

Supplementary material for

**Personality Differences Between the United States and
the Netherlands: The Influence of Violations of
Measurement Invariance**

Annemarie Eigenhuis¹, Jan H. Kamphuis¹, and Arjen Noordhof¹

¹University of Amsterdam, The Netherlands

Corresponding Author:

Annemarie Eigenhuis, Department of Psychology, University of Amsterdam, Weesperplein 4, Amsterdam 1018 XA, The Netherlands.
Email: a.eigenhuis@uva.nl

Supplementary results

Measurement Invariance and Differential Item Functioning (DIF) of MPQ single scales

Configural invariance models for the single MPQ scales generally had acceptable to good fit, indicating that one-factor models provided good summaries of data from both the U.S. and Dutch samples (see Supplementary Table 1). For SP and CO, fit indices pointed to poor to acceptable fit. For all scales except SC, all strict invariant models showed reduced fit relative to the configural models. To derive models that were partially strict invariant, modification indices were inspected and parameters were freed one by one until fit was as good as the configural model.

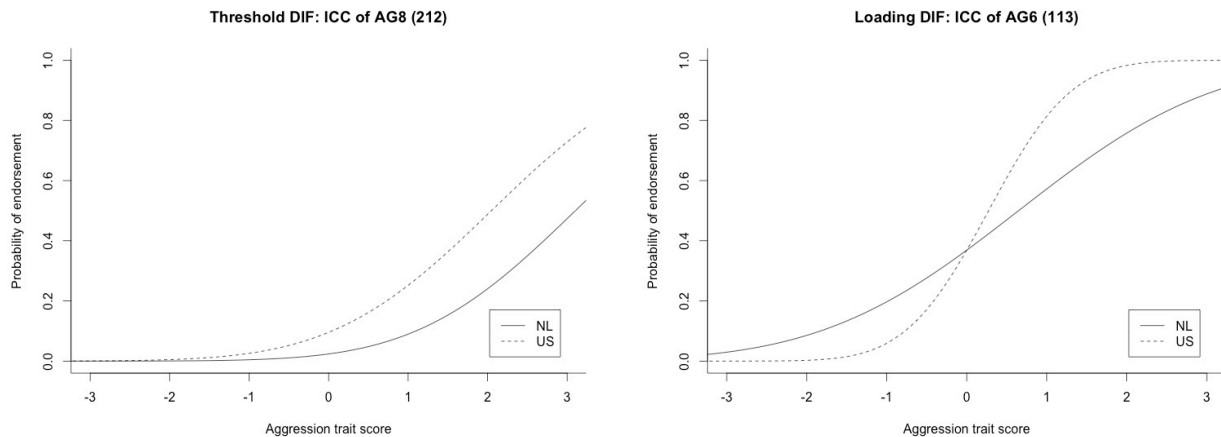
The number of items that contained DIF over the primary samples ranged from zero (SC), to five (TR). Across scales, a total of 26 measurement parameters out of a total of 396 was freely estimated over the primary samples: 22 thresholds (17%), 1 loading (.8%) and 3 residuals (2%). Two of the freely estimated parameters belonged to the same item, namely the 12th item of WB, which is item number 272 in the 276-item version of the MPQ (WBI2; 272), resulting in 25 (19%) of the items containing DIF for these samples. To illustrate, Supplementary Figure 1 displays the Item Characteristic Curves (ICC's) of two AG items. The left plane of the Figure shows the ICC of AG8 (212): "I like to watch a good, vicious fight". This item contains threshold DIF, with the U.S. having a lower threshold value than the NL (1.31 and 1.98 respectively in the primary samples). Irrespective of trait level of AG, the probability of indicating that one likes to watch a fight is larger for the U.S. sample than for the Dutch sample. Therefore, the ICC of the U.S. is situated to the left from the NL ICC in the figure. The right plane of the Figure shows the ICC of AG6 (113): "If someone treats me badly, I try to forgive and forget". This item, which is reversely scored, contains loading DIF, with values of 1.23 and 0.52 for the U.S. and the NL respectively. The higher value for the U.S. translates in a steeper slope for the U.S., indicating larger discrimination between trait levels. When trait levels of AG increase the probability of denying that one tries to forgive and forget increases faster for U.S. participants than for Dutch participants.

Supplementary Table 1. Fit for Multiple Group CFA Models for each Single Primary Trait Scale (NL N = 1,055; U.S. N = 1,055).

	N frd.	χ^2			RMSEA 90% CI			CFI			TLI		
		C	S	F	C	S	F	C	S	F	C	S	F
WB	3 ^a	443	967	541	[049,060]	[074,083]	[051,060]	960	900	950	951	898	948
SP	2	983	1341	1116	[083,093]	[089,099]	[081,090]	949	929	942	937	928	940
AC	3	590	969	649	[060,070]	[074,083]	[058,067]	918	858	911	900	855	908
SC	0	413	536	-	[047,057]	[050,059]	-	970	960	-	963	959	-
SR	1	547	790	666	[057,067]	[065,074]	[058,068]	961	941	952	952	940	951
AG	4	364	665	435	[042,053]	[058,067]	[043,053]	953	902	943	943	900	941
AL	2	356	654	447	[041,052]	[057,067]	[044,054]	971	938	962	964	937	961
CO	3	726	1146	762	[069,079]	[082,091]	[064,074]	896	829	893	873	827	889
HA	1	399	510	469	[045,056]	[048,058]	[045,055]	943	926	934	931	925	932
TR	5	348	1117	411	[041,051]	[080,089]	[042,052]	947	783	937	935	779	933
AB	2	400	633	448	[045,056]	[056,065]	[044,054]	956	925	937	947	924	951

Note. Decimal points are omitted for RMSEA, CFI, and TLI values. Colored values indicate good fit; underlined values indicate acceptable fit. NL = the Netherlands; U.S. = the United States; RMSEA = Root Mean Square Error of Approximation; CI = Confidence Interval; CFI = Comparative Fit Index; TLI = Tucker Lewis Index; N frd. = the number of parameters of the strict invariant model that needed to be freely estimated over groups to gain statistical comparable fit to the configural model; C = Configural Invariance; S = Strict Invariance; F = Final partially strict Invariance; WB = Wellbeing; SP = Social Potency; AC = Achievement; SC = Social Closeness; SR = Stress Reaction; AG = Aggression; AL = Alienation; CO = Control; HA = Harmavoidance; TR = Traditionalism; AB = Absorption.

^aThe three freely estimated parameters belong to two items.



Supplementary Figure 1. Examples of Item Characteristic Curves (ICC's) for items with respectively threshold and loading DIF.

Cross-validation of single scale Measurement Invariance and DIF.

Fit of the configural single scale models was generally acceptable to good in the cross-validation samples (see Supplementary Table 2). For SP, AL and TR two out of three fit indices indicated acceptable fit, while one indicated poor fit. The final (partially) strict invariant models as developed on the primary samples fitted as well as the configural invariant model for WB, AC, SC, AG, and AL, indicating replication of results. Four of the other scales (SP, SR, CO, and HA) showed no reduction in fit in RMSEA, but modest reduction of fit in CFI and TLI (maximum reduction .035 in CFI and .025 in TLI). TR and AB showed a larger reduction in fit. The observation that for 6 out of 11 scales the partially strict invariant models did not fit as well as the configural models indicates that some decisions with regard to the freeing of parameters were likely due to sample characteristics specific to the primary samples.

85% of the observed DIF in single scales was replicated in the cross-validation samples (for parameter estimates see Supplementary Table 3). In total, 21 (16%) of the items showed cross-validated, or stable DIF. For all scales, except AC and TR all observed DIF turned out to be stable over comparisons. For AC and TR two DIF parameters were not stable, indicating that some of the DIF might be attributable to sample characteristics unique to the primary samples.

Supplementary Table 2. Fit for Multiple Group CFA Models for each Single Primary Trait Scale for the Cross-Validation Samples (NL N = 410; U.S. N = 410).

	N frd.	χ^2			RMSEA 90% CI			CFI			TLI		
		C	S	F	C	S	F	C	S	F	C	S	F
WB	3 ^a	276	344	331	[053,071]	[055,072]	[054,071]	959	947	950	949	947	948
SP*	2	535	723	702	[090,107]	[098,113]	[097,112]	929	902	905	914	901	902
AC	3	324	390	373	[061,078]	[062,078]	[061,077]	932	918	922	918	917	919
SC	0	179	229	-	[029,050]	[034,052]	-	981	974	-	977	973	-
SR*	1	259	339	316	[049,067]	[054,071]	[051,068]	956	938	945	946	938	944
AG	4	320	456	370	[061,078]	[070,086]	[061,077]	937	904	928	923	902	924
AL	2	355	501	408	[066,083]	[076,091]	[065,081]	909	863	897	889	861	893
CO*	3	361	696	506	[067,084]	[096,111]	[077,093]	937	859	906	923	857	902
HA*	1	232	382	331	[043,062]	[061,077]	[054,070]	945	888	910	933	887	908
TR*	5	217	422	290	[040,059]	[066,082]	[048,065]	904	741	854	882	737	846
AB*	2	180	399	318	[030,051]	[063,079]	[052,069]	955	832	881	945	829	877

Note. Decimal points RMSEA, CFI, and TLI values are not displayed. Colored values indicate good fit; underlined values indicate acceptable fit. NL = the Netherlands; U.S. = the United States; RMSEA = Root Mean Square Error of Approximation; CI = Confidence Interval; CFI = Comparative Fit Index; TLI = Tucker Lewis Index; N frd. = the number of parameters of the strict invariant model that needed to be freely estimated over groups to gain statistical comparable fit to the configural model; C = Configural Invariance; S = Strict Invariance; F = Final partially strict Invariance; WB = Wellbeing; SP = Social Potency; AC = Achievement; SC = Social Closeness; SR = Stress Reaction; AG = Aggression; AL = Alienation; CO = Control; HA = Harmavoidance; TR = Traditionalism; AB = Absorption.

^aThe three freely estimated parameters belong to two items.

*Final model fits worse than the configural model (either increase of RMSEA > .15 or decrease of CFI or TLI > .01).

Supplementary Table 3. Single Scale Unstandardized Parameter Estimates for Measurement Parameters that were Freely Estimated over Samples in the Partially Strict Invariance Models.

Scale	Item number ^a	Parameter	Estimate NL	NL cross-val.	Estimate U.S.	U.S. cross-val.
Wellbeing	235	Threshold	0.15	-0.92	-0.72	-1.05
	272	Threshold	0.27	-0.53	-0.71	-0.83
	272	Residual	1.00	1.00	0.29	0.56
Social Potency	43	Threshold	0.07	0.02	0.97	0.45
	128	Threshold	0.21	-0.15	1.04	0.17
Achievement	34	Threshold	-0.14	-0.72	-1.16	-0.71
	138	Threshold	-0.52	-0.35	-0.01	-0.24
	178	Threshold	-0.07	-0.90	-0.54	-0.52
Stress Reaction	158	Threshold	1.41	1.02	0.41	0.38
Aggression	113	Loading	0.52	0.53	1.23	1.36
	143	Threshold	1.61	1.26	0.83	1.19
	212	Threshold	1.98	1.30	1.31	0.83
	239	Threshold	0.21	0.64	1.06	1.53
Alienation	146	Threshold	0.66	0.83	1.87	2.04
	161	Threshold	0.68	0.29	1.35	0.82
Control	47	Residual	1.00	1.00	0.19	0.24
	92	Threshold	-0.88	-0.30	-0.19	0.47
	159	Threshold	-1.03	-0.72	0.01	0.80
Harmavoidance	237	Threshold	-1.26	-0.79	-0.79	-0.04
Traditionalism	9	Threshold	-1.26	-0.54	-0.71	-0.18
	78	Threshold	0.75	1.23	-0.73	0.18
	109	Residual	1.00	1.00	3.38	5.90
	210	Threshold	-0.72	-0.47	-1.29	-0.47
	240	Threshold	-1.19	0.59	-0.59	0.25
Absorption	156	Threshold	-0.20	-0.10	-0.90	-0.98
	273	Threshold	-0.15	-0.17	-0.84	-0.75

Note. Colored estimates indicate differences that do not replicate over samples due to this estimate. NL = the Netherlands; U.S. = the United States; cross-val. = cross-validation sample.

^aNumbers correspond to the 276-item full length version of the MPQ.

Supplementary Table 4. Full Model Unstandardized Parameter Estimates for Measurement Parameters that were Freely Estimated over Samples in the Partially Strict Invariance Model.

Scale	Item number ^a	Parameter (original scale of item)	Estimate NL	NL cross-val.	Estimate U.S.	U.S. cross-val.
Wellbeing	42	Loading	1.26	1.33	0.60	0.95
	176	Loading	1.13	1.23	0.50	0.79
	<u>235</u>	<u>Threshold</u>	<u>0.16</u>	<u>-1.13</u>	<u>-0.70</u>	<u>-0.80</u>
	<u>272</u>	<u>Threshold</u>	<u>0.32</u>	<u>-0.56</u>	<u>-1.01</u>	<u>-1.73</u>
	<u>272</u>	<u>Residual</u>	<u>1.00</u>	<u>1.00</u>	<u>1.77</u>	<u>1.44</u>
Social Potency	23	Threshold	0.99	0.10	0.45	-0.50
	43	Threshold	0.08	0.02	1.07	0.39
	83	Loading	1.10	1.25	2.53	2.84
	105	Loading	1.59	1.34	1.05	0.82
	<u>128</u>	<u>Threshold</u>	<u>0.22</u>	<u>-0.16</u>	<u>0.95</u>	<u>0.28</u>
	170	Threshold	0.38	-0.23	1.07	0.32
	195	Loading (CO)	0.40	0.18	0.10	0.01
	213	Loading	1.13	1.42	2.03	1.84
Achievement	<u>34</u>	<u>Threshold</u>	<u>-0.15</u>	<u>-0.87</u>	<u>-1.20</u>	<u>-0.87</u>
	71	Loading	0.57	0.59	1.43	1.52
	92	Loading (CO)	0.30	0.59	-0.50	-0.17
	<u>138</u>	<u>Threshold</u>	<u>-0.55</u>	<u>-0.37</u>	<u>-0.07</u>	<u>-0.34</u>
	<u>178</u>	<u>Threshold</u>	<u>-0.07</u>	<u>-1.04</u>	<u>-0.62</u>	<u>-0.77</u>
Social Closeness	67	Residual	1.00	1.00	0.40	1.16
	75	Threshold	-0.50	-1.34	0.01	-1.03
	93	Loading (SP)	-0.36	-0.53	0.30	0.10
	113	Loading (AG)	-0.16	-0.09	0.10	0.15
	216	Threshold	0.27	-1.08	-0.24	-1.21
	241	Threshold	-0.72	-1.72	-0.05	-1.48
Stress Reaction	14	Threshold	0.49	0.20	-0.20	0.40
	36	Loading	0.50	0.48	0.90	0.49
	38	Loading (CO)	-0.29	-0.13	-0.70	-0.61
	57	Loading (CO)	0.22	0.23	-0.18	0.03
	72	Loading (AG)	0.19	0.13	0.56	0.51
	<u>158</u>	<u>Threshold</u>	<u>1.42</u>	<u>1.04</u>	<u>0.44</u>	<u>0.51</u>
	214	Residual	1.00	1.00	0.49	0.63
	258	Threshold	-0.23	-0.34	0.28	0.30
Aggression	<u>272</u>	<u>Loading (WB)</u>	<u>0.64</u>	<u>0.39</u>	<u>-0.23</u>	<u>-0.61</u>
	<u>113</u>	<u>Loading</u>	<u>0.54</u>	<u>0.48</u>	<u>1.15</u>	<u>1.32</u>
	<u>143</u>	<u>Threshold</u>	<u>2.11</u>	<u>1.51</u>	<u>1.74</u>	<u>1.70</u>
	143	Residual	1.00	1.00	3.20	2.26
	<u>212</u>	<u>Threshold</u>	<u>2.09</u>	<u>1.34</u>	<u>1.32</u>	<u>0.88</u>
	226	Residual	1.00	1.00	2.29	1.63
	239	Loading	1.11	1.29	1.98	2.43

Scale	Item number ^a	Parameter (original scale of item)	Estimate NL	NL cross-val.	Estimate U.S.	U.S. cross-val.
	<u>239</u>	Threshold	<u>0.17</u>	<u>0.51</u>	<u>1.10</u>	<u>1.92</u>
	146	Threshold	0.74	0.93	2.10	2.26
Alienation	<u>161</u>	Threshold	<u>0.69</u>	<u>0.30</u>	<u>1.34</u>	<u>0.93</u>
	255	Loading (SP)	0.22	0.25	-0.15	0.09
	<u>47</u>	Residual	<u>1.00</u>	<u>1.00</u>	<u>0.23</u>	<u>0.57</u>
Control	<u>92</u>	Threshold	<u>-1.04</u>	<u>-0.35</u>	<u>-0.06</u>	<u>0.59</u>
	<u>159</u>	Threshold	<u>-1.07</u>	<u>-0.73</u>	<u>0.20</u>	<u>0.82</u>
	202	Loading (SC)	-0.43	0.09	0.03	0.00
	145	Loading	0.82	0.94	1.29	0.68
Harmavoidance	166	Loading	0.32	0.53	0.60	0.50
	235	Loading (WB)	-0.65	-0.75	-0.33	-0.34
	<u>237</u>	Threshold	<u>-1.26</u>	<u>-0.78</u>	<u>-0.77</u>	<u>-0.14</u>
	<u>9</u>	Threshold	<u>-1.24</u>	<u>-0.52</u>	<u>-0.69</u>	<u>-0.24</u>
	<u>78</u>	Threshold	<u>0.67</u>	<u>-0.52</u>	<u>-0.79</u>	<u>0.20</u>
	78	Loading	0.36	0.09	0.78	0.25
	<u>109</u>	Residual	<u>1.00</u>	<u>1.00</u>	<u>3.45</u>	<u>18.65</u>
Traditionalism	178	Loading (AC)	-0.31	-0.07	0.15	-0.10
	182	Loading (AB)	0.20	0.04	-0.02	0.04
	197	Loading (AB)	-0.30	-0.07	-0.03	-0.04
	<u>210</u>	Threshold	<u>-0.74</u>	<u>-0.48</u>	<u>-1.37</u>	<u>-0.58</u>
	<u>240</u>	Threshold	<u>-1.20</u>	<u>0.58</u>	<u>-0.66</u>	<u>0.27</u>
Absorption	<u>156</u>	Threshold	<u>-0.21</u>	<u>-0.11</u>	<u>-0.99</u>	<u>-0.98</u>
	<u>273</u>	Threshold	<u>-0.16</u>	<u>-0.17</u>	<u>-0.86</u>	<u>-0.92</u>

Note. Colored estimates indicate differences that do not replicate over samples due to this estimate. Underlined estimates were also freely estimated over groups in the single scale analyses. NL = the Netherlands; U.S. = the United States; cross-val. = cross-validation sample; Prim. Loading = Primary Loading; Sec. Loading = Cross-loading; WB = Wellbeing; SP = Social Potency; AC = Achievement; SC = Social Closeness; AG = Aggression; CO = Control; HA = Harmavoidance; TR = Traditionalism; AB = Absorption.

^aNumbers correspond to the 276-item full length version of the MPQ.

Item ^a	WB		SP		AC		SC		SR		AG		AL		CO		HA		TR		AB		Total cross	
	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.		
78																							0	
109														-0.14						1.22	0.78			1
118														-0.32						0.57				0
140															-0.10					0.68				2
151																				1.48				0
160																				0.78				1
210																				0.61				2
240																				0.71				2
252																				0.29				1
262																				0.87				0
53																								0
81																								0
123																				0.39				2
149																				0.08				2
156																								2
182		0.08																		-0.39				3
189																								0
197																								0
215																				-0.30				1
238																								1
257																								1
273																				0.18				3
Total																								1
cross	8		9		11		10		19		16		12		6		21		17		21		150	

Note: Colored loadings are larger than (±).4. NL = the Netherlands; U.S. = the United States; WB = Wellbeing; SP = Social Potency; AC = Achievement; SC = Social Closeness; SR = Stress Reaction; AG = Aggression; AL = Alienation; CO = Control; HA = Harmavoidance; TR = Traditionalism; AB = Absorption.
^aNumbers correspond to the 276-item full length version of the MPQ.

Item ^a	WB		SP		AC		SC		SR		AG		AL		CO		HA		TR		AB		Total cross
	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	NL	U.S.	
78																							0
109														-0.21						1.93			1
118														0.26						0.26			0
140														-0.36						0.53			2
151															-0.10					0.95			0
160																				0.48			1
210														-0.12						0.32			2
240																				0.42			2
252					0.24				-0.12											0.16			1
262																				0.49			0
53																				0.44			0
81																				0.74			2
123										0.02										0.91			2
149										-0.08										0.49			2
156																				0.66			2
182														-0.19						0.61			3
189																				0.73			0
197																				0.58			1
215																				0.82			0
238																				0.63			1
257																				0.67			3
273																				0.67			1
Total																							150
cross																							150

Note: Colored loadings are larger than (±).4. NL = the Netherlands; U.S. = the United States; WB = Wellbeing; SP = Social Potency; AC = Achievement; SC = Social Closeness; SR = Stress Reaction; AG = Aggression; AL = Alienation; CO = Control; HA = Harmavoidance; TR = Traditionalism; AB = Absorption.

^aNumbers correspond to the 276-item full length version of the MPQ.

Supplementary Table 7. Unstandardized Thresholds, Residuals, R²'s, and Scale Factors for the Final Partially Strict Invariant Model for Both the Primary Samples (NL N = 1,055; U.S. N = 1,055) and the Cross-Validation Samples (NL N = 410; U.S. N = 410).

Scale	Item ^a	Threshold		Residual ^b		R ²		Scale factor			
		Primary U.S.	NL	Primary U.S.	Cross. U.S.	Primary U.S.	Cross. U.S.	Primary U.S.	Cross. U.S.		
W/B	17	-0.91	-1.69	0.51	0.53	0.58	0.56	0.70	0.68	0.65	0.67
	32	-1.60	-1.34	0.39	0.40	0.43	0.48	0.78	0.78	0.75	0.73
	42	-1.12	-0.96	0.62	0.32	0.64	0.46	0.62	0.82	0.60	0.73
	51	-0.25	-0.79	0.51	0.55	0.55	0.53	0.70	0.67	0.67	0.69
	61	-0.62	-0.70	0.40	0.44	0.39	0.38	0.78	0.75	0.78	0.79
	120	-1.45	-1.26	0.58	0.62	0.60	0.59	0.65	0.62	0.63	0.64
	167	-1.61	-1.39	0.65	0.69	0.60	0.59	0.59	0.56	0.63	0.64
	176	-0.61	-0.59	0.59	0.30	0.60	0.37	0.64	0.84	0.63	0.80
	191	0.56	0.29	0.45	0.52	0.54	0.57	0.74	0.69	0.68	0.66
	205	-1.43	-1.33	0.38	0.42	0.50	0.49	0.79	0.76	0.71	0.71
SP	235	0.16	-0.71	0.53	0.52	0.66	0.62	0.68	0.70	0.58	0.61
	272	0.32	-1.64	0.52	0.55	0.53	0.62	0.69	0.50	0.68	0.51
	1	-0.19	-0.32	0.62	0.61	0.60	0.51	0.62	0.63	0.63	0.70
	15	0.06	0.15	0.47	0.44	0.39	0.31	0.73	0.75	0.78	0.83
	23	0.99	0.45	0.52	0.49	0.41	0.31	0.69	0.71	0.77	0.83
	43	0.08	1.07	0.56	0.54	0.52	0.43	0.67	0.68	0.69	0.76
	83	0.11	-0.56	0.58	0.86	0.64	0.86	0.65	0.37	0.60	0.38
	93	0.18	-0.77	0.76	0.78	0.84	0.81	0.50	0.47	0.40	0.44
	105	0.12	-0.49	0.71	0.50	0.64	0.32	0.54	0.71	0.60	0.83
	128	0.22	0.95	0.42	0.40	0.47	0.38	0.76	0.77	0.73	0.79
AC	157	0.34	0.08	0.38	0.36	0.41	0.33	0.79	0.80	0.77	0.82
	170	0.38	1.07	0.50	0.49	0.34	0.29	0.71	0.72	0.81	0.84
	213	-0.20	-0.59	0.56	0.79	0.67	0.70	0.66	0.45	0.58	0.54
	255	0.02	-0.01	0.45	0.45	0.49	0.44	0.74	0.74	0.72	0.75
	10	-0.50	-0.02	0.27	0.24	0.32	0.34	0.85	0.87	0.82	0.81
	34	-0.15	-1.20	0.44	0.39	0.48	0.53	0.75	0.78	0.72	0.68
	71	0.00	-0.04	0.34	0.62	0.47	0.70	0.82	0.62	0.73	0.55
	87	-0.56	-0.02	0.43	0.38	0.44	0.46	0.76	0.79	0.75	0.74
	111	-0.67	-0.92	0.51	0.51	0.53	0.60	0.70	0.70	0.69	0.64
	122	-1.16	-0.41	0.48	0.41	0.44	0.46	0.72	0.77	0.75	0.74
SC	138	-0.55	-0.07	0.35	0.27	0.35	0.31	0.85	0.88	0.81	0.83
	150	0.15	0.11	0.35	0.29	0.49	0.38	0.81	0.85	0.71	0.79
	178	-0.07	-0.62	0.44	0.38	0.36	0.38	0.75	0.79	0.80	0.79
	194	0.12	-0.25	0.60	0.53	0.66	0.63	0.63	0.69	0.58	0.61
	204	-0.48	-0.11	0.35	0.30	0.36	0.38	0.81	0.84	0.80	0.79
	271	-0.80	-0.71	0.57	0.50	0.72	0.69	0.66	0.70	0.53	0.56
	4	0.20	-1.27	0.49	0.53	0.61	0.56	0.71	0.68	0.63	0.67
	16	-0.24	-0.72	0.38	0.42	0.33	0.30	0.79	0.77	0.82	0.84
	29	0.42	-0.25	0.25	0.28	0.35	0.30	0.87	0.85	0.81	0.84

Scale	Item ^a	Threshold		Cross.		Residual ^b		R ²		Scale factor					
		Primary U.S.	NL	Primary U.S.	NL	Primary U.S.	Cross. U.S.	Primary U.S.	NL	Primary U.S.	NL	Primary U.S.	Cross. U.S.		
SR	67	-0.71	0.01	-1.34	-2.39	0.40	1.16	0.45	0.67	0.73	0.65	0.74	0.92	0.53	0.55
	75	-0.50	0.01	-1.34	-1.03			0.35	0.35	0.43	0.38	0.81	0.80	0.75	0.79
	88	-0.29		-1.66				0.45	0.45	0.56	0.49	0.74	0.74	0.66	0.71
	101	-0.05		-1.04				0.61	0.62	0.68	0.63	0.62	0.62	0.57	0.61
	137	-1.35		-1.74				0.50	0.54	0.38	0.32	0.71	0.68	0.79	0.82
	152	0.23		-0.20				0.47	0.48	0.41	0.35	0.73	0.72	0.77	0.80
	202	-0.07		-1.03				0.54	0.48	0.60	0.56	0.68	0.72	0.63	0.66
	216	0.27	-0.24	-1.08	-1.21			0.60	0.65	0.65	0.60	0.64	0.59	0.59	0.63
	241	-0.72	-0.05	-1.72	-1.48			0.61	0.62	0.69	0.64	0.62	0.62	0.56	0.60
	3	-0.20		-0.48				0.63	0.50	0.61	0.45	0.61	0.71	0.62	0.74
AG	14	0.49	-0.21	0.20	0.40			0.56	0.43	0.48	0.35	0.66	0.75	0.72	0.81
	36	-0.36		-0.25				0.30	0.41	0.28	0.21	0.84	0.75	0.85	0.89
	117	0.60		0.58				0.55	0.43	0.54	0.42	0.67	0.76	0.68	0.77
	127	0.39		0.29				0.44	0.37	0.43	0.32	0.75	0.80	0.76	0.82
	158	1.42	0.44	1.04	0.51			0.58	0.45	0.53	0.40	0.65	0.74	0.69	0.78
	171	0.97		0.92				0.64	0.52	0.47	0.34	0.60	0.70	0.73	0.81
	193	-0.31		-0.15		0.49	0.62	0.43	0.35	0.54	0.41	0.75	0.81	0.68	0.77
	214	0.52		0.58				0.39	0.44	0.41	0.39	0.78	1.08	0.77	0.99
	248	0.55		0.17				0.73	0.61	0.56	0.44	0.52	0.62	0.66	0.75
	258	-0.23	0.28	-0.34	0.30			0.57	0.47	0.48	0.36	0.66	0.73	0.72	0.80
AL	269	0.57		0.43				0.59	0.48	0.54	0.41	0.64	0.64	0.68	0.77
	7	0.90		1.60				0.30	0.28	0.37	0.33	0.84	0.85	0.79	0.82
	20	0.90		1.60				0.62	0.60	0.79	0.77	0.62	0.63	0.45	0.48
	59	0.91		0.95				0.38	0.35	0.40	0.40	0.79	0.81	0.77	0.78
	72	1.17		1.30				0.26	0.35	0.48	0.53	0.86	0.81	0.72	0.69
	100	-0.32		-0.71				0.38	0.35	0.19	0.19	0.79	0.80	0.90	0.90
	113	0.35		0.57				0.29	0.53	0.23	0.64	0.84	0.80	0.88	0.60
	143	2.11	1.74	1.51	1.70	3.20	2.26	0.66	0.34	0.60	0.39	0.59	0.46	0.63	0.52
	212	2.09	1.32	1.34	0.88			0.36	0.33	0.27	0.27	0.66	0.82	0.85	0.86
	226	1.83		0.99	1.92			0.56	0.33	0.32	0.20	0.66	0.54	0.83	0.70
Scale factor	239	0.17	1.09	0.51		2.29	1.63	0.52	0.76	0.62	0.84	0.69	0.62	0.40	0.40
	254	0.93		0.27				0.30	0.27	0.21	0.29	0.84	0.85	0.89	0.84
	270	1.37		1.23				0.40	0.37	0.44	0.39	0.77	0.80	0.75	0.78
	27	1.71		1.71				0.65	0.63	0.58	0.49	0.59	0.61	0.65	0.71
	52	1.63		2.67				0.70	0.68	0.76	0.68	0.55	0.57	0.49	0.56
	66	2.85		4.08				0.81	0.80	0.84	0.78	0.44	0.45	0.40	0.47
	77	1.33		1.37				0.46	0.52	0.45	0.36	0.68	0.70	0.74	0.80
	119	1.32		1.23				0.53	0.44	0.27	0.21	0.73	0.75	0.85	0.89
	146	0.74	2.09	0.93	2.26			0.48	0.47	0.49	0.41	0.72	0.73	0.72	0.77
	161	0.69	1.34	0.30	0.93			0.48	0.45	0.35	0.27	0.72	0.74	0.81	0.86
187	1.07		1.69	0.93			0.42	0.40	0.56	0.27	0.74	0.78	0.66	0.73	
230	0.97		0.94				0.51	0.50	0.54	0.45	0.70	0.71	0.68	0.74	

Scale	Item ^a	Threshold		Cross.		Residual ^b		R ²		Scale factor	
		NL	U.S.	NL	U.S.	Primary	Cross.	Primary	Cross.	Primary	Cross.
149		-0.48		-0.37		0.29	0.23	0.24	0.30	0.84	0.88
156		-0.21	-0.99	-0.11	-0.98	0.44	0.38	0.28	0.30	0.75	0.88
182		-0.49		-0.39		0.48	0.37	0.29	0.33	0.72	0.85
189		0.29		-0.10		0.38	0.31	0.35	0.35	0.79	0.83
197		0.69		0.11		0.43	0.34	0.25	0.26	0.76	0.81
215		0.60		0.26		0.52	0.44	0.40	0.41	0.69	0.75
238		0.08		-0.15		0.33	0.28	0.26	0.28	0.82	0.85
257		-0.52		-0.77		0.49	0.43	0.31	0.31	0.72	0.76
273		-0.16	-0.86	-0.17	-0.92	0.49	0.39	0.31	0.35	0.72	0.78

Note: Underlined R²'s are smaller than .3. Colored R²'s and scale factors differ more than .1 from their comparison sample. Cross. = Cross-validation sample; NL = the Netherlands; U.S. = the United States; WB = Wellbeing; SP = Social Potency; AC = Achievement; SC = Social Closeness; SR = Stress Reaction; AG = Aggression; AL = Alienation; CO = Control; HA = Harmavoidance; TR = Traditionalism; AB = Absorption.

^aNumbers correspond to the 276-item full length version of the MPQ.

^bResiduals for all items are fixed at one for the NL samples. Empty cells indicate measurement invariance for the U.S. and NL samples.

Supplementary Table 8. Fit for Post Hoc Models of Social Potency (NL N = 1,055; U.S. N = 1,055)

Model	df	χ^2	χ^2 NL	χ^2 U.S.	RMSEA 90% CI	CFI	TLI
CFA 1-factor configural	108	983	552	432	[083,093]	949	937
ESEM 2-factor configural	86	265	123	141	[038,051]	990	984
ESEM 2-factor strict	116	751	352	399	[067,077]	963	958
ESEM 2-factor partially strict ^a	113	412	196	216	[045,055]	982	979

Note. Decimal points for RMSEA, CFI, and TLI values are not displayed. NL = the Netherlands; U.S. = the United States; RMSEA = Root Mean Square Error of Approximation; CI = Confidence Interval; CFI = Comparative Fit Index; TLI = Tucker Lewis Index.

^aAs ESEM 2-factor strict with freely estimated thresholds for items SP3 (23), SP4 (43) and SP8 (128).