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Evaluating Person-Environment Fit in Cross-Cultural Contexts

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ABSTRACT OF THE DISSERTATION

Evaluating Person-Environment Fit in Cross-Cultural Contexts

by

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People are acutely aware when they do not fit in or match well with others around them. The field of person-environment fit has sought to assess the positive benefits accrued to people who are more similar to their environment, often defined as the average characteristics of those around them. The purpose of the present study is to assess person-environment fit effects on psychological well-being in a cross-cultural context. This study uses measures of personality traits and cultural values assessed in 63 countries as part of the International Situations Project. Results were conducted using polynomial regression and plotted using Response Surface Analysis (RSA). Greater person-environment fit for almost all personality traits and values tested was associated with greater happiness for individuals across cultural contexts. However, the strongest predictors of happiness overall were from person effects, specifically personality traits, rather than environmental effects or person-environment fit effects. Additionally, the positive benefits for person-environment fit were typically only accrued for individuals already high on a particular trait or value in the socially desirable direction, suggesting the benefits of fitting in with a particular cultural group cannot outweigh the effects of socially desirable traits. Future

work should focus on individual differences less strongly related to happiness and with less universal social desirability to further parse apart the potential benefits of person-environment fit.

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Evaluating Person-Environment Fit in Cross-Cultural Contexts

"The most basic human desire is to feel like you belong. Fitting in is important."

- Simon Sinek

People are acutely aware when they do not fit in. The idea of "fitting in" well with others is salient even from a young age, when kids become aware if they do or do not fit in with their fellow school children. As adults, poor fit is often an excuse given for when things don't work out. Workers leave jobs when they perceive a poor fit with the company, people leave relationships when they feel a poor match with their significant other. In academia, graduate students are counseled on the importance of a good fit with their potential advisor, often over and above other qualities such as prestige or lab resources. The field of person-environment fit encompasses all these potential consequences that stem from how well an individual matches with his or her environment, whether that environment is in the form of an intimate relationship or a broader society. Recently, person-environment fit research has developed in the cross-cultural field into a new theory of person-culture match (Fulmer et al., 2010), the idea that being more similar to others in your culture will have positive psychological benefits.

The field of person-environment fit originated in the field of Industrial/Organizational (I/O) psychology, with I/O psychologists testing for the match between workplace demands and employee characteristics (Kristof-Brown & Guay, 2011). Employers naturally assumed certain individuals were better suited for certain jobs based on their skill sets and needed a formal way to test for this match. Early on, researchers were primarily focused on predicting workplace productivity as the outcome

or result of better fit between the person and the job. Eventually, as researchers realized the connection between psychological well-being and productivity, the field of person-environment fit has expanded to include many psychological outcomes as a result of greater fit between the individual and their environment. This shift to psychological outcomes also helped expand the field of person-environment fit into other fields of psychology, such as relationship satisfaction (Rosen, Bailey, & Muise, 2018), personality judgement congruence (Quintus et al., 2017), and childhood development (Boele et al., 2017).

More recently the concept of the "environment" in person-environment fit research has expanded beyond the workplace or within interpersonal relationships to include cultural environments more broadly. These cultural environments are often assessed at the level of nations (Du et al., 2019; Fulmer et al., 2010a; Stavrova et al., 2013) or within country regional variation (Bleidorn et al., 2016; Chopik & Motyl, 2016; Götz, Ebert, & Rentfrow, 2018; Zhou et al., 2019). Additionally, the person-level variables of interest in person-environment fit interactions are no longer limited to workplace skills or abilities but have expanded to include broad personality traits (Bleidorn et al., 2016; Fulmer et al., 2010a; Götz et al., 2018; Zhou et al., 2019) as well as values (Du et al., 2019), beliefs (Stavrova et al., 2013), and ideologies (Chopik & Motyl, 2016). The outcomes of person-environment fit are usually psychological benefits, such as subjective well-being (Cho et al., 2018; Fulmer et al., 2010a; Götz et al., 2018; Stavrova et al., 2013) and self-esteem (Bleidorn et al., 2016; Fulmer et al., 2010a).

Measurement of Person-Environment Fit Variables and Outcomes

Assessing person-environment fit requires measuring multiple variables at different levels. While the person-centered individual difference variables are often easily assessed using self-reports, measuring the conceptually equivalent characteristics of an "environment" can be difficult and in the case of psychological variables, impossible. Instead, the environmental characteristics are usually assessed as an aggregation of the measured individual characteristics. For example, testing for person-environment fit for personality traits within cultures requires measuring the personality traits of each individual and the personality of the cultures in which the individual reside. Typically, the "personality" of a country or culture is considered as the average of the personality traits of the participants included in the study (e.g., Bleidorn et al., 2016). This method of aggregating individual responses to the environment level is considered to be an "objective" measure of the environment. Other less common methods of measuring the environment are more subjective and consist of the averaged responses of individual's perceptions of the environment. For example, employees at a company may rate their perceived workplace environment, or people in a country may rate the perceived personality traits of people in their country (McCrae & Terraciano, 2005). The discrepancies between the perceived and actual average psychological characteristics of an environment have received considerable debate (Kristof-Brown & Guay, 2011), particularly in the field of cultural psychology (Schwartz, 2014), and has even given rise to a new field of intersubjective psychological research (Chiu et al., 2010). However, subjective measures of the environment can be more a reflection of the perceiver than

reality, and thus would not answer how well an individual actually fits in with their environment. Assessments of subjective fit conflate the individual and their perceptions, making it difficult to assess which aspects are contributing to positive outcomes. For these reasons, this research will focus on testing the theories of person-environment fit using objective fit.

While the individual and environmental variables used in person-environment fit research have considerable conceptual overlap, often as simply the same variable but measured at separate levels, the outcomes of interest can vary much more widely. Researchers testing for person-environment fit are most often testing for positive benefits of greater fit between the individual and their environment, with the assumption that greater fit equates to more positive outcomes (Kristof-Brown & Guay, 2011). These positive benefits of greater fit can be psychological measures, such as subjective well-being, or more objective measures, such as workplace productivity, but are almost always assessed on the individual level. Recently, research on the positive outcomes of greater person-environment fit has largely focused on psychological benefits, especially as researchers have realized the strong connections between subjective well-being and economic and life conditions (Dolan, Peasgood, & White, 2008). For measurement purposes, this makes the assessment of person-environment fit variables simplified, as researchers can assess both the psychological outcome variables and the individual difference variables used to calculate the average environmental characteristics from the same participants in a study.

Testing for Person-Environment Fit

On a statistical level, testing for person-environment fit creates unusual methodological issues compared to most psychological research that involves predicting an outcome from one or more other variables. For person-environment fit research, the relationship between two variables is used to predict a third outcome variable. The statistical method for assessing or quantifying the relationship between two variables, the person and the environment, has received considerable debate (Edwards, 2007). The simplest method is to calculate a difference score for each individual, representing the absolute value discrepancy between their score and the score of the environment (Götz et al., 2018). However, this method is quite limited, reducing the reliability of the predictor and increasing ambiguity when interpreting significant effects (Chopik & Motyl, 2016). Other methods have included calculating a profile correlation (Cho et al., 2018), or using Multilevel Modeling (MLM) to test for moderation from group level predictors (Fulmer et al., 2010b; Stavrova et al., 2013), but these methods also make interpreting significant results difficult.

Recent consensus suggests polynomial regression is most suitable for testing fit or congruence between two variables (Edwards, 2002; Humberg, Nestler, & Back, 2019; Nestler, Humberg, & Schönbrodt, 2019) and has recently become the standard method for testing congruence in cross-cultural person-environment fit studies (Bleidorn et al., 2016; Du et al., 2019; Zhou et al., 2019). Polynomial regression is a form of regression that includes quadratic (squared) terms for each predictor variable. Quadratic terms are useful for modeling non-linear relationships. For example, the relationship between

cognitive capacity and age is not linear. Cognitive capacity increases throughout childhood and young adulthood and decreases later into old age. Trying to model only the linear effect between age and cognitive might produce misleading results (e.g., there is a strong positive correlation throughout the lifespan, ignoring decline later in life) or null results (e.g., there is no correlation between age and cognitive capacity, ignoring change over time), masking the true non-linear relationship underneath. Person-environment fit relationships have similar underlying non-linear relationships. Traits may predict positive outcomes only at certain levels when congruent with the environmental characteristics. Assessing person-environment fit using polynomial regression allows for these complex non-linear relationships to be tested within a linear model.

Additionally, the resulting coefficients from the polynomial regression model can be used for generating Response Surface Analysis (RSA) plots that aid in interpreting results. RSA plots are 3-dimensional representations of the relationships between two independent variables predicting a third outcome variable. These RSA plots are useful for interpreting results, similar to using scatterplots as a useful method for visualizing correlations or regression models. Visualizing 3-dimensional relationships among variables can be useful for understanding and interpreting significant interactions as cases of person-environment fit, misfit, or optimal marginal effects. For strict congruence, the positive benefits for fit should only occur when the two variables are equal, without any main effects of the person or environment variables (Humberg et al., 2019). Additionally, these positive benefits for strict congruence between the person and the environment should be consistent across all levels of the variables. Visually, in an RSA plot, this

would be evident by the peak level of the outcome running along the line of congruence between the person and environmental variables, with decreasing levels of the outcome sloping off on either side of the line of congruence. A line of congruence with zero change in slope represents the strict form of congruence with no main effects of either variable, but rather the joint predictive power of both variables only when they are equivalent. However, in practice this rarely occurs, and even laypeople's definition of person-environment fit rarely includes these strict requirements (Kristof-Brown & Guay, 2011). Instead, this paper will present both main and interactive effects for each variable and consider person-environment fit to include all types of interactions that may not necessarily be consistent across all levels of the individual variables. For example, positive benefits of person-environment fit may only occur at higher levels of a trait and produce additive effects beyond the main effect of the trait. Conversely, person-environment fit interactions may only matter in cases of misfit and produce negative outcomes. Lastly, there are also cases of optimal margin effects, in which positive benefits of person-environment fit do not necessarily occur at congruent levels but there are still significant interactive effects.

Cross-Cultural Research on Person-Environment Fit

The research on person-environment fit across cultures has thus far largely focused on variation within cultures (Götz et al., 2018; Zhou et al., 2019), most commonly in the United States (Bleidorn et al., 2016; Chopik & Motyl, 2016; Ebert, Gebauer, Talman, & Rentfrow, 2020), with a few studies testing for fit effects across countries (Du et al., 2019; Fulmer et al., 2010). Fulmer and colleagues (2010) proposed

the *person-culture match hypothesis* that suggests positive psychological benefits for individuals whose personality matches that of their cultures. They found extraverts are even more happy in countries with higher average scores of extraversion. Within the United States, Bleidorn et al. (2016) found person-environment fit benefits of self-esteem for people whose traits of agreeableness, conscientiousness, and openness matched that of their current city. More broadly, Götz et al. (2018) found that the similarly between the pattern of personality traits for people in Switzerland with the average personality of their region positively predicted psychological well-being.

Beyond personality traits, researchers have tested for cultural influences of person-environment fit for other psychological variables, such as values. For example, ideological fit assessed using voting records in the United States revealed less perspective taking and relationship orientation for individuals who did not match the ideological preferences of people in their zip code (Chopik & Motyl, 2016). Person-environment fit can also have benefits for the culture. Using data from 78 countries in the World Values Survey, Du and colleagues (2019) found greater fit between individual values and the values of one's country positively predicted greater national pride.

The benefits of person-environment fit can also extend beyond psychological outcomes to more objective benefits such as income or life expectancy. In China, researchers tested for person-environment fit between the personality traits of small business owners and the average traits in their city (Zhou et al., 2019). They found that the entrepreneurs with higher levels of conscientiousness who also lived in cities with higher average levels of conscientiousness were more successful. They also found

significant person-environment interactions for the traits of agreeableness and neuroticism predicting income. In the United States, Ebert and colleagues (2020) tested for person-environment fit benefits of religiosity on life expectancy. They found that more religious individuals, as measured by the presence of religious symbols on their gravestones, lived on average 2 years longer, but only in more religious counties.

Despite the wide-ranging evidence of person-environment fit in various cultural contexts, the vast majority of benefits for greater fit have been small, at least in comparison to many of the main effects of the individual and the environment. This is consistent with research in the I/O field, particularly after the incorporation of polynomial regression as the method of analysis (Kristof-Brown & Guay, 2011). The person-environment fit effects that are found are usually only small additive effects on the outcome, particularly for personality traits that have previously established relationships with psychological well-being measures. Additionally, the benefits of person-environment fit are often only at the socially desirable end of the scale. For example, extraversion is strongly associated with more happiness, and person-environment fit effects for this trait are small and typically only for those higher on extraversion. This suggests person-environment fit benefits across cultures are not completely uniform or consistent.

The Current Study

The range of previously discussed studies present promising support for person-environment fit in cross-cultural contexts. However, many previous studies have been limited to testing either only personality traits or only values. One study found

comparable effects of the Big Five personality traits and religiosity for person-environment fit interactions when predicting self-esteem (Bleidorn et al., 2016), but it is unclear if similar effects would be found for other values or traits. Additionally, the range of outcome variables makes it difficult to compare across studies. While psychological measures of well-being are the most common outcome measures in person-environment fit studies, some researchers have tested for predictors of self-esteem (Bleidorn et al., 2016) while others have assessed life satisfaction (Götz et al., 2018), making it difficult to compare the interactive effects between studies. Person-environment fit studies have also assessed mostly within cultural variation rather than cross-cultural variation in person-environment fit. Cross-cultural assessments are useful for testing the generalizability of person-environment fit research beyond Western-centered studies (Henrich, Heine, & Norenzayan, 2010), as well as potential variation in fit across cultures.

The purpose of the present study is to assess which individual factors matter more for person-environment effects on psychological well-being, specifically happiness, and how these relationships vary cross-culturally. This study uses data from the International Situations Project (ISP) from 63 countries. The current study includes a range of psychological variables measuring both personality traits, such as the Big Five traits but also narcissism and optimism, and values, that capture individual differences in beliefs, such as religiosity, or interdependence with others, such as self-construal. As many of these traits and values have previously been associated with greater psychological well-being, I expect to find many individual-level main effects for the

variables predicting happiness, specifically for the personality traits. However, as values tend vary more cross-culturally than traits, I expect to find more person-environment fit effects on happiness for values than for the personality traits. Additionally, given the results of previous research, I expect to find smaller effects of person-environment fit on happiness, particularly for the personality traits. As previous research has also found varying degrees of fit, such as increases in the outcome only at the positive ends of the scale or only negative effects of misfit, I will use RSA plots to interpret the types of person-environment fit found in the interactions. The following are guiding research questions for the present study:

1. Which individual traits or values matter most for individual happiness?
2. Which country traits or values matter most for individual happiness?
3. Which traits or values have significant person-environment interactions when predicting happiness?
4. How do the types of person-environment fit interactions for happiness differ by traits and values?
5. Which traits or values have the strongest interaction between the person and the environment when predicting happiness?
6. Overall, do personality traits or values matter more for person-environment interactions predicting happiness?

Method

Participants

Participants (N = 15,368; 71% female) were recruited by local collaborators from 63 countries (see Table 1) and were members of their local university and college communities (M_{age} = 21.93). The average sample size across all the countries was n = 246 (range: 50 – 1,366). Participants either volunteered or received compensation in the form of extra credit, course credit, small gifts, or monetary payment for participation.

Measures

The following list of measures includes self-reported scales used for the person-centered variables and the outcome variable of happiness. divided into traits and values, These traits and values were used for both the person and then averaged for the environmental variables used in the person-environment fit interactions. The outcome measure of happiness was measured and analyzed on the individual-level. There were no missing data. An overview of descriptive statistics for each measure by country, including the average, standard deviation, and reliability, are presented in Tables 2 -4.

Traits

Personality traits were measured using the Big Five Inventory – 2 (BFI2: (Soto & John, 2016) for the traits of Extraversion, Agreeableness, Conscientiousness, Negative Emotionality, and Open-Mindedness, and the HEXACO (Ashton & Lee, 2009) items for Honesty/Humility. The BFI-2 consists of 60 questions, 12 for each trait, with half of the items reversed. The BFI-2 also contains 3 facets for each trait as follows: Extraversion (Assertiveness, Energy, Sociability), Agreeableness (Compassion, Respect, Trust),

Conscientiousness (Organization, Productivity, Responsibility), Negative Emotionality (Anxiety, Depression, Emotionality), and Open-Mindedness (Aesthetic Appreciation, Creativity, Intellectual Curiosity). Honesty/Humility measure consisted of 10 items from the HEXACO, including 6 reversed items. The Honesty/Humility measure has 4 facets: Sincerity, Fairness, Greed-Avoidance, and Modesty. All BFI-2 traits and Honesty/Humility were rated on a 5-point scale.

Other personality measures consisted of a measure of optimism (Life Orientation Test, LOT-R: Sheier et al., 1994) and a measure of narcissism (brief Narcissistic Admiration and Rivalry Questionnaire, NARQ: Back et al., 2013). The measure of optimism consisted of 6 non-filler items from the original scale, 3 of which are reversed items. Participants were asked how strongly they agree with each statement on a 5-point scale, such as "In uncertain times, I usually expect the best." The measure of narcissism was a brief version of the original NARQ and consisted of 6 items on a 5-point scale. This measure of narcissism focused on grandiose narcissism as a personality trait in the general population, rather than as a pathological form of narcissism. Participants were asked how much they agree with each statement, such as "I deserve to be seen as a great personality." The measure of narcissism also had two subscales; Admiration, a form of self-promoting narcissism, and Rivalry, a form of self-protection narcissism.

Values

Values consisted of three measures of self-construal (Self-interest vs. Commitment to others, Self-expression vs. Harmony, and Consistency vs. Variability), religiosity, and perceptions of trustworthiness and cultural tightness. The measures of

self-construal came from Vignoles et al. (2016) models of selfhood designed to measure multifaceted versions of cultural independence and interdependence. The original measure had 7 subscales of self-construal, of which 3 were chosen to be included in the ISP survey. All 3 measures of self-construal were measured on a 9-point scale, from *Doesn't describe me at all* (1) to *Describes me exactly* (9). Self-expression vs. Harmony measures how willing people are to express their thoughts or if they do not want to disturb the harmony of the group. The subscale has 4 items, 2 of which are reversed, and asks participants how much they agree with statements such as, "You prefer to express your thoughts and feelings openly, even if it may sometimes cause conflict." Self-interest vs. Commitment to others measures how willing people are to behave in their own self interests of if they are more willing to sacrifice their own interests for others. This subscale has 5 items, 3 of which are reversed, and asks participants how much they agree with statements such as, "You would sacrifice your personal interests for the benefit of your family" (reversed). Consistency vs. Variability measures how consistent people are in their behavior when they are around others. The subscale has 4 items, 2 of which are reversed, and asks participants how much they agree with statements such as, "You behave the same way even when you are with different people."

The other remaining value measures of religiosity, trust, and cultural tightness asked participants about their beliefs, rather than how much they agreed with a statement about themselves. The measure of religiosity comes from the revised Social Axioms Survey by Leung and colleagues (2004). These five social axioms are designed to measure beliefs about how the world works, including beliefs about religion. The religion

subscale consists of 17 statements about religion, 10 positive and 7 negative[1], and participants are asked how much they agree with each statement on a 5-point scale. Sample questions include, "Belief in a religion makes people good citizens," and "Only weak people need religion" (reversed). Trustworthiness was measured using the revised version of the General Trust Scale (Yamagishi et al., 2013). The measure has 5 items rated on a 5-point scale, and asks participants how much they agree with statements about the general trustworthiness of others. For example, "Most people are basically honest" and "Most people are trustworthy." Cultural tightness was measured using the 6-item Tightness/Looseness Scale by Gelfand and colleagues (2011). The scale has 6 items, one of which is reversed, measured on a 5-point scale. Participants are asked about how much they agree with statements regarding the social norms of their country, such as "In this country, there are very clear expectations for how people should act in most situations."

Happiness

The outcome variable of happiness was measured using the Subjective Happiness Scale (SHS: Lyubomirsky & Lepper, 1999). The measure has 4 items to which participants respond on a 7-point scale (e.g., "Compared with most of my peers, I consider myself…" 1 = *less happy* to 7 = *more happy*). One negatively-worded item was reversed first before averaging the items for each participant. Cronbach's alpha of the measure ranged from .51 in Uganda to .92 in Belgium (α_{Mean} = .81).

[1] Due to cultural sensitivities in Arabic-speaking countries, the 7 negatively worded items from the religiosity subscale were rephrased into positive statements about religion during the Arabic translation and then later reverse-coded to match the rest of the sample.

Procedure

Local collaborators (all of whom were psychologists) translated each of the measures into their local language, which were then back translated into English by an independent translator. The original English version was then compared with the back-translated measure and discrepancies were resolved. This method was used to translate all of the research materials into 42 languages. The local collaborators then recruited participants from their college communities (largely students) to log on to our custom-built website (ispstudy.net) with a unique participant ID. They then completed the informed consent process, completed an assessment of their situational experience from the previous day, followed by the series of personality and values measures previously listed. Upon completing the survey, participants had the opportunity to receive feedback on their personality trait levels based on their ratings on the personality measure included in the survey (a complete wireframe of the study's website is available online at situationslab.squarespace.com).

Data Analysis

Following suggestions by Edwards (2002), polynomial regression was used to test for person-environment fit predicting happiness. Multilevel modeling was used to allow random intercepts for countries. Prior to data analysis, country-level scores were calculated by averaging all the individual level scores within each country for each measure. Next, both individual and country scores were centered around the scale midpoint to reduce multicollinearity in the polynomial regression model and to help make the results more interpretable. Thus, individuals with a positive score for a trait or value

means they were more likely to agree or endorse the statements on the scale while negative scores indicate they were more likely to disagree with items on the scale.

The full polynomial model included individual and country linear coefficients, their quadratic (squared) terms, and the multiplicative interaction between the individual and country scores. The formal model is specified below:

$$\text{Happiness} = b_0 + b_1P + b_2C + b_3PC + b_4P^2 + b_5C^2 + u + e,$$

where P indicates the individual level trait, C indicates the country-level trait, and u indicates the random intercept for each country. Following suggestions by Edwards (2002) and applications by Bleidorn et al. (2016), a significant coefficient for the person-country interaction variable indicated evidence for person-environment fit. Tests of model comparisons were also used to assess increases in model fit between a model with the individual and country level scores (the null model) and a model that included both individual and country level scores, their quadratic terms, and the interaction (the full model). Changes in AIC and R^2 were also computed to assess increases in model fit between the null model and the full model. Lastly, standardized coefficients were calculated for each model for comparing effect sizes across models.

The unstandardized coefficients resulting from the polynomial regressions were then used to graph the relationships using Response Surface Analysis (RSA) plots to aid in interpretation of the results. Following Bleidorn et al. (2016), traditional RSA estimates of lines of congruence and incongruence between the person and environmental variables were not calculated because of the limited range for country level variables. Tests for perfect congruence between individuals and countries would not be possible

because the range of individual scores far exceeds the range of country scores for any given trait. Thus, interpreting the results of person-environment interactions were limited to visual interpretations of the RSA plots to determine the type of fit found by the model. All analyses were conducted in R using the *nlme* (Pinheiro, Bates, DebRoy, Sarkar, & R Development Core Team, 2013) and *RSA* (Schönbrodt, 2015) packages.

Results

Personality traits

Extraversion

There was a significant linear and quadratic effect of individual level extraversion on happiness (see Table). Higher levels of individual extraversion were associated with higher levels of happiness, but the significant quadratic effect indicated this relationship decreased with higher levels of extraversion. There was not a significant linear or quadratic effect of country level extraversion on happiness. However, there was a significant interaction between individual level extraversion and country level extraversion. The plotted response surface (see Figure) indicated that the happiest individuals were those highest on extraversion in countries with higher average levels of extraversion, while the least happy individuals were those lowest on extraversion in countries with higher average levels of extraversion. However, the strong linear individual level effect of extraversion meant that individuals high on extraversion living in countries with lower average scores of extraversion were still happier than those low on extraversion surrounded by others similarly low in extraversion.

Polynomial models of the facets of extraversion revealed very similar results to the overall trait. The facets of assertiveness, energy, and sociability had significant linear and quadratic effects as well as a significant interaction between the individual-level and country-level levels of the facet. The facet of energy had the strongest linear individual effect for happiness, but assertiveness had the biggest improvement in model fit when including the person-environment interactions. The RSA plots for each of the facets reveal a similar pattern as extraversion; the happiest people are those highest on the facet in countries with high average levels of the facet and the least happy people are those lowest on the facets in countries with high average levels of the facets.

Agreeableness

There was a significant linear effect of agreeableness on happiness; individuals higher on agreeableness were also more likely to be happier. However, there were no significant country, quadratic, or interaction effects between individual and country-level agreeableness. The surface analysis of agreeableness seen in Figure 2 reflects these results, showing no effect of country average agreeableness scores but a positive slope between individual agreeableness and happiness.

Assessments at the facet level revealed a much more complicated picture. The three facets of compassion, respect, and trust all had significant positive linear effects, in line with the overall trait of agreeableness. However, compassion and respect also had significant interaction effects but in different directions. The effects of individual compassion were accentuated at the higher end of the scale. More compassionate individuals were happier in countries with lower average levels of compassion. For

respect, the effects were most prominent at the lower end of the scale. Individuals lower on the facet of respect were even less happy in countries with higher average levels of respect. The facet of trust did not have a significant interaction between the individual and country.

Conscientiousness

There was a significant linear and quadratic effect of individual level conscientiousness on happiness, but no country effects of conscientiousness. Higher levels of individual conscientiousness were associated with higher levels of happiness. There was a significant interaction between individual and country conscientiousness scores on happiness. The RSA plot revealed that the happiest individuals were those high on conscientiousness who lived in countries with higher level of conscientiousness, while the least happy individual were those lowest on conscientiousness living in countries with higher average levels of conscientiousness. Similar to the trait of extraversion, the individual level linear effect of conscientiousness on happiness meant that individuals with high conscientiousness scores were still happier than low conscientious individuals living among similarly low conscientious people.

The facets of conscientiousness each made unique contributions to the overall effects found for the trait. There were significant linear effects for the facets of productivity and responsibility but not for organization. However, there were significant interactive effects for the facets of organization and productivity but not responsibility. The happiest people were those higher on organization and productivity who lived in countries that also had higher average levels of organization and productivity. Only the

facet of organization was significantly moderated by cultural tightness. For countries high on cultural tightness, the interaction for organization disappeared and there were no predictors of happiness. But in loose countries the happiest individuals were still those higher on organization living in countries with higher average levels of organization.

Negative Emotionality

There was a very strong linear effect and a slight quadratic effect of negative emotionality on happiness, such that individuals higher on negative emotionality were much less happy. There was also a significant interaction between individual level negative emotionality and country level negative emotionality. The RSA plot showed that the happiest individuals were those lowest on negative emotionality who lived in countries with lower average scores of negative emotionality. The least happy people were those highest on negative emotionality who lived in countries with lower averages scores on negative emotionality.

On the facet level, each of the facets behaved very similarly to the overall trait of negative emotionality, but only the facet of emotionality had a significant interaction. Individuals higher on anxiety, depression, and emotionality were less likely to be happy, and individuals highest on emotionality in countries with lower average levels of emotionality were the least happy. Interestingly, there was a significant, positive linear effect of depression on the country level, meaning people were more likely to be happier if they lived in countries with higher average levels of depression. However, the individual linear negative effect of depression was still much stronger than the country-level effect, as evident in the results and the RSA plot.

Open-Mindedness

There was a significant linear and quadratic effect of openness on happiness, but no country effects. Individuals higher on openness were more likely to be happier. There was also a significant negative interaction between individual and country level happiness. The RSA plot for openness revealed that the person-environment interaction openness indicated higher happiness for misfit. The happiest individuals were those highest on openness who lived in countries with lower average scores of openness. The least happy individuals were those lowest on openness who also lived in countries with lower average scores of openness.

On the facet level, intellectual curiosity appeared to be the primary facet driving the relationships found on the trait level. Intellectual curiosity had the strongest individual-level linear relationship and the only facet with a significant interaction. Similar to the trait of openness, the interaction stemmed from a case of misfit. The happiest individuals were those highest on intellectual curiosity but living in countries with lower average levels of intellectual curiosity.

Honesty/Humility

There were no linear or quadratic effects for either individual or country scores of honesty/humility predicting happiness. These results are reflected in the RSA plot that shows almost a completely flat surface with very little variation in happiness across individual and country scores. However, on the facet level, new relationships and interactions emerged for predicting happiness. In particular, the facet of greed-avoidance showed the most number of relationships with happiness. There was a significant positive

linear effect of individual-level greed avoidance and a significant negative linear effect of country-level greed-avoidance. People were slightly happier if they had higher scores of greed-avoidance but overall people were less happy in countries with higher average score of greed-avoidance. Additionally, there was a significant person-environment interaction for greed-avoidance. The happiest people were those who scored lowest on greed-avoidance who lived in countries with lower average scores of greed-avoidance.

Optimism

There was a strong positive linear effect and a slight negative quadratic effect of individual optimism predicting happiness. There were no country level or interaction effects for predicting optimism. As seen in the RSA plot, optimism strongly predicts higher levels of happiness regardless of country-level differences in optimism.

Narcissism

Narcissism did not predict happiness on either the individual or country level, but there was a significant quadratic effect of individual narcissism. Additionally, there was a significant positive interaction between individual and country level narcissism predicting happiness. The RSA plot for narcissism revealed the significant interaction stemmed from effects of misfit – the least happy individuals were those highest on narcissism who lived in countries with lower average levels of narcissism.

Analyses on the facet level revealed interesting reversed patterns for individual level predictors of happiness and the interactive effects. While the overall trait of narcissism was unrelated to happiness, the facet of admiration negatively predicted happiness while the facet of rivalry positively predicted happiness. Additionally, both

facets had significant person-environment interactions, but RSA plots revealed narcissistic rivalry has positive benefits of fit while narcissistic admiration had negative effects of misfit. Specifically, the happiest individuals were those highest on narcissistic rivalry living in countries with higher levels of narcissistic rivalry while the least happy individuals were those highest on narcissistic admiration living in countries with low average levels of narcissistic admiration.

Values

Self-interest vs. Commitment to others

There was a slight linear effect of the individual level value of self-interest and small quadratic effects of individual self-interest on happiness. Individuals who scored higher on the value of self-interest were less likely to be happy. There was also a significant interaction between individual and country level effects on happiness, although this effect too was small. The RSA plot of self-interest and happiness shows negative effects of person-environment misfit but less clear effects of positive benefits of person-environment fit. The least happy individuals are those who scored high on self-interest but live in countries with lower averages of self-interest and those who scored low on self-interest but live in countries with high average levels of self-interest. However, the happiest individuals are those who scored lower than the midpoint on self-interest and live in countries where the average self-interest scores were also slightly lower than the midpoint.

Self-expression vs. Harmony

There was a significant linear effect of individual self-expression and both individual and country level quadratic effects. Individuals who were more likely to endorse self-expression over harmony were happier. There was also a significant interaction between individual and country level self-expression. The RSA plot revealed an optimal margin effect rather than person-environment fit or misfit. The happiest individuals were those who scored highest on self-expression and lived in countries with mid-range levels of self-expression. Conversely, the least happy people were those who scored lowest on self-expression and lived in countries with the highest self-expression averages or the lowest self-expression averages.

Variability vs. Consistency

There was a significant linear effect of consistency on happiness. Those who reported acting more consistent in their behavior regardless of others around them were more likely to be happier. There were no country level or interaction effects for predicting optimism. As seen in the RSA plot, greater consistency in behavior predicts higher levels of happiness regardless of country-level differences in behavioral consistency.

Trustworthiness

There was a significant linear effect of trust at both the individual and country level. Individuals who trusted others were more likely to be happier but countries with higher average trustworthiness scores had less happy individuals. There was also a significant interaction between individual and country trustworthiness scores. The RSA

plot of the interaction revealed the strongest effects appeared to be for misfit; the least happy individuals were those who trusted others the least but lived in countries with higher average trustworthiness scores. Conversely, the happiest individuals were those who trusted others the most but lived in countries with lower average trustworthiness scores.

Religiosity

There was a significant linear effect of religiosity on the individual level; those higher on religiosity where more likely to be happier. There were no linear or quadratic effects of religiosity on the country level. However, there was a significant interaction between individual and country level religiosity. The RSA plot showed the interaction was mostly a case of misfit; the least happy individuals were those lowest on religiosity but living in countries with high average levels of religiosity. Conversely, those who were more religious were happiest regardless of their country's average religiosity.

Cultural Tightness

There was a significant, negative linear and quadratic effect of cultural tightness on the individual level; those who perceived tighter cultural norms in their country were less likely to be happy. There were no linear or quadratic effects of cultural tightness on the country level. However, there was a significant interaction between individual and country level cultural tightness. The RSA plot revealed that the interaction stemmed from misfit at both extreme ends of the cultural tightness scale. The least happy individuals were those either perceiving the most or least cultural tightness in their country in a country with low or high average cultural norms respectively. Conversely, the happiest

individuals were those whose perceptions of cultural tightness matched the average cultural tightness of their country.

Effect Size Comparisons

Tables 21 & 22 present standardized regression coefficients for each of the polynomial regression models to allow for effect size comparisons among results. The biggest individual level predictors were the facet of depression (negative emotionality) and optimism, followed by extraversion. The biggest country level effects were for the facets of fairness (positive) and greed-avoidance (negative) and the value of trust. The biggest interactions were for the facets of respect (agreeableness), fairness (honesty/humility), and organization (conscientiousness), and for the value of cultural tightness. Overall, the average individual-level effects were bigger for traits than for values while the country level effects were similar. The average interaction effects for traits and values were also similar.

Discussion

Person-environment fit for both personality traits and values were associated with increased happiness for individuals across cultural contexts. However, the strongest predictors of happiness overall were from person effects, rather than environmental effects or person-environment fit. Additionally, the positive benefits for person-environment fit were typically only accrued for individuals already high on a particular trait or value. The value of cultural tightness had one of the strongest person-environment interactions, and was one of the few variables tested to have consistent positive person-environment fit effects across the spectrum of the scale. Across all variables tested,

personality traits mattered more on the individual level for predicting happiness but the effects of person-environment fit were more consistent for values. Results are discussed in more detail below following the original research questions.

Which individual-level traits or values matter most for individual happiness?

The strongest personality trait predictors of happiness were optimism and negative emotionality. For negative emotionality, it was the facet of depression that had the strongest negative relationship for happiness. Interestingly, while optimism was one of the few traits in which there was not a significant person-environment interaction, negative emotionality did have a strong interactive effect with the environment, suggesting that even for traits with strong individual-level linear effects there can still be additional effects from person-environment fit. Overall, the individual values were much less related to happiness than the personality traits. Trustworthiness was the value with the strongest individual-level linear association with happiness, but this association was still weaker than for the traits of extraversion or agreeableness.

Which country traits or values matter most for individual happiness?

There were far fewer country-level predictors of happiness than individual-level predictors for both traits and values. The only country-level effects on happiness was for the value of trustworthiness and the personality facets of depression (negative emotionality) and greed-avoidance (honesty/humility). These country-level effects also exhibited unexpected relationships. For example, higher country trustworthiness was negatively related to individual happiness, meaning people were less happy when others around them were more trusting. The country-level effects of trustworthiness were

strongest for individuals with lower scores of trustworthiness. While the negative effects of trustworthiness are surprising, they make more sense in light of the interactive effects with individual-level trustworthiness and given the actual content of the trustworthiness scale. Rather than ask individuals to indicate how strongly they agree with a trustworthy characteristic describing themselves, the Trust Scale asks participants to rate how much they agree about the characteristics of other people, namely, are they good-natured, honest, and kind. People who are more inclined to believe others are good-natured and trustworthy are happy, largely independent from whether others agree. But for individuals who do not trust others, they are particularly unhappy if others do not agree with them, possibly by further aggravating their beliefs.

The facet of depression had a positive country-level relationship with happiness, meaning the countries with higher average scores of depression had happier people. However, the country-level effects of depression were still much smaller than the individual-level effects between depression and happiness. Country-level greed-avoidance was negatively related to individual happiness, but this relationship was curvilinear. The lowest levels of happiness were for individuals in countries with average scores of greed-avoidance, while the happiest were in countries with the lowest levels of greed-avoidance. These country-level effects of greed-avoidance were also present in the person-environment interactions. There were person-environment fit effects for both ends of the scale, but the happiest individuals were those lowest on greed-avoidance who lived in countries with lower average levels of greed-avoidance.

Which traits or values had significant person-environment fit for predicting happiness?

Most of the traits tested had significant person-environment interactions when predicting happiness. For the Big Five traits, extraversion, conscientiousness, negative emotionality, and open-mindedness all had significant interactions between person and country, with only agreeableness not having a significant interaction. However, there were significant person-environment fit interactions for the facets of agreeableness that were masked on the trait level because of their inverse relationships. All of the self-construal values along with trustworthiness and religiosity had significant person-environment fit interactions as well. Given the number of traits and values with significant interactions, it is perhaps more notable which individuals differences did not exhibit any person-environment interactions. Only the trait of optimism did not have a significant interaction between the person and country scores, although it was one of the strongest individual-level predictors of happiness. Being more optimistic requires behaving in a positive, consistent manner and maintaining a positive outlook on life despite, perhaps, current circumstances that might indicate otherwise. Thus, while optimistic people tend to be happier overall, they may not necessarily obtain an additional benefit from being surrounded by like-minded individuals. Conversely, at the opposite ends of the trait spectrum, pessimistic people can always be counted on to point out the potential negative implications of any decision or the negative aspects of any situation. This discrepancy between one's outlook on life and one's current environment may explain why optimism did not have any person-environment interactions.

Analyzing person-environment fit effects on both the trait and facet level allowed for greater nuance in understanding what aspects of the trait may be contributing to interaction effects. For the traits of extraversion and narcissism, the facet-level person-environment fit interactions were consistent with the overall trait. But for many other traits there was often only one facet that explained the trait-level relationships. For example, only the facet of intellectual curiosity had significant person-environment fit effects consistent with the broader trait of open-mindedness. For negative emotionality, the facets of anxiety and depression did not have any significant person-environment fit interactions, while the facet of emotionality did, suggesting the trait level person-environment fit effects for negative emotionality stem from the emotional rather than the negative aspects. The lack of person-environment fit effects for anxiety and depression is consistent with the lack of person-environment fit effects for optimism. Depression behaved very similarly to optimism, with a strong individual-level effect on happiness, albeit reversed. Conceptually, depression could be considered the direct opposite of optimism. Depression is associated with a pessimistic outlook on life. People with higher depression have a negative view on life and do not expect things to change for the better in the future. Similarly, anxiety can be a higher arousal form of depression in which individuals are still pessimistic regarding the future. Thus, similar to optimism, the facets of anxiety and depression are more independent of the environment and less influenced by environmental characteristics. In contrast, the trait of extraversion, while still a strong predictor of happiness on the individual-level, did have significant person-environment fit effects. The concept of extraversion is rooted in positive emotions from interactions

with others, meaning situational characteristics are more influential in the positive effects of extraversion. Thus, those with more optimistic or pessimistic worldviews remain consistent in their beliefs independent of the environment, while more extraverted individuals would still gain additional positive benefits from being surrounded by like-minded others.

How do the types of person-environment fit interactions for happiness differ by traits and values?

Despite the number of significant interactions between individual and country level traits, with the exception of cultural tightness, none of the traits or values exhibited positive benefits of greater person-environment fit at the lower or less socially desirable ends of the scale that was comparable to the positive benefits found at the higher or more socially desirable end of the scale. Almost all of the additional increases in happiness from person-environment interactions stemmed from individuals already high on a particular trait who were also surrounded by others high on the trait. Conversely, the least happy people across all traits tested were individuals low on a trait living in a country with others who scored higher than average on the trait. In the strictest sense of person-environment fit, people should exhibit positive benefits from alignment between their traits and others around them, regardless of their score on that particular trait. For example, an introverted individual should be as content surrounded by other introverts as an extravert is surrounded by other extraverts. But results from the current study show environmental effects tend to simply accentuate existing individual level associations with happiness. The happy extraverts become even more happy when surrounded by

fellow extraverts and the unhappy introverts become even more miserable when surrounded by extraverts. Positive benefits for fit at higher levels of the trait and negative effects for misfit at lower ends of the trait were found for the other Big Five personality traits of conscientiousness, negative emotionality, and to some extent, agreeableness.

However, in a few cases there were positive benefits of misfit. One surprising result involved the Big Five trait of open-mindedness. The happiest individuals were high on openness but in countries with lower average openness scores. While counterintuitive, this result may align with previous work on person-environment fit for Big Five traits and entrepreneurial success (Zhou et al., 2019). While the researchers found positive fit effects for conscientiousness, they also reported positive effects for misfit in the case of agreeableness. The most financially successful individuals were those lowest on agreeableness living in Chinese cities with high average agreeableness scores. One possible explanation for this result is disagreeable entrepreneurs may take advantage of their more compassionate and trusting peers to improve their own success. In the current dataset, the participants are not entrepreneurs but students, and openness may be a more salient trait on a college campus. In particular, the facet of intellectual curiosity was the only openness facet with a significant person-environment interaction, suggesting this facet is largely responsible for the person-environment interactions found on the trait level. Students higher on intellectual curiosity may perform better in their studies, giving them a boost in their happiness. Additionally, if the college is competitive academically, students already high on intellectual curiosity may receive an additional advantage in their performance if the rest of their peers are lower on the facet and thus perform less

well in their studies by comparison. Overall, the case of openness in college students and agreeableness in entrepreneurs suggests person-environment misfit may afford advantages in certain situations.

Other common effects of person-environment fit interactions were negative effects of misfit but no positive benefits of fit. For example, religious individuals were happy regardless of the religiosity of their country, but people who were less religious in more religious countries were less happy. Similar effects were found for trustworthiness. The person-environment fit effects were found for cases of misfit in which individuals who were less trusting were less happy when in countries with higher levels of trustworthiness. The honestly-humility facet of modesty had slight negative effects of misfit for individuals who were lower on modesty but in countries with higher average scores of modesty. Lastly, narcissistic admiration, the more self-promoting aspect of narcissism, had negative person-environment misfit effects for those higher on narcissistic admiration but in countries with lower average levels of narcissistic admiration.

Which traits or values have the strongest interaction between the person and the environment when predicting happiness?

The largest person-environment interaction effects on happiness were for the traits of open-mindedness, extraversion, and conscientiousness, and the value of cultural tightness. Some of the trait facets also exhibited higher person-environment fit interaction effects, even higher than the corresponding trait. The largest overall interaction effects were for respect (agreeableness), fairness (honesty/humility), and organization

(conscientiousness). These facets, while all originating from unique traits, may have some conceptual overlap with the value with the strongest interaction effect – cultural tightness. Greater cultural tightness indicates a culture that prioritizes conformity to the group, respecting social norms, and greater social penalties for deviation (Gelfand et al., 2006). Interestingly, cultural tightness was also the only individual difference variable tested that had positive person-environment fit effects for greater fit at both ends of the scale. Across the full spectrum of the cultural tightness scale, greater person-environment fit was associated with greater happiness, a pattern more consistent with the strict congruence interpretation of person-environment fit effects (Humberg et al., 2019). The cultural tightness scale is also more of a measure of perception of the environment than a self-reported individual difference. Thus, individuals who are more accurate in their perceptions of the cultural tightness of their country, with accuracy defined as greater agreement between an individual and the other participants in their country, are more likely to be happier. Because this is a measure of cultural perceptions of values rather than actual individual values there is less potential for social desirability biases in responses, as participants are making judgements about others. Additionally, cultural tightness has less theoretical connections to happiness on an individual level, unlike, for example, extraversion. Cultural tightness was one of the few variables assessed in which the interaction effects between the person and environmental characteristics were stronger than the individual-level effects for predicting happiness. The weak direct connections between cultural tightness and happiness and the lack of an obvious socially desirable end of the scale itself may explain why cultural tightness had one of the

strongest person-environment interaction effects and was most consistent with the traditional strict interpretation of person-environment fit benefits across the full spectrum of the scale.

Overall, do personality traits or values matter more for person-environment fit effects on happiness?

Despite the higher number of traits tested compared with values, the overall average person-environment fit interaction effects were equal between traits and values. However, person-environment fit benefits were more consistent for personality traits. Typically, the existing relationships with well-being were accentuated for higher fit or lowered for misfit. One explanation may be the strong individual-level relationships between the traits and happiness. Even small interactive effects between the person and the environment may have cumulative effects if strong linear relationships already exist. For values, many of the person-environment fit interactions varied by measure. One aspect of self-construal had strong congruency effects of person-environment fit while other measures of self-construal had optimal margin effects. For the values of trust and religiosity, effects were only found for misfit rather than for fit. The value of cultural tightness had positive fit effects across the full spectrum of the scale, and this effect was stronger than the individual-level effect. Overall, the person-environment fit effects tended to increase existing individual-level associations with happiness, but mostly for the traits. However, this may be because values overall had lower individual-level associations with happiness independently, whereas many of the traits have strong expected relationships with happiness.

Limitations and Future Directions

Given the findings from previous studies on person-environment interactions, the smaller effect sizes for person-environment fit consequences are unsurprising. Despite these smaller effects, testing for interactions between individual characteristics and the environment may still provide an informative way of understanding the data. In the field of social and personality psychology, researchers may be interested in which predicts happiness more – individual characteristics or one's environment. The additional informative results of interactions between the individual and the environment may still be useful, as it is often easier to change one's environment than it is to change one's self. Thus, while individual characteristics may play a larger role in predicting happiness, people may still be interested in the additional boost of matching their environment to their personality, particularly for those with lower levels of happiness.

The current study used country as a proxy for culture; however, country boundaries do not always correspond to cultural boundaries. Indeed, cultural boundaries are often extremely difficult to define, as numerous subcultures may exist within dominant cultures (Taras & Steel, 2009). Thus, many researchers simplify or bypass the cultural definition problem by using country as the grouping variable. Using country as the grouping variable can be useful, however, when cultural attributes such as cultural tightness are used as moderator variables in the analyses. Another potential limitation of the present study is the use of members of college communities as the primary source of participants. While data from non-college participants were also collected as part of ISP in a handful of countries, they were excluded from the present analyses to match the

samples across countries and avoid confounding the results (Schwartz, 2014). Additionally, the average personality for each country was calculated from the current sample, meaning the "environment" within each country was really an assessment of the college community environment and might not represent the average environment of the entire country. Lastly, as previously discussed, many of the traits and values included in the study had socially desirable aspects that may bias the results by increasing the positive individual-level effects. Future studies including measures with less social desirability or other measures of individual differences unrelated to well-being measures might help isolate the effects of person-environment fit independent from the individual-level effects.

One other potential future application of these results would be a comparison between the objective fit presented here and a more subjective fit as perceived by members of the culture. Recent work in cross-cultural psychology measuring the cultural characteristics has found little to no agreement between the perceptions people have on the average characteristics of their country and the actual average characteristics of their country (Chiu et al., 2010). Previous work in I/O research has found the subjective measures of fit usually predict adjustment and well-being more than objective measures (Kristof-Brown & Guay, 2011). The same effects may be found in cross-cultural studies as well.

Conclusion

The field of person-environment fit has come a long way from early work in American-based workplace environments to a global assessment of congruence between

individual characteristics and broad cultural attributes. Despite theoretical applications in the field of personality and cross-cultural psychology, and recent increases in statistical applications for assessing fit, the results from the current study largely align with previous findings. People are happier when they are around others with similar traits. However, there is still limited evidence for positive benefits of true person-environment congruence, such that individuals are happy surrounded by likeminded others regardless of the range of the trait itself. Rather, many traits and values appear to be universally desirable, and the happiest individuals are those higher on these socially desirable characteristics in contexts with others who are similar. Future work should focus on individual differences with less universal social desirability and incorporating more subjective assessments of environmental characteristics.

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Tables and Figures

Table 1

Demographic Information by Country

Country	Region	Total N	% Female	Mean Age
Argentina	Latin America	140	79	24.28
Australia	English West	196	76	19.84
Austria	Europe	113	81	21.26
Belgium	Europe	50	84	19.14
Bolivia	Latin America	135	58	21.01
Brazil	Latin America	310	72	23.69
Bulgaria	Europe	152	70	25.02
Canada	English West	304	79	21.85
Chile	Latin America	386	66	21.47
China	East Asia	432	48	22.63
Colombia	Latin America	181	74	21.68
Croatia	Europe	218	65	21.46
Czech Republic	Europe	193	81	22.65
Denmark	Europe	246	79	22.92
Estonia	Europe	293	84	25.88
France	Europe	231	84	22.58
Georgia	Europe	140	80	20.29
Germany	Europe	458	74	24.36
Greece	Europe	225	80	22.57
Hong Kong	East Asia	144	58	18.99
Hungary	Europe	178	60	21.76
India	South Asia	221	50	22.38
Indonesia	South Asia	131	52	21.83
Israel	Middle East	173	61	25.42
Italy	Europe	717	65	21.86
Japan	East Asia	243	62	22.56
Jordan	Middle East	141	81	19.87
Kenya	Africa	139	65	21.17
Latvia	Europe	169	83	24.87
Lithuania	Europe	145	78	20.26
Macedonia	Europe	54	74	21.22
Malaysia	South Asia	230	70	21.52
Mexico	Latin America	247	58	23.85
Netherlands	Europe	301	81	20.14
New Zealand	English West	129	86	19.19
Nigeria	Africa	135	33	24.72
Norway	Europe	159	74	23.89
Pakistan	South Asia	114	50	20.61

Palestine	Middle East	295	83	22.17
Peru	Latin America	74	61	22.66
Philippines	South Asia	337	68	19.69
Poland	Europe	234	83	22.35
Portugal	Europe	157	87	21.77
Romania	Europe	177	57	22.84
Russia	Europe	159	78	21.90
Senegal	Africa	635	47	23.31
Serbia	Europe	185	86	19.72
Singapore	South Asia	136	78	20.93
Slovakia	Europe	148	70	22.41
Slovenia	Europe	123	57	20.59
South Africa	Africa	256	66	22.20
South Korea	East Asia	281	58	22.35
Spain	Europe	419	85	19.73
Sweden	Europe	130	70	†
Switzerland	Europe	755	84	22.35
Taiwan	East Asia	162	77	19.71
Thailand	South Asia	196	77	19.27
Turkey	Middle East	329	68	21.09
Uganda	Africa	93	65	22.63
Ukraine	Europe	244	77	20.62
United Kingdom	Europe	136	89	25.64
United States	English West	1366	67	19.86
Vietnam	South Asia	168	77	19.05
World Average		246	71	21.93

Note: † = Data not available.

Table 2

Descriptives for Extraversion and Facets

	Extraversion			Sociability			Assertiveness			Energy		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	3.47	.57	.80	3.41	.88	.82	3.44	.70	.66	3.56	.67	.69
Australia	3.17	.63	.84	3.01	.90	.85	3.06	.74	.70	3.45	.67	.72
Austria	3.27	.68	.88	3.12	.84	.83	3.17	.82	.81	3.52	.79	.78
Belgium	3.39	.68	.91	3.35	.78	.83	3.24	.76	.79	3.58	.75	.86
Bolivia	3.31	.55	.79	3.01	.84	.81	3.51	.61	.53	3.43	.69	.70
Brazil	3.28	.61	.81	3.05	.93	.82	3.35	.70	.63	3.43	.67	.71
Bulgaria	3.59	.58	.79	3.46	.88	.78	3.59	.71	.64	3.73	.59	.60
Canada	3.22	.63	.85	3.01	.83	.78	3.18	.75	.70	3.48	.71	.75
Chile	3.45	.60	.84	3.32	.89	.83	3.50	.62	.57	3.51	.70	.74
China	3.19	.51	.79	3.01	.72	.73	3.13	.56	.48	3.42	.60	.76
Colombia	3.47	.49	.76	3.23	.80	.79	3.58	.51	.47	3.62	.61	.64
Croatia	3.49	.60	.85	3.40	.86	.86	3.49	.63	.58	3.58	.73	.74
Czechia	3.29	.67	.86	3.16	.94	.84	3.10	.82	.77	3.62	.72	.75
Denmark	3.45	.54	.79	3.41	.78	.79	3.36	.72	.68	3.57	.61	.62
Estonia	3.35	.64	.86	3.16	.91	.84	3.33	.71	.68	3.57	.77	.80
France	3.25	.55	.76	2.95	.81	.70	3.29	.69	.55	3.51	.63	.65
Georgia	3.38	.66	.85	3.18	.78	.70	3.43	.85	.75	3.53	.81	.76
Germany	3.34	.69	.88	3.22	.89	.85	3.31	.80	.80	3.49	.80	.78
Greece	3.34	.47	.72	3.21	.73	.72	3.20	.65	.49	3.61	.57	.57
Hong Kong	3.04	.57	.83	3.06	.84	.83	2.85	.60	.56	3.23	.65	.80
Hungary	3.62	.67	.88	3.43	.90	.83	3.59	.83	.83	3.85	.75	.78
India	3.45	.52	.74	3.22	.75	.62	3.39	.68	.54	3.72	.63	.65
Indonesia	3.33	.44	.74	3.07	.64	.56	3.26	.56	.60	3.66	.58	.74
Israel	3.51	.55	.78	3.34	.74	.62	3.58	.72	.70	3.61	.66	.70

Italy	3.26	.54	.75	3.02	.76	.62	3.20	.67	.53	3.57	.74	.71
Japan	2.99	.73	.89	3.19	.96	.85	2.67	.78	.74	3.10	.78	.78
Jordan	3.42	.64	.82	3.14	.84	.66	3.37	.69	.57	3.74	.83	.79
Kenya	3.53	.46	.72	3.28	.65	.52	3.60	.57	.48	3.73	.62	.74
Latvia	3.31	.53	.80	3.15	.79	.81	3.32	.67	.65	3.47	.57	.73
Lithuania	3.25	.63	.84	3.18	.90	.83	3.34	.66	.57	3.22	.67	.81
Macedonia	3.46	.54	.78	3.18	.72	.62	3.48	.70	.65	3.71	.60	.58
Malaysia	3.19	.51	.78	2.97	.71	.70	3.15	.65	.55	3.44	.59	.69
Mexico	3.64	.54	.77	3.41	.87	.75	3.74	.60	.58	3.78	.67	.67
Netherlands	3.44	.60	.87	3.50	.78	.84	3.34	.71	.75	3.48	.69	.81
New Zealand	3.25	.56	.82	3.24	.76	.78	2.99	.75	.74	3.51	.60	.68
Nigeria	3.45	.47	.74	2.94	.69	.59	3.61	.60	.54	3.82	.58	.59
Norway	3.35	.67	.87	3.21	.89	.84	3.22	.75	.72	3.63	.72	.71
Pakistan	3.21	.47	.65	2.92	.70	.55	3.23	.58	.36	3.47	.62	.47
Palestine	3.48	.52	.71	3.20	.80	.60	3.49	.63	.44	3.74	.64	.66
Peru	3.38	.61	.85	3.10	.83	.81	3.51	.63	.59	3.52	.73	.78
Philippines	3.20	.68	.87	2.92	.89	.80	3.20	.78	.72	3.47	.73	.80
Poland	3.32	.59	.85	3.20	.74	.73	3.16	.74	.70	3.60	.68	.81
Portugal	3.22	.67	.86	3.00	.92	.84	3.17	.84	.77	3.50	.68	.78
Romania	3.42	.63	.83	3.39	.93	.85	3.33	.76	.63	3.54	.69	.75
Russia	3.41	.62	.84	3.27	.84	.78	3.35	.74	.68	3.61	.72	.78
Senegal	3.23	.35	.40	2.79	.57	.21	3.39	.56	.29	3.53	.52	.51
Serbia	3.33	.61	.83	3.22	.88	.82	3.18	.75	.69	3.59	.70	.77
Singapore	2.93	.66	.85	2.67	.86	.83	2.84	.75	.68	3.29	.79	.79
Slovakia	3.15	.63	.84	2.95	.91	.82	3.06	.71	.57	3.43	.67	.72
Slovenia	3.30	.60	.82	3.17	.82	.71	3.19	.75	.75	3.53	.67	.71
South Africa	3.24	.63	.83	2.90	.86	.78	3.35	.83	.76	3.46	.75	.68
South Korea	3.13	.64	.86	2.93	.84	.80	3.09	.71	.66	3.37	.72	.79

Spain	3.44	.58	.82	3.37	.89	.84	3.29	.66	.58	3.66	.67	.74
Sweden	3.33	.65	.85	3.18	.94	.86	3.39	.71	.60	3.42	.71	.71
Switzerland	3.36	.58	.81	3.24	.86	.80	3.28	.73	.71	3.56	.65	.69
Taiwan	3.19	.62	.87	3.11	.80	.81	3.09	.74	.74	3.36	.68	.81
Thailand	3.25	.56	.81	3.07	.85	.81	3.21	.59	.49	3.47	.63	.76
Turkey	3.42	.75	.86	3.22	.94	.79	3.50	.82	.65	3.54	.87	.81
Uganda	3.32	.48	.59	3.01	.75	.49	3.35	.70	.45	3.59	.56	.24
Ukraine	3.41	.53	.78	3.41	.73	.67	3.31	.65	.60	3.51	.59	.62
United Kingdom	3.27	.68	.85	3.12	.99	.88	3.15	.91	.80	3.54	.75	.69
United States	3.29	.65	.85	3.09	.92	.84	3.22	.76	.72	3.56	.69	.72
Vietnam	3.06	.41	.63	2.90	.60	.57	2.78	.43	-.09	3.50	.66	.76
Average	**3.33**	**.59**	**.80**	**3.15**	**.82**	**.75**	**3.29**	**.70**	**.62**	**3.54**	**.68**	**.71**
ICC(1)		.04			.04			.06			.03	
ICC(2)		.91			.91			.94			.87	

Table 3

Descriptives for Agreeableness and Facets

	Agreeableness			Compassion			Respect			Trust		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	3.67	.47	.73	3.83	.62	.54	3.83	.58	.53	3.35	.68	.61
Australia	3.69	.49	.76	3.81	.64	.52	3.93	.63	.69	3.32	.67	.61
Austria	3.91	.57	.85	4.23	.68	.80	4.16	.61	.70	3.33	.78	.66
Belgium	3.93	.51	.82	4.16	.68	.77	4.15	.51	.64	3.49	.74	.66
Bolivia	3.57	.51	.80	3.72	.65	.64	3.65	.64	.72	3.34	.64	.58
Brazil	3.45	.49	.74	3.69	.67	.59	3.59	.55	.53	3.08	.71	.61
Bulgaria	3.50	.41	.55	3.65	.56	.17	3.68	.57	.49	3.17	.54	.13
Canada	3.73	.52	.80	3.92	.67	.61	4.05	.61	.73	3.22	.68	.63
Chile	3.72	.52	.81	3.81	.68	.68	3.84	.62	.66	3.51	.66	.64
China	3.55	.43	.75	3.53	.53	.53	3.71	.53	.55	3.40	.55	.44
Colombia	3.57	.48	.78	3.71	.65	.69	3.66	.61	.64	3.35	.55	.48
Croatia	3.63	.54	.82	3.83	.70	.74	3.81	.60	.67	3.23	.68	.58
Czechia	3.74	.51	.81	4.06	.60	.68	3.95	.59	.70	3.20	.71	.63
Denmark	3.90	.51	.82	4.24	.56	.66	4.17	.58	.65	3.28	.76	.71
Estonia	3.59	.54	.82	3.94	.71	.77	3.60	.57	.60	3.25	.69	.62
France	3.72	.48	.75	3.89	.66	.55	4.13	.57	.66	3.13	.68	.60
Georgia	3.47	.47	.69	3.51	.58	.34	3.62	.64	.57	3.29	.70	.57
Germany	3.83	.55	.84	4.09	.67	.74	4.11	.59	.69	3.30	.76	.69
Greece	3.66	.49	.78	3.73	.61	.59	3.99	.59	.65	3.26	.64	.58
Hong Kong	3.49	.42	.73	3.50	.52	.53	3.68	.57	.57	3.28	.53	.37
Hungary	3.46	.54	.81	3.77	.70	.71	3.38	.59	.55	3.22	.72	.64
India	3.67	.41	.63	3.71	.55	.31	3.75	.58	.52	3.54	.57	.48
Indonesia	3.43	.36	.61	3.13	.39	-.09	3.44	.50	.37	3.72	.58	.67

Israel	3.67	.56	.81	3.90	.61	.52	3.90	.70	.69	3.22	.70	.59
Italy	3.55	.48	.76	3.90	.62	.57	3.71	.58	.61	3.04	.68	.61
Japan	3.42	.51	.79	3.50	.65	.67	3.61	.59	.59	3.15	.67	.59
Jordan	3.72	.54	.79	3.74	.63	.50	3.79	.65	.59	3.63	.71	.62
Kenya	3.65	.46	.72	3.63	.63	.51	3.89	.61	.64	3.42	.51	.18
Latvia	3.62	.43	.69	3.82	.61	.61	3.73	.55	.54	3.32	.60	.43
Lithuania	3.39	.49	.73	3.79	.68	.68	3.54	.57	.50	2.82	.66	.51
Macedonia	3.48	.49	.74	3.67	.64	.57	3.74	.57	.52	3.03	.65	.50
Malaysia	3.33	.40	.64	3.08	.43	.02	3.44	.49	.28	3.47	.60	.51
Mexico	3.73	.50	.76	3.89	.65	.56	3.81	.59	.51	3.49	.63	.59
Netherlands	3.97	.45	.79	4.14	.55	.67	4.08	.53	.60	3.68	.60	.60
New Zealand	3.66	.50	.79	3.84	.62	.55	3.81	.55	.58	3.33	.65	.58
Nigeria	3.66	.40	.70	3.66	.56	.54	3.77	.48	.36	3.55	.55	.55
Norway	3.85	.52	.81	4.05	.60	.65	4.14	.58	.69	3.36	.77	.70
Pakistan	3.42	.43	.62	3.40	.57	.20	3.48	.54	.40	3.38	.59	.40
Palestine	3.86	.50	.75	3.95	.62	.48	3.90	.56	.43	3.73	.69	.59
Peru	3.84	.55	.86	4.00	.74	.80	3.94	.54	.54	3.58	.65	.71
Philippines	3.47	.50	.76	3.46	.62	.46	3.67	.60	.59	3.27	.66	.59
Poland	3.71	.51	.84	4.02	.68	.80	3.66	.59	.66	3.45	.62	.60
Portugal	3.61	.49	.78	3.88	.60	.63	3.83	.51	.49	3.12	.70	.63
Romania	3.54	.52	.78	3.54	.66	.52	3.66	.63	.67	3.43	.61	.45
Russia	3.52	.52	.82	3.58	.67	.74	3.44	.59	.60	3.54	.66	.61
Senegal	3.65	.41	.59	3.72	.57	.35	4.08	.61	.59	3.16	.50	-.02
Serbia	3.62	.55	.80	3.79	.76	.69	3.89	.59	.65	3.17	.71	.62
Singapore	3.60	.50	.78	3.61	.62	.48	3.80	.58	.64	3.40	.64	.61
Slovakia	3.58	.50	.79	3.78	.61	.62	3.91	.60	.67	3.05	.66	.55
Slovenia	3.74	.56	.82	3.91	.69	.66	4.08	.61	.66	3.23	.74	.66

South Africa	3.53	.53	.78	3.70	.69	.56	3.79	.61	.65	3.12	.73	.64
South Korea	3.47	.46	.74	3.48	.60	.64	3.74	.57	.58	3.18	.61	.43
Spain	3.86	.46	.77	4.06	.59	.63	3.92	.56	.60	3.60	.65	.65
Sweden	3.64	.53	.77	3.66	.69	.57	4.01	.62	.63	3.25	.67	.51
Switzerland	3.90	.50	.80	4.16	.63	.66	4.20	.54	.66	3.32	.73	.65
Taiwan	3.55	.47	.79	3.56	.61	.62	3.75	.49	.52	3.36	.63	.59
Thailand	3.52	.42	.69	3.54	.62	.59	3.65	.52	.46	3.36	.57	.55
Turkey	3.79	.54	.78	4.18	.67	.67	3.87	.64	.60	3.32	.75	.58
Uganda	3.63	.45	.60	3.71	.65	.42	3.75	.64	.36	3.43	.54	.17
Ukraine	3.48	.51	.78	3.63	.64	.58	3.56	.62	.67	3.24	.62	.47
United Kingdom	3.72	.61	.83	3.93	.78	.73	4.05	.65	.71	3.19	.87	.75
United States	3.68	.52	.79	3.81	.68	.58	3.90	.61	.66	3.32	.67	.61
Vietnam	3.54	.44	.74	3.56	.54	.49	3.72	.56	.60	3.34	.49	.28
Average	**3.64**	**.49**	**.76**	**3.77**	**.63**	**.57**	**3.81**	**.58**	**.59**	**3.32**	**.65**	**.55**
ICC(1)		.08			.12			.10			.06	
ICC(2)		.95			.97			.96			.94	

Table 4

Descriptives for Conscientiousness and Facets

	Conscientiousness			Organization			Productive			Responsible		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	3.31	.63	.84	3.29	.94	.83	3.33	.73	.75	3.31	.64	.54
Australia	3.25	.62	.85	3.41	.84	.79	3.10	.77	.75	3.24	.65	.67
Austria	3.39	.72	.88	3.47	1.05	.91	3.13	.89	.82	3.59	.64	.59
Belgium	3.51	.56	.83	3.47	.82	.85	3.52	.78	.81	3.54	.50	.51
Bolivia	3.14	.53	.78	3.05	.87	.84	3.22	.67	.64	3.15	.52	.39
Brazil	3.24	.56	.77	3.25	.89	.81	3.23	.77	.74	3.23	.47	.08
Bulgaria	3.58	.58	.81	3.65	.90	.79	3.52	.66	.59	3.57	.56	.50
Canada	3.54	.64	.85	3.56	.92	.84	3.42	.77	.75	3.63	.64	.63
Chile	3.25	.63	.84	3.29	.89	.77	3.26	.71	.68	3.20	.63	.56
China	3.47	.53	.84	3.52	.70	.75	3.43	.62	.70	3.46	.58	.60
Colombia	3.39	.53	.80	3.39	.80	.78	3.39	.61	.61	3.38	.56	.48
Croatia	3.36	.72	.90	3.30	1.02	.88	3.31	.76	.76	3.47	.69	.75
Czechia	3.24	.72	.89	3.19	.99	.85	3.09	.84	.79	3.46	.71	.75
Denmark	3.58	.61	.84	3.59	.91	.85	3.48	.77	.75	3.65	.61	.58
Estonia	3.37	.68	.89	3.42	.91	.86	3.25	.78	.75	3.45	.68	.69
France	3.39	.64	.84	3.24	1.02	.89	3.25	.76	.73	3.68	.60	.53
Georgia	3.51	.60	.83	3.48	.89	.79	3.17	.78	.77	3.89	.61	.65
Germany	3.56	.66	.87	3.61	.97	.89	3.35	.79	.77	3.72	.61	.62
Greece	3.68	.56	.84	3.77	.83	.84	3.67	.63	.62	3.60	.57	.57
Hong Kong	3.12	.53	.82	3.33	.79	.82	2.98	.66	.68	3.04	.54	.55
Hungary	3.50	.58	.83	3.55	.90	.82	3.34	.72	.73	3.60	.58	.51
India	3.50	.52	.74	3.68	.78	.75	3.51	.61	.45	3.32	.62	.41
Indonesia	3.34	.52	.83	3.41	.76	.77	3.34	.56	.62	3.28	.49	.48

Israel	3.89	.57	.84	3.95	.77	.75	3.82	.69	.69	3.90	.60	.59
Italy	3.40	.62	.82	3.36	.97	.86	3.42	.76	.73	3.42	.60	.44
Japan	2.88	.66	.86	2.96	.85	.77	2.86	.77	.75	2.81	.74	.73
Jordan	3.58	.62	.84	3.62	.90	.84	3.54	.71	.69	3.57	.73	.67
Kenya	3.88	.59	.89	4.04	.68	.81	3.90	.66	.74	3.72	.64	.63
Latvia	3.32	.51	.78	3.40	.84	.80	3.25	.60	.56	3.32	.49	.45
Lithuania	3.33	.55	.80	3.56	.72	.64	3.15	.74	.72	3.28	.62	.60
Macedonia	3.55	.64	.86	3.75	.86	.83	3.64	.72	.78	3.27	.68	.53
Malaysia	3.34	.47	.76	3.67	.65	.62	3.20	.62	.62	3.15	.49	.47
Mexico	3.54	.59	.82	3.58	.83	.77	3.55	.71	.69	3.49	.63	.52
Netherlands	3.39	.62	.87	3.41	.86	.86	3.28	.75	.76	3.49	.57	.63
New Zealand	3.17	.54	.80	3.35	.81	.77	2.96	.68	.70	3.20	.54	.52
Nigeria	3.90	.51	.84	4.07	.60	.78	3.92	.61	.71	3.70	.58	.50
Norway	3.51	.64	.85	3.51	.94	.88	3.33	.82	.78	3.69	.63	.68
Pakistan	3.34	.44	.63	3.61	.72	.68	3.36	.60	.46	3.05	.45	-.22
Palestine	3.79	.58	.84	4.02	.70	.74	3.66	.65	.58	3.70	.68	.64
Peru	3.27	.60	.85	3.18	.88	.81	3.30	.62	.67	3.32	.59	.59
Philippines	3.18	.55	.82	3.44	.82	.79	3.09	.69	.70	3.02	.56	.53
Poland	3.35	.57	.84	3.41	.86	.85	3.23	.63	.66	3.40	.57	.61
Portugal	3.50	.65	.86	3.49	1.05	.90	3.37	.69	.75	3.64	.60	.58
Romania	3.57	.63	.86	3.54	.91	.84	3.52	.69	.70	3.64	.63	.66
Russia	3.19	.57	.81	3.22	.84	.72	3.10	.67	.65	3.26	.63	.63
Senegal	3.82	.49	.78	3.90	.70	.74	3.81	.60	.53	3.76	.56	.46
Serbia	3.40	.59	.85	3.49	.80	.75	3.35	.70	.74	3.36	.59	.62
Singapore	3.28	.61	.85	3.42	.88	.82	3.19	.70	.70	3.24	.60	.64
Slovakia	3.45	.61	.86	3.51	.77	.77	3.32	.72	.73	3.53	.68	.73
Slovenia	3.59	.58	.86	3.69	.81	.84	3.56	.70	.77	3.53	.60	.60

South Africa	3.47	.59	.80	3.68	.87	.80	3.25	.75	.69	3.47	.63	.53
South Korea	3.06	.57	.82	3.24	.85	.81	2.89	.72	.69	3.04	.55	.52
Spain	3.28	.64	.84	3.18	1.00	.88	3.29	.71	.69	3.38	.59	.46
Sweden	3.41	.58	.82	3.57	.78	.74	3.30	.75	.68	3.37	.66	.65
Switzerland	3.49	.65	.85	3.47	.99	.88	3.27	.81	.77	3.74	.61	.56
Taiwan	3.36	.52	.82	3.62	.66	.67	3.32	.63	.63	3.14	.59	.63
Thailand	3.27	.54	.83	3.43	.83	.84	3.32	.61	.64	3.07	.57	.63
sTurkey	3.51	.72	.86	3.47	1.04	.85	3.38	.81	.72	3.68	.72	.67
Uganda	3.75	.53	.74	4.06	.62	.57	3.60	.74	.61	3.60	.64	.33
Ukraine	3.34	.55	.83	3.46	.76	.76	3.19	.66	.66	3.37	.61	.64
United Kingdom	3.54	.67	.86	3.59	.99	.84	3.43	.79	.77	3.59	.65	.60
United States	3.50	.59	.84	3.63	.83	.80	3.39	.71	.71	3.46	.62	.60
Vietnam	3.38	.49	.79	3.38	.67	.67	3.22	.53	.53	3.53	.60	.62
Average	**3.43**	**.59**	**.83**	**3.51**	**.85**	**.80**	**3.35**	**.70**	**.69**	**3.43**	**.60**	**.56**
ICC(1)		.09			.06			.07			.12	
ICC(2)		.96			.93			.95			.97	

Table 5

Descriptives for Negative Emotionality and Facets

	Negative Emotionality			Anxiety			Depression			Emotionality		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	3.24	.64	.84	3.77	.68	.66	2.85	.85	.77	3.08	.85	.74
Australia	3.10	.71	.89	3.45	.82	.77	2.85	.80	.75	3.00	.84	.79
Austria	2.93	.68	.87	3.27	.81	.75	2.72	.84	.81	2.80	.78	.73
Belgium	3.06	.69	.90	3.62	.72	.78	2.78	.82	.80	2.79	.83	.82
Bolivia	3.16	.72	.88	3.51	.79	.71	2.91	.87	.78	3.04	.88	.80
Brazil	3.38	.74	.89	3.88	.77	.77	2.92	.91	.77	3.36	.92	.80
Bulgaria	2.93	.61	.82	3.08	.66	.55	2.56	.84	.80	3.16	.73	.65
Canada	3.10	.74	.90	3.65	.84	.81	2.77	.86	.81	2.88	.90	.83
Chile	3.04	.68	.86	3.56	.74	.68	2.73	.84	.76	2.82	.89	.81
China	2.82	.54	.83	3.09	.61	.61	2.58	.62	.64	2.80	.71	.74
Colombia	2.95	.63	.84	3.32	.66	.58	2.58	.80	.73	2.94	.80	.75
Croatia	3.05	.71	.89	3.49	.76	.76	2.67	.84	.83	2.99	.88	.78
Czechia	3.15	.69	.87	3.50	.76	.74	2.87	.88	.79	3.09	.85	.77
Denmark	3.06	.73	.89	3.53	.80	.76	2.67	.83	.79	2.97	.93	.83
Estonia	2.92	.76	.90	3.24	.84	.76	2.76	.89	.81	2.76	.89	.81
France	3.22	.77	.89	3.65	.85	.80	2.97	.97	.84	3.03	.89	.74
Georgia	3.29	.64	.83	3.61	.72	.68	2.88	.76	.65	3.36	.88	.73
Germany	2.85	.71	.88	3.20	.81	.74	2.64	.90	.84	2.70	.83	.79
Greece	3.06	.60	.84	3.44	.70	.69	2.77	.75	.74	2.96	.74	.67
Hong Kong	3.10	.64	.88	3.40	.70	.75	2.88	.77	.75	3.03	.73	.72
Hungary	3.05	.71	.87	3.35	.83	.75	2.74	.87	.79	3.07	.84	.74
India	2.85	.57	.77	3.13	.65	.46	2.51	.65	.44	2.91	.75	.63
Indonesia	2.76	.44	.73	3.04	.60	.57	2.57	.49	.43	2.67	.64	.66

Israel	2.74	.56	.77	3.20	.57	.18	2.29	.74	.72	2.73	.77	.65
Italy	3.31	.69	.87	3.74	.75	.76	2.90	.89	.79	3.29	.79	.69
Japan	3.13	.73	.89	3.39	.80	.75	3.11	.83	.74	2.88	.89	.80
Jordan	3.02	.60	.77	3.25	.76	.65	2.64	.80	.68	3.16	.78	.60
Kenya	2.59	.54	.79	2.92	.68	.58	2.35	.66	.63	2.51	.70	.67
Latvia	3.29	.69	.89	3.60	.78	.80	2.96	.88	.82	3.31	.77	.73
Lithuania	3.22	.73	.88	3.63	.84	.79	2.94	.95	.82	3.10	.78	.65
Macedonia	3.05	.49	.68	3.52	.61	.46	2.64	.80	.72	2.98	.64	.49
Malaysia	2.96	.51	.76	3.25	.59	.53	2.79	.60	.49	2.84	.66	.54
Mexico	2.87	.67	.86	3.38	.74	.66	2.46	.84	.77	2.78	.86	.80
Netherlands	2.94	.67	.89	3.38	.78	.76	2.67	.80	.81	2.76	.75	.78
New Zealand	3.19	.75	.91	3.53	.76	.72	2.88	.87	.80	3.16	.86	.85
Nigeria	2.52	.52	.80	2.82	.62	.52	2.24	.57	.60	2.49	.67	.65
Norway	2.92	.76	.89	3.17	.93	.83	2.69	.83	.79	2.88	.95	.85
Pakistan	3.18	.50	.71	3.40	.59	.38	2.92	.63	.48	3.21	.71	.59
Palestine	3.05	.56	.76	3.24	.64	.46	2.73	.74	.63	3.17	.74	.57
Peru	2.99	.67	.87	3.53	.73	.72	2.65	.86	.82	2.80	.79	.76
Philippines	3.21	.68	.86	3.55	.71	.63	3.01	.81	.68	3.08	.86	.78
Poland	3.15	.63	.86	3.53	.74	.78	2.93	.75	.69	3.00	.80	.79
Portugal	3.35	.72	.88	3.85	.78	.77	2.96	.94	.82	3.23	.89	.82
Romania	2.81	.63	.83	3.06	.74	.60	2.48	.79	.75	2.89	.80	.72
Russia	3.35	.71	.87	3.68	.83	.80	2.86	.82	.68	3.52	.82	.71
Senegal	2.79	.45	.64	3.10	.59	.36	2.55	.59	.43	2.73	.58	.37
Serbia	3.04	.68	.87	3.52	.81	.81	2.76	.85	.77	2.84	.77	.68
Singapore	3.12	.75	.90	3.52	.79	.75	2.93	.94	.84	2.92	.85	.81
Slovakia	3.06	.72	.89	3.24	.79	.72	2.84	.87	.81	3.09	.82	.75
Slovenia	2.93	.77	.90	3.23	.82	.77	2.66	.91	.81	2.91	.91	.81

South Africa	3.07	.73	.88	3.56	.79	.73	2.80	.88	.75	2.84	.90	.80
South Korea	3.15	.71	.89	3.60	.75	.74	2.93	.79	.74	2.92	.88	.81
Spain	3.16	.70	.88	3.61	.74	.72	2.85	.92	.83	3.02	.86	.80
Sweden	3.09	.74	.88	3.38	.87	.78	2.87	.88	.80	3.01	.91	.82
Switzerland	2.98	.72	.89	3.39	.84	.78	2.67	.85	.81	2.86	.86	.80
Taiwan	3.14	.63	.86	3.55	.65	.70	2.89	.80	.76	2.98	.79	.77
Thailand	2.95	.58	.82	3.42	.66	.66	2.60	.72	.66	2.82	.80	.78
Turkey	3.08	.74	.85	3.41	.83	.68	2.80	.89	.72	3.02	.87	.64
Uganda	2.71	.54	.68	2.93	.60	.24	2.56	.69	.48	2.64	.78	.54
Ukraine	3.12	.58	.81	3.52	.65	.63	2.68	.68	.58	3.16	.76	.66
United Kingdom	3.20	.87	.92	3.62	.92	.85	2.91	1.00	.84	3.09	1.03	.85
United States	2.98	.72	.88	3.43	.78	.71	2.71	.85	.77	2.80	.87	.82
Vietnam	3.08	.54	.80	3.25	.59	.58	2.81	.60	.56	3.18	.72	.64
Average	**3.04**	**.66**	**.85**	**3.41**	**.74**	**.67**	**2.75**	**.81**	**.73**	**2.97**	**.81**	**.73**
ICC(1)		.06			.07			.03			.05	
ICC(2)		.93			.95			.89			.93	

Table 6

Descriptives for Open-Mindedness and Facets

	Open-Mindedness			Intellectual Curiosity			Aesthetic Appreciation			Creativity		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	3.76	.56	.79	3.99	.60	.61	3.64	.94	.81	3.65	.70	.67
Australia	3.72	.59	.85	3.92	.64	.69	3.67	.85	.77	3.59	.66	.72
Austria	3.75	.70	.87	3.95	.75	.69	3.81	1.03	.88	3.49	.91	.87
Belgium	3.75	.59	.84	3.97	.59	.58	3.69	.99	.89	3.59	.71	.84
Bolivia	4.07	.52	.83	4.04	.53	.45	4.15	.77	.84	4.04	.65	.73
Brazil	3.77	.56	.80	3.77	.67	.63	3.80	.82	.79	3.73	.68	.73
Bulgaria	3.90	.55	.81	3.92	.59	.51	3.95	.73	.69	3.83	.72	.73
Canada	3.70	.58	.82	3.85	.60	.63	3.65	.87	.78	3.59	.76	.78
Chile	3.82	.58	.82	3.92	.64	.61	3.76	.91	.82	3.77	.66	.71
China	3.51	.53	.82	3.47	.56	.53	3.48	.75	.76	3.57	.65	.77
Colombia	3.67	.47	.77	3.65	.53	.49	3.61	.72	.71	3.76	.59	.64
Croatia	3.84	.56	.83	3.97	.64	.70	3.79	.85	.77	3.76	.67	.74
Czechia	3.87	.57	.83	3.98	.67	.65	3.91	.81	.82	3.73	.71	.76
Denmark	3.69	.51	.73	3.97	.67	.61	3.51	.55	.07	3.59	.76	.73
Estonia	3.91	.53	.79	4.03	.59	.55	3.91	.83	.80	3.79	.64	.65
France	3.75	.62	.83	3.98	.65	.65	3.71	.89	.81	3.55	.81	.78
Georgia	3.76	.49	.75	3.78	.63	.58	3.71	.63	.51	3.79	.72	.74
Germany	3.80	.64	.85	3.95	.73	.72	3.80	.96	.85	3.65	.78	.83
Greece	3.66	.53	.80	3.57	.64	.61	3.71	.77	.75	3.71	.58	.56
Hong Kong	3.30	.55	.79	3.38	.60	.54	3.23	.87	.80	3.30	.66	.68
Hungary	3.98	.58	.83	3.96	.69	.68	3.87	.89	.83	4.11	.63	.75
India	3.66	.44	.67	3.82	.60	.49	3.57	.48	.07	3.59	.59	.46
Indonesia	3.50	.36	.61	3.52	.52	.44	3.40	.42	-.08	3.58	.51	.54

Israel	3.47	.51	.70	3.52	.58	.35	3.22	.83	.66	3.67	.64	.56
Italy	3.84	.56	.82	3.89	.61	.55	3.86	.83	.83	3.77	.71	.75
Japan	3.43	.60	.80	3.65	.65	.54	3.50	.91	.80	3.13	.80	.74
Jordan	3.59	.48	.67	3.58	.61	.36	3.52	.75	.56	3.66	.60	.48
Kenya	3.68	.50	.77	3.68	.60	.53	3.58	.63	.48	3.77	.59	.59
Latvia	3.84	.50	.77	3.95	.59	.60	3.71	.81	.77	3.85	.53	.48
Lithuania	3.62	.49	.73	3.77	.63	.61	3.44	.53	.01	3.64	.73	.73
Macedonia	3.76	.48	.75	3.87	.56	.45	3.78	.82	.80	3.63	.55	.45
Malaysia	3.40	.34	.36	3.37	.46	.09	3.65	.76	.72	3.19	.42	.05
Mexico	3.88	.52	.77	3.95	.59	.52	3.74	.84	.78	3.95	.64	.65
Netherlands	3.55	.60	.83	3.85	.53	.45	3.22	.98	.84	3.58	.74	.79
New Zealand	3.56	.57	.82	3.74	.56	.49	3.45	.79	.63	3.48	.69	.72
Nigeria	3.71	.45	.75	3.80	.59	.54	3.58	.51	.41	3.75	.56	.52
Norway	3.83	.63	.85	3.98	.65	.55	3.86	.86	.83	3.65	.78	.78
Pakistan	3.45	.36	.41	3.56	.51	.18	3.45	.55	.19	3.33	.58	.28
Palestine	3.56	.49	.72	3.50	.57	.42	3.52	.66	.49	3.65	.60	.49
Peru	3.88	.60	.87	3.91	.61	.65	3.90	.81	.82	3.85	.67	.76
Philippines	3.74	.48	.74	3.86	.60	.52	3.78	.59	.48	3.59	.63	.58
Poland	3.65	.49	.78	3.81	.61	.64	3.42	.57	.22	3.72	.68	.80
Portugal	3.75	.63	.86	3.83	.71	.70	3.80	.89	.84	3.62	.73	.78
Romania	3.86	.59	.84	3.89	.68	.67	3.80	.82	.78	3.89	.66	.68
Russia	3.98	.51	.81	4.01	.60	.58	4.10	.73	.81	3.84	.66	.71
Senegal	3.60	.42	.64	3.70	.54	.39	3.61	.60	.45	3.48	.59	.49
Serbia	4.05	.53	.83	4.12	.60	.61	4.07	.77	.82	3.96	.59	.65
Singapore	3.40	.61	.82	3.56	.76	.71	3.41	.81	.70	3.24	.74	.71
Slovakia	3.63	.55	.77	3.73	.57	.47	3.53	.86	.72	3.63	.70	.71
Slovenia	3.78	.53	.79	3.84	.68	.68	3.79	.85	.81	3.71	.65	.70

South Africa	3.76	.54	.76	3.99	.63	.60	3.58	.82	.64	3.69	.67	.64
South Korea	3.51	.62	.84	3.55	.67	.58	3.66	.86	.81	3.31	.79	.80
Spain	3.88	.57	.83	4.06	.63	.67	3.82	.89	.86	3.77	.63	.67
Sweden	3.74	.52	.73	3.90	.59	.38	3.62	.86	.76	3.71	.66	.61
Switzerland	3.71	.62	.84	3.91	.70	.69	3.65	.92	.81	3.56	.76	.79
Taiwan	3.55	.51	.79	3.69	.57	.55	3.40	.73	.73	3.55	.74	.82
Thailand	3.43	.48	.74	3.51	.62	.59	3.51	.57	.33	3.26	.67	.66
Turkey	3.82	.61	.83	3.88	.68	.59	3.79	.83	.74	3.79	.77	.74
Uganda	3.61	.47	.59	3.61	.66	.35	3.53	.63	.24	3.70	.62	.38
Ukraine	3.83	.60	.85	3.88	.66	.70	3.80	.85	.82	3.80	.67	.66
United Kingdom	3.78	.60	.82	4.03	.66	.63	3.64	.84	.75	3.68	.76	.77
United States	3.59	.58	.81	3.78	.63	.64	3.41	.86	.71	3.57	.69	.69
Vietnam	3.41	.40	.67	3.45	.51	.27	3.31	.47	-.02	3.48	.53	.60
Average	**3.70**	**.54**	**.77**	**3.80**	**.62**	**.55**	**3.66**	**.77**	**.65**	**3.65**	**.67**	**.66**
ICC(1)		.07			.07			.05			.06	
ICC(2)		.95			.95			.93			.94	

Table 7

Descriptives for Honesty/Humility and Facets

	Honesty/Humility			Fairness			Greed Avoidance			Modesty			Sincerity		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	3.60	.56	.66	3.70	.92	.54	2.86	.99	.65	4.02	.78	.64	3.73	.84	.62
Australia	3.37	.61	.74	3.53	.93	.71	2.98	.88	.54	3.72	.89	.74	3.24	.88	.66
Austria	3.52	.72	.78	3.55	1.11	.69	3.36	.92	.65	3.94	.96	.75	3.32	.94	.62
Belgium	3.51	.64	.80	3.71	.89	.74	3.32	.97	.75	3.83	.85	.68	3.21	.85	.70
Bolivia	3.54	.62	.71	3.81	.94	.58	2.92	.94	.48	3.69	.93	.76	3.59	.86	.47
Brazil	3.62	.57	.69	3.97	.84	.57	3.06	.98	.56	3.42	.81	.37	3.79	.81	.64
Bulgaria	3.50	.62	.77	3.55	.91	.65	3.11	.90	.59	3.47	.83	.68	3.71	.87	.68
Canada	3.52	.57	.68	3.77	.90	.61	3.11	.92	.52	3.75	.85	.68	3.39	.83	.54
Chile	3.56	.57	.66	3.78	.94	.56	2.87	.90	.52	3.91	.87	.71	3.57	.85	.61
China	3.34	.52	.73	3.75	.83	.71	2.99	.81	.38	3.05	.78	.72	3.36	.63	.56
Colombia	3.47	.49	.57	3.74	.76	.34	2.77	.85	.55	3.65	.84	.67	3.54	.81	.43
Croatia	3.44	.59	.71	3.71	.99	.69	3.01	.93	.67	3.36	.91	.64	3.49	.84	.70
Czechia	3.59	.59	.75	3.95	.88	.72	3.22	.88	.54	3.67	.89	.71	3.40	.83	.61
Denmark	3.62	.59	.71	3.95	.87	.61	3.27	.97	.67	3.97	.85	.68	3.30	.84	.59
Estonia	3.38	.61	.72	3.63	1.01	.71	3.07	.99	.63	3.35	.84	.61	3.35	.84	.66
France	3.72	.59	.67	3.68	.93	.56	3.45	.95	.42	4.06	.78	.63	3.72	.90	.64
Georgia	3.41	.61	.70	3.55	.99	.62	2.79	.93	.48	3.32	.89	.61	3.75	.80	.57
Germany	3.53	.60	.71	3.56	.99	.66	3.38	.91	.58	3.94	.91	.75	3.32	.84	.61
Greece	3.75	.57	.76	3.98	.86	.67	3.36	.83	.58	3.47	.84	.61	3.96	.73	.60
Hong Kong	3.30	.59	.75	3.54	1.01	.79	3.07	.78	.18	3.23	.82	.69	3.28	.70	.60
Hungary	3.24	.61	.74	3.63	.96	.65	2.83	.93	.61	2.81	.82	.52	3.40	.87	.70
India	3.67	.58	.69	4.15	.78	.49	3.52	1.03	.67	2.99	.97	.68	3.73	.74	.39
Indonesia	3.43	.45	.55	4.10	.78	.50	3.07	.81	.50	2.76	.61	.01	3.44	.63	.33

Israel	3.37	.59	.68	3.95	.87	.50	2.52	.92	.48	3.36	.90	.64	3.35	.90	.64
Italy	3.63	.63	.77	3.90	.89	.65	2.97	.92	.62	3.71	.90	.74	3.74	.90	.74
Japan	3.23	.54	.67	3.83	.92	.66	2.81	.91	.46	3.67	.87	.71	2.61	.79	.71
Jordan	3.50	.58	.65	4.21	.89	.62	2.86	.93	.42	2.84	.93	.65	3.65	.84	.31
Kenya	3.27	.55	.64	3.56	.90	.65	2.84	.87	.44	3.15	.86	.56	3.36	.84	.51
Latvia	3.36	.54	.66	3.35	.92	.66	2.80	.85	.47	3.60	.79	.66	3.58	.82	.66
Lithuania	3.37	.66	.77	3.55	1.03	.75	2.95	.94	.55	3.35	.92	.66	3.49	.87	.69
Macedonia	3.43	.58	.63	3.82	.80	.34	2.89	1.03	.58	3.10	.96	.66	3.61	.76	.21
Malaysia	3.48	.56	.70	4.00	.83	.53	2.90	.86	.34	3.27	.91	.85	3.49	.68	.38
Mexico	3.48	.63	.71	3.94	.89	.49	2.65	.95	.64	3.65	.96	.64	3.47	.88	.49
Netherlands	3.51	.56	.72	3.82	.87	.68	2.98	.87	.66	3.94	.86	.70	3.27	.78	.60
New Zealand	3.39	.54	.67	3.51	.84	.60	2.86	.90	.65	3.97	.90	.86	3.25	.78	.47
Nigeria	3.16	.58	.69	3.64	.85	.58	2.58	1.02	.57	2.74	.89	.72	3.34	.73	.30
Norway	3.69	.55	.68	4.07	.85	.66	3.58	.86	.56	3.92	.86	.69	3.24	.93	.70
Pakistan	3.26	.51	.59	3.61	.85	.44	2.79	.86	.41	3.04	.82	.58	3.38	.72	.28
Palestine	3.51	.50	.58	4.30	.73	.39	3.06	.93	.47	2.62	.84	.64	3.63	.78	.35
Peru	3.50	.53	.67	3.85	.84	.56	2.83	.87	.62	3.51	.81	.51	3.58	.73	.47
Philippines	3.49	.61	.73	3.73	.87	.58	2.94	.91	.48	3.55	.98	.72	3.57	.78	.53
Poland	3.41	.62	.76	3.78	.92	.67	2.85	.93	.68	3.48	.81	.57	3.39	.83	.62
Portugal	3.82	.56	.69	3.83	.87	.58	3.26	.98	.70	4.34	.69	.55	3.84	.84	.67
Romania	3.65	.60	.72	3.73	.98	.60	3.19	.92	.62	3.50	.83	.68	3.96	.83	.63
Russia	3.33	.62	.74	3.40	.99	.75	2.86	.89	.48	3.38	.88	.65	3.54	.89	.68
Senegal	3.34	.48	.51	3.87	.75	.39	2.69	.87	.44	3.03	.90	.67	3.46	.78	.32
Serbia	3.51	.60	.73	3.82	.92	.62	2.90	.95	.67	3.51	.87	.71	3.61	.89	.76
Singapore	3.66	.57	.72	3.85	.90	.72	3.35	.85	.25	3.72	.96	.78	3.65	.75	.63
Slovakia	3.53	.52	.56	3.59	.96	.59	3.13	.92	.29	3.56	.80	.58	3.74	.82	.64
Slovenia	3.57	.64	.78	3.56	1.03	.70	3.20	.92	.67	3.85	.78	.56	3.63	.86	.77

South Africa	3.46	.67	.72	3.65	1.03	.69	2.92	1.04	.63	3.79	.99	.68	3.40	.93	.61
South Korea	3.11	.58	.73	3.80	.99	.79	2.82	.95	.53	2.89	.85	.66	2.76	.79	.78
Spain	3.43	.57	.69	3.31	.93	.65	3.04	.89	.59	4.15	.76	.70	3.34	.87	.66
Sweden	3.56	.60	.69	3.49	1.08	.72	3.39	.91	.56	3.97	.88	.72	3.48	.78	.46
Switzerland	3.62	.61	.72	3.75	.94	.63	3.38	.93	.60	4.00	.83	.66	3.39	.90	.66
Taiwan	3.48	.56	.74	3.86	.86	.67	3.24	.87	.48	3.19	.79	.67	3.47	.75	.64
Thailand	3.46	.53	.70	3.96	.85	.67	2.58	.85	.48	3.32	.80	.65	3.64	.70	.46
Turkey	3.45	.64	.71	3.84	1.06	.70	2.99	1.05	.66	2.75	.95	.66	3.84	.77	.53
Uganda	3.27	.47	.30	3.70	.85	.44	2.83	.88	.16	3.00	1.03	.64	3.33	.78	-.03
Ukraine	3.41	.56	.69	3.67	.96	.69	2.79	.83	.47	3.39	.87	.72	3.57	.75	.59
United Kingdom	3.54	.69	.78	3.67	1.07	.74	3.24	1.02	.64	4.09	.82	.69	3.25	.93	.68
United States	3.41	.61	.74	3.64	.91	.66	2.91	.90	.53	3.68	.90	.76	3.33	.82	.59
Vietnam	3.41	.48	.66	3.86	.79	.60	2.89	.76	.42	2.98	.72	.63	3.61	.58	.23
Average	**3.47**	**.58**	**.69**	**3.76**	**.91**	**.62**	**3.01**	**.91**	**.53**	**3.49**	**.86**	**.66**	**3.48**	**.81**	**.56**
ICC(1)		.05			.07			.04			.06			.18	
ICC(2)		.92			.95			.90			.94			.98	

Table 8

Descriptives for Optimism and Narcissism

	Optimism			Narcissism			Narcissistic Admiration			Narcissistic Rivalry		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	3.54	.70	.80	2.60	.65	.68	2.54	.77	.52	2.67	.75	.52
Australia	3.12	.62	.74	2.61	.68	.78	2.51	.74	.60	2.71	.76	.67
Austria	3.35	.71	.77	2.22	.78	.79	2.12	.86	.65	2.32	.84	.64
Belgium	3.26	.64	.80	2.31	.68	.77	2.13	.70	.47	2.50	.79	.72
Bolivia	3.51	.73	.78	2.73	.66	.69	2.73	.77	.50	2.72	.76	.57
Brazil	3.23	.77	.78	2.51	.62	.68	2.41	.63	.35	2.61	.77	.58
Bulgaria	3.49	.67	.80	2.45	.69	.75	2.50	.79	.54	2.40	.75	.63
Canada	3.29	.69	.81	2.52	.63	.70	2.43	.68	.41	2.61	.72	.58
Chile	3.61	.71	.79	2.67	.56	.62	2.59	.66	.33	2.75	.64	.46
China	3.37	.51	.65	3.29	.49	.57	3.22	.61	.34	3.37	.55	.43
Colombia	3.66	.61	.72	2.61	.54	.64	2.49	.59	.41	2.72	.66	.48
Croatia	3.39	.76	.86	2.53	.60	.68	2.48	.66	.35	2.58	.68	.59
Czechia	3.40	.77	.86	2.38	.57	.58	2.30	.69	.41	2.45	.64	.35
Denmark	3.50	.72	.83	2.42	.66	.71	2.41	.75	.57	2.43	.74	.55
Estonia	3.86	.67	.80	2.74	.56	.58	2.64	.62	.21	2.85	.72	.56
France	3.17	.80	.84	2.22	.68	.72	2.21	.76	.47	2.24	.76	.58
Georgia	3.56	.64	.78	2.90	.63	.66	2.88	.69	.42	2.92	.76	.58
Germany	3.37	.78	.84	2.29	.67	.71	2.20	.74	.49	2.38	.75	.56
Greece	3.29	.67	.81	2.72	.59	.72	2.69	.62	.41	2.75	.68	.58
Hong Kong	3.09	.52	.51	2.81	.60	.67	2.94	.71	.47	2.69	.68	.53
Hungary	3.51	.77	.84	2.66	.58	.61	2.57	.65	.27	2.74	.72	.57
India	3.50	.49	.45	3.07	.64	.65	2.83	.71	.42	3.30	.75	.43
Indonesia	3.59	.42	.48	3.01	.58	.67	2.82	.66	.41	3.20	.64	.49

Israel	3.66	.61	.71	2.72	.62	.67	2.56	.65	.34	2.88	.75	.57
Italy	3.13	.75	.83	2.51	.65	.73	2.52	.72	.55	2.51	.72	.58
Japan	3.08	.57	.53	2.82	.57	.51	3.17	.70	.19	2.47	.69	.48
Jordan	3.48	.62	.69	3.02	.72	.75	2.83	.77	.51	3.20	.83	.64
Kenya	3.75	.59	.68	2.93	.58	.64	2.75	.63	.41	3.10	.70	.48
Latvia	3.47	.74	.83	2.66	.47	.45	2.60	.56	.22	2.73	.59	.32
Lithuania	3.57	.80	.84	2.44	.70	.73	2.37	.83	.63	2.51	.76	.52
Macedonia	3.36	.71	.79	2.86	.74	.76	2.63	.78	.56	3.09	.80	.56
Malaysia	3.40	.45	.44	2.91	.57	.65	2.77	.64	.48	3.05	.65	.44
Mexico	3.83	.64	.73	2.73	.66	.72	2.60	.71	.47	2.86	.76	.55
Netherlands	3.30	.62	.77	2.22	.60	.71	2.05	.61	.40	2.39	.72	.62
New Zealand	3.14	.69	.83	2.44	.61	.72	2.30	.66	.45	2.58	.71	.62
Nigeria	3.76	.50	.48	3.42	.50	.60	3.30	.56	.33	3.54	.59	.37
Norway	3.48	.69	.81	2.42	.63	.67	2.33	.72	.41	2.52	.72	.54
Pakistan	3.29	.48	.43	3.11	.59	.63	2.96	.63	.23	3.27	.69	.45
Palestine	3.54	.55	.62	3.28	.62	.69	3.07	.71	.40	3.49	.75	.68
Peru	3.61	.69	.79	2.80	.59	.68	2.77	.74	.57	2.84	.64	.45
Philippines	3.20	.68	.72	2.70	.68	.73	2.61	.72	.49	2.80	.80	.62
Poland	3.12	.73	.82	2.61	.59	.68	2.52	.69	.54	2.70	.65	.44
Portugal	3.15	.78	.85	2.39	.61	.68	2.39	.67	.41	2.39	.69	.50
Romania	3.60	.67	.77	2.79	.62	.65	2.61	.69	.47	2.96	.73	.44
Russia	3.50	.78	.85	2.71	.62	.64	2.77	.76	.48	2.65	.69	.50
Senegal	3.49	.48	.45	2.89	.60	.67	2.72	.66	.39	3.07	.70	.56
Serbia	3.50	.84	.88	2.47	.66	.72	2.38	.71	.39	2.56	.78	.67
Singapore	3.08	.71	.81	2.64	.65	.72	2.61	.74	.52	2.67	.72	.59
Slovakia	3.20	.79	.84	2.80	.70	.70	2.76	.80	.47	2.83	.80	.59
Slovenia	3.29	.80	.86	2.46	.54	.61	2.46	.64	.33	2.46	.63	.51

South Africa	3.44	.70	.78	2.46	.64	.69	2.33	.67	.42	2.59	.73	.50
South Korea	3.41	.61	.73	2.75	.58	.63	2.70	.63	.28	2.81	.70	.54
Spain	3.33	.83	.88	2.50	.58	.66	2.47	.66	.40	2.54	.66	.52
Sweden	3.23	.72	.80	2.45	.67	.67	2.50	.83	.57	2.39	.74	.48
Switzerland	3.36	.71	.80	2.28	.68	.74	2.20	.74	.53	2.36	.77	.59
Taiwan	3.22	.67	.78	3.30	.48	.51	3.26	.58	.25	3.34	.60	.41
Thailand	3.57	.61	.75	2.76	.59	.69	2.72	.68	.48	2.79	.63	.46
Turkey	3.23	.74	.80	3.36	.61	.67	3.26	.73	.47	3.46	.67	.49
Uganda	3.74	.60	.55	3.06	.61	.58	2.89	.62	.23	3.23	.81	.53
Ukraine	3.54	.66	.79	2.71	.64	.65	2.58	.72	.36	2.84	.74	.54
United Kingdom	3.33	.85	.88	2.28	.59	.65	2.20	.67	.44	2.36	.67	.45
United States	3.22	.68	.79	2.64	.64	.71	2.52	.69	.48	2.75	.74	.55
Vietnam	3.50	.49	.53	3.33	.45	.50	3.22	.58	.29	3.45	.53	.33
Average	**3.41**	**.67**	**.74**	**2.70**	**.62**	**.67**	**2.62**	**.69**	**.43**	**2.78**	**.71**	**.53**
ICC(1)		.07			.18			.15			.17	
ICC(2)		.95			.98			.98			.98	

Table 9

Descriptives for Self-Construal

	Self-Expression			Self-Interest			Consistency		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	5.55	1.56	.66	3.81	1.38	.68	4.99	2.01	.85
Australia	4.79	1.42	.72	4.07	1.14	.62	3.96	1.66	.86
Austria	5.48	1.61	.77	4.21	1.27	.62	4.46	1.89	.87
Belgium	4.64	1.44	.66	3.59	1.08	.69	4.09	1.82	.91
Bolivia	5.90	1.50	.66	4.30	1.41	.65	5.10	2.06	.87
Brazil	5.31	1.52	.63	4.29	1.32	.59	4.55	1.91	.83
Bulgaria	5.70	1.52	.71	4.02	1.26	.61	5.02	1.93	.82
Canada	4.96	1.49	.73	4.12	1.14	.59	4.45	1.76	.84
Chile	5.58	1.44	.63	3.89	1.22	.57	5.11	2.01	.88
China	4.91	.90	.29	4.31	1.02	.53	4.23	1.17	.60
Colombia	5.87	1.30	.57	4.25	1.02	.32	5.64	1.81	.77
Croatia	5.56	1.48	.78	4.15	1.19	.61	4.71	1.90	.90
Czechia	5.61	1.66	.78	4.09	1.37	.69	4.16	1.87	.83
Denmark	5.44	1.61	.77	3.90	1.18	.60	4.76	1.85	.87
Estonia	5.15	1.45	.62	4.47	1.36	.67	3.75	1.67	.82
France	5.33	1.48	.69	3.86	1.20	.63	4.67	1.90	.84
Georgia	5.91	1.37	.61	4.72	1.25	.58	4.46	1.33	.50
Germany	5.39	1.61	.78	4.33	1.17	.58	4.28	1.80	.87
Greece	5.96	1.43	.64	3.83	1.36	.64	5.37	1.70	.75
Hong Kong	4.50	1.08	.42	4.35	1.04	.42	4.20	1.21	.51
Hungary	5.48	1.47	.72	4.36	1.07	.47	4.61	1.78	.83

India	4.84	1.17	.36	3.77	1.23	.59	4.52	1.60	.66
Indonesia	4.72	.88	-.01	4.02	1.01	.36	4.51	1.42	.73
Israel	5.43	1.26	.45	4.14	1.20	.41	5.27	1.83	.80
Italy	5.91	1.48	.70	4.10	1.29	.64	5.35	1.91	.86
Japan	4.78	1.43	.77	4.61	1.07	.60	4.49	1.25	.68
Jordan	5.30	1.38	.51	4.60	1.03	.22	4.85	1.74	.75
Kenya	5.12	1.14	.20	3.88	1.29	.63	4.92	1.71	.75
Latvia	5.74	1.61	.72	4.43	1.29	.58	4.47	1.73	.78
Lithuania	5.20	1.53	.64	4.33	1.39	.67	4.56	1.85	.76
Macedonia	5.59	1.37	.63	4.64	1.09	.29	5.47	1.68	.67
Malaysia	4.38	1.09	.35	4.02	1.05	.44	3.99	1.56	.75
Mexico	5.70	1.36	.58	4.19	1.21	.53	5.25	1.75	.74
Netherlands	5.08	1.34	.65	3.48	1.14	.72	4.78	1.72	.84
New Zealand	4.94	1.35	.66	3.89	.96	.50	4.34	1.60	.82
Nigeria	5.23	1.22	.25	4.05	1.22	.56	5.13	1.78	.72
Norway	4.99	1.51	.72	4.02	1.11	.55	4.17	1.76	.85
Pakistan	5.03	1.29	.30	3.52	1.31	.56	4.52	1.86	.78
Palestine	5.03	1.09	.21	4.12	1.16	.45	5.32	1.45	.65
Peru	5.51	1.40	.64	4.18	1.17	.49	5.38	1.88	.87
Philippines	4.65	1.33	.56	3.94	1.31	.65	4.01	1.72	.78
Poland	6.13	1.47	.70	3.86	1.23	.62	5.14	1.95	.84
Portugal	5.38	1.57	.73	4.09	1.16	.61	4.73	1.85	.84
Romania	5.83	1.36	.67	4.36	1.29	.71	5.35	1.06	.03
Russia	5.60	1.71	.79	4.80	1.27	.58	3.31	1.56	.75
Senegal	4.97	1.23	.32	3.75	1.24	.53	5.06	1.60	.62
Serbia	5.65	1.48	.71	4.24	1.38	.70	5.22	1.84	.84
Singapore	4.25	1.24	.64	3.98	1.16	.64	3.81	1.69	.83

Slovakia	5.28	1.72	.78	4.29	1.30	.52	4.14	1.69	.72
Slovenia	5.68	1.67	.84	4.29	1.18	.54	4.68	1.96	.89
South Africa	5.15	1.51	.63	3.95	1.25	.56	4.36	1.86	.82
South Korea	4.64	1.44	.76	4.73	1.24	.61	4.21	1.39	.68
Spain	5.91	1.50	.72	3.82	1.21	.62	5.03	2.00	.91
Sweden	5.33	1.53	.72	4.50	1.14	.47	4.31	1.72	.80
Switzerland	5.40	1.56	.76	4.09	1.16	.61	4.72	1.81	.85
Taiwan	4.79	1.17	.62	4.45	1.03	.48	4.08	1.12	.60
Thailand	4.44	1.04	.50	4.05	1.10	.64	3.96	1.35	.76
Turkey	5.60	1.42	.70	4.03	1.32	.63	5.25	2.16	.89
Uganda	4.69	1.52	.27	3.70	1.40	.46	4.21	1.90	.67
Ukraine	5.64	1.30	.58	4.55	1.11	.44	4.10	1.63	.73
United Kingdom	4.92	1.77	.83	3.96	1.35	.68	3.99	1.70	.86
United States	4.99	1.44	.66	3.92	1.15	.56	4.62	1.81	.83
Vietnam	4.76	1.17	.43	4.01	1.18	.51	3.79	1.38	.58
Average	**5.26**	**1.40**	**.60**	**4.13**	**1.20**	**.56**	**4.60**	**1.71**	**.77**
ICC(1)		.08			.04			.07	
ICC(2)		.95			.92			.95	

Table 10

Descriptives for the values of Trustworthiness, Religiosity, and Cultural Tightness

	Trustworthiness			Religiosity			Tightness		
Country	Mean	SD	Alpha	Mean	SD	Alpha	Mean	SD	Alpha
Argentina	2.74	.69	.76	2.82	.81	.89	3.25	.56	.57
Australia	3.31	.63	.80	3.08	.72	.89	3.61	.46	.55
Austria	3.31	.66	.76	2.90	.64	.83	3.65	.49	.54
Belgium	3.37	.66	.80	2.87	.53	.81	3.68	.51	.64
Bolivia	2.62	.66	.73	2.95	.80	.88	3.42	.58	.55
Brazil	2.64	.69	.79	3.41	.91	.92	3.71	.50	.38
Bulgaria	2.72	.72	.81	3.25	.81	.90	3.24	.55	.54
Canada	3.26	.71	.82	3.08	.74	.89	3.62	.49	.56
Chile	2.96	.69	.77	3.12	.83	.89	3.80	.52	.57
China	3.62	.65	.88	3.16	.58	.85	3.64	.39	.38
Colombia	2.68	.62	.71	3.23	.64	.82	3.42	.45	.30
Croatia	3.05	.67	.78	3.19	.90	.93	3.42	.53	.54
Czechia	2.83	.66	.69	3.05	.75	.89	3.25	.47	.47
Denmark	3.74	.50	.70	2.87	.68	.86	3.72	.53	.68
Estonia	3.18	.70	.81	3.12	.67	.87	3.32	.54	.57
France	2.87	.69	.75	3.05	.87	.91	3.79	.54	.61
Georgia	2.70	.66	.77	3.24	.86	.90	3.69	.47	.40
Germany	3.26	.65	.77	2.96	.76	.90	3.52	.48	.54
Greece	2.65	.55	.72	3.22	.76	.87	3.33	.45	.39
Hong Kong	3.28	.71	.86	3.22	.60	.86	3.72	.43	.42
Hungary	2.87	.70	.78	3.25	.84	.91	3.48	.50	.45
India	3.43	.62	.70	3.24	.67	.85	3.68	.47	.40
Indonesia	3.50	.57	.76	4.40	.56	.90	3.78	.39	.38

Israel	3.09	.78	.83	3.63	.90	.92	3.49	.52	.53
Italy	2.67	.69	.79	2.97	.79	.89	3.41	.55	.56
Japan	3.36	.67	.78	3.10	.53	.79	4.06	.45	.60
Jordan	2.86	.73	.75	3.76	.61	.94	3.84	.53	.59
Kenya	2.78	.64	.77	3.90	.68	.88	3.61	.39	.23
Latvia	3.07	.69	.79	2.86	.76	.89	3.51	.52	.56
Lithuania	3.00	.74	.80	3.11	.74	.87	3.57	.48	.36
Macedonia	2.73	.68	.76	3.13	.89	.91	3.67	.47	.37
Malaysia	3.26	.63	.79	4.42	.57	.90	3.67	.37	.39
Mexico	2.95	.71	.78	3.27	.80	.88	3.51	.58	.52
Netherlands	3.48	.63	.81	2.83	.68	.86	3.58	.47	.58
New Zealand	3.26	.65	.78	2.88	.75	.89	3.51	.49	.59
Nigeria	3.31	.77	.86	3.82	.57	.81	3.83	.43	.38
Norway	3.67	.60	.78	2.81	.77	.91	3.90	.50	.70
Pakistan	3.08	.80	.81	4.24	.52	.83	3.64	.48	.41
Palestine	3.03	.75	.77	3.95	.32	.82	3.88	.47	.43
Peru	2.93	.70	.81	3.00	.75	.87	3.71	.56	.60
Philippines	3.11	.67	.73	3.59	.70	.87	3.91	.53	.59
Poland	2.99	.70	.81	3.37	.86	.93	3.51	.47	.43
Portugal	3.12	.68	.80	3.27	.81	.91	3.64	.45	.52
Romania	3.10	.72	.79	3.07	.78	.88	3.46	.47	.28
Russia	3.08	.72	.75	2.92	.72	.84	3.56	.55	.53
Senegal	2.93	.68	.77	4.12	.56	.85	3.74	.45	.41
Serbia	3.00	.68	.73	2.96	.90	.92	3.33	.55	.53
Singapore	3.33	.64	.78	3.52	.73	.89	4.04	.45	.63
Slovakia	2.72	.71	.76	3.21	.99	.94	3.40	.54	.57
Slovenia	3.23	.67	.77	2.81	.70	.88	3.48	.51	.54

South Africa	2.80	.75	.80	3.48	.93	.92	3.53	.55	.48
South Korea	3.05	.74	.83	2.99	.73	.88	4.05	.43	.60
Spain	3.02	.66	.76	2.64	.74	.88	3.62	.48	.46
Sweden	3.31	.76	.84	2.82	.85	.91	3.88	.50	.64
Switzerland	3.28	.65	.76	2.99	.74	.89	3.80	.49	.63
Taiwan	3.45	.67	.85	3.27	.61	.86	3.65	.49	.61
Thailand	3.17	.61	.78	3.41	.69	.88	3.77	.43	.35
Turkey	2.57	.70	.78	3.43	.98	.94	3.76	.52	.46
Uganda	2.64	.77	.78	3.90	.57	.78	3.49	.58	.47
Ukraine	3.04	.71	.80	3.10	.76	.89	3.41	.51	.53
United Kingdom	3.42	.75	.82	2.81	.77	.89	3.73	.56	.69
United States	3.09	.71	.80	3.51	.78	.91	3.62	.48	.47
Vietnam	3.10	.54	.75	3.42	.63	.86	3.72	.42	.40
Average	**3.07**	**.68**	**.78**	**3.25**	**.73**	**.88**	**3.62**	**.49**	**.50**
ICC(1)		.14			.22			.12	
ICC(2)		.97			.98			.97	

Table 11. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Extraversion and Facets

Predicting Happiness	b_0	P	C	P^2	C^2	PC	R_1^2	R_2^2	ΔAIC
Extraversion	**4.62**	**.86**	-.62	**-.13**	.61	**.50**	25.07%	25.30%	**-55.83**
SE	.09	.04	.53	.02	.83	.11			
p-value	.00	.00	.25	.00	.46	.00			.00
Assertiveness	**4.68**	**.46**	-.27	**-.10**	.59	**.25**	11.12%	11.38%	**-53.55**
SE	.04	.02	.21	.01	.38	.08			
p-value	.00	.00	.20	.00	.12	.00			.00
Energy	**4.49**	**.80**	-.61	**-.08**	.59	**.23**	26.85%	26.94%	**-30.89**
SE	.20	.05	.78	.01	.75	.10			
p-value	.00	.00	.44	.00	.44	.02			.00
Sociability	**4.76**	**.49**	-.31	**-.06**	.49	**.24**	15.97%	16.10%	**-38.29**
SE	.04	.01	.25	.01	.69	.07			
p-value	.00	.00	.21	.00	.48	.00			.00

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p <$ .05 level are **bolded**.

Table 12. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Agreeableness and Facets

Predicting Happiness	b_0	P	C	P^2	C^2	PC	R_1^2	R_2^2	ΔAIC
Agreeableness	**4.41**	**.73**	.35	.02	-.76	-.03	12.50%	12.51%	4.75
SE	.49	.09	1.52	.03	1.16	.13			
p-value	.00	.00	.82	.37	.51	.82			.74
Compassion	**4.82**	**.50**	-.52	-.01	.12	**-.14**	7.13%	7.16%	.96
SE	.19	.06	.51	.02	.34	.07			
p-value	.00	.00	.31	.68	.72	.05			.17
Respect	**4.81**	**.26**	-.29	**-.05**	-.19	**.26**	6.99%	7.07%	**-5.74**
SE	.40	.07	1.02	.02	.62	.09			
p-value	.00	.00	.77	.01	.76	.00			.01
Trust	**4.65**	**.57**	.04	-.01	-.52	.07	13.56%	13.54%	4.63
SE	.08	.03	.44	.01	.62	.09			
p-value	.00	.00	.92	.49	.41	.45			.71

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p <$ .05 level are **bolded**.

Table 13. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Conscientiousness and Facets

Predicting Happiness	b_0	P	C	P^2	C^2	PC	R_1^2	R_2^2	ΔAIC
Conscientiousness	**4.64**	**.36**	-.28	**-.06**	.33	**.31**	8.21%	8.28%	**-10.49**
SE	.09	.04	.38	.02	.40	.09			
p-value	.00	.00	.46	.00	.42	.00			.00
Organization	**4.69**	.04	-.19	-.01	.30	**.25**	4.42%	4.51%	**-16.48**
SE	.10	.03	.37	.01	.32	.06			
p-value	.00	.12	.62	.46	.35	.00			.00
Productive	**4.66**	**.40**	-.18	**-.07**	.26	**.28**	10.36%	10.55%	**-28.44**
SE	.06	.03	.28	.01	.34	.07			
p-value	.00	.00	.53	.00	.44	.00			.00
Responsible	**4.67**	**.40**	-.13	**-.09**	.09	.10	6.62%	6.75%	**-17.20**
SE	.07	.04	.35	.02	.42	.08			
p-value	.00	.00	.72	.00	.83	.17			.00

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p <$ .05 level are **bolded**.

Table 14. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Negative Emotionality and Facets

Predicting Happiness	b_0	*P*	*C*	P^2	C^2	*PC*	R_1^2	R_2^2	*ΔAIC*
Negative Emotionality	**4.86**	**-1.02**	*.24*	**-.18**	**.99**	**.21**	37.12%	37.83%	**-205.64**
SE	.03	.01	.12	.01	.48	.08			
p-value	.00	.00	.05	.00	.04	.01			.00
Anxiety	**5.12**	**-.57**	-.50	**-.14**	**.92**	.01	20.36%	21.00%	**-150.74**
SE	.06	.03	.29	.01	.37	.06			
p-value	.00	.00	.09	.00	.02	.88			.00
Depression	**4.65**	**-1.01**	**.66**	**-.08**	**1.03**	.05	49.76%	50.01%	**-101.84**
SE	.04	.02	.29	.01	.44	.06			
p-value	.00	.00	.02	.00	.02	.39			.00
Emotionality	**4.77**	**-.53**	.04	**-.09**	**.90**	**.30**	16.96%	17.22%	**-77.76**
SE	.03	.01	.12	.01	.42	.06			
p-value	.00	.00	.72	.00	.04	.00			.00

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p < .05$ level are **bolded**.

Table 15. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Open-Mindedness and Facets

Predicting Happiness	b_0	P	C	P^2	C^2	PC	R_1^2	R_2^2	ΔAIC
Open-Mindedness	**4.60**	**.48**	.07	**-.06**	.01	**-.30**	3.91%	3.97%	**-12.69**
SE	.32	.08	.98	.02	.73	.12			
p-value	.00	.00	.94	.01	.99	.01			.00
Aesthetic Appreciation	**4.64**	.08	.46	**-.03**	-.34	-.06	3.19%	3.14%	**-2.66**
SE	.22	.04	.70	.01	.52	.06			
p-value	.00	.06	.51	.02	.52	.36			.03
Individual Creativity	**4.75**	**.21**	-.39	-.01	.22	.13	5.65%	5.65%	2.72
SE	.16	.05	.55	.02	.47	.08			
p-value	.00	.00	.49	.35	.64	.11			.35
Intellectual Curiosity	**4.73**	**.35**	-.12	**-.04**	.13	**-.26**	3.32%	3.42%	**-11.91**
SE	.46	.08	1.29	.02	.86	.09			
p-value	.00	.00	.93	.02	.88	.01			.00

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p <$ .05 level are **bolded**.

Table 16. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Honesty/Humility and Facets

Predicting Happiness	b_0	P	C	P^2	C^2	PC	R_1^2	R_2^2	ΔAIC
Honesty/Humility	**4.98**	.10	-.81	.01	.35	.21	4.17%	4.19%	2.25
SE	.22	.06	.97	.02	1.03	.13			
p-value	.00	.11	.41	.65	.74	.10			.29
Fairness	**4.45**	.02	.68	.01	-.53	**.19**	4.79%	4.89%	**-7.87**
SE	.31	.04	.81	.01	.51	.06			
p-value	.00	.70	.40	.46	.30	.00			.00
Greed-Avoidance	**4.71**	**.08**	**-.55**	-.01	**1.23**	**.20**	3.58%	3.57%	**-25.43**
SE	.03	.01	.11	.01	.37	.05			
p-value	.00	.00	.00	.32	.00	.00			.00
Modesty	**4.83**	-.01	-.05	.00	-.12	**.08**	3.23%	3.27%	-.93
SE	.05	.02	.16	.01	.16	.03			
p-value	.00	.47	.77	.79	.45	.01			.07
Sincerity	**4.72**	.04	.23	.01	-.29	.00	3.29%	3.29%	-3.46
SE	.07	.03	.23	.01	.27	.05			
p-value	.00	.14	.32	.25	.28	.99			.47

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p <$ .05 level are **bolded**.

Table 17. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Optimism

Predicting Happiness		b_0	P	C	P^2	C^2	PC	R_1^2	R_2^2	ΔAIC
Optimism		**4.47**	**1.02**	-.18	**-.06**	.05	.01	34.98%	35.08%	**-21.78**
	SE	.08	.03	.41	.01	.47	.07			
	p-value	.00	.00	.67	.00	.92	.88			.00

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p < .05$ level are **bolded**.

Table 18. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Narcissism and Facets

Predicting Happiness	b_0	*P*	*C*	P^2	C^2	*PC*	R_1^2	R_2^2	*ΔAIC*
Narcissism	**4.85**	.00	.12	**-.06**	-.18	**.17**	3.20%	3.29%	**-5.42**
SE	.04	.02	.15	.02	.27	.06			
p-value	.00	.96	.42	.00	.49	.01			.01
Admiration	**4.83**	**-.15**	.10	**-.05**	-.25	**.12**	4.17%	4.23%	**-10.57**
SE	.05	.02	.19	.01	.26	.05			
p-value	.00	.00	.59	.00	.34	.02			.00
Rivalry	**4.85**	**.14**	.04	**-.04**	-.18	**.12**	3.76%	3.83%	**-3.33**
SE	.04	.02	.10	.01	.24	.05			
p-value	.00	.00	.68	.01	.46	.01			.03

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p <$ .05 level are **bolded**.

Table 19. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Self-Construal

Predicting Happiness	b_0	P	C	P^2	C^2	PC	R_1^2	R_2^2	ΔAIC
Self-expression vs. harmony	**4.84**	**.16**	.02	**-.02**	**-.27**	**.06**	6.89%	7.04%	**-43.50**
SE	.04	.01	.08	.00	.13	.02			
p-value	.00	.00	.82	.00	.04	.00			.00
Self-interest vs. commitment to others	**4.54**	**-.07**	-.42	**-.02**	-.21	**.06**	3.86%	4.06%	**-2.40**
SE	.18	.03	.44	.00	.26	.03			
p-value	.00	.02	.35	.00	.41	.04			.04
Consistency vs. Variability	**4.84**	**.17**	.00	.00	.02	.00	9.18%	8.28%	5.74
SE	.04	.01	.09	.00	.10	.01			
p-value	.00	.00	.96	.65	.82	.85			.97

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p <$ .05 level are **bolded**.

Table 20. Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Values of Trustworthiness, Religiosity, and Cultural Tightness

Predicting Happiness	b_0	P	C	P^2	C^2	PC	R_1^2	R_2^2	ΔAIC
Trustworthiness	**4.78**	**.42**	**-.45**	.01	-.29	**.25**	9.37%	9.53%	**-20.32**
SE	.04	.01	.12	.01	.32	.06			
p-value	.00	.00	.00	.41	.38	.00			.00
Religiosity	**4.73**	**.20**	-.02	.02	-.19	**.15**	5.49%	5.65%	**-18.36**
SE	.03	.02	.16	.01	.15	.04			
p-value	.00	.00	.92	.12	.20	.00			.00
Cultural Tightness	**4.82**	**-.12**	.44	**-.11**	-.90	**.37**	3.19%	3.31%	**-15.72**
SE	.13	.05	.57	.03	.59	.12			
p-value	.00	.02	.44	.00	.13	.00			.00

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents unstandardized regression coefficients, standard errors (SE), and corresponding p-values. ΔAIC refers to the comparison between a model with only linear individual (P) and country terms (P) to model and the full polynomial model with all linear (P, C), quadratic (P^2, C^2), and interaction between individual and country (PC). R_1^2 refers to the percentage of outcome variance explained by the model with only individual and country terms while R_2^2 refers to the percentage of outcome variance explained by the full model. All values significant at the $p < .05$ level are **bolded**.

Table 21. Standardized Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Traits and Facets

Traits	b_0	P	C	P^2	C^2	PC
Extraversion	-0.01 [-0.04, 0.03]	0.44 [0.4, 0.47]	-0.07 [-0.18, 0.05]	-0.06 [-0.08, -0.05]	0.04 [-0.07, 0.16]	0.09 [0.05, 0.13]
Assertiveness	-0.01 [-0.05, 0.03]	0.28 [0.25, 0.31]	-0.04 [-0.11, 0.02]	-0.07 [-0.08, -0.05]	0.05 [-0.01, 0.12]	0.05 [0.02, 0.09]
Energy	0 [-0.04, 0.04]	0.46 [0.4, 0.52]	-0.06 [-0.22, 0.1]	-0.06 [-0.08, -0.04]	0.06 [-0.1, 0.22]	0.08 [0.01, 0.14]
Sociability	0 [-0.05, 0.04]	0.35 [0.33, 0.37]	-0.05 [-0.12, 0.03]	-0.05 [-0.06, -0.03]	0.03 [-0.05, 0.1]	0.04 [0.02, 0.06]
Agreeableness	0 [-0.05, 0.05]	0.32 [0.24, 0.39]	0.04 [-0.33, 0.41]	0.01 [-0.02, 0.04]	-0.12 [-0.5, 0.25]	-0.01 [-0.09, 0.07]
Compassion	0 [-0.05, 0.05]	0.28 [0.22, 0.35]	-0.1 [-0.3, 0.1]	-0.01 [-0.04, 0.02]	0.04 [-0.17, 0.25]	-0.08 [-0.15, 0]
Respect	0 [-0.05, 0.05]	0.14 [0.06, 0.21]	-0.05 [-0.39, 0.29]	-0.05 [-0.08, -0.01]	-0.06 [-0.41, 0.3]	0.13 [0.04, 0.22]
Trust	0 [-0.05, 0.05]	0.32 [0.29, 0.36]	0.01 [-0.12, 0.13]	-0.01 [-0.02, 0.01]	-0.05 [-0.18, 0.07]	0.01 [-0.02, 0.05]
Conscientiousness	0 [-0.04, 0.04]	0.19 [0.15, 0.23]	-0.04 [-0.17, 0.08]	-0.03 [-0.06, -0.01]	0.05 [-0.07, 0.17]	0.09 [0.04, 0.14]
Organization	0 [-0.04, 0.04]	0.03 [-0.01, 0.07]	-0.03 [-0.17, 0.1]	-0.01 [-0.03, 0.01]	0.06 [-0.07, 0.2]	0.11 [0.06, 0.15]
Productive	0 [-0.04, 0.04]	0.25 [0.22, 0.28]	-0.03 [-0.13, 0.07]	-0.05 [-0.07, -0.03]	0.04 [-0.06, 0.14]	0.08 [0.04, 0.11]
Responsible	0.01 [-0.04, 0.05]	0.21 [0.18, 0.25]	-0.02 [-0.16, 0.11]	-0.06 [-0.08, -0.04]	0.01 [-0.12, 0.15]	0.03 [-0.01, 0.08]
Negative Emotionality	0 [-0.04, 0.03]	-0.59 [-0.6, -0.58]	0.03 [0, 0.07]	-0.1 [-0.11, -0.08]	0.03 [0, 0.07]	0.02 [0.01, 0.04]
Anxiety	-0.01 [-0.05, 0.03]	-0.37 [-0.41, -0.34]	-0.09 [-0.19, 0.02]	-0.11 [-0.13, -0.09]	0.14 [0.02, 0.25]	0 [-0.04, 0.04]

Depression	0 [-0.03, 0.03]	-0.7 [-0.72, -0.68]	0.09 [0.01, 0.17]	-0.06 [-0.07, -0.05]	0.09 [0.01, 0.16]	0.01 [-0.01, 0.03]
Emotionality	0.01 [-0.03, 0.05]	-0.38 [-0.39, -0.36]	0.01 [-0.03, 0.05]	-0.06 [-0.08, -0.05]	0.04 [0, 0.07]	0.04 [0.03, 0.06]
Open-Mindedness	0 [-0.05, 0.05]	0.23 [0.15, 0.3]	0.01 [-0.26, 0.28]	-0.04 [-0.08, -0.01]	0 [-0.27, 0.27]	-0.11 [-0.2, -0.02]
Aesthetic	0 [-0.05, 0.05]	0.05 [0, 0.11]	0.08 [-0.15, 0.3]	-0.03 [-0.05, 0]	-0.07 [-0.3, 0.15]	-0.03 [-0.09, 0.03]
Creativity	0 [-0.05, 0.04]	0.12 [0.06, 0.18]	-0.06 [-0.23, 0.11]	-0.01 [-0.04, 0.01]	0.04 [-0.13, 0.21]	0.05 [-0.01, 0.12]
Intellect	0 [-0.05, 0.05]	0.19 [0.11, 0.27]	-0.02 [-0.39, 0.36]	-0.04 [-0.07, -0.01]	0.03 [-0.35, 0.41]	-0.13 [-0.22, -0.04]
Honesty/Humility	0 [-0.05, 0.05]	0.05 [-0.01, 0.11]	-0.09 [-0.31, 0.13]	0.01 [-0.02, 0.03]	0.04 [-0.18, 0.26]	0.05 [-0.01, 0.12]
Fairness	0 [-0.04, 0.05]	0.01 [-0.05, 0.08]	0.11 [-0.15, 0.36]	0.01 [-0.01, 0.03]	-0.13 [-0.39, 0.12]	0.12 [0.05, 0.19]
Greed-Avoidance	0 [-0.04, 0.04]	0.06 [0.05, 0.08]	-0.11 [-0.15, -0.06]	-0.01 [-0.02, 0.01]	0.07 [0.03, 0.11]	0.04 [0.02, 0.05]
Modesty	0 [-0.05, 0.05]	-0.01 [-0.04, 0.02]	-0.02 [-0.12, 0.09]	0 [-0.02, 0.02]	-0.04 [-0.15, 0.07]	0.04 [0.01, 0.08]
Sincerity	0 [-0.05, 0.05]	0.03 [-0.01, 0.06]	0.05 [-0.04, 0.14]	0.01 [-0.01, 0.03]	-0.05 [-0.14, 0.04]	0 [-0.04, 0.04]
Optimism	-0.02 [-0.05, 0.02]	0.6 [0.57, 0.63]	-0.03 [-0.16, 0.1]	-0.04 [-0.05, -0.02]	0.01 [-0.12, 0.14]	0 [-0.03, 0.04]
Narcissism	0 [-0.05, 0.05]	0 [-0.03, 0.03]	0.03 [-0.04, 0.1]	-0.04 [-0.06, -0.02]	-0.03 [-0.1, 0.05]	0.05 [0.01, 0.08]
Admiration	0 [-0.05, 0.05]	-0.1 [-0.13, -0.07]	0.02 [-0.07, 0.11]	-0.04 [-0.06, -0.02]	-0.04 [-0.14, 0.05]	0.04 [0.01, 0.08]
Rivalry	0 [-0.05, 0.04]	0.09 [0.07, 0.12]	0.01 [-0.04, 0.07]	-0.03 [-0.05, -0.01]	-0.02 [-0.08, 0.04]	0.03 [0.01, 0.06]

Absolute Average	**-**	**.24**	**.05**	**.04**	**.05**	**.05**

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents standardize regression coefficients and the 95% Confidence Interval.

Table 22. Standardized Results of the Polynomial Regressions of Happiness on Individual-Level and Country-Level Values

Traits	**b_0**	**P**	**C**	**P^2**	**C^2**	**PC**
Self-expression vs. harmony	0 [-0.04, 0.05]	0.2 [0.18, 0.22]	0.01 [-0.05, 0.07]	-0.06 [-0.08, -0.04]	-0.07 [-0.13, 0]	0.04 [0.02, 0.06]
Self-interest vs. commitment to others	0.01 [-0.04, 0.05]	-0.07 [-0.12, -0.01]	-0.09 [-0.29, 0.1]	-0.06 [-0.08, -0.04]	-0.08 [-0.28, 0.12]	0.07 [0, 0.13]
Consistency vs. Variability	0.01 [-0.04, 0.05]	0.25 [0.24, 0.27]	0 [-0.08, 0.07]	0 [-0.02, 0.01]	0.01 [-0.06, 0.08]	0 [-0.02, 0.02]
Trust	0 [-0.05, 0.05]	0.26 [0.24, 0.28]	-0.1 [-0.16, -0.05]	0.01 [-0.01, 0.02]	-0.03 [-0.08, 0.03]	0.04 [0.02, 0.06]
Religiosity	0 [-0.04, 0.05]	0.14 [0.12, 0.16]	-0.01 [-0.11, 0.1]	0.02 [0, 0.03]	-0.07 [-0.17, 0.04]	0.06 [0.03, 0.1]
Cultural Tightness	0 [-0.04, 0.05]	-0.05 [-0.09, -0.01]	0.07 [-0.11, 0.24]	-0.06 [-0.08, -0.03]	-0.14 [-0.31, 0.04]	0.09 [0.04, 0.15]
Absolute Average		**.16**	**.05**	**.04**	**.07**	**.05**

Note. For the individual-level (P) and country-level (C) characteristics, their quadratic terms (P^2, C^2), and their interaction (PC), the table presents standardize regression coefficients and the 95% Confidence Interval.

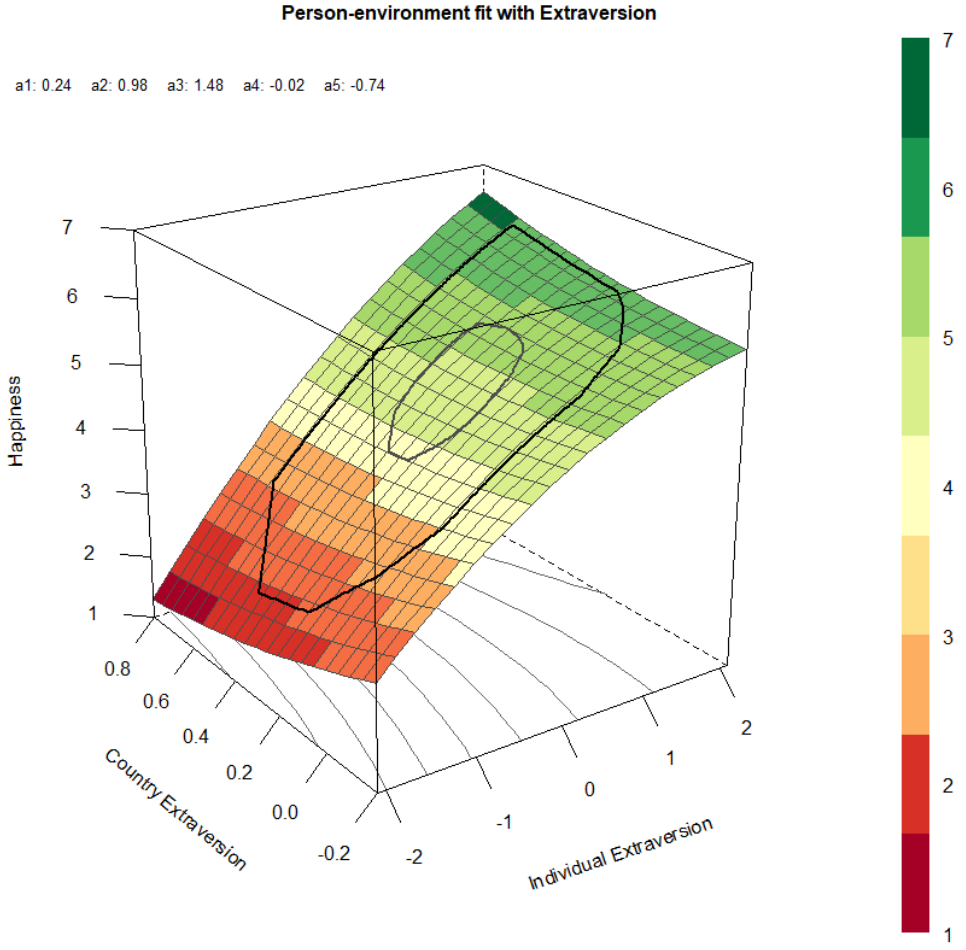

Fig 1a. Response surface plot for the Big Five trait of Extraversion. The plots are based on multilevel polynomial regression analyses that found significant individual linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

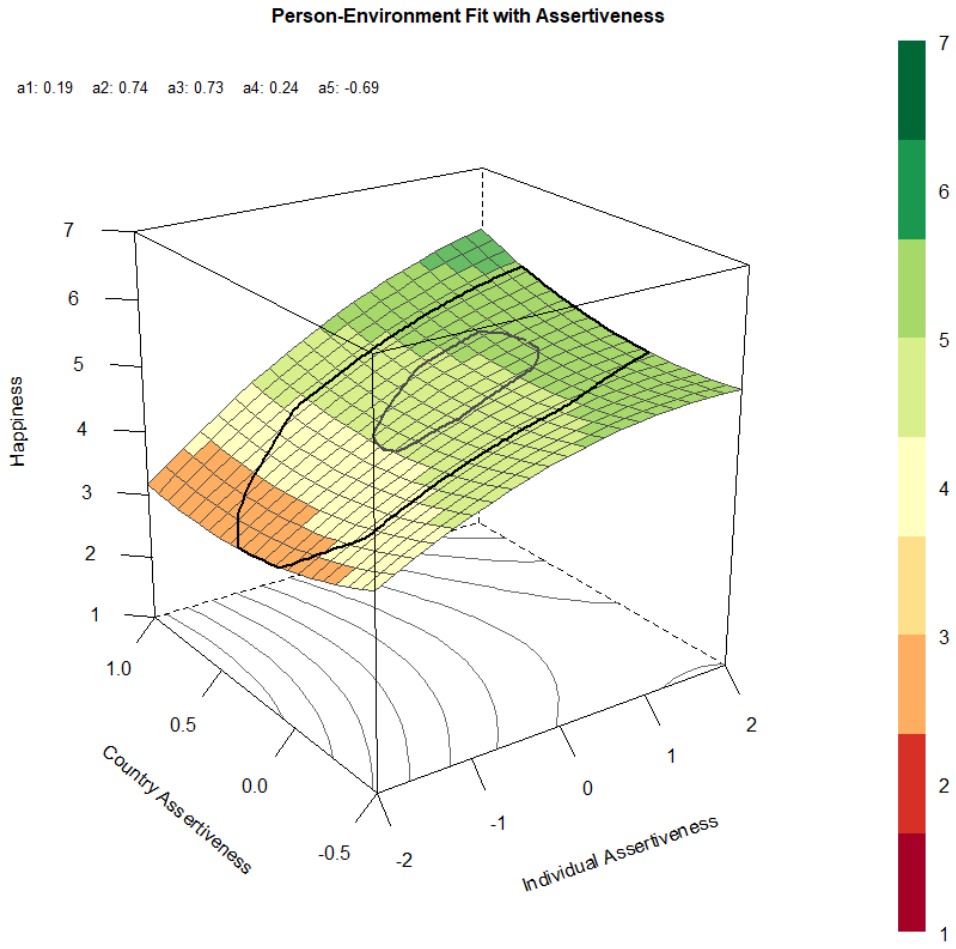

Fig 1b. Response surface plot for the Big Five facet of Assertiveness (Extraversion). The plots are based on multilevel polynomial regression analyses that found significant individual linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

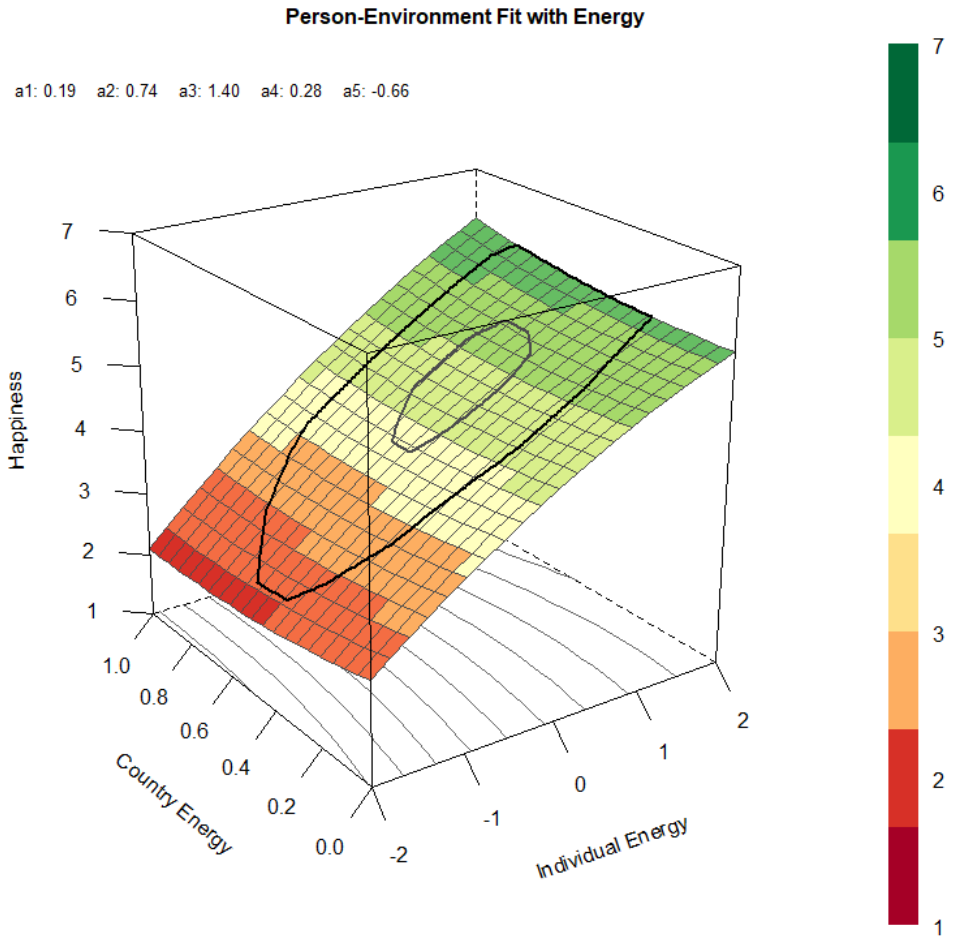

Fig 1c. Response surface plot for the Big Five facet of Energy (Extraversion). The plots are based on multilevel polynomial regression analyses that found significant individual linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

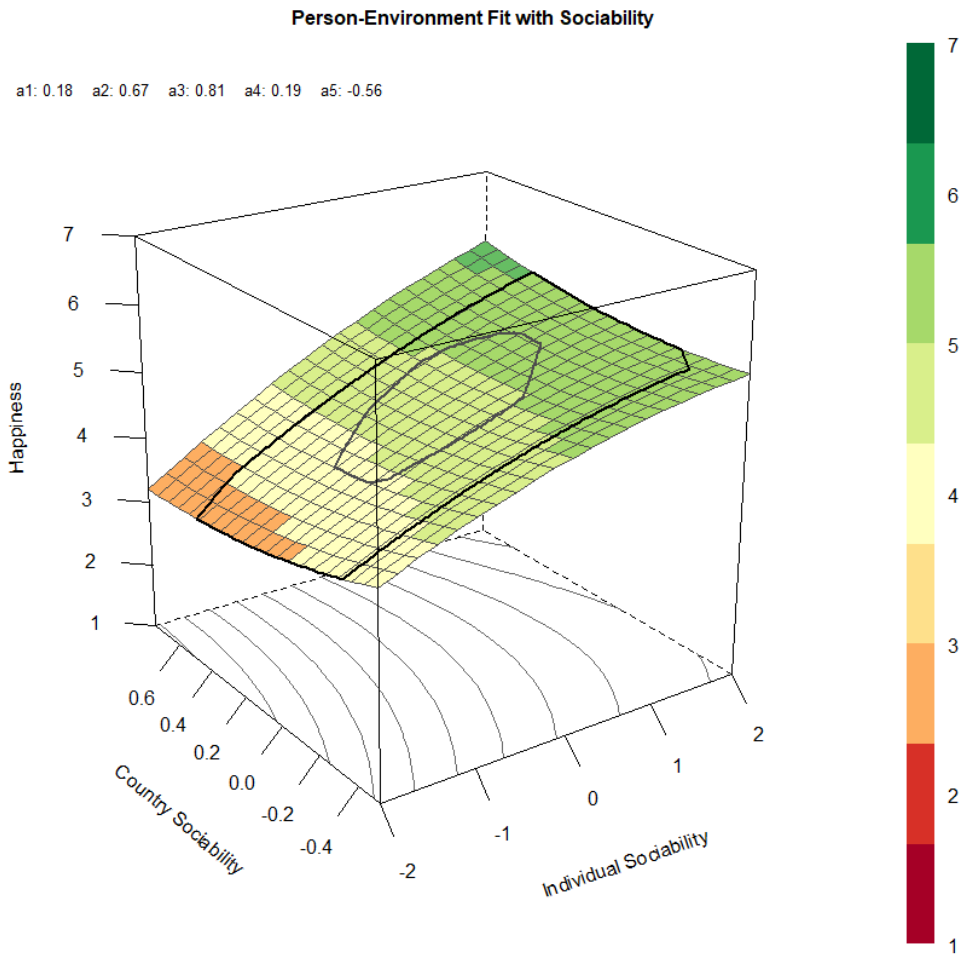

Fig 1d. Response surface plot for the Big Five facet of Sociability (Extraversion). The plots are based on multilevel polynomial regression analyses that found significant individual linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

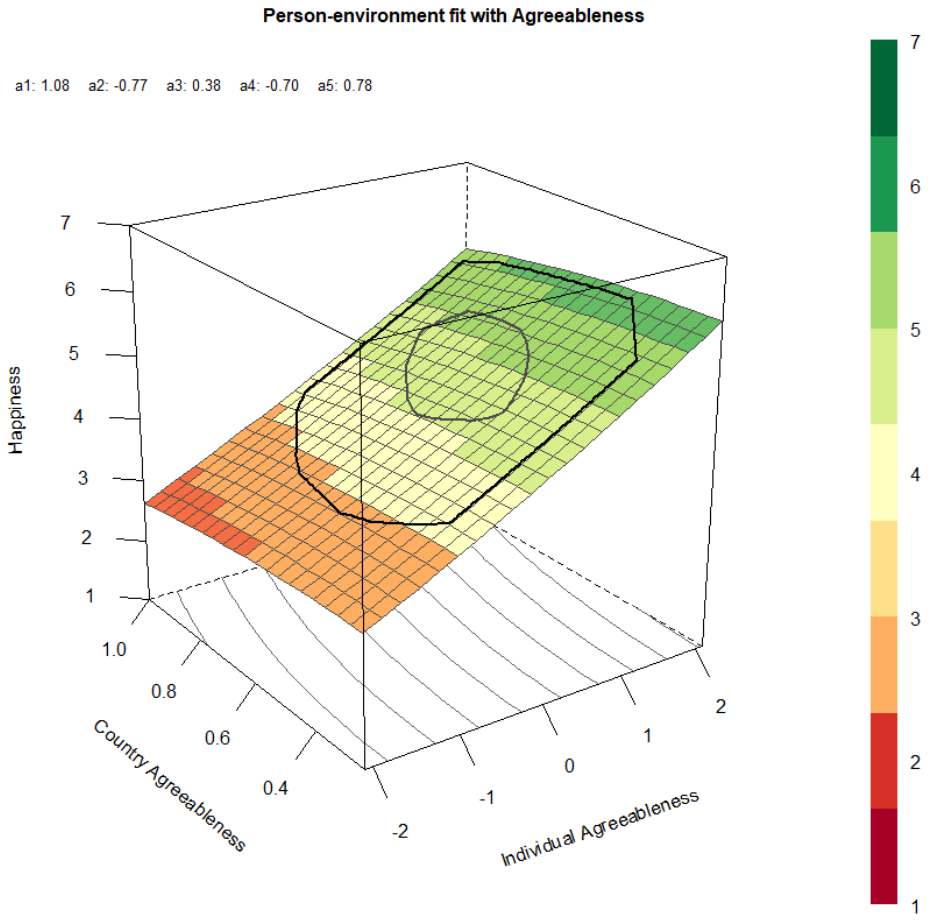

Fig 2a. Response surface plot for the Big Five trait of Agreeableness. The plots are based on multilevel polynomial regression analyses that found a significant individual linear effect but not interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

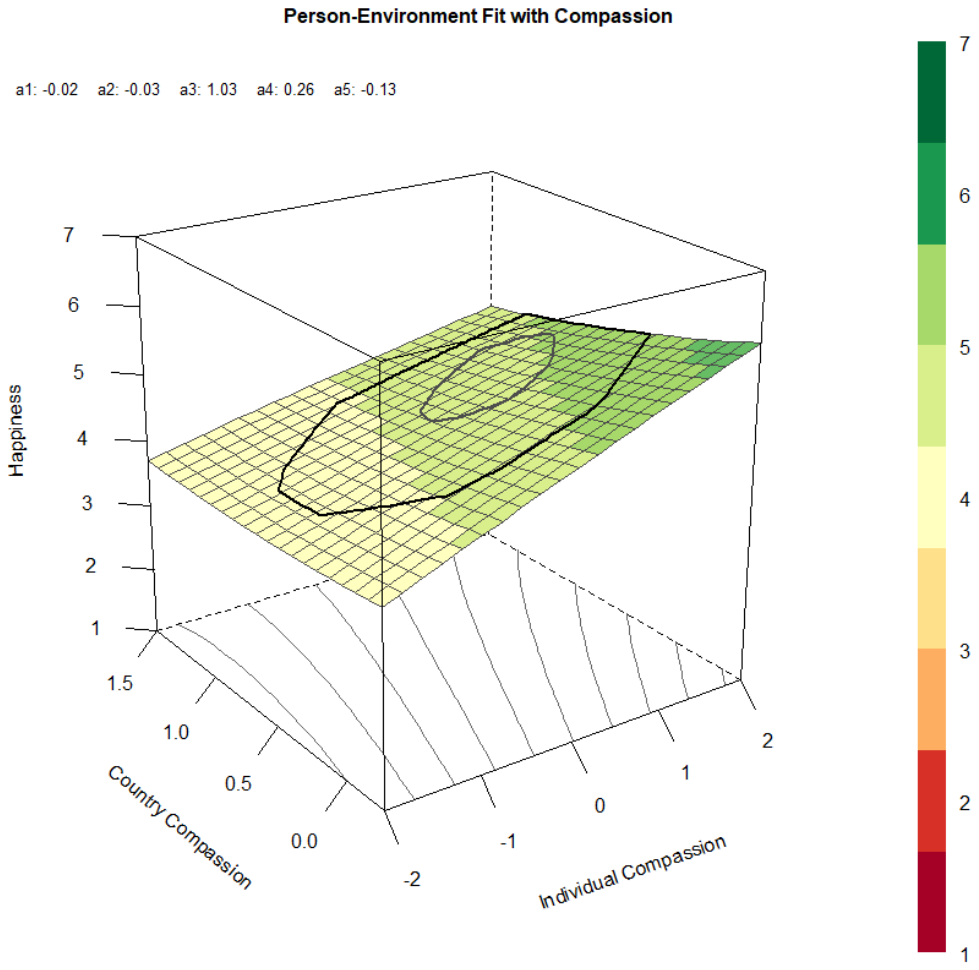

Fig 2b. Response surface plot for the Big Five facet of Compassion (Agreeableness). The plots are based on multilevel polynomial regression analyses that found a significant individual linear effect and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

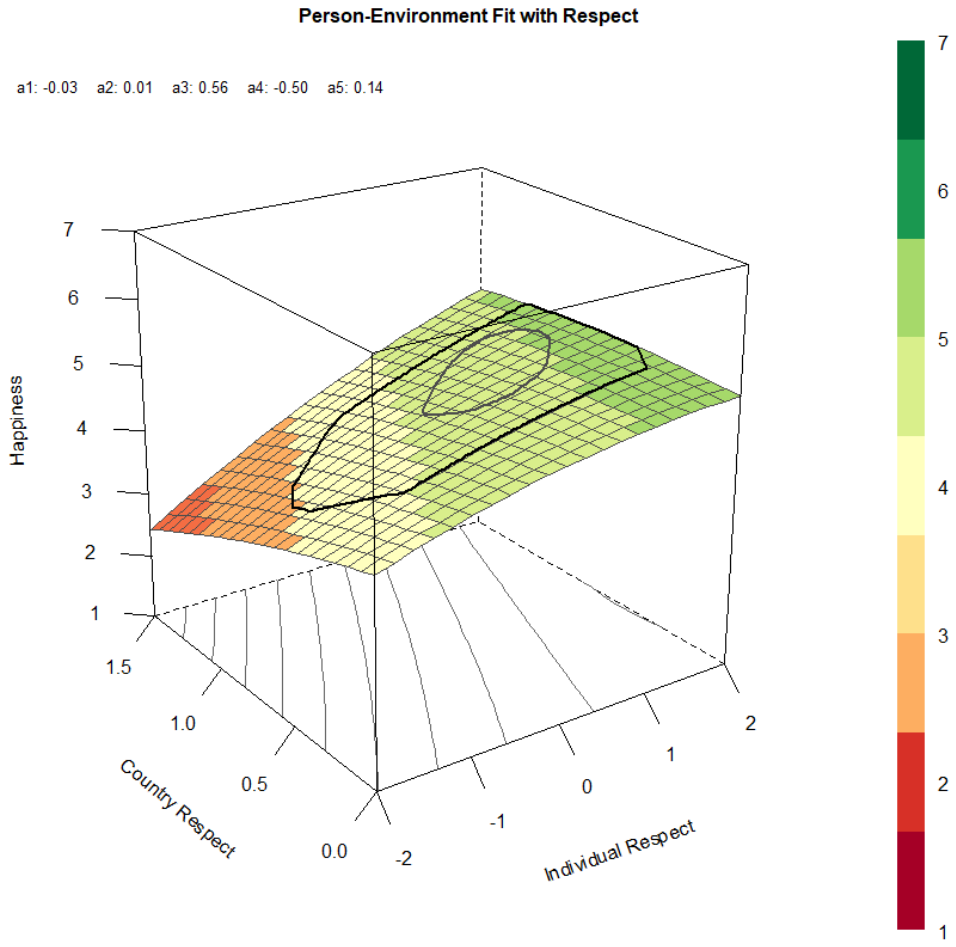

Fig 2c. Response surface plot for the Big Five facet of Respect (Agreeableness). The plots are based on multilevel polynomial regression analyses that found significant individual linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

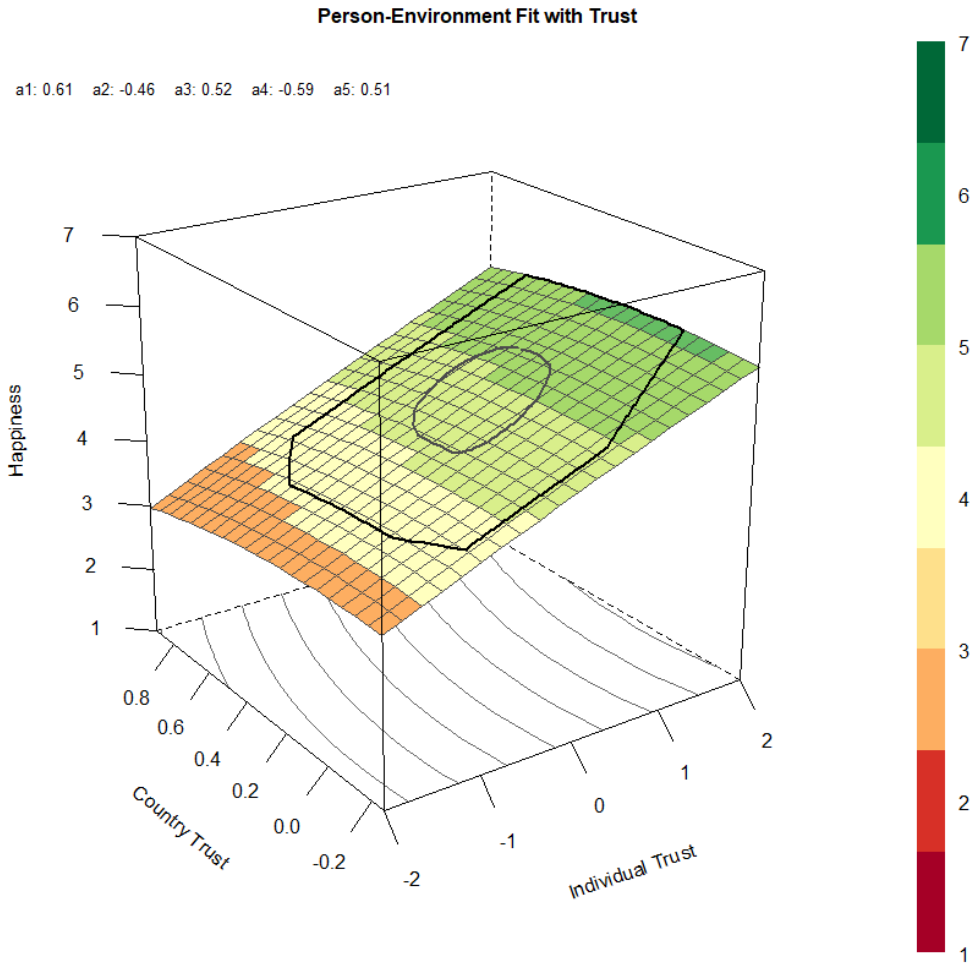

Fig 2d. Response surface plot for the Big Five facet of Trust (Agreeableness). The plots are based on multilevel polynomial regression analyses that found a significant individual linear effect but not a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

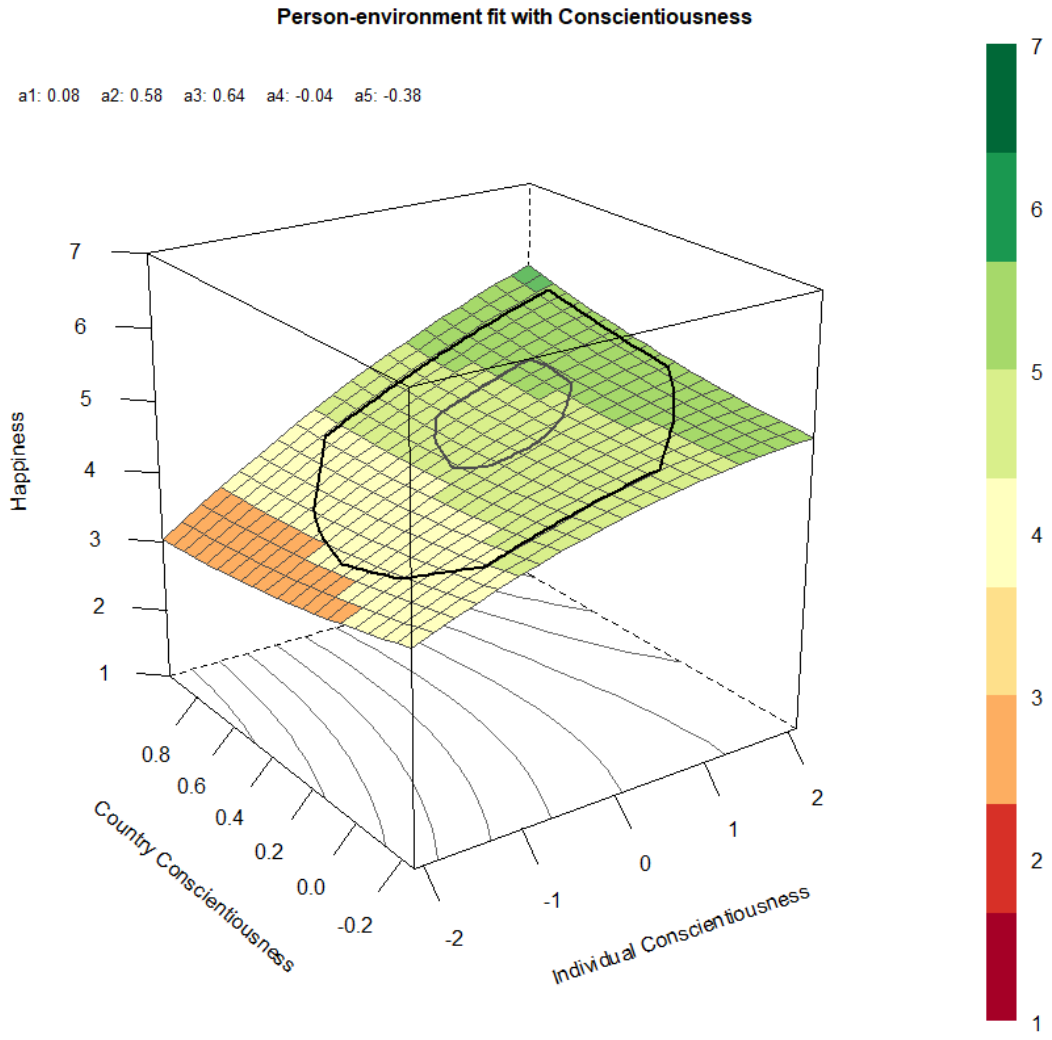

Fig 3a. Response surface plot for the Big Five trait of Conscientiousness. The plots are based on multilevel polynomial regression analyses that found significant individual linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

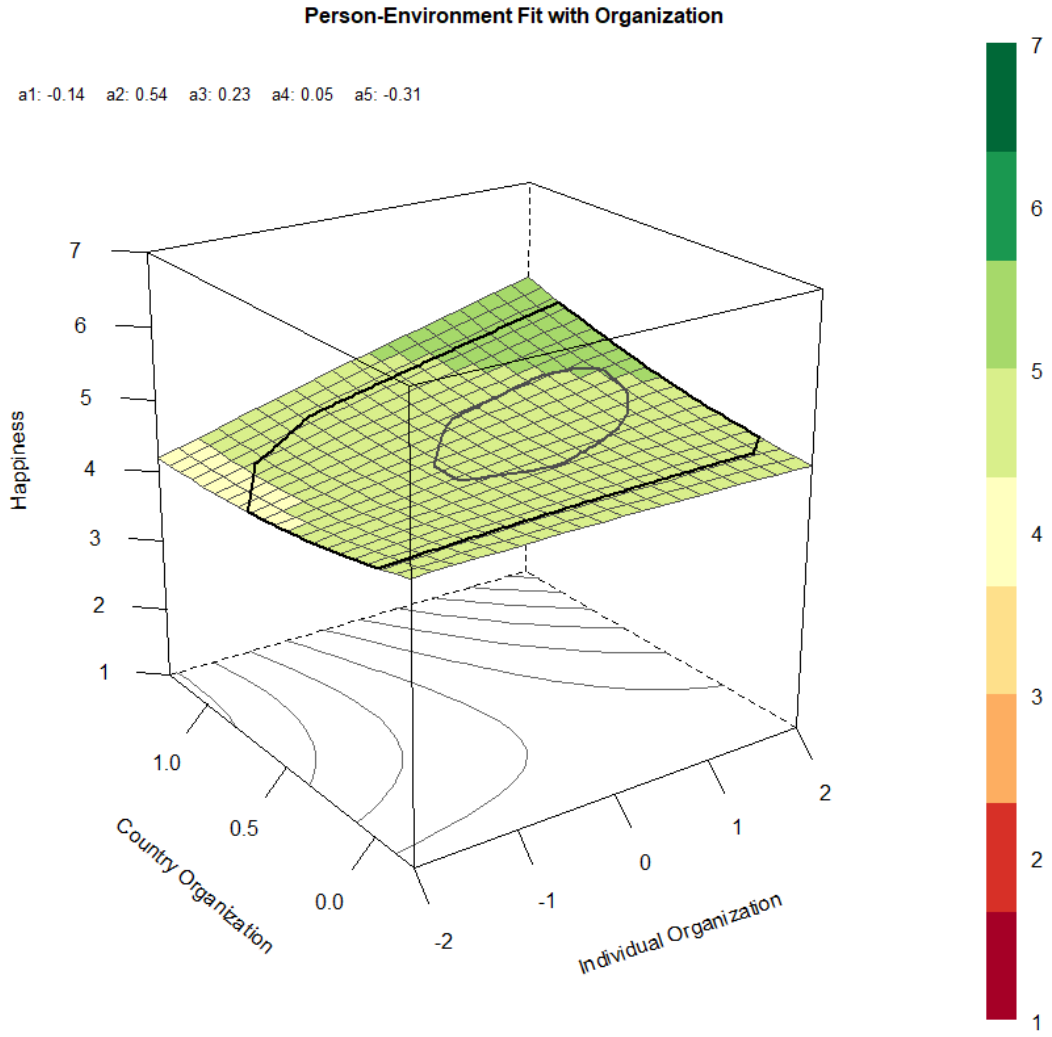

Fig 3b. Response surface plot for the Big Five facet of Organization (Conscientiousness). The plots are based on multilevel polynomial regression analyses that found a significant individual linear effect and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

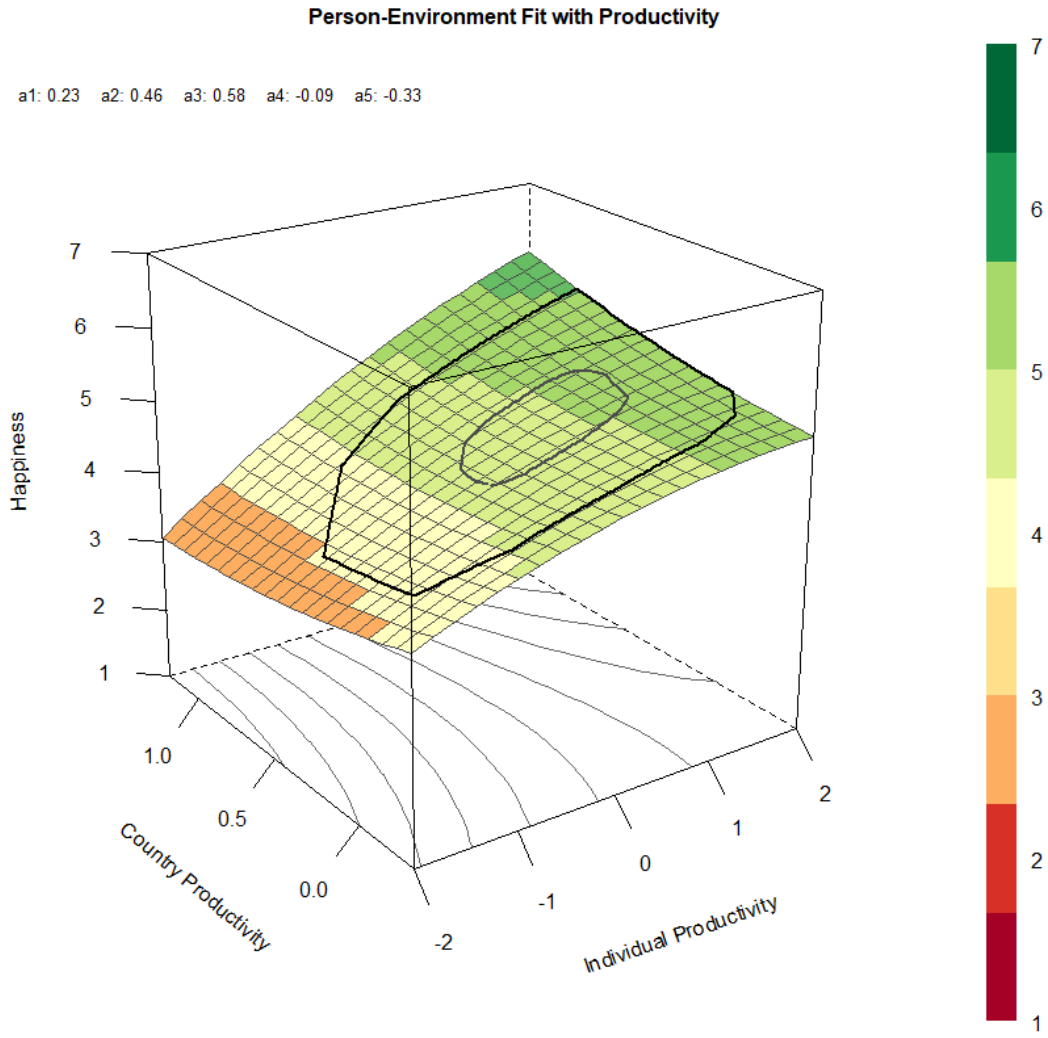

Fig 3c. Response surface plot for the Big Five facet of Productivity (Conscientiousness). The plots are based on multilevel polynomial regression analyses that found significant individual linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

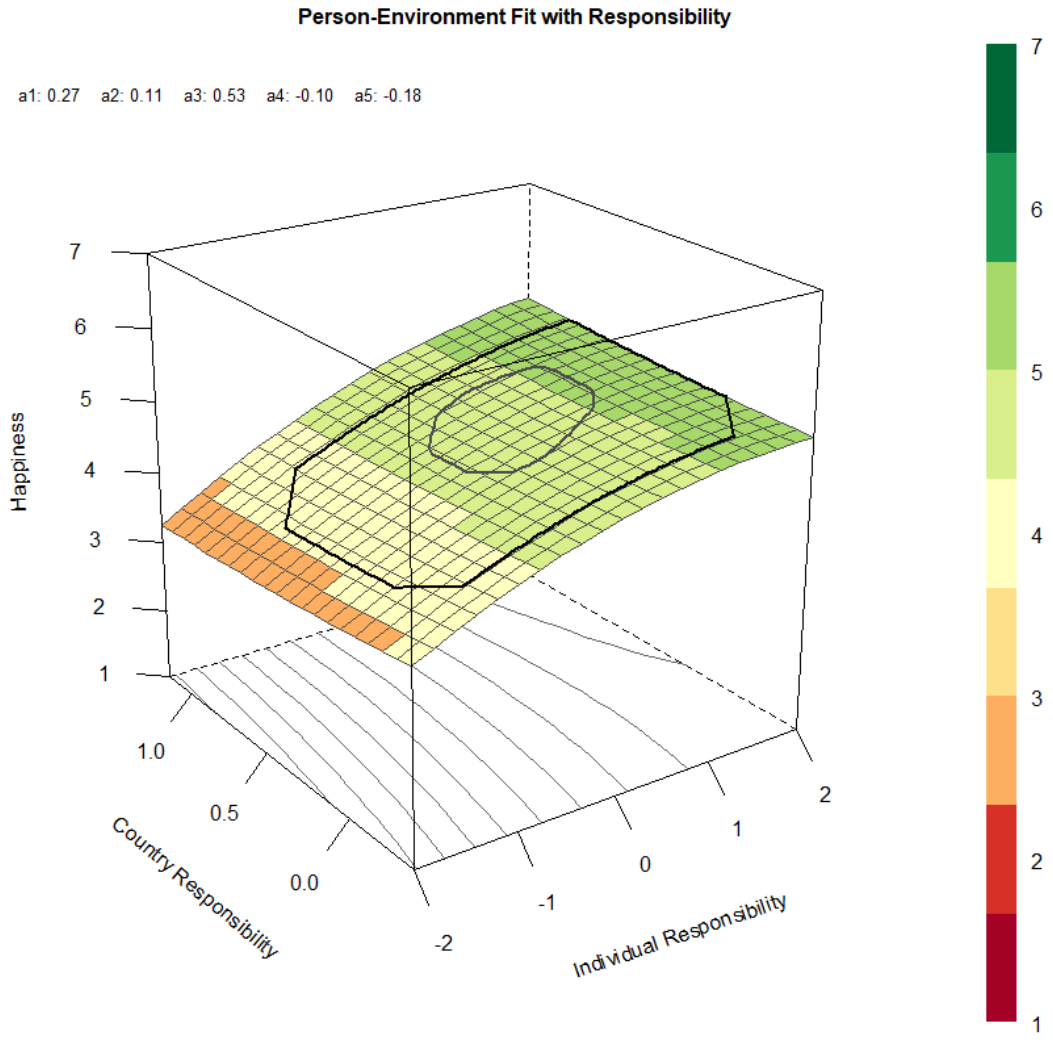

Fig 3d. Response surface plot for the Big Five facet of Responsibility (Conscientiousness). The plots are based on multilevel polynomial regression analyses that found significant individual linear and quadratic effects but not a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

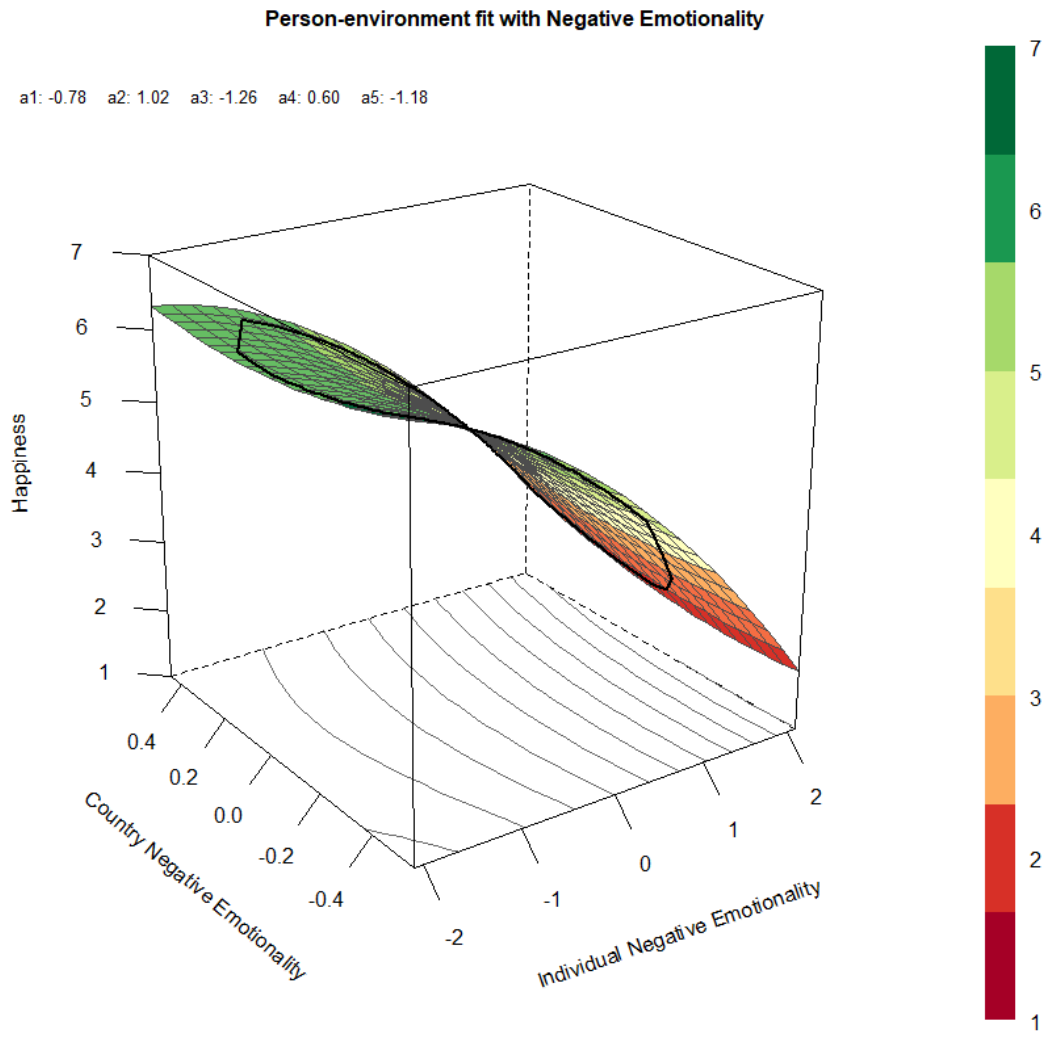

Fig 4a. Response surface plot for the Big Five trait of Negative Emotionality. The plots are based on multilevel polynomial regression analyses that found significant individual-level negative linear and quadratic effects, a significant country-level quadratic effect, and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

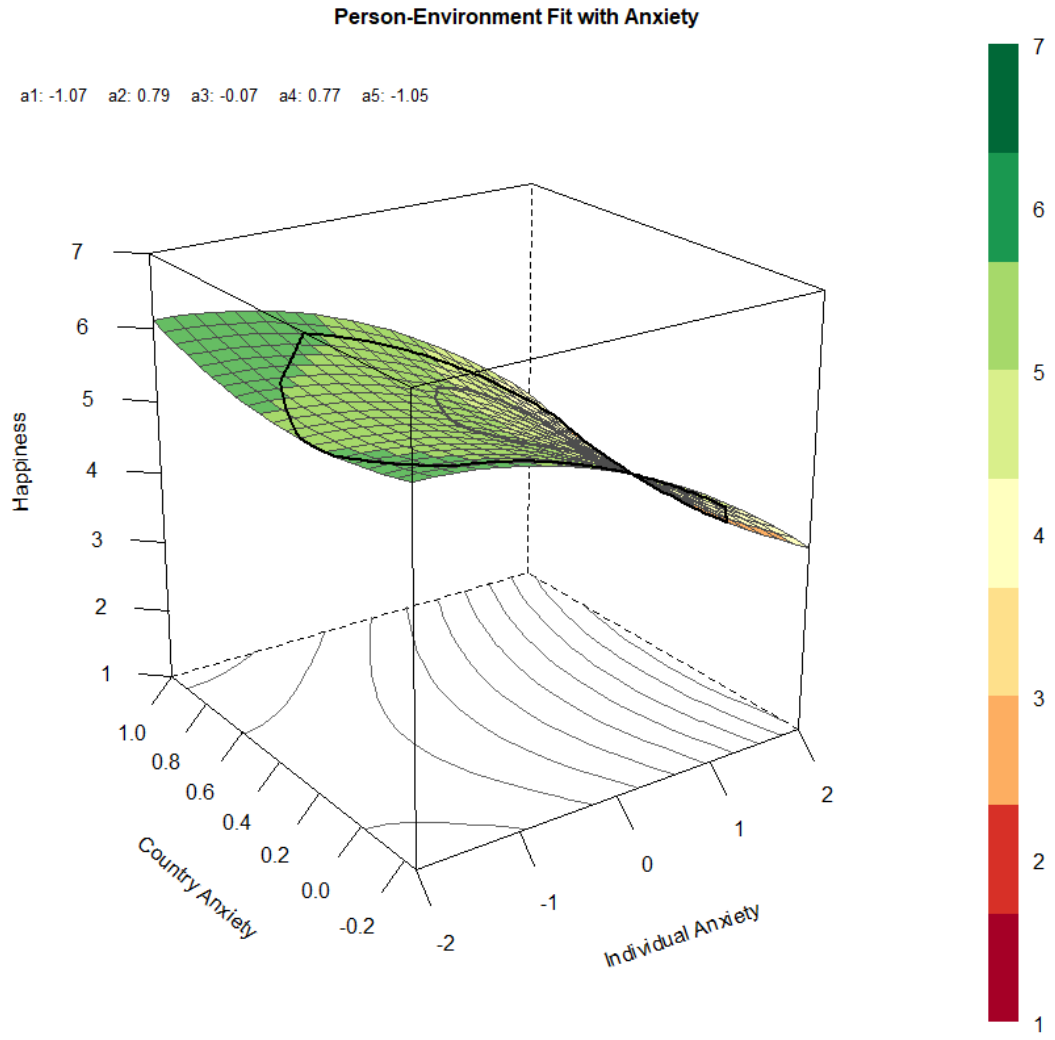

Fig 4b. Response surface plot for the Big Five facet of Anxiety (Negative Emotionality). The plots are based on multilevel polynomial regression analyses that found significant individual-level negative linear and quadratic effects, a significant country-level quadratic effect, but not a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

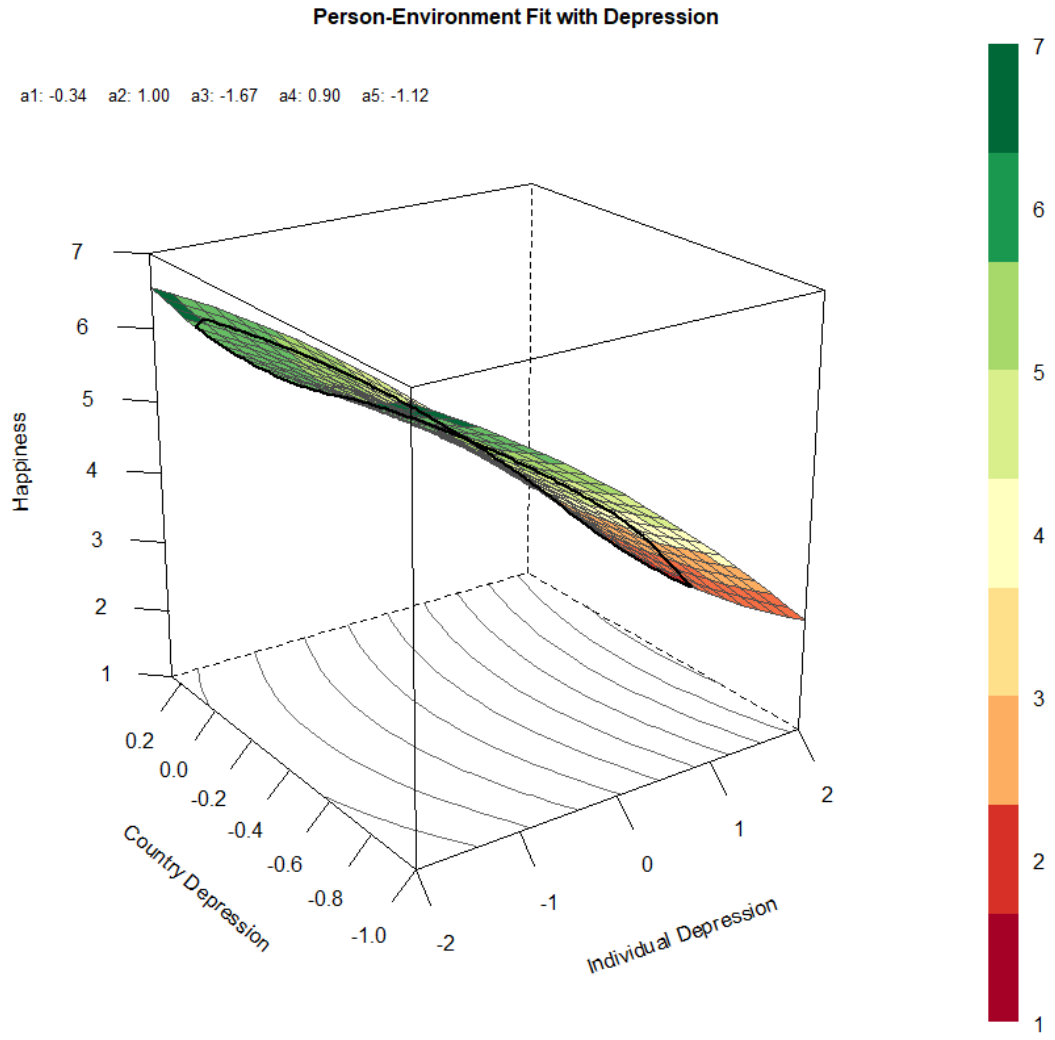

Fig 4c. Response surface plot for the Big Five facet of Depression (Negative Emotionality). The plots are based on multilevel polynomial regression analyses that found significantly negative individual-level linear and quadratic effects, significantly positive country-level linear and quadratic effects, but not a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

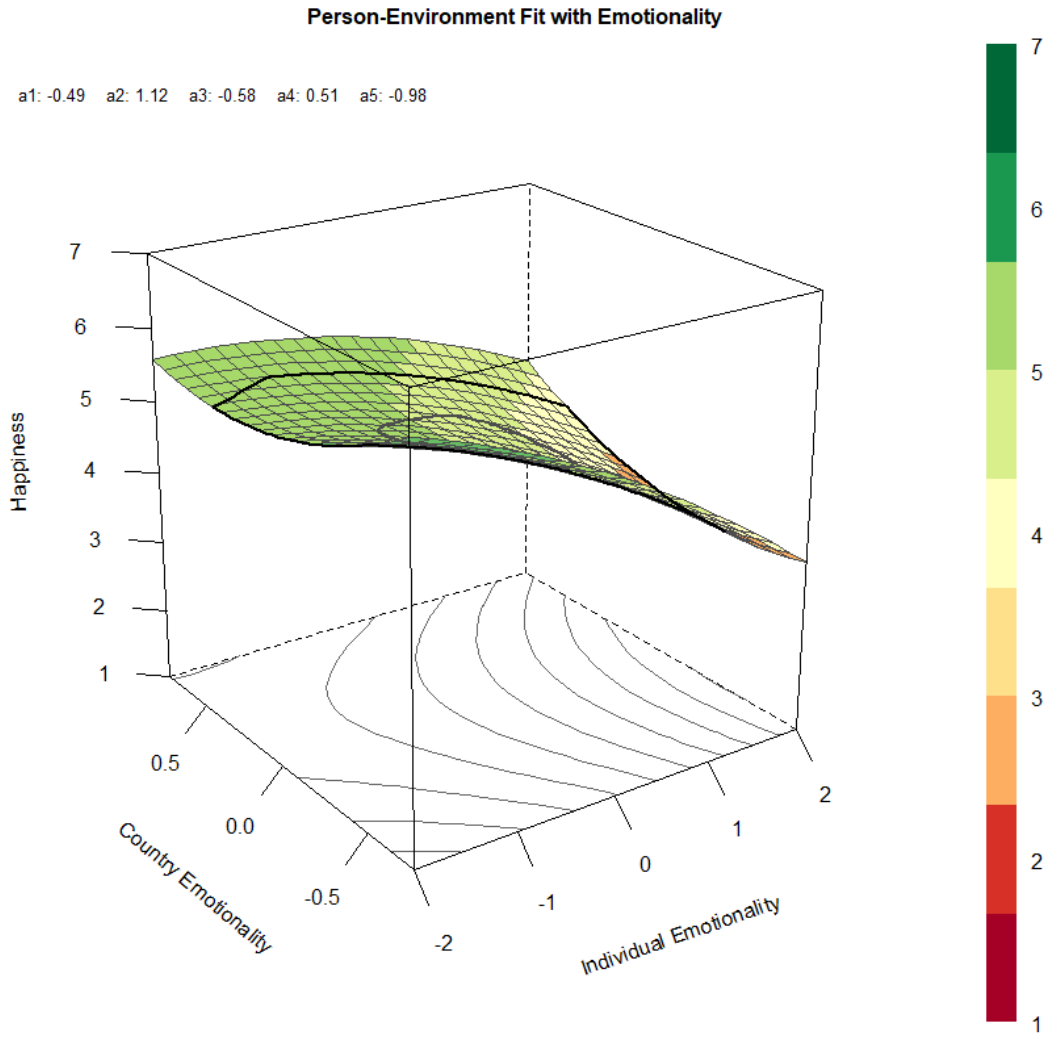

Fig 4d. Response surface plot for the Big Five facet of Emotionality (Negative Emotionality). The plots are based on multilevel polynomial regression analyses that found significantly negative individual-level linear and quadratic effects, a significant country-level quadratic effect, and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

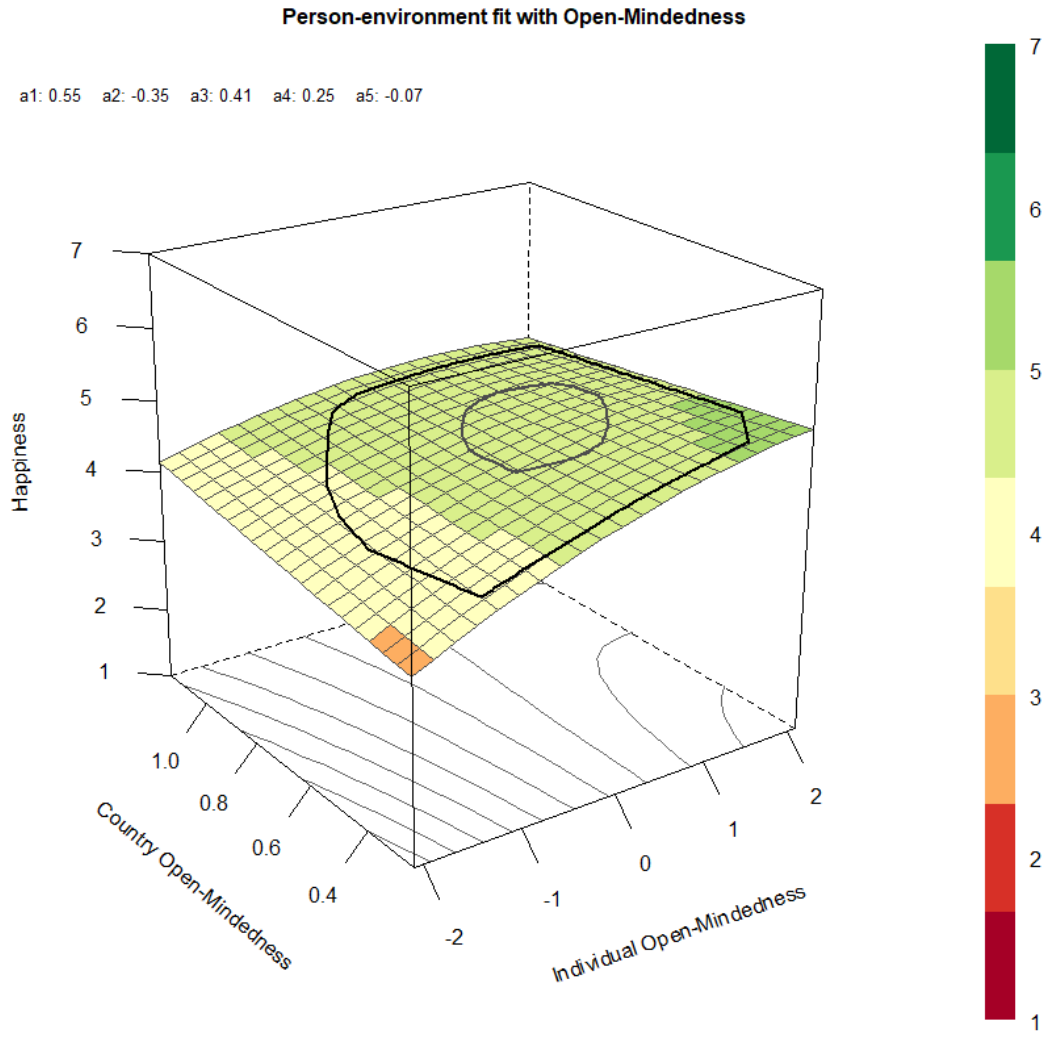

Fig 5a. Response surface plot for the Big Five trait of Open-Mindedness. The plots are based on multilevel polynomial regression analyses that found significant individual-level linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

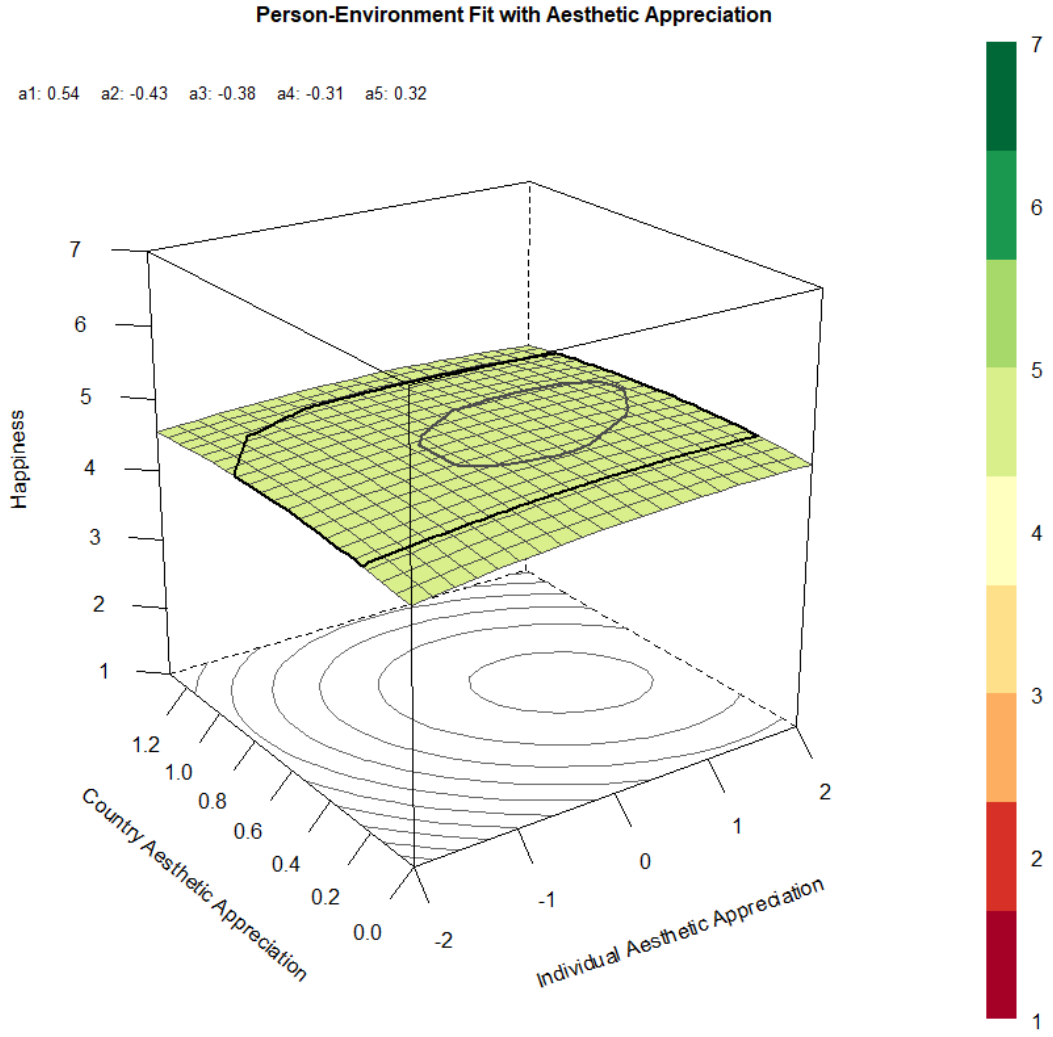

Fig 5b. Response surface plot for the Big Five facet of Aesthetic Appreciation (Open-Mindedness). The plots are based on multilevel polynomial regression analyses that found no significant individual-level or country-level linear effects and no interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

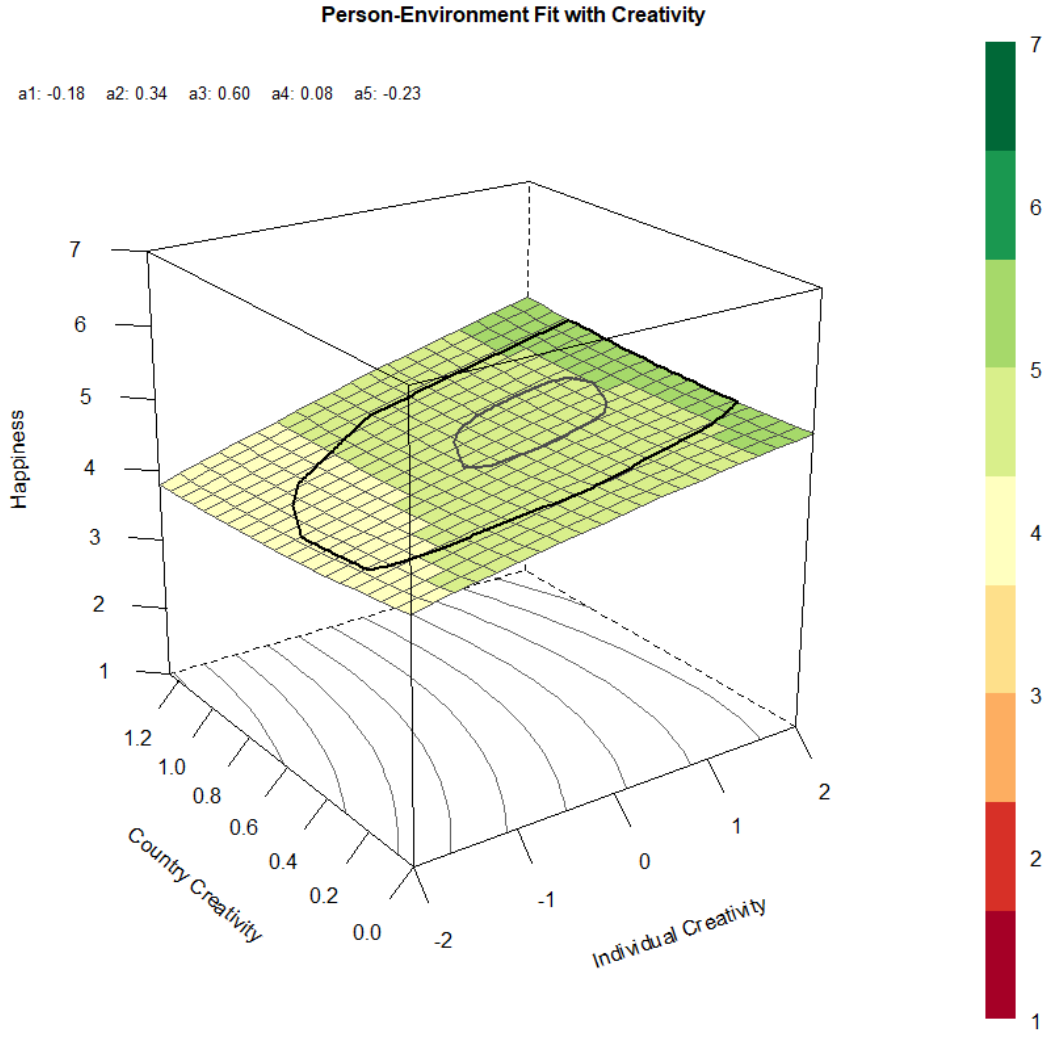

Fig 5c. Response surface plot for the Big Five facet of Creativity (Open-Mindedness). The plots are based on multilevel polynomial regression analyses that found a significant individual-level effect but no interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

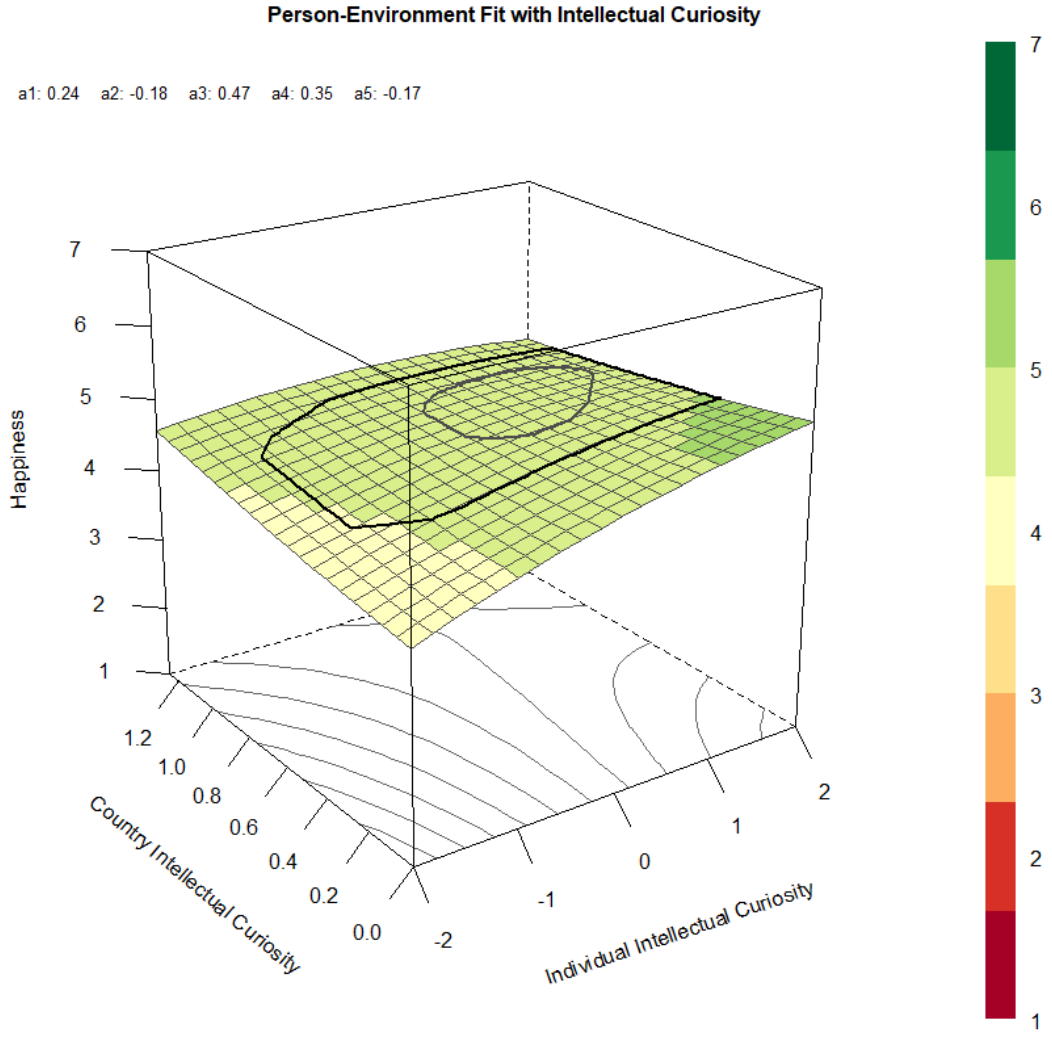

Fig 5d. Response surface plot for the Big Five facet of Intellectual Curiosity (Open-Mindedness). The plots are based on multilevel polynomial regression analyses that found significant individual-level linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

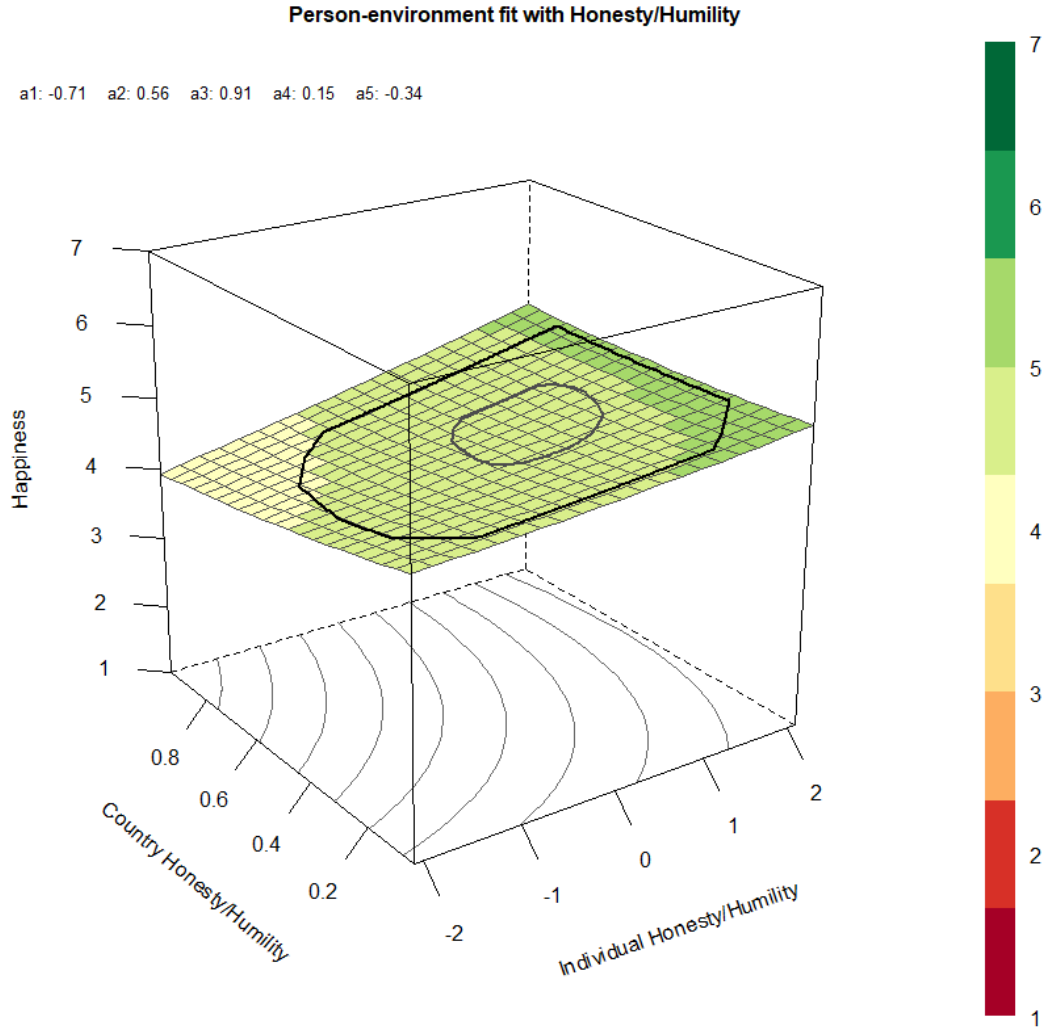

Fig 6a. Response surface plot for the trait of Honesty/Humility. The plots are based on multilevel polynomial regression analyses that found no significant individual or country-level effects and no interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

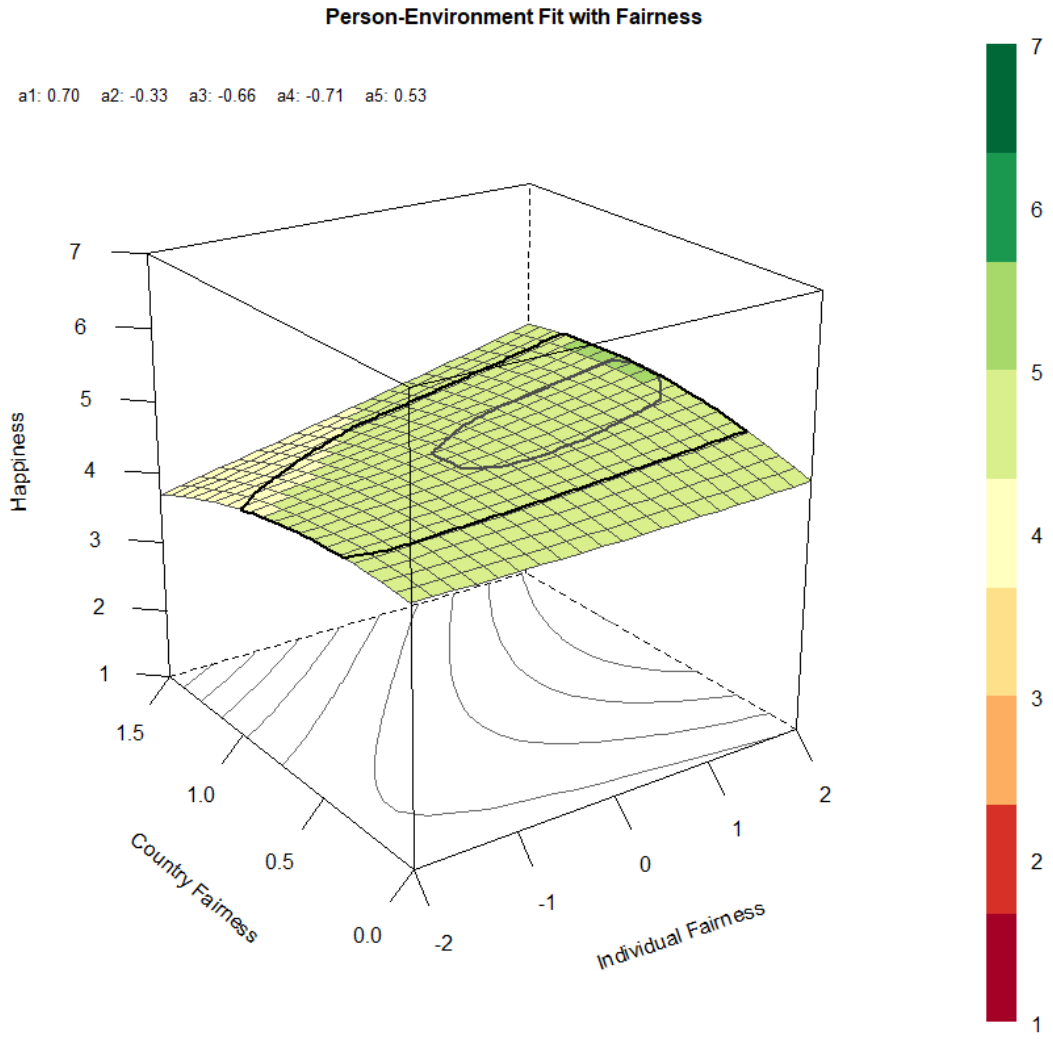

Fig 6b. Response surface plot for the facet of Fairness (Honesty/Humility). The plots are based on multilevel polynomial regression analyses that found no significant individual or country-level effects but a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

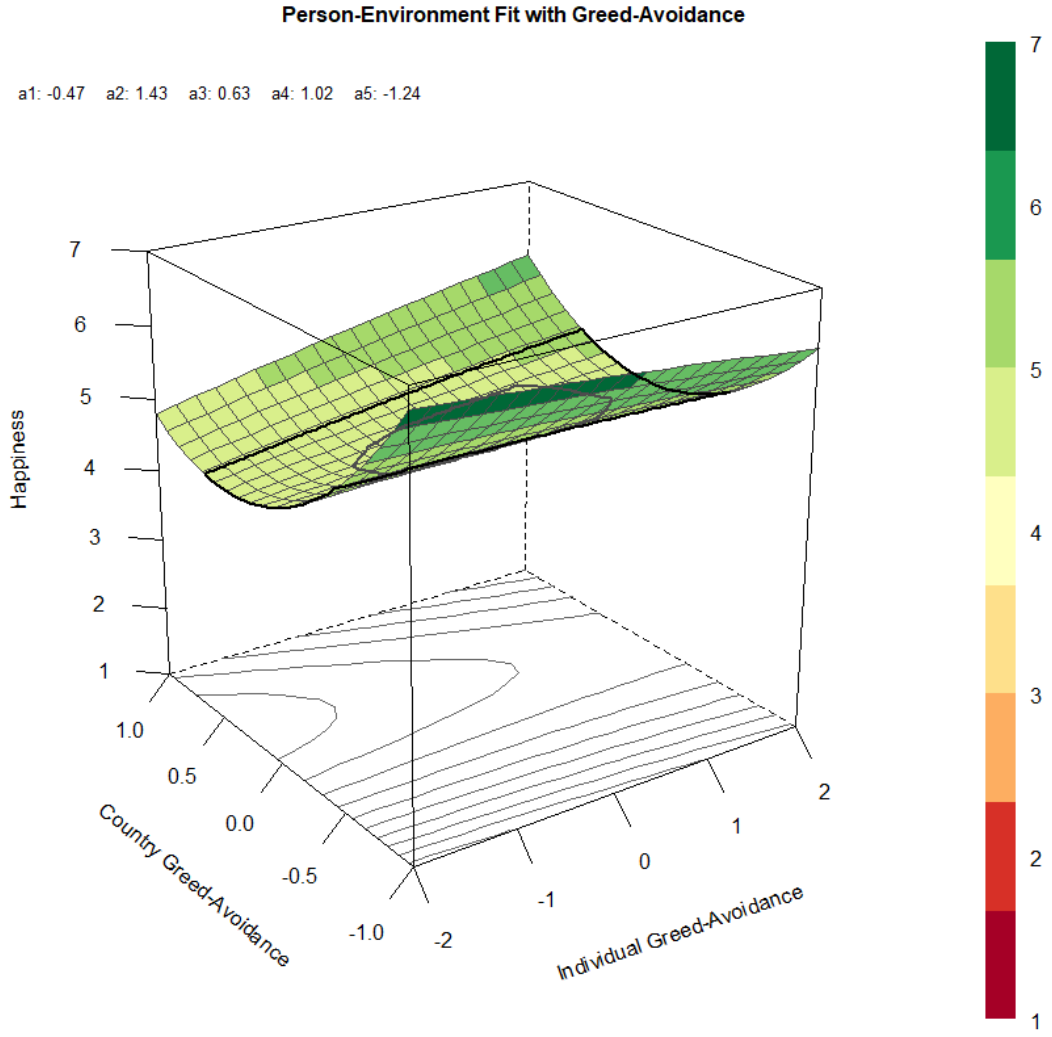

Fig 6c. Response surface plot for the facet of Greed-Avoidance (Honesty/Humility). The plots are based on multilevel polynomial regression analyses that found significant linear individual and country-level effects, a significant country-level quadratic effect, and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

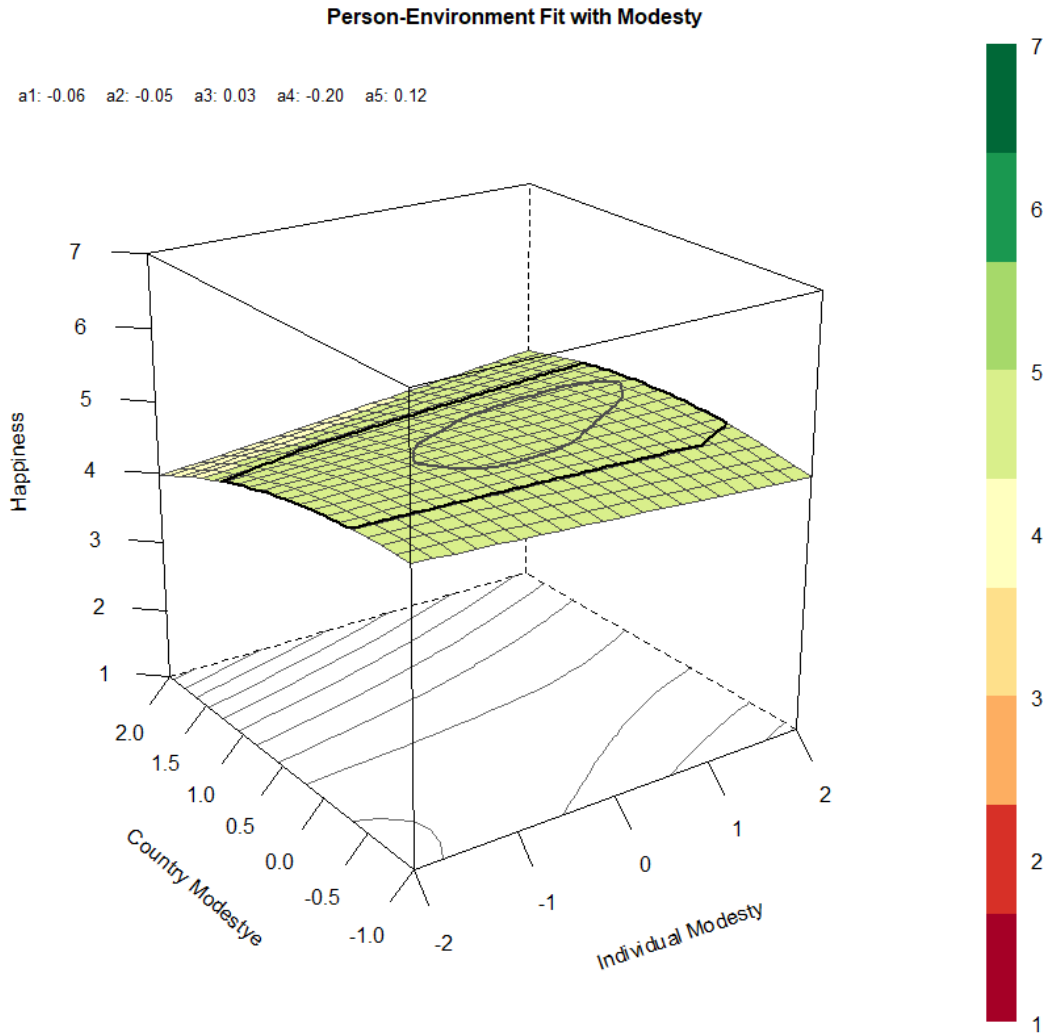

Fig 6d. Response surface plot for the facet of Greed-Avoidance (Honesty/Humility). The plots are based on multilevel polynomial regression analyses that found no individual or country-level effects but a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

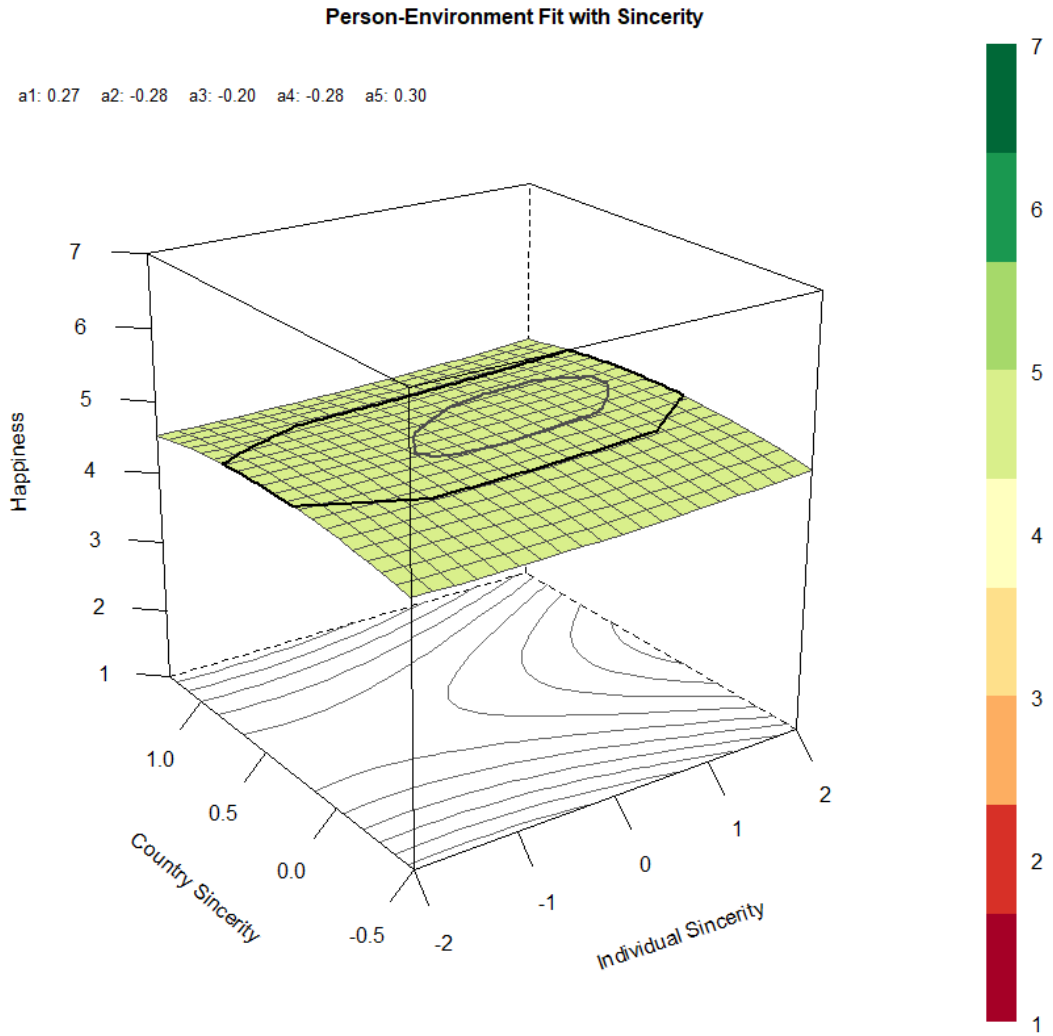

Fig 6e. Response surface plot for the facet of Sincerity (Honesty/Humility). The plots are based on multilevel polynomial regression analyses that found no individual or country-level effects but a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

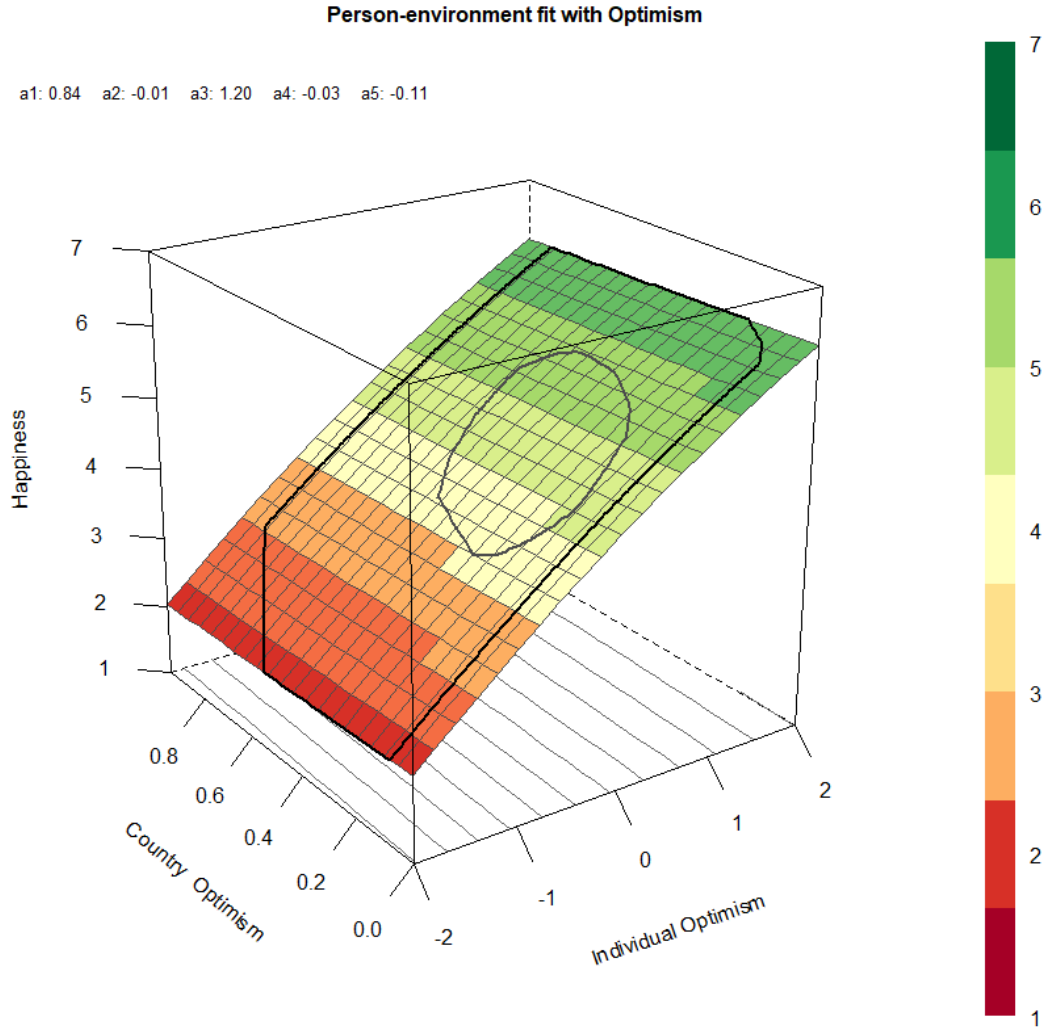

Fig 7. Response surface plot for the trait of Optimism. The plots are based on multilevel polynomial regression analyses that found significant individual-level linear and quadratic effects but no country-level effects or interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

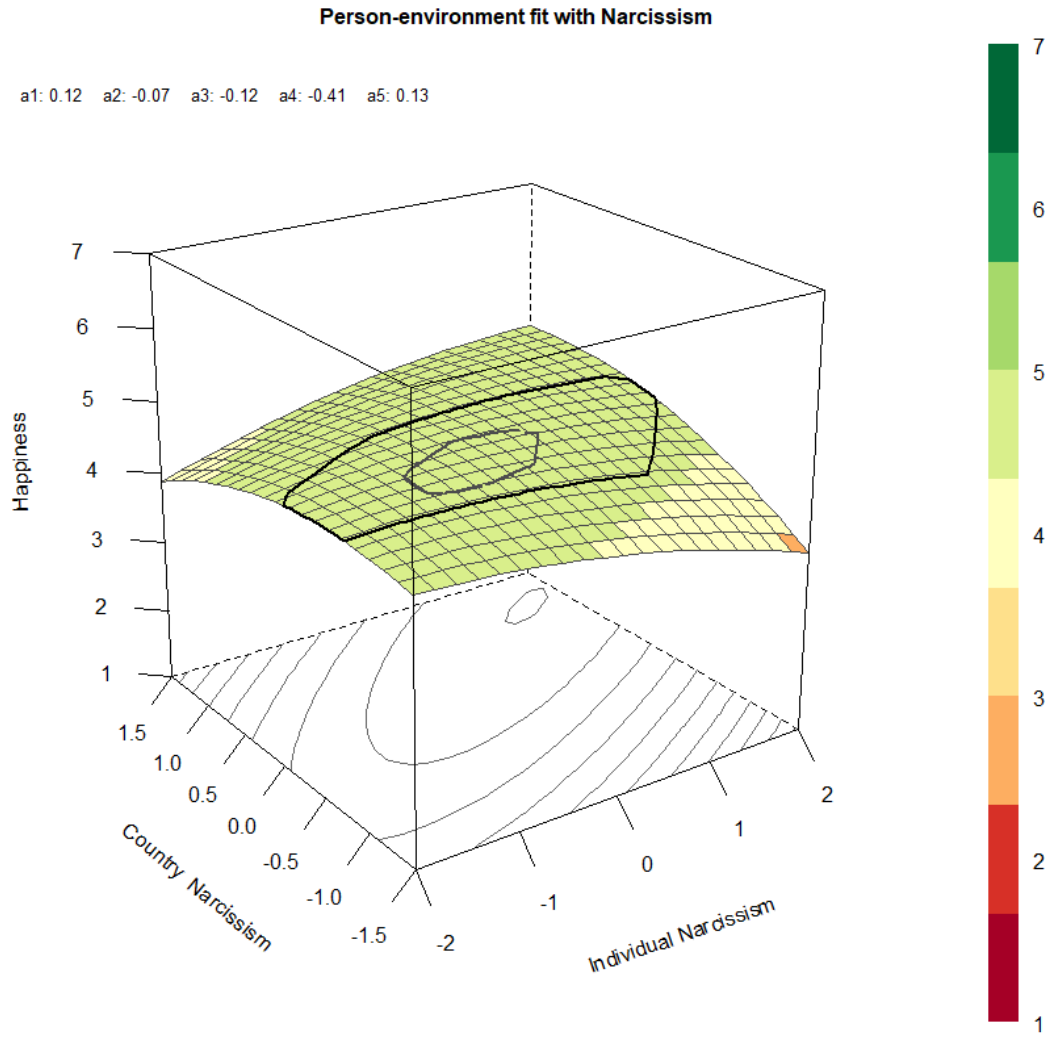

Fig 8a. Response surface plot for the trait of Narcissism. The plots are based on multilevel polynomial regression analyses that no individual or country-level linear effects but there was a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

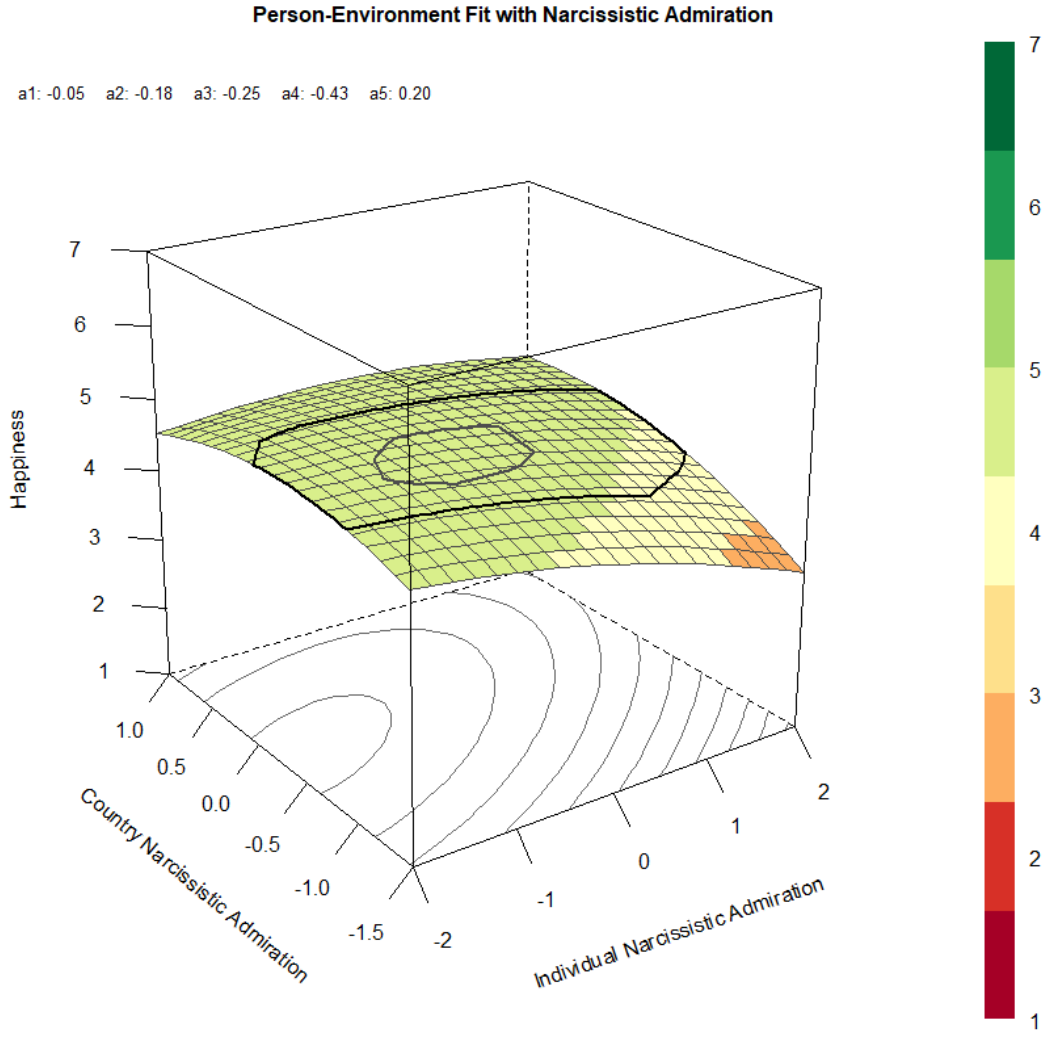

Fig 8b. Response surface plot for the facet of Narcissism – Admiration. The plots are based on multilevel polynomial regression analyses found significant individual-level linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

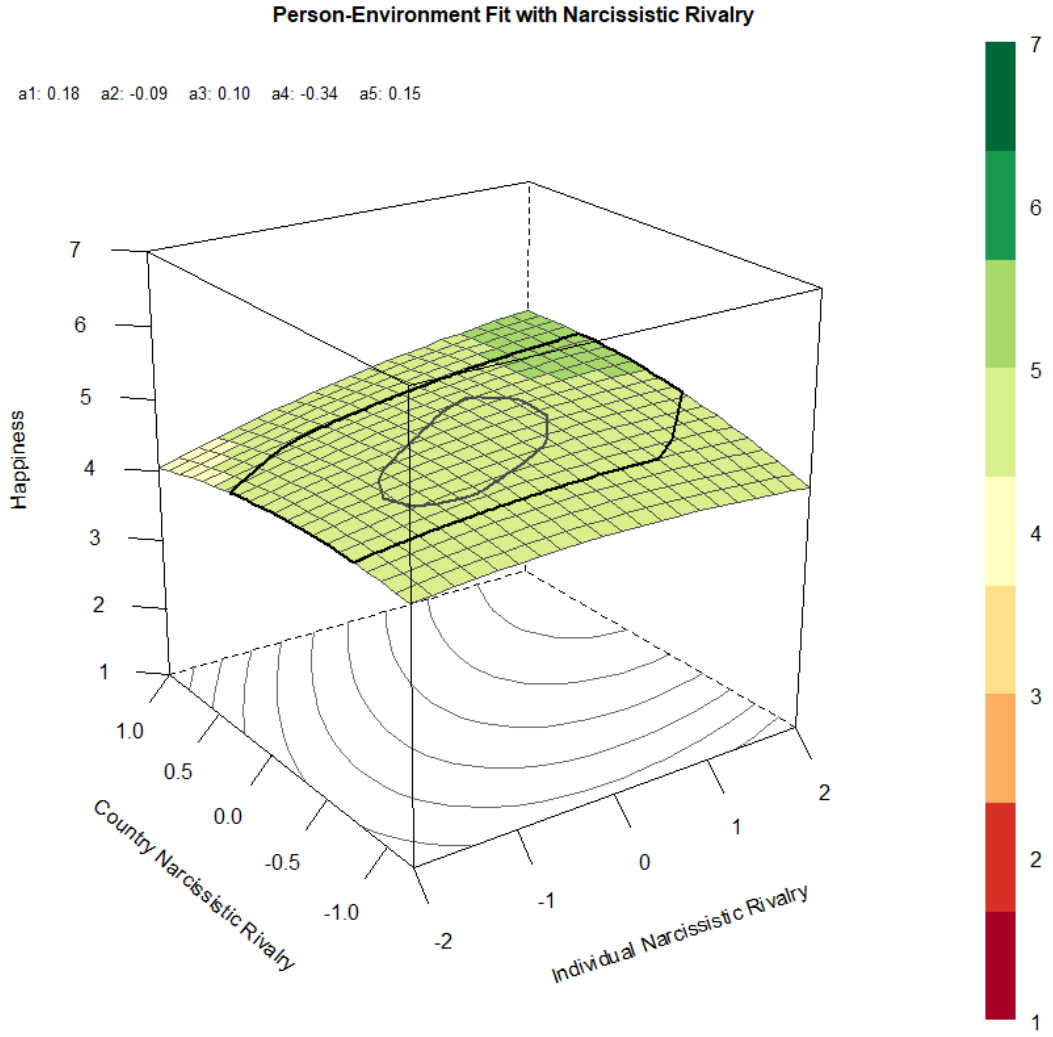

Fig 8c. Response surface plot for the facet of Narcissism – Rivalry. The plots are based on multilevel polynomial regression analyses found significant individual-level linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

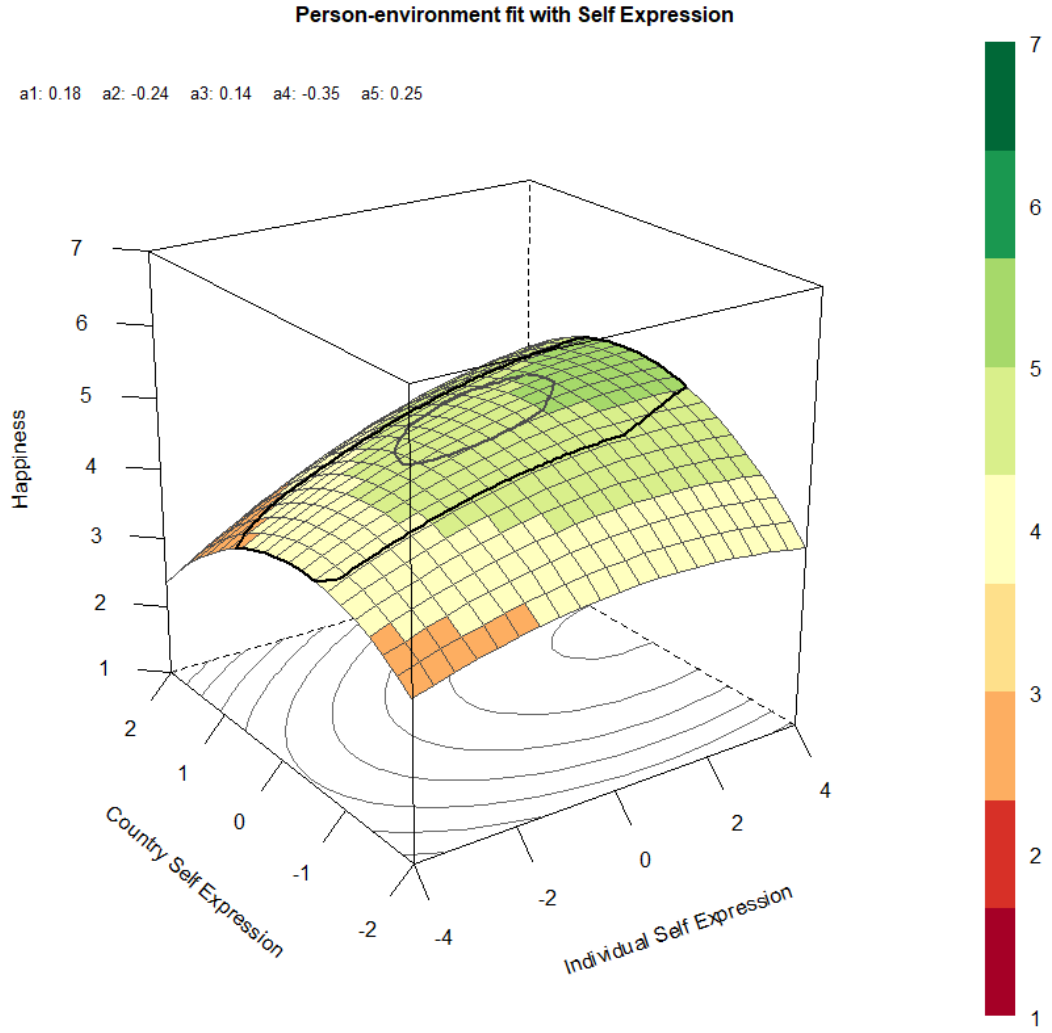

Fig 9a. Response surface plot for the self-construal value of Self-expression vs. Harmony, with high scores indicating higher self-expression. The plots are based on multilevel polynomial regression analyses that found significant individual-level linear and quadratic effects, a significant country-level quadratic effect, and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

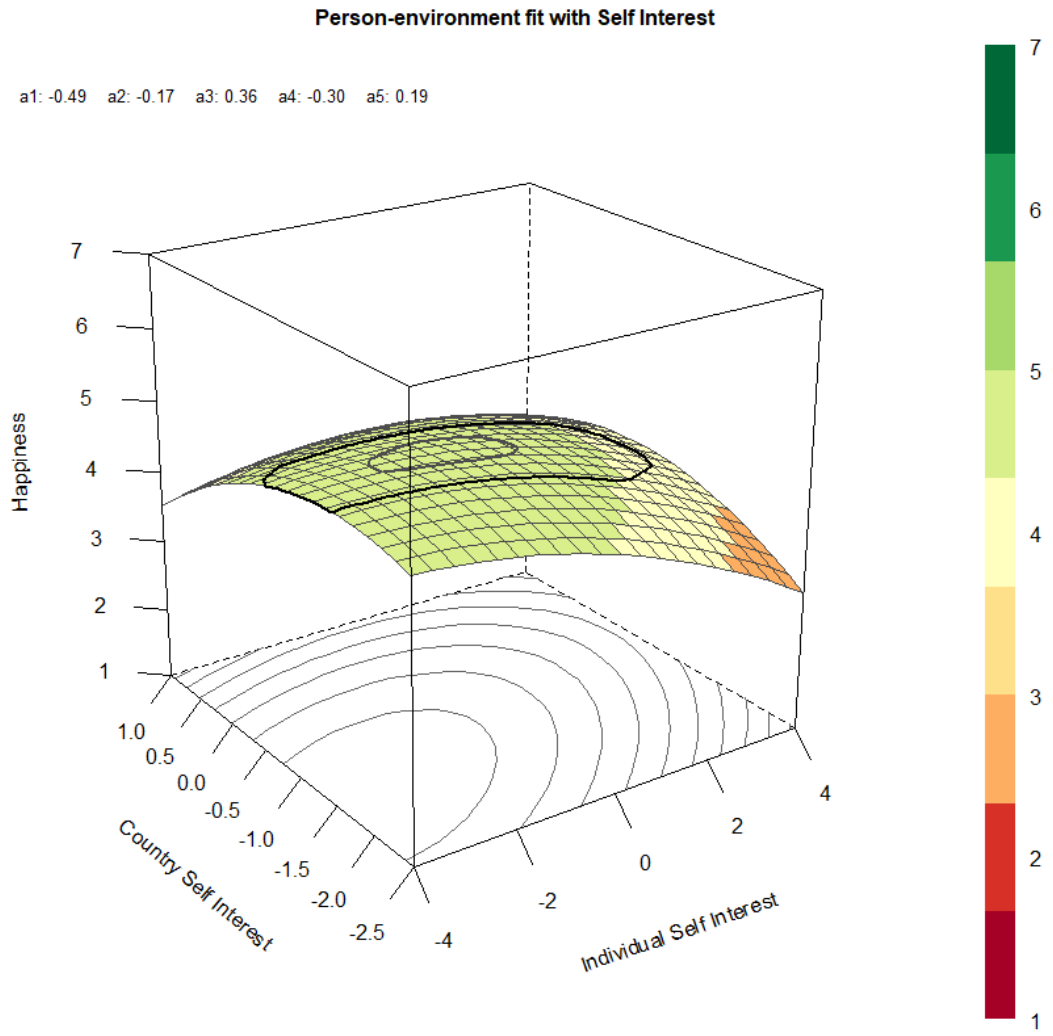

Fig 9b. Response surface plot for the self-construal value of Self-interest vs. Commitment to others, with high scores indicating higher self-interest. The plots are based on multilevel polynomial regression analyses that found significant individual-level linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

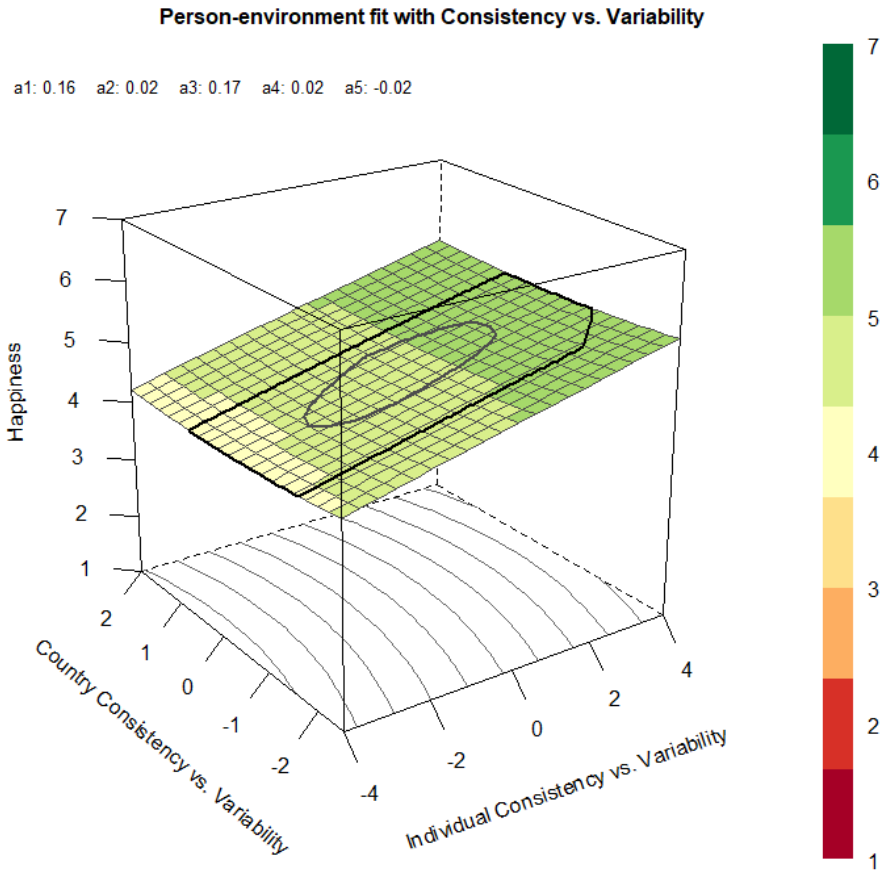

Fig 9c. Response surface plot for the self-construal value of Consistency vs. Variability, with high scores indicating higher consistency. The plots are based on multilevel polynomial regression analyses that found a significant individual-level linear effect but not a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

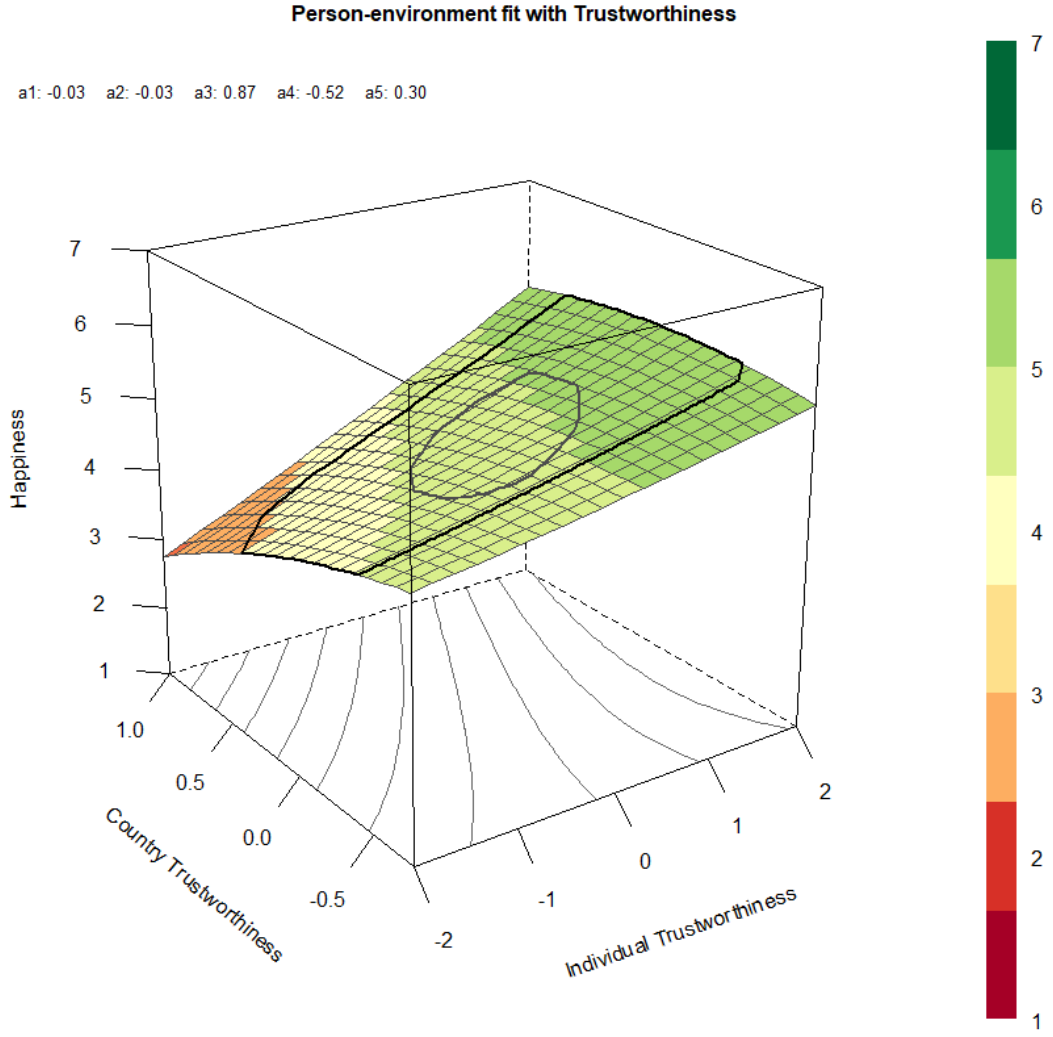

Fig 10. Response surface plot for the value of Trustworthiness. The plots are based on multilevel polynomial regression analyses that found significant linear individual-level and country-level effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

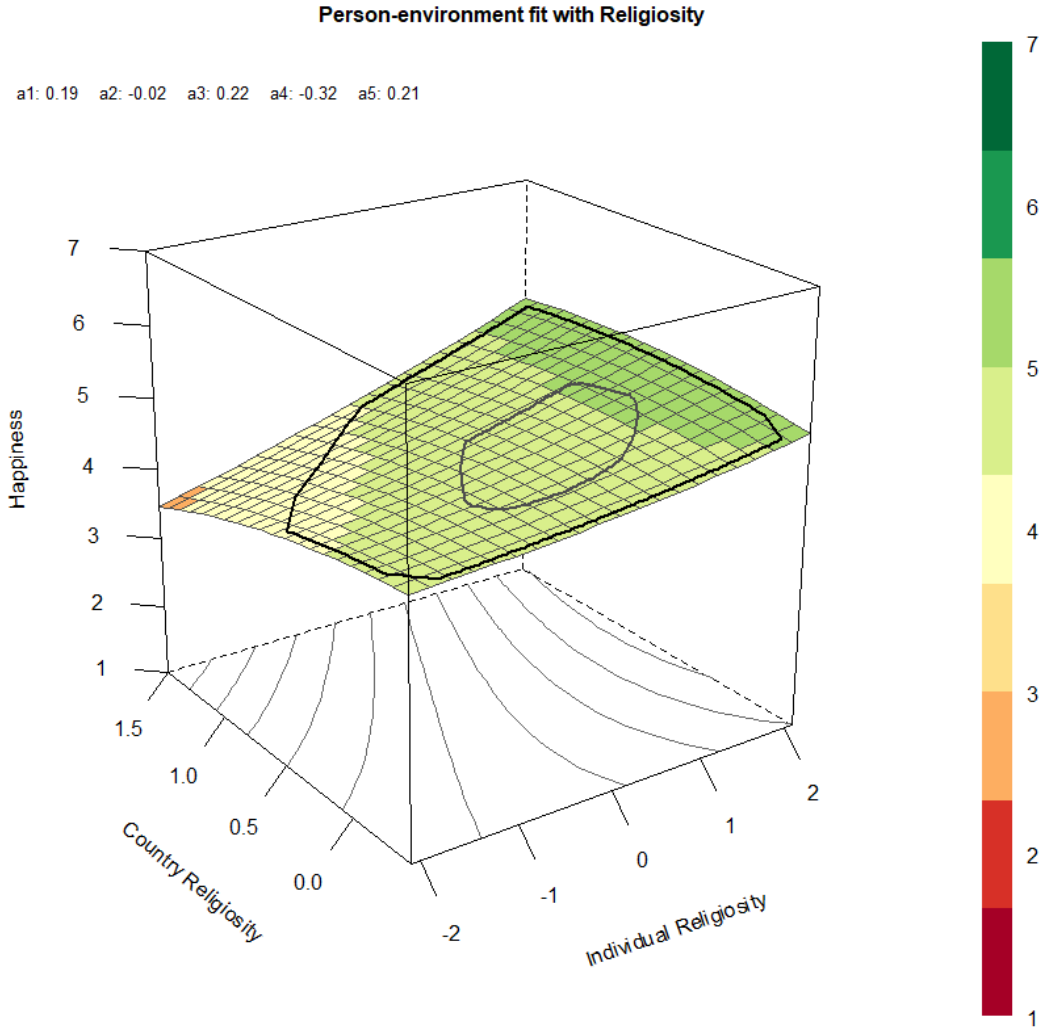

Fig 11. Response surface plot for the value of Religiosity. The plots are based on multilevel polynomial regression analyses that found significant linear individual-level and country-level effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.

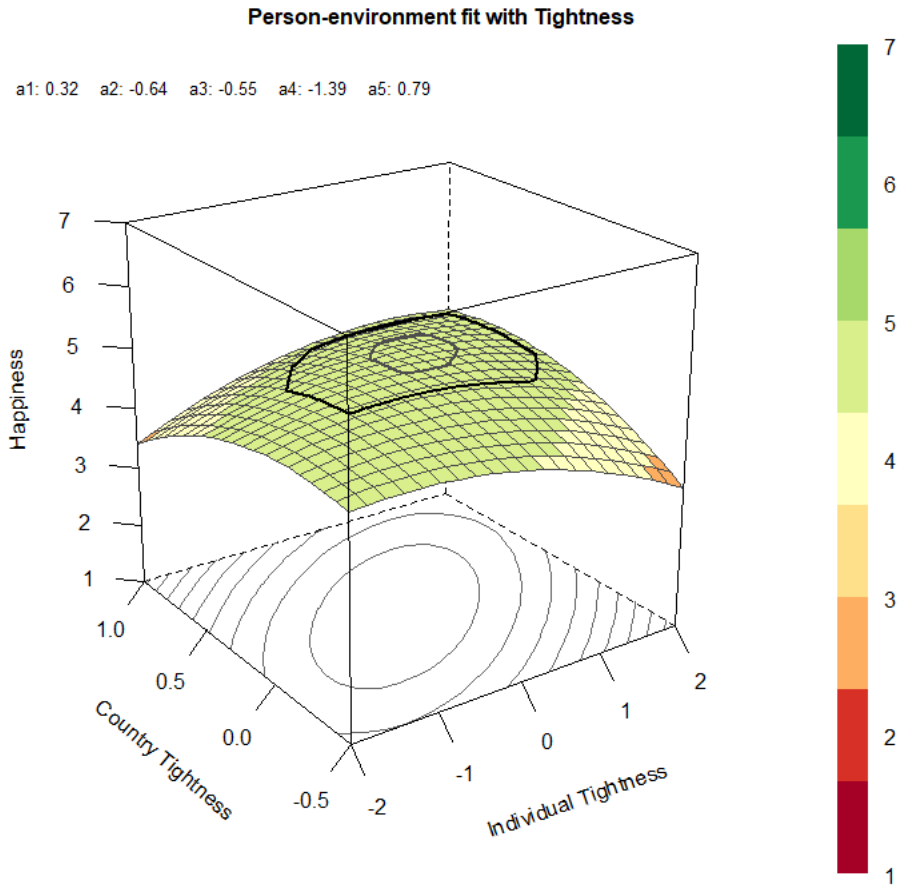

Fig 12. Response surface plot for the value of Cultural Tightness. The plots are based on multilevel polynomial regression analyses that found significant individual-level linear and quadratic effects and a significant interaction. The outer ellipse shows the range of the actual data and the smaller ellipse shows the inner 50% of the bivariate data and is comparable to the box of a box plot.