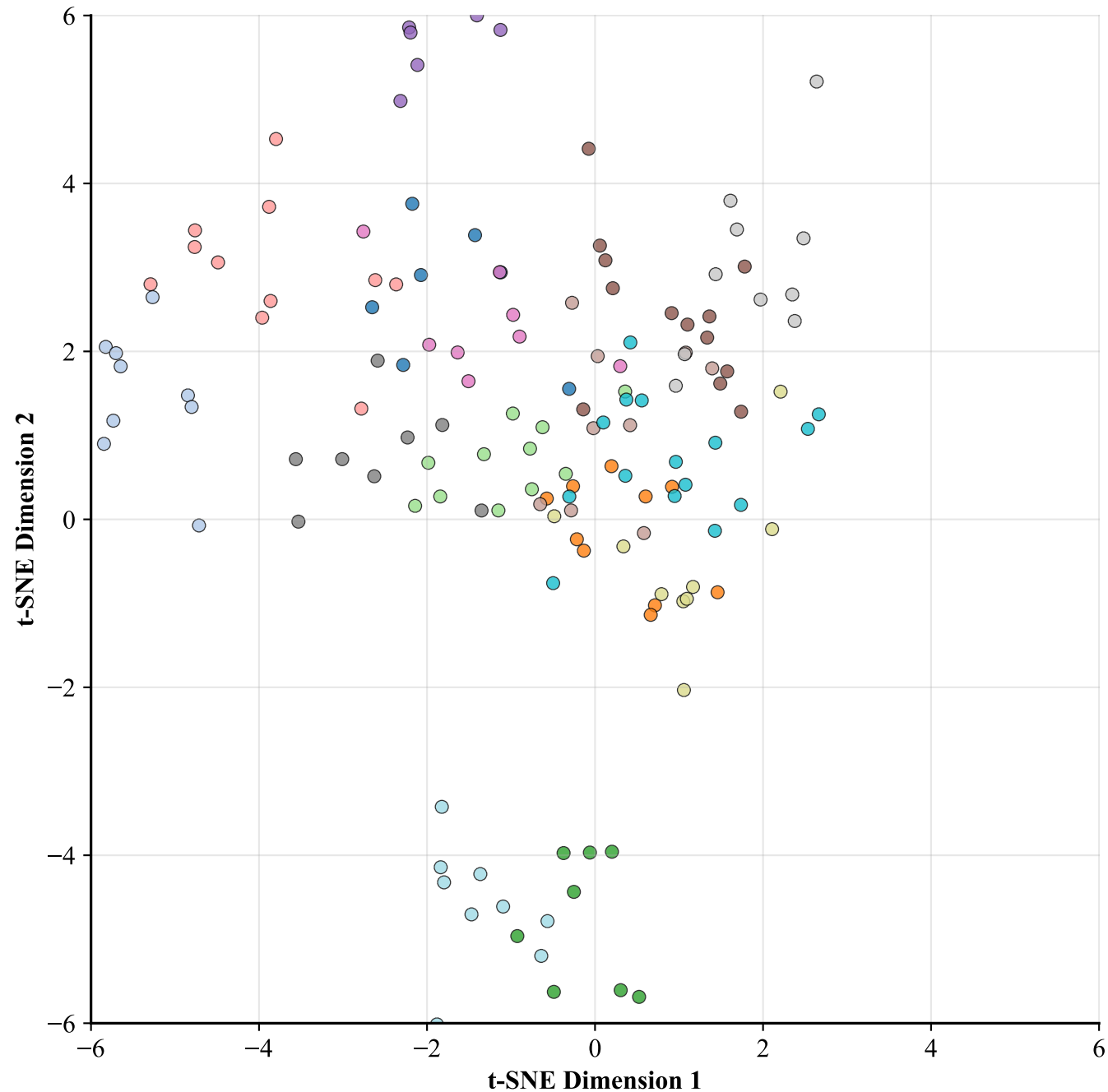
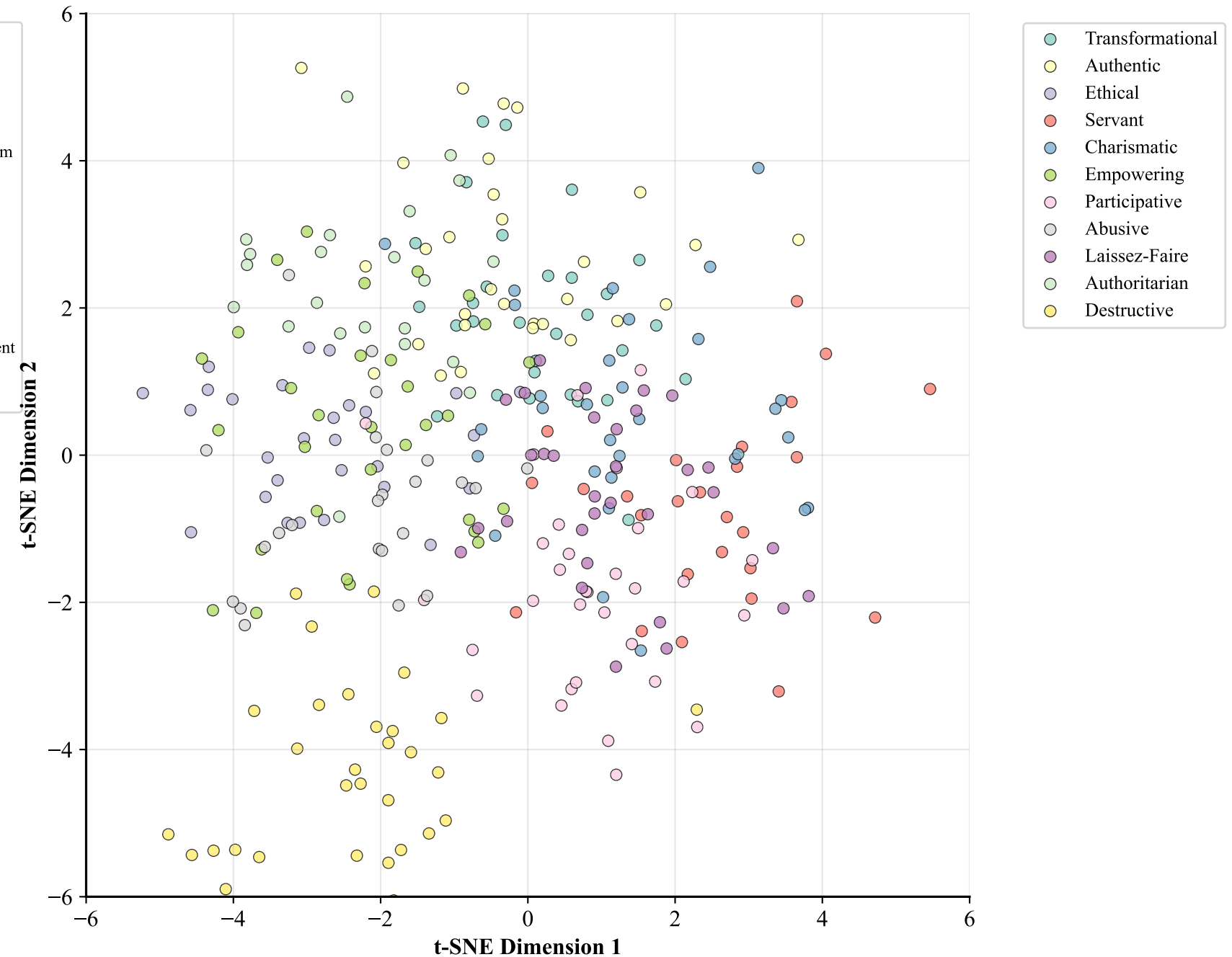


IPIP Holdout Constructs
(87.4% accuracy, Cohen's d = 1.116)



- Openness To Experience
- Interest in Food
- Spirituality/Religiousness
- Interest in Romance
- Interest in Political Activism
- Interest in Sports
- Interest in Home-Making
- Interest in Pets
- Interest in Drinking
- Interest in Gambling
- Interest in Collecting
- Interest in Vehicles
- Interest in Self-Improvement
- Interest in Gardening
- Interest in Money

Leadership Constructs
(62.9% accuracy, Cohen's d = 0.368)



- Transformational
- Authentic
- Ethical
- Servant
- Charismatic
- Empowering
- Participative
- Abusive
- Laissez-Faire
- Authoritarian
- Destructive