Outcome = First Job, Neuroticism Set, race Moderation
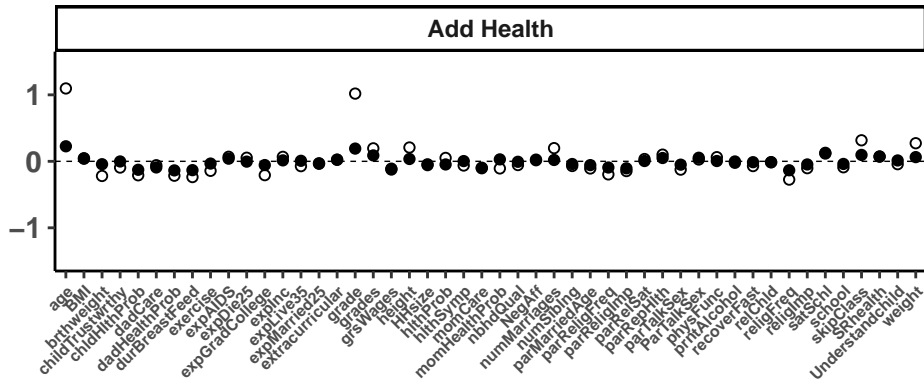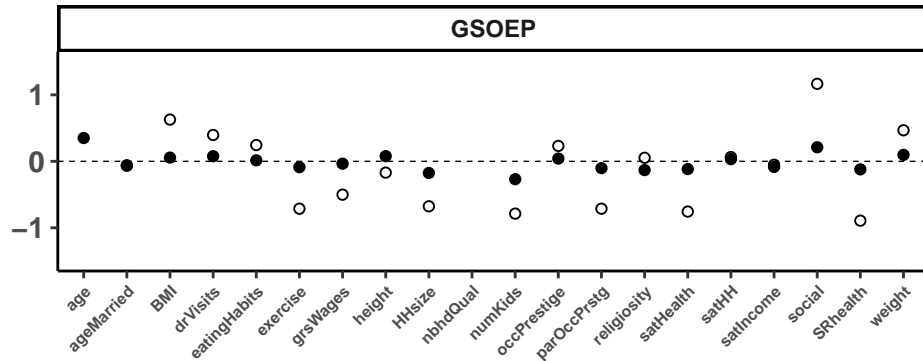
Cohen's d
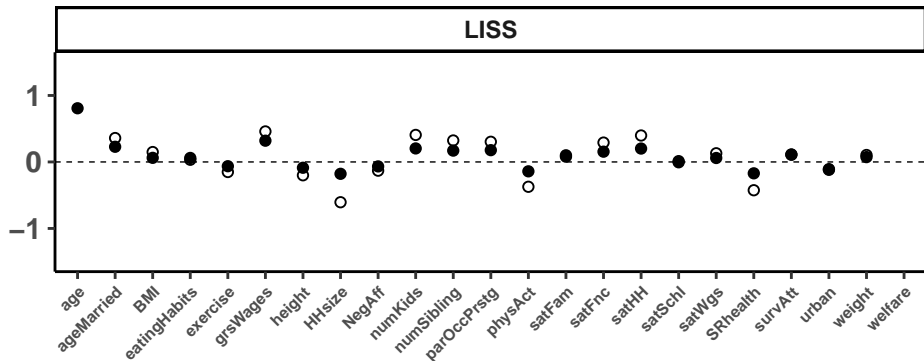
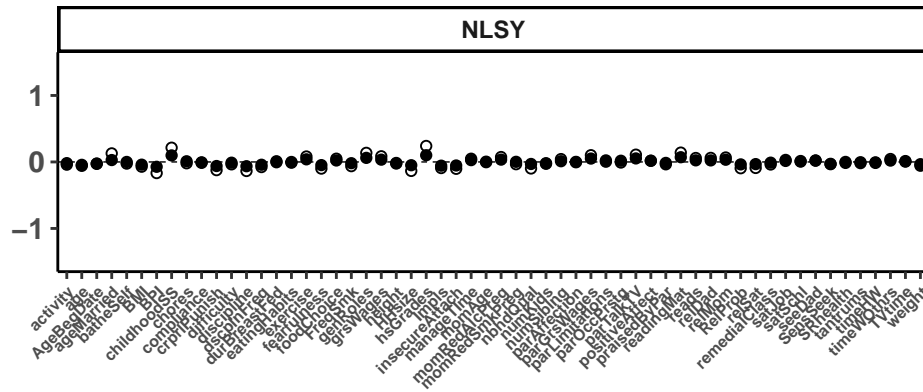● Matched ○ Unmatched