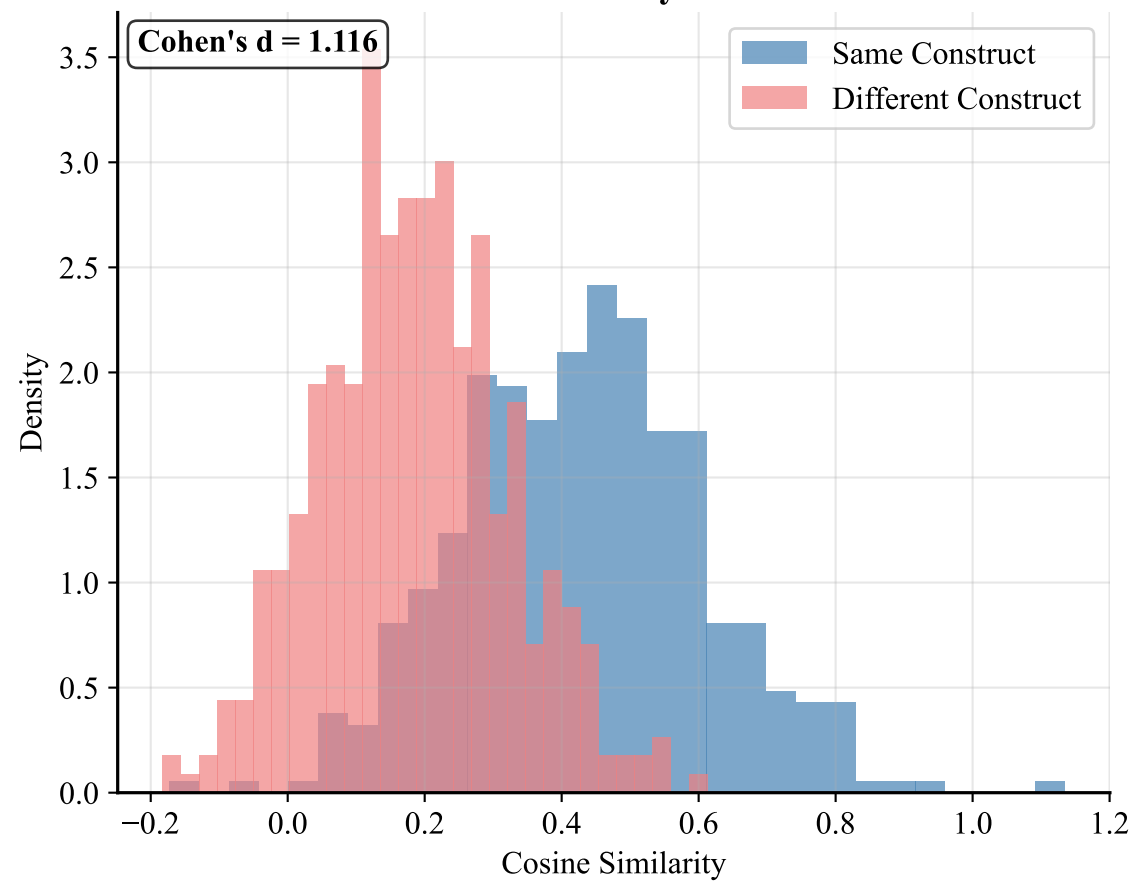
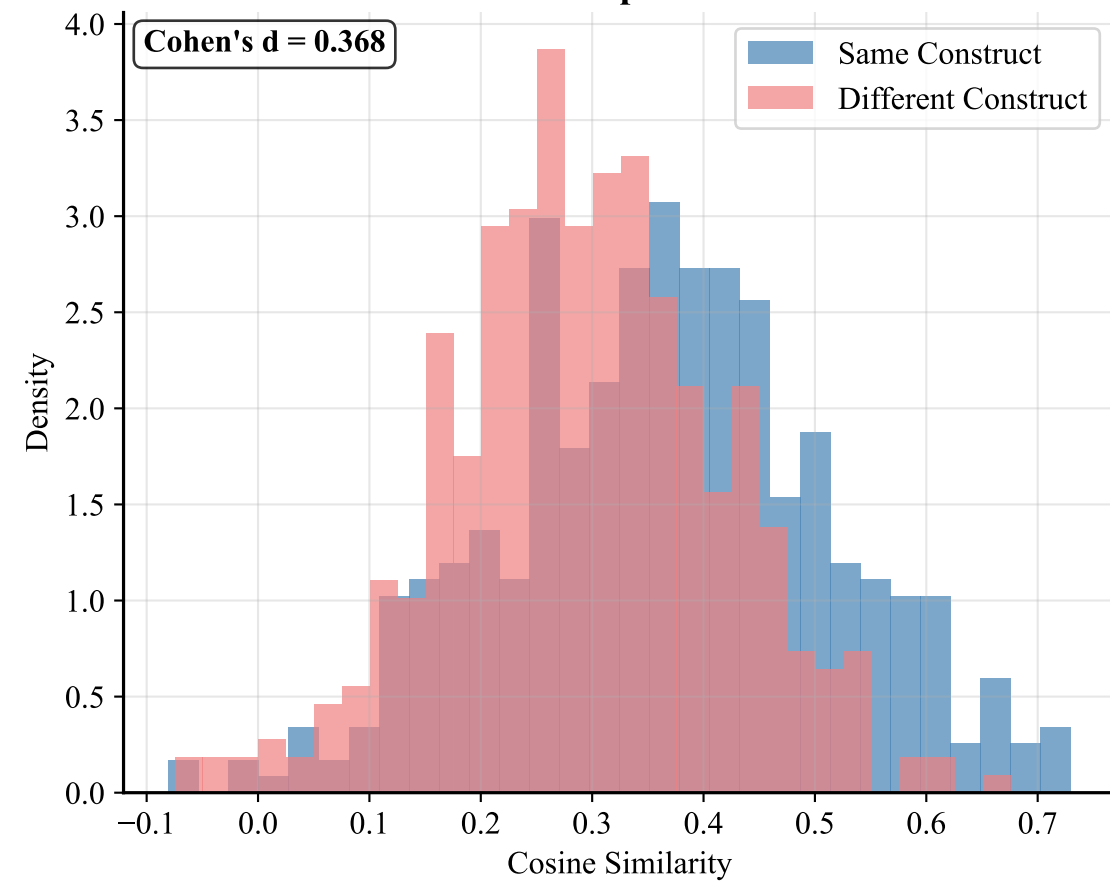


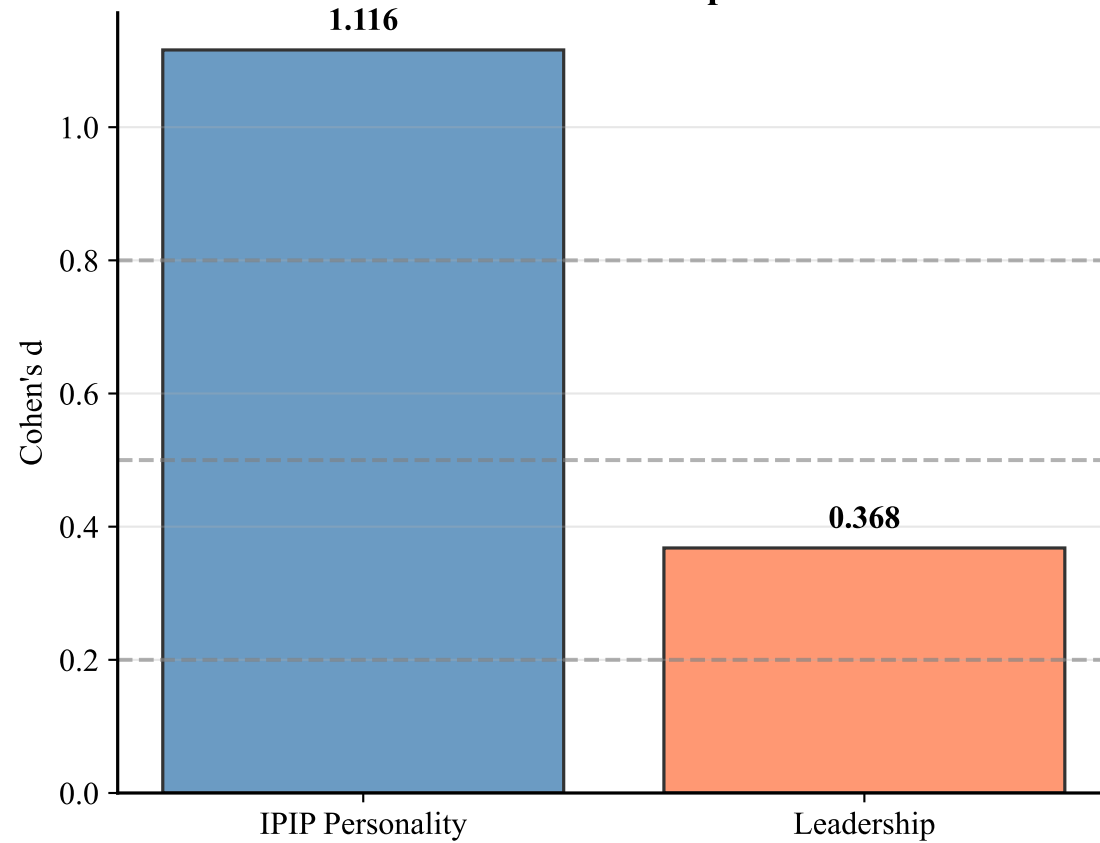
A. IPIP Personality Constructs



B. Leadership Constructs



C. Effect Size Comparison



D. Summary Statistics

Metric	IPIP Personality	Leadership	Difference
Accuracy	87.4%	62.9%	24.5%***
Same-Construct μ	0.424	0.348	0.076***
Different-Construct μ	0.189	0.284	-0.095***
Cohen's d	1.116***	0.368*	0.748***
Sample Size	427 items	434 items	-
Constructs	50	11	-