

Table 1: Measurement invariance

	Configural MI	Factorial MI	Strong Factorial MI
Agreeableness	Appreciation Low Competitiveness Crybabiness Manipulation Altruism	Meanness Trust	Shyness
Conscientiousness	Perseverance Task planning Goal-orientation Preferred Load Procrastination	Control of others Lack of self-control Deliberation/Caution Lack of tidiness	
Extraversion	Assertiveness Sociability Energy	Sensation seeking Reclusiveness Emotionality Humor	
Neuroticism	Irritability Self-serving attention	Depression Anxiety Self-assuredness Lethargia Sentimentality	
Openness to Experience	Creativity Openness to actions Openmindedness Love of learning Openness to feelings Intellect	Openness to reading Openness to arts Need for cognition	