*Table 4*

*Decomposition of substantive variable reliability according to trait and measured method factors across conditions (Study 2).*

| **Latent Variable** | **Condition** | **Total Reliability** | **Substantive Reliability** | **Negative Item Wording Reliability** | **% Negative Item Wording Reliability** |
| --- | --- | --- | --- | --- | --- |
| Proactive Personality | No Remedies | 0.89 | 0.89 | 0.00 | 0.00 |
| Cover Story | 0.84 | 0.84 | 0.00 | 0.00 |
| Filler Scales | 0.83 | 0.83 | 0.00 | 0.00 |
| Scale Randomization | 0.81 | 0.81 | 0.00 | 0.00 |
| Item Randomization | 0.82 | 0.82 | 0.00 | 0.00 |
| In-Role Behavior | No Remedies | 0.80 | 0.72 | 0.08 | 0.10 |
| Cover Story | 0.78 | 0.69 | 0.09 | 0.12 |
| Filler Scales | 0.73 | 0.71 | 0.02 | 0.03 |
| Scale Randomization | 0.75 | 0.72 | 0.04 | 0.05 |
| Item Randomization | 0.61 | 0.52 | 0.09 | 0.15 |
| OCBI | No Remedies | 0.84 | 0.84 | 0.00 | 0.00 |
| Cover Story | 0.82 | 0.82 | 0.00 | 0.00 |
| Filler Scales | 0.74 | 0.74 | 0.00 | 0.00 |
| Scale Randomization | 0.77 | 0.77 | 0.00 | 0.00 |
| Item Randomization | 0.70 | 0.70 | 0.00 | 0.00 |
| OCBO | No Remedies | 0.72 | 0.66 | 0.05 | 0.07 |
| Cover Story | 0.75 | 0.62 | 0.13 | 0.17 |
| Filler Scales | 0.75 | 0.66 | 0.10 | 0.13 |
| Scale Randomization | 0.71 | 0.62 | 0.09 | 0.12 |
| Item Randomization | 0.60 | 0.48 | 0.12 | 0.20 |
| *Note:*  Total reliability is a sum of the substantive and method reliability components (see Williams et al., 2010). | | | | | |