

## CODEBOOK

**Project Title:** Predicting Actual Social Skill Expression From Global Self-Concepts

**OSF Page:** <https://osf.io/74qnu/>

**Note:** All variables were assessed in German. This codebook provides their official English translations or self-generated translations.

---

### The Big Five Inventory-2-S

Soto, C. J., & John, O. P. (2017). The next Big Five Inventory (BFI-2): Developing and assessing a hierarchical model with 15 facets to enhance bandwidth, fidelity, and predictive power. *Journal of Personality and Social Psychology*, 113(1), 117–143. <https://doi.org/10.1037/pspp0000096>

Rammstedt, B., Danner, D., Soto, C. J., & John, O. P. (2020). Validation of the Short and extra-short forms of the Big Five Inventory-2 (BFI-2) and their German adaptations. *European Journal of Psychological Assessment*, 36(1), 149–161. <https://doi.org/10.1027/1015-5759/a000481>

Here are a number of characteristics that may or may not apply to you. For example, do you agree that you are someone who *likes to spend time with others*? Please indicate the extent to which you agree or disagree with that statement.

Code	Item	Response	Dimension / Facet
BFI01	Tends to be quiet	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Extraversion: Sociability
BFI02	Is compassionate, has a soft heart.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Agreeableness: Compassion
BFI03	Tends to be disorganized.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Conscientiousness: Organization
BFI04	Worries a lot	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Negative Emotionality: Anxiety

BFI05	Is fascinated by art, music, or literature.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Open-Mindedness: Aesthetic Sensitivity
BFI06	Is dominant, acts as a leader.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Extraversion: Assertiveness
BFI07	Is sometimes rude to others	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Agreeableness: Respectfulness
BFI08	Has difficulty getting started on tasks.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Conscientiousness: Productiveness
BFI09	Tends to feel depressed, blue.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Negative Emotionality: Depression
BFI10	Has little interest in abstract ideas.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Open-Mindedness: Intellectual Curiosity
BFI11	Is full of energy.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Extraversion: Energy Level
BFI12	Assumes the best about people.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Agreeableness: Trust
BFI13	Is reliable, can always be counted on.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Conscientiousness: Responsibility

BFI14	Is emotionally stable, not easily upset.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Negative Emotionality: Emotional Volatility
BFI15	Is original, comes up with new ideas.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Open-Mindedness: Creative Imagination
BFI16	Is outgoing, sociable.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Extraversion: Sociability
BFI17	Can be cold and uncaring.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Agreeableness: Compassion
BFI18	Keeps things neat and tidy.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Conscientiousness: Organization
BFI19	Is relaxed, handles stress well.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Negative Emotionality: Anxiety
BFI20	Has few artistic interests.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Open-Mindedness: Aesthetic Sensitivity
BFI21	Prefers to have others take charge.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Extraversion: Assertiveness
BFI22	Is respectful, treats others with respect.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Agreeableness: Respectfulness

BFI23	Is persistent, works until the task is finished.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Conscientiousness: Productiveness
BFI24	Feels secure, comfortable with self.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Negative Emotionality: Depression
BFI25	Is complex, a deep thinker.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Open-Mindedness: Intellectual Curiosity
BFI26	Is less active than other people	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Extraversion: Energy Level
BFI27	Tends to find fault with others.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Agreeableness: Trust
BFI28	Can be somewhat careless.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Conscientiousness: Responsibility
BFI29	Is temperamental, gets emotional easily.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Negative Emotionality: Emotional Volatility
BFI30	Has little creativity.	1 "Disagree strongly" 2 "Disagree a little" 3 "Neutral; no opinion" 4 "Agree a little" 5 "Agree strongly"	Open-Mindedness: Creative Imagination

---

### The Behavioral, Emotional, and Social Skills Inventory

Soto, C. J., Napolitano, C. M., Sewekk, M. N., Yoon, H. J., & Robters, B. W. (2022). An integrative framework for conceptualizing and assessing social, emotional, and behavioral skills: The BESSI. *Journal of Personality and Social Psychology*. Advance online publication. <https://doi.org/10.1037/pspp0000401>

Lechner, C., Knopf, T., Spengler, M., Soto, C. J., Napolitano, C., Trautwein, U., Robert, B., & Rammstedt, B. (2021, October 7). *German Version of the Behavioral, Emotional, and Social Skills Inventory (BESSI-G)*. <https://osf.io/9pvmj/>

Please note that since the German version has not been published yet, there were three potential replacement items (alternative translations) that were also assessed also part of the questionnaire (i.e., Lead5a, Pers3a, Pers6a). After consultation with the authors of the translation, we used two of the original translations (Lead5 and Pers3) and one of the alternative translations (Pers6a) when building scales..

---

Here is a list of activities or things you could do. For each one, please select a response to indicate how well you can do that thing. For example, how well can you follow the instructions for an assignment? Note that how well you can do something may be different from how often you do it, or how much you like to do it. For each activity, you should rate how well you can do that thing.

---

Code	Item	Response	Dimension / Facet
Lead1	Lead a group of people.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Leadership
Lead2	Make decisions for a group of people.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Leadership
Lead3	Assert myself as a leader.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Leadership
Lead4	Take charge of a situation.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Leadership
Lead5	Give a speech.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Leadership; plus a potential replacement item (Lead5a) that was not used for scale building
Lead6	Convince people to follow my lead.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Leadership

---

Pers1	Win debates with other people.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Persuasive Skill
Pers2	Confront people when I disagree with them.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Persuasive Skill
Pers3	Change people's minds.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Persuasive Skill; plus a potential replacement item (Pers3a) that was not used for scale building
Pers4	Speak up when I disagree with others.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Persuasive Skill
Pers5	Win arguments.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Persuasive Skill
Pers6a	Be blunt and direct with people.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Persuasive Skill; plus the original translation (Pers6) that was not used for scale building
Empa1	Sympathize with other people's feelings.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Perspective Taking
Empa2	Feel compassion for other people.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Perspective Taking
Empa3	Take another person's perspective.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Perspective Taking
Empa4	Respect people's feelings.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Perspective Taking
Empa5	Sense other people's needs.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Perspective Taking

Empa6	Understand how other people feel.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Perspective Taking
Soha1	Make people smile.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Capacity for Social Warmth
Soha2	Make people feel comfortable.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Capacity for Social Warmth
Soha3	Get along with people.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Capacity for Social Warmth
Soha4	Make a positive impression on people.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Capacity for Social Warmth
Soha5	Show people that I like them.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Capacity for Social Warmth
Soha6	Put people at ease.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Capacity for Social Warmth
Stres1	Stay calm in stressful situations.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Stress Regulation
Stres2	Stop myself from worrying.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Stress Regulation
Stres3	Cope with stress.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Stress Regulation
Stres4	Relax when I'm feeling tense.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Stress Regulation
Stres5	Calm down when I'm feeling anxious.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Stress Regulation
Stres6	Settle down when I'm feeling nervous.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Stress Regulation
Angm1	Calm down when I'm feeling angry.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Anger Management

Angm2	Control my temper.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Anger Management
Angm3	Control my anger.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Anger Management
Angm4	Stop myself from getting angry.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Anger Management
Angm5	Stop myself from getting mad.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Anger Management
Angm6	Settle down when I'm feeling annoyed.	1 "Not at all well" 2 "Not very well" 3 "Pretty well" 4 "Very well" 5 "Extremely well"	Anger Management



---

**Observer-rated skill expression**

Participants passed through three interpersonal exercises and interacted with professional actors. After each situation they were evaluated on one social skill by trained assessors

Code	Item	Response	Comment
<b>Agency_observed</b>	Agency: This participant demonstrates assertive, confident, decisive, and energetic behavior  [behavioral anchors: Self-confident posture; confident expression and gestures; confident flow of speech; leads/controls the interaction; clear statements]	1 “low level” to 6 “high level”	Assessed as part of the Exercise: „Persuasion“
<b>Communion_observed</b>	Communion: This participant demonstrates warm, friendly, and compassionate behavior  [behavioral anchors: attentive, positive attention; friendly gestures and expressions; active listening; positive feedback; statements of support]	1 “low level” to 6 “high level”	Assessed as part of the exercise „Crisis“
<b>Resilience_observed</b>	Interpersonal Resilience: This participant demonstrates calm, relaxed, and emotionally balanced behavior  [behavioral anchors: relaxed position; calm expressions and gestures; does not break up sentences; no uncertain queries; no justifications; no oversensitive reactions]	1 “low level” to 6 “high level”	Assessed as part of the exercise: „Presentation“

---

---

### Self-rated skill expression

After participants passed through the three interpersonal exercises, they were asked to indicate how well they showed the respective skills on the corresponding exercises.

Please note that participants were also asked to indicate how well they showed skills not assessed at the respective exercises (e.g., communion at the exercise designed to assess agency). These answers however will not be used for the current project and are thus, not reported here

---

<b>Agency_self</b>	How assertive, confident, decisive, and energetic was your behavior in the “persuasion” exercise?	1 “low level” to 6 “high level”
<b>Communion_self</b>	How warm, friendly, and compassionate was your behavior in the “crisis” exercise?	1 “low level” to 6 “high level”
<b>Resilience_self</b>	How calm, relaxed, and emotionally balanced was your behavior in the “presentation” exercise?	1 “low level” to 6 “high level”

---