|  |
| --- |
| *ΔM%* |
|  |
|  |
| 0 |
| 11.5 |
| 550 |
| 18.4 |
| 134.5 |
| -57.5 |
| 53.6 |
| 28.1 |
| 927.6 |
|  |
|  |
| 0 |
| 13.9 |
| -11.5 |
| -80 |
| 27.7 |
| 39.4 |
| -17.3 |
| 37.5 |
| 15.1 |

**Table 3.** Summary of standardized latent means for the constrained and the partial invariant models of the conscientiousness measurement

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | *The constrained model* | | | *The partial invariant model* | | | *Change* |
| Group | *M* | *SE*  *(p)* | *Ranking* | *M* | *SE*  *(p)* | *Ranking* |  |
| **The Negative factor** |  |  |  |  |  |  |  |
| Southern Europe | 0 | 0  (999.000) | 7 | 0 | 0  (999.000) | 6 | 0 |
| The Middle East | .303\*\* | .030  (.000) | 1 | .336\*\* | .031  (.000) | 1 | .033 |
| Latin America | .01 | .034  (.776) | 6 | .059 | .036  (.102) | 5 | .049 |
| Northern America/Oceania | -.221\*\* | .030  (.000) | 9 | -.18\*\* | .030  (.000) | 9 | .041 |
| Western Europe | .032 | .028  (.252) | 5 | .076\*\* | .029  (.009) | 4 | .044 |
| Former Communist Countries | -.083\*\* | .025  (.001) | 8 | -.105\*\* | .024  (.000) | 7 | -.022 |
| Nordic Countries | .197\*\* | .030  (.000) | 2 | .254\*\* | .027  (.000) | 2 | .057 |
| East Asia | .187\*\* | .033  (.000) | 3 | .239\*\* | .033  (.000) | 3 | .052 |
| Southeast Asia | .091\*\* | .033  (.006) | 4 | -.114 | .252  (.652) | 8 | -.205 |
|  |  |  |  |  |  |  |  |
| **The Positive factor** |  |  |  |  |  |  |  |
| Southern Europe | 0 | 0  (999.000) | 4 | 0 | 0  (999.000) | 4 | 0 |
| The Middle East | .404\*\* | .031  (.000) | 1 | .435\*\* | .032  (.000) | 1 | .031 |
| Latin America | .151\*\* | .028  (.000) | 3 | .134\*\* | .029  (.000) | 3 | -.017 |
| Northern America/Oceania | -.039 | .029  (.177) | 5 | -.07\* | .031  (.026) | 5 | -.031 |
| Western Europe | -.393\*\* | .026  (.000) | 9 | -.285\*\* | .026  (.000) | 8 | .108 |
| Former Communist Countries | -.108\*\* | .025  (.000) | 6 | -.066\*\* | .025  (.009) | 6 | .042 |
| Nordic Countries | -.386\*\* | .032  (.000) | 8 | -.452\*\* | .036  (.000) | 9 | -.066 |
| East Asia | -.282\*\* | .032  (.000) | 7 | -.176\*\* | .032  (.000) | 7 | .106 |
| Southeast Asia | .306\*\* | .034  (.000) | 2 | .352\*\* | .034  (.000) | 2 | .046 |

*Note.* The constrained model = all parameters were constrained equal acorss the 9 groups; The partial invariant model = some paramters with large MI were allowed to be freely estimated for some of the groups; *Rank* = the rank of the latent means among the 9 groups, in descending order; *Change* = the latent mean in the partial invariant model minus that in the constrained model. \**p* < .05, two-tailed; \*\**p* < .01, two-tailed.

For each group, Mplus also estimated the mean values for the latent factors, which can be found in Table 3, along with the changes of the latent means, and the rankings of the means before and after some of the constraints were removed. The Southern Europe group was used as the reference group, so the latent means of the other groups were relative to the it. As shown in Table 3, compared with when all paramters were constrained (i.e., when ME was assumed), when we freed some of the parameters that were obviously nonequivalent, the latent means didn’t change by much, neither did the rankings, except for Southeast Asia on the Negative factor. With the constrained measurement model, the Southeast Asia group was the fourth highest on the Negative factor, whereas in the partial invariant model, the group became only the eighth highest (i.e., the second lowest) on the same facet.