*Table 5*

*Estimated inter-construct correlations (Φ) linking the predictor variable (proactive personality) to the outcome variables across the no remedies and bundled remedies condition (Study 3).*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Predictor** | **Condition** | **In-Role Behavior** | | **OCBI** | | **OCBO** | |
|  |  | Φ | z | Φ | z | Φ | z |
| Proactive Personality | No Remedies | .33\*\*\* |  | .49\*\*\* |  | .31\*\*\* |  |
| Remedies Bundled | .20\*\*\* | (-2.72\*\*\*) | .19\*\*\* | (-6.17\*\*\*) | .02 | (-4.30\*\*\*) |
| *Note*:  \* *p* < .05; \*\* *p* < .01; \*\*\* *p* < .001.  Values in parentheses are z-scores that describe the difference between the estimated correlations. | | | | | | | |