48768	48768	48768	48768	48768
	Missing	0	0	0	0	0	0	0	0	0	0	0
Mean		22.8718	23.1366	19.8747	14.3642	10.7904	13.6038	14.7473	14.5194	20.9398	22.5900	22.4997
Std. Error of Mean		1.641E-02	1.975E-02	2.328E-02	1.633E-02	1.486E-02	1.620E-02	1.947E-02	2.310E-02	1.947E-02	1.700E-02	1.665E-02
Median		23.0000	24.0000	20.0000	14.0000	11.0000	13.0000	14.0000	14.0000	21.0000	23.0000	23.0000
Mode		24.00	24.00	20.00	14.00	11.00	13.00	14.00	14.00	20.00	24.00	23.00
Std. Deviation		3.6234	4.3615	5.1412	3.6057	3.2822	3.5783	4.3003	5.1014	4.2992	3.7540	3.6766
Variance		13.1291	19.0225	26.4315	13.0010	10.7730	12.8043	18.4929	26.0238	18.4832	14.0923	13.5171
Skewness		-.601	-.580	-.180	.164	.216	.413	.353	.470	-.189	-.376	-.441
Std. Error of Skewness		.011	.011	.011	.011	.011	.011	.011	.011	.011	.011	.011
Kurtosis		.844	.160	-.533	-.024	-.284	.286	-.143	-.169	-.168	.000	.186
Std. Error of Kurtosis		.022	.022	.022	.022	.022	.022	.022	.022	.022	.022	.022
Range		24.00	24.00	24.00	24.00	16.00	24.00	24.00	24.00	24.00	24.00	24.00
Minimum		6.00	6.00	6.00	6.00	4.00	6.00	6.00	6.00	6.00	6.00	6.00
Maximum		30.00	30.00	30.00	30.00	20.00	30.00	30.00	30.00	30.00	30.00	30.00
Percentiles	5	17.0000	15.0000	11.0000	8.0000	6.0000	8.0000	8.0000	7.0000	14.0000	16.0000	16.0000
	10	18.0000	17.0000	13.0000	10.0000	7.0000	9.0000	9.0000	8.0000	15.0000	18.0000	18.0000
	15	19.0000	19.0000	14.0000	11.0000	7.0000	10.0000	10.0000	9.0000	16.0000	19.0000	19.0000
	20	20.0000	20.0000	15.0000	11.0000	8.0000	11.0000	11.0000	10.0000	17.0000	19.0000	19.0000
	25	21.0000	20.0000	16.0000	12.0000	8.0000	11.0000	12.0000	11.0000	18.0000	20.0000	20.0000
	30	21.0000	21.0000	17.0000	12.0000	9.0000	12.0000	12.0000	11.0000	19.0000	21.0000	21.0000
	35	22.0000	22.0000	18.0000	13.0000	9.0000	12.0000	13.0000	12.0000	19.0000	21.0000	21.0000
	40	22.0000	22.0000	19.0000	13.0000	10.0000	13.0000	13.0000	13.0000	20.0000	22.0000	22.0000
	45	23.0000	23.0000	19.0000	14.0000	10.0000	13.0000	14.0000	13.0000	20.0000	22.0000	22.0000
	50	23.0000	24.0000	20.0000	14.0000	11.0000	13.0000	14.0000	14.0000	21.0000	23.0000	23.0000
	55	24.0000	24.0000	21.0000	15.0000	11.0000	14.0000	15.0000	15.0000	22.0000	23.0000	23.0000
	60	24.0000	25.0000	21.0000	15.0000	12.0000	14.0000	16.0000	15.0000	22.0000	24.0000	24.0000
	65	24.0000	25.0000	22.0000	16.0000	12.0000	15.0000	16.0000	16.0000	23.0000	24.0000	24.0000
	70	25.0000	26.0000	23.0000	16.0000	12.0000	15.0000	17.0000	17.0000	23.0000	25.0000	25.0000
	75	25.0000	26.0000	24.0000	17.0000	13.0000	16.0000	18.0000	18.0000	24.0000	25.0000	25.0000
	80	26.0000	27.0000	25.0000	17.0000	14.0000	17.0000	18.0000	19.0000	25.0000	26.0000	26.0000
	85	27.0000	28.0000	26.0000	18.0000	14.0000	17.0000	19.0000	20.0000	26.0000	27.0000	26.0000
	90	27.0000	29.0000	27.0000	19.0000	15.0000	18.0000	20.0000	22.0000	27.0000	27.0000	27.0000
	95	28.0000	30.0000	28.0000	20.0000	16.0000	20.0000	22.0000	24.0000	28.0000	28.0000	28.0000
	97	29.0000	30.0000	29.0000	21.0000	17.0000	21.0000	23.0000	25.0000	29.0000	29.0000	29.0000
	99	30.0000	30.0000	30.0000	23.0000	19.0000	23.0000	26.0000	28.0000	30.0000	30.0000	30.0000

ANNEX 3 – Homogeneous Subsets

The following tables present the homogeneous subsets for all subscores with respect to happiness self-rating.

Helpful

Tukey HSD

	N	Subset for alpha = .05						
Rate yourself on a happiness scale from 1 to 10.		1	2	3	4	5	6	7
Completely Unhappy	356	20.6882						
4.00	2478		21.6162					
2.00	684		21.6740					
3.00	2009		21.7680					
Neither happy nor unhappy	4196		21.9452					
6.00	3654			22.3851				
7.00	7157				22.9204			
8.00	8672					23.6810		
9.00	3435						24.3316	
Completely Happy	1573							24.8239
Sig.		1.000	.214	1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Sociable

Tukey HSD

	N	Subset for alpha = .05							
Rate yourself on a happiness scale from 1 to 10.		1	2	3	4	5	6	7	8
Completely Unhappy	356	20.1657							
2.00	684		20.9211						
3.00	2009		21.1379						
4.00	2478		21.3479						
Neither happy nor unhappy	4196			21.8577					
6.00	3654				22.4070				
7.00	7157					23.3113			
8.00	8672						24.4069		
9.00	3435							25.3173	
Completely Happy	1573								25.8620
Sig.		1.000	.116	1.000	1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Need for approval

Tukey HSD

Rate yourself on a happiness scale from 1 to 10.	N	Subset for alpha = .05				
		1	2	3	4	5
Completely Happy	1573	18.4895				
9.00	3435	19.0178	19.0178			
8.00	8672		19.4897			
7.00	7157			20.0925		
Neither happy nor unhappy	4196			20.3434	20.3434	
6.00	3654			20.6010	20.6010	20.6010
Completely Unhappy	356			20.6657	20.6657	20.6657
2.00	684				20.8377	20.8377
4.00	2478					21.0452
3.00	2009					21.1463
Sig.		.134	.264	.070	.205	.106

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Dependant

Tukey HSD

Rate yourself on a happiness scale from 1 to 10.	N	Subset for alpha = .05				
		1	2	3	4	5
9.00	3435	13.2638				
Completely Happy	1573	13.3198				
8.00	8672	13.6437				
7.00	7157		14.2417			
6.00	3654			14.9811		
Neither happy nor unhappy	4196			15.0586	15.0586	
2.00	684				15.4444	15.4444
4.00	2478					15.4770
3.00	2009					15.4943
Completely Unhappy	356					15.6966
Sig.		.102	1.000	1.000	.091	.647

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Tense

Tukey HSD

	N	Subset for alpha = .05						
Rate yourself on a happiness scale from 1 to 10.		1	2	3	4	5	6	7
Completely Happy	1573	8.2231						
9.00	3435		8.7220					
8.00	8672			9.6441				
7.00	7157				10.7879			
6.00	3654					11.7329		
Neither happy nor unhappy	4196					12.0624		
4.00	2478						12.9605	
3.00	2009						13.1633	
2.00	684						13.2003	
Completely Unhappy	356							13.7360
Sig.		1.000	1.000	1.000	1.000	.069	.441	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Rigid

Tukey HSD

	N	Subset for alpha = .05					
Rate yourself on a happiness scale from 1 to 10.		1	2	3	4	5	6
Completely Happy	1573	12.1825					
9.00	3435	12.4338					
8.00	8672		12.8914				
7.00	7157			13.5782			
6.00	3654				13.9951		
2.00	684				14.3523	14.3523	
Neither happy nor unhappy	4196					14.4392	
3.00	2009					14.6217	
4.00	2478					14.6513	
Completely Unhappy	356						15.1152
Sig.		.613	1.000	1.000	.131	.353	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

Rate yourself on a happiness scale from 1 to 10.	N	Subset for alpha = .05					
		1	2	3	4	5	6
Completely Happy	1573	13.6542					
9.00	3435	14.0731	14.0731				
8.00	8672		14.4847	14.4847			
2.00	684			14.8289	14.8289		
7.00	7157			14.8966	14.8966	14.8966	
6.00	3654				15.0296	15.0296	15.0296
3.00	2009				15.0816	15.0816	15.0816
Neither happy nor unhappy	4196				15.2333	15.2333	15.2333
4.00	2478					15.3632	15.3632
Completely Unhappy	356						15.5169
Sig.		.191	.212	.211	.234	.089	.062

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

Rate yourself on a happiness scale from 1 to 10.	N	Subset for alpha = .05					
		1	2	3	4	5	6
Completely Happy	1573	13.6542					
9.00	3435	14.0731	14.0731				
8.00	8672		14.4847	14.4847			
2.00	684			14.8289	14.8289		
7.00	7157			14.8966	14.8966	14.8966	
6.00	3654				15.0296	15.0296	15.0296
3.00	2009				15.0816	15.0816	15.0816
Neither happy nor unhappy	4196				15.2333	15.2333	15.2333
4.00	2478					15.3632	15.3632
Completely Unhappy	356						15.5169
Sig.		.191	.212	.211	.234	.089	.062

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Conscientiousness

Tukey HSD

	N	Subset for alpha = .05					
Rate yourself on a happiness scale from 1 to 10.		1	2	3	4	5	6
Completely Unhappy	356	19.3315					
2.00	684	19.6696	19.6696				
4.00	2478	19.7563	19.7563	19.7563			
3.00	2009		19.8447	19.8447			
Neither happy nor unhappy	4196		20.1192	20.1192			
6.00	3654			20.2233			
7.00	7157				20.8048		
8.00	8672					21.5216	
9.00	3435						22.0376
Completely Happy	1573						22.4501
Sig.		.161	.108	.079	1.000	1.000	.193

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Achieving

Tukey HSD

	N	Subset for alpha = .05					
Rate yourself on a happiness scale from 1 to 10.		1	2	3	4	5	6
Completely Unhappy	356	20.7584					
4.00	2478		21.5533				
3.00	2009		21.6043				
2.00	684		21.6170	21.6170			
Neither happy nor unhappy	4196		21.7679	21.7679			
6.00	3654			22.0342			
7.00	7157				22.7481		
8.00	8672					23.4422	
9.00	3435					23.7691	23.7691
Completely Happy	1573						23.9002
Sig.		1.000	.848	.058	1.000	.302	.993

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Innovative

Tukey HSD

Rate yourself on a happiness scale from 1 to 10.	N	Subset for alpha = .05						
		1	2	3	4	5	6	7
Completely Unhappy	356	20.5562						
3.00	2009		21.1911					
4.00	2478		21.2373					
2.00	684		21.3743	21.3743				
Neither happy nor unhappy	4196			21.6785	21.6785			
6.00	3654				21.8473			
7.00	7157					22.5734		
8.00	8672						23.3457	
9.00	3435							24.0096
Completely Happy	1573							24.3827
Sig.		1.000	.923	.357	.953	1.000	1.000	.111

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1456.416.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ANNEX 4 – Homogeneous Subsets

The following tables present the homogeneous subsets for all subscores with respect to stress level.

Helpful

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05						
		1	2	3	4	5	6	7
Extremely Stressed	1564	22.3683						
9.00	1851	22.4992	22.4992					
8.00	5183	22.6438	22.6438					
6.00	3455	22.7175	22.7175					
7.00	5619		22.7977	22.7977				
Somewhat stressed	8285			23.0921	23.0921			
4.00	3022				23.1741	23.1741		
3.00	3039					23.5179	23.5179	
2.00	1070						23.8467	23.8467
Extremely relaxed	675							23.9926
Sig.		.056	.184	.200	.999	.064	.093	.952

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Sociable

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05				
		1	2	3	4	5
Extremely Stressed	1564	22.6886				
9.00	1851	22.9368	22.9368			
8.00	5183	22.9547	22.9547			
6.00	3455	22.9962	22.9962			
7.00	5619		23.1242	23.1242		
4.00	3022			23.4308	23.4308	
Somewhat stressed	8285			23.4314	23.4314	
3.00	3039				23.7019	
2.00	1070					24.2626
Extremely relaxed	675					24.6296
Sig.		.408	.932	.410	.598	.169

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Need for approval

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05								
		1	2	3	4	5	6	7	8	9
Extremely relaxed	675	17.6356								
2.00	1070		18.2579							
3.00	3039			18.9131						
4.00	3022			19.3283	19.3283					
Somewhat stressed	8285				19.7568	19.7568				
6.00	3455					20.0964	20.0964			
7.00	5619						20.4577	20.4577		
8.00	5183							20.7565	20.7565	
9.00	1851								20.9730	20.9730
Extremely Stressed	1564									21.2775
Sig.		1.000	1.000	.227	.189	.520	.425	.699	.943	.675

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Dependant

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05		
		1	2	3
Extremely relaxed	675	13.6963		
2.00	1070	13.8037		
3.00	3039	14.0102	14.0102	
9.00	1851		14.2204	14.2204
4.00	3022		14.3418	14.3418
8.00	5183			14.3797
Somewhat stressed	8285			14.4001
7.00	5619			14.4088
Extremely Stressed	1564			14.4712
6.00	3455			14.5551
Sig.		.157	.107	.099

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Tense

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05								
		1	2	3	4	5	6	7	8	9
Extremely relaxed	675	8.1052								
2.00	1070	8.3093								
3.00	3039		9.0500							
4.00	3022			9.8498						
Somewhat stressed	8285				10.5031					
6.00	3455					11.0148				
7.00	5619						11.3618			
8.00	5183							11.8543		
9.00	1851								12.2728	
Extremely Stressed	1564									13.1081
Sig.		.533	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Rigid

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05						
		1	2	3	4	5	6	7
2.00	1070	12.2514						
Extremely relaxed	675	12.3185						
3.00	3039		12.7233					
4.00	3022			13.1463				
Somewhat stressed	8285			13.3250	13.3250			
6.00	3455				13.6556	13.6556		
7.00	5619					13.8414	13.8414	
8.00	5183						14.1142	
9.00	1851						14.1740	
Extremely Stressed	1564							14.8012
Sig.		1.000	1.000	.837	.080	.803	.076	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05							
		1	2	3	4	5	6	7	8
Extremely relaxed	675	13.4904							
2.00	1070	13.6159	13.6159						
3.00	3039		13.9868	13.9868					
4.00	3022			14.2760	14.2760				
Somewhat stressed	8285				14.5081	14.5081			
6.00	3455					14.8214	14.8214		
7.00	5619						15.1408	15.1408	
8.00	5183							15.2811	
9.00	1851							15.5316	15.5316
Extremely Stressed	1564								15.7462
Sig.		.995	.151	.492	.781	.370	.341	.104	.851

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Competitive

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05				
		1	2	3	4	5
2.00	1070	13.7860				
Extremely relaxed	675	14.0089	14.0089			
3.00	3039	14.0480	14.0480			
4.00	3022	14.1721	14.1721			
Somewhat stressed	8285	14.1920	14.1920			
6.00	3455		14.4978	14.4978		
7.00	5619			14.8240	14.8240	
8.00	5183			14.9452	14.9452	14.9452
9.00	1851				15.2145	15.2145
Extremely Stressed	1564					15.3414
Sig.		.254	.071	.142	.307	.287

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Conscientiousness

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05	
		1	2
6.00	3455	20.5867	
Extremely Stressed	1564	20.7129	
7.00	5619	20.7332	
8.00	5183	20.7455	
Somewhat stressed	8285	20.9118	20.9118
4.00	3022	20.9341	20.9341
9.00	1851	20.9865	20.9865
3.00	3039		21.1932
2.00	1070		21.2813
Extremely relaxed	675		21.2874
Sig.		.092	.146

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Achieving

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05		
		1	2	3
6.00	3455	22.3664		
4.00	3022	22.5976	22.5976	
Somewhat stressed	8285	22.6383	22.6383	
7.00	5619	22.6432	22.6432	
8.00	5183	22.7345	22.7345	22.7345
3.00	3039		22.8575	22.8575
Extremely Stressed	1564		22.8600	22.8600
9.00	1851		22.9114	22.9114
2.00	1070		22.9673	22.9673
Extremely relaxed	675			23.0193
Sig.		.056	.054	.315

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Innovative

Tukey HSD

How would you rate your general level of stress in your personal and professional life (on a scale from 1 to 10)?	N	Subset for alpha = .05						
		1	2	3	4	5	6	7
Extremely Stressed	1564	22.2052						
6.00	3455	22.2278	22.2278					
8.00	5183	22.3239	22.3239	22.3239				
7.00	5619	22.3691	22.3691	22.3691	22.3691			
Somewhat stressed	8285		22.5820	22.5820	22.5820			
9.00	1851			22.6040	22.6040			
4.00	3022				22.7224			
3.00	3039					23.1369		
2.00	1070						23.5738	
Extremely relaxed	675							24.0474
Sig.		.918	.062	.300	.064	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1985.427.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ANNEX 5 – Homogeneous Subsets

The following tables present the homogeneous subsets for all subscores with respect to popularity self-rating.

Helpful

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05					
		1	2	3	4	5	6
2.00	668	20.6422					
I am not popular at all	929	20.6448					
3.00	1407		21.3539				
4.00	1675			21.9910			
6.00	4379				22.8662		
Not bad but I'm no star	7958				22.8711		
7.00	6755					23.2635	
8.00	5897						23.6369
Very Popular	1364						23.9494
9.00	2135						23.9504
Sig.		1.000	1.000	1.000	1.000	1.000	.179

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Sociable

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05							
		1	2	3	4	5	6	7	8
I am not popular at all	929	18.5501							
2.00	668	18.9596							
3.00	1407		19.7960						
4.00	1675			20.9672					
Not bad but I'm no star	7958				22.3128				
6.00	4379					23.0384			
7.00	6755						24.0600		
8.00	5897							25.1742	
9.00	2135								25.9696
Very Popular	1364								26.2023
Sig.		.051	1.000	1.000	1.000	1.000	1.000	1.000	.739

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Need for approval

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05				
		1	2	3	4	5
Very Popular	1364	18.9018				
8.00	5897		19.5192			
9.00	2135		19.8019	19.8019		
7.00	6755		19.8034	19.8034		
2.00	668		20.0075	20.0075	20.0075	
I am not popular at all	929		20.0420	20.0420	20.0420	
6.00	4379			20.1025	20.1025	
3.00	1407			20.1848	20.1848	20.1848
Not bad but I'm no star	7958				20.5156	20.5156
4.00	1675					20.6925
Sig.		1.000	.076	.449	.096	.097

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Dependant

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05						
		1	2	3	4	5	6	7
Very Popular	1364	12.4355						
9.00	2135	12.7963	12.7963					
8.00	5897		13.1662					
7.00	6755			13.8413				
6.00	4379				14.5826			
Not bad but I'm no star	7958					15.2525		
4.00	1675						15.7182	
3.00	1407						15.7783	15.7783
2.00	668							16.0928
I am not popular at all	929							16.1464
Sig.		.064	.051	1.000	1.000	1.000	1.000	.053

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Tense

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05								
		1	2	3	4	5	6	7	8	9
Very Popular	1364	9.2485								
9.00	2135	9.5180	9.5180							
8.00	5897		9.7451							
7.00	6755			10.2817						
6.00	4379				10.8564					
Not bad but I'm no star	7958					11.4607				
4.00	1675						12.1206			
3.00	1407							12.5657		
2.00	668								13.0659	
I am not popular at all	929									13.4952
Sig.		.236	.486	1.000	1.000	1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Rigid

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05						
		1	2	3	4	5	6	7
Very Popular	1364	12.7889						
9.00	2135	12.8384						
8.00	5897	12.9942	12.9942					
7.00	6755		13.2648	13.2648				
6.00	4379			13.5551	13.5551			
Not bad but I'm no star	7958				13.7219			
4.00	1675					14.3481		
3.00	1407						14.8465	
2.00	668						15.1901	15.1901
I am not popular at all	929							15.3229
Sig.		.768	.386	.284	.921	1.000	.099	.982

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05				
		1	2	3	4	5
Not bad but I'm no star	7958	14.2775				
6.00	4379	14.6547	14.6547			
4.00	1675	14.7349	14.7349	14.7349		
7.00	6755		14.7886	14.7886		
8.00	5897		14.9317	14.9317	14.9317	
I am not popular at all	929		15.0732	15.0732	15.0732	
9.00	2135		15.0946	15.0946	15.0946	
3.00	1407			15.1144	15.1144	
2.00	668				15.3428	15.3428
Very Popular	1364					15.5924
Sig.		.050	.071	.206	.122	.781

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Competitive

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05				
		1	2	3	4	5
Not bad but I'm no star	7958	13.8879				
I am not popular at all	929	14.1453	14.1453			
4.00	1675	14.2901	14.2901			
3.00	1407	14.3483	14.3483			
6.00	4379	14.3734	14.3734			
2.00	668	14.3982	14.3982			
7.00	6755		14.6338	14.6338		
8.00	5897			14.9479	14.9479	
9.00	2135				15.4009	
Very Popular	1364					16.0264
Sig.		.084	.119	.712	.196	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Conscientiousness

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05					
		1	2	3	4	5	6
I am not popular at all	929	19.4898					
2.00	668		19.9805				
3.00	1407		20.1414				
4.00	1675		20.4221	20.4221			
6.00	4379			20.7107	20.7107		
Not bad but I'm no star	7958			20.7832	20.7832		
7.00	6755				20.9901	20.9901	
8.00	5897					21.2895	21.2895
9.00	2135					21.4361	21.4361
Very Popular	1364						21.4472
Sig.		1.000	.067	.265	.642	.061	.985

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Achieving

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05					
		1	2	3	4	5	6
2.00	668	20.9686					
I am not popular at all	929	20.9892					
3.00	1407		21.6702				
4.00	1675		21.7307				
Not bad but I'm no star	7958		22.0547	22.0547			
6.00	4379			22.4362			
7.00	6755				23.0767		
8.00	5897					23.5927	
9.00	2135					23.8487	23.8487
Very Popular	1364						24.1114
Sig.		1.000	.055	.059	1.000	.536	.497

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Innovative

Tukey HSD

How would you rate your popularity in your social group?	N	Subset for alpha = .05								
		1	2	3	4	5	6	7	8	9
I am not popular at all	929	20.0581								
2.00	668		20.6407							
3.00	1407			21.0235						
4.00	1675			21.1313						
Not bad but I'm no star	7958				21.5016					
6.00	4379					22.2523				
7.00	6755						23.0927			
8.00	5897							23.9305		
9.00	2135								24.4913	
Very Popular	1364									25.1818
Sig.		1.000	1.000	.995	1.000	1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1737.819.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ANNEX 6 – Homogeneous Subsets

The following tables present the homogeneous subsets for all subscores with respect to field of employment.

Helpful

Tukey HSD

	N	Subset for alpha = .05					
Field		1	2	3	4	5	6
Internet and online	213	22.0329					
Automotive	311	22.1543	22.1543				
Chemicals	175	22.3943	22.3943	22.3943			
Agriculture	235	22.4383	22.4383	22.4383			
Transportation	312	22.5641	22.5641	22.5641			
I don't work	3761	22.5884	22.5884	22.5884	22.5884		
Real Estate	494	22.6822	22.6822	22.6822	22.6822	22.6822	
Electronics & Semiconductors	293	22.7031	22.7031	22.7031	22.7031	22.7031	
Media and entertainment	1091	22.7461	22.7461	22.7461	22.7461	22.7461	
Industrial Goods & Services	685	22.8219	22.8219	22.8219	22.8219	22.8219	
Aerospace & Defense	412	22.9150	22.9150	22.9150	22.9150	22.9150	22.9150
Computers	1599	22.9206	22.9206	22.9206	22.9206	22.9206	22.9206
Construction	229	22.9214	22.9214	22.9214	22.9214	22.9214	22.9214
Food and beverage	1207		22.9735	22.9735	22.9735	22.9735	22.9735
Travel and Leisure	180		23.0222	23.0222	23.0222	23.0222	23.0222
Advertising & PR	745		23.0349	23.0349	23.0349	23.0349	23.0349
Financial Services	1413		23.0602	23.0602	23.0602	23.0602	23.0602
Telecommunications	538			23.1115	23.1115	23.1115	23.1115
Information Technology	810			23.1556	23.1556	23.1556	23.1556
Pharmaceuticals	235			23.1660	23.1660	23.1660	23.1660
Energy and Utilities	249			23.1928	23.1928	23.1928	23.1928
Retail	1422			23.1941	23.1941	23.1941	23.1941
Professional Services	2401			23.2511	23.2511	23.2511	23.2511
Education	3890				23.4992	23.4992	23.4992
Healthcare	2675					23.5305	23.5305
Airlines	117						23.7521
Social Services	460						23.8000
Sig.		.075	.060	.110	.056	.122	.078

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Sociable

Tukey HSD

Field	N	Subset for alpha = .05					
		1	2	3	4	5	6
Chemicals	175	21.9257					
Internet and online	213	22.3521	22.3521				
Transportation	312	22.5769	22.5769	22.5769			
Automotive	311	22.5949	22.5949	22.5949			
Industrial Goods & Services	685	22.6409	22.6409	22.6409	22.6409		
Electronics & Semiconductors	293	22.6587	22.6587	22.6587	22.6587		
Agriculture	235	22.6681	22.6681	22.6681	22.6681		
Computers	1599	22.8036	22.8036	22.8036	22.8036	22.8036	
Information Technology	810	22.9198	22.9198	22.9198	22.9198	22.9198	
Aerospace & Defense	412	22.9927	22.9927	22.9927	22.9927	22.9927	
Pharmaceuticals	235	23.0255	23.0255	23.0255	23.0255	23.0255	
I don't work	3761		23.0511	23.0511	23.0511	23.0511	23.0511
Energy and Utilities	249		23.1044	23.1044	23.1044	23.1044	23.1044
Financial Services	1413		23.1918	23.1918	23.1918	23.1918	23.1918
Construction	229		23.2314	23.2314	23.2314	23.2314	23.2314
Real Estate	494		23.3664	23.3664	23.3664	23.3664	23.3664
Social Services	460		23.4413	23.4413	23.4413	23.4413	23.4413
Professional Services	2401			23.4873	23.4873	23.4873	23.4873
Retail	1422			23.5077	23.5077	23.5077	23.5077
Healthcare	2675			23.5350	23.5350	23.5350	23.5350
Telecommunications	538			23.5948	23.5948	23.5948	23.5948
Food and beverage	1207			23.6504	23.6504	23.6504	23.6504
Media and entertainment	1091			23.6874	23.6874	23.6874	23.6874
Education	3890				23.7352	23.7352	23.7352
Airlines	117					23.8632	23.8632
Travel and Leisure	180					23.8722	23.8722
Advertising & PR	745						24.1651
Sig.		.063	.071	.056	.067	.087	.054

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Need for approval

Tukey HSD

Field	N	Subset for alpha = .05		
		1	2	3
Automotive	311	18.9325		
Internet and online	213	18.9577		
Telecommunications	538	19.2156	19.2156	
Electronics & Semiconductors	293	19.2287	19.2287	
Aerospace & Defense	412	19.2330	19.2330	
Energy and Utilities	249	19.4739	19.4739	19.4739
Transportation	312	19.5288	19.5288	19.5288
Professional Services	2401	19.5556	19.5556	19.5556
Real Estate	494	19.6316	19.6316	19.6316
Chemicals	175	19.6343	19.6343	19.6343
Information Technology	810	19.6383	19.6383	19.6383
Agriculture	235	19.8085	19.8085	19.8085
Social Services	460	19.8261	19.8261	19.8261
Construction	229	19.8472	19.8472	19.8472
Computers	1599	19.9149	19.9149	19.9149
Industrial Goods & Services	685	19.9737	19.9737	19.9737
Airlines	117	20.0598	20.0598	20.0598
I don't work	3761	20.0675	20.0675	20.0675
Financial Services	1413	20.0686	20.0686	20.0686
Food and beverage	1207	20.1549	20.1549	20.1549
Healthcare	2675	20.1768	20.1768	20.1768
Media and entertainment	1091	20.2136	20.2136	20.2136
Education	3890	20.2344	20.2344	20.2344
Retail	1422		20.5120	20.5120
Pharmaceuticals	235		20.5489	20.5489
Advertising & PR	745		20.5544	20.5544
Travel and Leisure	180			20.6333
Sig.		.077	.055	.229

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Dependant

Tukey HSD

Field	N	Subset for alpha = .05			
		1	2	3	4
Professional Services	2401	43.4336			
Transportation	312	43.6410	43.6410		
Real Estate	494	43.6660	43.6660	43.6660	
Advertising & PR	745	43.6819	43.6819	43.6819	
Telecommunications	538	43.7937	43.7937	43.7937	
Aerospace & Defense	412	43.8131	43.8131	43.8131	
Automotive	311	43.8424	43.8424	43.8424	
Construction	229	43.8646	43.8646	43.8646	
Internet and online	213	43.8779	43.8779	43.8779	
Energy and Utilities	249	43.8876	43.8876	43.8876	
Financial Services	1413	43.9080	43.9080	43.9080	
Media and entertainment	1091	43.9093	43.9093	43.9093	
Information Technology	810	43.9531	43.9531	43.9531	43.9531
Chemicals	175	44.0629	44.0629	44.0629	44.0629
Social Services	460	44.0913	44.0913	44.0913	44.0913
Healthcare	2675	44.1335	44.1335	44.1335	44.1335
Education	3890	44.2365	44.2365	44.2365	44.2365
Electronics & Semiconductors	293	44.2730	44.2730	44.2730	44.2730
Industrial Goods & Services	685		44.3022	44.3022	44.3022
Agriculture	235		44.3106	44.3106	44.3106
Food and beverage	1207		44.3165	44.3165	44.3165
Pharmaceuticals	235		44.3277	44.3277	44.3277
Retail	1422		44.3973	44.3973	44.3973
Computers	1599		44.4090	44.4090	44.4090
Travel and Leisure	180		44.4333	44.4333	44.4333
Airlines	117			44.5299	44.5299
I don't work	3761				44.7737
Sig.		.071	.130	.050	.091

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Tense

Tukey HSD

Field	N	Subset for alpha = .05			
		1	2	3	4
Energy and Utilities	249	10.1245			
Aerospace & Defense	412	10.2063	10.2063		
Airlines	117	10.2650	10.2650		
Professional Services	2401	10.3344	10.3344	10.3344	
Information Technology	810	10.3765	10.3765	10.3765	
Travel and Leisure	180	10.4000	10.4000	10.4000	
Telecommunications	538	10.4089	10.4089	10.4089	
Automotive	311	10.4116	10.4116	10.4116	
Electronics & Semiconductors	293	10.4334	10.4334	10.4334	
Financial Services	1413	10.5152	10.5152	10.5152	
Computers	1599	10.5391	10.5391	10.5391	
Real Estate	494	10.5587	10.5587	10.5587	
Social Services	460	10.5826	10.5826	10.5826	
Construction	229	10.6157	10.6157	10.6157	
Education	3890	10.6666	10.6666	10.6666	10.6666
Transportation	312	10.6827	10.6827	10.6827	10.6827
Advertising & PR	745	10.6886	10.6886	10.6886	10.6886
Chemicals	175	10.7714	10.7714	10.7714	10.7714
Industrial Goods & Services	685	10.8029	10.8029	10.8029	10.8029
Healthcare	2675	10.8176	10.8176	10.8176	10.8176
Agriculture	235	10.8426	10.8426	10.8426	10.8426
Retail	1422		11.0176	11.0176	11.0176
Food and beverage	1207		11.0249	11.0249	11.0249
Pharmaceuticals	235		11.0340	11.0340	11.0340
Media and entertainment	1091		11.0568	11.0568	11.0568
I don't work	3761			11.1739	11.1739
Internet and online	213				11.5023
Sig.		.291	.061	.071	.074

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Rigid

Tukey HSD

	N	Subset for alpha = .05		
Field		1	2	3
Information Technology	810	13.1444		
Social Services	460	13.1457	13.1457	
Travel and Leisure	180	13.2167	13.2167	13.2167
Telecommunications	538	13.2509	13.2509	13.2509
Retail	1422	13.2623	13.2623	13.2623
Financial Services	1413	13.2852	13.2852	13.2852
Professional Services	2401	13.3136	13.3136	13.3136
Energy and Utilities	249	13.3373	13.3373	13.3373
Education	3890	13.3396	13.3396	13.3396
Computers	1599	13.3415	13.3415	13.3415
Chemicals	175	13.3886	13.3886	13.3886
Healthcare	2675	13.4071	13.4071	13.4071
Construction	229	13.4410	13.4410	13.4410
Electronics & Semiconductors	293	13.4812	13.4812	13.4812
Airlines	117	13.4872	13.4872	13.4872
Media and entertainment	1091	13.5023	13.5023	13.5023
Industrial Goods & Services	685	13.5314	13.5314	13.5314
Pharmaceuticals	235	13.5319	13.5319	13.5319
Advertising & PR	745	13.6094	13.6094	13.6094
Food and beverage	1207	13.6197	13.6197	13.6197
Real Estate	494	13.7348	13.7348	13.7348
I don't work	3761	13.8383	13.8383	13.8383
Automotive	311	13.9711	13.9711	13.9711
Transportation	312	13.9872	13.9872	13.9872
Internet and online	213	14.0516	14.0516	14.0516
Aerospace & Defense	412		14.0680	14.0680
Agriculture	235			14.0809
Sig.		.061	.050	.105

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

Field	N	Subset for alpha = .05		
		1	2	3
Social Services	460	14.2804		
Travel and Leisure	180	14.3056		
Retail	1422	14.3446	14.3446	
Healthcare	2675	14.3981	14.3981	
Energy and Utilities	249	14.5622	14.5622	14.5622
Computers	1599	14.6504	14.6504	14.6504
Education	3890	14.6563	14.6563	14.6563
Professional Services	2401	14.6781	14.6781	14.6781
Transportation	312	14.6859	14.6859	14.6859
Telecommunications	538	14.7361	14.7361	14.7361
Information Technology	810	14.7951	14.7951	14.7951
Industrial Goods & Services	685	14.7956	14.7956	14.7956
Pharmaceuticals	235	14.8298	14.8298	14.8298
I don't work	3761	14.8697	14.8697	14.8697
Financial Services	1413	14.8740	14.8740	14.8740
Food and beverage	1207	14.9114	14.9114	14.9114
Airlines	117	14.9231	14.9231	14.9231
Electronics & Semiconductors	293	15.0000	15.0000	15.0000
Construction	229	15.0742	15.0742	15.0742
Chemicals	175	15.1429	15.1429	15.1429
Real Estate	494	15.1579	15.1579	15.1579
Internet and online	213	15.1878	15.1878	15.1878
Automotive	311	15.1994	15.1994	15.1994
Media and entertainment	1091	15.2301	15.2301	15.2301
Aerospace & Defense	412	15.2985	15.2985	15.2985
Advertising & PR	745		15.4336	15.4336
Agriculture	235			15.6596
Sig.		.145	.072	.066

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Competitive

Tukey HSD

Field	N	Subset for alpha = .05						
		1	2	3	4	5	6	7
Social Services	460	12.5435						
Healthcare	2675	13.5290	13.5290					
Education	3890		14.1105	14.1105				
Professional Services	2401		14.1491	14.1491	14.1491			
Retail	1422		14.2799	14.2799	14.2799	14.2799		
Travel and Leisure	180		14.3222	14.3222	14.3222	14.3222		
Transportation	312		14.3558	14.3558	14.3558	14.3558		
Internet and online	213		14.3897	14.3897	14.3897	14.3897		
Telecommunications	538		14.4033	14.4033	14.4033	14.4033		
Information Technology	810		14.5790	14.5790	14.5790	14.5790	14.5790	
Financial Services	1413		14.6631	14.6631	14.6631	14.6631	14.6631	14.6631
Real Estate	494		14.7004	14.7004	14.7004	14.7004	14.7004	14.7004
Media and entertainment	1091		14.7049	14.7049	14.7049	14.7049	14.7049	14.7049
I don't work	3761		14.7660	14.7660	14.7660	14.7660	14.7660	14.7660
Industrial Goods & Services	685		14.8394	14.8394	14.8394	14.8394	14.8394	14.8394
Food and beverage	1207			14.8633	14.8633	14.8633	14.8633	14.8633
Energy and Utilities	249			14.8635	14.8635	14.8635	14.8635	14.8635
Pharnaceuticals	235			14.8766	14.8766	14.8766	14.8766	14.8766
Advertising & PR	745			15.0336	15.0336	15.0336	15.0336	15.0336
Computers	1599			15.0350	15.0350	15.0350	15.0350	15.0350
Airlines	117			15.4017	15.4017	15.4017	15.4017	15.4017
Automotive	311			15.4148	15.4148	15.4148	15.4148	15.4148
Construction	229				15.4454	15.4454	15.4454	15.4454
Electronics & Semiconductors	293					15.4778	15.4778	15.4778
Chemicals	175					15.5600	15.5600	15.5600
Agriculture	235						15.8723	15.8723
Aerospace & Defense	412							15.9660
Sig.		.536	.058	.061	.066	.076	.067	.062

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Conscientiousness

Tukey HSD

Field	N	Subset for alpha = .05				
		1	2	3	4	5
Media and entertainment	1091	19.9908				
I don't work	3761	20.2404	20.2404			
Food and beverage	1207	20.4093	20.4093	20.4093		
Internet and online	213	20.5164	20.5164	20.5164	20.5164	
Education	3890	20.8003	20.8003	20.8003	20.8003	20.8003
Travel and Leisure	180	20.8444	20.8444	20.8444	20.8444	20.8444
Retail	1422	20.8565	20.8565	20.8565	20.8565	20.8565
Social Services	460	20.8891	20.8891	20.8891	20.8891	20.8891
Agriculture	235	20.9660	20.9660	20.9660	20.9660	20.9660
Automotive	311	21.0932	21.0932	21.0932	21.0932	21.0932
Advertising & PR	745	21.0993	21.0993	21.0993	21.0993	21.0993
Electronics & Semiconductors	293		21.1195	21.1195	21.1195	21.1195
Computers	1599		21.1251	21.1251	21.1251	21.1251
Transportation	312		21.1282	21.1282	21.1282	21.1282
Telecommunications	538		21.2454	21.2454	21.2454	21.2454
Healthcare	2675		21.2669	21.2669	21.2669	21.2669
Chemicals	175		21.2971	21.2971	21.2971	21.2971
Real Estate	494			21.4372	21.4372	21.4372
Information Technology	810			21.4605	21.4605	21.4605
Professional Services	2401			21.5289	21.5289	21.5289
Industrial Goods & Services	685				21.6088	21.6088
Airlines	117					21.6838
Construction	229					21.7162
Pharmaceuticals	235					21.7660
Financial Services	1413					21.7679
Energy and Utilities	249					21.8675
Aerospace & Defense	412					21.9175
Sig.		.059	.101	.052	.070	.054

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ukey HSD

Achieving

Tukey HSD

Field	N	Subset for alpha = .05				
		1	2	3	4	5
I don't work	3761	21.6482				
Travel and Leisure	180	22.1889	22.1889			
Food and beverage	1207	22.3952	22.3952	22.3952		
Retail	1422	22.4754	22.4754	22.4754	22.4754	
Airlines	117		22.8889	22.8889	22.8889	22.8889
Agriculture	235		22.8979	22.8979	22.8979	22.8979
Industrial Goods & Services	685		22.9620	22.9620	22.9620	22.9620
Transportation	312		22.9776	22.9776	22.9776	22.9776
Education	3890		23.0265	23.0265	23.0265	23.0265
Social Services	460		23.0391	23.0391	23.0391	23.0391
Telecommunications	538		23.0706	23.0706	23.0706	23.0706
Internet and online	213		23.0986	23.0986	23.0986	23.0986
Automotive	311		23.1190	23.1190	23.1190	23.1190
Computers	1599		23.1401	23.1401	23.1401	23.1401
Electronics & Semiconductors	293			23.1570	23.1570	23.1570
Healthcare	2675			23.2000	23.2000	23.2000
Media and entertainment	1091			23.2658	23.2658	23.2658
Pharmaceuticals	235			23.3362	23.3362	23.3362
Real Estate	494				23.3907	23.3907
Chemicals	175				23.4000	23.4000
Financial Services	1413					23.4975
Advertising & PR	745					23.5396
Aerospace & Defense	412					23.5728
Energy and Utilities	249					23.6265
Construction	229					23.6376
Professional Services	2401					23.7118
Information Technology	810					23.7370
Sig.		.214	.052	.060	.073	.174

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 392.133.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Innovative
Tukey HSD

Field	N	Subset for alpha = .05			
		1	2	3	4
I don't work	3761	22.1571			
Travel and Leisure	180	22.1778			
Retail	1422	22.1850			
Food and beverage	1207	22.3024	22.3024		
Transportation	312	22.3365	22.3365		
Agriculture	235	22.3574	22.3574		
Healthcare	2675	22.3806	22.3806		
Industrial Goods & Services	685	22.3839	22.3839		
Airlines	117	22.5641	22.5641	22.5641	
Financial Services	1413	22.5683	22.5683	22.5683	
Social Services	460	22.5891	22.5891	22.5891	
Chemicals	175	22.6800	22.6800	22.6800	
Pharmaceuticals	235	22.6979	22.6979	22.6979	
Automotive	311	22.7203	22.7203	22.7203	
Electronics & Semiconductors	293	22.7611	22.7611	22.7611	
Education	3890	22.8254	22.8254	22.8254	22.8254
Real Estate	494	22.8279	22.8279	22.8279	22.8279
Telecommunications	538	22.8346	22.8346	22.8346	22.8346
Energy and Utilities	249	22.8594	22.8594	22.8594	22.8594
Computers	1599	22.9475	22.9475	22.9475	22.9475
Professional Services	2401	23.0579	23.0579	23.0579	23.0579
Aerospace & Defense	412	23.0922	23.0922	23.0922	23.0922
Internet and online	213		23.1925	23.1925	23.1925
Information Technology	810		23.2370	23.2370	23.2370
Construction	229			23.4148	23.4148
Advertising & PR	745			23.4591	23.4591
Media and entertainment	1091				23.7644
Sig.		.060	.061	.098	.057

Means for groups in homogeneous subsets are displayed.
a Uses Harmonic Mean Sample Size = 392.133.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ANNEX 7 – Homogeneous Subsets

The following tables present the homogeneous subsets for all subscores with respect to position of employment.

Helpful

Tukey HSD

What is your position?	N	Subset for alpha = .05		
		1	2	3
Not employed- Disabled	59	21.2203		
Not Employed	1655		22.7275	
Student	9929		22.7423	
Technical	1866		22.7942	
Other Employed	2058		22.9325	
Sales	1720		22.9483	
Retired	265		23.1547	
Homemaker/Full-time parent	704		23.1932	
Administrative	2547		23.2026	
Other Management	2496		23.2941	
Professional	4729		23.4532	
Senior Management	1358		23.4779	
Not employed- volunteer work	92			24.4130
Sig.		1.000	.181	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 350.763.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Sociable

Tukey HSD

What is your position?	N	Subset for alpha = .05				
		1	2	3	4	5
Not employed- Disabled	59	20.4068				
Retired	265		22.3849			
Technical	1866		22.4496			
Other Employed	2058		22.8552	22.8552		
Not Employed	1655		23.0290	23.0290	23.0290	
Homemaker/Full-time parent	704		23.0639	23.0639	23.0639	
Professional	4729		23.3062	23.3062	23.3062	
Other Management	2496		23.4247	23.4247	23.4247	
Student	9929		23.4254	23.4254	23.4254	
Administrative	2547		23.4472	23.4472	23.4472	
Senior Management	1358			23.8100	23.8100	23.8100
Sales	1720				23.9558	23.9558
Not employed- volunteer work	92					24.7826
Sig.		1.000	.051	.132	.165	.114

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 350.763.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Need for approval
Tukey HSD

	N	Subset for alpha = .05	
What is your position?		1	2
Retired	265	19.1245	
Senior Management	1358	19.1694	
Technical	1866	19.7599	19.7599
Other Management	2496	19.8093	19.8093
Not Employed	1655	19.8387	19.8387
Professional	4729	19.9558	19.9558
Sales	1720	20.0669	20.0669
Student	9929	20.0978	20.0978
Other Employed	2058	20.2507	20.2507
Administrative	2547	20.3274	20.3274
Not employed- volunteer work	92	20.3696	20.3696
Homemaker/Full-time parent	704		20.6591
Not employed- Disabled	59		20.9153
Sig.		.065	.125

Means for groups in homogeneous subsets are displayed.
a Uses Harmonic Mean Sample Size = 350.763.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Dependant
Tukey HSD

	N	Subset for alpha = .05					
What is your position?		1	2	3	4	5	6
Senior Management	1358	42.4013					
Other Management	2496		43.3778				
Professional	4729		43.8074	43.8074			
Sales	1720		43.8767	43.8767			
Retired	265			44.2830	44.2830		
Technical	1866			44.3939	44.3939	44.3939	
Administrative	2547			44.4605	44.4605	44.4605	
Not employed- volunteer work	92			44.4783	44.4783	44.4783	
Student	9929			44.5269	44.5269	44.5269	
Other Employed	2058				44.7959	44.7959	44.7959
Not Employed	1655				44.8109	44.8109	44.8109
Homemaker/Full-time parent	704					45.1321	45.1321
Not employed- Disabled	59						45.5254
Sig.		1.000	.699	.138	.614	.113	.124

Means for groups in homogeneous subsets are displayed.
a Uses Harmonic Mean Sample Size = 350.763.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Tense

Tukey HSD

What is your position?	N	Subset for alpha = .05					
		1	2	3	4	5	6
Senior Management	1358	9.4286					
Other Management	2496		10.2596				
Professional	4729		10.4635				
Not employed- volunteer work	92		10.5109				
Retired	265		10.5887	10.5887			
Sales	1720		10.6587	10.6587	10.6587		
Technical	1866		10.7079	10.7079	10.7079		
Student	9929		10.8828	10.8828	10.8828		
Administrative	2547		10.9066	10.9066	10.9066		
Not Employed	1655			11.3553	11.3553	11.3553	
Other Employed	2058				11.4674	11.4674	
Homemaker/Full-time parent	704					12.0739	
Not employed- Disabled	59						13.9661
Sig.		1.000	.282	.085	.051	.144	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 350.763.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Rigid

Tukey HSD

What is your position?	N	Subset for alpha = .05		
		1	2	3
Senior Management	1358	12.8903		
Other Management	2496	13.1999	13.1999	
Professional	4729	13.3316	13.3316	
Not employed- volunteer work	92	13.3587	13.3587	
Sales	1720	13.4221	13.4221	
Administrative	2547	13.4715	13.4715	
Technical	1866	13.6050	13.6050	
Student	9929	13.6449	13.6449	
Other Employed	2058	13.6725	13.6725	
Not Employed	1655		13.7970	
Retired	265		13.9019	
Homemaker/Full-time parent	704		14.0298	
Not employed- Disabled	59			15.1864
Sig.		.135	.082	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 350.763.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 323.045.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

	N	Subset for alpha = .05
What is your position?		1
Homemaker/Full-time parent	704	14.2031
Other Employed	2058	14.3241
Retired	265	14.3396
Administrative	2547	14.3600
Not Employed	1655	14.5456
Technical	1866	14.5820
Professional	4729	14.6365
Not employed- volunteer work	92	14.6413
Sales	1720	14.8291
Other Management	2496	14.8810
Not employed- Disabled	59	14.9492
Student	9929	14.9803
Senior Management	1358	15.2143
Sig.		.082

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 350.763.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Competitive

Tukey HSD

	N	Subset for alpha = .05				
What is your position?		1	2	3	4	5
Homemaker/Full-time parent	704	12.6591				
Administrative	2547	13.3051	13.3051			
Retired	265	13.3358	13.3358			
Other Employed	2058	13.8158	13.8158	13.8158		
Professional	4729		13.9528	13.9528	13.9528	
Not employed- Disabled	59		14.1525	14.1525	14.1525	14.1525
Not Employed	1655		14.2483	14.2483	14.2483	14.2483
Not employed- volunteer work	92		14.2935	14.2935	14.2935	14.2935
Technical	1866		14.5198	14.5198	14.5198	14.5198
Other Management	2496			14.6338	14.6338	14.6338
Sales	1720				15.1401	15.1401
Student	9929				15.1580	15.1580
Senior Management	1358					15.2378
Sig.		.103	.067	.615	.072	.169

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 350.763.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Conscientiousness
Tukey HSD

What is your position?	N	Subset for alpha = .05					
		1	2	3	4	5	6
Not employed- Disabled	59	19.7288					
Not Employed	1655	20.3148	20.3148				
Other Employed	2058	20.3829	20.3829	20.3829			
Student	9929	20.4919	20.4919	20.4919	20.4919		
Sales	1720	20.5163	20.5163	20.5163	20.5163		
Homemaker/Full-time parent	704	20.6548	20.6548	20.6548	20.6548	20.6548	
Retired	265		21.1698	21.1698	21.1698	21.1698	21.1698
Technical	1866		21.2840	21.2840	21.2840	21.2840	21.2840
Administrative	2547			21.3773	21.3773	21.3773	21.3773
Professional	4729				21.4608	21.4608	21.4608
Other Management	2496				21.5128	21.5128	21.5128
Not employed- volunteer work	92					21.6848	21.6848
Senior Management	1358						21.8108
Sig.		.162	.114	.092	.073	.067	.732

Means for groups in homogeneous subsets are displayed.
a Uses Harmonic Mean Sample Size = 350.763.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Achieving
Tukey HSD

What is your position?	N	Subset for alpha = .05							
		1	2	3	4	5	6	7	8
Not employed- Disabled	59	21.0678							
Not Employed	1655	21.6375	21.6375						
Homemaker/Full-time parent	704	21.8537	21.8537	21.8537					
Retired	265		22.0528	22.0528	22.0528				
Other Employed	2058		22.2060	22.2060	22.2060	22.2060			
Student	9929		22.2238	22.2238	22.2238	22.2238			
Administrative	2547			22.6623	22.6623	22.6623			
Sales	1720				22.8209	22.8209	22.8209		
Technical	1866					23.0879	23.0879	23.0879	
Not employed- volunteer work	92						23.5761	23.5761	
Professional	4729							23.7549	
Other Management	2496							23.8369	
Senior Management	1358								24.9595
Sig.		.160	.619	.129	.187	.060	.209	.220	1.000

Means for groups in homogeneous subsets are displayed.
a Uses Harmonic Mean Sample Size = 350.763.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Innovative
Tukey HSD

What is your position?	N	Subset for alpha = .05						
		1	2	3	4	5	6	7
Not employed- Disabled	59	21.3220						
Homemaker/Full-time parent	704	21.3608	21.3608					
Other Employed	2058	21.8197	21.8197	21.8197				
Administrative	2547	22.0789	22.0789	22.0789	22.0789			
Not Employed	1655		22.2326	22.2326	22.2326	22.2326		
Student	9929			22.4941	22.4941	22.4941		
Retired	265			22.5849	22.5849	22.5849		
Technical	1866			22.6554	22.6554	22.6554		
Sales	1720				22.8564	22.8564	22.8564	
Professional	4729					23.0501	23.0501	
Other Management	2496					23.0589	23.0589	
Not employed- volunteer work	92						23.6630	23.6630
Senior Management	1358							24.2997
Sig.		.203	.066	.097	.170	.106	.129	.478

Means for groups in homogeneous subsets are displayed.
a Uses Harmonic Mean Sample Size = 350.763.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ANNEX 8– Homogeneous Subsets

The following tables present the homogeneous subsets for all subscores with respect to level of education- with ages 25 and under filtered out.

Helpful

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05	
		1	2
Grade School	89	21.8539	
Some High School	417	22.6930	22.6930
Prefer not to answer	94		22.8936
High School Grad	1551		23.1231
College Grad	3898		23.1552
Some College	4777		23.2453
Post-Graduate Work	1242		23.3374
Post-Graduate Degree	2264		23.4920
Sig.		.057	.084

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Sociable

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05
		1
Prefer not to answer	94	22.2234
Grade School	89	22.5506
High School Grad	1551	22.7672
Some High School	417	22.9664
College Grad	3898	22.9946
Post-Graduate Degree	2264	23.0177
Post-Graduate Work	1242	23.0386
Some College	4777	23.1553
Sig.		.148

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Dependant

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05	
		1	2
Post-Graduate Degree	2264	43.4916	
Post-Graduate Work	1242	43.7190	43.7190
College Grad	3898	43.8943	43.8943
Some College	4777	44.1363	44.1363
Prefer not to answer	94	44.2553	44.2553
Some High School	417	44.2758	44.2758
Grade School	89		44.3483
High School Grad	1551		44.4745
Sig.		.091	.118

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Tense

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05	
		1	2
Post-Graduate Degree	2264	10.2796	
Post-Graduate Work	1242	10.5266	10.5266
College Grad	3898	10.5336	10.5336
Grade School	89	10.6517	10.6517
Prefer not to answer	94	10.7553	10.7553
Some College	4777	10.9598	10.9598
High School Grad	1551		11.1418
Some High School	417		11.3094
Sig.		.184	.071

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Rigid

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05	
		1	2
Post-Graduate Degree	2264	13.0716	
College Grad	3898	13.3189	13.3189
Post-Graduate Work	1242	13.3599	13.3599
Prefer not to answer	94	13.3936	13.3936
Some College	4777	13.5579	13.5579
Grade School	89	13.7416	13.7416
High School Grad	1551	13.7898	13.7898
Some High School	417		14.0911
Sig.		.205	.134

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05	
		1	2
High School Grad	1551	13.9297	
Some College	4777	14.2299	14.2299
College Grad	3898	14.5790	14.5790
Post-Graduate Work	1242	14.8068	14.8068
Some High School	417	14.9400	14.9400
Post-Graduate Degree	2264	14.9501	14.9501
Prefer not to answer	94		15.0851
Grade School	89		15.1910
Sig.		.058	.093

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Competitive

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05	
		1	2
High School Grad	1551	13.2682	
Some College	4777	13.4798	
College Grad	3898	13.8386	
Post-Graduate Work	1242	14.0145	
Some High School	417	14.0240	
Prefer not to answer	94	14.0532	
Post-Graduate Degree	2264	14.1078	14.1078
Grade School	89		15.2809
Sig.		.402	.061

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Conscientiousness

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05	
		1	2
Some High School	417	20.1199	
Grade School	89	20.6742	20.6742
Post-Graduate Work	1242	21.1127	21.1127
Some College	4777	21.1361	21.1361
Prefer not to answer	94		21.2872
High School Grad	1551		21.4803
Post-Graduate Degree	2264		21.5106
College Grad	3898		21.5164
Sig.		.072	.238

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Achieving

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05				
		1	2	3	4	5
Some High School	417	22.0935				
Grade School	89	22.1236				
High School Grad	1551	22.3546	22.3546			
Some College	4777		23.0835	23.0835		
Prefer not to answer	94		23.1809	23.1809	23.1809	
College Grad	3898			23.4074	23.4074	23.4074
Post-Graduate Work	1242				24.0105	24.0105
Post-Graduate Degree	2264					24.2323
Sig.		.986	.086	.954	.083	.087

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Innovative

Tukey HSD

What is the highest level of education you have achieved?	N	Subset for alpha = .05		
		1	2	3
Prefer not to answer	94	21.7021		
High School Grad	1551	21.8453		
Some High School	417	21.9496		
Grade School	89	22.0225	22.0225	
Some College	4777	22.5022	22.5022	22.5022
College Grad	3898		22.8687	22.8687
Post-Graduate Work	1242			23.3422
Post-Graduate Degree	2264			23.3799
Sig.		.123	.083	.062

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 300.415.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ANNEX 9– Homogeneous Subsets

The following tables present the homogeneous subsets for all subscores with respect to age.

Helpful

Tukey HSD

Age Groups	N	Subset for alpha = .05					
		1	2	3	4	5	6
10-15	4011	22.3475					
16-18	6219	22.6390	22.6390				
30-34	3611		22.8419	22.8419			
19-24	8357		22.8911	22.8911			
25-29	4550		22.9235	22.9235			
35-39	2646			23.1686	23.1686		
40-49	3976				23.5158	23.5158	
60+	299					23.7726	23.7726
50-59	1628						23.9588
Sig.		.318	.352	.177	.119	.501	.858

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Sociable

Tukey HSD

Age Groups	N	Subset for alpha = .05		
		1	2	3
60+	299	22.7759		
40-49	3976	22.9356	22.9356	
30-34	3611	22.9479	22.9479	
35-39	2646	23.0673	23.0673	23.0673
50-59	1628	23.1720	23.1720	23.1720
25-29	4550	23.2275	23.2275	23.2275
10-15	4011		23.3652	23.3652
19-24	8357		23.3660	23.3660
16-18	6219			23.4991
Sig.		.070	.102	.100

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Need for approval

Tukey HSD

Age Groups	N	Subset for alpha = .05			
		1	2	3	4
60+	299	19.1672			
50-59	1628	19.4767	19.4767		
40-49	3976	19.6124	19.6124	19.6124	
10-15	4011		19.7811	19.7811	19.7811
16-18	6219		19.8733	19.8733	19.8733
35-39	2646		19.9108	19.9108	19.9108
30-34	3611		20.0044	20.0044	20.0044
25-29	4550			20.1492	20.1492
19-24	8357				20.2832
Sig.		.249	.083	.073	.121

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Dependant
Tukey HSD

	N	Subset for alpha = .05			
Age Groups		1	2	3	4
60+	299	43.5819			
50-59	1628	43.7678	43.7678		
40-49	3976	43.8373	43.8373		
35-39	2646		43.9720	43.9720	
30-34	3611		43.9770	43.9770	
25-29	4550			44.2505	44.2505
19-24	8357				44.4747
10-15	4011				44.5517
16-18	6219				44.5750
Sig.		.387	.665	.267	.106

Means for groups in homogeneous subsets are displayed.
a Uses Harmonic Mean Sample Size = 1602.948.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Tense
Tukey HSD

	N	Subset for alpha = .05				
Age Groups		1	2	3	4	5
60+	299	9.7358				
50-59	1628		10.1050			
10-15	4011			10.5031		
40-49	3976			10.5644	10.5644	
35-39	2646			10.8114	10.8114	10.8114
16-18	6219				10.8752	10.8752
30-34	3611					10.9255
25-29	4550					10.9901
19-24	8357					11.0267
Sig.		1.000	1.000	.154	.146	.633

Means for groups in homogeneous subsets are displayed.
a Uses Harmonic Mean Sample Size = 1602.948.
b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.
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Rigid

Tukey HSD

	N	Subset for alpha = .05			
Age Groups		1	2	3	4
50-59	1628	13.0688			
60+	299	13.2274	13.2274		
40-49	3976	13.3255	13.3255	13.3255	
35-39	2646	13.4248	13.4248	13.4248	
19-24	8357		13.4999	13.4999	13.4999
25-29	4550		13.5998	13.5998	13.5998
30-34	3611			13.6569	13.6569
16-18	6219			13.6731	13.6731
10-15	4011				13.8242
Sig.		.096	.067	.114	.180

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

	N	Subset for alpha = .05		
Age Groups		1	2	3
60+	299	13.6656		
50-59	1628	13.7488		
40-49	3976	14.0319		
35-39	2646		14.5850	
10-15	4011		14.7913	14.7913
30-34	3611		14.8048	14.8048
16-18	6219		14.9127	14.9127
19-24	8357			15.0614
25-29	4550			15.1336
Sig.		.261	.417	.354

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Competitive

Tukey HSD

Age Groups	N	Subset for alpha = .05				
		1	2	3	4	5
50-59	1628	12.6665				
40-49	3976	13.1461	13.1461			
60+	299	13.1572	13.1572			
35-39	2646		13.6489			
30-34	3611			14.2587		
25-29	4550			14.6716	14.6716	
19-24	8357				14.9521	
16-18	6219				15.1712	15.1712
10-15	4011					15.5408
Sig.		.120	.101	.316	.106	.476

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Conscientiousness

Tukey HSD

Age Groups	N	Subset for alpha = .05					
		1	2	3	4	5	6
10-15	4011	20.1698					
16-18	6219	20.3108	20.3108				
19-24	8357		20.7511	20.7511			
25-29	4550			21.0268	21.0268		
30-34	3611			21.1692	21.1692	21.1692	
35-39	2646				21.2457	21.2457	
60+	299					21.5251	21.5251
40-49	3976					21.5775	21.5775
50-59	1628						21.7267
Sig.		.991	.080	.118	.874	.139	.918

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Achieving

Tukey HSD

Age Groups	N	Subset for alpha = .05			
		1	2	3	4
10-15	4011	21.5059			
16-18	6219	21.7270			
19-24	8357		22.6672		
60+	299		23.0134	23.0134	
25-29	4550			23.1633	23.1633
30-34	3611			23.2537	23.2537
35-39	2646			23.3137	23.3137
50-59	1628			23.3765	23.3765
40-49	3976				23.4336
Sig.		.735	.151	.109	.473

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Innovative

Tukey HSD

Age Groups	N	Subset for alpha = .05		
		1	2	3
16-18	6219	22.2952		
19-24	8357	22.3403	22.3403	
25-29	4550	22.6211	22.6211	22.6211
30-34	3611	22.6552	22.6552	22.6552
35-39	2646		22.7109	22.7109
40-49	3976			22.7603
60+	299			22.8094
10-15	4011			22.8811
50-59	1628			22.9109
Sig.		.113	.091	.367

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 1602.948.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ANNEX 10– Homogeneous Subsets

The following tables present the homogeneous subsets for all subscores with respect to academic achievement.

Helpful

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05			
		1	2	3	4
Failed most classes	224	20.4420			
5.00	380		21.3447		
4.00	1433			21.9881	
Straight A's/Top the class	6535				22.9345
Average	10026				22.9780
2.00	14710				23.1768
Sig.		1.000	1.000	1.000	.768

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Sociable

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05		
		1	2	3
Failed most classes	224	21.1830		
5.00	380		21.8158	
4.00	1433		22.3992	
Straight A's/Top the class	6535			23.0851
Average	10026			23.3263
2.00	14710			23.4786
Sig.		1.000	.090	.482

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Need for approval

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05	
		1	2
Failed most classes	224	19.1384	
2.00	14710		19.9120
Straight A's/Top the class	6535		19.9821
Average	10026		20.1224
5.00	380		20.1263
4.00	1433		20.1752
Sig.		1.000	.922

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Dependant

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05	
		1	2
Straight A's/Top the class	6535	43.7181	
2.00	14710	44.0740	
Average	10026		44.7045
Failed most classes	224		44.9509
4.00	1433		45.0133
5.00	380		45.0579
Sig.		.283	.290

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Tense

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05			
		1	2	3	4
Straight A's/Top the class	6535	10.4831			
2.00	14710	10.5865			
Average	10026		11.0684		
4.00	1433			11.9295	
Failed most classes	224			12.2902	12.2902
5.00	380				12.6000
Sig.		.990	1.000	.268	.443

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Rigid

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05		
		1	2	3
2.00	14710	13.3126		
Straight A's/Top the class	6535	13.4188		
Average	10026	13.6610		
4.00	1433		14.6343	
5.00	380			15.2053
Failed most classes	224			15.5625
Sig.		.388	1.000	.359

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Controlling

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05			
		1	2	3	4
Average	10026	14.4636			
2.00	14710	14.6256	14.6256		
Straight A's/Top the class	6535		15.2078	15.2078	
4.00	1433			15.2959	
5.00	380			15.6816	15.6816
Failed most classes	224				16.0223
Sig.		.978	.089	.265	.637

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Competitive

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05		
		1	2	3
Average	10026	14.1485		
2.00	14710	14.3856	14.3856	
5.00	380	14.7789	14.7789	14.7789
4.00	1433	14.8709	14.8709	14.8709
Failed most classes	224		15.0446	15.0446
Straight A's/Top the class	6535			15.1682
Sig.		.065	.120	.675

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Conscientiousness

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05				
		1	2	3	4	5
Failed most classes	224	17.3080				
5.00	380		18.2816			
4.00	1433		18.7676			
Average	10026			20.4084		
2.00	14710				21.0538	
Straight A's/Top the class	6535					22.0124
Sig.		1.000	.222	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Achieving

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05				
		1	2	3	4	5
Failed most classes	224	19.8393				
4.00	1433		20.9323			
5.00	380		20.9368			
Average	10026			21.7935		
2.00	14710				23.0550	
Straight A's/Top the class	6535					24.0425
Sig.		1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Innovative

Tukey HSD

How did you do at school in terms of academic achievement?	N	Subset for alpha = .05			
		1	2	3	4
Failed most classes	224	21.2098			
5.00	380	21.3526	21.3526		
4.00	1433	21.4431	21.4431		
Average	10026		21.8191		
2.00	14710			22.8649	
Straight A's/Top the class	6535				23.5171
Sig.		.807	.119	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 739.422.

b The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.