|  |  |  |  | Equivalence tests (*p*) | |  |
| --- | --- | --- | --- | --- | --- | --- |
| Domain | Sub-Domain | *k* | *r* | |*r*| < .1 | |*r*| < .05 | Credibility interval |
| Overall |  | 2,638 | .024 [0.015, 0.033] \*\*\* | < .001 | < .001 | [-0.167, 0.215] |
| Cognitive |  | 747 | .020 [0.001, 0.039] \* | < .001 | .001 | [-0.171, 0.212] |
| Cognitive | Degree | 144 | .036 [0.006, 0.067] \* | < .001 | .191 | [-0.156, 0.229] |
| Cognitive | Educational Level | 164 | .020 [-0.010, 0.050] | < .001 | .024 | [-0.173, 0.212] |
| Cognitive | Intelligence | 15 | .110 [-0.110, 0.331] | > .99 | > .99 | [-0.095, 0.316] |
| Cognitive | Personality | 217 | -.067 [-0.169, 0.034] | .257 | > .99 | [-0.269, 0.134] |
| Cognitive | Values | 54 | -.008 [-0.099, 0.082] | .024 | .171 | [-0.207, 0.191] |
| Cognitive | Other | 146 | .034 [-0.009, 0.077] | .002 | .225 | [-0.159, 0.227] |
| Demographic |  | 1,105 | .014 [0.001, 0.026] \* | < .001 | < .001 | [-0.178, 0.205] |
| Demographic | Age | 381 | .005 [-0.014, 0.025] | < .001 | < .001 | [-0.186, 0.197] |
| Demographic | Ethnicity | 104 | .002 [-0.058, 0.061] | .002 | .051 | [-0.193, 0.196] |
| Demographic | Gender | 439 | .018 [0.003, 0.033] \* | < .001 | < .001 | [-0.174, 0.209] |
| Demographic | Nationality | 116 | .046 [0.004, 0.088] \* | .007 | .423 | [-0.147, 0.239] |
| Demographic | Other | 39 | -.003 [-0.085, 0.078] | .012 | .123 | [-0.201, 0.194] |
| Job-related |  | 786 | .042 [0.025, 0.058] \*\*\* | < .001 | .161 | [-0.150, 0.233] |
| Job-related | Function | 289 | .044 [0.023, 0.065] \*\*\* | < .001 | .291 | [-0.148, 0.236] |
| Job-related | Tenure | 336 | .039 [0.015, 0.062] \*\* | < .001 | .177 | [-0.153, 0.231] |
| Job-related | Other | 157 | .047 [0.004, 0.091] \* | .010 | .451 | [-0.146, 0.241] |
| \* *p* < .05, \*\* *p* < .01, \*\*\* *p* < .001 | | | | | | |