*Table 3*

*Estimated inter-construct correlations (Φ) linking the predictor variable (proactive personality) to the outcome variables across the no remedies and single remedy conditions (Study 2).*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Predictor** | **Condition** | **In-Role Behavior** | | **OCBI** | | **OCBO** | |
|  |  | Φ | z | Φ | z | Φ | z |
| Proactive Personality | No Remedies | .37\*\*\* |  | .69\*\*\* |  | .60\*\*\* |  |
| Cover Story | .53\*\*\* | (4.32\*\*\*) | .71\*\*\* | (.50) | .74\*\*\* | (2.39\*) |
| Filler Scales | .56\*\*\* | (4.38\*\*\*) | .36\*\*\* | (-6.99\*\*\*) | .50\*\*\* | (-1.85) |
| Scale Randomization | .51\*\*\* | (3.42\*\*\*) | .54\*\*\* | (-3.16\*\*) | .51\*\*\* | (-1.73) |
| Item Randomization | .51\*\*\* | (3.68\*\*\*) | .54\*\*\* | (-3.05\*\*) | .62\*\*\* | (0.19) |
| *Note*:  \* *p* < .05; \*\* *p* < .01; \*\*\* *p* < .001.  Values in parentheses are z-scores that describe the difference between the estimated correlations. | | | | | | | |