

## Supplemental Materials

**Table S1**

*Reliability and Convergent Validity of SS Items in the Pilot Data*

Dimension	$\alpha_{\text{pool}}$	$\alpha_{\text{scale}}$	$r_{\text{pool}}$	$r_{\text{scale}}$
Ambition	.85	.85	.59	.57
Assertiveness	.86	.79	.59	.60
Awareness	.82	.79	.43	.42
Composure	.88	.78	.63	.64
Conceptual	.89	.87	.50	.49
Cooperativeness	.84	.79	.41	.51
Drive	.88	.88	.51	.52
Flexibility	.80	.74	.60	.60
Humility	.84	.76	.62	.62
Liveliness	.91	.89	.68	.68
Mastery	.88	.79	.48	.51
Positivity	.90	.86	.75	.74
Power	.90	.90	.61	.61
Sensitivity	.87	.85	.53	.53
Structure	.82	.77	.53	.59
<i>Mean</i>	.86	.82	.56	.58

*Note.*  $N = 269$ . All correlations are significant at  $p < .05$ . SS = single stimulus;  $\alpha_{\text{pool}}$  = reliability of the 12 pilot items;  $\alpha_{\text{scale}}$  = reliability of the final six-item scale;  $r_{\text{pool}}$  = correlation between a composite of the 12 pilot items and the corresponding MFC scale;  $r_{\text{scale}}$  = correlation between the final six-item scale and the corresponding MFC scale.

**Table S2***Means and SDs of the SS Scales by Faking Condition*

Big Five Trait	Dimension	Honest		Fake		Incentive	
		Mean	<i>SD</i>	Mean	<i>SD</i>	Mean	<i>SD</i>
Openness to experience	Conceptual	3.22	0.51	3.54	0.45	3.30	0.51
	Flexibility	2.80	0.58	3.27	0.46	2.89	0.53
Conscientiousness	Drive	3.21	0.49	3.69	0.44	3.34	0.49
	Structure	3.21	0.49	3.56	0.42	3.14	0.54
Extraversion	Assertiveness	2.95	0.53	3.34	0.42	2.94	0.61
	Liveliness	2.89	0.65	3.56	0.50	2.97	0.69
Agreeableness	Cooperativeness	3.03	0.59	3.60	0.41	3.19	0.53
	Sensitivity	3.19	0.55	3.47	0.51	3.37	0.45
Emotional stability	Composure	2.98	0.55	3.53	0.49	3.10	0.60
	Positivity	2.96	0.63	3.59	0.48	3.11	0.62
N/A	Ambition	2.91	0.60	3.51	0.50	3.06	0.64
	Awareness	3.03	0.63	3.43	0.52	2.99	0.66
	Humility	3.01	0.59	3.22	0.55	3.03	0.51
	Mastery	3.18	0.47	3.64	0.45	3.27	0.51
	Power	2.85	0.64	3.37	0.52	2.85	0.74

*Note.* SS = single stimulus.

**Table S3***Means and SDs of the MFC–Relaxed Scales by Faking Condition*

Big Five Trait	Dimension	Honest		Fake		Incentive	
		Mean	<i>SD</i>	Mean	<i>SD</i>	Mean	<i>SD</i>
Openness to experience	Conceptual	-0.01	0.53	0.09	0.39	-0.04	0.45
	Flexibility	0.01	0.56	0.12	0.43	0.10	0.48
Conscientiousness	Drive	0.17	0.47	0.45	0.44	0.26	0.46
	Structure	0.08	0.55	0.20	0.39	0.11	0.46
Extraversion	Assertiveness	-0.08	0.43	-0.06	0.42	-0.09	0.53
	Liveliness	-0.07	0.47	0.16	0.36	0.03	0.54
Agreeableness	Cooperativeness	-0.03	0.60	0.32	0.50	0.09	0.52
	Sensitivity	0.07	0.45	-0.01	0.35	0.04	0.51
Emotional stability	Composure	0.16	0.59	0.45	0.46	0.25	0.50
	Positivity	0.15	0.58	0.28	0.41	0.13	0.44
N/A	Ambition	0.08	0.55	0.41	0.50	0.15	0.44
	Awareness	0.06	0.43	0.04	0.57	0.10	0.53
	Humility	0.17	0.44	0.15	0.44	0.06	0.54
	Mastery	0.00	0.54	0.33	0.46	0.16	0.45
	Power	0.00	0.53	0.15	0.34	0.06	0.51

*Note.* MFC–relaxed = multidimensional forced choice with relaxed social desirability matching constraint.

**Table S4***Means and SDs of the MFC–Strict Scales by Faking Condition*

Big Five Trait	Dimension	Honest		Fake		Incentive	
		Mean	<i>SD</i>	Mean	<i>SD</i>	Mean	<i>SD</i>
Openness to experience	Conceptual	-0.05	0.45	0.01	0.37	0.00	0.46
	Flexibility	0.02	0.48	0.12	0.39	0.10	0.47
Conscientiousness	Drive	0.20	0.48	0.46	0.48	0.23	0.42
	Structure	0.12	0.46	0.21	0.41	0.05	0.45
Extraversion	Assertiveness	-0.01	0.48	-0.02	0.50	-0.10	0.59
	Liveliness	-0.06	0.52	0.18	0.45	-0.04	0.46
Agreeableness	Cooperativeness	-0.04	0.53	0.37	0.48	0.11	0.54
	Sensitivity	0.13	0.45	0.03	0.39	0.10	0.46
Emotional stability	Composure	0.18	0.52	0.40	0.49	0.21	0.51
	Positivity	0.13	0.52	0.28	0.36	0.16	0.42
N/A	Ambition	0.06	0.47	0.38	0.49	0.08	0.46
	Awareness	0.11	0.51	-0.01	0.42	0.05	0.42
	Humility	0.14	0.56	0.16	0.58	0.19	0.46
	Mastery	0.02	0.46	0.24	0.46	0.13	0.45
	Power	-0.01	0.48	0.09	0.44	0.01	0.48

*Note.* MFC–strict = multidimensional forced choice with strict social desirability matching constraint.

**Table S5***Summary of Predictor–Criterion Pairs Used in the Overall Validity Means*

Predictor	Criterion	SS			MFC-relaxed			MFC-strict		
		Honest	Fake	Incentive	Honest	Fake	Incentive	Honest	Fake	Incentive
Flexibility	Highest degree	(-0.12)	(-0.03)	0.05	0.25	0.34	0.13	0.13	0.15	0.20
Ambition	Highest degree GPA	0.11	0.18	0.11	0.16	(-0.07)	0.13	0.17	0.26	0.09
Conceptual	Highest degree GPA	0.20	0.27	0.05	0.26	0.15	0.21	(-0.01)	(-0.04)	0.20
Mastery	Highest degree GPA	0.30	0.21	0.09	0.01	0.15	0.09	0.24	0.13	0.06
Ambition	High school GPA	0.11	0.16	0.00	0.02	0.11	0.29	0.16	0.12	(-0.01)
Mastery	High school GPA	0.25	0.12	(-0.02)	(-0.03)	0.07	0.24	0.26	0.17	0.05
Awareness	CWB-C	-0.19	-0.28	-0.27	-0.10	(0.04)	(0.08)	-0.16	(0.06)	-0.08
Composure	CWB-C	-0.19	-0.21	-0.24	-0.20	-0.05	-0.04	-0.23	-0.06	-0.18
Conceptual	CWB-C	(0.02)	-0.16	-0.09	-0.08	-0.26	-0.03	-0.21	-0.25	-0.11
Cooperativeness	CWB-C	-0.17	-0.18	-0.23	-0.12	-0.27	-0.23	-0.15	(0.01)	-0.09
Drive	CWB-C	-0.07	-0.19	-0.21	-0.18	-0.14	-0.09	-0.16	-0.12	-0.15
Humility	CWB-C	-0.15	-0.29	-0.31	-0.25	-0.12	-0.12	-0.28	-0.17	-0.16
Mastery	CWB-C	-0.10	-0.19	-0.20	-0.17	-0.04	-0.01	-0.09	-0.09	-0.10
Positivity	CWB-C	-0.10	-0.14	-0.32	-0.16	-0.14	-0.10	-0.11	-0.19	-0.10
Sensitivity	CWB-C	-0.16	-0.20	-0.19	-0.27	-0.04	(0.06)	-0.24	-0.14	-0.07
Structure	CWB-C	-0.16	-0.27	-0.24	-0.14	-0.19	-0.04	-0.01	-0.08	0.00
Ambition	OCB-C	0.13	(-0.04)	0.40	0.17	(-0.13)	0.05	0.05	0.25	0.11
Liveliness	OCB-C	0.21	0.02	0.32	0.24	(-0.11)	0.25	0.16	0.22	0.16
Mastery	OCB-C	0.23	(-0.03)	0.32	0.22	(-0.01)	0.14	0.19	0.27	0.17
Power	OCB-C	0.09	0.03	0.37	0.17	0.14	0.27	0.14	0.01	0.12
Sensitivity	OCB-C	0.36	(-0.01)	0.31	0.27	(-0.01)	0.26	0.07	0.22	0.25
Humility	STEM-B	0.26	0.25	0.10	0.03	0.06	0.06	0.24	0.24	0.06
Mastery	STEM-B	0.07	0.28	(-0.07)	0.10	0.14	0.12	0.07	0.17	0.05

*Note.* SS = single stimulus; MFC-relaxed = multidimensional forced choice with relaxed social desirability matching constraint; MFC-strict = multidimensional forced choice with strict social desirability matching constraint; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief. Correlations in parentheses were in the opposite direction as expected based on the grand mean across all conditions.

**Table S6***All Validity Coefficients From the SS Honest Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	0.11	0.11	0.11	0.01	0.13	-0.03	-0.02	0.03
Assertiveness	0.03	0.16	-0.08	-0.08	-0.04	-0.18	0.04	0.08
Awareness	0.02	0.17	0.17	-0.19	-0.10	0.09	-0.14	-0.06
Composure	0.04	0.12	-0.03	-0.19	-0.13	0.08	0.01	0.04
Conceptual	0.00	0.20	0.03	0.02	0.05	0.01	-0.03	0.04
Cooperativeness	0.00	0.00	0.13	-0.17	0.28	0.19	0.02	-0.06
Drive	0.16	0.21	0.22	-0.07	0.23	-0.03	0.00	-0.04
Flexibility	-0.12	0.11	0.02	-0.06	0.06	0.12	-0.07	-0.08
Humility	-0.08	0.23	0.12	-0.15	0.07	0.26	-0.15	-0.18
Liveliness	0.02	0.03	0.14	-0.09	0.21	0.10	0.00	-0.09
Mastery	0.06	0.30	0.25	-0.10	0.23	0.07	-0.06	0.03
Positivity	-0.08	-0.03	-0.03	-0.10	0.06	-0.05	-0.05	-0.07
Power	0.08	0.06	0.05	-0.11	0.09	-0.11	0.14	0.03
Sensitivity	-0.08	0.09	0.19	-0.16	0.36	0.24	0.02	0.06
Structure	0.17	0.27	0.16	-0.16	0.02	0.01	0.05	-0.05

*Note.* SS = single stimulus; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.

**Table S7***All Validity Coefficients From the MFC-Relaxed Honest Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	0.14	0.16	0.02	-0.08	0.17	0.03	0.02	0.02
Assertiveness	-0.08	-0.10	-0.12	0.04	-0.06	-0.15	-0.15	0.12
Awareness	0.13	0.16	0.20	-0.10	0.05	0.18	-0.13	-0.14
Composure	-0.02	0.03	0.01	-0.20	0.03	-0.03	0.07	-0.03
Conceptual	0.23	0.26	0.03	-0.08	0.13	0.07	0.08	-0.08
Cooperativeness	-0.03	-0.18	-0.16	-0.12	0.15	0.05	-0.08	-0.06
Drive	-0.08	0.15	0.09	-0.18	0.18	0.01	0.15	-0.13
Flexibility	0.25	0.13	0.03	-0.09	0.31	-0.02	0.09	-0.19
Humility	-0.07	0.10	-0.03	-0.25	-0.07	0.03	0.07	0.07
Liveliness	-0.02	-0.15	-0.13	-0.08	0.24	-0.03	0.02	0.02
Mastery	0.07	0.01	-0.03	-0.17	0.22	0.10	0.13	-0.17
Positivity	-0.09	0.02	-0.16	-0.16	0.25	0.14	0.11	-0.11
Power	0.06	0.10	0.06	0.00	0.17	-0.02	0.03	0.04
Sensitivity	-0.01	-0.03	-0.05	-0.27	0.27	-0.06	-0.04	0.09
Structure	-0.25	0.04	0.22	-0.14	0.16	-0.04	-0.15	0.03

*Note.* MFC-relaxed = multidimensional forced choice with relaxed social desirability matching constraint; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.



**Table S8***All Validity Coefficients from the MFC-Strict Honest Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	0.20	0.17	0.16	-0.11	0.05	-0.08	0.00	0.02
Assertiveness	-0.05	-0.10	0.03	-0.15	0.16	0.04	0.09	-0.18
Awareness	0.02	-0.05	-0.07	-0.16	-0.14	0.01	-0.13	0.15
Composure	0.22	0.18	-0.10	-0.23	0.00	0.11	-0.05	0.10
Conceptual	-0.01	-0.01	0.01	-0.21	0.00	0.11	0.03	-0.01
Cooperativeness	0.02	-0.11	-0.13	-0.15	-0.14	-0.09	-0.11	0.15
Drive	0.20	0.20	0.01	-0.16	-0.11	0.03	-0.06	-0.14
Flexibility	0.13	0.09	0.07	0.02	0.00	0.14	-0.01	-0.12
Humility	-0.04	0.16	-0.11	-0.28	-0.21	0.24	-0.21	0.17
Liveliness	0.08	-0.16	-0.13	0.07	0.16	-0.02	-0.07	0.00
Mastery	0.08	0.24	0.26	-0.09	0.19	0.07	0.10	-0.01
Positivity	0.03	0.12	-0.14	-0.11	-0.08	-0.05	-0.07	-0.05
Power	0.04	0.00	0.08	-0.17	0.14	0.03	0.02	-0.04
Sensitivity	-0.22	-0.06	-0.03	-0.24	0.07	0.16	-0.28	0.13
Structure	0.04	-0.01	-0.04	-0.01	-0.18	-0.19	-0.04	0.07

*Note.* MFC–strict = multidimensional forced choice with strict social desirability matching constraint; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.

**Table S9***All Validity Coefficients From the SS Directed Faking Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	0.01	0.18	0.16	-0.17	-0.04	0.15	0.12	0.03
Assertiveness	0.05	0.26	0.28	-0.29	0.05	0.12	0.25	-0.03
Awareness	-0.03	0.31	0.22	-0.28	-0.10	0.37	0.08	-0.09
Composure	-0.02	0.24	0.12	-0.21	-0.01	0.25	0.21	0.02
Conceptual	0.10	0.27	0.26	-0.16	-0.07	0.23	0.22	0.00
Cooperativeness	-0.03	0.12	0.13	-0.18	-0.04	0.23	0.17	0.01
Drive	0.04	0.18	0.10	-0.19	0.00	0.19	0.11	-0.07
Flexibility	-0.03	0.22	0.25	-0.17	-0.02	0.19	0.19	-0.06
Humility	0.08	0.31	0.31	-0.29	-0.08	0.25	0.09	-0.17
Liveliness	-0.03	0.08	0.08	-0.16	0.02	0.19	0.16	-0.02
Mastery	-0.08	0.21	0.12	-0.19	-0.03	0.28	0.07	-0.13
Positivity	0.00	0.26	0.18	-0.14	0.05	0.26	0.10	-0.13
Power	0.08	0.06	0.26	-0.32	0.03	0.01	0.31	-0.07
Sensitivity	0.02	-0.02	0.05	-0.20	-0.01	0.06	0.30	0.07
Structure	0.09	0.27	0.14	-0.27	0.03	0.08	0.12	-0.03

*Note.* SS = single stimulus; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.

**Table S10***All Validity Coefficients From the MFC-Relaxed Directed Faking Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	0.08	-0.07	0.11	-0.10	-0.13	-0.09	-0.06	-0.02
Assertiveness	0.13	0.08	-0.05	0.12	-0.07	0.04	0.00	-0.02
Awareness	0.21	0.09	0.26	0.04	-0.05	0.02	0.03	-0.12
Composure	0.14	-0.04	0.13	-0.05	0.08	0.03	-0.05	-0.10
Conceptual	0.28	0.15	-0.08	-0.26	-0.06	0.00	0.10	0.00
Cooperativeness	0.10	0.05	0.18	-0.27	-0.03	0.13	-0.09	-0.05
Drive	0.04	0.02	-0.02	-0.14	-0.06	0.05	-0.08	-0.02
Flexibility	0.34	0.22	0.17	0.01	0.14	0.04	0.17	0.01
Humility	-0.01	0.08	0.13	-0.12	0.18	0.06	0.17	0.10
Liveliness	0.07	0.06	0.13	0.11	-0.11	0.09	-0.18	0.00
Mastery	0.36	0.15	0.07	-0.04	-0.01	0.14	0.13	-0.02
Positivity	-0.15	0.05	0.14	-0.14	0.08	0.04	0.14	0.02
Power	0.25	0.15	0.24	-0.04	0.14	0.02	0.09	-0.12
Sensitivity	-0.05	-0.02	0.08	-0.04	-0.01	-0.05	0.07	-0.12
Structure	-0.21	-0.18	0.05	-0.19	0.01	0.06	-0.17	-0.06

*Note.* MFC-relaxed = multidimensional forced choice with relaxed social desirability matching constraint; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.

**Table S11***All Validity Coefficients From the MFC-Strict Directed Faking Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	-0.03	0.26	0.12	-0.12	0.25	0.11	-0.09	-0.13
Assertiveness	0.12	0.01	0.07	-0.16	0.02	0.06	0.06	-0.11
Awareness	-0.08	0.11	0.02	0.06	0.13	-0.10	0.04	0.04
Composure	0.08	-0.08	-0.07	-0.06	0.13	0.20	-0.02	-0.05
Conceptual	0.03	-0.04	0.00	-0.25	-0.02	0.10	0.09	0.11
Cooperativeness	-0.05	0.05	0.01	0.01	0.07	0.17	-0.14	-0.01
Drive	-0.06	-0.01	0.03	-0.12	0.01	0.11	-0.05	-0.14
Flexibility	0.15	0.12	-0.01	-0.13	0.05	0.23	0.16	-0.09
Humility	-0.04	0.05	-0.09	-0.17	-0.13	0.24	-0.07	0.06
Liveliness	0.05	-0.10	-0.06	-0.06	0.22	0.13	-0.03	-0.03
Mastery	-0.04	0.13	0.17	-0.09	0.27	0.17	-0.01	0.01
Positivity	0.08	0.05	-0.11	-0.19	0.00	0.14	-0.03	-0.05
Power	0.04	-0.01	0.01	-0.17	0.01	0.00	-0.06	-0.01
Sensitivity	-0.14	-0.05	0.05	-0.14	0.22	0.03	-0.25	0.04
Structure	-0.06	0.08	0.08	-0.08	0.16	-0.06	0.09	-0.07

*Note.* MFC–strict = multidimensional forced choice with strict social desirability matching constraint; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.

**Table S12***All Validity Coefficients From the SS Incentive Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	0.04	0.11	0.00	-0.13	0.40	-0.21	0.18	0.15
Assertiveness	0.07	-0.01	0.01	-0.09	0.31	-0.23	0.07	0.17
Awareness	0.05	0.21	0.11	-0.27	0.06	0.01	0.09	-0.01
Composure	-0.08	0.07	-0.07	-0.24	0.11	-0.12	0.14	-0.01
Conceptual	-0.12	0.05	-0.01	-0.09	0.15	-0.12	0.27	0.04
Cooperativeness	-0.10	-0.03	-0.14	-0.23	0.26	-0.02	0.01	0.01
Drive	-0.06	0.06	-0.03	-0.21	0.33	-0.13	0.09	-0.02
Flexibility	0.05	-0.10	-0.03	-0.08	0.18	-0.11	0.16	-0.07
Humility	-0.03	-0.09	-0.15	-0.31	-0.21	0.10	-0.08	-0.14
Liveliness	-0.03	0.01	-0.11	-0.11	0.32	-0.13	0.03	0.11
Mastery	0.01	0.09	-0.02	-0.20	0.32	-0.07	0.18	0.11
Positivity	-0.11	0.07	-0.03	-0.32	0.17	0.09	0.06	0.06
Power	0.17	0.03	0.04	0.06	0.37	-0.31	0.08	0.10
Sensitivity	-0.19	-0.01	-0.13	-0.19	0.31	0.03	-0.03	0.20
Structure	-0.17	0.16	0.00	-0.24	0.21	-0.16	0.10	0.18

*Note.* SS = single stimulus; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.

**Table S13***All Validity Coefficients From the MFC-Relaxed Incentive Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	0.08	0.13	0.29	0.00	0.05	0.00	0.17	-0.02
Assertiveness	-0.01	0.12	0.09	0.11	0.05	0.00	-0.01	-0.06
Awareness	0.02	-0.10	-0.05	0.08	-0.14	0.04	0.09	-0.02
Composure	0.09	0.06	0.10	-0.04	0.12	-0.03	0.12	-0.05
Conceptual	0.17	0.21	0.29	-0.03	-0.11	-0.09	0.03	-0.05
Cooperativeness	-0.02	0.00	0.06	-0.23	0.17	0.04	0.29	-0.08
Drive	-0.03	0.12	0.21	-0.09	0.09	0.11	-0.03	0.00
Flexibility	0.13	0.00	0.06	-0.01	0.01	-0.02	0.12	-0.07
Humility	-0.10	-0.05	-0.08	-0.12	-0.09	0.06	0.03	-0.01
Liveliness	0.01	-0.16	0.03	0.06	0.25	-0.10	0.12	0.06
Mastery	0.20	0.09	0.24	-0.01	0.14	0.12	0.20	0.00
Positivity	0.07	-0.17	-0.03	-0.10	0.12	0.08	0.11	-0.03
Power	0.07	0.11	0.11	0.10	0.27	0.00	0.03	-0.08
Sensitivity	-0.05	-0.07	-0.06	0.06	0.26	0.06	0.10	-0.12
Structure	-0.06	0.13	0.14	-0.04	0.16	0.04	0.00	-0.11

*Note.* MFC-relaxed = multidimensional forced choice with relaxed social desirability matching constraint; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.

**Table S14***All Validity Coefficients From the MFC-Strict Incentive Condition*

Predictor	Criterion							
	Highest degree	HDGPA	HSGPA	CWB-C	OCB-C	STEM-B	Asian disease risk	Asian disease framing
Ambition	-0.04	0.09	-0.01	-0.16	0.11	-0.14	0.03	0.07
Assertiveness	-0.24	0.03	-0.02	0.09	0.08	-0.24	-0.06	0.09
Awareness	0.04	-0.05	-0.03	-0.08	0.06	0.01	0.02	-0.04
Composure	0.00	0.05	0.04	-0.18	0.00	0.06	0.04	-0.09
Conceptual	0.02	0.20	0.02	-0.11	0.11	0.02	-0.11	0.01
Cooperativeness	0.12	0.00	0.08	-0.09	0.10	0.01	0.02	0.16
Drive	-0.06	-0.10	-0.06	-0.15	0.10	-0.11	-0.02	-0.14
Flexibility	0.20	0.04	0.01	0.00	0.07	0.07	-0.02	0.04
Humility	0.00	0.04	-0.05	-0.16	0.01	0.06	0.12	0.00
Liveliness	-0.06	-0.10	-0.05	-0.04	0.16	0.01	-0.09	0.05
Mastery	-0.08	0.06	0.05	-0.10	0.17	0.05	0.00	-0.08
Positivity	-0.04	0.02	0.04	-0.10	-0.08	0.00	0.09	-0.06
Power	-0.07	0.02	-0.14	0.05	0.12	-0.13	0.10	-0.09
Sensitivity	0.03	0.09	0.01	-0.07	0.25	0.09	-0.05	0.13
Structure	-0.12	0.05	-0.01	0.00	0.00	-0.08	-0.02	-0.10

*Note.* MFC–strict = multidimensional forced choice with strict social desirability matching constraint; HDGPA = GPA at highest degree level; HSGPA = high school GPA; CWB-C = Counterproductive Work Behavior Checklist; OCB-C = Organizational Citizenship Behavior Checklist; STEM-B = Situational Test of Emotion Management-Brief.