

# Display possible range of values in constructed variables

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Table 1: Variables Constructed from Baseline Raw Dataset (All variables rated on a categorical scale were recoded so that minimum value is zero, i.e., by subtracting 1 off raw value)

Source Data	Variable	Min Possible Val	Max Possible Val
baseline	baseline social desirability	0	10
baseline	baseline impulsivity	0	3

Table 2: Variables Constructed from Screener Raw Dataset (All variables rated on a categorical scale were recoded so that minimum value is zero, i.e., by subtracting 1 off raw value); Value denoted by ‘NA’ when not applicable

Source Data	Variable	Min Possible Val	Max Possible Val
screener	baseline HED	0	25
screener	baseline rutgers	0	80
screener	sex	0	1
screener	race	0	1
screener	age	0	NA

Table 3: Variables Constructed from Working-Not-Working Raw Dataset (All variables rated on a categorical scale were recoded so that minimum value is zero, i.e., by subtracting 1 off raw value)

Source Data	Variable	Min Possible Val	Max Possible Val
wnw	lifestress	0	4
wnw	HED	0	30
wnw	rutgers	0	76
wnw	qualitative role overload	0	6
wnw	quantitative role overload	0	30
wnw	injunctive workplace norms	0	4
wnw	descriptive workplace norms	0	4
wnw	DASS	0	15