

Predictor	Condition	In-Role Behavior	OCBI	OCBO
Proactive Personality	No Remedies	0.36 ***	0.7 ***	0.61 ***
	Cover Story	0.27 ***	0.62 ***	0.65 ***
	Filler Scales	0.32	0.09	0.26
	Scale Randomization	0.18 **	0.27 ***	0.04
	Item Randomization	0.7 ***	0.41 ***	0.64 ***

Note:

* p < .05; ** p < .01; *** p < .001.