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Volitional Personality Change Across 58 Countries

A Dissertation submitted in partial satisfaction  
of the requirements for the degree of

Doctor of Philosophy

in

Psychology

by

Erica Nicole Baranski

June 2018

Dissertation Committee:

Dr. David C. Funder, Chairperson

Dr. Daniel J. Ozer

Dr. William L. Dunlop

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The Dissertation of Erica Nicole Baranski is approved:

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Committee Chairperson

University of California, Riverside

## Acknowledgements

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## Dedication

To my mom and dad, for everlasting love, support and guidance. I love you both so much.

## ABSTRACT OF THE DISSERTATION

### Volitional Personality Change Across 58 Countries

by

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Doctor of Philosophy, Graduate Program in Psychology  
University of California, Riverside, June 2018  
Dr. David Funder, Chairperson

Recent research suggests that the majority of individuals residing in the US are currently trying to change an aspect of their personalities, and these attempts are related to current personality trait levels. Yet to be understood is how these trends vary within the US and across countries. The current dissertation investigated volitional personality change (VPC) in terms of *who* is trying to change and *what* exactly they are trying to change. With use of a custom-made website, 14,227 participants from six US states and 58 countries reported whether they were currently trying to their personality and provided open-ended descriptions of what they were trying to change. Results indicated that on average, 63.54% of individuals around the world report VPC. Furthermore, individuals who have high levels of negative emotionality and low levels of happiness report VPC. Countries with high employment rates and low self-reported health tend to have high proportions of VPC. Finally, there was a near uniform tendency across states and countries for individuals to report trying to change a undesirable aspects of their personalities (e.g., those with low levels of extraversion reported trying to increase levels of extraversion). These findings suggest that the majority of individuals across the United

States and around the world report VPC attempts and that these attempts may be motivated by current low levels of socially desired traits and the subsequent desire towards self-improvement.

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# **Volitional Personality Change across 58 Countries**

## **Chapter 1: Introduction**

A longstanding recognition in the field of personality psychology is the notion that personality changes throughout the entire lifespan (for a review see McAdams & Olson, 2010). The next question is, then, what factors account for this constant change? Attempts to answer this question have been dominated by research on the effect that shifting in and out of social roles has on personality change over the life course. Recently, however, researchers have begun to investigate individuals' active role in their personality development. Through these new endeavors, researchers are beginning to gain a clearer understanding of the volitional personality change process: from the onset of personality change goals (Hudson & Roberts, 2014; Miller, Baranski, Dunlop, Ozer, in prep; Robinson et al., 2016; Quintus Egloff & Wrzus & 2017), to the strategies used to enact said goals (Baranski, Morse & Dunlop, 2017), to the outcome of these pursuits (Baranski, Gray, Morse & Dunlop, in prep; Hudson & Fraley, 2016).

While volitional personality change is an emerging topic of research in the field of personality psychology, clinical psychologists have long observed the tendency for individuals in a therapeutic context to (1) realize a gap between their ideal and actual selves and (2) seek means via therapeutic coaching to close this gap (Boyatzis, 2006; Boyatzis & Akrivou, 2006; Martin, Oades & Caputi, 2013; Martin, Oades & Caputi, 2012; Spence & Grant, 2005; Young, Valach, Domene, 2005). An essential element of any successful coaching technique to inspire successful and sustained personality change

is the incorporation of individuals' intentions and goals for change (Martin, Oades & Caputi, 2013; Martin, Oades & Caputi).

Both in the clinical and lifespan personality development contexts, research focusing on volitional personality change has primarily focused on individuals from a single location within the United States (for an exception, see Robinson et al., 2016). To help fill this gap, I first sought to systematically investigate volitional personality change across the United States by focusing on individuals from six, regionally representative US states. Then, in an effort to extend findings outside the United States, the current project also examines volitional personality change across 58 countries. Specifically, I assess cross-country variation in the proportion of persons desiring personality change as well as *who* is currently trying to change an aspect of their personalities, and *what* specifically they are trying to change.

### **Lifespan personality change towards a 'functional maturity'**

For a large portion of the field's history, researchers believed that personality was 'set like plaster' by age 30 or so (James, 1892). Over the last 40 years, however, psychologists have demonstrated that personality change does indeed occur over the lifespan (Caspi & Roberts, 2001; Helson & Moane, 1987; McCrae et al., 2000; Roberts & Mroczek, 2008; Srivastava, John, Gosling, & Potter, 2003; Roberts, Walton, & Viechtbauer, 2006). Specifically, evidence from a multiple large-scale longitudinal and cross-sectional studies demonstrate that levels of conscientiousness, agreeableness, emotional stability, openness to experience and the social dominance subdomain of extraversion increase over the entire course of one's life (Allemand, Zimprich, &

Hendriks, 2008; Allemand, Zimprich, & Hertzog, 2007; Allemand, Zimprich, & Martin, 2008; Roberts & Mroczek, 2008; Roberts, Walton, & Viechtbauer, 2006; Robins, Fraley, Roberts, & Trzesniewski, 2001).

The pattern of personality change over the lifespan tends to resemble a “functional maturity”, in which each trait develops in the socially desired and generally adaptive direction (Hogan & Roberts, 2004; Neyer & Asendorpf, 2001; Roberts, Wood & Caspi, 1997). Perhaps the individual’s tendency to change in a functionally mature nature is most evident during the period in which one’s life circumstances yields the opportunity to change in a socially adaptive way: the transition between adolescence and adulthood. Indeed, it is during this time that young people are entering the workforce, beginning college and starting families, all of which are important life events ripe for personality adjustment and change (Specht, Egloff & Schmukle, 2011). Indeed, a longitudinal assessment of this transition, using the Multidimensional Personality Questionnaire, demonstrated that levels of negative emotionality, positive emotionality and psychological constraint changed, on average, in the socially desirable direction between the ages of 17 and 27 (Donnellon, Conger, and Burzette, 2007). Importantly, while this was the most prevailing trend in personality change, researchers also found a ‘maturity-stability’ effect in which those with the more mature personalities during adolescence showed less change through adulthood (Donnellon, Conger, and Burzette, 2007). In other words, change was less likely for those with already high levels of desirable traits.

The tendency to change in the socially desired direction over the lifespan has also been found in samples outside of the United States. Researchers investigated rank-order

and mean-level personality change from a representative German sample (Lucas & Donnellan, 2011). Here, while researchers observed differential rank-order stability over four years for all age-groups (i.e., four-year age groups spanning age 17 to 84), individuals experienced mean-level increases in agreeableness, conscientiousness and openness to experience (Lucas & Donnellan, 2011). In a similar with a representative Dutch sample, older individuals tended to be more agreeable and conscientious compared to their younger counterparts and less autonomous, whereas neuroticism and extraversion were relatively consistent across age groups (Allemand, Zimprich & Hendriks, 2008). Next, in a Finnish sample aged 20-45, personality was assessed using the Temperament and Character model of personality over a 10-year period. Mean-level changes yet again indicated personality change towards functional maturity: participants increased in self-directedness, cooperation, and self-transcendence. These findings are particularly interesting because, unlike normative development in the Big Five personality traits, participants increased levels of self-actualization and autonomy (Josefsson et al., 2013).

Finally, McCrae and colleagues (1999) assessed mean-level personality differences across individuals aged 16 to 50 years from five countries (i.e., Germany, Great Britain, Spain, Czech Republic, Turkey). Researchers found evidence that, across all five countries, individuals tended to decrease in levels of neuroticism and extraversion and increase in levels of conscientiousness. Cross-country analyses revealed that levels of agreeableness increased across age groups in German, Czech, Turkish samples, and not in the British or Spanish samples. These results imply that the trend towards functional maturity in personality development may be relatively consistent across countries (likely

due to common life circumstances that all adults experience, regardless of country of origin), however, there is cross-cultural variation in this trend (McCrae et al., 1999).

It is clear from decades of research across diverse samples, that personality does change past the age of 30 and that the pattern of change may reflect a tendency to grow in a functionally mature manner. The next question then becomes, what are the mechanisms for this generally functional personality change across the lifespan?

### **Mechanisms of personality change**

As one experiences major life events (e.g., entering college, becoming a parent, beginning a new job, retiring), one is confronted with new personal, social, and professional demands which may require adaptive personality change (Bleidorn et al., 2013; Jackson, Thoemmes, Jonkmann, Lüdtke, & Trautwein, 2012; Le, Donnellan, & Conger, 2013; Roberts, Wood & Smith, 2005; Robitschek & Cook, 1999; Specht, Egloff, & Schmukle, 2011; Turiano, Whiteman, Hampson, Roberts, & Mroczek, 2012). In this view, personality change is something that almost inevitably happens as a function of unavoidable social circumstances.

Less prominent in the literature is the investigation of the active role individuals take in their personality development. Indeed, only very recently have researchers begun to explore this mechanism for personality change (Allemand & Flückiger, 2017; Baranski, Morse & Dunlop, 2017; Hudson & Fraley, 2015; Hudson & Fraley, 2016; Robinson et al., 2017; Quintus Egloff & Wrzus & 2017).

## **Major life events and personality change**

Understanding the relationship between shifting in and out of particular social roles and personality change over the lifespan has received a lot of attention in the literature over the last several years (for a review see Specht, Egloff, & Schmukle, 2011; Srivastava, John, Gosling & Potter, 2003). Specifically, contrary to socially desirable trends observed across the lifespan, beginning a job has been shown to be associated with increases in conscientiousness and neuroticism and decreases in extraversion (Barrick & Mount, 1991; Tett & Burnett, 2003). Beginning a romantic relationship is demonstrated to be related to increases in extraversion, conscientiousness, emotional stability and self-esteem (Neyer & Asendorpf, 2001; Neyer & Lehnart, 2007). Finally, having a child is associated with increases in meaning in life and decreases in self-esteem (Bleidorn et al., 2016). Even joining the military is related personality trait change. A longitudinal assessment of personality change and military service conducted by Jackson and colleagues (2012) observed that after controlling for personality upon entering the military, recruits had lower levels of agreeableness compared to civilian controls – even 5 years after training. These results underscore the tendency for major life experiences to have a dramatic and sustaining impact on personality (Jackson et al., 2012).

Of particular interest has been personality change that occurs through an almost inevitably transformative time in one's life: entering college (Bleidorn, 2012; Corker & Donnellan, 2017; Lüdtke, Roberts, Trautwein, & Nagy, 2011). College freshmen are often faced with unfamiliar social and academic circumstances that, to be successful, require adaptive goal pursuit, personal value adjustment, and personality change (Astin,

1993; Newcomb, 1973). One longitudinal assessment measured college student's personality during their first week in college, and then followed-up during their final year. Findings indicate that levels of conscientiousness, agreeableness and openness to experience increased whereas levels of neuroticism decreased. This change aligns with the notion that individuals develop towards functional maturity, perhaps even more so during a time with particularly demanding social and professional circumstances (Robins, Fraley, Roberts & Trzesniewski, 2001).

Cross-cultural investigations of personality development in response to major life events demonstrate both cross-cultural similarities and differences in when and why personality change takes place over the lifespan. Bleidorn et al., 2013 utilized data from a large, web-based sample from young-adults across 62 countries and related cross-sectional differences in personality trait levels with previously collected country-level role-transition indices (e.g., normative age to begin secondary education, timing of marriage, teenage birth rates). Results indicate that individuals across countries not only develop in a functionally mature way (i.e., increases in conscientiousness, emotional stability, extraversion, agreeableness, and openness), but that the age at which these changes occur align with the normative age at which individuals from each country shift in and out of various social roles (Bleidorn et al., 2013). These findings imply that (1) the universality of the maturity principle and (2) the widespread effect major life events has on personality development over the lifespan.



## **Volitional personality change**

While decades of research has demonstrated that life events impact personality change, individuals' active role their this change is not yet well understood. To address this gap in the literature, researchers have recently begun to investigate volitional personality change (VPC) – that is, the individual's active effort towards personality change. The first of these investigations used a modified version of the Big Five Inventory (BFI; John & Srivastava, 1999) to examine (1) the proportion of participants who indicate a current desire to change an aspect of their personalities and (2) how these desires relate to current personality trait levels. Results from this study demonstrate that the vast majority of participants assessed have desire to change their personality traits and that, in the case of extraversion, emotional stability and conscientiousness, participants' specific personality change desires were negatively related to current, corresponding trait levels (e.g., personality change desires to increase extraversion were negative related to current levels of extraversion; Hudson & Roberts, 2014).

Building off this research, Baranski, Morse & Dunlop (2017) found similar results when assessing volitional personality change in an open-ended format. Specifically, researchers asked participants whether they were currently trying to change an aspect of their personalities (i.e., yes or no), and if they answered in the affirmative, prompted them to report what exactly they were trying to change. Conceptually replicating Hudson and Fraley (2016), results indicate that most participants were currently trying to change their personalities and that for conscientiousness, extraversion and emotional stability, there was a strong, inverse relationship between individuals'

current personality trait levels and their personality change attempts. Researchers also assessed the strategies individuals were using to change their personalities. Here, individuals who were trying to become more extraverted tended to use behavioral strategies (e.g., talk to more people) and individuals who trying to be more agreeable tended to use cognitive strategies (e.g., become more mindful) to do so (Baranski, Morse & Dunlop, 2017).

To further understand the psychological underpinnings of volitional personality change, in one recent study conducted in Germany, researchers investigated predictors of volitional personality change including age of participant, self-versus other ratings of current personality traits, and other current individual difference levels (e.g., life satisfaction, optimism, self-esteem; Quintus Egloff & Wrzus & 2017). Assessing goals for personality change using the same modified version of the BFI that Hudson & Fraley (2016) used, researchers observed that across age groups (i.e., old versus young) and self versus other personality trait raters, current personality trait levels predicted the desire to increase corresponding traits. Also, self-other agreement of current levels of extraversion, conscientiousness and agreeableness predicted the desire to increase levels of the corresponding traits over and above self or other ratings. Finally, lower life-satisfaction predicted the desire to increase levels of extraversion and emotional stability (Quintus, Egloff & Wrzus & 2017).

Taken together, existing investigations of volitional personality change demonstrate a consistent trend for (1) the majority of individuals to have a volitional personality change goal or attempt and (2) that these goals/attempts are strongly and

inversely related to current adaptive personality trait levels. Less consistent across the literature, however, is whether these intentions lead to actual personality change. For instance, after reminding participants of their personality change intentions every two weeks for 16 weeks, Hudson & Fraley (2016) observed that those who expressed the desire to change a particular trait saw actual changes in the trait after 16-weeks. In contrast, Baranski, Gray, Morse and Dunlop (in prep), assessed volitional personality change attempts at Time 1, had no contact with participants for the 6-month and 1-year time frame (depending on the sample), and subsequently did not observe any change in the trait participants originally indicated they were trying to change.

To my knowledge, there has only been one investigation of volitional personality change across countries. Robinson and colleagues (2015) asked participants from Iran, China and the United Kingdom to complete the Big Five Trait-Change Goal Inventory (BF-TGI), a volitional personality change measure which asks participants to rate whether and in what direction they want to change each of the Big Five traits (i.e., extraversion, agreeableness, conscientiousness, neuroticism and openness to experience). Results indicate that participants in Iran had consistently higher proportions of personality change goals in the socially desirable direction (e.g., increases in extraversion, decreases in neuroticism) relative to China and UK. Also, researchers reported that overall, participants indicated a goal to decrease levels of neuroticism more than any other trait (Robinson et al., 2015).

While cross-cultural investigations of volitional personality change is currently limited to the single study described above, evidence in the field of goal attainment and

motivation demonstrate cross-cultural similarities in the active pursuit towards self-improvement. For instance, self-direction values (i.e., independent thought, creating, exploring) consistently rank high in importance across more than 60 countries (Deci & Ryan, 2008; Schwartz & Bardi, 2001; Schwartz et al., 2001). This finding, supported by self-determination theory (for a cross-cultural review, see Ryan & Deci, 2000), implies that the goal of independence in goal achievement is a basic psychological need. Furthermore, regardless of whether individuals across countries are achievement motivated in their self-improvement goal pursuit, the variance across countries in the *content* of these goals helps illuminate how personality change goals vary across countries. Indeed, Grouzet and colleagues (2015) examined the goal content and structure of individuals from 15 countries. Results from this study indicate that the tendency for individual to have a goal of self-acceptance (i.e., to feel competent and autonomous) did not vary significantly across countries, implying that goals oriented around self-improvement may be universal (Grouzet et al., 2015).

These findings suggest that volitional personality change intentions and attempts may be widespread across cultures. Understanding cultural differences in these trends (see Robinson et al., 2015) will help improve the understanding in why individuals from some countries differ in the tendency towards volitional personality change and self-improvement.

### **Clinical insights towards volitional personality change**

While insights into active efforts towards self-improvement from a personality psychological perspective are relatively rare, researchers proceeding from a clinical

perspective have long sought to understand efficient and persistent routes towards adaptive psychological change. Indeed, widely established in clinical psychology is Boyatzis' theory for successful and intentional self-improvement (Boyatzis, 2006; Boyatzis & Akrivou, 2006; Boyatzis & McKee, 2006). Here, in an effort to enable successful personality change, individuals must first realize that there is a gap between their ideal self and their current self. Then, they must formulate a plan towards building their strengths and reducing their weaknesses. Finally, while developing trusted relationships with clinical professionals, individuals practice new behavior that facilitates desired change (Boyatzis, 2006; Boyatzis & McKee, 2006).

Implicit in the theoretical underpinnings of volitional personality change from a clinical perspective is the assumption that individuals are aware of both the personal attributes that would be beneficial to change, and the routes towards actual change (Boyatzis & Akrivou, 2006). Clinical psychologists have long utilized this theoretical framework in practice in the form of personality change coaching (Martin, Oades & Caputi, 2014; McCredie, 2013; Spence & Grant, 2005). Briefly, personality change coaching is approach towards personality change in which a clinical psychologist acts as a moderator to facilitate concrete behavioral change and ultimate achieved personality change (Boyatzis, 2006; Boyatzis & McKee, 2006, Martin, Oades & Caputi, 2012). Again, consistent across this and any other clinical approach towards personality change is the understanding from both the patient and therapist that individuals have keen insight in what they want and need to change about themselves, and insight that this desired change is possible (Martin, Oades & Caputi, 2012).

Recently, personality psychologists have recognized the benefit of utilizing techniques developed within clinical psychology towards personality change in the normal range. Specifically, researchers have begun to appreciate the benefits of harnessing individuals' personality change. In a recent article, Allemand & Flückiger (2017) outline a series of conditions necessary for sustained personality and behavior change. The first of these conditions, problem actuation, requires self-insight in what exactly individuals want to change about themselves and why (i.e., clarification of meaning/motivation). Next individuals must seek supportive mechanisms in realizing their strengths (i.e., resource activation) and finally practice new behaviors perceived as necessary for actual change (i.e., mastery/practice). Allemand & Flückiger (2017) then propose a multi-dimensional experimental intervention framework inspired by this psychotherapeutic model that encourages flexible administration based on the individual's unique personality change process. For instance, participants may be prompted to recall their personal strengths, which may induce them to explore behaviors that build upon these strengths and lead to their desired personality change. Alternatively, interventionalists may ask participants to clarify in detail the difference between their ideal and actual selves as well as why they want to change themselves, which may clarify what behavior adjustment is necessary to successfully change their personalities. These insights again underscore the prevalence and prominence of self-insight throughout the volitional personality change process (Allemand & Flückiger (2017)).

## **The Current Project**

The current project assesses the intention to change one's personality across 58 countries. I first sought to understand variation in this intention across six US states. Then, in an attempt to understand cross-cultural variation of the prevalence for and content of volitional personality change, I expanded this assessment to 57 other countries.

*Volitional personality change across the United States.* While there is a growing literature in the assessment of volitional personality change, most of these studies utilize samples from single location within the United States. In effect, there has not yet been a systematic evaluation of how volitional personality change varies *across* the United States. Previous research indicates that personality trait levels vary across regions of the United States (Krug & Kulhavy, 1972; Rentfrow, Gosling & Potter, 2008). Yet to be understood, however, is how regional differences in personality traits predict variation in personality change attempts. To fill this gap, we will first assess volitional personality change across a regionally representative set of six US states: Alabama, California, Connecticut, Idaho, Illinois and Texas. Specifically, we had the following research questions:

1. What proportion of individuals across the US are currently trying to change an aspect of their personalities?
2. What personality traits and other individual differences relate to the intention to change one's personality?
3. What are individuals across the US currently trying to change about themselves?

4. What is the relationship between current personality trait levels and the attempt to change a particular trait?

*Volitional personality change across 58 countries.* Next, to assess whether volitional personality change is US-centric (e.g., possibly related to the common “American Dream” motivation towards constant personal success), I next sought to expand the previous analyses to 57 other countries. Previous research has demonstrated both cross-country similarity in the content of and motivation for personal goals (Grouzet et al., 2015, Schwartz & Bardi, 2001; Schwartz et al., 2001) as well as country variation in personality change goals across UK, Iranian, and Chinese samples (Robinson et al., 2016). It remains an empirical question, however, whether individuals from many countries around the world vary in the prevalence and content of their personality change attempts. Moreover, yet to be understood are the personal and cultural predictors of volitional personality change. Below are five specific research questions:

1. What proportion of individuals around the world are currently trying to change their personalities?
2. What properties of countries predict the variation in the proportion of those attempting personality change?
3. What personality trait and other individual differences relate to the intention to change one’s personality and do the strength of these relationships vary significantly across countries?
4. What exactly are individuals around the world currently trying to change about themselves?



5. What is the relationship between current personality trait levels and the attempt to change a particular trait and does the strength of these relationships vary significantly by country?

## Chapter 2: The Current Study

### Overview

The current study examined cross-state and cross-country variation of volitional personality change attempts. Specifically, I was interested in understanding the variation in the proportion individuals who indicated a current volitional personality change attempt along with what exactly they reported trying to change about themselves. To accomplish this broad goal, participants were recruited by local collaborators at each of six US states and 58 countries and instructed to complete a 1-hour (or less) on-line survey. Along with a battery of measures assessing current levels of personality traits and other individual differences, participants completed free response questions assessing current attempts to change their personalities.

Additionally, to assess precisely what participants reported trying to change about themselves, I developed a coding procedure that captured volitional personality change attempts as either increasing or decreasing each of the Big Five personality traits.

### Participants

All participants were college students recruited from collaborators at local universities in each of the six US states and 58 countries. Within the United States, local collaborators from Alabama, California, Connecticut, Idaho, Illinois and Texas recruited a total of 1,360 participants (female = 921; male = 439; mean age = 19.85). See Table 1 giving the demographics for participants residing in each state.

In our international sample (which includes the aforementioned US sample), local collaborators collected data from a total of  $N = 14,227$  participants speaking 42 different

languages from 84 cities, 58 countries and 6 continents (female = 10,244; male = 4,198; mean age = 22.21). Participants were either volunteers or were awarded course credit, extra credit, monetary compensation, or a small gift for their participation. See Table 11 for the demographic information of our international sample.

### **Procedure**

Participants first received a unique participant ID and were directed to the study's custom-made website (ispdata.net; see detailed description below). They then completed the informed consent process followed by a series of measures assessing their situational experiences, daily behavior, volitional personality change, and ratings of personality traits and other individual differences (e.g., subjective happiness, dispositional optimism). Upon completing the study's survey, participants were given the opportunity to receive feedback on their personality trait levels based on their ratings on the personality measure included in the study's questionnaire.

### **Custom-made website**

Data were collected via a custom-made website (ispdata.net). This website, which was developed in collaboration with the Center for Open Science (COS; cos.io), was required for three reasons: (1) it enabled use of a forced-choice, q-sort measure; (2) it provided a central data collection interface for participants from 58 countries, speaking over 40 languages to complete the same questionnaire with the same, translated measures; (3) it enabled participants to receive individualized feedback on their personalities upon completion. See Appendix A for the website wireframe which includes each measure in the order it was presented to participants.

### **Materials translation procedure**

The content of the website (e.g., consent form, instructions, survey questions) was translated in to 42 languages and independently back-translated to English. The translation materials were provided by the International Situations Project (ISP) project coordinators and the translation process was thereby organized by each country's local collaborators. After receiving and reviewing the back-translated version of the materials for each language, the ISP project coordinators sent any discrepancies in meaning back to the local collaborator to resolve. Each collaborator had a final opportunity to review their site's translated website after our website developers added their final translation to the website. Only after the local collaborator signed off on the site did we send them the participant recruitment and data collection instructions.

### **Measures**

The analyses presented below are part of the International Situations Project, a large cross-cultural study assessing situational experience, daily behavior and individual difference across 58 countries. The measures described below are the ones relevant to the current analyses, including several country-level variables collected previously and separately by other researchers or obtained from public data bases.

**Volitional personality change (VPC).** I utilized an open-ended method to assess volitional personality change. Specifically, participants were asked whether or not they were currently trying to change an aspect of their personalities (“Yes/No: “Is there an aspect of your personality that you’re currently trying to change?”). If they answered in

the affirmative, they were asked to report what exactly they were trying to change (Open-ended: “What aspect of your personality are you currently trying to change?”).

**Personality and other individual differences.** Participants also completed a series of measures assessing individual differences. Personality was measured using the 60-item Big Five Inventory 2 (BFI2; Soto & John, 2017) in which each of the Big Five traits are represented by three facets (four items each). The facet structure for each trait is as follows: extraversion (facets: sociality, assertiveness, energy), agreeableness (facets: trust, respect, compassion), conscientiousness (facets: productiveness, responsibility, organization), negative emotionality (the opposite of emotional stability; facets: anxiety, depression, emotionality-moodiness). Participants rated whether they agreed or disagreed with each statement (e.g., “I am someone who is outgoing”) on a five-point scale (1 = “Disagree strongly”; 5 = “Agree strongly”).

Due to their relationships with current personality traits, all individual difference measures listed below were used in the present analyses investigating volitional personality change. Happiness was measured using the Subjective Happiness Scale (SHS; Lyubomirsky & Lepper, 1999) and the Interpersonal Happiness Scale (IHS; Hitokoto & Uchida, 2015). The SHS is a 4-item scale (“In general, I consider myself”; 1 = “Not of very happy person” to 7 = “A very happy person”) and the IHS is a 9-item scale (“I believe that I and those around me are happy”; 1 = “Strongly disagree” to 5 = “Strongly agree”). Participants also completed the 6-item Life Orientation Test (LOT-R; Sheier, 1995) to assess dispositional optimism (“In uncertain times, I usually expect the best”; 1 = “Strongly disagree” to 5 = “Strongly agree”), the 10-item Honesty/Humility subscale

“I wouldn’t use flattery to get a raise or promotion at work, even if I thought it would succeed”; 1 = “Strongly disagree” to 5 = “Strongly agree”) of the HEXACO measure of personality (facets: sincerity, fairness, greed, modesty; Ashton, & Lee, 2009), and the Narcissistic Admiration and Rivalry Questionnaire (NARQ; Back et al., 2013) which assesses narcissistic tendencies (“I deserve to be seen as a great person”; 1 = “Strongly disagree” to 5 = “Strongly agree”). Cultural tightness was assessed with Tightness-Looseness Scale (Gelfand et al., 2011) which is a five item scale assessing the degree to which an individual feels their cultures have strong norms and traditions (“There are many social norms people are supposed to abide by in this country”; 1 = “Strongly disagree” to 5 = “Strongly agree”). Finally, religiosity was measured with a measure developed by Leung and colleagues (2011) which is a 17 item scale assessing personal beliefs relating to religion (“Belief in a religion helps one understand the meaning of life”; 1 = “Strongly disbelieve” to 5 = “Strong believe”). See Appendix B for Cronbach’s alpha internal consistency for each measure.

**Country-level variables.** The current project also utilized previously and separately collected country-level variables. Given the over-abundance of extant country-level data, the variables chosen for this analyses were chosen because of their apparent possible relevance to volitional personality change attempts.

First, we gathered various country-level variables for 55 of our 58 countries from The World Bank (2016; [databank.worldbank.org](http://databank.worldbank.org)) including employment rate (i.e., employment to population ratio for individuals over the age of 15; averaged across 2013-2016), Gross Domestic Product (GDP) per capita, population density (i.e., people per

sq.km of land area), life expectancy (in years), income inequality (i.e., GINI index) and infant mortality rate (i.e., death per 1,000 live births). Additionally, country suicide rate was gathered from the World Health Organization (age-standardized, per 100,000 deaths; World Health Organization, 2012),

For 57 of our countries, I accumulated previously collected variables related to satisfaction with life from the World Happiness Report (Helliwell, Layard and Sachs, 2016). All of these indicators were quantified as the average country binary ratings for questions relating to each of the following: quality of freedom to make life choices (i.e., “Are you satisfied or dissatisfied with your freedom to choose what you do with your life?”), perceptions of corruption (i.e., “Is corruption widespread throughout the government or not” and “Is corruption widespread within businesses or not?”), confidence in national government (i.e., “Do you have confidence in each of the following, or not? How about the national government?”), democratic quality (i.e., various indicators of voice, accountability and political stability as accumulated by Worldwide Governance Indicators project; Kaufmann, Kraay and Mastruzzi, 2011). Finally, happiness was assessed based on the responses to the *life ladder* measure of happiness (i.e., “Please imagine a ladder, with steps numbered from 0 at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time?”)

Also collected via the World Happiness report was country-level perceived social support (i.e., “If you were in trouble, do you have relatives or friends you can count on to

help you whenever you need them, or not?”), generosity (i.e., “Have you donated money to a charity in the past month?”), positive affect (i.e., average scores to three questions: “Did you experience the following feelings during a lot of the day yesterday? How about Happiness?”, “Did you smile or laugh a lot yesterday?”, and “Did you experience the following feelings during a lot of the day yesterday? How about Enjoyment?”) and negative affect (i.e., average scores to three questions: “Did you experience the following feelings during a lot of the day yesterday? How about Worry?”, “Did you experience the following feelings during a lot of the day yesterday? How about Sadness?”, and “Did you experience the following feelings during a lot of the day yesterday? How about Anger?”).

For 55 countries in our sample, previous research has accumulated evidence concerning cultural values along seven dimensions (Schwartz, 2008): harmony (i.e., acceptance to fit in to the natural and social world), mastery (i.e., valuing success through self-assertion), embeddedness (i.e., focus on sustaining order and tradition), hierarchy (i.e., reliance on structured and hierarchical social roles), egalitarianism (i.e., valuing cooperation and concern for all), affective autonomy (i.e., the independent pursuit of pleasure), intellectual autonomy (i.e., the independent pursuit of ideas and knowledge). All cultural values were assessed using the Schwartz Value Survey (Schwartz, 2001).

Finally, for a relatively small subset of 31 countries, we accumulated various country variables from the Organization for Economic Co-operation and Development (OECD) Better Life Index (Better Life Index, 2016; <http://www.oecdbetterlifeindex.org/>). Here, we gathered country level scores for subjective-health estimates (i.e., proportion of individuals who report ‘good’ or ‘very



good' health), homicide rate (i.e., average number of homicides per 100,000 people), feeling safe walking alone at night (i.e., percentage of people who report feeling safe walking alone at night), working very long hours (i.e., percentage of individuals who work over 50 hours per week) and leisure time (i.e., average number of hours spend on leisure and personal care, including sleeping and eating).

### **Coding of volitional personality change intentions**

We quantified participants volitional personality change open-ended responses (i.e., answers to the question “What aspect of your personality are you currently trying to change?”) using 26 binary (i.e., presence/absence) categories. These categories consisted of the intention to increase or decrease each of the Big Five personality traits and their respective facets (20 categories total), honest/humility and its facets (4 categories), and whether individuals were trying to improve their physical health or resolve an addiction (2 categories).

To develop an inclusive coding framework, we piloted a preliminary draft with two coders and roughly 300 responses from participants across four countries. This original framework only included increases/decreases of the Big Five and their facets. If a response did not fall in to one of these categories, coders were instructed to mark them as falling into the ‘other’ category. After reviewing these responses, we added four additional categories: increases/decreases of honesty/humility, improving physical health and resolving an addiction.

While translation efforts for the open-ended responses are on-going, we currently have English versions of VPC open-ended responses from 2,684 participants across 20

countries (non-English responses were translated to English by the local collaborator). All subsequent analyses involving participants VPC open-ended responses, therefore, will only include participants from these 20 countries. Three specially-trained research assistants independently coded the entirety of participants' responses using a two-step process. First, research assistants determined whether the participant's response fell in to categories indicating increases or decreases of the Big Five, honesty humility, physical health or resolving addiction (example responses coded as increased extraversion: "shyness and being unsocial"). Next, if the participant's response fell in to categories for increasing or decreasing each of the Big Five traits, research assistants were instructed to indicate which of the trait's facets the participant's response aligned with (example responses coded as increased sociability: "Poor active communication"). See Appendix C for the final coding manual.

We used majority rule to determine the final response ratings (we marked the code a 'hit' if 2 out of 3 coders indicated the response fell in to the category). If a participant listed more than one volitional personality change intention, we instructed coders to only code the first one listed. In total, these categories captured 97.33% of participants' responses; the remaining responses were either too vague to represent a single category (e.g., "many different things"), or were unintelligible or left blank (e.g., "asdfklj"). See Appendix D for examples, Cronbach's alpha and proportion of responses included in each category.

### **Chapter 3: VPC around the US and Around the world (or some such title)**

#### **Overview**

In this chapter, I examine volitional personality change in two parts: (1) across six US states and (2) across 58 countries. For both United States and international samples, results will address the proportion of individuals who report a current personality change attempts, *who* is reporting these current attempts, and *what* exactly they report trying to change. Going forward, volitional personality change (VPC) refers to participant's current attempt to change an aspect of their personalities.

#### **Part 1: VPC across the United States**

**Proportion of VPC across US states.** Slightly less than the majority (i.e., 48.46%) of participants from the US sample reported VPC. On the state level, the majority of participants from California, Idaho and Illinois reported VPC, (54.60%, 50.36% and 50.25%, respectively). Conversely, the minority of participants from Alabama, Connecticut and Texas reported VPC (31.45%, 43.67% and 47.97%, respectively). See Table 2 for a complete list of VPC proportions across US states.

Considering the US sample as a whole, females indicated VPC at a higher percentage than males (females = 50.16%; males = 44.87%). With the exception of Connecticut, this trend replicated on the state level (see Table 2). The relatively small number of participants that fell in to each ethnicity category makes it difficult to assess differences across states and ethnicity in VPC, however on the United States level, VPC remained relatively consistent across ethnicities (see Table 3).

For five of the six states, individuals with VPC tended to have significantly higher levels of negative emotionality (and its facets) than did individuals without VPC. Individuals from Connecticut did not follow this trend. Furthermore, while there were no other (near) uniform trait differences between those who did and did not report VPC, there were quite a few cross-state differences. For instance, in California and Texas, individuals who indicated VPC tended to have significantly lower levels of extraversion relative to their non-VPC counterparts (California:  $t = -3.41$ ,  $p < .001$ , Texas:  $t = -3.08$ ;  $p = .003$ ). For both states, these differences were driven by sociability (California:  $t = -3.31$ ,  $p < .001$ , Texas:  $t = -3.03$ ;  $p = .003$ ). See Table 4a-4f for a complete account of trait level differences between those who were and were not attempting to change their personalities.

**The relationship between VPC and current levels of individual differences within and across US states.** To understand the personality and individual difference profiles of individuals who reported VPC, I next related VPC with ratings of each of the Big Five traits and their respective facets, as well as with various other individual differences (i.e., subjective and interdependent happiness, dispositional optimism, narcissism, interdependent/individualistic self-concept, honesty/humility, narcissism, religiosity), and cultural tightness. With the exception of Connecticut, negative emotionality and its facets (i.e., depression, anxiety and emotionality/moodiness) were uniform in their positive relationship to VPC (average  $r$ 's = 0.25, 0.22, 0.25 and 0.19, respectively;  $p$ -values  $< .001$ ). These results indicate that for individuals residing in Alabama, California, Idaho, Illinois and Texas, those high on extraversion,

conscientiousness and negative emotionality tend to report VPC. Also, across all six states, both subjective happiness and interdependent happiness were negatively related to VPC ( $r$ 's = -0.23 and -0.25, respectively;  $p$ -values < .001), suggesting that the happier individuals are, the less likely they are to report VPC.

Despite the high magnitude of the relationships reported above, there were a quite a few instances of cross-state variation in the relationship between VPC and current trait levels. For instance, only individuals from California, Idaho and Illinois with VPC tended to have low levels of extraversion and its facets. Furthermore, only individuals from California, Idaho, Illinois and Texas with VPC tended to also have low levels of conscientiousness and its facets. Finally, while there was an overall strong, negative correlation between current levels of dispositional optimism and VPC ( $r = -0.12$ ,  $p < .001$ ), this relationship ranged from  $r = -0.05$  ( $p = .52$ ; Alabama) to  $r = -0.27$  ( $p < .001$ ; Texas). See Table 5 for a complete list of correlations.

**Content of VPC across US states.** I next sought to understand *what* specific personality trait participants were attempting to change about themselves. Across all six US states, 27.47% of participants with VPC attempts reported VPC to increase levels of emotional stability, 24.89% reported VPC to increase levels of extraversion, 16.08% report VPC to increase agreeableness, 15.78% reported VPC to increase conscientiousness, and 2.28% of individuals reported VPC to increases levels of openness. Facet level analyses revealed which facets accounted for high percentages on the global trait level. For instance, the high percentage VPC to increase levels of extraversion was driven by the VPC to increase sociality (20.33% of the entire US

sample). Likewise, the high percentage of VPC to increase conscientiousness was driven by VPC to increase levels of productiveness (8.65% of the entire US sample).

Conversely, VPC to increase emotional stability was not driven by a particular facet; all three facets exhibited relatively high proportions (depression = 11.23%; emotionality = 7.74%; anxiety = 6.83%). See Table 6 for the percentage of responses that captured more than 3% of responses and Appendix E for the percentage of responses that fell in to the complete set of categories by state.

A series of chi-square tests for independence conducted on the entire US sample revealed that males indicated a current attempt to increase levels of conscientiousness at significantly greater percentage than did females (males = 24.37%; females = 12.12%;  $\chi^2 = 14.65$ ;  $p < .001$ ) and that this difference was driven by the attempt to increase levels of productiveness (males = 14.72% of entire sample; females = 6.06% of entire sample;  $\chi^2 = 12.07$ ;  $p < .001$ ). The attempt to increase levels of emotional stability also varied significantly by gender (males = 21.32% of entire sample; females = 30.09% of entire sample with VPC attempt;  $\chi^2 = 5.50$ ;  $p = .02$ ). Taken together, relative to their male counterparts, females report VPC to increase productiveness at a lower rate and VPC to increase emotional stability at a higher rate (see Table 6).

There was also significant variation in the percentage of VPC content across states. First, VPC to increase levels of extraversion varied significantly across states ( $\chi^2 = 24.01$ ;  $p < .001$ ) with a range of 8.93% (Alabama) to 31.08% (California). This significant variation is driven by sociability ( $\chi^2 = 21.02$ ;  $p < .001$ ) with a similar range of 7.14% (Alabama) to 25.68% (California). The relatively low proportion of individuals

from Alabama with VPC to increase sociability may be the result of already high levels of sociability. Indeed, Alabaman participants were significantly higher on sociability relative to participants from each of the other five states ( $F(5, 653) = 2.84; p = .02$ ). Also, although relatively low in prevalence across states, the intention to increase responsibility varied significantly ( $\chi^2 = 12.77; p = .02$ ). See Table 7 for a complete account of the percentage of responses captured by VPC content categories by US state.

**The relationship between current trait levels and VPC trait content across US states.** I next related individuals' current personality trait levels with their specific VPC personality trait content. Consistent with previous research on volitional personality change, on the global trait level, current levels of extraversion, conscientiousness, and negative emotionality, were all strongly related to their corresponding VPC trait. For instance, current levels of extraversion were negatively related to VPC to increase extraversion ( $r = -.31; p < .001$ ). This relationship was driven by attempts to increase levels of sociality, which was the only facet of extraversion to be related to current levels extraversion and its facets: sociality, assertiveness, energy ( $r$ 's = -0.30, -0.34, -0.23 and -0.14, respectively;  $p$ 's < .001). Current levels of conscientiousness were negatively related to VPC to increase conscientiousness ( $r = -.23; p < .001$ ), and current levels of negative emotionality were positively related to intentions to increase emotional stability ( $r = 0.25; p < .001$ ).

This pattern was also observed on the facet level for both conscientiousness and negative emotionality. In the case of conscientiousness, current levels of productiveness were negatively related to VPC to increase productiveness ( $r = -0.17; p < .001$ ), current

levels of responsibility were negatively related to VPC to increase responsibility ( $r = -0.14$ ;  $p = 0.006$ ) and current levels of organization were negatively related to VPC to increase organization ( $r = -0.14$ ,  $p = 0.003$ ). Likewise, while current levels of negative emotionality and its facets were positively related to the attempt to decrease levels of anxiety and depression, the strongest of these relationships were the corresponding current trait – VPC trait pairs. For example, while current levels of anxiety, depression and emotionality/moodiness were all related to VPC to decrease anxiety, the most prominent of these relationships was between current levels of anxiety and VPC to decrease anxiety ( $r = 0.19$ ;  $p < .001$ ). Likewise, current levels of both anxiety and depression were related to VPC to decrease depression, current depression levels were more strongly related to VPC to decrease depression ( $r = 0.19$ ,  $p < .001$ ) and VPC to decrease emotionality was only related to current levels of emotionality ( $r = 0.14$ ,  $p = .003$ ).

Finally, distinct from the other three traits yet also consistent with previous research, current levels of agreeableness were not related to VPC to increase agreeableness ( $r = 0.10$ ,  $p = 0.15$ ). Evaluating current trait – VPC trait relationships on the facet level helps explain the lack of relationship between current levels of agreeableness and VPC to increase agreeableness. Interestingly, there are strong, positive relationships between VPC to increase compassion and current levels of agreeableness, respect and trust ( $r$ 's = 0.16, 0.14, 0.16, respectively;  $p$ 's < .01). These findings demonstrate that individuals who have high levels of agreeableness (specifically, respect



and trust), are currently trying to be more compassionate. See Tables 8a-8e for all current trait – VPC trait intercorrelations.

**Cross-state variation in the relationship between corresponding current trait and VPC traits.** Next, to understand whether the aforementioned relationships varied across US states, I ran a series of multilevel models to understand the relationship between current trait level and VPC trait at the individual level accounting for nesting at the state level. Specifically, I ran the models as specified below for 20 corresponding current trait (and facet) – VPC trait (and facet) pairs (e.g., current levels of extraversion predicting VPC increased extraversion). An example of these models is shown in Table 9.

I used the lme4 R package to estimate the intercepts and slopes for VPC traits using individual predictors of current personality trait levels accounting for state level variation. For the Level 1 model, VPC traits were modeled as a function of current trait levels on the individual level:

1. Level 1 Model:  $\text{logit}(\text{VPC trait}_{ij}) = b_{0j} + b_{1j}\text{Current trait} + r_{ij}$

In the Level 2 Model, intercepts and slopes were allowed to differ across states:

2. Level 2 Model:

$$b_{0j} = \gamma_{00} + u_{0j}$$

$$b_{1j} = \gamma_{10} + u_{1j}$$

The entire mixed-model is specified as followed:

3. Mixed Model:  $\text{VPC trait}_{ij} = \gamma_{00} + \gamma_{10}(\text{Current trait}) + u_{0j} + u_{1j}(\text{Current trait}) + r_{ij}$

To assess whether there was significant variation across states, we ran a series of model fit comparisons to assess the Chi-square difference between a model which fixes all current trait and VPC trait regression slopes to be equal across states (Level 1 Model) and a model which allows these relationships to vary by state (Level 2 Model; i.e., the addition of  $u_{1j}$  term). These model fit comparisons reveal that for all current-VPC trait pairs, the fixed sloped model fitted the data better than the random sloped model, indicating that there was no significant variation across states in how well an individual's current personality trait level predicted the trait they indicated attempting to change. See Table 10 for the  $\Delta X^2$  and zero-order correlations for each current trait – VPC trait comparisons.

## **Part 2: VPC across 58 Countries**

To understand whether the findings above from the across the United States generalize to an international sample, we explored volitional personality change across 57 additional countries. Specifically, we sought to understand the variation across countries in VPC as well as what country-level and individual-level variables predicted this variation. Finally, like the above analyses, we assessed the relationship between current personality trait levels and the specific VPC traits and tested whether or not these relationship patterns varied significantly across countries.

**Proportion of VPC across countries.** The majority (61.38%) of individuals in the international sample indicated that they were currently trying to change an aspect of their personalities. The range of VPC percentages across countries was 84.75% (Indonesia) to 28.07% (Israel) with a mean percentage of 63.44% ( $SD = 10.88$ ).

Countries with the highest VPC percentage included Indonesia (84.75%), Thailand (84.04%), Russia (80.79%), Vietnam (80.60%) and Brazil (80.17%) whereas Israel (28.07%), Slovakia (41.89%), Macedonia (46.30%), Hong Kong (46.48%) and Senegal (46.92%) are among the countries with the lowest. The proportion of individuals with volitional personality change intentions varied significantly across countries ( $\chi^2 = 18,394; p < .001$ ). Also, on average, female participants indicated VPC more often than male participants (females = 64.97%,  $SD = 11.59$ ; males = 59.87%,  $SD = 11.11$ ). See Table 12 for complete list of VPC proportions by gender and country.

Relative to individuals who did not report VPC, in most countries, individuals with VPC had higher levels of negative emotionality, along with all three of its facets (see Table 13d). There was a similarly strong tendency for individuals with VPC to be significantly less happy (as measured by both subjective and interdependent happiness scales) compared to those who did not report VPC (see Table 13g). Finally, there was a fairly consistent difference across countries between levels of openness (and its facets) for those who did and did not report VPC in which those who did report VPC tended to be higher in openness relative to those who did not (see Table 13e).

**Country-level predictors of cross-country VPC variation.** In an effort to explain this cross-cultural variation in VPC, I correlated countries' proportion of VPC with 26 previously collected country-level variables (e.g., infant mortality rate, GDP, employment rate, suicide rate). For organization and interpretation purposes, country-level variables were grouped in to three higher-order categories: Indicators of Quality of Life (e.g., GDP, life-expectancy), Cultural Values (e.g., Harmony vs Mastery,

Equalitarianism vs Harmony), and Country Trends of Individual Differences (e.g., social support, self-reported health).

Within the Quality of Life category, there was a strong, positive relationship between the country's proportion of VPC and employment rate ( $r = .35$ ;  $p = .01$ ), indicating that countries with a high employment rate tend to have high proportions of individuals trying to change an aspect of their personalities. Within the Country Trends of Individual Differences category, self-reported physical health was negatively related to the proportion individuals indicating a volitional personality change intention ( $r = -0.42$ ;  $p = .01$ ), indicating that countries with low self-reported physical health tend to have high proportions of individuals indicating a volitional personality change intention. Cultural values, conversely, were not related to VPC on the country levels (see Table 14).

It should be noted that the relationship between employment rate and VPC as well as between self-reported health and VPC shown in Table 14 showed a linear relationship without any noticeable outliers skewing the correlation. See Figures 1a-b for a graphical representation of this finding.

We also related country-level averages of the Big Five personality traits as well as country averages of other various individual differences (e.g., narcissism, religiosity, optimism) with countries' proportion of VPC (see Table 15). Results demonstrate strong, negative relationships between countries' proportion of VPC and average levels of conscientiousness ( $r = -0.43$ ;  $p < .001$ ) and all three of its facets: organization ( $r = -0.45$ ;  $p < .001$ ), productiveness ( $r = -0.41$ ;  $p < .001$ ) and responsibility ( $r = -0.25$ ;  $p = .05$ ) as well between average levels of interdependent happiness ( $r = -0.26$ ;  $p = .05$ ), negative

emotionality ( $r = 0.31$ ;  $p = 0.02$ ), depression ( $r = 0.28$ ;  $p = .03$ ), emotionality/moodiness ( $r = 0.27$ ;  $p = .04$ ) and of respect ( $r = -0.32$ ;  $p = .02$ ). Finally, there was a positive relationship between countries' proportion of VPC and average levels of the openness facet aestheticism ( $r = 0.39$ ;  $p = .002$ ).

A series of scatterplots reveals Israel to be magnifying these relationships (see Figures 2a-2i). Indeed, Israel has the lowest proportion of VPC (28.07%) and the among the most extreme average scores on each of the individual differences listed as significantly related to VPC in Table 15. To test how influential Israel was in driving the above relationships, I ran follow-up correlations between VPC proportion and mean individual difference scores without including Israel in the sample. While the strength of each significant relationship was reduced, only the relationship between VPC proportion and interdependent happiness changed directions after Israel was removed (with Israel:  $r = -0.26$ ,  $p = .05$ ; without Israel:  $r = 0.10$ ,  $p = 0.68$ ). These results indicate that while Israel certainly magnified the above relationships between country VPC and mean individual differences, the correlations are not driven solely by such outliers (see Table 15).

**Individual-level predictors of VPC across cultures.** To evaluate which personality traits and other individual differences predict an individual's VPC, I ran a series of correlations between the participants' dichotomous VPC response (i.e., yes or no to whether they are currently trying to change an aspect of their personalities), and their current levels of the Big Five traits and Honest/Humility (plus their facets), subjective and interdependent happiness, cultural tightness, independence and interdependence self-construal, dispositional optimism, narcissism, and religiosity.

Across all 58 countries, there was a strong, positive relationship between VPC and current levels of negative emotionality and its facets: anxiety, depression and emotionality (average  $r$ 's = 0.24, 0.21, 0.20, 0.19, respectively; see Table 16d). Also, for the majority of the countries there was a strong, negative relationship between VPC and current levels of both subjective and interdependent happiness (average  $r$ 's = -0.14, -0.18, respectively; see Table 16g). Finally, there was a consistently strong, positive relationship between current levels of openness and the intention to change one's personality across cultures (average  $r$  = 0.13; see Table 16e), a relationship likely driven by the openness facet intellect which was the only openness facet to be related to VPC (average  $r$  = 0.14). Taken together, these results indicate that individuals who are trying to change their personalities also tend to have higher levels of negative emotionality (i.e., anxiety, depression, and emotionality) and intellect, and lower levels of happiness. All other personality traits and individual differences did not have consistently strong relationships with the volitional personality change intentions. For all relationships across all 58 countries, see Tables 16a-16g.

**The content of VPC across countries.** At this writing, a subset of 2,684 participants from 20 countries has had their open-ended VPC responses translated and coded. Among these individuals, the most common desire was to increase levels of emotional stability (28.69%), conscientiousness (17.62%), extraversion (16.32%) and agreeableness (11.66%). Similar to the findings in our US sample, investigating the prevalence of VPC content on the facet level reveals a more comprehensive understanding of what exactly individuals report trying to change about themselves. For

instance, VPC to increase conscientiousness was largely driven by attempts to increase levels of productiveness (8.79% of entire sample with VPC), and VPC to increase levels of extraversion was largely driven by attempts to increase sociability (13.04% of the entire sample). In contrast, VPC to increase levels of emotional stability was equally distributed among its facets of anxiety, depression and emotionality/moodiness (6.89%, 7.90%, and 8.79% of the entire sample, respectively). See Table 18 for the percentages of responses that fell in to categories with the top 10 highest percentages overall. See Appendix F for the percentage of responses that fell in to the complete list of VPC content categories.

I ran a series of chi-square tests for independence to test whether male or female participants reported VPC to change a particular trait at different percentages. Similar to the US only sample, males indicated VPC to increase conscientiousness (driven by productiveness) at a higher rate relative to females (males = 24.84%; females = 14.55,  $X^2 = 39.08$ ;  $p < .001$ ) whereas females indicated VPC to increase emotional stability (driven by VPC to decrease anxiety and emotionality/moodiness) at a higher rate relative to their male counterparts (males = 21.47%; females = 31.76%,  $X^2 = 30.09$ ;  $p < .001$ ). See Table 17 for the percentage of responses captured by each VPC content category for by gender.

A series of Chi-square tests indicated that, with the exception of the VPC to increase responsibility, there was not significant variation across cultures in the percentages of VPC that fell in to each trait/facet category (for categories with the top ten percentages worldwide; see Table 18). While such uniform cross-cultural variation is not surprising given the high number of participants who are attempting volitional

personality change (i.e.,  $N = 2,684$ ), some VPC traits varied more than others. For instance, there was much less variation in VPC to increase emotional stability ( $X^2 = 35.24$ ;  $p = 0.013$ ) relative to VPC to increase levels of extraversion ( $X^2 = 163.03$ ;  $p \leq .001$ ), implying that countries were more consistent in their tendency to report VPC to increase emotional stability compared to VPC to increase extraversion.

**The relationship between current personality trait levels and VPC content across countries.** Relating current personality trait levels with VPC traits produced similar results as in the US only sample. For extraversion, there were strong, negative relationships between the VPC to increase extraversion and current levels of extraversion and all three of its facets: sociability, assertiveness, and energy ( $r$ 's = -0.27, -0.29, -0.23, -0.14, respectively). As was the case with the US only sample, these relationships were all driven by VPC to increase sociability ( $r$ 's = -0.26, -0.28, -0.20, -0.14). In the case of agreeableness, unlike the pattern observed in the US only data, there were negative relationships between VPC to increase agreeableness and current levels of agreeableness and all three of its facets: trust, respect, and compassion ( $r$ 's = -.10, -0.08, -0.09, -0.06). Likewise, with the exception of the facet responsibility, there were strong, negative correlations between VPC to increase conscientiousness and its facets (i.e., productiveness, responsibility and organization), and current levels of each of this trait and its facets (see Table 19c for all aforementioned correlations pooled across international samples). The strongest of these relationships were between corresponding current trait/facet and VPC trait/facet pairs. For instance, while the intention to increase levels of productiveness was related to current levels of conscientiousness and all three of



its facets, the strongest of these relationships were between the intention to increase levels of productiveness and current levels of productiveness ( $r = -0.15, p < .001$ ). The same pattern was observed for negative emotionality and its facets (i.e., anxiety, depression and emotionality/moodiness). Specifically, in most cases, there was a strong, positive relationship between current levels of emotional stability and its facets and VPC to increase emotional stability and its facets, yet the strongest of these relationships were observed with each corresponding current trait – VPC trait pairs. See tables 19a-19d for a complete list of these relationships.

**Cross-country variation in the relationship corresponding current trait and VPC trait relationships.** Finally, similar to analyses on the US state level, I ran a series of logistic models to better understand the current trait level and VPC trait relationship at the individual level accounting for within country nesting. Specifically, I ran the models as specified below for 20 corresponding current trait – VPC trait pairs (e.g., current levels of extraversion predicting VPC increased extraversion). An example of these models is shown in Table 20.

I again used the lme4 R package to estimate the intercepts and slopes for VPC traits using individual predictors of current personality trait levels accounting for country level variation. In the Level 1, VPC traits were modeled as a function of current trait levels on the individual level:

1. Level 1 Model:  $\text{logit}(\text{VPC trait}_{ij}) = b_{0j} + b_{1j}\text{Current trait} + r_{ij}$

In the Level 2 Model, the intercepts and slopes were allowed to differ across countries:

2. Level 2 Model:

$$b_{0j} = \gamma_{00} + u_{0j}$$

$$b_{1j} = \gamma_{10} + u_{1j}$$

The entire mixed-model is specified as followed:

3. Mixed Model:  $VPC\ trait_{ij} = \gamma_{00} + \gamma_{10}(\text{Current trait}) + u_{0j} + u_{1j}(\text{Current trait}) + r_{ij}$

To assess whether there is significant variation across countries in the relationship between current trait levels and VPC traits, we ran a series of model fit comparisons to assess the Chi-square difference between a model which fixes all current trait and VPC trait regression slopes to be equal across countries (Level 1 Model) and a model which allows these relationships to vary by country (Level 2 Model, i.e., the addition of  $u_{1j}$  term). Results reveal that with the exception of emotional stability, the fixed sloped model fitted the data better than the random slope models, indicating that there was no significant variation across countries in how well an individual's current personality trait level predicted the trait they indicated attempting to change. Interestingly, the relationship between current levels of negative emotionality and the intention to increase levels of emotional stability was not uniformly observed across countries ( $X^2 = 6.02$ ;  $p < .001$ ) and that this variation was driven by anxiety ( $X^2 = 20.96$ ;  $p = .05$ ). These findings suggest that while some countries high levels of negative emotionality (i.e., anxiety) predicted the attempt to increase emotional stability and in other countries, the opposite was true: low levels of negative emotionality predicts the attempt to increase emotional stability (i.e., anxiety). Indeed, these relationships range from  $r = -0.15$  (Slovakia) to  $r = 0.51$  (New Zealand). See Table 21 for a full list of corresponding current trait and VPC

trait relationships along with the  $\Delta X^2$  from the aforementioned multi-level models across countries.

## **Chapter 4: Understanding Volitional Personality Change**

The current study sought to understand cross-state and cross-country variation in the presence and content of attempts to change one's personality. To accomplish this aim, I tested the ways country-level variables (for the international sample) and current personality traits (for both US and international samples) related to reported volitional personality change attempts. Broadly speaking, findings from this endeavor suggest that the substantial variation in the attempt to change oneself can, in part, be explained by individual and country level factors. Furthermore, there was a near uniform cross-US state and cross-country trend in the relationship between corresponding current personality trait level and the attempts to change a particular trait. The implications of these findings along with suggestions for future work in the field of volitional personality change are discussed below.

### **Volitional personality change across the United States**

Part 1 of the current project examined the prevalence and predictors of volitional personality change across six US states. While there instances of interesting cross-state variation, the similarities across US states were more striking than the differences. For instance, the near majority of individuals within and across states indicated that they were currently trying to change an aspect of their personalities. Exceptions to this trend were with individuals residing in Connecticut and Alabama. These exceptions may be explained by the relatively high trait levels in the socially desirable direction for these two states. Indeed, individuals residing in either Alabama or Connecticut rank as the highest in mean extraversion (and sociability) and as the lowest in mean negative

emotionality (regardless of whether they are trying to change their personalities). It may be the case, therefore, that the majority individuals from Connecticut and especially Alabama, do not report current volitional personality change attempts because they already have high levels of socially desired traits. These findings align with Rentfrow et al.'s (2008) report of personality trait levels across US states who found that both Alabama and ranks in the top 60% of states in levels of agreeableness and conscientiousness and Connecticut ranks in the top 60% in extraversion, agreeableness, conscientiousness and emotional stability.

There were also near uniform trends in individual difference predictors of volitional personality change for individuals within and across US states. Specifically, individuals across the US who were currently trying to change an aspect of their personalities tended to have low levels of conscientiousness, happiness and optimism and high levels of negative emotionality and openness to experience relative to their peers that were not currently trying to change themselves. There were, however, some interesting exceptions in this trend. For instance, distinct from the five other states, individuals from Connecticut who reported a volitional personality change attempt did not have significantly low levels of negative emotionality. Likewise, unlike all other participants, those from Texas who reported volitional personality change tended to have low levels of sociality. Finally, only in Idaho was there a relationship between those who reported volitional personality change and low levels of independent self-construal.

Next, the investigation of volitional personality change content revealed a comprehensive assessment of *what* individuals were trying to change about themselves

across the United States. To this end, we categorized participants' responses first on the global trait level (e.g., increased extraversion) and second on the facet level (e.g., increased sociality). The majority of participants indicated that they were currently trying to increase levels of emotional stability, extraversion, conscientiousness, and agreeableness. Volitional attempts to increase extraversion were dominated by reports of trying to increase sociality whereas attempts to increase conscientiousness were dominated by reports of trying to increase productiveness and responsibility. These findings underscore the importance of investigating volitional personality change on the facet level. Specifically, it is more precise to conclude that participants are attempting to increase sociality, productiveness and responsibility than it is to conclude they are trying to increase levels of extraversion and conscientiousness.

Assessment of the content of volitional personality change attempts on the state level also reveals that Alabamans tend to report increasing levels of sociality at a lower rate relative to participants from any other state. Again, one possible explanation for this is that Alabamans are already high in sociality and therefore do not feel the need to be more social. Indeed individuals from Alabama who want to change themselves were significantly higher in their current levels of sociality relative to participants from any other state.

Finally, across all six states, current personality trait levels predicted the specific trait that individuals reported currently trying to change. For instance, individuals who had low levels of sociality tended to express an intention to change this facet. This trend was consistent across all traits and facets. These findings are striking given that we asked

participants to report their current personalities traits levels via a Likert-type scale and to identify what personality trait they were trying to change via an open-ended response. Importantly, current personality trait and volitional personality change trait relationships discussed above did not differ significantly across US states, implying that individuals across the United States are alike in their tendency to change their personality traits relative to what they lack.

The one interesting exception to the above trend was agreeableness. Distinct from the other three traits, individuals with high levels of agreeableness (specifically, trust and respect) tended to report trying to increase levels of compassion. It seems as if those who are high in agreeableness, seek to be even higher in the compassion domain. These findings again underscore the importance of investigations that go beyond the Big Five and consider also the facet levels of personality.

### **Volitional personality change across 58 countries**

First, on average across 58 countries, 61.38% participants report that they are currently trying to change an aspect of their personalities. The sheer number of people around the world that are trying to accomplish personality change goals is in and of itself notable. Indeed only eight countries had percentages lower than 50%. Nevertheless, there was substantial variation across countries in the percentage of individuals who were attempting this change. Specifically, country proportion of volitional personality change attempts ranged from 84.75% (Indonesia) to 28.07% (Israel).

In an attempt to explain this variation, I first related country-level variables to countries' proportion of volitional personality change. In countries with high employment

rates, a higher proportion of individuals report trying to change their personalities. It may be the case that workplace demands inspire individuals to attempt to improve their personalities in ways that would be beneficial to workplace success. In support of this possibility, previous research in lifespan development indicates success in the workforce (e.g., being detailed oriented and dependable) is related to high levels of conscientiousness (Barrick & Mount, 1991; Tett & Burnett, 2003). It may be the case, therefore, that individuals beginning a new job or adding new responsibilities to an existing position may be intentionally increasing levels of conscientiousness to meet their new workplace demands. Also, low levels of country-level subjective health was related to high proportions of volitional personality change. One possible explanation for this relationship is that individuals residing in countries with low averages of self-reported health might be inspired to work towards feeling better in all areas of their lives. In other words, in an attempt to improve low wellbeing evidenced by their subjective health ratings, individuals may seek to be more emotionally stable (to improve psychological well-being) or conscientious (to improve self-care).

I next investigated what predicted volitional personality change on the individual level. Across the majority of countries, individuals with high levels of negative emotionality and its facets (i.e., anxiety, depression and emotionality) and low levels of both subjective and interdependent happiness tended to report currently trying to change an aspect of their personalities. There was also a trend for individuals high in openness (driven by intellect) to also report volitional personality change, albeit less consistently across countries. These results imply that individuals who have negative emotions yet are



highly intellectual tend to want to change an aspect of their personalities. In other words, individuals who are thinking deeply about their own negative personality traits or general wellbeing, tend to be report changing something about their personalities.

The aforementioned findings cue us in to *who* is trying to change their personalities around the world. The next question to examine, then, is *what* exactly it is people want to change. Similar to individuals across US states, the majority of participants from our international sample indicated that they were trying to be more emotionally stable, conscientious, extraverted and agreeable. Again replicating analyses from our US sample, facet level analyses revealed that a proportion of responses that fell in to each category, some categories varied more than others. For instance, the degree of variation for increased emotional stability was nearly a fourth of that for increased extraversion. Indeed, the lowest proportion of individuals with an volitional personality attempt to increase emotional stability is 14.55% (Hong Kong), whereas the lowest proportion for attempts to increase extraversion across countries was 3.37% (Croatia). The latter finding may be explained by already high levels of extraversion for Croatian participants – who had among the highest levels of this trait relative to the other countries included in the analyses.

Finally, I assessed the relationship between current personality traits and specific volitional personality change attempts. For extraversion, agreeableness, conscientiousness and negative emotionality, there were strong relationships between current trait levels and corresponding volitional personality change traits. For instance, individuals with low levels of extraversion tended to report that they were currently

trying to increase levels of extraversion (driven by attempts to increase levels of sociability). Like analyses across US states, these patterns did not vary across countries. The one exception, however, was negative emotionality which did vary in its relationship to attempts to increase emotional stability across countries. Indeed, looking at these relationships by country reveals that in some countries there is a positive relationship between current levels of negative emotionality and the attempt to increase emotional stability, and in others there is a strong positive relationship. For example, in Slovakia, those who reported a current attempt to increase emotional stability tended to have low levels of negative emotionality, whereas in New Zealand, individuals who report trying to increase levels of emotional stability tend to be high in negative emotionality. It seems to be the case that in some countries, negative emotionality prompts volitional personality change in the same way it does with other traits (e.g., high negative emotionality prompting attempts to be more emotionally stable), yet in others, low levels of negative emotionality prompts individuals to be even more emotionally stable.

### **Limitations and future directions**

The current study is the first of its kind to assess volitional personality change across multiple states across the US and dozens of countries around the world. Despite this contribution, it is not without its limitations. First and foremost, all six US samples and 58 international samples involved college student participants. While exclusive use of college student samples enabled us to control for various social and demographic factors, it limits the generalizability of our findings. While this is an issue for most psychological studies, assessing volitional personality change exclusively with college

student participants may be particularly problematic. Students' self-improvement goals and motivations are clearly very different than their adult counterparts. For example, older adults may not be confronted with social pressure in the same way that college students are and thus attempts to change levels of extraversion may be conceptualized in completely different ways across age groups. Future work will assess differences in volitional personality change across various age groups by including community samples across various countries. Indeed, the International Situations Project currently has non-college student samples in five countries. We hope to run a follow-up study in the near future which encourages existing collaborators to recruit participants from outside the university setting.

A second limitation of this study is the scope to which volitional personality change was assessed. Indeed, only two questions (e.g., "Are you current trying to change an aspect of your personality?" and "What are you trying to change?") measured this complex psychological concept. It would be interesting, for instance, to know how participant's feel about their personality change goal (e.g., Do they think it is attainable? How long have they been working towards accomplishing this goal?), the event or moment motivated them to try to change their personalities, and in what social context their personality change goal is most relevant in. Future work will seek to understand country variation in the motivation for and conceptualization of volitional personality change by incorporating more in-depth assessment measures.

An obvious limitation of this project is that it does not assess personality change over time. While it is useful to know the ways in which individuals across various

countries conceptualize their personality change attempts at Time 1, future research in this field should follow individuals over time. The longitudinal assessment of volitional personality change across countries is important for two reasons: (1) while investigations of personality development using longitudinal designs have become relatively common in the United States (Roberts & Mroczek, 2008; Roberts, Walton, & Viechtbauer, 2006; Robins, Fraley, Roberts, & Trzesniewski, 2001), there are very few studies in which longitudinal assessment is used across various countries, (2) in the context of understanding more about the individual's active effort towards personality change, it is imperative to assess whether individuals are more or less successful in their pursuit and whether this success varies across countries. It may be the case, for instance, that particular aspects of one's culture facilitates or impedes one's progress towards self-improvement. For these reasons, future work should attempt to measure volitional personality change across countries and over time.

A final limitation of the current study is its reliance on self-report measures. While self-report measures are useful in tapping in to the internal qualities of individuals, not to mention their ease and relatively low cost, future research in volitional personality change should combine self-report methods with measurement tools that assess personality change goals as they pertain to individuals' everyday life. For instance, researchers should use the Electronically Activated Recorder (EAR; Mehl, Pennebaker, Crow, Dabbs, & Price, 2001) to assess how and when individuals narrate volitional personality change desires and attempts. This could, in real time, enable researchers to understand how individuals conceptualize their personality change goals and endeavors

as they live their lives. We may find, for instance, that self-reported prevalence of certain personality change desires are predicted by how often an individual discusses behaviors related to that particular trait. Likewise, we could track how much and how often desired personality trait change is discussed throughout a day or week or month and in which contexts this discussion is more likely to occur (e.g., intentions to increase conscientiousness discussed more frequently in the workplace). Relatedly, use of the EAR and other experience sampling methods would enable researchers to assess whether personality changes as a function of moving in and out of roles throughout the day, week, month, year or as a function of the frequency to which personality change desires are discussed.

### **General conclusions**

Broadly speaking, across both states in the US sample and countries in the international sample, similarities in volitional personality change are more striking than cross-state or cross-country differences. First, the majority of participants from the majority of states and countries indicate that they are currently trying to change their personalities. The widespread motivation towards personality change underscores the human drive towards self-improvement and personal success. Furthermore, we are beginning to uncover the personality profile of individuals who are actively seeking personality change. Specifically, those who are have negative emotions, yet are high in intellect, tend to report making these personality change attempts. Finally, there is also near uniform tendency for individuals around the world to seek to change aspects of themselves that they tend to lack.

Despite the social, political, and religious differences across countries around the world, the current project suggests that no matter which country one hails from, we all share a basic human tendency towards for self-insight and attempts towards productive personality change. In all hope, it is this basic drive towards self-improvement that facilitates general progress worldwide.

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## Tables and Figures

Table 1  
US sample demographic information

	<i>N</i>	Female %	Mean Age
Alabama	178	77.53	18.68
California	542	65.87	19.52
Connecticut	156	63.46	19.44
Idaho	135	72.59	23.19
Illinois	201	56.22	19.41
Texas	148	78.38	20.41
<b>US sample</b>	<b>1360</b>	<b>67.72</b>	<b>19.85</b>

Table 2  
Percentage of VPC by state and gender

State	Female %	Male %	Total %
Alabama	31.88	30.00	31.46
California	58.26	47.57	54.60
Connecticut	41.41	47.37	43.67
Idaho	53.06	40.54	50.36
Illinois	53.10	46.59	50.25
Texas	49.14	43.75	47.97
<b>US Sample</b>	<b>50.16</b>	<b>44.87</b>	<b>48.46</b>

Table 3  
Percentage of VPC by state and ethnicity

State	Black % ( <i>n</i> )	Asian % ( <i>n</i> )	Hispanic % ( <i>n</i> )	White % ( <i>n</i> )
Alabama	53.85 (13)	40.63 (32)	0.00 (2)	27.78 (126)
California	56.25 (16)	53.78 (251)	54.24 (177)	44.44 (45)
Connecticut	25.00 (4)	48.62 (42)	60.00 (20)	36.37 (77)
Idaho	0.00 (1)	33.33 (3)	48.00 (24)	50.98 (102)
Illinois	11.11 (8)	58.46 (65)	44.00 (25)	49.46 (93)
Texas	10.00 (10)	87.50 (8)	53.84 (26)	45.36 (97)
<b>US Sample</b>	<b>40.38 (52)</b>	<b>53.37 (401)</b>	<b>52.92 (274)</b>	<b>41.67 (540)</b>

Mean levels of extraversion (and facets) for individuals attempting VPC and not attempting VPC by state

	Extraversion			Sociability			Assertiveness			Energy		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Alabama	3.42	3.51	-0.95	3.26	3.42	-0.96	3.35	3.38	-0.24	3.63	3.74	-1.03
California	3.11	3.29	-3.41***	2.85	3.10	-3.31***	3.06	3.21	-2.34*	3.41	3.56	-2.52*
Connecticut	3.30	3.31	-0.14	3.07	3.09	-0.13	3.20	3.22	-0.19	3.63	3.63	-0.02
Idaho	3.20	3.47	-2.18*	3.06	3.37	-1.79	3.14	3.39	-1.66	3.41	3.65	-2.00*
Illinois	3.25	3.38	-1.48	3.01	3.18	-1.33	3.16	3.30	-1.32	3.56	3.67	-1.05
Texas	3.14	3.47	-3.08**	2.79	3.27	-3.03**	3.14	3.46	-2.41	3.50	3.68	-1.76
<i>F</i>	2.81*	2.97*		2.84*	2.88*		1.38	2.15		2.24*	1.41	

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting (i.e., VPC 'Yes' Mean) and not attempting VPC (i.e., VPC 'No' Mean); significant *F*-values represent significant variation in mean trait levels across states

Table 4b

Mean levels of agreeableness (and facets) for individuals attempting VPC and not attempting VPC by state

	Agreeableness			Respect			Trust			Compassion		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Alabama	3.64	3.72	-0.93	3.81	3.87	-0.53	3.17	3.34	-1.53	3.89	3.89	0.01
California	3.66	3.65	0.14	3.89	3.81	1.63	3.25	3.39	-2.27*	3.76	3.71	0.92
Connecticut	3.70	3.71	-0.12	3.86	3.85	0.15	3.33	3.43	-1.04	3.87	3.82	0.50
Idaho	3.59	3.81	-2.29*	3.77	4.02	-2.26*	3.17	3.42	-1.99*	3.80	3.99	-1.65
Illinois	3.66	3.72	-0.96	3.89	3.75	1.75	3.29	3.52	-2.64**	3.76	3.85	-0.97
Texas	3.69	3.66	0.37	3.86	3.80	0.54	3.27	3.25	0.20	3.88	3.82	0.49
<i>F</i>	0.35	1.23		0.57	1.74		1.73	0.57		0.74	2.49*	

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting (i.e., VPC 'Yes' Mean) and not attempting VPC (i.e., VPC 'No' Mean); significant *F*-values represent significant variation in mean trait levels across states

Table 4c

Mean levels of conscientiousness (and facets) for individuals attempting VPC and not attempting VPC by state

	Conscientiousness			Productiveness			Responsibility			Organization		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Alabama	3.58	3.71	-1.53	3.46	3.63	-1.54	3.50	3.65	-1.56	3.76	3.85	-0.66
California	3.36	3.52	-3.21***	3.18	3.37	-3.16**	3.36	3.49	-2.64**	3.55	3.70	-2.14*
Connecticut	3.50	3.49	0.10	3.38	3.36	0.15	3.48	3.56	-0.83	3.65	3.55	0.73
Idaho	3.58	3.84	-2.50*	3.57	3.85	-2.23*	3.47	3.73	-2.27*	3.69	3.93	-1.74
Illinois	3.22	3.42	-2.60**	3.12	3.35	-2.58*	3.19	3.38	-2.23*	3.34	3.53	-1.59
Texas	3.46	3.68	-2.20*	3.48	3.65	-1.36	3.44	3.58	-1.35	3.45	3.82	-2.70**
<i>F</i>	5.00***	7.14***		6.62***	8.85***		3.17**	4.14**		2.73*	3.85**	

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting (i.e., VPC 'Yes' Mean) and not attempting VPC (i.e., VPC 'No' Mean); significant *F*-values represent significant variation in mean trait levels across states



Table 4d  
 Mean levels of negative emotionality (and facets) for individuals attempting VPC and not attempting VPC by state

	Negative Emotionality			Anxiety			Depression			Emotionality (moodiness)		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Alabama	3.17	2.82	2.99**	3.64	3.31	2.45*	2.89	2.48	3.11**	2.99	2.66	2.40*
California	3.13	2.82	5.10***	3.57	3.26	4.69***	2.92	2.55	5.07***	2.91	2.65	3.44***
Connecticut	3.03	2.80	1.92	3.44	3.22	1.79	2.74	2.51	1.74	2.89	2.67	1.53
Idaho	3.44	2.84	4.48***	3.84	3.34	3.63***	3.23	2.51	4.67***	3.24	2.67	3.48***
Illinois	3.15	2.84	3.31***	3.59	3.30	2.90**	2.89	2.56	2.71**	2.98	2.67	2.76**
Texas	3.18	2.78	3.63***	3.62	3.29	2.63**	2.91	2.44	3.51***	3.01	2.62	2.80**
<i>F</i>	2.55*	0.08		2.09	0.03		2.39*	0.33		1.55	0.05	

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting (i.e., VPC 'Yes' Mean) and not attempting VPC (i.e., VPC 'No' Mean); significant *F*-values represent significant variation in mean trait levels across states

Table 4e

Mean levels of openness (and facets) for individuals attempting VPC and not attempting VPC by state

	Openness			Intellect			Aestheticism			Creativity		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Alabama	3.63	3.45	1.69	3.87	3.67	1.94	3.34	3.11	1.44	3.67	3.56	0.89
California	3.61	3.52	1.90	3.80	3.68	2.33	3.56	3.37	2.85	3.47	3.52	-0.81
Connecticut	3.56	3.56	0.02	3.83	3.82	0.07	3.24	3.26	-0.14	3.61	3.59	0.19
Idaho	3.54	3.60	-0.56	3.72	3.82	-0.94	3.35	3.28	0.45	3.55	3.69	-1.06
Illinois	3.83	3.54	3.55	4.01	3.71	3.45	3.78	3.34	3.77	3.70	3.57	1.48
Texas	3.75	3.52	2.43	3.94	3.69	2.45	3.58	3.30	2.05	3.74	3.56	1.52
<i>F</i>	3.35**	0.76		2.40*	1.28		4.63***	1.67		2.82*	0.78	

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting (i.e., VPC 'Yes' Mean) and not attempting VPC (i.e., VPC 'No' Mean); significant *F*-values represent significant variation in mean trait levels across states

Table 5  
Correlations between VPC and individual difference across US states

	AL ( <i>n</i> = 178)	CA ( <i>n</i> = 542)	CT ( <i>n</i> = 156)	ID ( <i>n</i> = 135)	IL ( <i>n</i> = 201)	TX ( <i>n</i> = 178)	Mean (SD)	US Sample ( <i>N</i> = 1,360)
Extraversion	-0.04	-0.14***	-0.01	-0.18*	-0.12	-0.23**	-0.12 (0.07)	-0.14***
Sociability	-0.06	-0.14***	-0.03	-0.14	-0.13	-0.24**	-0.12 (0.06)	-0.14***
Energy	-0.06	-0.11**	0.005	-0.18*	-0.08	-0.15	-0.10 (0.05)	-0.11***
Assertiveness	0.01	-0.11**	-0.02	-0.13	-0.09	-0.18*	-0.09 (0.06)	-0.11***
Agreeableness	-0.07	0.002	0.01	-0.18*	-0.04	0.03	-0.04 (0.06)	-0.03
Compassion	-0.01	0.03	0.07	-0.12	-0.05	0.05	-0.01 (0.06)	-0.01
Respect	-0.05	0.06	0.004	-0.19*	0.13	0.05	0.00 (0.09)	0.02
Trust	-0.12	-0.09*	-0.07	-0.17*	-0.18*	0.02	-0.10 (0.06)	-0.10***
Conscientiousness	-0.11	-0.12**	0.02	-0.21*	-0.19*	-0.17*	-0.13 (0.07)	-0.14***
Organization	-0.05	-0.08	0.08	-0.14	-0.11	-0.21**	-0.09 (0.08)	-0.10***
Productive	-0.11	-0.12**	0.01	-0.20*	-0.18*	-0.11	-0.12 (0.06)	-0.13***
Responsible	-0.10	-0.10*	-0.07	-0.16	-0.16*	-0.09	-0.11 (0.03)	-0.12***
Negative Emotion	0.24***	0.23***	0.15*	0.36***	0.24***	0.30***	0.25 (0.06)	0.25***
Anxiety	0.19**	0.21***	0.15	0.33***	0.21**	0.20**	0.22 (0.05)	0.21***
Depression	0.24***	0.22***	0.13	0.40***	0.20**	0.29***	0.25 (0.08)	0.24***
Emotionality	0.20**	0.15**	0.14	0.28***	0.19**	0.20*	0.19 (0.04)	0.18***
Openness	0.16*	0.09*	0.03	-0.02	0.24***	0.20*	0.12 (0.09)	0.12***
Intellect	0.16*	0.11**	0.04	-0.08	0.25***	0.20*	0.11 (0.10)	0.12***
Aesthetic	0.10	0.14***	-0.02	0.05	0.25***	0.18*	0.12 (0.08)	0.14***
Creative	0.11	-0.02	0.02	-0.07	0.11	0.14	0.05 (0.07)	0.02
Honesty	0.09	0.00	0.005	-0.10	0.06	0.11	0.03 (0.06)	0.03
Sincerity	0.02	-0.03	0.06	-0.10	-0.01	0.10	0.01 (0.06)	0.01
Fairness	0.07	0.07	0.03	-0.05	0.08	0.15	0.06 (0.06)	0.06*
Greed	0.06	-0.08	-0.15*	-0.13	-0.04	-0.04	-0.06 (0.06)	-0.06*
Modesty	0.00	0.06	-0.04	-0.06	0.13	0.11	0.04 (0.07)	0.05*
Subjective Happiness	-0.20**	-0.19***	-0.15	-0.31***	-0.16*	-0.36***	-0.23 (0.07)	-0.22***
Interdependent Happiness	-0.27***	-0.19***	-0.23**	-0.34***	-0.18*	-0.28***	-0.25 (0.05)	-0.24***

Cultural Tightness	0.11	0.02	0.09	-0.02	0.06	0.10	0.06 (0.04)	0.06*
Independence	-0.07	-0.10*	0.03	-0.24***	-0.01	-0.10	-0.08 (0.08)	-0.08***
Interdependence	0.06	0.05	0.21**	0.11	-0.11	0.15	0.08 (0.09)	0.07**
Optimism	-0.05	-0.10*	-0.05	-0.24***	0.00	-0.27***	-0.12 (0.09)	-0.12***
Narcissism	-0.13	-0.04	0.06	0.07	-0.05	-0.13	-0.04 (0.07)	0.04*
Religiosity	-0.03	-0.06	-0.02	0.004	0.01	-0.15	-0.04 (0.05)	-0.07*

*Note.* \*\*\* < .001, \*\* < .001, \* < .05. Countries as listed in order as follows: Alabama, California, Idaho, Illinois and Texas

Table 6  
 Percentage of responses captured by each VPC content category for US sample by gender

Category	Total % ( <i>N</i> = 659)	Female % ( <i>n</i> = 462)	Male % ( <i>n</i> = 97)	$\chi^2$
<b>Increase Extraversion</b>	24.89	22.94	29.44	3.06
Increase Sociability	20.33	18.61	24.37	2.75
Increase Assertiveness	3.64	3.90	3.05	0.29
<b>Increase Agreeableness</b>	16.08	17.75	12.18	3.31
<b>Increase Conscientiousness</b>	15.78	12.12	24.37	14.65***
Increase Productiveness	8.65	6.06	14.72	12.07***
Increase Responsibility	3.79	3.46	4.57	0.45
<b>Increase Emotional Stability</b>	27.47	30.09	21.32	5.50*
Decrease Anxiety	6.83	7.58	5.08	1.43
Decrease Depression	11.23	12.55	8.12	2.88
Decrease Emotionality	7.74	8.01	7.11	0.16
<b>Decrease Agreeableness</b>	3.64	4.33	2.08	2.32

*Note.* \*\*\* < .001, \* < .05; Categories that captured less than 3% of participants responses are not listed.

Table 7  
 Percentage of responses falling captured by VPC content categories by US state

	AL % ( <i>n</i> = 56)	CA % ( <i>n</i> = 296)	CT % ( <i>n</i> = 68)	ID % ( <i>n</i> = 67)	IL % ( <i>n</i> = 101)	TX % ( <i>n</i> = 71)	$\chi^2$
<b>Increase Extraversion</b>	8.93	31.08	26.47	14.93	16.83	30.99	24.01***
Increase Sociability	7.14	25.68	23.53	10.45	13.86	23.94	21.02***
Increase Assertiveness	1.79	4.05	1.47	4.48	2.97	5.63	2.71
<b>Increase Agreeableness</b>	25.00	17.23	11.76	13.43	11.88	16.90	6.04
<b>Increase Conscientiousness</b>	10.71	14.19	20.59	19.40	20.79	11.27	6.45
Increase Productiveness	5.36	9.12	17.65	4.48	8.91	4.23	10.37
Increase Responsibility	3.57	2.36	0.00	7.46	7.92	4.23	12.77*
<b>Increase Emotional Stability</b>	39.29	21.96	27.94	29.85	31.68	32.39	10.30
Decrease Anxiety	12.50	4.73	7.35	7.46	7.92	8.45	5.12
Decrease Depression	10.71	10.14	4.41	16.42	14.85	12.68	7.37
Decrease Emotionality	12.50	6.08	11.76	4.48	8.91	8.45	5.49
VPC % (yes/no response)	31.46	54.60	43.67	50.36	50.25	47.97	

*Note.* \*\*\* < .001, \* < .05; Categories that captured less than 3% of participants responses are not listed. See Appendix D for the full list of proportions by US state; *ns* represent individuals who answered ‘yes’ to whether they were currently trying to change their personalities. Countries as listed in order as follows: Alabama, California, Idaho, Illinois and Texas. See Appendix E for the full list of categories’ percentages by state

Table 8a

Correlation between current levels of Extraversion (plus facets) and VPC intentions for US sample

	VPC Increased Extraversion	VPC Increased Sociality	VPC Increased Assertiveness	VPC Increased Energy
Current Extraversion	-0.31***	-0.30***	-0.06	†
Current Sociality	-0.34***	-0.34***	-0.02	†
Current Assertiveness	-0.25***	-0.23***	-0.09	†
Current Energy	-0.15**	-0.14***	-0.04	†

Note. \*\*\* <.001; \*\* <.01; † = less than 3% of responses falling in the VPC content category

Table 8b

Correlation between current levels of Agreeableness (plus facets) and VPC intentions for US sample

	VPC Increased Agreeableness	VPC Increased Respect	VPC Increased Trust	VPC Increased Compassion
Current Agreeableness	-0.10	†	-0.02	0.16**
Current Respect	-0.07	†	0.01	0.14**
Current Trust	-0.09	†	-0.07	0.16**
Current Compassion	-0.04	†	0.02	0.07

Note. \*\*\* <.001 ; † = less than 3% of responses falling in the VPC content category

Table 8c

Correlation between current levels of Conscientiousness (plus facets) and VPC intentions for US sample

	VPC Increase Conscientiousness	VPC Increase Productiveness	VPC Increase Responsible	VPC Increase Organization
Current Conscientiousness	-0.23***	-0.17***	-0.12*	-0.09
Current Responsible	-0.17***	-0.10	-0.14**	-0.03
Current Productiveness	-0.17***	-0.17***	-0.07	-0.04
Current Organization	-0.21***	-0.13**	-0.10	-0.14**

Note. \*\*\* <.001; \*\* <.01; \* <.05

Table 8d  
 Correlation between current levels of Negative Emotionality (plus facets) and VPC intentions  
 for US sample

	VPC Emotional Stability	VPC Decrease Anxiety	VPC Decrease Depression	VPC Decrease Emotionality (moodiness)
Current Negative Emotionality	0.25***	0.17***	0.14***	0.08
Current Anxiety	0.21***	0.19***	0.11**	0.03
Current Depression	0.22***	0.12**	0.19***	0.02
Current Emotionality	0.22***	0.13**	0.08	0.14**

Note. \*\*\* <.001; \*\* <.01; \* <.05



Table 9  
 Multilevel model of extraversion predicting VPC to increase to extraversion for US sample

Parameter	Model 1	Model 2
Fixed effects		
Intercept, $Y_{00}$	2.38 (0.52)	2.59 (0.55)
Extraversion	-1.19 (0.16)	-1.26 (0.20)
Random effects		
Intercept, $u_{0j}$	0.16	0.006
Extraversion x US state		0.03
$\Delta X^2$		0.65

*Note.* All other models were run in the manner as displayed above

Table 10  
Corresponding current trait and VPC trait relationships by state

	Inc E	Inc Social.	Inc Assert.	Inc A	Inc Compass.	Inc Trust	Inc C	Inc Organize.	Inc Product.	Inc Response.
Alabama	-0.40	-0.33	0.07	-0.06	-0.21	-0.24	-0.36	-0.17	-0.33	0.04
California	-0.33	-0.34	-0.10	-0.09	0.10	-0.11	-0.22	-0.13	-0.20	-0.07
Connecticut	-0.23	-0.31	-0.15	-0.18	0.12	-0.05	-0.37	-0.19	-0.29	0.00
Idaho	-0.27	-0.19	-0.19	-0.20	0.10	-0.04	-0.27	-0.27	0.02	-0.20
Illinois	-0.34	-0.38	-0.02	-0.02	0.19	0.13	-0.08	-0.04	-0.04	-0.17
Texas	-0.17	-0.34	-0.06	-0.06	0.00	-0.11	-0.25	-0.13	-0.12	-0.30
$\Delta X^2$	0.65	0.12	0.00	0.00	0.01	0.30	0.03	0.00	0.00	0.14

*Note.* Red circles represent negative relationship and blue circles represent positive relationships. The size of the circle and intensity of color correspond to the strength of the relationship. VPC trait categories are listed as follows: Increase Extraversion, Increase Sociability, Increase Assertiveness, Increase Agreeableness, Increase Compassion, Increase Trust, Increase Conscientiousness, Increase Organization, Increase Productiveness, Increase Responsibility. Non-significant  $\Delta X^2$  represents no significant variability in the strength of current trait and VPC trait relationships.

Table 10 cont.

	Increase Emotional Stability	Decrease Anxiety	Decrease Depression	Decrease Emotionality
Alabama	0.18	0.26	0.03	0.04
California	0.28	0.15	0.18	0.14
Connecticut	0.29	0.23	0.31	0.01
Idaho	0.10	0.19	0.28	0.05
Illinois	0.22	0.09	0.05	0.20
Texas	0.41	0.37	0.34	0.35
$\Delta X^2$	0.85	0.00	0.96	0.37

*Note.* Red circles represent negative relationship and blue circles represent positive relationships. The size of the circle and intensity of color correspond to the strength of the relationship. Non-significant  $\Delta X^2$  represents no significant variability in the strength of current trait and VPC trait relationships.

Table 11  
International sample demographic information

Country	Total <i>N</i>	Female %	Mean Age
Argentina	140	78.57	24.28
Australia	196	76.02	19.84
Austria	113	81.42	21.26
Bolivia	118	61.86	21.09
Brazil	242	75.21	23.64
Bulgaria	150	70.67	25.05
Canada	302	79.14	21.86
Chile	383	66.58	21.45
China	426	48.59	22.64
Colombia	181	74.03	21.68
Croatia	218	64.68	21.46
Czech Republic	193	80.83	22.65
Denmark	244	79.92	22.94
Estonia	293	83.96	25.88
France	228	85.53	22.60
Georgia	140	80.00	20.29
Germany	454	75.11	24.36
Greece	202	81.19	22.76
Hong Kong	142	59.15	19.00
Hungary	176	60.23	21.76
India	221	49.77	22.38
Indonesia	59	50.85	23.59
Israel	171	61.40	25.35
Italy	717	64.57	21.86
Japan	142	64.08	22.46
Jordan	141	80.85	19.87
Latvia	168	82.74	24.89
Lithuania	144	78.47	20.26
Macedonia	54	74.07	21.22
Malaysia	228	71.05	21.53
Mexico	245	58.37	23.88
Netherlands	299	81.61	20.14
New Zealand	129	86.05	19.19
Nigeria	134	33.58	24.75
Norway	159	74.21	23.89
Pakistan	114	50.00	20.61
Palestine	248	80.24	22.25
Peru	69	62.32	22.71
Philippines	331	69.18	19.71
Poland	233	83.26	22.36
Portugal	156	87.82	21.66

Romania	177	57.06	22.84
Russia	151	82.12	21.85
Senegal	633	47.39	23.32
Serbia	184	86.41	19.73
Singapore	136	77.94	20.93
Slovakia	148	69.59	22.41
Slovenia	122	57.38	20.43
South Korea	281	58.36	22.35
Spain	419	85.20	19.73
Sweden	126	72.22	68.02
Switzerland	750	84.13	22.37
Taiwan	162	76.54	19.71
Thailand	188	80.32	19.24
Turkey	310	68.39	21.02
Ukraine	243	77.37	20.60
United States	1360	67.72	19.85
Vietnam	134	84.33	19.00
World Sample	14,227	70.90	22.23

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Table 12

Percentage of VPC by country and gender (sorted in descending order of Total %)

	Female %	Male %	Total %
Indonesia	86.67	82.76	84.75
Thailand	85.43	78.38	84.04
Russia	81.45	77.78	80.79
Vietnam	82.30	71.43	80.60
Brazil	80.77	78.33	80.17
Georgia	79.46	67.86	77.14
Argentina	80.91	60.00	76.43
Malaysia	73.46	80.30	75.44
India	80.91	69.37	75.11
Estonia	74.80	65.96	73.38
Sweden	75.82	65.71	73.02
Bolivia	75.34	68.89	72.88
Portugal	70.80	68.42	70.51
Czech Republic	70.51	70.27	70.47
South Korea	71.95	65.81	69.40
Croatia	70.92	66.23	69.27
Austria	71.74	57.14	69.03
Bulgaria	69.81	65.91	68.67
Ukraine	72.34	54.55	68.31
Latvia	69.78	58.62	67.86
France	66.15	66.67	66.23
Norway	63.56	73.17	66.04
Hungary	63.21	70.00	65.91
Australia	71.14	48.94	65.82
Serbia	64.78	72.00	65.76
Japan	68.13	60.78	65.49
Singapore	66.98	60.00	65.44
Peru	67.44	61.54	65.22
Spain	65.55	56.45	64.20
Switzerland	65.29	57.14	64.00
Denmark	64.62	59.18	63.52
Philippines	62.01	65.69	63.14
Italy	69.11	51.18	62.76
Germany	60.12	64.60	61.23
Chile	63.53	56.25	61.10
Canada	60.25	61.90	60.60
Taiwan	63.71	50.00	60.49
Nigeria	62.22	59.55	60.45
Turkey	63.68	52.04	60.00

Slovenia	70.00	46.15	59.84
Colombia	60.45	57.45	59.67
Mexico	64.34	52.94	59.59
New Zealand	56.76	72.22	58.91
Poland	59.28	56.41	58.80
Lithuania	61.95	41.94	57.64
Jordan	60.53	44.44	57.45
Pakistan	59.65	52.63	56.14
Palestine	54.27	59.18	55.24
China	57.49	51.14	54.23
Greece	54.27	42.11	51.98
Netherlands	46.31	60.00	48.83
Romania	47.52	50.00	48.59
United States	50.16	44.87	48.46
Senegal	49.67	44.44	46.92
Hong Kong	48.81	43.10	46.48
Macedonia	42.50	57.14	46.30
Slovakia	39.81	46.67	41.89
Israel	27.62	28.79	28.07
Average across countries	64.97 (SD = 11.59)	59.87 (SD = 11.11)	63.44 (SD = 10.88)
World sample	63.49	56.23	61.38

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*Note.*  $N = 14, 227$ . There is significant variation in the proportion of individuals with volitional personality change intentions ( $\chi^2 = 18,394$ ;  $p < .001$ )

Table 13a

Mean levels of extraversion (and facets) for individuals attempting VPC and not attempting VPC by country

	Extraversion			Sociability			Assertiveness			Energy		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Argentina	3.42	3.65	-2.19**	3.35	3.64	-1.71	3.50	3.77	-1.05	3.40	3.55	-2.29*
Australia	3.11	3.29	-2.16	2.91	3.21	-2.37*	3.41	3.51	-1.43	3.01	3.15	-1.13
Austria	3.26	3.29	-0.20	3.11	3.12	-0.05	3.48	3.60	0.27	3.19	3.14	-0.71
Bolivia	3.31	3.42	-1.15	3.02	3.09	-0.44	3.40	3.58	-0.94	3.49	3.59	-1.48
Brazil	3.31	3.35	-0.44	3.06	3.18	-0.90	3.52	3.35	-1.61	3.35	3.52	1.76
Bulgaria	3.62	3.55	0.69	3.44	3.51	-0.48	3.81	3.56	0.06	3.60	3.59	2.56*
Canada	3.19	3.29	-1.35	2.97	3.10	-1.32	3.43	3.58	-0.27	3.18	3.20	-1.75
Chile	3.41	3.51	-1.65	3.28	3.40	-1.24	3.46	3.58	-1.23	3.47	3.55	-1.58
China	3.17	3.21	-0.85	2.97	3.06	-1.31	3.44	3.39	-1.58	3.10	3.18	0.88
Colombia	3.48	3.47	0.21	3.23	3.23	0.03	3.64	3.59	-0.19	3.57	3.59	0.61
Croatia	3.44	3.60	-1.80	3.30	3.61	-2.50*	3.52	3.70	0.11	3.49	3.48	-1.75
Czech Republic	3.26	3.37	-1.06	3.13	3.25	-0.75	3.60	3.68	-1.00	3.06	3.19	-0.74
Denmark	3.38	3.58	-2.87**	3.38	3.48	-1.02	3.52	3.68	-3.48***	3.25	3.56	-2.13*
Estonia	3.36	3.35	0.11	3.18	3.09	0.70	3.55	3.64	0.38	3.34	3.31	-0.96
France	3.22	3.30	-0.98	2.93	3.01	-0.76	3.49	3.54	-1.03	3.25	3.35	-0.55
Georgia	3.37	3.46	-0.76	3.21	3.10	0.76	3.48	3.79	-0.39	3.42	3.49	-2.36*
Germany	3.33	3.38	-0.72	3.21	3.27	-0.76	3.46	3.54	-0.06	3.31	3.32	-0.95
Greece	3.34	3.38	-0.53	3.20	3.26	-0.60	3.60	3.64	-0.06	3.23	3.23	-0.48
Hong Kong	2.96	3.13	-1.78	2.91	3.20	-2.04*	3.15	3.31	-0.72	2.81	2.88	-1.45
Hungary	3.63	3.61	0.24	3.38	3.54	-1.18	3.88	3.78	1.10	3.64	3.50	0.81
India	3.45	3.42	0.37	3.20	3.30	-0.90	3.75	3.60	0.37	3.40	3.36	1.48
Indonesia	3.41	3.50	-0.57	3.18	3.19	-0.10	3.76	3.92	-0.40	3.30	3.39	-0.86
Israel	3.51	3.50	0.16	3.27	3.37	-0.72	3.77	3.54	-0.60	3.51	3.59	2.11*
Italy	3.09	3.21	-3.46***	2.99	3.08	-1.67	3.15	3.24	-3.66***	3.14	3.32	-2.34*
Japan	2.89	3.07	-1.39	3.08	3.27	-1.14	3.02	3.10	-1.93	2.56	2.84	-0.59
Jordan	3.43	3.41	0.17	3.14	3.15	-0.10	3.77	3.70	0.02	3.37	3.37	0.46
Latvia	3.29	3.35	-0.69	3.16	3.13	0.26	3.42	3.56	-0.61	3.30	3.36	-1.54
Lithuania	3.23	3.27	-0.45	3.16	3.20	-0.28	3.20	3.24	-0.59	3.32	3.38	-0.33

Macedonia	3.39	3.51	-0.81	3.08	3.26	-0.89	3.65	3.76	-0.39	3.44	3.52	-0.66
Malaysia	3.18	3.19	-0.18	2.94	3.04	-1.10	3.45	3.37	-0.26	3.15	3.17	0.95
Mexico	3.68	3.59	1.37	3.41	3.41	-0.04	3.84	3.70	1.87	3.79	3.65	1.60
Netherlands	3.36	3.52	-2.43*	3.41	3.60	-2.12*	3.39	3.56	-1.78*	3.27	3.41	-2.13*
New Zealand	3.20	3.31	-1.17	3.20	3.30	-0.75	3.48	3.56	-1.28	2.92	3.08	-0.75
Nigeria	3.35	3.60	-3.04**	2.77	3.18	-3.50***	3.77	3.90	-1.94	3.52	3.73	-1.24
Norway	3.25	3.56	-2.97**	3.09	3.45	-2.65**	3.52	3.84	-2.00**	3.14	3.38	-2.72**
Pakistan	3.18	3.24	-0.60	2.86	3.00	-1.06	3.45	3.51	0.43	3.25	3.21	-0.52
Palestine	3.50	3.44	0.89	3.19	3.16	0.25	3.76	3.72	1.31	3.54	3.43	0.53
Peru	3.41	3.38	0.20	3.13	3.11	0.09	3.60	3.51	-0.14	3.49	3.51	0.54
Philippines	3.16	3.27	-1.43	2.86	3.07	-2.10	3.45	3.51	-0.60	3.18	3.23	-0.75
Poland	3.29	3.35	-0.67	3.14	3.28	-1.51	3.57	3.62	0.40	3.17	3.13	-0.53
Portugal	3.20	3.28	-0.78	2.94	3.18	-1.51	3.49	3.51	-0.02	3.17	3.17	-0.12
Romania	3.42	3.41	0.10	3.36	3.41	-0.39	3.54	3.54	0.71	3.37	3.29	0.02
Russia	3.44	3.32	1.00	3.31	3.09	1.60	3.66	3.46	-0.44	3.34	3.41	1.41
Senegal	3.22	3.25	-0.96	2.76	2.82	-1.13	3.51	3.54	0.08	3.39	3.38	-0.77
Serbia	3.33	3.36	-0.30	3.21	3.25	-0.27	3.58	3.64	0.12	3.19	3.18	-0.55
Singapore	2.81	3.16	-3.34***	2.55	2.89	-2.39**	3.17	3.52	-2.81**	2.71	3.09	-2.81**
Slovakia	3.09	3.20	-1.06	2.88	3.01	-0.88	3.40	3.46	-1.22	2.98	3.13	-0.53
Slovenia	3.33	3.26	0.62	3.15	3.21	-0.37	3.64	3.36	-0.13	3.19	3.21	2.24*
South Korea	3.13	3.13	0.01	2.94	2.92	0.15	3.35	3.41	0.50	3.11	3.06	-0.65
Spain	3.40	3.51	-2.02*	3.30	3.49	-2.12*	3.63	3.71	-1.13	3.26	3.34	-1.28
Sweden	3.35	3.35	0.02	3.15	3.32	-0.83	3.47	3.36	0.46	3.42	3.36	0.76
Switzerland	3.31	3.44	-2.92**	3.20	3.29	-1.36	3.53	3.62	-3.63***	3.21	3.40	-1.88
Taiwan	3.14	3.26	-1.16	3.05	3.21	-1.13	3.30	3.44	-0.55	3.07	3.13	-1.27
Thailand	3.24	3.26	-0.10	3.08	3.03	0.28	3.46	3.48	-0.53	3.19	3.26	-0.14
Turkey	3.34	3.50	-1.97*	3.17	3.24	-0.65	3.44	3.60	-2.86	3.40	3.66	-1.63
Ukraine	3.43	3.39	0.51	3.43	3.40	0.39	3.55	3.43	-0.53	3.30	3.35	1.51
USA	3.19	3.38	-5.57***	2.95	3.21	-5.28***	3.48	3.64	-4.00***	3.13	3.30	-4.15***
Vietnam	3.02	3.11	-0.93	2.87	2.96	-0.80	3.50	3.47	-1.65	2.71	2.88	0.18

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant  $t$ -values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC



Table 13b

Mean levels of agreeableness (and facets) for individuals attempting VPC and not attempting VPC by country

	Agreeableness			Trust			Respect			Compassion		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Argentina	3.63	3.79	-1.77	3.29	3.53	-1.71	3.72	3.78	-0.55	3.77	4.00	-1.82
Australia	3.74	3.60	2.05*	3.31	3.32	-0.13	3.99	3.79	2.18*	3.89	3.66	2.60**
Austria	3.88	3.97	-0.73	3.31	3.39	-0.49	4.02	4.17	-1.10	4.23	4.24	-0.10
Bolivia	3.54	3.66	-1.13	3.30	3.42	-0.97	3.58	3.76	-1.55	3.72	3.78	-0.50
Brazil	3.46	3.47	-0.10	3.05	3.20	-1.24	3.46	3.40	0.64	3.75	3.66	0.76
Bulgaria	3.48	3.52	-0.50	3.17	3.13	0.49	3.58	3.75	-1.83	3.66	3.60	0.71
Canada	3.73	3.74	-0.16	3.18	3.29	-1.26	4.00	3.98	0.22	3.96	3.85	1.41
Chile	3.71	3.75	-0.67	3.50	3.55	-0.80	3.76	3.81	-0.68	3.82	3.83	-0.12
China	3.58	3.50	1.87	3.40	3.40	0.05	3.75	3.58	3.39***	3.56	3.49	1.34
Colombia	3.52	3.65	-1.78	3.28	3.45	-1.93	3.50	3.72	-2.45*	3.73	3.68	0.53
Croatia	3.63	3.62	0.11	3.22	3.26	-0.39	3.75	3.73	0.18	3.87	3.76	0.92
Czech Republic	3.76	3.68	0.92	3.20	3.22	-0.17	4.00	3.90	1.00	4.11	3.94	1.70
Denmark	3.89	3.93	-0.73	3.26	3.36	-1.01	4.16	4.14	0.28	4.24	4.25	-0.22
Estonia	3.59	3.61	-0.34	3.24	3.28	-0.36	3.58	3.62	-0.58	3.94	3.92	0.25
France	3.71	3.72	-0.09	3.12	3.16	-0.37	4.03	4.07	-0.42	3.93	3.81	1.27
Georgia	3.48	3.47	0.12	3.30	3.29	0.05	3.54	3.56	-0.20	3.52	3.49	0.22
Germany	3.81	3.88	-1.34	3.21	3.44	-3.19**	4.04	4.04	0.08	4.11	4.06	0.77
Greece	3.58	3.73	-2.17*	3.14	3.36	-2.53*	3.89	4.01	-1.42	3.66	3.76	-1.11
Hong Kong	3.51	3.45	0.85	3.26	3.27	-0.13	3.69	3.60	0.99	3.59	3.43	1.83
Hungary	3.44	3.50	-0.72	3.20	3.29	-0.83	3.23	3.34	-1.04	3.79	3.75	0.39
India	3.69	3.60	1.20	3.54	3.55	-0.12	3.67	3.64	0.40	3.76	3.57	2.07*
Indonesia	3.50	3.56	-0.72	3.76	3.97	-1.22	3.54	3.58	-0.49	3.23	3.11	0.79
Israel	3.55	3.72	-1.65	3.00	3.30	-2.65**	3.79	3.91	-0.92	3.84	3.91	-0.61
Italy	3.54	3.57	-0.94	2.98	3.15	-3.34***	3.67	3.65	0.35	3.93	3.85	1.66
Japan	3.37	3.41	-0.51	2.99	3.32	-2.68**	3.54	3.46	0.80	3.49	3.42	0.64
Jordan	3.76	3.67	0.96	3.67	3.58	0.68	3.74	3.67	0.62	3.80	3.68	1.09
Latvia	3.64	3.60	0.62	3.29	3.39	-1.21	3.73	3.64	1.04	3.89	3.68	2.07*
Lithuania	3.40	3.39	0.14	2.78	2.90	-1.11	3.52	3.53	-0.05	3.89	3.66	2.03*

Macedonia	3.40	3.55	-1.10	2.87	3.16	-1.67	3.68	3.78	-0.67	3.68	3.66	0.09
Malaysia	3.33	3.34	-0.07	3.47	3.50	-0.31	3.49	3.40	1.25	3.07	3.10	-0.55
Mexico	3.74	3.72	0.40	3.46	3.54	-0.95	3.78	3.76	0.27	3.98	3.77	2.57*
Netherlands	3.95	3.99	-0.92	3.64	3.73	-1.27	4.05	4.10	-0.81	4.15	4.15	0.08
N. Zealand	3.68	3.63	0.52	3.33	3.34	-0.12	3.83	3.75	0.76	3.88	3.79	0.80
Nigeria	3.66	3.66	0.06	3.51	3.60	-1.01	3.75	3.64	1.39	3.65	3.66	-0.06
Norway	3.79	3.96	-2.15*	3.26	3.54	-2.25*	4.08	4.19	-1.27	4.02	4.11	-0.92
Pakistan	3.38	3.47	-1.13	3.31	3.48	-1.44	3.44	3.40	0.35	3.34	3.48	-1.30
Palestine	3.86	3.88	-0.32	3.76	3.74	0.21	3.82	3.90	-0.96	3.97	3.94	0.30
Peru	3.81	3.93	-0.84	3.56	3.66	-0.62	3.88	4.01	-0.86	3.99	4.04	-0.23
Philippines	3.46	3.48	-0.43	3.24	3.32	-0.99	3.62	3.65	-0.55	3.48	3.43	0.78
Poland	3.71	3.70	0.16	3.40	3.52	-1.46	3.67	3.59	1.08	4.07	3.93	1.54
Portugal	3.59	3.66	-0.83	3.07	3.26	-1.53	3.70	3.74	-0.46	3.88	3.86	0.19
Romania	3.54	3.55	-0.15	3.47	3.39	0.84	3.54	3.68	-1.49	3.54	3.55	-0.09
Russia	3.52	3.58	-0.57	3.55	3.64	-0.69	3.41	3.55	-1.23	3.58	3.59	-0.15
Senegal	3.70	3.60	3.14**	3.20	3.13	1.68	4.02	3.91	2.16*	3.79	3.64	3.15**
Serbia	3.59	3.69	-1.13	3.16	3.19	-0.22	3.80	3.89	-0.96	3.75	3.89	-1.24
Singapore	3.61	3.60	0.14	3.33	3.52	-1.64	3.82	3.62	1.88	3.62	3.60	0.21
Slovakia	3.57	3.59	-0.22	2.98	3.10	-1.10	3.94	3.86	0.84	3.78	3.77	0.09
Slovenia	3.80	3.63	1.76	3.29	3.11	1.33	4.10	3.98	1.00	4.01	3.75	2.12*
South Korea	3.46	3.48	-0.22	3.14	3.26	-1.68	3.71	3.74	-0.43	3.52	3.39	1.65
Spain	3.86	3.86	-0.11	3.56	3.67	-1.66	3.88	3.86	0.53	4.09	4.00	1.57
Sweden	3.65	3.66	-0.09	3.28	3.22	0.44	3.85	3.89	-0.29	3.68	3.65	0.24
Switzerland	3.90	3.89	0.32	3.31	3.34	-0.43	4.15	4.14	0.27	4.19	4.11	1.50
Taiwan	3.50	3.64	-1.83	3.26	3.51	-2.52*	3.67	3.72	-0.55	3.52	3.61	-0.83
Thailand	3.53	3.49	0.53	3.38	3.32	0.63	3.62	3.62	0.02	3.57	3.43	1.02
Turkey	3.76	3.85	-1.35	3.25	3.46	-2.43*	3.78	3.87	-1.22	4.20	4.15	0.57
Ukraine	3.48	3.47	0.14	3.25	3.24	0.10	3.54	3.54	0.06	3.65	3.60	0.54
USA	3.66	3.70	-1.40	3.25	3.39	-3.78***	3.87	3.83	0.97	3.80	3.81	-0.33
Vietnam	3.61	3.64	-0.33	3.38	3.44	-0.67	3.75	3.79	-0.29	3.64	3.52	-0.96

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC

Table 13c

Mean levels of conscientiousness (and facets) for individuals attempting VPC and not attempting VPC by country

	Conscientiousness			Productiveness			Responsibility			Organization		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Argentina	3.29	3.36	-0.61	3.29	3.46	-1.23	3.29	3.36	-0.65	3.30	3.25	0.28
Australia	3.21	3.32	-1.30	3.07	3.15	-0.73	3.20	3.31	-1.22	3.35	3.50	-1.25
Austria	3.33	3.53	-1.42	3.07	3.26	-1.05	3.54	3.70	-1.22	3.39	3.64	-1.21
Bolivia	3.08	3.27	-1.88	3.16	3.37	-1.75	3.03	3.38	-3.64***	3.04	3.05	-0.09
Brazil	3.21	3.39	-2.17*	3.22	3.53	-2.87**	3.19	3.35	-2.22*	3.23	3.28	-0.34
Bulgaria	3.54	3.69	-1.52	3.50	3.57	-0.61	3.54	3.65	-1.06	3.57	3.84	-1.89
Canada	3.49	3.61	-1.64	3.35	3.53	-2.05*	3.65	3.62	0.48	3.48	3.70	-2.01*
Chile	3.16	3.40	-3.77***	3.17	3.40	-3.07**	3.10	3.36	-3.93***	3.19	3.44	-2.73**
China	3.50	3.45	0.90	3.46	3.41	0.76	3.50	3.44	0.95	3.55	3.51	0.60
Colombia	3.33	3.47	-1.76	3.31	3.50	-2.04*	3.32	3.47	-1.68	3.35	3.45	-0.82
Croatia	3.31	3.48	-1.58	3.27	3.42	-1.36	3.43	3.57	-1.42	3.24	3.44	-1.35
Czech Republic	3.20	3.34	-1.18	3.05	3.17	-0.89	3.41	3.57	-1.40	3.15	3.28	-0.82
Denmark	3.54	3.64	-1.25	3.42	3.59	-1.71	3.61	3.74	-1.59	3.60	3.61	-0.06
Estonia	3.29	3.58	-3.38***	3.16	3.47	-3.08**	3.39	3.61	-2.57*	3.33	3.67	-3.01
France	3.35	3.49	-1.61	3.20	3.37	-1.62	3.66	3.72	-0.73	3.19	3.38	-1.36
Georgia	3.47	3.67	-1.55	3.08	3.48	-2.42*	3.86	4.02	-1.15	3.48	3.52	-0.22
Germany	3.48	3.69	-3.46***	3.24	3.54	-4.09***	3.62	3.89	-4.75****	3.59	3.65	-0.76
Greece	3.63	3.75	-1.39	3.63	3.77	-1.63	3.53	3.68	-1.84	3.75	3.78	-0.33
Hong Kong	3.09	3.13	-0.46	2.93	3.03	-0.87	3.03	3.04	-0.14	3.31	3.33	-0.11
Hungary	3.50	3.49	0.08	3.30	3.42	-1.04	3.62	3.58	0.43	3.58	3.48	0.67
India	3.51	3.51	0.02	3.50	3.54	-0.42	3.35	3.26	0.92	3.68	3.72	-0.44
Indonesia	3.32	3.74	-2.22*	3.32	3.75	-1.86	3.32	3.56	-1.42	3.33	3.92	-2.42*
Israel	3.77	3.93	-1.60	3.72	3.85	-1.14	3.79	3.93	-1.33	3.80	4.00	-1.46
Italy	3.37	3.44	-1.56	3.38	3.49	-1.92	3.42	3.43	-0.30	3.32	3.41	-1.27
Japan	2.80	2.98	-1.51	2.73	2.94	-1.49	2.74	2.97	-1.70	2.93	3.04	-0.73
Jordan	3.53	3.64	-0.99	3.51	3.59	-0.62	3.55	3.61	-0.47	3.54	3.73	-1.18
Latvia	3.33	3.31	0.33	3.28	3.21	0.65	3.34	3.27	0.91	3.38	3.43	-0.41
Lithuania	3.23	3.47	-2.57*	3.06	3.28	-1.78	3.22	3.38	-1.50	3.42	3.75	-2.73**

Macedonia	3.29	3.78	-2.95**	3.35	3.89	-2.91**	3.03	3.47	-2.52*	3.49	3.97	-2.04*
Malaysia	3.33	3.37	-0.48	3.17	3.30	-1.41	3.14	3.19	-0.54	3.69	3.62	0.73
Mexico	3.52	3.58	-0.86	3.59	3.48	1.20	3.47	3.54	-0.74	3.49	3.73	-2.31*
Netherlands	3.35	3.44	-1.12	3.26	3.31	-0.59	3.48	3.50	-0.39	3.32	3.49	-1.65
N. Zealand	3.10	3.28	-1.86	2.91	3.03	-0.99	3.19	3.22	-0.28	3.19	3.58	-2.74**
Nigeria	3.86	3.95	-0.98	3.88	3.97	-0.89	3.67	3.74	-0.65	4.03	4.13	-0.94
Norway	3.42	3.68	-2.41*	3.19	3.61	-3.16**	3.63	3.80	-1.59	3.45	3.64	-1.23
Pakistan	3.30	3.39	-1.06	3.32	3.41	-0.85	3.04	3.07	-0.31	3.54	3.69	-1.09
Palestine	3.77	3.85	-1.04	3.70	3.63	0.82	3.67	3.77	-1.17	3.95	4.14	-2.23*
Peru	3.32	3.21	0.74	3.31	3.39	-0.55	3.36	3.32	0.23	3.29	2.92	1.68
Philippines	3.13	3.26	-2.14*	3.04	3.16	-1.62	2.97	3.09	-2.03*	3.39	3.53	-1.57
Poland	3.30	3.40	-1.44	3.18	3.30	-1.46	3.36	3.44	-1.14	3.36	3.47	-1.01
Portugal	3.50	3.49	0.17	3.36	3.39	-0.32	3.61	3.72	-1.17	3.55	3.35	1.10
Romania	3.43	3.70	-2.91**	3.39	3.65	-2.59**	3.60	3.69	-0.96	3.31	3.76	-3.39***
Russia	3.18	3.33	-1.21	3.06	3.28	-1.72	3.22	3.47	-1.72	3.25	3.23	0.10
Senegal	3.79	3.84	-1.39	3.78	3.84	-1.14	3.74	3.75	-0.20	3.84	3.94	-1.79
Serbia	3.36	3.53	-2.00*	3.33	3.44	-1.02	3.32	3.48	-1.82	3.42	3.68	-2.20*
Singapore	3.30	3.24	0.56	3.15	3.27	-0.98	3.25	3.21	0.45	3.51	3.26	1.64
Slovakia	3.43	3.47	-0.37	3.27	3.36	-0.75	3.49	3.56	-0.65	3.54	3.49	0.41
Slovenia	3.59	3.60	-0.10	3.59	3.51	0.67	3.52	3.55	-0.27	3.65	3.73	-0.56
South Korea	3.00	3.17	-2.26*	2.82	3.07	-2.74**	3.01	3.10	-1.37	3.19	3.35	-1.46
Spain	3.27	3.30	-0.41	3.30	3.29	0.07	3.36	3.40	-0.67	3.16	3.21	-0.44
Sweden	3.39	3.50	-1.00	3.26	3.41	-0.93	3.32	3.54	-1.82	3.58	3.57	0.11
Switzerland	3.46	3.55	-1.77	3.22	3.35	-1.99*	3.69	3.83	-3.13**	3.47	3.47	0.05
Taiwan	3.33	3.40	-0.82	3.27	3.39	-1.19	3.08	3.23	-1.48	3.65	3.59	0.53
Thailand	3.25	3.38	-1.18	3.31	3.38	-0.65	3.03	3.20	-1.26	3.40	3.57	-0.97
Turkey	3.35	3.77	-5.40***	3.18	3.68	-5.74***	3.58	3.86	-3.55***	3.29	3.77	-4.12***
Ukraine	3.29	3.46	-2.33*	3.14	3.31	-1.78	3.35	3.41	-0.74	3.37	3.67	-3.09**
USA	3.41	3.58	-5.56***	3.29	3.49	-5.17***	3.38	3.54	-4.99***	3.55	3.72	-3.74***
Vietnam	3.40	3.49	-0.75	3.24	3.18	0.40	3.58	3.71	-1.01	3.38	3.57	-1.22

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC

Table 13d Mean levels of Negative Emotionality (and facets) for individuals attempting VPC and not attempting VPC by country

	Negative Emotionality			Anxiety			Depression			Emotionality (moodiness)		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Argentina	3.35	2.87	4.04***	3.85	3.54	2.24*	2.98	2.44	3.10**	3.22	2.64	3.74***
Australia	3.16	2.96	2.06*	3.54	3.25	2.60**	2.94	2.66	2.61**	3.00	2.97	0.26
Austria	3.08	2.61	3.53**	3.40	2.96	2.68**	2.88	2.36	3.02**	2.94	2.49	3.24**
Bolivia	3.31	2.83	3.61**	3.61	3.27	2.19*	3.06	2.54	3.09**	3.26	2.68	3.82***
Brazil	3.52	2.81	6.27***	4.04	3.42	5.31***	3.02	2.28	5.80***	3.52	2.72	5.11***
Bulgaria	3.06	2.63	4.41***	3.22	2.77	4.27***	2.67	2.30	2.79**	3.30	2.83	4.06***
Canada	3.24	2.86	4.56***	3.84	3.33	5.26***	2.90	2.55	3.55***	2.98	2.70	2.86**
Chile	3.16	2.84	4.59***	3.66	3.41	3.24***	2.88	2.48	4.56***	2.93	2.63	3.42**
China	2.90	2.72	3.64***	3.21	2.92	5.10***	2.61	2.53	1.31	2.89	2.69	2.86**
Colombia	3.09	2.74	3.88***	3.43	3.15	2.85**	2.73	2.37	3.07**	3.11	2.69	3.61***
Croatia	3.19	2.75	4.68***	3.62	3.21	3.74***	2.79	2.38	3.72***	3.14	2.65	4.02***
Czech Republic	3.27	2.88	3.36**	3.60	3.26	2.68**	2.99	2.57	3.03**	3.21	2.82	2.78**
Denmark	3.23	2.72	5.69***	3.71	3.18	5.23***	2.86	2.30	5.64***	3.13	2.67	3.85***
Estonia	3.02	2.65	3.80***	3.33	3.01	2.87**	2.87	2.47	3.63***	2.86	2.48	3.31**
France	3.40	2.88	5.09***	3.83	3.32	4.28***	3.22	2.56	5.36***	3.16	2.75	3.36**
Georgia	3.40	2.94	3.67**	3.70	3.36	2.21*	3.00	2.48	3.45***	3.50	2.97	2.94**
Germany	3.02	2.56	7.19***	3.36	2.92	5.81***	2.87	2.28	7.40***	2.84	2.48	4.77***
Greece	3.25	2.80	5.82***	3.62	3.20	4.64***	2.98	2.49	4.88***	3.16	2.71	4.47***
Hong Kong	3.31	2.92	3.73***	3.66	3.17	4.33***	3.06	2.72	2.64**	3.22	2.87	2.83**
Hungary	3.11	2.97	1.22	3.41	3.23	1.43	2.80	2.65	1.07	3.11	3.02	0.60
India	2.85	2.83	0.31	3.18	2.95	2.56*	2.50	2.55	-0.51	2.88	3.00	-1.04
Indonesia	2.66	2.61	0.32	2.92	2.89	0.19	2.57	2.44	0.77	2.50	2.50	-0.00
Israel	2.94	2.67	2.65**	3.39	3.13	2.80**	2.51	2.21	2.15*	2.91	2.66	1.74
Italy	3.50	3.00	10.12***	3.89	3.49	7.25***	3.14	2.50	10.46***	3.45	3.02	7.27***
Japan	3.25	2.85	3.19**	3.49	3.08	2.85**	3.25	2.84	2.76**	3.01	2.61	2.63**
Jordan	3.12	2.88	2.47*	3.34	3.14	1.56	2.79	2.43	2.73**	3.23	3.06	1.35
Latvia	3.45	2.97	4.70***	3.77	3.25	4.39***	3.17	2.55	4.79***	3.40	3.11	2.44*
Lithuania	3.43	2.94	4.29***	3.86	3.31	4.13***	3.15	2.65	3.29***	3.27	2.85	3.43***
Macedonia	3.18	2.94	1.81	3.50	3.54	-0.25	2.87	2.44	1.98	3.16	2.83	1.88

Malaysia	3.01	2.84	2.20*	3.33	3.04	3.09**	2.81	2.74	0.93	2.88	2.75	1.29
Mexico	2.99	2.69	3.69***	3.46	3.25	2.29*	2.59	2.25	3.37**	2.91	2.56	3.31**
Netherlands	3.10	2.77	4.32***	3.57	3.21	4.12***	2.85	2.49	3.93***	2.89	2.63	3.10**
N. Zealand	3.32	3.01	2.53*	3.61	3.42	1.43	3.03	2.67	2.44*	3.33	2.92	2.80**
Nigeria	2.60	2.39	2.38*	2.93	2.66	2.50*	2.27	2.17	0.98	2.60	2.33	2.42*
Norway	3.14	2.49	5.89***	3.43	2.69	5.45***	2.89	2.30	4.63***	3.09	2.48	4.13***
Pakistan	3.26	3.07	2.02*	3.52	3.24	2.60*	2.97	2.86	1.01	3.28	3.12	1.23
Palestine	3.17	2.87	4.11***	3.38	3.06	3.92***	2.80	2.59	2.11*	3.34	2.97	3.99***
Peru	3.04	2.80	1.64	3.53	3.43	0.63	2.69	2.40	1.55	2.88	2.57	1.67
Philippines	3.31	3.06	3.24**	3.64	3.41	2.99**	3.09	2.86	2.63**	3.18	2.92	2.66**
Poland	3.31	2.93	4.68***	3.68	3.32	3.67***	3.09	2.71	4.02***	3.16	2.77	3.77***
Portugal	3.44	3.12	2.49*	3.93	3.67	1.93	3.07	2.69	2.44*	3.33	3.01	2.02*
Romania	2.89	2.73	1.63	3.12	3.02	0.90	2.62	2.34	2.34*	2.93	2.84	0.73
Russia	3.38	3.21	1.00	3.71	3.55	0.81	2.86	2.74	0.65	3.56	3.34	1.12
Senegal	2.85	2.75	3.05**	3.15	3.06	1.83	2.62	2.49	2.77**	2.79	2.68	2.35*
Serbia	3.11	2.87	2.42*	3.55	3.44	0.82	2.86	2.52	2.74**	2.93	2.64	2.54*
Singapore	3.26	2.86	3.16**	3.69	3.20	3.70***	3.07	2.65	2.75**	3.01	2.74	1.89
Slovakia	3.16	2.97	1.56	3.36	3.15	1.65	2.94	2.75	1.29	3.18	3.02	1.17
Slovenia	3.08	2.70	2.74**	3.45	2.90	3.63***	2.76	2.49	1.61	3.04	2.70	2.01*
South Korea	3.27	2.88	4.30***	3.71	3.35	3.53**	3.06	2.64	4.21***	3.04	2.65	3.67***
Spain	3.30	2.91	5.83***	3.74	3.39	4.70***	3.02	2.55	5.18***	3.16	2.78	4.47***
Sweden	3.23	2.60	4.63***	3.53	2.88	4.31***	3.03	2.31	4.70***	3.12	2.63	2.85**
Switzerland	3.13	2.70	8.49***	3.55	3.12	6.91***	2.86	2.35	8.56***	2.99	2.63	5.81***
Taiwan	3.28	2.92	3.66***	3.72	3.28	4.32***	3.01	2.70	2.43*	3.11	2.77	2.69**
Thailand	2.98	2.82	1.15	3.47	3.14	2.58*	2.62	2.50	0.74	2.84	2.83	0.09
Turkey	3.22	2.82	4.94***	3.54	3.16	4.04***	2.97	2.50	4.90***	3.16	2.81	3.60***
Ukraine	3.20	2.96	3.13**	3.62	3.29	3.71***	2.72	2.61	1.13	3.25	2.97	2.92**
USA	3.16	2.82	8.99***	3.60	3.28	7.61***	2.92	2.52	8.87***	2.97	2.66	6.66***
Vietnam	3.14	2.76	3.52***	3.31	2.96	2.71**	2.85	2.49	2.88**	3.26	2.84	2.80**

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC

Table 13e

Mean levels of Openness (and facets) for individuals attempting VPC and not attempting VPC by country

	Openness			Intellect			Aestheticism			Creative		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Argentina	3.77	3.74	0.30	4.01	3.95	0.43	3.70	3.47	1.20	3.61	3.79	-1.21
Australia	3.85	3.47	4.47***	4.01	3.71	3.18***	3.85	3.29	4.56***	3.68	3.40	2.95***
Austria	3.77	3.71	0.44	3.91	4.03	-0.79	3.90	3.61	1.35	3.49	3.48	0.07
Bolivia	4.06	4.08	-0.19	4.03	4.01	0.25	4.13	4.15	-0.11	4.03	4.09	-0.55
Brazil	3.80	3.71	1.03	3.82	3.74	0.70	3.86	3.57	2.21*	3.73	3.82	-0.88
Bulgaria	3.98	3.72	2.67**	4.04	3.70	3.44***	4.06	3.68	2.74**	3.85	3.77	0.65
Canada	3.76	3.62	1.94	3.92	3.77	2.11*	3.71	3.56	1.41	3.64	3.53	1.19
Chile	3.92	3.66	4.53***	4.05	3.72	5.26***	3.91	3.52	4.09***	3.80	3.73	0.96
China	3.55	3.44	2.14*	3.50	3.42	1.52	3.54	3.40	1.88	3.61	3.51	1.71
Colombia	3.70	3.62	1.05	3.68	3.60	0.97	3.69	3.48	1.95	3.73	3.79	-0.74
Croatia	3.94	3.61	4.03***	4.08	3.73	3.55***	3.89	3.54	2.85**	3.85	3.56	2.88**
Czech Republic	3.90	3.81	0.91	4.06	3.79	2.20*	3.94	3.84	0.77	3.70	3.80	-0.92
Denmark	3.70	3.67	0.46	4.03	3.87	1.79	3.51	3.50	0.11	3.57	3.65	-0.79
Estonia	3.94	3.85	1.11	4.07	3.93	1.75	3.95	3.84	0.94	3.79	3.80	-0.06
France	3.77	3.68	1.00	4.01	3.91	1.06	3.73	3.63	0.75	3.57	3.49	0.66
Georgia	3.77	3.76	0.16	3.80	3.73	0.50	3.75	3.61	1.15	3.76	3.92	-1.14
Germany	3.85	3.70	2.38*	3.99	3.88	1.69	3.88	3.65	2.51*	3.68	3.58	1.29
Greece	3.76	3.59	2.35*	3.70	3.48	2.50*	3.88	3.55	3.12**	3.71	3.74	-0.45
Hong Kong	3.39	3.21	1.95	3.50	3.27	2.41*	3.35	3.11	1.68	3.33	3.27	0.47
Hungary	4.04	3.85	2.04*	4.05	3.75	2.69**	3.97	3.68	1.98*	4.10	4.13	-0.26
India	3.73	3.45	3.97***	3.90	3.60	3.11**	3.67	3.30	4.50***	3.63	3.45	1.86
Indonesia	3.48	3.25	2.90**	3.68	3.39	1.97	3.53	3.14	2.96*	3.23	3.22	0.07
Israel	3.63	3.39	3.07**	3.72	3.42	3.19**	3.33	3.16	1.23	3.84	3.59	2.44*
Italy	3.89	3.76	2.99**	3.97	3.77	4.31***	3.94	3.72	3.58***	3.76	3.80	-0.82
Japan	3.40	3.44	-0.36	3.68	3.63	0.43	3.53	3.44	0.57	2.99	3.26	-2.04*
Jordan	3.60	3.57	0.36	3.63	3.52	1.12	3.49	3.57	-0.63	3.69	3.63	0.53
Latvia	3.91	3.70	2.74**	4.06	3.73	3.57***	3.80	3.55	1.93	3.87	3.83	0.43
Lithuania	3.68	3.54	1.63	3.88	3.62	2.53*	3.51	3.35	1.70	3.64	3.65	-0.08

Macedonia	3.76	3.56	1.96	4.05	3.71	2.28*	3.57	3.38	1.71	3.66	3.59	0.44
Malaysia	3.33	3.29	0.70	3.38	3.31	0.95	3.40	3.37	0.52	3.20	3.20	-0.00
Mexico	3.95	3.76	2.80**	4.02	3.83	2.49*	3.79	3.65	1.32	4.04	3.81	2.80**
Netherlands	3.67	3.44	3.32***	3.95	3.75	3.41***	3.39	3.06	2.95**	3.66	3.51	1.76
New Zealand	3.64	3.44	2.03*	3.82	3.61	2.13*	3.55	3.32	1.68	3.55	3.39	1.36
Nigeria	3.71	3.71	0.07	3.76	3.86	-0.99	3.63	3.51	1.31	3.75	3.75	0.05
Norway	3.93	3.64	2.65**	4.09	3.77	2.82**	3.91	3.76	1.02	3.79	3.38	3.08**
Pakistan	3.52	3.35	2.39*	3.70	3.39	3.27***	3.53	3.35	1.71	3.33	3.33	0.03
Palestine	3.61	3.52	1.32	3.55	3.45	1.26	3.56	3.52	0.49	3.71	3.60	1.43
Peru	3.87	3.81	0.35	3.91	3.80	0.72	3.84	3.82	0.07	3.85	3.81	0.22
Philippines	3.80	3.64	3.00**	3.91	3.76	2.36*	3.84	3.66	2.75**	3.64	3.49	2.09*
Poland	3.73	3.54	3.06**	3.91	3.66	3.00**	3.49	3.34	2.01*	3.80	3.61	2.09*
Portugal	3.82	3.57	2.23*	3.92	3.59	2.66**	3.87	3.60	1.59	3.66	3.51	1.29
Romania	4.05	3.69	4.22***	4.08	3.71	3.68***	4.03	3.59	3.65***	4.03	3.76	2.82**
Russia	4.01	3.81	1.62	4.07	3.72	2.28*	4.12	3.98	0.77	3.84	3.73	0.87
Senegal	3.62	3.58	1.06	3.71	3.69	0.24	3.61	3.61	0.08	3.53	3.44	1.98*
Serbia	4.06	4.02	0.43	4.16	4.02	1.46	4.06	4.09	-0.25	3.96	3.96	0.09
Singapore	3.40	3.40	-0.00	3.59	3.49	0.72	3.43	3.39	0.27	3.19	3.32	-1.02
Slovakia	3.72	3.57	1.57	3.89	3.63	2.72**	3.57	3.51	0.46	3.70	3.58	0.94
Slovenia	3.85	3.67	1.74	3.95	3.67	2.26*	3.89	3.66	1.41	3.72	3.69	0.22
South Korea	3.58	3.34	3.30***	3.64	3.35	3.62***	3.78	3.39	3.66***	3.32	3.27	0.54
Spain	3.99	3.69	5.08***	4.18	3.83	5.49***	4.00	3.51	5.36***	3.79	3.74	0.84
Sweden	3.78	3.61	1.74	3.95	3.72	2.01*	3.66	3.45	1.25	3.73	3.65	0.68
Switzerland	3.75	3.64	2.20*	3.96	3.83	2.38*	3.69	3.55	1.95	3.58	3.53	0.83
Taiwan	3.58	3.50	0.99	3.70	3.66	0.43	3.46	3.30	1.33	3.57	3.52	0.39
Thailand	3.43	3.39	0.31	3.48	3.54	-0.44	3.52	3.49	0.24	3.28	3.14	1.01
Turkey	3.79	3.80	-0.14	3.87	3.82	0.66	3.77	3.75	0.16	3.74	3.83	-1.09
Ukraine	3.92	3.62	3.78***	3.99	3.66	3.73***	3.93	3.48***	3.90	3.83	3.72	1.23
USA	3.65	3.52	4.01***	3.85	3.71	3.92***	3.52	3.29***	5.05	3.57	3.56	0.31
Vietnam	3.32	3.29	0.50	3.51	3.39	1.10	3.35	3.22	1.34	3.11	3.24	-1.64

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC; significant *F*-values represent significant variation in mean trait levels across countries



Table 13f

Mean levels of Honesty/Humility (and facets) for individuals attempting VPC and not attempting VPC by country

	Honesty			Sincerity			Fairness			Greed		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean		Mean	Mean	
Argentina	3.56	3.76	-2.15*	3.69	3.86	-1.18	3.63	3.91	-1.63	2.78	3.12	-1.51
Australia	3.44	3.23	2.31*	3.30	3.11	1.48	3.58	3.40	1.35	3.02	2.90	0.91
Austria	3.41	3.75	-2.53*	3.21	3.56	-1.97	3.38	3.91	-2.51*	3.29	3.51	-1.19
Bolivia	3.52	3.60	-0.65	3.51	3.81	-1.68	3.79	3.91	-0.65	2.94	2.91	0.17
Brazil	3.61	3.66	-0.58	3.75	3.94	-1.28	3.99	4.03	-0.35	3.03	2.94	0.56
Bulgaria	3.50	3.49	0.15	3.71	3.74	-0.21	3.57	3.53	0.21	3.15	3.00	0.93
Canada	3.55	3.48	1.04	3.40	3.39	0.06	3.79	3.75	0.37	3.10	3.13	-0.30
Chile	3.53	3.61	-1.43	3.54	3.62	-0.95	3.72	3.88	-1.67	2.86	2.89	-0.28
China	3.41	3.27	2.84**	3.37	3.35	0.37	3.87	3.61	3.16**	2.99	3.01	-0.30
Colombia	3.49	3.45	0.56	3.54	3.54	-0.00	3.79	3.68	0.97	2.76	2.79	-0.23
Croatia	3.47	3.37	1.15	3.56	3.35	1.59	3.74	3.65	0.59	3.05	2.91	1.08
Czech Republic	3.58	3.61	-0.30	3.36	3.52	-1.21	3.99	3.87	0.92	3.24	3.17	0.54
Denmark	3.59	3.69	-1.33	3.29	3.34	-0.44	3.88	4.09	-1.84	3.25	3.29	-0.29
Estonia	3.36	3.44	-1.04	3.31	3.44	-1.17	3.63	3.64	-0.03	3.04	3.16	-0.88
France	3.72	3.73	-0.09	3.76	3.68	0.62	3.64	3.79	-1.15	3.41	3.49	-0.58
Georgia	3.41	3.47	-0.35	3.79	3.71	0.44	3.55	3.66	-0.48	2.76	2.95	-1.01
Germany	3.50	3.58	-1.47	3.24	3.44	-2.53*	3.54	3.61	-0.74	3.38	3.36	0.18
Greece	3.72	3.80	-0.96	3.92	3.99	-0.66	4.00	4.03	-0.28	3.27	3.45	-1.50
Hong Kong	3.46	3.16	3.09**	3.38	3.16	1.86	3.76	3.33	2.59**	3.23	2.93	2.34*
Hungary	3.25	3.22	0.29	3.45	3.30	1.14	3.64	3.63	0.07	2.80	2.90	-0.71
India	3.74	3.45	3.02**	3.82	3.43	3.52***	4.28	3.78	3.84***	3.54	3.49	0.29
Indonesia	3.44	3.31	0.61	3.43	3.33	0.65	4.26	3.89	1.26	2.96	3.11	-0.55
Israel	3.35	3.37	-0.11	3.17	3.40	-1.46	3.99	3.93	0.40	2.45	2.57	-0.71
Italy	3.63	3.62	0.21	3.73	3.75	-0.37	3.93	3.83	1.44	2.96	2.99	-0.46
Japan	3.16	3.28	-1.42	2.44	2.81	-2.59*	3.85	3.84	0.11	2.65	2.84	-1.13
Jordan	3.61	3.35	2.70**	3.79	3.47	2.25*	4.38	3.98	2.62**	2.90	2.81	0.53
Latvia	3.41	3.27	1.59	3.65	3.44	1.50	3.39	3.27	0.80	2.80	2.79	0.12
Lithuania	3.45	3.27	1.64	3.55	3.40	1.02	3.65	3.46	1.06	3.10	2.75	2.27*

Macedonia	3.28	3.55	-1.70	3.56	3.66	-0.45	3.75	3.89	-0.62	2.58	3.16	-2.06*
Malaysia	3.52	3.40	1.47	3.49	3.53	-0.41	4.07	3.87	1.60	2.94	2.81	0.95
Mexico	3.51	3.45	0.64	3.45	3.50	-0.48	4.02	3.84	1.50	2.67	2.64	0.26
Netherlands	3.49	3.53	-0.71	3.24	3.31	-0.77	3.79	3.85	-0.59	3.02	2.93	0.88
N. Zealand	3.33	3.49	-1.73	3.12	3.42	-2.19*	3.47	3.58	-0.73	2.85	2.87	-0.12
Nigeria	3.10	3.26	-1.49	3.28	3.45	-1.32	3.64	3.67	-0.16	2.49	2.74	-1.33
Norway	3.68	3.73	-0.57	3.17	3.37	-1.32	4.08	4.06	0.14	3.62	3.50	0.79
Pakistan	3.30	3.21	0.98	3.51	3.21	2.19*	3.66	3.54	0.78	2.71	2.89	-1.09
Palestine	3.49	3.58	-1.40	3.64	3.71	-0.73	4.29	4.34	-0.54	2.96	3.16	-1.69
Peru	3.43	3.61	-1.44	3.56	3.65	-0.50	3.85	3.85	0.02	2.56	3.21	-3.16**
Philippines	3.54	3.41	1.86	3.63	3.48	1.61	3.78	3.66	1.13	2.92	2.96	-0.41
Poland	3.41	3.42	-0.07	3.32	3.47	-1.34	3.80	3.75	0.39	2.86	2.83	0.22
Portugal	3.80	3.86	-0.61	3.80	3.92	-0.84	3.80	3.88	-0.57	3.22	3.33	-0.60
Romania	3.69	3.60	0.98	4.02	3.91	0.86	3.71	3.74	-0.18	3.24	3.15	0.69
Russia	3.35	3.31	0.30	3.57	3.41	0.75	3.47	3.33	0.73	2.84	2.90	-0.32
Senegal	3.35	3.32	0.87	3.48	3.42	0.94	3.93	3.80	2.22*	2.60	2.77	-2.41*
Serbia	3.47	3.60	-1.40	3.57	3.72	-1.24	3.76	3.95	-1.38	2.88	2.94	-0.43
Singapore	3.73	3.55	1.78	3.70	3.56	1.07	3.91	3.73	1.13	3.35	3.34	0.09
Slovakia	3.58	3.50	0.88	3.81	3.69	0.85	3.54	3.62	-0.48	3.28	3.01	1.76
Slovenia	3.46	3.29	1.66	3.05	3.03	0.30	3.76	3.26	2.64**	3.21	3.18	0.17
South Korea	3.09	3.15	-0.73	2.72	2.84	-1.27	3.79	3.83	-0.30	2.83	2.78	0.44
Spain	3.46	3.40	1.05	3.35	3.33	0.20	3.35	3.24	1.19	3.07	2.98	1.05
Sweden	3.57	3.53	0.37	3.48	3.47	0.08	3.49	3.50	-0.03	3.44	3.26	1.07
Switzerland	3.62	3.60	0.36	3.38	3.40	-0.33	3.74	3.77	-0.47	3.40	3.32	1.25
Taiwan	3.46	3.53	-0.79	3.47	3.45	0.17	3.88	3.83	0.37	3.10	3.46	-2.71**
Thailand	3.46	3.44	0.17	3.64	3.64	-0.06	4.01	3.81	1.06	2.53	2.72	-1.07
Turkey	3.45	3.48	-0.43	3.87	3.84	0.38	3.84	3.94	-0.91	2.94	3.04	-0.87
Ukraine	3.45	3.32	1.67	3.65	3.42	2.28*	3.73	3.52	1.55	2.74	2.92	-1.60
USA	3.43	3.39	0.94	3.34	3.32	0.37	3.69	3.60	1.87	2.85	2.96	-2.17*
Vietnam	3.46	3.35	1.15	3.64	3.51	1.09	3.98	3.71	1.53	2.84	3.06	-1.34

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC

Table 13g

Mean levels of subjective and interdependent happiness for individuals attempting VPC and not attempting VPC by country

	Subjective Happiness			Interdependent Happiness		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean	
Argentina	4.72	5.35	-2.96**	3.33	3.46	-1.18
Australia	4.38	4.78	-2.37*	3.38	3.52	-1.82
Austria	4.58	5.26	-2.76**	3.35	3.73	-3.39***
Bolivia	4.45	4.90	-1.83	3.15	3.52	-2.96**
Brazil	4.51	5.22	-3.90***	2.99	3.14	-1.71
Bulgaria	4.88	5.06	-0.84	3.42	3.70	-3.29***
Canada	4.60	5.01	-2.91**	3.43	3.71	-4.30***
Chile	4.75	5.26	-4.15***	3.41	3.63	-3.65***
China	4.83	4.95	-1.10	3.72	3.74	-0.30
Colombia	4.89	5.21	-2.25*	3.29	3.55	-3.49***
Croatia	4.45	5.21	-4.53***	3.51	3.77	-3.68***
Czech Republic	4.71	5.02	-1.51	3.26	3.42	-1.78
Denmark	4.80	5.49	-4.73***	3.58	3.85	-4.00***
Estonia	4.57	5.06	-2.99**	3.44	3.58	-1.90
France	4.54	5.35	-5.22***	3.34	3.63	-4.14***
Georgia	4.56	5.12	-2.47*	3.29	3.42	-1.46
Germany	4.45	5.08	-5.16***	3.25	3.49	-4.76***
Greece	4.55	5.17	-3.98***	3.24	3.48	-3.87***
Hong Kong	3.89	4.61	-3.90***	3.31	3.64	-3.61***
Hungary	4.85	4.94	-0.49	3.31	3.54	-2.64**
India	5.23	5.01	1.43	3.64	3.82	-2.19*
Indonesia	4.74	5.33	-1.94	3.66	3.86	-1.45
Israel	4.97	5.31	-1.92	3.40	3.60	-1.93
Italy	4.25	4.95	-7.78***	3.10	3.39	-7.53***
Japan	4.53	4.89	-1.73	3.24	3.34	-0.89
Jordan	4.79	4.60	0.97	3.30	3.50	-1.83
Latvia	4.55	5.00	-2.07*	3.25	3.45	-2.18*
Lithuania	4.47	4.85	-1.63	3.23	3.40	-1.63

Macedonia	4.33	5.18	-2.55*	3.36	3.61	-1.87
Malaysia	5.01	4.92	0.78	3.59	3.69	-1.22
Mexico	5.26	5.52	-2.09*	3.65	3.83	-2.68**
Netherlands	4.37	5.07	-5.30***	3.42	3.73	-5.24***
N. Zealand	4.47	5.00	-3.02**	3.41	3.66	-2.50*
Nigeria	5.37	5.38	-0.06	3.60	3.78	-2.15*
Norway	4.47	5.21	-3.98***	3.48	3.78	-3.19**
Pakistan	4.77	4.91	-0.85	3.36	3.58	-2.37*
Palestine	4.55	4.91	-2.77**	3.38	3.64	-3.67***
Peru	4.90	5.01	-0.42	3.47	3.70	-1.54
Philippines	4.60	4.80	-1.66	3.25	3.39	-2.02*
Poland	4.34	4.77	-2.65**	3.34	3.43	-1.38
Portugal	4.49	4.96	-2.37*	3.17	3.42	-3.20**
Romania	4.92	5.26	-2.03*	3.61	3.80	-2.33*
Russia	4.81	4.22	1.92	3.26	3.22	0.32
Senegal	4.86	4.92	-0.76	3.54	3.62	-2.01*
Serbia	4.81	5.23	-2.30*	3.63	3.84	-2.50*
Singapore	4.21	4.68	-2.31*	3.35	3.66	-3.61***
Slovakia	4.40	4.85	-2.19*	3.32	3.54	-2.09*
Slovenia	4.68	4.73	-0.22	3.60	3.61	-0.16
South Korea	4.45	4.83	-2.49*	3.47	3.72	-3.11**
Spain	4.50	5.12	-5.38***	3.38	3.68	-5.83***
Sweden	4.14	4.88	-3.20**	3.21	3.42	-1.74
Switzerland	4.63	5.16	-6.28***	3.42	3.70	-7.40***
Taiwan	4.26	4.66	-1.93	3.50	3.66	-1.92
Thailand	4.80	5.04	-1.00	3.51	3.77	-2.16*
Turkey	4.36	4.64	-1.88	3.49	3.68	-2.83**
Ukraine	4.96	5.09	-0.88	3.26	3.55	-4.33***
USA	4.57	5.11	-8.63***	3.36	3.62	-8.72***
Vietnam	4.98	5.09	-0.57	3.45	3.58	-1.04

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC

Table 13g

Mean levels of individual differences for individuals attempting VPC and not attempting VPC by country

	Tightness			Independence			Interdependence		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean	
Argentina	3.11	3.01	1.04	4.98	4.60	1.43	5.64	5.72	-0.27
Australia	3.47	3.40	1.11	4.70	5.11	-2.15*	6.04	5.85	0.99
Austria	3.52	3.40	1.19	5.00	4.81	0.70	5.48	5.10	1.26
Bolivia	3.30	3.17	1.00	5.33	5.84	-2.18*	5.64	4.91	2.50*
Brazil	3.56	3.53	0.29	4.97	4.93	0.17	5.55	5.09	1.99
Bulgaria	3.06	3.09	-0.23	5.34	5.34	0.02	5.73	5.56	0.78
Canada	3.47	3.44	0.42	4.89	4.86	0.26	5.86	5.74	0.86
Chile	3.64	3.61	0.50	4.87	4.97	-0.74	5.51	5.70	-1.38
China	3.48	3.47	0.39	5.10	5.29	-1.72	6.08	5.72	3.26***
Colombia	3.27	3.23	0.57	5.18	5.07	0.54	5.31	4.95	2.14*
Croatia	3.31	3.14	2.31*	5.33	5.43	-0.55	5.72	5.62	0.56
Czech Republic	3.05	3.15	-1.29	4.75	5.10	-1.49	5.47	4.89	2.57*
Denmark	3.57	3.54	0.41	4.65	4.48	0.98	5.39	5.49	-0.63
Estonia	3.17	3.11	0.75	4.79	4.84	-0.27	5.30	5.14	0.89
France	3.70	3.47	2.97**	4.87	5.02	-0.82	5.89	5.68	1.05
Georgia	3.57	3.40	1.81	5.69	5.86	-0.64	5.10	5.09	0.02
Germany	3.37	3.32	1.23	5.02	5.09	-0.62	5.42	5.33	0.76
Greece	3.22	3.10	1.89	5.39	5.35	0.23	5.56	5.58	-0.08
Hong Kong	3.61	3.50	1.42	4.16	4.66	-2.12*	5.45	5.64	-0.95
Hungary	3.32	3.33	-0.16	5.42	5.38	0.22	5.68	5.44	1.19
India	3.54	3.45	1.28	4.62	5.07	-2.31*	6.20	6.00	1.03
Indonesia	3.63	3.89	-2.16	4.74	5.33	-1.00	6.41	6.09	0.82
Israel	3.17	3.38	-2.04*	5.01	4.83	0.69	5.67	5.33	1.33
Italy	3.24	3.25	-0.45	5.29	5.51	-2.35*	5.49	5.42	0.80
Japan	3.95	3.90	0.57	4.46	4.69	-1.08	5.24	5.09	0.70
Jordan	3.70	3.64	0.68	5.28	5.79	-2.05*	5.71	5.36	1.40
Latvia	3.32	3.39	-0.76	5.17	5.12	0.19	5.21	4.87	1.37

Lithuania	3.36	3.44	-1.01	5.00	5.01	-0.04	5.46	5.58	-0.51
Macedonia	3.52	3.49	0.24	5.55	5.76	-0.68	5.24	5.57	-0.90
Malaysia	3.51	3.50	0.11	4.84	5.30	-1.95	6.45	6.41	0.25
Mexico	3.35	3.31	0.53	5.58	5.26	1.98*	5.75	5.43	1.94
Netherlands	3.40	3.39	0.18	4.39	4.55	-1.18	6.10	5.97	0.95
N. Zealand	3.34	3.33	0.17	4.93	4.92	0.03	6.17	5.98	0.99
Nigeria	3.66	3.68	-0.18	4.94	5.10	-0.62	5.87	5.62	1.09
Norway	3.77	3.67	1.08	4.38	4.49	-0.53	5.62	5.33	1.49
Pakistan	3.60	3.31	3.31***	4.67	4.50	0.63	6.22	6.02	0.78
Palestine	3.76	3.69	1.17	5.45	5.50	-0.26	6.27	6.15	0.72
Peru	3.65	3.40	1.88	5.27	4.94	1.05	5.53	5.62	-0.24
Philippines	3.81	3.63	3.12**	4.84	4.97	-0.79	6.23	6.21	0.15
Poland	3.34	3.35	-0.19	4.92	4.77	0.82	5.11	5.13	-0.07
Portugal	3.49	3.44	0.64	5.03	5.30	-1.20	5.72	5.68	0.16
Romania	3.22	3.36	-1.90	5.69	5.59	0.55	5.40	5.56	-0.90
Russia	3.41	3.41	-0.05	5.38	5.09	0.86	4.91	5.31	-1.49
Senegal	3.62	3.53	2.36*	4.72	4.61	1.04	5.98	6.00	-0.20
Serbia	3.19	3.12	0.84	5.07	4.97	0.49	5.29	5.22	0.33
Singapore	3.93	3.78	1.84	4.36	4.70	-1.30	6.23	6.17	0.31
Slovakia	3.31	3.17	1.58	4.73	4.97	-0.94	5.33	5.39	-0.25
Slovenia	3.34	3.28	0.64	5.21	5.15	0.27	5.39	5.16	0.97
South Korea	3.93	3.79	2.43*	4.68	4.62	0.37	5.30	5.28	0.11
Spain	3.49	3.37	2.53*	4.90	5.12	-1.59	5.50	5.33	1.42
Sweden	3.77	3.49	2.58*	5.04	5.21	-0.72	5.41	5.10	1.46
Switzerland	3.64	3.62	0.57	4.99	5.13	-1.46	5.76	5.39	3.84***
Taiwan	3.51	3.43	0.98	5.06	5.11	-0.26	5.85	5.68	0.97
Thailand	3.60	3.51	1.01	4.68	4.31	1.32	6.17	6.17	0.03
Turkey	3.64	3.53	1.81	5.13	5.43	-2.11*	5.65	5.78	-0.80
Ukraine	3.26	3.21	0.75	5.31	5.26	0.33	5.10	5.33	-1.31
USA	3.48	3.43	1.98*	4.85	5.05	-2.76**	6.12	5.97	2.16*
Vietnam	3.59	3.56	0.28	4.66	5.04	-1.24	6.22	5.84	1.39

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant *t*-values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC

Table 13h

Mean levels of individual differences for individuals attempting VPC and not attempting VPC by country

	Optimism			Narcissism			Religiosity		
	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>	VPC 'Yes'	VPC 'No'	<i>t</i>
	Mean	Mean		Mean	Mean		Mean	Mean	
Argentina	3.48	3.72	-1.77	2.64	2.49	1.20	2.86	2.70	1.06
Australia	3.14	3.08	0.60	2.50	2.82	-3.29***	3.11	3.02	0.81
Austria	3.23	3.61	-2.73**	2.20	2.25	-0.27	2.97	2.76	1.58
Bolivia	3.38	3.79	-2.93**	2.74	2.74	0.03	2.97	3.00	-0.18
Brazil	3.25	3.47	-1.69	2.58	2.43	1.52	3.46	3.36	0.56
Bulgaria	3.50	3.48	0.18	2.50	2.40	0.73	3.19	3.36	-1.21
Canada	3.28	3.31	-0.36	2.48	2.58	-1.25	3.05	3.12	-0.83
Chile	3.56	3.69	-1.90	2.68	2.65	0.42	3.10	3.15	-0.59
China	3.39	3.35	0.70	3.33	3.25	1.72	3.22	3.07	2.62**
Colombia	3.60	3.75	-1.66	2.59	2.63	-0.49	3.21	3.26	-0.60
Croatia	3.36	3.47	-1.08	2.53	2.51	0.27	3.10	3.40	-2.24*
Czech Republic	3.36	3.49	-1.04	2.36	2.42	-0.61	3.11	2.89	1.80
Denmark	3.40	3.72	-3.67***	2.43	2.41	0.22	2.86	2.86	0.01
Estonia	3.81	4.02	-2.59*	2.76	2.68	1.04	3.15	3.04	1.14
France	3.07	3.32	-2.27*	2.20	2.24	-0.41	3.07	3.02	0.40
Georgia	3.54	3.60	-0.53	2.87	2.97	-0.82	3.22	3.30	-0.46
Germany	3.28	3.52	-3.32**	2.35	2.19	2.41*	3.02	2.86	2.14*
Greece	3.23	3.41	-1.89	2.78	2.70	1.03	3.15	3.35	-1.87
Hong Kong	3.02	3.15	-1.48	2.78	2.86	-0.77	3.26	3.18	0.78
Hungary	3.49	3.55	-0.45	2.62	2.72	-1.09	3.30	3.15	1.22
India	3.54	3.38	2.17*	3.03	3.18	-1.83	3.31	2.99	3.46***
Indonesia	3.59	3.48	0.61	2.93	3.24	-1.21	4.48	4.43	0.23
Israel	3.57	3.70	-1.14	2.77	2.71	0.53	3.44	3.71	-1.60
Italy	3.00	3.34	-6.12***	2.51	2.53	-0.40	2.94	3.01	-1.21
Japan	3.08	3.07	0.07	2.85	2.88	-0.24	3.21	3.14	0.81
Jordan	3.41	3.57	-1.52	2.94	3.12	-1.45	3.79	3.72	0.66
Latvia	3.43	3.56	-1.10	2.64	2.72	-1.10	2.77	3.06	-2.32*
Lithuania	3.52	3.64	-0.90	2.40	2.49	-0.77	3.11	3.12	-0.05

Macedonia	3.28	3.43	-0.75	3.06	2.68	1.91	2.77	3.45	-2.97**
Malaysia	3.42	3.35	1.05	2.88	2.98	-1.09	4.49	4.21	2.99**
Mexico	3.84	3.82	0.16	2.77	2.66	1.20	3.34	3.16	1.75
Netherlands	3.17	3.43	-3.76***	2.22	2.22	-0.08	2.91	2.75	1.98*
New Zealand	3.04	3.28	-2.04*	2.46	2.42	0.38	2.77	3.03	-1.93
Nigeria	3.79	3.73	0.74	3.41	3.44	-0.45	3.81	3.85	-0.42
Norway	3.36	3.70	-3.07**	2.46	2.36	0.90	2.77	2.88	-0.92
Pakistan	3.28	3.30	-0.28	3.10	3.13	-0.28	4.27	4.19	0.81
Palestine	3.54	3.62	-1.05	3.25	3.27	-0.25	3.93	3.97	-0.92
Peru	3.61	3.68	-0.39	2.84	2.74	0.69	3.12	2.83	1.54
Philippines	3.21	3.20	0.03	2.63	2.84	-2.54*	3.62	3.57	0.62
Poland	3.09	3.15	-0.63	2.62	2.61	0.09	3.41	3.30	1.00
Portugal	3.14	3.16	-0.13	2.38	2.40	-0.19	3.34	3.14	1.34
Romania	3.60	3.60	-0.04	2.74	2.83	-1.02	2.97	3.17	-1.75
Russia	3.55	3.39	0.91	2.71	2.58	1.04	2.95	2.77	1.42
Senegal	3.50	3.48	0.45	2.86	2.93	-1.44	4.13	4.12	0.26
Serbia	3.43	3.68	-1.94	2.47	2.50	-0.37	2.90	3.07	-1.20
Singapore	2.96	3.29	-2.90**	2.58	2.76	-1.48	3.48	3.61	-0.99
Slovakia	3.16	3.24	-0.57	2.73	2.84	-0.98	3.24	3.19	0.31
Slovenia	3.32	3.25	0.47	2.52	2.38	1.48	2.93	2.62	2.52*
South Korea	3.38	3.47	-1.03	2.78	2.70	1.12	3.03	2.90	1.42
Spain	3.26	3.45	-2.36*	2.51	2.48	0.54	2.63	2.66	-0.46
Sweden	3.22	3.37	-1.12	2.43	2.46	-0.17	2.89	2.70	1.26
Switzerland	3.29	3.48	-3.61***	2.28	2.27	0.17	3.02	2.95	1.26
Taiwan	3.13	3.35	-2.00*	3.36	3.21	1.78	3.25	3.31	-0.64
Thailand	3.56	3.56	0.04	2.75	2.78	-0.26	3.43	3.47	-0.29
Turkey	3.19	3.30	-1.39	3.30	3.42	-1.65	3.42	3.50	-0.75
Ukraine	3.59	3.45	1.57	2.67	2.79	-1.26	3.12	3.06	0.60
United States	3.13	3.30	-4.54***	2.61	2.66	-1.42	3.46	3.57	-2.55*
Vietnam	3.52	3.60	-0.67	3.36	3.33	0.38	3.43	3.40	0.18

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ; significant  $t$ -values indicate a significant difference between mean trait levels for individuals attempting and not attempting VPC



Table 14

Correlation between countries' proportion of VPC and country-level variables

	<i>r</i>	<i>n</i> countries
<b>Indicators for quality of life</b>		
Employment rate	0.35**	55
Employees working very long hours	-0.16	31
Freedom to make life choices	0.15	57
Perceptions of corruption	-0.03	56
Confidence in national government	0.17	55
Democratic Quality	-0.09	57
Populate density	-0.14	57
Gross Domestic Product	-0.16	56
Income inequality (GINI index)	0.22	43
Feeling safe walking alone at night	-0.12	31
Homicide rate	0.27	31
Infant mortality	0.01	55
Healthy life expectancy at birth	-0.15	58
Suicide rate	0.16	55
<b>Cultural values</b>		
Harmony (acceptance to fit in to the natural and social world)	0.17	55
Embedded (focus on sustaining order and tradition)	0.03	55
Hierarchy (societies that operate based on hierarchical roles)	0.03	55
Mastery (value succeeding and getting ahead through self-assertion)	-0.23	55
Egalitarianism (societies that value cooperation and concern for all)	-0.05	55
Affective Autonomy (independent pursuit of pleasure)	0.16	55
Intellectual Autonomy (independent pursuit of idea and thought)	-0.002	55
<b>Country trends of individual differences</b>		
Self-reported health	-0.42*	31
Happiness	-0.14	58
Time devoted to leisure and personal care	0.13	31
Social support	-0.08	58
Generosity	0.02	57
Positive affect	0.03	58
Negative affect	0.00	58

*Note.* \*\*  $\leq .01$ ; \*  $\leq .05$ ; employment rate and subjective health are orthogonal ( $r = 0.24$ ;  $p = 0.14$ )

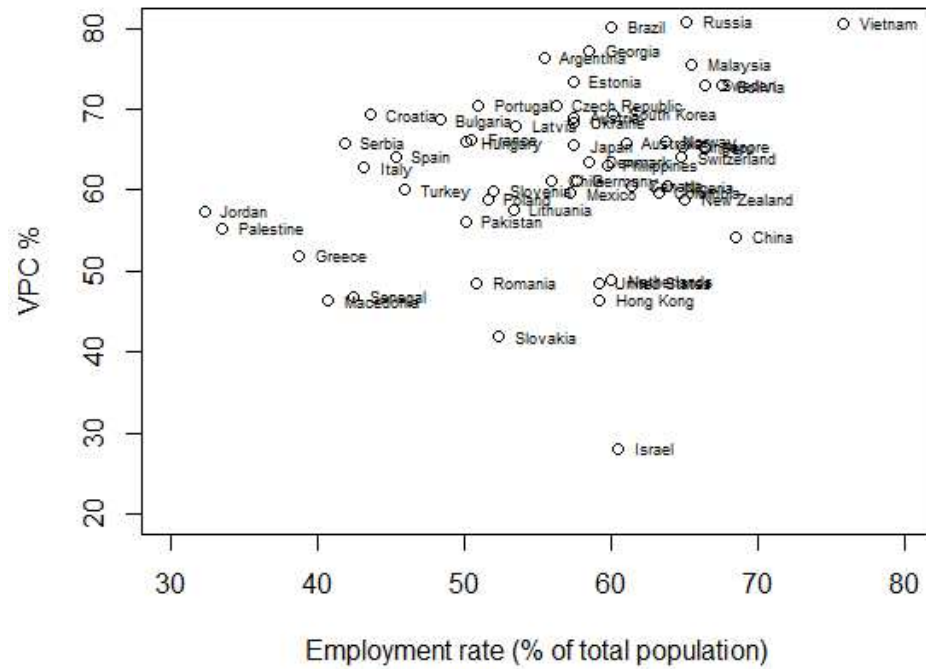


Figure 1a. Relationship between VPC proportion and employment-rate by country; overall  $r = .35$

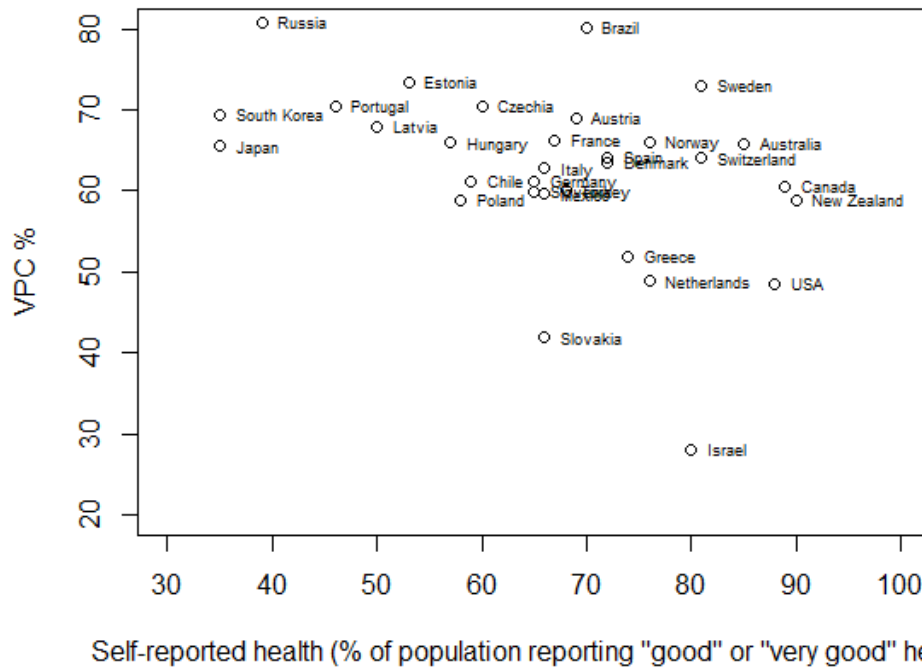


Figure 1b. Relationship between VPC proportion and country-level subjective-health by country; overall  $r = -0.42$

Table 15  
Correlation between countries' VPC proportion and country average individual  
difference levels

	<i>r</i> (complete sample)	<i>r</i> (sample excluding Israel)
Extraversion	-0.05	0.04
Sociability	-0.06	0.01
Energy	0.02	0.08
Assertiveness	-0.07	0.02
Agreeableness	-0.19	-0.18
Compassion	-0.21	-0.21
Respect	-0.32*	-0.31*
Trust	0.13	0.14
Conscientiousness	-0.43***	-0.32*
Organization	-0.45***	-0.35**
Productive	-0.41***	-0.31*
Responsible	-0.25*	-0.16
Negative Emotion	0.31*	0.19
Anxiety	0.25	0.19
Depression	0.28*	0.13
Emotionality (moodiness)	0.27*	0.16
Openness	0.18	0.11
Intellect	0.19	0.13
Aesthetic	0.39**	0.30
Creative	-0.08	-0.10
Honesty	0.11	0.06
Sincerity	0.08	0.04
Fairness	0.03	0.09
Greed	0.12	-0.04
Modesty	0.03	0.04
Subjective Happiness	0.09	-0.23
Interdependent Happiness	-0.26*	0.10
Cultural Tightness	0.05	-0.06
Independence	0.04	0.05
Interdependence	-0.10	0.23
Optimism	0.10	-0.05
Narcissism	-0.05	0.08
Religiosity	0.01	0.03

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ ;  $N = 58$

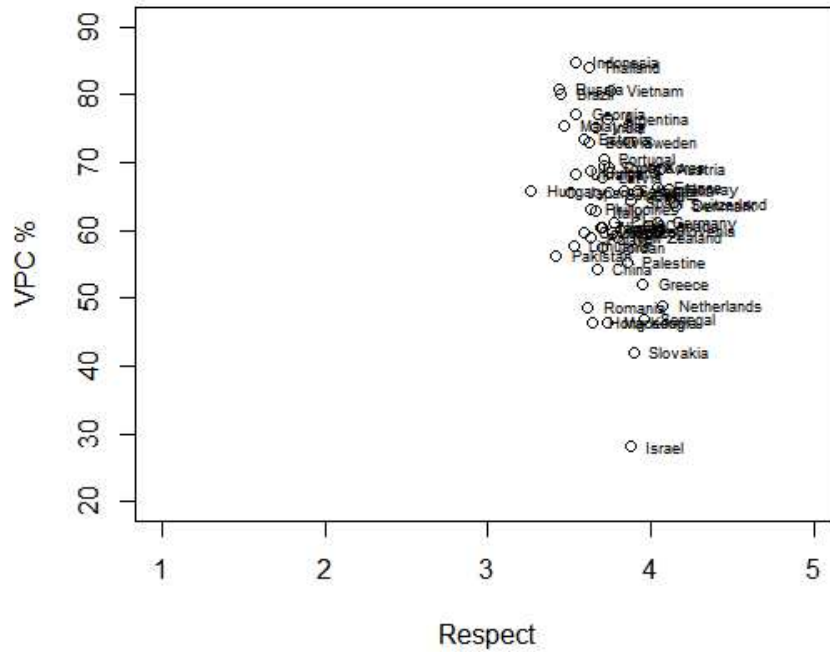


Figure 2a. Relationship between VPC proportion and average country respect level by country; overall  $r = -0.32$

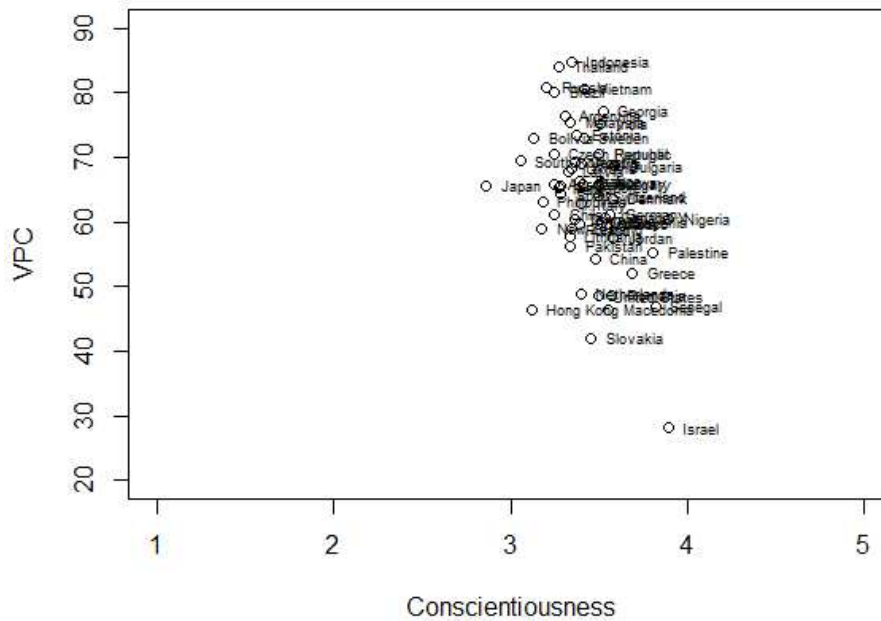


Figure 2b. Relationship between VPC proportion and average country conscientiousness level by country; overall  $r = -0.43$

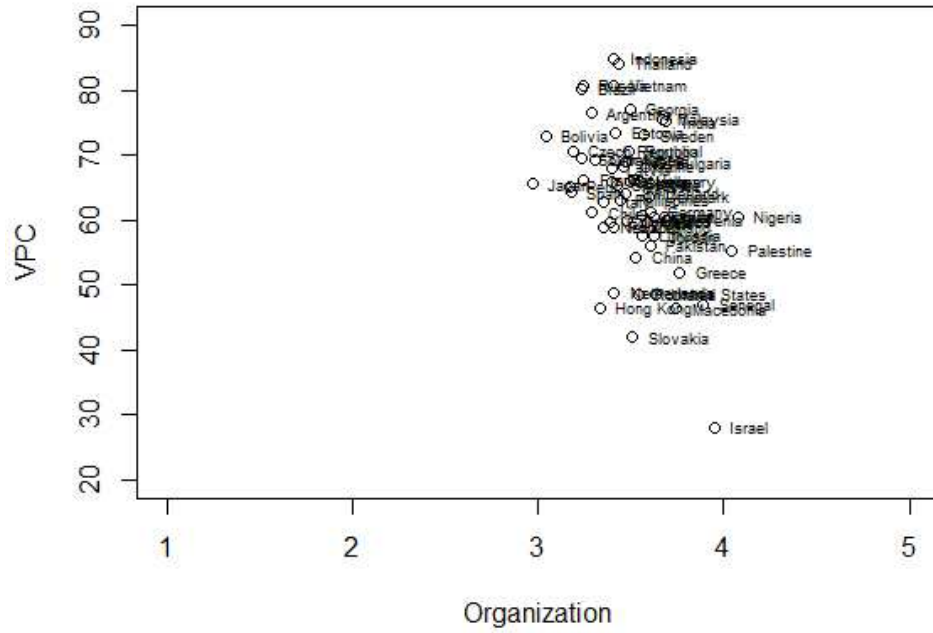


Figure 2c. Relationship between VPC proportion and average country organization level by country; overall  $r = -0.45$

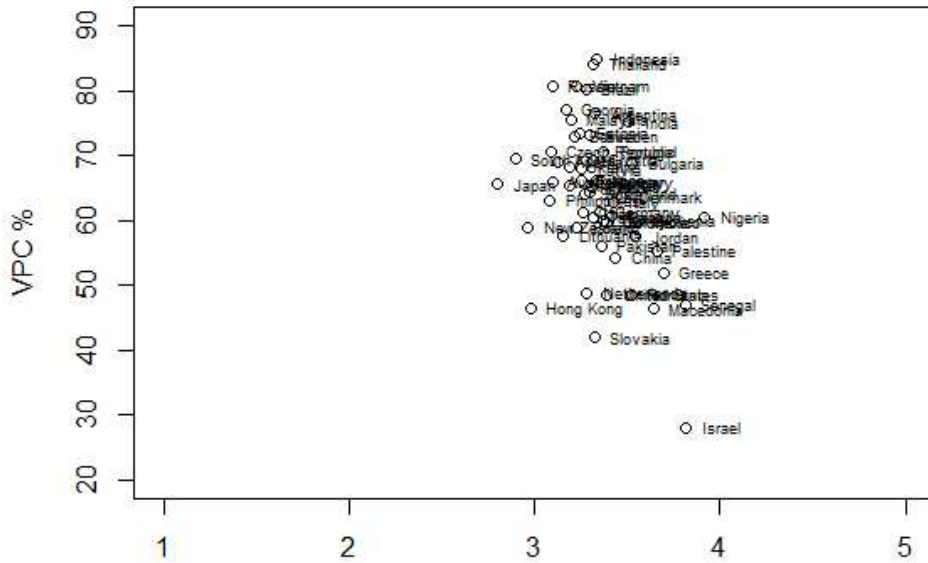


Figure 2d. Relationship between VPC proportion and average country productiveness level by country; overall  $r = -0.41$

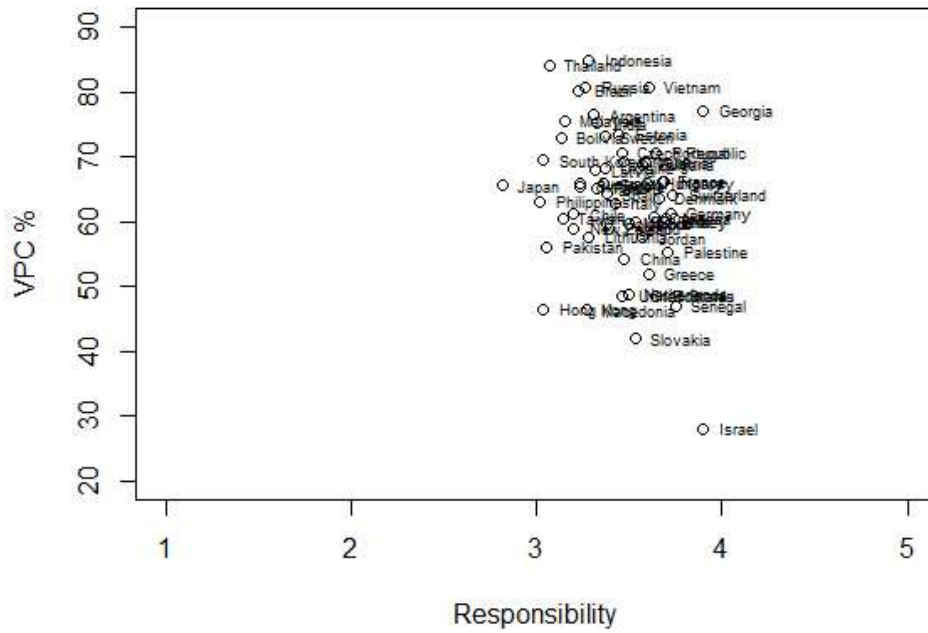


Figure 2e. Relationship between VPC proportion and average country responsibility level by country; overall  $r = -0.25$

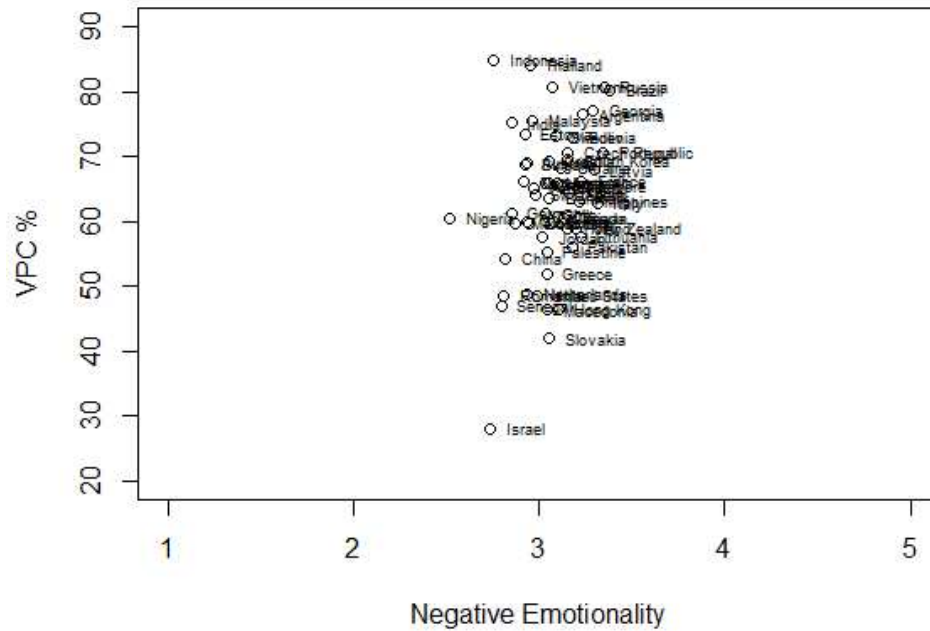


Figure 2f. Relationship between VPC proportion and average country negative emotionality level by country; overall  $r = 0.31$

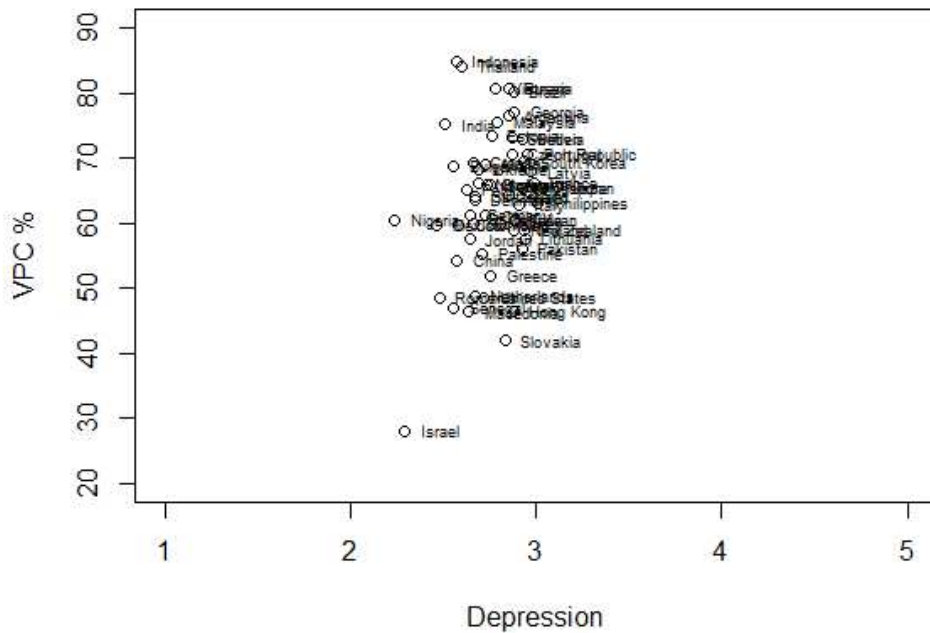


Figure 2g. Relationship between VPC proportion and average country depression level by country; overall  $r = 0.28$

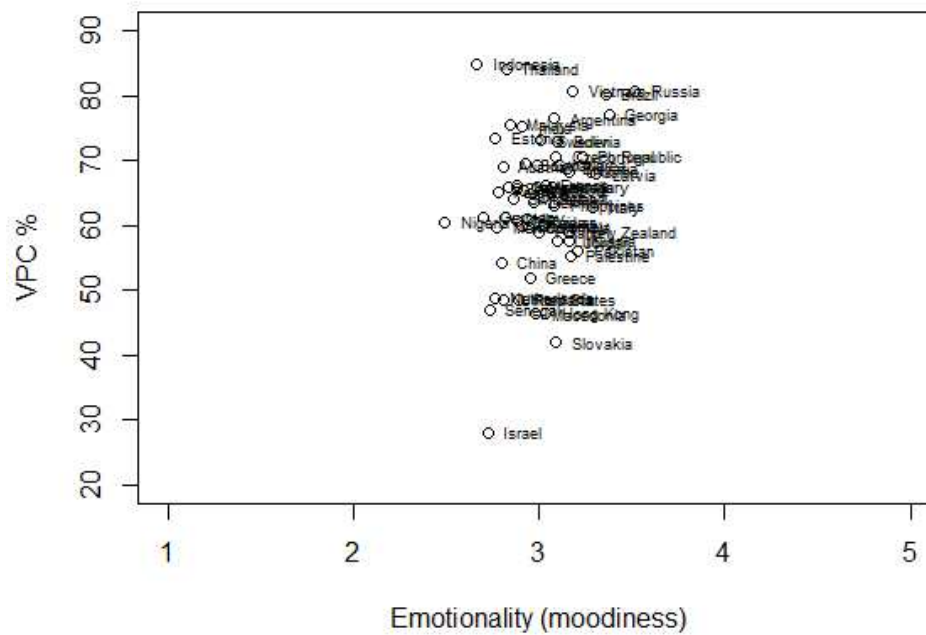


Figure 2h. Relationship between VPC proportion and average country emotionality (moodiness) level by country; overall  $r = 0.28$

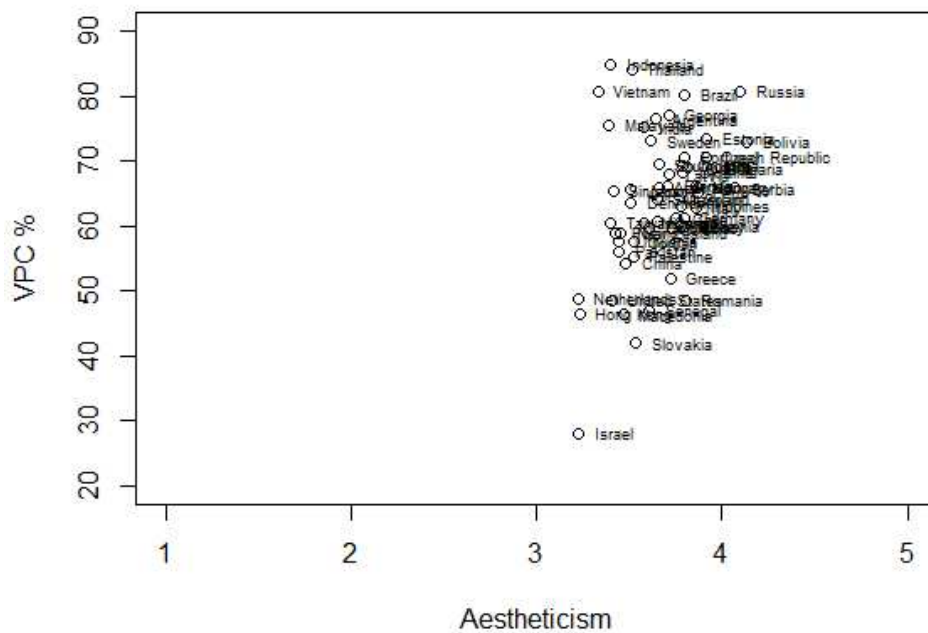


Figure 2i. Relationship between VPC proportion and average country aestheticism level by country; overall  $r = 0.39$

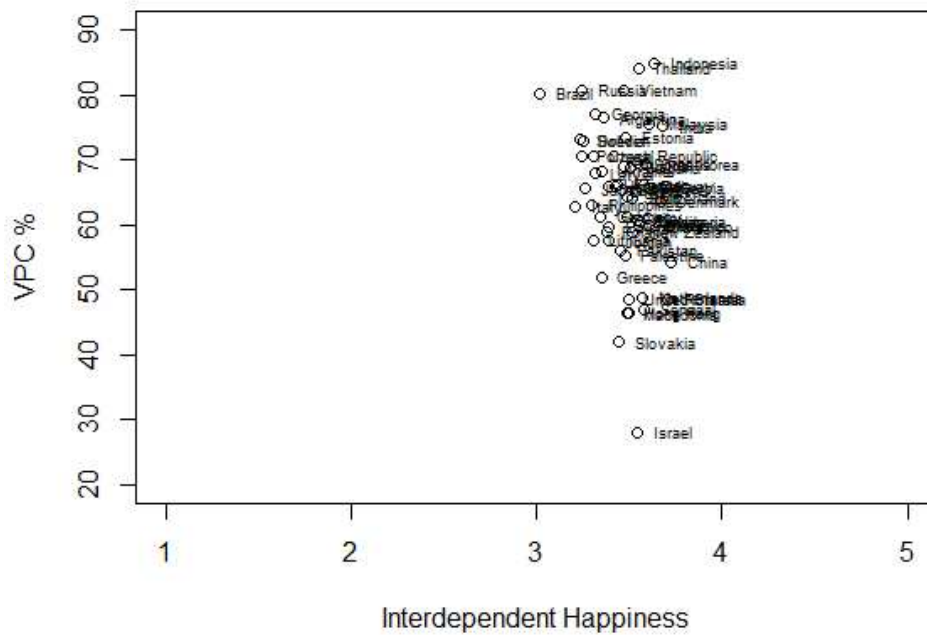


Figure 2j. Relationship between VPC proportion and average country interdependent happiness level by country; overall  $r = -0.26$



16a

Correlation between VPC and levels of Extraversion and its facets across countries

	Extraversion	Sociality	Energy	Assertiveness
Argentina	-0.17*	-0.13	-0.17*	-0.08
Australia	-0.12	-0.15*	-0.04	-0.10
Austria	0.01	0.01	-0.06	0.03
Bolivia	-0.06	-0.03	-0.10	-0.04
Brazil	-0.02	-0.05	0.11	-0.09
Bulgaria	0.10	-0.01	0.21**	0.05
Canada	-0.07	-0.07	-0.08	-0.01
Chile	-0.08	-0.06	-0.07	-0.06
China	-0.03	-0.06	0.05	-0.06
Colombia	0.03	0.02	0.07	-0.03
Croatia	-0.12	-0.17*	-0.11	0.01
Czech Republic	-0.08	-0.04	-0.06	-0.07
Denmark	-0.18**	-0.07	-0.11	-0.21***
Estonia	-0.01	0.04	-0.05	0.02
France	-0.05	-0.03	-0.03	-0.05
Georgia	-0.06	0.07	-0.15	-0.01
Germany	-0.01	-0.03	-0.02	0.00
Greece	-0.03	-0.02	0.03	-0.01
Hong Kong	-0.15	-0.15	-0.13	-0.10
Hungary	0.03	-0.07	0.06	0.10
India	0.05	-0.04	0.13*	0.04
Indonesia	-0.09	0.03	-0.10	-0.09
Israel	-0.02	-0.07	0.14	-0.04
Italy	-0.12***	-0.06	-0.07	-0.13***
Japan	-0.12	-0.09	-0.04	-0.19*
Jordan	0.02	-0.02	0.01	0.02
Latvia	-0.05	0.01	-0.11	-0.03
Lithuania	-0.01	-0.02	0.01	-0.04
Macedonia	-0.10	-0.15	-0.07	-0.05
Malaysia	0.01	-0.07	0.07	0.02
Mexico	0.10	0.00	0.10	0.12
Netherlands	-0.14*	-0.12*	-0.13*	-0.10
New Zealand	-0.11	-0.05	-0.05	-0.12
Nigeria	-0.25**	-0.28***	-0.11	-0.17*
Norway	-0.23**	-0.19*	-0.22**	-0.15
Pakistan	-0.05	-0.10	-0.03	0.05
Palestine	0.07	0.02	0.04	0.09
Peru	0.04	0.01	0.08	0.00
Philippines	-0.08	-0.12*	-0.05	-0.04
Poland	-0.03	-0.09	-0.01	0.02
Portugal	-0.07	-0.11	-0.03	0.00
Romania	0.04	-0.01	0.02	0.07
Russia	0.08	0.11	0.12	-0.04
Senegal	-0.04	-0.05	-0.03	0.01
Serbia	-0.01	-0.03	-0.05	0.01

	Extraversion	Sociality	Energy	Assertiveness
Singapore	-0.24**	-0.19*	-0.21*	-0.23**
Slovakia	-0.10	-0.07	-0.03	-0.08
Slovenia	0.07	-0.02	0.21*	-0.02
South Korea	0.00	0.02	-0.03	0.01
Spain	-0.09	-0.08	-0.06	-0.04
Sweden	0.02	-0.07	0.09	0.06
Switzerland	-0.10**	-0.05	-0.07	-0.13***
Taiwan	-0.07	-0.07	-0.09	-0.04
Thailand	-0.03	0.02	-0.03	-0.06
Turkey	-0.08	-0.02	-0.07	-0.07*
Ukraine	0.05	0.03	0.10	-0.01
United States	-0.14***	-0.14***	-0.11***	-0.11***
Vietnam	-0.07	-0.06	0.01	-0.16
World average	-0.05	-0.06	-0.02	-0.04

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$

Table 16b  
Correlation between VPC and levels of Agreeableness and its facets across countries

	Agreeableness	Compassion	Respect	Trust
Argentina	-0.13	-0.17*	-0.03	-0.16
Australia	0.14	0.217*	0.16*	-0.01
Austria	-0.11	-0.05	-0.16	-0.05
Bolivia	-0.10	-0.05	-0.13	-0.09
Brazil	-0.01	0.04	0.05	-0.10
Bulgaria	-0.05	0.07	-0.14	0.06
Canada	-0.01	0.07	0.01	-0.06
Chile	-0.04	0.00	-0.04	-0.05
China	0.10*	0.08	0.17***	0.02
Colombia	-0.16*	0.03	-0.17*	-0.17*
Croatia	-0.03	0.03	-0.04	-0.05
Czech Republic	0.06	0.11	0.06	-0.02
Denmark	-0.03	-0.03	0.03	-0.06
Estonia	-0.03	0.00	-0.03	-0.03
France	-0.01	0.08	-0.06	-0.03
Georgia	0.01	0.04	0.00	-0.01
Germany	-0.08	0.03	0.00	-0.15***
Greece	-0.18*	-0.10	-0.12	-0.18**
Hong Kong	0.09	0.12	0.11	0.00
Hungary	-0.04	0.02	-0.09	-0.05
India	0.08	0.17*	0.04	-0.01
Indonesia	-0.04	0.06	-0.07	-0.10
Israel	-0.10	-0.03	-0.06	-0.19*
Italy	-0.03	0.07	0.01	-0.14***
Japan	-0.05	0.05	0.07	-0.24**
Jordan	0.09	0.11	0.05	0.07
Latvia	0.03	0.14	0.06	-0.06
Lithuania	0.05	0.20*	-0.01	-0.08
Macedonia	-0.20	0.05	-0.13	-0.26
Malaysia	0.01	-0.06	0.08	-0.02
Mexico	0.02	0.14*	0.00	-0.03
Netherlands	-0.03	0.03	-0.03	-0.06
New Zealand	0.05	0.05	0.06	0.00
Nigeria	0.01	-0.02	0.11	-0.09
Norway	-0.12	-0.03	-0.07	-0.14
Pakistan	-0.09	-0.11	0.03	-0.10
Palestine	-0.02	0.03	-0.06	0.01
Peru	-0.12	-0.09	-0.15	-0.04
Philippines	-0.04	0.03	-0.04	-0.07
Poland	0.00	0.10	0.07	-0.10
Portugal	-0.07	-0.01	-0.05	-0.09
Romania	0.01	0.01	-0.10	0.05
Russia	-0.05	0.00	-0.11	-0.06
Senegal	0.12**	0.13***	0.08*	0.07
Serbia	-0.07	-0.07	-0.07	-0.03

	Agreeableness	Compassion	Respect	Trust
Singapore	0.00	0.03	0.15	-0.13
Slovakia	-0.03	0.00	0.04	-0.09
Slovenia	0.17	0.21*	0.09	0.13
South Korea	-0.01	0.08	-0.02	-0.10
Spain	-0.01	0.08	0.04	-0.09
Sweden	-0.03	0.01	-0.04	0.03
Switzerland	0.01	0.04	0.02	0.00
Taiwan	-0.14	-0.08	-0.02	-0.17*
Thailand	0.04	0.06	0.02	0.06
Turkey	-0.07	0.02	-0.05	-0.13*
Ukraine	0.00	0.02	0.01	0.01
United States	-0.03	-0.01	0.02	-0.10***
Vietnam	-0.03	0.08	-0.04	-0.06
Average	-0.02	0.04	0.00	-0.06

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$

Table 16c

Correlation between VPC and levels of Conscientiousness and its facets across countries

	Conscientiousness	Organization	Productivity	Responsibility
Argentina	-0.04	0.01	-0.12	-0.06
Australia	-0.07	-0.07	-0.05	-0.05
Austria	-0.12	-0.12	-0.09	-0.13
Bolivia	-0.15	-0.02	-0.16	-0.32***
Brazil	-0.11	-0.03	-0.16	-0.14**
Bulgaria	-0.10	-0.11	-0.07	-0.08
Canada	-0.08	-0.11	-0.10	0.03
Chile	-0.18***	-0.14**	-0.16**	-0.18***
China	0.06	0.04	0.05	0.05
Colombia	-0.12	-0.05	-0.14	-0.12
Croatia	-0.11	-0.10	-0.09	-0.09
Czech Republic	-0.11	-0.07	-0.07	-0.12
Denmark	-0.07	0.00	-0.10	-0.10
Estonia	-0.21***	-0.18**	-0.19***	-0.15**
France	-0.09	-0.08	-0.09	-0.03
Georgia	-0.14	-0.03	-0.20*	-0.13
Germany	-0.13**	-0.02	-0.17***	-0.20***
Greece	-0.10	-0.04	-0.11	-0.14
Hong Kong	-0.04	0.02	-0.07	0.00
Hungary	0.00	0.03	-0.07	0.02
India	0.00	0.01	-0.05	0.07
Indonesia	-0.27*	-0.29	-0.24	-0.18
Israel	-0.13	-0.11	-0.08	-0.10
Italy	-0.05	-0.04	-0.06	0.00
Japan	-0.14	-0.08	-0.12	-0.16
Jordan	-0.05	-0.11	-0.02	-0.02
Latvia	0.02	-0.01	0.04	0.06
Lithuania	-0.21*	-0.23**	-0.13	-0.11
Macedonia	-0.38**	-0.27*	-0.38**	-0.34*
Malaysia	0.00	0.08	-0.06	-0.02
Mexico	-0.06	-0.13*	0.06	-0.06
Netherlands	-0.07	-0.08	-0.04	-0.02
New Zealand	-0.17	-0.23**	-0.09	-0.02
Nigeria	-0.08	-0.08	-0.08	-0.03
Norway	-0.19*	-0.10	-0.23**	-0.12
Pakistan	-0.05	-0.06	-0.05	-0.02
Palestine	-0.06	-0.12	0.05	-0.08
Peru	0.12	0.20	-0.06	0.04
Philippines	-0.11*	-0.08	-0.07	-0.12*
Poland	-0.09	-0.05	-0.07	-0.07
Portugal	0.02	0.09	-0.02	-0.09
Romania	-0.22**	-0.27***	-0.18*	-0.06
Russia	-0.11	0.03	-0.12	-0.15
Senegal	-0.06	-0.06	-0.06	0.00

	Conscientiousness	Organization	Productivity	Responsibility
Serbia	-0.13	-0.14*	-0.08	-0.12
Singapore	0.07	0.15	-0.08	0.02
Slovakia	-0.01	0.03	-0.06	-0.05
Slovenia	-0.01	-0.06	0.07	-0.02
South Korea	-0.12*	-0.08	-0.15*	-0.09
Spain	-0.02	-0.02	0.00	-0.02
Sweden	-0.08	0.01	-0.07	-0.12
Switzerland	-0.07	-0.01	-0.08*	-0.10**
Taiwan	-0.07	0.03	-0.09	-0.12
Thailand	-0.08	-0.06	-0.06	-0.09
Turkey	-0.28***	-0.22***	-0.30***	-0.19**
Ukraine	-0.12	-0.16**	-0.10	-0.04
United States	-0.14***	-0.10***	-0.13***	-0.12***
Vietnam	-0.08	-0.12*	0.04	-0.10
Singapore	0.07	0.15	-0.08	0.02
Average	-0.09	-0.06	-0.09	-0.08

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$

Table 16d

Correlation between VPC and levels of Negative Emotionality and its facets across countries

	Negative Emotionality	Anxiety	Depression	Emotionality/ moodiness
Argentina	0.32***	0.22**	0.28***	0.29***
Australia	0.14*	0.18**	0.15*	0.02
Austria	0.33***	0.26**	0.31**	0.28**
Bolivia	0.31***	0.21*	0.28**	0.31***
Brazil	0.37***	0.33***	0.33***	0.32***
Bulgaria	0.33***	0.31***	0.18*	0.31***
Canada	0.26***	0.29***	0.21***	0.15**
Chile	0.23***	0.17***	0.23***	0.17***
China	0.16***	0.24***	0.05	0.14**
Colombia	0.30***	0.23**	0.24***	0.27***
Croatia	0.27***	0.25***	0.21**	0.25***
Czech Republic	0.26***	0.21**	0.24***	0.22***
Denmark	0.35***	0.32***	0.34***	0.23***
Estonia	0.22***	0.16**	0.20***	0.20***
France	0.33***	0.28***	0.32***	0.23***
Georgia	0.28***	0.21*	0.28***	0.25**
Germany	0.31***	0.26***	0.32***	0.20***
Greece	0.39***	0.31***	0.32***	0.31***
Hong Kong	0.27***	0.35***	0.20*	0.23**
Hungary	0.10	0.12	0.10	0.05
India	0.00	0.14*	-0.05	-0.07
Indonesia	0.02	0.01	0.08	-0.01
Israel	0.17*	0.19*	0.16*	0.11
Italy	0.35***	0.27***	0.35***	0.27***
Japan	0.26**	0.25**	0.22**	0.21*
Jordan	0.23**	0.13	0.23**	0.14
Latvia	0.34***	0.32***	0.32***	0.21**
Lithuania	0.33***	0.32***	0.26**	0.29***
Macedonia	0.30*	-0.04	0.23	0.31*
Malaysia	0.13	0.20**	0.03	0.10
Mexico	0.22***	0.14*	0.18**	0.19**
Netherlands	0.21***	0.22***	0.21***	0.15**
New Zealand	0.19*	0.12	0.18*	0.22*
Nigeria	0.20*	0.20*	0.10	0.18*
Norway	0.40***	0.37***	0.33***	0.31***
Pakistan	0.23*	0.21*	0.10	0.12
Palestine	0.25***	0.25***	0.13*	0.24***
Peru	0.18	0.09	0.14	0.19
Philippines	0.20***	0.18***	0.16**	0.16**
Poland	0.29***	0.25***	0.23***	0.23***
Portugal	0.20*	0.17*	0.19*	0.17*
Romania	0.12	0.05	0.15*	0.06
Russia	0.08	0.05	0.07	0.08
Senegal	0.12**	0.06	0.12**	0.09*

	Negative Emotionality	Anxiety	Depression	Emotionality/ moodiness
Serbia	0.19*	0.10	0.20**	0.18*
Singapore	0.23**	0.32***	0.19*	0.14
Slovakia	0.12	0.13	0.09	0.09
Slovenia	0.25**	0.30***	0.18*	0.19*
South Korea	0.25***	0.20***	0.24***	0.20***
Spain	0.29***	0.25***	0.26***	0.22***
Sweden	0.39***	0.35***	0.38***	0.24**
Switzerland	0.28***	0.24***	0.28***	0.19***
Taiwan	0.27**	0.32***	0.17*	0.19*
Thailand	0.08	0.17*	0.07	0.02
Turkey	0.27***	0.22**	0.25***	0.19***
Ukraine	0.22***	0.25***	0.06	0.20**
United States	0.25***	0.21***	0.24***	0.18***
Vietnam	0.28***	0.24**	0.22*	0.22**
Average	0.24	0.21	0.20	0.19

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$



Table 16e  
Correlation between VPC and levels of Openness and its facets across countries

	Openness	Intellect	Aestheticism	Creativity
Argentina	0.07	0.05	0.11	-0.09
Australia	0.32***	0.22*	0.31***	0.21**
Austria	0.06	-0.08	0.13	0.02
Bolivia	-0.01	0.04	0.01	-0.02
Brazil	0.06	0.06	0.14	-0.06
Bulgaria	0.21**	0.28***	0.22**	0.07
Canada	0.11	0.12*	0.07	0.07
Chile	0.22***	0.26***	0.20***	0.05
China	0.12*	0.09	0.11*	0.11*
Colombia	0.08	0.10	0.13	-0.03
Croatia	0.27***	0.23***	0.21***	0.20**
Czech Republic	0.07	0.14*	0.03	-0.03
Denmark	0.02	0.11	-0.01	-0.05
Estonia	0.05	0.10	0.04	0.01
France	0.05	0.06	0.04	0.03
Georgia	0.01	0.04	0.11	-0.08
Germany	0.11*	0.09	0.14**	0.07
Greece	0.15*	0.18**	0.19**	-0.05
Hong Kong	0.16	0.23**	0.14	0.03
Hungary	0.14	0.19*	0.14	-0.01
India	0.27***	0.20**	0.28***	0.14*
Indonesia	0.30*	0.22	0.33*	0.01
Israel	0.24***	0.24**	0.10	0.18*
Italy	0.12***	0.17***	0.15***	-0.01
Japan	-0.04	0.04	0.04	-0.17*
Jordan	0.08	0.10	-0.04	0.07
Latvia	0.24**	0.28***	0.18*	0.05
Lithuania	0.15	0.21*	0.15	0.01
Macedonia	0.25	0.29*	0.26	0.08
Malaysia	0.06	0.08	0.03	0.01
Mexico	0.18**	0.15*	0.09	0.17**
Netherlands	0.20***	0.19***	0.17**	0.12*
New Zealand	0.19*	0.21*	0.17	0.13
Nigeria	-0.01	-0.11	0.10	0.00
Norway	0.21**	0.19*	0.07	0.24**
Pakistan	0.24**	0.28**	0.18	0.03
Palestine	0.08	0.06	0.03	0.09
Peru	0.04	0.10	-0.02	0.00
Philippines	0.17**	0.13*	0.16**	0.12*
Poland	0.21***	0.21***	0.13*	0.18**
Portugal	0.17*	0.19*	0.12	0.13
Romania	0.32***	0.27***	0.27***	0.22**
Russia	0.12	0.19*	0.03	0.09
Senegal	0.04	-0.01	0.00	0.09*
Serbia	0.01	0.11	-0.04	-0.01

	Openness	Intellect	Aestheticism	Creativity
Singapore	-0.01	0.05	0.04	-0.09
Slovakia	0.13	0.20*	0.04	0.11
Slovenia	0.10	0.20*	0.11	0.03
South Korea	0.19***	0.20***	0.23***	0.04
Spain	0.25***	0.27***	0.26***	0.03
Sweden	0.15	0.15	0.12	0.08
Switzerland	0.08*	0.07*	0.06	0.03
Taiwan	0.10	0.04	0.12	-0.01
Thailand	0.06	0.00	0.04	0.10
Turkey	0.00	0.04	0.00	-0.06
Ukraine	0.25***	0.25***	0.25***	0.09
United States	0.12***	0.12***	0.14***	0.02
Vietnam	0.05	0.11	0.10	-0.15
Average	0.13	0.14	0.12	0.05

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$

Table 16f  
Correlation between VPC and levels of Honesty/Humility and its facets across countries

	Honesty	Sincerity	Fairness	Greed	Modesty
Argentina	-0.16	-0.05	-0.12	-0.11	0.01
Australia	0.16*	0.10	0.11	0.06	0.18*
Austria	-0.24*	-0.16	-0.22*	-0.13	-0.09
Bolivia	-0.05	-0.17	-0.05	0.02	0.14
Brazil	-0.05	-0.13*	-0.02	0.05	-0.01
Bulgaria	0.02	0.01	0.00	0.07	0.00
Canada	0.07	0.02	0.05	-0.01	0.18**
Chile	-0.06	-0.04	-0.07	-0.02	-0.01
China	0.14**	0.03	0.15***	-0.04	0.19***
Colombia	0.05	0.00	0.06	-0.03	0.04
Croatia	0.06	0.10	0.00	0.07	-0.05
Czech Republic	0.00	-0.08	0.08	0.03	-0.08
Denmark	-0.08	-0.03	-0.11	-0.01	-0.04
Estonia	-0.05	-0.06	-0.01	-0.05	-0.04
France	-0.01	0.04	-0.08	-0.04	0.09
Georgia	-0.06	0.01	-0.06	-0.08	-0.01
Germany	-0.09	-0.12**	-0.04	0.01	-0.01
Greece	-0.07	-0.04	-0.05	-0.11	-0.04
Hong Kong	0.26**	0.13	0.23**	0.21**	0.13
Hungary	0.04	0.09	0.01	-0.06	0.00
India	0.20**	0.25***	0.25***	0.01	0.01
Indonesia	0.09	0.01	0.18	-0.07	0.09
Israel	0.01	-0.10	0.01	-0.06	0.16*
Italy	0.01	0.00	0.05	-0.01	-0.01
Japan	-0.14	-0.23**	0.03	-0.10	0.06
Jordan	0.25**	0.19*	0.21*	0.05	0.09
Latvia	0.16*	0.12	0.08	0.02	0.12
Lithuania	0.14	0.09	0.09	0.19*	0.02
Macedonia	-0.27*	-0.06	-0.08	-0.31*	-0.20
Malaysia	0.11	-0.04	0.11	0.08	0.13
Mexico	0.04	-0.03	0.07	0.01	0.03
Netherlands	-0.02	-0.04	-0.04	0.07	-0.06
New Zealand	-0.14	-0.19*	-0.04	-0.04	-0.08
Nigeria	-0.13	-0.12	-0.01	-0.10	-0.12
Norway	-0.04	-0.10	0.00	0.05	-0.03
Pakistan	0.16	0.19*	0.08	-0.10	0.03
Palestine	-0.08	-0.04	-0.03	-0.11	-0.04
Peru	-0.12	-0.04	0.02	-0.36**	-0.11
Philippines	0.10	0.07	0.07	-0.03	0.14**
Poland	0.01	-0.09	0.01	0.02	0.04
Portugal	-0.06	-0.04	-0.06	-0.06	0.12
Romania	0.08	0.07	0.00	0.05	0.15*
Russia	0.05	0.08	0.06	-0.03	-0.08
Senegal	0.04	0.03	0.09*	-0.10*	0.03

	Honesty	Sincerity	Fairness	Greed	Modesty
Serbia	-0.09	-0.06	-0.09	-0.03	0.02
Singapore	0.16	0.10	0.10	0.02	0.19*
Slovakia	0.05	0.10	-0.05	0.17*	0.02
Slovenia	0.14	0.01	0.22*	0.02	0.01
South Korea	-0.05	-0.08	-0.02	0.03	-0.04
Spain	0.07	0.01	0.06	0.06	0.04
Sweden	0.03	0.01	-0.01	0.10	0.04
Switzerland	0.02	-0.02	0.00	0.05	0.06
Taiwan	-0.06	0.04	0.02	-0.19*	-0.03
Thailand	0.00	-0.03	0.07	-0.09	0.00
Turkey	-0.03	0.04	-0.04	-0.05	0.03
Ukraine	0.10	0.15*	0.10	-0.11	0.11
United States	0.03	0.01	0.06*	-0.06*	0.05
Vietnam	0.10	0.08	0.14	-0.13	0.09
Average	0.01	0.00	0.02	-0.02	0.03

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$

Table 16g  
Correlation between VPC and levels of individual differences across countries

	Subjective Happiness	Interdependent Happiness	Tightness	Independence
Argentina	-0.22**	-0.12	0.09	0.11
Australia	-0.14*	-0.12	0.07	-0.15*
Austria	-0.29**	-0.35***	0.12	0.06
Bolivia	-0.17	-0.24**	0.09	-0.17
Brazil	-0.22***	-0.09	0.00	0.01
Bulgaria	-0.03	-0.22**	-0.03	0.05
Canada	-0.15**	-0.24***	0.02	0.02
Chile	-0.20***	-0.18***	0.02	-0.03
China	-0.03	-0.03	0.01	-0.09
Colombia	-0.14	-0.24***	0.05	0.05
Croatia	-0.26***	-0.23***	0.16*	-0.04
Czech Republic	-0.15*	-0.13	-0.09	-0.09
Denmark	-0.29***	-0.23***	0.00	0.06
Estonia	-0.18**	-0.13*	0.03	-0.02
France	-0.30***	-0.24***	0.21***	-0.07
Georgia	-0.20*	-0.12	0.13	-0.08
Germany	-0.22***	-0.22***	0.07	-0.03
Greece	-0.27***	-0.29***	0.11	0.00
Hong Kong	-0.31***	-0.27***	0.10	-0.16
Hungary	-0.01	-0.19*	0.00	-0.01
India	0.11	-0.11	0.04	-0.14*
Indonesia	-0.24	-0.16	-0.24	-0.17
Israel	-0.14	-0.14	-0.11	0.07
Italy	-0.27***	-0.27***	-0.03	-0.08*
Japan	-0.16	-0.09	0.01	-0.09
Jordan	0.08	-0.14	0.06	-0.15
Latvia	-0.15*	-0.17*	-0.06	0.01
Lithuania	-0.11	-0.13	-0.09	0.00
Macedonia	-0.30*	-0.28*	0.04	-0.08
Malaysia	0.05	-0.05	0.03	-0.11
Mexico	-0.11	-0.18**	0.04	0.13*
Netherlands	-0.27***	-0.28***	-0.02	-0.06
New Zealand	-0.21*	-0.18*	0.03	0.00
Nigeria	0.02	-0.16	-0.05	-0.04
Norway	-0.31***	-0.26***	0.11	-0.06
Pakistan	-0.07	-0.22*	0.27**	0.12
Palestine	-0.18**	-0.24***	0.08	0.01
Peru	0.02	-0.17	0.21	0.14
Philippines	-0.09	-0.10	0.17**	-0.05
Poland	-0.17*	-0.11	-0.01	0.06
Portugal	-0.20*	-0.23**	0.10	0.10
Romania	-0.13	-0.18*	-0.14	-0.14
Russia	0.16	0.00	0.02	0.02
Senegal	-0.01	-0.06	0.10*	0.10

	Subjective Happiness	Interdependent Happiness	Tightness	Interdependence
Serbia	-0.17*	-0.20**	0.07	0.05
Singapore	-0.16	-0.27**	0.19*	-0.12
Slovakia	-0.18*	-0.18*	0.10	-0.08
Slovenia	-0.03	-0.04	0.04	0.02
South Korea	-0.15*	-0.18**	0.14*	0.02
Spain	-0.25***	-0.28***	0.13**	-0.06
Sweden	-0.21*	-0.10	0.24**	-0.08
Switzerland	-0.21***	-0.27***	0.01	-0.05
Taiwan	-0.16*	-0.14	0.02	-0.03
Thailand	-0.09	-0.16*	0.11	0.15*
Turkey	-0.08	-0.14*	0.11	-0.12*
Ukraine	-0.05	-0.26***	0.06	0.02
United States	-0.22***	-0.24***	0.06*	-0.08***
Vietnam	-0.01	-0.08	0.04	-0.06
Average	-0.14	-0.18	0.06	-0.02

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$

16h

Correlation between VPC and levels of various individual differences across countries

	Interdependence	Optimism	Narcissism	Religiosity
Argentina	-0.01	-0.15	0.07	0.03
Australia	0.08	0.04	-0.21***	0.03
Austria	0.12	-0.24**	-0.01	0.15
Bolivia	0.22*	-0.22*	0.05	-0.01
Brazil	0.13*	-0.14*	0.12	0.02
Bulgaria	0.08	0.05	0.06	-0.10
Canada	0.03	-0.02	-0.07	-0.04
Chile	-0.08	-0.08	0.02	-0.03
China	0.16***	0.06	0.10	0.15**
Colombia	0.16*	-0.12	-0.02	-0.06
Croatia	0.04	-0.05	0.04	-0.15*
Czech Republic	0.18*	-0.08	-0.02	0.12
Denmark	-0.05	-0.22***	-0.02	0.02
Estonia	0.04	-0.13*	0.07	0.07
France	0.07	-0.15*	-0.02	0.04
Georgia	0.02	0.00	-0.06	-0.05
Germany	0.02	-0.15***	0.14**	0.10*
Greece	-0.01	-0.13	0.07	-0.12
Hong Kong	-0.06	-0.09	-0.07	0.07
Hungary	0.10	-0.06	-0.07	0.07
India	0.07	0.15*	-0.12	0.23***
Indonesia	0.07	0.09	-0.09	-0.01
Israel	0.11	-0.05	0.03	-0.12
Italy	0.03	-0.22***	0.00	-0.05
Japan	0.06	0.01	-0.04	0.10
Jordan	0.14	-0.09	-0.12	0.12
Latvia	0.10	-0.06	-0.09	-0.19*
Lithuania	-0.02	-0.03	-0.07	0.01
Macedonia	-0.06	-0.06	0.23	-0.36**
Malaysia	0.04	0.11	-0.06	0.21**
Mexico	0.12	0.03	0.07	0.11
Netherlands	0.06	-0.22***	-0.01	0.11
New Zealand	0.11	-0.13	0.02	-0.17*
Nigeria	0.08	0.08	-0.06*	-0.06
Norway	0.12	-0.22**	0.06	-0.06
Pakistan	0.10	0.02	0.00	0.05
Palestine	0.06	-0.07	0.00	-0.09
Peru	-0.04	-0.02	0.09	0.22
Philippines	-0.01	0.01	-0.14**	0.05
Poland	0.00	-0.02	0.04	0.06
Portugal	0.01	0.00	-0.01	0.09
Romania	-0.11	0.00	-0.04	-0.15*
Russia	-0.15	0.07	0.05	0.10
Senegal	-0.01	0.02	-0.04	0.01
Serbia	0.03	-0.17*	-0.05	-0.10

	Interdependence	Optimism	Narcissism	Religiosity
Singapore	0.07	-0.16	-0.15	-0.04
Slovakia	-0.01	-0.04	-0.07	0.03
Slovenia	0.10	0.08	0.10	0.21*
South Korea	0.01	-0.06	0.05	0.07
Spain	0.05	-0.11*	0.01	-0.01
Sweden	0.09	-0.08	0.00	0.08
Switzerland	0.13***	-0.12***	-0.01	0.04
Taiwan	0.05	-0.17*	0.14	-0.06
Thailand	0.03	0.01	0.00	-0.05
Turkey	-0.05	-0.04	-0.08	-0.04
Ukraine	-0.09	0.10	-0.08	0.04
United States	0.07*	-0.12***	-0.04	-0.07*
Vietnam	0.15	-0.06	0.03	0.00
Average	0.04	-0.06	0.00	0.01

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$



Table 17

Percentage of responses captured by each VPC content category for international the sample by gender

Category	Total % ( <i>N</i> = 2,864)	Female % ( <i>n</i> = 1,883)	Male % ( <i>n</i> = 801)	$\chi^2$
<b>Increase Extraversion</b>	16.32	15.56	18.10	2.62
Increase Sociability	13.04	12.27	14.86	3.25
<b>Increase Agreeableness</b>	11.66	11.94	10.99	0.51
<b>Increase Conscientiousness</b>	17.62	14.55	24.84	39.08***
Increase Productiveness	8.79	6.90	13.23	26.28***
Increase Responsibility	4.92	4.35	6.24	4.10*
<b>Increase Emotional Stability</b>	28.69	31.76	21.47	30.09***
Decrease Anxiety	6.89	8.23	3.74	19.64***
Decrease Depression	7.90	8.28	6.99	1.32
Decrease Emotionality	9.17	10.09	6.99	6.80**

*Note.* \*\*\* < .001, \* < .05; Categories that captured less than 4% of participants responses are not shown.

Table 18

Correlation between current trait levels (plus facets) and VPC for international sample (top 10 overall percentages)

	Total VPC %	Inc E %	Inc Social%	Inc A %	Inc C %	Inc Product. %	Inc Respons. %	Inc ES %	Dec Anxiety %	Dec Depression %	Dec Emotion. %
Argentina	76.43	7.48	3.74	4.67	15.89	2.80	2.80	27.10	9.35	2.80	0.93
Australia	65.82	22.54	21.13	11.27	19.72	8.45	7.04	33.80	15.49	12.68	2.82
Canada	60.60	23.68	22.37	7.89	17.11	9.21	1.32	34.21	9.21	9.21	13.16
Chile	61.10	9.09	6.06	6.06	16.45	2.60	5.63	24.68	5.63	2.60	4.76
China	54.23	27.43	22.12	10.62	16.81	9.29	6.19	26.11	2.65	9.73	11.50
Colombia	59.67	3.37	3.37	6.74	12.36	1.12	7.87	26.97	3.37	1.12	14.61
Croatia	69.27	12.08	10.07	12.08	26.17	17.45	5.37	33.56	12.08	6.04	14.09
Georgia	77.14	8.65	3.85	5.77	25.00	21.15	3.85	39.42	6.73	9.62	22.12
Hong Kong	46.48	36.36	34.55	14.55	25.45	16.36	3.64	14.55	0.00	9.09	3.64
Jordan	57.45	3.95	3.95	9.21	13.16	2.63	5.26	27.63	5.26	1.32	6.58
Mexico	59.59	5.26	5.26	17.89	12.63	2.11	7.37	31.58	11.58	8.42	10.53
New Zealand	58.91	9.21	5.26	13.16	19.74	10.53	5.26	38.16	15.79	6.58	10.53
Pakistan	56.13	16.13	12.90	12.90	4.84	3.23	1.61	30.65	1.61	11.29	14.52
Philippines	63.14	12.08	9.18	14.98	26.09	18.84	5.80	30.43	9.66	12.08	8.70
Romania	48.59	3.49	1.16	9.30	16.28	0.00	9.30	17.44	1.16	0.00	2.33
Singapore	65.44	23.60	17.98	14.61	17.98	14.61	2.25	24.72	2.25	8.99	10.11
Slovakia	41.89	18.97	12.07	5.17	22.41	18.97	1.72	32.76	1.72	17.24	10.34
Taiwan	60.49	9.28	7.22	5.15	11.34	0.00	4.12	24.74	4.12	0.00	3.09
Turkey	60.00	7.04	7.04	14.08	15.49	1.41	9.86	40.85	12.68	2.82	22.54
USA	48.46	24.89	20.33	16.08	15.78	8.65	3.79	27.47	6.83	11.23	7.74
World	61.38	16.32	13.04	11.66	17.62	8.79	4.92	28.69	6.89	7.90	9.17
$\chi^2$		163.03***	157.27***	49.92***	42.34**	146.36***	22.21	35.24*	66.04***	89.81***	80.67***

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$ .  $N = 2,684$ . Inc = Increased VPC, Dec = Decreased VPC, ES = emotional stability, C = conscientiousness, E = Extraversion, Social = sociality, A = agreeableness, Emotion = emotionality, Product = productiveness, Respons = responsibility. Categories that captured less than 4% of responses are not shown. See Appendix F for a full list of categories' percentages by country.

Table 19a

Correlation between current levels of Extraversion (plus facets) and VPC for international sample

	VPC Increased Extraversion	VPC Increased Sociality	VPC Increased Assertiveness	VPC Increased Energy
Current Extraversion	-0.27***	-0.26***	-0.05	†
Current Sociality	-0.29***	-0.28***	-0.04	†
Current Assertiveness	-0.23***	-0.20***	-0.07**	†
Current Energy	-0.14***	-0.14***	-0.004	†

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; † = less than 3% of responses falling in the VPC content category

Table 19b

Correlation between current levels of Agreeableness (plus facets) and VPC for international sample

	VPC Increased Agreeableness	VPC Increased Respect	VPC Increased Trust	VPC Increased Compassion
Current Agreeableness	-0.10***	†	-0.02	-0.06*
Current Respect	-0.08***	†	-0.01	-0.03
Current Trust	-0.09***	†	0.001	-0.09
Current Compassion	-0.06*	†	-0.03	-0.01

Note. \*\*\*  $\leq .001$ ; † = less than 3% of responses falling in the VPC content category

Table 19c

Correlation between current levels of Conscientiousness (plus facets) and VPC for international sample

	VPC Increase Conscientiousness	VPC Increase Responsible	VPC Increase Productiveness	VPC Increase Organization
Current Conscientiousness	-0.16***	-0.04	-0.13***	-0.08***
Current Responsible	-0.10***	-0.03	-0.06**	-0.04
Current Productiveness	-0.14***	-0.02	-0.15**	-0.04
Current Organization	-0.15***	-0.04	-0.10***	-0.10***

Note. \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$

Table 19d

Correlation between current levels of Negative Emotionality (plus facets) and VPC for international sample

	VPC Emotional Stability	VPC Decrease Anxiety	VPC Decrease Depression	VPC Decrease Emotionality/ moodiness
Current Negative Emotionality	0.21***	0.13***	0.12***	0.09***
Current Anxiety	0.17***	0.14***	0.08***	0.04
Current Depression	0.16***	0.09***	0.14***	0.03
Current Emotionality	0.21***	0.10***	0.08***	0.16***

*Note.* \*\*\*  $\leq .001$ ; \*\*  $\leq .01$ ; \*  $\leq .05$

Table 20  
 Multilevel model of extraversion predicting VPC increased extraversion for  
 international sample

Parameter	Model 1	Model 2
Fixed effects		
Intercept, $y_{00}$	1.65 (0.31)	1.35 (0.43)
Extraversion	-1.16 (0.09)	-1.06 (0.12)
Random effects		
Intercept, $u_{0j}$	0.32	1.14
Extraversion x Country		0.03
$\Delta X^2$		0.65

Table 21  
Corresponding current trait and VPC trait relationships by country

	Inc E	Inc Social.	Inc Assert.	Inc A	Inc Compass.	Inc Trust	Inc C	Inc Organize.	Inc Product.	Inc Response
Argentina	-0.14	-0.08	†	0.11	†	-0.01	-0.26	0.00	-0.09	0.10
Australia	-0.24	-0.25	-0.10	-0.38	†	-0.30	-0.26	-0.28	-0.06	-0.19
Canada	-0.23	-0.30	-0.04	-0.21	0.20	0.21	-0.31	-0.03	-0.20	-0.08
Chile	-0.19	-0.17	†	-0.21	-0.08	-0.02	-0.11	†	-0.20	-0.05
China	-0.36	-0.35	0.09	0.03	0.05	†	-0.02	-0.09	-0.11	0.11
Colombia	-0.06	-0.18	†	-0.03	†	†	-0.07	†	-0.09	-0.09
Croatia	-0.33	-0.30	0.00	-0.06	0.01	-0.15	-0.23	-0.19	-0.28	0.01
Georgia	-0.27	-0.32	0.01	0.02	0.08	-0.08	-0.21	†	-0.26	0.04
Hong Kong	-0.42	-0.41	†	0.01	†	†	-0.07	0.06	-0.07	-0.08
Jordan	-0.07	-0.10	†	0.10	†	†	-0.05	†	0.17	-0.04
Mexico	-0.28	-0.25	†	-0.20	0.19	†	-0.18	-0.06	-0.26	-0.07
N. Zealand	-0.01	-0.21	-0.09	-0.20	0.07	-0.23	-0.25	-0.24	-0.02	-0.05
Pakistan	-0.12	-0.22	†	-0.03	0.07	†	-0.12	†	-0.09	-0.18
Philippines	-0.18	-0.25	0.01	-0.16	0.12	-0.18	-0.09	-0.03	-0.05	-0.04
Romania	0.10	-0.15	†	-0.23	†	-0.13	-0.06	-0.07	†	0.03
Singapore	-0.21	-0.07	-0.18	-0.32	0.01	-0.31	-0.15	-0.03	-0.13	0.09
Slovakia	-0.02	0.01	-0.11	-0.05	†	†	-0.11	-0.10	-0.10	-0.05
Taiwan	-0.28	-0.30	†	-0.27	†	†	-0.13	†	†	0.04
Turkey	-0.32	-0.30	†	-0.02	0.14	0.10	0.04	-0.06	0.02	0.02
USA	-0.31	-0.34	-0.09	-0.10	0.07	-0.07	-0.23	-0.14	-0.17	-0.14
$\Delta X^2$	2.34	0.10	0.15	1.09	0.63	1.50	1.62	0.31	1.71	5.13

Note.  $N = 2,684$ . Red circles represent negative relationship and blue circles represent positive relationships. The size of the circle and intensity of color correspond to the strength of the relationship. VPC trait categories are listed as follows: Increase Extraversion, Increase Sociability, Increase Assertiveness, Increase Agreeableness, Increase Compassion, Increase Trust, Increase Conscientiousness, Increase Organization, Increase Productiveness, Increase Responsibility. Non-significant  $\Delta X^2$  represents no significant variability in the strength of current trait and VPC trait relationships. † = less than 3% of responses falling in the VPC content category

Table 21 cont.

	Inc ES		Dec Anxiety		Dec Depression		Dec Emotionality	
Argentina	-0.06		0.05		-0.03		-0.17	
Australia	0.35		0.17		0.19		0.27	
Canada	0.48		0.19		0.18		0.42	
Chile	0.10		0.03		0.00		0.08	
China	0.07		-0.10		0.14		0.09	
Colombia	0.00		0.16		0.19		0.15	
Croatia	0.31		0.17		0.12		0.23	
Georgia	0.34		0.26		0.09		0.21	
Hong Kong	0.21		†		0.47		0.02	
Jordan	-0.12		0.01		0.00		-0.06	
Mexico	0.28		0.16		0.05		0.33	
New Zealand	0.51		0.45		0.12		0.24	
Pakistan	0.14		0.11		-0.18		0.31	
Philippines	0.35		0.23		0.28		0.11	
Romania	0.10		0.02		†		0.06	
Singapore	0.30		0.01		0.25		0.35	
Slovakia	-0.15		-0.10		-0.17		0.11	
Taiwan	0.01		0.05		†		0.11	
Turkey	0.12		-0.03		-0.08		0.11	
USA	0.25		0.19		0.19		0.14	
$\Delta X^2$	20.96***		6.02*		3.07		0.41	

*Note.* Red circles represent negative relationship and blue circles represent positive relationships. The size of the circle and intensity of color correspond to the strength of the relationship. Non-significant  $\Delta X^2$  represents no significant variability in the strength of current trait and VPC trait relationships. † = less than 3% of responses falling in the VPC content category. ES = Emotional Stability

## **Appendices**

### **Appendix A**

#### **ISP website wireframe**

**Notes in *italics* are comments or descriptions not to appear on the website.**

*PAGE 1: LANGUAGE SELECTION*

*DISPLAY OF FLAGS*

*FLAGS ARE DISPLAYED OF THE NATIONS LISTED BELOW, IN (ENGLISH) ALPHABETICAL ORDER. BELOW EACH FLAG IS A LANGUAGE; SOME FLAGS APPEAR MORE THAN ONCE, EACH TIME WITH A DIFFERENT LANGUAGE.*

*The language chosen on this page will determine the language that the participant will see on all subsequent pages.*

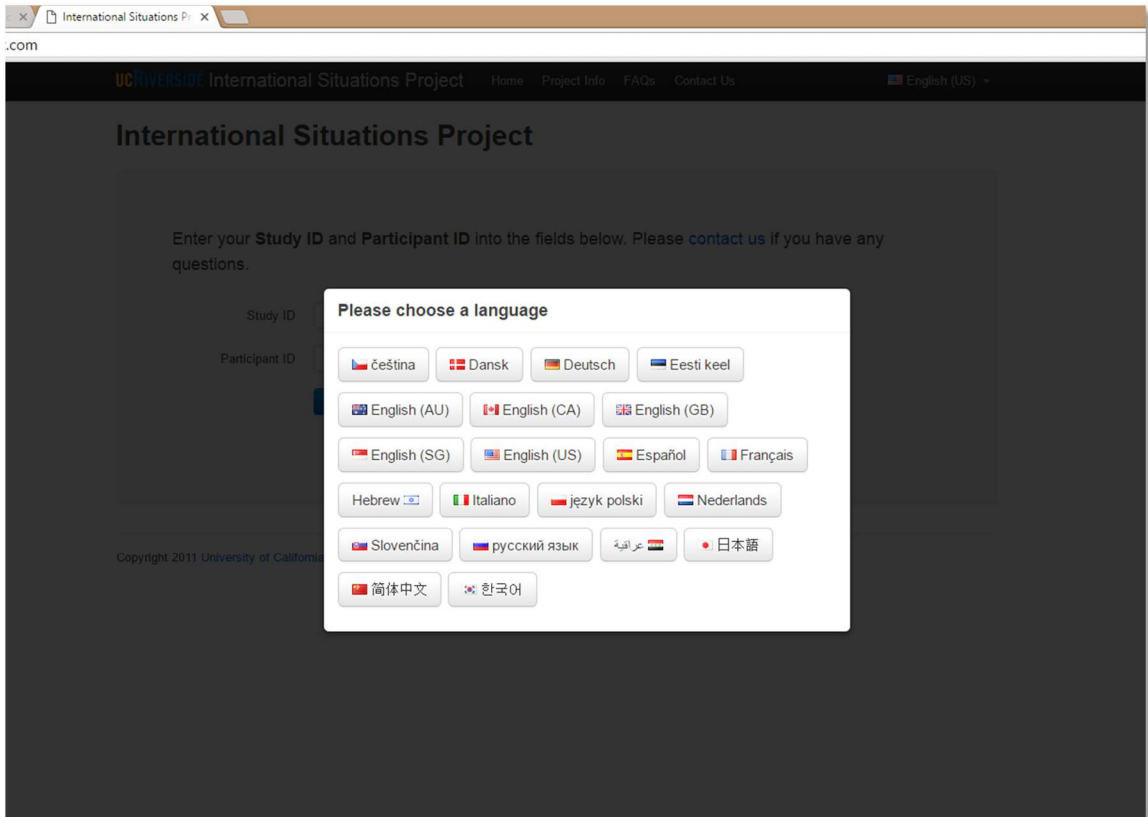
*The non-English languages will need to have their labels translated on this page; however, we will do this at the time we do the translations of all of our materials.*

*Page heading is:*

**PLEASE CHOOSE YOUR LANGUAGE:**

*See below for a screen shot of the previous version of our website*





The flag page will include the following languages as individual flags displayed in the list.



Country Flag	Language (in respective language)
Argentina	Española
Australia	English
Austria	Deutsch
Belgium	Nederlands
Brazil	Português
Bulgaria	български
Canada	English
Canada	Français
Chile	Española
China	汉语/漢語
Croatia	Hrvatski
Czech Republic	čeština
Denmark	Dansk
Estonia	eesti keel
Ethiopia	æm'hærɪk
Finland	Suomi

France	Français
Germany	Deutsch
Greece	ελληνικά
Hong Kong	汉语/漢語
Hungary	Magyar
Iceland	Icelandic
India	English
India	मराठी
India	हिंदी
Indonesia	Bahasa Indonesia
Israel	עברית
Italy	Italiano
Japan	日本語
Jordan	العربية
Latvia	Latvijas
Lithuania	Lietuvos
Macedonia	Македонски
Malaysia	Malay
Mexico	Española
Netherlands	Nederlands
New Zealand	English
Nigeria	English
Norway	Norsk
Pakistan	اردو
Pakistan	English
Palestine	العربية
Peru	Española
Philippines	English
Poland	Język polski
Portugal	Português
Romania	Română
Russia	русский
Senegal	Le Français
Serbia	Српски
Singapore	English
Slovakia	Slovenský
Slovenia	Slovenski
South Africa	English
South Korea	한국어/조선말
Spain	Català
Spain	Española
Sweden	Svenska
Switzerland	Le Français
Switzerland	Deutsch
Thailand	ไทย
Turkey	Türk
Uganda	English
Uganda	Oluganda
Uganda	Runyankore

Ukraine	український
Ukraine	русский
United Arab Emirates	English
United Arab Emirates	العربية
United Kingdom	English
USA	English
Vietnam	tiếng việt
Maintenance cone	

The screenshot shows a web browser window with the URL `tionalsituationsproject.com/?locale=en-US`. The page header includes the UC Riverside logo and navigation links: Home, Project Info, FAQs, and Contact Us. A language dropdown menu is set to English (US). The main heading is "International Situations Project". Below this, a text prompt reads: "Enter your **Study ID** and **Participant ID** into the fields below. Please [contact us](#) if you have any questions." There are two input fields: "Study ID" and "Participant ID". Below the fields is a blue "Continue" button with a right-pointing arrow. At the bottom of the page, the footer text reads: "Copyright 2011 University of California Riverside. All Rights Reserved. | [humans.txt](#)".

*Note: The study ID entered will be unique to each research site (sometimes more than one per country). It will determine which consent form page (the following page) is seen.*

alendar - Week x International Situations P x  
tionsproject.com/home/consent

**UCRIVERSIDE International Situations Project**

## Consent to Participate in Research Study

Welcome to our study. Your participation will be in one session and will take less than one hour. You will be asked to describe a situation you experienced recently and your behaviors in it. You will also be asked some questions about your values and attitudes. At the end of the study, if you choose, you will receive personalized information about your personality.

All of your responses will be confidential and identified only by a number (and not by your name). For research purposes, these anonymous data may be archived in an online database maintained by the Center for Open Science ([www.cos.io](http://www.cos.io)). Each question must be answered in order to complete this survey, but you can discontinue your participation at any time without penalty. The potential benefits of this research include improving the understanding of persons and their lives across cultural contexts. There are no known risks.

If you have any questions about this study or your rights as a participant, you may contact [local collaborator's name, email and affiliation], who is responsible for data collection at your location, or the University of California, Riverside, Office of Research Integrity by email at [IRB@ucr.edu](mailto:IRB@ucr.edu). We sincerely appreciate your cooperation.

I have read and understand the above statements and agree to participate.

(Consent form version: 24 October 2016)

*Note: This form will be unique for each site. The contact information will include the local collaborator's email as well as the UCR Research Office's phone number.*

Welcome! We are interested in situations people experience and what they do in them. You will describe a situation you experienced recently and what you did in that situation. You will also be asked some questions about your attitudes and values. Based on these responses, when you have completed the study, you will be given the option to receive information about your personality that we hope you will find interesting. The following will take less than an hour to complete.

To begin, please answer a few questions about yourself.

Age (16 to 100)

Gender (Male, Female, Other, I prefer not to answer)

What is your ethnicity?

What was your first language?

On a scale from 1 to 10, where would you describe your family's economic position?

Least well off					Average					Most well off
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9	10	

Birth city

Birth country

Hometown residence (remote rural, rural, suburban, urban)

On a scale from 1 to 10, how religious are you?

Not at all religious									Highly religious	I prefer not to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9	10	

Do you follow a religion?

Yes	No	I prefer not to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If so, which religion do you follow?

**Please describe an experience yesterday that you remember well. Specifically, please describe what you were doing, where you were, and who was present. Any experience you had yesterday will do; it is only important that you remember it well.**

**Approximately what time did this experience begin?** *[drop down box with hours listed as both military and English, when both are possible. This list should also be centered around noon]*

Please type your responses in the boxes below.

**What were you doing at this time?**

0 out of 75 characters used *(Text box that allows entry of up to 75 characters, and has a running total)*

**Where were you?**

0 out of 75 characters used *(Text box that allows entry of up to 75 characters, and has a running total)*

**Who else was present? (If you were alone, please write “alone”).**

0 out of 75 characters used *(Text box that allows entry of up to 75 characters, and has a running total)*

[Continue »](#)

Now please describe the situation you experienced in more detail. 90 items will appear one at a time. Place each item into one of three boxes. Use the “Characteristic” box on the right for items that accurately describe the situation; use the “Uncharacteristic” box on the left for items that are unrepresentative of the situation, and use the “Neutral” box for items that are irrelevant, unclear, or about which you are uncertain. When you are finished, press “Continue.”

Activity: *[[answer to ‘What were you doing yesterday’]]*

Location: *[[answer to ‘Where were you?’]]*

Others present: *[[answer to ‘Who else was present?’]]*

*The current draft of the RSQ is provided in a separate file.*

*Note: These items are to be shuffled; displayed in random order.*

*Note: The number of items left is updated as the sorting proceeds*

*Note: Participants are allowed to change their mind and drag the cards from category to category before continuing*

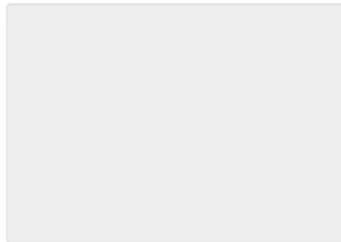
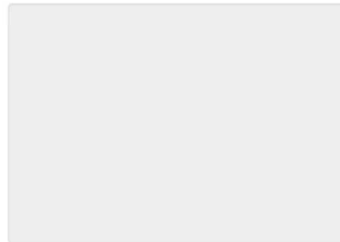
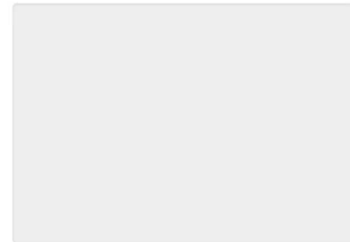
P is being asked for something.

89 items left

Uncharacteristic

Neutral

Characteristic

A large, empty, light gray rectangular box for placing uncharacteristic items.A large, empty, light gray rectangular box for placing neutral items.A large, empty, light gray rectangular box for placing characteristic items.

Continue »



Again, the text of the entries in the three boxes on page five appears at the top of the page, in bold. Each boxes text appears on a separate line.

Now, please describe the situation more precisely. From the three boxes, please place the items into nine boxes. You can drag and drop items from one box to another, but if you leave too many items in any one box, the heading will turn red. The heading will turn green when the right number of items is in the box.

Activity: **[[answer to 'What were you doing']]**

Location: **[[answer to 'Where were you?']]**

Others present: **[[answer to 'Who else was present?']]**

Note: above each category, the number of items left is updated as the sorting proceeds

Note: When there are the correct amount of cards in a category, it turns green. When there are too many cards in a category (e.g. 4 in the Extremely Uncharacteristic category), the box turns red.

Note: Participants are allowed to drag and drop cards between categories after their initial sort

Uncharacteristic	Neutral	Characteristic
P is being abused or victimized.	Situation has potential to arouse competing motivations.	Situation raises issues of power. (for P or others present)
Affords an opportunity to express masculinity.	Situation is basically simple and clear-cut.	Affords an opportunity for demonstrating verbal fluency. (e.g., a debate, a monologue, an active conversation)
Others may need or are requesting advice from P.	Independence or autonomy of P is questioned or threatened.	People who are present occupy different social roles or levels of status.
P is being pressured to conform to the actions of others.	Situation is potentially emotionally arousing.	Success requires cooperation.
Affords an opportunity to express femininity.	P is being complimented or praised.	

Extremely Uncharacteristic	Quite Uncharacteristic	Fairly Uncharacteristic	Somewhat Uncharacteristic	Relatively Neutral	Somewhat Characteristic	Fairly Characteristic	Quite Characteristic	Extremely Characteristic
0/3	0/6	0/11	0/15	0/19	0/15	0/11	0/6	0/3

[Continue »](#)





**1. Overall, was the situation you described a positive experience or a negative experience?**  
(Extremely negative, Quite negative, Fairly negative, Somewhat negative, Neither negative nor positive, Somewhat positive, Fairly positive, Quite positive, Extremely positive)

Please select ▼

**2. How often do you experience situations similar to the one you just described?**

Never       Hardly ever       Occasionally       Quite often

**3. Please rate your behavior in the situation you described. (for formatting reasons, the scale below is cut off. The full scale continues with Quite characteristic and Extremely characteristic)**

**I tried to control the situation.**

Extremely Uncharacteristic       Quite Uncharacteristic       Fairly Uncharacteristic       Somewhat Uncharacteristic       Relatively Neutral       Somewhat Characteristic       Extremely Characteristic

**I said negative things about myself.**

Extremely Uncharacteristic       Quite Uncharacteristic       Fairly Uncharacteristic       Somewhat Uncharacteristic       Relatively Neutral       Somewhat Characteristic       Extremely Characteristic

**I behaved in a competitive manner.**

Extremely Uncharacteristic       Quite Uncharacteristic       Fairly Uncharacteristic       Somewhat Uncharacteristic       Relatively Neutral       Somewhat Characteristic       Extremely Characteristic

**I displayed ambition.**

Extremely Uncharacteristic       Quite Uncharacteristic       Fairly Uncharacteristic       Somewhat Uncharacteristic       Relatively Neutral       Somewhat Characteristic       Extremely Characteristic

**I dominated the situation.**

Extremely Uncharacteristic       Quite Uncharacteristic       Fairly Uncharacteristic       Somewhat Uncharacteristic       Relatively Neutral       Somewhat Characteristic       Extremely Characteristic

**I showed high enthusiasm and a high energy level.**

Extremely Uncharacteristic       Quite Uncharacteristic       Fairly Uncharacteristic       Somewhat Uncharacteristic       Relatively Neutral       Somewhat Characteristic       Extremely Characteristic

**I engaged in physical activity.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I concentrated on or worked hard at a task.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I was reserved and unexpressive.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I was physically animated, moved around.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I was interested in what someone had to say.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I sought advice.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I acted playfully.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I expressed self-pity or feelings of victimization.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I spoke in a loud voice.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**I exhibited a high degree of intelligence.**

Extremely Uncharacteristic    Quite Uncharacteristic    Fairly Uncharacteristic    Somewhat Uncharacteristic    Relatively Neutral    Somewhat Characteristic    Extremely Characteristic

**4. How do you see yourself: Are you generally a person who is fully prepared to take risks or do you try to avoid taking risks?**

Unwilling to take risks    Fully prepared to take risks

0    1    2    3    4    5    6    7    8    9    10

**5. Please indicate the extent to which you agree or disagree with each statement:**

**I am someone who...**

**Is outgoing, sociable**

Disagree strongly    Disagree    Neutral; no opinion    Agree    Agree strongly

**Is compassionate, has a soft heart**

Disagree strongly    Disagree    Neutral; no opinion    Agree    Agree strongly

**Tends to be disorganized**

Disagree strongly    Disagree    Neutral; no opinion    Agree    Agree strongly

**Is relaxed, handles stress well**

Disagree strongly    Disagree    Neutral; no opinion    Agree    Agree strongly

**Has few artistic interests**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Has an assertive personality**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is respectful, treats others with respect**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Tends to be lazy**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Stays optimistic after experiencing a setback**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is curious about many different things**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Rarely feels excited or eager**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Tends to find fault with others**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is dependable, steady**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is moody, has up and down mood swings**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is inventive, finds clever ways to do things**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Tends to be quiet**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Feels little sympathy for others**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is systematic, likes to keep things in order**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Can be tense**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is fascinated by art, music, or literature**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is dominant, acts as a leader**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is respectful, treats others with respect**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Tends to be lazy**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Stays optimistic after experiencing a setback**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is curious about many different things**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Rarely feels excited or eager**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Tends to find fault with others**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is dependable, steady**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is moody, has up and down mood swings**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is inventive, finds clever ways to do things**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Tends to be quiet**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Feels little sympathy for others**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is systematic, likes to keep things in order**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Can be tense**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is fascinated by art, music, or literature**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is dominant, acts as a leader**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is sometimes rude to others**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is efficient, gets things done**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Often feels sad**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is complex, a deep thinker**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is full of energy**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is suspicious of others' intentions**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Is reliable, can always be counted on**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Keeps their emotions under control**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Has difficulty imagining things**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is talkative**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Can be cold and uncaring**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Leaves a mess, doesn't clean up**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Rarely feels anxious or afraid**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Thinks poetry and plays are boring**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Prefers to have others take charge**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is polite, courteous to others**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is persistent, works until the task is finished**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly



**Tends to feel depressed**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Has little interest in abstract ideas**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Shows a lot of enthusiasm**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Assumes the best about people**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Sometimes behaves irresponsibly**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is temperamental, gets emotional easily**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**Is original, comes up with new ideas**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**6. For each of the following questions, please indicate the point on the 7-point scale that best describes you:**

**In general, I consider myself:**

Not a very happy person        A very happy person

1 2 3 4 5 6 7

**Compared to most of the people around me, I consider myself:**

Less happy        More happy

1 2 3 4 5 6 7

**Some people are generally very happy. They enjoy life regardless of what is going on, getting the most out of everything.**

**To what extent does this characterization describe you?**

Not at all						A great deal
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7

**Some people are generally not very happy. Although they are not depressed, they never seem as happy as they might be.**

**To what extent does this characterization describe you?**

Not at all						A great deal
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7

**7. Rate the extent to which you agree or disagree with the following statements:**

**I believe that I and those around me are happy.**

Disagree strongly	Disagree	Neutral; no opinion	Agree	Agree strongly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**I feel that I am being positively evaluated by others around me.**

Disagree strongly	Disagree	Neutral; no opinion	Agree	Agree strongly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**I make significant others happy.**

Disagree strongly	Disagree	Neutral; no opinion	Agree	Agree strongly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Although it is quite average, I live a stable life.**

Disagree strongly	Disagree	Neutral; no opinion	Agree	Agree strongly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**I do not have any major concerns or anxieties.**

Disagree strongly	Disagree	Neutral; no opinion	Agree	Agree strongly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**I can do what I want without causing problems for other people.**

Disagree strongly	Disagree	Neutral; no opinion	Agree	Agree strongly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**I believe that my life is just as happy as that of others around me.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**I believe that I have achieved the same standard of living as those around me.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**I generally believe that things are going as well for me as they are for others around me.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**8. How well does each statement describe you?**

**You prefer to express your thoughts and feelings openly, even if it may sometimes cause conflict.**

Doesn't describe me at all  1 Describes me a little  2 Describes me moderately  3 Describes me very well  4 Describes me exactly  5  
6 7 8 9

**You try to adapt to people around you, even if it means hiding your feelings.**

Doesn't describe me at all  1 Describes me a little  2 Describes me moderately  3 Describes me very well  4 Describes me exactly  5  
6 7 8 9

**You prefer to preserve harmony in your relationships, even if this means not expressing your true feelings.**

Doesn't describe me at all  1 Describes me a little  2 Describes me moderately  3 Describes me very well  4 Describes me exactly  5  
6 7 8 9

**You think it is good to express openly when you disagree with others.**

Doesn't describe me at all  1 Describes me a little  2 Describes me moderately  3 Describes me very well  4 Describes me exactly  5  
6 7 8 9

**You protect your own interests, even if it might sometimes disrupt your family relationships.**

Doesn't describe me at all  1 Describes me a little  2 Describes me moderately  3 Describes me very well  4 Describes me exactly  5  
6 7 8 9

**You usually give priority to others, before yourself.**

Doesn't describe me at all		Describes me a little		Describes me moderately		Describes me very well		Describes me exactly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9

**You look after the people close to you, even if it means putting your personal needs to one side.**

Doesn't describe me at all		Describes me a little		Describes me moderately		Describes me very well		Describes me exactly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9

**You value personal achievements more than good relations with the people close to you.**

Doesn't describe me at all		Describes me a little		Describes me moderately		Describes me very well		Describes me exactly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9

**You would sacrifice your personal interests for the benefit of your family.**

Doesn't describe me at all		Describes me a little		Describes me moderately		Describes me very well		Describes me exactly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9

**You behave differently when you are with different people.**

Doesn't describe me at all		Describes me a little		Describes me moderately		Describes me very well		Describes me exactly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9

**You see yourself differently when you are with different people.**

Doesn't describe me at all		Describes me a little		Describes me moderately		Describes me very well		Describes me exactly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9

**You see yourself the same way even in different social environments.**

Doesn't describe me at all		Describes me a little		Describes me moderately		Describes me very well		Describes me exactly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9

**You behave in the same way even when you are with different people.**

Doesn't describe me at all		Describes me a little		Describes me moderately		Describes me very well		Describes me exactly
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5	6	7	8	9

9. Please rate the extent to which you agree or disagree with the following statements:

**There are many social norms that people are supposed to abide by in this country.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**In this country, there are very clear expectations for how people should act in most situations.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**People agree upon what behaviors are appropriate versus inappropriate in most situations in this country.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**People in this country have a great deal of freedom in deciding how they want to behave in most situations.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**In this country, if someone acts in an inappropriate way, others will strongly disapprove.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

**People in this country almost always comply with social norms.**

Disagree strongly  Disagree  Neutral; no opinion  Agree  Agree strongly

10. Is there an aspect of your personality that you're currently trying to change?

- Yes
- No

*(show only if participant clicks yes)*  
What aspect are you trying to change?

**Have you been successful have you been in changing this aspect of your personality?**

Not at all successful  A little successful  Moderately successful  Very successful  Completely Successful   
1 2 3 4 5 6 7 8 9

**11. Please rate the extent to which you agree or disagree with the following statements:**

**Most people are basically honest.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**Most people are basically good-natured and kind.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**Most people trust others.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**Generally, I trust others.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**Most people are trustworthy.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**12. Please rate the extent to which you agree or disagree with the following statements:**

**In uncertain times, I usually expect the best.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**If something can go wrong for me, it will.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I'm always optimistic about my future.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I hardly ever expect things to go my way.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I rarely count on good things happening to me.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**Overall, I expect more good things to happen to me than bad.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**13. Please rate the extent to which you agree or disagree with the following statements:**

**I wouldn't use flattery to get a raise or promotion at work, even if I thought it would succeed.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**If I want something from someone, I will laugh at that person's worst jokes.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I wouldn't pretend to like someone just to get that person to do favors for me.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**If I knew that I could never get caught, I would be willing to steal a large sum of money.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I would never accept a bribe, even if it were very large.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I'd be tempted to use counterfeit money, if I were sure I could get away with it.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**Having a lot of money is not especially important to me.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I would get a lot of pleasure from owning expensive luxury goods.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I think that I am entitled to more respect than the average person is.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**I want people to know that I am an important person of high status.**

Disagree strongly       Disagree       Neutral; no opinion       Agree       Agree strongly

**14. To what extent do you think your life develops in the following environments?**

**With family**

Not at all       A little       Quite a bit       Completely

**With friends**

Not at all       A little       Quite a bit       Completely

**At work**

Not at all       A little       Quite a bit       Completely



**In the city where I live**

Not at all

A little

Quite a bit

Completely

**In society**

Not at all

A little

Quite a bit

Completely

**In the world**

Not at all

A little

Quite a bit

Completely

**15. Please rate the extent to which you agree or disagree with the following statements:**

**I deserve to be seen as a great person.**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Being a very special person gives me a lot of strength.**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**I manage to be the center of attention with my outstanding contributions.**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**Most people are somehow losers.**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**I want my rivals to fail.**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**I react annoyed if another person steals the show from me.**

Disagree strongly

Disagree

Neutral; no opinion

Agree

Agree strongly

**16. Please rate the extent to which you believe in the following statements:**

**Belief in a religion helps one understand the meaning of life.**

Strongly  
disbelieve

Disbelieve a  
little

Neutral; no  
opinion

Believe a little

Strongly believe

I prefer not to  
answer

**Religion helps people make good choices for their lives.**

Strongly  
disbelieve

Disbelieve a  
little

Neutral; no  
opinion

Believe a little

Strongly believe

I prefer not to  
answer

**Religious faith contributes to good mental health.**

Strongly  
disbelieve

Disbelieve a  
little

Neutral; no  
opinion

Believe a little

Strongly believe

I prefer not to  
answer

**Religion slows down human progress.**

Strongly  
disbelieve

Disbelieve a  
little

Neutral; no  
opinion

Believe a little

Strongly believe

I prefer not to  
answer

**There is a supreme being controlling the universe.**

Strongly  
disbelieve

Disbelieve a  
little

Neutral; no  
opinion

Believe a little

Strongly believe

I prefer not to  
answer

**Religion makes people healthier.**

Strongly  
disbelieve

Disbelieve a  
little

Neutral; no  
opinion

Believe a little

Strongly believe

I prefer not to  
answer

**Religion makes people happier.**

Strongly  
disbelieve

Disbelieve a  
little

Neutral; no  
opinion

Believe a little

Strongly believe

I prefer not to  
answer

**Belief in a religion makes people good citizens.**

Strongly  
disbelieve

Disbelieve a  
little

Neutral; no  
opinion

Believe a little

Strongly believe

I prefer not to  
answer

**Religious practice makes it harder for people to think independently.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly believe  I prefer not to answer

**Only weak people need religion.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly believe  I prefer not to answer

**Religion makes people escape from reality.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly believe  I prefer not to answer

**Practicing a religion unites people with others.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly believe  I prefer not to answer

**Religious people are more likely to maintain moral standards.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly believe  I prefer not to answer

**Religious beliefs lead to unscientific thinking.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly Believe  I prefer not to answer

**Ignorance leads people to believe in a supreme being.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly Believe  I prefer not to answer

**Evidence of a supreme being is everywhere for those who seek its signs.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly Believe  I prefer not to answer

**Religion contradicts science.**

Strongly disbelieve  Disbelieve a little  Neutral; no opinion  Believe a little  Strongly Believe  I prefer not to answer

## **Thank you!**

Your participation is complete.

You may not exit the study, or proceed to receive some information about your personality based on the surveys you completed.

**Exit to end study**  
*(exits from program)*

**Receive Personality Feedback**  
*(proceeds to next page)*



## Your Personality

Based on decades of research, personality researchers agree that the most important individual differences in personality traits are described by five basic traits known as the “Big Five”: Extraversion, Agreeableness, Conscientiousness, Emotional Stability, and Openness to Experience. The measures you just completed provide scores on each of these traits and your results are described below.

On each trait, scores above 60 can be considered high, and scores below 40 can be considered low. Descriptions of high and low scorers appear below. If your score is between 40 and 60, then your personality would probably be described as about average on the attributes listed.

### Extraversion

**Your score out of 100 possible: XX High/Medium/Low**

*High scorers* tend to be talkative and energetic. They like being around people, and are comfortable asserting themselves in a group. High scorers tend to have more friends and dating partners, and are seen as more popular. They are more likely to serve in community leadership roles, and to do volunteer work. They tend to prefer energetic music, exercise more frequently, and are more likely to play a sport. They experience more frequent positive emotions, and react more strongly to positive events.

*Low scorers* tend to be socially and emotionally reserved. They generally prefer to be alone or with a few close friends, and keep their opinions and feelings to themselves. They are less likely to engage in thrill-seeking activities or risky behaviors such as smoking and alcohol consumption.

### Agreeableness

**Your score out of 100 possible: XX High/Medium/Low**

*High scorers* tend to be considerate and polite in social interactions, and enjoy cooperating with others. They find it easy to trust people, and feel compassion for those in need. High scorers tend to be well liked by their peers, and they establish satisfying and stable close relationships. They are more likely to be religious, to serve in community leadership roles, and to do volunteer work. Older adults tend to score higher than younger adults.

*Low scorers* express themselves directly and bluntly, even at the risk of starting an argument. They enjoy competition, and tend to be skeptical of other people's intentions. Low scorers tend to earn higher salaries, and are more likely to engage in some risky behaviors, such as smoking and aggressive driving.

### Conscientiousness

**Your score out of 100 possible: XX High/Medium/Low**

*High scorers* tend to be organized and responsible. They work hard to achieve their goals, and complete tasks they have begun. High scorers tend to earn higher grades in school, and perform better in many occupations. They are more likely to be religious and hold conservative political attitudes. They tend to exercise more, have better physical health, and live longer. Older adults tend to score higher than younger adults.

*Low scorers* tend to act spontaneously rather than making plans, and find it easier to look at the big picture than pay attention to details. They prefer to jump between tasks, instead of finishing one at a time. They tend to engage in more risky behaviors, such as smoking, alcohol consumption, and drug use.

**Emotional Stability****Your score out of 100 possible: XX High/Medium/Low**

*High scorers* tend to be emotionally stable and resilient. They usually stay calm, even in stressful situations, and can quickly bounce back from negative events. People who score high on emotional stability tend to feel a greater sense of well-being.

*Low scorers* tend to be emotionally sensitive, and have up-and-down mood swings. They experience more frequent negative emotions, and react more strongly to negative events. Younger adults tend to score lower than older adults.

**Openness to Experience****Your score out of 100 possible: XX High/Medium/Low**

*High scorers* are generally open to new activities and new ideas. They tend to be creative, intellectually curious, and sensitive to art and beauty. High scorers tend to prefer, and do better in, scientific and artistic occupations. They prefer classical, jazz, blues, and rock music.

*Low scorers* tend to be traditional, practical, and like to stick with traditional ways of doing things. They prefer the familiar over the new, and the concrete over the abstract. Low scorers tend to prefer, and do better in, conventional and practical occupations such as crafts and trades.

**We hope you enjoyed your participation in this study.**

**Thank you for your participation!**

**[EXIT BUTTON]**

Thank you for your participation!  
Your responses have been recorded.

Our records indicate that you have already completed this study.  
If this is in error, please contact your local International Situations Project coordinator



## Appendix B

### List of measures included with internal reliabilities

(The numbers next to each measure corresponds with the measure numbers from the website wireframe -see pages 124-157)

#### 5. **Big Five Inventory-2 (BFI)**

- 60 items
- Developed in the United States (English)
- Internal reliability (i.e., Cronbach's alpha) for international sample ( $N = 14,227$ ):
  - Extraversion: 0.81
    - Sociality: 0.76
    - Assertiveness: 0.64
    - Energy: 0.61
  - Agreeableness: 0.75
    - Compassion: 0.57
    - Respect: 0.54
    - Trust: 0.58
  - Conscientiousness: 0.84
    - Organization: 0.82
    - Responsibility: 0.70
    - Productiveness: 0.57
  - Negative Emotionality: 0.86
    - Anxiety: 0.71
    - Depression: 0.75
    - Emotionality: 0.75
  - Openness to experience: 0.80
    - Intellect: 0.60
    - Aestheticism: 0.71
    - Creativity: 0.70

#### 6. **Subjective Happiness Scale**

- 4 items
- Developed in the United States (English)
- Internal reliability: 0.82

#### 7. **Interdependent Happiness Scale**

- 9 items
- Developed in Japan (Japanese)
- Internal reliability: 0.79

#### 8. **Self-Construal**

- 13 items
- Developed in the UK (English)
- Internal reliability:

- Independence: 0.50
- Interdependence: 0.65

**9. Tightness/Looseness Scale**

- 5 items
- Developed in the United States (English)
- Internal reliability: 0.51

**12. Life Orientation Test (LOT-R)**

- 6 items
- Developed in the United States (English)
- Internal reliability: 0.78

**13. HEXACO-Honesty subscale (short form)**

- 10 items
- Developed in Canada (English)
- Internal reliability:
  - Honesty: 0.70
  - Sincerity: 0.60
  - Fairness: 0.63
  - Modesty: 0.72
  - Greed: 0.54

**15. Narcissism Admiration and Rivalry Questionnaire (NARQ)**

- a. 6 items
- b. Developed in Germany (German)
- c. Internal reliability: 0.72

**16. Religiosity**

- 17 items
- Developed originally in Hong Kong with collaboration from members in Brazil, China, Germany, Ghana, Israel, Japan, Malaysia, Mexico, Russia, and America (in each respective language)
- Internal reliability:

## Appendix C

### Coding manual for volitional personality change responses (with facets)

#### Coding Instructions:

1. Open your personal coding Excel spreadsheet.
2. Click on each link in the list and rate the participant's responses based on the coding categories described below.
  - a. First rate each response on whether it describes intentions to increase or decrease in Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness and Honesty/Humility, Health, Addiction or Religion.
  - b. Next, scroll down and further code each response on whether they describe intentions to change one of the *facets* of each trait.
  - c. If the participant's response doesn't describe a personality trait (e.g., indications that they don't want to change anything; vague desires), click the box "participant's response does is not described by any of the above traits"
3. If the participant's response includes more than one trait description, only code the first trait they describe and indicate how many traits they list in the final question in the survey (including the one you rated).
4. Add your initials in the last box, finish the survey and click on the next link on the spreadsheet

**Coding Manual Overview:** This manual serves as a criterion for coding open-ended responses explaining participant's volitional personality change desires. Code each description of personality change for any of the below categories. *If there are more than one responses, please only rate the first volitional personality change.*

- 1. Increased Extraversion:** Intentions to be *more* outgoing, extraverted, assertive social charming, humorous, etc.; *less* shy, socially inhibited, introverted, etc. Example: "I would like to be able to be more outgoing, sociable, and assertive; and less reserved about what I say to people."
  - a. **Sociability:** Intentions to go to more parties or social events or to generally be more outgoing and talkative.
  - b. **Assertiveness:** Intentions to be more dominant or influential in a social setting.
  - c. **Energy Level:** Intentions to be more active or have more energy or enthusiasm.
- 2. Decreased Extraversion:** Intentions to be *less* talkative, *more* socially reserved, etc. Example: "I wish I was more quiet. I tend to talk a lot."
  - a. **Sociability:** Intentions to talk less or be the center of attention less often in a social situation.
  - b. **Assertiveness:** Intentions to be less pushy in a social situation.
  - c. **Energy Level:** Intentions to slow down and have more restraint in a social situation.

3. **Increased Agreeableness:** Intentions to be *more* forgiving, patient, empathetic, positive, optimistic, approachable, friendly, generous humble, etc.; *less* selfish, judgmental, irritable, angry, jealous, critical, negative etc. Example: “I would like to work on being more patient with things.”; “ I wish I could hold grudges less. It’s so hard for me to let go of things.”
  - a. **Compassion:** Intentions to be more helpful and unselfish to other. To have more sympathy.
  - b. **Respectfulness:** Intentions to treat others with more respect. To be more polite.
  - c. **Trust:** Intentions to be more forgiving, hold less grudges and assume the best about people.
  
4. **Decreased Agreeableness:** Intentions to be less passive or too laid back. These responses tend to indicate that by focusing on others *too much*, the participant is neglecting their own needs or is socially inappropriate. Example: “Sometimes I feel as though I am too laid back. Like if people ask where I want to go eat I will say whatever. It can get a bit annoying for some people at times.”; “ I have problem giving too much to others and overlooking my own needs.”
  - a. **Compassion:** Intentions to not be needlessly helpful and self-focused. To be less of a pushover.
  - b. **Respectfulness:** Intentions to be less overly courteous or formal.
  - c. **Trust:** Intentions to be more less naive and more guarded.
  
5. **Increased Conscientiousness:** Intentions to be *more* self-disciplined, motivated, focused, diligent etc.; *less* lazy, lethargic, etc. or indicate that respondents would like to finish tasks that they begin. Example: “I would really like to change my timeliness. Like, being on time for stuff.”; “My hustle is just too broke, it needs more upping.”
  - a. **Organization:** Intentions to be more systematic, neat and tidy.
  - b. **Productiveness:** Intentions to be more efficient, persistent and less lazy.
  - c. **Responsibility:** Intentions to be more reliable, dependable, and steady.
  
6. **Decreased Conscientiousness:** Intentions to be less hyper-vigilant or obsessive. Example: “I like to stop thinking everything through so much. I usually have to deeply think about all the pros and cons of a situation before doing it. Even if it is a little task.”; “I wish I was less frugal sometimes, I get too uptight when I’m out and spending money and it sometimes causes my life to feel lifeless” [coded for positive neuroticism as well]
  - a. **Organization:** Intentions to be less compulsively organized.
  - b. **Productiveness:** Intentions to be less of a ‘workaholic’.
  - c. **Responsibility:** Intentions to take more risks.

7. **Increased Emotional Stability:** Intentions to be *less* depressed, jealous, anxious or out of control, etc.; *more* emotionally stable, happy, confident, higher self-esteem etc. Example: “I get emotional really easy sometimes. It usually involves me lashing out.”; “I get anxious and worry too much, I would like to get that under control without relying on meds.”
- Decreased Anxiety:** Intentions to be less tense and worried and more relaxed.
  - Decreased Depression:** Intentions to be less sad and more optimistic and cheerful.
  - Decreased Emotional Volatility:** Intentions to be less moody and emotional in general.
8. **Decreased Emotional Stability:** Intentions to be more reckless and less emotionally-stable [I don’t think this will come up very often at all]
- Anxiety:** Intentions to more on-guard and more vigilant.
  - Depression:** Intentions to be less optimistic and more realistic.
  - Emotional Volatility:** Intentions to be more emotionally reactive and not as stoic.
9. **Increased Openness:** Intentions to be *more* imaginative, intellectual, open to new experiences, purposeful, more willing to take risks, more socially open etc.; *less* cynical, close-minded, conservative, judgmental etc. Example: “I would like to be better at stepping outside my comfort zone and being more aggressive in unfamiliar situations.”; “I would like to eliminate the world ‘no’ from my vocabulary as much as possible and instead find a work around that world. I’d also like better control of thinking in the present. A lot of times I find myself thinking of what-ifs and futures that have not/ will not happen in my life.”
- Intellectual Curiosity:** Intentions to be think deeply and be more curious about intellectual matters.
  - Aesthetic Sensitivity:** Intentions to be more interested in art, music, literature.
  - Creative Imagination:** Intentions to be more inventive and creative.
10. **Decreased Openness:** Intentions to more ridged in their thinking, more conservative or less curious in general. Example: “Recently I have gotten away from my conservative values. I’d like to come back to this ridged lifestyle.”
- Intellectual Curiosity:** Intentions to be less analytical.
  - Aesthetic Sensitivity:** Intentions to be less concerned or preoccupied with art and beauty.
  - Creative Imagination:** Intentions to be more rigid in their thinking.
11. **Increased Honesty/Humility:** Intentions to be more rule abiding and morally conscious. Less concern for or motivated by material or financial gain and less manipulative. Example: “I’d like to be less distracted by getting ahead at work and more concerned about my kids”.

- a. **Honest:** Intentions to be more honest. Example: “I want to be more honest.”
- b. **Humble:** Intentions to be more humble. Example: “I’d like to care less about money or status”

**12. Decreased Honest/Humility:** Intentions to be have higher social status and more wealth, luxury and material possessions. Motivation to be take more risks for personal gain. Someone who intends to be more cunning to get ahead. Example: “I want a promotion at work and wish I was able to ‘play the game’ to get there.”

- a. **Honest:** Intentions to become less honest. Example: “I’m tired of being the only honest person in my job”
- b. **Humble:** Intentions to become less humble. Example: “I’d like to appreciate my own unique strengths”

**13. Increased physical health:** Intentions to be healthier by increasing physical activity or eating healthier.

- 1. Example: “I’m trying to be healthier.”
- 2. Example: “level of fitness/ activeness”

**14. Resolve addiction:** Intentions to become less dependent or addicted to a particular vice (e.g., smoking, drinking, pornography).

- a. Example: “to drink less alcohol drinks and to be able to have fun without the alcohol”
- b. Example: “Restriction of smoking”

**15. Increase religious activity or devotion:** Intentions to be closer to God or increase activity with their Church, etc.

- a. Example: “I wish I was closer to God than I currently am”
- b. Example: “I would like to get back to my religious roots”

There are also responses that won’t have any categories marked. Either when participants express a vague or non-specific trait change or no desire whatsoever:

- 1. Example: “I’m not currently trying to change this part of me”
- 2. Example: “N/A I’m completely ok with who I am, and everyone who isn't can just deal with it”
- 3. Example: “A few things”
- 4. Example: “My whole personality”

Appendix D  
Participants' responses, overall percentage and inter-rater reliability of VPC content categories

Category	Examples responses	% of World sample	$\alpha$
<b>Inc Extraversion</b>		16.32	0.86
Sociability	<ul style="list-style-type: none"> <li>• shyness</li> <li>• interacting with people</li> <li>• trying to be more outgoing</li> </ul>	13.04	0.87
Energy	<ul style="list-style-type: none"> <li>• not enthusiastic; too quiet</li> <li>• relative bored in character</li> </ul>	0.41	0.45
Assertiveness	<ul style="list-style-type: none"> <li>• To manage to impose me and my points of view a bit more at work</li> <li>• Talk about my feelings</li> <li>• More confidence when expressing myself and making decisions</li> </ul>	1.64	0.65
<b>Inc Agreeableness</b>		11.66	0.70
Compassion	<ul style="list-style-type: none"> <li>• Putting people before before myself</li> <li>• selfishness, stronger sense of self</li> <li>• I'm very pessimistic in nature, and am trying to be more optimistic about myself and others.</li> </ul>	2.31	0.67
Trust	<ul style="list-style-type: none"> <li>• Trusting others</li> <li>• Forgiving people</li> <li>• holding grudges</li> </ul>	1.23	0.51
Respect	<ul style="list-style-type: none"> <li>• gossiping</li> <li>• aloof</li> <li>• I'd like to be better towards others, and not bitter/sarcastic for no reason</li> </ul>	0.11	0.19
<b>Inc Conscientiousness</b>		17.62	0.85
Organization	<ul style="list-style-type: none"> <li>• Disorganised behavior</li> <li>• being untidy and draggy</li> <li>• Careless in time management</li> </ul>	1.64	0.80
Productiveness	<ul style="list-style-type: none"> <li>• Motivation to study</li> <li>• Laziness</li> <li>• trying to be more productive, procrastinating less</li> </ul>	8.79	0.89

Responsibility	<ul style="list-style-type: none"> <li>• discipline</li> <li>• Level of independence</li> <li>• My maturity</li> </ul>	4.92	0.66
Inc Emotional Stability		28.69	0.76
Dec Anxiety	<ul style="list-style-type: none"> <li>• Trying to be more relaxed when it comes to doing things.</li> <li>• My more emotional/neurotic tendency to get overwhelmed in situations resulting in anxiety</li> <li>• Tend to worry unnecessarily</li> </ul>	6.89	0.71
Dec Depression	<ul style="list-style-type: none"> <li>• My self-esteem: becoming more confident and self-assured</li> <li>• easily being depressed.</li> <li>• wish to be more optimistic</li> </ul>	7.90	0.67
Dec Emotionality	<ul style="list-style-type: none"> <li>• I am to become less emotional</li> <li>• Being less sensitive</li> <li>• I need to change my emotional personality which may easily get upset when challenges are coming.</li> </ul>	9.17	0.68
Inc Openness		1.19	0.69
Creativity	<ul style="list-style-type: none"> <li>• to depersonalize the physical from the mental</li> <li>• dynamism</li> </ul>	0.04	0.18
Aestheticism	<ul style="list-style-type: none"> <li>• adventurousness</li> <li>• look at the world</li> </ul>	0.04	0.33
Intellect	<ul style="list-style-type: none"> <li>• brainless</li> <li>• Intelletual</li> </ul>	0.56	0.46
Inc Honesty	<ul style="list-style-type: none"> <li>• NA</li> </ul>	0.00	NA
Inc Humility	<ul style="list-style-type: none"> <li>• My egocentricity.</li> <li>• loving show-off</li> <li>• Too much pride and little acceptance of criticism</li> </ul>	0.26	0.64
Dec Agreeableness		3.13	0.70
Compassion	<ul style="list-style-type: none"> <li>• weak and incapable of saying no</li> <li>• playful and paid too much attention about others easily</li> <li>• softhearted</li> </ul>	2.31	0.67
Trust	<ul style="list-style-type: none"> <li>• Naivety</li> </ul>	0.30	0.59



Respect	<ul style="list-style-type: none"> <li>• I am trying to be more observant/cautious in relationship with others.</li> <li>• trusting people too easily</li> <li>• Straightforwardness</li> <li>• Be possessive, demanding, and dependent</li> <li>• I want to be able to express my opinion without caring what others think</li> </ul>	0.11	0.19
Dec Conscientiousness		0.41	0.37
Productiveness	<ul style="list-style-type: none"> <li>• Being too focused on academics that I forgot time for myself and others</li> </ul>	0.04	0.39
Responsibility	<ul style="list-style-type: none"> <li>• To not overthink everything</li> <li>• Overanalyzing things and wanting to control everything</li> </ul>	0.22	0.24
Organization	<ul style="list-style-type: none"> <li>• To not be such a perfectionist</li> <li>• correcting grammar!!!</li> <li>• constant planning</li> </ul>	0.07	0.35
Dec Extraversion		0.93	0.70
Sociability	<ul style="list-style-type: none"> <li>• Being too extroverted.</li> <li>• attentive</li> <li>• clinginess</li> </ul>	0.19	0.48
Energy	<ul style="list-style-type: none"> <li>• The loudness of my personality seems to bug some people i live with</li> <li>• I am too loud.</li> <li>• When I am exited I am really loud so I am trying to be little bit quit.</li> </ul>	0.45	0.63
Assertiveness	<ul style="list-style-type: none"> <li>• too might</li> <li>• overbearing</li> <li>• I am trying to cut down on interrupting people while they are talking and on using crutch words</li> </ul>	0.19	0.42
Dec Emotional Stability		0.26	0.40
Inc Anxiety	<ul style="list-style-type: none"> <li>• NA</li> </ul>	0.00	NA
Inc Depression	<ul style="list-style-type: none"> <li>• being too carefree and happy</li> <li>• to be too much optimistic</li> <li>• over optimism</li> </ul>	0.11	0.80
Inc Emotionality	<ul style="list-style-type: none"> <li>• I want to be more emotional.</li> </ul>	0.07	0.32

- Trying to become more emotionally aware
- Suppression and no expression of emotions

Dec Openness		0.04	0.07
Creativity	• Being more rational	0.04	0.07
Aestheticism	• NA	0.00	NA
Intellect	• NA	0.00	NA
Dec Honesty	• NA	0.00	NA
Dec Humility	• NA	0.00	NA
Physical Change	• too weak and delicate • learning to be active • sleeping late at night	0.52	0.65
Resolving Addiction	• Drinking • drug use (marijuana) • A porn addiction	0.19	0.82
Other	• Personality • All of it • negative	3.01	0.77

*Note.* Inc = Increase, Dec = Decrease;  $\alpha$  = inter-rater reliability

Appendix E  
Percentage of responses falling in to each VPC content category by state

	Alabama	California	Connecticut	Idaho	Illinois	Texas
Inc Extraversion	8.93	31.08	26.47	14.93	16.83	30.99
Inc Sociability	7.14	25.68	23.53	10.45	13.86	23.94
Inc Energy	0.00	0.68	1.47	0.00	0.00	1.41
Inc Assertiveness	1.79	4.05	1.47	4.48	2.97	5.63
Inc Agreeableness	25.00	17.23	11.76	13.43	11.88	16.90
Inc Compassion	3.57	4.05	2.94	5.97	0.99	0.00
Inc Trust	3.57	0.68	4.41	2.99	1.98	4.23
Inc Respect	0.00	0.00	0.00	0.00	0.00	0.00
Inc Conscientiousness	10.71	14.19	20.59	19.40	20.79	11.27
Inc Organization	1.79	1.69	2.94	2.99	2.97	2.82
Inc Productiveness	5.36	9.12	17.65	4.48	8.91	4.23
Inc Responsibility	3.57	2.36	0.00	7.46	7.92	4.23
Inc Emotional stability	39.29	21.96	27.94	29.85	31.68	32.39
Dec Anxiety	12.50	4.73	7.35	7.46	7.92	8.45
Dec Depression	10.71	10.14	4.41	16.42	14.85	12.68
Dec Emotionality	12.50	6.08	11.76	4.48	8.91	8.45
Inc Openness	0.00	2.36	0.00	5.97	2.97	1.41
Inc Creativity	0.00	0.34	0.00	0.00	0.00	0.00
Inc Aestheticism	0.00	0.00	0.00	0.00	0.00	0.00
Inc Intellect	0.00	1.35	0.00	1.49	2.97	1.41
Inc Honesty	0.00	0.00	0.00	0.00	0.00	0.00
Inc Humility	0.00	0.00	0.00	0.00	0.99	0.00
Dec Extraversion	0.00	1.01	0.00	2.99	0.99	2.82
Dec Sociability	0.00	0.00	0.00	0.00	0.00	1.41
Dec Energy	0.00	0.68	0.00	2.99	0.99	1.41
Dec Assertiveness	0.00	0.34	0.00	0.00	0.00	0.00
Dec Agreeableness	3.57	4.73	4.41	5.97	0.99	0.00
Dec Compassion	3.57	4.05	2.94	5.97	0.99	0.00
Dec Trust	0.00	0.34	0.00	0.00	0.00	0.00
Dec Respect	0.00	0.00	0.00	0.00	0.00	0.00
Dec Conscientiousness	3.57	0.68	0.00	0.00	0.00	0.00
Dec Organization	1.79	0.00	0.00	0.00	0.00	0.00
Dec Productiveness	0.00	0.00	0.00	0.00	0.00	0.00
Dec Responsibility	0.00	0.68	0.00	0.00	0.00	0.00
Dec Emotional stability	0.00	0.00	0.00	0.00	0.00	0.00
Inc Anxiety	0.00	0.00	0.00	0.00	0.00	0.00
Inc Depression	0.00	0.00	0.00	0.00	0.00	0.00

Inc Emotionality	0.00	0.00	0.00	0.00	0.00	0.00
Dec Openness	0.00	0.00	0.00	0.00	0.00	0.00
Dec Creativity	0.00	0.00	0.00	0.00	0.00	0.00
Dec Aestheticism	0.00	0.00	0.00	0.00	0.00	0.00
Dec Intellect	0.00	0.00	0.00	0.00	0.00	0.00
Dec Honesty	0.00	0.00	0.00	0.00	0.00	0.00
Dec Humility	0.00	0.00	0.00	0.00	0.00	0.00
Resolving Addiction	0.00	0.00	0.00	0.00	0.01	0.00
Physical Change	0.00	1.35	0.00	0.00	0.00	0.00
Other	1.79	1.69	4.41	0.00	3.96	2.82

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*Note.* Inc = Increase, Dec = Decrease

Appendix F  
Percentage of responses falling in to each VPC content category by country

	Argentina	Australia	Canada	Chile	China	Colombia	Croatia	Georgia	Hong Kong	Jordan
Inc Extraversion	7.48	22.54	23.68	9.09	27.43	3.37	12.08	8.65	36.36	3.95
Inc Sociability	3.74	21.13	22.37	6.06	22.12	3.37	10.07	3.85	34.55	3.95
Inc Energy	0.00	0.00	0.00	0.00	0.88	0.00	0.00	0.00	0.00	0.00
Inc Assertiveness	0.00	1.41	1.32	0.00	1.33	0.00	1.34	1.92	0.00	0.00
Inc Agreeableness	4.67	11.27	7.89	6.06	10.62	6.74	12.08	5.77	14.55	9.21
Inc Compassion	0.00	0.00	5.26	0.43	3.54	0.00	3.36	1.92	0.00	0.00
Inc Trust	0.93	2.82	1.32	0.43	0.00	0.00	0.67	0.96	0.00	0.00
Inc Respect	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inc Conscientiousness	15.89	19.72	17.11	16.45	16.81	12.36	26.17	25.00	25.45	13.16
Inc Organization	0.93	4.23	3.95	0.00	0.88	0.00	2.68	0.00	3.64	0.00
Inc Productiveness	2.80	8.45	9.21	2.60	9.29	1.12	17.45	21.15	16.36	2.63
Inc Responsibility	2.80	7.04	1.32	5.63	6.19	7.87	5.37	3.85	3.64	5.26
Inc Emotional stability	27.10	33.80	34.21	24.68	26.11	26.97	33.56	39.42	14.55	27.63
Dec Anxiety	9.35	15.49	9.21	5.63	2.65	3.37	12.08	6.73	0.00	5.26
Dec Depression	2.80	12.68	9.21	2.60	9.73	1.12	6.04	9.62	9.09	1.32
Dec Emotionality	0.93	2.82	13.16	4.76	11.50	14.61	14.09	22.12	3.64	6.58
Inc Openness	0.00	1.41	1.32	0.00	0.88	0.00	2.01	0.00	0.00	0.00
Inc Creativity	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inc Aestheticism	0.00	0.00	0.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00
Inc Intellect	0.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00
Inc Honesty	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inc Humility	0.00	0.00	0.00	0.00	0.00	0.00	1.34	0.00	0.00	0.00
Dec Extraversion	0.00	1.41	1.32	0.00	0.88	0.00	1.34	0.96	0.00	0.00
Dec Sociability	0.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00
Dec Energy	0.00	1.41	0.00	0.00	0.00	0.00	0.00	0.96	0.00	0.00
Dec Assertiveness	0.00	0.00	1.32	0.00	0.00	0.00	0.67	0.00	0.00	0.00

Dec Agreeableness	0.00	0.00	5.26	0.87	4.42	0.00	3.36	6.73	0.00	0.00
Dec Compassion	0.00	0.00	5.26	0.43	3.54	0.00	3.36	1.92	0.00	0.00
Dec Trust	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.85	0.00	0.00
Dec Respect	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Conscientiousness	0.93	1.41	0.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00
Dec Organization	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Productiveness	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Responsibility	0.00	1.41	0.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00
Dec Emotional stability	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.96	0.00	0.00
Inc Anxiety	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inc Depression	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inc Emotionality	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.96	0.00	0.00
Dec Openness	0.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00
Dec Creativity	0.00	0.00	0.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00
Dec Aestheticism	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Intellect	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Honesty	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Humility	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resolving Addiction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Physical Change	0.00	0.00	0.00	0.00	1.33	0.00	0.00	0.00	1.82	0.00
Other	0.00	2.82	0.00	0.00	4.42	0.00	2.68	4.81	0.00	0.00

*Note.* Inc = Increase, Dec = Decrease

Appendix F cont.  
Percentage of responses falling in to each VPC content category by country

	Mexico	New Zealand	Pakistan	Philippines	Romania	Singapore	Slovakia	Taiwan	Turkey	USA
Inc Extraversion	5.26	9.21	16.13	12.08	3.49	23.60	18.97	9.28	7.04	24.89
Inc Sociability	5.26	5.26	12.90	9.18	1.16	17.98	12.07	7.22	7.04	20.33
Inc Energy	0.00	1.32	0.00	0.48	0.00	1.12	3.45	0.00	0.00	0.61
Inc Assertiveness	0.00	2.63	0.00	1.45	0.00	4.49	3.45	0.00	0.00	3.64
Inc Agreeableness	17.89	13.16	12.90	14.98	9.30	14.61	5.17	5.15	14.08	16.08
Inc Compassion	5.26	1.32	4.84	3.86	0.00	3.37	0.00	0.00	1.41	3.19
Inc Trust	0.00	5.26	0.00	1.45	1.16	3.37	0.00	0.00	1.41	2.12
Inc Respect	0.00	0.00	0.00	0.00	0.00	1.12	3.45	0.00	0.00	0.00
Inc Conscientiousness	12.63	19.74	4.84	26.09	16.28	17.98	22.41	11.34	15.49	15.78
Inc Organization	3.16	3.95	0.00	0.97	1.16	1.12	1.72	0.00	4.23	2.28
Inc Productiveness	2.11	10.53	3.23	18.84	0.00	14.61	18.97	0.00	1.41	8.65
Inc Responsibility	7.37	5.26	1.61	5.80	9.30	2.25	1.72	4.12	9.86	3.79
Inc Emotional stability	31.58	38.16	30.65	30.43	17.44	24.72	32.76	24.74	40.85	27.47
Dec Anxiety	11.58	15.79	1.61	9.66	1.16	2.25	1.72	4.12	12.68	6.83
Dec Depression	8.42	6.58	11.29	12.08	0.00	8.99	17.24	0.00	2.82	11.23
Dec Emotionality	10.53	10.53	14.52	8.70	2.33	10.11	10.34	3.09	22.54	7.74
Inc Openness	1.05	0.00	3.23	1.45	0.00	2.25	1.72	0.00	1.41	2.28
Inc Creativity	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.15
Inc Aestheticism	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inc Intellect	1.05	0.00	3.23	0.97	0.00	0.00	0.00	0.00	0.00	1.37
Inc Honesty	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inc Humility	4.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.15
Dec Extraversion	1.05	1.32	3.23	0.97	0.00	2.25	1.72	0.00	1.41	1.21

Dec Sociability	0.00	0.00	0.00	0.48	0.00	1.12	0.00	0.00	1.41	0.15
Dec Energy	1.05	1.32	0.00	0.48	0.00	0.00	1.72	0.00	0.00	0.91
Dec Assertiveness	0.00	0.00	1.61	0.00	0.00	1.12	0.00	0.00	0.00	0.15
Dec Agreeableness	8.42	2.63	6.45	3.86	0.00	5.62	5.17	1.03	1.41	3.64
Dec Compassion	5.26	1.32	4.84	3.86	0.00	3.37	0.00	0.00	1.41	3.19
Dec Trust	1.05	1.32	1.61	0.00	0.00	0.00	0.00	0.00	0.00	0.15
Dec Respect	0.00	0.00	0.00	0.00	0.00	1.12	3.45	0.00	0.00	0.00
Dec										
Conscientiousness	1.05	0.00	1.61	0.97	0.00	0.00	0.00	0.00	0.00	0.61
Dec Organization	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.15
Dec										
Productiveness	0.00	0.00	0.00	0.48	0.00	0.00	0.00	0.00	0.00	0.00
Dec Responsibility	0.00	0.00	1.61	0.48	0.00	0.00	0.00	0.00	0.00	0.30
Dec Emotional										
stability	0.00	1.32	0.00	0.48	0.00	0.00	0.00	1.03	4.23	0.00
Inc Anxiety	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inc Depression	0.00	0.00	0.00	0.48	0.00	0.00	0.00	0.00	2.82	0.00
Inc Emotionality	0.00	1.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Openness	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Creativity	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Aestheticism	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Intellect	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Honesty	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dec Humility	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Resolving Addiction	0.00	0.01	0.02	0.00	0.00	0.00	0.02	0.00	0.00	0.00
Physical Change	1.05	2.63	0.00	1.45	0.00	0.00	0.00	0.00	0.00	0.61
Other	10.53	3.95	9.68	0.97	0.00	0.00	1.72	0.00	2.82	2.28

*Note.* Inc = Increase, Dec = Decrease