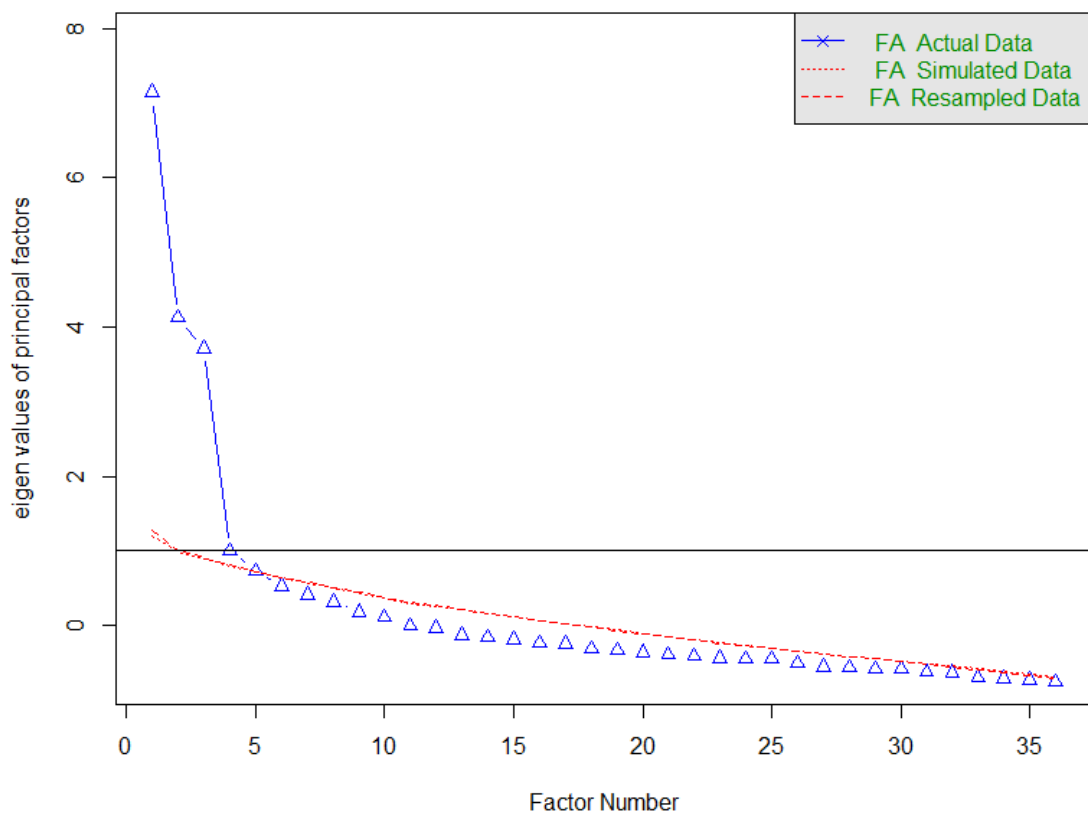


**Predicting Actual Social Skill Expression From Personality and Skill Self-Concepts****Online Supplemental Tables and Figures****Online Supplement S1**

*Results for a Parallel Analysis With All 36 Items From The Six BESSI Skills*

**Parallel Analysis Scree Plots**

*Standardized Loadings and Explained Variance From an Exploratory Factor Analysis With Oblimin Rotation and all 36 BESSI Items*

	Agency Skill	Communion Skill	Interpersonal Resilience Skill
Leadership Skill 1	<b>.67</b>	.18	.07
Leadership Skill 2	<b>.72</b>	.01	.14
Leadership Skill 3	<b>.78</b>	.09	.01
Leadership Skill 4	<b>.45</b>	.16	.01
Leadership Skill 5	<b>.60</b>	.11	-.10
Leadership Skill 6	<b>.60</b>	.18	.08
Persuasive Skill 1	<b>.73</b>	-.04	.05
Persuasive Skill 2	<b>.61</b>	-.15	-.15
Persuasive Skill 3	<b>.70</b>	-.10	.01
Persuasive Skill 4	<b>.78</b>	-.06	-.12
Persuasive Skill 5	<b>.67</b>	-.09	.00
Persuasive Skill 6	<b>.65</b>	-.03	-.14
Perspective-Taking Skill1	.00	<b>.67</b>	-.11
Perspective-Taking Skill2	-.13	<b>.80</b>	-.04
Perspective-Taking Skill3	.15	<b>.56</b>	-.07
Perspective-Taking Skill4	-.05	<b>.65</b>	.05
Perspective-Taking Skill5	-.06	<b>.75</b>	.02
Perspective-Taking Skill6	-.05	<b>.76</b>	.06
Capacity for Social Warmth 1	.13	<b>.54</b>	.06
Capacity for Social Warmth 2	.13	<b>.73</b>	-.09
Capacity for Social Warmth 3	.03	<b>.54</b>	.18
Capacity for Social Warmth 4	.30	<b>.40</b>	.03
Capacity for Social Warmth 5	.06	<b>.51</b>	-.12
Capacity for Social Warmth 6	.05	<b>.53</b>	.10
Stress Regulation1	.36	.03	<b>.42</b>
Stress Regulation2	.16	-.02	<b>.59</b>
Stress Regulation3	.28	-.01	<b>.45</b>
Stress Regulation4	.27	.08	<b>.56</b>
Stress Regulation5	.29	-.03	<b>.51</b>
Stress Regulation6	.30	-.04	<b>.52</b>
Anger Management1	-.10	-.06	<b>.69</b>
Anger Management2	.11	-.08	<b>.53</b>
Anger Management3	-.03	-.02	<b>.61</b>
Anger Management4	-.11	.07	<b>.71</b>
Anger Management5	-.14	.03	<b>.76</b>
Anger Management6	-.14	-.03	<b>.74</b>
<i>Explained Variance</i>	17%	14%	13%
<i>Accumulated Explained Variance</i>	17%	31%	43%

*Note.* Loadings  $\geq .40$  are bold.

**Online Supplement S2***Gender and Age Differences in Self- and Observer-Rated Skill Expression*

	Gender differences			Age differences
	Men	Women	Cohen's <i>d</i>	Correlation
Observer-rated skill expression: Agency	3.86	3.51	0.25	.00
Self-rated skill expression: Agency	3.31	3.16	0.12	.07
Observer-rated skill expression: Communion	4.28	4.52	-0.18	-.02
Self-rated skill expression: Communion	4.24	4.59	-0.32	.13
Observer-rated skill expression: Interpersonal resilience	4.21	4.33	-0.10	-.08
Self-rated skill expression: Interpersonal resilience	3.20	2.58	<b>0.45</b>	.00

*Note.* A positive Cohen's *d* indicates a higher value for men compared to women. Significant differences or correlations ( $p < .05$ ) in bold.

**Online Supplement S3***Correlations Between Observer- and Skill-Rated Skill Expression and Self-Concept Across Dimensions*

		1	2	3	4	5	6	7	8	9	10	11
Observer-rated skill expression	1 Agency											
	2 Communion	.10										
	3 Interpersonal resilience	<b>.20</b>	<b>.24</b>									
Self-rated skill expression	4 Agency	<b>.44</b>	-.12	.00								
	5 Communion	.09	<b>.22</b>	.11	.10							
	6 Interpersonal resilience	.08	-.10	<b>.24</b>	<b>.19</b>	.08						
Self-concept	7 Extraversion	<b>.36</b>	.12	.11	<b>.24</b>	<b>.34</b>	.15					
	8 Agreeableness	.05	.10	-.16	.04	<b>.28</b>	-.09	.08				
	9 Negative emotionality	-.15	.05	.00	<b>-.20</b>	<b>-.19</b>	<b>-.17</b>	<b>-.24</b>	<b>-.32</b>			
	10 Agency skill	<b>.31</b>	-.02	.17	<b>.29</b>	<b>.24</b>	<b>.32</b>	<b>.66</b>	<b>-.20</b>	<b>-.34</b>		
	11 Communion skill	.13	.10	.04	.15	<b>.49</b>	.06	<b>.36</b>	<b>.59</b>	<b>-.27</b>	<b>.20</b>	
	12 Interpersonal resilience skill	.05	-.14	-.13	.11	.07	<b>.25</b>	.12	<b>.18</b>	<b>-.68</b>	<b>.23</b>	.10

*Note.*  $N = 128$  to  $137$ . Significant correlations ( $p < .05$ ) in bold.

**Online Supplement S4***Latent Correlations Between Skill Self-Concepts and Skill Expressions*

Correlation Between	Agency	Communion	Interpersonal resilience
Observer-rated skill expression – Self-rated skill expression	<b>.48</b>	<b>.23</b>	<b>.25</b>
Observer-rated skill expression – Personality self-concept	<b>.42</b>	.11	.00
Observer-rated skill expression – Skill self-concept	<b>.33</b>	.10	-.15
Self-rated skill expression – Personality self-concept	<b>.23</b>	<b>.32</b>	<b>-.20</b>
Self-rated skill expression – Skill self-concept	<b>.31</b>	<b>.51</b>	<b>.26</b>
Personality self-concept – Skill self-concept	<b>.80</b>	<b>.73</b>	<b>-.80</b>

*Note.* Results refer to latent correlations (i.e., standardized betas). Here, one model was calculated for each skill dimension. (i.e., with four latent variables each). For skill and personality self-concepts we used three parcels as indicators for the latent variables. Items were allocated to parcels based on the balance approach. For self- and observer-rated skill expression one indicator was used. Here, error variances were fixed to 1-reliability (for observer-rated expression) and to zero (for self-rated expression). The variances of all latent variables were constrained to one. Significant correlations ( $p < .05$ ) are printed in bold. Please note that in the interpersonal resilience domain the personality self-concept was negatively poled (i.e., toward negative emotionality with a high score indicating low interpersonal resilience).

**Online Supplement S5***Multiple Regressions: Predicting Skill Expression From Different Combination of Self-Concepts*

Dependent Variable	Model	Independent Variables	Observer-rated skill expression $\beta$ [95% CI]	Self-rated skill expression $\beta$ [95% CI]
Skill expression: Agency	1	Self-concept: Agency skill	.12 [-.09, .33]	<b>.23</b> [.02, .45]
		Self-concept: Extraversion	<b>.28</b> [.07, .49]	.08 [-.13, .30]
	2	Self-concept: Leadership skill	.24 [-.01, .50]	<b>.37</b> [.10, .63]
		Self-concept: Sociability	.03 [-.15, .22]	.08 [-.11, .27]
		Self-concept: Assertiveness	.00 [-.25, .25]	-.14 [-.39, .11]
		Self-concept: Energy Level	<b>.21</b> [.02, .40]	.03 [-.17, .22]
	3	Self-concept: Persuasive skill	.06 [-.14, .27]	.16 [-.05, .37]
		Self-concept: Sociability	.03 [-.16, .23]	.07 [-.13, .26]
		Self-concept: Assertiveness	.13 [-.08, .34]	.02 [-.19, .24]
		Self-concept: Energy Level	<b>.26</b> [.08, .45]	.11 [-.08, .31]
Skill expression: Communion	1	Self-concept: Communion skill	.06 [-.15, .27]	<b>.49</b> [.31, .68]
		Self-concept: Agreeableness	.07 [-.14, .28]	-.02 [.20, .17]
	2	Self-concept: Perspective-taking skill	-.05 [-.28, .18]	<b>.36</b> [.16, .56]
		Self-concept: Compassion	.07 [-.17, .31]	<b>.25</b> [.04, .46]
		Self-concept: Respectfulness	.11 [-.12, .33]	-.02 [-.22, .18]
		Self-concept: Trust	-.01 [-.23, .20]	-.13 [-.31, .05]
	3	Self-concept: Capacity for social warmth	.11 [-.08, .31]	<b>.36</b> [.19, .53]
		Self-concept: Compassion	.02 [-.19, .23]	<b>.38</b> [.20, .56]
		Self-concept: Respectfulness	.07 [-.16, .29]	-.02 [-.21, .17]
		Self-concept: Trust	-.03 [-.25, .19]	<b>.20</b> [-.38, -.02]
Skill expression: Interpersonal resilience	1	Self-concept: Interpersonal resilience skill	<b>-.24</b> [-.48, -.01]	<b>.25</b> [.02, .47]
		Self-concept: Negative emotionality	-.16 [.40, .07]	.00 [-.23, .22]
	2	Self-concept: Stress regulation	-.22 [-.48, .05]	<b>.35</b> [.10, .60]
		Self-concept: Anxiety	-.17 [-.44, .10]	-.15 [-.40, .10]
		Self-concept: Depression	.03 [-.19, .25]	.16 [-.05, .37]
		Self-concept: Emotional volatility	-.04 [-.27, .18]	.12 [-.09, .33]
	3	Self-concept: Anger management	-.17 [-.37, .03]	.10 [-.09, .29]
		Self-concept: Anxiety	-.07 [-.32, .17]	<b>-.31</b> [-.54, -.08]
		Self-concept: Depression	.07 [-.14, .28]	.08 [-.13, .28]
		Self-concept: Emotional volatility	-.07 [.30, .16]	.10 [-.13, .32]

*Note.* Results refer to standardized effects. Significant  $\beta$ s ( $p < .05$ ) in bold.