

Predictor	Condition	In-Role Behavior	OCBI	OCBO
Proactive Personality	No Remedies	0.15 ***	0.46 ***	0.19 ***
	Remedies Bundled	-0.07	0.12 *	0.06

*Note:*

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