Problems with response coding

1. |Factor loadings| <.3
2. Consistent with ratings
3. Inconsistent with ratings

\*Intermediate items with small factor loadings, and inconsistent with raters’ ratings.

Both the factor loadings and ratings of extremity are provided; Wei said to base decisions on factor loadings, but,

1. There are some obviously weird factor loadings
2. C\_ind e.g.

-.371 I am competitive and play to win

-.336 I find it easy to stick to my plans

.621 I don’t care much about the quality of my work

1. E\_soc e.g.

.544 I prefer saying at home than going out with friends

-.608 I can always find something to talk about with strangers

-.810 I am an outgoing person

1. N\_web e.g.

.673 I often feel depressed

-.679 I would say that I am happy more often than most other people

-.553 Bad things happen in life, but I can handle it pretty well

2. Intermediate items (usually with small factor loadings)

A\_cop\_3 .099 Others might take advantage of me if I choose to cooperate (negative ratings)

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1. Redo factor analysis and item-total correlation
2. Figure out intermediate items
3. Figure out items that need to be reversely coded