Metric non-invariant items

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| --- | --- | --- | --- | --- |
| facet | item | labels | lambda.usa | lambda.ger |
| Altruism | agree75 | I return extra change when a cashier makes a mistake. | 1.32 (0.29) | 0.58 (0.19) |
| Appreciation | agree73 | I respect others. | 1.02 (0.11) | 1.43 (0.17) |
| Genuineness | agree43 | I find it easy to manipulate others. | 0.95 (0.13) | 1.13 (0.13) |
| Genuineness | agree71 | I respect authority. | -0.52 (0.1) | -0.18 (0.09) |
| Low competitiveness | agree77 | I see other people as my competitors. | 0.89 (0.09) | 0.69 (0.09) |
| Low competitiveness | agree91 | I tend to brag about my accomplishments. | 0.63 (0.09) | 0.98 (0.11) |
| Search for Support | agree80 | I show my fear. | 0.77 (0.12) | 1.19 (0.14) |
| Search for Support | agree92 | I tend to complain. | 0.62 (0.14) | 0.37 (0.16) |
| Dominance | con106 | I try to outdo others. | 0.65 (0.1) | 0.31 (0.06) |
| Dominance | con93 | I resist authority. | 0.19 (0.09) | 0.59 (0.06) |
| Goal orientation | con4 | I am a goal-oriented person. | 1.01 (0.09) | 0.77 (0.1) |
| Orderliness | con71 | I make a mess of things. | 0.73 (0.08) | 0.99 (0.07) |
| Persistence | con66 | I like to take my time. | -0.09 (0.07) | 0.31 (0.09) |
| Persistence | con8 | I am easily discouraged. | 0.51 (0.09) | 0.92 (0.1) |
| Productivity | con97 | I start tasks right away. | 1.13 (0.23) | 1.68 (0.25) |
| Task planning | con6 | I am always prepared. | 0.77 (0.09) | 0.44 (0.06) |
| Communicativeness | extra84 | I disclose my intimate thoughts. | 0.28 (0.08) | 0.76 (0.05) |
| Conviviality | extra28 | I am good at getting people to like me. | 0.67 (0.12) | 0.22 (0.07) |
| Conviviality | extra341 | I would enjoy a lot of social interaction. | 1.18 (0.16) | 0.52 (0.08) |
| Energy | extra49 | I am usually active and full of energy. | 1.06 (0.15) | 0.75 (0.1) |
| Forcefulness | extra80 | I challenge others` points of view. | 0.82 (0.11) | 0.24 (0.08) |
| Readiness to take risks | extra60 | I avoid dangerous situations. | -0.88 (0.08) | -0.64 (0.08) |
| Sociability | extra124 | I feel comfortable around people. | -1 (0.11) | -0.7 (0.08) |
| Carefreeness | neuro29 | I am filled with doubts about things. | 0.72 (0.09) | 0.98 (0.08) |
| Confidence | neuro54 | I face danger confidently. | 0.86 (0.1) | 0.59 (0.09) |
| Equanimity | neuro147 | I snap at people. | 0.83 (0.09) | 0.48 (0.07) |
| Self-attention | neuro32 | I am preoccupied with myself. | 0.36 (0.14) | 0.99 (0.2) |
| Self-attention | neuro69 | I feel threatened easily. | 0.73 (0.29) | 1.43 (0.4) |
| Intellect | open30 | I can handle a lot of information. | 0.86 (0.08) | 0.55 (0.05) |
| Open-mindedness | open35 | I come up with alternatives. | 0.95 (0.12) | 0.59 (0.15) |
| Open-mindedness | open77 | I know how to apply my knowledge. | 0.91 (0.11) | 0.45 (0.14) |
| Sensitivity | open114 | I rarely notice my emotional reactions. | -0.14 (0.07) | -0.41 (0.08) |
| Willingness to learn | open40 | I dislike learning. | -0.75 (0.09) | -1.15 (0.09) |
| Wish for variety | open71 | I have been creative during the last year. | 0.65 (0.09) | 0.32 (0.08) |

Scalar non-invariant items

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| facet | item | labels | tau.usa | tau.ger |
| Good Fatih | agree13 | I am good at working with a group. | 2.75 (0.05) | 2.52 (0.05) |
| Good Fatih | agree97 | I trust what people say. | 2.27 (0.05) | 2.08 (0.06) |
| Integrity | agree67 | I misuse power. | 0.91 (0.05) | 0.67 (0.05) |
| Search for Support | agree83 | I show my sadness. | 1.62 (0.06) | 2 (0.09) |
| Carefulness | con102 | I take precautions. | 2.4 (0.05) | 2.65 (0.05) |
| Carefulness | con15 | I avoid mistakes. | 2.22 (0.05) | 2.5 (0.05) |
| Goal orientation | con114 | I work hard. | 3.12 (0.05) | 2.69 (0.06) |
| Orderliness | con21 | I can never find anything. | 1.37 (0.05) | 1.01 (0.07) |
| Orderliness | con7 | I am continually losing things. | 1.57 (0.06) | 0.95 (0.07) |
| Persistence | con66 | I like to take my time. | 2.7 (0.05) | 2.42 (0.05) |
| Persistence | con77 | I never give up. | 2.8 (0.05) | 2.65 (0.06) |
| Self-discipline | con10 | I am easily talked into doing silly things. | 1.59 (0.06) | 2.3 (0.07) |
| Self-discipline | con2 | I act impulsively when something is bothering me. | 1.83 (0.06) | 2.61 (0.07) |
| Wish to work to capacity | con11 | I am exacting in my work. | 2.38 (0.04) | 2.95 (0.04) |
| Wish to work to capacity | con56 | I have extra time on my hands. | 1.62 (0.06) | 2.21 (0.06) |
| Conviviality | extra28 | I am good at getting people to like me. | 2.56 (0.05) | 2.17 (0.05) |
| Conviviality | extra99 | I enjoy being part of a group. | 2.72 (0.05) | 2.53 (0.06) |
| Energy | extra238 | I maintain high energy throughout the day. | 2.29 (0.05) | 2.1 (0.07) |
| Energy | extra311 | I tire out quickly. | 1.51 (0.05) | 1.87 (0.06) |
| Positive attitude | extra182 | I laugh a lot. | 3.2 (0.05) | 2.89 (0.05) |
| Positive attitude | extra233 | I love life. | 3.26 (0.04) | 2.24 (0.05) |
| Wish for affiliation | extra112 | I enjoy silence. | 2.24 (0.06) | 2.65 (0.06) |
| Wish for affiliation | extra125 | I feel isolated from other people. | 1.39 (0.06) | 1.14 (0.05) |
| Carefreeness | neuro121 | I often feel tense. | 1.83 (0.06) | 2.04 (0.07) |
| Carefreeness | neuro29 | I am filled with doubts about things. | 1.93 (0.06) | 1.64 (0.07) |
| Drive | neuro117 | I never spend more than I can afford. | 2.07 (0.07) | 2.44 (0.07) |
| Drive | neuro87 | I hardly know where my life is going. | 1.45 (0.06) | 1.77 (0.07) |
| Emotional robustness | neuro114 | I need protection. | 1.53 (0.05) | 1.82 (0.05) |
| Emotional robustness | neuro81 | I get overwhelmed by emotions. | 1.58 (0.06) | 2.08 (0.06) |
| Self-attention | neuro116 | I need the approval of others. | 1.84 (0.06) | 2.1 (0.07) |
| Self-attention | neuro32 | I am preoccupied with myself. | 1.5 (0.05) | 1.67 (0.06) |
| Intellect | open111 | I am quick to understand things. | 2.73 (0.04) | 2.53 (0.09) |
| Intellect | open85 | I learn quickly. | 2.85 (0.05) | 2.51 (0.09) |
| Interest in reading | open118 | I read a lot. | 2.06 (0.07) | 2.25 (0.08) |
| Wish for variety | open5 | I am excited by many different activities. | 2.75 (0.05) | 3.04 (0.05) |
| Wish for variety | open71 | I have been creative during the last year. | 2.84 (0.05) | 2.61 (0.05) |
| Wish to analyze | open145 | I try to understand myself. | 3.12 (0.04) | 2.8 (0.05) |
| Wish to analyze | open93 | I like to speculate about things. | 2.48 (0.05) | 3.03 (0.05) |