This document contains the Online Supplemental Material for the publication **Personality in Situations: Going Beyond the OCEAN and Introducing the Situation Five**, Table A, B, C, D, and E.

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| Table A *Results from the Exploratory Factor Analysis (EFA, Study 1), Confirmatory Factor Analysis (CFA, Study 2), and final CFA (Study 3, B5PS)* | | | | | | | | | | | |
| EFA (Study 1) | | |  | CFA (Study 2) | | |  | B5PS (Study 3) | | | |
| German Item | English Translation | L |  | German Item | English Translation | L |  | kept from CFA |  | added for  Study 3 | English  translation |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Valence** (not in the final Situation Five) | | | | | | | | | | | |
| abstoßend | repulsive | .531 | | abstoßend | repulsive | .730 | | *factor was split up into higher order factors* | | | |
| eintönig | monotonous | .512 | | eintönig | monotonous | .617 | |
| markdurchdringend | marrow-piercing | .493 | | düster | dire | .766 | |
| bejammernswert | pitiable | .493 | | verbesserungsbedürftig | in need of improvement | .496 | |
| düster | dire | .48 | | bejammernswert | pitiable | .735 | |
| gefahrdrohend | ominous | .442 | | |  |  |  |
| unfein | gross | .406 | | |  |  |  |
| verbesserungsbedürftig | in need of improvement | .386 | | |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Briskness** | | | | | | | | | | | |
| bezaubernd | enchanting | .449 | | lebendig | vivid | .637 | | lebendig |  | ereignisreich | eventful |
| lebendig | vivid | .403 | | rammelvoll | crammed | .354 | | - |  | lebhaft | vibrant |
| rein | pure | .361 | | rein | pure | .591 | | - |  | stimmungsvoll | atmospheric |
| klar | clear | .345 | | klar | clear | .408 | | - |  | turbulent | turbulent |
| derb | rough | .323 | | belebt | animated\* | .775 | | belebt |  | dynamisch | dynamic |
| wolkenlos | uncloudy | .319 | | quirlig | exuberant\* | .653 | | quirlig |  | wuselig | bustling |
| rammelvoll | crammed | .314 | | beschwingt | vibrant\* | .767 | | beschwingt |  | heiter | cheerful |
| interessant | interesting | .3 |  | natürlich | natural\* | .644 | | - |  | betriebsam | busy |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Psychological and Physical Load** | | | | | | | | | | | |
| schleierhaft | incomprehensive | .491 | | leiderfüllt | woebegone | .655 | | - |  | beschwerlich | onerous |
| wirr | in confusion | .469 | | lieblos | uncharitable | .648 | | - |  | nervenaufreibend | nerve-racking |
| leiderfüllt | woebegone | .445 | | angespannt | tense | .705 | | angespannt |  | ermattend | wearying |
| angespannt | tense | .439 | | körperlich anstrengend | physically demanding\* | .577 | | körperlich anstrengend | | schweißtreibend | exhausting |
| kahl | barren | .401 | | belastend | burdensome\* | .839 | | belastend |  | zeitraubend | time-consuming |
| ungünstig | inauspicious | .379 | | betrüblich | depressing\* | .695 | | betrüblich |  | mühevoll | arduous |
| lieblos | uncharitable | .349 | | strapaziös | strenuous\* | .762 | | strapaziös |  | kräftezehrend | energy-sapping |
| verlassen | lost | .34 |  | mühsam | laborious\* | .817 | | mühsam |  | nervig | irritating |
|  |  |  |  | nervtötend | annoying\* | .766 | | nervtötend |  | kompliziert | complicated |
|  |  |  |  |  |  |  |  |  |  | stressig | stressful |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Cognitive Load** | | | | | | | | | | | |
| qualvoll | excrutiating | .605 | | unangenehm | unpleasant | .676 | | unangenehm |  | konfus | confused |
| unangenehm | unpleasant | .601 | | geisttötend | soul-destroying | .563 | | geisttötend |  | planlos | unsystematic |
| trist | depressing | .552 | | chaotisch | chaotic | .784 | | chaotisch |  | unübersichtlich | unclear |
| geisttötend | mind-wracking | .55 |  | unorganisiert | unorganized | .823 | | - |  | verzwickt | tricky |
| uninteressant | uninteresting | .461 | | geistig stimulierend | stimulating\* | -.022 | | - |  | schwierig | difficult |
| unorganisiert | unorganized | .418 | | herausfordernd | demanding\* | .282 | | herausfordernd |  | fordernd | stretching |
| jammervoll | wailful | .389 | | geistig anregend | mentally stimulating\* | .4 |  | (geistig) anregend |  | verworren | abstruse |
| chaotisch | chaotic | .36 |  | anspruchsvoll | challenging\* | .25 |  | anspruchsvoll |  | komplex | complex |
|  |  |  |  |  |  |  |  |  |  | einengend | constricting |
|  |  |  |  |  |  |  |  |  |  | verzwickt | tricky |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Outcome-Expectancy** | | | | | | | | | | | |
| zuversichtlich | confident | .441 | | zuversichtlich | confident | .573 | | zuversichtlich |  | nützlich | useful |
| entzückend | delightful | .427 | | erwartungsvoll | full of expectation | .606 | | - |  | optimistisch | optimistic |
| erwartungsvoll | full of expectation | .41 |  | professionell | professional | .618 | | professionell |  | lohnend | worthwhile |
| handyfrei | without mobilephones | .382 | | produktiv | productive\* | .726 | | produktiv |  | zielführend | constructive |
| szenisch | scenic | .366 | | zielbringend | rewarding\* | .788 | | - |  | Erfolg verheißend | auguring well |
| unverfälscht | genuine | .314 | | Erfolg versprechend | promising\* | .831 | | Erfolg versprechend | | |  |
| belustigend | gay | .312 | | ergebnisreich | productive\* | .775 | | ergebnisreich |  |  |  |
| professionell | professional | .31 |  | fruchtbar | prolific\* | .576 | | - |  |  |  |
|  |  |  |  | chancenreich | full of potential\* | .761 | | chancenreich |  | lukrativ | lucrative |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Lack of Stimuli** | | | | | | | | | | | |
| grau | gray | .485 | | grau | gray | .59 |  | - |  | monoton | monotonous |
| einengend | narrowing | .482 | | trostlos | bleak | .811 | | trostlos |  | fad | dull |
| plump | dumpy | .437 | | einengend | narrowing | .726 | | einengend |  | quirlig | exuberant |
| trostlos | bleak | .416 | | öde | bleak | .789 | | öde |  | uninteressant | uninteresting |
| wolkenbedeckt | cloudy | .404 | | nüchtern | mundane | .447 | | - |  | eintönig | humdrum |
| unübersichtlich | unclear | .353 | | reizlos | unappealing\* | .753 | | reizlos |  |  |  |
| öde | bleak | .318 | | trist | dreary\* | .8 |  | trist |  |  |  |
| nüchtern | mundane | .304 | | farblos | colorless\* | .749 | | - |  |  |  |
|  |  |  |  | langweilig | boring\* | .816 | | langweilig |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Environmental Conditions** | | | | | | | | | | | |
| regenreich | rainy | .534 | | *This factor was removed, since environmental conditions are not relevant for a work-related context* | | |  |  |  |  |  |
| taunass | wet | .466 | |  |  |  |  |  |
| tropisch | tropical | .445 | |  |  |  |  |  |
| weltweit | worldwide | .401 | |  |  |  |  |  |
| mediterran | mediterreanean | .398 | |  |  |  |  |  |
| geheimnisvoll | misterious | .384 | |  |  |  |  |  |
| konturlos | blurred | .362 | |  |  |  |  |  |
| unsauber | impure | .357 | |  |  |  |  |  |
| Notes. German Item always refers to the item used in the Study, English translation refers to its English translation. L = factor loading (either EFA or CFA). Items with an asterisk were added after the first study. In the third study, items listed under added were added after study two to broaden the construct and make the questionnaire less repetitive. A dash (-) indicates that the item was removed after the CFA (Study 2). | | | | | | | | | | | |
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| Table B  *Bivariate Correlation between the Big Five and Situation Five and various outcomes* | | | | | | | | |
|
|  | Employment Status | Leadership Resp. | Supervisees | Income | Work-Engagement | Vigor | Dedication | Absorption |
| Outcome-Expectancy | .03 | -.03 | -.13 | .04 | .34\*\*\* | .32\*\*\* | .29\*\*\* | .33\*\*\* |
| Briskness | .14 | -.15 | -.20 | -.06 | .14\*\* | .12\* | .10\* | .18\*\*\* |
| Psych. and Phys. Load | .17\* | -.08 | .18 | -.01 | -.31\*\*\* | -.34\*\*\* | -.24\*\*\* | -.31\*\*\* |
| Lack of Stimuli | .08 | 00 | .30\* | .07 | -.32\*\*\* | -.32\*\*\* | -.27\*\*\* | -.32\*\*\* |
| Cognitive Load | .13 | -.14 | -.15 | 00 | .13\*\* | .12\* | .13\*\* | .13\* |
| Emotional Stability | -.05 | .02 | -.01 | .05 | .12\* | .12\* | .11\* | .11\* |
| Extraversion | 00 | 00 | -.15 | -.03 | .06 | .08 | .04 | .06 |
| Openness/Flexibility | .16\* | -.03 | .12 | -.06 | -.06 | -.09 | -.03 | -.05 |
| Agreeableness/ Team-Orientation | -.07 | -.13 | -.04 | -.09 | -.10 | -.10 | -.08 | -.10 |
| Conscientiousness | .04 | .05 | .22 | .09 | -.03 | -.04 | -.01 | -.03 |
| *Note*. Leadership Resp. = Leadership Responsibilities; Correlations are bivariate Pearson-correlations.  \*\*\* *p* < .001, \*\* *p* < .01, \* *p* < .05. | | | | | | | | |
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| Table C |  |  |  |  |  |  |  |  |  |  |
| *Model Fits for the Personality Facets and Domains* | | | | | | | | | | |
| **Factor** | **Facet** | **Estimator** | **Para-meters** | ***χ²*** | ***p*** | **df** | **CFI** | **RMSEA** | **SRMR** | **WRMR** |
| Resilience (Neuroticism) |  | MLR | 21 | 38.351 | .0005 | 14 | .95 | .07 (.04- .09) | .04 |  |
|  | Equanimity | WLSMV | 30 | 23.769 | <.0001 | 5 | .93 | .10(.06-.14) |  | .67 |
|  | Confidence | WLSMV | 29 | 15.939 | .007 | 5 | .99 | .07 (.04-.12) |  | .51 |
|  | Carefreeness | WLSMV | 30 | 38.513 | <.0001 | 5 | .95 | .13 (.09-.17) |  | .77 |
|  | Mental balance | WLSMV | 30 | 71.907 | <.0001 | 5 | .94 | .18 (.15-.22) |  | 1.04 |
|  | Drive | WLSMV | 30 | 64.153 | <.0001 | 5 | .94 | .17 (.15-.22) |  | 1.02 |
|  | Emotional robustness | WLSMV | 30 | 19.394 | .0016 | 5 | .97 | .09 (.05-.13) |  | .63 |
|  | Self-attention | WLSMV | 29 | 70.807 | <.0001 | 5 | .87 | .18 (.15-.22) |  | 1.20 |
|  |  |  |  |  |  |  |  |  |  |  |
| Extraversion |  | MLR | 27 | 84.372 | <.0001 | 27 | .90 | .07 (.06-.09) | .06 |  |
|  | Sociability | WLSMV | 30 | 10.527 | .062 | 5 | 1.00 | .05 (0-.10) |  | .40 |
|  | Readiness to take risks | WLSMV | 30 | 21.738 | .001 | 5 | .96 | .09 (.05-.13) |  | .66 |
|  | Wish for affiliation | WLSMV | 30 | 85.798 | <.0001 | 5 | .93 | .20 (.17-.24) |  | 1.18 |
|  | Positive attitude | WLSMV | 30 | 121.819 | <.0001 | 5 | .90 | .24 (.21-.28) |  | 1.38 |
|  | Forcefulness | WLSMV | 30 | 126.269 | <.0001 | 5 | .94 | .25 (.21-.29) |  | 1.37 |
|  | Communicativeness | WLSMV | 30 | 176.491 | <.0001 | 5 | .78 | .29 (.26-.33) |  | 1.79 |
|  | Humor | WLSMV | 30 | 22.872 | <.0001 | 5 | .99 | .10 (.06-.14) |  | .60 |
|  | Conviviality | WLSMV | 30 | 19.483 | .002 | 5 | .99 | .09 (.05-.13) |  | .50 |
|  | Energy | WLSMV |  | 26.455 | .0001 | 5 | .99 | .10 (.07-.14) |  | .54 |
|  |  |  |  |  |  |  |  |  |  |  |
| Openness |  | MLR | 27 | 43.94 | .02 | 27 | .95 | .02 (.02-.06) | .04 |  |
|  | Creativity | WLSMV | 30 | 19.334 | .002 | 5 | .99 | .09 (.05-.13) |  | .61 |
|  | Wish for variety | WLSMV | 30 | 10.828 | .055 | 5 | .97 | .05 (0-.01) |  | .49 |
|  | Open-mindedness | WLSMV | 29 | 5.893 | .317 | 5 | 1.00 | .02 (0-.08) |  | .29 |
|  | Interest in reading | WLSMV | 30 | 55.497 | <.0001 | 5 | .91 | .16 (.12-.20) |  | .97 |
|  | Artistic interest | WLSMV | 30 | 35.496 | <.0001 | 5 | .99 | .12 (.09-.16) |  | .52 |
|  | Wish to analyze | WLSMV | 28 | 11.351 | .045 | 5 | .99 | .06 (.01-.10) |  | .47 |
|  | Willingness to learn | WLSMV | 30 | 50.598 | <.0001 | 5 | .97 | .15 (.12-.19) |  | .88 |
|  | Sensitivity | WLSMV | 30 | 22.855 | <.0001 | 5 | .96 | .10 (.06-.14) |  | .66 |
|  | Intellect | WLSMV | 29 | 49.378 | <.0001 | 5 | .98 | .15 (.11-.19) |  | .77 |
|  |  |  |  |  |  |  |  |  |  |  |
| Agreeableness |  | MLR | 26 | 21.44 | .26 | 18 | .96 | .02 (.00-.05) | .04 |  |
|  | Appreciation | WLSMV | 27 | 31.464 | <.0001 | 5 | .92 | .12 (.08-.16) |  | .82 |
|  | Integrity | WLSMV | 30 | 72.918 | <.0001 | 5 | .87 | .19 (.15-.22) |  | 1.16 |
|  | Low competitiveness | WLSMV | 31 | 9.926 | .042 | 4 | .98 | .06 (.01-.11) |  | .47 |
|  | Readiness to give feedback | WLSMV | 30 | 58.880 | <.0001 | 5 | .98 | .17 (.13-20) |  | .83 |
|  | Search for support | WLSMV | 30 | 18.097 | .003 | 5 | .96 | .08 (.04-.12) |  | .61 |
|  | Good faith | WLSMV | 30 | 16.571 | .005 | 5 | .97 | .08 (.04-.12) |  | .57 |
|  | Genuineness | WLSMV | 30 | 14.361 | .014 | 5 | .99 | .07 (.03-.11) |  | .48 |
|  | Altruism | WLSMV | 29 | 3.625 | .605 | 5 | 1.00 | 0 (0-.06) |  | .22 |
|  |  |  |  |  |  |  |  |  |  |  |
| Conscientiousness |  | MLR | 27 | 59.56 | <.0001 | 27 | .92 | .06 (.04-.07) | .05 |  |
|  | Dominance | WLSMV | 30 | 8.174 | .147 | 5 | 1.00 | .04 (0-.09) |  | .32 |
|  | Persistence | WLSMV | 28 | 16.446 | .006 | 5 | .98 | .08 (.04-.12) |  | .56 |
|  | Self-discipline | WLSMV | 30 | 4.046 | .543 | 5 | 1.00 | 0 (0-.06) |  | .24 |
|  | Task-planning | WLSMV | 30 | 4.061 | .541 | 5 | 1.00 | 0 (0-.96) |  | .23 |
|  | Goal orientation | WLSMV | 29 | 168.546 | <.0001 | 5 | .93 | .29 (.25-.33) |  | 1.73 |
|  | Carefulness | WLSMV | 28 | 28.601 | <.0001 | 5 | .97 | .11 (.07-.15) |  | .72 |
|  | Orderliness | WLSMV | 30 | 3.399 | .6388 | 5 | 1.00 | 0 (0-.06) |  | .16 |
|  | Wish to work to capacity | WLSMV | 30 | 62.886 | <.0001 | 5 | .74 | .17 (.13-.21) |  | 1.22 |
|  | Productivity | WLSMV | 35 | 290.754 | <.0001 | 5 | .94 | .28 (.25-.31) |  | 1.95 |
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| Table D  *Reliabilities of the Personality Factors and Facets* | | | |
| **Factor** | **Facet** | **Omega** | **alpha** |
| Resilience(Neuroticism) |  | .82 | .89 |
|  | Equanimity | .62 | .57 |
|  | Confidence | .76 | .70 |
|  | Carefreeness | .74 | .65 |
|  | Mental balance | .82 | .76 |
|  | Drive | .80 | .70 |
|  | Emotional robustness | .71 | .60 |
|  | Self-attention | .69 | .59 |
|  |  |  |  |
| Extraversion |  | .82 | .92 |
|  | Sociability | .84 | .71 |
|  | Readiness to take risks | .76 | .62 |
|  | Wish for affiliation | .84 | .74 |
|  | Positive attitude | .81 | .72 |
|  | Forcefulness | .87 | .81 |
|  | Communicativeness | .78 | .68 |
|  | Humor | .82 | .78 |
|  | Conviviality | .82 | .77 |
|  | Energy | .90 | .84 |
|  |  |  |  |
| Openness |  | .76 | .90 |
|  | Creativity | .89 | .61 |
|  | Wish for variety | .60 | .50 |
|  | Open-mindedness | .83 | .72 |
|  | Interest in reading | .74 | .64 |
|  | Artistic interest | .93 | .88 |
|  | Wish to analyze | .71 | .63 |
|  | Willingness to learn | .83 | .74 |
|  | Sensitivity | .70 | .62 |
|  | Intellect | .87 | .79 |
|  |  |  |  |
| Agreeableness |  | .55 | .79 |
|  | Appreciation | .68 | .54 |
|  | Integrity | .71 | .60 |
|  | Low competitiveness | .66 | .45 |
|  | Readiness to give feedback | .90 | .78 |
|  | Search for support | .67 | .52 |
|  | Good faith | .67 | .58 |
|  | Genuineness | .76 | .67 |
|  | Altruism | .88 | .71 |
|  |  |  |  |
| Conscientiousness |  | .79 | .90 |
|  | Dominance | .92 | .75 |
|  | Persistence | .75 | .63 |
|  | Self-discipline | .90 | .67 |
|  | Task-planning | .79 | .73 |
|  | Goal orientation | .88 | .80 |
|  | Carefulness | .78 | .67 |
|  | Orderliness | .90 | .85 |
|  | Wish to work to capacity | .56 | .43 |
|  | Productivity | .93 | .76 |
| *Note.* alpha = Cronbach’s alpha; omega = McDonald’s Omega. | | | |

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| Table E  *Bivariate Correlations between the Big Five and the Situation, both assessed with the B5PS* | | | | | | | | | |
|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1. Emotional Stability | - |  |  |  |  |  |  |  |  |
| 2. Extraversion | 00 | - |  |  |  |  |  |  |  |
| 3. Openness | -.37\*\*\* | .13\*\* | - |  |  |  |  |  |  |
| 4. Agreeableness | .03 | -.11\* | -.04 | - |  |  |  |  |  |
| 5. Conscientiousness | -.44\*\*\* | -.29\*\*\* | .25\*\*\* | .06 | - |  |  |  |  |
| 6. Outcome-Expectancy | -.04 | .15\*\* | .20\*\*\* | .06 | .16\*\* | - |  |  |  |
| 7. Briskness | -.16\*\* | .20\*\*\* | .29\*\*\* | .07 | .13\*\* | .70\*\*\* | - |  |  |
| 8. Psych. and Phys. Load | -.55\*\*\* | -.09 | .25\*\*\* | -.01 | .39\*\*\* | -.16\*\* | .09 | - |  |
| 9. Lack of Stimuli | -.20\*\*\* | 00 | .04 | -.10\* | .10 | -.19\*\*\* | -.09 | .66\*\*\* | - |
| 10. Cognitive Load | -.43\*\*\* | -.06 | .31\*\*\* | .07 | .44\*\*\* | .51\*\*\* | .60\*\*\* | .48\*\*\* | .13\* |
| *Note.* *N* = 387.  \*\*\* *p* < .001, \*\* *p* < .01, \* *p* < .05. | | | | | | | | | |