Table A1. Highest degree of measurement invariance in each facet

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Domain | Configural | Partial metric | Metric | Partial scalar | Scalar |
| Agreebleness | |  |  |  |  |
|  | Readiness to give feedback | Altruism | Integrity | Search for support |  |
|  |  | Appreciation |  | Good faith |  |
|  |  | Genuineness |  |  |  |
|  |  | Low competitiveness |  |  |  |
| Conscientiousness | |  |  |  |  |
|  |  | Dominance | Self-discipline | Carefulness |  |
|  |  | Productivity |  | Self-discipline |  |
|  |  | Task planning |  | Orderliness |  |
|  |  |  |  | Persistence |  |
|  |  |  |  | Wish to work  Goal orientation |  |
| Extraversion | |  |  |  |  |
|  |  | Forcefulness | Wish for affiliation | Energy | Sociability |
|  |  | Comunicativeness |  | Humor |  |
|  |  | Readiness to take risks |  | Positive attitude |  |
|  |  |  |  | Conviviality |  |
| Emotional Stability | |  |  |  |  |
|  |  | Equanimity | Mental balance | Carefreeness |  |
|  |  | Confidence |  | Drive |  |
|  |  |  |  | Emotional robustness |  |
|  |  |  |  | Self-attention |  |
| Openness | |  |  |  |  |
|  |  | Willingness to learn | Artistic interests | Wish to analyze |  |
|  |  | Open-mindedness | Creativity | Wish for variety |  |
|  |  | Sensitivity |  | Interest in reading |  |
|  |  |  |  | Intellect |  |