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# The CliftonStrengths® Technical Report Development and Validation of the Assessment Known as CliftonStrengths® and StrengthsFinder®

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## **ABSTRACT**

CliftonStrengths is an online assessment of personal talent that identifies areas in which an individual has the greatest potential for building strengths.

CliftonStrengths presents 200 items that each consist of a pair of potential self-descriptors. These items are based on a research foundation that Selection Research Incorporated and Gallup (Harter, Hayes, & Schmidt, 2004; Schmidt & Rader, 1999) used for more than 30 years. Developed through rational and empirical processes, researchers have subjected CliftonStrengths to thorough psychometric examination. A summary of reliability, validity and utility evidence gathered to date appears in this report.

The report also presents the primary application of CliftonStrengths as an evaluation that initiates a strengths-based development process in work and academic settings.

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## Introduction

CliftonStrengths (also known as StrengthsFinder) has been subjected to repeated psychometric scrutiny by its developers. The purpose of this report is to describe the development of StrengthsFinder and its application in CliftonStrengths (CS), and to summarize its psychometric support to date, in accordance with the Standards for Educational and Psychological Testing (American Educational Research Association, American Psychological Association, & National Council on Measurement in Education, 1999).

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### Purpose

Any assessment must be evaluated with respect to its intended purpose. CS is an online assessment of personal talent that identifies areas where an individual's greatest potential for building strengths exists. By identifying one's top themes of talent, CS provides a starting point in the identification of specific personal talents, and the related supporting materials help individuals discover how to build on their talents to develop strengths within their roles. The primary application of CS is as an evaluation that initiates a strengths-based development process. As an omnibus assessment based on positive psychology, its main applications have been in the work and education domains, but it has also been used for understanding individuals and groups in a variety of settings, including families and for personal development.

*CS is not designed or validated for use in employee selection or mental health screening. Given that CS feedback is provided to foster intrapersonal development, comparisons across profiles of individuals are discouraged.*

## Strengths Theory

When educational psychologist Donald O. Clifton first designed the interviews that subsequently became the basis for CS, he began by asking, "What would happen if we studied what was right with people versus what's wrong with people?" Thus emerged a philosophy of using talents as the basis for consistent achievement of excellence. Specifically, the strengths philosophy is the assertion that individuals can gain far more when they expend effort to build on their greatest talents than when they spend a comparable amount of effort to remediate their weaknesses (Clifton & Harter, 2003).

Clifton hypothesized that these talents were "naturally recurring patterns of thought, feeling or behavior that can be productively applied" (Hodges & Clifton, 2004, p. 257). "Strengths" are the result of maximized talents. Specifically, a strength is mastery created when one's most powerful talents are refined with practice and combined with acquired relevant skills and knowledge. If individuals are not afforded opportunities to acquire these skills and knowledge, or to develop their talents through practice, strengths development can be inhibited. CS is designed to measure the raw talents that can serve as the foundation of strengths that can be productively applied to achieve success.

## Development of CliftonStrengths

Over several decades, Gallup researchers developed thousands of semi-structured interviews to identify talents that could be enhanced and used to pursue positive outcomes in work and school. In the 1990s, under the leadership of Don Clifton, Gallup developed the CS assessment as an objective measure of personal talent that could be administered online in less than an hour.

Clifton, during his 50-year career at the University of Nebraska–Lincoln, Selection Research Incorporated and Gallup, studied "frames of reference" (Clifton, Hollingsworth, & Hall, 1952), teacher-student rapport (Dodge & Clifton, 1956), management (Clifton, 1970; 1975; 1980) and success across a wide variety of domains in business and education (Buckingham & Clifton, 2001; Clifton & Anderson, 2002; Clifton & Nelson, 1992). He based his research and practice on straightforward notions that stood the tests of time and empirical scrutiny.

First, he believed that talents could be operationalized, studied, and optimized in work and academic settings. Talents manifest themselves in life experiences — characterized by yearnings, rapid learning, satisfaction and timelessness. Researchers believe these trait-like characteristics are the products of normal healthy development and successful experiences during childhood and adolescence (Hodges & Clifton, 2004). Strengths are extensions of talent. More precisely, the strength construct combines talents with associated knowledge and skills, which becomes the ability to consistently provide near-perfect performance. (Though labeled "CliftonStrengths," the instrument in fact measures the talents that serve as the foundations for strengths development.)

Second, Clifton considered success to be closely associated with personal talents and strengths in addition to traditional constructs linked with general mental ability. In accordance with those beliefs, he worked to identify hundreds of “themes” (categories) of personal talents that predicted work and academic success, and he constructed empirically based, semi-structured interviews for identifying these themes. When developing the interviews, Clifton and analysts examined the prescribed roles of a person (e.g., student, salesperson or administrator), visited the job site or academic setting, identified outstanding performers in these roles and settings and determined the long-standing thoughts, feelings and behaviors associated with success. Many of the resulting interviews provided useful predictions of positive outcomes (Schmidt & Rader, 1999). Subsequently, Gallup analysts administered these interviews to more than 2 million individuals for the purposes of personal development and employee selection.

In the mid-1990s, Clifton and colleagues systematically reviewed these interviews and the data they generated to capitalize on the accumulated knowledge and experience of Gallup’s talent-based practice. The goal of this review was to develop an assessment that would help individuals identify and develop their talents, independent of any hiring context. Having a separate assessment for development puts the individual in a better position to own their self-concept and personal branding, and to communicate those to others. A purely developmental assessment also puts the user in a better position to guide their own development.

The prominence of dimensions and items relating to motivation and values in much of the interview research informed the design of an instrument that can identify those enduring human qualities. Researchers constructed an initial pool of more than 5,000 items based on traditional validity evidence. Given the breadth of talents assessed, the pool of items was considered large and diverse. A smaller pool was derived after a quantitative review of item functioning and a content review of the representativeness of themes and items within themes (with an eye toward the construct validity of the entire assessment). Specifically, researchers took evidence used to evaluate the item pairs from a database of criterion-related validity studies, including more than 100 predictive validity studies (Schmidt & Rader, 1999). In multiple samples, researchers conducted factor and reliability analyses to assess the contribution of items to measurement of themes and the consistency and stability of theme scores — thereby achieving the goal of a balance between maximized theme information and efficiency in instrument length. During development phases, researchers pilot tested numerous sets of items. The items with the strongest psychometric properties were retained.

Clifton met with many fellow researchers as part of the CS development process. Perhaps the most significant connection was with Harvard psychology professor Phil Stone. His two recommendations for Clifton were to build the strengths assessment for the coming digital age and to use a forced-choice scoring algorithm, rather than the more customary Likert (1-5) or multiple-choice scales. The forced-choice scoring method is grounded in the assumption that individuals are often presented with multiple positive alternatives in real-life situations — for example, “I organize” and “I analyze.” As noted below in the section on scoring, forced-choice measurement is particularly useful in identifying intrapersonal characteristics by reducing response bias. (Christiansen, et al, 2005; Martinez and Salgado, 2021).

One of the first uses of what was to become the CS assessment was when Harvard psychology students took the assessment and provided feedback on the themes and theme descriptors. In 1997, Clifton and Stone developed a workbook that Stone used in his classes.

Edward “Chip” Anderson at UCLA also took an interest in Clifton’s work on strengths. In 1998, Clifton and Anderson developed “Soaring With Your Strengths,” a course supplement for UCLA students. This early draft later became the foundation for the book *StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond* (Clifton & Anderson, 2002).

Gallup launched a 35-theme version of CS in 1999. After collecting data for several months, researchers revisited the instrument and, based on analyses of theme uniqueness and redundancy, decided on 180 items and 34 themes. Since then, some theme names have changed, but the theme descriptions have not substantially changed. (See [Appendix A](#) for a list and short descriptions of the 34 themes.)

In 2006, Gallup researchers undertook a comprehensive review of CS psychometrics, which led to some revisions in the instrument. Confirmatory studies (described in a subsequent section) validated the 34-theme structure in all identifiable populations. While reviewing more than 1 million cases in multiple studies, researchers identified some possible improvements in theme validities and reliabilities. Some of these improvements involved the rescoring of existing items, whereas others required the addition of new items. These new items were drawn from Gallup’s library of talent-related items and from researchers’ experience building structured interviews and providing talent feedback. Finally, there were items in the 180-item version of CS that were never used in theme scores. A thorough review of each of these items showed many to be unnecessary in providing scoring utility, so they were removed. The result of these item changes was a slight reduction in the length of the instrument, from 180 items to 177.

That year, Gallup also added more detailed content to the feedback provided to respondents. Thousands of “strengths insight” statements were written to individualize results; these statements are linked to specific combinations of item responses and organized by theme. In this way, different facets of each theme may be emphasized to better describe the respondent and aid their development.

In 2023, Gallup researchers once again conducted a comprehensive review of CS psychometrics and feedback. Detailed conversations with respondents and experts aided the refinement of the content of several themes and led to some revisions in the instrument. In recognition of the number of people who take CS in a non-native language, some of the revisions were designed to simplify and shorten items to aid comprehension and reduce reading times. These efforts reduced completion times, thus enabling a slight lengthening of the assessment. In turn, the addition of new items facilitated the inclusion of new and more varied insight statements that can be used to enrich respondent feedback. New item candidates were tested in a series of studies using the Gallup Panel (a probability-based sampling of respondents); items that enhanced validity, reliability and readability were retained.

Today, CS is available in more than 25 languages and is modifiable for individuals with disabilities — designed and developed with accessibility in mind. In the default version of the assessment, the questions are individually timed. But this timer can be turned off for anyone who has a disability that requires they take the assessment without a time limit. Additionally, the assessment is compatible with screen readers, and this capability is reviewed regularly.

Worldwide, more than 31 million individuals from nearly every country have taken CS. Its administration is appropriate for adults and adolescents aged 16 and older, with a reading level of Grade 5 or higher. (Reading level is assessed with the Flesch-Kincaid Grade Level test included with Microsoft Word.) Gallup has retained two large global translation services to ensure measurement equivalence across languages. Measurement equivalence has also been assessed quantitatively — findings are shown later in the discussion on validity. Each item, theme and insight statement is reviewed by both translation providers, as well as internal Gallup experts who are native speakers. Final recommendations for all content are reviewed with Gallup researchers to ensure that content is accurate and equivalent to its English source.

## Scoring

The precise scoring of the CS assessment is proprietary to Gallup. What follows is a general description of the scoring method so that readers can see how material is presented to the respondent.

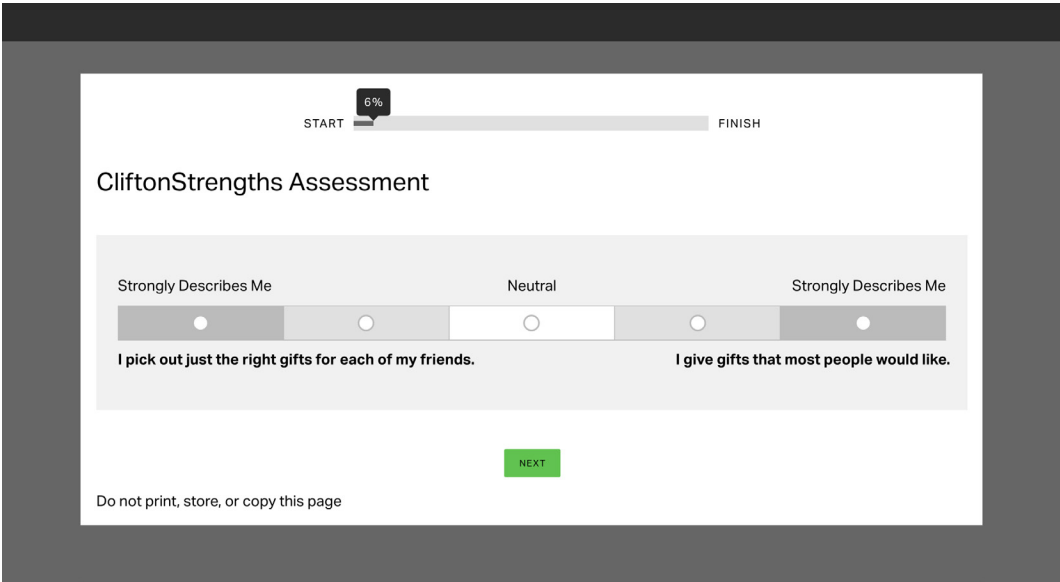
CS is an online assessment during which each respondent is presented with 200 items. Each item lists a pair of potential self-descriptors such as, “I get to know people individually” versus “I accept many types of people.” These item pairs are presented with a response scale consisting of five choices. Respondents are instructed to choose a left-side response if the left statement is more like them or a right-side response if the right statement is more like them. As shown in Figure 1, the two extremes of the scale are labeled “Strongly Describes Me,” and the middle response option is labeled “Neutral.” The other two response options are unlabeled.

Participants have 20 seconds to respond before the system moves on to the next item pair. The intent of the time limit is to elicit top-of-mind responses; internal developmental research showed that the 20-second limit resulted in a negligible item non-completion rate. The timer may be turned off for respondents with reading difficulties.

The paired-comparison item format has some important advantages. Forcing a comparison of two socially acceptable stimuli improves validity by making responses less susceptible than single stimulus Likert items to motivated distortions (Christiansen, et al, 2005; Martinez & Salgado, 2021). Respondents tend to be more likely to choose the alternative that best describes them, thereby reducing the effect of faking.

Figure 1 presents how each item pair appears on the screen:

FIGURE 1



Most of these items are associated with a “theme.” A theme is a category of talents, which are defined as recurring and consistent patterns of thought, feeling or behavior. CS measures and categorizes the presence of talent across 34 distinct themes. (Refer to [Appendix A](#) for brief theme descriptions.) Each theme is measured by multiple items, the total of which varies by theme, as shown in Table 1.

TABLE 1

Number of Statements Associated With Each Theme

| CS theme       | Number of items | CS theme           | Number of items |
|----------------|-----------------|--------------------|-----------------|
| Achiever®      | 7               | Futuristic®        | 8               |
| Activator®     | 9               | Harmony®           | 8               |
| Adaptability®  | 9               | Ideation®          | 9               |
| Analytical®    | 11              | Includer®          | 9               |
| Arranger®      | 9               | Individualization® | 8               |
| Belief®        | 11              | Input®             | 8               |
| Command®       | 9               | Intellection®      | 10              |
| Communication® | 9               | Learner®           | 8               |
| Competition®   | 7               | Maximizer®         | 7               |
| Connectedness® | 9               | Positivity®        | 10              |
| Consistency®   | 7               | Relator®           | 7               |
| Context®       | 7               | Responsibility®    | 12              |
| Deliberative®  | 9               | Restorative™       | 11              |
| Developer®     | 9               | Self-Assurance®    | 13              |
| Discipline®    | 13              | Significance®      | 11              |
| Empathy®       | 8               | Strategic®         | 7               |
| Focus®         | 12              | Woo®               | 7               |



Some users have commented on the varying number of items by theme. Principally, this variation is due to the fact that many of the themes and items predate their use in this assessment. While they have been modified for this use, that history has left some themes with more or fewer items. Gallup's focus has been on theme and profile validity, absent an explicit desire to keep the number of items the same for each theme. Nevertheless, item counts have become more similar over time. Additionally, item difficulty is not constant, and the themes vary somewhat in the breadth of their content coverage.

Some statements are linked to more than one theme. In 26% of the items, each of the two statements within that item is linked to a separate theme. Thus, one response on an item can contribute to two or more theme scores. A proprietary formula assigns a value to each response category. Values for items in the theme are then aggregated to produce a theme score.

The calculation of scores is based on the mean of the intensity of self-description. These mean scores and theme-rank data are recorded in the Gallup strengths database. Given the intended use of CS for intrapersonal development, the theme-rank data are the focus of feedback that the respondent receives.

## Administration and Feedback

CS is administered exclusively online. Prospective respondents may either purchase a code (<https://store.gallup.com/h/en-us/>) or redeem a code from one of Gallup's strengths-related publications (e.g., *Strengthsfinder 2.0* or *CliftonStrengths for Students*). No professional qualifications are required to administer or take CS. Gallup client support is available online and by phone in the case of any technical or logistical difficulties.

Feedback varies in accordance with the reason the person completes CS. In some cases, the respondent receives a report listing their top five talent themes — the strengths that received the highest scores, in order of intensity. Increasingly, respondents may review their sequence of all 34 themes, along with "action items" and "blind spots" for each theme. The action items are discrete, curated suggestions from certified strengths coaches to help further the development and application of each theme. The blind spots are possible unintended and negative misperceptions that occur when a person uses their strengths. A person should be aware of the blind spots that their dominant themes can create. This insight can help people become more self-aware and learn to better self-regulate their strengths.

The CS report also includes feedback on areas of lesser talent and "weaknesses." Gallup defines a weakness as anything that gets in the way of your success. The respondent's strongest themes indicate their best opportunities for success. But in some situations, and with some people, these same themes can hinder effectiveness and become blind spots. The themes at the bottom of a person's strengths profile can also get in the way of success. They aren't necessarily weaknesses, but they likely do not come naturally.

All respondents receive personalized insight statements that reflect their specific item-level responses, organized by theme. These personalized strengths insights provide a more customized version of the respondent's report, featuring an in-depth look into the nuances of what makes them unique, using approximately 6,000 personalized strengths insights. This feedback, based on both theme and item-level data, provides a richer description of the particular combination of responses the participant provided.

The number of possible combinations and permutations of themes and insight statements is extremely large. There are 278,256 unique combinations of top five themes (independent of order) and more than 33 million permutations (order-dependent). This last figure exceeds the total number of respondents as of this writing, so Gallup has yet to observe every possible permutation of the top five themes. So far, the assessment has produced more than 8.2 million permutations of top five themes (25%). However, Gallup has observed an appreciable amount (94%) of the 278,256 possible combinations — 260,897 unique combinations at the time of this writing. In addition, the number of feasible 34-theme sequences is so enormous that the full set will never be observed. This level of complexity enables highly individualized feedback that highlights the uniqueness of each individual. It should be noted that the theme sequences are not uniformly distributed in Gallup's strengths database. Some themes are more common, and some themes are more likely to appear together in a top five profile. Previous technical reports have included detailed tables of theme pair prevalences (see Asplund, et al, 2014).

In programs designed to promote strengths-based development, feedback is often accompanied by instruction, experiential learning and mentoring activities designed to help people make the most of their talents (e.g., develop strengths associated with occupational or educational roles). Gallup has also created several role-specific reports with content aimed at developing strengths within the context of that role:

- CliftonStrengths for Students
- CliftonStrengths for Managers
- CliftonStrengths for Leaders
- CliftonStrengths for Sales

Additional work has been done to build insight statements aimed at important content areas such as individual wellbeing, burnout, employee engagement and competency development.

## Application: Strengths-Based Development

CS is generally used as a starting point for self-discovery in strengths-based development programs. After a respondent has completed the assessment and has received talent feedback, the person obtains a set of customized developmental suggestions based on their individualized results and to their role(s), to help integrate their talents into a more informed view of self. Behavioral change occurs as the identification and integration stages of strengths development unfold. Specifically, the strengths-based development process encourages individuals to build strengths by acquiring skills (i.e., basic abilities) and knowledge (i.e., what you know) that can complement their greatest talents in application to specific tasks.

The intended purpose of CS is to facilitate personal development and growth. It is intended and used as a springboard for discussion with managers, friends, colleagues and advisers, and as a tool for self-awareness. CS results are a preliminary hypothesis to be verified with the respondent. Accordingly, feedback about talents and strengths development often forms the basis of further interventions that help individuals capitalize on their greatest talents and apply them to new challenges.

The social context of the respondent's environment has a significant effect on strengths-based development. Bowers and Lopez (2010) identified three constructs they deemed necessary for students to successfully capitalize on their strengths: "continual social support, experiences of success and reinforcement of personal strengths." The authors went on to note that these three constructs "represent phenomena that are interrelated, overlapping and circular," rather than a sequential process.

As discussed in Asplund and Blacksmith (2011), Gallup researchers detected a similar set of issues in their on-site observations and follow-up interviews with employees and managers who had used strengths-based employee development methods. They observed that performance improvements hinged on specific applications of strengths discoveries to the objective at hand, but that such applications could only occur after employees (1) became aware of their strengths and their colleagues' strengths, (2) began to experience success through more intentional application of those strengths and (3) perceived a shared commitment to the strengths philosophy among coworkers, managers and company leadership.

In a study of Dutch and Belgian organizations, van Woerkom and Meyers (2014) compiled evidence suggesting that a strengths-based psychological climate was positively linked to employee performance, and that employee perceptions of the strengths philosophy were related to their levels of positive affect. In particular, they found that a strengths-based climate enhanced extra-role performance and could therefore be especially useful to organizations that rely more on collaboration or innovation.

## Psychometrics

### Reliability

The reliability of a score is an estimate of its stability, or the portion of the score that is not a result of random variation. For instruments like CS, two types of reliability estimates are generally reported:

- **Internal Consistency.** In general, this involves looking at how well the items designed to measure the same construct produce the same results.
- **Test-Retest Reliability.** This is employed by administering the instrument to the same sample at two different time periods. It is generally more difficult to acquire these data because the respondent must complete the instrument twice. It should be noted that retest correlations underestimate stability and overestimate change as a result of random measurement error. There are various sources of this measurement error, including:
  - transient error from random fluctuations in response
  - uncontrolled testing conditions (e.g., distractions)
  - within-person factors like fatigue, anxiety or illness
  - changes to the assessment itself
  - carryover effects, including exposure to the first assessment and subsequent feedback that influences scores on the second assessment
  - developmental changes and exposure to new life events that add variability (for longer test intervals)

These should be the primary sources of measurement error for stable constructs like the talents measured by the CS assessment.

Cronbach's alpha is commonly used to estimate internal consistency reliability, despite some general limitations that restrict its applicability. Even when Cronbach published his 1951 paper on coefficient alpha, it was already well-known to be an incomplete indicator of true reliability, discussed further below. Coefficient alpha is also influenced by the number of items in a scale. Adding items will generally increase alpha, sometimes to the detriment of instrument efficiency and unnecessary content redundancy. That is, a scale with more items imperils validity by either narrowing the definition of the scale or adding redundancy to items already present. For these reasons, some researchers have advised against alphas that are too high (Streiner, 2003; Panayides, 2013). As Streiner wrote, "Higher values may reflect unnecessary duplication of content across items and point more to redundancy than to homogeneity" (Streiner, 2003). Examples of this can be seen in lengthy instruments using Likert scales that risk respondent response set tendencies and high multicollinearity.

Coefficient alpha does not capture transient error (Schmidt, Le & Ilies, 2003), with potentially significant impact on the measurement of psychological scales (Schmidt & Hunter, 1999). When designing a new assessment, multiple retests may be needed to significantly reduce the effects of transient error. While it is understandable that many research projects lack the resources to do this, that does not negate the risks of an overreliance on coefficient alpha as the sole estimate of scale reliability.

It is generally agreed that the forced-choice format presents additional problems for coefficient alpha. For example, in assessments with a large number of measured dimensions, as in the case of CS, reliabilities as measured by coefficient alpha will be attenuated (Brown & Bartram, 2013).

A sensible alternative to alpha is McDonald's omega (McDonald, 1970, 1999). It is not limited by the same assumptions as alpha, but it is conceptually similar. In fact, alpha can be considered a special case of omega when all of the assumptions for alpha are met. Readers interested in learning more about the rationale for using omega, and how to calculate it, are encouraged to read Macneish (2017).

Since many users are accustomed to reviewing alphas, they are provided here. Omegas are provided as well, using the same sample, and readers are encouraged to rely more on those. Readers should also note the high degree of consistency in these statistics across identifiable subpopulations.

Table 2 includes omega measures for CS:

**TABLE 2A**

**Omega Measures, by Race/Ethnicity**

n = Full sample: 53,848 | Asian: 4,702 | Black: 3,123 | Hispanic/Latino: 3,884

White: 26,549 | Missing: 13,679 | Refused: 1,911

| Theme             | Full sample | Asian | Black | Hispanic/<br>Latino | White | Missing | Refused |
|-------------------|-------------|-------|-------|---------------------|-------|---------|---------|
| Achiever          | 0.70        | 0.67  | 0.68  | 0.72                | 0.70  | 0.70    | 0.68    |
| Activator         | 0.70        | 0.68  | 0.67  | 0.67                | 0.71  | 0.71    | 0.68    |
| Adaptability      | 0.70        | 0.69  | 0.67  | 0.68                | 0.71  | 0.71    | 0.69    |
| Analytical        | 0.74        | 0.72  | 0.71  | 0.74                | 0.75  | 0.74    | 0.74    |
| Arranger          | 0.74        | 0.74  | 0.74  | 0.72                | 0.74  | 0.75    | 0.74    |
| Belief            | 0.72        | 0.70  | 0.72  | 0.69                | 0.72  | 0.71    | 0.72    |
| Command           | 0.68        | 0.65  | 0.65  | 0.67                | 0.69  | 0.67    | 0.68    |
| Communication     | 0.73        | 0.72  | 0.69  | 0.71                | 0.74  | 0.72    | 0.70    |
| Competition       | 0.70        | 0.67  | 0.65  | 0.70                | 0.72  | 0.70    | 0.69    |
| Connectedness     | 0.65        | 0.62  | 0.61  | 0.63                | 0.65  | 0.66    | 0.64    |
| Consistency       | 0.69        | 0.68  | 0.64  | 0.65                | 0.70  | 0.69    | 0.68    |
| Context           | 0.73        | 0.68  | 0.67  | 0.70                | 0.75  | 0.73    | 0.73    |
| Deliberative      | 0.71        | 0.68  | 0.65  | 0.71                | 0.71  | 0.71    | 0.68    |
| Developer         | 0.72        | 0.69  | 0.67  | 0.68                | 0.74  | 0.71    | 0.72    |
| Discipline        | 0.78        | 0.75  | 0.75  | 0.77                | 0.79  | 0.77    | 0.77    |
| Empathy           | 0.75        | 0.72  | 0.69  | 0.72                | 0.77  | 0.75    | 0.74    |
| Focus             | 0.70        | 0.67  | 0.69  | 0.69                | 0.70  | 0.70    | 0.71    |
| Futuristic        | 0.70        | 0.67  | 0.66  | 0.66                | 0.71  | 0.70    | 0.71    |
| Harmony           | 0.72        | 0.72  | 0.66  | 0.69                | 0.73  | 0.72    | 0.69    |
| Ideation          | 0.75        | 0.75  | 0.69  | 0.72                | 0.76  | 0.76    | 0.76    |
| Includer          | 0.76        | 0.78  | 0.77  | 0.77                | 0.76  | 0.76    | 0.76    |
| Individualization | 0.62        | 0.61  | 0.59  | 0.60                | 0.62  | 0.62    | 0.63    |
| Input             | 0.66        | 0.63  | 0.64  | 0.65                | 0.66  | 0.66    | 0.68    |
| Intellection      | 0.69        | 0.67  | 0.64  | 0.66                | 0.70  | 0.69    | 0.71    |
| Learner           | 0.75        | 0.72  | 0.73  | 0.74                | 0.75  | 0.75    | 0.76    |
| Maximizer         | 0.68        | 0.66  | 0.62  | 0.66                | 0.69  | 0.68    | 0.69    |
| Positivity        | 0.73        | 0.73  | 0.71  | 0.71                | 0.74  | 0.73    | 0.73    |
| Relator           | 0.75        | 0.75  | 0.73  | 0.73                | 0.75  | 0.74    | 0.75    |
| Responsibility    | 0.68        | 0.69  | 0.70  | 0.68                | 0.67  | 0.68    | 0.72    |
| Restorative       | 0.73        | 0.72  | 0.71  | 0.72                | 0.72  | 0.73    | 0.74    |
| Self-Assurance    | 0.68        | 0.70  | 0.66  | 0.67                | 0.67  | 0.68    | 0.70    |
| Significance      | 0.68        | 0.67  | 0.65  | 0.67                | 0.68  | 0.68    | 0.68    |
| Strategic         | 0.68        | 0.68  | 0.68  | 0.68                | 0.68  | 0.68    | 0.71    |
| Woo               | 0.77        | 0.73  | 0.72  | 0.73                | 0.79  | 0.76    | 0.73    |

TABLE 2B

**Omega Measures, by Gender**

n = Full sample: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme             | Full sample | Female | Male | Missing | Refused |
|-------------------|-------------|--------|------|---------|---------|
| Achiever          | 0.70        | 0.69   | 0.70 | 0.70    | 0.72    |
| Activator         | 0.70        | 0.70   | 0.69 | 0.71    | 0.70    |
| Adaptability      | 0.70        | 0.69   | 0.72 | 0.70    | 0.71    |
| Analytical        | 0.74        | 0.71   | 0.74 | 0.74    | 0.75    |
| Arranger          | 0.74        | 0.73   | 0.75 | 0.74    | 0.75    |
| Belief            | 0.72        | 0.70   | 0.73 | 0.71    | 0.75    |
| Command           | 0.68        | 0.67   | 0.67 | 0.67    | 0.68    |
| Communication     | 0.73        | 0.73   | 0.73 | 0.72    | 0.70    |
| Competition       | 0.70        | 0.68   | 0.71 | 0.71    | 0.68    |
| Connectedness     | 0.65        | 0.65   | 0.64 | 0.65    | 0.65    |
| Consistency       | 0.69        | 0.69   | 0.68 | 0.69    | 0.69    |
| Context           | 0.73        | 0.70   | 0.75 | 0.73    | 0.75    |
| Deliberative      | 0.71        | 0.70   | 0.72 | 0.71    | 0.75    |
| Developer         | 0.72        | 0.72   | 0.70 | 0.71    | 0.74    |
| Discipline        | 0.78        | 0.78   | 0.77 | 0.77    | 0.78    |
| Empathy           | 0.75        | 0.74   | 0.71 | 0.75    | 0.77    |
| Focus             | 0.70        | 0.69   | 0.71 | 0.70    | 0.73    |
| Futuristic        | 0.70        | 0.69   | 0.70 | 0.70    | 0.71    |
| Harmony           | 0.72        | 0.72   | 0.70 | 0.72    | 0.62    |
| Ideation          | 0.75        | 0.75   | 0.75 | 0.75    | 0.77    |
| Includer          | 0.76        | 0.76   | 0.77 | 0.76    | 0.73    |
| Individualization | 0.62        | 0.61   | 0.63 | 0.62    | 0.70    |
| Input             | 0.66        | 0.67   | 0.64 | 0.66    | 0.68    |
| Intellection      | 0.69        | 0.69   | 0.70 | 0.69    | 0.75    |
| Learner           | 0.75        | 0.74   | 0.76 | 0.75    | 0.79    |
| Maximizer         | 0.68        | 0.67   | 0.69 | 0.68    | 0.72    |
| Positivity        | 0.73        | 0.73   | 0.73 | 0.73    | 0.70    |
| Relator           | 0.75        | 0.73   | 0.76 | 0.74    | 0.78    |
| Responsibility    | 0.68        | 0.67   | 0.69 | 0.68    | 0.71    |
| Restorative       | 0.73        | 0.71   | 0.74 | 0.73    | 0.75    |
| Self-Assurance    | 0.68        | 0.67   | 0.68 | 0.68    | 0.66    |
| Significance      | 0.68        | 0.67   | 0.69 | 0.68    | 0.70    |
| Strategic         | 0.68        | 0.67   | 0.69 | 0.68    | 0.73    |
| Woo               | 0.77        | 0.77   | 0.76 | 0.76    | 0.72    |

**TABLE 2C****Omega Measures, by Age**

n = Full sample: 53,848 | &lt;24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | &gt;60: 2,024 | Missing: 12,422

| Theme             | Full sample | <24  | 25-30 | 31-40 | 41-50 | 51-60 | >60  | Missing |
|-------------------|-------------|------|-------|-------|-------|-------|------|---------|
| Achiever          | 0.70        | 0.74 | 0.71  | 0.70  | 0.69  | 0.68  | 0.66 | 0.69    |
| Activator         | 0.70        | 0.66 | 0.68  | 0.71  | 0.70  | 0.71  | 0.73 | 0.71    |
| Adaptability      | 0.70        | 0.70 | 0.69  | 0.70  | 0.70  | 0.71  | 0.70 | 0.71    |
| Analytical        | 0.74        | 0.73 | 0.73  | 0.74  | 0.75  | 0.75  | 0.74 | 0.74    |
| Arranger          | 0.74        | 0.70 | 0.71  | 0.73  | 0.75  | 0.77  | 0.78 | 0.74    |
| Belief            | 0.72        | 0.71 | 0.70  | 0.71  | 0.72  | 0.73  | 0.74 | 0.71    |
| Command           | 0.68        | 0.66 | 0.68  | 0.68  | 0.68  | 0.67  | 0.68 | 0.67    |
| Communication     | 0.73        | 0.72 | 0.73  | 0.74  | 0.73  | 0.72  | 0.72 | 0.72    |
| Competition       | 0.70        | 0.68 | 0.70  | 0.70  | 0.68  | 0.67  | 0.64 | 0.70    |
| Connectedness     | 0.65        | 0.64 | 0.64  | 0.63  | 0.64  | 0.67  | 0.67 | 0.65    |
| Consistency       | 0.69        | 0.65 | 0.67  | 0.69  | 0.70  | 0.70  | 0.73 | 0.69    |
| Context           | 0.73        | 0.74 | 0.72  | 0.74  | 0.73  | 0.73  | 0.72 | 0.72    |
| Deliberative      | 0.71        | 0.70 | 0.71  | 0.71  | 0.71  | 0.71  | 0.70 | 0.71    |
| Developer         | 0.72        | 0.73 | 0.73  | 0.72  | 0.72  | 0.74  | 0.73 | 0.71    |
| Discipline        | 0.78        | 0.79 | 0.78  | 0.78  | 0.77  | 0.78  | 0.76 | 0.77    |
| Empathy           | 0.75        | 0.76 | 0.76  | 0.75  | 0.75  | 0.75  | 0.76 | 0.75    |
| Focus             | 0.70        | 0.68 | 0.69  | 0.69  | 0.70  | 0.70  | 0.66 | 0.70    |
| Futuristic        | 0.70        | 0.66 | 0.68  | 0.69  | 0.70  | 0.69  | 0.68 | 0.69    |
| Harmony           | 0.72        | 0.66 | 0.70  | 0.72  | 0.74  | 0.75  | 0.74 | 0.72    |
| Ideation          | 0.75        | 0.71 | 0.75  | 0.76  | 0.76  | 0.76  | 0.77 | 0.75    |
| Includer          | 0.76        | 0.76 | 0.76  | 0.76  | 0.77  | 0.77  | 0.78 | 0.76    |
| Individualization | 0.62        | 0.58 | 0.59  | 0.62  | 0.63  | 0.65  | 0.65 | 0.62    |
| Input             | 0.66        | 0.64 | 0.62  | 0.65  | 0.67  | 0.68  | 0.70 | 0.65    |
| Intellection      | 0.69        | 0.68 | 0.69  | 0.69  | 0.69  | 0.70  | 0.73 | 0.69    |
| Learner           | 0.75        | 0.73 | 0.72  | 0.73  | 0.76  | 0.78  | 0.79 | 0.74    |
| Maximizer         | 0.68        | 0.63 | 0.66  | 0.69  | 0.69  | 0.69  | 0.68 | 0.68    |
| Positivity        | 0.73        | 0.72 | 0.73  | 0.73  | 0.74  | 0.74  | 0.75 | 0.72    |
| Relator           | 0.75        | 0.76 | 0.74  | 0.75  | 0.74  | 0.73  | 0.70 | 0.75    |
| Responsibility    | 0.68        | 0.66 | 0.66  | 0.67  | 0.69  | 0.70  | 0.72 | 0.68    |
| Restorative       | 0.73        | 0.73 | 0.74  | 0.74  | 0.73  | 0.68  | 0.68 | 0.73    |
| Self-Assurance    | 0.68        | 0.64 | 0.66  | 0.67  | 0.69  | 0.71  | 0.73 | 0.68    |
| Significance      | 0.68        | 0.65 | 0.67  | 0.68  | 0.68  | 0.68  | 0.66 | 0.68    |
| Strategic         | 0.68        | 0.61 | 0.67  | 0.68  | 0.70  | 0.72  | 0.72 | 0.68    |
| Woo               | 0.77        | 0.78 | 0.77  | 0.78  | 0.78  | 0.76  | 0.75 | 0.75    |



Table 3 includes coefficient alpha measures for CS:

**TABLE 3A**

**Alpha Measures, by Race/Ethnicity**

n = Full sample: 53,848 | Asian: 4,702 | Black: 3,123 | Hispanic/Latino: 3,884

White: 26,549 | Missing: 13,679 | Refused: 1,911

| Theme             | Full sample | Asian | Black | Hispanic/<br>Latino | White | Missing | Refused |
|-------------------|-------------|-------|-------|---------------------|-------|---------|---------|
| Achiever          | 0.70        | 0.67  | 0.67  | 0.72                | 0.70  | 0.70    | 0.68    |
| Activator         | 0.70        | 0.68  | 0.67  | 0.67                | 0.70  | 0.71    | 0.67    |
| Adaptability      | 0.70        | 0.69  | 0.67  | 0.67                | 0.70  | 0.70    | 0.68    |
| Analytical        | 0.74        | 0.72  | 0.71  | 0.74                | 0.74  | 0.74    | 0.74    |
| Arranger          | 0.73        | 0.73  | 0.73  | 0.71                | 0.73  | 0.74    | 0.74    |
| Belief            | 0.71        | 0.69  | 0.72  | 0.69                | 0.72  | 0.71    | 0.71    |
| Command           | 0.67        | 0.65  | 0.64  | 0.67                | 0.68  | 0.67    | 0.68    |
| Communication     | 0.73        | 0.72  | 0.69  | 0.70                | 0.74  | 0.72    | 0.70    |
| Competition       | 0.70        | 0.67  | 0.65  | 0.70                | 0.71  | 0.70    | 0.69    |
| Connectedness     | 0.64        | 0.62  | 0.61  | 0.63                | 0.65  | 0.65    | 0.64    |
| Consistency       | 0.67        | 0.66  | 0.63  | 0.62                | 0.68  | 0.67    | 0.66    |
| Context           | 0.73        | 0.68  | 0.67  | 0.69                | 0.75  | 0.73    | 0.72    |
| Deliberative      | 0.72        | 0.69  | 0.68  | 0.71                | 0.73  | 0.72    | 0.70    |
| Developer         | 0.72        | 0.69  | 0.67  | 0.68                | 0.74  | 0.71    | 0.72    |
| Discipline        | 0.77        | 0.75  | 0.75  | 0.76                | 0.79  | 0.77    | 0.77    |
| Empathy           | 0.75        | 0.72  | 0.69  | 0.72                | 0.77  | 0.75    | 0.74    |
| Focus             | 0.70        | 0.67  | 0.69  | 0.69                | 0.70  | 0.70    | 0.71    |
| Futuristic        | 0.69        | 0.67  | 0.66  | 0.66                | 0.71  | 0.69    | 0.71    |
| Harmony           | 0.72        | 0.72  | 0.66  | 0.69                | 0.73  | 0.72    | 0.69    |
| Ideation          | 0.75        | 0.75  | 0.69  | 0.72                | 0.76  | 0.75    | 0.75    |
| Includer          | 0.76        | 0.78  | 0.77  | 0.76                | 0.76  | 0.76    | 0.76    |
| Individualization | 0.61        | 0.61  | 0.58  | 0.60                | 0.62  | 0.62    | 0.62    |
| Input             | 0.65        | 0.63  | 0.63  | 0.65                | 0.66  | 0.65    | 0.68    |
| Intellection      | 0.69        | 0.67  | 0.64  | 0.66                | 0.70  | 0.69    | 0.71    |
| Learner           | 0.74        | 0.72  | 0.73  | 0.74                | 0.75  | 0.75    | 0.76    |
| Maximizer         | 0.68        | 0.66  | 0.61  | 0.66                | 0.69  | 0.68    | 0.69    |
| Positivity        | 0.74        | 0.73  | 0.71  | 0.71                | 0.74  | 0.73    | 0.73    |
| Relator           | 0.74        | 0.75  | 0.73  | 0.73                | 0.75  | 0.74    | 0.75    |
| Responsibility    | 0.68        | 0.69  | 0.70  | 0.68                | 0.67  | 0.68    | 0.72    |
| Restorative       | 0.73        | 0.73  | 0.71  | 0.73                | 0.73  | 0.73    | 0.74    |
| Self-Assurance    | 0.68        | 0.70  | 0.66  | 0.67                | 0.65  | 0.68    | 0.70    |
| Significance      | 0.68        | 0.67  | 0.65  | 0.67                | 0.68  | 0.68    | 0.68    |
| Strategic         | 0.69        | 0.68  | 0.68  | 0.68                | 0.69  | 0.68    | 0.71    |
| Woo               | 0.77        | 0.73  | 0.71  | 0.73                | 0.79  | 0.76    | 0.73    |

**TABLE 3B****Alpha Measures, by Gender**

n = Full sample: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme             | Full sample | Female | Male | Missing | Refused |
|-------------------|-------------|--------|------|---------|---------|
| Achiever          | 0.70        | 0.69   | 0.70 | 0.69    | 0.72    |
| Activator         | 0.70        | 0.70   | 0.69 | 0.71    | 0.70    |
| Adaptability      | 0.70        | 0.69   | 0.71 | 0.70    | 0.70    |
| Analytical        | 0.74        | 0.71   | 0.74 | 0.73    | 0.75    |
| Arranger          | 0.73        | 0.72   | 0.75 | 0.74    | 0.75    |
| Belief            | 0.71        | 0.70   | 0.73 | 0.71    | 0.74    |
| Command           | 0.67        | 0.67   | 0.67 | 0.67    | 0.68    |
| Communication     | 0.73        | 0.73   | 0.73 | 0.72    | 0.70    |
| Competition       | 0.70        | 0.68   | 0.71 | 0.70    | 0.68    |
| Connectedness     | 0.64        | 0.64   | 0.63 | 0.65    | 0.65    |
| Consistency       | 0.67        | 0.66   | 0.67 | 0.68    | 0.68    |
| Context           | 0.73        | 0.70   | 0.75 | 0.73    | 0.75    |
| Deliberative      | 0.72        | 0.72   | 0.72 | 0.72    | 0.75    |
| Developer         | 0.72        | 0.71   | 0.70 | 0.71    | 0.74    |
| Discipline        | 0.77        | 0.78   | 0.76 | 0.77    | 0.77    |
| Empathy           | 0.75        | 0.74   | 0.70 | 0.75    | 0.76    |
| Focus             | 0.70        | 0.69   | 0.71 | 0.70    | 0.73    |
| Futuristic        | 0.69        | 0.69   | 0.70 | 0.69    | 0.71    |
| Harmony           | 0.72        | 0.72   | 0.70 | 0.72    | 0.62    |
| Ideation          | 0.75        | 0.74   | 0.75 | 0.75    | 0.77    |
| Includer          | 0.76        | 0.76   | 0.77 | 0.76    | 0.73    |
| Individualization | 0.61        | 0.61   | 0.63 | 0.62    | 0.69    |
| Input             | 0.65        | 0.66   | 0.64 | 0.66    | 0.68    |
| Intellection      | 0.69        | 0.69   | 0.70 | 0.69    | 0.75    |
| Learner           | 0.74        | 0.74   | 0.76 | 0.74    | 0.79    |
| Maximizer         | 0.68        | 0.67   | 0.69 | 0.68    | 0.71    |
| Positivity        | 0.74        | 0.73   | 0.73 | 0.73    | 0.71    |
| Relator           | 0.74        | 0.73   | 0.76 | 0.74    | 0.78    |
| Responsibility    | 0.68        | 0.67   | 0.69 | 0.68    | 0.71    |
| Restorative       | 0.73        | 0.72   | 0.74 | 0.73    | 0.76    |
| Self-Assurance    | 0.68        | 0.67   | 0.68 | 0.68    | 0.67    |
| Significance      | 0.68        | 0.67   | 0.69 | 0.68    | 0.70    |
| Strategic         | 0.69        | 0.67   | 0.70 | 0.68    | 0.73    |
| Woo               | 0.77        | 0.77   | 0.76 | 0.76    | 0.72    |

**TABLE 3C****Alpha Measures, by Age**

n = Full sample: 53,848 | &lt;24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | &gt;60: 2,024 | Missing: 12,422

| Theme             | Full sample | <24  | 25-30 | 31-40 | 41-50 | 51-60 | >60  | Missing |
|-------------------|-------------|------|-------|-------|-------|-------|------|---------|
| Achiever          | 0.70        | 0.74 | 0.71  | 0.69  | 0.69  | 0.67  | 0.66 | 0.69    |
| Activator         | 0.70        | 0.66 | 0.68  | 0.70  | 0.70  | 0.71  | 0.73 | 0.71    |
| Adaptability      | 0.70        | 0.70 | 0.69  | 0.69  | 0.70  | 0.71  | 0.70 | 0.70    |
| Analytical        | 0.74        | 0.73 | 0.73  | 0.73  | 0.74  | 0.74  | 0.74 | 0.73    |
| Arranger          | 0.73        | 0.70 | 0.70  | 0.72  | 0.75  | 0.76  | 0.78 | 0.74    |
| Belief            | 0.71        | 0.71 | 0.69  | 0.70  | 0.72  | 0.73  | 0.74 | 0.71    |
| Command           | 0.67        | 0.66 | 0.68  | 0.68  | 0.68  | 0.66  | 0.67 | 0.67    |
| Communication     | 0.73        | 0.72 | 0.73  | 0.74  | 0.73  | 0.72  | 0.72 | 0.72    |
| Competition       | 0.70        | 0.68 | 0.70  | 0.70  | 0.68  | 0.66  | 0.64 | 0.70    |
| Connectedness     | 0.64        | 0.63 | 0.64  | 0.63  | 0.64  | 0.67  | 0.67 | 0.65    |
| Consistency       | 0.67        | 0.61 | 0.64  | 0.67  | 0.69  | 0.69  | 0.71 | 0.68    |
| Context           | 0.73        | 0.74 | 0.72  | 0.74  | 0.73  | 0.72  | 0.72 | 0.72    |
| Deliberative      | 0.72        | 0.70 | 0.72  | 0.73  | 0.73  | 0.72  | 0.71 | 0.72    |
| Developer         | 0.72        | 0.73 | 0.73  | 0.71  | 0.72  | 0.73  | 0.72 | 0.71    |
| Discipline        | 0.77        | 0.79 | 0.78  | 0.78  | 0.77  | 0.77  | 0.75 | 0.77    |
| Empathy           | 0.75        | 0.76 | 0.76  | 0.75  | 0.75  | 0.75  | 0.76 | 0.75    |
| Focus             | 0.70        | 0.68 | 0.69  | 0.69  | 0.70  | 0.70  | 0.66 | 0.70    |
| Futuristic        | 0.69        | 0.66 | 0.68  | 0.69  | 0.70  | 0.69  | 0.68 | 0.69    |
| Harmony           | 0.72        | 0.66 | 0.70  | 0.72  | 0.73  | 0.75  | 0.74 | 0.72    |
| Ideation          | 0.75        | 0.71 | 0.75  | 0.76  | 0.75  | 0.76  | 0.76 | 0.75    |
| Includer          | 0.76        | 0.75 | 0.76  | 0.76  | 0.77  | 0.77  | 0.78 | 0.76    |
| Individualization | 0.61        | 0.58 | 0.59  | 0.61  | 0.63  | 0.64  | 0.65 | 0.62    |
| Input             | 0.65        | 0.64 | 0.62  | 0.65  | 0.67  | 0.67  | 0.70 | 0.65    |
| Intellection      | 0.69        | 0.68 | 0.69  | 0.69  | 0.69  | 0.70  | 0.72 | 0.69    |
| Learner           | 0.74        | 0.72 | 0.71  | 0.73  | 0.76  | 0.78  | 0.79 | 0.74    |
| Maximizer         | 0.68        | 0.62 | 0.66  | 0.68  | 0.69  | 0.68  | 0.68 | 0.68    |
| Positivity        | 0.74        | 0.72 | 0.73  | 0.74  | 0.74  | 0.75  | 0.75 | 0.73    |
| Relator           | 0.74        | 0.76 | 0.74  | 0.75  | 0.74  | 0.73  | 0.70 | 0.74    |
| Responsibility    | 0.68        | 0.66 | 0.66  | 0.66  | 0.69  | 0.70  | 0.71 | 0.68    |
| Restorative       | 0.73        | 0.73 | 0.74  | 0.74  | 0.73  | 0.71  | 0.70 | 0.73    |
| Self-Assurance    | 0.68        | 0.64 | 0.66  | 0.67  | 0.70  | 0.71  | 0.73 | 0.69    |
| Significance      | 0.68        | 0.65 | 0.66  | 0.68  | 0.68  | 0.68  | 0.66 | 0.68    |
| Strategic         | 0.69        | 0.62 | 0.67  | 0.68  | 0.70  | 0.72  | 0.72 | 0.68    |
| Woo               | 0.77        | 0.78 | 0.77  | 0.77  | 0.78  | 0.76  | 0.75 | 0.75    |

## Test-Retest

When assessing the reliability and stability of results, Gallup researchers have chosen to emphasize test-retest reliability. This is the measure of reliability that is most meaningful to the user, and it is a better measure of the actual stability of the measurement. In the judgment of McCrae, et al. (2011), “internal consistency of scales can be useful as a check on data quality but appears to be of limited utility for evaluating the potential validity of developed scales, and it should not be used as a substitute for retest reliability.”

In 2019, Gallup (Asplund, 2019) conducted an extensive study of the test-retest reliability of CS. Researchers identified 57,888 retakers from multiple countries and across a range of ages. Some of them retook CS only months after their first attempt, while others waited over a decade to do so. We believe that the universe of retakers is larger than this, but changing data privacy practices mean that these 57,888 retakers were the only ones we could identify with confidence.

Lacking any information on the motives for retaking the assessment among this sample, we posit that the test-retest results will likely show less stability over time than what could be expected from the general population. People looking for different results are likely to generate change, even if that change is somewhat random. Those who increase or decrease their cognitive involvement with the assessment will respond differently to the same stimuli, and switching languages adds variance, no matter how good the translation. People who took the CS assessment in college and retook it much later have likely undergone some personal development and had experiences applying their strengths in varying contexts, which could have affected their self-perceptions. Finally, those who are extremely fond of the assessment and strengths in general have exposed themselves to so much related content and feedback that certain items in the assessment will have varying appeal over time.

We believe that the test-retest results from this sample are conservative and should be considered lower bounds of the true test-retest reliabilities. Nevertheless, the reliabilities of themes in this most recent study of organic retakers are similar to those in an earlier panel study (Asplund, Agrawal, Hodges, Harter, & Lopez, 2014).

Table 4 shows the test-retest reliabilities for the respondents who retested within six months. This is a common retest interval in the literature, so this subset of the retest population facilitates comparisons with other assessments. The results are consistent with the six-month retest from a 2008 Gallup Panel study (Asplund et al., 2014), and compare favorably with other published studies on the reliability of similar instruments. For example, results are comparable to those for the Big Five (Anusic & Schimmack, 2016).

TABLE 4

**Test-Retest Reliabilities Within Six Months**

n = 12,355

| CS theme      | r    | CS theme          | r    |
|---------------|------|-------------------|------|
| Full profile  | 0.73 | Futuristic        | 0.71 |
| Achiever      | 0.75 | Harmony           | 0.68 |
| Activator     | 0.70 | Ideation          | 0.75 |
| Adaptability  | 0.71 | Includer          | 0.69 |
| Analytical    | 0.76 | Individualization | 0.63 |
| Arranger      | 0.68 | Input             | 0.73 |
| Belief        | 0.72 | Intellection      | 0.77 |
| Command       | 0.75 | Learner           | 0.76 |
| Communication | 0.78 | Maximizer         | 0.66 |
| Competition   | 0.77 | Positivity        | 0.77 |
| Connectedness | 0.74 | Relator           | 0.65 |
| Consistency   | 0.69 | Responsibility    | 0.69 |
| Context       | 0.66 | Restorative       | 0.67 |
| Deliberative  | 0.77 | Self-Assurance    | 0.73 |
| Developer     | 0.68 | Significance      | 0.72 |
| Discipline    | 0.79 | Strategic         | 0.73 |
| Empathy       | 0.68 | Woo               | 0.82 |
| Focus         | 0.74 |                   |      |

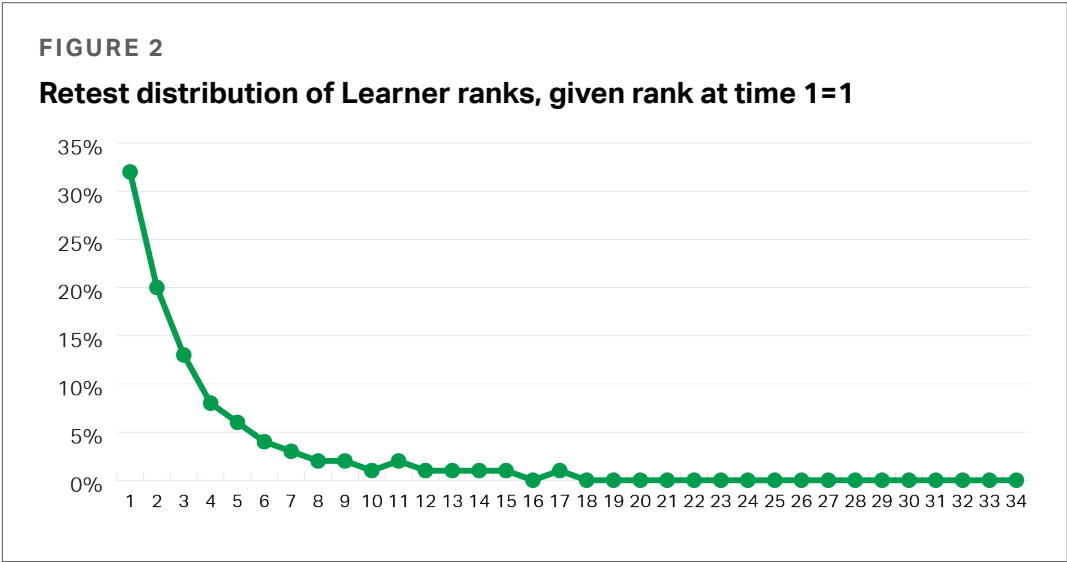
Reliabilities of the measured constructs increase with age and education as hypothesized, whereas other demographic variables exhibit negligible influence. Retest correlations are significantly affected by testing behavior, which suggest that overall reliabilities may be improved further with better pretest instructions. Readers interested in more details on CS stability by age, gender and other characteristics are encouraged to [read the full study](#).

The stability of CS has been shown to be quite high, even over multiple years, with uncorrected test-retest correlations remaining above 0.60 at the longest durations (seven or more years) measured to date (Asplund, 2019). This pattern of attenuation is similar to what is described in Costa, McCrae and Löckenhoff (2019) for personality across an individual's life span.

As discussed in Damian, Spengler, Sutu and Roberts (2019), a focus on rank-order stability is the hallmark of a "person-centered approach" to measure the stability of traits over time. In addition to this "person-centered approach," researchers have also examined changes in individual theme scores to better understand the plasticity of themes. For example, recent research has shown that an individual's personality can be both changeable and stable over time; scores on individual traits can change while the overall pattern of the set of traits endures (Roberts & DelVecchio, 2000; Terracciano, Costa, & McCrae, 2006).

The talents measured in the CS assessment appear to be particularly enduring. As shown in Asplund (2019), the mean scores for each theme changed only slightly from Time 1 to Time 2.

With so little change in mean theme scores, one can understand how strengths profiles remain stable over time. The ordering of the 34 themes does add some noise to the rank-order correlations with trivial changes in rank reducing those correlations, even when the implications of those changes in rank are minimal. For example, Figure 2 shows the retest distribution of theme ranks for all respondents who had the Learner theme ranked first in their initial results. More than 91% of respondents who had Learner first on their original assessment still had Learner in their top 10 retest rank order and more than 65% still had Learner in their top three strengths. For these groups, feedback from a Gallup-Certified Strengths Coach would focus on Learner as a dominant talent theme in both sets of results, indicating the meaningful practical stability of CS results.



These test-retest results demonstrate that the talents measured by the CS assessment are enduring, and that the ordered set of talents presented to respondents remains quite stable over time. These findings are generally consistent with those of personality researchers (Roberts & Delvecchio, 2000; Gnambs, 2014; Ferguson, 2010; Damian et al., 2019; Costa et al., 2019), showing increased stability at older ages, decreasing stability over longer intervals, and a strong indication of a floor of 0.60 for uncorrected retest correlations.

Validity

The validity evidence indicates that CS measures what it is supposed to measure and provides meaningful feedback that respondents can use to develop their talents into strengths. Studies have produced evidence of some congruence with the Big Five personality traits (Harter & Hodges, 2003), Sixteen Personality Factor (16PF, Schreiner, 2006), Values in Action Inventory (VIA, Stone, 2005) and California Psychological Inventory (CPI, Schreiner, 2006). Gallup researchers have also produced evidence of construct validity from large confirmatory studies. These will be examined in turn.

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## Content Validity

Clifton and other Gallup researchers spent more than 30 years studying the traits that led to optimal functioning in a broad range of areas — including schools and numerous and varied work environments. The assessments that were developed as part of this research were used to hire more than 2 million individuals all over the world, using processes that had to meet legal fairness requirements (Schmidt & Rader, 1999). These assessments provided much of the raw material for Gallup’s initial strengths research, giving Gallup researchers confidence in the content coverage of the CS items and themes.

Gallup continues to refine and extend its research into talent-based hiring measures that have been used to assess over 17 million employees in more than 2,000 organizations. In 2023, a meta-analysis of 827 studies demonstrated that these talent-based hiring assessments continue to effectively predict success in a wide range of roles (Fernandez, et al., 2023).

CS is largely distinguished from Gallup’s talent-based hiring research by its uses. The theory of talent that informs both streams of research is highly convergent, and practitioners regularly collaborate on research issues of import to both applications. CS was intentionally developed as a distinct instrument to create a safe space for developmental efforts and conversations, where employees or students would not feel so much incentive to appear to be someone they are not. Accordingly, the focus of CS feedback is on intra-individual measures of talent, rather than the inter-individual comparisons of hiring assessments. Another contrast is that CS identifies areas of talent in which a person has the greatest potential for building strengths, regardless of the specific environment, role or situation. Instead, talent-based hiring assessments are quite specific to environment, role and situation.

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## Construct Validity

The paired-statement design of CS constrains the methods that can be used to show construct validity. Some statements are linked to multiple themes, and when these statements are chosen, the respondent’s score is counted multiple times, once for each theme. When statements within an item are treated as two different items, this builds a direct correlation between these “different” items that systematically biases inter-theme correlations.

Also, for those item pairs for which both statements are attached to themes, the selection of one statement affects scores for the themes aligned with both statements. This last type of statement pair, where endorsing one statement also precludes a score for the other statement, produces some of the properties of ipsativity in the data set.

Ipsative scores compare individuals with themselves by forcing a choice between preferences; the resulting data show the relative importance of the stimulus for that person (Kaplan & Saccuzzo, 1982). Although CS has only partial ipsativity (only 26% of the CS items are ipsatively scored), researchers examined theme means and standard deviations to judge the effects of that partial ipsativity. This examination showed that ipsativity was not a problem in the interpretation of the overall instrument (Plake, 1999).

Scholars have argued that assessments with a large number of scales are less susceptible to the limitations imposed by ipsative scales (Saville & Willson, 1991). Practically speaking, measuring more traits allows for more nuanced intra-individual ordering of the traits. The item-pairs are distributed across a larger set of alternatives (as well as unscored items), thus reducing inter-trait dependencies. In the case of CS, an assessment with 34 scales, the forced-choice design is thus primarily a method for reducing response bias, and only possesses modest ipsativity as a by-product.

Following criteria suggested by Salgado, Anderson and Tauriz (2014), CS produces quasi-ipsative scales, because (1) the scales have different numbers of items, (2) attribute scores do not sum to the same constant for all individuals and (3) scores on one scale do not necessarily depress scores on other scales. In describing their meta-analysis of ipsative and quasi-ipsative assessments, Salgado, et al. conclude that quasi-ipsative scale formats demonstrate superior validity. “In comparison with ipsative and normative personality inventories, quasi-ipsative personality inventories showed higher predictive validity regardless of occupational group” (Salgado, et al., 2014).

Because some of the items are used in multiple themes, the original CS assessment was also investigated for possible multicollinearity. An external review by Plake (1999) found that multicollinearity is not a problem for CS, and subsequent revisions to the instrument have reduced this risk further. (Theme pair correlations are shown in [Appendix C](#)). The multiple use of some items does mean that a traditional confirmatory factor analysis (CFA) is problematic. To represent the internal structure of CS and show generalizability of the theme taxonomy, researchers took a different approach.

Researchers opted to examine the theme structure using a method suggested by Sireci (personal correspondence, 2006) and described in Sireci and Geisinger (1992). This method involves an examination of theme pairs via hierarchical cluster analysis, using the items from two themes at a time and repeating this process for all 561 theme pairs. This provided a good representation of how well the statements of a given theme cluster together. This approach is similar to factor analysis, although it differs in the way variables are grouped. The nearer to the origin the cluster combines, the stronger is the correlation between the statements. [Appendix B](#) shows sample dendrograms from these analyses. The vertical lines indicate the relative distance at which two clusters are combined. The two-cluster solution can be found by locating the highest horizontal line and seeing the two groups of items it combines.

Table 5 shows the results of the most recent series of cluster analyses. These results are from a sample of 53,848 respondents. Each cell represents the mean percentage of items in each theme that clustered together. For example, in the Achiever/Activator cell, 100% of the statements for each theme were clustered with the other statements that are linked to that theme. A score of 100% means that the cluster analysis perfectly replicated the statement combinations used in scoring their respective themes. For themes that share items, researchers removed the shared items prior to the analysis. Clearly, the shared items are already known to be associated with each theme, and the analysis was meant to show the results for the independent items.



## Cluster Analysis

[illegible]

There is no standard criterion for determining what proportion of items measuring a theme or content area should be grouped together for the theme to be considered “validated.” Clearly, if all items in a theme are clustered and no items from other themes are in that same cluster, the results support the theory that the items are strongly associated enough to warrant a common designation (i.e., theme).

It is unrealistic to expect such perfect results across the entire instrument. In the content validity literature, where subject-matter experts are used to group test items into content categories, a rule of thumb has been proposed (by Popham, 1992, and supported by Sireci, 1998): If 70% of the experts classify an item into its hypothesized category, the item should be considered matched to that category. O’Neil, Sireci and Huff (2004) extended that criterion to content areas by considering an area congruent with its test specifications if at least 70% of its items were appropriately matched. For this analysis, researchers evaluated themes by determining the proportions of items that clustered together and comparing the results to this 70% criterion.

Applying this criterion to Table 5, the themes look to be quite distinct as a group. Most cells show a proportion much higher than the 70% criterion, but one of the 561 theme combinations (Self-Assurance and Significance) narrowly fails to meet that standard.

This analysis has been replicated several times over the years and readers of prior technical reports will note the similarity of results. Taken as a whole, these analyses provide convincing evidence of the validity of the CS theme structure. Researchers have also conducted within-race, within-gender, within-age and within-language cluster analyses to assess the validity of the factor structure for each group. The results of these analyses appear in [Appendix B](#). In total, 19,635 pairwise cluster analyses are presented (561 analyses within each of 35 identified groups). Of those 19,635 pairs, 111 fail to meet the 70% criterion (no more than two for any one demographic group, and no more than 10 for any language group). Taken together, these results demonstrate remarkable validity across all identifiable subpopulations.

This cluster approach circumvents the problem of the dependencies involved in items that measure more than one theme. In addition to supporting the presence of all 34 CS themes, this type of analysis can be used to evaluate all themes individually. For example, clusters of items within a theme could indicate subtleties of employees’ talents that have not yet been considered or to identify subsets of items that need refinement to become more congruent with the other items in the theme. This hierarchical approach was therefore one of the main methods used to reconfigure the CS instrument into its current version.

## Convergent Validity

Harter and Hodges (2003) explored the relationship between CS and the five-factor model of personality in a sample of 297 undergraduate business students attending a midwestern university. The “Big Five” factors of personality are Extraversion (seeking the company of others), Agreeableness (likability and other prosocial behaviors), Conscientiousness (rule abidance, discipline and integrity), Openness or Intellectance (interest in new experiences, ideas and so forth), and Emotional Stability or Neuroticism (tendency to experience unpleasant emotions) (McCrae & Costa, 1987; McCrae, Costa, Lima, et al., 1999; McCrae, Costa, Ostendorf, et al., 2000). *A priori* hypotheses linking themes and personality variables included Extraversion correlating positively with Activator, Communication and Woo; Agreeableness correlating positively with Includer and Positivity; Conscientiousness correlating positively with Achiever, Discipline, Focus and Responsibility; and Openness/Intellectance correlating positively with Ideation, Input, Intellection and Strategic. Researchers found several of these expected associations between CS themes and five-factor model constructs, but no notable correlations to Emotional Stability, as expected.

In 2011, Yang and Blacksmith administered the 50-item Big Five scale by Goldberg (Goldberg, 1999; Goldberg, Johnson, Eber, Hogan, et al., 2006) to 17,150 members of the Gallup Panel. Of these Panel members, 1,462 had completed CS at some point earlier. The correlations of CS theme means to five-factor model scores appear in Table 6. (These correlations have been corrected for reliability.)

Revisiting the hypotheses from the earlier comparison to five-factor model constructs showed Communication and Woo correlating highly with Extraversion; Developer and Positivity as the themes with the strongest correlations to Agreeableness; Discipline, Achiever and Responsibility having the strongest correlations to Conscientiousness; and Strategic, Ideation, Learner, Input and Intellection correlating highly with Openness/Intellectance (all strengths listed in descending order of correlation). Arranger and Positivity are tied for having the strongest relationships to Emotional Stability/Neuroticism, although none of these correlations is notably large, compared to the correlations with the other factors.

TABLE 6

## Five-Factor Model

| CS theme          | The Big Five factors of personality |               |                   |                            |                                        |
|-------------------|-------------------------------------|---------------|-------------------|----------------------------|----------------------------------------|
|                   | Extraversion                        | Agreeableness | Conscientiousness | Openness/<br>Intellectance | Emotional<br>Stability/<br>Neuroticism |
| Achiever          | 0.20                                | 0.19          | 0.49              | 0.38                       | 0.22                                   |
| Activator         | 0.51                                | 0.12          | 0.05              | 0.35                       | 0.03                                   |
| Adaptability      | 0.01                                | 0.11          | -0.27             | 0.05                       | 0.00                                   |
| Analytical        | -0.15                               | -0.28         | 0.30              | 0.28                       | 0.04                                   |
| Arranger          | 0.34                                | 0.34          | 0.22              | 0.27                       | 0.28                                   |
| Belief            | 0.19                                | 0.37          | 0.12              | 0.08                       | 0.06                                   |
| Command           | 0.30                                | -0.14         | 0.07              | 0.49                       | -0.06                                  |
| Communication     | 0.71                                | 0.34          | 0.05              | 0.26                       | 0.11                                   |
| Competition       | 0.19                                | -0.20         | 0.06              | 0.41                       | -0.07                                  |
| Connectedness     | 0.13                                | 0.43          | 0.01              | 0.27                       | 0.11                                   |
| Consistency       | -0.21                               | 0.11          | 0.40              | -0.41                      | -0.01                                  |
| Context           | 0.05                                | -0.15         | -0.01             | 0.28                       | -0.01                                  |
| Deliberative      | -0.46                               | -0.42         | 0.15              | 0.07                       | -0.21                                  |
| Developer         | 0.14                                | 0.63          | 0.05              | 0.00                       | 0.07                                   |
| Discipline        | -0.10                               | 0.12          | 0.60              | -0.12                      | -0.09                                  |
| Empathy           | 0.10                                | 0.48          | -0.05             | -0.15                      | -0.07                                  |
| Focus             | 0.14                                | -0.03         | 0.33              | 0.39                       | -0.03                                  |
| Futuristic        | 0.23                                | 0.12          | 0.05              | 0.50                       | -0.01                                  |
| Harmony           | -0.18                               | 0.15          | 0.27              | -0.44                      | 0.06                                   |
| Ideation          | 0.19                                | 0.01          | -0.16             | 0.64                       | 0.10                                   |
| Includer          | 0.29                                | 0.44          | 0.04              | -0.09                      | 0.22                                   |
| Individualization | 0.33                                | 0.16          | 0.15              | 0.53                       | -0.01                                  |
| Input             | 0.06                                | 0.18          | 0.01              | 0.53                       | 0.00                                   |
| Intellection      | -0.12                               | 0.01          | -0.02             | 0.50                       | -0.08                                  |
| Learner           | 0.11                                | 0.15          | 0.21              | 0.56                       | 0.14                                   |
| Maximizer         | 0.19                                | 0.01          | 0.18              | 0.27                       | 0.23                                   |
| Positivity        | 0.49                                | 0.59          | 0.07              | 0.07                       | 0.28                                   |
| Relator           | 0.08                                | 0.17          | 0.33              | 0.31                       | 0.14                                   |
| Responsibility    | 0.00                                | 0.28          | 0.44              | 0.08                       | 0.15                                   |
| Restorative       | 0.04                                | 0.15          | -0.04             | 0.12                       | -0.20                                  |
| Self-Assurance    | 0.29                                | -0.04         | 0.23              | 0.45                       | 0.20                                   |
| Significance      | 0.22                                | -0.16         | 0.17              | 0.33                       | -0.13                                  |
| Strategic         | 0.29                                | 0.09          | 0.04              | 0.65                       | 0.07                                   |
| Woo               | 0.69                                | 0.39          | -0.01             | 0.11                       | 0.14                                   |

## Four Domains

In 2007, Gallup researchers used a random sample of 50,000 respondents to investigate the extent to which the 34 CS themes cluster into larger groups. Researchers used a range of methods in this investigation, including exploratory factor analysis and hierarchical cluster analysis, as well as clinical reviews by experienced strengths consultants. These investigations produced four groups of themes that were highly convergent with another separate, and older, body of Gallup research on leadership talents. Accordingly, the names of the four theme groups reflect this leadership research as described in Rath and Conchie (2008).

More detailed theme language is needed for individual development. The strengths domains are not intended as latent or formative constructs in the strengths model. Rather, the purpose of this theme clustering was to give a broad framework to the collection of themes to help CS respondents think about how they can best contribute to their teams. Theoretically, the domains constitute bundles of tendencies that can help summarize a generalized preference for accomplishing tasks, taking charge of situations, emphasizing relationships, or absorbing and analyzing information. From time to time, all employees need to build relationships, think strategically, execute or influence, and their top strengths describe **how** they are likely to do those things.

Table 7 includes some convergent validity statistics about these four strengths domains.

TABLE 7  
The Four Strengths Domains

|                                                                      | Executing      | Influencing    | Relationship Building | Strategic Thinking |
|----------------------------------------------------------------------|----------------|----------------|-----------------------|--------------------|
| Constituent themes                                                   | Achiever       | Activator      | Adaptability          | Analytical         |
|                                                                      | Arranger       | Command        | Connectedness         | Context            |
|                                                                      | Belief         | Communication  | Developer             | Futuristic         |
|                                                                      | Consistency    | Competition    | Empathy               | Ideation           |
|                                                                      | Deliberative   | Maximizer      | Harmony               | Input              |
|                                                                      | Discipline     | Self-Assurance | Includer              | Intellection       |
|                                                                      | Focus          | Significance   | Individualization     | Learner            |
|                                                                      | Responsibility | Woo            | Positivity            | Strategic          |
|                                                                      | Restorative    |                | Relator               |                    |
| Correlations to Five-Factor Model Traits (corrected for reliability) |                |                |                       |                    |
| Extraversion                                                         | 0.01           | 0.58           | 0.25                  | 0.14               |
| Agreeableness                                                        | 0.19           | 0.08           | 0.59                  | 0.04               |
| Conscientiousness                                                    | 0.49           | 0.14           | 0.11                  | 0.08               |
| Openness/<br>Intellectance                                           | 0.16           | 0.48           | 0.08                  | 0.73               |
| Emotional Stability/<br>Neuroticism                                  | 0.00           | 0.07           | 0.14                  | 0.04               |

Each domain is most highly correlated with the five-factor model trait most conceptually related to its constituent themes. Executing themes are most highly correlated with Conscientiousness; Influencing with Extraversion; Relationship Building with Agreeableness; and Strategic Thinking with Openness/Intellectance. As with the CS themes individually, none of the four theme domains has a strong correlation with Emotional Stability/Neuroticism.

## Utility of Strengths Interventions

Hundreds of studies demonstrate the substantial utility of strengths interventions around the world. Examples of the performance criteria in these studies include profit, productivity, employee attrition, employee engagement, employee safety, customer engagement, student retention, academic engagement and self-efficacy, among others.

Successful strengths-based development elicits desired behavioral change (Clifton & Harter, 2003; Hodges & Clifton, 2004; Hodges & Asplund, 2010). Consequently, strengths feedback has several positive effects on performance (Aguinis, Gottfredson & Joo, 2012), not the least of which is the greater likelihood of using one's strengths on the job. Using strengths leads to more experiences of success, and self-efficacy theory suggests those experiences of success will then lead to improved performance (Bandura, 1997). Evidence of this process has been shown by van Woerkom and Meyers (2019), where a strengths intervention had a direct effect on self-efficacy and personal growth. Interestingly, this strengths intervention was particularly effective for those who started with lower levels of self-efficacy.

Using strengths also generates positive emotions that engage employees more deeply in their work (Frederickson, 2001), and that employee engagement in turn generates significant performance benefits (Harter, Schmidt & Hayes, 2002). Strengths development efforts have been shown to add incremental validity to those employee engagement benefits, and in doing so, generate large productivity improvements for individuals and organizations (Asplund & Blacksmith, 2011).

Studies also show that strengths-based development increases self-confidence, direction, hope and altruism (Hodges & Clifton, 2004) in college students. Many published studies have shown a range of benefits from strengths development on college campuses, including improved student retention, academic engagement, self-efficacy, wellbeing and resilience, among others (Soria & Taylor, 2016; Rosch & Imoukhuede, 2016; or Allan, et al., 2019).

In 2012, Louis published a review of research on the effects of student strengths development efforts in secondary and postsecondary education. Many researchers and practitioners have applied strengths-based development principles to improve student outcomes — some of these applications have been evaluated using experimental or cross-sectional methods. Louis referenced studies that demonstrate evidence of strengths-based interventions improving student GPA, attendance, hope, academic engagement, retention and other outcomes. The relative merits of the individual studies are discussed and suggestions are provided for future research on strengths efforts within the education domain. In November 2023, Gallup researchers released a new literature review of 30 published studies of strengths applications in higher education. (CliftonStrengths® in Higher Education Annotated Bibliography (2013-2023)).

Ongoing research continues to explore the benefits of strengths-based development on desired outcomes in both work and academic settings. Gallup researchers have conducted multiple studies on this topic, including the three large meta-analyses described next.

## Strengths Meta-Analysis: Relationship Between Strengths-Based Employee Development on Organizational Outcomes

Gallup researchers accumulated 103 research studies across 45 organizations in 11 industries and 111 countries. Within each study, we statistically calculated the relationships between strengths-based interventions and any performance outcomes that the organizations supplied. In total, we were able to study 2.1 million individuals and 20,021 business/work units. These were all the subjects we could identify in our databases who had both strengths feedback and performance data.

A summary of the results was published in *Harvard Business Review* (Rigoni & Asplund, 2016) and readers can find the [full study on the Gallup website](#) (Asplund, Agrawal, Harter & Plowman, 2016).

The typical study in this meta-analysis was quasi-experimental in design. On average, workgroups that received a strengths intervention improved on all performance measures by a significant amount compared with control groups that received less-intensive interventions or none at all. Ninety percent of the workgroups that implemented a strengths intervention of any magnitude saw performance increases at or above the ranges shown below.

- 10% to 19% increase in sales
- 14% to 29% increase in profit
- 3% to 7% increase in customer engagement
- 7% to 23% increase in engaged employees
- 6- to 16-point decrease in turnover (in low-turnover organizations)
- 26- to 72-point decrease in turnover (in high-turnover organizations)
- 23% to 59% decrease in safety incidents

These results showed high generalizability — the effects of the strengths interventions were consistent across all organizations. Practitioners can apply strengths-based employee development in a variety of situations with confidence that these interventions capture important performance-related information.

## **Strengths Meta-Analysis: The Effect of CliftonStrengths 34 Feedback on Employee Engagement and Sales**

In 2018, Gallup followed up the previous strengths meta-analysis by comparing the relative merits of two different types of feedback. Researchers accumulated 34 research studies across 30 organizations in 13 industries and 37 countries. The total study population included 187,291 individuals (Asplund & Agrawal, 2018). These were all the individuals we could identify in our databases who had both detailed strengths feedback and performance data.

Data were available on six performance outcomes: sales, employee engagement, customer engagement, turnover, performance ratings and safety (accidents). The engagement and sales data are reported in detail. Data provided for the other performance outcomes were more limited, so they are discussed briefly and should be considered preliminary.

As with the earlier meta-analysis, the included studies were mostly quasi-experimental. The focus of the meta-analysis was to compare the effect sizes associated with two types of strengths feedback. For all measures, the relationships to performance were stronger for those employees who received more extensive strengths feedback. Relative to employees who received feedback on their top five themes only, employees who got more extensive feedback had:

- 7.8% higher sales
- employee engagement that was 6 percentile points higher in Gallup's overall database of employee engagement

Those categorized as receiving more extensive feedback got results on all 34 of their themes, and some also received coaching. Because detailed records on coaching were not available, all of these subjects were grouped together for the purposes of the analysis.

Only four studies supplied customer engagement data, with nearly 80% of the cases coming from one study. The work units who received more extensive strengths feedback significantly outperformed the control work units, but given the relatively small number of studies, we opted to defer further investigations until more data became available.

A similar situation developed with performance ratings — there were only five studies, one of the studies was far larger than the others, and the true validity for strengths feedback intensity was also strong and positive. As with the customer engagement studies, we chose to defer further investigation to a later date. Only one organization supplied safety data and only two small studies included turnover data, so those were eliminated from consideration.

The full meta-analysis is available to readers on [www.Gallup.com](http://www.Gallup.com).



## Manager Development Meta-Analysis

In 2022, Gallup accumulated seventeen quasi-experimental research studies to evaluate the effectiveness of a strengths-based management development program. The studies came from six organizations in 27 countries. A total of 14,169 program participants and 36,535 control employees were included in the meta-analysis. At the time of the study, these were all the client organizations with performance data who had also completed the program.

The intent of Gallup's manager development program is to help all managers become more like the best managers that Gallup has studied. It follows Gallup's leadership framework to help clients optimize employee talent, transform their culture, and boost organizational effectiveness and client outcomes. All 17 studies evaluated the same basic developmental intervention: in-depth instruction on strengths-based and engagement-focused coaching and performance management, as well as eight to 16 learning modules, one or two coaching calls with an experienced strengths coach and cohort calls in which participants shared what they learned with each other. On average, pre-course measurements occurred six to 18 months prior to the intervention, and post-course measurements lagged course completion by nine to 18 months.

Course participation was associated with a range of positive outcomes for both the manager-participants and the business units they led. Specifically, participants were likelier than nonparticipating peers to increase their individual employee engagement (Cohen's  $d = 0.32$ , 95% confidence interval [CI] = [0.29, 0.35]) and were likelier to receive higher ratings of their performance ( $d = 0.75$ , 95% CI = [0.72, 0.79]). Teams led by participants were likelier to improve their employee engagement ( $d = 0.26$ , 95% CI = [0.18, 0.33]) and were likelier to have reduced employee turnover ( $d = -0.48$ , 95% CI = [-0.41, -0.54]). (Asplund & Agrawal, 2022).

We generated estimates of utility for all outcomes to simplify interpretation of the results. Individual course participants improved their employee engagement by up to 22% more than nonparticipants. Teams led by course participants improved their employee engagement by up to 18% more than teams led by nonparticipants, and they had 21% to 28% less employee turnover. Course participants had a 20% to 28% higher likelihood of performance improvements relative to their peers.

These are large, positive effects on business outcomes that appear to generalize across organizations. It is notable that the majority of studies in this meta-analysis were conducted during the height of the COVID pandemic, when most of the program elements had to be delivered remotely and many of the participants were also working remotely.

## Demographic Data

When respondents start the CS assessment, they are first asked to provide some basic demographic information. Responses to these items have no effect on their results. The following data are collected from all respondents:

- **Language preference.** This determines the language the respondent will use to take the assessment. Gallup also uses the data to monitor the quality of translations and the quality of the items in each language.
- **Country of residence.** This is collected to enable analyses of strengths data by geography.

Up until 2022, the following data were collected from most respondents. (These items were excluded for European respondents in response to the EU's General Data Protection Regulation (GDPR), the privacy and security law put into effect in 2018.) When asked, these data were always voluntary:

- **Primary language.** This was collected so researchers could compare the performance of respondents who took the assessment in primary and nonprimary languages. It also helped Gallup determine potential demand for different translations.
- **Birth year, gender, race/ethnicity and education.** These data were used to enable psychometric analyses of respondent data for the purpose of ensuring that the assessment continued to be valid and reliable for all respondents. The data were also used to further examine the developmental trajectory of strengths formation.
- **Employment information.** This was used to develop strengths feedback and content that best fit the populations taking the assessment.

These data are no longer being collected as of the end of 2022. This ensures compliance with ever-changing regulations and avoids potential client-driven obstacles surrounding data privacy. Millions of respondents provided ample demographic data in the past and selected research populations continue to provide these data via participation in various research studies. Therefore, Gallup researchers continue to have the ability to examine demographic data as needed.

In 2019, Gallup released a paper summarizing the demographic data available until the time of publication. The CS database included over 25 million respondents, distributed as follows:

### Gender

- Female = 42%
- Male = 32%
- Missing = 26%
- Declined = 1%
- Other responses <1%

As the language and understanding of gender and sexuality evolved, Gallup began to include other response options for those who did not identify as either female or male. Those updates were in place in 2019 when this demographic paper was published, but the total number of respondents selecting those new options was quite small.

**Race/Ethnicity**

- American Indian or Alaska Native <1%
- Asian = 10%
- Black or African American = 5%
- Hispanic or Latino = 7%
- White = 40%
- Native Hawaiian or Other Pacific Islander = <1%
- Two or More = 1%
- Missing = 35%
- Declined = 2%

**Age**

- <24 years = 22%
- 24 to <30 years = 13%
- 30 to <40 years = 17%
- 40 to <50 years = 12%
- 50 to <60 years = 8%
- 60 or more years = 3%
- Missing = 26%

**Country**

- United States = 59%
- Other Countries = 23%
- Missing = 18%

Country data are quite diverse, with cases from nearly every nation. The largest non-U.S. populations, in descending order, are from Japan, Canada, the United Kingdom, China, Australia, Germany, India, South Korea, Brazil, Singapore, the Netherlands, the Philippines, South Africa and Poland.

In the past, Gallup routinely provided summaries of the CS database by demographic group for anyone who requested them. We have since elected to stop providing these summaries — their use as intellectual curiosities was outweighed by their potential for misunderstanding or misuse.

For example, one common misconception about these demographic summaries was that they were representative of the populations in question, but they simply reflected the population of people who had taken the CS assessment, and that population is generally older and more educated than the general population. These group summaries also understated the tremendous within-group variability in each population. For example, while females typically score slightly higher than males on Empathy, there are still a large percentage of male respondents with high Empathy scores and females with low Empathy scores.

A larger problem is the potential for misuse of demographic summary data. The purpose of CS is to identify areas of an individual’s greatest potential for building strengths. All results are directed toward this purpose, without reference to any external group or population. Accordingly, the group summaries have no practical value to the individual. CS results are not normed, and, as noted above, the variability of strengths profiles within all groups is extremely high. So, there is no developmental purpose in comparing an individual’s results to group summaries.

Group identifiers are poor predictors of an individual’s strengths results. For example, race/ethnicity explains less than 2% of the variance in any of the 34 themes (Asplund, 2019). For 31 of the themes, race/ethnicity explains less than 1% of the variance in scores. Similarly, gender explains less than 4% of the variance in theme scores (for 22 themes, it explains less than 1%).

Table 8 shows the most common top and bottom themes by race/ethnic group. The similarities are notable and extend to the full 34-theme profiles — the average correlation of 34-theme ranks between groups is 0.86.

**TABLE 8****Most Common Top Five and Bottom Five Themes, by Race/Ethnicity**

|           | <b>American Indian or Alaska Native</b> | <b>Asian</b>      | <b>Black or African American</b> | <b>Hispanic or Latino</b> | <b>Native Hawaiian or Other Pacific Islander</b> |
|-----------|-----------------------------------------|-------------------|----------------------------------|---------------------------|--------------------------------------------------|
| <b>1</b>  | Responsibility                          | Responsibility    | Relator                          | Responsibility            | Responsibility                                   |
| <b>2</b>  | Achiever                                | Learner           | Responsibility                   | Achiever                  | Achiever                                         |
| <b>3</b>  | Relator                                 | Relator           | Achiever                         | Relator                   | Relator                                          |
| <b>4</b>  | Learner                                 | Achiever          | Learner                          | Learner                   | Learner                                          |
| <b>5</b>  | Restorative                             | Individualization | Restorative                      | Restorative               | Positivity                                       |
| <b>30</b> | Woo                                     | Woo               | Activator                        | Discipline                | Deliberative                                     |
| <b>31</b> | Discipline                              | Self-Assurance    | Maximizer                        | Woo                       | Significance                                     |
| <b>32</b> | Maximizer                               | Competition       | Command                          | Maximizer                 | Competition                                      |
| <b>33</b> | Command                                 | Context           | Woo                              | Command                   | Command                                          |
| <b>34</b> | Context                                 | Command           | Context                          | Context                   | Context                                          |

|           | <b>White</b>   | <b>Two or More</b> | <b>Missing</b> | <b>Declined</b> |
|-----------|----------------|--------------------|----------------|-----------------|
| <b>1</b>  | Achiever       | Relator            | Relator        | Learner         |
| <b>2</b>  | Responsibility | Achiever           | Achiever       | Responsibility  |
| <b>3</b>  | Relator        | Learner            | Responsibility | Relator         |
| <b>4</b>  | Learner        | Responsibility     | Learner        | Achiever        |
| <b>5</b>  | Developer      | Restorative        | Arranger       | Strategic       |
| <b>30</b> | Self-Assurance | Significance       | Deliberative   | Context         |
| <b>31</b> | Significance   | Command            | Competition    | Discipline      |
| <b>32</b> | Deliberative   | Maximizer          | Discipline     | Competition     |
| <b>33</b> | Context        | Discipline         | Command        | Command         |
| <b>34</b> | Command        | Context            | Context        | Woo             |

## Coaching and Development

Strengths feedback and coaching should be culturally responsive; every individual expresses their dominant themes in unique ways that reflect the whole person. Accordingly, Gallup incorporates highly individualized text in its strengths reports.

While an individual's CS results show their areas of greatest possible talent and growth, it is crucial to understand that other individuals may not necessarily value or positively describe those strengths. One of the principal benefits of CS is that it provides a common framework and language that facilitates understanding and helps explain the unique contribution provided by any one of us, but that understanding will often require time, dialogue and effort.

We are all better off if we develop our strengths, but some individuals will find it easier to use their CS results, while others may run into barriers like the following:

- Friends and colleagues with very different strengths may find it difficult to understand how you are different and what that means.
- Those unfamiliar with the strengths philosophy may find it difficult to understand why your preferences and talents are different from theirs, and they may expect you to modify things about yourself that are very difficult to change.
- Strengths differences may get conflated with cultural differences in ways that amplify harmful stereotypes.

CS reports include content to help individuals understand some of the ways their strengths can get in the way of their success, or be misunderstood by others, along with some suggested ways of mitigating those situations. For example, someone with the Input theme may tend to give people so much information or so many resources that they are overwhelmed. Before sharing discoveries with others, that individual should consider sorting out what is most meaningful, so the others don't lose interest.

## Practical Relevance to DEI Efforts

When discussing diversity, equity and inclusion efforts, it is important to clarify what we mean. “Diversity” refers to the traits and characteristics that make people unique — literally any differences between individuals or groups. Traditionally, diversity conversations focus on demographic differences by gender, race, age, sexuality, socioeconomic status, physical disability or neurodiversity. These demographic characteristics are very important to a person's identity. Strengths can provide another dimension that can serve to broaden the conversation on diversity beyond demographic categorization.

“Equity” refers to fair treatment, access and advancement for each person (not to be mistaken for equality, which relates to treating each person the same; equity involves allocating opportunities and resources based on need, because everyone has different circumstances). It is about a culture of justice and fairness in opportunities, procedures, processes and the distribution of resources. Strengths provide the potential to develop careers and help people progress in a way that is unique to them rather than following the same career protocol for each person. For example, strengths can aid in the efficiency of leadership competency development.

“Inclusion” refers to an environment that makes people feel welcomed, respected and valued — a culture that honors the unique perspectives and contributions of everyone and encourages everyone to fully participate. Each of us wants to be valued as a unique person, and we also want to feel like we belong and are accepted for who we are.

CS can help people become known for what they do best, along with their demographic characteristics. Being appreciated for who you are and what you can contribute is the very essence of “inclusion.”

Simply knowing you are uniquely valuable promotes feelings of inclusion and helps you feel like you stand out. The common language of CS can also mitigate the “otherness” of interacting with people and replace it with the “aliqueness” of strengths themes. Learning that you share fundamental instincts and motivations with someone who appears to be very different from you can disprove harmful stereotypes.

At one Gallup client organization, some teams used the CS assessment, while others did not. Researchers found that teams that took the CS assessment had inclusion scores that were 30% higher. This was a replication of an earlier, smaller study at the same company where researchers took advantage of some pre-existing data on inclusion.

The second study also showed an interesting inflection point in the inclusion scores: teams with at least 30% CS respondents had notably higher scores than teams with less than 30% CS usage. This implies that even those who do not learn their own strengths can benefit from a sufficient number of their colleagues learning or developing their strengths. A similar phenomenon occurs with employee engagement, where teams with higher strengths usage are more engaged than similar teams with lower or no strengths usage (Asplund, Harter, Agrawal & Plowman, 2016).

## Conclusion

CS was designed to initiate a strengths-based development process. The developmental approach intrinsic to CS evolved out of decades of empirical observations of human behaviors in school, the workplace and elsewhere. Items were written to describe typical behavior as well as behaviors that occur in response to challenges, and the resulting assessment measures stable talents (traits) with demonstrated validity. These traits are the focus of feedback and coaching designed to help the respondent develop those talents into strengths.

Many technical issues must be considered when evaluating an instrument such as CS. As shown in this document, CS has admirable reliability and validity, and related strengths interventions have been used to provide an array of benefits to individuals and organizations all over the globe.

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## Appendix A

GALLUP®

### CliftonStrengths® Themes

|                       |                                                                                                                                                                                                                                        |
|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Achiever®</b>      | People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.                                                                        |
| <b>Activator®</b>     | People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.                                                           |
| <b>Adaptability®</b>  | People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.                                               |
| <b>Analytical®</b>    | People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.                                                            |
| <b>Arranger®</b>      | People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity. |
| <b>Belief®</b>        | People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.                                                                         |
| <b>Command®</b>       | People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.                                                                                                             |
| <b>Communication®</b> | People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.                                                                     |
| <b>Competition®</b>   | People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.                                                                 |
| <b>Connectedness®</b> | People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.                                                    |
| <b>Consistency®</b>   | People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.                                      |
| <b>Context®</b>       | People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.                                                                                              |
| <b>Deliberative®</b>  | People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.                                                                    |
| <b>Developer®</b>     | People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.                                 |
| <b>Discipline®</b>    | People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.                                                                                             |
| <b>Empathy®</b>       | People exceptionally talented in the Empathy theme can sense other people’s feelings by imagining themselves in others’ lives or situations.                                                                                           |

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## CliftonStrengths® Themes

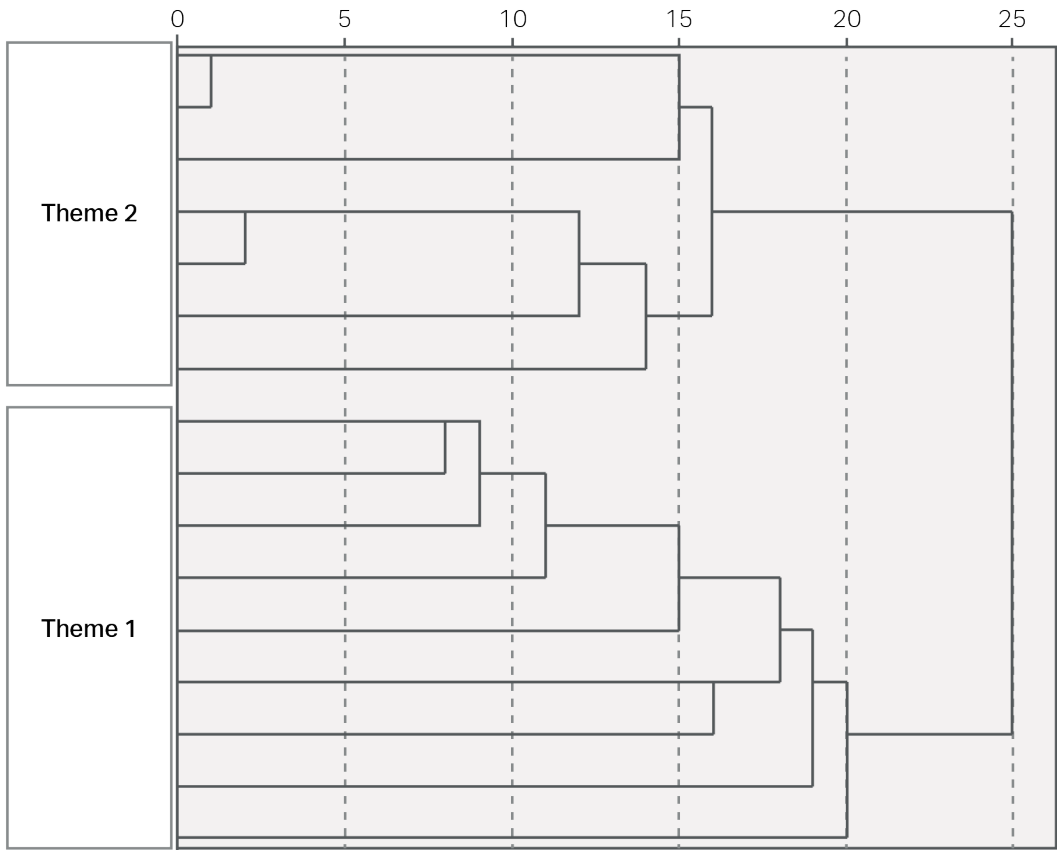
|                           |                                                                                                                                                                                                                         |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Focus®</b>             | People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.                                                   |
| <b>Futuristic®</b>        | People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.                                                              |
| <b>Harmony®</b>           | People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.                                                                                 |
| <b>Ideation®</b>          | People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.                                                                   |
| <b>Includer®</b>          | People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.                                                                   |
| <b>Individualization®</b> | People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.             |
| <b>Input®</b>             | People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.                                                           |
| <b>Intellection®</b>      | People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.                                               |
| <b>Learner®</b>           | People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.                                       |
| <b>Maximizer®</b>         | People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.                             |
| <b>Positivity®</b>        | People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.                                                           |
| <b>Relator®</b>           | People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.                                                   |
| <b>Responsibility®</b>    | People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.                                  |
| <b>Restorative™</b>       | People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.                                                                |
| <b>Self-Assurance®</b>    | People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.            |
| <b>Significance®</b>      | People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them. |
| <b>Strategic®</b>         | People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.                                         |
| <b>Woo®</b>               | People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.                     |

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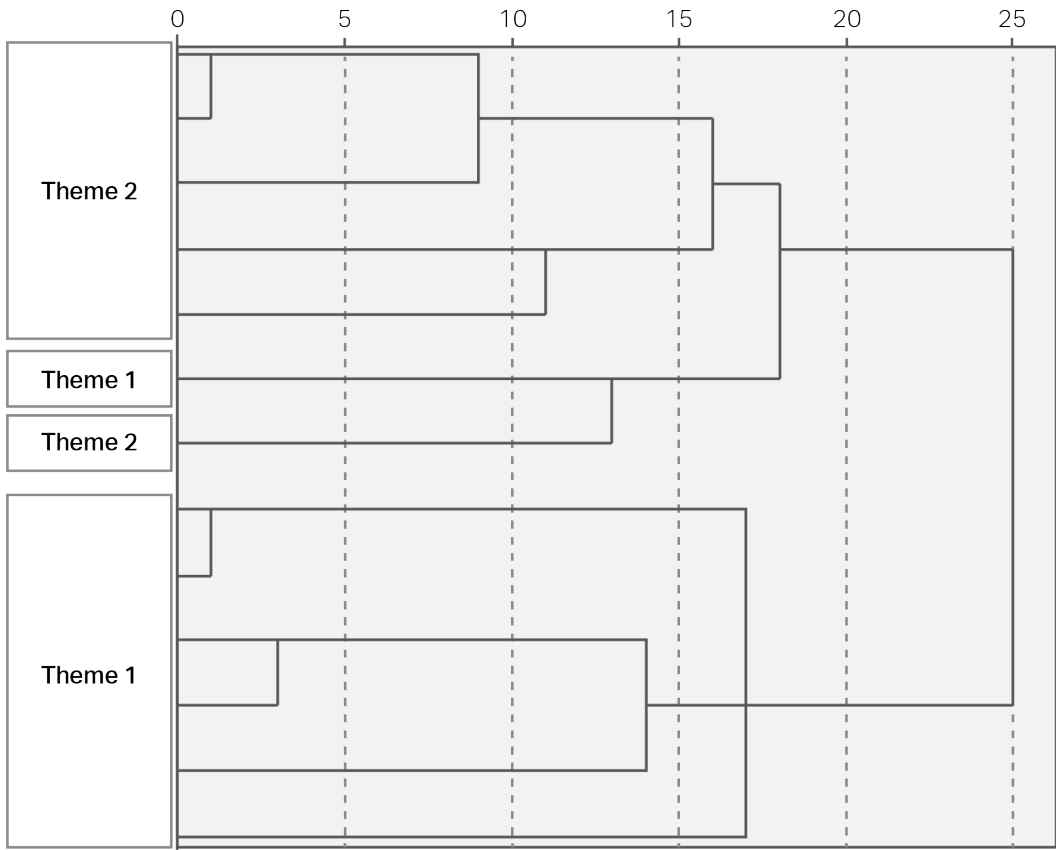
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XC\_20\_CSQRC\_enUS\_081420\_bk

Appendix B

This dendrogram shows a theme combination where 100% of the items cluster with the correct theme.



This next dendrogram shows a theme pair with imperfect clustering.



## Pairwise Cluster Analyses for Achiever, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1  | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|----------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Achiever | Activator         | 100%  | 94%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Analytical        | 100%  | 100%  | 100%  | 100%   | 95%   | 100%    | 95%     |
| Achiever | Arranger          | 88%   | 88%   | 88%   | 88%    | 88%   | 88%     | 88%     |
| Achiever | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Command           | 100%  | 100%  | 100%  | 94%    | 100%  | 94%     | 94%     |
| Achiever | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Competition       | 92%   | 92%   | 92%   | 92%    | 92%   | 92%     | 92%     |
| Achiever | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Consistency       | 100%  | 100%  | 100%  | 92%    | 100%  | 100%    | 100%    |
| Achiever | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Discipline        | 95%   | 95%   | 95%   | 86%    | 95%   | 95%     | 95%     |
| Achiever | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Focus             | 94%   | 88%   | 94%   | 94%    | 94%   | 94%     | 88%     |
| Achiever | Futuristic        | 100%  | 100%  | 100%  | 93%    | 100%  | 100%    | 100%    |
| Achiever | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 93%     |
| Achiever | Input             | 100%  | 93%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Intellection      | 100%  | 94%   | 82%   | 82%    | 100%  | 100%    | 100%    |
| Achiever | Learner           | 86%   | 79%   | 86%   | 79%    | 93%   | 86%     | 86%     |
| Achiever | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Achiever | Responsibility    | 95%   | 84%   | 84%   | 95%    | 89%   | 84%     | 95%     |
| Achiever | Restorative       | 100%  | 100%  | 94%   | 94%    | 100%  | 100%    | 94%     |
| Achiever | Self-Assurance    | 90%   | 95%   | 95%   | 90%    | 85%   | 95%     | 85%     |
| Achiever | Significance      | 89%   | 83%   | 100%  | 94%    | 100%  | 89%     | 94%     |
| Achiever | Strategic         | 100%  | 79%   | 79%   | 100%   | 100%  | 100%    | 93%     |
| Achiever | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Activator, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1   | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|-----------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Activator | Achiever          | 100%  | 94%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Arranger          | 83%   | 83%   | 100%  | 89%    | 83%   | 82%     | 83%     |
| Activator | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Command           | 81%   | 81%   | 81%   | 81%    | 81%   | 81%     | 81%     |
| Activator | Communication     | 88%   | 94%   | 88%   | 88%    | 88%   | 88%     | 76%     |
| Activator | Competition       | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Activator | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Focus             | 95%   | 100%  | 100%  | 95%    | 95%   | 100%    | 85%     |
| Activator | Futuristic        | 100%  | 94%   | 88%   | 88%    | 94%   | 100%    | 88%     |
| Activator | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Ideation          | 94%   | 89%   | 94%   | 94%    | 94%   | 94%     | 89%     |
| Activator | Includer          | 100%  | 100%  | 95%   | 95%    | 100%  | 100%    | 100%    |
| Activator | Individualization | 94%   | 88%   | 100%  | 82%    | 94%   | 94%     | 94%     |
| Activator | Input             | 94%   | 88%   | 94%   | 100%   | 88%   | 76%     | 76%     |
| Activator | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Positivity        | 89%   | 95%   | 95%   | 95%    | 89%   | 89%     | 89%     |
| Activator | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Responsibility    | 95%   | 100%  | 95%   | 95%    | 95%   | 95%     | 95%     |
| Activator | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Activator | Self-Assurance    | 73%   | 91%   | 91%   | 77%    | 77%   | 68%     | 73%     |
| Activator | Significance      | 90%   | 90%   | 95%   | 90%    | 90%   | 95%     | 90%     |
| Activator | Strategic         | 94%   | 81%   | 94%   | 88%    | 94%   | 94%     | 88%     |
| Activator | Woo               | 88%   | 88%   | 94%   | 94%    | 88%   | 94%     | 94%     |

Pairwise Cluster Analyses for Adaptability, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1      | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|--------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Adaptability | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Connectedness     | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 89%     |
| Adaptability | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Developer         | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Adaptability | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Empathy           | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Adaptability | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Maximizer         | 100%  | 94%   | 100%  | 94%    | 100%  | 100%    | 100%    |
| Adaptability | Positivity        | 95%   | 100%  | 100%  | 95%    | 95%   | 95%     | 100%    |
| Adaptability | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Adaptability | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |



## Pairwise Cluster Analyses for Analytical, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1    | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Analytical | Achiever          | 100%  | 100%  | 100%  | 100%   | 95%   | 100%    | 95%     |
| Analytical | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Arranger          | 95%   | 100%  | 86%   | 90%    | 95%   | 100%    | 100%    |
| Analytical | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 96%     |
| Analytical | Command           | 100%  | 100%  | 85%   | 100%   | 95%   | 100%    | 100%    |
| Analytical | Communication     | 100%  | 95%   | 95%   | 100%   | 100%  | 100%    | 100%    |
| Analytical | Competition       | 100%  | 100%  | 89%   | 100%   | 100%  | 100%    | 100%    |
| Analytical | Connectedness     | 100%  | 100%  | 95%   | 100%   | 100%  | 100%    | 100%    |
| Analytical | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Deliberative      | 90%   | 90%   | 95%   | 90%    | 90%   | 90%     | 90%     |
| Analytical | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Discipline        | 92%   | 84%   | 80%   | 96%    | 92%   | 92%     | 84%     |
| Analytical | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Focus             | 91%   | 91%   | 87%   | 96%    | 83%   | 91%     | 87%     |
| Analytical | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Ideation          | 100%  | 95%   | 95%   | 100%   | 95%   | 95%     | 95%     |
| Analytical | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Individualization | 95%   | 89%   | 100%  | 100%   | 95%   | 89%     | 95%     |
| Analytical | Input             | 95%   | 95%   | 95%   | 100%   | 100%  | 95%     | 100%    |
| Analytical | Intellection      | 91%   | 91%   | 86%   | 86%    | 91%   | 86%     | 91%     |
| Analytical | Learner           | 100%  | 95%   | 95%   | 100%   | 100%  | 95%     | 95%     |
| Analytical | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Responsibility    | 83%   | 92%   | 79%   | 92%    | 88%   | 79%     | 92%     |
| Analytical | Restorative       | 87%   | 96%   | 87%   | 96%    | 87%   | 100%    | 96%     |
| Analytical | Self-Assurance    | 100%  | 96%   | 88%   | 100%   | 100%  | 100%    | 92%     |
| Analytical | Significance      | 100%  | 96%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Analytical | Strategic         | 84%   | 89%   | 95%   | 84%    | 79%   | 84%     | 95%     |
| Analytical | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Arranger, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1  | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|----------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Arranger | Achiever          | 88%   | 88%   | 88%   | 88%    | 88%   | 88%     | 88%     |
| Arranger | Activator         | 83%   | 83%   | 100%  | 89%    | 83%   | 82%     | 83%     |
| Arranger | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Analytical        | 95%   | 100%  | 86%   | 90%    | 95%   | 100%    | 100%    |
| Arranger | Belief            | 100%  | 95%   | 90%   | 95%    | 100%  | 100%    | 85%     |
| Arranger | Command           | 83%   | 94%   | 94%   | 83%    | 83%   | 83%     | 83%     |
| Arranger | Communication     | 100%  | 100%  | 83%   | 100%   | 100%  | 100%    | 100%    |
| Arranger | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Connectedness     | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Arranger | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Discipline        | 96%   | 100%  | 96%   | 96%    | 96%   | 96%     | 96%     |
| Arranger | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Focus             | 90%   | 90%   | 86%   | 90%    | 90%   | 90%     | 90%     |
| Arranger | Futuristic        | 94%   | 94%   | 88%   | 94%    | 82%   | 94%     | 82%     |
| Arranger | Harmony           | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Arranger | Ideation          | 83%   | 83%   | 83%   | 76%    | 83%   | 83%     | 83%     |
| Arranger | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Individualization | 75%   | 75%   | 75%   | 75%    | 75%   | 75%     | 81%     |
| Arranger | Input             | 82%   | 82%   | 76%   | 82%    | 82%   | 82%     | 82%     |
| Arranger | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Learner           | 88%   | 88%   | 94%   | 88%    | 88%   | 88%     | 94%     |
| Arranger | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Arranger | Responsibility    | 84%   | 84%   | 84%   | 84%    | 84%   | 84%     | 84%     |
| Arranger | Restorative       | 85%   | 75%   | 90%   | 85%    | 85%   | 85%     | 85%     |
| Arranger | Self-Assurance    | 82%   | 68%   | 77%   | 82%    | 77%   | 73%     | 73%     |
| Arranger | Significance      | 90%   | 90%   | 95%   | 85%    | 90%   | 90%     | 90%     |
| Arranger | Strategic         | 81%   | 94%   | 88%   | 75%    | 88%   | 88%     | 75%     |
| Arranger | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Belief, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Belief  | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 96%     |
| Belief  | Arranger          | 100%  | 95%   | 90%   | 95%    | 100%  | 100%    | 85%     |
| Belief  | Command           | 100%  | 95%   | 100%  | 100%   | 100%  | 100%    | 95%     |
| Belief  | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Connectedness     | 79%   | 84%   | 84%   | 74%    | 79%   | 79%     | 74%     |
| Belief  | Consistency       | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 94%     |
| Belief  | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Deliberative      | 100%  | 95%   | 100%  | 100%   | 100%  | 100%    | 95%     |
| Belief  | Developer         | 100%  | 95%   | 100%  | 100%   | 89%   | 89%     | 95%     |
| Belief  | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 96%     |
| Belief  | Empathy           | 100%  | 100%  | 100%  | 94%    | 100%  | 100%    | 100%    |
| Belief  | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Futuristic        | 100%  | 100%  | 95%   | 100%   | 95%   | 100%    | 95%     |
| Belief  | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Ideation          | 100%  | 90%   | 100%  | 100%   | 100%  | 100%    | 95%     |
| Belief  | Includer          | 95%   | 100%  | 100%  | 95%    | 100%  | 100%    | 95%     |
| Belief  | Individualization | 100%  | 84%   | 100%  | 95%    | 95%   | 100%    | 89%     |
| Belief  | Input             | 95%   | 95%   | 95%   | 89%    | 95%   | 95%     | 95%     |
| Belief  | Intellection      | 95%   | 100%  | 89%   | 100%   | 100%  | 100%    | 100%    |
| Belief  | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Positivity        | 100%  | 90%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Responsibility    | 86%   | 86%   | 77%   | 82%    | 86%   | 82%     | 86%     |
| Belief  | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Belief  | Self-Assurance    | 100%  | 96%   | 96%   | 96%    | 96%   | 100%    | 88%     |
| Belief  | Significance      | 95%   | 95%   | 95%   | 100%   | 95%   | 100%    | 100%    |
| Belief  | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 94%     |
| Belief  | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Command, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Command | Achiever          | 100%  | 100%  | 100%  | 94%    | 100%  | 94%     | 94%     |
| Command | Activator         | 81%   | 81%   | 81%   | 81%    | 81%   | 81%     | 81%     |
| Command | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Analytical        | 100%  | 100%  | 85%   | 100%   | 95%   | 100%    | 100%    |
| Command | Arranger          | 83%   | 94%   | 94%   | 83%    | 83%   | 83%     | 83%     |
| Command | Belief            | 100%  | 95%   | 100%  | 100%   | 100%  | 100%    | 95%     |
| Command | Communication     | 100%  | 94%   | 94%   | 100%   | 94%   | 94%     | 89%     |
| Command | Competition       | 87%   | 87%   | 87%   | 87%    | 87%   | 87%     | 87%     |
| Command | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Deliberative      | 100%  | 89%   | 89%   | 100%   | 100%  | 100%    | 100%    |
| Command | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Focus             | 89%   | 95%   | 89%   | 89%    | 95%   | 89%     | 95%     |
| Command | Futuristic        | 94%   | 95%   | 88%   | 89%    | 94%   | 88%     | 95%     |
| Command | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Ideation          | 100%  | 82%   | 100%  | 94%    | 100%  | 100%    | 94%     |
| Command | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Individualization | 94%   | 82%   | 76%   | 76%    | 88%   | 82%     | 82%     |
| Command | Input             | 88%   | 82%   | 88%   | 94%    | 94%   | 88%     | 82%     |
| Command | Intellection      | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Command | Learner           | 100%  | 94%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Command | Restorative       | 100%  | 95%   | 90%   | 100%   | 95%   | 100%    | 100%    |
| Command | Self-Assurance    | 79%   | 74%   | 79%   | 74%    | 74%   | 74%     | 74%     |
| Command | Significance      | 78%   | 83%   | 89%   | 83%    | 72%   | 78%     | 72%     |
| Command | Strategic         | 94%   | 75%   | 75%   | 88%    | 94%   | 94%     | 88%     |
| Command | Woo               | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Communication, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1       | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Communication | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Activator         | 88%   | 94%   | 88%   | 88%    | 88%   | 88%     | 76%     |
| Communication | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Analytical        | 100%  | 95%   | 95%   | 100%   | 100%  | 100%    | 100%    |
| Communication | Arranger          | 100%  | 100%  | 83%   | 100%   | 100%  | 100%    | 100%    |
| Communication | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Command           | 100%  | 94%   | 94%   | 100%   | 94%   | 94%     | 89%     |
| Communication | Competition       | 100%  | 100%  | 100%  | 100%   | 94%   | 100%    | 100%    |
| Communication | Connectedness     | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Communication | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Ideation          | 94%   | 100%  | 94%   | 100%   | 94%   | 94%     | 100%    |
| Communication | Includer          | 100%  | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Communication | Individualization | 100%  | 94%   | 94%   | 100%   | 100%  | 100%    | 100%    |
| Communication | Input             | 100%  | 94%   | 88%   | 100%   | 94%   | 94%     | 100%    |
| Communication | Intellection      | 100%  | 100%  | 100%  | 95%    | 95%   | 95%     | 100%    |
| Communication | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Positivity        | 95%   | 94%   | 94%   | 94%    | 100%  | 100%    | 69%     |
| Communication | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Responsibility    | 95%   | 95%   | 95%   | 100%   | 100%  | 95%     | 95%     |
| Communication | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Self-Assurance    | 86%   | 100%  | 77%   | 82%    | 86%   | 86%     | 91%     |
| Communication | Significance      | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Communication | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Communication | Woo               | 92%   | 92%   | 85%   | 92%    | 92%   | 100%    | 92%     |

## Pairwise Cluster Analyses for Competition, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1     | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|-------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Competition | Achiever          | 92%   | 92%   | 92%   | 92%    | 92%   | 92%     | 92%     |
| Competition | Activator         | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Competition | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Analytical        | 100%  | 100%  | 89%   | 100%   | 100%  | 100%    | 100%    |
| Competition | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Command           | 87%   | 87%   | 87%   | 87%    | 87%   | 87%     | 87%     |
| Competition | Communication     | 100%  | 100%  | 100%  | 100%   | 94%   | 100%    | 100%    |
| Competition | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Focus             | 89%   | 94%   | 89%   | 94%    | 94%   | 83%     | 83%     |
| Competition | Futuristic        | 100%  | 93%   | 93%   | 100%   | 100%  | 100%    | 100%    |
| Competition | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Ideation          | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Competition | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Individualization | 100%  | 100%  | 93%   | 100%   | 100%  | 100%    | 100%    |
| Competition | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Competition | Restorative       | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Competition | Self-Assurance    | 100%  | 100%  | 95%   | 100%   | 90%   | 100%    | 100%    |
| Competition | Significance      | 88%   | 88%   | 88%   | 88%    | 88%   | 88%     | 88%     |
| Competition | Strategic         | 100%  | 100%  | 93%   | 100%   | 94%   | 100%    | 94%     |
| Competition | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Connectedness, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1       | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Connectedness | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Adaptability      | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 89%     |
| Connectedness | Analytical        | 100%  | 100%  | 95%   | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Arranger          | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Belief            | 79%   | 84%   | 84%   | 74%    | 79%   | 79%     | 74%     |
| Connectedness | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Communication     | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Connectedness | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Developer         | 100%  | 94%   | 94%   | 100%   | 100%  | 100%    | 94%     |
| Connectedness | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 76%     | 76%     |
| Connectedness | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Ideation          | 94%   | 100%  | 100%  | 94%    | 94%   | 100%    | 94%     |
| Connectedness | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Individualization | 100%  | 100%  | 88%   | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Input             | 82%   | 88%   | 88%   | 88%    | 76%   | 76%     | 76%     |
| Connectedness | Intellection      | 89%   | 83%   | 89%   | 83%    | 89%   | 89%     | 89%     |
| Connectedness | Learner           | 100%  | 100%  | 82%   | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 95%     |
| Connectedness | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Responsibility    | 100%  | 90%   | 86%   | 90%    | 100%  | 100%    | 100%    |
| Connectedness | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Self-Assurance    | 100%  | 95%   | 86%   | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Significance      | 100%  | 100%  | 95%   | 100%   | 95%   | 100%    | 100%    |
| Connectedness | Strategic         | 100%  | 100%  | 81%   | 100%   | 100%  | 100%    | 100%    |
| Connectedness | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Consistency, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1     | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|-------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Consistency | Achiever          | 100%  | 100%  | 100%  | 92%    | 100%  | 100%    | 100%    |
| Consistency | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Belief            | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 94%     |
| Consistency | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Deliberative      | 87%   | 87%   | 87%   | 87%    | 87%   | 80%     | 80%     |
| Consistency | Developer         | 93%   | 93%   | 100%  | 93%    | 93%   | 93%     | 93%     |
| Consistency | Discipline        | 83%   | 100%  | 83%   | 100%   | 78%   | 83%     | 94%     |
| Consistency | Empathy           | 93%   | 93%   | 93%   | 93%    | 100%  | 100%    | 93%     |
| Consistency | Focus             | 100%  | 100%  | 100%  | 94%    | 100%  | 100%    | 94%     |
| Consistency | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Harmony           | 83%   | 83%   | 83%   | 83%    | 83%   | 92%     | 83%     |
| Consistency | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Includer          | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Consistency | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Positivity        | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Consistency | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Significance      | 100%  | 100%  | 95%   | 95%    | 100%  | 100%    | 100%    |
| Consistency | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Consistency | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |



## Pairwise Cluster Analyses for Context, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Context | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Context | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Deliberative, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1      | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|--------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Deliberative | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Analytical        | 90%   | 90%   | 95%   | 90%    | 90%   | 90%     | 90%     |
| Deliberative | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Belief            | 100%  | 95%   | 100%  | 100%   | 100%  | 100%    | 95%     |
| Deliberative | Command           | 100%  | 89%   | 89%   | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Consistency       | 87%   | 87%   | 87%   | 87%    | 87%   | 80%     | 80%     |
| Deliberative | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Discipline        | 91%   | 87%   | 83%   | 83%    | 87%   | 87%     | 78%     |
| Deliberative | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Focus             | 95%   | 100%  | 90%   | 100%   | 100%  | 100%    | 90%     |
| Deliberative | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Harmony           | 88%   | 88%   | 88%   | 88%    | 88%   | 88%     | 88%     |
| Deliberative | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Intellection      | 89%   | 89%   | 89%   | 89%    | 89%   | 89%     | 89%     |
| Deliberative | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Relator           | 94%   | 81%   | 88%   | 88%    | 81%   | 81%     | 81%     |
| Deliberative | Responsibility    | 90%   | 90%   | 90%   | 90%    | 95%   | 95%     | 95%     |
| Deliberative | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 95%   | 100%    | 100%    |
| Deliberative | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Deliberative | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Developer, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1   | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|-----------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Developer | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Adaptability      | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Developer | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Belief            | 100%  | 95%   | 100%  | 100%   | 89%   | 89%     | 95%     |
| Developer | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Connectedness     | 100%  | 94%   | 94%   | 100%   | 100%  | 100%    | 94%     |
| Developer | Consistency       | 93%   | 93%   | 100%  | 93%    | 93%   | 93%     | 93%     |
| Developer | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Empathy           | 80%   | 80%   | 80%   | 80%    | 80%   | 80%     | 73%     |
| Developer | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 95%     |
| Developer | Individualization | 94%   | 100%  | 88%   | 94%    | 94%   | 94%     | 88%     |
| Developer | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Positivity        | 93%   | 93%   | 93%   | 93%    | 93%   | 93%     | 93%     |
| Developer | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Responsibility    | 100%  | 100%  | 86%   | 100%   | 100%  | 100%    | 95%     |
| Developer | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 95%     |
| Developer | Self-Assurance    | 100%  | 100%  | 95%   | 100%   | 100%  | 100%    | 95%     |
| Developer | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Developer | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Discipline, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1    | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Discipline | Achiever          | 95%   | 95%   | 95%   | 86%    | 95%   | 95%     | 95%     |
| Discipline | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Analytical        | 92%   | 84%   | 80%   | 96%    | 92%   | 92%     | 84%     |
| Discipline | Arranger          | 96%   | 100%  | 96%   | 96%    | 96%   | 96%     | 96%     |
| Discipline | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 96%     |
| Discipline | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Consistency       | 83%   | 100%  | 83%   | 100%   | 78%   | 83%     | 94%     |
| Discipline | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Deliberative      | 91%   | 87%   | 83%   | 83%    | 87%   | 87%     | 78%     |
| Discipline | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Focus             | 92%   | 92%   | 92%   | 75%    | 88%   | 75%     | 83%     |
| Discipline | Futuristic        | 95%   | 100%  | 95%   | 100%   | 91%   | 100%    | 100%    |
| Discipline | Harmony           | 91%   | 91%   | 91%   | 100%   | 82%   | 91%     | 91%     |
| Discipline | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Individualization | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Discipline | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Intellection      | 100%  | 100%  | 88%   | 100%   | 100%  | 100%    | 100%    |
| Discipline | Learner           | 91%   | 95%   | 95%   | 95%    | 95%   | 95%     | 100%    |
| Discipline | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Responsibility    | 88%   | 92%   | 83%   | 92%    | 92%   | 92%     | 88%     |
| Discipline | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Discipline | Significance      | 96%   | 96%   | 100%  | 100%   | 100%  | 100%    | 96%     |
| Discipline | Strategic         | 90%   | 90%   | 100%  | 86%    | 100%  | 100%    | 100%    |
| Discipline | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Empathy, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Empathy | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Adaptability      | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Empathy | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Belief            | 100%  | 100%  | 100%  | 94%    | 100%  | 100%    | 100%    |
| Empathy | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 76%     | 76%     |
| Empathy | Consistency       | 93%   | 93%   | 93%   | 93%    | 100%  | 100%    | 93%     |
| Empathy | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Developer         | 80%   | 80%   | 80%   | 80%    | 80%   | 80%     | 73%     |
| Empathy | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Individualization | 94%   | 100%  | 100%  | 100%   | 94%   | 94%     | 94%     |
| Empathy | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Positivity        | 80%   | 72%   | 72%   | 72%    | 78%   | 78%     | 72%     |
| Empathy | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Empathy | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Focus, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Focus   | Achiever          | 94%   | 88%   | 94%   | 94%    | 94%   | 94%     | 88%     |
| Focus   | Activator         | 95%   | 100%  | 100%  | 95%    | 95%   | 100%    | 85%     |
| Focus   | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Analytical        | 91%   | 91%   | 87%   | 96%    | 83%   | 91%     | 87%     |
| Focus   | Arranger          | 90%   | 90%   | 86%   | 90%    | 90%   | 90%     | 90%     |
| Focus   | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Command           | 89%   | 95%   | 89%   | 89%    | 95%   | 89%     | 95%     |
| Focus   | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Competition       | 89%   | 94%   | 89%   | 94%    | 94%   | 83%     | 83%     |
| Focus   | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Consistency       | 100%  | 100%  | 100%  | 94%    | 100%  | 100%    | 94%     |
| Focus   | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Deliberative      | 95%   | 100%  | 90%   | 100%   | 100%  | 100%    | 90%     |
| Focus   | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Discipline        | 92%   | 92%   | 92%   | 75%    | 88%   | 75%     | 83%     |
| Focus   | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Futuristic        | 100%  | 83%   | 100%  | 100%   | 100%  | 100%    | 94%     |
| Focus   | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Ideation          | 90%   | 100%  | 100%  | 100%   | 90%   | 100%    | 90%     |
| Focus   | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Individualization | 85%   | 100%  | 90%   | 95%    | 85%   | 100%    | 95%     |
| Focus   | Input             | 90%   | 85%   | 85%   | 100%   | 90%   | 90%     | 90%     |
| Focus   | Intellection      | 91%   | 100%  | 86%   | 91%    | 91%   | 91%     | 91%     |
| Focus   | Learner           | 84%   | 84%   | 74%   | 84%    | 84%   | 89%     | 74%     |
| Focus   | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Focus   | Responsibility    | 83%   | 79%   | 83%   | 83%    | 83%   | 83%     | 79%     |
| Focus   | Restorative       | 87%   | 100%  | 78%   | 100%   | 87%   | 87%     | 91%     |
| Focus   | Self-Assurance    | 88%   | 92%   | 88%   | 88%    | 75%   | 75%     | 75%     |
| Focus   | Significance      | 80%   | 75%   | 80%   | 80%    | 80%   | 80%     | 80%     |
| Focus   | Strategic         | 84%   | 74%   | 84%   | 84%    | 84%   | 84%     | 89%     |
| Focus   | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Futuristic, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1    | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Futuristic | Achiever          | 100%  | 100%  | 100%  | 93%    | 100%  | 100%    | 100%    |
| Futuristic | Activator         | 100%  | 94%   | 88%   | 88%    | 94%   | 100%    | 88%     |
| Futuristic | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Arranger          | 94%   | 94%   | 88%   | 94%    | 82%   | 94%     | 82%     |
| Futuristic | Belief            | 100%  | 100%  | 95%   | 100%   | 95%   | 100%    | 95%     |
| Futuristic | Command           | 94%   | 95%   | 88%   | 89%    | 94%   | 88%     | 95%     |
| Futuristic | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Competition       | 100%  | 93%   | 93%   | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Discipline        | 95%   | 100%  | 95%   | 100%   | 91%   | 100%    | 100%    |
| Futuristic | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Focus             | 100%  | 83%   | 100%  | 100%   | 100%  | 100%    | 94%     |
| Futuristic | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Ideation          | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Futuristic | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Individualization | 100%  | 93%   | 93%   | 93%    | 93%   | 93%     | 93%     |
| Futuristic | Input             | 94%   | 80%   | 87%   | 93%    | 87%   | 87%     | 93%     |
| Futuristic | Intellection      | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Learner           | 100%  | 100%  | 94%   | 94%    | 100%  | 100%    | 100%    |
| Futuristic | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Futuristic | Restorative       | 95%   | 100%  | 95%   | 95%    | 95%   | 100%    | 95%     |
| Futuristic | Self-Assurance    | 90%   | 70%   | 90%   | 90%    | 95%   | 75%     | 95%     |
| Futuristic | Significance      | 95%   | 89%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Futuristic | Strategic         | 93%   | 93%   | 86%   | 93%    | 93%   | 93%     | 93%     |
| Futuristic | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Harmony, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Harmony | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Arranger          | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Harmony | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Consistency       | 83%   | 83%   | 83%   | 83%    | 83%   | 92%     | 83%     |
| Harmony | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Deliberative      | 88%   | 88%   | 88%   | 88%    | 88%   | 88%     | 88%     |
| Harmony | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Discipline        | 91%   | 91%   | 91%   | 100%   | 82%   | 91%     | 91%     |
| Harmony | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Harmony | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |



Pairwise Cluster Analyses for Ideation, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1  | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|----------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Ideation | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Activator         | 94%   | 89%   | 94%   | 94%    | 94%   | 94%     | 89%     |
| Ideation | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Analytical        | 100%  | 95%   | 95%   | 100%   | 95%   | 95%     | 95%     |
| Ideation | Arranger          | 83%   | 83%   | 83%   | 76%    | 83%   | 83%     | 83%     |
| Ideation | Belief            | 100%  | 90%   | 100%  | 100%   | 100%  | 100%    | 95%     |
| Ideation | Command           | 100%  | 82%   | 100%  | 94%    | 100%  | 100%    | 94%     |
| Ideation | Communication     | 94%   | 100%  | 94%   | 100%   | 94%   | 94%     | 100%    |
| Ideation | Competition       | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Ideation | Connectedness     | 94%   | 100%  | 100%  | 94%    | 94%   | 100%    | 94%     |
| Ideation | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Focus             | 90%   | 100%  | 100%  | 100%   | 90%   | 100%    | 90%     |
| Ideation | Futuristic        | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Ideation | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Individualization | 100%  | 100%  | 93%   | 100%   | 93%   | 93%     | 100%    |
| Ideation | Input             | 94%   | 88%   | 94%   | 88%    | 88%   | 88%     | 94%     |
| Ideation | Intellection      | 100%  | 94%   | 89%   | 83%    | 94%   | 89%     | 94%     |
| Ideation | Learner           | 94%   | 100%  | 94%   | 94%    | 94%   | 94%     | 94%     |
| Ideation | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Ideation | Restorative       | 90%   | 85%   | 90%   | 100%   | 100%  | 100%    | 100%    |
| Ideation | Self-Assurance    | 91%   | 73%   | 95%   | 82%    | 82%   | 91%     | 73%     |
| Ideation | Significance      | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 100%    |
| Ideation | Strategic         | 86%   | 86%   | 79%   | 86%    | 79%   | 86%     | 79%     |
| Ideation | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Includer, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1  | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|----------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Includer | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Activator         | 100%  | 100%  | 95%   | 95%    | 100%  | 100%    | 100%    |
| Includer | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Belief            | 95%   | 100%  | 100%  | 95%    | 100%  | 100%    | 95%     |
| Includer | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Communication     | 100%  | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Includer | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Consistency       | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Includer | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 95%     |
| Includer | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Positivity        | 84%   | 84%   | 95%   | 100%   | 84%   | 79%     | 100%    |
| Includer | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Significance      | 100%  | 100%  | 95%   | 100%   | 100%  | 100%    | 100%    |
| Includer | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Includer | Woo               | 81%   | 94%   | 94%   | 94%    | 81%   | 88%     | 94%     |

Pairwise Cluster Analyses for Individualization, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1           | Theme 2        | Total | Asian | Black | Latino | White | Missing | Decline |
|-------------------|----------------|-------|-------|-------|--------|-------|---------|---------|
| Individualization | Achiever       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 93%     |
| Individualization | Activator      | 94%   | 88%   | 100%  | 82%    | 94%   | 94%     | 94%     |
| Individualization | Adaptability   | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Analytical     | 95%   | 89%   | 100%  | 100%   | 95%   | 89%     | 95%     |
| Individualization | Arranger       | 75%   | 75%   | 75%   | 75%    | 75%   | 75%     | 81%     |
| Individualization | Belief         | 100%  | 84%   | 100%  | 95%    | 95%   | 100%    | 89%     |
| Individualization | Command        | 94%   | 82%   | 76%   | 76%    | 88%   | 82%     | 82%     |
| Individualization | Communication  | 100%  | 94%   | 94%   | 100%   | 100%  | 100%    | 100%    |
| Individualization | Competition    | 100%  | 100%  | 93%   | 100%   | 100%  | 100%    | 100%    |
| Individualization | Connectedness  | 100%  | 100%  | 88%   | 100%   | 100%  | 100%    | 100%    |
| Individualization | Consistency    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Context        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Deliberative   | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Developer      | 94%   | 100%  | 88%   | 94%    | 94%   | 94%     | 88%     |
| Individualization | Discipline     | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Individualization | Empathy        | 94%   | 100%  | 100%  | 100%   | 94%   | 94%     | 94%     |
| Individualization | Focus          | 85%   | 100%  | 90%   | 95%    | 85%   | 100%    | 95%     |
| Individualization | Futuristic     | 100%  | 93%   | 93%   | 93%    | 93%   | 93%     | 93%     |
| Individualization | Harmony        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Ideation       | 100%  | 100%  | 93%   | 100%   | 93%   | 93%     | 100%    |
| Individualization | Includer       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Input          | 75%   | 75%   | 81%   | 75%    | 75%   | 75%     | 73%     |
| Individualization | Intellection   | 100%  | 94%   | 78%   | 94%    | 94%   | 94%     | 94%     |
| Individualization | Learner        | 100%  | 100%  | 100%  | 93%    | 100%  | 100%    | 100%    |
| Individualization | Maximizer      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Positivity     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Relator        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Individualization | Responsibility | 90%   | 90%   | 100%  | 85%    | 95%   | 90%     | 100%    |
| Individualization | Restorative    | 89%   | 84%   | 74%   | 84%    | 89%   | 89%     | 89%     |
| Individualization | Self-Assurance | 86%   | 81%   | 81%   | 71%    | 86%   | 71%     | 76%     |
| Individualization | Significance   | 100%  | 79%   | 79%   | 95%    | 95%   | 95%     | 95%     |
| Individualization | Strategic      | 79%   | 86%   | 71%   | 86%    | 79%   | 79%     | 79%     |
| Individualization | Woo            | 100%  | 100%  | 93%   | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Input, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Input   | Achiever          | 100%  | 93%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Activator         | 94%   | 88%   | 94%   | 100%   | 88%   | 76%     | 76%     |
| Input   | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Analytical        | 95%   | 95%   | 95%   | 100%   | 100%  | 95%     | 100%    |
| Input   | Arranger          | 82%   | 82%   | 76%   | 82%    | 82%   | 82%     | 82%     |
| Input   | Belief            | 95%   | 95%   | 95%   | 89%    | 95%   | 95%     | 95%     |
| Input   | Command           | 88%   | 82%   | 88%   | 94%    | 94%   | 88%     | 82%     |
| Input   | Communication     | 100%  | 94%   | 88%   | 100%   | 94%   | 94%     | 100%    |
| Input   | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Connectedness     | 82%   | 88%   | 88%   | 88%    | 76%   | 76%     | 76%     |
| Input   | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Focus             | 90%   | 85%   | 85%   | 100%   | 90%   | 90%     | 90%     |
| Input   | Futuristic        | 94%   | 80%   | 87%   | 93%    | 87%   | 87%     | 93%     |
| Input   | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Ideation          | 94%   | 88%   | 94%   | 88%    | 88%   | 88%     | 94%     |
| Input   | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Individualization | 75%   | 75%   | 81%   | 75%    | 75%   | 75%     | 73%     |
| Input   | Intellection      | 82%   | 76%   | 94%   | 76%    | 76%   | 82%     | 76%     |
| Input   | Learner           | 93%   | 87%   | 87%   | 87%    | 87%   | 80%     | 80%     |
| Input   | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Positivity        | 100%  | 100%  | 100%  | 94%    | 100%  | 94%     | 100%    |
| Input   | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Input   | Responsibility    | 100%  | 90%   | 85%   | 95%    | 95%   | 100%    | 100%    |
| Input   | Restorative       | 84%   | 95%   | 95%   | 84%    | 95%   | 100%    | 89%     |
| Input   | Self-Assurance    | 76%   | 71%   | 76%   | 81%    | 71%   | 71%     | 76%     |
| Input   | Significance      | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 100%    |
| Input   | Strategic         | 93%   | 93%   | 93%   | 93%    | 93%   | 93%     | 93%     |
| Input   | Woo               | 100%  | 93%   | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Intellection, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1      | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|--------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Intellection | Achiever          | 100%  | 94%   | 82%   | 82%    | 100%  | 100%    | 100%    |
| Intellection | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Analytical        | 91%   | 91%   | 86%   | 86%    | 91%   | 86%     | 91%     |
| Intellection | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Belief            | 95%   | 100%  | 89%   | 100%   | 100%  | 100%    | 100%    |
| Intellection | Command           | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Intellection | Communication     | 100%  | 100%  | 100%  | 95%    | 95%   | 95%     | 100%    |
| Intellection | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Connectedness     | 89%   | 83%   | 89%   | 83%    | 89%   | 89%     | 89%     |
| Intellection | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Deliberative      | 89%   | 89%   | 89%   | 89%    | 89%   | 89%     | 89%     |
| Intellection | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Discipline        | 100%  | 100%  | 88%   | 100%   | 100%  | 100%    | 100%    |
| Intellection | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Focus             | 91%   | 100%  | 86%   | 91%    | 91%   | 91%     | 91%     |
| Intellection | Futuristic        | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Intellection | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Ideation          | 100%  | 94%   | 89%   | 83%    | 94%   | 89%     | 94%     |
| Intellection | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Individualization | 100%  | 94%   | 78%   | 94%    | 94%   | 94%     | 94%     |
| Intellection | Input             | 82%   | 76%   | 94%   | 76%    | 76%   | 82%     | 76%     |
| Intellection | Learner           | 82%   | 94%   | 82%   | 94%    | 82%   | 88%     | 94%     |
| Intellection | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Relator           | 88%   | 88%   | 88%   | 88%    | 88%   | 88%     | 88%     |
| Intellection | Responsibility    | 95%   | 95%   | 91%   | 95%    | 95%   | 100%    | 95%     |
| Intellection | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Intellection | Significance      | 100%  | 100%  | 95%   | 95%    | 100%  | 100%    | 100%    |
| Intellection | Strategic         | 100%  | 94%   | 88%   | 94%    | 100%  | 100%    | 100%    |
| Intellection | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Learner, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Learner | Achiever          | 86%   | 79%   | 86%   | 79%    | 93%   | 86%     | 86%     |
| Learner | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Analytical        | 100%  | 95%   | 95%   | 100%   | 100%  | 95%     | 95%     |
| Learner | Arranger          | 88%   | 88%   | 94%   | 88%    | 88%   | 88%     | 94%     |
| Learner | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Command           | 100%  | 94%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Connectedness     | 100%  | 100%  | 82%   | 100%   | 100%  | 100%    | 100%    |
| Learner | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Discipline        | 91%   | 95%   | 95%   | 95%    | 95%   | 95%     | 100%    |
| Learner | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Focus             | 84%   | 84%   | 74%   | 84%    | 84%   | 89%     | 74%     |
| Learner | Futuristic        | 100%  | 100%  | 94%   | 94%    | 100%  | 100%    | 100%    |
| Learner | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Ideation          | 94%   | 100%  | 94%   | 94%    | 94%   | 94%     | 94%     |
| Learner | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Individualization | 100%  | 100%  | 100%  | 93%    | 100%  | 100%    | 100%    |
| Learner | Input             | 93%   | 87%   | 87%   | 87%    | 87%   | 80%     | 80%     |
| Learner | Intellection      | 82%   | 94%   | 82%   | 94%    | 82%   | 88%     | 94%     |
| Learner | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Learner | Responsibility    | 95%   | 95%   | 100%  | 90%    | 95%   | 90%     | 95%     |
| Learner | Restorative       | 100%  | 95%   | 95%   | 100%   | 100%  | 95%     | 79%     |
| Learner | Self-Assurance    | 85%   | 90%   | 95%   | 90%    | 85%   | 95%     | 80%     |
| Learner | Significance      | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Learner | Strategic         | 93%   | 93%   | 93%   | 80%    | 80%   | 80%     | 80%     |
| Learner | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

Pairwise Cluster Analyses for Maximizer, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1   | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|-----------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Maximizer | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Adaptability      | 100%  | 94%   | 100%  | 94%    | 100%  | 100%    | 100%    |
| Maximizer | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Self-Assurance    | 95%   | 95%   | 100%  | 95%    | 95%   | 100%    | 89%     |
| Maximizer | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Maximizer | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Positivity, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1    | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Positivity | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Activator         | 89%   | 95%   | 95%   | 95%    | 89%   | 89%     | 89%     |
| Positivity | Adaptability      | 95%   | 100%  | 100%  | 95%    | 95%   | 95%     | 100%    |
| Positivity | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Belief            | 100%  | 90%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Communication     | 95%   | 94%   | 94%   | 94%    | 100%  | 100%    | 69%     |
| Positivity | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 95%     |
| Positivity | Consistency       | 94%   | 94%   | 94%   | 94%    | 94%   | 94%     | 94%     |
| Positivity | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Developer         | 93%   | 93%   | 93%   | 93%    | 93%   | 93%     | 93%     |
| Positivity | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Empathy           | 80%   | 72%   | 72%   | 72%    | 78%   | 78%     | 72%     |
| Positivity | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Includer          | 84%   | 84%   | 95%   | 100%   | 84%   | 79%     | 100%    |
| Positivity | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Input             | 100%  | 100%  | 100%  | 94%    | 100%  | 94%     | 100%    |
| Positivity | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Self-Assurance    | 100%  | 91%   | 89%   | 96%    | 91%   | 100%    | 91%     |
| Positivity | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Positivity | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |



Pairwise Cluster Analyses for Relator, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Relator | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Deliberative      | 94%   | 81%   | 88%   | 88%    | 81%   | 81%     | 81%     |
| Relator | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Individualization | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Input             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Intellection      | 88%   | 88%   | 88%   | 88%    | 88%   | 88%     | 88%     |
| Relator | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Responsibility    | 100%  | 100%  | 100%  | 95%    | 100%  | 100%    | 100%    |
| Relator | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Self-Assurance    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Relator | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Responsibility, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1        | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|----------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Responsibility | Achiever          | 95%   | 84%   | 84%   | 95%    | 89%   | 84%     | 95%     |
| Responsibility | Activator         | 95%   | 100%  | 95%   | 95%    | 95%   | 95%     | 95%     |
| Responsibility | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Analytical        | 83%   | 92%   | 79%   | 92%    | 88%   | 79%     | 92%     |
| Responsibility | Arranger          | 84%   | 84%   | 84%   | 84%    | 84%   | 84%     | 84%     |
| Responsibility | Belief            | 86%   | 86%   | 77%   | 82%    | 86%   | 82%     | 86%     |
| Responsibility | Command           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Communication     | 95%   | 95%   | 95%   | 100%   | 100%  | 95%     | 95%     |
| Responsibility | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Connectedness     | 100%  | 90%   | 86%   | 90%    | 100%  | 100%    | 100%    |
| Responsibility | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Deliberative      | 90%   | 90%   | 90%   | 90%    | 95%   | 95%     | 95%     |
| Responsibility | Developer         | 100%  | 100%  | 86%   | 100%   | 100%  | 100%    | 95%     |
| Responsibility | Discipline        | 88%   | 92%   | 83%   | 92%    | 92%   | 92%     | 88%     |
| Responsibility | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Focus             | 83%   | 79%   | 83%   | 83%    | 83%   | 83%     | 79%     |
| Responsibility | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Individualization | 90%   | 90%   | 100%  | 85%    | 95%   | 90%     | 100%    |
| Responsibility | Input             | 100%  | 90%   | 85%   | 95%    | 95%   | 100%    | 100%    |
| Responsibility | Intellection      | 95%   | 95%   | 91%   | 95%    | 95%   | 100%    | 95%     |
| Responsibility | Learner           | 95%   | 95%   | 100%  | 90%    | 95%   | 90%     | 95%     |
| Responsibility | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Responsibility | Relator           | 100%  | 100%  | 100%  | 95%    | 100%  | 100%    | 100%    |
| Responsibility | Restorative       | 100%  | 96%   | 96%   | 91%    | 96%   | 96%     | 96%     |
| Responsibility | Self-Assurance    | 96%   | 96%   | 88%   | 88%    | 96%   | 92%     | 88%     |
| Responsibility | Significance      | 96%   | 96%   | 96%   | 100%   | 96%   | 96%     | 91%     |
| Responsibility | Strategic         | 95%   | 84%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Responsibility | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Restorative, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1     | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|-------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Restorative | Achiever          | 100%  | 100%  | 94%   | 94%    | 100%  | 100%    | 94%     |
| Restorative | Activator         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Analytical        | 87%   | 96%   | 87%   | 96%    | 87%   | 100%    | 96%     |
| Restorative | Arranger          | 85%   | 75%   | 90%   | 85%    | 85%   | 85%     | 85%     |
| Restorative | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Command           | 100%  | 95%   | 90%   | 100%   | 95%   | 100%    | 100%    |
| Restorative | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Competition       | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Restorative | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 95%     |
| Restorative | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Focus             | 87%   | 100%  | 78%   | 100%   | 87%   | 87%     | 91%     |
| Restorative | Futuristic        | 95%   | 100%  | 95%   | 95%    | 95%   | 100%    | 95%     |
| Restorative | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Ideation          | 90%   | 85%   | 90%   | 100%   | 100%  | 100%    | 100%    |
| Restorative | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Individualization | 89%   | 84%   | 74%   | 84%    | 89%   | 89%     | 89%     |
| Restorative | Input             | 84%   | 95%   | 95%   | 84%    | 95%   | 100%    | 89%     |
| Restorative | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Learner           | 100%  | 95%   | 95%   | 100%   | 100%  | 95%     | 79%     |
| Restorative | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Restorative | Responsibility    | 100%  | 96%   | 96%   | 91%    | 96%   | 96%     | 96%     |
| Restorative | Self-Assurance    | 88%   | 83%   | 88%   | 79%    | 83%   | 96%     | 88%     |
| Restorative | Significance      | 95%   | 95%   | 77%   | 100%   | 100%  | 95%     | 100%    |
| Restorative | Strategic         | 100%  | 94%   | 94%   | 100%   | 89%   | 100%    | 94%     |
| Restorative | Woo               | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Self-Assurance, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1        | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|----------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Self-Assurance | Achiever          | 90%   | 95%   | 95%   | 90%    | 85%   | 95%     | 85%     |
| Self-Assurance | Activator         | 73%   | 91%   | 91%   | 77%    | 77%   | 68%     | 73%     |
| Self-Assurance | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Analytical        | 100%  | 96%   | 88%   | 100%   | 100%  | 100%    | 92%     |
| Self-Assurance | Arranger          | 82%   | 68%   | 77%   | 82%    | 77%   | 73%     | 73%     |
| Self-Assurance | Belief            | 100%  | 96%   | 96%   | 96%    | 96%   | 100%    | 88%     |
| Self-Assurance | Command           | 79%   | 74%   | 79%   | 74%    | 74%   | 74%     | 74%     |
| Self-Assurance | Communication     | 86%   | 100%  | 77%   | 82%    | 86%   | 86%     | 91%     |
| Self-Assurance | Competition       | 100%  | 100%  | 95%   | 100%   | 90%   | 100%    | 100%    |
| Self-Assurance | Connectedness     | 100%  | 95%   | 86%   | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Deliberative      | 100%  | 100%  | 100%  | 100%   | 95%   | 100%    | 100%    |
| Self-Assurance | Developer         | 100%  | 100%  | 95%   | 100%   | 100%  | 100%    | 95%     |
| Self-Assurance | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Focus             | 88%   | 92%   | 88%   | 88%    | 75%   | 75%     | 75%     |
| Self-Assurance | Futuristic        | 90%   | 70%   | 90%   | 90%    | 95%   | 75%     | 95%     |
| Self-Assurance | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Ideation          | 91%   | 73%   | 95%   | 82%    | 82%   | 91%     | 73%     |
| Self-Assurance | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Individualization | 86%   | 81%   | 81%   | 71%    | 86%   | 71%     | 76%     |
| Self-Assurance | Input             | 76%   | 71%   | 76%   | 81%    | 71%   | 71%     | 76%     |
| Self-Assurance | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Learner           | 85%   | 90%   | 95%   | 90%    | 85%   | 95%     | 80%     |
| Self-Assurance | Maximizer         | 95%   | 95%   | 100%  | 95%    | 95%   | 100%    | 89%     |
| Self-Assurance | Positivity        | 100%  | 91%   | 89%   | 96%    | 91%   | 100%    | 91%     |
| Self-Assurance | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Self-Assurance | Responsibility    | 96%   | 96%   | 88%   | 88%    | 96%   | 92%     | 88%     |
| Self-Assurance | Restorative       | 88%   | 83%   | 88%   | 79%    | 83%   | 96%     | 88%     |
| Self-Assurance | Significance      | 70%   | 74%   | 78%   | 78%    | 83%   | 83%     | 78%     |
| Self-Assurance | Strategic         | 80%   | 75%   | 75%   | 70%    | 75%   | 75%     | 80%     |
| Self-Assurance | Woo               | 85%   | 100%  | 100%  | 95%    | 85%   | 100%    | 90%     |

Pairwise Cluster Analyses for Significance, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1      | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|--------------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Significance | Achiever          | 89%   | 83%   | 100%  | 94%    | 100%  | 89%     | 94%     |
| Significance | Activator         | 90%   | 90%   | 95%   | 90%    | 90%   | 95%     | 90%     |
| Significance | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Analytical        | 100%  | 96%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Arranger          | 90%   | 90%   | 95%   | 85%    | 90%   | 90%     | 90%     |
| Significance | Belief            | 95%   | 95%   | 95%   | 100%   | 95%   | 100%    | 100%    |
| Significance | Command           | 78%   | 83%   | 89%   | 83%    | 72%   | 78%     | 72%     |
| Significance | Communication     | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Significance | Competition       | 88%   | 88%   | 88%   | 88%    | 88%   | 88%     | 88%     |
| Significance | Connectedness     | 100%  | 100%  | 95%   | 100%   | 95%   | 100%    | 100%    |
| Significance | Consistency       | 100%  | 100%  | 95%   | 95%    | 100%  | 100%    | 100%    |
| Significance | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Discipline        | 96%   | 96%   | 100%  | 100%   | 100%  | 100%    | 96%     |
| Significance | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Focus             | 80%   | 75%   | 80%   | 80%    | 80%   | 80%     | 80%     |
| Significance | Futuristic        | 95%   | 89%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Significance | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Ideation          | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 100%    |
| Significance | Includer          | 100%  | 100%  | 95%   | 100%   | 100%  | 100%    | 100%    |
| Significance | Individualization | 100%  | 79%   | 79%   | 95%    | 95%   | 95%     | 95%     |
| Significance | Input             | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 100%    |
| Significance | Intellection      | 100%  | 100%  | 95%   | 95%    | 100%  | 100%    | 100%    |
| Significance | Learner           | 95%   | 95%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Significance | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Responsibility    | 96%   | 96%   | 96%   | 100%   | 96%   | 96%     | 91%     |
| Significance | Restorative       | 95%   | 95%   | 77%   | 100%   | 100%  | 95%     | 100%    |
| Significance | Self-Assurance    | 70%   | 74%   | 78%   | 78%    | 83%   | 83%     | 78%     |
| Significance | Strategic         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Significance | Woo               | 100%  | 100%  | 100%  | 100%   | 89%   | 100%    | 100%    |

## Pairwise Cluster Analyses for Strategic, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1   | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|-----------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Strategic | Achiever          | 100%  | 79%   | 79%   | 100%   | 100%  | 100%    | 93%     |
| Strategic | Activator         | 94%   | 81%   | 94%   | 88%    | 94%   | 94%     | 88%     |
| Strategic | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Analytical        | 84%   | 89%   | 95%   | 84%    | 79%   | 84%     | 95%     |
| Strategic | Arranger          | 81%   | 94%   | 88%   | 75%    | 88%   | 88%     | 75%     |
| Strategic | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 94%     |
| Strategic | Command           | 94%   | 75%   | 75%   | 88%    | 94%   | 94%     | 88%     |
| Strategic | Communication     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Competition       | 100%  | 100%  | 93%   | 100%   | 94%   | 100%    | 94%     |
| Strategic | Connectedness     | 100%  | 100%  | 81%   | 100%   | 100%  | 100%    | 100%    |
| Strategic | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Discipline        | 90%   | 90%   | 100%  | 86%    | 100%  | 100%    | 100%    |
| Strategic | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Focus             | 84%   | 74%   | 84%   | 84%    | 84%   | 84%     | 89%     |
| Strategic | Futuristic        | 93%   | 93%   | 86%   | 93%    | 93%   | 93%     | 93%     |
| Strategic | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Ideation          | 86%   | 86%   | 79%   | 86%    | 79%   | 86%     | 79%     |
| Strategic | Includer          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Individualization | 79%   | 86%   | 71%   | 86%    | 79%   | 79%     | 79%     |
| Strategic | Input             | 93%   | 93%   | 93%   | 93%    | 93%   | 93%     | 93%     |
| Strategic | Intellection      | 100%  | 94%   | 88%   | 94%    | 100%  | 100%    | 100%    |
| Strategic | Learner           | 93%   | 93%   | 93%   | 80%    | 80%   | 80%     | 80%     |
| Strategic | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Responsibility    | 95%   | 84%   | 95%   | 95%    | 95%   | 95%     | 95%     |
| Strategic | Restorative       | 100%  | 94%   | 94%   | 100%   | 89%   | 100%    | 94%     |
| Strategic | Self-Assurance    | 80%   | 75%   | 75%   | 70%    | 75%   | 75%     | 80%     |
| Strategic | Significance      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Strategic | Woo               | 93%   | 93%   | 93%   | 93%    | 93%   | 93%     | 93%     |

## Pairwise Cluster Analyses for Woo, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

| Theme 1 | Theme 2           | Total | Asian | Black | Latino | White | Missing | Decline |
|---------|-------------------|-------|-------|-------|--------|-------|---------|---------|
| Woo     | Achiever          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Activator         | 88%   | 88%   | 94%   | 94%    | 88%   | 94%     | 94%     |
| Woo     | Adaptability      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Analytical        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Arranger          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Belief            | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Command           | 100%  | 100%  | 94%   | 100%   | 100%  | 100%    | 100%    |
| Woo     | Communication     | 92%   | 92%   | 85%   | 92%    | 92%   | 100%    | 92%     |
| Woo     | Competition       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Connectedness     | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Consistency       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Context           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Deliberative      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Developer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Discipline        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Empathy           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Focus             | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Futuristic        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Harmony           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Ideation          | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Includer          | 81%   | 94%   | 94%   | 94%    | 81%   | 88%     | 94%     |
| Woo     | Individualization | 100%  | 100%  | 93%   | 100%   | 100%  | 100%    | 100%    |
| Woo     | Input             | 100%  | 93%   | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Intellection      | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Learner           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Maximizer         | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Positivity        | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Relator           | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Responsibility    | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Restorative       | 100%  | 100%  | 100%  | 100%   | 100%  | 100%    | 100%    |
| Woo     | Self-Assurance    | 85%   | 100%  | 100%  | 95%    | 85%   | 100%    | 90%     |
| Woo     | Significance      | 100%  | 100%  | 100%  | 100%   | 89%   | 100%    | 100%    |
| Woo     | Strategic         | 93%   | 93%   | 93%   | 93%    | 93%   | 93%     | 93%     |

## Pairwise Cluster Analyses for Achiever, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1  | Theme 2           | Total | Female | Male | Missing | Refused |
|----------|-------------------|-------|--------|------|---------|---------|
| Achiever | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Analytical        | 100%  | 100%   | 100% | 100%    | 95%     |
| Achiever | Arranger          | 88%   | 88%    | 88%  | 88%     | 88%     |
| Achiever | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Command           | 100%  | 94%    | 100% | 100%    | 100%    |
| Achiever | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Competition       | 92%   | 92%    | 92%  | 100%    | 100%    |
| Achiever | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Deliberative      | 100%  | 100%   | 100% | 100%    | 88%     |
| Achiever | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Discipline        | 95%   | 95%    | 100% | 95%     | 95%     |
| Achiever | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Focus             | 94%   | 100%   | 94%  | 94%     | 82%     |
| Achiever | Futuristic        | 100%  | 100%   | 100% | 100%    | 93%     |
| Achiever | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Individualization | 100%  | 93%    | 100% | 100%    | 93%     |
| Achiever | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Intellection      | 100%  | 82%    | 100% | 100%    | 100%    |
| Achiever | Learner           | 86%   | 86%    | 86%  | 86%     | 86%     |
| Achiever | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Responsibility    | 95%   | 95%    | 95%  | 95%     | 84%     |
| Achiever | Restorative       | 100%  | 100%   | 94%  | 100%    | 100%    |
| Achiever | Self-Assurance    | 90%   | 95%    | 95%  | 85%     | 90%     |
| Achiever | Significance      | 89%   | 94%    | 100% | 100%    | 100%    |
| Achiever | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Achiever | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |



## Pairwise Cluster Analyses for Activator, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1   | Theme 2           | Total | Female | Male | Missing | Refused |
|-----------|-------------------|-------|--------|------|---------|---------|
| Activator | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Arranger          | 83%   | 83%    | 83%  | 83%     | 89%     |
| Activator | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Command           | 81%   | 81%    | 81%  | 88%     | 88%     |
| Activator | Communication     | 88%   | 88%    | 82%  | 82%     | 76%     |
| Activator | Competition       | 94%   | 94%    | 94%  | 94%     | 88%     |
| Activator | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Empathy           | 100%  | 100%   | 100% | 100%    | 94%     |
| Activator | Focus             | 95%   | 95%    | 100% | 95%     | 100%    |
| Activator | Futuristic        | 100%  | 94%    | 100% | 100%    | 94%     |
| Activator | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Ideation          | 94%   | 94%    | 94%  | 94%     | 89%     |
| Activator | Includer          | 100%  | 100%   | 95%  | 100%    | 95%     |
| Activator | Individualization | 94%   | 94%    | 94%  | 94%     | 82%     |
| Activator | Input             | 94%   | 100%   | 88%  | 94%     | 88%     |
| Activator | Intellection      | 100%  | 100%   | 100% | 100%    | 89%     |
| Activator | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Positivity        | 89%   | 95%    | 95%  | 89%     | 89%     |
| Activator | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Responsibility    | 95%   | 95%    | 95%  | 95%     | 95%     |
| Activator | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Activator | Self-Assurance    | 73%   | 73%    | 73%  | 73%     | 73%     |
| Activator | Significance      | 90%   | 100%   | 90%  | 95%     | 95%     |
| Activator | Strategic         | 94%   | 94%    | 94%  | 94%     | 94%     |
| Activator | Woo               | 88%   | 88%    | 94%  | 94%     | 88%     |

## Pairwise Cluster Analyses for Adaptability, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1      | Theme 2           | Total | Female | Male | Missing | Refused |
|--------------|-------------------|-------|--------|------|---------|---------|
| Adaptability | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Analytical        | 100%  | 100%   | 100% | 100%    | 95%     |
| Adaptability | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Belief            | 100%  | 100%   | 100% | 100%    | 95%     |
| Adaptability | Command           | 100%  | 100%   | 100% | 100%    | 95%     |
| Adaptability | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Connectedness     | 94%   | 94%    | 94%  | 94%     | 94%     |
| Adaptability | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Developer         | 94%   | 100%   | 100% | 100%    | 89%     |
| Adaptability | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Empathy           | 94%   | 94%    | 94%  | 94%     | 88%     |
| Adaptability | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Harmony           | 100%  | 100%   | 100% | 100%    | 94%     |
| Adaptability | Ideation          | 100%  | 100%   | 100% | 100%    | 94%     |
| Adaptability | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Intellection      | 100%  | 100%   | 100% | 100%    | 95%     |
| Adaptability | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Positivity        | 95%   | 100%   | 100% | 95%     | 95%     |
| Adaptability | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Responsibility    | 100%  | 100%   | 100% | 100%    | 95%     |
| Adaptability | Restorative       | 100%  | 100%   | 100% | 100%    | 95%     |
| Adaptability | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Significance      | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Adaptability | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Analytical, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1    | Theme 2           | Total | Female | Male | Missing | Refused |
|------------|-------------------|-------|--------|------|---------|---------|
| Analytical | Achiever          | 100%  | 100%   | 100% | 100%    | 95%     |
| Analytical | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Adaptability      | 100%  | 100%   | 100% | 100%    | 95%     |
| Analytical | Arranger          | 95%   | 100%   | 100% | 100%    | 86%     |
| Analytical | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Command           | 100%  | 95%    | 100% | 100%    | 100%    |
| Analytical | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Connectedness     | 100%  | 100%   | 100% | 100%    | 95%     |
| Analytical | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Context           | 100%  | 100%   | 100% | 100%    | 84%     |
| Analytical | Deliberative      | 90%   | 95%    | 95%  | 95%     | 85%     |
| Analytical | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Discipline        | 92%   | 92%    | 84%  | 92%     | 92%     |
| Analytical | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Focus             | 91%   | 91%    | 91%  | 87%     | 74%     |
| Analytical | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Ideation          | 100%  | 95%    | 100% | 100%    | 95%     |
| Analytical | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Individualization | 95%   | 95%    | 95%  | 95%     | 89%     |
| Analytical | Input             | 95%   | 95%    | 100% | 100%    | 100%    |
| Analytical | Intellection      | 91%   | 82%    | 91%  | 91%     | 82%     |
| Analytical | Learner           | 100%  | 100%   | 100% | 84%     | 79%     |
| Analytical | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Responsibility    | 83%   | 88%    | 79%  | 79%     | 79%     |
| Analytical | Restorative       | 87%   | 87%    | 87%  | 100%    | 78%     |
| Analytical | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 83%     |
| Analytical | Significance      | 100%  | 100%   | 100% | 100%    | 100%    |
| Analytical | Strategic         | 84%   | 79%    | 79%  | 84%     | 95%     |
| Analytical | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Arranger, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1  | Theme 2           | Total | Female | Male | Missing | Refused    |
|----------|-------------------|-------|--------|------|---------|------------|
| Arranger | Achiever          | 88%   | 88%    | 88%  | 88%     | 88%        |
| Arranger | Activator         | 83%   | 83%    | 83%  | 83%     | 89%        |
| Arranger | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Analytical        | 95%   | 100%   | 100% | 100%    | 86%        |
| Arranger | Belief            | 100%  | 90%    | 100% | 100%    | 100%       |
| Arranger | Command           | 83%   | 83%    | 83%  | 83%     | 89%        |
| Arranger | Communication     | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Competition       | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Consistency       | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Context           | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Deliberative      | 100%  | 100%   | 100% | 100%    | 89%        |
| Arranger | Developer         | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Discipline        | 96%   | 96%    | 96%  | 96%     | 96%        |
| Arranger | Empathy           | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Focus             | 90%   | 86%    | 90%  | 90%     | 90%        |
| Arranger | Futuristic        | 94%   | 94%    | 94%  | 94%     | 76%        |
| Arranger | Harmony           | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Ideation          | 83%   | 94%    | 83%  | 83%     | 94%        |
| Arranger | Includer          | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Individualization | 75%   | 75%    | 75%  | 75%     | <b>63%</b> |
| Arranger | Input             | 82%   | 82%    | 82%  | 82%     | 76%        |
| Arranger | Intellection      | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Learner           | 88%   | 88%    | 88%  | 88%     | 82%        |
| Arranger | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Positivity        | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Relator           | 100%  | 100%   | 100% | 100%    | 100%       |
| Arranger | Responsibility    | 84%   | 84%    | 84%  | 84%     | 84%        |
| Arranger | Restorative       | 85%   | 85%    | 85%  | 85%     | 80%        |
| Arranger | Self-Assurance    | 82%   | 82%    | 73%  | 82%     | 86%        |
| Arranger | Significance      | 90%   | 90%    | 90%  | 90%     | 90%        |
| Arranger | Strategic         | 81%   | 81%    | 88%  | 88%     | 81%        |
| Arranger | Woo               | 100%  | 100%   | 100% | 100%    | 100%       |

## Pairwise Cluster Analyses for Belief, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Belief  | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Adaptability      | 100%  | 100%   | 100% | 100%    | 95%     |
| Belief  | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Arranger          | 100%  | 90%    | 100% | 100%    | 100%    |
| Belief  | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Connectedness     | 79%   | 79%    | 74%  | 79%     | 79%     |
| Belief  | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Developer         | 100%  | 94%    | 100% | 94%     | 89%     |
| Belief  | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Empathy           | 100%  | 95%    | 100% | 100%    | 95%     |
| Belief  | Focus             | 100%  | 100%   | 100% | 100%    | 96%     |
| Belief  | Futuristic        | 100%  | 100%   | 94%  | 100%    | 94%     |
| Belief  | Harmony           | 100%  | 100%   | 100% | 100%    | 89%     |
| Belief  | Ideation          | 100%  | 100%   | 95%  | 100%    | 100%    |
| Belief  | Includer          | 95%   | 100%   | 100% | 100%    | 95%     |
| Belief  | Individualization | 100%  | 100%   | 95%  | 95%     | 100%    |
| Belief  | Input             | 95%   | 95%    | 89%  | 95%     | 95%     |
| Belief  | Intellection      | 95%   | 100%   | 100% | 100%    | 100%    |
| Belief  | Learner           | 100%  | 100%   | 100% | 100%    | 95%     |
| Belief  | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Positivity        | 100%  | 100%   | 95%  | 100%    | 95%     |
| Belief  | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Responsibility    | 86%   | 82%    | 86%  | 82%     | 86%     |
| Belief  | Restorative       | 100%  | 100%   | 100% | 100%    | 95%     |
| Belief  | Self-Assurance    | 100%  | 96%    | 92%  | 100%    | 79%     |
| Belief  | Significance      | 95%   | 100%   | 95%  | 100%    | 95%     |
| Belief  | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Belief  | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Command, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Command | Achiever          | 100%  | 94%    | 100% | 100%    | 100%    |
| Command | Activator         | 81%   | 81%    | 81%  | 88%     | 88%     |
| Command | Adaptability      | 100%  | 100%   | 100% | 100%    | 95%     |
| Command | Analytical        | 100%  | 95%    | 100% | 100%    | 100%    |
| Command | Arranger          | 83%   | 83%    | 83%  | 83%     | 89%     |
| Command | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Communication     | 100%  | 100%   | 100% | 100%    | 89%     |
| Command | Competition       | 87%   | 88%    | 88%  | 88%     | 81%     |
| Command | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Discipline        | 100%  | 100%   | 100% | 100%    | 91%     |
| Command | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Focus             | 89%   | 89%    | 89%  | 89%     | 84%     |
| Command | Futuristic        | 94%   | 94%    | 88%  | 88%     | 88%     |
| Command | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Individualization | 94%   | 88%    | 88%  | 88%     | 94%     |
| Command | Input             | 88%   | 94%    | 94%  | 94%     | 88%     |
| Command | Intellection      | 95%   | 100%   | 100% | 100%    | 100%    |
| Command | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Command | Restorative       | 100%  | 100%   | 95%  | 100%    | 100%    |
| Command | Self-Assurance    | 79%   | 79%    | 79%  | 74%     | 74%     |
| Command | Significance      | 78%   | 83%    | 89%  | 72%     | 72%     |
| Command | Strategic         | 94%   | 88%    | 94%  | 100%    | 100%    |
| Command | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Communication, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1       | Theme 2           | Total | Female | Male | Missing | Refused |
|---------------|-------------------|-------|--------|------|---------|---------|
| Communication | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Activator         | 88%   | 88%    | 82%  | 82%     | 76%     |
| Communication | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Command           | 100%  | 100%   | 100% | 100%    | 89%     |
| Communication | Competition       | 100%  | 94%    | 100% | 100%    | 100%    |
| Communication | Connectedness     | 94%   | 100%   | 94%  | 94%     | 100%    |
| Communication | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Empathy           | 100%  | 100%   | 100% | 100%    | 94%     |
| Communication | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Futuristic        | 100%  | 100%   | 100% | 100%    | 94%     |
| Communication | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Ideation          | 94%   | 94%    | 100% | 100%    | 83%     |
| Communication | Includer          | 100%  | 89%    | 94%  | 94%     | 89%     |
| Communication | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Input             | 100%  | 100%   | 94%  | 100%    | 100%    |
| Communication | Intellection      | 100%  | 100%   | 95%  | 95%     | 100%    |
| Communication | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Positivity        | 95%   | 95%    | 95%  | 79%     | 95%     |
| Communication | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Responsibility    | 95%   | 100%   | 95%  | 100%    | 100%    |
| Communication | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Self-Assurance    | 86%   | 86%    | 82%  | 86%     | 95%     |
| Communication | Significance      | 95%   | 93%    | 93%  | 93%     | 100%    |
| Communication | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Communication | Woo               | 92%   | 92%    | 92%  | 77%     | 77%     |

## Pairwise Cluster Analyses for Competition, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1     | Theme 2           | Total | Female | Male | Missing | Refused |
|-------------|-------------------|-------|--------|------|---------|---------|
| Competition | Achiever          | 92%   | 92%    | 92%  | 100%    | 100%    |
| Competition | Activator         | 94%   | 94%    | 94%  | 94%     | 88%     |
| Competition | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Command           | 87%   | 88%    | 88%  | 88%     | 81%     |
| Competition | Communication     | 100%  | 94%    | 100% | 100%    | 100%    |
| Competition | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Discipline        | 100%  | 100%   | 100% | 100%    | 90%     |
| Competition | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Focus             | 89%   | 89%    | 89%  | 89%     | 89%     |
| Competition | Futuristic        | 100%  | 93%    | 100% | 100%    | 87%     |
| Competition | Harmony           | 100%  | 94%    | 100% | 100%    | 94%     |
| Competition | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Input             | 100%  | 100%   | 100% | 100%    | 93%     |
| Competition | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Competition | Self-Assurance    | 100%  | 90%    | 90%  | 90%     | 90%     |
| Competition | Significance      | 88%   | 88%    | 88%  | 94%     | 76%     |
| Competition | Strategic         | 100%  | 93%    | 86%  | 100%    | 86%     |
| Competition | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |



## Pairwise Cluster Analyses for Connectedness, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1       | Theme 2           | Total | Female | Male | Missing | Refused |
|---------------|-------------------|-------|--------|------|---------|---------|
| Connectedness | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Adaptability      | 94%   | 94%    | 94%  | 94%     | 94%     |
| Connectedness | Analytical        | 100%  | 100%   | 100% | 100%    | 95%     |
| Connectedness | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Belief            | 79%   | 79%    | 74%  | 79%     | 79%     |
| Connectedness | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Communication     | 94%   | 100%   | 94%  | 94%     | 100%    |
| Connectedness | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Consistency       | 100%  | 100%   | 100% | 100%    | 87%     |
| Connectedness | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Developer         | 100%  | 100%   | 100% | 94%     | 100%    |
| Connectedness | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Empathy           | 100%  | 100%   | 100% | 100%    | 94%     |
| Connectedness | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Ideation          | 94%   | 94%    | 83%  | 94%     | 83%     |
| Connectedness | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Input             | 82%   | 88%    | 82%  | 82%     | 82%     |
| Connectedness | Intellection      | 89%   | 89%    | 89%  | 89%     | 83%     |
| Connectedness | Learner           | 100%  | 100%   | 100% | 100%    | 88%     |
| Connectedness | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Positivity        | 100%  | 100%   | 100% | 100%    | 79%     |
| Connectedness | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Responsibility    | 100%  | 100%   | 90%  | 100%    | 90%     |
| Connectedness | Restorative       | 100%  | 100%   | 100% | 100%    | 90%     |
| Connectedness | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Significance      | 100%  | 100%   | 95%  | 100%    | 95%     |
| Connectedness | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Connectedness | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Consistency, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1     | Theme 2           | Total | Female | Male | Missing | Refused |
|-------------|-------------------|-------|--------|------|---------|---------|
| Consistency | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Connectedness     | 100%  | 100%   | 100% | 100%    | 87%     |
| Consistency | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Deliberative      | 87%   | 87%    | 87%  | 80%     | 80%     |
| Consistency | Developer         | 93%   | 93%    | 100% | 93%     | 100%    |
| Consistency | Discipline        | 83%   | 83%    | 89%  | 83%     | 83%     |
| Consistency | Empathy           | 93%   | 100%   | 100% | 100%    | 100%    |
| Consistency | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Harmony           | 83%   | 75%    | 83%  | 75%     | 75%     |
| Consistency | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Includer          | 94%   | 93%    | 93%  | 100%    | 93%     |
| Consistency | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Positivity        | 94%   | 94%    | 94%  | 94%     | 100%    |
| Consistency | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Responsibility    | 100%  | 94%    | 94%  | 100%    | 94%     |
| Consistency | Restorative       | 100%  | 100%   | 100% | 100%    | 94%     |
| Consistency | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Significance      | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Consistency | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Context, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Context | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Analytical        | 100%  | 100%   | 100% | 100%    | 84%     |
| Context | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Harmony           | 100%  | 100%   | 100% | 100%    | 93%     |
| Context | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Significance      | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Context | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

Pairwise Cluster Analyses for Deliberative, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1      | Theme 2           | Total | Female | Male | Missing | Refused |
|--------------|-------------------|-------|--------|------|---------|---------|
| Deliberative | Achiever          | 100%  | 100%   | 100% | 100%    | 88%     |
| Deliberative | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Analytical        | 90%   | 95%    | 95%  | 95%     | 85%     |
| Deliberative | Arranger          | 100%  | 100%   | 100% | 100%    | 89%     |
| Deliberative | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Consistency       | 87%   | 87%    | 87%  | 80%     | 80%     |
| Deliberative | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Discipline        | 91%   | 83%    | 87%  | 87%     | 78%     |
| Deliberative | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Focus             | 95%   | 95%    | 100% | 100%    | 90%     |
| Deliberative | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Harmony           | 88%   | 88%    | 88%  | 88%     | 88%     |
| Deliberative | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Individualization | 100%  | 100%   | 100% | 100%    | 94%     |
| Deliberative | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Intellection      | 89%   | 89%    | 89%  | 89%     | 100%    |
| Deliberative | Learner           | 100%  | 100%   | 100% | 100%    | 88%     |
| Deliberative | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Relator           | 94%   | 94%    | 94%  | 94%     | 94%     |
| Deliberative | Responsibility    | 90%   | 95%    | 90%  | 95%     | 90%     |
| Deliberative | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Self-Assurance    | 100%  | 100%   | 100% | 95%     | 100%    |
| Deliberative | Significance      | 100%  | 100%   | 100% | 100%    | 90%     |
| Deliberative | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Deliberative | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Developer, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1   | Theme 2           | Total | Female | Male | Missing | Refused |
|-----------|-------------------|-------|--------|------|---------|---------|
| Developer | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Adaptability      | 94%   | 100%   | 100% | 100%    | 89%     |
| Developer | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Belief            | 100%  | 94%    | 100% | 94%     | 89%     |
| Developer | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Connectedness     | 100%  | 100%   | 100% | 94%     | 100%    |
| Developer | Consistency       | 93%   | 93%    | 100% | 93%     | 100%    |
| Developer | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Empathy           | 80%   | 80%    | 93%  | 80%     | 80%     |
| Developer | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Futuristic        | 100%  | 100%   | 100% | 100%    | 94%     |
| Developer | Harmony           | 100%  | 100%   | 100% | 100%    | 94%     |
| Developer | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Includer          | 100%  | 100%   | 100% | 100%    | 95%     |
| Developer | Individualization | 94%   | 100%   | 100% | 94%     | 94%     |
| Developer | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Positivity        | 93%   | 93%    | 93%  | 93%     | 93%     |
| Developer | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Responsibility    | 100%  | 100%   | 100% | 100%    | 95%     |
| Developer | Restorative       | 100%  | 100%   | 100% | 100%    | 95%     |
| Developer | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Significance      | 100%  | 100%   | 100% | 100%    | 95%     |
| Developer | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Developer | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Discipline, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1    | Theme 2           | Total | Female | Male | Missing | Refused |
|------------|-------------------|-------|--------|------|---------|---------|
| Discipline | Achiever          | 95%   | 95%    | 100% | 95%     | 95%     |
| Discipline | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Analytical        | 92%   | 92%    | 84%  | 92%     | 92%     |
| Discipline | Arranger          | 96%   | 96%    | 96%  | 96%     | 96%     |
| Discipline | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Command           | 100%  | 100%   | 100% | 100%    | 91%     |
| Discipline | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Competition       | 100%  | 100%   | 100% | 100%    | 90%     |
| Discipline | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Consistency       | 83%   | 83%    | 89%  | 83%     | 83%     |
| Discipline | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Deliberative      | 91%   | 83%    | 87%  | 87%     | 78%     |
| Discipline | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Focus             | 92%   | 88%    | 88%  | 79%     | 96%     |
| Discipline | Futuristic        | 95%   | 91%    | 100% | 95%     | 91%     |
| Discipline | Harmony           | 91%   | 86%    | 91%  | 95%     | 79%     |
| Discipline | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Individualization | 95%   | 100%   | 95%  | 100%    | 100%    |
| Discipline | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Learner           | 91%   | 95%    | 95%  | 95%     | 91%     |
| Discipline | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Responsibility    | 88%   | 88%    | 88%  | 92%     | 83%     |
| Discipline | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Discipline | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 89%     |
| Discipline | Significance      | 96%   | 96%    | 100% | 96%     | 92%     |
| Discipline | Strategic         | 90%   | 90%    | 100% | 95%     | 100%    |
| Discipline | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Empathy, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Empathy | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Activator         | 100%  | 100%   | 100% | 100%    | 94%     |
| Empathy | Adaptability      | 94%   | 94%    | 94%  | 94%     | 88%     |
| Empathy | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Belief            | 100%  | 95%    | 100% | 100%    | 95%     |
| Empathy | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Communication     | 100%  | 100%   | 100% | 100%    | 94%     |
| Empathy | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Connectedness     | 100%  | 100%   | 100% | 100%    | 94%     |
| Empathy | Consistency       | 93%   | 100%   | 100% | 100%    | 100%    |
| Empathy | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Developer         | 80%   | 80%    | 93%  | 80%     | 80%     |
| Empathy | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Individualization | 94%   | 100%   | 100% | 94%     | 100%    |
| Empathy | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Positivity        | 80%   | 100%   | 72%  | 72%     | 72%     |
| Empathy | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Significance      | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Empathy | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Focus, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Focus   | Achiever          | 94%   | 100%   | 94%  | 94%     | 82%     |
| Focus   | Activator         | 95%   | 95%    | 100% | 95%     | 100%    |
| Focus   | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Analytical        | 91%   | 91%    | 91%  | 87%     | 74%     |
| Focus   | Arranger          | 90%   | 86%    | 90%  | 90%     | 90%     |
| Focus   | Belief            | 100%  | 100%   | 100% | 100%    | 96%     |
| Focus   | Command           | 89%   | 89%    | 89%  | 89%     | 84%     |
| Focus   | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Competition       | 89%   | 89%    | 89%  | 89%     | 89%     |
| Focus   | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Deliberative      | 95%   | 95%    | 100% | 100%    | 90%     |
| Focus   | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Discipline        | 92%   | 88%    | 88%  | 79%     | 96%     |
| Focus   | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Futuristic        | 100%  | 100%   | 100% | 100%    | 89%     |
| Focus   | Harmony           | 100%  | 100%   | 100% | 100%    | 95%     |
| Focus   | Ideation          | 90%   | 90%    | 90%  | 100%    | 90%     |
| Focus   | Includer          | 100%  | 100%   | 100% | 100%    | 95%     |
| Focus   | Individualization | 85%   | 95%    | 95%  | 100%    | 95%     |
| Focus   | Input             | 90%   | 90%    | 90%  | 90%     | 90%     |
| Focus   | Intellection      | 91%   | 91%    | 91%  | 91%     | 91%     |
| Focus   | Learner           | 84%   | 83%    | 72%  | 89%     | 89%     |
| Focus   | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Focus   | Relator           | 100%  | 100%   | 100% | 100%    | 89%     |
| Focus   | Responsibility    | 83%   | 88%    | 83%  | 92%     | 96%     |
| Focus   | Restorative       | 87%   | 91%    | 91%  | 91%     | 91%     |
| Focus   | Self-Assurance    | 88%   | 75%    | 75%  | 75%     | 88%     |
| Focus   | Significance      | 80%   | 80%    | 80%  | 75%     | 80%     |
| Focus   | Strategic         | 84%   | 84%    | 89%  | 89%     | 89%     |
| Focus   | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |



## Pairwise Cluster Analyses for Futuristic, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1    | Theme 2           | Total | Female | Male | Missing | Refused |
|------------|-------------------|-------|--------|------|---------|---------|
| Futuristic | Achiever          | 100%  | 100%   | 100% | 100%    | 93%     |
| Futuristic | Activator         | 100%  | 94%    | 100% | 100%    | 94%     |
| Futuristic | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Arranger          | 94%   | 94%    | 94%  | 94%     | 76%     |
| Futuristic | Belief            | 100%  | 100%   | 94%  | 100%    | 94%     |
| Futuristic | Command           | 94%   | 94%    | 88%  | 88%     | 88%     |
| Futuristic | Communication     | 100%  | 100%   | 100% | 100%    | 94%     |
| Futuristic | Competition       | 100%  | 93%    | 100% | 100%    | 87%     |
| Futuristic | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Developer         | 100%  | 100%   | 100% | 100%    | 94%     |
| Futuristic | Discipline        | 95%   | 91%    | 100% | 95%     | 91%     |
| Futuristic | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Focus             | 100%  | 100%   | 100% | 100%    | 89%     |
| Futuristic | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Ideation          | 94%   | 94%    | 94%  | 94%     | 94%     |
| Futuristic | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Individualization | 100%  | 93%    | 93%  | 93%     | 93%     |
| Futuristic | Input             | 94%   | 88%    | 88%  | 88%     | 81%     |
| Futuristic | Intellection      | 100%  | 100%   | 100% | 100%    | 94%     |
| Futuristic | Learner           | 100%  | 100%   | 100% | 100%    | 94%     |
| Futuristic | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Futuristic | Restorative       | 95%   | 95%    | 95%  | 100%    | 95%     |
| Futuristic | Self-Assurance    | 90%   | 76%    | 71%  | 76%     | 76%     |
| Futuristic | Significance      | 95%   | 89%    | 95%  | 95%     | 89%     |
| Futuristic | Strategic         | 93%   | 93%    | 93%  | 93%     | 93%     |
| Futuristic | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Harmony, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Harmony | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Adaptability      | 100%  | 100%   | 100% | 100%    | 94%     |
| Harmony | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Belief            | 100%  | 100%   | 100% | 100%    | 89%     |
| Harmony | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Competition       | 100%  | 94%    | 100% | 100%    | 94%     |
| Harmony | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Consistency       | 83%   | 75%    | 83%  | 75%     | 75%     |
| Harmony | Context           | 100%  | 100%   | 100% | 100%    | 93%     |
| Harmony | Deliberative      | 88%   | 88%    | 88%  | 88%     | 88%     |
| Harmony | Developer         | 100%  | 100%   | 100% | 100%    | 94%     |
| Harmony | Discipline        | 91%   | 86%    | 91%  | 95%     | 79%     |
| Harmony | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Focus             | 100%  | 100%   | 100% | 100%    | 95%     |
| Harmony | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Learner           | 100%  | 100%   | 100% | 100%    | 94%     |
| Harmony | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Significance      | 100%  | 100%   | 100% | 100%    | 95%     |
| Harmony | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Harmony | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Ideation, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1  | Theme 2           | Total | Female | Male | Missing | Refused |
|----------|-------------------|-------|--------|------|---------|---------|
| Ideation | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Activator         | 94%   | 94%    | 94%  | 94%     | 89%     |
| Ideation | Adaptability      | 100%  | 100%   | 100% | 100%    | 94%     |
| Ideation | Analytical        | 100%  | 95%    | 100% | 100%    | 95%     |
| Ideation | Arranger          | 83%   | 94%    | 83%  | 83%     | 94%     |
| Ideation | Belief            | 100%  | 100%   | 95%  | 100%    | 100%    |
| Ideation | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Communication     | 94%   | 94%    | 100% | 100%    | 83%     |
| Ideation | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Connectedness     | 94%   | 94%    | 83%  | 94%     | 83%     |
| Ideation | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Focus             | 90%   | 90%    | 90%  | 100%    | 90%     |
| Ideation | Futuristic        | 94%   | 94%    | 94%  | 94%     | 94%     |
| Ideation | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Input             | 94%   | 88%    | 82%  | 82%     | 94%     |
| Ideation | Intellection      | 100%  | 94%    | 89%  | 89%     | 89%     |
| Ideation | Learner           | 94%   | 94%    | 94%  | 94%     | 100%    |
| Ideation | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Ideation | Restorative       | 90%   | 90%    | 100% | 100%    | 100%    |
| Ideation | Self-Assurance    | 91%   | 91%    | 91%  | 91%     | 95%     |
| Ideation | Significance      | 95%   | 95%    | 95%  | 95%     | 95%     |
| Ideation | Strategic         | 86%   | 93%    | 100% | 100%    | 100%    |
| Ideation | Woo               | 100%  | 100%   | 100% | 100%    | 94%     |

## Pairwise Cluster Analyses for Includer, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1  | Theme 2           | Total | Female | Male | Missing | Refused |
|----------|-------------------|-------|--------|------|---------|---------|
| Includer | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Activator         | 100%  | 100%   | 95%  | 100%    | 95%     |
| Includer | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Belief            | 95%   | 100%   | 100% | 100%    | 95%     |
| Includer | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Communication     | 100%  | 89%    | 94%  | 94%     | 89%     |
| Includer | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Consistency       | 94%   | 93%    | 93%  | 100%    | 93%     |
| Includer | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Developer         | 100%  | 100%   | 100% | 100%    | 95%     |
| Includer | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Focus             | 100%  | 100%   | 100% | 100%    | 95%     |
| Includer | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Positivity        | 84%   | 78%    | 100% | 78%     | 94%     |
| Includer | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Significance      | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Includer | Woo               | 81%   | 81%    | 94%  | 88%     | 94%     |

## Pairwise Cluster Analyses for Individualization, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1           | Theme 2        | Total | Female | Male | Missing | Refused |
|-------------------|----------------|-------|--------|------|---------|---------|
| Individualization | Achiever       | 100%  | 93%    | 100% | 100%    | 93%     |
| Individualization | Activator      | 94%   | 94%    | 94%  | 94%     | 82%     |
| Individualization | Adaptability   | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Analytical     | 95%   | 95%    | 95%  | 95%     | 89%     |
| Individualization | Arranger       | 75%   | 75%    | 75%  | 75%     | 63%     |
| Individualization | Belief         | 100%  | 100%   | 95%  | 95%     | 100%    |
| Individualization | Command        | 94%   | 88%    | 88%  | 88%     | 94%     |
| Individualization | Communication  | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Competition    | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Connectedness  | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Consistency    | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Context        | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Deliberative   | 100%  | 100%   | 100% | 100%    | 94%     |
| Individualization | Developer      | 94%   | 100%   | 100% | 94%     | 94%     |
| Individualization | Discipline     | 95%   | 100%   | 95%  | 100%    | 100%    |
| Individualization | Empathy        | 94%   | 100%   | 100% | 94%     | 100%    |
| Individualization | Focus          | 85%   | 95%    | 95%  | 100%    | 95%     |
| Individualization | Futuristic     | 100%  | 93%    | 93%  | 93%     | 93%     |
| Individualization | Harmony        | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Ideation       | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Includer       | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Input          | 75%   | 88%    | 100% | 94%     | 81%     |
| Individualization | Intellection   | 100%  | 100%   | 93%  | 100%    | 100%    |
| Individualization | Learner        | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Maximizer      | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Positivity     | 100%  | 100%   | 100% | 100%    | 94%     |
| Individualization | Relator        | 100%  | 100%   | 100% | 100%    | 100%    |
| Individualization | Responsibility | 90%   | 95%    | 95%  | 95%     | 100%    |
| Individualization | Restorative    | 89%   | 89%    | 89%  | 89%     | 68%     |
| Individualization | Self-Assurance | 86%   | 86%    | 86%  | 81%     | 76%     |
| Individualization | Significance   | 100%  | 95%    | 89%  | 89%     | 84%     |
| Individualization | Strategic      | 79%   | 79%    | 79%  | 79%     | 79%     |
| Individualization | Woo            | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Input, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Input   | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Activator         | 94%   | 100%   | 88%  | 94%     | 88%     |
| Input   | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Analytical        | 95%   | 95%    | 100% | 100%    | 100%    |
| Input   | Arranger          | 82%   | 82%    | 82%  | 82%     | 76%     |
| Input   | Belief            | 95%   | 95%    | 89%  | 95%     | 95%     |
| Input   | Command           | 88%   | 94%    | 94%  | 94%     | 88%     |
| Input   | Communication     | 100%  | 100%   | 94%  | 100%    | 100%    |
| Input   | Competition       | 100%  | 100%   | 100% | 100%    | 93%     |
| Input   | Connectedness     | 82%   | 88%    | 82%  | 82%     | 82%     |
| Input   | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Focus             | 90%   | 90%    | 90%  | 90%     | 90%     |
| Input   | Futuristic        | 94%   | 88%    | 88%  | 88%     | 81%     |
| Input   | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Ideation          | 94%   | 88%    | 82%  | 82%     | 94%     |
| Input   | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Individualization | 75%   | 88%    | 100% | 94%     | 81%     |
| Input   | Intellection      | 82%   | 76%    | 82%  | 88%     | 76%     |
| Input   | Learner           | 93%   | 100%   | 100% | 87%     | 87%     |
| Input   | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Positivity        | 100%  | 100%   | 100% | 94%     | 100%    |
| Input   | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Input   | Responsibility    | 100%  | 90%    | 90%  | 100%    | 100%    |
| Input   | Restorative       | 84%   | 100%   | 89%  | 100%    | 100%    |
| Input   | Self-Assurance    | 76%   | 76%    | 71%  | 76%     | 71%     |
| Input   | Significance      | 95%   | 95%    | 95%  | 95%     | 95%     |
| Input   | Strategic         | 93%   | 80%    | 93%  | 93%     | 93%     |
| Input   | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Intellection, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1      | Theme 2           | Total | Female | Male | Missing | Refused |
|--------------|-------------------|-------|--------|------|---------|---------|
| Intellection | Achiever          | 100%  | 82%    | 100% | 100%    | 100%    |
| Intellection | Activator         | 100%  | 100%   | 100% | 100%    | 89%     |
| Intellection | Adaptability      | 100%  | 100%   | 100% | 100%    | 95%     |
| Intellection | Analytical        | 91%   | 82%    | 91%  | 91%     | 82%     |
| Intellection | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Belief            | 95%   | 100%   | 100% | 100%    | 100%    |
| Intellection | Command           | 95%   | 100%   | 100% | 100%    | 100%    |
| Intellection | Communication     | 100%  | 100%   | 95%  | 95%     | 100%    |
| Intellection | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Connectedness     | 89%   | 89%    | 89%  | 89%     | 83%     |
| Intellection | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Deliberative      | 89%   | 89%    | 89%  | 89%     | 100%    |
| Intellection | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Focus             | 91%   | 91%    | 91%  | 91%     | 91%     |
| Intellection | Futuristic        | 100%  | 100%   | 100% | 100%    | 94%     |
| Intellection | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Ideation          | 100%  | 94%    | 89%  | 89%     | 89%     |
| Intellection | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Individualization | 100%  | 100%   | 93%  | 100%    | 100%    |
| Intellection | Input             | 82%   | 76%    | 82%  | 88%     | 76%     |
| Intellection | Learner           | 82%   | 76%    | 82%  | 82%     | 76%     |
| Intellection | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Relator           | 88%   | 94%    | 94%  | 94%     | 94%     |
| Intellection | Responsibility    | 95%   | 95%    | 95%  | 100%    | 100%    |
| Intellection | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Intellection | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 91%     |
| Intellection | Significance      | 100%  | 100%   | 100% | 100%    | 95%     |
| Intellection | Strategic         | 100%  | 100%   | 100% | 100%    | 94%     |
| Intellection | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Learner, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Learner | Achiever          | 86%   | 86%    | 86%  | 86%     | 86%     |
| Learner | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Analytical        | 100%  | 100%   | 100% | 84%     | 79%     |
| Learner | Arranger          | 88%   | 88%    | 88%  | 88%     | 82%     |
| Learner | Belief            | 100%  | 100%   | 100% | 100%    | 95%     |
| Learner | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Connectedness     | 100%  | 100%   | 100% | 100%    | 88%     |
| Learner | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Deliberative      | 100%  | 100%   | 100% | 100%    | 88%     |
| Learner | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Discipline        | 91%   | 95%    | 95%  | 95%     | 91%     |
| Learner | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Focus             | 84%   | 83%    | 72%  | 89%     | 89%     |
| Learner | Futuristic        | 100%  | 100%   | 100% | 100%    | 94%     |
| Learner | Harmony           | 100%  | 100%   | 100% | 100%    | 94%     |
| Learner | Ideation          | 94%   | 94%    | 94%  | 94%     | 100%    |
| Learner | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Input             | 93%   | 100%   | 100% | 87%     | 87%     |
| Learner | Intellection      | 82%   | 76%    | 82%  | 82%     | 76%     |
| Learner | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Learner | Responsibility    | 95%   | 90%    | 95%  | 95%     | 95%     |
| Learner | Restorative       | 100%  | 100%   | 95%  | 100%    | 95%     |
| Learner | Self-Assurance    | 85%   | 95%    | 90%  | 90%     | 80%     |
| Learner | Significance      | 95%   | 95%    | 95%  | 95%     | 95%     |
| Learner | Strategic         | 93%   | 80%    | 80%  | 80%     | 93%     |
| Learner | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |



## Pairwise Cluster Analyses for Maximizer, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1   | Theme 2           | Total | Female | Male | Missing | Refused |
|-----------|-------------------|-------|--------|------|---------|---------|
| Maximizer | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Self-Assurance    | 95%   | 100%   | 100% | 100%    | 100%    |
| Maximizer | Significance      | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Maximizer | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Positivity, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1    | Theme 2           | Total | Female | Male | Missing | Refused |
|------------|-------------------|-------|--------|------|---------|---------|
| Positivity | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Activator         | 89%   | 95%    | 95%  | 89%     | 89%     |
| Positivity | Adaptability      | 95%   | 100%   | 100% | 95%     | 95%     |
| Positivity | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Belief            | 100%  | 100%   | 95%  | 100%    | 95%     |
| Positivity | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Communication     | 95%   | 95%    | 95%  | 79%     | 95%     |
| Positivity | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Connectedness     | 100%  | 100%   | 100% | 100%    | 79%     |
| Positivity | Consistency       | 94%   | 94%    | 94%  | 94%     | 100%    |
| Positivity | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Developer         | 93%   | 93%    | 93%  | 93%     | 93%     |
| Positivity | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Empathy           | 80%   | 100%   | 72%  | 72%     | 72%     |
| Positivity | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Includer          | 84%   | 78%    | 100% | 78%     | 94%     |
| Positivity | Individualization | 100%  | 100%   | 100% | 100%    | 94%     |
| Positivity | Input             | 100%  | 100%   | 100% | 94%     | 100%    |
| Positivity | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Self-Assurance    | 100%  | 91%    | 91%  | 91%     | 78%     |
| Positivity | Significance      | 100%  | 100%   | 100% | 100%    | 95%     |
| Positivity | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Positivity | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Relator, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Relator | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Deliberative      | 94%   | 94%    | 94%  | 94%     | 94%     |
| Relator | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Focus             | 100%  | 100%   | 100% | 100%    | 89%     |
| Relator | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Intellection      | 88%   | 94%    | 94%  | 94%     | 94%     |
| Relator | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Self-Assurance    | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Significance      | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Strategic         | 100%  | 100%   | 100% | 100%    | 100%    |
| Relator | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Responsibility, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1        | Theme 2           | Total | Female | Male | Missing | Refused |
|----------------|-------------------|-------|--------|------|---------|---------|
| Responsibility | Achiever          | 95%   | 95%    | 95%  | 95%     | 84%     |
| Responsibility | Activator         | 95%   | 95%    | 95%  | 95%     | 95%     |
| Responsibility | Adaptability      | 100%  | 100%   | 100% | 100%    | 95%     |
| Responsibility | Analytical        | 83%   | 88%    | 79%  | 79%     | 79%     |
| Responsibility | Arranger          | 84%   | 84%    | 84%  | 84%     | 84%     |
| Responsibility | Belief            | 86%   | 82%    | 86%  | 82%     | 86%     |
| Responsibility | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Communication     | 95%   | 100%   | 95%  | 100%    | 100%    |
| Responsibility | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Connectedness     | 100%  | 100%   | 90%  | 100%    | 90%     |
| Responsibility | Consistency       | 100%  | 94%    | 94%  | 100%    | 94%     |
| Responsibility | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Deliberative      | 90%   | 95%    | 90%  | 95%     | 90%     |
| Responsibility | Developer         | 100%  | 100%   | 100% | 100%    | 95%     |
| Responsibility | Discipline        | 88%   | 88%    | 88%  | 92%     | 83%     |
| Responsibility | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Focus             | 83%   | 88%    | 83%  | 92%     | 96%     |
| Responsibility | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Ideation          | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Individualization | 90%   | 95%    | 95%  | 95%     | 100%    |
| Responsibility | Input             | 100%  | 90%    | 90%  | 100%    | 100%    |
| Responsibility | Intellection      | 95%   | 95%    | 95%  | 100%    | 100%    |
| Responsibility | Learner           | 95%   | 90%    | 95%  | 95%     | 95%     |
| Responsibility | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Responsibility | Restorative       | 100%  | 100%   | 100% | 100%    | 78%     |
| Responsibility | Self-Assurance    | 96%   | 96%    | 84%  | 92%     | 84%     |
| Responsibility | Significance      | 96%   | 96%    | 100% | 96%     | 87%     |
| Responsibility | Strategic         | 95%   | 89%    | 95%  | 95%     | 95%     |
| Responsibility | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Restorative, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1     | Theme 2           | Total | Female | Male | Missing | Refused |
|-------------|-------------------|-------|--------|------|---------|---------|
| Restorative | Achiever          | 100%  | 100%   | 94%  | 100%    | 100%    |
| Restorative | Activator         | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Adaptability      | 100%  | 100%   | 100% | 100%    | 95%     |
| Restorative | Analytical        | 87%   | 87%    | 87%  | 100%    | 78%     |
| Restorative | Arranger          | 85%   | 85%    | 85%  | 85%     | 80%     |
| Restorative | Belief            | 100%  | 100%   | 100% | 100%    | 95%     |
| Restorative | Command           | 100%  | 100%   | 95%  | 100%    | 100%    |
| Restorative | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Connectedness     | 100%  | 100%   | 100% | 100%    | 90%     |
| Restorative | Consistency       | 100%  | 100%   | 100% | 100%    | 94%     |
| Restorative | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Developer         | 100%  | 100%   | 100% | 100%    | 95%     |
| Restorative | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Focus             | 87%   | 91%    | 91%  | 91%     | 91%     |
| Restorative | Futuristic        | 95%   | 95%    | 95%  | 100%    | 95%     |
| Restorative | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Ideation          | 90%   | 90%    | 100% | 100%    | 100%    |
| Restorative | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Individualization | 89%   | 89%    | 89%  | 89%     | 68%     |
| Restorative | Input             | 84%   | 100%   | 89%  | 100%    | 100%    |
| Restorative | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Learner           | 100%  | 100%   | 95%  | 100%    | 95%     |
| Restorative | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Restorative | Responsibility    | 100%  | 100%   | 100% | 100%    | 78%     |
| Restorative | Self-Assurance    | 88%   | 100%   | 79%  | 83%     | 79%     |
| Restorative | Significance      | 95%   | 95%    | 95%  | 95%     | 95%     |
| Restorative | Strategic         | 100%  | 94%    | 94%  | 100%    | 100%    |
| Restorative | Woo               | 100%  | 100%   | 100% | 100%    | 100%    |

## Pairwise Cluster Analyses for Self-Assurance, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1        | Theme 2           | Total | Female | Male | Missing | Refused |
|----------------|-------------------|-------|--------|------|---------|---------|
| Self-Assurance | Achiever          | 90%   | 95%    | 95%  | 85%     | 90%     |
| Self-Assurance | Activator         | 73%   | 73%    | 73%  | 73%     | 73%     |
| Self-Assurance | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Analytical        | 100%  | 100%   | 100% | 100%    | 83%     |
| Self-Assurance | Arranger          | 82%   | 82%    | 73%  | 82%     | 86%     |
| Self-Assurance | Belief            | 100%  | 96%    | 92%  | 100%    | 79%     |
| Self-Assurance | Command           | 79%   | 79%    | 79%  | 74%     | 74%     |
| Self-Assurance | Communication     | 86%   | 86%    | 82%  | 86%     | 95%     |
| Self-Assurance | Competition       | 100%  | 90%    | 90%  | 90%     | 90%     |
| Self-Assurance | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Deliberative      | 100%  | 100%   | 100% | 95%     | 100%    |
| Self-Assurance | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Discipline        | 100%  | 100%   | 100% | 100%    | 89%     |
| Self-Assurance | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Focus             | 88%   | 75%    | 75%  | 75%     | 88%     |
| Self-Assurance | Futuristic        | 90%   | 76%    | 71%  | 76%     | 76%     |
| Self-Assurance | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Ideation          | 91%   | 91%    | 91%  | 91%     | 95%     |
| Self-Assurance | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Individualization | 86%   | 86%    | 86%  | 81%     | 76%     |
| Self-Assurance | Input             | 76%   | 76%    | 71%  | 76%     | 71%     |
| Self-Assurance | Intellection      | 100%  | 100%   | 100% | 100%    | 91%     |
| Self-Assurance | Learner           | 85%   | 95%    | 90%  | 90%     | 80%     |
| Self-Assurance | Maximizer         | 95%   | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Positivity        | 100%  | 91%    | 91%  | 91%     | 78%     |
| Self-Assurance | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Self-Assurance | Responsibility    | 96%   | 96%    | 84%  | 92%     | 84%     |
| Self-Assurance | Restorative       | 88%   | 100%   | 79%  | 83%     | 79%     |
| Self-Assurance | Significance      | 70%   | 78%    | 74%  | 78%     | 74%     |
| Self-Assurance | Strategic         | 80%   | 75%    | 75%  | 70%     | 90%     |
| Self-Assurance | Woo               | 85%   | 95%    | 95%  | 95%     | 95%     |

## Pairwise Cluster Analyses for Significance, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1      | Theme 2           | Total | Female | Male | Missing | Refused |
|--------------|-------------------|-------|--------|------|---------|---------|
| Significance | Achiever          | 89%   | 94%    | 100% | 100%    | 100%    |
| Significance | Activator         | 90%   | 100%   | 90%  | 95%     | 95%     |
| Significance | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Significance | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Significance | Arranger          | 90%   | 90%    | 90%  | 90%     | 90%     |
| Significance | Belief            | 95%   | 100%   | 95%  | 100%    | 95%     |
| Significance | Command           | 78%   | 83%    | 89%  | 72%     | 72%     |
| Significance | Communication     | 95%   | 93%    | 93%  | 93%     | 100%    |
| Significance | Competition       | 88%   | 88%    | 88%  | 94%     | 76%     |
| Significance | Connectedness     | 100%  | 100%   | 95%  | 100%    | 95%     |
| Significance | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Significance | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Significance | Deliberative      | 100%  | 100%   | 100% | 100%    | 90%     |
| Significance | Developer         | 100%  | 100%   | 100% | 100%    | 95%     |
| Significance | Discipline        | 96%   | 96%    | 100% | 96%     | 92%     |
| Significance | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Significance | Focus             | 80%   | 80%    | 80%  | 75%     | 80%     |
| Significance | Futuristic        | 95%   | 89%    | 95%  | 95%     | 89%     |
| Significance | Harmony           | 100%  | 100%   | 100% | 100%    | 95%     |
| Significance | Ideation          | 95%   | 95%    | 95%  | 95%     | 95%     |
| Significance | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Significance | Individualization | 100%  | 95%    | 89%  | 89%     | 84%     |
| Significance | Input             | 95%   | 95%    | 95%  | 95%     | 95%     |
| Significance | Intellection      | 100%  | 100%   | 100% | 100%    | 95%     |
| Significance | Learner           | 95%   | 95%    | 95%  | 95%     | 95%     |
| Significance | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Significance | Positivity        | 100%  | 100%   | 100% | 100%    | 95%     |
| Significance | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Significance | Responsibility    | 96%   | 96%    | 100% | 96%     | 87%     |
| Significance | Restorative       | 95%   | 95%    | 95%  | 95%     | 95%     |
| Significance | Self-Assurance    | 70%   | 78%    | 74%  | 78%     | 74%     |
| Significance | Strategic         | 100%  | 100%   | 100% | 94%     | 100%    |
| Significance | Woo               | 100%  | 100%   | 90%  | 100%    | 100%    |

## Pairwise Cluster Analyses for Strategic, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1   | Theme 2           | Total | Female | Male | Missing | Refused |
|-----------|-------------------|-------|--------|------|---------|---------|
| Strategic | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Activator         | 94%   | 94%    | 94%  | 94%     | 94%     |
| Strategic | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Analytical        | 84%   | 79%    | 79%  | 84%     | 95%     |
| Strategic | Arranger          | 81%   | 81%    | 88%  | 88%     | 81%     |
| Strategic | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Command           | 94%   | 88%    | 94%  | 100%    | 100%    |
| Strategic | Communication     | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Competition       | 100%  | 93%    | 86%  | 100%    | 86%     |
| Strategic | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Discipline        | 90%   | 90%    | 100% | 95%     | 100%    |
| Strategic | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Focus             | 84%   | 84%    | 89%  | 89%     | 89%     |
| Strategic | Futuristic        | 93%   | 93%    | 93%  | 93%     | 93%     |
| Strategic | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Ideation          | 86%   | 93%    | 100% | 100%    | 100%    |
| Strategic | Includer          | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Individualization | 79%   | 79%    | 79%  | 79%     | 79%     |
| Strategic | Input             | 93%   | 80%    | 93%  | 93%     | 93%     |
| Strategic | Intellection      | 100%  | 100%   | 100% | 100%    | 94%     |
| Strategic | Learner           | 93%   | 80%    | 80%  | 80%     | 93%     |
| Strategic | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Strategic | Responsibility    | 95%   | 89%    | 95%  | 95%     | 95%     |
| Strategic | Restorative       | 100%  | 94%    | 94%  | 100%    | 100%    |
| Strategic | Self-Assurance    | 80%   | 75%    | 75%  | 70%     | 90%     |
| Strategic | Significance      | 100%  | 100%   | 100% | 94%     | 100%    |
| Strategic | Woo               | 93%   | 93%    | 93%  | 93%     | 93%     |



## Pairwise Cluster Analyses for Woo, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

| Theme 1 | Theme 2           | Total | Female | Male | Missing | Refused |
|---------|-------------------|-------|--------|------|---------|---------|
| Woo     | Achiever          | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Activator         | 88%   | 88%    | 94%  | 94%     | 88%     |
| Woo     | Adaptability      | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Analytical        | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Arranger          | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Belief            | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Command           | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Communication     | 92%   | 92%    | 92%  | 77%     | 77%     |
| Woo     | Competition       | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Connectedness     | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Consistency       | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Context           | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Deliberative      | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Developer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Discipline        | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Empathy           | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Focus             | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Futuristic        | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Harmony           | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Ideation          | 100%  | 100%   | 100% | 100%    | 94%     |
| Woo     | Includer          | 81%   | 81%    | 94%  | 88%     | 94%     |
| Woo     | Individualization | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Input             | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Intellection      | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Learner           | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Maximizer         | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Positivity        | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Relator           | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Responsibility    | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Restorative       | 100%  | 100%   | 100% | 100%    | 100%    |
| Woo     | Self-Assurance    | 85%   | 95%    | 95%  | 95%     | 95%     |
| Woo     | Significance      | 100%  | 100%   | 90%  | 100%    | 100%    |
| Woo     | Strategic         | 93%   | 93%    | 93%  | 93%     | 93%     |

## Pairwise Cluster Analyses for Achiever, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1  | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|----------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Achiever | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Analytical        | 100%  | 100% | 100%  | 100%  | 95%   | 89%   | 95%  | 100%    |
| Achiever | Arranger          | 88%   | 94%  | 94%   | 94%   | 88%   | 94%   | 94%  | 94%     |
| Achiever | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Achiever | Command           | 100%  | 100% | 94%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Competition       | 92%   | 92%  | 92%   | 92%   | 92%   | 92%   | 92%  | 92%     |
| Achiever | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Discipline        | 95%   | 95%  | 90%   | 90%   | 90%   | 95%   | 95%  | 95%     |
| Achiever | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Focus             | 94%   | 94%  | 94%   | 94%   | 94%   | 88%   | 88%  | 94%     |
| Achiever | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Individualization | 100%  | 100% | 100%  | 93%   | 100%  | 93%   | 93%  | 100%    |
| Achiever | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 88%   | 94%  | 100%    |
| Achiever | Learner           | 86%   | 86%  | 86%   | 86%   | 86%   | 86%   | 86%  | 86%     |
| Achiever | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Achiever | Responsibility    | 95%   | 95%  | 95%   | 89%   | 84%   | 95%   | 89%  | 95%     |
| Achiever | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Achiever | Self-Assurance    | 90%   | 95%  | 80%   | 90%   | 90%   | 80%   | 85%  | 85%     |
| Achiever | Significance      | 89%   | 100% | 94%   | 94%   | 94%   | 94%   | 100% | 89%     |
| Achiever | Strategic         | 100%  | 86%  | 100%  | 100%  | 100%  | 100%  | 86%  | 100%    |
| Achiever | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Activator, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1   | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|-----------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Activator | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Arranger          | 83%   | 83%  | 83%   | 83%   | 83%   | 89%   | 100% | 83%     |
| Activator | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Activator | Command           | 81%   | 81%  | 81%   | 81%   | 81%   | 81%   | 81%  | 81%     |
| Activator | Communication     | 88%   | 82%  | 88%   | 82%   | 82%   | 94%   | 82%  | 82%     |
| Activator | Competition       | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 81%  | 94%     |
| Activator | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Focus             | 95%   | 95%  | 100%  | 100%  | 95%   | 95%   | 86%  | 95%     |
| Activator | Futuristic        | 100%  | 94%  | 94%   | 94%   | 94%   | 100%  | 94%  | 100%    |
| Activator | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Ideation          | 94%   | 94%  | 94%   | 94%   | 94%   | 100%  | 94%  | 94%     |
| Activator | Includer          | 100%  | 100% | 100%  | 95%   | 100%  | 100%  | 100% | 100%    |
| Activator | Individualization | 94%   | 88%  | 88%   | 100%  | 100%  | 82%   | 82%  | 100%    |
| Activator | Input             | 94%   | 82%  | 88%   | 100%  | 94%   | 100%  | 100% | 94%     |
| Activator | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Positivity        | 89%   | 89%  | 95%   | 95%   | 95%   | 89%   | 95%  | 89%     |
| Activator | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Activator | Responsibility    | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 95%  | 95%     |
| Activator | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 95%   | 95%  | 100%    |
| Activator | Self-Assurance    | 73%   | 77%  | 73%   | 77%   | 77%   | 73%   | 77%  | 73%     |
| Activator | Significance      | 90%   | 90%  | 85%   | 85%   | 95%   | 95%   | 90%  | 95%     |
| Activator | Strategic         | 94%   | 94%  | 81%   | 94%   | 94%   | 94%   | 88%  | 94%     |
| Activator | Woo               | 88%   | 88%  | 81%   | 88%   | 94%   | 94%   | 94%  | 88%     |

## Pairwise Cluster Analyses for Adaptability, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1      | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|--------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Adaptability | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Communication     | 100%  | 94%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Connectedness     | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 89%  | 94%     |
| Adaptability | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Developer         | 94%   | 100% | 94%   | 94%   | 94%   | 94%   | 89%  | 94%     |
| Adaptability | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Empathy           | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Adaptability | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Intellection      | 100%  | 100% | 100%  | 100%  | 95%   | 100%  | 100% | 100%    |
| Adaptability | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Maximizer         | 100%  | 100% | 95%   | 100%  | 100%  | 100%  | 95%  | 100%    |
| Adaptability | Positivity        | 95%   | 95%  | 89%   | 100%  | 100%  | 95%   | 95%  | 95%     |
| Adaptability | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Self-Assurance    | 100%  | 91%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Adaptability | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Analytical, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1    | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Analytical | Achiever          | 100%  | 100% | 100%  | 100%  | 95%   | 89%   | 95%  | 100%    |
| Analytical | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Arranger          | 95%   | 90%  | 100%  | 95%   | 100%  | 100%  | 100% | 100%    |
| Analytical | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Command           | 100%  | 100% | 95%   | 95%   | 100%  | 100%  | 100% | 100%    |
| Analytical | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Consistency       | 100%  | 100% | 94%   | 94%   | 100%  | 100%  | 100% | 100%    |
| Analytical | Context           | 100%  | 95%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Deliberative      | 90%   | 85%  | 90%   | 90%   | 90%   | 90%   | 90%  | 90%     |
| Analytical | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Discipline        | 92%   | 88%  | 88%   | 92%   | 92%   | 88%   | 84%  | 92%     |
| Analytical | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Focus             | 91%   | 87%  | 83%   | 87%   | 91%   | 91%   | 96%  | 87%     |
| Analytical | Futuristic        | 100%  | 95%  | 100%  | 95%   | 100%  | 100%  | 100% | 100%    |
| Analytical | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Ideation          | 100%  | 90%  | 95%   | 95%   | 95%   | 100%  | 95%  | 95%     |
| Analytical | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Individualization | 95%   | 89%  | 100%  | 100%  | 95%   | 100%  | 95%  | 95%     |
| Analytical | Input             | 95%   | 95%  | 100%  | 100%  | 100%  | 100%  | 95%  | 95%     |
| Analytical | Intellection      | 91%   | 95%  | 90%   | 90%   | 90%   | 90%   | 86%  | 86%     |
| Analytical | Learner           | 100%  | 95%  | 100%  | 100%  | 95%   | 95%   | 95%  | 95%     |
| Analytical | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Analytical | Responsibility    | 83%   | 88%  | 83%   | 83%   | 83%   | 92%   | 88%  | 96%     |
| Analytical | Restorative       | 87%   | 87%  | 78%   | 87%   | 87%   | 96%   | 100% | 100%    |
| Analytical | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 96%   | 100% | 100%    |
| Analytical | Significance      | 100%  | 91%  | 100%  | 100%  | 95%   | 95%   | 82%  | 100%    |
| Analytical | Strategic         | 84%   | 83%  | 89%   | 83%   | 89%   | 94%   | 94%  | 83%     |
| Analytical | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Arranger, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1  | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|----------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Arranger | Achiever          | 88%   | 94%  | 94%   | 94%   | 88%   | 94%   | 94%  | 94%     |
| Arranger | Activator         | 83%   | 83%  | 83%   | 83%   | 83%   | 89%   | 100% | 83%     |
| Arranger | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Analytical        | 95%   | 90%  | 100%  | 95%   | 100%  | 100%  | 100% | 100%    |
| Arranger | Belief            | 100%  | 90%  | 90%   | 100%  | 100%  | 100%  | 95%  | 100%    |
| Arranger | Command           | 83%   | 83%  | 83%   | 83%   | 83%   | 83%   | 94%  | 83%     |
| Arranger | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Consistency       | 100%  | 87%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Discipline        | 96%   | 91%  | 96%   | 96%   | 96%   | 96%   | 91%  | 100%    |
| Arranger | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Focus             | 90%   | 86%  | 90%   | 95%   | 95%   | 95%   | 90%  | 95%     |
| Arranger | Futuristic        | 94%   | 94%  | 94%   | 82%   | 94%   | 82%   | 76%  | 94%     |
| Arranger | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Ideation          | 83%   | 83%  | 83%   | 83%   | 83%   | 83%   | 83%  | 83%     |
| Arranger | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Individualization | 75%   | 75%  | 75%   | 75%   | 75%   | 81%   | 81%  | 75%     |
| Arranger | Input             | 82%   | 82%  | 82%   | 82%   | 82%   | 88%   | 94%  | 82%     |
| Arranger | Intellection      | 100%  | 89%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Learner           | 88%   | 88%  | 82%   | 94%   | 94%   | 94%   | 94%  | 88%     |
| Arranger | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Arranger | Responsibility    | 84%   | 79%  | 84%   | 84%   | 84%   | 84%   | 89%  | 84%     |
| Arranger | Restorative       | 85%   | 85%  | 85%   | 85%   | 85%   | 85%   | 95%  | 85%     |
| Arranger | Self-Assurance    | 82%   | 86%  | 77%   | 77%   | 77%   | 73%   | 82%  | 82%     |
| Arranger | Significance      | 90%   | 95%  | 90%   | 90%   | 90%   | 100%  | 95%  | 95%     |
| Arranger | Strategic         | 81%   | 81%  | 88%   | 88%   | 94%   | 81%   | 75%  | 88%     |
| Arranger | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Belief, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Belief  | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Belief  | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Belief  | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Arranger          | 100%  | 90%  | 90%   | 100%  | 100%  | 100%  | 95%  | 100%    |
| Belief  | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Belief  | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Belief  | Connectedness     | 79%   | 74%  | 74%   | 74%   | 84%   | 84%   | 79%  | 79%     |
| Belief  | Consistency       | 100%  | 100% | 94%   | 100%  | 100%  | 94%   | 100% | 100%    |
| Belief  | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Deliberative      | 100%  | 100% | 100%  | 95%   | 95%   | 100%  | 100% | 100%    |
| Belief  | Developer         | 100%  | 79%  | 79%   | 95%   | 100%  | 100%  | 100% | 89%     |
| Belief  | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 96%  | 100%    |
| Belief  | Empathy           | 100%  | 79%  | 79%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 96%  | 100%    |
| Belief  | Futuristic        | 100%  | 100% | 100%  | 95%   | 95%   | 100%  | 95%  | 95%     |
| Belief  | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Belief  | Includer          | 95%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Individualization | 100%  | 100% | 100%  | 100%  | 95%   | 100%  | 95%  | 100%    |
| Belief  | Input             | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 95%  | 95%     |
| Belief  | Intellection      | 95%   | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Belief  | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Belief  | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Belief  | Responsibility    | 86%   | 82%  | 86%   | 82%   | 82%   | 82%   | 86%  | 82%     |
| Belief  | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 77%   | 100% | 100%    |
| Belief  | Self-Assurance    | 100%  | 88%  | 100%  | 96%   | 92%   | 100%  | 96%  | 96%     |
| Belief  | Significance      | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 95%  | 100%    |
| Belief  | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Belief  | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Command, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50      | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|------------|-------|------|---------|
| Command | Achiever          | 100%  | 100% | 94%   | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Activator         | 81%   | 81%  | 81%   | 81%   | 81%        | 81%   | 81%  | 81%     |
| Command | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Analytical        | 100%  | 100% | 95%   | 95%   | 100%       | 100%  | 100% | 100%    |
| Command | Arranger          | 83%   | 83%  | 83%   | 83%   | 83%        | 83%   | 94%  | 83%     |
| Command | Belief            | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 95%  | 100%    |
| Command | Communication     | 100%  | 94%  | 94%   | 94%   | 100%       | 100%  | 100% | 94%     |
| Command | Competition       | 87%   | 88%  | 88%   | 81%   | 88%        | 88%   | 88%  | 88%     |
| Command | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Consistency       | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Context           | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Deliberative      | 100%  | 89%  | 100%  | 100%  | 100%       | 100%  | 94%  | 100%    |
| Command | Developer         | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Discipline        | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Empathy           | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Focus             | 89%   | 89%  | 84%   | 84%   | 89%        | 84%   | 89%  | 89%     |
| Command | Futuristic        | 94%   | 94%  | 94%   | 94%   | 94%        | 82%   | 76%  | 88%     |
| Command | Harmony           | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Ideation          | 100%  | 100% | 100%  | 100%  | 100%       | 88%   | 82%  | 100%    |
| Command | Includer          | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Individualization | 94%   | 94%  | 94%   | 88%   | 88%        | 76%   | 71%  | 88%     |
| Command | Input             | 88%   | 94%  | 94%   | 94%   | 100%       | 82%   | 88%  | 88%     |
| Command | Intellection      | 95%   | 100% | 95%   | 95%   | 100%       | 100%  | 95%  | 95%     |
| Command | Learner           | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Positivity        | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Relator           | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 100% | 100%    |
| Command | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%       | 100%  | 95%  | 100%    |
| Command | Restorative       | 100%  | 100% | 100%  | 95%   | 100%       | 95%   | 90%  | 100%    |
| Command | Self-Assurance    | 79%   | 79%  | 79%   | 79%   | 79%        | 79%   | 74%  | 79%     |
| Command | Significance      | 78%   | 83%  | 78%   | 72%   | <b>67%</b> | 72%   | 72%  | 83%     |
| Command | Strategic         | 94%   | 100% | 100%  | 75%   | 75%        | 81%   | 75%  | 94%     |
| Command | Woo               | 100%  | 94%  | 94%   | 94%   | 100%       | 100%  | 100% | 100%    |



## Pairwise Cluster Analyses for Communication, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1       | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Communication | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Activator         | 88%   | 82%  | 88%   | 82%   | 82%   | 94%   | 82%  | 82%     |
| Communication | Adaptability      | 100%  | 94%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Command           | 100%  | 94%  | 94%   | 94%   | 100%  | 100%  | 100% | 94%     |
| Communication | Competition       | 100%  | 100% | 100%  | 94%   | 94%   | 100%  | 100% | 100%    |
| Communication | Connectedness     | 94%   | 94%  | 94%   | 94%   | 94%   | 100%  | 100% | 94%     |
| Communication | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Futuristic        | 100%  | 94%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Ideation          | 94%   | 100% | 94%   | 94%   | 94%   | 100%  | 100% | 100%    |
| Communication | Includer          | 100%  | 94%  | 89%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Communication | Individualization | 100%  | 100% | 94%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Input             | 100%  | 88%  | 94%   | 94%   | 94%   | 100%  | 100% | 100%    |
| Communication | Intellection      | 100%  | 95%  | 95%   | 100%  | 100%  | 100%  | 100% | 95%     |
| Communication | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Positivity        | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 95%  | 95%     |
| Communication | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Responsibility    | 95%   | 95%  | 100%  | 95%   | 95%   | 100%  | 100% | 100%    |
| Communication | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Self-Assurance    | 86%   | 95%  | 82%   | 86%   | 91%   | 100%  | 91%  | 86%     |
| Communication | Significance      | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 95%  | 95%     |
| Communication | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Communication | Woo               | 92%   | 77%  | 85%   | 85%   | 85%   | 92%   | 92%  | 77%     |

## Pairwise Cluster Analyses for Competition, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1     | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|-------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Competition | Achiever          | 92%   | 92%  | 92%   | 92%   | 92%   | 92%   | 92%  | 92%     |
| Competition | Activator         | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 81%  | 94%     |
| Competition | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Competition | Command           | 87%   | 88%  | 88%   | 81%   | 88%   | 88%   | 88%  | 88%     |
| Competition | Communication     | 100%  | 100% | 100%  | 94%   | 94%   | 100%  | 100% | 100%    |
| Competition | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Focus             | 89%   | 83%  | 94%   | 94%   | 94%   | 94%   | 94%  | 89%     |
| Competition | Futuristic        | 100%  | 87%  | 100%  | 93%   | 93%   | 93%   | 100% | 100%    |
| Competition | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Ideation          | 100%  | 100% | 100%  | 87%   | 93%   | 93%   | 93%  | 100%    |
| Competition | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Competition | Restorative       | 100%  | 100% | 100%  | 78%   | 78%   | 100%  | 100% | 100%    |
| Competition | Self-Assurance    | 100%  | 90%  | 100%  | 90%   | 100%  | 90%   | 85%  | 100%    |
| Competition | Significance      | 88%   | 88%  | 88%   | 88%   | 88%   | 88%   | 82%  | 82%     |
| Competition | Strategic         | 100%  | 79%  | 93%   | 93%   | 93%   | 93%   | 93%  | 100%    |
| Competition | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Connectedness, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1       | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Connectedness | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Adaptability      | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 89%  | 94%     |
| Connectedness | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Belief            | 79%   | 74%  | 74%   | 74%   | 84%   | 84%   | 79%  | 79%     |
| Connectedness | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Communication     | 94%   | 94%  | 94%   | 94%   | 94%   | 100%  | 100% | 94%     |
| Connectedness | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Context           | 100%  | 100% | 81%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Developer         | 100%  | 100% | 100%  | 94%   | 94%   | 94%   | 89%  | 100%    |
| Connectedness | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Ideation          | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Connectedness | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Input             | 82%   | 88%  | 88%   | 88%   | 88%   | 88%   | 71%  | 88%     |
| Connectedness | Intellection      | 89%   | 78%  | 89%   | 89%   | 89%   | 89%   | 89%  | 89%     |
| Connectedness | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Significance      | 100%  | 100% | 95%   | 95%   | 95%   | 95%   | 95%  | 100%    |
| Connectedness | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Connectedness | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Consistency, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1     | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|-------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Consistency | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Analytical        | 100%  | 100% | 94%   | 94%   | 100%  | 100%  | 100% | 100%    |
| Consistency | Arranger          | 100%  | 87%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Belief            | 100%  | 100% | 94%   | 100%  | 100%  | 94%   | 100% | 100%    |
| Consistency | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Deliberative      | 87%   | 87%  | 87%   | 87%   | 87%   | 93%   | 87%  | 87%     |
| Consistency | Developer         | 93%   | 100% | 93%   | 87%   | 100%  | 100%  | 100% | 100%    |
| Consistency | Discipline        | 83%   | 83%  | 83%   | 83%   | 89%   | 94%   | 89%  | 94%     |
| Consistency | Empathy           | 93%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Focus             | 100%  | 89%  | 94%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Harmony           | 83%   | 83%  | 83%   | 83%   | 75%   | 75%   | 83%  | 75%     |
| Consistency | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Includer          | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Consistency | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Maximizer         | 100%  | 92%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Positivity        | 94%   | 94%  | 94%   | 94%   | 94%   | 100%  | 100% | 94%     |
| Consistency | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Responsibility    | 100%  | 89%  | 89%   | 94%   | 100%  | 100%  | 100% | 100%    |
| Consistency | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Self-Assurance    | 100%  | 95%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Consistency | Woo               | 100%  | 92%  | 92%   | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Context, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Context | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Analytical        | 100%  | 95%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Connectedness     | 100%  | 100% | 81%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Context | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Deliberative, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1      | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|--------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Deliberative | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Analytical        | 90%   | 85%  | 90%   | 90%   | 90%   | 90%   | 90%  | 90%     |
| Deliberative | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Belief            | 100%  | 100% | 100%  | 95%   | 95%   | 100%  | 100% | 100%    |
| Deliberative | Command           | 100%  | 89%  | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Deliberative | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Consistency       | 87%   | 87%  | 87%   | 87%   | 87%   | 93%   | 87%  | 87%     |
| Deliberative | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Discipline        | 91%   | 83%  | 83%   | 83%   | 78%   | 87%   | 87%  | 87%     |
| Deliberative | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Focus             | 95%   | 95%  | 86%   | 100%  | 100%  | 100%  | 90%  | 95%     |
| Deliberative | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Harmony           | 88%   | 88%  | 88%   | 88%   | 88%   | 88%   | 88%  | 88%     |
| Deliberative | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Intellection      | 89%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Relator           | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Deliberative | Responsibility    | 90%   | 81%  | 81%   | 90%   | 90%   | 95%   | 95%  | 95%     |
| Deliberative | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Deliberative | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Developer, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1   | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|-----------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Developer | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Adaptability      | 94%   | 100% | 94%   | 94%   | 94%   | 94%   | 89%  | 94%     |
| Developer | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Belief            | 100%  | 79%  | 79%   | 95%   | 100%  | 100%  | 100% | 89%     |
| Developer | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Connectedness     | 100%  | 100% | 100%  | 94%   | 94%   | 94%   | 89%  | 100%    |
| Developer | Consistency       | 93%   | 100% | 93%   | 87%   | 100%  | 100%  | 100% | 100%    |
| Developer | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Empathy           | 80%   | 80%  | 80%   | 80%   | 80%   | 80%   | 80%  | 80%     |
| Developer | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Individualization | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 88%  | 94%     |
| Developer | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Positivity        | 93%   | 93%  | 93%   | 93%   | 93%   | 93%   | 93%  | 93%     |
| Developer | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 95%   | 95%  | 100%    |
| Developer | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 95%   | 100%  | 100% | 100%    |
| Developer | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Developer | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Discipline, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1    | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Discipline | Achiever          | 95%   | 95%  | 90%   | 90%   | 90%   | 95%   | 95%  | 95%     |
| Discipline | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Analytical        | 92%   | 88%  | 88%   | 92%   | 92%   | 88%   | 84%  | 92%     |
| Discipline | Arranger          | 96%   | 91%  | 96%   | 96%   | 96%   | 96%   | 91%  | 100%    |
| Discipline | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 96%  | 100%    |
| Discipline | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Consistency       | 83%   | 83%  | 83%   | 83%   | 89%   | 94%   | 89%  | 94%     |
| Discipline | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Deliberative      | 91%   | 83%  | 83%   | 83%   | 78%   | 87%   | 87%  | 87%     |
| Discipline | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Focus             | 92%   | 88%  | 96%   | 96%   | 83%   | 88%   | 92%  | 79%     |
| Discipline | Futuristic        | 95%   | 100% | 100%  | 91%   | 100%  | 95%   | 91%  | 100%    |
| Discipline | Harmony           | 91%   | 95%  | 95%   | 91%   | 91%   | 91%   | 91%  | 91%     |
| Discipline | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Individualization | 95%   | 100% | 100%  | 100%  | 100%  | 95%   | 100% | 95%     |
| Discipline | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Learner           | 91%   | 100% | 90%   | 95%   | 100%  | 100%  | 90%  | 100%    |
| Discipline | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Responsibility    | 88%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Discipline | Self-Assurance    | 100%  | 92%  | 92%   | 92%   | 92%   | 92%   | 100% | 100%    |
| Discipline | Significance      | 96%   | 100% | 96%   | 96%   | 100%  | 100%  | 92%  | 100%    |
| Discipline | Strategic         | 90%   | 100% | 100%  | 95%   | 100%  | 100%  | 90%  | 100%    |
| Discipline | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |



## Pairwise Cluster Analyses for Empathy, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Empathy | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Adaptability      | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Empathy | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Belief            | 100%  | 79%  | 79%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Consistency       | 93%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Developer         | 80%   | 80%  | 80%   | 80%   | 80%   | 80%   | 80%  | 80%     |
| Empathy | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Individualization | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Empathy | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Positivity        | 80%   | 78%  | 72%   | 72%   | 72%   | 78%   | 78%  | 83%     |
| Empathy | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Empathy | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Focus, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Focus   | Achiever          | 94%   | 94%  | 94%   | 94%   | 94%   | 88%   | 88%  | 94%     |
| Focus   | Activator         | 95%   | 95%  | 100%  | 100%  | 95%   | 95%   | 86%  | 95%     |
| Focus   | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Analytical        | 91%   | 87%  | 83%   | 87%   | 91%   | 91%   | 96%  | 87%     |
| Focus   | Arranger          | 90%   | 86%  | 90%   | 95%   | 95%   | 95%   | 90%  | 95%     |
| Focus   | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 96%  | 100%    |
| Focus   | Command           | 89%   | 89%  | 84%   | 84%   | 89%   | 84%   | 89%  | 89%     |
| Focus   | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Competition       | 89%   | 83%  | 94%   | 94%   | 94%   | 94%   | 94%  | 89%     |
| Focus   | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Consistency       | 100%  | 89%  | 94%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Deliberative      | 95%   | 95%  | 86%   | 100%  | 100%  | 100%  | 90%  | 95%     |
| Focus   | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Discipline        | 92%   | 88%  | 96%   | 96%   | 83%   | 88%   | 92%  | 79%     |
| Focus   | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Futuristic        | 100%  | 95%  | 95%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Ideation          | 90%   | 100% | 100%  | 100%  | 90%   | 90%   | 90%  | 100%    |
| Focus   | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Individualization | 85%   | 90%  | 95%   | 95%   | 85%   | 95%   | 90%  | 100%    |
| Focus   | Input             | 90%   | 95%  | 90%   | 90%   | 90%   | 90%   | 90%  | 95%     |
| Focus   | Intellection      | 91%   | 91%  | 91%   | 91%   | 91%   | 91%   | 91%  | 91%     |
| Focus   | Learner           | 84%   | 84%  | 84%   | 84%   | 84%   | 84%   | 84%  | 84%     |
| Focus   | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 89%  | 100%    |
| Focus   | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Focus   | Responsibility    | 83%   | 83%  | 83%   | 83%   | 88%   | 88%   | 88%  | 88%     |
| Focus   | Restorative       | 87%   | 87%  | 87%   | 87%   | 78%   | 78%   | 91%  | 91%     |
| Focus   | Self-Assurance    | 88%   | 88%  | 83%   | 83%   | 83%   | 92%   | 88%  | 88%     |
| Focus   | Significance      | 80%   | 90%  | 80%   | 85%   | 90%   | 85%   | 85%  | 80%     |
| Focus   | Strategic         | 84%   | 84%  | 100%  | 95%   | 89%   | 84%   | 89%  | 100%    |
| Focus   | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Futuristic, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1    | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+        | Missing |
|------------|-------------------|-------|------|-------|-------|-------|-------|------------|---------|
| Futuristic | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Activator         | 100%  | 94%  | 94%   | 94%   | 94%   | 100%  | 94%        | 100%    |
| Futuristic | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Analytical        | 100%  | 95%  | 100%  | 95%   | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Arranger          | 94%   | 94%  | 94%   | 82%   | 94%   | 82%   | 76%        | 94%     |
| Futuristic | Belief            | 100%  | 100% | 100%  | 95%   | 95%   | 100%  | 95%        | 95%     |
| Futuristic | Command           | 94%   | 94%  | 94%   | 94%   | 94%   | 82%   | 76%        | 88%     |
| Futuristic | Communication     | 100%  | 94%  | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Competition       | 100%  | 87%  | 100%  | 93%   | 93%   | 93%   | 100%       | 100%    |
| Futuristic | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Discipline        | 95%   | 100% | 100%  | 91%   | 100%  | 95%   | 91%        | 100%    |
| Futuristic | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Focus             | 100%  | 95%  | 95%   | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Ideation          | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 81%        | 94%     |
| Futuristic | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Individualization | 100%  | 93%  | 93%   | 93%   | 93%   | 93%   | 73%        | 93%     |
| Futuristic | Input             | 94%   | 94%  | 94%   | 88%   | 94%   | 81%   | <b>69%</b> | 75%     |
| Futuristic | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Learner           | 100%  | 100% | 94%   | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |
| Futuristic | Restorative       | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 89%        | 100%    |
| Futuristic | Self-Assurance    | 90%   | 90%  | 95%   | 95%   | 80%   | 75%   | <b>65%</b> | 80%     |
| Futuristic | Significance      | 95%   | 89%  | 100%  | 89%   | 100%  | 95%   | 84%        | 100%    |
| Futuristic | Strategic         | 93%   | 93%  | 93%   | 93%   | 93%   | 93%   | 86%        | 93%     |
| Futuristic | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100%       | 100%    |

## Pairwise Cluster Analyses for Harmony, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Harmony | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Consistency       | 83%   | 83%  | 83%   | 83%   | 75%   | 75%   | 83%  | 75%     |
| Harmony | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Deliberative      | 88%   | 88%  | 88%   | 88%   | 88%   | 88%   | 88%  | 88%     |
| Harmony | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Discipline        | 91%   | 95%  | 95%   | 91%   | 91%   | 91%   | 91%  | 91%     |
| Harmony | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Harmony | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Ideation, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1  | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|----------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Ideation | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Activator         | 94%   | 94%  | 94%   | 94%   | 94%   | 100%  | 94%  | 94%     |
| Ideation | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Analytical        | 100%  | 90%  | 95%   | 95%   | 95%   | 100%  | 95%  | 95%     |
| Ideation | Arranger          | 83%   | 83%  | 83%   | 83%   | 83%   | 83%   | 83%  | 83%     |
| Ideation | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Ideation | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 88%   | 82%  | 100%    |
| Ideation | Communication     | 94%   | 100% | 94%   | 94%   | 94%   | 100%  | 100% | 100%    |
| Ideation | Competition       | 100%  | 100% | 100%  | 87%   | 93%   | 93%   | 93%  | 100%    |
| Ideation | Connectedness     | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Ideation | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Focus             | 90%   | 100% | 100%  | 100%  | 90%   | 90%   | 90%  | 100%    |
| Ideation | Futuristic        | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 81%  | 94%     |
| Ideation | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Individualization | 100%  | 100% | 100%  | 93%   | 93%   | 100%  | 87%  | 100%    |
| Ideation | Input             | 94%   | 94%  | 94%   | 94%   | 88%   | 88%   | 88%  | 88%     |
| Ideation | Intellection      | 100%  | 89%  | 94%   | 94%   | 94%   | 94%   | 89%  | 89%     |
| Ideation | Learner           | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 88%  | 94%     |
| Ideation | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Ideation | Restorative       | 90%   | 100% | 100%  | 100%  | 90%   | 85%   | 90%  | 100%    |
| Ideation | Self-Assurance    | 91%   | 82%  | 91%   | 91%   | 86%   | 86%   | 82%  | 91%     |
| Ideation | Significance      | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 85%  | 95%     |
| Ideation | Strategic         | 86%   | 100% | 100%  | 100%  | 93%   | 93%   | 93%  | 100%    |
| Ideation | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Includer, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1  | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|----------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Includer | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Activator         | 100%  | 100% | 100%  | 95%   | 100%  | 100%  | 100% | 100%    |
| Includer | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Belief            | 95%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Communication     | 100%  | 94%  | 89%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Includer | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Consistency       | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Includer | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Positivity        | 84%   | 79%  | 84%   | 84%   | 84%   | 84%   | 84%  | 84%     |
| Includer | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Includer | Woo               | 81%   | 81%  | 81%   | 94%   | 94%   | 88%   | 94%  | 81%     |

## Pairwise Cluster Analyses for Individualization, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641  
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1           | Theme 2        | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|-------------------|----------------|-------|------|-------|-------|-------|-------|------|---------|
| Individualization | Achiever       | 100%  | 100% | 100%  | 93%   | 100%  | 93%   | 93%  | 100%    |
| Individualization | Activator      | 94%   | 88%  | 88%   | 100%  | 100%  | 82%   | 82%  | 100%    |
| Individualization | Adaptability   | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Analytical     | 95%   | 89%  | 100%  | 100%  | 95%   | 100%  | 95%  | 95%     |
| Individualization | Arranger       | 75%   | 75%  | 75%   | 75%   | 75%   | 81%   | 81%  | 75%     |
| Individualization | Belief         | 100%  | 100% | 100%  | 100%  | 95%   | 100%  | 95%  | 100%    |
| Individualization | Command        | 94%   | 94%  | 94%   | 88%   | 88%   | 76%   | 71%  | 88%     |
| Individualization | Communication  | 100%  | 100% | 94%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Competition    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Connectedness  | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Consistency    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Context        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Deliberative   | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Developer      | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 88%  | 94%     |
| Individualization | Discipline     | 95%   | 100% | 100%  | 100%  | 100%  | 95%   | 100% | 95%     |
| Individualization | Empathy        | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Individualization | Focus          | 85%   | 90%  | 95%   | 95%   | 85%   | 95%   | 90%  | 100%    |
| Individualization | Futuristic     | 100%  | 93%  | 93%   | 93%   | 93%   | 93%   | 73%  | 93%     |
| Individualization | Harmony        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Ideation       | 100%  | 100% | 100%  | 93%   | 93%   | 100%  | 87%  | 100%    |
| Individualization | Includer       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Input          | 75%   | 81%  | 81%   | 88%   | 88%   | 69%   | 75%  | 88%     |
| Individualization | Intellection   | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 75%  | 100%    |
| Individualization | Learner        | 100%  | 100% | 100%  | 93%   | 93%   | 93%   | 100% | 100%    |
| Individualization | Maximizer      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Positivity     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Relator        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Individualization | Responsibility | 90%   | 100% | 95%   | 95%   | 90%   | 95%   | 90%  | 95%     |
| Individualization | Restorative    | 89%   | 84%  | 89%   | 95%   | 95%   | 95%   | 95%  | 89%     |
| Individualization | Self-Assurance | 86%   | 81%  | 81%   | 81%   | 67%   | 71%   | 81%  | 71%     |
| Individualization | Significance   | 100%  | 95%  | 95%   | 84%   | 79%   | 84%   | 79%  | 95%     |
| Individualization | Strategic      | 79%   | 79%  | 86%   | 86%   | 71%   | 86%   | 86%  | 79%     |
| Individualization | Woo            | 100%  | 93%  | 93%   | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Input, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60      | 61+        | Missing |
|---------|-------------------|-------|------|-------|-------|-------|------------|------------|---------|
| Input   | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Activator         | 94%   | 82%  | 88%   | 100%  | 94%   | 100%       | 100%       | 94%     |
| Input   | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Analytical        | 95%   | 95%  | 100%  | 100%  | 100%  | 100%       | 95%        | 95%     |
| Input   | Arranger          | 82%   | 82%  | 82%   | 82%   | 82%   | 88%        | 94%        | 82%     |
| Input   | Belief            | 95%   | 95%  | 95%   | 95%   | 95%   | 95%        | 95%        | 95%     |
| Input   | Command           | 88%   | 94%  | 94%   | 94%   | 100%  | 82%        | 88%        | 88%     |
| Input   | Communication     | 100%  | 88%  | 94%   | 94%   | 94%   | 100%       | 100%       | 100%    |
| Input   | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Connectedness     | 82%   | 88%  | 88%   | 88%   | 88%   | 88%        | 71%        | 88%     |
| Input   | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Focus             | 90%   | 95%  | 90%   | 90%   | 90%   | 90%        | 90%        | 95%     |
| Input   | Futuristic        | 94%   | 94%  | 94%   | 88%   | 94%   | 81%        | <b>69%</b> | 75%     |
| Input   | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Ideation          | 94%   | 94%  | 94%   | 94%   | 88%   | 88%        | 88%        | 88%     |
| Input   | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Individualization | 75%   | 81%  | 81%   | 88%   | 88%   | <b>69%</b> | 75%        | 88%     |
| Input   | Intellection      | 82%   | 76%  | 76%   | 76%   | 76%   | 76%        | 76%        | 82%     |
| Input   | Learner           | 93%   | 87%  | 93%   | 93%   | 87%   | 87%        | 87%        | 93%     |
| Input   | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 94%     |
| Input   | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Responsibility    | 100%  | 85%  | 95%   | 95%   | 100%  | 95%        | 100%       | 100%    |
| Input   | Restorative       | 84%   | 100% | 84%   | 95%   | 79%   | 95%        | 95%        | 100%    |
| Input   | Self-Assurance    | 76%   | 71%  | 76%   | 76%   | 76%   | 76%        | 71%        | 76%     |
| Input   | Significance      | 95%   | 95%  | 95%   | 95%   | 95%   | 95%        | 95%        | 95%     |
| Input   | Strategic         | 93%   | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |
| Input   | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%       | 100%       | 100%    |



## Pairwise Cluster Analyses for Intellection, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641  
 51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1      | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|--------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Intellection | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 88%   | 94%  | 100%    |
| Intellection | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Adaptability      | 100%  | 100% | 100%  | 100%  | 95%   | 100%  | 100% | 100%    |
| Intellection | Analytical        | 91%   | 95%  | 90%   | 90%   | 90%   | 90%   | 86%  | 86%     |
| Intellection | Arranger          | 100%  | 89%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Belief            | 95%   | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Intellection | Command           | 95%   | 100% | 95%   | 95%   | 100%  | 100%  | 95%  | 95%     |
| Intellection | Communication     | 100%  | 95%  | 95%   | 100%  | 100%  | 100%  | 100% | 95%     |
| Intellection | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Connectedness     | 89%   | 78%  | 89%   | 89%   | 89%   | 89%   | 89%  | 89%     |
| Intellection | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Deliberative      | 89%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Focus             | 91%   | 91%  | 91%   | 91%   | 91%   | 91%   | 91%  | 91%     |
| Intellection | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Ideation          | 100%  | 89%  | 94%   | 94%   | 94%   | 94%   | 89%  | 89%     |
| Intellection | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 75%  | 100%    |
| Intellection | Input             | 82%   | 76%  | 76%   | 76%   | 76%   | 76%   | 76%  | 82%     |
| Intellection | Learner           | 82%   | 76%  | 76%   | 82%   | 94%   | 88%   | 88%  | 82%     |
| Intellection | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Relator           | 88%   | 88%  | 88%   | 88%   | 88%   | 88%   | 100% | 88%     |
| Intellection | Responsibility    | 95%   | 95%  | 95%   | 95%   | 100%  | 95%   | 100% | 100%    |
| Intellection | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Intellection | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Intellection | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 94%   | 100% | 100%    |
| Intellection | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Learner, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Learner | Achiever          | 86%   | 86%  | 86%   | 86%   | 86%   | 86%   | 86%  | 86%     |
| Learner | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Analytical        | 100%  | 95%  | 100%  | 100%  | 95%   | 95%   | 95%  | 95%     |
| Learner | Arranger          | 88%   | 88%  | 82%   | 94%   | 94%   | 94%   | 94%  | 88%     |
| Learner | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Learner | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Discipline        | 91%   | 100% | 90%   | 95%   | 100%  | 100%  | 90%  | 100%    |
| Learner | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Focus             | 84%   | 84%  | 84%   | 84%   | 84%   | 84%   | 84%  | 84%     |
| Learner | Futuristic        | 100%  | 100% | 94%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Ideation          | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 88%  | 94%     |
| Learner | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Individualization | 100%  | 100% | 100%  | 93%   | 93%   | 93%   | 100% | 100%    |
| Learner | Input             | 93%   | 87%  | 93%   | 93%   | 87%   | 87%   | 87%  | 93%     |
| Learner | Intellection      | 82%   | 76%  | 76%   | 82%   | 94%   | 88%   | 88%  | 82%     |
| Learner | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Learner | Responsibility    | 95%   | 100% | 100%  | 100%  | 95%   | 95%   | 95%  | 95%     |
| Learner | Restorative       | 100%  | 100% | 100%  | 95%   | 95%   | 95%   | 89%  | 100%    |
| Learner | Self-Assurance    | 85%   | 80%  | 85%   | 85%   | 80%   | 100%  | 90%  | 90%     |
| Learner | Significance      | 95%   | 100% | 95%   | 95%   | 95%   | 95%   | 95%  | 95%     |
| Learner | Strategic         | 93%   | 93%  | 93%   | 93%   | 93%   | 93%   | 93%  | 93%     |
| Learner | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Maximizer, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1   | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|-----------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Maximizer | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Adaptability      | 100%  | 100% | 95%   | 100%  | 100%  | 100%  | 95%  | 100%    |
| Maximizer | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Consistency       | 100%  | 92%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 89%  | 100%    |
| Maximizer | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Self-Assurance    | 95%   | 95%  | 100%  | 89%   | 95%   | 100%  | 95%  | 100%    |
| Maximizer | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 89%   | 100% | 100%    |
| Maximizer | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Maximizer | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Positivity, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1    | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Positivity | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Activator         | 89%   | 89%  | 95%   | 95%   | 95%   | 89%   | 95%  | 89%     |
| Positivity | Adaptability      | 95%   | 95%  | 89%   | 100%  | 100%  | 95%   | 95%  | 95%     |
| Positivity | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Communication     | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 95%  | 95%     |
| Positivity | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Consistency       | 94%   | 94%  | 94%   | 94%   | 94%   | 100%  | 100% | 94%     |
| Positivity | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Developer         | 93%   | 93%  | 93%   | 93%   | 93%   | 93%   | 93%  | 93%     |
| Positivity | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Empathy           | 80%   | 78%  | 72%   | 72%   | 72%   | 78%   | 78%  | 83%     |
| Positivity | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Includer          | 84%   | 79%  | 84%   | 84%   | 84%   | 84%   | 84%  | 84%     |
| Positivity | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 94%     |
| Positivity | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Self-Assurance    | 100%  | 91%  | 91%   | 91%   | 91%   | 91%   | 91%  | 100%    |
| Positivity | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Positivity | Woo               | 100%  | 94%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Relator, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Relator | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Deliberative      | 94%   | 94%  | 94%   | 94%   | 94%   | 94%   | 94%  | 94%     |
| Relator | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Individualization | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Intellection      | 88%   | 88%  | 88%   | 88%   | 88%   | 88%   | 100% | 88%     |
| Relator | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Responsibility    | 100%  | 95%  | 95%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Self-Assurance    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Strategic         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Relator | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Responsibility, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1        | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|----------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Responsibility | Achiever          | 95%   | 95%  | 95%   | 89%   | 84%   | 95%   | 89%  | 95%     |
| Responsibility | Activator         | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 95%  | 95%     |
| Responsibility | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Analytical        | 83%   | 88%  | 83%   | 83%   | 83%   | 92%   | 88%  | 96%     |
| Responsibility | Arranger          | 84%   | 79%  | 84%   | 84%   | 84%   | 84%   | 89%  | 84%     |
| Responsibility | Belief            | 86%   | 82%  | 86%   | 82%   | 82%   | 82%   | 86%  | 82%     |
| Responsibility | Command           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 95%  | 100%    |
| Responsibility | Communication     | 95%   | 95%  | 100%  | 95%   | 95%   | 100%  | 100% | 100%    |
| Responsibility | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Consistency       | 100%  | 89%  | 89%   | 94%   | 100%  | 100%  | 100% | 100%    |
| Responsibility | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Deliberative      | 90%   | 81%  | 81%   | 90%   | 90%   | 95%   | 95%  | 95%     |
| Responsibility | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 95%   | 95%  | 100%    |
| Responsibility | Discipline        | 88%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Focus             | 83%   | 83%  | 83%   | 83%   | 88%   | 88%   | 88%  | 88%     |
| Responsibility | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Individualization | 90%   | 100% | 95%   | 95%   | 90%   | 95%   | 90%  | 95%     |
| Responsibility | Input             | 100%  | 85%  | 95%   | 95%   | 100%  | 95%   | 100% | 100%    |
| Responsibility | Intellection      | 95%   | 95%  | 95%   | 95%   | 100%  | 95%   | 100% | 100%    |
| Responsibility | Learner           | 95%   | 100% | 100%  | 100%  | 95%   | 95%   | 95%  | 95%     |
| Responsibility | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Relator           | 100%  | 95%  | 95%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Responsibility | Restorative       | 100%  | 91%  | 96%   | 100%  | 100%  | 100%  | 91%  | 96%     |
| Responsibility | Self-Assurance    | 96%   | 92%  | 96%   | 96%   | 96%   | 96%   | 92%  | 92%     |
| Responsibility | Significance      | 96%   | 100% | 100%  | 96%   | 96%   | 96%   | 96%  | 96%     |
| Responsibility | Strategic         | 95%   | 84%  | 95%   | 95%   | 95%   | 95%   | 89%  | 95%     |
| Responsibility | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Restorative, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1     | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|-------------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Restorative | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Restorative | Activator         | 100%  | 100% | 100%  | 100%  | 100%  | 95%   | 95%  | 100%    |
| Restorative | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Analytical        | 87%   | 87%  | 78%   | 87%   | 87%   | 96%   | 100% | 100%    |
| Restorative | Arranger          | 85%   | 85%  | 85%   | 85%   | 85%   | 85%   | 95%  | 85%     |
| Restorative | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 77%   | 100% | 100%    |
| Restorative | Command           | 100%  | 100% | 100%  | 95%   | 100%  | 95%   | 90%  | 100%    |
| Restorative | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Competition       | 100%  | 100% | 100%  | 78%   | 78%   | 100%  | 100% | 100%    |
| Restorative | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Focus             | 87%   | 87%  | 87%   | 87%   | 78%   | 78%   | 91%  | 91%     |
| Restorative | Futuristic        | 95%   | 95%  | 95%   | 95%   | 95%   | 95%   | 89%  | 100%    |
| Restorative | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Ideation          | 90%   | 100% | 100%  | 100%  | 90%   | 85%   | 90%  | 100%    |
| Restorative | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Individualization | 89%   | 84%  | 89%   | 95%   | 95%   | 95%   | 95%  | 89%     |
| Restorative | Input             | 84%   | 100% | 84%   | 95%   | 79%   | 95%   | 95%  | 100%    |
| Restorative | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Learner           | 100%  | 100% | 100%  | 95%   | 95%   | 95%   | 89%  | 100%    |
| Restorative | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Restorative | Responsibility    | 100%  | 91%  | 96%   | 100%  | 100%  | 100%  | 91%  | 96%     |
| Restorative | Self-Assurance    | 88%   | 92%  | 96%   | 96%   | 96%   | 96%   | 79%  | 88%     |
| Restorative | Significance      | 95%   | 95%  | 100%  | 95%   | 100%  | 95%   | 77%  | 95%     |
| Restorative | Strategic         | 100%  | 89%  | 83%   | 89%   | 100%  | 94%   | 94%  | 100%    |
| Restorative | Woo               | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |

## Pairwise Cluster Analyses for Self-Assurance, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1        | Theme 2           | Total      | ≤ 24 | 25-30      | 31-40 | 41-50      | 51-60      | 61+        | Missing |
|----------------|-------------------|------------|------|------------|-------|------------|------------|------------|---------|
| Self-Assurance | Achiever          | 90%        | 95%  | 80%        | 90%   | 90%        | 80%        | 85%        | 85%     |
| Self-Assurance | Activator         | 73%        | 77%  | 73%        | 77%   | 77%        | 73%        | 77%        | 73%     |
| Self-Assurance | Adaptability      | 100%       | 91%  | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Analytical        | 100%       | 100% | 100%       | 100%  | 100%       | 96%        | 100%       | 100%    |
| Self-Assurance | Arranger          | 82%        | 86%  | 77%        | 77%   | 77%        | 73%        | 82%        | 82%     |
| Self-Assurance | Belief            | 100%       | 88%  | 100%       | 96%   | 92%        | 100%       | 96%        | 96%     |
| Self-Assurance | Command           | 79%        | 79%  | 79%        | 79%   | 79%        | 79%        | 74%        | 79%     |
| Self-Assurance | Communication     | 86%        | 95%  | 82%        | 86%   | 91%        | 100%       | 91%        | 86%     |
| Self-Assurance | Competition       | 100%       | 90%  | 100%       | 90%   | 100%       | 90%        | 85%        | 100%    |
| Self-Assurance | Connectedness     | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Consistency       | 100%       | 95%  | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Context           | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Deliberative      | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Developer         | 100%       | 100% | 100%       | 100%  | 95%        | 100%       | 100%       | 100%    |
| Self-Assurance | Discipline        | 100%       | 92%  | 92%        | 92%   | 92%        | 92%        | 100%       | 100%    |
| Self-Assurance | Empathy           | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Focus             | 88%        | 88%  | 83%        | 83%   | 83%        | 92%        | 88%        | 88%     |
| Self-Assurance | Futuristic        | 90%        | 90%  | 95%        | 95%   | 80%        | 75%        | <b>65%</b> | 80%     |
| Self-Assurance | Harmony           | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Ideation          | 91%        | 82%  | 91%        | 91%   | 86%        | 86%        | 82%        | 91%     |
| Self-Assurance | Includer          | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Individualization | 86%        | 81%  | 81%        | 81%   | <b>67%</b> | 71%        | 81%        | 71%     |
| Self-Assurance | Input             | 76%        | 71%  | 76%        | 76%   | 76%        | 76%        | 71%        | 76%     |
| Self-Assurance | Intellection      | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Learner           | 85%        | 80%  | 85%        | 85%   | 80%        | 100%       | 90%        | 90%     |
| Self-Assurance | Maximizer         | 95%        | 95%  | 100%       | 89%   | 95%        | 100%       | 95%        | 100%    |
| Self-Assurance | Positivity        | 100%       | 91%  | 91%        | 91%   | 91%        | 91%        | 91%        | 100%    |
| Self-Assurance | Relator           | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100%       | 100%    |
| Self-Assurance | Responsibility    | 96%        | 92%  | 96%        | 96%   | 96%        | 96%        | 92%        | 92%     |
| Self-Assurance | Restorative       | 88%        | 92%  | 96%        | 96%   | 96%        | 96%        | 79%        | 88%     |
| Self-Assurance | Significance      | <b>70%</b> | 83%  | <b>70%</b> | 78%   | 83%        | <b>70%</b> | 74%        | 78%     |
| Self-Assurance | Strategic         | 80%        | 80%  | 80%        | 80%   | 80%        | 80%        | 80%        | 80%     |
| Self-Assurance | Woo               | 85%        | 100% | 100%       | 95%   | 95%        | 100%       | 100%       | 100%    |



## Pairwise Cluster Analyses for Significance, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1      | Theme 2           | Total      | ≤ 24 | 25-30      | 31-40 | 41-50      | 51-60      | 61+  | Missing |
|--------------|-------------------|------------|------|------------|-------|------------|------------|------|---------|
| Significance | Achiever          | 89%        | 100% | 94%        | 94%   | 94%        | 94%        | 100% | 89%     |
| Significance | Activator         | 90%        | 90%  | 85%        | 85%   | 95%        | 95%        | 90%  | 95%     |
| Significance | Adaptability      | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Analytical        | 100%       | 91%  | 100%       | 100%  | 95%        | 95%        | 82%  | 100%    |
| Significance | Arranger          | 90%        | 95%  | 90%        | 90%   | 90%        | 100%       | 95%  | 95%     |
| Significance | Belief            | 95%        | 95%  | 95%        | 95%   | 95%        | 95%        | 95%  | 100%    |
| Significance | Command           | 78%        | 83%  | 78%        | 72%   | <b>67%</b> | 72%        | 72%  | 83%     |
| Significance | Communication     | 95%        | 95%  | 95%        | 95%   | 95%        | 95%        | 95%  | 95%     |
| Significance | Competition       | 88%        | 88%  | 88%        | 88%   | 88%        | 88%        | 82%  | 82%     |
| Significance | Connectedness     | 100%       | 100% | 95%        | 95%   | 95%        | 95%        | 95%  | 100%    |
| Significance | Consistency       | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Context           | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Deliberative      | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Developer         | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Discipline        | 96%        | 100% | 96%        | 96%   | 100%       | 100%       | 92%  | 100%    |
| Significance | Empathy           | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Focus             | 80%        | 90%  | 80%        | 85%   | 90%        | 85%        | 85%  | 80%     |
| Significance | Futuristic        | 95%        | 89%  | 100%       | 89%   | 100%       | 95%        | 84%  | 100%    |
| Significance | Harmony           | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Ideation          | 95%        | 95%  | 95%        | 95%   | 95%        | 95%        | 85%  | 95%     |
| Significance | Includer          | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Individualization | 100%       | 95%  | 95%        | 84%   | 79%        | 84%        | 79%  | 95%     |
| Significance | Input             | 95%        | 95%  | 95%        | 95%   | 95%        | 95%        | 95%  | 95%     |
| Significance | Intellection      | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 95%  | 100%    |
| Significance | Learner           | 95%        | 100% | 95%        | 95%   | 95%        | 95%        | 95%  | 95%     |
| Significance | Maximizer         | 100%       | 100% | 100%       | 100%  | 100%       | 89%        | 100% | 100%    |
| Significance | Positivity        | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Relator           | 100%       | 100% | 100%       | 100%  | 100%       | 100%       | 100% | 100%    |
| Significance | Responsibility    | 96%        | 100% | 100%       | 96%   | 96%        | 96%        | 96%  | 96%     |
| Significance | Restorative       | 95%        | 95%  | 100%       | 95%   | 100%       | 95%        | 77%  | 95%     |
| Significance | Self-Assurance    | <b>70%</b> | 83%  | <b>70%</b> | 78%   | 83%        | <b>70%</b> | 74%  | 78%     |
| Significance | Strategic         | 100%       | 94%  | 100%       | 100%  | 100%       | 100%       | 100% | 94%     |
| Significance | Woo               | 100%       | 100% | 100%       | 100%  | 100%       | 89%        | 89%  | 100%    |

## Pairwise Cluster Analyses for Strategic, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1   | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|-----------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Strategic | Achiever          | 100%  | 86%  | 100%  | 100%  | 100%  | 100%  | 86%  | 100%    |
| Strategic | Activator         | 94%   | 94%  | 81%   | 94%   | 94%   | 94%   | 88%  | 94%     |
| Strategic | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Analytical        | 84%   | 83%  | 89%   | 83%   | 89%   | 94%   | 94%  | 83%     |
| Strategic | Arranger          | 81%   | 81%  | 88%   | 88%   | 94%   | 81%   | 75%  | 88%     |
| Strategic | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 94%  | 100%    |
| Strategic | Command           | 94%   | 100% | 100%  | 75%   | 75%   | 81%   | 75%  | 94%     |
| Strategic | Communication     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Competition       | 100%  | 79%  | 93%   | 93%   | 93%   | 93%   | 93%  | 100%    |
| Strategic | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Consistency       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Discipline        | 90%   | 100% | 100%  | 95%   | 100%  | 100%  | 90%  | 100%    |
| Strategic | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Focus             | 84%   | 84%  | 100%  | 95%   | 89%   | 84%   | 89%  | 100%    |
| Strategic | Futuristic        | 93%   | 93%  | 93%   | 93%   | 93%   | 93%   | 86%  | 93%     |
| Strategic | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Ideation          | 86%   | 100% | 100%  | 100%  | 93%   | 93%   | 93%  | 100%    |
| Strategic | Includer          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Individualization | 79%   | 79%  | 86%   | 86%   | 71%   | 86%   | 86%  | 79%     |
| Strategic | Input             | 93%   | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 94%   | 100% | 100%    |
| Strategic | Learner           | 93%   | 93%  | 93%   | 93%   | 93%   | 93%   | 93%  | 93%     |
| Strategic | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Positivity        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Strategic | Responsibility    | 95%   | 84%  | 95%   | 95%   | 95%   | 95%   | 89%  | 95%     |
| Strategic | Restorative       | 100%  | 89%  | 83%   | 89%   | 100%  | 94%   | 94%  | 100%    |
| Strategic | Self-Assurance    | 80%   | 80%  | 80%   | 80%   | 80%   | 80%   | 80%  | 80%     |
| Strategic | Significance      | 100%  | 94%  | 100%  | 100%  | 100%  | 100%  | 100% | 94%     |
| Strategic | Woo               | 93%   | 93%  | 93%   | 93%   | 93%   | 93%   | 93%  | 93%     |

## Pairwise Cluster Analyses for Woo, by Age

n = total: 53,848 | ≤ 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641

51-60: 5,539 | 61+: 2,024 | Missing: 12,422

| Theme 1 | Theme 2           | Total | ≤ 24 | 25-30 | 31-40 | 41-50 | 51-60 | 61+  | Missing |
|---------|-------------------|-------|------|-------|-------|-------|-------|------|---------|
| Woo     | Achiever          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Activator         | 88%   | 88%  | 81%   | 88%   | 94%   | 94%   | 94%  | 88%     |
| Woo     | Adaptability      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Analytical        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Arranger          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Belief            | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Command           | 100%  | 94%  | 94%   | 94%   | 100%  | 100%  | 100% | 100%    |
| Woo     | Communication     | 92%   | 77%  | 85%   | 85%   | 85%   | 92%   | 92%  | 77%     |
| Woo     | Competition       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Connectedness     | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Consistency       | 100%  | 92%  | 92%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Context           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Deliberative      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Developer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Discipline        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Empathy           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Focus             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Futuristic        | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Harmony           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Ideation          | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Includer          | 81%   | 81%  | 81%   | 94%   | 94%   | 88%   | 94%  | 81%     |
| Woo     | Individualization | 100%  | 93%  | 93%   | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Input             | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Intellection      | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Learner           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Maximizer         | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Positivity        | 100%  | 94%  | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Relator           | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Responsibility    | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Restorative       | 100%  | 100% | 100%  | 100%  | 100%  | 100%  | 100% | 100%    |
| Woo     | Self-Assurance    | 85%   | 100% | 100%  | 95%   | 95%   | 100%  | 100% | 100%    |
| Woo     | Significance      | 100%  | 100% | 100%  | 100%  | 100%  | 89%   | 89%  | 100%    |
| Woo     | Strategic         | 93%   | 93%  | 93%   | 93%   | 93%   | 93%   | 93%  | 93%     |

## Pairwise Cluster Analyses for Achiever, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1  | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|----------|-------------------|--------------------|---------------------|-------|---------|------------|
| Achiever | Activator         | 85%                | 86%                 | 92%   | 100%    | 100%       |
| Achiever | Adaptability      | 93%                | 100%                | 100%  | 100%    | 100%       |
| Achiever | Analytical        | 71%                | 76%                 | 100%  | 100%    | 100%       |
| Achiever | Arranger          | 89%                | 79%                 | 95%   | 95%     | 95%        |
| Achiever | Belief            | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Achiever | Command           | 93%                | 87%                 | 93%   | 100%    | 93%        |
| Achiever | Communication     | 93%                | 100%                | 100%  | 100%    | 100%       |
| Achiever | Competition       | 92%                | 83%                 | 92%   | 92%     | 92%        |
| Achiever | Connectedness     | 86%                | 86%                 | 100%  | 100%    | 100%       |
| Achiever | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Achiever | Context           | 100%               | 80%                 | 100%  | 100%    | 100%       |
| Achiever | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Achiever | Developer         | 88%                | 100%                | 100%  | 100%    | 100%       |
| Achiever | Discipline        | 95%                | 90%                 | 80%   | 95%     | 100%       |
| Achiever | Empathy           | 83%                | 83%                 | 100%  | 100%    | 100%       |
| Achiever | Focus             | 76%                | 88%                 | 88%   | 88%     | 88%        |
| Achiever | Futuristic        | 93%                | 86%                 | 100%  | 100%    | 100%       |
| Achiever | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Achiever | Ideation          | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Achiever | Includer          | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Achiever | Individualization | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Achiever | Input             | 100%               | 91%                 | 100%  | 100%    | 100%       |
| Achiever | Intellection      | 100%               | 94%                 | 81%   | 100%    | 100%       |
| Achiever | Learner           | 69%                | 77%                 | 85%   | 85%     | 85%        |
| Achiever | Maximizer         | 92%                | 85%                 | 100%  | 92%     | 92%        |
| Achiever | Positivity        | 100%               | 100%                | 94%   | 100%    | 100%       |
| Achiever | Relator           | 93%                | 79%                 | 93%   | 86%     | 86%        |
| Achiever | Responsibility    | 82%                | 82%                 | 94%   | 94%     | 88%        |
| Achiever | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Achiever | Self-Assurance    | 95%                | 74%                 | 79%   | 95%     | 89%        |
| Achiever | Significance      | 83%                | 89%                 | 89%   | 89%     | 83%        |
| Achiever | Strategic         | 100%               | 80%                 | 90%   | 100%    | 100%       |
| Achiever | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Activator, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1   | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|-----------|-------------------|--------------------|---------------------|-------|---------|------------|
| Activator | Achiever          | 85%                | 86%                 | 92%   | 100%    | 100%       |
| Activator | Adaptability      | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Activator | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Activator | Arranger          | 75%                | 70%                 | 80%   | 80%     | 90%        |
| Activator | Belief            | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Activator | Command           | 71%                | 79%                 | 86%   | 86%     | 86%        |
| Activator | Communication     | 85%                | 85%                 | 73%   | 92%     | 92%        |
| Activator | Competition       | 92%                | 85%                 | 92%   | 92%     | 92%        |
| Activator | Connectedness     | 80%                | 87%                 | 100%  | 100%    | 100%       |
| Activator | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Activator | Context           | 100%               | 91%                 | 100%  | 100%    | 100%       |
| Activator | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Activator | Developer         | 82%                | 94%                 | 100%  | 100%    | 100%       |
| Activator | Discipline        | 86%                | 95%                 | 95%   | 100%    | 100%       |
| Activator | Empathy           | 83%                | 83%                 | 100%  | 100%    | 100%       |
| Activator | Focus             | 84%                | 74%                 | 100%  | 95%     | 100%       |
| Activator | Futuristic        | 73%                | 73%                 | 93%   | 93%     | 93%        |
| Activator | Harmony           | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Activator | Ideation          | 86%                | 71%                 | 86%   | 93%     | 93%        |
| Activator | Includer          | 93%                | 86%                 | 100%  | 93%     | 93%        |
| Activator | Individualization | 77%                | 85%                 | 92%   | 100%    | 100%       |
| Activator | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Activator | Intellection      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Activator | Learner           | 86%                | 93%                 | 100%  | 100%    | 100%       |
| Activator | Maximizer         | 79%                | 79%                 | 86%   | 93%     | 93%        |
| Activator | Positivity        | 84%                | 84%                 | 74%   | 84%     | 89%        |
| Activator | Relator           | 93%                | 87%                 | 87%   | 93%     | 93%        |
| Activator | Responsibility    | 89%                | 89%                 | 94%   | 94%     | 94%        |
| Activator | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Activator | Self-Assurance    | 75%                | 85%                 | 70%   | 90%     | 85%        |
| Activator | Significance      | 74%                | 79%                 | 79%   | 89%     | 100%       |
| Activator | Strategic         | 91%                | 82%                 | 91%   | 91%     | 91%        |
| Activator | Woo               | 88%                | 88%                 | 69%   | 81%     | 88%        |

## Pairwise Cluster Analyses for Adaptability, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1      | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|--------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Adaptability | Achiever          | 93%                | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Activator         | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Adaptability | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Arranger          | 95%                | 90%                 | 95%   | 100%    | 100%       |
| Adaptability | Belief            | 89%                | 95%                 | 74%   | 95%     | 89%        |
| Adaptability | Command           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Communication     | 94%                | 88%                 | 100%  | 100%    | 100%       |
| Adaptability | Competition       | 93%                | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Connectedness     | 88%                | 94%                 | 94%   | 94%     | 94%        |
| Adaptability | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Context           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Developer         | 94%                | 100%                | 94%   | 94%     | 94%        |
| Adaptability | Discipline        | 86%                | 95%                 | 100%  | 100%    | 100%       |
| Adaptability | Empathy           | 83%                | 83%                 | 100%  | 100%    | 100%       |
| Adaptability | Focus             | 95%                | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Futuristic        | 94%                | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Harmony           | 92%                | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Ideation          | 87%                | 100%                | 87%   | 100%    | 100%       |
| Adaptability | Includer          | 93%                | 87%                 | 100%  | 100%    | 100%       |
| Adaptability | Individualization | 100%               | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Input             | 100%               | 100%                | 92%   | 92%     | 92%        |
| Adaptability | Intellection      | 100%               | 100%                | 94%   | 100%    | 100%       |
| Adaptability | Learner           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Maximizer         | 93%                | 93%                 | 87%   | 93%     | 87%        |
| Adaptability | Positivity        | 95%                | 90%                 | 95%   | 95%     | 100%       |
| Adaptability | Relator           | 81%                | 88%                 | 100%  | 100%    | 100%       |
| Adaptability | Responsibility    | 95%                | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Self-Assurance    | 95%                | 95%                 | 95%   | 100%    | 100%       |
| Adaptability | Significance      | 95%                | 95%                 | 100%  | 100%    | 100%       |
| Adaptability | Strategic         | 92%                | 100%                | 100%  | 100%    | 100%       |
| Adaptability | Woo               | 94%                | 100%                | 100%  | 94%     | 100%       |

## Pairwise Cluster Analyses for Analytical, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1    | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Analytical | Achiever          | 71%                | 76%                 | 100%  | 100%    | 100%       |
| Analytical | Activator         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Adaptability      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Arranger          | 83%                | 100%                | 100%  | 100%    | 100%       |
| Analytical | Belief            | 95%                | 86%                 | 100%  | 100%    | 100%       |
| Analytical | Command           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Communication     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Competition       | 100%               | 100%                | 94%   | 94%     | 94%        |
| Analytical | Connectedness     | 89%                | 95%                 | 100%  | 100%    | 100%       |
| Analytical | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Context           | 75%                | 75%                 | 100%  | 100%    | 100%       |
| Analytical | Deliberative      | 95%                | 95%                 | 79%   | 89%     | 89%        |
| Analytical | Developer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Discipline        | 71%                | 75%                 | 88%   | 96%     | 92%        |
| Analytical | Empathy           | 83%                | 83%                 | 100%  | 100%    | 100%       |
| Analytical | Focus             | 73%                | 95%                 | 91%   | 86%     | 91%        |
| Analytical | Futuristic        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Ideation          | 94%                | 94%                 | 94%   | 94%     | 94%        |
| Analytical | Includer          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Individualization | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Intellection      | 95%                | 95%                 | 90%   | 86%     | 86%        |
| Analytical | Learner           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Maximizer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Relator           | 79%                | 79%                 | 95%   | 100%    | 100%       |
| Analytical | Responsibility    | 82%                | 82%                 | 86%   | 91%     | 95%        |
| Analytical | Restorative       | 94%                | 94%                 | 100%  | 94%     | 94%        |
| Analytical | Self-Assurance    | 100%               | 100%                | 96%   | 100%    | 100%       |
| Analytical | Significance      | 91%                | 91%                 | 100%  | 91%     | 91%        |
| Analytical | Strategic         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Analytical | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Arranger, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1  | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|----------|-------------------|--------------------|---------------------|-------|---------|------------|
| Arranger | Achiever          | 89%                | 79%                 | 95%   | 95%     | 95%        |
| Arranger | Activator         | 75%                | 70%                 | 80%   | 80%     | 90%        |
| Arranger | Adaptability      | 95%                | 90%                 | 95%   | 100%    | 100%       |
| Arranger | Analytical        | 83%                | 100%                | 100%  | 100%    | 100%       |
| Arranger | Belief            | 88%                | 79%                 | 92%   | 88%     | 75%        |
| Arranger | Command           | 95%                | 100%                | 84%   | 89%     | 95%        |
| Arranger | Communication     | 95%                | 81%                 | 90%   | 86%     | 90%        |
| Arranger | Competition       | 89%                | 95%                 | 95%   | 95%     | 95%        |
| Arranger | Connectedness     | 90%                | 81%                 | 86%   | 95%     | 90%        |
| Arranger | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Arranger | Context           | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Arranger | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Arranger | Developer         | 74%                | 70%                 | 83%   | 87%     | 87%        |
| Arranger | Discipline        | 85%                | 92%                 | 96%   | 96%     | 100%       |
| Arranger | Empathy           | 83%                | 83%                 | 100%  | 100%    | 100%       |
| Arranger | Focus             | 88%                | 84%                 | 100%  | 88%     | 84%        |
| Arranger | Futuristic        | 86%                | 86%                 | 100%  | 90%     | 100%       |
| Arranger | Harmony           | 100%               | 94%                 | 100%  | 94%     | 94%        |
| Arranger | Ideation          | 95%                | 95%                 | 95%   | 100%    | 95%        |
| Arranger | Includer          | 90%                | 85%                 | 75%   | 80%     | 85%        |
| Arranger | Individualization | 94%                | 82%                 | 82%   | 88%     | 76%        |
| Arranger | Input             | 100%               | 89%                 | 89%   | 100%    | 94%        |
| Arranger | Intellection      | 96%                | 96%                 | 91%   | 100%    | 100%       |
| Arranger | Learner           | 100%               | 84%                 | 100%  | 100%    | 100%       |
| Arranger | Maximizer         | 95%                | 79%                 | 89%   | 95%     | 95%        |
| Arranger | Positivity        | 92%                | 88%                 | 88%   | 100%    | 100%       |
| Arranger | Relator           | 81%                | 76%                 | 76%   | 76%     | 76%        |
| Arranger | Responsibility    | 77%                | 77%                 | 86%   | 86%     | 82%        |
| Arranger | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Arranger | Self-Assurance    | 84%                | 76%                 | 72%   | 72%     | 76%        |
| Arranger | Significance      | 88%                | 76%                 | 88%   | 88%     | 96%        |
| Arranger | Strategic         | 94%                | 94%                 | 94%   | 94%     | 88%        |
| Arranger | Woo               | 82%                | 86%                 | 100%  | 91%     | 95%        |



## Pairwise Cluster Analyses for Belief, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------|-------------------|--------------------|---------------------|-------|---------|------------|
| Belief  | Achiever          | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Belief  | Activator         | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Belief  | Adaptability      | 89%                | 95%                 | 74%   | 95%     | 89%        |
| Belief  | Analytical        | 95%                | 86%                 | 100%  | 100%    | 100%       |
| Belief  | Arranger          | 88%                | 79%                 | 92%   | 88%     | 75%        |
| Belief  | Command           | 82%                | 82%                 | 100%  | 100%    | 100%       |
| Belief  | Communication     | 95%                | 89%                 | 95%   | 100%    | 95%        |
| Belief  | Competition       | 76%                | 82%                 | 100%  | 100%    | 100%       |
| Belief  | Connectedness     | 72%                | 83%                 | 83%   | 78%     | 78%        |
| Belief  | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Belief  | Context           | 100%               | 80%                 | 87%   | 100%    | 87%        |
| Belief  | Deliberative      | 89%                | 84%                 | 95%   | 100%    | 89%        |
| Belief  | Developer         | 84%                | 89%                 | 89%   | 89%     | 84%        |
| Belief  | Discipline        | 83%                | 92%                 | 92%   | 100%    | 88%        |
| Belief  | Empathy           | 83%                | 83%                 | 100%  | 100%    | 100%       |
| Belief  | Focus             | 87%                | 83%                 | 100%  | 100%    | 100%       |
| Belief  | Futuristic        | 74%                | 74%                 | 95%   | 100%    | 95%        |
| Belief  | Harmony           | 100%               | 88%                 | 100%  | 100%    | 94%        |
| Belief  | Ideation          | 89%                | 83%                 | 94%   | 100%    | 100%       |
| Belief  | Includer          | 83%                | 89%                 | 89%   | 94%     | 89%        |
| Belief  | Individualization | 87%                | 87%                 | 100%  | 100%    | 100%       |
| Belief  | Input             | 88%                | 81%                 | 94%   | 94%     | 94%        |
| Belief  | Intellection      | 86%                | 81%                 | 81%   | 100%    | 100%       |
| Belief  | Learner           | 88%                | 88%                 | 88%   | 94%     | 94%        |
| Belief  | Maximizer         | 88%                | 76%                 | 94%   | 94%     | 94%        |
| Belief  | Positivity        | 91%                | 91%                 | 91%   | 96%     | 91%        |
| Belief  | Relator           | 89%                | 89%                 | 89%   | 95%     | 84%        |
| Belief  | Responsibility    | 89%                | 78%                 | 78%   | 89%     | 72%        |
| Belief  | Restorative       | 100%               | 100%                | 94%   | 100%    | 100%       |
| Belief  | Self-Assurance    | 74%                | 78%                 | 83%   | 87%     | 87%        |
| Belief  | Significance      | 74%                | 78%                 | 78%   | 96%     | 96%        |
| Belief  | Strategic         | 93%                | 80%                 | 93%   | 100%    | 100%       |
| Belief  | Woo               | 95%                | 95%                 | 95%   | 95%     | 95%        |

## Pairwise Cluster Analyses for Command, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------|-------------------|--------------------|---------------------|-------|---------|------------|
| Command | Achiever          | 93%                | 87%                 | 93%   | 100%    | 93%        |
| Command | Activator         | 71%                | 79%                 | 86%   | 86%     | 86%        |
| Command | Adaptability      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Command | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Command | Arranger          | 95%                | 100%                | 84%   | 89%     | 95%        |
| Command | Belief            | 82%                | 82%                 | 100%  | 100%    | 100%       |
| Command | Communication     | 89%                | 94%                 | 100%  | 94%     | 100%       |
| Command | Competition       | 81%                | 81%                 | 81%   | 94%     | 94%        |
| Command | Connectedness     | 82%                | 94%                 | 100%  | 100%    | 100%       |
| Command | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Command | Context           | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Command | Deliberative      | 94%                | 94%                 | 94%   | 94%     | 94%        |
| Command | Developer         | 95%                | 100%                | 100%  | 100%    | 100%       |
| Command | Discipline        | 91%                | 100%                | 91%   | 100%    | 100%       |
| Command | Empathy           | 93%                | 93%                 | 100%  | 93%     | 93%        |
| Command | Focus             | 89%                | 95%                 | 95%   | 95%     | 95%        |
| Command | Futuristic        | 82%                | 88%                 | 88%   | 94%     | 94%        |
| Command | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Command | Ideation          | 93%                | 93%                 | 93%   | 93%     | 87%        |
| Command | Includer          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Command | Individualization | 87%                | 100%                | 93%   | 100%    | 93%        |
| Command | Input             | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Command | Intellection      | 100%               | 100%                | 100%  | 95%     | 100%       |
| Command | Learner           | 88%                | 100%                | 100%  | 100%    | 100%       |
| Command | Maximizer         | 100%               | 81%                 | 94%   | 94%     | 94%        |
| Command | Positivity        | 95%                | 95%                 | 100%  | 95%     | 95%        |
| Command | Relator           | 82%                | 94%                 | 94%   | 94%     | 100%       |
| Command | Responsibility    | 90%                | 95%                 | 100%  | 100%    | 100%       |
| Command | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Command | Self-Assurance    | 84%                | 79%                 | 79%   | 84%     | 79%        |
| Command | Significance      | 74%                | 74%                 | 79%   | 84%     | <b>68%</b> |
| Command | Strategic         | 92%                | 85%                 | 92%   | 92%     | 85%        |
| Command | Woo               | 89%                | 94%                 | 100%  | 94%     | 94%        |

## Pairwise Cluster Analyses for Communication, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1       | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Communication | Achiever          | 93%                | 100%                | 100%  | 100%    | 100%       |
| Communication | Activator         | 85%                | 85%                 | 73%   | 92%     | 92%        |
| Communication | Adaptability      | 94%                | 88%                 | 100%  | 100%    | 100%       |
| Communication | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Arranger          | 95%                | 81%                 | 90%   | 86%     | 90%        |
| Communication | Belief            | 95%                | 89%                 | 95%   | 100%    | 95%        |
| Communication | Command           | 89%                | 94%                 | 100%  | 94%     | 100%       |
| Communication | Competition       | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Communication | Connectedness     | 88%                | 82%                 | 100%  | 94%     | 100%       |
| Communication | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Context           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Developer         | 89%                | 84%                 | 100%  | 95%     | 95%        |
| Communication | Discipline        | 96%                | 96%                 | 96%   | 100%    | 100%       |
| Communication | Empathy           | 87%                | 80%                 | 100%  | 100%    | 93%        |
| Communication | Focus             | 95%                | 100%                | 100%  | 100%    | 100%       |
| Communication | Futuristic        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Harmony           | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Communication | Ideation          | 75%                | 81%                 | 94%   | 94%     | 94%        |
| Communication | Includer          | 93%                | 80%                 | 93%   | 93%     | 93%        |
| Communication | Individualization | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Input             | 100%               | 100%                | 100%  | 93%     | 100%       |
| Communication | Intellection      | 100%               | 100%                | 100%  | 95%     | 95%        |
| Communication | Learner           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Maximizer         | 100%               | 81%                 | 94%   | 94%     | 94%        |
| Communication | Positivity        | 71%                | 81%                 | 86%   | 81%     | 86%        |
| Communication | Relator           | 94%                | 65%                 | 94%   | 94%     | 82%        |
| Communication | Responsibility    | 95%                | 80%                 | 95%   | 95%     | 95%        |
| Communication | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Self-Assurance    | 91%                | 82%                 | 100%  | 86%     | 86%        |
| Communication | Significance      | 95%                | 95%                 | 95%   | 95%     | 95%        |
| Communication | Strategic         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Communication | Woo               | 67%                | 67%                 | 60%   | 80%     | 67%        |

## Pairwise Cluster Analyses for Competition, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1     | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|-------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Competition | Achiever          | 92%                | 83%                 | 92%   | 92%     | 92%        |
| Competition | Activator         | 92%                | 85%                 | 92%   | 92%     | 92%        |
| Competition | Adaptability      | 93%                | 100%                | 100%  | 100%    | 100%       |
| Competition | Analytical        | 100%               | 100%                | 94%   | 94%     | 94%        |
| Competition | Arranger          | 89%                | 95%                 | 95%   | 95%     | 95%        |
| Competition | Belief            | 76%                | 82%                 | 100%  | 100%    | 100%       |
| Competition | Command           | 81%                | 81%                 | 81%   | 94%     | 94%        |
| Competition | Communication     | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Competition | Connectedness     | 87%                | 93%                 | 100%  | 100%    | 100%       |
| Competition | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Context           | 100%               | 91%                 | 100%  | 100%    | 100%       |
| Competition | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Developer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Discipline        | 81%                | 95%                 | 95%   | 100%    | 100%       |
| Competition | Empathy           | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Competition | Focus             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Futuristic        | 80%                | 93%                 | 100%  | 100%    | 93%        |
| Competition | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Ideation          | 86%                | 93%                 | 100%  | 100%    | 100%       |
| Competition | Includer          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Individualization | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Competition | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Intellection      | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Competition | Learner           | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Competition | Maximizer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Relator           | 100%               | 93%                 | 87%   | 87%     | 87%        |
| Competition | Responsibility    | 94%                | 94%                 | 94%   | 100%    | 94%        |
| Competition | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Competition | Self-Assurance    | 85%                | 90%                 | 90%   | 100%    | 100%       |
| Competition | Significance      | 72%                | 72%                 | 89%   | 89%     | 83%        |
| Competition | Strategic         | 91%                | 73%                 | 100%  | 100%    | 100%       |
| Competition | Woo               | 94%                | 94%                 | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Connectedness, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1       | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Connectedness | Achiever          | 86%                | 86%                 | 100%  | 100%    | 100%       |
| Connectedness | Activator         | 80%                | 87%                 | 100%  | 100%    | 100%       |
| Connectedness | Adaptability      | 88%                | 94%                 | 94%   | 94%     | 94%        |
| Connectedness | Analytical        | 89%                | 95%                 | 100%  | 100%    | 100%       |
| Connectedness | Arranger          | 90%                | 81%                 | 86%   | 95%     | 90%        |
| Connectedness | Belief            | 72%                | 83%                 | 83%   | 78%     | 78%        |
| Connectedness | Command           | 82%                | 94%                 | 100%  | 100%    | 100%       |
| Connectedness | Communication     | 88%                | 82%                 | 100%  | 94%     | 100%       |
| Connectedness | Competition       | 87%                | 93%                 | 100%  | 100%    | 100%       |
| Connectedness | Consistency       | 94%                | 100%                | 100%  | 100%    | 100%       |
| Connectedness | Context           | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Connectedness | Deliberative      | 94%                | 100%                | 100%  | 100%    | 100%       |
| Connectedness | Developer         | 78%                | 78%                 | 89%   | 78%     | 94%        |
| Connectedness | Discipline        | 82%                | 86%                 | 95%   | 100%    | 100%       |
| Connectedness | Empathy           | 86%                | 79%                 | 86%   | 100%    | 79%        |
| Connectedness | Focus             | 90%                | 85%                 | 100%  | 100%    | 100%       |
| Connectedness | Futuristic        | 81%                | 94%                 | 100%  | 100%    | 100%       |
| Connectedness | Harmony           | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Connectedness | Ideation          | 87%                | 73%                 | 87%   | 93%     | 93%        |
| Connectedness | Includer          | 80%                | 73%                 | 93%   | 100%    | 93%        |
| Connectedness | Individualization | 79%                | 71%                 | 93%   | 100%    | 100%       |
| Connectedness | Input             | 77%                | 85%                 | 77%   | 77%     | 77%        |
| Connectedness | Intellection      | 72%                | 78%                 | 83%   | 89%     | 89%        |
| Connectedness | Learner           | 94%                | 94%                 | 100%  | 88%     | 100%       |
| Connectedness | Maximizer         | 87%                | 93%                 | 93%   | 93%     | 93%        |
| Connectedness | Positivity        | 90%                | 85%                 | 95%   | 100%    | 100%       |
| Connectedness | Relator           | 75%                | 81%                 | 94%   | 100%    | 100%       |
| Connectedness | Responsibility    | 84%                | 84%                 | 95%   | 89%     | 95%        |
| Connectedness | Restorative       | 100%               | 71%                 | 100%  | 100%    | 100%       |
| Connectedness | Self-Assurance    | 81%                | 90%                 | 100%  | 90%     | 100%       |
| Connectedness | Significance      | 90%                | 95%                 | 100%  | 95%     | 95%        |
| Connectedness | Strategic         | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Connectedness | Woo               | 94%                | 82%                 | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Consistency, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1     | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|-------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Consistency | Achiever          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Activator         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Adaptability      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Arranger          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Belief            | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Command           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Communication     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Competition       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Connectedness     | 94%                | 100%                | 100%  | 100%    | 100%       |
| Consistency | Context           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Deliberative      | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Consistency | Developer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Discipline        | 85%                | 95%                 | 75%   | 85%     | 85%        |
| Consistency | Empathy           | 93%                | 100%                | 100%  | 100%    | 100%       |
| Consistency | Focus             | 100%               | 95%                 | 100%  | 100%    | 100%       |
| Consistency | Futuristic        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Harmony           | 73%                | 73%                 | 64%   | 82%     | 82%        |
| Consistency | Ideation          | 93%                | 100%                | 93%   | 100%    | 100%       |
| Consistency | Includer          | 100%               | 87%                 | 87%   | 87%     | 100%       |
| Consistency | Individualization | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Intellection      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Learner           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Maximizer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Relator           | 94%                | 88%                 | 88%   | 88%     | 88%        |
| Consistency | Responsibility    | 95%                | 95%                 | 84%   | 100%    | 100%       |
| Consistency | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Self-Assurance    | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Significance      | 100%               | 90%                 | 100%  | 100%    | 100%       |
| Consistency | Strategic         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Consistency | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Context, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------|-------------------|--------------------|---------------------|-------|---------|------------|
| Context | Achiever          | 100%               | 80%                 | 100%  | 100%    | 100%       |
| Context | Activator         | 100%               | 91%                 | 100%  | 100%    | 100%       |
| Context | Adaptability      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Analytical        | 75%                | 75%                 | 100%  | 100%    | 100%       |
| Context | Arranger          | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Context | Belief            | 100%               | 80%                 | 87%   | 100%    | 87%        |
| Context | Command           | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Context | Communication     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Competition       | 100%               | 91%                 | 100%  | 100%    | 100%       |
| Context | Connectedness     | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Context | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Developer         | 100%               | 86%                 | 100%  | 100%    | 100%       |
| Context | Discipline        | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Context | Empathy           | 100%               | 80%                 | 100%  | 100%    | 100%       |
| Context | Focus             | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Context | Futuristic        | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Context | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Ideation          | 91%                | 100%                | 91%   | 100%    | 100%       |
| Context | Includer          | 100%               | 91%                 | 100%  | 100%    | 100%       |
| Context | Individualization | 90%                | 90%                 | 100%  | 100%    | 100%       |
| Context | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Intellection      | 93%                | 86%                 | 100%  | 100%    | 100%       |
| Context | Learner           | 92%                | 92%                 | 92%   | 100%    | 100%       |
| Context | Maximizer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Relator           | 83%                | 92%                 | 100%  | 100%    | 100%       |
| Context | Responsibility    | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Context | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Context | Self-Assurance    | 94%                | 88%                 | 100%  | 100%    | 100%       |
| Context | Significance      | 81%                | 94%                 | 100%  | 100%    | 100%       |
| Context | Strategic         | 100%               | 88%                 | 100%  | 100%    | 100%       |
| Context | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Deliberative, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1      | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|--------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Deliberative | Achiever          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Activator         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Adaptability      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Analytical        | 95%                | 95%                 | 79%   | 89%     | 89%        |
| Deliberative | Arranger          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Belief            | 89%                | 84%                 | 95%   | 100%    | 89%        |
| Deliberative | Command           | 94%                | 94%                 | 94%   | 94%     | 94%        |
| Deliberative | Communication     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Competition       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Connectedness     | 94%                | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Consistency       | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Deliberative | Context           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Developer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Discipline        | 86%                | 95%                 | 86%   | 91%     | 95%        |
| Deliberative | Empathy           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Focus             | 95%                | 95%                 | 95%   | 95%     | 95%        |
| Deliberative | Futuristic        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Ideation          | 93%                | 100%                | 93%   | 100%    | 100%       |
| Deliberative | Includer          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Individualization | 100%               | 100%                | 93%   | 100%    | 100%       |
| Deliberative | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Intellection      | 94%                | 100%                | 94%   | 94%     | 83%        |
| Deliberative | Learner           | 94%                | 100%                | 94%   | 100%    | 100%       |
| Deliberative | Maximizer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Relator           | 88%                | 88%                 | 88%   | 88%     | 88%        |
| Deliberative | Responsibility    | 95%                | 100%                | 84%   | 89%     | 95%        |
| Deliberative | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Self-Assurance    | 90%                | 95%                 | 95%   | 95%     | 100%       |
| Deliberative | Significance      | 85%                | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Strategic         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Deliberative | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |



## Pairwise Cluster Analyses for Developer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1   | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|-----------|-------------------|--------------------|---------------------|-------|---------|------------|
| Developer | Achiever          | 88%                | 100%                | 100%  | 100%    | 100%       |
| Developer | Activator         | 82%                | 94%                 | 100%  | 100%    | 100%       |
| Developer | Adaptability      | 94%                | 100%                | 94%   | 94%     | 94%        |
| Developer | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Developer | Arranger          | 74%                | 70%                 | 83%   | 87%     | 87%        |
| Developer | Belief            | 84%                | 89%                 | 89%   | 89%     | 84%        |
| Developer | Command           | 95%                | 100%                | 100%  | 100%    | 100%       |
| Developer | Communication     | 89%                | 84%                 | 100%  | 95%     | 95%        |
| Developer | Competition       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Developer | Connectedness     | 78%                | 78%                 | 89%   | 78%     | 94%        |
| Developer | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Developer | Context           | 100%               | 86%                 | 100%  | 100%    | 100%       |
| Developer | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Developer | Discipline        | 83%                | 96%                 | 96%   | 100%    | 100%       |
| Developer | Empathy           | 86%                | 86%                 | 64%   | 71%     | 71%        |
| Developer | Focus             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Developer | Futuristic        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Developer | Harmony           | 100%               | 93%                 | 93%   | 93%     | 100%       |
| Developer | Ideation          | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Developer | Includer          | 65%                | 71%                 | 71%   | 76%     | 71%        |
| Developer | Individualization | 75%                | 75%                 | 94%   | 100%    | 100%       |
| Developer | Input             | 93%                | 93%                 | 87%   | 93%     | 93%        |
| Developer | Intellection      | 95%                | 100%                | 100%  | 100%    | 100%       |
| Developer | Learner           | 89%                | 78%                 | 94%   | 94%     | 94%        |
| Developer | Maximizer         | 94%                | 94%                 | 94%   | 94%     | 94%        |
| Developer | Positivity        | 75%                | 75%                 | 75%   | 85%     | 80%        |
| Developer | Relator           | 78%                | 100%                | 78%   | 89%     | 100%       |
| Developer | Responsibility    | 76%                | 86%                 | 81%   | 86%     | 86%        |
| Developer | Restorative       | 100%               | 100%                | 94%   | 100%    | 100%       |
| Developer | Self-Assurance    | 87%                | 100%                | 100%  | 96%     | 96%        |
| Developer | Significance      | 86%                | 95%                 | 100%  | 100%    | 100%       |
| Developer | Strategic         | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Developer | Woo               | 95%                | 89%                 | 100%  | 95%     | 95%        |

## Pairwise Cluster Analyses for Discipline, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1    | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Discipline | Achiever          | 95%                | 90%                 | 80%   | 95%     | 100%       |
| Discipline | Activator         | 86%                | 95%                 | 95%   | 100%    | 100%       |
| Discipline | Adaptability      | 86%                | 95%                 | 100%  | 100%    | 100%       |
| Discipline | Analytical        | 71%                | 75%                 | 88%   | 96%     | 92%        |
| Discipline | Arranger          | 85%                | 92%                 | 96%   | 96%     | 100%       |
| Discipline | Belief            | 83%                | 92%                 | 92%   | 100%    | 88%        |
| Discipline | Command           | 91%                | 100%                | 91%   | 100%    | 100%       |
| Discipline | Communication     | 96%                | 96%                 | 96%   | 100%    | 100%       |
| Discipline | Competition       | 81%                | 95%                 | 95%   | 100%    | 100%       |
| Discipline | Connectedness     | 82%                | 86%                 | 95%   | 100%    | 100%       |
| Discipline | Consistency       | 85%                | 95%                 | 75%   | 85%     | 85%        |
| Discipline | Context           | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Discipline | Deliberative      | 86%                | 95%                 | 86%   | 91%     | 95%        |
| Discipline | Developer         | 83%                | 96%                 | 96%   | 100%    | 100%       |
| Discipline | Empathy           | 85%                | 85%                 | 95%   | 100%    | 100%       |
| Discipline | Focus             | 75%                | 83%                 | 92%   | 92%     | 79%        |
| Discipline | Futuristic        | 95%                | 95%                 | 82%   | 100%    | 82%        |
| Discipline | Harmony           | 84%                | 89%                 | 95%   | 95%     | 89%        |
| Discipline | Ideation          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Discipline | Includer          | 95%                | 90%                 | 95%   | 100%    | 100%       |
| Discipline | Individualization | 90%                | 85%                 | 90%   | 95%     | 95%        |
| Discipline | Input             | 100%               | 100%                | 89%   | 100%    | 100%       |
| Discipline | Intellection      | 100%               | 100%                | 96%   | 100%    | 100%       |
| Discipline | Learner           | 82%                | 82%                 | 82%   | 95%     | 95%        |
| Discipline | Maximizer         | 90%                | 95%                 | 95%   | 100%    | 100%       |
| Discipline | Positivity        | 96%                | 96%                 | 96%   | 100%    | 100%       |
| Discipline | Relator           | 77%                | 77%                 | 77%   | 95%     | 95%        |
| Discipline | Responsibility    | 75%                | 75%                 | 92%   | 96%     | 100%       |
| Discipline | Restorative       | 90%                | 100%                | 100%  | 100%    | 100%       |
| Discipline | Self-Assurance    | 93%                | 96%                 | 96%   | 100%    | 100%       |
| Discipline | Significance      | 85%                | 88%                 | 85%   | 100%    | 100%       |
| Discipline | Strategic         | 89%                | 89%                 | 94%   | 100%    | 100%       |
| Discipline | Woo               | 96%                | 96%                 | 96%   | 100%    | 100%       |

## Pairwise Cluster Analyses for Empathy, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch      | English | English-UK |
|---------|-------------------|--------------------|---------------------|------------|---------|------------|
| Empathy | Achiever          | 83%                | 83%                 | 100%       | 100%    | 100%       |
| Empathy | Activator         | 83%                | 83%                 | 100%       | 100%    | 100%       |
| Empathy | Adaptability      | 83%                | 83%                 | 100%       | 100%    | 100%       |
| Empathy | Analytical        | 83%                | 83%                 | 100%       | 100%    | 100%       |
| Empathy | Arranger          | 83%                | 83%                 | 100%       | 100%    | 100%       |
| Empathy | Belief            | 83%                | 83%                 | 100%       | 100%    | 100%       |
| Empathy | Command           | 93%                | 93%                 | 100%       | 93%     | 93%        |
| Empathy | Communication     | 87%                | 80%                 | 100%       | 100%    | 93%        |
| Empathy | Competition       | 100%               | 92%                 | 100%       | 100%    | 100%       |
| Empathy | Connectedness     | 86%                | 79%                 | 86%        | 100%    | 79%        |
| Empathy | Consistency       | 93%                | 100%                | 100%       | 100%    | 100%       |
| Empathy | Context           | 100%               | 80%                 | 100%       | 100%    | 100%       |
| Empathy | Deliberative      | 100%               | 100%                | 100%       | 100%    | 100%       |
| Empathy | Developer         | 86%                | 86%                 | <b>64%</b> | 71%     | 71%        |
| Empathy | Discipline        | 85%                | 85%                 | 95%        | 100%    | 100%       |
| Empathy | Focus             | 100%               | 100%                | 100%       | 100%    | 100%       |
| Empathy | Futuristic        | 100%               | 93%                 | 100%       | 100%    | 100%       |
| Empathy | Harmony           | 91%                | 91%                 | 91%        | 91%     | 91%        |
| Empathy | Ideation          | 92%                | 92%                 | 100%       | 100%    | 100%       |
| Empathy | Includer          | 77%                | <b>69%</b>          | 92%        | 100%    | 100%       |
| Empathy | Individualization | 75%                | 92%                 | 92%        | 100%    | 100%       |
| Empathy | Input             | 100%               | 100%                | 100%       | 100%    | 100%       |
| Empathy | Intellection      | 88%                | 88%                 | 100%       | 100%    | 100%       |
| Empathy | Learner           | 93%                | 93%                 | 100%       | 100%    | 100%       |
| Empathy | Maximizer         | 92%                | 92%                 | 100%       | 92%     | 92%        |
| Empathy | Positivity        | 83%                | 72%                 | 89%        | 72%     | <b>67%</b> |
| Empathy | Relator           | 86%                | 86%                 | 86%        | 86%     | 100%       |
| Empathy | Responsibility    | 88%                | 88%                 | 88%        | 100%    | 100%       |
| Empathy | Restorative       | 100%               | 83%                 | 100%       | 100%    | 100%       |
| Empathy | Self-Assurance    | 74%                | 100%                | 100%       | 95%     | 95%        |
| Empathy | Significance      | 94%                | 83%                 | 100%       | 100%    | 100%       |
| Empathy | Strategic         | 90%                | 80%                 | 100%       | 100%    | 90%        |
| Empathy | Woo               | 73%                | 73%                 | 100%       | 93%     | 100%       |

## Pairwise Cluster Analyses for Focus, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------|-------------------|--------------------|---------------------|-------|---------|------------|
| Focus   | Achiever          | 76%                | 88%                 | 88%   | 88%     | 88%        |
| Focus   | Activator         | 84%                | 74%                 | 100%  | 95%     | 100%       |
| Focus   | Adaptability      | 95%                | 100%                | 100%  | 100%    | 100%       |
| Focus   | Analytical        | 73%                | 95%                 | 91%   | 86%     | 91%        |
| Focus   | Arranger          | 88%                | 84%                 | 100%  | 88%     | 84%        |
| Focus   | Belief            | 87%                | 83%                 | 100%  | 100%    | 100%       |
| Focus   | Command           | 89%                | 95%                 | 95%   | 95%     | 95%        |
| Focus   | Communication     | 95%                | 100%                | 100%  | 100%    | 100%       |
| Focus   | Competition       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Focus   | Connectedness     | 90%                | 85%                 | 100%  | 100%    | 100%       |
| Focus   | Consistency       | 100%               | 95%                 | 100%  | 100%    | 100%       |
| Focus   | Context           | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Focus   | Deliberative      | 95%                | 95%                 | 95%   | 95%     | 95%        |
| Focus   | Developer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Focus   | Discipline        | 75%                | 83%                 | 92%   | 92%     | 79%        |
| Focus   | Empathy           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Focus   | Futuristic        | 74%                | 84%                 | 89%   | 95%     | 95%        |
| Focus   | Harmony           | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Focus   | Ideation          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Focus   | Includer          | 100%               | 95%                 | 100%  | 100%    | 100%       |
| Focus   | Individualization | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Focus   | Input             | 100%               | 100%                | 94%   | 94%     | 88%        |
| Focus   | Intellection      | 100%               | 95%                 | 91%   | 91%     | 91%        |
| Focus   | Learner           | 89%                | 89%                 | 100%  | 95%     | 100%       |
| Focus   | Maximizer         | 100%               | 84%                 | 100%  | 95%     | 95%        |
| Focus   | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Focus   | Relator           | 85%                | 70%                 | 95%   | 90%     | 85%        |
| Focus   | Responsibility    | 83%                | 83%                 | 87%   | 87%     | 96%        |
| Focus   | Restorative       | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Focus   | Self-Assurance    | 75%                | 75%                 | 88%   | 88%     | 92%        |
| Focus   | Significance      | 86%                | 90%                 | 81%   | 81%     | 81%        |
| Focus   | Strategic         | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Focus   | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Futuristic, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1    | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Futuristic | Achiever          | 93%                | 86%                 | 100%  | 100%    | 100%       |
| Futuristic | Activator         | 73%                | 73%                 | 93%   | 93%     | 93%        |
| Futuristic | Adaptability      | 94%                | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Arranger          | 86%                | 86%                 | 100%  | 90%     | 100%       |
| Futuristic | Belief            | 74%                | 74%                 | 95%   | 100%    | 95%        |
| Futuristic | Command           | 82%                | 88%                 | 88%   | 94%     | 94%        |
| Futuristic | Communication     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Competition       | 80%                | 93%                 | 100%  | 100%    | 93%        |
| Futuristic | Connectedness     | 81%                | 94%                 | 100%  | 100%    | 100%       |
| Futuristic | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Context           | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Futuristic | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Developer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Discipline        | 95%                | 95%                 | 82%   | 100%    | 82%        |
| Futuristic | Empathy           | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Futuristic | Focus             | 74%                | 84%                 | 89%   | 95%     | 95%        |
| Futuristic | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Ideation          | 93%                | 93%                 | 93%   | 93%     | 93%        |
| Futuristic | Includer          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Individualization | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Input             | 100%               | 100%                | 100%  | 92%     | 100%       |
| Futuristic | Intellection      | 100%               | 100%                | 94%   | 100%    | 100%       |
| Futuristic | Learner           | 94%                | 88%                 | 100%  | 100%    | 100%       |
| Futuristic | Maximizer         | 93%                | 100%                | 93%   | 93%     | 93%        |
| Futuristic | Positivity        | 100%               | 100%                | 100%  | 100%    | 95%        |
| Futuristic | Relator           | 100%               | 88%                 | 94%   | 94%     | 94%        |
| Futuristic | Responsibility    | 95%                | 100%                | 95%   | 100%    | 100%       |
| Futuristic | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Self-Assurance    | 81%                | 81%                 | 86%   | 90%     | 95%        |
| Futuristic | Significance      | 75%                | 80%                 | 80%   | 90%     | 100%       |
| Futuristic | Strategic         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Futuristic | Woo               | 88%                | 94%                 | 100%  | 94%     | 94%        |

## Pairwise Cluster Analyses for Harmony, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch      | English | English-UK |
|---------|-------------------|--------------------|---------------------|------------|---------|------------|
| Harmony | Achiever          | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Activator         | 100%               | 92%                 | 100%       | 100%    | 100%       |
| Harmony | Adaptability      | 92%                | 100%                | 100%       | 100%    | 100%       |
| Harmony | Analytical        | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Arranger          | 100%               | 94%                 | 100%       | 94%     | 94%        |
| Harmony | Belief            | 100%               | 88%                 | 100%       | 100%    | 94%        |
| Harmony | Command           | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Communication     | 100%               | 93%                 | 100%       | 100%    | 100%       |
| Harmony | Competition       | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Connectedness     | 92%                | 92%                 | 100%       | 100%    | 100%       |
| Harmony | Consistency       | 73%                | 73%                 | <b>64%</b> | 82%     | 82%        |
| Harmony | Context           | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Deliberative      | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Developer         | 100%               | 93%                 | 93%        | 93%     | 100%       |
| Harmony | Discipline        | 84%                | 89%                 | 95%        | 95%     | 89%        |
| Harmony | Empathy           | 91%                | 91%                 | 91%        | 91%     | 91%        |
| Harmony | Focus             | 100%               | 94%                 | 100%       | 100%    | 100%       |
| Harmony | Futuristic        | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Ideation          | 92%                | 100%                | 92%        | 100%    | 100%       |
| Harmony | Includer          | 100%               | 92%                 | 92%        | 100%    | 100%       |
| Harmony | Individualization | 91%                | 91%                 | 100%       | 100%    | 100%       |
| Harmony | Input             | 100%               | 100%                | 90%        | 100%    | 100%       |
| Harmony | Intellection      | 93%                | 93%                 | 100%       | 100%    | 100%       |
| Harmony | Learner           | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Maximizer         | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Positivity        | 100%               | 94%                 | 88%        | 100%    | 100%       |
| Harmony | Relator           | 92%                | 100%                | 85%        | 85%     | 85%        |
| Harmony | Responsibility    | 94%                | 94%                 | 94%        | 100%    | 100%       |
| Harmony | Restorative       | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Self-Assurance    | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Significance      | 88%                | 88%                 | 100%       | 94%     | 100%       |
| Harmony | Strategic         | 100%               | 100%                | 100%       | 100%    | 100%       |
| Harmony | Woo               | 100%               | 93%                 | 100%       | 100%    | 100%       |

## Pairwise Cluster Analyses for Ideation, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1  | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|----------|-------------------|--------------------|---------------------|-------|---------|------------|
| Ideation | Achiever          | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Ideation | Activator         | 86%                | 71%                 | 86%   | 93%     | 93%        |
| Ideation | Adaptability      | 87%                | 100%                | 87%   | 100%    | 100%       |
| Ideation | Analytical        | 94%                | 94%                 | 94%   | 94%     | 94%        |
| Ideation | Arranger          | 95%                | 95%                 | 95%   | 100%    | 95%        |
| Ideation | Belief            | 89%                | 83%                 | 94%   | 100%    | 100%       |
| Ideation | Command           | 93%                | 93%                 | 93%   | 93%     | 87%        |
| Ideation | Communication     | 75%                | 81%                 | 94%   | 94%     | 94%        |
| Ideation | Competition       | 86%                | 93%                 | 100%  | 100%    | 100%       |
| Ideation | Connectedness     | 87%                | 73%                 | 87%   | 93%     | 93%        |
| Ideation | Consistency       | 93%                | 100%                | 93%   | 100%    | 100%       |
| Ideation | Context           | 91%                | 100%                | 91%   | 100%    | 100%       |
| Ideation | Deliberative      | 93%                | 100%                | 93%   | 100%    | 100%       |
| Ideation | Developer         | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Ideation | Discipline        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Ideation | Empathy           | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Ideation | Focus             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Ideation | Futuristic        | 93%                | 93%                 | 93%   | 93%     | 93%        |
| Ideation | Harmony           | 92%                | 100%                | 92%   | 100%    | 100%       |
| Ideation | Includer          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Ideation | Individualization | 92%                | 92%                 | 85%   | 100%    | 92%        |
| Ideation | Input             | 92%                | 83%                 | 83%   | 92%     | 92%        |
| Ideation | Intellection      | 94%                | 88%                 | 88%   | 94%     | 88%        |
| Ideation | Learner           | 93%                | 87%                 | 87%   | 93%     | 93%        |
| Ideation | Maximizer         | 93%                | 79%                 | 86%   | 93%     | 93%        |
| Ideation | Positivity        | 100%               | 100%                | 95%   | 95%     | 95%        |
| Ideation | Relator           | 93%                | 100%                | 80%   | 100%    | 100%       |
| Ideation | Responsibility    | 94%                | 100%                | 100%  | 100%    | 100%       |
| Ideation | Restorative       | 92%                | 100%                | 92%   | 100%    | 100%       |
| Ideation | Self-Assurance    | 85%                | 75%                 | 70%   | 80%     | 90%        |
| Ideation | Significance      | 100%               | 89%                 | 95%   | 100%    | 100%       |
| Ideation | Strategic         | 82%                | 82%                 | 82%   | 91%     | 82%        |
| Ideation | Woo               | 94%                | 81%                 | 94%   | 94%     | 94%        |

## Pairwise Cluster Analyses for Includer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1  | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|----------|-------------------|--------------------|---------------------|-------|---------|------------|
| Includer | Achiever          | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Includer | Activator         | 93%                | 86%                 | 100%  | 93%     | 93%        |
| Includer | Adaptability      | 93%                | 87%                 | 100%  | 100%    | 100%       |
| Includer | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Includer | Arranger          | 90%                | 85%                 | 75%   | 80%     | 85%        |
| Includer | Belief            | 83%                | 89%                 | 89%   | 94%     | 89%        |
| Includer | Command           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Includer | Communication     | 93%                | 80%                 | 93%   | 93%     | 93%        |
| Includer | Competition       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Includer | Connectedness     | 80%                | 73%                 | 93%   | 100%    | 93%        |
| Includer | Consistency       | 100%               | 87%                 | 87%   | 87%     | 100%       |
| Includer | Context           | 100%               | 91%                 | 100%  | 100%    | 100%       |
| Includer | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Includer | Developer         | 65%                | 71%                 | 71%   | 76%     | 71%        |
| Includer | Discipline        | 95%                | 90%                 | 95%   | 100%    | 100%       |
| Includer | Empathy           | 77%                | 69%                 | 92%   | 100%    | 100%       |
| Includer | Focus             | 100%               | 95%                 | 100%  | 100%    | 100%       |
| Includer | Futuristic        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Includer | Harmony           | 100%               | 92%                 | 92%   | 100%    | 100%       |
| Includer | Ideation          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Includer | Individualization | 85%                | 92%                 | 100%  | 100%    | 100%       |
| Includer | Input             | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Includer | Intellection      | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Includer | Learner           | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Includer | Maximizer         | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Includer | Positivity        | 78%                | 72%                 | 94%   | 78%     | 72%        |
| Includer | Relator           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Includer | Responsibility    | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Includer | Restorative       | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Includer | Self-Assurance    | 95%                | 70%                 | 100%  | 100%    | 100%       |
| Includer | Significance      | 89%                | 84%                 | 100%  | 100%    | 100%       |
| Includer | Strategic         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Includer | Woo               | 87%                | 80%                 | 80%   | 87%     | 87%        |



## Pairwise Cluster Analyses for Individualization, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1           | Theme 2        | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|-------------------|----------------|--------------------|---------------------|-------|---------|------------|
| Individualization | Achiever       | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Individualization | Activator      | 77%                | 85%                 | 92%   | 100%    | 100%       |
| Individualization | Adaptability   | 100%               | 100%                | 100%  | 100%    | 100%       |
| Individualization | Analytical     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Individualization | Arranger       | 94%                | 82%                 | 82%   | 88%     | 76%        |
| Individualization | Belief         | 87%                | 87%                 | 100%  | 100%    | 100%       |
| Individualization | Command        | 87%                | 100%                | 93%   | 100%    | 93%        |
| Individualization | Communication  | 100%               | 100%                | 100%  | 100%    | 100%       |
| Individualization | Competition    | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Individualization | Connectedness  | 79%                | 71%                 | 93%   | 100%    | 100%       |
| Individualization | Consistency    | 100%               | 100%                | 100%  | 100%    | 100%       |
| Individualization | Context        | 90%                | 90%                 | 100%  | 100%    | 100%       |
| Individualization | Deliberative   | 100%               | 100%                | 93%   | 100%    | 100%       |
| Individualization | Developer      | 75%                | 75%                 | 94%   | 100%    | 100%       |
| Individualization | Discipline     | 90%                | 85%                 | 90%   | 95%     | 95%        |
| Individualization | Empathy        | 75%                | 92%                 | 92%   | 100%    | 100%       |
| Individualization | Focus          | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Individualization | Futuristic     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Individualization | Harmony        | 91%                | 91%                 | 100%  | 100%    | 100%       |
| Individualization | Ideation       | 92%                | 92%                 | 85%   | 100%    | 92%        |
| Individualization | Includer       | 85%                | 92%                 | 100%  | 100%    | 100%       |
| Individualization | Input          | 91%                | 91%                 | 82%   | 91%     | 82%        |
| Individualization | Intellection   | 88%                | 94%                 | 94%   | 100%    | 94%        |
| Individualization | Learner        | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Individualization | Maximizer      | 92%                | 92%                 | 92%   | 92%     | 92%        |
| Individualization | Positivity     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Individualization | Relator        | 79%                | 79%                 | 79%   | 79%     | 71%        |
| Individualization | Responsibility | 88%                | 94%                 | 94%   | 94%     | 76%        |
| Individualization | Restorative    | 83%                | 92%                 | 100%  | 92%     | 92%        |
| Individualization | Self-Assurance | 89%                | 95%                 | 89%   | 74%     | 74%        |
| Individualization | Significance   | 72%                | 72%                 | 89%   | 94%     | 100%       |
| Individualization | Strategic      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Individualization | Woo            | 87%                | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Input, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch      | English    | English-UK |
|---------|-------------------|--------------------|---------------------|------------|------------|------------|
| Input   | Achiever          | 100%               | 91%                 | 100%       | 100%       | 100%       |
| Input   | Activator         | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Adaptability      | 100%               | 100%                | 92%        | 92%        | 92%        |
| Input   | Analytical        | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Arranger          | 100%               | 89%                 | 89%        | 100%       | 94%        |
| Input   | Belief            | 88%                | 81%                 | 94%        | 94%        | 94%        |
| Input   | Command           | 100%               | 93%                 | 100%       | 100%       | 100%       |
| Input   | Communication     | 100%               | 100%                | 100%       | 93%        | 100%       |
| Input   | Competition       | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Connectedness     | 77%                | 85%                 | 77%        | 77%        | 77%        |
| Input   | Consistency       | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Context           | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Deliberative      | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Developer         | 93%                | 93%                 | 87%        | 93%        | 93%        |
| Input   | Discipline        | 100%               | 100%                | 89%        | 100%       | 100%       |
| Input   | Empathy           | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Focus             | 100%               | 100%                | 94%        | 94%        | 88%        |
| Input   | Futuristic        | 100%               | 100%                | 100%       | 92%        | 100%       |
| Input   | Harmony           | 100%               | 100%                | 90%        | 100%       | 100%       |
| Input   | Ideation          | 92%                | 83%                 | 83%        | 92%        | 92%        |
| Input   | Includer          | 100%               | 92%                 | 100%       | 100%       | 100%       |
| Input   | Individualization | 91%                | 91%                 | 82%        | 91%        | 82%        |
| Input   | Intellection      | 77%                | <b>69%</b>          | <b>69%</b> | <b>69%</b> | <b>69%</b> |
| Input   | Learner           | 83%                | 83%                 | 92%        | 83%        | 83%        |
| Input   | Maximizer         | 100%               | 92%                 | 100%       | 92%        | 92%        |
| Input   | Positivity        | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Relator           | 100%               | 100%                | 85%        | 85%        | 85%        |
| Input   | Responsibility    | 94%                | 94%                 | 88%        | 100%       | 94%        |
| Input   | Restorative       | 100%               | 100%                | 100%       | 100%       | 100%       |
| Input   | Self-Assurance    | 89%                | 83%                 | 78%        | 89%        | 100%       |
| Input   | Significance      | 88%                | 82%                 | 88%        | 94%        | 100%       |
| Input   | Strategic         | 100%               | 78%                 | 100%       | 100%       | 89%        |
| Input   | Woo               | 100%               | 100%                | 100%       | 100%       | 100%       |

## Pairwise Cluster Analyses for Intellection, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1      | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch      | English    | English-UK |
|--------------|-------------------|--------------------|---------------------|------------|------------|------------|
| Intellection | Achiever          | 100%               | 94%                 | 81%        | 100%       | 100%       |
| Intellection | Activator         | 100%               | 100%                | 100%       | 100%       | 100%       |
| Intellection | Adaptability      | 100%               | 100%                | 94%        | 100%       | 100%       |
| Intellection | Analytical        | 95%                | 95%                 | 90%        | 86%        | 86%        |
| Intellection | Arranger          | 96%                | 96%                 | 91%        | 100%       | 100%       |
| Intellection | Belief            | 86%                | 81%                 | 81%        | 100%       | 100%       |
| Intellection | Command           | 100%               | 100%                | 100%       | 95%        | 100%       |
| Intellection | Communication     | 100%               | 100%                | 100%       | 95%        | 95%        |
| Intellection | Competition       | 100%               | 94%                 | 100%       | 100%       | 100%       |
| Intellection | Connectedness     | 72%                | 78%                 | 83%        | 89%        | 89%        |
| Intellection | Consistency       | 100%               | 100%                | 100%       | 100%       | 100%       |
| Intellection | Context           | 93%                | 86%                 | 100%       | 100%       | 100%       |
| Intellection | Deliberative      | 94%                | 100%                | 94%        | 94%        | 83%        |
| Intellection | Developer         | 95%                | 100%                | 100%       | 100%       | 100%       |
| Intellection | Discipline        | 100%               | 100%                | 96%        | 100%       | 100%       |
| Intellection | Empathy           | 88%                | 88%                 | 100%       | 100%       | 100%       |
| Intellection | Focus             | 100%               | 95%                 | 91%        | 91%        | 91%        |
| Intellection | Futuristic        | 100%               | 100%                | 94%        | 100%       | 100%       |
| Intellection | Harmony           | 93%                | 93%                 | 100%       | 100%       | 100%       |
| Intellection | Ideation          | 94%                | 88%                 | 88%        | 94%        | 88%        |
| Intellection | Includer          | 100%               | 94%                 | 100%       | 100%       | 100%       |
| Intellection | Individualization | 88%                | 94%                 | 94%        | 100%       | 94%        |
| Intellection | Input             | 77%                | <b>69%</b>          | <b>69%</b> | <b>69%</b> | <b>69%</b> |
| Intellection | Learner           | 88%                | 88%                 | 88%        | 88%        | 94%        |
| Intellection | Maximizer         | 100%               | 94%                 | 100%       | 94%        | 100%       |
| Intellection | Positivity        | 100%               | 100%                | 100%       | 100%       | 100%       |
| Intellection | Relator           | <b>67%</b>         | 89%                 | 89%        | 89%        | 89%        |
| Intellection | Responsibility    | 95%                | 95%                 | 95%        | 95%        | 100%       |
| Intellection | Restorative       | 94%                | 94%                 | 100%       | 100%       | 100%       |
| Intellection | Self-Assurance    | 96%                | 96%                 | 91%        | 100%       | 100%       |
| Intellection | Significance      | 100%               | 100%                | 100%       | 100%       | 100%       |
| Intellection | Strategic         | 100%               | 93%                 | 93%        | 100%       | 100%       |
| Intellection | Woo               | 100%               | 100%                | 100%       | 100%       | 100%       |

## Pairwise Cluster Analyses for Learner, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------|-------------------|--------------------|---------------------|-------|---------|------------|
| Learner | Achiever          | 69%                | 77%                 | 85%   | 85%     | 85%        |
| Learner | Activator         | 86%                | 93%                 | 100%  | 100%    | 100%       |
| Learner | Adaptability      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Learner | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Learner | Arranger          | 100%               | 84%                 | 100%  | 100%    | 100%       |
| Learner | Belief            | 88%                | 88%                 | 88%   | 94%     | 94%        |
| Learner | Command           | 88%                | 100%                | 100%  | 100%    | 100%       |
| Learner | Communication     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Learner | Competition       | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Learner | Connectedness     | 94%                | 94%                 | 100%  | 88%     | 100%       |
| Learner | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Learner | Context           | 92%                | 92%                 | 92%   | 100%    | 100%       |
| Learner | Deliberative      | 94%                | 100%                | 94%   | 100%    | 100%       |
| Learner | Developer         | 89%                | 78%                 | 94%   | 94%     | 94%        |
| Learner | Discipline        | 82%                | 82%                 | 82%   | 95%     | 95%        |
| Learner | Empathy           | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Learner | Focus             | 89%                | 89%                 | 100%  | 95%     | 100%       |
| Learner | Futuristic        | 94%                | 88%                 | 100%  | 100%    | 100%       |
| Learner | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Learner | Ideation          | 93%                | 87%                 | 87%   | 93%     | 93%        |
| Learner | Includer          | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Learner | Individualization | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Learner | Input             | 83%                | 83%                 | 92%   | 83%     | 83%        |
| Learner | Intellection      | 88%                | 88%                 | 88%   | 88%     | 94%        |
| Learner | Maximizer         | 93%                | 93%                 | 93%   | 93%     | 93%        |
| Learner | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Learner | Relator           | 94%                | 81%                 | 94%   | 88%     | 100%       |
| Learner | Responsibility    | 95%                | 84%                 | 100%  | 95%     | 95%        |
| Learner | Restorative       | 93%                | 93%                 | 93%   | 93%     | 93%        |
| Learner | Self-Assurance    | 80%                | 80%                 | 100%  | 100%    | 100%       |
| Learner | Significance      | 95%                | 95%                 | 100%  | 100%    | 100%       |
| Learner | Strategic         | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Learner | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Maximizer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1   | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|-----------|-------------------|--------------------|---------------------|-------|---------|------------|
| Maximizer | Achiever          | 92%                | 85%                 | 100%  | 92%     | 92%        |
| Maximizer | Activator         | 79%                | 79%                 | 86%   | 93%     | 93%        |
| Maximizer | Adaptability      | 93%                | 93%                 | 87%   | 93%     | 87%        |
| Maximizer | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Maximizer | Arranger          | 95%                | 79%                 | 89%   | 95%     | 95%        |
| Maximizer | Belief            | 88%                | 76%                 | 94%   | 94%     | 94%        |
| Maximizer | Command           | 100%               | 81%                 | 94%   | 94%     | 94%        |
| Maximizer | Communication     | 100%               | 81%                 | 94%   | 94%     | 94%        |
| Maximizer | Competition       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Maximizer | Connectedness     | 87%                | 93%                 | 93%   | 93%     | 93%        |
| Maximizer | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Maximizer | Context           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Maximizer | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Maximizer | Developer         | 94%                | 94%                 | 94%   | 94%     | 94%        |
| Maximizer | Discipline        | 90%                | 95%                 | 95%   | 100%    | 100%       |
| Maximizer | Empathy           | 92%                | 92%                 | 100%  | 92%     | 92%        |
| Maximizer | Focus             | 100%               | 84%                 | 100%  | 95%     | 95%        |
| Maximizer | Futuristic        | 93%                | 100%                | 93%   | 93%     | 93%        |
| Maximizer | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Maximizer | Ideation          | 93%                | 79%                 | 86%   | 93%     | 93%        |
| Maximizer | Includer          | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Maximizer | Individualization | 92%                | 92%                 | 92%   | 92%     | 92%        |
| Maximizer | Input             | 100%               | 92%                 | 100%  | 92%     | 92%        |
| Maximizer | Intellection      | 100%               | 94%                 | 100%  | 94%     | 100%       |
| Maximizer | Learner           | 93%                | 93%                 | 93%   | 93%     | 93%        |
| Maximizer | Positivity        | 95%                | 95%                 | 95%   | 95%     | 95%        |
| Maximizer | Relator           | 93%                | 87%                 | 80%   | 93%     | 93%        |
| Maximizer | Responsibility    | 94%                | 94%                 | 100%  | 94%     | 94%        |
| Maximizer | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Maximizer | Self-Assurance    | 89%                | 74%                 | 84%   | 89%     | 89%        |
| Maximizer | Significance      | 95%                | 84%                 | 89%   | 95%     | 95%        |
| Maximizer | Strategic         | 100%               | 91%                 | 91%   | 91%     | 91%        |
| Maximizer | Woo               | 100%               | 94%                 | 94%   | 94%     | 94%        |

## Pairwise Cluster Analyses for Positivity, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1    | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Positivity | Achiever          | 100%               | 100%                | 94%   | 100%    | 100%       |
| Positivity | Activator         | 84%                | 84%                 | 74%   | 84%     | 89%        |
| Positivity | Adaptability      | 95%                | 90%                 | 95%   | 95%     | 100%       |
| Positivity | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Arranger          | 92%                | 88%                 | 88%   | 100%    | 100%       |
| Positivity | Belief            | 91%                | 91%                 | 91%   | 96%     | 91%        |
| Positivity | Command           | 95%                | 95%                 | 100%  | 95%     | 95%        |
| Positivity | Communication     | 71%                | 81%                 | 86%   | 81%     | 86%        |
| Positivity | Competition       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Connectedness     | 90%                | 85%                 | 95%   | 100%    | 100%       |
| Positivity | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Context           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Developer         | 75%                | 75%                 | 75%   | 85%     | 80%        |
| Positivity | Discipline        | 96%                | 96%                 | 96%   | 100%    | 100%       |
| Positivity | Empathy           | 83%                | 72%                 | 89%   | 72%     | <b>67%</b> |
| Positivity | Focus             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Futuristic        | 100%               | 100%                | 100%  | 100%    | 95%        |
| Positivity | Harmony           | 100%               | 94%                 | 88%   | 100%    | 100%       |
| Positivity | Ideation          | 100%               | 100%                | 95%   | 95%     | 95%        |
| Positivity | Includer          | 78%                | 72%                 | 94%   | 78%     | 72%        |
| Positivity | Individualization | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Intellection      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Learner           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Maximizer         | 95%                | 95%                 | 95%   | 95%     | 95%        |
| Positivity | Relator           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Responsibility    | 100%               | 100%                | 91%   | 100%    | 100%       |
| Positivity | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Positivity | Self-Assurance    | 92%                | 96%                 | 96%   | 92%     | 88%        |
| Positivity | Significance      | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Positivity | Strategic         | 100%               | 100%                | 94%   | 100%    | 100%       |
| Positivity | Woo               | 83%                | 83%                 | 87%   | 100%    | 78%        |

## Pairwise Cluster Analyses for Relator, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------|-------------------|--------------------|---------------------|-------|---------|------------|
| Relator | Achiever          | 93%                | 79%                 | 93%   | 86%     | 86%        |
| Relator | Activator         | 93%                | 87%                 | 87%   | 93%     | 93%        |
| Relator | Adaptability      | 81%                | 88%                 | 100%  | 100%    | 100%       |
| Relator | Analytical        | 79%                | 79%                 | 95%   | 100%    | 100%       |
| Relator | Arranger          | 81%                | 76%                 | 76%   | 76%     | 76%        |
| Relator | Belief            | 89%                | 89%                 | 89%   | 95%     | 84%        |
| Relator | Command           | 82%                | 94%                 | 94%   | 94%     | 100%       |
| Relator | Communication     | 94%                | 65%                 | 94%   | 94%     | 82%        |
| Relator | Competition       | 100%               | 93%                 | 87%   | 87%     | 87%        |
| Relator | Connectedness     | 75%                | 81%                 | 94%   | 100%    | 100%       |
| Relator | Consistency       | 94%                | 88%                 | 88%   | 88%     | 88%        |
| Relator | Context           | 83%                | 92%                 | 100%  | 100%    | 100%       |
| Relator | Deliberative      | 88%                | 88%                 | 88%   | 88%     | 88%        |
| Relator | Developer         | 78%                | 100%                | 78%   | 89%     | 100%       |
| Relator | Discipline        | 77%                | 77%                 | 77%   | 95%     | 95%        |
| Relator | Empathy           | 86%                | 86%                 | 86%   | 86%     | 100%       |
| Relator | Focus             | 85%                | 70%                 | 95%   | 90%     | 85%        |
| Relator | Futuristic        | 100%               | 88%                 | 94%   | 94%     | 94%        |
| Relator | Harmony           | 92%                | 100%                | 85%   | 85%     | 85%        |
| Relator | Ideation          | 93%                | 100%                | 80%   | 100%    | 100%       |
| Relator | Includer          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Relator | Individualization | 79%                | 79%                 | 79%   | 79%     | 71%        |
| Relator | Input             | 100%               | 100%                | 85%   | 85%     | 85%        |
| Relator | Intellection      | 67%                | 89%                 | 89%   | 89%     | 89%        |
| Relator | Learner           | 94%                | 81%                 | 94%   | 88%     | 100%       |
| Relator | Maximizer         | 93%                | 87%                 | 80%   | 93%     | 93%        |
| Relator | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Relator | Responsibility    | 78%                | 78%                 | 72%   | 83%     | 94%        |
| Relator | Restorative       | 79%                | 86%                 | 86%   | 86%     | 86%        |
| Relator | Self-Assurance    | 70%                | 70%                 | 90%   | 75%     | 75%        |
| Relator | Significance      | 85%                | 80%                 | 90%   | 90%     | 100%       |
| Relator | Strategic         | 92%                | 83%                 | 92%   | 92%     | 92%        |
| Relator | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Responsibility, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1        | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|----------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Responsibility | Achiever          | 82%                | 82%                 | 94%   | 94%     | 88%        |
| Responsibility | Activator         | 89%                | 89%                 | 94%   | 94%     | 94%        |
| Responsibility | Adaptability      | 95%                | 100%                | 100%  | 100%    | 100%       |
| Responsibility | Analytical        | 82%                | 82%                 | 86%   | 91%     | 95%        |
| Responsibility | Arranger          | 77%                | 77%                 | 86%   | 86%     | 82%        |
| Responsibility | Belief            | 89%                | 78%                 | 78%   | 89%     | 72%        |
| Responsibility | Command           | 90%                | 95%                 | 100%  | 100%    | 100%       |
| Responsibility | Communication     | 95%                | 80%                 | 95%   | 95%     | 95%        |
| Responsibility | Competition       | 94%                | 94%                 | 94%   | 100%    | 94%        |
| Responsibility | Connectedness     | 84%                | 84%                 | 95%   | 89%     | 95%        |
| Responsibility | Consistency       | 95%                | 95%                 | 84%   | 100%    | 100%       |
| Responsibility | Context           | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Responsibility | Deliberative      | 95%                | 100%                | 84%   | 89%     | 95%        |
| Responsibility | Developer         | 76%                | 86%                 | 81%   | 86%     | 86%        |
| Responsibility | Discipline        | 75%                | 75%                 | 92%   | 96%     | 100%       |
| Responsibility | Empathy           | 88%                | 88%                 | 88%   | 100%    | 100%       |
| Responsibility | Focus             | 83%                | 83%                 | 87%   | 87%     | 96%        |
| Responsibility | Futuristic        | 95%                | 100%                | 95%   | 100%    | 100%       |
| Responsibility | Harmony           | 94%                | 94%                 | 94%   | 100%    | 100%       |
| Responsibility | Ideation          | 94%                | 100%                | 100%  | 100%    | 100%       |
| Responsibility | Includer          | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Responsibility | Individualization | 88%                | 94%                 | 94%   | 94%     | 76%        |
| Responsibility | Input             | 94%                | 94%                 | 88%   | 100%    | 94%        |
| Responsibility | Intellection      | 95%                | 95%                 | 95%   | 95%     | 100%       |
| Responsibility | Learner           | 95%                | 84%                 | 100%  | 95%     | 95%        |
| Responsibility | Maximizer         | 94%                | 94%                 | 100%  | 94%     | 94%        |
| Responsibility | Positivity        | 100%               | 100%                | 91%   | 100%    | 100%       |
| Responsibility | Relator           | 78%                | 78%                 | 72%   | 83%     | 94%        |
| Responsibility | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Responsibility | Self-Assurance    | 83%                | 71%                 | 88%   | 96%     | 96%        |
| Responsibility | Significance      | 87%                | 87%                 | 74%   | 87%     | 96%        |
| Responsibility | Strategic         | 93%                | 87%                 | 93%   | 93%     | 93%        |
| Responsibility | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |



## Pairwise Cluster Analyses for Restorative, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1     | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|-------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Restorative | Achiever          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Activator         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Adaptability      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Analytical        | 94%                | 94%                 | 100%  | 94%     | 94%        |
| Restorative | Arranger          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Belief            | 100%               | 100%                | 94%   | 100%    | 100%       |
| Restorative | Command           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Communication     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Competition       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Connectedness     | 100%               | 71%                 | 100%  | 100%    | 100%       |
| Restorative | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Context           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Developer         | 100%               | 100%                | 94%   | 100%    | 100%       |
| Restorative | Discipline        | 90%                | 100%                | 100%  | 100%    | 100%       |
| Restorative | Empathy           | 100%               | 83%                 | 100%  | 100%    | 100%       |
| Restorative | Focus             | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Restorative | Futuristic        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Ideation          | 92%                | 100%                | 92%   | 100%    | 100%       |
| Restorative | Includer          | 100%               | 92%                 | 100%  | 100%    | 100%       |
| Restorative | Individualization | 83%                | 92%                 | 100%  | 92%     | 92%        |
| Restorative | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Intellection      | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Restorative | Learner           | 93%                | 93%                 | 93%   | 93%     | 93%        |
| Restorative | Maximizer         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Positivity        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Relator           | 79%                | 86%                 | 86%   | 86%     | 86%        |
| Restorative | Responsibility    | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Self-Assurance    | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Significance      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Strategic         | 100%               | 100%                | 100%  | 100%    | 100%       |
| Restorative | Woo               | 100%               | 100%                | 100%  | 100%    | 100%       |

## Pairwise Cluster Analyses for Self-Assurance, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1        | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|----------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Self-Assurance | Achiever          | 95%                | 74%                 | 79%   | 95%     | 89%        |
| Self-Assurance | Activator         | 75%                | 85%                 | 70%   | 90%     | 85%        |
| Self-Assurance | Adaptability      | 95%                | 95%                 | 95%   | 100%    | 100%       |
| Self-Assurance | Analytical        | 100%               | 100%                | 96%   | 100%    | 100%       |
| Self-Assurance | Arranger          | 84%                | 76%                 | 72%   | 72%     | 76%        |
| Self-Assurance | Belief            | 74%                | 78%                 | 83%   | 87%     | 87%        |
| Self-Assurance | Command           | 84%                | 79%                 | 79%   | 84%     | 79%        |
| Self-Assurance | Communication     | 91%                | 82%                 | 100%  | 86%     | 86%        |
| Self-Assurance | Competition       | 85%                | 90%                 | 90%   | 100%    | 100%       |
| Self-Assurance | Connectedness     | 81%                | 90%                 | 100%  | 90%     | 100%       |
| Self-Assurance | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Self-Assurance | Context           | 94%                | 88%                 | 100%  | 100%    | 100%       |
| Self-Assurance | Deliberative      | 90%                | 95%                 | 95%   | 95%     | 100%       |
| Self-Assurance | Developer         | 87%                | 100%                | 100%  | 96%     | 96%        |
| Self-Assurance | Discipline        | 93%                | 96%                 | 96%   | 100%    | 100%       |
| Self-Assurance | Empathy           | 74%                | 100%                | 100%  | 95%     | 95%        |
| Self-Assurance | Focus             | 75%                | 75%                 | 88%   | 88%     | 92%        |
| Self-Assurance | Futuristic        | 81%                | 81%                 | 86%   | 90%     | 95%        |
| Self-Assurance | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Self-Assurance | Ideation          | 85%                | 75%                 | 70%   | 80%     | 90%        |
| Self-Assurance | Includer          | 95%                | 70%                 | 100%  | 100%    | 100%       |
| Self-Assurance | Individualization | 89%                | 95%                 | 89%   | 74%     | 74%        |
| Self-Assurance | Input             | 89%                | 83%                 | 78%   | 89%     | 100%       |
| Self-Assurance | Intellection      | 96%                | 96%                 | 91%   | 100%    | 100%       |
| Self-Assurance | Learner           | 80%                | 80%                 | 100%  | 100%    | 100%       |
| Self-Assurance | Maximizer         | 89%                | 74%                 | 84%   | 89%     | 89%        |
| Self-Assurance | Positivity        | 92%                | 96%                 | 96%   | 92%     | 88%        |
| Self-Assurance | Relator           | 70%                | 70%                 | 90%   | 75%     | 75%        |
| Self-Assurance | Responsibility    | 83%                | 71%                 | 88%   | 96%     | 96%        |
| Self-Assurance | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Self-Assurance | Significance      | 71%                | 63%                 | 75%   | 75%     | 75%        |
| Self-Assurance | Strategic         | 94%                | 88%                 | 94%   | 94%     | 94%        |
| Self-Assurance | Woo               | 95%                | 100%                | 91%   | 95%     | 95%        |

## Pairwise Cluster Analyses for Significance, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1      | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|--------------|-------------------|--------------------|---------------------|-------|---------|------------|
| Significance | Achiever          | 83%                | 89%                 | 89%   | 89%     | 83%        |
| Significance | Activator         | 74%                | 79%                 | 79%   | 89%     | 100%       |
| Significance | Adaptability      | 95%                | 95%                 | 100%  | 100%    | 100%       |
| Significance | Analytical        | 91%                | 91%                 | 100%  | 91%     | 91%        |
| Significance | Arranger          | 88%                | 76%                 | 88%   | 88%     | 96%        |
| Significance | Belief            | 74%                | 78%                 | 78%   | 96%     | 96%        |
| Significance | Command           | 74%                | 74%                 | 79%   | 84%     | <b>68%</b> |
| Significance | Communication     | 95%                | 95%                 | 95%   | 95%     | 95%        |
| Significance | Competition       | 72%                | 72%                 | 89%   | 89%     | 83%        |
| Significance | Connectedness     | 90%                | 95%                 | 100%  | 95%     | 95%        |
| Significance | Consistency       | 100%               | 90%                 | 100%  | 100%    | 100%       |
| Significance | Context           | 81%                | 94%                 | 100%  | 100%    | 100%       |
| Significance | Deliberative      | 85%                | 100%                | 100%  | 100%    | 100%       |
| Significance | Developer         | 86%                | 95%                 | 100%  | 100%    | 100%       |
| Significance | Discipline        | 85%                | 88%                 | 85%   | 100%    | 100%       |
| Significance | Empathy           | 94%                | 83%                 | 100%  | 100%    | 100%       |
| Significance | Focus             | 86%                | 90%                 | 81%   | 81%     | 81%        |
| Significance | Futuristic        | 75%                | 80%                 | 80%   | 90%     | 100%       |
| Significance | Harmony           | 88%                | 88%                 | 100%  | 94%     | 100%       |
| Significance | Ideation          | 100%               | 89%                 | 95%   | 100%    | 100%       |
| Significance | Includer          | 89%                | 84%                 | 100%  | 100%    | 100%       |
| Significance | Individualization | 72%                | 72%                 | 89%   | 94%     | 100%       |
| Significance | Input             | 88%                | 82%                 | 88%   | 94%     | 100%       |
| Significance | Intellection      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Significance | Learner           | 95%                | 95%                 | 100%  | 100%    | 100%       |
| Significance | Maximizer         | 95%                | 84%                 | 89%   | 95%     | 95%        |
| Significance | Positivity        | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Significance | Relator           | 85%                | 80%                 | 90%   | 90%     | 100%       |
| Significance | Responsibility    | 87%                | 87%                 | 74%   | 87%     | 96%        |
| Significance | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Significance | Self-Assurance    | 71%                | <b>63%</b>          | 75%   | 75%     | 75%        |
| Significance | Strategic         | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Significance | Woo               | 100%               | 95%                 | 100%  | 95%     | 100%       |

## Pairwise Cluster Analyses for Strategic, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1   | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|-----------|-------------------|--------------------|---------------------|-------|---------|------------|
| Strategic | Achiever          | 100%               | 80%                 | 90%   | 100%    | 100%       |
| Strategic | Activator         | 91%                | 82%                 | 91%   | 91%     | 91%        |
| Strategic | Adaptability      | 92%                | 100%                | 100%  | 100%    | 100%       |
| Strategic | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Arranger          | 94%                | 94%                 | 94%   | 94%     | 88%        |
| Strategic | Belief            | 93%                | 80%                 | 93%   | 100%    | 100%       |
| Strategic | Command           | 92%                | 85%                 | 92%   | 92%     | 85%        |
| Strategic | Communication     | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Competition       | 91%                | 73%                 | 100%  | 100%    | 100%       |
| Strategic | Connectedness     | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Strategic | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Context           | 100%               | 88%                 | 100%  | 100%    | 100%       |
| Strategic | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Developer         | 93%                | 93%                 | 100%  | 100%    | 100%       |
| Strategic | Discipline        | 89%                | 89%                 | 94%   | 100%    | 100%       |
| Strategic | Empathy           | 90%                | 80%                 | 100%  | 100%    | 90%        |
| Strategic | Focus             | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Strategic | Futuristic        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Harmony           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Ideation          | 82%                | 82%                 | 82%   | 91%     | 82%        |
| Strategic | Includer          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Individualization | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Input             | 100%               | 78%                 | 100%  | 100%    | 89%        |
| Strategic | Intellection      | 100%               | 93%                 | 93%   | 100%    | 100%       |
| Strategic | Learner           | 92%                | 92%                 | 100%  | 100%    | 100%       |
| Strategic | Maximizer         | 100%               | 91%                 | 91%   | 91%     | 91%        |
| Strategic | Positivity        | 100%               | 100%                | 94%   | 100%    | 100%       |
| Strategic | Relator           | 92%                | 83%                 | 92%   | 92%     | 92%        |
| Strategic | Responsibility    | 93%                | 87%                 | 93%   | 93%     | 93%        |
| Strategic | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Strategic | Self-Assurance    | 94%                | 88%                 | 94%   | 94%     | 94%        |
| Strategic | Significance      | 100%               | 94%                 | 100%  | 100%    | 100%       |
| Strategic | Woo               | 92%                | 92%                 | 85%   | 85%     | 100%       |

## Pairwise Cluster Analyses for Woo, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226

English: 472,155 | English-UK: 22,317

| Theme 1 | Theme 2           | Chinese-Simplified | Chinese-Traditional | Dutch | English | English-UK |
|---------|-------------------|--------------------|---------------------|-------|---------|------------|
| Woo     | Achiever          | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Activator         | 88%                | 88%                 | 69%   | 81%     | 88%        |
| Woo     | Adaptability      | 94%                | 100%                | 100%  | 94%     | 100%       |
| Woo     | Analytical        | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Arranger          | 82%                | 86%                 | 100%  | 91%     | 95%        |
| Woo     | Belief            | 95%                | 95%                 | 95%   | 95%     | 95%        |
| Woo     | Command           | 89%                | 94%                 | 100%  | 94%     | 94%        |
| Woo     | Communication     | 67%                | 67%                 | 60%   | 80%     | 67%        |
| Woo     | Competition       | 94%                | 94%                 | 100%  | 100%    | 100%       |
| Woo     | Connectedness     | 94%                | 82%                 | 100%  | 100%    | 100%       |
| Woo     | Consistency       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Context           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Deliberative      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Developer         | 95%                | 89%                 | 100%  | 95%     | 95%        |
| Woo     | Discipline        | 96%                | 96%                 | 96%   | 100%    | 100%       |
| Woo     | Empathy           | 73%                | 73%                 | 100%  | 93%     | 100%       |
| Woo     | Focus             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Futuristic        | 88%                | 94%                 | 100%  | 94%     | 94%        |
| Woo     | Harmony           | 100%               | 93%                 | 100%  | 100%    | 100%       |
| Woo     | Ideation          | 94%                | 81%                 | 94%   | 94%     | 94%        |
| Woo     | Includer          | 87%                | 80%                 | 80%   | 87%     | 87%        |
| Woo     | Individualization | 87%                | 100%                | 100%  | 100%    | 100%       |
| Woo     | Input             | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Intellection      | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Learner           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Maximizer         | 100%               | 94%                 | 94%   | 94%     | 94%        |
| Woo     | Positivity        | 83%                | 83%                 | 87%   | 100%    | 78%        |
| Woo     | Relator           | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Responsibility    | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Restorative       | 100%               | 100%                | 100%  | 100%    | 100%       |
| Woo     | Self-Assurance    | 95%                | 100%                | 91%   | 95%     | 95%        |
| Woo     | Significance      | 100%               | 95%                 | 100%  | 95%     | 100%       |
| Woo     | Strategic         | 92%                | 92%                 | 85%   | 85%     | 100%       |

## Pairwise Cluster Analyses for Achiever, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1  | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|----------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Achiever | Activator         | 92%       | 85%       | 100%   | 100%    | 92%      | 85%    |
| Achiever | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Analytical        | 100%      | 100%      | 94%    | 100%    | 94%      | 88%    |
| Achiever | Arranger          | 95%       | 89%       | 95%    | 84%     | 89%      | 79%    |
| Achiever | Belief            | 100%      | 100%      | 100%   | 76%     | 100%     | 100%   |
| Achiever | Command           | 100%      | 93%       | 80%    | 93%     | 87%      | 87%    |
| Achiever | Communication     | 93%       | 100%      | 100%   | 100%    | 93%      | 93%    |
| Achiever | Competition       | 92%       | 92%       | 100%   | 92%     | 92%      | 83%    |
| Achiever | Connectedness     | 86%       | 100%      | 100%   | 93%     | 93%      | 93%    |
| Achiever | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Developer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Discipline        | 90%       | 85%       | 85%    | 85%     | 85%      | 95%    |
| Achiever | Empathy           | 92%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Focus             | 94%       | 88%       | 71%    | 88%     | 94%      | 82%    |
| Achiever | Futuristic        | 100%      | 100%      | 79%    | 79%     | 93%      | 86%    |
| Achiever | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Ideation          | 100%      | 100%      | 100%   | 100%    | 92%      | 100%   |
| Achiever | Includer          | 92%       | 100%      | 100%   | 100%    | 100%     | 85%    |
| Achiever | Individualization | 100%      | 92%       | 100%   | 100%    | 100%     | 83%    |
| Achiever | Input             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Intellection      | 100%      | 88%       | 100%   | 100%    | 100%     | 100%   |
| Achiever | Learner           | 85%       | 77%       | 85%    | 77%     | 85%      | 85%    |
| Achiever | Maximizer         | 100%      | 100%      | 100%   | 92%     | 92%      | 100%   |
| Achiever | Positivity        | 94%       | 100%      | 94%    | 100%    | 100%     | 94%    |
| Achiever | Relator           | 79%       | 79%       | 100%   | 93%     | 93%      | 79%    |
| Achiever | Responsibility    | 88%       | 88%       | 88%    | 88%     | 76%      | 88%    |
| Achiever | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Achiever | Self-Assurance    | 84%       | 84%       | 79%    | 89%     | 84%      | 84%    |
| Achiever | Significance      | 89%       | 94%       | 100%   | 83%     | 89%      | 89%    |
| Achiever | Strategic         | 90%       | 90%       | 90%    | 90%     | 70%      | 70%    |
| Achiever | Woo               | 93%       | 93%       | 93%    | 100%    | 93%      | 93%    |

## Pairwise Cluster Analyses for Activator, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1   | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|-----------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Activator | Achiever          | 92%       | 85%       | 100%   | 100%    | 92%      | 85%    |
| Activator | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Activator | Analytical        | 100%      | 100%      | 94%    | 100%    | 94%      | 100%   |
| Activator | Arranger          | 80%       | 65%       | 80%    | 80%     | 85%      | 75%    |
| Activator | Belief            | 93%       | 100%      | 100%   | 100%    | 100%     | 93%    |
| Activator | Command           | 86%       | 71%       | 71%    | 79%     | 79%      | 79%    |
| Activator | Communication     | 92%       | 92%       | 92%    | 92%     | 100%     | 87%    |
| Activator | Competition       | 77%       | 92%       | 92%    | 85%     | 100%     | 85%    |
| Activator | Connectedness     | 80%       | 80%       | 87%    | 93%     | 80%      | 100%   |
| Activator | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Activator | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Activator | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Activator | Developer         | 94%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Activator | Discipline        | 95%       | 100%      | 95%    | 95%     | 82%      | 100%   |
| Activator | Empathy           | 92%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Activator | Focus             | 100%      | 100%      | 100%   | 95%     | 95%      | 100%   |
| Activator | Futuristic        | 93%       | 87%       | 100%   | 93%     | 87%      | 93%    |
| Activator | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 92%    |
| Activator | Ideation          | 93%       | 93%       | 86%    | 86%     | 93%      | 79%    |
| Activator | Includer          | 100%      | 93%       | 100%   | 100%    | 100%     | 86%    |
| Activator | Individualization | 77%       | 85%       | 85%    | 85%     | 92%      | 77%    |
| Activator | Input             | 92%       | 92%       | 92%    | 92%     | 92%      | 92%    |
| Activator | Intellection      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Activator | Learner           | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Activator | Maximizer         | 93%       | 93%       | 93%    | 93%     | 79%      | 93%    |
| Activator | Positivity        | 95%       | 95%       | 89%    | 84%     | 84%      | 84%    |
| Activator | Relator           | 93%       | 87%       | 87%    | 80%     | 87%      | 93%    |
| Activator | Responsibility    | 89%       | 79%       | 89%    | 89%     | 89%      | 94%    |
| Activator | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Activator | Self-Assurance    | 65%       | 65%       | 70%    | 65%     | 70%      | 70%    |
| Activator | Significance      | 79%       | 89%       | 89%    | 79%     | 84%      | 74%    |
| Activator | Strategic         | 91%       | 91%       | 91%    | 91%     | 91%      | 91%    |
| Activator | Woo               | 94%       | 88%       | 88%    | 88%     | 81%      | 88%    |

## Pairwise Cluster Analyses for Adaptability, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1      | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|--------------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Adaptability | Achiever          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Activator         | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Adaptability | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Arranger          | 95%       | 100%      | 95%    | 95%     | 100%     | 90%    |
| Adaptability | Belief            | 74%       | 74%       | 95%    | 95%     | 84%      | 84%    |
| Adaptability | Command           | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Adaptability | Communication     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Connectedness     | 94%       | 94%       | 94%    | 94%     | 81%      | 88%    |
| Adaptability | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Context           | 92%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Developer         | 100%      | 83%       | 94%    | 83%     | 100%     | 100%   |
| Adaptability | Discipline        | 100%      | 100%      | 95%    | 95%     | 100%     | 100%   |
| Adaptability | Empathy           | 92%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Focus             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%     | 94%    |
| Adaptability | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Ideation          | 93%       | 93%       | 100%   | 87%     | 100%     | 100%   |
| Adaptability | Includer          | 100%      | 100%      | 87%    | 100%    | 100%     | 100%   |
| Adaptability | Individualization | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Input             | 92%       | 92%       | 100%   | 92%     | 92%      | 92%    |
| Adaptability | Intellection      | 100%      | 94%       | 100%   | 100%    | 94%      | 100%   |
| Adaptability | Learner           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Maximizer         | 93%       | 87%       | 93%    | 93%     | 93%      | 87%    |
| Adaptability | Positivity        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Relator           | 100%      | 100%      | 100%   | 100%    | 88%      | 88%    |
| Adaptability | Responsibility    | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Self-Assurance    | 100%      | 100%      | 100%   | 100%    | 100%     | 90%    |
| Adaptability | Significance      | 100%      | 100%      | 100%   | 100%    | 100%     | 95%    |
| Adaptability | Strategic         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Adaptability | Woo               | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |



## Pairwise Cluster Analyses for Analytical, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1    | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|------------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Analytical | Achiever          | 100%      | 100%      | 94%    | 100%    | 94%      | 88%    |
| Analytical | Activator         | 100%      | 100%      | 94%    | 100%    | 94%      | 100%   |
| Analytical | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Arranger          | 96%       | 96%       | 96%    | 100%    | 83%      | 96%    |
| Analytical | Belief            | 100%      | 100%      | 82%    | 95%     | 91%      | 86%    |
| Analytical | Command           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Communication     | 100%      | 100%      | 94%    | 100%    | 94%      | 100%   |
| Analytical | Competition       | 94%       | 94%       | 94%    | 94%     | 94%      | 94%    |
| Analytical | Connectedness     | 100%      | 100%      | 100%   | 100%    | 95%      | 95%    |
| Analytical | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Deliberative      | 84%       | 89%       | 95%    | 89%     | 95%      | 89%    |
| Analytical | Developer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Discipline        | 92%       | 92%       | 96%    | 79%     | 83%      | 79%    |
| Analytical | Empathy           | 92%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Focus             | 86%       | 95%       | 100%   | 95%     | 95%      | 82%    |
| Analytical | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Ideation          | 94%       | 89%       | 94%    | 94%     | 94%      | 89%    |
| Analytical | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Individualization | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Input             | 100%      | 100%      | 94%    | 100%    | 88%      | 88%    |
| Analytical | Intellection      | 95%       | 100%      | 86%    | 86%     | 86%      | 90%    |
| Analytical | Learner           | 100%      | 94%       | 100%   | 100%    | 94%      | 94%    |
| Analytical | Maximizer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Positivity        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Analytical | Relator           | 95%       | 95%       | 95%    | 79%     | 95%      | 79%    |
| Analytical | Responsibility    | 95%       | 86%       | 95%    | 95%     | 95%      | 91%    |
| Analytical | Restorative       | 100%      | 94%       | 94%    | 100%    | 88%      | 94%    |
| Analytical | Self-Assurance    | 91%       | 87%       | 96%    | 91%     | 91%      | 91%    |
| Analytical | Significance      | 96%       | 91%       | 96%    | 96%     | 96%      | 100%   |
| Analytical | Strategic         | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Analytical | Woo               | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |

## Pairwise Cluster Analyses for Arranger, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1  | Theme 2           | French-CA | French-EU  | German | Italian    | Japanese   | Korean     |
|----------|-------------------|-----------|------------|--------|------------|------------|------------|
| Arranger | Achiever          | 95%       | 89%        | 95%    | 84%        | 89%        | 79%        |
| Arranger | Activator         | 80%       | <b>65%</b> | 80%    | 80%        | 85%        | 75%        |
| Arranger | Adaptability      | 95%       | 100%       | 95%    | 95%        | 100%       | 90%        |
| Arranger | Analytical        | 96%       | 96%        | 96%    | 100%       | 83%        | 96%        |
| Arranger | Belief            | 92%       | 92%        | 88%    | 75%        | 88%        | 75%        |
| Arranger | Command           | 89%       | 95%        | 89%    | 84%        | 84%        | 89%        |
| Arranger | Communication     | 95%       | 76%        | 81%    | 86%        | 81%        | 76%        |
| Arranger | Competition       | 95%       | 95%        | 100%   | 95%        | 100%       | 89%        |
| Arranger | Connectedness     | 86%       | 90%        | 90%    | 90%        | 86%        | 86%        |
| Arranger | Consistency       | 100%      | 100%       | 100%   | 100%       | 100%       | 100%       |
| Arranger | Context           | 100%      | 100%       | 100%   | 100%       | 100%       | 100%       |
| Arranger | Deliberative      | 100%      | 100%       | 100%   | 100%       | 90%        | 90%        |
| Arranger | Developer         | 74%       | 87%        | 87%    | 74%        | 70%        | 74%        |
| Arranger | Discipline        | 96%       | 96%        | 96%    | 92%        | 92%        | 96%        |
| Arranger | Empathy           | 92%       | 100%       | 100%   | 100%       | 100%       | 100%       |
| Arranger | Focus             | 96%       | 84%        | 92%    | 80%        | 96%        | 88%        |
| Arranger | Futuristic        | 100%      | 95%        | 100%   | 86%        | 95%        | 95%        |
| Arranger | Harmony           | 100%      | 100%       | 100%   | 94%        | 100%       | 89%        |
| Arranger | Ideation          | 95%       | 95%        | 80%    | 75%        | 80%        | 100%       |
| Arranger | Includer          | 95%       | 85%        | 85%    | 80%        | <b>65%</b> | 85%        |
| Arranger | Individualization | 88%       | 76%        | 94%    | 88%        | 88%        | 76%        |
| Arranger | Input             | 83%       | 89%        | 83%    | 83%        | 89%        | 94%        |
| Arranger | Intellection      | 100%      | 96%        | 100%   | 91%        | 96%        | 100%       |
| Arranger | Learner           | 100%      | 100%       | 100%   | 89%        | 100%       | 95%        |
| Arranger | Maximizer         | 95%       | 95%        | 95%    | 95%        | 100%       | 89%        |
| Arranger | Positivity        | 96%       | 100%       | 92%    | 88%        | 92%        | 76%        |
| Arranger | Relator           | 86%       | 76%        | 71%    | <b>67%</b> | 81%        | <b>67%</b> |
| Arranger | Responsibility    | 82%       | 73%        | 86%    | 86%        | 95%        | 86%        |
| Arranger | Restorative       | 95%       | 100%       | 100%   | 89%        | 89%        | 100%       |
| Arranger | Self-Assurance    | 84%       | 80%        | 76%    | 84%        | 92%        | 80%        |
| Arranger | Significance      | 84%       | 92%        | 92%    | 80%        | 88%        | 88%        |
| Arranger | Strategic         | 94%       | 94%        | 94%    | 94%        | 94%        | 94%        |
| Arranger | Woo               | 91%       | 91%        | 73%    | 100%       | 86%        | 77%        |

## Pairwise Cluster Analyses for Belief, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|---------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Belief  | Achiever          | 100%      | 100%      | 100%   | 76%     | 100%     | 100%   |
| Belief  | Activator         | 93%       | 100%      | 100%   | 100%    | 100%     | 93%    |
| Belief  | Adaptability      | 74%       | 74%       | 95%    | 95%     | 84%      | 84%    |
| Belief  | Analytical        | 100%      | 100%      | 82%    | 95%     | 91%      | 86%    |
| Belief  | Arranger          | 92%       | 92%       | 88%    | 75%     | 88%      | 75%    |
| Belief  | Command           | 76%       | 82%       | 94%    | 88%     | 88%      | 94%    |
| Belief  | Communication     | 95%       | 100%      | 95%    | 100%    | 95%      | 95%    |
| Belief  | Competition       | 100%      | 94%       | 100%   | 100%    | 94%      | 94%    |
| Belief  | Connectedness     | 89%       | 89%       | 78%    | 78%     | 78%      | 78%    |
| Belief  | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Belief  | Context           | 100%      | 100%      | 93%    | 87%     | 100%     | 100%   |
| Belief  | Deliberative      | 100%      | 95%       | 95%    | 100%    | 89%      | 89%    |
| Belief  | Developer         | 79%       | 74%       | 89%    | 79%     | 89%      | 95%    |
| Belief  | Discipline        | 83%       | 100%      | 88%    | 92%     | 92%      | 96%    |
| Belief  | Empathy           | 92%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Belief  | Focus             | 100%      | 100%      | 87%    | 91%     | 96%      | 96%    |
| Belief  | Futuristic        | 95%       | 84%       | 89%    | 89%     | 95%      | 89%    |
| Belief  | Harmony           | 100%      | 100%      | 100%   | 94%     | 100%     | 94%    |
| Belief  | Ideation          | 94%       | 89%       | 89%    | 89%     | 94%      | 94%    |
| Belief  | Includer          | 100%      | 89%       | 94%    | 100%    | 94%      | 89%    |
| Belief  | Individualization | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Belief  | Input             | 88%       | 75%       | 75%    | 94%     | 88%      | 88%    |
| Belief  | Intellection      | 100%      | 100%      | 86%    | 86%     | 95%      | 95%    |
| Belief  | Learner           | 100%      | 94%       | 100%   | 100%    | 94%      | 94%    |
| Belief  | Maximizer         | 94%       | 94%       | 94%    | 94%     | 100%     | 88%    |
| Belief  | Positivity        | 96%       | 96%       | 96%    | 91%     | 100%     | 96%    |
| Belief  | Relator           | 84%       | 100%      | 89%    | 95%     | 84%      | 84%    |
| Belief  | Responsibility    | 94%       | 89%       | 78%    | 89%     | 78%      | 83%    |
| Belief  | Restorative       | 88%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Belief  | Self-Assurance    | 74%       | 78%       | 83%    | 87%     | 83%      | 87%    |
| Belief  | Significance      | 78%       | 78%       | 78%    | 87%     | 70%      | 91%    |
| Belief  | Strategic         | 93%       | 87%       | 93%    | 100%    | 100%     | 87%    |
| Belief  | Woo               | 95%       | 100%      | 95%    | 100%    | 100%     | 90%    |

## Pairwise Cluster Analyses for Command, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA  | French-EU | German     | Italian    | Japanese | Korean     |
|---------|-------------------|------------|-----------|------------|------------|----------|------------|
| Command | Achiever          | 100%       | 93%       | 80%        | 93%        | 87%      | 87%        |
| Command | Activator         | 86%        | 71%       | 71%        | 79%        | 79%      | 79%        |
| Command | Adaptability      | 100%       | 100%      | 100%       | 100%       | 100%     | 93%        |
| Command | Analytical        | 100%       | 100%      | 100%       | 100%       | 100%     | 100%       |
| Command | Arranger          | 89%        | 95%       | 89%        | 84%        | 84%      | 89%        |
| Command | Belief            | 76%        | 82%       | 94%        | 88%        | 88%      | 94%        |
| Command | Communication     | 100%       | 100%      | 100%       | 100%       | 94%      | 94%        |
| Command | Competition       | 81%        | 81%       | 81%        | 88%        | 88%      | 81%        |
| Command | Connectedness     | 100%       | 100%      | 100%       | 94%        | 94%      | 94%        |
| Command | Consistency       | 100%       | 100%      | 100%       | 100%       | 100%     | 100%       |
| Command | Context           | 100%       | 100%      | 100%       | 100%       | 100%     | 100%       |
| Command | Deliberative      | 82%        | 100%      | 94%        | 100%       | 88%      | 100%       |
| Command | Developer         | 100%       | 100%      | 100%       | 100%       | 100%     | 100%       |
| Command | Discipline        | 100%       | 100%      | 83%        | 96%        | 83%      | 87%        |
| Command | Empathy           | 87%        | 93%       | 93%        | 100%       | 100%     | 100%       |
| Command | Focus             | 95%        | 89%       | 95%        | 79%        | 84%      | 79%        |
| Command | Futuristic        | 88%        | 88%       | 88%        | 94%        | 94%      | 88%        |
| Command | Harmony           | 100%       | 100%      | 100%       | 100%       | 100%     | 100%       |
| Command | Ideation          | 87%        | 87%       | 93%        | 80%        | 80%      | 80%        |
| Command | Includer          | 100%       | 100%      | 100%       | 100%       | 100%     | 94%        |
| Command | Individualization | 100%       | 100%      | 93%        | 93%        | 87%      | 80%        |
| Command | Input             | 100%       | 93%       | 86%        | 100%       | 100%     | 100%       |
| Command | Intellection      | 100%       | 100%      | 95%        | 100%       | 95%      | 100%       |
| Command | Learner           | 100%       | 100%      | 100%       | 94%        | 100%     | 94%        |
| Command | Maximizer         | 100%       | 100%      | 100%       | 94%        | 94%      | 100%       |
| Command | Positivity        | 100%       | 100%      | 95%        | 100%       | 100%     | 95%        |
| Command | Relator           | 88%        | 94%       | 88%        | 88%        | 100%     | 94%        |
| Command | Responsibility    | 100%       | 100%      | 95%        | 100%       | 85%      | 90%        |
| Command | Restorative       | 100%       | 100%      | 100%       | 100%       | 100%     | 100%       |
| Command | Self-Assurance    | 79%        | 84%       | <b>63%</b> | <b>68%</b> | 79%      | 79%        |
| Command | Significance      | <b>68%</b> | 74%       | 79%        | 84%        | 84%      | <b>63%</b> |
| Command | Strategic         | 85%        | 77%       | 92%        | 85%        | 85%      | 77%        |
| Command | Woo               | 100%       | 100%      | 94%        | 100%       | 100%     | 94%        |

## Pairwise Cluster Analyses for Communication, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1       | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|---------------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Communication | Achiever          | 93%       | 100%      | 100%   | 100%    | 93%      | 93%    |
| Communication | Activator         | 92%       | 92%       | 92%    | 92%     | 100%     | 87%    |
| Communication | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Communication | Analytical        | 100%      | 100%      | 94%    | 100%    | 94%      | 100%   |
| Communication | Arranger          | 95%       | 76%       | 81%    | 86%     | 81%      | 76%    |
| Communication | Belief            | 95%       | 100%      | 95%    | 100%    | 95%      | 95%    |
| Communication | Command           | 100%      | 100%      | 100%   | 100%    | 94%      | 94%    |
| Communication | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Communication | Connectedness     | 88%       | 100%      | 100%   | 94%     | 88%      | 100%   |
| Communication | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Communication | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Communication | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Communication | Developer         | 100%      | 95%       | 100%   | 100%    | 89%      | 89%    |
| Communication | Discipline        | 96%       | 96%       | 96%    | 96%     | 100%     | 100%   |
| Communication | Empathy           | 93%       | 100%      | 100%   | 100%    | 80%      | 100%   |
| Communication | Focus             | 100%      | 100%      | 100%   | 100%    | 95%      | 95%    |
| Communication | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Communication | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Communication | Ideation          | 75%       | 75%       | 100%   | 100%    | 81%      | 100%   |
| Communication | Includer          | 93%       | 93%       | 93%    | 93%     | 87%      | 80%    |
| Communication | Individualization | 100%      | 93%       | 93%    | 100%    | 93%      | 93%    |
| Communication | Input             | 93%       | 93%       | 100%   | 86%     | 100%     | 93%    |
| Communication | Intellection      | 100%      | 95%       | 100%   | 100%    | 100%     | 100%   |
| Communication | Learner           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Communication | Maximizer         | 94%       | 100%      | 100%   | 94%     | 100%     | 100%   |
| Communication | Positivity        | 86%       | 71%       | 90%    | 71%     | 76%      | 76%    |
| Communication | Relator           | 94%       | 94%       | 94%    | 94%     | 94%      | 82%    |
| Communication | Responsibility    | 95%       | 95%       | 95%    | 90%     | 95%      | 95%    |
| Communication | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Communication | Self-Assurance    | 82%       | 100%      | 95%    | 95%     | 91%      | 77%    |
| Communication | Significance      | 95%       | 95%       | 95%    | 95%     | 95%      | 95%    |
| Communication | Strategic         | 100%      | 92%       | 100%   | 100%    | 100%     | 100%   |
| Communication | Woo               | 73%       | 80%       | 67%    | 67%     | 73%      | 73%    |

## Pairwise Cluster Analyses for Competition, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1     | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean     |
|-------------|-------------------|-----------|-----------|--------|---------|----------|------------|
| Competition | Achiever          | 92%       | 92%       | 100%   | 92%     | 92%      | 83%        |
| Competition | Activator         | 77%       | 92%       | 92%    | 85%     | 100%     | 85%        |
| Competition | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Analytical        | 94%       | 94%       | 94%    | 94%     | 94%      | 94%        |
| Competition | Arranger          | 95%       | 95%       | 100%   | 95%     | 100%     | 89%        |
| Competition | Belief            | 100%      | 94%       | 100%   | 100%    | 94%      | 94%        |
| Competition | Command           | 81%       | 81%       | 81%    | 88%     | 88%      | 81%        |
| Competition | Communication     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Connectedness     | 100%      | 100%      | 100%   | 100%    | 93%      | 100%       |
| Competition | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Developer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Discipline        | 95%       | 100%      | 86%    | 90%     | 86%      | 95%        |
| Competition | Empathy           | 92%       | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Focus             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Futuristic        | 100%      | 100%      | 80%    | 100%    | 100%     | 93%        |
| Competition | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Ideation          | 100%      | 100%      | 100%   | 100%    | 100%     | 93%        |
| Competition | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Individualization | 100%      | 100%      | 100%   | 100%    | 100%     | 92%        |
| Competition | Input             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Intellection      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Learner           | 100%      | 100%      | 100%   | 100%    | 100%     | 93%        |
| Competition | Maximizer         | 100%      | 100%      | 100%   | 100%    | 100%     | 93%        |
| Competition | Positivity        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Relator           | 100%      | 87%       | 87%    | 100%    | 80%      | 80%        |
| Competition | Responsibility    | 94%       | 100%      | 94%    | 100%    | 94%      | 94%        |
| Competition | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |
| Competition | Self-Assurance    | 90%       | 90%       | 90%    | 95%     | 95%      | 90%        |
| Competition | Significance      | 78%       | 83%       | 78%    | 89%     | 83%      | <b>61%</b> |
| Competition | Strategic         | 100%      | 82%       | 100%   | 100%    | 100%     | 91%        |
| Competition | Woo               | 100%      | 100%      | 100%   | 100%    | 100%     | 100%       |

## Pairwise Cluster Analyses for Connectedness, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1       | Theme 2           | French-CA | French-EU  | German | Italian    | Japanese   | Korean |
|---------------|-------------------|-----------|------------|--------|------------|------------|--------|
| Connectedness | Achiever          | 86%       | 100%       | 100%   | 93%        | 93%        | 93%    |
| Connectedness | Activator         | 80%       | 80%        | 87%    | 93%        | 80%        | 100%   |
| Connectedness | Adaptability      | 94%       | 94%        | 94%    | 94%        | 81%        | 88%    |
| Connectedness | Analytical        | 100%      | 100%       | 100%   | 100%       | 95%        | 95%    |
| Connectedness | Arranger          | 86%       | 90%        | 90%    | 90%        | 86%        | 86%    |
| Connectedness | Belief            | 89%       | 89%        | 78%    | 78%        | 78%        | 78%    |
| Connectedness | Command           | 100%      | 100%       | 100%   | 94%        | 94%        | 94%    |
| Connectedness | Communication     | 88%       | 100%       | 100%   | 94%        | 88%        | 100%   |
| Connectedness | Competition       | 100%      | 100%       | 100%   | 100%       | 93%        | 100%   |
| Connectedness | Consistency       | 100%      | 100%       | 100%   | 100%       | 88%        | 94%    |
| Connectedness | Context           | 83%       | 100%       | 100%   | 83%        | 100%       | 100%   |
| Connectedness | Deliberative      | 100%      | 100%       | 100%   | 100%       | 94%        | 100%   |
| Connectedness | Developer         | 78%       | 83%        | 89%    | 83%        | 78%        | 89%    |
| Connectedness | Discipline        | 91%       | 95%        | 100%   | 100%       | 95%        | 95%    |
| Connectedness | Empathy           | 86%       | 86%        | 93%    | <b>64%</b> | 71%        | 93%    |
| Connectedness | Focus             | 100%      | 95%        | 95%    | 95%        | 95%        | 95%    |
| Connectedness | Futuristic        | 81%       | 88%        | 94%    | 88%        | 94%        | 88%    |
| Connectedness | Harmony           | 92%       | 100%       | 100%   | 100%       | 85%        | 92%    |
| Connectedness | Ideation          | 87%       | 87%        | 87%    | 87%        | 93%        | 93%    |
| Connectedness | Includer          | 87%       | 100%       | 100%   | 100%       | 87%        | 87%    |
| Connectedness | Individualization | 86%       | 93%        | 100%   | 93%        | 79%        | 93%    |
| Connectedness | Input             | 85%       | <b>54%</b> | 77%    | <b>62%</b> | <b>69%</b> | 77%    |
| Connectedness | Intellection      | 72%       | 83%        | 78%    | <b>67%</b> | 78%        | 83%    |
| Connectedness | Learner           | 100%      | 94%        | 94%    | 94%        | 94%        | 94%    |
| Connectedness | Maximizer         | 93%       | 93%        | 93%    | 93%        | 73%        | 100%   |
| Connectedness | Positivity        | 90%       | 95%        | 100%   | 90%        | 85%        | 95%    |
| Connectedness | Relator           | 88%       | 94%        | 100%   | 94%        | 94%        | 81%    |
| Connectedness | Responsibility    | 89%       | 95%        | 100%   | 95%        | 95%        | 89%    |
| Connectedness | Restorative       | 100%      | 100%       | 100%   | 100%       | 100%       | 100%   |
| Connectedness | Self-Assurance    | 90%       | 90%        | 100%   | 95%        | 95%        | 95%    |
| Connectedness | Significance      | 90%       | 95%        | 95%    | 100%       | 95%        | 95%    |
| Connectedness | Strategic         | 100%      | 100%       | 100%   | 100%       | 100%       | 92%    |
| Connectedness | Woo               | 88%       | 94%        | 100%   | 100%       | 100%       | 100%   |

## Pairwise Cluster Analyses for Consistency, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1     | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|-------------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Consistency | Achiever          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Activator         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Arranger          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Belief            | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Command           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Communication     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Connectedness     | 100%      | 100%      | 100%   | 100%    | 88%      | 94%    |
| Consistency | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Deliberative      | 100%      | 100%      | 100%   | 88%     | 69%      | 100%   |
| Consistency | Developer         | 100%      | 100%      | 100%   | 94%     | 83%      | 100%   |
| Consistency | Discipline        | 90%       | 85%       | 85%    | 85%     | 80%      | 85%    |
| Consistency | Empathy           | 100%      | 100%      | 100%   | 100%    | 71%      | 100%   |
| Consistency | Focus             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Harmony           | 82%       | 73%       | 73%    | 82%     | 64%      | 73%    |
| Consistency | Ideation          | 93%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Includer          | 100%      | 100%      | 80%    | 80%     | 87%      | 100%   |
| Consistency | Individualization | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Input             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Intellection      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Learner           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Maximizer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Positivity        | 100%      | 100%      | 100%   | 100%    | 90%      | 100%   |
| Consistency | Relator           | 88%       | 88%       | 88%    | 88%     | 88%      | 88%    |
| Consistency | Responsibility    | 100%      | 89%       | 89%    | 95%     | 100%     | 100%   |
| Consistency | Restorative       | 100%      | 100%      | 100%   | 100%    | 86%      | 100%   |
| Consistency | Self-Assurance    | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Significance      | 95%       | 100%      | 100%   | 100%    | 95%      | 95%    |
| Consistency | Strategic         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Consistency | Woo               | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |



## Pairwise Cluster Analyses for Context, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|---------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Context | Achiever          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Activator         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Adaptability      | 92%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Arranger          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Belief            | 100%      | 100%      | 93%    | 87%     | 100%     | 100%   |
| Context | Command           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Communication     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Connectedness     | 83%       | 100%      | 100%   | 83%     | 100%     | 100%   |
| Context | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Developer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Discipline        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Empathy           | 90%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Focus             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Ideation          | 91%       | 100%      | 100%   | 91%     | 100%     | 100%   |
| Context | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Individualization | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Input             | 100%      | 100%      | 100%   | 100%    | 89%      | 100%   |
| Context | Intellection      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Learner           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Maximizer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Positivity        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Relator           | 100%      | 100%      | 100%   | 83%     | 83%      | 83%    |
| Context | Responsibility    | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Self-Assurance    | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Significance      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Strategic         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Context | Woo               | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |

## Pairwise Cluster Analyses for Deliberative, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1      | Theme 2           | French-CA | French-EU | German | Italian | Japanese   | Korean     |
|--------------|-------------------|-----------|-----------|--------|---------|------------|------------|
| Deliberative | Achiever          | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Activator         | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Analytical        | 84%       | 89%       | 95%    | 89%     | 95%        | 89%        |
| Deliberative | Arranger          | 100%      | 100%      | 100%   | 100%    | 90%        | 90%        |
| Deliberative | Belief            | 100%      | 95%       | 95%    | 100%    | 89%        | 89%        |
| Deliberative | Command           | 82%       | 100%      | 94%    | 100%    | 88%        | 100%       |
| Deliberative | Communication     | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Competition       | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Connectedness     | 100%      | 100%      | 100%   | 100%    | 94%        | 100%       |
| Deliberative | Consistency       | 100%      | 100%      | 100%   | 88%     | <b>69%</b> | 100%       |
| Deliberative | Context           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Developer         | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Discipline        | 91%       | 91%       | 95%    | 86%     | 77%        | 95%        |
| Deliberative | Empathy           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Focus             | 95%       | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Ideation          | 93%       | 100%      | 100%   | 93%     | 100%       | 100%       |
| Deliberative | Includer          | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Individualization | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Input             | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Intellection      | 83%       | 100%      | 89%    | 83%     | 83%        | <b>61%</b> |
| Deliberative | Learner           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Maximizer         | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Positivity        | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Relator           | 88%       | 88%       | 88%    | 88%     | 88%        | 88%        |
| Deliberative | Responsibility    | 95%       | 89%       | 95%    | 79%     | 84%        | 95%        |
| Deliberative | Restorative       | 100%      | 100%      | 100%   | 100%    | 79%        | 100%       |
| Deliberative | Self-Assurance    | 90%       | 95%       | 100%   | 100%    | 86%        | 95%        |
| Deliberative | Significance      | 100%      | 100%      | 100%   | 100%    | 85%        | 100%       |
| Deliberative | Strategic         | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |
| Deliberative | Woo               | 100%      | 100%      | 100%   | 100%    | 100%       | 100%       |

## Pairwise Cluster Analyses for Developer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1   | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|-----------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Developer | Achiever          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Activator         | 94%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Adaptability      | 100%      | 83%       | 94%    | 83%     | 100%     | 100%   |
| Developer | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Arranger          | 74%       | 87%       | 87%    | 74%     | 70%      | 74%    |
| Developer | Belief            | 79%       | 74%       | 89%    | 79%     | 89%      | 95%    |
| Developer | Command           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Communication     | 100%      | 95%       | 100%   | 100%    | 89%      | 89%    |
| Developer | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Connectedness     | 78%       | 83%       | 89%    | 83%     | 78%      | 89%    |
| Developer | Consistency       | 100%      | 100%      | 100%   | 94%     | 83%      | 100%   |
| Developer | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Discipline        | 92%       | 96%       | 96%    | 96%     | 100%     | 100%   |
| Developer | Empathy           | 79%       | 71%       | 79%    | 79%     | 86%      | 79%    |
| Developer | Focus             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Futuristic        | 94%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Harmony           | 93%       | 93%       | 100%   | 93%     | 93%      | 93%    |
| Developer | Ideation          | 94%       | 100%      | 100%   | 94%     | 100%     | 100%   |
| Developer | Includer          | 76%       | 82%       | 71%    | 94%     | 88%      | 88%    |
| Developer | Individualization | 88%       | 94%       | 81%    | 94%     | 100%     | 88%    |
| Developer | Input             | 93%       | 93%       | 87%    | 93%     | 93%      | 93%    |
| Developer | Intellection      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Learner           | 94%       | 94%       | 100%   | 100%    | 94%      | 100%   |
| Developer | Maximizer         | 94%       | 94%       | 94%    | 100%    | 100%     | 100%   |
| Developer | Positivity        | 85%       | 70%       | 70%    | 90%     | 75%      | 80%    |
| Developer | Relator           | 94%       | 100%      | 83%    | 72%     | 100%     | 100%   |
| Developer | Responsibility    | 76%       | 95%       | 76%    | 71%     | 81%      | 90%    |
| Developer | Restorative       | 94%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Developer | Self-Assurance    | 96%       | 100%      | 100%   | 100%    | 100%     | 87%    |
| Developer | Significance      | 100%      | 100%      | 100%   | 95%     | 91%      | 95%    |
| Developer | Strategic         | 93%       | 100%      | 100%   | 100%    | 100%     | 86%    |
| Developer | Woo               | 100%      | 95%       | 100%   | 100%    | 95%      | 79%    |

## Pairwise Cluster Analyses for Discipline, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1    | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|------------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Discipline | Achiever          | 90%       | 85%       | 85%    | 85%     | 85%      | 95%    |
| Discipline | Activator         | 95%       | 100%      | 95%    | 95%     | 82%      | 100%   |
| Discipline | Adaptability      | 100%      | 100%      | 95%    | 95%     | 100%     | 100%   |
| Discipline | Analytical        | 92%       | 92%       | 96%    | 79%     | 83%      | 79%    |
| Discipline | Arranger          | 96%       | 96%       | 96%    | 92%     | 92%      | 96%    |
| Discipline | Belief            | 83%       | 100%      | 88%    | 92%     | 92%      | 96%    |
| Discipline | Command           | 100%      | 100%      | 83%    | 96%     | 83%      | 87%    |
| Discipline | Communication     | 96%       | 96%       | 96%    | 96%     | 100%     | 100%   |
| Discipline | Competition       | 95%       | 100%      | 86%    | 90%     | 86%      | 95%    |
| Discipline | Connectedness     | 91%       | 95%       | 100%   | 100%    | 95%      | 95%    |
| Discipline | Consistency       | 90%       | 85%       | 85%    | 85%     | 80%      | 85%    |
| Discipline | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Discipline | Deliberative      | 91%       | 91%       | 95%    | 86%     | 77%      | 95%    |
| Discipline | Developer         | 92%       | 96%       | 96%    | 96%     | 100%     | 100%   |
| Discipline | Empathy           | 90%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Discipline | Focus             | 83%       | 88%       | 92%    | 79%     | 88%      | 71%    |
| Discipline | Futuristic        | 95%       | 95%       | 82%    | 100%    | 82%      | 91%    |
| Discipline | Harmony           | 84%       | 89%       | 89%    | 89%     | 89%      | 84%    |
| Discipline | Ideation          | 95%       | 100%      | 100%   | 100%    | 100%     | 95%    |
| Discipline | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Discipline | Individualization | 90%       | 95%       | 80%    | 90%     | 85%      | 90%    |
| Discipline | Input             | 95%       | 100%      | 89%    | 100%    | 100%     | 95%    |
| Discipline | Intellection      | 92%       | 100%      | 96%    | 100%    | 100%     | 96%    |
| Discipline | Learner           | 86%       | 86%       | 82%    | 95%     | 86%      | 95%    |
| Discipline | Maximizer         | 100%      | 100%      | 95%    | 95%     | 100%     | 100%   |
| Discipline | Positivity        | 96%       | 100%      | 96%    | 96%     | 100%     | 100%   |
| Discipline | Relator           | 82%       | 82%       | 82%    | 95%     | 95%      | 95%    |
| Discipline | Responsibility    | 88%       | 83%       | 92%    | 92%     | 83%      | 100%   |
| Discipline | Restorative       | 100%      | 100%      | 100%   | 100%    | 80%      | 100%   |
| Discipline | Self-Assurance    | 93%       | 100%      | 96%    | 96%     | 85%      | 89%    |
| Discipline | Significance      | 92%       | 92%       | 85%    | 85%     | 85%      | 96%    |
| Discipline | Strategic         | 100%      | 100%      | 100%   | 100%    | 83%      | 94%    |
| Discipline | Woo               | 96%       | 100%      | 96%    | 96%     | 100%     | 100%   |

## Pairwise Cluster Analyses for Empathy, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA  | French-EU | German     | Italian    | Japanese | Korean |
|---------|-------------------|------------|-----------|------------|------------|----------|--------|
| Empathy | Achiever          | 92%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Activator         | 92%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Adaptability      | 92%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Analytical        | 92%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Arranger          | 92%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Belief            | 92%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Command           | 87%        | 93%       | 93%        | 100%       | 100%     | 100%   |
| Empathy | Communication     | 93%        | 100%      | 100%       | 100%       | 80%      | 100%   |
| Empathy | Competition       | 92%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Connectedness     | 86%        | 86%       | 93%        | <b>64%</b> | 71%      | 93%    |
| Empathy | Consistency       | 100%       | 100%      | 100%       | 100%       | 71%      | 100%   |
| Empathy | Context           | 90%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Deliberative      | 100%       | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Developer         | 79%        | 71%       | 79%        | 79%        | 86%      | 79%    |
| Empathy | Discipline        | 90%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Focus             | 100%       | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Futuristic        | 86%        | 93%       | 100%       | 100%       | 79%      | 100%   |
| Empathy | Harmony           | 91%        | 91%       | 91%        | 91%        | 91%      | 91%    |
| Empathy | Ideation          | 92%        | 100%      | 100%       | 92%        | 77%      | 100%   |
| Empathy | Includer          | 92%        | 100%      | 100%       | 100%       | 77%      | 77%    |
| Empathy | Individualization | 83%        | 100%      | 83%        | 100%       | 100%     | 100%   |
| Empathy | Input             | 100%       | 100%      | 91%        | 100%       | 100%     | 100%   |
| Empathy | Intellection      | 94%        | 100%      | 100%       | 100%       | 94%      | 100%   |
| Empathy | Learner           | 93%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Maximizer         | 92%        | 92%       | 92%        | 92%        | 77%      | 85%    |
| Empathy | Positivity        | 100%       | 100%      | <b>67%</b> | 100%       | 78%      | 83%    |
| Empathy | Relator           | 93%        | 100%      | 86%        | 100%       | 86%      | 86%    |
| Empathy | Responsibility    | 94%        | 100%      | 100%       | 100%       | 100%     | 94%    |
| Empathy | Restorative       | 100%       | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Self-Assurance    | 89%        | 100%      | 100%       | 100%       | 100%     | 100%   |
| Empathy | Significance      | 89%        | 94%       | 100%       | 100%       | 100%     | 100%   |
| Empathy | Strategic         | 80%        | 90%       | 90%        | 90%        | 70%      | 100%   |
| Empathy | Woo               | <b>67%</b> | 100%      | 100%       | 100%       | 80%      | 93%    |

## Pairwise Cluster Analyses for Focus, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|---------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Focus   | Achiever          | 94%       | 88%       | 71%    | 88%     | 94%      | 82%    |
| Focus   | Activator         | 100%      | 100%      | 100%   | 95%     | 95%      | 100%   |
| Focus   | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Analytical        | 86%       | 95%       | 100%   | 95%     | 95%      | 82%    |
| Focus   | Arranger          | 96%       | 84%       | 92%    | 80%     | 96%      | 88%    |
| Focus   | Belief            | 100%      | 100%      | 87%    | 91%     | 96%      | 96%    |
| Focus   | Command           | 95%       | 89%       | 95%    | 79%     | 84%      | 79%    |
| Focus   | Communication     | 100%      | 100%      | 100%   | 100%    | 95%      | 95%    |
| Focus   | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Connectedness     | 100%      | 95%       | 95%    | 95%     | 95%      | 95%    |
| Focus   | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Deliberative      | 95%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Developer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Discipline        | 83%       | 88%       | 92%    | 79%     | 88%      | 71%    |
| Focus   | Empathy           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Futuristic        | 100%      | 95%       | 95%    | 84%     | 95%      | 95%    |
| Focus   | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Ideation          | 89%       | 95%       | 100%   | 100%    | 89%      | 95%    |
| Focus   | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Individualization | 94%       | 94%       | 100%   | 94%     | 100%     | 89%    |
| Focus   | Input             | 88%       | 88%       | 100%   | 88%     | 100%     | 100%   |
| Focus   | Intellection      | 91%       | 91%       | 91%    | 91%     | 100%     | 100%   |
| Focus   | Learner           | 95%       | 95%       | 100%   | 89%     | 89%      | 84%    |
| Focus   | Maximizer         | 100%      | 95%       | 100%   | 95%     | 95%      | 95%    |
| Focus   | Positivity        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Relator           | 95%       | 90%       | 80%    | 80%     | 95%      | 90%    |
| Focus   | Responsibility    | 100%      | 96%       | 87%    | 83%     | 91%      | 91%    |
| Focus   | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Focus   | Self-Assurance    | 79%       | 92%       | 88%    | 92%     | 75%      | 92%    |
| Focus   | Significance      | 81%       | 81%       | 81%    | 76%     | 76%      | 86%    |
| Focus   | Strategic         | 94%       | 94%       | 94%    | 88%     | 100%     | 94%    |
| Focus   | Woo               | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |

## Pairwise Cluster Analyses for Futuristic, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1    | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|------------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Futuristic | Achiever          | 100%      | 100%      | 79%    | 79%     | 93%      | 86%    |
| Futuristic | Activator         | 93%       | 87%       | 100%   | 93%     | 87%      | 93%    |
| Futuristic | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 94%    |
| Futuristic | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Arranger          | 100%      | 95%       | 100%   | 86%     | 95%      | 95%    |
| Futuristic | Belief            | 95%       | 84%       | 89%    | 89%     | 95%      | 89%    |
| Futuristic | Command           | 88%       | 88%       | 88%    | 94%     | 94%      | 88%    |
| Futuristic | Communication     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Competition       | 100%      | 100%      | 80%    | 100%    | 100%     | 93%    |
| Futuristic | Connectedness     | 81%       | 88%       | 94%    | 88%     | 94%      | 88%    |
| Futuristic | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Developer         | 94%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Discipline        | 95%       | 95%       | 82%    | 100%    | 82%      | 91%    |
| Futuristic | Empathy           | 86%       | 93%       | 100%   | 100%    | 79%      | 100%   |
| Futuristic | Focus             | 100%      | 95%       | 95%    | 84%     | 95%      | 95%    |
| Futuristic | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Ideation          | 87%       | 87%       | 93%    | 93%     | 93%      | 93%    |
| Futuristic | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Individualization | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Futuristic | Input             | 100%      | 100%      | 100%   | 92%     | 92%      | 92%    |
| Futuristic | Intellection      | 100%      | 100%      | 100%   | 94%     | 100%     | 100%   |
| Futuristic | Learner           | 100%      | 100%      | 100%   | 100%    | 100%     | 94%    |
| Futuristic | Maximizer         | 93%       | 93%       | 93%    | 93%     | 93%      | 93%    |
| Futuristic | Positivity        | 100%      | 100%      | 95%    | 100%    | 100%     | 95%    |
| Futuristic | Relator           | 81%       | 81%       | 81%    | 94%     | 94%      | 100%   |
| Futuristic | Responsibility    | 100%      | 100%      | 74%    | 100%    | 95%      | 95%    |
| Futuristic | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Self-Assurance    | 81%       | 90%       | 81%    | 81%     | 95%      | 86%    |
| Futuristic | Significance      | 95%       | 90%       | 80%    | 85%     | 100%     | 90%    |
| Futuristic | Strategic         | 100%      | 82%       | 100%   | 100%    | 100%     | 100%   |
| Futuristic | Woo               | 100%      | 94%       | 100%   | 100%    | 100%     | 94%    |

## Pairwise Cluster Analyses for Harmony, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA | French-EU | German | Italian | Japanese   | Korean |
|---------|-------------------|-----------|-----------|--------|---------|------------|--------|
| Harmony | Achiever          | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Activator         | 100%      | 100%      | 100%   | 100%    | 100%       | 92%    |
| Harmony | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Arranger          | 100%      | 100%      | 100%   | 94%     | 100%       | 89%    |
| Harmony | Belief            | 100%      | 100%      | 100%   | 94%     | 100%       | 94%    |
| Harmony | Command           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Communication     | 100%      | 100%      | 100%   | 100%    | 100%       | 93%    |
| Harmony | Competition       | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Connectedness     | 92%       | 100%      | 100%   | 100%    | 85%        | 92%    |
| Harmony | Consistency       | 82%       | 73%       | 73%    | 82%     | <b>64%</b> | 73%    |
| Harmony | Context           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Developer         | 93%       | 93%       | 100%   | 93%     | 93%        | 93%    |
| Harmony | Discipline        | 84%       | 89%       | 89%    | 89%     | 89%        | 84%    |
| Harmony | Empathy           | 91%       | 91%       | 91%    | 91%     | 91%        | 91%    |
| Harmony | Focus             | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Ideation          | 92%       | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Includer          | 92%       | 92%       | 100%   | 100%    | 92%        | 92%    |
| Harmony | Individualization | 100%      | 100%      | 100%   | 100%    | 100%       | 91%    |
| Harmony | Input             | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Intellection      | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Learner           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Maximizer         | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Positivity        | 94%       | 94%       | 100%   | 94%     | 94%        | 94%    |
| Harmony | Relator           | 100%      | 85%       | 85%    | 85%     | 85%        | 77%    |
| Harmony | Responsibility    | 94%       | 88%       | 94%    | 100%    | 100%       | 94%    |
| Harmony | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Self-Assurance    | 100%      | 100%      | 100%   | 100%    | 100%       | 94%    |
| Harmony | Significance      | 94%       | 100%      | 100%   | 100%    | 100%       | 94%    |
| Harmony | Strategic         | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Harmony | Woo               | 93%       | 100%      | 100%   | 100%    | 100%       | 93%    |



## Pairwise Cluster Analyses for Ideation, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1  | Theme 2           | French-CA | French-EU | German     | Italian    | Japanese | Korean |
|----------|-------------------|-----------|-----------|------------|------------|----------|--------|
| Ideation | Achiever          | 100%      | 100%      | 100%       | 100%       | 92%      | 100%   |
| Ideation | Activator         | 93%       | 93%       | 86%        | 86%        | 93%      | 79%    |
| Ideation | Adaptability      | 93%       | 93%       | 100%       | 87%        | 100%     | 100%   |
| Ideation | Analytical        | 94%       | 89%       | 94%        | 94%        | 94%      | 89%    |
| Ideation | Arranger          | 95%       | 95%       | 80%        | 75%        | 80%      | 100%   |
| Ideation | Belief            | 94%       | 89%       | 89%        | 89%        | 94%      | 94%    |
| Ideation | Command           | 87%       | 87%       | 93%        | 80%        | 80%      | 80%    |
| Ideation | Communication     | 75%       | 75%       | 100%       | 100%       | 81%      | 100%   |
| Ideation | Competition       | 100%      | 100%      | 100%       | 100%       | 100%     | 93%    |
| Ideation | Connectedness     | 87%       | 87%       | 87%        | 87%        | 93%      | 93%    |
| Ideation | Consistency       | 93%       | 100%      | 100%       | 100%       | 100%     | 100%   |
| Ideation | Context           | 91%       | 100%      | 100%       | 91%        | 100%     | 100%   |
| Ideation | Deliberative      | 93%       | 100%      | 100%       | 93%        | 100%     | 100%   |
| Ideation | Developer         | 94%       | 100%      | 100%       | 94%        | 100%     | 100%   |
| Ideation | Discipline        | 95%       | 100%      | 100%       | 100%       | 100%     | 95%    |
| Ideation | Empathy           | 92%       | 100%      | 100%       | 92%        | 77%      | 100%   |
| Ideation | Focus             | 89%       | 95%       | 100%       | 100%       | 89%      | 95%    |
| Ideation | Futuristic        | 87%       | 87%       | 93%        | 93%        | 93%      | 93%    |
| Ideation | Harmony           | 92%       | 100%      | 100%       | 100%       | 100%     | 100%   |
| Ideation | Includer          | 100%      | 100%      | 100%       | 100%       | 100%     | 100%   |
| Ideation | Individualization | 92%       | 85%       | 77%        | 100%       | 92%      | 85%    |
| Ideation | Input             | 92%       | 92%       | 75%        | 92%        | 85%      | 92%    |
| Ideation | Intellection      | 88%       | 88%       | <b>64%</b> | 94%        | 94%      | 94%    |
| Ideation | Learner           | 100%      | 93%       | 93%        | 100%       | 93%      | 87%    |
| Ideation | Maximizer         | 93%       | 93%       | 93%        | 93%        | 86%      | 93%    |
| Ideation | Positivity        | 100%      | 95%       | 100%       | <b>68%</b> | 100%     | 95%    |
| Ideation | Relator           | 87%       | 100%      | 100%       | 93%        | 100%     | 100%   |
| Ideation | Responsibility    | 94%       | 94%       | 100%       | 89%        | 94%      | 94%    |
| Ideation | Restorative       | 100%      | 100%      | 100%       | 92%        | 100%     | 100%   |
| Ideation | Self-Assurance    | 90%       | 80%       | 80%        | 90%        | 90%      | 90%    |
| Ideation | Significance      | 100%      | 100%      | 95%        | 89%        | 95%      | 95%    |
| Ideation | Strategic         | 82%       | 82%       | 91%        | 82%        | 82%      | 82%    |
| Ideation | Woo               | 94%       | 94%       | 100%       | 75%        | 100%     | 94%    |

## Pairwise Cluster Analyses for Includer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1  | Theme 2           | French-CA | French-EU | German | Italian | Japanese   | Korean |
|----------|-------------------|-----------|-----------|--------|---------|------------|--------|
| Includer | Achiever          | 92%       | 100%      | 100%   | 100%    | 100%       | 85%    |
| Includer | Activator         | 100%      | 93%       | 100%   | 100%    | 100%       | 86%    |
| Includer | Adaptability      | 100%      | 100%      | 87%    | 100%    | 100%       | 100%   |
| Includer | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Arranger          | 95%       | 85%       | 85%    | 80%     | <b>65%</b> | 85%    |
| Includer | Belief            | 100%      | 89%       | 94%    | 100%    | 94%        | 89%    |
| Includer | Command           | 100%      | 100%      | 100%   | 100%    | 100%       | 94%    |
| Includer | Communication     | 93%       | 93%       | 93%    | 93%     | 87%        | 80%    |
| Includer | Competition       | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Connectedness     | 87%       | 100%      | 100%   | 100%    | 87%        | 87%    |
| Includer | Consistency       | 100%      | 100%      | 80%    | 80%     | 87%        | 100%   |
| Includer | Context           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Developer         | 76%       | 82%       | 71%    | 94%     | 88%        | 88%    |
| Includer | Discipline        | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Empathy           | 92%       | 100%      | 100%   | 100%    | 77%        | 77%    |
| Includer | Focus             | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Harmony           | 92%       | 92%       | 100%   | 100%    | 92%        | 92%    |
| Includer | Ideation          | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Individualization | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Input             | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Intellection      | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Learner           | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Maximizer         | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Positivity        | 89%       | 78%       | 72%    | 78%     | <b>67%</b> | 72%    |
| Includer | Relator           | 100%      | 87%       | 100%   | 93%     | 100%       | 93%    |
| Includer | Responsibility    | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Restorative       | 100%      | 100%      | 100%   | 100%    | 92%        | 100%   |
| Includer | Self-Assurance    | 100%      | 100%      | 100%   | 100%    | 100%       | 75%    |
| Includer | Significance      | 95%       | 100%      | 100%   | 100%    | 100%       | 95%    |
| Includer | Strategic         | 100%      | 100%      | 100%   | 100%    | 100%       | 100%   |
| Includer | Woo               | 80%       | 87%       | 80%    | 93%     | 73%        | 73%    |

## Pairwise Cluster Analyses for Individualization, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1           | Theme 2        | French-CA | French-EU | German | Italian | Japanese | Korean |
|-------------------|----------------|-----------|-----------|--------|---------|----------|--------|
| Individualization | Achiever       | 100%      | 92%       | 100%   | 100%    | 100%     | 83%    |
| Individualization | Activator      | 77%       | 85%       | 85%    | 85%     | 92%      | 77%    |
| Individualization | Adaptability   | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Individualization | Analytical     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Individualization | Arranger       | 88%       | 76%       | 94%    | 88%     | 88%      | 76%    |
| Individualization | Belief         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Individualization | Command        | 100%      | 100%      | 93%    | 93%     | 87%      | 80%    |
| Individualization | Communication  | 100%      | 93%       | 93%    | 100%    | 93%      | 93%    |
| Individualization | Competition    | 100%      | 100%      | 100%   | 100%    | 100%     | 92%    |
| Individualization | Connectedness  | 86%       | 93%       | 100%   | 93%     | 79%      | 93%    |
| Individualization | Consistency    | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Individualization | Context        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Individualization | Deliberative   | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Individualization | Developer      | 88%       | 94%       | 81%    | 94%     | 100%     | 88%    |
| Individualization | Discipline     | 90%       | 95%       | 80%    | 90%     | 85%      | 90%    |
| Individualization | Empathy        | 83%       | 100%      | 83%    | 100%    | 100%     | 100%   |
| Individualization | Focus          | 94%       | 94%       | 100%   | 94%     | 100%     | 89%    |
| Individualization | Futuristic     | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Individualization | Harmony        | 100%      | 100%      | 100%   | 100%    | 100%     | 91%    |
| Individualization | Ideation       | 92%       | 85%       | 77%    | 100%    | 92%      | 85%    |
| Individualization | Includer       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Individualization | Input          | 91%       | 91%       | 73%    | 91%     | 73%      | 91%    |
| Individualization | Intellection   | 100%      | 100%      | 94%    | 100%    | 88%      | 100%   |
| Individualization | Learner        | 92%       | 92%       | 92%    | 100%    | 92%      | 92%    |
| Individualization | Maximizer      | 92%       | 92%       | 92%    | 92%     | 100%     | 92%    |
| Individualization | Positivity     | 100%      | 94%       | 94%    | 100%    | 100%     | 94%    |
| Individualization | Relator        | 86%       | 71%       | 86%    | 79%     | 79%      | 79%    |
| Individualization | Responsibility | 94%       | 76%       | 76%    | 76%     | 88%      | 88%    |
| Individualization | Restorative    | 100%      | 92%       | 92%    | 100%    | 92%      | 92%    |
| Individualization | Self-Assurance | 89%       | 89%       | 84%    | 95%     | 95%      | 84%    |
| Individualization | Significance   | 100%      | 94%       | 94%    | 72%     | 100%     | 94%    |
| Individualization | Strategic      | 100%      | 90%       | 100%   | 100%    | 100%     | 90%    |
| Individualization | Woo            | 100%      | 93%       | 93%    | 93%     | 100%     | 93%    |

## Pairwise Cluster Analyses for Input, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA  | French-EU  | German     | Italian    | Japanese   | Korean     |
|---------|-------------------|------------|------------|------------|------------|------------|------------|
| Input   | Achiever          | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       |
| Input   | Activator         | 92%        | 92%        | 92%        | 92%        | 92%        | 92%        |
| Input   | Adaptability      | 92%        | 92%        | 100%       | 92%        | 92%        | 92%        |
| Input   | Analytical        | 100%       | 100%       | 94%        | 100%       | 88%        | 88%        |
| Input   | Arranger          | 83%        | 89%        | 83%        | 83%        | 89%        | 94%        |
| Input   | Belief            | 88%        | 75%        | 75%        | 94%        | 88%        | 88%        |
| Input   | Command           | 100%       | 93%        | 86%        | 100%       | 100%       | 100%       |
| Input   | Communication     | 93%        | 93%        | 100%       | 86%        | 100%       | 93%        |
| Input   | Competition       | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       |
| Input   | Connectedness     | 85%        | <b>54%</b> | 77%        | <b>62%</b> | <b>69%</b> | 77%        |
| Input   | Consistency       | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       |
| Input   | Context           | 100%       | 100%       | 100%       | 100%       | 89%        | 100%       |
| Input   | Deliberative      | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       |
| Input   | Developer         | 93%        | 93%        | 87%        | 93%        | 93%        | 93%        |
| Input   | Discipline        | 95%        | 100%       | 89%        | 100%       | 100%       | 95%        |
| Input   | Empathy           | 100%       | 100%       | 91%        | 100%       | 100%       | 100%       |
| Input   | Focus             | 88%        | 88%        | 100%       | 88%        | 100%       | 100%       |
| Input   | Futuristic        | 100%       | 100%       | 100%       | 92%        | 92%        | 92%        |
| Input   | Harmony           | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       |
| Input   | Ideation          | 92%        | 92%        | 75%        | 92%        | 85%        | 92%        |
| Input   | Includer          | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       |
| Input   | Individualization | 91%        | 91%        | 73%        | 91%        | 73%        | 91%        |
| Input   | Intellection      | <b>62%</b> | <b>62%</b> | <b>62%</b> | <b>62%</b> | 85%        | <b>62%</b> |
| Input   | Learner           | 92%        | 83%        | 83%        | 83%        | 83%        | 83%        |
| Input   | Maximizer         | 100%       | 100%       | 92%        | 92%        | 100%       | 100%       |
| Input   | Positivity        | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       |
| Input   | Relator           | 92%        | 100%       | 100%       | 100%       | 85%        | 85%        |
| Input   | Responsibility    | 94%        | 94%        | 81%        | 94%        | 100%       | 100%       |
| Input   | Restorative       | 100%       | 100%       | 100%       | 100%       | 91%        | 100%       |
| Input   | Self-Assurance    | 89%        | 100%       | 100%       | 94%        | 89%        | 72%        |
| Input   | Significance      | 94%        | 94%        | 94%        | 94%        | 82%        | 88%        |
| Input   | Strategic         | 100%       | 78%        | 89%        | 78%        | 100%       | 100%       |
| Input   | Woo               | 100%       | 100%       | 100%       | 100%       | 100%       | 100%       |

## Pairwise Cluster Analyses for Intellection, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1      | Theme 2           | French-CA  | French-EU  | German     | Italian    | Japanese | Korean     |
|--------------|-------------------|------------|------------|------------|------------|----------|------------|
| Intellection | Achiever          | 100%       | 88%        | 100%       | 100%       | 100%     | 100%       |
| Intellection | Activator         | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Intellection | Adaptability      | 100%       | 94%        | 100%       | 100%       | 94%      | 100%       |
| Intellection | Analytical        | 95%        | 100%       | 86%        | 86%        | 86%      | 90%        |
| Intellection | Arranger          | 100%       | 96%        | 100%       | 91%        | 96%      | 100%       |
| Intellection | Belief            | 100%       | 100%       | 86%        | 86%        | 95%      | 95%        |
| Intellection | Command           | 100%       | 100%       | 95%        | 100%       | 95%      | 100%       |
| Intellection | Communication     | 100%       | 95%        | 100%       | 100%       | 100%     | 100%       |
| Intellection | Competition       | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Intellection | Connectedness     | 72%        | 83%        | 78%        | <b>67%</b> | 78%      | 83%        |
| Intellection | Consistency       | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Intellection | Context           | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Intellection | Deliberative      | 83%        | 100%       | 89%        | 83%        | 83%      | <b>61%</b> |
| Intellection | Developer         | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Intellection | Discipline        | 92%        | 100%       | 96%        | 100%       | 100%     | 96%        |
| Intellection | Empathy           | 94%        | 100%       | 100%       | 100%       | 94%      | 100%       |
| Intellection | Focus             | 91%        | 91%        | 91%        | 91%        | 100%     | 100%       |
| Intellection | Futuristic        | 100%       | 100%       | 100%       | 94%        | 100%     | 100%       |
| Intellection | Harmony           | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Intellection | Ideation          | 88%        | 88%        | <b>64%</b> | 94%        | 94%      | 94%        |
| Intellection | Includer          | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Intellection | Individualization | 100%       | 100%       | 94%        | 100%       | 88%      | 100%       |
| Intellection | Input             | <b>62%</b> | <b>62%</b> | <b>62%</b> | <b>62%</b> | 85%      | <b>62%</b> |
| Intellection | Learner           | 88%        | 94%        | 94%        | 88%        | 88%      | 100%       |
| Intellection | Maximizer         | 100%       | 100%       | 94%        | 94%        | 100%     | 100%       |
| Intellection | Positivity        | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Intellection | Relator           | 89%        | 89%        | 89%        | 89%        | 89%      | 89%        |
| Intellection | Responsibility    | 100%       | 100%       | 100%       | 100%       | 95%      | 95%        |
| Intellection | Restorative       | 100%       | 100%       | 100%       | 100%       | 94%      | 100%       |
| Intellection | Self-Assurance    | 100%       | 100%       | 100%       | 100%       | 96%      | 100%       |
| Intellection | Significance      | 100%       | 100%       | 95%        | 100%       | 91%      | 100%       |
| Intellection | Strategic         | 100%       | 100%       | 93%        | 100%       | 93%      | 100%       |
| Intellection | Woo               | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |

## Pairwise Cluster Analyses for Learner, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|---------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Learner | Achiever          | 85%       | 77%       | 85%    | 77%     | 85%      | 85%    |
| Learner | Activator         | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Learner | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Analytical        | 100%      | 94%       | 100%   | 100%    | 94%      | 94%    |
| Learner | Arranger          | 100%      | 100%      | 100%   | 89%     | 100%     | 95%    |
| Learner | Belief            | 100%      | 94%       | 100%   | 100%    | 94%      | 94%    |
| Learner | Command           | 100%      | 100%      | 100%   | 94%     | 100%     | 94%    |
| Learner | Communication     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Learner | Connectedness     | 100%      | 94%       | 94%    | 94%     | 94%      | 94%    |
| Learner | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Developer         | 94%       | 94%       | 100%   | 100%    | 94%      | 100%   |
| Learner | Discipline        | 86%       | 86%       | 82%    | 95%     | 86%      | 95%    |
| Learner | Empathy           | 93%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Focus             | 95%       | 95%       | 100%   | 89%     | 89%      | 84%    |
| Learner | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%     | 94%    |
| Learner | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Ideation          | 100%      | 93%       | 93%    | 100%    | 93%      | 87%    |
| Learner | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Individualization | 92%       | 92%       | 92%    | 100%    | 92%      | 92%    |
| Learner | Input             | 92%       | 83%       | 83%    | 83%     | 83%      | 83%    |
| Learner | Intellection      | 88%       | 94%       | 94%    | 88%     | 88%      | 100%   |
| Learner | Maximizer         | 93%       | 93%       | 93%    | 93%     | 93%      | 93%    |
| Learner | Positivity        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Learner | Relator           | 100%      | 94%       | 100%   | 94%     | 88%      | 88%    |
| Learner | Responsibility    | 100%      | 95%       | 100%   | 95%     | 95%      | 95%    |
| Learner | Restorative       | 100%      | 93%       | 93%    | 100%    | 93%      | 93%    |
| Learner | Self-Assurance    | 100%      | 95%       | 100%   | 95%     | 90%      | 90%    |
| Learner | Significance      | 100%      | 95%       | 100%   | 80%     | 95%      | 95%    |
| Learner | Strategic         | 100%      | 100%      | 92%    | 100%    | 92%      | 92%    |
| Learner | Woo               | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |

## Pairwise Cluster Analyses for Maximizer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1   | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|-----------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Maximizer | Achiever          | 100%      | 100%      | 100%   | 92%     | 92%      | 100%   |
| Maximizer | Activator         | 93%       | 93%       | 93%    | 93%     | 79%      | 93%    |
| Maximizer | Adaptability      | 93%       | 87%       | 93%    | 93%     | 93%      | 87%    |
| Maximizer | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Maximizer | Arranger          | 95%       | 95%       | 95%    | 95%     | 100%     | 89%    |
| Maximizer | Belief            | 94%       | 94%       | 94%    | 94%     | 100%     | 88%    |
| Maximizer | Command           | 100%      | 100%      | 100%   | 94%     | 94%      | 100%   |
| Maximizer | Communication     | 94%       | 100%      | 100%   | 94%     | 100%     | 100%   |
| Maximizer | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Maximizer | Connectedness     | 93%       | 93%       | 93%    | 93%     | 73%      | 100%   |
| Maximizer | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Maximizer | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Maximizer | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Maximizer | Developer         | 94%       | 94%       | 94%    | 100%    | 100%     | 100%   |
| Maximizer | Discipline        | 100%      | 100%      | 95%    | 95%     | 100%     | 100%   |
| Maximizer | Empathy           | 92%       | 92%       | 92%    | 92%     | 77%      | 85%    |
| Maximizer | Focus             | 100%      | 95%       | 100%   | 95%     | 95%      | 95%    |
| Maximizer | Futuristic        | 93%       | 93%       | 93%    | 93%     | 93%      | 93%    |
| Maximizer | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Maximizer | Ideation          | 93%       | 93%       | 93%    | 93%     | 86%      | 93%    |
| Maximizer | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Maximizer | Individualization | 92%       | 92%       | 92%    | 92%     | 100%     | 92%    |
| Maximizer | Input             | 100%      | 100%      | 92%    | 92%     | 100%     | 100%   |
| Maximizer | Intellection      | 100%      | 100%      | 94%    | 94%     | 100%     | 100%   |
| Maximizer | Learner           | 93%       | 93%       | 93%    | 93%     | 93%      | 93%    |
| Maximizer | Positivity        | 95%       | 95%       | 95%    | 95%     | 100%     | 100%   |
| Maximizer | Relator           | 87%       | 93%       | 93%    | 93%     | 93%      | 93%    |
| Maximizer | Responsibility    | 94%       | 94%       | 94%    | 94%     | 94%      | 100%   |
| Maximizer | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Maximizer | Self-Assurance    | 89%       | 84%       | 89%    | 89%     | 84%      | 89%    |
| Maximizer | Significance      | 95%       | 95%       | 89%    | 95%     | 95%      | 89%    |
| Maximizer | Strategic         | 100%      | 91%       | 91%    | 91%     | 91%      | 91%    |
| Maximizer | Woo               | 94%       | 94%       | 94%    | 94%     | 100%     | 100%   |

## Pairwise Cluster Analyses for Positivity, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1    | Theme 2           | French-CA | French-EU | German     | Italian    | Japanese   | Korean |
|------------|-------------------|-----------|-----------|------------|------------|------------|--------|
| Positivity | Achiever          | 94%       | 100%      | 94%        | 100%       | 100%       | 94%    |
| Positivity | Activator         | 95%       | 95%       | 89%        | 84%        | 84%        | 84%    |
| Positivity | Adaptability      | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Analytical        | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Arranger          | 96%       | 100%      | 92%        | 88%        | 92%        | 76%    |
| Positivity | Belief            | 96%       | 96%       | 96%        | 91%        | 100%       | 96%    |
| Positivity | Command           | 100%      | 100%      | 95%        | 100%       | 100%       | 95%    |
| Positivity | Communication     | 86%       | 71%       | 90%        | 71%        | 76%        | 76%    |
| Positivity | Competition       | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Connectedness     | 90%       | 95%       | 100%       | 90%        | 85%        | 95%    |
| Positivity | Consistency       | 100%      | 100%      | 100%       | 100%       | 90%        | 100%   |
| Positivity | Context           | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Deliberative      | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Developer         | 85%       | 70%       | 70%        | 90%        | 75%        | 80%    |
| Positivity | Discipline        | 96%       | 100%      | 96%        | 96%        | 100%       | 100%   |
| Positivity | Empathy           | 100%      | 100%      | <b>67%</b> | 100%       | 78%        | 83%    |
| Positivity | Focus             | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Futuristic        | 100%      | 100%      | 95%        | 100%       | 100%       | 95%    |
| Positivity | Harmony           | 94%       | 94%       | 100%       | 94%        | 94%        | 94%    |
| Positivity | Ideation          | 100%      | 95%       | 100%       | <b>68%</b> | 100%       | 95%    |
| Positivity | Includer          | 89%       | 78%       | 72%        | 78%        | <b>67%</b> | 72%    |
| Positivity | Individualization | 100%      | 94%       | 94%        | 100%       | 100%       | 94%    |
| Positivity | Input             | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Intellection      | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Learner           | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Maximizer         | 95%       | 95%       | 95%        | 95%        | 100%       | 100%   |
| Positivity | Relator           | 100%      | 100%      | 100%       | 95%        | 95%        | 85%    |
| Positivity | Responsibility    | 100%      | 100%      | 100%       | 91%        | 96%        | 100%   |
| Positivity | Restorative       | 100%      | 100%      | 100%       | 100%       | 100%       | 100%   |
| Positivity | Self-Assurance    | 92%       | 92%       | 76%        | 96%        | 92%        | 92%    |
| Positivity | Significance      | 96%       | 96%       | 100%       | 100%       | 100%       | 96%    |
| Positivity | Strategic         | 100%      | 100%      | 94%        | 100%       | 100%       | 88%    |
| Positivity | Woo               | 78%       | 78%       | 78%        | 78%        | 72%        | 73%    |



## Pairwise Cluster Analyses for Relator, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA | French-EU  | German | Italian    | Japanese | Korean     |
|---------|-------------------|-----------|------------|--------|------------|----------|------------|
| Relator | Achiever          | 79%       | 79%        | 100%   | 93%        | 93%      | 79%        |
| Relator | Activator         | 93%       | 87%        | 87%    | 80%        | 87%      | 93%        |
| Relator | Adaptability      | 100%      | 100%       | 100%   | 100%       | 88%      | 88%        |
| Relator | Analytical        | 95%       | 95%        | 95%    | 79%        | 95%      | 79%        |
| Relator | Arranger          | 86%       | 76%        | 71%    | <b>67%</b> | 81%      | <b>67%</b> |
| Relator | Belief            | 84%       | 100%       | 89%    | 95%        | 84%      | 84%        |
| Relator | Command           | 88%       | 94%        | 88%    | 88%        | 100%     | 94%        |
| Relator | Communication     | 94%       | 94%        | 94%    | 94%        | 94%      | 82%        |
| Relator | Competition       | 100%      | 87%        | 87%    | 100%       | 80%      | 80%        |
| Relator | Connectedness     | 88%       | 94%        | 100%   | 94%        | 94%      | 81%        |
| Relator | Consistency       | 88%       | 88%        | 88%    | 88%        | 88%      | 88%        |
| Relator | Context           | 100%      | 100%       | 100%   | 83%        | 83%      | 83%        |
| Relator | Deliberative      | 88%       | 88%        | 88%    | 88%        | 88%      | 88%        |
| Relator | Developer         | 94%       | 100%       | 83%    | 72%        | 100%     | 100%       |
| Relator | Discipline        | 82%       | 82%        | 82%    | 95%        | 95%      | 95%        |
| Relator | Empathy           | 93%       | 100%       | 86%    | 100%       | 86%      | 86%        |
| Relator | Focus             | 95%       | 90%        | 80%    | 80%        | 95%      | 90%        |
| Relator | Futuristic        | 81%       | 81%        | 81%    | 94%        | 94%      | 100%       |
| Relator | Harmony           | 100%      | 85%        | 85%    | 85%        | 85%      | 77%        |
| Relator | Ideation          | 87%       | 100%       | 100%   | 93%        | 100%     | 100%       |
| Relator | Includer          | 100%      | 87%        | 100%   | 93%        | 100%     | 93%        |
| Relator | Individualization | 86%       | 71%        | 86%    | 79%        | 79%      | 79%        |
| Relator | Input             | 92%       | 100%       | 100%   | 100%       | 85%      | 85%        |
| Relator | Intellection      | 89%       | 89%        | 89%    | 89%        | 89%      | 89%        |
| Relator | Learner           | 100%      | 94%        | 100%   | 94%        | 88%      | 88%        |
| Relator | Maximizer         | 87%       | 93%        | 93%    | 93%        | 93%      | 93%        |
| Relator | Positivity        | 100%      | 100%       | 100%   | 95%        | 95%      | 85%        |
| Relator | Responsibility    | 72%       | <b>67%</b> | 78%    | 72%        | 94%      | 89%        |
| Relator | Restorative       | 100%      | 86%        | 86%    | 100%       | 86%      | 86%        |
| Relator | Self-Assurance    | 85%       | 70%        | 80%    | 85%        | 75%      | 85%        |
| Relator | Significance      | 100%      | 80%        | 95%    | 90%        | 95%      | 90%        |
| Relator | Strategic         | 92%       | 92%        | 92%    | 92%        | 92%      | 92%        |
| Relator | Woo               | 100%      | 100%       | 94%    | 100%       | 100%     | 94%        |

## Pairwise Cluster Analyses for Responsibility, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1        | Theme 2           | French-CA | French-EU  | German | Italian | Japanese | Korean |
|----------------|-------------------|-----------|------------|--------|---------|----------|--------|
| Responsibility | Achiever          | 88%       | 88%        | 88%    | 88%     | 76%      | 88%    |
| Responsibility | Activator         | 89%       | 79%        | 89%    | 89%     | 89%      | 94%    |
| Responsibility | Adaptability      | 100%      | 100%       | 100%   | 100%    | 100%     | 100%   |
| Responsibility | Analytical        | 95%       | 86%        | 95%    | 95%     | 95%      | 91%    |
| Responsibility | Arranger          | 82%       | 73%        | 86%    | 86%     | 95%      | 86%    |
| Responsibility | Belief            | 94%       | 89%        | 78%    | 89%     | 78%      | 83%    |
| Responsibility | Command           | 100%      | 100%       | 95%    | 100%    | 85%      | 90%    |
| Responsibility | Communication     | 95%       | 95%        | 95%    | 90%     | 95%      | 95%    |
| Responsibility | Competition       | 94%       | 100%       | 94%    | 100%    | 94%      | 94%    |
| Responsibility | Connectedness     | 89%       | 95%        | 100%   | 95%     | 95%      | 89%    |
| Responsibility | Consistency       | 100%      | 89%        | 89%    | 95%     | 100%     | 100%   |
| Responsibility | Context           | 100%      | 100%       | 100%   | 100%    | 100%     | 100%   |
| Responsibility | Deliberative      | 95%       | 89%        | 95%    | 79%     | 84%      | 95%    |
| Responsibility | Developer         | 76%       | 95%        | 76%    | 71%     | 81%      | 90%    |
| Responsibility | Discipline        | 88%       | 83%        | 92%    | 92%     | 83%      | 100%   |
| Responsibility | Empathy           | 94%       | 100%       | 100%   | 100%    | 100%     | 94%    |
| Responsibility | Focus             | 100%      | 96%        | 87%    | 83%     | 91%      | 91%    |
| Responsibility | Futuristic        | 100%      | 100%       | 74%    | 100%    | 95%      | 95%    |
| Responsibility | Harmony           | 94%       | 88%        | 94%    | 100%    | 100%     | 94%    |
| Responsibility | Ideation          | 94%       | 94%        | 100%   | 89%     | 94%      | 94%    |
| Responsibility | Includer          | 100%      | 100%       | 100%   | 100%    | 100%     | 100%   |
| Responsibility | Individualization | 94%       | 76%        | 76%    | 76%     | 88%      | 88%    |
| Responsibility | Input             | 94%       | 94%        | 81%    | 94%     | 100%     | 100%   |
| Responsibility | Intellection      | 100%      | 100%       | 100%   | 100%    | 95%      | 95%    |
| Responsibility | Learner           | 100%      | 95%        | 100%   | 95%     | 95%      | 95%    |
| Responsibility | Maximizer         | 94%       | 94%        | 94%    | 94%     | 94%      | 100%   |
| Responsibility | Positivity        | 100%      | 100%       | 100%   | 91%     | 96%      | 100%   |
| Responsibility | Relator           | 72%       | <b>67%</b> | 78%    | 72%     | 94%      | 89%    |
| Responsibility | Restorative       | 100%      | 100%       | 100%   | 100%    | 100%     | 100%   |
| Responsibility | Self-Assurance    | 88%       | 76%        | 76%    | 88%     | 88%      | 88%    |
| Responsibility | Significance      | 96%       | 74%        | 74%    | 78%     | 78%      | 91%    |
| Responsibility | Strategic         | 93%       | 93%        | 93%    | 87%     | 87%      | 80%    |
| Responsibility | Woo               | 100%      | 100%       | 100%   | 90%     | 95%      | 100%   |

## Pairwise Cluster Analyses for Restorative, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1     | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|-------------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Restorative | Achiever          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Activator         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Analytical        | 100%      | 94%       | 94%    | 100%    | 88%      | 94%    |
| Restorative | Arranger          | 95%       | 100%      | 100%   | 89%     | 89%      | 100%   |
| Restorative | Belief            | 88%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Command           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Communication     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Connectedness     | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Consistency       | 100%      | 100%      | 100%   | 100%    | 86%      | 100%   |
| Restorative | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Deliberative      | 100%      | 100%      | 100%   | 100%    | 79%      | 100%   |
| Restorative | Developer         | 94%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Discipline        | 100%      | 100%      | 100%   | 100%    | 80%      | 100%   |
| Restorative | Empathy           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Focus             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Futuristic        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Ideation          | 100%      | 100%      | 100%   | 92%     | 100%     | 100%   |
| Restorative | Includer          | 100%      | 100%      | 100%   | 100%    | 92%      | 100%   |
| Restorative | Individualization | 100%      | 92%       | 92%    | 100%    | 92%      | 92%    |
| Restorative | Input             | 100%      | 100%      | 100%   | 100%    | 91%      | 100%   |
| Restorative | Intellection      | 100%      | 100%      | 100%   | 100%    | 94%      | 100%   |
| Restorative | Learner           | 100%      | 93%       | 93%    | 100%    | 93%      | 93%    |
| Restorative | Maximizer         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Positivity        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Relator           | 100%      | 86%       | 86%    | 100%    | 86%      | 86%    |
| Restorative | Responsibility    | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Self-Assurance    | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Significance      | 94%       | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Strategic         | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Restorative | Woo               | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |

## Pairwise Cluster Analyses for Self-Assurance, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1        | Theme 2           | French-CA  | French-EU  | German     | Italian    | Japanese | Korean     |
|----------------|-------------------|------------|------------|------------|------------|----------|------------|
| Self-Assurance | Achiever          | 84%        | 84%        | 79%        | 89%        | 84%      | 84%        |
| Self-Assurance | Activator         | <b>65%</b> | <b>65%</b> | 70%        | <b>65%</b> | 70%      | 70%        |
| Self-Assurance | Adaptability      | 100%       | 100%       | 100%       | 100%       | 100%     | 90%        |
| Self-Assurance | Analytical        | 91%        | 87%        | 96%        | 91%        | 91%      | 91%        |
| Self-Assurance | Arranger          | 84%        | 80%        | 76%        | 84%        | 92%      | 80%        |
| Self-Assurance | Belief            | 74%        | 78%        | 83%        | 87%        | 83%      | 87%        |
| Self-Assurance | Command           | 79%        | 84%        | <b>63%</b> | <b>68%</b> | 79%      | 79%        |
| Self-Assurance | Communication     | 82%        | 100%       | 95%        | 95%        | 91%      | 77%        |
| Self-Assurance | Competition       | 90%        | 90%        | 90%        | 95%        | 95%      | 90%        |
| Self-Assurance | Connectedness     | 90%        | 90%        | 100%       | 95%        | 95%      | 95%        |
| Self-Assurance | Consistency       | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Self-Assurance | Context           | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Self-Assurance | Deliberative      | 90%        | 95%        | 100%       | 100%       | 86%      | 95%        |
| Self-Assurance | Developer         | 96%        | 100%       | 100%       | 100%       | 100%     | 87%        |
| Self-Assurance | Discipline        | 93%        | 100%       | 96%        | 96%        | 85%      | 89%        |
| Self-Assurance | Empathy           | 89%        | 100%       | 100%       | 100%       | 100%     | 100%       |
| Self-Assurance | Focus             | 79%        | 92%        | 88%        | 92%        | 75%      | 92%        |
| Self-Assurance | Futuristic        | 81%        | 90%        | 81%        | 81%        | 95%      | 86%        |
| Self-Assurance | Harmony           | 100%       | 100%       | 100%       | 100%       | 100%     | 94%        |
| Self-Assurance | Ideation          | 90%        | 80%        | 80%        | 90%        | 90%      | 90%        |
| Self-Assurance | Includer          | 100%       | 100%       | 100%       | 100%       | 100%     | 75%        |
| Self-Assurance | Individualization | 89%        | 89%        | 84%        | 95%        | 95%      | 84%        |
| Self-Assurance | Input             | 89%        | 100%       | 100%       | 94%        | 89%      | 72%        |
| Self-Assurance | Intellection      | 100%       | 100%       | 100%       | 100%       | 96%      | 100%       |
| Self-Assurance | Learner           | 100%       | 95%        | 100%       | 95%        | 90%      | 90%        |
| Self-Assurance | Maximizer         | 89%        | 84%        | 89%        | 89%        | 84%      | 89%        |
| Self-Assurance | Positivity        | 92%        | 92%        | 76%        | 96%        | 92%      | 92%        |
| Self-Assurance | Relator           | 85%        | 70%        | 80%        | 85%        | 75%      | 85%        |
| Self-Assurance | Responsibility    | 88%        | 76%        | 76%        | 88%        | 88%      | 88%        |
| Self-Assurance | Restorative       | 100%       | 100%       | 100%       | 100%       | 100%     | 100%       |
| Self-Assurance | Significance      | <b>58%</b> | <b>58%</b> | 88%        | <b>67%</b> | 83%      | <b>67%</b> |
| Self-Assurance | Strategic         | 94%        | 94%        | 94%        | 88%        | 82%      | 88%        |
| Self-Assurance | Woo               | 91%        | 95%        | 73%        | 95%        | 91%      | 91%        |

## Pairwise Cluster Analyses for Significance, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1      | Theme 2           | French-CA  | French-EU  | German | Italian    | Japanese | Korean     |
|--------------|-------------------|------------|------------|--------|------------|----------|------------|
| Significance | Achiever          | 89%        | 94%        | 100%   | 83%        | 89%      | 89%        |
| Significance | Activator         | 79%        | 89%        | 89%    | 79%        | 84%      | 74%        |
| Significance | Adaptability      | 100%       | 100%       | 100%   | 100%       | 100%     | 95%        |
| Significance | Analytical        | 96%        | 91%        | 96%    | 96%        | 96%      | 100%       |
| Significance | Arranger          | 84%        | 92%        | 92%    | 80%        | 88%      | 88%        |
| Significance | Belief            | 78%        | 78%        | 78%    | 87%        | 70%      | 91%        |
| Significance | Command           | <b>68%</b> | 74%        | 79%    | 84%        | 84%      | <b>63%</b> |
| Significance | Communication     | 95%        | 95%        | 95%    | 95%        | 95%      | 95%        |
| Significance | Competition       | 78%        | 83%        | 78%    | 89%        | 83%      | <b>61%</b> |
| Significance | Connectedness     | 90%        | 95%        | 95%    | 100%       | 95%      | 95%        |
| Significance | Consistency       | 95%        | 100%       | 100%   | 100%       | 95%      | 95%        |
| Significance | Context           | 100%       | 100%       | 100%   | 100%       | 100%     | 100%       |
| Significance | Deliberative      | 100%       | 100%       | 100%   | 100%       | 85%      | 100%       |
| Significance | Developer         | 100%       | 100%       | 100%   | 95%        | 91%      | 95%        |
| Significance | Discipline        | 92%        | 92%        | 85%    | 85%        | 85%      | 96%        |
| Significance | Empathy           | 89%        | 94%        | 100%   | 100%       | 100%     | 100%       |
| Significance | Focus             | 81%        | 81%        | 81%    | 76%        | 76%      | 86%        |
| Significance | Futuristic        | 95%        | 90%        | 80%    | 85%        | 100%     | 90%        |
| Significance | Harmony           | 94%        | 100%       | 100%   | 100%       | 100%     | 94%        |
| Significance | Ideation          | 100%       | 100%       | 95%    | 89%        | 95%      | 95%        |
| Significance | Includer          | 95%        | 100%       | 100%   | 100%       | 100%     | 95%        |
| Significance | Individualization | 100%       | 94%        | 94%    | 72%        | 100%     | 94%        |
| Significance | Input             | 94%        | 94%        | 94%    | 94%        | 82%      | 88%        |
| Significance | Intellection      | 100%       | 100%       | 95%    | 100%       | 91%      | 100%       |
| Significance | Learner           | 100%       | 95%        | 100%   | 80%        | 95%      | 95%        |
| Significance | Maximizer         | 95%        | 95%        | 89%    | 95%        | 95%      | 89%        |
| Significance | Positivity        | 96%        | 96%        | 100%   | 100%       | 100%     | 96%        |
| Significance | Relator           | 100%       | 80%        | 95%    | 90%        | 95%      | 90%        |
| Significance | Responsibility    | 96%        | 74%        | 74%    | 78%        | 78%      | 91%        |
| Significance | Restorative       | 94%        | 100%       | 100%   | 100%       | 100%     | 100%       |
| Significance | Self-Assurance    | <b>58%</b> | <b>58%</b> | 88%    | <b>67%</b> | 83%      | <b>67%</b> |
| Significance | Strategic         | 100%       | 94%        | 88%    | 88%        | 100%     | 94%        |
| Significance | Woo               | 100%       | 95%        | 95%    | 100%       | 95%      | 95%        |

## Pairwise Cluster Analyses for Strategic, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1   | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|-----------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Strategic | Achiever          | 90%       | 90%       | 90%    | 90%     | 70%      | 70%    |
| Strategic | Activator         | 91%       | 91%       | 91%    | 91%     | 91%      | 91%    |
| Strategic | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Strategic | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%     | 93%    |
| Strategic | Arranger          | 94%       | 94%       | 94%    | 94%     | 94%      | 94%    |
| Strategic | Belief            | 93%       | 87%       | 93%    | 100%    | 100%     | 87%    |
| Strategic | Command           | 85%       | 77%       | 92%    | 85%     | 85%      | 77%    |
| Strategic | Communication     | 100%      | 92%       | 100%   | 100%    | 100%     | 100%   |
| Strategic | Competition       | 100%      | 82%       | 100%   | 100%    | 100%     | 91%    |
| Strategic | Connectedness     | 100%      | 100%      | 100%   | 100%    | 100%     | 92%    |
| Strategic | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Strategic | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Strategic | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Strategic | Developer         | 93%       | 100%      | 100%   | 100%    | 100%     | 86%    |
| Strategic | Discipline        | 100%      | 100%      | 100%   | 100%    | 83%      | 94%    |
| Strategic | Empathy           | 80%       | 90%       | 90%    | 90%     | 70%      | 100%   |
| Strategic | Focus             | 94%       | 94%       | 94%    | 88%     | 100%     | 94%    |
| Strategic | Futuristic        | 100%      | 82%       | 100%   | 100%    | 100%     | 100%   |
| Strategic | Harmony           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Strategic | Ideation          | 82%       | 82%       | 91%    | 82%     | 82%      | 82%    |
| Strategic | Includer          | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Strategic | Individualization | 100%      | 90%       | 100%   | 100%    | 100%     | 90%    |
| Strategic | Input             | 100%      | 78%       | 89%    | 78%     | 100%     | 100%   |
| Strategic | Intellection      | 100%      | 100%      | 93%    | 100%    | 93%      | 100%   |
| Strategic | Learner           | 100%      | 100%      | 92%    | 100%    | 92%      | 92%    |
| Strategic | Maximizer         | 100%      | 91%       | 91%    | 91%     | 91%      | 91%    |
| Strategic | Positivity        | 100%      | 100%      | 94%    | 100%    | 100%     | 88%    |
| Strategic | Relator           | 92%       | 92%       | 92%    | 92%     | 92%      | 92%    |
| Strategic | Responsibility    | 93%       | 93%       | 93%    | 87%     | 87%      | 80%    |
| Strategic | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Strategic | Self-Assurance    | 94%       | 94%       | 94%    | 88%     | 82%      | 88%    |
| Strategic | Significance      | 100%      | 94%       | 88%    | 88%     | 100%     | 94%    |
| Strategic | Woo               | 92%       | 92%       | 92%    | 92%     | 92%      | 85%    |

## Pairwise Cluster Analyses for Woo, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082

Japanese: 28,803 | Korean: 5,567

| Theme 1 | Theme 2           | French-CA | French-EU | German | Italian | Japanese | Korean |
|---------|-------------------|-----------|-----------|--------|---------|----------|--------|
| Woo     | Achiever          | 93%       | 93%       | 93%    | 100%    | 93%      | 93%    |
| Woo     | Activator         | 94%       | 88%       | 88%    | 88%     | 81%      | 88%    |
| Woo     | Adaptability      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Analytical        | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Arranger          | 91%       | 91%       | 73%    | 100%    | 86%      | 77%    |
| Woo     | Belief            | 95%       | 100%      | 95%    | 100%    | 100%     | 90%    |
| Woo     | Command           | 100%      | 100%      | 94%    | 100%    | 100%     | 94%    |
| Woo     | Communication     | 73%       | 80%       | 67%    | 67%     | 73%      | 73%    |
| Woo     | Competition       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Connectedness     | 88%       | 94%       | 100%   | 100%    | 100%     | 100%   |
| Woo     | Consistency       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Context           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Deliberative      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Developer         | 100%      | 95%       | 100%   | 100%    | 95%      | 79%    |
| Woo     | Discipline        | 96%       | 100%      | 96%    | 96%     | 100%     | 100%   |
| Woo     | Empathy           | 67%       | 100%      | 100%   | 100%    | 80%      | 93%    |
| Woo     | Focus             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Futuristic        | 100%      | 94%       | 100%   | 100%    | 100%     | 94%    |
| Woo     | Harmony           | 93%       | 100%      | 100%   | 100%    | 100%     | 93%    |
| Woo     | Ideation          | 94%       | 94%       | 100%   | 75%     | 100%     | 94%    |
| Woo     | Includer          | 80%       | 87%       | 80%    | 93%     | 73%      | 73%    |
| Woo     | Individualization | 100%      | 93%       | 93%    | 93%     | 100%     | 93%    |
| Woo     | Input             | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Intellection      | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Learner           | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Maximizer         | 94%       | 94%       | 94%    | 94%     | 100%     | 100%   |
| Woo     | Positivity        | 78%       | 78%       | 78%    | 78%     | 72%      | 73%    |
| Woo     | Relator           | 100%      | 100%      | 94%    | 100%    | 100%     | 94%    |
| Woo     | Responsibility    | 100%      | 100%      | 100%   | 90%     | 95%      | 100%   |
| Woo     | Restorative       | 100%      | 100%      | 100%   | 100%    | 100%     | 100%   |
| Woo     | Self-Assurance    | 91%       | 95%       | 73%    | 95%     | 91%      | 91%    |
| Woo     | Significance      | 100%      | 95%       | 95%    | 100%    | 95%      | 95%    |
| Woo     | Strategic         | 92%       | 92%       | 92%    | 92%     | 92%      | 85%    |

## Pairwise Cluster Analyses for Achiever, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1  | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai       |
|----------|-------------------|--------|---------------|------------|------------|---------|------------|
| Achiever | Activator         | 100%   | 92%           | 92%        | 92%        | 100%    | 77%        |
| Achiever | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Achiever | Analytical        | 100%   | 100%          | 82%        | 94%        | 94%     | <b>65%</b> |
| Achiever | Arranger          | 95%    | 89%           | 79%        | 84%        | 74%     | 79%        |
| Achiever | Belief            | 100%   | 94%           | 76%        | 82%        | 100%    | 76%        |
| Achiever | Command           | 87%    | 87%           | 80%        | 93%        | 87%     | <b>67%</b> |
| Achiever | Communication     | 100%   | 100%          | 93%        | 93%        | 100%    | 80%        |
| Achiever | Competition       | 100%   | 92%           | 75%        | 83%        | 92%     | 83%        |
| Achiever | Connectedness     | 93%    | 100%          | 86%        | 93%        | 93%     | 93%        |
| Achiever | Consistency       | 93%    | 100%          | 86%        | 100%       | 100%    | 100%       |
| Achiever | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Achiever | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 87%        |
| Achiever | Developer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Achiever | Discipline        | 100%   | 100%          | 85%        | 85%        | 85%     | 80%        |
| Achiever | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Achiever | Focus             | 94%    | 71%           | 88%        | 82%        | 76%     | <b>65%</b> |
| Achiever | Futuristic        | 71%    | 93%           | 93%        | 71%        | 93%     | 86%        |
| Achiever | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Achiever | Ideation          | 100%   | 92%           | 92%        | 100%       | 92%     | 92%        |
| Achiever | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 92%        |
| Achiever | Individualization | 100%   | 92%           | 83%        | 92%        | 100%    | <b>67%</b> |
| Achiever | Input             | 100%   | 100%          | 100%       | 91%        | 91%     | 91%        |
| Achiever | Intellection      | 100%   | 75%           | 75%        | 88%        | 100%    | 88%        |
| Achiever | Learner           | 85%    | 77%           | 77%        | 77%        | 85%     | 85%        |
| Achiever | Maximizer         | 100%   | 100%          | 92%        | 85%        | 100%    | 100%       |
| Achiever | Positivity        | 100%   | 100%          | 100%       | 100%       | 100%    | 94%        |
| Achiever | Relator           | 86%    | 86%           | 71%        | 86%        | 93%     | 79%        |
| Achiever | Responsibility    | 94%    | 88%           | 76%        | 82%        | 76%     | 71%        |
| Achiever | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Achiever | Self-Assurance    | 79%    | 89%           | 74%        | 89%        | 74%     | 74%        |
| Achiever | Significance      | 94%    | 89%           | 94%        | 94%        | 78%     | 83%        |
| Achiever | Strategic         | 90%    | 90%           | 90%        | 90%        | 80%     | 80%        |
| Achiever | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 87%        |



## Pairwise Cluster Analyses for Activator, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1   | Theme 2           | Polish     | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish    | Thai |
|-----------|-------------------|------------|---------------|------------|------------|------------|------|
| Activator | Achiever          | 100%       | 92%           | 92%        | 92%        | 100%       | 77%  |
| Activator | Adaptability      | 100%       | 93%           | 93%        | 100%       | 100%       | 100% |
| Activator | Analytical        | 100%       | 100%          | 100%       | 100%       | 94%        | 94%  |
| Activator | Arranger          | 85%        | 85%           | 90%        | 70%        | 70%        | 75%  |
| Activator | Belief            | 100%       | 93%           | 93%        | 100%       | 100%       | 100% |
| Activator | Command           | 71%        | 79%           | 86%        | 79%        | <b>64%</b> | 71%  |
| Activator | Communication     | 92%        | 92%           | <b>69%</b> | 92%        | 92%        | 92%  |
| Activator | Competition       | 92%        | 92%           | 85%        | 92%        | 92%        | 92%  |
| Activator | Connectedness     | 93%        | 100%          | 87%        | 93%        | 93%        | 93%  |
| Activator | Consistency       | 93%        | 100%          | 86%        | 100%       | 100%       | 100% |
| Activator | Context           | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Activator | Deliberative      | 100%       | 100%          | 100%       | 100%       | 94%        | 100% |
| Activator | Developer         | 100%       | 100%          | 100%       | 100%       | 100%       | 94%  |
| Activator | Discipline        | 95%        | 100%          | 100%       | 95%        | 100%       | 100% |
| Activator | Empathy           | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Activator | Focus             | 100%       | 95%           | 79%        | 100%       | 89%        | 84%  |
| Activator | Futuristic        | 87%        | 93%           | 87%        | 73%        | 93%        | 87%  |
| Activator | Harmony           | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Activator | Ideation          | 79%        | 86%           | 86%        | 86%        | 79%        | 79%  |
| Activator | Includer          | 100%       | 93%           | 86%        | 93%        | 86%        | 93%  |
| Activator | Individualization | 92%        | 92%           | 85%        | 77%        | 93%        | 77%  |
| Activator | Input             | 100%       | 100%          | 92%        | 100%       | 100%       | 100% |
| Activator | Intellection      | 100%       | 82%           | 100%       | 100%       | 100%       | 82%  |
| Activator | Learner           | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Activator | Maximizer         | 93%        | 93%           | 93%        | 93%        | 93%        | 100% |
| Activator | Positivity        | 79%        | 89%           | 79%        | 79%        | 84%        | 84%  |
| Activator | Relator           | 80%        | 87%           | 87%        | 87%        | 80%        | 73%  |
| Activator | Responsibility    | 94%        | 94%           | 89%        | 94%        | 94%        | 89%  |
| Activator | Restorative       | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Activator | Self-Assurance    | 75%        | 90%           | 80%        | 70%        | <b>65%</b> | 90%  |
| Activator | Significance      | 79%        | 79%           | 84%        | 89%        | 89%        | 79%  |
| Activator | Strategic         | 91%        | 82%           | 91%        | 82%        | 91%        | 82%  |
| Activator | Woo               | <b>69%</b> | 88%           | 94%        | <b>69%</b> | 88%        | 88%  |

## Pairwise Cluster Analyses for Adaptability, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1      | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|--------------|-------------------|--------|---------------|------------|------------|---------|------|
| Adaptability | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Activator         | 100%   | 93%           | 93%        | 100%       | 100%    | 100% |
| Adaptability | Analytical        | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Adaptability | Arranger          | 100%   | 95%           | 100%       | 100%       | 100%    | 100% |
| Adaptability | Belief            | 74%    | 79%           | 84%        | 84%        | 84%     | 84%  |
| Adaptability | Command           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Communication     | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Connectedness     | 88%    | 100%          | 94%        | 94%        | 94%     | 100% |
| Adaptability | Consistency       | 93%    | 100%          | 86%        | 100%       | 100%    | 100% |
| Adaptability | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Developer         | 94%    | 100%          | 67%        | 100%       | 83%     | 100% |
| Adaptability | Discipline        | 95%    | 100%          | 100%       | 100%       | 95%     | 86%  |
| Adaptability | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Futuristic        | 94%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Ideation          | 100%   | 100%          | 100%       | 100%       | 93%     | 93%  |
| Adaptability | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 93%  |
| Adaptability | Individualization | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Input             | 92%    | 100%          | 100%       | 100%       | 92%     | 100% |
| Adaptability | Intellection      | 100%   | 100%          | 94%        | 94%        | 94%     | 94%  |
| Adaptability | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Maximizer         | 93%    | 100%          | 100%       | 100%       | 100%    | 93%  |
| Adaptability | Positivity        | 100%   | 100%          | 100%       | 100%       | 95%     | 100% |
| Adaptability | Relator           | 100%   | 88%           | 100%       | 100%       | 100%    | 88%  |
| Adaptability | Responsibility    | 100%   | 100%          | 100%       | 100%       | 95%     | 95%  |
| Adaptability | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Self-Assurance    | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Significance      | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Adaptability | Strategic         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Adaptability | Woo               | 100%   | 100%          | 100%       | 100%       | 94%     | 100% |

## Pairwise Cluster Analyses for Analytical, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1    | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|------------|-------------------|--------|---------------|------------|------------|---------|------|
| Analytical | Achiever          | 100%   | 100%          | 82%        | 94%        | 94%     | 65%  |
| Analytical | Activator         | 100%   | 100%          | 100%       | 100%       | 94%     | 94%  |
| Analytical | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Analytical | Arranger          | 100%   | 100%          | 88%        | 100%       | 100%    | 79%  |
| Analytical | Belief            | 100%   | 95%           | 86%        | 95%        | 100%    | 91%  |
| Analytical | Command           | 100%   | 100%          | 95%        | 100%       | 95%     | 84%  |
| Analytical | Communication     | 100%   | 100%          | 94%        | 94%        | 94%     | 94%  |
| Analytical | Competition       | 94%    | 100%          | 82%        | 94%        | 88%     | 100% |
| Analytical | Connectedness     | 95%    | 100%          | 89%        | 95%        | 95%     | 79%  |
| Analytical | Consistency       | 93%    | 100%          | 86%        | 100%       | 100%    | 100% |
| Analytical | Context           | 75%    | 100%          | 100%       | 100%       | 100%    | 75%  |
| Analytical | Deliberative      | 74%    | 89%           | 89%        | 89%        | 95%     | 89%  |
| Analytical | Developer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Analytical | Discipline        | 79%    | 83%           | 71%        | 71%        | 88%     | 79%  |
| Analytical | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Analytical | Focus             | 95%    | 73%           | 73%        | 73%        | 91%     | 77%  |
| Analytical | Futuristic        | 100%   | 100%          | 84%        | 100%       | 100%    | 89%  |
| Analytical | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Analytical | Ideation          | 94%    | 94%           | 94%        | 94%        | 94%     | 83%  |
| Analytical | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Analytical | Individualization | 100%   | 94%           | 94%        | 100%       | 100%    | 88%  |
| Analytical | Input             | 100%   | 100%          | 100%       | 100%       | 94%     | 88%  |
| Analytical | Intellection      | 90%    | 86%           | 95%        | 86%        | 90%     | 86%  |
| Analytical | Learner           | 100%   | 94%           | 94%        | 94%        | 100%    | 88%  |
| Analytical | Maximizer         | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Analytical | Positivity        | 100%   | 100%          | 100%       | 100%       | 100%    | 96%  |
| Analytical | Relator           | 79%    | 84%           | 84%        | 84%        | 89%     | 89%  |
| Analytical | Responsibility    | 95%    | 95%           | 86%        | 91%        | 91%     | 73%  |
| Analytical | Restorative       | 82%    | 100%          | 100%       | 94%        | 100%    | 100% |
| Analytical | Self-Assurance    | 96%    | 96%           | 74%        | 91%        | 91%     | 87%  |
| Analytical | Significance      | 100%   | 100%          | 74%        | 100%       | 95%     | 83%  |
| Analytical | Strategic         | 100%   | 100%          | 93%        | 93%        | 80%     | 87%  |
| Analytical | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 90%  |

## Pairwise Cluster Analyses for Arranger, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1  | Theme 2           | Polish     | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai       |
|----------|-------------------|------------|---------------|------------|------------|---------|------------|
| Arranger | Achiever          | 95%        | 89%           | 79%        | 84%        | 74%     | 79%        |
| Arranger | Activator         | 85%        | 85%           | 90%        | 70%        | 70%     | 75%        |
| Arranger | Adaptability      | 100%       | 95%           | 100%       | 100%       | 100%    | 100%       |
| Arranger | Analytical        | 100%       | 100%          | 88%        | 100%       | 100%    | 79%        |
| Arranger | Belief            | 92%        | 83%           | 83%        | 83%        | 92%     | 88%        |
| Arranger | Command           | 84%        | 84%           | 89%        | 84%        | 95%     | 84%        |
| Arranger | Communication     | 100%       | 81%           | 81%        | 90%        | 90%     | 81%        |
| Arranger | Competition       | 100%       | 95%           | 89%        | 95%        | 95%     | 95%        |
| Arranger | Connectedness     | 86%        | 100%          | 86%        | 76%        | 90%     | 81%        |
| Arranger | Consistency       | 93%        | 100%          | 86%        | 100%       | 100%    | 100%       |
| Arranger | Context           | 100%       | 94%           | 100%       | 100%       | 100%    | 100%       |
| Arranger | Deliberative      | 100%       | 100%          | 100%       | 100%       | 100%    | 95%        |
| Arranger | Developer         | 83%        | 87%           | 87%        | 87%        | 91%     | 87%        |
| Arranger | Discipline        | 96%        | 96%           | 76%        | 96%        | 96%     | 85%        |
| Arranger | Empathy           | 100%       | 100%          | 100%       | 100%       | 100%    | 100%       |
| Arranger | Focus             | 100%       | 88%           | 84%        | 92%        | 92%     | 80%        |
| Arranger | Futuristic        | 81%        | 90%           | 81%        | 76%        | 95%     | 90%        |
| Arranger | Harmony           | 100%       | 100%          | 94%        | 94%        | 94%     | 100%       |
| Arranger | Ideation          | 95%        | 85%           | 95%        | 90%        | 95%     | 85%        |
| Arranger | Includer          | 90%        | 90%           | 80%        | 80%        | 85%     | 80%        |
| Arranger | Individualization | 82%        | 76%           | 82%        | 71%        | 94%     | <b>65%</b> |
| Arranger | Input             | 89%        | 83%           | 94%        | 89%        | 78%     | 89%        |
| Arranger | Intellection      | 100%       | 100%          | 100%       | 100%       | 100%    | 96%        |
| Arranger | Learner           | 100%       | 100%          | 95%        | 100%       | 95%     | 89%        |
| Arranger | Maximizer         | 89%        | 95%           | 95%        | 95%        | 95%     | 84%        |
| Arranger | Positivity        | 92%        | 100%          | 92%        | 92%        | 88%     | 88%        |
| Arranger | Relator           | 71%        | 86%           | 81%        | 71%        | 71%     | 71%        |
| Arranger | Responsibility    | 86%        | 86%           | 73%        | 91%        | 82%     | 86%        |
| Arranger | Restorative       | 95%        | 100%          | 95%        | 100%       | 100%    | 100%       |
| Arranger | Self-Assurance    | <b>56%</b> | <b>68%</b>    | 76%        | 72%        | 76%     | 72%        |
| Arranger | Significance      | 72%        | 92%           | 76%        | 84%        | 96%     | 92%        |
| Arranger | Strategic         | 88%        | 94%           | 88%        | 100%       | 88%     | 82%        |
| Arranger | Woo               | 100%       | 95%           | 100%       | 95%        | 95%     | 91%        |

## Pairwise Cluster Analyses for Belief, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|---------|-------------------|--------|---------------|------------|------------|---------|------|
| Belief  | Achiever          | 100%   | 94%           | 76%        | 82%        | 100%    | 76%  |
| Belief  | Activator         | 100%   | 93%           | 93%        | 100%       | 100%    | 100% |
| Belief  | Adaptability      | 74%    | 79%           | 84%        | 84%        | 84%     | 84%  |
| Belief  | Analytical        | 100%   | 95%           | 86%        | 95%        | 100%    | 91%  |
| Belief  | Arranger          | 92%    | 83%           | 83%        | 83%        | 92%     | 88%  |
| Belief  | Command           | 94%    | 88%           | 94%        | 76%        | 88%     | 88%  |
| Belief  | Communication     | 95%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Belief  | Competition       | 100%   | 94%           | 100%       | 94%        | 100%    | 100% |
| Belief  | Connectedness     | 72%    | 89%           | 72%        | 72%        | 78%     | 83%  |
| Belief  | Consistency       | 100%   | 100%          | 86%        | 100%       | 100%    | 100% |
| Belief  | Context           | 100%   | 93%           | 100%       | 100%       | 100%    | 73%  |
| Belief  | Deliberative      | 100%   | 95%           | 100%       | 100%       | 100%    | 95%  |
| Belief  | Developer         | 89%    | 79%           | 89%        | 84%        | 84%     | 89%  |
| Belief  | Discipline        | 92%    | 96%           | 79%        | 92%        | 79%     | 83%  |
| Belief  | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Belief  | Focus             | 100%   | 96%           | 87%        | 96%        | 100%    | 96%  |
| Belief  | Futuristic        | 89%    | 89%           | 79%        | 79%        | 95%     | 89%  |
| Belief  | Harmony           | 100%   | 94%           | 94%        | 100%       | 94%     | 100% |
| Belief  | Ideation          | 94%    | 89%           | 89%        | 94%        | 94%     | 100% |
| Belief  | Includer          | 89%    | 89%           | 83%        | 94%        | 83%     | 83%  |
| Belief  | Individualization | 100%   | 93%           | 93%        | 93%        | 93%     | 93%  |
| Belief  | Input             | 94%    | 94%           | 94%        | 94%        | 88%     | 81%  |
| Belief  | Intellection      | 100%   | 86%           | 81%        | 100%       | 81%     | 90%  |
| Belief  | Learner           | 94%    | 94%           | 94%        | 100%       | 88%     | 94%  |
| Belief  | Maximizer         | 88%    | 94%           | 94%        | 94%        | 94%     | 94%  |
| Belief  | Positivity        | 96%    | 91%           | 83%        | 87%        | 91%     | 87%  |
| Belief  | Relator           | 84%    | 84%           | 89%        | 84%        | 89%     | 94%  |
| Belief  | Responsibility    | 83%    | 83%           | 72%        | 72%        | 72%     | 72%  |
| Belief  | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Belief  | Self-Assurance    | 87%    | 96%           | 83%        | 87%        | 96%     | 91%  |
| Belief  | Significance      | 91%    | 91%           | 87%        | 96%        | 83%     | 96%  |
| Belief  | Strategic         | 93%    | 93%           | 87%        | 93%        | 100%    | 87%  |
| Belief  | Woo               | 80%    | 100%          | 100%       | 95%        | 95%     | 100% |

## Pairwise Cluster Analyses for Command, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish    | Thai       |
|---------|-------------------|--------|---------------|------------|------------|------------|------------|
| Command | Achiever          | 87%    | 87%           | 80%        | 93%        | 87%        | <b>67%</b> |
| Command | Activator         | 71%    | 79%           | 86%        | 79%        | <b>64%</b> | 71%        |
| Command | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%       | 100%       |
| Command | Analytical        | 100%   | 100%          | 95%        | 100%       | 95%        | 84%        |
| Command | Arranger          | 84%    | 84%           | 89%        | 84%        | 95%        | 84%        |
| Command | Belief            | 94%    | 88%           | 94%        | 76%        | 88%        | 88%        |
| Command | Communication     | 94%    | 94%           | 89%        | 94%        | 89%        | 100%       |
| Command | Competition       | 88%    | 75%           | <b>69%</b> | 75%        | 94%        | 88%        |
| Command | Connectedness     | 94%    | 100%          | 100%       | 94%        | 94%        | 94%        |
| Command | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%       | 100%       |
| Command | Context           | 100%   | 100%          | 100%       | 100%       | 100%       | 100%       |
| Command | Deliberative      | 94%    | 100%          | 100%       | 100%       | 100%       | 94%        |
| Command | Developer         | 100%   | 100%          | 100%       | 100%       | 100%       | 100%       |
| Command | Discipline        | 96%    | 100%          | 91%        | 100%       | 96%        | 100%       |
| Command | Empathy           | 100%   | 100%          | 100%       | 100%       | 93%        | 93%        |
| Command | Focus             | 84%    | 79%           | 79%        | 74%        | 79%        | 74%        |
| Command | Futuristic        | 76%    | 94%           | 94%        | 94%        | 88%        | 88%        |
| Command | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%       | 100%       |
| Command | Ideation          | 94%    | 87%           | 87%        | 87%        | 87%        | <b>60%</b> |
| Command | Includer          | 100%   | 100%          | 100%       | 100%       | 100%       | 100%       |
| Command | Individualization | 93%    | 93%           | 87%        | 93%        | 87%        | 73%        |
| Command | Input             | 93%    | 100%          | 100%       | 100%       | 93%        | 86%        |
| Command | Intellection      | 100%   | 100%          | 100%       | 100%       | 100%       | 84%        |
| Command | Learner           | 100%   | 94%           | 88%        | 100%       | 94%        | 100%       |
| Command | Maximizer         | 94%    | 94%           | 94%        | 88%        | 94%        | 100%       |
| Command | Positivity        | 95%    | 95%           | 95%        | 100%       | 95%        | 95%        |
| Command | Relator           | 82%    | 88%           | 88%        | 82%        | 82%        | 82%        |
| Command | Responsibility    | 100%   | 95%           | 80%        | 90%        | 90%        | 90%        |
| Command | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%       | 100%       |
| Command | Self-Assurance    | 79%    | 79%           | <b>68%</b> | 74%        | 74%        | 79%        |
| Command | Significance      | 74%    | <b>68%</b>    | 84%        | <b>68%</b> | 74%        | 74%        |
| Command | Strategic         | 85%    | 85%           | 85%        | 92%        | 92%        | 85%        |
| Command | Woo               | 94%    | 94%           | 94%        | 94%        | 89%        | 89%        |

## Pairwise Cluster Analyses for Communication, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1       | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai       |
|---------------|-------------------|--------|---------------|------------|------------|---------|------------|
| Communication | Achiever          | 100%   | 100%          | 93%        | 93%        | 100%    | 80%        |
| Communication | Activator         | 92%    | 92%           | <b>69%</b> | 92%        | 92%     | 92%        |
| Communication | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Communication | Analytical        | 100%   | 100%          | 94%        | 94%        | 94%     | 94%        |
| Communication | Arranger          | 100%   | 81%           | 81%        | 90%        | 90%     | 81%        |
| Communication | Belief            | 95%    | 100%          | 100%       | 100%       | 100%    | 100%       |
| Communication | Command           | 94%    | 94%           | 89%        | 94%        | 89%     | 100%       |
| Communication | Competition       | 100%   | 100%          | 94%        | 100%       | 100%    | 100%       |
| Communication | Connectedness     | 100%   | 100%          | 94%        | 100%       | 100%    | 100%       |
| Communication | Consistency       | 100%   | 100%          | 88%        | 100%       | 100%    | 100%       |
| Communication | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Communication | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Communication | Developer         | 100%   | 100%          | 100%       | 95%        | 95%     | 100%       |
| Communication | Discipline        | 96%    | 100%          | 96%        | 96%        | 100%    | 100%       |
| Communication | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Communication | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 86%        |
| Communication | Futuristic        | 100%   | 100%          | 94%        | 100%       | 100%    | 94%        |
| Communication | Harmony           | 100%   | 100%          | 93%        | 100%       | 100%    | 100%       |
| Communication | Ideation          | 100%   | 100%          | 100%       | 75%        | 94%     | 100%       |
| Communication | Includer          | 93%    | 93%           | 80%        | 87%        | 93%     | 73%        |
| Communication | Individualization | 100%   | 87%           | 93%        | 100%       | 93%     | 100%       |
| Communication | Input             | 100%   | 93%           | 93%        | 93%        | 86%     | 100%       |
| Communication | Intellection      | 100%   | 93%           | 100%       | 100%       | 100%    | 100%       |
| Communication | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Communication | Maximizer         | 94%    | 100%          | 100%       | 94%        | 100%    | 94%        |
| Communication | Positivity        | 86%    | 76%           | 71%        | 76%        | 86%     | <b>67%</b> |
| Communication | Relator           | 100%   | 94%           | 76%        | 88%        | 94%     | 82%        |
| Communication | Responsibility    | 100%   | 95%           | 95%        | 95%        | 95%     | 90%        |
| Communication | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Communication | Self-Assurance    | 95%    | 77%           | 95%        | 100%       | 95%     | 95%        |
| Communication | Significance      | 95%    | 95%           | 95%        | 95%        | 100%    | 86%        |
| Communication | Strategic         | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Communication | Woo               | 87%    | 73%           | 80%        | 80%        | 73%     | 73%        |

## Pairwise Cluster Analyses for Competition, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1     | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|-------------|-------------------|--------|---------------|------------|------------|---------|------|
| Competition | Achiever          | 100%   | 92%           | 75%        | 83%        | 92%     | 83%  |
| Competition | Activator         | 92%    | 92%           | 85%        | 92%        | 92%     | 92%  |
| Competition | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Analytical        | 94%    | 100%          | 82%        | 94%        | 88%     | 100% |
| Competition | Arranger          | 100%   | 95%           | 89%        | 95%        | 95%     | 95%  |
| Competition | Belief            | 100%   | 94%           | 100%       | 94%        | 100%    | 100% |
| Competition | Command           | 88%    | 75%           | 69%        | 75%        | 94%     | 88%  |
| Competition | Communication     | 100%   | 100%          | 94%        | 100%       | 100%    | 100% |
| Competition | Connectedness     | 93%    | 100%          | 100%       | 93%        | 93%     | 100% |
| Competition | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Deliberative      | 93%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Developer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Discipline        | 100%   | 90%           | 100%       | 90%        | 90%     | 100% |
| Competition | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Futuristic        | 73%    | 93%           | 93%        | 87%        | 80%     | 93%  |
| Competition | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Ideation          | 93%    | 93%           | 86%        | 93%        | 100%    | 93%  |
| Competition | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Individualization | 100%   | 100%          | 100%       | 92%        | 100%    | 92%  |
| Competition | Input             | 100%   | 100%          | 100%       | 100%       | 100%    | 83%  |
| Competition | Intellection      | 100%   | 100%          | 100%       | 94%        | 100%    | 88%  |
| Competition | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Maximizer         | 100%   | 100%          | 93%        | 86%        | 100%    | 93%  |
| Competition | Positivity        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Relator           | 100%   | 87%           | 100%       | 87%        | 87%     | 93%  |
| Competition | Responsibility    | 100%   | 94%           | 94%        | 100%       | 89%     | 94%  |
| Competition | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Competition | Self-Assurance    | 90%    | 90%           | 75%        | 85%        | 90%     | 95%  |
| Competition | Significance      | 83%    | 83%           | 83%        | 78%        | 89%     | 94%  |
| Competition | Strategic         | 100%   | 82%           | 82%        | 91%        | 91%     | 100% |
| Competition | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |



## Pairwise Cluster Analyses for Connectedness, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1       | Theme 2           | Polish     | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish    | Thai |
|---------------|-------------------|------------|---------------|------------|------------|------------|------|
| Connectedness | Achiever          | 93%        | 100%          | 86%        | 93%        | 93%        | 93%  |
| Connectedness | Activator         | 93%        | 100%          | 87%        | 93%        | 93%        | 93%  |
| Connectedness | Adaptability      | 88%        | 100%          | 94%        | 94%        | 94%        | 100% |
| Connectedness | Analytical        | 95%        | 100%          | 89%        | 95%        | 95%        | 79%  |
| Connectedness | Arranger          | 86%        | 100%          | 86%        | 76%        | 90%        | 81%  |
| Connectedness | Belief            | 72%        | 89%           | 72%        | 72%        | 78%        | 83%  |
| Connectedness | Command           | 94%        | 100%          | 100%       | 94%        | 94%        | 94%  |
| Connectedness | Communication     | 100%       | 100%          | 94%        | 100%       | 100%       | 100% |
| Connectedness | Competition       | 93%        | 100%          | 100%       | 93%        | 93%        | 100% |
| Connectedness | Consistency       | 100%       | 100%          | 94%        | 94%        | 100%       | 100% |
| Connectedness | Context           | 92%        | 100%          | 100%       | 75%        | 100%       | 92%  |
| Connectedness | Deliberative      | 94%        | 100%          | 100%       | 94%        | 94%        | 100% |
| Connectedness | Developer         | 89%        | 94%           | 78%        | 78%        | 89%        | 72%  |
| Connectedness | Discipline        | 95%        | 100%          | 91%        | 95%        | 95%        | 95%  |
| Connectedness | Empathy           | <b>64%</b> | 100%          | 86%        | 71%        | 86%        | 86%  |
| Connectedness | Focus             | 95%        | 100%          | 95%        | 95%        | 95%        | 95%  |
| Connectedness | Futuristic        | 88%        | 100%          | 88%        | 88%        | 94%        | 94%  |
| Connectedness | Harmony           | 100%       | 100%          | 92%        | 100%       | 92%        | 100% |
| Connectedness | Ideation          | 87%        | 100%          | 93%        | 93%        | 93%        | 80%  |
| Connectedness | Includer          | 93%        | 100%          | 93%        | 93%        | 93%        | 80%  |
| Connectedness | Individualization | 93%        | 100%          | 93%        | 93%        | 93%        | 71%  |
| Connectedness | Input             | 77%        | 100%          | <b>69%</b> | 77%        | 77%        | 77%  |
| Connectedness | Intellection      | 83%        | 100%          | 78%        | 89%        | <b>67%</b> | 83%  |
| Connectedness | Learner           | 94%        | 100%          | 88%        | 88%        | 94%        | 94%  |
| Connectedness | Maximizer         | 87%        | 100%          | 93%        | 93%        | 93%        | 100% |
| Connectedness | Positivity        | 90%        | 100%          | 90%        | 90%        | 95%        | 85%  |
| Connectedness | Relator           | 94%        | 100%          | 94%        | 94%        | 94%        | 94%  |
| Connectedness | Responsibility    | 89%        | 100%          | 84%        | 79%        | 95%        | 89%  |
| Connectedness | Restorative       | 100%       | 100%          | 93%        | 93%        | 100%       | 100% |
| Connectedness | Self-Assurance    | 95%        | 100%          | 95%        | 95%        | 95%        | 95%  |
| Connectedness | Significance      | 95%        | 100%          | 95%        | 90%        | 95%        | 95%  |
| Connectedness | Strategic         | 100%       | 100%          | 83%        | 83%        | 75%        | 92%  |
| Connectedness | Woo               | 94%        | 100%          | 100%       | 100%       | 100%       | 100% |

## Pairwise Cluster Analyses for Consistency, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1     | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|-------------|-------------------|--------|---------------|------------|------------|---------|------|
| Consistency | Achiever          | 93%    | 100%          | 86%        | 100%       | 100%    | 100% |
| Consistency | Activator         | 93%    | 100%          | 86%        | 100%       | 100%    | 100% |
| Consistency | Adaptability      | 93%    | 100%          | 86%        | 100%       | 100%    | 100% |
| Consistency | Analytical        | 93%    | 100%          | 86%        | 100%       | 100%    | 100% |
| Consistency | Arranger          | 93%    | 100%          | 86%        | 100%       | 100%    | 100% |
| Consistency | Belief            | 100%   | 100%          | 86%        | 100%       | 100%    | 100% |
| Consistency | Command           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Communication     | 100%   | 100%          | 88%        | 100%       | 100%    | 100% |
| Consistency | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Connectedness     | 100%   | 100%          | 94%        | 94%        | 100%    | 100% |
| Consistency | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Deliberative      | 81%    | 100%          | 100%       | 81%        | 100%    | 100% |
| Consistency | Developer         | 100%   | 100%          | 89%        | 100%       | 100%    | 89%  |
| Consistency | Discipline        | 80%    | 85%           | 90%        | 85%        | 85%     | 80%  |
| Consistency | Empathy           | 100%   | 79%           | 100%       | 100%       | 100%    | 93%  |
| Consistency | Focus             | 95%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Futuristic        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Harmony           | 64%    | 64%           | 64%        | 64%        | 82%     | 82%  |
| Consistency | Ideation          | 93%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Includer          | 80%    | 80%           | 87%        | 87%        | 100%    | 100% |
| Consistency | Individualization | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Input             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Intellection      | 100%   | 89%           | 100%       | 100%       | 100%    | 94%  |
| Consistency | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Maximizer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Positivity        | 100%   | 100%          | 90%        | 85%        | 100%    | 100% |
| Consistency | Relator           | 88%    | 88%           | 81%        | 88%        | 88%     | 88%  |
| Consistency | Responsibility    | 95%    | 100%          | 89%        | 84%        | 95%     | 79%  |
| Consistency | Restorative       | 100%   | 79%           | 100%       | 79%        | 100%    | 100% |
| Consistency | Self-Assurance    | 100%   | 100%          | 90%        | 100%       | 100%    | 100% |
| Consistency | Significance      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Strategic         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Consistency | Woo               | 100%   | 100%          | 88%        | 100%       | 100%    | 100% |

## Pairwise Cluster Analyses for Context, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|---------|-------------------|--------|---------------|------------|------------|---------|------|
| Context | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Activator         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Analytical        | 75%    | 100%          | 100%       | 100%       | 100%    | 75%  |
| Context | Arranger          | 100%   | 94%           | 100%       | 100%       | 100%    | 100% |
| Context | Belief            | 100%   | 93%           | 100%       | 100%       | 100%    | 73%  |
| Context | Command           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Communication     | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Connectedness     | 92%    | 100%          | 100%       | 75%        | 100%    | 92%  |
| Context | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Developer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Discipline        | 94%    | 100%          | 100%       | 100%       | 100%    | 94%  |
| Context | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Futuristic        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Ideation          | 91%    | 91%           | 100%       | 91%        | 100%    | 100% |
| Context | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Individualization | 80%    | 100%          | 100%       | 100%       | 100%    | 90%  |
| Context | Input             | 100%   | 100%          | 89%        | 78%        | 100%    | 78%  |
| Context | Intellection      | 100%   | 79%           | 100%       | 100%       | 93%     | 93%  |
| Context | Learner           | 100%   | 100%          | 100%       | 100%       | 92%     | 83%  |
| Context | Maximizer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Positivity        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Relator           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Responsibility    | 100%   | 100%          | 93%        | 100%       | 93%     | 93%  |
| Context | Restorative       | 90%    | 100%          | 100%       | 90%        | 90%     | 90%  |
| Context | Self-Assurance    | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Significance      | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Context | Strategic         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Context | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |

## Pairwise Cluster Analyses for Deliberative, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1      | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|--------------|-------------------|--------|---------------|------------|------------|---------|------|
| Deliberative | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 87%  |
| Deliberative | Activator         | 100%   | 100%          | 100%       | 100%       | 94%     | 100% |
| Deliberative | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Analytical        | 74%    | 89%           | 89%        | 89%        | 95%     | 89%  |
| Deliberative | Arranger          | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Deliberative | Belief            | 100%   | 95%           | 100%       | 100%       | 100%    | 95%  |
| Deliberative | Command           | 94%    | 100%          | 100%       | 100%       | 100%    | 94%  |
| Deliberative | Communication     | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Competition       | 93%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Connectedness     | 94%    | 100%          | 100%       | 94%        | 94%     | 100% |
| Deliberative | Consistency       | 81%    | 100%          | 100%       | 81%        | 100%    | 100% |
| Deliberative | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Developer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Discipline        | 86%    | 91%           | 100%       | 95%        | 73%     | 86%  |
| Deliberative | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Focus             | 95%    | 95%           | 100%       | 100%       | 100%    | 90%  |
| Deliberative | Futuristic        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Ideation          | 93%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Individualization | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Input             | 100%   | 100%          | 100%       | 100%       | 100%    | 92%  |
| Deliberative | Intellection      | 89%    | 83%           | 89%        | 83%        | 94%     | 78%  |
| Deliberative | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Maximizer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Positivity        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Relator           | 88%    | 88%           | 88%        | 88%        | 88%     | 88%  |
| Deliberative | Responsibility    | 95%    | 84%           | 89%        | 89%        | 95%     | 95%  |
| Deliberative | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Self-Assurance    | 90%    | 100%          | 100%       | 100%       | 95%     | 100% |
| Deliberative | Significance      | 100%   | 100%          | 100%       | 100%       | 100%    | 85%  |
| Deliberative | Strategic         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Deliberative | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |

## Pairwise Cluster Analyses for Developer, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1   | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish    | Thai |
|-----------|-------------------|--------|---------------|------------|------------|------------|------|
| Developer | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Activator         | 100%   | 100%          | 100%       | 100%       | 100%       | 94%  |
| Developer | Adaptability      | 94%    | 100%          | <b>67%</b> | 100%       | 83%        | 100% |
| Developer | Analytical        | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Arranger          | 83%    | 87%           | 87%        | 87%        | 91%        | 87%  |
| Developer | Belief            | 89%    | 79%           | 89%        | 84%        | 84%        | 89%  |
| Developer | Command           | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Communication     | 100%   | 100%          | 100%       | 95%        | 95%        | 100% |
| Developer | Competition       | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Connectedness     | 89%    | 94%           | 78%        | 78%        | 89%        | 72%  |
| Developer | Consistency       | 100%   | 100%          | 89%        | 100%       | 100%       | 89%  |
| Developer | Context           | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Discipline        | 96%    | 100%          | 71%        | 96%        | 96%        | 92%  |
| Developer | Empathy           | 71%    | 86%           | 79%        | 86%        | <b>57%</b> | 86%  |
| Developer | Focus             | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Futuristic        | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Harmony           | 93%    | 93%           | 93%        | 93%        | 87%        | 87%  |
| Developer | Ideation          | 100%   | 100%          | 100%       | 88%        | 100%       | 100% |
| Developer | Includer          | 76%    | 82%           | 88%        | 94%        | 76%        | 82%  |
| Developer | Individualization | 88%    | 100%          | 94%        | 88%        | 94%        | 94%  |
| Developer | Input             | 93%    | 93%           | 93%        | 87%        | 87%        | 93%  |
| Developer | Intellection      | 100%   | 100%          | 100%       | 100%       | 100%       | 100% |
| Developer | Learner           | 94%    | 94%           | 78%        | 89%        | 100%       | 94%  |
| Developer | Maximizer         | 94%    | 100%          | 94%        | 100%       | 100%       | 100% |
| Developer | Positivity        | 90%    | 100%          | 80%        | 95%        | 75%        | 70%  |
| Developer | Relator           | 89%    | 89%           | 89%        | 83%        | 89%        | 89%  |
| Developer | Responsibility    | 86%    | 95%           | 90%        | 86%        | 71%        | 86%  |
| Developer | Restorative       | 100%   | 100%          | 100%       | 88%        | 100%       | 100% |
| Developer | Self-Assurance    | 96%    | 100%          | 96%        | 96%        | 96%        | 96%  |
| Developer | Significance      | 100%   | 100%          | 82%        | 100%       | 100%       | 100% |
| Developer | Strategic         | 100%   | 100%          | 100%       | 86%        | 100%       | 100% |
| Developer | Woo               | 95%    | 100%          | 100%       | 100%       | 100%       | 100% |

## Pairwise Cluster Analyses for Discipline, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1    | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|------------|-------------------|--------|---------------|------------|------------|---------|------|
| Discipline | Achiever          | 100%   | 100%          | 85%        | 85%        | 85%     | 80%  |
| Discipline | Activator         | 95%    | 100%          | 100%       | 95%        | 100%    | 100% |
| Discipline | Adaptability      | 95%    | 100%          | 100%       | 100%       | 95%     | 86%  |
| Discipline | Analytical        | 79%    | 83%           | 71%        | 71%        | 88%     | 79%  |
| Discipline | Arranger          | 96%    | 96%           | 76%        | 96%        | 96%     | 85%  |
| Discipline | Belief            | 92%    | 96%           | 79%        | 92%        | 79%     | 83%  |
| Discipline | Command           | 96%    | 100%          | 91%        | 100%       | 96%     | 100% |
| Discipline | Communication     | 96%    | 100%          | 96%        | 96%        | 100%    | 100% |
| Discipline | Competition       | 100%   | 90%           | 100%       | 90%        | 90%     | 100% |
| Discipline | Connectedness     | 95%    | 100%          | 91%        | 95%        | 95%     | 95%  |
| Discipline | Consistency       | 80%    | 85%           | 90%        | 85%        | 85%     | 80%  |
| Discipline | Context           | 94%    | 100%          | 100%       | 100%       | 100%    | 94%  |
| Discipline | Deliberative      | 86%    | 91%           | 100%       | 95%        | 73%     | 86%  |
| Discipline | Developer         | 96%    | 100%          | 71%        | 96%        | 96%     | 92%  |
| Discipline | Empathy           | 100%   | 100%          | 100%       | 95%        | 90%     | 95%  |
| Discipline | Focus             | 100%   | 71%           | 79%        | 79%        | 88%     | 83%  |
| Discipline | Futuristic        | 95%    | 95%           | 82%        | 95%        | 86%     | 95%  |
| Discipline | Harmony           | 84%    | 79%           | 89%        | 84%        | 89%     | 84%  |
| Discipline | Ideation          | 90%    | 95%           | 95%        | 100%       | 95%     | 100% |
| Discipline | Includer          | 95%    | 100%          | 100%       | 100%       | 100%    | 95%  |
| Discipline | Individualization | 95%    | 95%           | 95%        | 95%        | 90%     | 100% |
| Discipline | Input             | 95%    | 100%          | 100%       | 100%       | 89%     | 84%  |
| Discipline | Intellection      | 100%   | 100%          | 100%       | 100%       | 96%     | 96%  |
| Discipline | Learner           | 100%   | 91%           | 95%        | 95%        | 95%     | 100% |
| Discipline | Maximizer         | 95%    | 100%          | 95%        | 100%       | 100%    | 100% |
| Discipline | Positivity        | 92%    | 100%          | 96%        | 96%        | 96%     | 96%  |
| Discipline | Relator           | 82%    | 91%           | 77%        | 91%        | 77%     | 86%  |
| Discipline | Responsibility    | 92%    | 88%           | 88%        | 92%        | 75%     | 79%  |
| Discipline | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Discipline | Self-Assurance    | 89%    | 93%           | 85%        | 89%        | 100%    | 96%  |
| Discipline | Significance      | 96%    | 88%           | 85%        | 92%        | 85%     | 88%  |
| Discipline | Strategic         | 94%    | 100%          | 94%        | 100%       | 100%    | 100% |
| Discipline | Woo               | 96%    | 100%          | 96%        | 96%        | 100%    | 91%  |

Pairwise Cluster Analyses for Empathy, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635  
Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|---------|-------------------|--------|---------------|------------|------------|---------|------|
| Empathy | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Activator         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Analytical        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Arranger          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Belief            | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Command           | 100%   | 100%          | 100%       | 100%       | 93%     | 93%  |
| Empathy | Communication     | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Connectedness     | 64%    | 100%          | 86%        | 71%        | 86%     | 86%  |
| Empathy | Consistency       | 100%   | 79%           | 100%       | 100%       | 100%    | 93%  |
| Empathy | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Developer         | 71%    | 86%           | 79%        | 86%        | 57%     | 86%  |
| Empathy | Discipline        | 100%   | 100%          | 100%       | 95%        | 90%     | 95%  |
| Empathy | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Futuristic        | 100%   | 93%           | 100%       | 100%       | 93%     | 100% |
| Empathy | Harmony           | 91%    | 91%           | 91%        | 91%        | 91%     | 91%  |
| Empathy | Ideation          | 92%    | 100%          | 100%       | 100%       | 92%     | 100% |
| Empathy | Includer          | 100%   | 100%          | 92%        | 100%       | 100%    | 92%  |
| Empathy | Individualization | 92%    | 100%          | 100%       | 92%        | 83%     | 83%  |
| Empathy | Input             | 100%   | 100%          | 100%       | 100%       | 100%    | 91%  |
| Empathy | Intellection      | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Empathy | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Maximizer         | 100%   | 100%          | 100%       | 100%       | 92%     | 100% |
| Empathy | Positivity        | 83%    | 94%           | 94%        | 89%        | 78%     | 83%  |
| Empathy | Relator           | 100%   | 86%           | 100%       | 100%       | 86%     | 86%  |
| Empathy | Responsibility    | 94%    | 100%          | 100%       | 89%        | 94%     | 94%  |
| Empathy | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Empathy | Self-Assurance    | 100%   | 100%          | 100%       | 100%       | 95%     | 100% |
| Empathy | Significance      | 100%   | 100%          | 100%       | 100%       | 94%     | 100% |
| Empathy | Strategic         | 90%    | 100%          | 100%       | 100%       | 90%     | 100% |
| Empathy | Woo               | 100%   | 100%          | 100%       | 100%       | 87%     | 100% |

## Pairwise Cluster Analyses for Focus, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|---------|-------------------|--------|---------------|------------|------------|---------|------|
| Focus   | Achiever          | 94%    | 71%           | 88%        | 82%        | 76%     | 65%  |
| Focus   | Activator         | 100%   | 95%           | 79%        | 100%       | 89%     | 84%  |
| Focus   | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Analytical        | 95%    | 73%           | 73%        | 73%        | 91%     | 77%  |
| Focus   | Arranger          | 100%   | 88%           | 84%        | 92%        | 92%     | 80%  |
| Focus   | Belief            | 100%   | 96%           | 87%        | 96%        | 100%    | 96%  |
| Focus   | Command           | 84%    | 79%           | 79%        | 74%        | 79%     | 74%  |
| Focus   | Communication     | 100%   | 100%          | 100%       | 100%       | 100%    | 86%  |
| Focus   | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Connectedness     | 95%    | 100%          | 95%        | 95%        | 95%     | 95%  |
| Focus   | Consistency       | 95%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Deliberative      | 95%    | 95%           | 100%       | 100%       | 100%    | 90%  |
| Focus   | Developer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Discipline        | 100%   | 71%           | 79%        | 79%        | 88%     | 83%  |
| Focus   | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Futuristic        | 89%    | 84%           | 74%        | 84%        | 84%     | 89%  |
| Focus   | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Ideation          | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Focus   | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Individualization | 100%   | 100%          | 83%        | 94%        | 94%     | 89%  |
| Focus   | Input             | 88%    | 88%           | 88%        | 100%       | 88%     | 88%  |
| Focus   | Intellection      | 91%    | 91%           | 100%       | 100%       | 100%    | 86%  |
| Focus   | Learner           | 95%    | 89%           | 95%        | 89%        | 95%     | 89%  |
| Focus   | Maximizer         | 95%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Positivity        | 100%   | 100%          | 100%       | 100%       | 100%    | 96%  |
| Focus   | Relator           | 70%    | 85%           | 70%        | 90%        | 85%     | 85%  |
| Focus   | Responsibility    | 91%    | 91%           | 74%        | 96%        | 100%    | 78%  |
| Focus   | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Focus   | Self-Assurance    | 83%    | 79%           | 75%        | 92%        | 92%     | 79%  |
| Focus   | Significance      | 81%    | 76%           | 86%        | 86%        | 90%     | 81%  |
| Focus   | Strategic         | 94%    | 94%           | 94%        | 100%       | 94%     | 94%  |
| Focus   | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 90%  |



## Pairwise Cluster Analyses for Futuristic, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1    | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|------------|-------------------|--------|---------------|------------|------------|---------|------|
| Futuristic | Achiever          | 71%    | 93%           | 93%        | 71%        | 93%     | 86%  |
| Futuristic | Activator         | 87%    | 93%           | 87%        | 73%        | 93%     | 87%  |
| Futuristic | Adaptability      | 94%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Futuristic | Analytical        | 100%   | 100%          | 84%        | 100%       | 100%    | 89%  |
| Futuristic | Arranger          | 81%    | 90%           | 81%        | 76%        | 95%     | 90%  |
| Futuristic | Belief            | 89%    | 89%           | 79%        | 79%        | 95%     | 89%  |
| Futuristic | Command           | 76%    | 94%           | 94%        | 94%        | 88%     | 88%  |
| Futuristic | Communication     | 100%   | 100%          | 94%        | 100%       | 100%    | 94%  |
| Futuristic | Competition       | 73%    | 93%           | 93%        | 87%        | 80%     | 93%  |
| Futuristic | Connectedness     | 88%    | 100%          | 88%        | 88%        | 94%     | 94%  |
| Futuristic | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Futuristic | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Futuristic | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Futuristic | Developer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Futuristic | Discipline        | 95%    | 95%           | 82%        | 95%        | 86%     | 95%  |
| Futuristic | Empathy           | 100%   | 93%           | 100%       | 100%       | 93%     | 100% |
| Futuristic | Focus             | 89%    | 84%           | 74%        | 84%        | 84%     | 89%  |
| Futuristic | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Futuristic | Ideation          | 93%    | 93%           | 93%        | 93%        | 93%     | 93%  |
| Futuristic | Includer          | 100%   | 100%          | 93%        | 100%       | 100%    | 93%  |
| Futuristic | Individualization | 100%   | 100%          | 93%        | 100%       | 93%     | 86%  |
| Futuristic | Input             | 77%    | 92%           | 100%       | 100%       | 100%    | 85%  |
| Futuristic | Intellection      | 100%   | 100%          | 78%        | 100%       | 100%    | 94%  |
| Futuristic | Learner           | 94%    | 88%           | 100%       | 94%        | 94%     | 94%  |
| Futuristic | Maximizer         | 80%    | 93%           | 93%        | 80%        | 93%     | 93%  |
| Futuristic | Positivity        | 100%   | 95%           | 75%        | 100%       | 100%    | 90%  |
| Futuristic | Relator           | 81%    | 88%           | 75%        | 94%        | 94%     | 81%  |
| Futuristic | Responsibility    | 89%    | 100%          | 74%        | 95%        | 95%     | 95%  |
| Futuristic | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Futuristic | Self-Assurance    | 81%    | 81%           | 86%        | 81%        | 81%     | 90%  |
| Futuristic | Significance      | 80%    | 80%           | 75%        | 75%        | 95%     | 95%  |
| Futuristic | Strategic         | 100%   | 100%          | 100%       | 100%       | 91%     | 91%  |
| Futuristic | Woo               | 100%   | 94%           | 94%        | 76%        | 100%    | 88%  |

## Pairwise Cluster Analyses for Harmony, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|---------|-------------------|--------|---------------|------------|------------|---------|------|
| Harmony | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Activator         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Analytical        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Arranger          | 100%   | 100%          | 94%        | 94%        | 94%     | 100% |
| Harmony | Belief            | 100%   | 94%           | 94%        | 100%       | 94%     | 100% |
| Harmony | Command           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Communication     | 100%   | 100%          | 93%        | 100%       | 100%    | 100% |
| Harmony | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Connectedness     | 100%   | 100%          | 92%        | 100%       | 92%     | 100% |
| Harmony | Consistency       | 64%    | 64%           | 64%        | 64%        | 82%     | 82%  |
| Harmony | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Developer         | 93%    | 93%           | 93%        | 93%        | 87%     | 87%  |
| Harmony | Discipline        | 84%    | 79%           | 89%        | 84%        | 89%     | 84%  |
| Harmony | Empathy           | 91%    | 91%           | 91%        | 91%        | 91%     | 91%  |
| Harmony | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Futuristic        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Ideation          | 92%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Includer          | 100%   | 100%          | 92%        | 100%       | 92%     | 100% |
| Harmony | Individualization | 100%   | 100%          | 100%       | 100%       | 91%     | 100% |
| Harmony | Input             | 100%   | 100%          | 100%       | 100%       | 90%     | 100% |
| Harmony | Intellection      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Maximizer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Positivity        | 88%    | 100%          | 94%        | 100%       | 94%     | 100% |
| Harmony | Relator           | 85%    | 85%           | 85%        | 85%        | 85%     | 85%  |
| Harmony | Responsibility    | 94%    | 94%           | 88%        | 100%       | 88%     | 94%  |
| Harmony | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Self-Assurance    | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Significance      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Strategic         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Harmony | Woo               | 100%   | 100%          | 93%        | 100%       | 100%    | 100% |

## Pairwise Cluster Analyses for Ideation, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1  | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|----------|-------------------|--------|---------------|------------|------------|---------|------|
| Ideation | Achiever          | 100%   | 92%           | 92%        | 100%       | 92%     | 92%  |
| Ideation | Activator         | 79%    | 86%           | 86%        | 86%        | 79%     | 79%  |
| Ideation | Adaptability      | 100%   | 100%          | 100%       | 100%       | 93%     | 93%  |
| Ideation | Analytical        | 94%    | 94%           | 94%        | 94%        | 94%     | 83%  |
| Ideation | Arranger          | 95%    | 85%           | 95%        | 90%        | 95%     | 85%  |
| Ideation | Belief            | 94%    | 89%           | 89%        | 94%        | 94%     | 100% |
| Ideation | Command           | 94%    | 87%           | 87%        | 87%        | 87%     | 60%  |
| Ideation | Communication     | 100%   | 100%          | 100%       | 75%        | 94%     | 100% |
| Ideation | Competition       | 93%    | 93%           | 86%        | 93%        | 100%    | 93%  |
| Ideation | Connectedness     | 87%    | 100%          | 93%        | 93%        | 93%     | 80%  |
| Ideation | Consistency       | 93%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Ideation | Context           | 91%    | 91%           | 100%       | 91%        | 100%    | 100% |
| Ideation | Deliberative      | 93%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Ideation | Developer         | 100%   | 100%          | 100%       | 88%        | 100%    | 100% |
| Ideation | Discipline        | 90%    | 95%           | 95%        | 100%       | 95%     | 100% |
| Ideation | Empathy           | 92%    | 100%          | 100%       | 100%       | 92%     | 100% |
| Ideation | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Ideation | Futuristic        | 93%    | 93%           | 93%        | 93%        | 93%     | 93%  |
| Ideation | Harmony           | 92%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Ideation | Includer          | 100%   | 100%          | 93%        | 100%       | 100%    | 100% |
| Ideation | Individualization | 92%    | 92%           | 92%        | 92%        | 92%     | 92%  |
| Ideation | Input             | 85%    | 92%           | 92%        | 92%        | 85%     | 92%  |
| Ideation | Intellection      | 94%    | 100%          | 88%        | 88%        | 94%     | 64%  |
| Ideation | Learner           | 87%    | 87%           | 100%       | 93%        | 93%     | 93%  |
| Ideation | Maximizer         | 93%    | 93%           | 93%        | 93%        | 93%     | 93%  |
| Ideation | Positivity        | 89%    | 95%           | 95%        | 84%        | 95%     | 100% |
| Ideation | Relator           | 93%    | 100%          | 87%        | 93%        | 87%     | 100% |
| Ideation | Responsibility    | 89%    | 94%           | 89%        | 89%        | 89%     | 83%  |
| Ideation | Restorative       | 92%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Ideation | Self-Assurance    | 70%    | 70%           | 75%        | 90%        | 90%     | 85%  |
| Ideation | Significance      | 95%    | 95%           | 89%        | 100%       | 100%    | 100% |
| Ideation | Strategic         | 82%    | 82%           | 82%        | 82%        | 91%     | 82%  |
| Ideation | Woo               | 94%    | 94%           | 94%        | 94%        | 94%     | 100% |

## Pairwise Cluster Analyses for Includer, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1  | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|----------|-------------------|--------|---------------|------------|------------|---------|------|
| Includer | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 92%  |
| Includer | Activator         | 100%   | 93%           | 86%        | 93%        | 86%     | 93%  |
| Includer | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 93%  |
| Includer | Analytical        | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Includer | Arranger          | 90%    | 90%           | 80%        | 80%        | 85%     | 80%  |
| Includer | Belief            | 89%    | 89%           | 83%        | 94%        | 83%     | 83%  |
| Includer | Command           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Includer | Communication     | 93%    | 93%           | 80%        | 87%        | 93%     | 73%  |
| Includer | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Includer | Connectedness     | 93%    | 100%          | 93%        | 93%        | 93%     | 80%  |
| Includer | Consistency       | 80%    | 80%           | 87%        | 87%        | 100%    | 100% |
| Includer | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Includer | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Includer | Developer         | 76%    | 82%           | 88%        | 94%        | 76%     | 82%  |
| Includer | Discipline        | 95%    | 100%          | 100%       | 100%       | 100%    | 95%  |
| Includer | Empathy           | 100%   | 100%          | 92%        | 100%       | 100%    | 92%  |
| Includer | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Includer | Futuristic        | 100%   | 100%          | 93%        | 100%       | 100%    | 93%  |
| Includer | Harmony           | 100%   | 100%          | 92%        | 100%       | 92%     | 100% |
| Includer | Ideation          | 100%   | 100%          | 93%        | 100%       | 100%    | 100% |
| Includer | Individualization | 100%   | 100%          | 92%        | 100%       | 100%    | 92%  |
| Includer | Input             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Includer | Intellection      | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Includer | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Includer | Maximizer         | 100%   | 100%          | 93%        | 93%        | 100%    | 100% |
| Includer | Positivity        | 72%    | 78%           | 72%        | <b>67%</b> | 78%     | 72%  |
| Includer | Relator           | 100%   | 87%           | 100%       | 100%       | 100%    | 87%  |
| Includer | Responsibility    | 94%    | 100%          | 94%        | 100%       | 89%     | 94%  |
| Includer | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Includer | Self-Assurance    | 100%   | 100%          | 100%       | 100%       | 100%    | 70%  |
| Includer | Significance      | 100%   | 95%           | 100%       | 100%       | 100%    | 95%  |
| Includer | Strategic         | 100%   | 100%          | 100%       | 100%       | 100%    | 91%  |
| Includer | Woo               | 87%    | 87%           | 87%        | 87%        | 80%     | 80%  |

## Pairwise Cluster Analyses for Individualization, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1           | Theme 2        | Polish     | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai       |
|-------------------|----------------|------------|---------------|------------|------------|---------|------------|
| Individualization | Achiever       | 100%       | 92%           | 83%        | 92%        | 100%    | <b>67%</b> |
| Individualization | Activator      | 92%        | 92%           | 85%        | 77%        | 93%     | 77%        |
| Individualization | Adaptability   | 100%       | 100%          | 100%       | 100%       | 100%    | 100%       |
| Individualization | Analytical     | 100%       | 94%           | 94%        | 100%       | 100%    | 88%        |
| Individualization | Arranger       | 82%        | 76%           | 82%        | 71%        | 94%     | <b>65%</b> |
| Individualization | Belief         | 100%       | 93%           | 93%        | 93%        | 93%     | 93%        |
| Individualization | Command        | 93%        | 93%           | 87%        | 93%        | 87%     | 73%        |
| Individualization | Communication  | 100%       | 87%           | 93%        | 100%       | 93%     | 100%       |
| Individualization | Competition    | 100%       | 100%          | 100%       | 92%        | 100%    | 92%        |
| Individualization | Connectedness  | 93%        | 100%          | 93%        | 93%        | 93%     | 71%        |
| Individualization | Consistency    | 100%       | 100%          | 100%       | 100%       | 100%    | 100%       |
| Individualization | Context        | 80%        | 100%          | 100%       | 100%       | 100%    | 90%        |
| Individualization | Deliberative   | 100%       | 100%          | 100%       | 100%       | 100%    | 100%       |
| Individualization | Developer      | 88%        | 100%          | 94%        | 88%        | 94%     | 94%        |
| Individualization | Discipline     | 95%        | 95%           | 95%        | 95%        | 90%     | 100%       |
| Individualization | Empathy        | 92%        | 100%          | 100%       | 92%        | 83%     | 83%        |
| Individualization | Focus          | 100%       | 100%          | 83%        | 94%        | 94%     | 89%        |
| Individualization | Futuristic     | 100%       | 100%          | 93%        | 100%       | 93%     | 86%        |
| Individualization | Harmony        | 100%       | 100%          | 100%       | 100%       | 91%     | 100%       |
| Individualization | Ideation       | 92%        | 92%           | 92%        | 92%        | 92%     | 92%        |
| Individualization | Includer       | 100%       | 100%          | 92%        | 100%       | 100%    | 92%        |
| Individualization | Input          | 82%        | 91%           | 82%        | 100%       | 73%     | 82%        |
| Individualization | Intellection   | 94%        | 81%           | 75%        | 94%        | 75%     | 75%        |
| Individualization | Learner        | 100%       | 92%           | 100%       | 92%        | 100%    | 92%        |
| Individualization | Maximizer      | 92%        | 92%           | 92%        | 92%        | 92%     | 92%        |
| Individualization | Positivity     | 94%        | 89%           | 94%        | 100%       | 100%    | 100%       |
| Individualization | Relator        | 79%        | 86%           | 79%        | 86%        | 93%     | 79%        |
| Individualization | Responsibility | 82%        | 76%           | 82%        | 88%        | 88%     | 76%        |
| Individualization | Restorative    | <b>67%</b> | 100%          | 100%       | 92%        | 100%    | 100%       |
| Individualization | Self-Assurance | 84%        | 74%           | 74%        | 74%        | 84%     | 84%        |
| Individualization | Significance   | 94%        | 83%           | 72%        | 72%        | 94%     | 94%        |
| Individualization | Strategic      | 100%       | 90%           | 90%        | 100%       | 90%     | 90%        |
| Individualization | Woo            | 100%       | 87%           | 93%        | 100%       | 100%    | 87%        |

## Pairwise Cluster Analyses for Input, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|---------|-------------------|--------|---------------|------------|------------|---------|------|
| Input   | Achiever          | 100%   | 100%          | 100%       | 91%        | 91%     | 91%  |
| Input   | Activator         | 100%   | 100%          | 92%        | 100%       | 100%    | 100% |
| Input   | Adaptability      | 92%    | 100%          | 100%       | 100%       | 92%     | 100% |
| Input   | Analytical        | 100%   | 100%          | 100%       | 100%       | 94%     | 88%  |
| Input   | Arranger          | 89%    | 83%           | 94%        | 89%        | 78%     | 89%  |
| Input   | Belief            | 94%    | 94%           | 94%        | 94%        | 88%     | 81%  |
| Input   | Command           | 93%    | 100%          | 100%       | 100%       | 93%     | 86%  |
| Input   | Communication     | 100%   | 93%           | 93%        | 93%        | 86%     | 100% |
| Input   | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 83%  |
| Input   | Connectedness     | 77%    | 100%          | 69%        | 77%        | 77%     | 77%  |
| Input   | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Input   | Context           | 100%   | 100%          | 89%        | 78%        | 100%    | 78%  |
| Input   | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 92%  |
| Input   | Developer         | 93%    | 93%           | 93%        | 87%        | 87%     | 93%  |
| Input   | Discipline        | 95%    | 100%          | 100%       | 100%       | 89%     | 84%  |
| Input   | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 91%  |
| Input   | Focus             | 88%    | 88%           | 88%        | 100%       | 88%     | 88%  |
| Input   | Futuristic        | 77%    | 92%           | 100%       | 100%       | 100%    | 85%  |
| Input   | Harmony           | 100%   | 100%          | 100%       | 100%       | 90%     | 100% |
| Input   | Ideation          | 85%    | 92%           | 92%        | 92%        | 85%     | 92%  |
| Input   | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Input   | Individualization | 82%    | 91%           | 82%        | 100%       | 73%     | 82%  |
| Input   | Intellection      | 62%    | 62%           | 69%        | 62%        | 85%     | 69%  |
| Input   | Learner           | 83%    | 83%           | 92%        | 83%        | 83%     | 83%  |
| Input   | Maximizer         | 92%    | 100%          | 92%        | 100%       | 92%     | 100% |
| Input   | Positivity        | 94%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Input   | Relator           | 100%   | 85%           | 92%        | 85%        | 69%     | 69%  |
| Input   | Responsibility    | 94%    | 94%           | 94%        | 94%        | 75%     | 81%  |
| Input   | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Input   | Self-Assurance    | 72%    | 100%          | 94%        | 89%        | 78%     | 100% |
| Input   | Significance      | 94%    | 88%           | 100%       | 100%       | 100%    | 94%  |
| Input   | Strategic         | 78%    | 100%          | 100%       | 100%       | 89%     | 78%  |
| Input   | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |

## Pairwise Cluster Analyses for Intellection, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1      | Theme 2           | Polish     | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish    | Thai       |
|--------------|-------------------|------------|---------------|------------|------------|------------|------------|
| Intellection | Achiever          | 100%       | 75%           | 75%        | 88%        | 100%       | 88%        |
| Intellection | Activator         | 100%       | 82%           | 100%       | 100%       | 100%       | 82%        |
| Intellection | Adaptability      | 100%       | 100%          | 94%        | 94%        | 94%        | 94%        |
| Intellection | Analytical        | 90%        | 86%           | 95%        | 86%        | 90%        | 86%        |
| Intellection | Arranger          | 100%       | 100%          | 100%       | 100%       | 100%       | 96%        |
| Intellection | Belief            | 100%       | 86%           | 81%        | 100%       | 81%        | 90%        |
| Intellection | Command           | 100%       | 100%          | 100%       | 100%       | 100%       | 84%        |
| Intellection | Communication     | 100%       | 93%           | 100%       | 100%       | 100%       | 100%       |
| Intellection | Competition       | 100%       | 100%          | 100%       | 94%        | 100%       | 88%        |
| Intellection | Connectedness     | 83%        | 100%          | 78%        | 89%        | <b>67%</b> | 83%        |
| Intellection | Consistency       | 100%       | 89%           | 100%       | 100%       | 100%       | 94%        |
| Intellection | Context           | 100%       | 79%           | 100%       | 100%       | 93%        | 93%        |
| Intellection | Deliberative      | 89%        | 83%           | 89%        | 83%        | 94%        | 78%        |
| Intellection | Developer         | 100%       | 100%          | 100%       | 100%       | 100%       | 100%       |
| Intellection | Discipline        | 100%       | 100%          | 100%       | 100%       | 96%        | 96%        |
| Intellection | Empathy           | 100%       | 100%          | 100%       | 100%       | 100%       | 94%        |
| Intellection | Focus             | 91%        | 91%           | 100%       | 100%       | 100%       | 86%        |
| Intellection | Futuristic        | 100%       | 100%          | 78%        | 100%       | 100%       | 94%        |
| Intellection | Harmony           | 100%       | 100%          | 100%       | 100%       | 100%       | 100%       |
| Intellection | Ideation          | 94%        | 100%          | 88%        | 88%        | 94%        | <b>64%</b> |
| Intellection | Includer          | 100%       | 100%          | 100%       | 100%       | 100%       | 94%        |
| Intellection | Individualization | 94%        | 81%           | 75%        | 94%        | 75%        | 75%        |
| Intellection | Input             | <b>62%</b> | <b>62%</b>    | <b>69%</b> | <b>62%</b> | 85%        | <b>69%</b> |
| Intellection | Learner           | 94%        | 82%           | 88%        | 94%        | 88%        | 88%        |
| Intellection | Maximizer         | 94%        | 100%          | 100%       | 100%       | 100%       | 100%       |
| Intellection | Positivity        | 100%       | 100%          | 100%       | 100%       | 100%       | 100%       |
| Intellection | Relator           | 89%        | 89%           | 83%        | 89%        | 83%        | 94%        |
| Intellection | Responsibility    | 100%       | 95%           | 90%        | 90%        | 90%        | 90%        |
| Intellection | Restorative       | 100%       | 100%          | 100%       | 100%       | 94%        | 100%       |
| Intellection | Self-Assurance    | 100%       | 100%          | 100%       | 100%       | 96%        | 100%       |
| Intellection | Significance      | 100%       | 91%           | 100%       | 100%       | 100%       | 95%        |
| Intellection | Strategic         | 100%       | 93%           | 93%        | 93%        | 93%        | 100%       |
| Intellection | Woo               | 100%       | 100%          | 100%       | 100%       | 100%       | 100%       |

## Pairwise Cluster Analyses for Learner, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|---------|-------------------|--------|---------------|------------|------------|---------|------|
| Learner | Achiever          | 85%    | 77%           | 77%        | 77%        | 85%     | 85%  |
| Learner | Activator         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Analytical        | 100%   | 94%           | 94%        | 94%        | 100%    | 88%  |
| Learner | Arranger          | 100%   | 100%          | 95%        | 100%       | 95%     | 89%  |
| Learner | Belief            | 94%    | 94%           | 94%        | 100%       | 88%     | 94%  |
| Learner | Command           | 100%   | 94%           | 88%        | 100%       | 94%     | 100% |
| Learner | Communication     | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Connectedness     | 94%    | 100%          | 88%        | 88%        | 94%     | 94%  |
| Learner | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Context           | 100%   | 100%          | 100%       | 100%       | 92%     | 83%  |
| Learner | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Developer         | 94%    | 94%           | 78%        | 89%        | 100%    | 94%  |
| Learner | Discipline        | 100%   | 91%           | 95%        | 95%        | 95%     | 100% |
| Learner | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Focus             | 95%    | 89%           | 95%        | 89%        | 95%     | 89%  |
| Learner | Futuristic        | 94%    | 88%           | 100%       | 94%        | 94%     | 94%  |
| Learner | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Ideation          | 87%    | 87%           | 100%       | 93%        | 93%     | 93%  |
| Learner | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Learner | Individualization | 100%   | 92%           | 100%       | 92%        | 100%    | 92%  |
| Learner | Input             | 83%    | 83%           | 92%        | 83%        | 83%     | 83%  |
| Learner | Intellection      | 94%    | 82%           | 88%        | 94%        | 88%     | 88%  |
| Learner | Maximizer         | 93%    | 93%           | 93%        | 93%        | 100%    | 100% |
| Learner | Positivity        | 100%   | 100%          | 100%       | 90%        | 100%    | 95%  |
| Learner | Relator           | 81%    | 88%           | 94%        | 94%        | 94%     | 94%  |
| Learner | Responsibility    | 95%    | 95%           | 95%        | 100%       | 100%    | 89%  |
| Learner | Restorative       | 93%    | 100%          | 100%       | 93%        | 100%    | 100% |
| Learner | Self-Assurance    | 100%   | 90%           | 100%       | 95%        | 85%     | 100% |
| Learner | Significance      | 95%    | 95%           | 100%       | 95%        | 95%     | 100% |
| Learner | Strategic         | 100%   | 92%           | 92%        | 100%       | 92%     | 92%  |
| Learner | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |



## Pairwise Cluster Analyses for Maximizer, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1   | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|-----------|-------------------|--------|---------------|------------|------------|---------|------|
| Maximizer | Achiever          | 100%   | 100%          | 92%        | 85%        | 100%    | 100% |
| Maximizer | Activator         | 93%    | 93%           | 93%        | 93%        | 93%     | 100% |
| Maximizer | Adaptability      | 93%    | 100%          | 100%       | 100%       | 100%    | 93%  |
| Maximizer | Analytical        | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Maximizer | Arranger          | 89%    | 95%           | 95%        | 95%        | 95%     | 84%  |
| Maximizer | Belief            | 88%    | 94%           | 94%        | 94%        | 94%     | 94%  |
| Maximizer | Command           | 94%    | 94%           | 94%        | 88%        | 94%     | 100% |
| Maximizer | Communication     | 94%    | 100%          | 100%       | 94%        | 100%    | 94%  |
| Maximizer | Competition       | 100%   | 100%          | 93%        | 86%        | 100%    | 93%  |
| Maximizer | Connectedness     | 87%    | 100%          | 93%        | 93%        | 93%     | 100% |
| Maximizer | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Maximizer | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Maximizer | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Maximizer | Developer         | 94%    | 100%          | 94%        | 100%       | 100%    | 100% |
| Maximizer | Discipline        | 95%    | 100%          | 95%        | 100%       | 100%    | 100% |
| Maximizer | Empathy           | 100%   | 100%          | 100%       | 100%       | 92%     | 100% |
| Maximizer | Focus             | 95%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Maximizer | Futuristic        | 80%    | 93%           | 93%        | 80%        | 93%     | 93%  |
| Maximizer | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Maximizer | Ideation          | 93%    | 93%           | 93%        | 93%        | 93%     | 93%  |
| Maximizer | Includer          | 100%   | 100%          | 93%        | 93%        | 100%    | 100% |
| Maximizer | Individualization | 92%    | 92%           | 92%        | 92%        | 92%     | 92%  |
| Maximizer | Input             | 92%    | 100%          | 92%        | 100%       | 92%     | 100% |
| Maximizer | Intellection      | 94%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Maximizer | Learner           | 93%    | 93%           | 93%        | 93%        | 100%    | 100% |
| Maximizer | Positivity        | 95%    | 95%           | 95%        | 100%       | 95%     | 100% |
| Maximizer | Relator           | 71%    | 93%           | 93%        | 79%        | 86%     | 93%  |
| Maximizer | Responsibility    | 94%    | 100%          | 94%        | 94%        | 94%     | 94%  |
| Maximizer | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Maximizer | Self-Assurance    | 84%    | 84%           | 89%        | 89%        | 84%     | 89%  |
| Maximizer | Significance      | 89%    | 95%           | 95%        | 95%        | 95%     | 100% |
| Maximizer | Strategic         | 82%    | 91%           | 91%        | 91%        | 91%     | 82%  |
| Maximizer | Woo               | 94%    | 94%           | 100%       | 94%        | 94%     | 100% |

## Pairwise Cluster Analyses for Positivity, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1    | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai       |
|------------|-------------------|--------|---------------|------------|------------|---------|------------|
| Positivity | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 94%        |
| Positivity | Activator         | 79%    | 89%           | 79%        | 79%        | 84%     | 84%        |
| Positivity | Adaptability      | 100%   | 100%          | 100%       | 100%       | 95%     | 100%       |
| Positivity | Analytical        | 100%   | 100%          | 100%       | 100%       | 100%    | 96%        |
| Positivity | Arranger          | 92%    | 100%          | 92%        | 92%        | 88%     | 88%        |
| Positivity | Belief            | 96%    | 91%           | 83%        | 87%        | 91%     | 87%        |
| Positivity | Command           | 95%    | 95%           | 95%        | 100%       | 95%     | 95%        |
| Positivity | Communication     | 86%    | 76%           | 71%        | 76%        | 86%     | <b>67%</b> |
| Positivity | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Positivity | Connectedness     | 90%    | 100%          | 90%        | 90%        | 95%     | 85%        |
| Positivity | Consistency       | 100%   | 100%          | 90%        | 85%        | 100%    | 100%       |
| Positivity | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Positivity | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Positivity | Developer         | 90%    | 100%          | 80%        | 95%        | 75%     | 70%        |
| Positivity | Discipline        | 92%    | 100%          | 96%        | 96%        | 96%     | 96%        |
| Positivity | Empathy           | 83%    | 94%           | 94%        | 89%        | 78%     | 83%        |
| Positivity | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 96%        |
| Positivity | Futuristic        | 100%   | 95%           | 75%        | 100%       | 100%    | 90%        |
| Positivity | Harmony           | 88%    | 100%          | 94%        | 100%       | 94%     | 100%       |
| Positivity | Ideation          | 89%    | 95%           | 95%        | 84%        | 95%     | 100%       |
| Positivity | Includer          | 72%    | 78%           | 72%        | <b>67%</b> | 78%     | 72%        |
| Positivity | Individualization | 94%    | 89%           | 94%        | 100%       | 100%    | 100%       |
| Positivity | Input             | 94%    | 100%          | 100%       | 100%       | 100%    | 100%       |
| Positivity | Intellection      | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Positivity | Learner           | 100%   | 100%          | 100%       | 90%        | 100%    | 95%        |
| Positivity | Maximizer         | 95%    | 95%           | 95%        | 100%       | 95%     | 100%       |
| Positivity | Relator           | 100%   | 100%          | 100%       | 90%        | 95%     | 95%        |
| Positivity | Responsibility    | 91%    | 100%          | 100%       | 96%        | 96%     | 96%        |
| Positivity | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100%       |
| Positivity | Self-Assurance    | 96%    | 96%           | 92%        | 92%        | 92%     | 92%        |
| Positivity | Significance      | 96%    | 100%          | 100%       | 100%       | 100%    | 100%       |
| Positivity | Strategic         | 94%    | 94%           | 94%        | 100%       | 88%     | 94%        |
| Positivity | Woo               | 78%    | 83%           | 87%        | 83%        | 72%     | 83%        |

## Pairwise Cluster Analyses for Relator, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish    | Thai       |
|---------|-------------------|--------|---------------|------------|------------|------------|------------|
| Relator | Achiever          | 86%    | 86%           | 71%        | 86%        | 93%        | 79%        |
| Relator | Activator         | 80%    | 87%           | 87%        | 87%        | 80%        | 73%        |
| Relator | Adaptability      | 100%   | 88%           | 100%       | 100%       | 100%       | 88%        |
| Relator | Analytical        | 79%    | 84%           | 84%        | 84%        | 89%        | 89%        |
| Relator | Arranger          | 71%    | 86%           | 81%        | 71%        | 71%        | 71%        |
| Relator | Belief            | 84%    | 84%           | 89%        | 84%        | 89%        | 94%        |
| Relator | Command           | 82%    | 88%           | 88%        | 82%        | 82%        | 82%        |
| Relator | Communication     | 100%   | 94%           | 76%        | 88%        | 94%        | 82%        |
| Relator | Competition       | 100%   | 87%           | 100%       | 87%        | 87%        | 93%        |
| Relator | Connectedness     | 94%    | 100%          | 94%        | 94%        | 94%        | 94%        |
| Relator | Consistency       | 88%    | 88%           | 81%        | 88%        | 88%        | 88%        |
| Relator | Context           | 100%   | 100%          | 100%       | 100%       | 100%       | 100%       |
| Relator | Deliberative      | 88%    | 88%           | 88%        | 88%        | 88%        | 88%        |
| Relator | Developer         | 89%    | 89%           | 89%        | 83%        | 89%        | 89%        |
| Relator | Discipline        | 82%    | 91%           | 77%        | 91%        | 77%        | 86%        |
| Relator | Empathy           | 100%   | 86%           | 100%       | 100%       | 86%        | 86%        |
| Relator | Focus             | 70%    | 85%           | 70%        | 90%        | 85%        | 85%        |
| Relator | Futuristic        | 81%    | 88%           | 75%        | 94%        | 94%        | 81%        |
| Relator | Harmony           | 85%    | 85%           | 85%        | 85%        | 85%        | 85%        |
| Relator | Ideation          | 93%    | 100%          | 87%        | 93%        | 87%        | 100%       |
| Relator | Includer          | 100%   | 87%           | 100%       | 100%       | 100%       | 87%        |
| Relator | Individualization | 79%    | 86%           | 79%        | 86%        | 93%        | 79%        |
| Relator | Input             | 100%   | 85%           | 92%        | 85%        | <b>69%</b> | <b>69%</b> |
| Relator | Intellection      | 89%    | 89%           | 83%        | 89%        | 83%        | 94%        |
| Relator | Learner           | 81%    | 88%           | 94%        | 94%        | 94%        | 94%        |
| Relator | Maximizer         | 71%    | 93%           | 93%        | 79%        | 86%        | 93%        |
| Relator | Positivity        | 100%   | 100%          | 100%       | 90%        | 95%        | 95%        |
| Relator | Responsibility    | 89%    | 89%           | <b>67%</b> | 83%        | 83%        | 83%        |
| Relator | Restorative       | 86%    | 86%           | 86%        | 86%        | 79%        | 100%       |
| Relator | Self-Assurance    | 75%    | <b>65%</b>    | <b>65%</b> | 85%        | <b>65%</b> | 85%        |
| Relator | Significance      | 90%    | 85%           | 70%        | 75%        | 80%        | 85%        |
| Relator | Strategic         | 92%    | 83%           | 75%        | 92%        | 83%        | 83%        |
| Relator | Woo               | 100%   | 100%          | 100%       | 100%       | 94%        | 94%        |

## Pairwise Cluster Analyses for Responsibility, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1        | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|----------------|-------------------|--------|---------------|------------|------------|---------|------|
| Responsibility | Achiever          | 94%    | 88%           | 76%        | 82%        | 76%     | 71%  |
| Responsibility | Activator         | 94%    | 94%           | 89%        | 94%        | 94%     | 89%  |
| Responsibility | Adaptability      | 100%   | 100%          | 100%       | 100%       | 95%     | 95%  |
| Responsibility | Analytical        | 95%    | 95%           | 86%        | 91%        | 91%     | 73%  |
| Responsibility | Arranger          | 86%    | 86%           | 73%        | 91%        | 82%     | 86%  |
| Responsibility | Belief            | 83%    | 83%           | 72%        | 72%        | 72%     | 72%  |
| Responsibility | Command           | 100%   | 95%           | 80%        | 90%        | 90%     | 90%  |
| Responsibility | Communication     | 100%   | 95%           | 95%        | 95%        | 95%     | 90%  |
| Responsibility | Competition       | 100%   | 94%           | 94%        | 100%       | 89%     | 94%  |
| Responsibility | Connectedness     | 89%    | 100%          | 84%        | 79%        | 95%     | 89%  |
| Responsibility | Consistency       | 95%    | 100%          | 89%        | 84%        | 95%     | 79%  |
| Responsibility | Context           | 100%   | 100%          | 93%        | 100%       | 93%     | 93%  |
| Responsibility | Deliberative      | 95%    | 84%           | 89%        | 89%        | 95%     | 95%  |
| Responsibility | Developer         | 86%    | 95%           | 90%        | 86%        | 71%     | 86%  |
| Responsibility | Discipline        | 92%    | 88%           | 88%        | 92%        | 75%     | 79%  |
| Responsibility | Empathy           | 94%    | 100%          | 100%       | 89%        | 94%     | 94%  |
| Responsibility | Focus             | 91%    | 91%           | 74%        | 96%        | 100%    | 78%  |
| Responsibility | Futuristic        | 89%    | 100%          | 74%        | 95%        | 95%     | 95%  |
| Responsibility | Harmony           | 94%    | 94%           | 88%        | 100%       | 88%     | 94%  |
| Responsibility | Ideation          | 89%    | 94%           | 89%        | 89%        | 89%     | 83%  |
| Responsibility | Includer          | 94%    | 100%          | 94%        | 100%       | 89%     | 94%  |
| Responsibility | Individualization | 82%    | 76%           | 82%        | 88%        | 88%     | 76%  |
| Responsibility | Input             | 94%    | 94%           | 94%        | 94%        | 75%     | 81%  |
| Responsibility | Intellection      | 100%   | 95%           | 90%        | 90%        | 90%     | 90%  |
| Responsibility | Learner           | 95%    | 95%           | 95%        | 100%       | 100%    | 89%  |
| Responsibility | Maximizer         | 94%    | 100%          | 94%        | 94%        | 94%     | 94%  |
| Responsibility | Positivity        | 91%    | 100%          | 100%       | 96%        | 96%     | 96%  |
| Responsibility | Relator           | 89%    | 89%           | <b>67%</b> | 83%        | 83%     | 83%  |
| Responsibility | Restorative       | 94%    | 100%          | 100%       | 100%       | 88%     | 94%  |
| Responsibility | Self-Assurance    | 83%    | 92%           | 75%        | 83%        | 80%     | 88%  |
| Responsibility | Significance      | 91%    | 91%           | 70%        | 96%        | 74%     | 96%  |
| Responsibility | Strategic         | 93%    | 93%           | 93%        | 87%        | 87%     | 93%  |
| Responsibility | Woo               | 100%   | 100%          | 100%       | 90%        | 95%     | 95%  |

## Pairwise Cluster Analyses for Restorative, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1     | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|-------------|-------------------|--------|---------------|------------|------------|---------|------|
| Restorative | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Activator         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Analytical        | 82%    | 100%          | 100%       | 94%        | 100%    | 100% |
| Restorative | Arranger          | 95%    | 100%          | 95%        | 100%       | 100%    | 100% |
| Restorative | Belief            | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Restorative | Command           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Communication     | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Connectedness     | 100%   | 100%          | 93%        | 93%        | 100%    | 100% |
| Restorative | Consistency       | 100%   | 79%           | 100%       | 79%        | 100%    | 100% |
| Restorative | Context           | 90%    | 100%          | 100%       | 90%        | 90%     | 90%  |
| Restorative | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Developer         | 100%   | 100%          | 100%       | 88%        | 100%    | 100% |
| Restorative | Discipline        | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Restorative | Empathy           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Futuristic        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Ideation          | 92%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Individualization | 67%    | 100%          | 100%       | 92%        | 100%    | 100% |
| Restorative | Input             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Intellection      | 100%   | 100%          | 100%       | 100%       | 94%     | 100% |
| Restorative | Learner           | 93%    | 100%          | 100%       | 93%        | 100%    | 100% |
| Restorative | Maximizer         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Positivity        | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Relator           | 86%    | 86%           | 86%        | 86%        | 79%     | 100% |
| Restorative | Responsibility    | 94%    | 100%          | 100%       | 100%       | 88%     | 94%  |
| Restorative | Self-Assurance    | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Significance      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Strategic         | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Restorative | Woo               | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |

## Pairwise Cluster Analyses for Self-Assurance, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1        | Theme 2           | Polish     | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish    | Thai |
|----------------|-------------------|------------|---------------|------------|------------|------------|------|
| Self-Assurance | Achiever          | 79%        | 89%           | 74%        | 89%        | 74%        | 74%  |
| Self-Assurance | Activator         | 75%        | 90%           | 80%        | 70%        | <b>65%</b> | 90%  |
| Self-Assurance | Adaptability      | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Self-Assurance | Analytical        | 96%        | 96%           | 74%        | 91%        | 91%        | 87%  |
| Self-Assurance | Arranger          | <b>56%</b> | <b>68%</b>    | 76%        | 72%        | 76%        | 72%  |
| Self-Assurance | Belief            | 87%        | 96%           | 83%        | 87%        | 96%        | 91%  |
| Self-Assurance | Command           | 79%        | 79%           | <b>68%</b> | 74%        | 74%        | 79%  |
| Self-Assurance | Communication     | 95%        | 77%           | 95%        | 100%       | 95%        | 95%  |
| Self-Assurance | Competition       | 90%        | 90%           | 75%        | 85%        | 90%        | 95%  |
| Self-Assurance | Connectedness     | 95%        | 100%          | 95%        | 95%        | 95%        | 95%  |
| Self-Assurance | Consistency       | 100%       | 100%          | 90%        | 100%       | 100%       | 100% |
| Self-Assurance | Context           | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Self-Assurance | Deliberative      | 90%        | 100%          | 100%       | 100%       | 95%        | 100% |
| Self-Assurance | Developer         | 96%        | 100%          | 96%        | 96%        | 96%        | 96%  |
| Self-Assurance | Discipline        | 89%        | 93%           | 85%        | 89%        | 100%       | 96%  |
| Self-Assurance | Empathy           | 100%       | 100%          | 100%       | 100%       | 95%        | 100% |
| Self-Assurance | Focus             | 83%        | 79%           | 75%        | 92%        | 92%        | 79%  |
| Self-Assurance | Futuristic        | 81%        | 81%           | 86%        | 81%        | 81%        | 90%  |
| Self-Assurance | Harmony           | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Self-Assurance | Ideation          | 70%        | 70%           | 75%        | 90%        | 90%        | 85%  |
| Self-Assurance | Includer          | 100%       | 100%          | 100%       | 100%       | 100%       | 70%  |
| Self-Assurance | Individualization | 84%        | 74%           | 74%        | 74%        | 84%        | 84%  |
| Self-Assurance | Input             | 72%        | 100%          | 94%        | 89%        | 78%        | 100% |
| Self-Assurance | Intellection      | 100%       | 100%          | 100%       | 100%       | 96%        | 100% |
| Self-Assurance | Learner           | 100%       | 90%           | 100%       | 95%        | 85%        | 100% |
| Self-Assurance | Maximizer         | 84%        | 84%           | 89%        | 89%        | 84%        | 89%  |
| Self-Assurance | Positivity        | 96%        | 96%           | 92%        | 92%        | 92%        | 92%  |
| Self-Assurance | Relator           | 75%        | <b>65%</b>    | <b>65%</b> | 85%        | <b>65%</b> | 85%  |
| Self-Assurance | Responsibility    | 83%        | 92%           | 75%        | 83%        | 80%        | 88%  |
| Self-Assurance | Restorative       | 100%       | 100%          | 100%       | 100%       | 100%       | 100% |
| Self-Assurance | Significance      | <b>67%</b> | 79%           | 75%        | 75%        | 71%        | 83%  |
| Self-Assurance | Strategic         | 82%        | 71%           | 94%        | 88%        | 94%        | 88%  |
| Self-Assurance | Woo               | 91%        | 91%           | 95%        | 95%        | 100%       | 86%  |

## Pairwise Cluster Analyses for Significance, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1      | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|--------------|-------------------|--------|---------------|------------|------------|---------|------|
| Significance | Achiever          | 94%    | 89%           | 94%        | 94%        | 78%     | 83%  |
| Significance | Activator         | 79%    | 79%           | 84%        | 89%        | 89%     | 79%  |
| Significance | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 95%  |
| Significance | Analytical        | 100%   | 100%          | 74%        | 100%       | 95%     | 83%  |
| Significance | Arranger          | 72%    | 92%           | 76%        | 84%        | 96%     | 92%  |
| Significance | Belief            | 91%    | 91%           | 87%        | 96%        | 83%     | 96%  |
| Significance | Command           | 74%    | 68%           | 84%        | 68%        | 74%     | 74%  |
| Significance | Communication     | 95%    | 95%           | 95%        | 95%        | 100%    | 86%  |
| Significance | Competition       | 83%    | 83%           | 83%        | 78%        | 89%     | 94%  |
| Significance | Connectedness     | 95%    | 100%          | 95%        | 90%        | 95%     | 95%  |
| Significance | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Significance | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 94%  |
| Significance | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 85%  |
| Significance | Developer         | 100%   | 100%          | 82%        | 100%       | 100%    | 100% |
| Significance | Discipline        | 96%    | 88%           | 85%        | 92%        | 85%     | 88%  |
| Significance | Empathy           | 100%   | 100%          | 100%       | 100%       | 94%     | 100% |
| Significance | Focus             | 81%    | 76%           | 86%        | 86%        | 90%     | 81%  |
| Significance | Futuristic        | 80%    | 80%           | 75%        | 75%        | 95%     | 95%  |
| Significance | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Significance | Ideation          | 95%    | 95%           | 89%        | 100%       | 100%    | 100% |
| Significance | Includer          | 100%   | 95%           | 100%       | 100%       | 100%    | 95%  |
| Significance | Individualization | 94%    | 83%           | 72%        | 72%        | 94%     | 94%  |
| Significance | Input             | 94%    | 88%           | 100%       | 100%       | 100%    | 94%  |
| Significance | Intellection      | 100%   | 91%           | 100%       | 100%       | 100%    | 95%  |
| Significance | Learner           | 95%    | 95%           | 100%       | 95%        | 95%     | 100% |
| Significance | Maximizer         | 89%    | 95%           | 95%        | 95%        | 95%     | 100% |
| Significance | Positivity        | 96%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Significance | Relator           | 90%    | 85%           | 70%        | 75%        | 80%     | 85%  |
| Significance | Responsibility    | 91%    | 91%           | 70%        | 96%        | 74%     | 96%  |
| Significance | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Significance | Self-Assurance    | 67%    | 79%           | 75%        | 75%        | 71%     | 83%  |
| Significance | Strategic         | 100%   | 94%           | 100%       | 100%       | 94%     | 94%  |
| Significance | Woo               | 100%   | 95%           | 100%       | 100%       | 100%    | 95%  |

## Pairwise Cluster Analyses for Strategic, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1   | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|-----------|-------------------|--------|---------------|------------|------------|---------|------|
| Strategic | Achiever          | 90%    | 90%           | 90%        | 90%        | 80%     | 80%  |
| Strategic | Activator         | 91%    | 82%           | 91%        | 82%        | 91%     | 82%  |
| Strategic | Adaptability      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Strategic | Analytical        | 100%   | 100%          | 93%        | 93%        | 80%     | 87%  |
| Strategic | Arranger          | 88%    | 94%           | 88%        | 100%       | 88%     | 82%  |
| Strategic | Belief            | 93%    | 93%           | 87%        | 93%        | 100%    | 87%  |
| Strategic | Command           | 85%    | 85%           | 85%        | 92%        | 92%     | 85%  |
| Strategic | Communication     | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Strategic | Competition       | 100%   | 82%           | 82%        | 91%        | 91%     | 100% |
| Strategic | Connectedness     | 100%   | 100%          | 83%        | 83%        | 75%     | 92%  |
| Strategic | Consistency       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Strategic | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Strategic | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Strategic | Developer         | 100%   | 100%          | 100%       | 86%        | 100%    | 100% |
| Strategic | Discipline        | 94%    | 100%          | 94%        | 100%       | 100%    | 100% |
| Strategic | Empathy           | 90%    | 100%          | 100%       | 100%       | 90%     | 100% |
| Strategic | Focus             | 94%    | 94%           | 94%        | 100%       | 94%     | 94%  |
| Strategic | Futuristic        | 100%   | 100%          | 100%       | 100%       | 91%     | 91%  |
| Strategic | Harmony           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Strategic | Ideation          | 82%    | 82%           | 82%        | 82%        | 91%     | 82%  |
| Strategic | Includer          | 100%   | 100%          | 100%       | 100%       | 100%    | 91%  |
| Strategic | Individualization | 100%   | 90%           | 90%        | 100%       | 90%     | 90%  |
| Strategic | Input             | 78%    | 100%          | 100%       | 100%       | 89%     | 78%  |
| Strategic | Intellection      | 100%   | 93%           | 93%        | 93%        | 93%     | 100% |
| Strategic | Learner           | 100%   | 92%           | 92%        | 100%       | 92%     | 92%  |
| Strategic | Maximizer         | 82%    | 91%           | 91%        | 91%        | 91%     | 82%  |
| Strategic | Positivity        | 94%    | 94%           | 94%        | 100%       | 88%     | 94%  |
| Strategic | Relator           | 92%    | 83%           | 75%        | 92%        | 83%     | 83%  |
| Strategic | Responsibility    | 93%    | 93%           | 93%        | 87%        | 87%     | 93%  |
| Strategic | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Strategic | Self-Assurance    | 82%    | 71%           | 94%        | 88%        | 94%     | 88%  |
| Strategic | Significance      | 100%   | 94%           | 100%       | 100%       | 94%     | 94%  |
| Strategic | Woo               | 85%    | 85%           | 85%        | 100%       | 92%     | 77%  |



## Pairwise Cluster Analyses for Woo, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635

Swedish: 1,248 | Thai: 4,466

| Theme 1 | Theme 2           | Polish | Portuguese-BR | Spanish-LA | Spanish-EU | Swedish | Thai |
|---------|-------------------|--------|---------------|------------|------------|---------|------|
| Woo     | Achiever          | 100%   | 100%          | 100%       | 100%       | 100%    | 87%  |
| Woo     | Activator         | 69%    | 88%           | 94%        | 69%        | 88%     | 88%  |
| Woo     | Adaptability      | 100%   | 100%          | 100%       | 100%       | 94%     | 100% |
| Woo     | Analytical        | 100%   | 100%          | 100%       | 100%       | 100%    | 90%  |
| Woo     | Arranger          | 100%   | 95%           | 100%       | 95%        | 95%     | 91%  |
| Woo     | Belief            | 80%    | 100%          | 100%       | 95%        | 95%     | 100% |
| Woo     | Command           | 94%    | 94%           | 94%        | 94%        | 89%     | 89%  |
| Woo     | Communication     | 87%    | 73%           | 80%        | 80%        | 73%     | 73%  |
| Woo     | Competition       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Connectedness     | 94%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Consistency       | 100%   | 100%          | 88%        | 100%       | 100%    | 100% |
| Woo     | Context           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Deliberative      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Developer         | 95%    | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Discipline        | 96%    | 100%          | 96%        | 96%        | 100%    | 91%  |
| Woo     | Empathy           | 100%   | 100%          | 100%       | 100%       | 87%     | 100% |
| Woo     | Focus             | 100%   | 100%          | 100%       | 100%       | 100%    | 90%  |
| Woo     | Futuristic        | 100%   | 94%           | 94%        | 76%        | 100%    | 88%  |
| Woo     | Harmony           | 100%   | 100%          | 93%        | 100%       | 100%    | 100% |
| Woo     | Ideation          | 94%    | 94%           | 94%        | 94%        | 94%     | 100% |
| Woo     | Includer          | 87%    | 87%           | 87%        | 87%        | 80%     | 80%  |
| Woo     | Individualization | 100%   | 87%           | 93%        | 100%       | 100%    | 87%  |
| Woo     | Input             | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Intellection      | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Learner           | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Maximizer         | 94%    | 94%           | 100%       | 94%        | 94%     | 100% |
| Woo     | Positivity        | 78%    | 83%           | 87%        | 83%        | 72%     | 83%  |
| Woo     | Relator           | 100%   | 100%          | 100%       | 100%       | 94%     | 94%  |
| Woo     | Responsibility    | 100%   | 100%          | 100%       | 90%        | 95%     | 95%  |
| Woo     | Restorative       | 100%   | 100%          | 100%       | 100%       | 100%    | 100% |
| Woo     | Self-Assurance    | 91%    | 91%           | 95%        | 95%        | 100%    | 86%  |
| Woo     | Significance      | 100%   | 95%           | 100%       | 100%       | 100%    | 95%  |
| Woo     | Strategic         | 85%    | 85%           | 85%        | 100%       | 92%     | 77%  |

## Appendix C

### Theme Pair Correlations for Achiever, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356  
White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1  | Theme 2           | All          | African American | Asian        | Hispanic     | White        | Missing      | Refused      |
|----------|-------------------|--------------|------------------|--------------|--------------|--------------|--------------|--------------|
| Achiever | Activator         | 0.26         | 0.28             | 0.31         | 0.30         | 0.24         | 0.26         | 0.35         |
| Achiever | Adaptability      | <b>-0.23</b> | <b>-0.18</b>     | <b>-0.19</b> | <b>-0.23</b> | <b>-0.27</b> | <b>-0.22</b> | <b>-0.14</b> |
| Achiever | Analytical        | 0.37         | 0.43             | 0.40         | 0.40         | 0.35         | 0.37         | 0.40         |
| Achiever | Arranger          | 0.49         | 0.52             | 0.50         | 0.51         | 0.47         | 0.49         | 0.51         |
| Achiever | Belief            | 0.24         | 0.33             | 0.28         | 0.26         | 0.22         | 0.24         | 0.34         |
| Achiever | Command           | 0.35         | 0.38             | 0.36         | 0.38         | 0.34         | 0.34         | 0.41         |
| Achiever | Communication     | 0.16         | 0.21             | 0.21         | 0.18         | 0.13         | 0.16         | 0.22         |
| Achiever | Competition       | 0.47         | 0.44             | 0.43         | 0.47         | 0.48         | 0.47         | 0.47         |
| Achiever | Connectedness     | 0.06         | 0.18             | 0.14         | 0.09         | 0.02         | 0.06         | 0.16         |
| Achiever | Consistency       | 0.11         | 0.15             | 0.05         | 0.16         | 0.10         | 0.10         | 0.14         |
| Achiever | Context           | 0.10         | 0.20             | 0.12         | 0.12         | 0.08         | 0.09         | 0.19         |
| Achiever | Deliberative      | 0.16         | 0.20             | 0.13         | 0.17         | 0.15         | 0.17         | 0.19         |
| Achiever | Developer         | 0.04         | 0.12             | 0.11         | 0.06         | 0.00         | 0.06         | 0.14         |
| Achiever | Discipline        | 0.42         | 0.47             | 0.41         | 0.47         | 0.41         | 0.42         | 0.43         |
| Achiever | Empathy           | <b>-0.07</b> | <b>-0.02</b>     | <b>-0.02</b> | <b>-0.07</b> | <b>-0.11</b> | <b>-0.05</b> | 0.03         |
| Achiever | Focus             | 0.67         | 0.66             | 0.63         | 0.67         | 0.67         | 0.67         | 0.67         |
| Achiever | Futuristic        | 0.34         | 0.34             | 0.36         | 0.36         | 0.32         | 0.35         | 0.40         |
| Achiever | Harmony           | <b>-0.04</b> | 0.01             | <b>-0.07</b> | <b>-0.02</b> | <b>-0.06</b> | <b>-0.04</b> | 0.03         |
| Achiever | Ideation          | 0.23         | 0.30             | 0.30         | 0.25         | 0.19         | 0.23         | 0.30         |
| Achiever | Includer          | 0.11         | 0.19             | 0.16         | 0.17         | 0.08         | 0.10         | 0.19         |
| Achiever | Individualization | 0.34         | 0.38             | 0.37         | 0.35         | 0.32         | 0.34         | 0.41         |
| Achiever | Input             | 0.30         | 0.35             | 0.35         | 0.33         | 0.26         | 0.31         | 0.36         |
| Achiever | Intellection      | 0.21         | 0.31             | 0.26         | 0.25         | 0.18         | 0.23         | 0.30         |
| Achiever | Learner           | 0.56         | 0.59             | 0.58         | 0.60         | 0.54         | 0.56         | 0.59         |
| Achiever | Maximizer         | 0.15         | 0.16             | 0.18         | 0.17         | 0.13         | 0.15         | 0.23         |
| Achiever | Positivity        | 0.11         | 0.20             | 0.16         | 0.16         | 0.07         | 0.12         | 0.19         |
| Achiever | Relator           | 0.10         | 0.10             | 0.07         | 0.10         | 0.09         | 0.13         | 0.15         |
| Achiever | Responsibility    | 0.43         | 0.49             | 0.44         | 0.46         | 0.42         | 0.44         | 0.47         |
| Achiever | Restorative       | 0.30         | 0.35             | 0.30         | 0.33         | 0.29         | 0.31         | 0.36         |
| Achiever | Self-Assurance    | 0.44         | 0.47             | 0.46         | 0.47         | 0.42         | 0.43         | 0.50         |
| Achiever | Significance      | 0.46         | 0.43             | 0.42         | 0.46         | 0.47         | 0.46         | 0.47         |
| Achiever | Strategic         | 0.42         | 0.47             | 0.44         | 0.43         | 0.40         | 0.42         | 0.46         |
| Achiever | Woo               | 0.10         | 0.13             | 0.14         | 0.13         | 0.08         | 0.09         | 0.18         |

## Theme Pair Correlations for Activator, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1   | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|-----------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Activator | Achiever          | 0.26  | 0.28             | 0.31  | 0.30     | 0.24  | 0.26    | 0.35    |
| Activator | Adaptability      | 0.14  | 0.16             | 0.12  | 0.12     | 0.13  | 0.15    | 0.12    |
| Activator | Analytical        | 0.11  | 0.20             | 0.16  | 0.18     | 0.08  | 0.10    | 0.20    |
| Activator | Arranger          | 0.47  | 0.46             | 0.48  | 0.45     | 0.46  | 0.48    | 0.51    |
| Activator | Belief            | 0.20  | 0.27             | 0.27  | 0.23     | 0.17  | 0.21    | 0.25    |
| Activator | Command           | 0.62  | 0.62             | 0.63  | 0.63     | 0.62  | 0.62    | 0.64    |
| Activator | Communication     | 0.56  | 0.55             | 0.56  | 0.55     | 0.56  | 0.56    | 0.56    |
| Activator | Competition       | 0.40  | 0.39             | 0.37  | 0.39     | 0.41  | 0.40    | 0.45    |
| Activator | Connectedness     | 0.20  | 0.29             | 0.25  | 0.23     | 0.18  | 0.20    | 0.21    |
| Activator | Consistency       | -0.15 | -0.08            | -0.14 | -0.09    | -0.18 | -0.15   | -0.08   |
| Activator | Context           | 0.04  | 0.15             | 0.06  | 0.09     | 0.02  | 0.04    | 0.11    |
| Activator | Deliberative      | -0.18 | -0.09            | -0.15 | -0.12    | -0.22 | -0.17   | -0.10   |
| Activator | Developer         | 0.11  | 0.19             | 0.15  | 0.14     | 0.08  | 0.12    | 0.16    |
| Activator | Discipline        | 0.02  | 0.11             | 0.08  | 0.09     | -0.02 | 0.02    | 0.13    |
| Activator | Empathy           | 0.10  | 0.16             | 0.10  | 0.11     | 0.07  | 0.12    | 0.14    |
| Activator | Focus             | 0.34  | 0.37             | 0.37  | 0.36     | 0.32  | 0.33    | 0.43    |
| Activator | Futuristic        | 0.45  | 0.44             | 0.46  | 0.42     | 0.46  | 0.46    | 0.48    |
| Activator | Harmony           | -0.16 | -0.05            | -0.13 | -0.09    | -0.20 | -0.16   | -0.07   |
| Activator | Ideation          | 0.44  | 0.47             | 0.48  | 0.44     | 0.43  | 0.44    | 0.47    |
| Activator | Includer          | 0.21  | 0.22             | 0.26  | 0.21     | 0.20  | 0.21    | 0.23    |
| Activator | Individualization | 0.43  | 0.46             | 0.44  | 0.42     | 0.41  | 0.43    | 0.47    |
| Activator | Input             | 0.41  | 0.45             | 0.43  | 0.43     | 0.40  | 0.42    | 0.42    |
| Activator | Intellection      | 0.14  | 0.24             | 0.17  | 0.19     | 0.10  | 0.16    | 0.22    |
| Activator | Learner           | 0.22  | 0.28             | 0.29  | 0.27     | 0.19  | 0.23    | 0.28    |
| Activator | Maximizer         | 0.30  | 0.32             | 0.33  | 0.30     | 0.28  | 0.30    | 0.36    |
| Activator | Positivity        | 0.32  | 0.32             | 0.34  | 0.31     | 0.31  | 0.33    | 0.34    |
| Activator | Relator           | 0.00  | 0.07             | -0.04 | 0.02     | -0.02 | 0.01    | 0.06    |
| Activator | Responsibility    | 0.13  | 0.21             | 0.21  | 0.18     | 0.09  | 0.14    | 0.20    |
| Activator | Restorative       | 0.24  | 0.29             | 0.24  | 0.25     | 0.22  | 0.24    | 0.25    |
| Activator | Self-Assurance    | 0.55  | 0.53             | 0.56  | 0.55     | 0.55  | 0.56    | 0.57    |
| Activator | Significance      | 0.46  | 0.44             | 0.46  | 0.44     | 0.46  | 0.46    | 0.49    |
| Activator | Strategic         | 0.44  | 0.45             | 0.46  | 0.43     | 0.43  | 0.43    | 0.46    |
| Activator | Woo               | 0.47  | 0.45             | 0.46  | 0.45     | 0.48  | 0.47    | 0.46    |

## Theme Pair Correlations for Adaptability, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1      | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|--------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Adaptability | Achiever          | -0.23 | -0.18            | -0.19 | -0.23    | -0.27 | -0.22   | -0.14   |
| Adaptability | Activator         | 0.14  | 0.16             | 0.12  | 0.12     | 0.13  | 0.15    | 0.12    |
| Adaptability | Analytical        | -0.20 | -0.10            | -0.17 | -0.15    | -0.22 | -0.19   | -0.08   |
| Adaptability | Arranger          | 0.06  | 0.09             | 0.08  | 0.05     | 0.04  | 0.07    | 0.11    |
| Adaptability | Belief            | 0.13  | 0.11             | 0.14  | 0.12     | 0.13  | 0.14    | 0.17    |
| Adaptability | Command           | 0.03  | 0.09             | 0.05  | 0.05     | 0.01  | 0.05    | 0.07    |
| Adaptability | Communication     | 0.19  | 0.22             | 0.20  | 0.17     | 0.18  | 0.21    | 0.20    |
| Adaptability | Competition       | -0.12 | -0.05            | -0.10 | -0.11    | -0.15 | -0.11   | -0.09   |
| Adaptability | Connectedness     | 0.27  | 0.25             | 0.28  | 0.25     | 0.29  | 0.28    | 0.25    |
| Adaptability | Consistency       | -0.02 | 0.07             | 0.06  | -0.01    | -0.06 | -0.01   | 0.09    |
| Adaptability | Context           | 0.04  | 0.07             | 0.08  | 0.03     | 0.03  | 0.04    | 0.09    |
| Adaptability | Deliberative      | -0.05 | 0.04             | 0.02  | -0.04    | -0.09 | -0.05   | 0.07    |
| Adaptability | Developer         | 0.34  | 0.34             | 0.34  | 0.33     | 0.34  | 0.34    | 0.33    |
| Adaptability | Discipline        | -0.33 | -0.23            | -0.28 | -0.32    | -0.36 | -0.32   | -0.19   |
| Adaptability | Empathy           | 0.40  | 0.42             | 0.43  | 0.39     | 0.40  | 0.40    | 0.41    |
| Adaptability | Focus             | -0.32 | -0.20            | -0.28 | -0.30    | -0.36 | -0.32   | -0.19   |
| Adaptability | Futuristic        | -0.05 | 0.03             | -0.06 | -0.07    | -0.06 | -0.03   | 0.00    |
| Adaptability | Harmony           | 0.16  | 0.26             | 0.23  | 0.19     | 0.13  | 0.16    | 0.24    |
| Adaptability | Ideation          | 0.19  | 0.21             | 0.15  | 0.18     | 0.21  | 0.20    | 0.20    |
| Adaptability | Includer          | 0.21  | 0.20             | 0.20  | 0.17     | 0.22  | 0.23    | 0.18    |
| Adaptability | Individualization | 0.05  | 0.10             | 0.05  | 0.06     | 0.04  | 0.06    | 0.12    |
| Adaptability | Input             | 0.19  | 0.22             | 0.20  | 0.15     | 0.20  | 0.19    | 0.22    |
| Adaptability | Intellection      | 0.14  | 0.12             | 0.16  | 0.11     | 0.14  | 0.14    | 0.19    |
| Adaptability | Learner           | -0.11 | -0.07            | -0.07 | -0.12    | -0.12 | -0.10   | -0.01   |
| Adaptability | Maximizer         | 0.17  | 0.17             | 0.17  | 0.15     | 0.16  | 0.18    | 0.19    |
| Adaptability | Positivity        | 0.29  | 0.27             | 0.28  | 0.24     | 0.30  | 0.30    | 0.25    |
| Adaptability | Relator           | 0.14  | 0.20             | 0.18  | 0.16     | 0.12  | 0.14    | 0.19    |
| Adaptability | Responsibility    | 0.01  | 0.02             | 0.05  | 0.01     | -0.01 | 0.02    | 0.10    |
| Adaptability | Restorative       | 0.05  | 0.10             | 0.08  | 0.08     | 0.04  | 0.06    | 0.10    |
| Adaptability | Self-Assurance    | 0.07  | 0.11             | 0.08  | 0.06     | 0.06  | 0.08    | 0.09    |
| Adaptability | Significance      | -0.12 | -0.01            | -0.09 | -0.09    | -0.16 | -0.10   | -0.05   |
| Adaptability | Strategic         | -0.02 | 0.03             | -0.02 | -0.02    | -0.04 | -0.01   | 0.04    |
| Adaptability | Woo               | 0.18  | 0.21             | 0.19  | 0.16     | 0.16  | 0.19    | 0.15    |

## Theme Pair Correlations for Analytical, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1    | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Analytical | Achiever          | 0.37  | 0.43             | 0.40  | 0.40     | 0.35  | 0.37    | 0.40    |
| Analytical | Activator         | 0.11  | 0.20             | 0.16  | 0.18     | 0.08  | 0.10    | 0.20    |
| Analytical | Adaptability      | -0.20 | -0.10            | -0.17 | -0.15    | -0.22 | -0.19   | -0.08   |
| Analytical | Arranger          | 0.33  | 0.42             | 0.39  | 0.38     | 0.31  | 0.33    | 0.38    |
| Analytical | Belief            | 0.12  | 0.25             | 0.17  | 0.16     | 0.08  | 0.11    | 0.19    |
| Analytical | Command           | 0.43  | 0.47             | 0.44  | 0.45     | 0.42  | 0.42    | 0.48    |
| Analytical | Communication     | -0.01 | 0.09             | 0.08  | 0.05     | -0.05 | -0.01   | 0.12    |
| Analytical | Competition       | 0.36  | 0.37             | 0.33  | 0.38     | 0.36  | 0.36    | 0.40    |
| Analytical | Connectedness     | -0.01 | 0.15             | 0.08  | 0.04     | -0.06 | -0.01   | 0.05    |
| Analytical | Consistency       | 0.16  | 0.21             | 0.12  | 0.20     | 0.16  | 0.14    | 0.20    |
| Analytical | Context           | 0.27  | 0.30             | 0.23  | 0.28     | 0.27  | 0.27    | 0.25    |
| Analytical | Deliberative      | 0.45  | 0.45             | 0.39  | 0.46     | 0.46  | 0.44    | 0.45    |
| Analytical | Developer         | -0.12 | 0.04             | -0.03 | -0.05    | -0.17 | -0.11   | -0.03   |
| Analytical | Discipline        | 0.34  | 0.43             | 0.38  | 0.38     | 0.31  | 0.33    | 0.38    |
| Analytical | Empathy           | -0.26 | -0.11            | -0.19 | -0.19    | -0.30 | -0.25   | -0.16   |
| Analytical | Focus             | 0.53  | 0.57             | 0.55  | 0.55     | 0.51  | 0.53    | 0.56    |
| Analytical | Futuristic        | 0.27  | 0.35             | 0.33  | 0.32     | 0.24  | 0.27    | 0.36    |
| Analytical | Harmony           | 0.03  | 0.12             | 0.00  | 0.07     | 0.02  | 0.04    | 0.10    |
| Analytical | Ideation          | 0.33  | 0.41             | 0.38  | 0.38     | 0.30  | 0.32    | 0.37    |
| Analytical | Includer          | -0.05 | 0.06             | 0.04  | 0.01     | -0.11 | -0.06   | 0.07    |
| Analytical | Individualization | 0.37  | 0.45             | 0.42  | 0.40     | 0.35  | 0.36    | 0.39    |
| Analytical | Input             | 0.24  | 0.31             | 0.25  | 0.28     | 0.21  | 0.24    | 0.29    |
| Analytical | Intellection      | 0.29  | 0.37             | 0.29  | 0.34     | 0.28  | 0.28    | 0.31    |
| Analytical | Learner           | 0.44  | 0.48             | 0.45  | 0.47     | 0.43  | 0.44    | 0.47    |
| Analytical | Maximizer         | 0.09  | 0.15             | 0.14  | 0.13     | 0.07  | 0.09    | 0.16    |
| Analytical | Positivity        | -0.18 | -0.03            | -0.07 | -0.12    | -0.24 | -0.18   | -0.08   |
| Analytical | Relator           | 0.25  | 0.26             | 0.20  | 0.25     | 0.25  | 0.25    | 0.30    |
| Analytical | Responsibility    | 0.37  | 0.45             | 0.40  | 0.43     | 0.34  | 0.36    | 0.41    |
| Analytical | Restorative       | 0.43  | 0.47             | 0.42  | 0.46     | 0.42  | 0.43    | 0.45    |
| Analytical | Self-Assurance    | 0.40  | 0.47             | 0.44  | 0.45     | 0.38  | 0.38    | 0.46    |
| Analytical | Significance      | 0.43  | 0.46             | 0.44  | 0.45     | 0.41  | 0.42    | 0.48    |
| Analytical | Strategic         | 0.45  | 0.49             | 0.47  | 0.50     | 0.44  | 0.44    | 0.46    |
| Analytical | Woo               | -0.10 | 0.00             | 0.00  | -0.04    | -0.14 | -0.10   | 0.04    |

## Theme Pair Correlations for Arranger, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1  | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|----------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Arranger | Achiever          | 0.49  | 0.52             | 0.50  | 0.51     | 0.47  | 0.49    | 0.51    |
| Arranger | Activator         | 0.47  | 0.46             | 0.48  | 0.45     | 0.46  | 0.48    | 0.51    |
| Arranger | Adaptability      | 0.06  | 0.09             | 0.08  | 0.05     | 0.04  | 0.07    | 0.11    |
| Arranger | Analytical        | 0.33  | 0.42             | 0.39  | 0.38     | 0.31  | 0.33    | 0.38    |
| Arranger | Belief            | 0.35  | 0.45             | 0.40  | 0.38     | 0.31  | 0.35    | 0.40    |
| Arranger | Command           | 0.47  | 0.49             | 0.49  | 0.47     | 0.46  | 0.47    | 0.50    |
| Arranger | Communication     | 0.35  | 0.35             | 0.41  | 0.33     | 0.34  | 0.34    | 0.41    |
| Arranger | Competition       | 0.31  | 0.30             | 0.28  | 0.32     | 0.32  | 0.30    | 0.33    |
| Arranger | Connectedness     | 0.24  | 0.36             | 0.31  | 0.27     | 0.20  | 0.23    | 0.30    |
| Arranger | Consistency       | -0.11 | -0.01            | -0.11 | -0.03    | -0.14 | -0.11   | -0.05   |
| Arranger | Context           | 0.11  | 0.25             | 0.13  | 0.15     | 0.07  | 0.11    | 0.15    |
| Arranger | Deliberative      | -0.01 | 0.10             | 0.01  | 0.06     | -0.04 | 0.01    | 0.04    |
| Arranger | Developer         | 0.15  | 0.26             | 0.20  | 0.16     | 0.12  | 0.16    | 0.25    |
| Arranger | Discipline        | 0.20  | 0.31             | 0.25  | 0.26     | 0.16  | 0.19    | 0.27    |
| Arranger | Empathy           | 0.06  | 0.14             | 0.11  | 0.06     | 0.03  | 0.08    | 0.17    |
| Arranger | Focus             | 0.42  | 0.49             | 0.44  | 0.46     | 0.41  | 0.42    | 0.47    |
| Arranger | Futuristic        | 0.43  | 0.43             | 0.44  | 0.41     | 0.42  | 0.42    | 0.52    |
| Arranger | Harmony           | -0.19 | -0.07            | -0.15 | -0.14    | -0.23 | -0.19   | -0.10   |
| Arranger | Ideation          | 0.47  | 0.52             | 0.52  | 0.47     | 0.46  | 0.47    | 0.53    |
| Arranger | Includer          | 0.26  | 0.30             | 0.32  | 0.26     | 0.24  | 0.24    | 0.35    |
| Arranger | Individualization | 0.58  | 0.61             | 0.60  | 0.57     | 0.58  | 0.58    | 0.61    |
| Arranger | Input             | 0.49  | 0.56             | 0.54  | 0.51     | 0.47  | 0.50    | 0.53    |
| Arranger | Intellection      | 0.24  | 0.35             | 0.27  | 0.28     | 0.20  | 0.25    | 0.32    |
| Arranger | Learner           | 0.47  | 0.54             | 0.50  | 0.52     | 0.44  | 0.47    | 0.51    |
| Arranger | Maximizer         | 0.20  | 0.23             | 0.24  | 0.20     | 0.19  | 0.19    | 0.30    |
| Arranger | Positivity        | 0.26  | 0.32             | 0.30  | 0.26     | 0.24  | 0.26    | 0.37    |
| Arranger | Relator           | 0.09  | 0.13             | 0.06  | 0.11     | 0.07  | 0.11    | 0.12    |
| Arranger | Responsibility    | 0.48  | 0.55             | 0.52  | 0.53     | 0.46  | 0.49    | 0.50    |
| Arranger | Restorative       | 0.48  | 0.54             | 0.50  | 0.48     | 0.46  | 0.49    | 0.49    |
| Arranger | Self-Assurance    | 0.62  | 0.63             | 0.64  | 0.62     | 0.61  | 0.62    | 0.64    |
| Arranger | Significance      | 0.43  | 0.43             | 0.43  | 0.42     | 0.44  | 0.42    | 0.45    |
| Arranger | Strategic         | 0.57  | 0.60             | 0.58  | 0.56     | 0.57  | 0.57    | 0.62    |
| Arranger | Woo               | 0.26  | 0.27             | 0.32  | 0.25     | 0.25  | 0.25    | 0.34    |

## Theme Pair Correlations for Belief, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Belief  | Achiever          | 0.24  | 0.33             | 0.28  | 0.26     | 0.22  | 0.24    | 0.34    |
| Belief  | Activator         | 0.20  | 0.27             | 0.27  | 0.23     | 0.17  | 0.21    | 0.25    |
| Belief  | Adaptability      | 0.13  | 0.11             | 0.14  | 0.12     | 0.13  | 0.14    | 0.17    |
| Belief  | Analytical        | 0.12  | 0.25             | 0.17  | 0.16     | 0.08  | 0.11    | 0.19    |
| Belief  | Arranger          | 0.35  | 0.45             | 0.40  | 0.38     | 0.31  | 0.35    | 0.40    |
| Belief  | Command           | 0.14  | 0.22             | 0.20  | 0.17     | 0.10  | 0.15    | 0.16    |
| Belief  | Communication     | 0.21  | 0.24             | 0.25  | 0.25     | 0.20  | 0.22    | 0.29    |
| Belief  | Competition       | -0.03 | 0.05             | 0.00  | 0.00     | -0.05 | -0.03   | 0.05    |
| Belief  | Connectedness     | 0.62  | 0.63             | 0.62  | 0.59     | 0.62  | 0.62    | 0.61    |
| Belief  | Consistency       | 0.12  | 0.16             | 0.11  | 0.13     | 0.11  | 0.12    | 0.21    |
| Belief  | Context           | 0.23  | 0.29             | 0.24  | 0.26     | 0.21  | 0.23    | 0.24    |
| Belief  | Deliberative      | 0.08  | 0.14             | 0.09  | 0.10     | 0.06  | 0.08    | 0.16    |
| Belief  | Developer         | 0.45  | 0.47             | 0.44  | 0.43     | 0.44  | 0.45    | 0.51    |
| Belief  | Discipline        | 0.20  | 0.29             | 0.26  | 0.22     | 0.17  | 0.20    | 0.30    |
| Belief  | Empathy           | 0.33  | 0.31             | 0.32  | 0.32     | 0.32  | 0.35    | 0.37    |
| Belief  | Focus             | 0.16  | 0.28             | 0.19  | 0.17     | 0.13  | 0.15    | 0.26    |
| Belief  | Futuristic        | 0.21  | 0.28             | 0.25  | 0.22     | 0.17  | 0.23    | 0.31    |
| Belief  | Harmony           | 0.11  | 0.12             | 0.07  | 0.09     | 0.10  | 0.11    | 0.17    |
| Belief  | Ideation          | 0.22  | 0.31             | 0.27  | 0.24     | 0.18  | 0.23    | 0.24    |
| Belief  | Includer          | 0.28  | 0.30             | 0.31  | 0.29     | 0.27  | 0.29    | 0.34    |
| Belief  | Individualization | 0.32  | 0.40             | 0.37  | 0.35     | 0.29  | 0.33    | 0.37    |
| Belief  | Input             | 0.31  | 0.37             | 0.36  | 0.33     | 0.27  | 0.33    | 0.36    |
| Belief  | Intellection      | 0.29  | 0.37             | 0.33  | 0.30     | 0.26  | 0.30    | 0.33    |
| Belief  | Learner           | 0.38  | 0.47             | 0.44  | 0.39     | 0.35  | 0.38    | 0.43    |
| Belief  | Maximizer         | 0.10  | 0.16             | 0.17  | 0.09     | 0.08  | 0.08    | 0.18    |
| Belief  | Positivity        | 0.34  | 0.38             | 0.36  | 0.34     | 0.32  | 0.33    | 0.42    |
| Belief  | Relator           | 0.12  | 0.13             | 0.12  | 0.13     | 0.11  | 0.13    | 0.15    |
| Belief  | Responsibility    | 0.52  | 0.56             | 0.55  | 0.50     | 0.50  | 0.53    | 0.60    |
| Belief  | Restorative       | 0.30  | 0.37             | 0.35  | 0.33     | 0.27  | 0.32    | 0.37    |
| Belief  | Self-Assurance    | 0.28  | 0.39             | 0.35  | 0.29     | 0.25  | 0.28    | 0.32    |
| Belief  | Significance      | 0.13  | 0.23             | 0.14  | 0.14     | 0.10  | 0.13    | 0.20    |
| Belief  | Strategic         | 0.26  | 0.36             | 0.30  | 0.29     | 0.22  | 0.28    | 0.32    |
| Belief  | Woo               | 0.16  | 0.16             | 0.18  | 0.18     | 0.14  | 0.16    | 0.25    |

## Theme Pair Correlations for Command, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Command | Achiever          | 0.35  | 0.38             | 0.36  | 0.38     | 0.34  | 0.34    | 0.41    |
| Command | Activator         | 0.62  | 0.62             | 0.63  | 0.63     | 0.62  | 0.62    | 0.64    |
| Command | Adaptability      | 0.03  | 0.09             | 0.05  | 0.05     | 0.01  | 0.05    | 0.07    |
| Command | Analytical        | 0.43  | 0.47             | 0.44  | 0.45     | 0.42  | 0.42    | 0.48    |
| Command | Arranger          | 0.47  | 0.49             | 0.49  | 0.47     | 0.46  | 0.47    | 0.50    |
| Command | Belief            | 0.14  | 0.22             | 0.20  | 0.17     | 0.10  | 0.15    | 0.16    |
| Command | Communication     | 0.29  | 0.33             | 0.35  | 0.30     | 0.28  | 0.29    | 0.34    |
| Command | Competition       | 0.54  | 0.53             | 0.48  | 0.54     | 0.55  | 0.53    | 0.57    |
| Command | Connectedness     | 0.06  | 0.17             | 0.14  | 0.07     | 0.02  | 0.07    | 0.05    |
| Command | Consistency       | -0.15 | -0.06            | -0.15 | -0.08    | -0.17 | -0.15   | -0.07   |
| Command | Context           | 0.11  | 0.18             | 0.12  | 0.14     | 0.09  | 0.11    | 0.13    |
| Command | Deliberative      | 0.12  | 0.19             | 0.12  | 0.15     | 0.10  | 0.13    | 0.14    |
| Command | Developer         | -0.18 | -0.06            | -0.10 | -0.13    | -0.23 | -0.17   | -0.10   |
| Command | Discipline        | 0.06  | 0.16             | 0.10  | 0.11     | 0.02  | 0.06    | 0.14    |
| Command | Empathy           | -0.16 | -0.04            | -0.09 | -0.12    | -0.21 | -0.14   | -0.09   |
| Command | Focus             | 0.52  | 0.56             | 0.53  | 0.53     | 0.51  | 0.52    | 0.57    |
| Command | Futuristic        | 0.46  | 0.47             | 0.47  | 0.43     | 0.44  | 0.47    | 0.49    |
| Command | Harmony           | -0.25 | -0.14            | -0.23 | -0.20    | -0.30 | -0.24   | -0.15   |
| Command | Ideation          | 0.53  | 0.54             | 0.58  | 0.52     | 0.52  | 0.53    | 0.55    |
| Command | Includer          | 0.01  | 0.06             | 0.09  | 0.03     | -0.02 | 0.01    | 0.07    |
| Command | Individualization | 0.45  | 0.50             | 0.48  | 0.45     | 0.44  | 0.44    | 0.47    |
| Command | Input             | 0.39  | 0.43             | 0.42  | 0.42     | 0.38  | 0.40    | 0.41    |
| Command | Intellection      | 0.22  | 0.30             | 0.26  | 0.26     | 0.18  | 0.23    | 0.28    |
| Command | Learner           | 0.30  | 0.33             | 0.36  | 0.34     | 0.28  | 0.30    | 0.33    |
| Command | Maximizer         | 0.20  | 0.22             | 0.26  | 0.22     | 0.18  | 0.20    | 0.29    |
| Command | Positivity        | -0.04 | 0.04             | 0.04  | -0.01    | -0.08 | -0.03   | 0.05    |
| Command | Relator           | 0.13  | 0.21             | 0.07  | 0.15     | 0.11  | 0.14    | 0.17    |
| Command | Responsibility    | 0.19  | 0.25             | 0.24  | 0.25     | 0.16  | 0.20    | 0.24    |
| Command | Restorative       | 0.37  | 0.42             | 0.36  | 0.36     | 0.37  | 0.37    | 0.33    |
| Command | Self-Assurance    | 0.70  | 0.70             | 0.71  | 0.71     | 0.70  | 0.71    | 0.72    |
| Command | Significance      | 0.61  | 0.59             | 0.61  | 0.60     | 0.61  | 0.61    | 0.62    |
| Command | Strategic         | 0.53  | 0.55             | 0.55  | 0.53     | 0.53  | 0.52    | 0.54    |
| Command | Woo               | 0.21  | 0.25             | 0.27  | 0.24     | 0.19  | 0.21    | 0.27    |



## Theme Pair Correlations for Communication, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1       | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Communication | Achiever          | 0.16  | 0.21             | 0.21  | 0.18     | 0.13  | 0.16    | 0.22    |
| Communication | Activator         | 0.56  | 0.55             | 0.56  | 0.55     | 0.56  | 0.56    | 0.56    |
| Communication | Adaptability      | 0.19  | 0.22             | 0.20  | 0.17     | 0.18  | 0.21    | 0.20    |
| Communication | Analytical        | -0.01 | 0.09             | 0.08  | 0.05     | -0.05 | -0.01   | 0.12    |
| Communication | Arranger          | 0.35  | 0.35             | 0.41  | 0.33     | 0.34  | 0.34    | 0.41    |
| Communication | Belief            | 0.21  | 0.24             | 0.25  | 0.25     | 0.20  | 0.22    | 0.29    |
| Communication | Command           | 0.29  | 0.33             | 0.35  | 0.30     | 0.28  | 0.29    | 0.34    |
| Communication | Competition       | 0.21  | 0.22             | 0.20  | 0.21     | 0.21  | 0.20    | 0.26    |
| Communication | Connectedness     | 0.22  | 0.29             | 0.26  | 0.26     | 0.21  | 0.22    | 0.27    |
| Communication | Consistency       | -0.04 | 0.04             | -0.03 | -0.02    | -0.07 | -0.03   | 0.01    |
| Communication | Context           | 0.04  | 0.14             | 0.06  | 0.10     | 0.01  | 0.03    | 0.10    |
| Communication | Deliberative      | -0.32 | -0.21            | -0.29 | -0.28    | -0.36 | -0.31   | -0.23   |
| Communication | Developer         | 0.28  | 0.30             | 0.31  | 0.30     | 0.26  | 0.29    | 0.32    |
| Communication | Discipline        | 0.04  | 0.14             | 0.09  | 0.07     | 0.01  | 0.06    | 0.13    |
| Communication | Empathy           | 0.25  | 0.26             | 0.27  | 0.25     | 0.24  | 0.26    | 0.28    |
| Communication | Focus             | 0.18  | 0.25             | 0.24  | 0.19     | 0.16  | 0.17    | 0.28    |
| Communication | Futuristic        | 0.28  | 0.28             | 0.31  | 0.25     | 0.29  | 0.28    | 0.35    |
| Communication | Harmony           | 0.00  | 0.08             | 0.01  | 0.02     | -0.02 | 0.01    | 0.07    |
| Communication | Ideation          | 0.28  | 0.34             | 0.34  | 0.30     | 0.26  | 0.28    | 0.34    |
| Communication | Includer          | 0.42  | 0.42             | 0.47  | 0.39     | 0.41  | 0.42    | 0.42    |
| Communication | Individualization | 0.31  | 0.33             | 0.35  | 0.32     | 0.30  | 0.32    | 0.39    |
| Communication | Input             | 0.31  | 0.37             | 0.36  | 0.34     | 0.29  | 0.32    | 0.37    |
| Communication | Intellection      | -0.02 | 0.07             | 0.00  | 0.03     | -0.06 | -0.01   | 0.10    |
| Communication | Learner           | 0.11  | 0.19             | 0.18  | 0.17     | 0.07  | 0.12    | 0.22    |
| Communication | Maximizer         | 0.27  | 0.32             | 0.28  | 0.23     | 0.26  | 0.28    | 0.31    |
| Communication | Positivity        | 0.49  | 0.47             | 0.51  | 0.46     | 0.50  | 0.50    | 0.49    |
| Communication | Relator           | -0.09 | -0.04            | -0.10 | -0.05    | -0.12 | -0.08   | -0.01   |
| Communication | Responsibility    | 0.14  | 0.22             | 0.23  | 0.16     | 0.11  | 0.15    | 0.25    |
| Communication | Restorative       | 0.12  | 0.18             | 0.20  | 0.14     | 0.09  | 0.12    | 0.21    |
| Communication | Self-Assurance    | 0.35  | 0.39             | 0.40  | 0.35     | 0.34  | 0.35    | 0.41    |
| Communication | Significance      | 0.29  | 0.34             | 0.32  | 0.27     | 0.28  | 0.30    | 0.31    |
| Communication | Strategic         | 0.33  | 0.35             | 0.38  | 0.33     | 0.31  | 0.32    | 0.37    |
| Communication | Woo               | 0.82  | 0.78             | 0.81  | 0.80     | 0.83  | 0.81    | 0.80    |

**Theme Pair Correlations for Competition, by Race/Ethnicity**

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1     | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|-------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Competition | Achiever          | 0.47  | 0.44             | 0.43  | 0.47     | 0.48  | 0.47    | 0.47    |
| Competition | Activator         | 0.40  | 0.39             | 0.37  | 0.39     | 0.41  | 0.40    | 0.45    |
| Competition | Adaptability      | -0.12 | -0.05            | -0.10 | -0.11    | -0.15 | -0.11   | -0.09   |
| Competition | Analytical        | 0.36  | 0.37             | 0.33  | 0.38     | 0.36  | 0.36    | 0.40    |
| Competition | Arranger          | 0.31  | 0.30             | 0.28  | 0.32     | 0.32  | 0.30    | 0.33    |
| Competition | Belief            | -0.03 | 0.05             | 0.00  | 0.00     | -0.05 | -0.03   | 0.05    |
| Competition | Command           | 0.54  | 0.53             | 0.48  | 0.54     | 0.55  | 0.53    | 0.57    |
| Competition | Communication     | 0.21  | 0.22             | 0.20  | 0.21     | 0.21  | 0.20    | 0.26    |
| Competition | Connectedness     | -0.18 | -0.08            | -0.13 | -0.16    | -0.21 | -0.18   | -0.12   |
| Competition | Consistency       | -0.02 | 0.01             | -0.05 | 0.02     | -0.04 | -0.02   | 0.00    |
| Competition | Context           | 0.05  | 0.08             | 0.04  | 0.08     | 0.03  | 0.06    | 0.12    |
| Competition | Deliberative      | 0.11  | 0.16             | 0.10  | 0.12     | 0.09  | 0.12    | 0.15    |
| Competition | Developer         | -0.16 | -0.08            | -0.10 | -0.14    | -0.19 | -0.15   | -0.11   |
| Competition | Discipline        | 0.16  | 0.20             | 0.15  | 0.20     | 0.14  | 0.15    | 0.19    |
| Competition | Empathy           | -0.18 | -0.07            | -0.13 | -0.17    | -0.21 | -0.18   | -0.11   |
| Competition | Focus             | 0.57  | 0.56             | 0.54  | 0.57     | 0.58  | 0.57    | 0.59    |
| Competition | Futuristic        | 0.43  | 0.45             | 0.46  | 0.43     | 0.42  | 0.43    | 0.46    |
| Competition | Harmony           | -0.11 | -0.03            | -0.09 | -0.06    | -0.14 | -0.10   | -0.03   |
| Competition | Ideation          | 0.30  | 0.35             | 0.33  | 0.30     | 0.29  | 0.30    | 0.35    |
| Competition | Includer          | -0.01 | 0.05             | 0.01  | 0.00     | -0.02 | -0.02   | 0.02    |
| Competition | Individualization | 0.29  | 0.33             | 0.30  | 0.29     | 0.29  | 0.27    | 0.33    |
| Competition | Input             | 0.21  | 0.28             | 0.22  | 0.22     | 0.19  | 0.22    | 0.26    |
| Competition | Intellection      | 0.07  | 0.16             | 0.14  | 0.14     | 0.03  | 0.09    | 0.15    |
| Competition | Learner           | 0.21  | 0.22             | 0.22  | 0.24     | 0.20  | 0.21    | 0.25    |
| Competition | Maximizer         | 0.18  | 0.19             | 0.20  | 0.21     | 0.17  | 0.19    | 0.24    |
| Competition | Positivity        | -0.01 | 0.05             | 0.01  | 0.00     | -0.03 | 0.00    | 0.03    |
| Competition | Relator           | 0.07  | 0.12             | 0.03  | 0.09     | 0.06  | 0.08    | 0.14    |
| Competition | Responsibility    | 0.06  | 0.12             | 0.02  | 0.10     | 0.05  | 0.06    | 0.13    |
| Competition | Restorative       | 0.22  | 0.27             | 0.16  | 0.22     | 0.24  | 0.22    | 0.21    |
| Competition | Self-Assurance    | 0.45  | 0.44             | 0.39  | 0.48     | 0.46  | 0.44    | 0.49    |
| Competition | Significance      | 0.63  | 0.60             | 0.61  | 0.63     | 0.64  | 0.63    | 0.62    |
| Competition | Strategic         | 0.39  | 0.40             | 0.39  | 0.39     | 0.40  | 0.38    | 0.43    |
| Competition | Woo               | 0.17  | 0.20             | 0.16  | 0.18     | 0.17  | 0.17    | 0.20    |

## Theme Pair Correlations for Connectedness, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1       | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Connectedness | Achiever          | 0.06  | 0.18             | 0.14  | 0.09     | 0.02  | 0.06    | 0.16    |
| Connectedness | Activator         | 0.20  | 0.29             | 0.25  | 0.23     | 0.18  | 0.20    | 0.21    |
| Connectedness | Adaptability      | 0.27  | 0.25             | 0.28  | 0.25     | 0.29  | 0.28    | 0.25    |
| Connectedness | Analytical        | -0.01 | 0.15             | 0.08  | 0.04     | -0.06 | -0.01   | 0.05    |
| Connectedness | Arranger          | 0.24  | 0.36             | 0.31  | 0.27     | 0.20  | 0.23    | 0.30    |
| Connectedness | Belief            | 0.62  | 0.63             | 0.62  | 0.59     | 0.62  | 0.62    | 0.61    |
| Connectedness | Command           | 0.06  | 0.17             | 0.14  | 0.07     | 0.02  | 0.07    | 0.05    |
| Connectedness | Communication     | 0.22  | 0.29             | 0.26  | 0.26     | 0.21  | 0.22    | 0.27    |
| Connectedness | Competition       | -0.18 | -0.08            | -0.13 | -0.16    | -0.21 | -0.18   | -0.12   |
| Connectedness | Consistency       | 0.03  | 0.08             | 0.09  | 0.06     | 0.01  | 0.04    | 0.13    |
| Connectedness | Context           | 0.24  | 0.32             | 0.27  | 0.25     | 0.22  | 0.24    | 0.25    |
| Connectedness | Deliberative      | -0.01 | 0.05             | 0.04  | 0.02     | -0.05 | 0.00    | 0.05    |
| Connectedness | Developer         | 0.44  | 0.45             | 0.44  | 0.45     | 0.45  | 0.43    | 0.52    |
| Connectedness | Discipline        | 0.08  | 0.18             | 0.16  | 0.11     | 0.03  | 0.08    | 0.21    |
| Connectedness | Empathy           | 0.43  | 0.40             | 0.41  | 0.43     | 0.43  | 0.43    | 0.49    |
| Connectedness | Focus             | -0.03 | 0.11             | 0.03  | 0.00     | -0.07 | -0.03   | 0.09    |
| Connectedness | Futuristic        | 0.15  | 0.21             | 0.16  | 0.14     | 0.13  | 0.16    | 0.23    |
| Connectedness | Harmony           | 0.10  | 0.13             | 0.11  | 0.13     | 0.08  | 0.11    | 0.15    |
| Connectedness | Ideation          | 0.25  | 0.30             | 0.28  | 0.25     | 0.24  | 0.25    | 0.26    |
| Connectedness | Includer          | 0.26  | 0.25             | 0.30  | 0.26     | 0.24  | 0.25    | 0.30    |
| Connectedness | Individualization | 0.30  | 0.37             | 0.33  | 0.32     | 0.28  | 0.31    | 0.35    |
| Connectedness | Input             | 0.37  | 0.41             | 0.41  | 0.38     | 0.36  | 0.38    | 0.41    |
| Connectedness | Intellection      | 0.43  | 0.43             | 0.44  | 0.42     | 0.42  | 0.44    | 0.45    |
| Connectedness | Learner           | 0.30  | 0.37             | 0.35  | 0.30     | 0.28  | 0.30    | 0.34    |
| Connectedness | Maximizer         | 0.14  | 0.19             | 0.21  | 0.14     | 0.13  | 0.13    | 0.20    |
| Connectedness | Positivity        | 0.36  | 0.34             | 0.39  | 0.36     | 0.35  | 0.35    | 0.44    |
| Connectedness | Relator           | 0.11  | 0.17             | 0.13  | 0.12     | 0.09  | 0.12    | 0.11    |
| Connectedness | Responsibility    | 0.30  | 0.36             | 0.40  | 0.30     | 0.26  | 0.31    | 0.37    |
| Connectedness | Restorative       | 0.18  | 0.24             | 0.27  | 0.20     | 0.13  | 0.19    | 0.26    |
| Connectedness | Self-Assurance    | 0.18  | 0.31             | 0.26  | 0.17     | 0.14  | 0.18    | 0.19    |
| Connectedness | Significance      | -0.06 | 0.07             | -0.02 | -0.05    | -0.10 | -0.05   | 0.02    |
| Connectedness | Strategic         | 0.21  | 0.31             | 0.23  | 0.20     | 0.19  | 0.21    | 0.27    |
| Connectedness | Woo               | 0.16  | 0.19             | 0.19  | 0.19     | 0.15  | 0.16    | 0.21    |

## Theme Pair Correlations for Consistency, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1     | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|-------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Consistency | Achiever          | 0.11  | 0.15             | 0.05  | 0.16     | 0.10  | 0.10    | 0.14    |
| Consistency | Activator         | -0.15 | -0.08            | -0.14 | -0.09    | -0.18 | -0.15   | -0.08   |
| Consistency | Adaptability      | -0.02 | 0.07             | 0.06  | -0.01    | -0.06 | -0.01   | 0.09    |
| Consistency | Analytical        | 0.16  | 0.21             | 0.12  | 0.20     | 0.16  | 0.14    | 0.20    |
| Consistency | Arranger          | -0.11 | -0.01            | -0.11 | -0.03    | -0.14 | -0.11   | -0.05   |
| Consistency | Belief            | 0.12  | 0.16             | 0.11  | 0.13     | 0.11  | 0.12    | 0.21    |
| Consistency | Command           | -0.15 | -0.06            | -0.15 | -0.08    | -0.17 | -0.15   | -0.07   |
| Consistency | Communication     | -0.04 | 0.04             | -0.03 | -0.02    | -0.07 | -0.03   | 0.01    |
| Consistency | Competition       | -0.02 | 0.01             | -0.05 | 0.02     | -0.04 | -0.02   | 0.00    |
| Consistency | Connectedness     | 0.03  | 0.08             | 0.09  | 0.06     | 0.01  | 0.04    | 0.13    |
| Consistency | Context           | 0.13  | 0.13             | 0.16  | 0.11     | 0.11  | 0.13    | 0.21    |
| Consistency | Deliberative      | 0.35  | 0.35             | 0.34  | 0.36     | 0.36  | 0.35    | 0.40    |
| Consistency | Developer         | 0.23  | 0.27             | 0.24  | 0.23     | 0.21  | 0.23    | 0.27    |
| Consistency | Discipline        | 0.58  | 0.53             | 0.51  | 0.57     | 0.61  | 0.58    | 0.57    |
| Consistency | Empathy           | 0.18  | 0.22             | 0.23  | 0.19     | 0.17  | 0.18    | 0.21    |
| Consistency | Focus             | 0.18  | 0.24             | 0.11  | 0.23     | 0.18  | 0.17    | 0.22    |
| Consistency | Futuristic        | -0.10 | 0.04             | -0.12 | -0.02    | -0.13 | -0.11   | -0.03   |
| Consistency | Harmony           | 0.70  | 0.66             | 0.70  | 0.65     | 0.71  | 0.70    | 0.69    |
| Consistency | Ideation          | -0.45 | -0.29            | -0.43 | -0.37    | -0.49 | -0.45   | -0.35   |
| Consistency | Includer          | 0.08  | 0.16             | 0.09  | 0.10     | 0.06  | 0.09    | 0.12    |
| Consistency | Individualization | -0.23 | -0.11            | -0.21 | -0.15    | -0.26 | -0.23   | -0.16   |
| Consistency | Input             | -0.16 | -0.02            | -0.11 | -0.10    | -0.20 | -0.17   | -0.07   |
| Consistency | Intellection      | 0.02  | 0.11             | 0.07  | 0.05     | -0.01 | 0.01    | 0.09    |
| Consistency | Learner           | 0.02  | 0.09             | -0.01 | 0.08     | 0.01  | 0.01    | 0.06    |
| Consistency | Maximizer         | 0.07  | 0.13             | 0.06  | 0.07     | 0.07  | 0.07    | 0.08    |
| Consistency | Positivity        | 0.07  | 0.15             | 0.10  | 0.10     | 0.05  | 0.08    | 0.11    |
| Consistency | Relator           | 0.26  | 0.22             | 0.27  | 0.26     | 0.26  | 0.27    | 0.31    |
| Consistency | Responsibility    | 0.31  | 0.32             | 0.27  | 0.34     | 0.31  | 0.30    | 0.38    |
| Consistency | Restorative       | -0.01 | 0.09             | 0.03  | 0.07     | -0.04 | 0.00    | 0.12    |
| Consistency | Self-Assurance    | -0.15 | -0.02            | -0.17 | -0.06    | -0.18 | -0.16   | -0.04   |
| Consistency | Significance      | 0.09  | 0.16             | 0.04  | 0.14     | 0.08  | 0.08    | 0.15    |
| Consistency | Strategic         | -0.19 | -0.06            | -0.20 | -0.11    | -0.22 | -0.20   | -0.11   |
| Consistency | Woo               | -0.07 | -0.01            | -0.05 | -0.07    | -0.08 | -0.06   | -0.03   |

## Theme Pair Correlations for Context, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Context | Achiever          | 0.10  | 0.20             | 0.12  | 0.12     | 0.08  | 0.09    | 0.19    |
| Context | Activator         | 0.04  | 0.15             | 0.06  | 0.09     | 0.02  | 0.04    | 0.11    |
| Context | Adaptability      | 0.04  | 0.07             | 0.08  | 0.03     | 0.03  | 0.04    | 0.09    |
| Context | Analytical        | 0.27  | 0.30             | 0.23  | 0.28     | 0.27  | 0.27    | 0.25    |
| Context | Arranger          | 0.11  | 0.25             | 0.13  | 0.15     | 0.07  | 0.11    | 0.15    |
| Context | Belief            | 0.23  | 0.29             | 0.24  | 0.26     | 0.21  | 0.23    | 0.24    |
| Context | Command           | 0.11  | 0.18             | 0.12  | 0.14     | 0.09  | 0.11    | 0.13    |
| Context | Communication     | 0.04  | 0.14             | 0.06  | 0.10     | 0.01  | 0.03    | 0.10    |
| Context | Competition       | 0.05  | 0.08             | 0.04  | 0.08     | 0.03  | 0.06    | 0.12    |
| Context | Connectedness     | 0.24  | 0.32             | 0.27  | 0.25     | 0.22  | 0.24    | 0.25    |
| Context | Consistency       | 0.13  | 0.13             | 0.16  | 0.11     | 0.11  | 0.13    | 0.21    |
| Context | Deliberative      | 0.20  | 0.16             | 0.21  | 0.18     | 0.20  | 0.20    | 0.19    |
| Context | Developer         | 0.11  | 0.17             | 0.16  | 0.14     | 0.10  | 0.10    | 0.15    |
| Context | Discipline        | 0.13  | 0.17             | 0.17  | 0.17     | 0.11  | 0.14    | 0.20    |
| Context | Empathy           | 0.07  | 0.13             | 0.15  | 0.10     | 0.05  | 0.07    | 0.13    |
| Context | Focus             | 0.11  | 0.19             | 0.14  | 0.16     | 0.10  | 0.10    | 0.17    |
| Context | Futuristic        | 0.00  | 0.12             | 0.04  | 0.06     | -0.02 | -0.01   | 0.05    |
| Context | Harmony           | 0.13  | 0.14             | 0.15  | 0.11     | 0.11  | 0.13    | 0.20    |
| Context | Ideation          | 0.14  | 0.22             | 0.13  | 0.17     | 0.13  | 0.13    | 0.13    |
| Context | Includer          | 0.02  | 0.10             | 0.06  | 0.05     | -0.01 | 0.01    | 0.10    |
| Context | Individualization | 0.21  | 0.30             | 0.22  | 0.25     | 0.19  | 0.20    | 0.21    |
| Context | Input             | 0.23  | 0.27             | 0.23  | 0.25     | 0.22  | 0.22    | 0.25    |
| Context | Intellection      | 0.34  | 0.34             | 0.33  | 0.34     | 0.34  | 0.32    | 0.35    |
| Context | Learner           | 0.29  | 0.31             | 0.28  | 0.31     | 0.31  | 0.27    | 0.30    |
| Context | Maximizer         | 0.02  | 0.06             | 0.04  | 0.02     | 0.02  | 0.00    | 0.04    |
| Context | Positivity        | 0.02  | 0.10             | 0.07  | 0.03     | -0.01 | 0.00    | 0.07    |
| Context | Relator           | 0.15  | 0.13             | 0.15  | 0.14     | 0.16  | 0.15    | 0.15    |
| Context | Responsibility    | 0.18  | 0.24             | 0.20  | 0.22     | 0.16  | 0.18    | 0.23    |
| Context | Restorative       | 0.24  | 0.31             | 0.24  | 0.28     | 0.22  | 0.25    | 0.28    |
| Context | Self-Assurance    | 0.10  | 0.21             | 0.12  | 0.14     | 0.08  | 0.09    | 0.13    |
| Context | Significance      | 0.07  | 0.15             | 0.09  | 0.12     | 0.05  | 0.07    | 0.13    |
| Context | Strategic         | 0.17  | 0.25             | 0.16  | 0.20     | 0.16  | 0.17    | 0.19    |
| Context | Woo               | -0.01 | 0.10             | 0.03  | 0.03     | -0.03 | -0.01   | 0.07    |

## Theme Pair Correlations for Deliberative, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1      | Theme 2           | All          | African American | Asian        | Hispanic     | White        | Missing      | Refused      |
|--------------|-------------------|--------------|------------------|--------------|--------------|--------------|--------------|--------------|
| Deliberative | Achiever          | 0.16         | 0.20             | 0.13         | 0.17         | 0.15         | 0.17         | 0.19         |
| Deliberative | Activator         | <b>-0.18</b> | <b>-0.09</b>     | <b>-0.15</b> | <b>-0.12</b> | <b>-0.22</b> | <b>-0.17</b> | <b>-0.10</b> |
| Deliberative | Adaptability      | <b>-0.05</b> | 0.04             | 0.02         | <b>-0.04</b> | <b>-0.09</b> | <b>-0.05</b> | 0.07         |
| Deliberative | Analytical        | 0.45         | 0.45             | 0.39         | 0.46         | 0.46         | 0.44         | 0.45         |
| Deliberative | Arranger          | <b>-0.01</b> | 0.10             | 0.01         | 0.06         | <b>-0.04</b> | 0.01         | 0.04         |
| Deliberative | Belief            | 0.08         | 0.14             | 0.09         | 0.10         | 0.06         | 0.08         | 0.16         |
| Deliberative | Command           | 0.12         | 0.19             | 0.12         | 0.15         | 0.10         | 0.13         | 0.14         |
| Deliberative | Communication     | <b>-0.32</b> | <b>-0.21</b>     | <b>-0.29</b> | <b>-0.28</b> | <b>-0.36</b> | <b>-0.31</b> | <b>-0.23</b> |
| Deliberative | Competition       | 0.11         | 0.16             | 0.10         | 0.12         | 0.09         | 0.12         | 0.15         |
| Deliberative | Connectedness     | <b>-0.01</b> | 0.05             | 0.04         | 0.02         | <b>-0.05</b> | 0.00         | 0.05         |
| Deliberative | Consistency       | 0.35         | 0.35             | 0.34         | 0.36         | 0.36         | 0.35         | 0.40         |
| Deliberative | Context           | 0.20         | 0.16             | 0.21         | 0.18         | 0.20         | 0.20         | 0.19         |
| Deliberative | Developer         | <b>-0.14</b> | <b>-0.03</b>     | <b>-0.11</b> | <b>-0.10</b> | <b>-0.17</b> | <b>-0.13</b> | <b>-0.04</b> |
| Deliberative | Discipline        | 0.36         | 0.38             | 0.33         | 0.39         | 0.36         | 0.36         | 0.38         |
| Deliberative | Empathy           | <b>-0.07</b> | 0.04             | <b>0.00</b>  | <b>-0.04</b> | <b>-0.11</b> | <b>-0.07</b> | 0.03         |
| Deliberative | Focus             | 0.27         | 0.32             | 0.22         | 0.30         | 0.25         | 0.27         | 0.29         |
| Deliberative | Futuristic        | 0.02         | 0.14             | 0.03         | 0.09         | <b>-0.02</b> | 0.03         | 0.09         |
| Deliberative | Harmony           | 0.31         | 0.31             | 0.32         | 0.30         | 0.30         | 0.31         | 0.35         |
| Deliberative | Ideation          | <b>-0.04</b> | 0.06             | <b>-0.04</b> | 0.00         | <b>-0.06</b> | <b>-0.04</b> | 0.02         |
| Deliberative | Includer          | <b>-0.28</b> | <b>-0.18</b>     | <b>-0.28</b> | <b>-0.23</b> | <b>-0.31</b> | <b>-0.28</b> | <b>-0.20</b> |
| Deliberative | Individualization | 0.04         | 0.14             | 0.07         | 0.08         | 0.01         | 0.04         | 0.07         |
| Deliberative | Input             | <b>-0.02</b> | 0.08             | 0.01         | <b>-0.01</b> | <b>-0.06</b> | <b>-0.03</b> | 0.04         |
| Deliberative | Intellection      | 0.26         | 0.29             | 0.29         | 0.26         | 0.25         | 0.25         | 0.28         |
| Deliberative | Learner           | 0.18         | 0.21             | 0.16         | 0.18         | 0.17         | 0.17         | 0.20         |
| Deliberative | Maximizer         | 0.05         | 0.09             | 0.07         | 0.10         | 0.03         | 0.05         | 0.10         |
| Deliberative | Positivity        | <b>-0.40</b> | <b>-0.27</b>     | <b>-0.37</b> | <b>-0.34</b> | <b>-0.44</b> | <b>-0.39</b> | <b>-0.30</b> |
| Deliberative | Relator           | 0.44         | 0.44             | 0.46         | 0.44         | 0.43         | 0.46         | 0.48         |
| Deliberative | Responsibility    | 0.29         | 0.30             | 0.25         | 0.34         | 0.28         | 0.30         | 0.35         |
| Deliberative | Restorative       | 0.16         | 0.20             | 0.12         | 0.18         | 0.13         | 0.16         | 0.18         |
| Deliberative | Self-Assurance    | <b>-0.01</b> | 0.08             | <b>-0.01</b> | 0.05         | <b>-0.04</b> | <b>-0.02</b> | 0.05         |
| Deliberative | Significance      | 0.19         | 0.25             | 0.16         | 0.23         | 0.17         | 0.20         | 0.23         |
| Deliberative | Strategic         | 0.06         | 0.15             | 0.05         | 0.10         | 0.04         | 0.06         | 0.13         |
| Deliberative | Woo               | <b>-0.39</b> | <b>-0.29</b>     | <b>-0.35</b> | <b>-0.36</b> | <b>-0.42</b> | <b>-0.38</b> | <b>-0.32</b> |

## Theme Pair Correlations for Developer, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1   | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|-----------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Developer | Achiever          | 0.04  | 0.12             | 0.11  | 0.06     | 0.00  | 0.06    | 0.14    |
| Developer | Activator         | 0.11  | 0.19             | 0.15  | 0.14     | 0.08  | 0.12    | 0.16    |
| Developer | Adaptability      | 0.34  | 0.34             | 0.34  | 0.33     | 0.34  | 0.34    | 0.33    |
| Developer | Analytical        | -0.12 | 0.04             | -0.03 | -0.05    | -0.17 | -0.11   | -0.03   |
| Developer | Arranger          | 0.15  | 0.26             | 0.20  | 0.16     | 0.12  | 0.16    | 0.25    |
| Developer | Belief            | 0.45  | 0.47             | 0.44  | 0.43     | 0.44  | 0.45    | 0.51    |
| Developer | Command           | -0.18 | -0.06            | -0.10 | -0.13    | -0.23 | -0.17   | -0.10   |
| Developer | Communication     | 0.28  | 0.30             | 0.31  | 0.30     | 0.26  | 0.29    | 0.32    |
| Developer | Competition       | -0.16 | -0.08            | -0.10 | -0.14    | -0.19 | -0.15   | -0.11   |
| Developer | Connectedness     | 0.44  | 0.45             | 0.44  | 0.45     | 0.45  | 0.43    | 0.52    |
| Developer | Consistency       | 0.23  | 0.27             | 0.24  | 0.23     | 0.21  | 0.23    | 0.27    |
| Developer | Context           | 0.11  | 0.17             | 0.16  | 0.14     | 0.10  | 0.10    | 0.15    |
| Developer | Deliberative      | -0.14 | -0.03            | -0.11 | -0.10    | -0.17 | -0.13   | -0.04   |
| Developer | Discipline        | 0.15  | 0.22             | 0.18  | 0.14     | 0.12  | 0.16    | 0.24    |
| Developer | Empathy           | 0.73  | 0.70             | 0.70  | 0.70     | 0.74  | 0.73    | 0.73    |
| Developer | Focus             | -0.04 | 0.11             | 0.02  | -0.02    | -0.08 | -0.03   | 0.09    |
| Developer | Futuristic        | 0.08  | 0.16             | 0.09  | 0.11     | 0.06  | 0.09    | 0.19    |
| Developer | Harmony           | 0.35  | 0.37             | 0.34  | 0.34     | 0.34  | 0.35    | 0.34    |
| Developer | Ideation          | 0.05  | 0.15             | 0.08  | 0.07     | 0.02  | 0.05    | 0.11    |
| Developer | Includer          | 0.42  | 0.43             | 0.42  | 0.41     | 0.42  | 0.42    | 0.42    |
| Developer | Individualization | 0.20  | 0.27             | 0.23  | 0.20     | 0.18  | 0.20    | 0.32    |
| Developer | Input             | 0.21  | 0.29             | 0.25  | 0.23     | 0.19  | 0.21    | 0.32    |
| Developer | Intellection      | 0.19  | 0.25             | 0.19  | 0.20     | 0.18  | 0.19    | 0.29    |
| Developer | Learner           | 0.14  | 0.22             | 0.18  | 0.16     | 0.11  | 0.13    | 0.26    |
| Developer | Maximizer         | 0.14  | 0.20             | 0.17  | 0.11     | 0.13  | 0.14    | 0.18    |
| Developer | Positivity        | 0.71  | 0.71             | 0.72  | 0.70     | 0.72  | 0.71    | 0.72    |
| Developer | Relator           | 0.11  | 0.11             | 0.13  | 0.11     | 0.09  | 0.12    | 0.14    |
| Developer | Responsibility    | 0.27  | 0.34             | 0.31  | 0.27     | 0.24  | 0.27    | 0.38    |
| Developer | Restorative       | 0.09  | 0.17             | 0.18  | 0.15     | 0.05  | 0.10    | 0.21    |
| Developer | Self-Assurance    | 0.00  | 0.13             | 0.06  | 0.02     | -0.04 | 0.00    | 0.08    |
| Developer | Significance      | -0.12 | 0.01             | -0.08 | -0.10    | -0.16 | -0.11   | -0.01   |
| Developer | Strategic         | 0.05  | 0.15             | 0.08  | 0.07     | 0.01  | 0.06    | 0.16    |
| Developer | Woo               | 0.26  | 0.27             | 0.29  | 0.26     | 0.25  | 0.27    | 0.27    |

## Theme Pair Correlations for Discipline, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1    | Theme 2           | All          | African American | Asian        | Hispanic     | White        | Missing      | Refused      |
|------------|-------------------|--------------|------------------|--------------|--------------|--------------|--------------|--------------|
| Discipline | Achiever          | 0.42         | 0.47             | 0.41         | 0.47         | 0.41         | 0.42         | 0.43         |
| Discipline | Activator         | 0.02         | 0.11             | 0.08         | 0.09         | <b>-0.02</b> | 0.02         | 0.13         |
| Discipline | Adaptability      | <b>-0.33</b> | <b>-0.23</b>     | <b>-0.28</b> | <b>-0.32</b> | <b>-0.36</b> | <b>-0.32</b> | <b>-0.19</b> |
| Discipline | Analytical        | 0.34         | 0.43             | 0.38         | 0.38         | 0.31         | 0.33         | 0.38         |
| Discipline | Arranger          | 0.20         | 0.31             | 0.25         | 0.26         | 0.16         | 0.19         | 0.27         |
| Discipline | Belief            | 0.20         | 0.29             | 0.26         | 0.22         | 0.17         | 0.20         | 0.30         |
| Discipline | Command           | 0.06         | 0.16             | 0.10         | 0.11         | 0.02         | 0.06         | 0.14         |
| Discipline | Communication     | 0.04         | 0.14             | 0.09         | 0.07         | 0.01         | 0.06         | 0.13         |
| Discipline | Competition       | 0.16         | 0.20             | 0.15         | 0.20         | 0.14         | 0.15         | 0.19         |
| Discipline | Connectedness     | 0.08         | 0.18             | 0.16         | 0.11         | 0.03         | 0.08         | 0.21         |
| Discipline | Consistency       | 0.58         | 0.53             | 0.51         | 0.57         | 0.61         | 0.58         | 0.57         |
| Discipline | Context           | 0.13         | 0.17             | 0.17         | 0.17         | 0.11         | 0.14         | 0.20         |
| Discipline | Deliberative      | 0.36         | 0.38             | 0.33         | 0.39         | 0.36         | 0.36         | 0.38         |
| Discipline | Developer         | 0.15         | 0.22             | 0.18         | 0.14         | 0.12         | 0.16         | 0.24         |
| Discipline | Empathy           | 0.06         | 0.10             | 0.08         | 0.05         | 0.04         | 0.08         | 0.16         |
| Discipline | Focus             | 0.53         | 0.60             | 0.51         | 0.57         | 0.51         | 0.52         | 0.56         |
| Discipline | Futuristic        | 0.19         | 0.32             | 0.23         | 0.27         | 0.15         | 0.18         | 0.30         |
| Discipline | Harmony           | 0.37         | 0.30             | 0.31         | 0.32         | 0.38         | 0.38         | 0.38         |
| Discipline | Ideation          | <b>-0.19</b> | 0.01             | <b>-0.10</b> | <b>-0.10</b> | <b>-0.25</b> | <b>-0.19</b> | <b>-0.06</b> |
| Discipline | Includer          | 0.06         | 0.18             | 0.12         | 0.08         | 0.02         | 0.06         | 0.18         |
| Discipline | Individualization | 0.11         | 0.22             | 0.17         | 0.17         | 0.07         | 0.12         | 0.20         |
| Discipline | Input             | 0.04         | 0.20             | 0.11         | 0.13         | <b>-0.01</b> | 0.04         | 0.16         |
| Discipline | Intellection      | 0.13         | 0.26             | 0.18         | 0.19         | 0.09         | 0.13         | 0.22         |
| Discipline | Learner           | 0.30         | 0.40             | 0.33         | 0.37         | 0.26         | 0.29         | 0.37         |
| Discipline | Maximizer         | 0.12         | 0.20             | 0.16         | 0.14         | 0.10         | 0.12         | 0.17         |
| Discipline | Positivity        | 0.06         | 0.17             | 0.13         | 0.10         | 0.02         | 0.07         | 0.16         |
| Discipline | Relator           | 0.23         | 0.18             | 0.21         | 0.24         | 0.23         | 0.26         | 0.29         |
| Discipline | Responsibility    | 0.48         | 0.54             | 0.50         | 0.50         | 0.45         | 0.48         | 0.56         |
| Discipline | Restorative       | 0.14         | 0.25             | 0.20         | 0.20         | 0.09         | 0.15         | 0.26         |
| Discipline | Self-Assurance    | 0.11         | 0.26             | 0.18         | 0.19         | 0.06         | 0.11         | 0.24         |
| Discipline | Significance      | 0.32         | 0.39             | 0.32         | 0.36         | 0.30         | 0.31         | 0.38         |
| Discipline | Strategic         | 0.15         | 0.32             | 0.20         | 0.22         | 0.11         | 0.14         | 0.25         |
| Discipline | Woo               | <b>-0.02</b> | 0.05             | 0.03         | <b>-0.01</b> | <b>-0.04</b> | <b>-0.01</b> | 0.07         |



## Theme Pair Correlations for Empathy, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All          | African American | Asian        | Hispanic     | White        | Missing      | Refused      |
|---------|-------------------|--------------|------------------|--------------|--------------|--------------|--------------|--------------|
| Empathy | Achiever          | <b>-0.07</b> | <b>-0.02</b>     | <b>-0.02</b> | <b>-0.07</b> | <b>-0.11</b> | <b>-0.05</b> | 0.03         |
| Empathy | Activator         | 0.10         | 0.16             | 0.10         | 0.11         | 0.07         | 0.12         | 0.14         |
| Empathy | Adaptability      | 0.40         | 0.42             | 0.43         | 0.39         | 0.40         | 0.40         | 0.41         |
| Empathy | Analytical        | <b>-0.26</b> | <b>-0.11</b>     | <b>-0.19</b> | <b>-0.19</b> | <b>-0.30</b> | <b>-0.25</b> | <b>-0.16</b> |
| Empathy | Arranger          | 0.06         | 0.14             | 0.11         | 0.06         | 0.03         | 0.08         | 0.17         |
| Empathy | Belief            | 0.33         | 0.31             | 0.32         | 0.32         | 0.32         | 0.35         | 0.37         |
| Empathy | Command           | <b>-0.16</b> | <b>-0.04</b>     | <b>-0.09</b> | <b>-0.12</b> | <b>-0.21</b> | <b>-0.14</b> | <b>-0.09</b> |
| Empathy | Communication     | 0.25         | 0.26             | 0.27         | 0.25         | 0.24         | 0.26         | 0.28         |
| Empathy | Competition       | <b>-0.18</b> | <b>-0.07</b>     | <b>-0.13</b> | <b>-0.17</b> | <b>-0.21</b> | <b>-0.18</b> | <b>-0.11</b> |
| Empathy | Connectedness     | 0.43         | 0.40             | 0.41         | 0.43         | 0.43         | 0.43         | 0.49         |
| Empathy | Consistency       | 0.18         | 0.22             | 0.23         | 0.19         | 0.17         | 0.18         | 0.21         |
| Empathy | Context           | 0.07         | 0.13             | 0.15         | 0.10         | 0.05         | 0.07         | 0.13         |
| Empathy | Deliberative      | <b>-0.07</b> | 0.04             | <b>0.00</b>  | <b>-0.04</b> | <b>-0.11</b> | <b>-0.07</b> | 0.03         |
| Empathy | Developer         | 0.73         | 0.70             | 0.70         | 0.70         | 0.74         | 0.73         | 0.73         |
| Empathy | Discipline        | 0.06         | 0.10             | 0.08         | 0.05         | 0.04         | 0.08         | 0.16         |
| Empathy | Focus             | <b>-0.14</b> | <b>-0.01</b>     | <b>-0.09</b> | <b>-0.12</b> | <b>-0.18</b> | <b>-0.13</b> | 0.00         |
| Empathy | Futuristic        | 0.04         | 0.12             | 0.02         | 0.06         | 0.02         | 0.04         | 0.12         |
| Empathy | Harmony           | 0.34         | 0.37             | 0.38         | 0.34         | 0.33         | 0.34         | 0.33         |
| Empathy | Ideation          | 0.02         | 0.12             | 0.00         | 0.06         | 0.00         | 0.03         | 0.10         |
| Empathy | Includer          | 0.33         | 0.33             | 0.31         | 0.31         | 0.34         | 0.34         | 0.31         |
| Empathy | Individualization | 0.19         | 0.23             | 0.19         | 0.21         | 0.16         | 0.20         | 0.28         |
| Empathy | Input             | 0.18         | 0.26             | 0.21         | 0.19         | 0.16         | 0.18         | 0.27         |
| Empathy | Intellection      | 0.18         | 0.22             | 0.17         | 0.20         | 0.17         | 0.17         | 0.27         |
| Empathy | Learner           | 0.02         | 0.07             | 0.05         | 0.04         | 0.00         | 0.03         | 0.14         |
| Empathy | Maximizer         | 0.12         | 0.17             | 0.14         | 0.09         | 0.11         | 0.11         | 0.19         |
| Empathy | Positivity        | 0.48         | 0.43             | 0.46         | 0.44         | 0.49         | 0.49         | 0.49         |
| Empathy | Relator           | 0.15         | 0.18             | 0.19         | 0.16         | 0.13         | 0.15         | 0.18         |
| Empathy | Responsibility    | 0.14         | 0.17             | 0.20         | 0.14         | 0.11         | 0.16         | 0.24         |
| Empathy | Restorative       | 0.03         | 0.10             | 0.09         | 0.07         | <b>-0.02</b> | 0.05         | 0.12         |
| Empathy | Self-Assurance    | <b>-0.07</b> | 0.03             | <b>-0.02</b> | <b>-0.07</b> | <b>-0.11</b> | <b>-0.06</b> | 0.01         |
| Empathy | Significance      | <b>-0.19</b> | <b>-0.08</b>     | <b>-0.17</b> | <b>-0.17</b> | <b>-0.23</b> | <b>-0.18</b> | <b>-0.08</b> |
| Empathy | Strategic         | <b>-0.03</b> | 0.08             | <b>-0.02</b> | <b>-0.01</b> | <b>-0.06</b> | <b>-0.02</b> | 0.08         |
| Empathy | Woo               | 0.24         | 0.22             | 0.24         | 0.22         | 0.23         | 0.25         | 0.23         |

## Theme Pair Correlations for Focus, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Focus   | Achiever          | 0.67  | 0.66             | 0.63  | 0.67     | 0.67  | 0.67    | 0.67    |
| Focus   | Activator         | 0.34  | 0.37             | 0.37  | 0.36     | 0.32  | 0.33    | 0.43    |
| Focus   | Adaptability      | -0.32 | -0.20            | -0.28 | -0.30    | -0.36 | -0.32   | -0.19   |
| Focus   | Analytical        | 0.53  | 0.57             | 0.55  | 0.55     | 0.51  | 0.53    | 0.56    |
| Focus   | Arranger          | 0.42  | 0.49             | 0.44  | 0.46     | 0.41  | 0.42    | 0.47    |
| Focus   | Belief            | 0.16  | 0.28             | 0.19  | 0.17     | 0.13  | 0.15    | 0.26    |
| Focus   | Command           | 0.52  | 0.56             | 0.53  | 0.53     | 0.51  | 0.52    | 0.57    |
| Focus   | Communication     | 0.18  | 0.25             | 0.24  | 0.19     | 0.16  | 0.17    | 0.28    |
| Focus   | Competition       | 0.57  | 0.56             | 0.54  | 0.57     | 0.58  | 0.57    | 0.59    |
| Focus   | Connectedness     | -0.03 | 0.11             | 0.03  | 0.00     | -0.07 | -0.03   | 0.09    |
| Focus   | Consistency       | 0.18  | 0.24             | 0.11  | 0.23     | 0.18  | 0.17    | 0.22    |
| Focus   | Context           | 0.11  | 0.19             | 0.14  | 0.16     | 0.10  | 0.10    | 0.17    |
| Focus   | Deliberative      | 0.27  | 0.32             | 0.22  | 0.30     | 0.25  | 0.27    | 0.29    |
| Focus   | Developer         | -0.04 | 0.11             | 0.02  | -0.02    | -0.08 | -0.03   | 0.09    |
| Focus   | Discipline        | 0.53  | 0.60             | 0.51  | 0.57     | 0.51  | 0.52    | 0.56    |
| Focus   | Empathy           | -0.14 | -0.01            | -0.09 | -0.12    | -0.18 | -0.13   | 0.00    |
| Focus   | Futuristic        | 0.54  | 0.58             | 0.57  | 0.57     | 0.52  | 0.54    | 0.61    |
| Focus   | Harmony           | 0.03  | 0.10             | 0.01  | 0.06     | 0.02  | 0.03    | 0.12    |
| Focus   | Ideation          | 0.23  | 0.33             | 0.32  | 0.27     | 0.19  | 0.24    | 0.32    |
| Focus   | Includer          | 0.04  | 0.14             | 0.10  | 0.07     | 0.00  | 0.03    | 0.16    |
| Focus   | Individualization | 0.34  | 0.41             | 0.39  | 0.35     | 0.32  | 0.34    | 0.42    |
| Focus   | Input             | 0.28  | 0.39             | 0.32  | 0.33     | 0.24  | 0.29    | 0.35    |
| Focus   | Intellection      | 0.17  | 0.30             | 0.22  | 0.24     | 0.13  | 0.18    | 0.26    |
| Focus   | Learner           | 0.49  | 0.53             | 0.50  | 0.53     | 0.47  | 0.49    | 0.52    |
| Focus   | Maximizer         | 0.20  | 0.25             | 0.24  | 0.21     | 0.18  | 0.20    | 0.29    |
| Focus   | Positivity        | 0.04  | 0.15             | 0.10  | 0.08     | -0.01 | 0.04    | 0.16    |
| Focus   | Relator           | 0.18  | 0.22             | 0.13  | 0.21     | 0.17  | 0.19    | 0.25    |
| Focus   | Responsibility    | 0.39  | 0.47             | 0.37  | 0.44     | 0.36  | 0.38    | 0.45    |
| Focus   | Restorative       | 0.33  | 0.39             | 0.31  | 0.36     | 0.30  | 0.33    | 0.37    |
| Focus   | Self-Assurance    | 0.50  | 0.55             | 0.51  | 0.55     | 0.48  | 0.50    | 0.59    |
| Focus   | Significance      | 0.70  | 0.70             | 0.68  | 0.71     | 0.71  | 0.70    | 0.72    |
| Focus   | Strategic         | 0.44  | 0.51             | 0.47  | 0.46     | 0.43  | 0.44    | 0.51    |
| Focus   | Woo               | 0.11  | 0.16             | 0.17  | 0.12     | 0.09  | 0.10    | 0.20    |

## Theme Pair Correlations for Futuristic, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1    | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Futuristic | Achiever          | 0.34  | 0.34             | 0.36  | 0.36     | 0.32  | 0.35    | 0.40    |
| Futuristic | Activator         | 0.45  | 0.44             | 0.46  | 0.42     | 0.46  | 0.46    | 0.48    |
| Futuristic | Adaptability      | -0.05 | 0.03             | -0.06 | -0.07    | -0.06 | -0.03   | 0.00    |
| Futuristic | Analytical        | 0.27  | 0.35             | 0.33  | 0.32     | 0.24  | 0.27    | 0.36    |
| Futuristic | Arranger          | 0.43  | 0.43             | 0.44  | 0.41     | 0.42  | 0.42    | 0.52    |
| Futuristic | Belief            | 0.21  | 0.28             | 0.25  | 0.22     | 0.17  | 0.23    | 0.31    |
| Futuristic | Command           | 0.46  | 0.47             | 0.47  | 0.43     | 0.44  | 0.47    | 0.49    |
| Futuristic | Communication     | 0.28  | 0.28             | 0.31  | 0.25     | 0.29  | 0.28    | 0.35    |
| Futuristic | Competition       | 0.43  | 0.45             | 0.46  | 0.43     | 0.42  | 0.43    | 0.46    |
| Futuristic | Connectedness     | 0.15  | 0.21             | 0.16  | 0.14     | 0.13  | 0.16    | 0.23    |
| Futuristic | Consistency       | -0.10 | 0.04             | -0.12 | -0.02    | -0.13 | -0.11   | -0.03   |
| Futuristic | Context           | 0.00  | 0.12             | 0.04  | 0.06     | -0.02 | -0.01   | 0.05    |
| Futuristic | Deliberative      | 0.02  | 0.14             | 0.03  | 0.09     | -0.02 | 0.03    | 0.09    |
| Futuristic | Developer         | 0.08  | 0.16             | 0.09  | 0.11     | 0.06  | 0.09    | 0.19    |
| Futuristic | Discipline        | 0.19  | 0.32             | 0.23  | 0.27     | 0.15  | 0.18    | 0.30    |
| Futuristic | Empathy           | 0.04  | 0.12             | 0.02  | 0.06     | 0.02  | 0.04    | 0.12    |
| Futuristic | Focus             | 0.54  | 0.58             | 0.57  | 0.57     | 0.52  | 0.54    | 0.61    |
| Futuristic | Harmony           | -0.15 | 0.00             | -0.16 | -0.07    | -0.18 | -0.14   | -0.06   |
| Futuristic | Ideation          | 0.50  | 0.49             | 0.53  | 0.46     | 0.49  | 0.51    | 0.55    |
| Futuristic | Includer          | 0.14  | 0.14             | 0.18  | 0.15     | 0.13  | 0.13    | 0.23    |
| Futuristic | Individualization | 0.46  | 0.46             | 0.47  | 0.45     | 0.46  | 0.47    | 0.53    |
| Futuristic | Input             | 0.42  | 0.43             | 0.42  | 0.42     | 0.41  | 0.44    | 0.45    |
| Futuristic | Intellection      | 0.24  | 0.33             | 0.25  | 0.28     | 0.20  | 0.25    | 0.32    |
| Futuristic | Learner           | 0.34  | 0.35             | 0.36  | 0.37     | 0.31  | 0.36    | 0.42    |
| Futuristic | Maximizer         | 0.23  | 0.30             | 0.26  | 0.25     | 0.22  | 0.24    | 0.30    |
| Futuristic | Positivity        | 0.22  | 0.24             | 0.23  | 0.22     | 0.19  | 0.22    | 0.32    |
| Futuristic | Relator           | 0.09  | 0.17             | 0.03  | 0.13     | 0.08  | 0.11    | 0.13    |
| Futuristic | Responsibility    | 0.22  | 0.29             | 0.24  | 0.28     | 0.18  | 0.23    | 0.32    |
| Futuristic | Restorative       | 0.29  | 0.31             | 0.28  | 0.28     | 0.28  | 0.29    | 0.34    |
| Futuristic | Self-Assurance    | 0.50  | 0.49             | 0.52  | 0.49     | 0.49  | 0.51    | 0.57    |
| Futuristic | Significance      | 0.50  | 0.52             | 0.52  | 0.50     | 0.49  | 0.50    | 0.54    |
| Futuristic | Strategic         | 0.54  | 0.53             | 0.55  | 0.51     | 0.53  | 0.55    | 0.61    |
| Futuristic | Woo               | 0.22  | 0.21             | 0.24  | 0.20     | 0.22  | 0.22    | 0.28    |

## Theme Pair Correlations for Harmony, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Harmony | Achiever          | -0.04 | 0.01             | -0.07 | -0.02    | -0.06 | -0.04   | 0.03    |
| Harmony | Activator         | -0.16 | -0.05            | -0.13 | -0.09    | -0.20 | -0.16   | -0.07   |
| Harmony | Adaptability      | 0.16  | 0.26             | 0.23  | 0.19     | 0.13  | 0.16    | 0.24    |
| Harmony | Analytical        | 0.03  | 0.12             | 0.00  | 0.07     | 0.02  | 0.04    | 0.10    |
| Harmony | Arranger          | -0.19 | -0.07            | -0.15 | -0.14    | -0.23 | -0.19   | -0.10   |
| Harmony | Belief            | 0.11  | 0.12             | 0.07  | 0.09     | 0.10  | 0.11    | 0.17    |
| Harmony | Command           | -0.25 | -0.14            | -0.23 | -0.20    | -0.30 | -0.24   | -0.15   |
| Harmony | Communication     | 0.00  | 0.08             | 0.01  | 0.02     | -0.02 | 0.01    | 0.07    |
| Harmony | Competition       | -0.11 | -0.03            | -0.09 | -0.06    | -0.14 | -0.10   | -0.03   |
| Harmony | Connectedness     | 0.10  | 0.13             | 0.11  | 0.13     | 0.08  | 0.11    | 0.15    |
| Harmony | Consistency       | 0.70  | 0.66             | 0.70  | 0.65     | 0.71  | 0.70    | 0.69    |
| Harmony | Context           | 0.13  | 0.14             | 0.15  | 0.11     | 0.11  | 0.13    | 0.20    |
| Harmony | Deliberative      | 0.31  | 0.31             | 0.32  | 0.30     | 0.30  | 0.31    | 0.35    |
| Harmony | Developer         | 0.35  | 0.37             | 0.34  | 0.34     | 0.34  | 0.35    | 0.34    |
| Harmony | Discipline        | 0.37  | 0.30             | 0.31  | 0.32     | 0.38  | 0.38    | 0.38    |
| Harmony | Empathy           | 0.34  | 0.37             | 0.38  | 0.34     | 0.33  | 0.34    | 0.33    |
| Harmony | Focus             | 0.03  | 0.10             | 0.01  | 0.06     | 0.02  | 0.03    | 0.12    |
| Harmony | Futuristic        | -0.15 | 0.00             | -0.16 | -0.07    | -0.18 | -0.14   | -0.06   |
| Harmony | Ideation          | -0.43 | -0.26            | -0.41 | -0.35    | -0.47 | -0.42   | -0.33   |
| Harmony | Includer          | 0.09  | 0.14             | 0.07  | 0.10     | 0.08  | 0.10    | 0.14    |
| Harmony | Individualization | -0.20 | -0.07            | -0.16 | -0.13    | -0.24 | -0.19   | -0.12   |
| Harmony | Input             | -0.14 | 0.01             | -0.09 | -0.07    | -0.18 | -0.14   | -0.03   |
| Harmony | Intellection      | 0.04  | 0.12             | 0.07  | 0.08     | 0.03  | 0.05    | 0.08    |
| Harmony | Learner           | -0.07 | 0.00             | -0.09 | -0.03    | -0.08 | -0.06   | -0.02   |
| Harmony | Maximizer         | 0.11  | 0.16             | 0.13  | 0.11     | 0.10  | 0.12    | 0.15    |
| Harmony | Positivity        | 0.16  | 0.20             | 0.15  | 0.16     | 0.15  | 0.16    | 0.19    |
| Harmony | Relator           | 0.27  | 0.26             | 0.30  | 0.28     | 0.26  | 0.29    | 0.29    |
| Harmony | Responsibility    | 0.21  | 0.21             | 0.18  | 0.21     | 0.21  | 0.21    | 0.28    |
| Harmony | Restorative       | -0.15 | -0.05            | -0.13 | -0.07    | -0.20 | -0.14   | -0.02   |
| Harmony | Self-Assurance    | -0.27 | -0.13            | -0.27 | -0.20    | -0.31 | -0.27   | -0.14   |
| Harmony | Significance      | -0.03 | 0.06             | -0.04 | 0.03     | -0.06 | -0.03   | 0.07    |
| Harmony | Strategic         | -0.33 | -0.19            | -0.31 | -0.27    | -0.37 | -0.32   | -0.20   |
| Harmony | Woo               | -0.02 | 0.01             | -0.01 | -0.03    | -0.04 | -0.02   | 0.03    |

## Theme Pair Correlations for Ideation, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1  | Theme 2           | All          | African American | Asian        | Hispanic     | White        | Missing      | Refused      |
|----------|-------------------|--------------|------------------|--------------|--------------|--------------|--------------|--------------|
| Ideation | Achiever          | 0.23         | 0.30             | 0.30         | 0.25         | 0.19         | 0.23         | 0.30         |
| Ideation | Activator         | 0.44         | 0.47             | 0.48         | 0.44         | 0.43         | 0.44         | 0.47         |
| Ideation | Adaptability      | 0.19         | 0.21             | 0.15         | 0.18         | 0.21         | 0.20         | 0.20         |
| Ideation | Analytical        | 0.33         | 0.41             | 0.38         | 0.38         | 0.30         | 0.32         | 0.37         |
| Ideation | Arranger          | 0.47         | 0.52             | 0.52         | 0.47         | 0.46         | 0.47         | 0.53         |
| Ideation | Belief            | 0.22         | 0.31             | 0.27         | 0.24         | 0.18         | 0.23         | 0.24         |
| Ideation | Command           | 0.53         | 0.54             | 0.58         | 0.52         | 0.52         | 0.53         | 0.55         |
| Ideation | Communication     | 0.28         | 0.34             | 0.34         | 0.30         | 0.26         | 0.28         | 0.34         |
| Ideation | Competition       | 0.30         | 0.35             | 0.33         | 0.30         | 0.29         | 0.30         | 0.35         |
| Ideation | Connectedness     | 0.25         | 0.30             | 0.28         | 0.25         | 0.24         | 0.25         | 0.26         |
| Ideation | Consistency       | <b>-0.45</b> | <b>-0.29</b>     | <b>-0.43</b> | <b>-0.37</b> | <b>-0.49</b> | <b>-0.45</b> | <b>-0.35</b> |
| Ideation | Context           | 0.14         | 0.22             | 0.13         | 0.17         | 0.13         | 0.13         | 0.13         |
| Ideation | Deliberative      | <b>-0.04</b> | 0.06             | -0.04        | 0.00         | -0.06        | <b>-0.04</b> | 0.02         |
| Ideation | Developer         | 0.05         | 0.15             | 0.08         | 0.07         | 0.02         | 0.05         | 0.11         |
| Ideation | Discipline        | <b>-0.19</b> | <b>0.01</b>      | <b>-0.10</b> | <b>-0.10</b> | <b>-0.25</b> | <b>-0.19</b> | <b>-0.06</b> |
| Ideation | Empathy           | 0.02         | 0.12             | 0.00         | 0.06         | 0.00         | 0.03         | 0.10         |
| Ideation | Focus             | 0.23         | 0.33             | 0.32         | 0.27         | 0.19         | 0.24         | 0.32         |
| Ideation | Futuristic        | 0.50         | 0.49             | 0.53         | 0.46         | 0.49         | 0.51         | 0.55         |
| Ideation | Harmony           | <b>-0.43</b> | <b>-0.26</b>     | <b>-0.41</b> | <b>-0.35</b> | <b>-0.47</b> | <b>-0.42</b> | <b>-0.33</b> |
| Ideation | Includer          | 0.13         | 0.19             | 0.19         | 0.14         | 0.10         | 0.13         | 0.17         |
| Ideation | Individualization | 0.63         | 0.63             | 0.62         | 0.64         | 0.63         | 0.62         | 0.65         |
| Ideation | Input             | 0.53         | 0.52             | 0.52         | 0.51         | 0.54         | 0.54         | 0.54         |
| Ideation | Intellection      | 0.40         | 0.42             | 0.37         | 0.41         | 0.41         | 0.41         | 0.46         |
| Ideation | Learner           | 0.38         | 0.41             | 0.41         | 0.39         | 0.36         | 0.38         | 0.43         |
| Ideation | Maximizer         | 0.21         | 0.27             | 0.25         | 0.23         | 0.19         | 0.20         | 0.28         |
| Ideation | Positivity        | 0.15         | 0.22             | 0.21         | 0.16         | 0.12         | 0.16         | 0.21         |
| Ideation | Relator           | 0.04         | 0.11             | <b>-0.01</b> | 0.08         | 0.04         | 0.04         | 0.09         |
| Ideation | Responsibility    | 0.14         | 0.26             | 0.20         | 0.19         | 0.09         | 0.15         | 0.21         |
| Ideation | Restorative       | 0.37         | 0.39             | 0.38         | 0.36         | 0.37         | 0.37         | 0.35         |
| Ideation | Self-Assurance    | 0.53         | 0.55             | 0.60         | 0.51         | 0.51         | 0.54         | 0.54         |
| Ideation | Significance      | 0.31         | 0.40             | 0.37         | 0.31         | 0.28         | 0.31         | 0.35         |
| Ideation | Strategic         | 0.70         | 0.70             | 0.71         | 0.70         | 0.70         | 0.71         | 0.73         |
| Ideation | Woo               | 0.19         | 0.26             | 0.26         | 0.23         | 0.17         | 0.20         | 0.26         |

**Theme Pair Correlations for Includer, by Race/Ethnicity**

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1  | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|----------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Includer | Achiever          | 0.11  | 0.19             | 0.16  | 0.17     | 0.08  | 0.10    | 0.19    |
| Includer | Activator         | 0.21  | 0.22             | 0.26  | 0.21     | 0.20  | 0.21    | 0.23    |
| Includer | Adaptability      | 0.21  | 0.20             | 0.20  | 0.17     | 0.22  | 0.23    | 0.18    |
| Includer | Analytical        | -0.05 | 0.06             | 0.04  | 0.01     | -0.11 | -0.06   | 0.07    |
| Includer | Arranger          | 0.26  | 0.30             | 0.32  | 0.26     | 0.24  | 0.24    | 0.35    |
| Includer | Belief            | 0.28  | 0.30             | 0.31  | 0.29     | 0.27  | 0.29    | 0.34    |
| Includer | Command           | 0.01  | 0.06             | 0.09  | 0.03     | -0.02 | 0.01    | 0.07    |
| Includer | Communication     | 0.42  | 0.42             | 0.47  | 0.39     | 0.41  | 0.42    | 0.42    |
| Includer | Competition       | -0.01 | 0.05             | 0.01  | 0.00     | -0.02 | -0.02   | 0.02    |
| Includer | Connectedness     | 0.26  | 0.25             | 0.30  | 0.26     | 0.24  | 0.25    | 0.30    |
| Includer | Consistency       | 0.08  | 0.16             | 0.09  | 0.10     | 0.06  | 0.09    | 0.12    |
| Includer | Context           | 0.02  | 0.10             | 0.06  | 0.05     | -0.01 | 0.01    | 0.10    |
| Includer | Deliberative      | -0.28 | -0.18            | -0.28 | -0.23    | -0.31 | -0.28   | -0.20   |
| Includer | Developer         | 0.42  | 0.43             | 0.42  | 0.41     | 0.42  | 0.42    | 0.42    |
| Includer | Discipline        | 0.06  | 0.18             | 0.12  | 0.08     | 0.02  | 0.06    | 0.18    |
| Includer | Empathy           | 0.33  | 0.33             | 0.31  | 0.31     | 0.34  | 0.34    | 0.31    |
| Includer | Focus             | 0.04  | 0.14             | 0.10  | 0.07     | 0.00  | 0.03    | 0.16    |
| Includer | Futuristic        | 0.14  | 0.14             | 0.18  | 0.15     | 0.13  | 0.13    | 0.23    |
| Includer | Harmony           | 0.09  | 0.14             | 0.07  | 0.10     | 0.08  | 0.10    | 0.14    |
| Includer | Ideation          | 0.13  | 0.19             | 0.19  | 0.14     | 0.10  | 0.13    | 0.17    |
| Includer | Individualization | 0.13  | 0.15             | 0.18  | 0.13     | 0.12  | 0.12    | 0.19    |
| Includer | Input             | 0.25  | 0.30             | 0.30  | 0.26     | 0.21  | 0.25    | 0.30    |
| Includer | Intellection      | -0.04 | 0.04             | -0.01 | -0.03    | -0.07 | -0.04   | 0.06    |
| Includer | Learner           | 0.11  | 0.20             | 0.18  | 0.17     | 0.07  | 0.10    | 0.23    |
| Includer | Maximizer         | 0.09  | 0.17             | 0.11  | 0.06     | 0.08  | 0.07    | 0.14    |
| Includer | Positivity        | 0.59  | 0.59             | 0.60  | 0.58     | 0.59  | 0.59    | 0.58    |
| Includer | Relator           | -0.38 | -0.37            | -0.38 | -0.39    | -0.40 | -0.37   | -0.31   |
| Includer | Responsibility    | 0.19  | 0.26             | 0.26  | 0.21     | 0.15  | 0.19    | 0.28    |
| Includer | Restorative       | 0.20  | 0.26             | 0.30  | 0.21     | 0.15  | 0.20    | 0.29    |
| Includer | Self-Assurance    | 0.18  | 0.23             | 0.25  | 0.19     | 0.15  | 0.17    | 0.24    |
| Includer | Significance      | 0.06  | 0.14             | 0.09  | 0.08     | 0.03  | 0.04    | 0.15    |
| Includer | Strategic         | 0.10  | 0.16             | 0.15  | 0.12     | 0.07  | 0.10    | 0.16    |
| Includer | Woo               | 0.48  | 0.48             | 0.50  | 0.45     | 0.48  | 0.48    | 0.47    |

## Theme Pair Correlations for Individualization, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1           | Theme 2        | All   | African American | Asian | Hispanic | White | Missing | Refused |
|-------------------|----------------|-------|------------------|-------|----------|-------|---------|---------|
| Individualization | Achiever       | 0.34  | 0.38             | 0.37  | 0.35     | 0.32  | 0.34    | 0.41    |
| Individualization | Activator      | 0.43  | 0.46             | 0.44  | 0.42     | 0.41  | 0.43    | 0.47    |
| Individualization | Adaptability   | 0.05  | 0.10             | 0.05  | 0.06     | 0.04  | 0.06    | 0.12    |
| Individualization | Analytical     | 0.37  | 0.45             | 0.42  | 0.40     | 0.35  | 0.36    | 0.39    |
| Individualization | Arranger       | 0.58  | 0.61             | 0.60  | 0.57     | 0.58  | 0.58    | 0.61    |
| Individualization | Belief         | 0.32  | 0.40             | 0.37  | 0.35     | 0.29  | 0.33    | 0.37    |
| Individualization | Command        | 0.45  | 0.50             | 0.48  | 0.45     | 0.44  | 0.44    | 0.47    |
| Individualization | Communication  | 0.31  | 0.33             | 0.35  | 0.32     | 0.30  | 0.32    | 0.39    |
| Individualization | Competition    | 0.29  | 0.33             | 0.30  | 0.29     | 0.29  | 0.27    | 0.33    |
| Individualization | Connectedness  | 0.30  | 0.37             | 0.33  | 0.32     | 0.28  | 0.31    | 0.35    |
| Individualization | Consistency    | -0.23 | -0.11            | -0.21 | -0.15    | -0.26 | -0.23   | -0.16   |
| Individualization | Context        | 0.21  | 0.30             | 0.22  | 0.25     | 0.19  | 0.20    | 0.21    |
| Individualization | Deliberative   | 0.04  | 0.14             | 0.07  | 0.08     | 0.01  | 0.04    | 0.07    |
| Individualization | Developer      | 0.20  | 0.27             | 0.23  | 0.20     | 0.18  | 0.20    | 0.32    |
| Individualization | Discipline     | 0.11  | 0.22             | 0.17  | 0.17     | 0.07  | 0.12    | 0.20    |
| Individualization | Empathy        | 0.19  | 0.23             | 0.19  | 0.21     | 0.16  | 0.20    | 0.28    |
| Individualization | Focus          | 0.34  | 0.41             | 0.39  | 0.35     | 0.32  | 0.34    | 0.42    |
| Individualization | Futuristic     | 0.46  | 0.46             | 0.47  | 0.45     | 0.46  | 0.47    | 0.53    |
| Individualization | Harmony        | -0.20 | -0.07            | -0.16 | -0.13    | -0.24 | -0.19   | -0.12   |
| Individualization | Ideation       | 0.63  | 0.63             | 0.62  | 0.64     | 0.63  | 0.62    | 0.65    |
| Individualization | Includer       | 0.13  | 0.15             | 0.18  | 0.13     | 0.12  | 0.12    | 0.19    |
| Individualization | Input          | 0.49  | 0.50             | 0.49  | 0.49     | 0.48  | 0.50    | 0.54    |
| Individualization | Intellection   | 0.36  | 0.42             | 0.34  | 0.41     | 0.35  | 0.35    | 0.43    |
| Individualization | Learner        | 0.48  | 0.50             | 0.51  | 0.49     | 0.47  | 0.49    | 0.55    |
| Individualization | Maximizer      | 0.17  | 0.23             | 0.22  | 0.18     | 0.16  | 0.16    | 0.26    |
| Individualization | Positivity     | 0.21  | 0.24             | 0.24  | 0.20     | 0.19  | 0.21    | 0.31    |
| Individualization | Relator        | 0.15  | 0.21             | 0.13  | 0.18     | 0.13  | 0.15    | 0.18    |
| Individualization | Responsibility | 0.28  | 0.35             | 0.33  | 0.31     | 0.26  | 0.30    | 0.34    |
| Individualization | Restorative    | 0.42  | 0.44             | 0.43  | 0.42     | 0.41  | 0.43    | 0.42    |
| Individualization | Self-Assurance | 0.50  | 0.54             | 0.54  | 0.48     | 0.49  | 0.50    | 0.53    |
| Individualization | Significance   | 0.35  | 0.40             | 0.37  | 0.36     | 0.34  | 0.35    | 0.40    |
| Individualization | Strategic      | 0.64  | 0.64             | 0.62  | 0.62     | 0.64  | 0.63    | 0.66    |
| Individualization | Woo            | 0.22  | 0.24             | 0.27  | 0.23     | 0.20  | 0.22    | 0.29    |

## Theme Pair Correlations for Input, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Input   | Achiever          | 0.30  | 0.35             | 0.35  | 0.33     | 0.26  | 0.31    | 0.36    |
| Input   | Activator         | 0.41  | 0.45             | 0.43  | 0.43     | 0.40  | 0.42    | 0.42    |
| Input   | Adaptability      | 0.19  | 0.22             | 0.20  | 0.15     | 0.20  | 0.19    | 0.22    |
| Input   | Analytical        | 0.24  | 0.31             | 0.25  | 0.28     | 0.21  | 0.24    | 0.29    |
| Input   | Arranger          | 0.49  | 0.56             | 0.54  | 0.51     | 0.47  | 0.50    | 0.53    |
| Input   | Belief            | 0.31  | 0.37             | 0.36  | 0.33     | 0.27  | 0.33    | 0.36    |
| Input   | Command           | 0.39  | 0.43             | 0.42  | 0.42     | 0.38  | 0.40    | 0.41    |
| Input   | Communication     | 0.31  | 0.37             | 0.36  | 0.34     | 0.29  | 0.32    | 0.37    |
| Input   | Competition       | 0.21  | 0.28             | 0.22  | 0.22     | 0.19  | 0.22    | 0.26    |
| Input   | Connectedness     | 0.37  | 0.41             | 0.41  | 0.38     | 0.36  | 0.38    | 0.41    |
| Input   | Consistency       | -0.16 | -0.02            | -0.11 | -0.10    | -0.20 | -0.17   | -0.07   |
| Input   | Context           | 0.23  | 0.27             | 0.23  | 0.25     | 0.22  | 0.22    | 0.25    |
| Input   | Deliberative      | -0.02 | 0.08             | 0.01  | -0.01    | -0.06 | -0.03   | 0.04    |
| Input   | Developer         | 0.21  | 0.29             | 0.25  | 0.23     | 0.19  | 0.21    | 0.32    |
| Input   | Discipline        | 0.04  | 0.20             | 0.11  | 0.13     | -0.01 | 0.04    | 0.16    |
| Input   | Empathy           | 0.18  | 0.26             | 0.21  | 0.19     | 0.16  | 0.18    | 0.27    |
| Input   | Focus             | 0.28  | 0.39             | 0.32  | 0.33     | 0.24  | 0.29    | 0.35    |
| Input   | Futuristic        | 0.42  | 0.43             | 0.42  | 0.42     | 0.41  | 0.44    | 0.45    |
| Input   | Harmony           | -0.14 | 0.01             | -0.09 | -0.07    | -0.18 | -0.14   | -0.03   |
| Input   | Ideation          | 0.53  | 0.52             | 0.52  | 0.51     | 0.54  | 0.54    | 0.54    |
| Input   | Includer          | 0.25  | 0.30             | 0.30  | 0.26     | 0.21  | 0.25    | 0.30    |
| Input   | Individualization | 0.49  | 0.50             | 0.49  | 0.49     | 0.48  | 0.50    | 0.54    |
| Input   | Intellection      | 0.55  | 0.54             | 0.51  | 0.55     | 0.56  | 0.54    | 0.59    |
| Input   | Learner           | 0.57  | 0.56             | 0.57  | 0.58     | 0.56  | 0.57    | 0.60    |
| Input   | Maximizer         | 0.16  | 0.23             | 0.20  | 0.18     | 0.13  | 0.16    | 0.24    |
| Input   | Positivity        | 0.28  | 0.33             | 0.33  | 0.30     | 0.25  | 0.29    | 0.36    |
| Input   | Relator           | 0.08  | 0.13             | 0.07  | 0.09     | 0.07  | 0.08    | 0.14    |
| Input   | Responsibility    | 0.26  | 0.36             | 0.33  | 0.31     | 0.21  | 0.27    | 0.32    |
| Input   | Restorative       | 0.40  | 0.42             | 0.44  | 0.40     | 0.38  | 0.40    | 0.41    |
| Input   | Self-Assurance    | 0.45  | 0.47             | 0.46  | 0.45     | 0.43  | 0.45    | 0.48    |
| Input   | Significance      | 0.26  | 0.34             | 0.29  | 0.29     | 0.23  | 0.27    | 0.29    |
| Input   | Strategic         | 0.47  | 0.50             | 0.45  | 0.47     | 0.47  | 0.48    | 0.51    |
| Input   | Woo               | 0.24  | 0.31             | 0.29  | 0.28     | 0.22  | 0.25    | 0.30    |



## Theme Pair Correlations for Intellection, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1      | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|--------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Intellection | Achiever          | 0.21  | 0.31             | 0.26  | 0.25     | 0.18  | 0.23    | 0.30    |
| Intellection | Activator         | 0.14  | 0.24             | 0.17  | 0.19     | 0.10  | 0.16    | 0.22    |
| Intellection | Adaptability      | 0.14  | 0.12             | 0.16  | 0.11     | 0.14  | 0.14    | 0.19    |
| Intellection | Analytical        | 0.29  | 0.37             | 0.29  | 0.34     | 0.28  | 0.28    | 0.31    |
| Intellection | Arranger          | 0.24  | 0.35             | 0.27  | 0.28     | 0.20  | 0.25    | 0.32    |
| Intellection | Belief            | 0.29  | 0.37             | 0.33  | 0.30     | 0.26  | 0.30    | 0.33    |
| Intellection | Command           | 0.22  | 0.30             | 0.26  | 0.26     | 0.18  | 0.23    | 0.28    |
| Intellection | Communication     | -0.02 | 0.07             | 0.00  | 0.03     | -0.06 | -0.01   | 0.10    |
| Intellection | Competition       | 0.07  | 0.16             | 0.14  | 0.14     | 0.03  | 0.09    | 0.15    |
| Intellection | Connectedness     | 0.43  | 0.43             | 0.44  | 0.42     | 0.42  | 0.44    | 0.45    |
| Intellection | Consistency       | 0.02  | 0.11             | 0.07  | 0.05     | -0.01 | 0.01    | 0.09    |
| Intellection | Context           | 0.34  | 0.34             | 0.33  | 0.34     | 0.34  | 0.32    | 0.35    |
| Intellection | Deliberative      | 0.26  | 0.29             | 0.29  | 0.26     | 0.25  | 0.25    | 0.28    |
| Intellection | Developer         | 0.19  | 0.25             | 0.19  | 0.20     | 0.18  | 0.19    | 0.29    |
| Intellection | Discipline        | 0.13  | 0.26             | 0.18  | 0.19     | 0.09  | 0.13    | 0.22    |
| Intellection | Empathy           | 0.18  | 0.22             | 0.17  | 0.20     | 0.17  | 0.17    | 0.27    |
| Intellection | Focus             | 0.17  | 0.30             | 0.22  | 0.24     | 0.13  | 0.18    | 0.26    |
| Intellection | Futuristic        | 0.24  | 0.33             | 0.25  | 0.28     | 0.20  | 0.25    | 0.32    |
| Intellection | Harmony           | 0.04  | 0.12             | 0.07  | 0.08     | 0.03  | 0.05    | 0.08    |
| Intellection | Ideation          | 0.40  | 0.42             | 0.37  | 0.41     | 0.41  | 0.41    | 0.46    |
| Intellection | Includer          | -0.04 | 0.04             | -0.01 | -0.03    | -0.07 | -0.04   | 0.06    |
| Intellection | Individualization | 0.36  | 0.42             | 0.34  | 0.41     | 0.35  | 0.35    | 0.43    |
| Intellection | Input             | 0.55  | 0.54             | 0.51  | 0.55     | 0.56  | 0.54    | 0.59    |
| Intellection | Learner           | 0.57  | 0.58             | 0.55  | 0.55     | 0.57  | 0.57    | 0.61    |
| Intellection | Maximizer         | 0.11  | 0.17             | 0.17  | 0.13     | 0.10  | 0.11    | 0.17    |
| Intellection | Positivity        | 0.03  | 0.11             | 0.08  | 0.06     | 0.00  | 0.04    | 0.15    |
| Intellection | Relator           | 0.29  | 0.31             | 0.27  | 0.30     | 0.29  | 0.29    | 0.29    |
| Intellection | Responsibility    | 0.25  | 0.33             | 0.28  | 0.28     | 0.22  | 0.26    | 0.34    |
| Intellection | Restorative       | 0.25  | 0.31             | 0.26  | 0.29     | 0.24  | 0.24    | 0.31    |
| Intellection | Self-Assurance    | 0.22  | 0.33             | 0.28  | 0.26     | 0.18  | 0.23    | 0.30    |
| Intellection | Significance      | 0.08  | 0.17             | 0.13  | 0.14     | 0.03  | 0.09    | 0.15    |
| Intellection | Strategic         | 0.35  | 0.41             | 0.32  | 0.38     | 0.34  | 0.35    | 0.44    |
| Intellection | Woo               | -0.13 | -0.05            | -0.09 | -0.07    | -0.17 | -0.12   | 0.00    |

## Theme Pair Correlations for Learner, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|---------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Learner | Achiever          | 0.56  | 0.59             | 0.58  | 0.60     | 0.54  | 0.56    | 0.59    |
| Learner | Activator         | 0.22  | 0.28             | 0.29  | 0.27     | 0.19  | 0.23    | 0.28    |
| Learner | Adaptability      | -0.11 | -0.07            | -0.07 | -0.12    | -0.12 | -0.10   | -0.01   |
| Learner | Analytical        | 0.44  | 0.48             | 0.45  | 0.47     | 0.43  | 0.44    | 0.47    |
| Learner | Arranger          | 0.47  | 0.54             | 0.50  | 0.52     | 0.44  | 0.47    | 0.51    |
| Learner | Belief            | 0.38  | 0.47             | 0.44  | 0.39     | 0.35  | 0.38    | 0.43    |
| Learner | Command           | 0.30  | 0.33             | 0.36  | 0.34     | 0.28  | 0.30    | 0.33    |
| Learner | Communication     | 0.11  | 0.19             | 0.18  | 0.17     | 0.07  | 0.12    | 0.22    |
| Learner | Competition       | 0.21  | 0.22             | 0.22  | 0.24     | 0.20  | 0.21    | 0.25    |
| Learner | Connectedness     | 0.30  | 0.37             | 0.35  | 0.30     | 0.28  | 0.30    | 0.34    |
| Learner | Consistency       | 0.02  | 0.09             | -0.01 | 0.08     | 0.01  | 0.01    | 0.06    |
| Learner | Context           | 0.29  | 0.31             | 0.28  | 0.31     | 0.31  | 0.27    | 0.30    |
| Learner | Deliberative      | 0.18  | 0.21             | 0.16  | 0.18     | 0.17  | 0.17    | 0.20    |
| Learner | Developer         | 0.14  | 0.22             | 0.18  | 0.16     | 0.11  | 0.13    | 0.26    |
| Learner | Discipline        | 0.30  | 0.40             | 0.33  | 0.37     | 0.26  | 0.29    | 0.37    |
| Learner | Empathy           | 0.02  | 0.07             | 0.05  | 0.04     | 0.00  | 0.03    | 0.14    |
| Learner | Focus             | 0.49  | 0.53             | 0.50  | 0.53     | 0.47  | 0.49    | 0.52    |
| Learner | Futuristic        | 0.34  | 0.35             | 0.36  | 0.37     | 0.31  | 0.36    | 0.42    |
| Learner | Harmony           | -0.07 | 0.00             | -0.09 | -0.03    | -0.08 | -0.06   | -0.02   |
| Learner | Ideation          | 0.38  | 0.41             | 0.41  | 0.39     | 0.36  | 0.38    | 0.43    |
| Learner | Includer          | 0.11  | 0.20             | 0.18  | 0.17     | 0.07  | 0.10    | 0.23    |
| Learner | Individualization | 0.48  | 0.50             | 0.51  | 0.49     | 0.47  | 0.49    | 0.55    |
| Learner | Input             | 0.57  | 0.56             | 0.57  | 0.58     | 0.56  | 0.57    | 0.60    |
| Learner | Intellection      | 0.57  | 0.58             | 0.55  | 0.55     | 0.57  | 0.57    | 0.61    |
| Learner | Maximizer         | 0.11  | 0.18             | 0.17  | 0.13     | 0.09  | 0.10    | 0.18    |
| Learner | Positivity        | 0.12  | 0.23             | 0.20  | 0.19     | 0.08  | 0.13    | 0.24    |
| Learner | Relator           | 0.17  | 0.15             | 0.13  | 0.18     | 0.18  | 0.18    | 0.21    |
| Learner | Responsibility    | 0.44  | 0.53             | 0.48  | 0.50     | 0.41  | 0.45    | 0.48    |
| Learner | Restorative       | 0.41  | 0.45             | 0.44  | 0.44     | 0.39  | 0.42    | 0.47    |
| Learner | Self-Assurance    | 0.44  | 0.51             | 0.50  | 0.49     | 0.41  | 0.44    | 0.50    |
| Learner | Significance      | 0.30  | 0.34             | 0.32  | 0.35     | 0.28  | 0.30    | 0.33    |
| Learner | Strategic         | 0.46  | 0.50             | 0.45  | 0.48     | 0.45  | 0.46    | 0.51    |
| Learner | Woo               | 0.03  | 0.11             | 0.10  | 0.10     | 0.00  | 0.03    | 0.13    |

## Theme Pair Correlations for Maximizer, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1   | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|-----------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Maximizer | Achiever          | 0.15  | 0.16             | 0.18  | 0.17     | 0.13  | 0.15    | 0.23    |
| Maximizer | Activator         | 0.30  | 0.32             | 0.33  | 0.30     | 0.28  | 0.30    | 0.36    |
| Maximizer | Adaptability      | 0.17  | 0.17             | 0.17  | 0.15     | 0.16  | 0.18    | 0.19    |
| Maximizer | Analytical        | 0.09  | 0.15             | 0.14  | 0.13     | 0.07  | 0.09    | 0.16    |
| Maximizer | Arranger          | 0.20  | 0.23             | 0.24  | 0.20     | 0.19  | 0.19    | 0.30    |
| Maximizer | Belief            | 0.10  | 0.16             | 0.17  | 0.09     | 0.08  | 0.08    | 0.18    |
| Maximizer | Command           | 0.20  | 0.22             | 0.26  | 0.22     | 0.18  | 0.20    | 0.29    |
| Maximizer | Communication     | 0.27  | 0.32             | 0.28  | 0.23     | 0.26  | 0.28    | 0.31    |
| Maximizer | Competition       | 0.18  | 0.19             | 0.20  | 0.21     | 0.17  | 0.19    | 0.24    |
| Maximizer | Connectedness     | 0.14  | 0.19             | 0.21  | 0.14     | 0.13  | 0.13    | 0.20    |
| Maximizer | Consistency       | 0.07  | 0.13             | 0.06  | 0.07     | 0.07  | 0.07    | 0.08    |
| Maximizer | Context           | 0.02  | 0.06             | 0.04  | 0.02     | 0.02  | 0.00    | 0.04    |
| Maximizer | Deliberative      | 0.05  | 0.09             | 0.07  | 0.10     | 0.03  | 0.05    | 0.10    |
| Maximizer | Developer         | 0.14  | 0.20             | 0.17  | 0.11     | 0.13  | 0.14    | 0.18    |
| Maximizer | Discipline        | 0.12  | 0.20             | 0.16  | 0.14     | 0.10  | 0.12    | 0.17    |
| Maximizer | Empathy           | 0.12  | 0.17             | 0.14  | 0.09     | 0.11  | 0.11    | 0.19    |
| Maximizer | Focus             | 0.20  | 0.25             | 0.24  | 0.21     | 0.18  | 0.20    | 0.29    |
| Maximizer | Futuristic        | 0.23  | 0.30             | 0.26  | 0.25     | 0.22  | 0.24    | 0.30    |
| Maximizer | Harmony           | 0.11  | 0.16             | 0.13  | 0.11     | 0.10  | 0.12    | 0.15    |
| Maximizer | Ideation          | 0.21  | 0.27             | 0.25  | 0.23     | 0.19  | 0.20    | 0.28    |
| Maximizer | Includer          | 0.09  | 0.17             | 0.11  | 0.06     | 0.08  | 0.07    | 0.14    |
| Maximizer | Individualization | 0.17  | 0.23             | 0.22  | 0.18     | 0.16  | 0.16    | 0.26    |
| Maximizer | Input             | 0.16  | 0.23             | 0.20  | 0.18     | 0.13  | 0.16    | 0.24    |
| Maximizer | Intellection      | 0.11  | 0.17             | 0.17  | 0.13     | 0.10  | 0.11    | 0.17    |
| Maximizer | Learner           | 0.11  | 0.18             | 0.17  | 0.13     | 0.09  | 0.10    | 0.18    |
| Maximizer | Positivity        | 0.24  | 0.28             | 0.25  | 0.20     | 0.23  | 0.24    | 0.27    |
| Maximizer | Relator           | 0.14  | 0.14             | 0.15  | 0.16     | 0.13  | 0.15    | 0.17    |
| Maximizer | Responsibility    | 0.13  | 0.19             | 0.19  | 0.16     | 0.11  | 0.12    | 0.20    |
| Maximizer | Restorative       | -0.27 | -0.18            | -0.24 | -0.25    | -0.29 | -0.27   | -0.18   |
| Maximizer | Self-Assurance    | 0.35  | 0.37             | 0.39  | 0.38     | 0.33  | 0.35    | 0.43    |
| Maximizer | Significance      | 0.24  | 0.26             | 0.27  | 0.25     | 0.22  | 0.25    | 0.30    |
| Maximizer | Strategic         | 0.24  | 0.28             | 0.27  | 0.24     | 0.23  | 0.23    | 0.28    |
| Maximizer | Woo               | 0.20  | 0.24             | 0.20  | 0.18     | 0.20  | 0.20    | 0.25    |

## Theme Pair Correlations for Positivity, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1    | Theme 2           | All          | African American | Asian        | Hispanic     | White        | Missing      | Refused      |
|------------|-------------------|--------------|------------------|--------------|--------------|--------------|--------------|--------------|
| Positivity | Achiever          | 0.11         | 0.20             | 0.16         | 0.16         | 0.07         | 0.12         | 0.19         |
| Positivity | Activator         | 0.32         | 0.32             | 0.34         | 0.31         | 0.31         | 0.33         | 0.34         |
| Positivity | Adaptability      | 0.29         | 0.27             | 0.28         | 0.24         | 0.30         | 0.30         | 0.25         |
| Positivity | Analytical        | <b>-0.18</b> | <b>-0.03</b>     | <b>-0.07</b> | <b>-0.12</b> | <b>-0.24</b> | <b>-0.18</b> | <b>-0.08</b> |
| Positivity | Arranger          | 0.26         | 0.32             | 0.30         | 0.26         | 0.24         | 0.26         | 0.37         |
| Positivity | Belief            | 0.34         | 0.38             | 0.36         | 0.34         | 0.32         | 0.33         | 0.42         |
| Positivity | Command           | <b>-0.04</b> | 0.04             | 0.04         | <b>-0.01</b> | <b>-0.08</b> | <b>-0.03</b> | 0.05         |
| Positivity | Communication     | 0.49         | 0.47             | 0.51         | 0.46         | 0.50         | 0.50         | 0.49         |
| Positivity | Competition       | <b>-0.01</b> | 0.05             | 0.01         | 0.00         | <b>-0.03</b> | 0.00         | 0.03         |
| Positivity | Connectedness     | 0.36         | 0.34             | 0.39         | 0.36         | 0.35         | 0.35         | 0.44         |
| Positivity | Consistency       | 0.07         | 0.15             | 0.10         | 0.10         | 0.05         | 0.08         | 0.11         |
| Positivity | Context           | 0.02         | 0.10             | 0.07         | 0.03         | <b>-0.01</b> | 0.00         | 0.07         |
| Positivity | Deliberative      | <b>-0.40</b> | <b>-0.27</b>     | <b>-0.37</b> | <b>-0.34</b> | <b>-0.44</b> | <b>-0.39</b> | <b>-0.30</b> |
| Positivity | Developer         | 0.71         | 0.71             | 0.72         | 0.70         | 0.72         | 0.71         | 0.72         |
| Positivity | Discipline        | 0.06         | 0.17             | 0.13         | 0.10         | 0.02         | 0.07         | 0.16         |
| Positivity | Empathy           | 0.48         | 0.43             | 0.46         | 0.44         | 0.49         | 0.49         | 0.49         |
| Positivity | Focus             | 0.04         | 0.15             | 0.10         | 0.08         | <b>-0.01</b> | 0.04         | 0.16         |
| Positivity | Futuristic        | 0.22         | 0.24             | 0.23         | 0.22         | 0.19         | 0.22         | 0.32         |
| Positivity | Harmony           | 0.16         | 0.20             | 0.15         | 0.16         | 0.15         | 0.16         | 0.19         |
| Positivity | Ideation          | 0.15         | 0.22             | 0.21         | 0.16         | 0.12         | 0.16         | 0.21         |
| Positivity | Includer          | 0.59         | 0.59             | 0.60         | 0.58         | 0.59         | 0.59         | 0.58         |
| Positivity | Individualization | 0.21         | 0.24             | 0.24         | 0.20         | 0.19         | 0.21         | 0.31         |
| Positivity | Input             | 0.28         | 0.33             | 0.33         | 0.30         | 0.25         | 0.29         | 0.36         |
| Positivity | Intellection      | 0.03         | 0.11             | 0.08         | 0.06         | 0.00         | 0.04         | 0.15         |
| Positivity | Learner           | 0.12         | 0.23             | 0.20         | 0.19         | 0.08         | 0.13         | 0.24         |
| Positivity | Maximizer         | 0.24         | 0.28             | 0.25         | 0.20         | 0.23         | 0.24         | 0.27         |
| Positivity | Relator           | <b>-0.12</b> | <b>-0.08</b>     | <b>-0.09</b> | <b>-0.10</b> | <b>-0.14</b> | <b>-0.10</b> | <b>-0.06</b> |
| Positivity | Responsibility    | 0.20         | 0.30             | 0.28         | 0.22         | 0.15         | 0.20         | 0.28         |
| Positivity | Restorative       | 0.08         | 0.16             | 0.20         | 0.13         | 0.03         | 0.09         | 0.18         |
| Positivity | Self-Assurance    | 0.20         | 0.27             | 0.24         | 0.22         | 0.17         | 0.21         | 0.28         |
| Positivity | Significance      | 0.04         | 0.13             | 0.06         | 0.05         | 0.00         | 0.04         | 0.12         |
| Positivity | Strategic         | 0.13         | 0.20             | 0.16         | 0.15         | 0.10         | 0.14         | 0.23         |
| Positivity | Woo               | 0.55         | 0.52             | 0.55         | 0.53         | 0.56         | 0.56         | 0.55         |

## Theme Pair Correlations for Relator, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All          | African American | Asian        | Hispanic     | White        | Missing      | Refused      |
|---------|-------------------|--------------|------------------|--------------|--------------|--------------|--------------|--------------|
| Relator | Achiever          | 0.10         | 0.10             | 0.07         | 0.10         | 0.09         | 0.13         | 0.15         |
| Relator | Activator         | <b>0.00</b>  | 0.07             | <b>-0.04</b> | 0.02         | <b>-0.02</b> | 0.01         | 0.06         |
| Relator | Adaptability      | 0.14         | 0.20             | 0.18         | 0.16         | 0.12         | 0.14         | 0.19         |
| Relator | Analytical        | 0.25         | 0.26             | 0.20         | 0.25         | 0.25         | 0.25         | 0.30         |
| Relator | Arranger          | 0.09         | 0.13             | 0.06         | 0.11         | 0.07         | 0.11         | 0.12         |
| Relator | Belief            | 0.12         | 0.13             | 0.12         | 0.13         | 0.11         | 0.13         | 0.15         |
| Relator | Command           | 0.13         | 0.21             | 0.07         | 0.15         | 0.11         | 0.14         | 0.17         |
| Relator | Communication     | <b>-0.09</b> | <b>-0.04</b>     | <b>-0.10</b> | <b>-0.05</b> | <b>-0.12</b> | <b>-0.08</b> | <b>-0.01</b> |
| Relator | Competition       | 0.07         | 0.12             | 0.03         | 0.09         | 0.06         | 0.08         | 0.14         |
| Relator | Connectedness     | 0.11         | 0.17             | 0.13         | 0.12         | 0.09         | 0.12         | 0.11         |
| Relator | Consistency       | 0.26         | 0.22             | 0.27         | 0.26         | 0.26         | 0.27         | 0.31         |
| Relator | Context           | 0.15         | 0.13             | 0.15         | 0.14         | 0.16         | 0.15         | 0.15         |
| Relator | Deliberative      | 0.44         | 0.44             | 0.46         | 0.44         | 0.43         | 0.46         | 0.48         |
| Relator | Developer         | 0.11         | 0.11             | 0.13         | 0.11         | 0.09         | 0.12         | 0.14         |
| Relator | Discipline        | 0.23         | 0.18             | 0.21         | 0.24         | 0.23         | 0.26         | 0.29         |
| Relator | Empathy           | 0.15         | 0.18             | 0.19         | 0.16         | 0.13         | 0.15         | 0.18         |
| Relator | Focus             | 0.18         | 0.22             | 0.13         | 0.21         | 0.17         | 0.19         | 0.25         |
| Relator | Futuristic        | 0.09         | 0.17             | 0.03         | 0.13         | 0.08         | 0.11         | 0.13         |
| Relator | Harmony           | 0.27         | 0.26             | 0.30         | 0.28         | 0.26         | 0.29         | 0.29         |
| Relator | Ideation          | 0.04         | 0.11             | <b>-0.01</b> | 0.08         | 0.04         | 0.04         | 0.09         |
| Relator | Includer          | <b>-0.38</b> | <b>-0.37</b>     | <b>-0.38</b> | <b>-0.39</b> | <b>-0.40</b> | <b>-0.37</b> | <b>-0.31</b> |
| Relator | Individualization | 0.15         | 0.21             | 0.13         | 0.18         | 0.13         | 0.15         | 0.18         |
| Relator | Input             | 0.08         | 0.13             | 0.07         | 0.09         | 0.07         | 0.08         | 0.14         |
| Relator | Intellection      | 0.29         | 0.31             | 0.27         | 0.30         | 0.29         | 0.29         | 0.29         |
| Relator | Learner           | 0.17         | 0.15             | 0.13         | 0.18         | 0.18         | 0.18         | 0.21         |
| Relator | Maximizer         | 0.14         | 0.14             | 0.15         | 0.16         | 0.13         | 0.15         | 0.17         |
| Relator | Positivity        | <b>-0.12</b> | <b>-0.08</b>     | <b>-0.09</b> | <b>-0.10</b> | <b>-0.14</b> | <b>-0.10</b> | <b>-0.06</b> |
| Relator | Responsibility    | 0.27         | 0.23             | 0.25         | 0.29         | 0.26         | 0.28         | 0.33         |
| Relator | Restorative       | 0.12         | 0.13             | 0.08         | 0.15         | 0.11         | 0.13         | 0.17         |
| Relator | Self-Assurance    | 0.08         | 0.15             | 0.04         | 0.10         | 0.07         | 0.09         | 0.13         |
| Relator | Significance      | 0.13         | 0.18             | 0.08         | 0.16         | 0.12         | 0.15         | 0.19         |
| Relator | Strategic         | 0.12         | 0.18             | 0.06         | 0.15         | 0.11         | 0.13         | 0.19         |
| Relator | Woo               | <b>-0.23</b> | <b>-0.19</b>     | <b>-0.20</b> | <b>-0.19</b> | <b>-0.26</b> | <b>-0.22</b> | <b>-0.16</b> |

## Theme Pair Correlations for Responsibility, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1        | Theme 2           | All  | African American | Asian | Hispanic | White        | Missing | Refused |
|----------------|-------------------|------|------------------|-------|----------|--------------|---------|---------|
| Responsibility | Achiever          | 0.43 | 0.49             | 0.44  | 0.46     | 0.42         | 0.44    | 0.47    |
| Responsibility | Activator         | 0.13 | 0.21             | 0.21  | 0.18     | 0.09         | 0.14    | 0.20    |
| Responsibility | Adaptability      | 0.01 | 0.02             | 0.05  | 0.01     | <b>-0.01</b> | 0.02    | 0.10    |
| Responsibility | Analytical        | 0.37 | 0.45             | 0.40  | 0.43     | 0.34         | 0.36    | 0.41    |
| Responsibility | Arranger          | 0.48 | 0.55             | 0.52  | 0.53     | 0.46         | 0.49    | 0.50    |
| Responsibility | Belief            | 0.52 | 0.56             | 0.55  | 0.50     | 0.50         | 0.53    | 0.60    |
| Responsibility | Command           | 0.19 | 0.25             | 0.24  | 0.25     | 0.16         | 0.20    | 0.24    |
| Responsibility | Communication     | 0.14 | 0.22             | 0.23  | 0.16     | 0.11         | 0.15    | 0.25    |
| Responsibility | Competition       | 0.06 | 0.12             | 0.02  | 0.10     | 0.05         | 0.06    | 0.13    |
| Responsibility | Connectedness     | 0.30 | 0.36             | 0.40  | 0.30     | 0.26         | 0.31    | 0.37    |
| Responsibility | Consistency       | 0.31 | 0.32             | 0.27  | 0.34     | 0.31         | 0.30    | 0.38    |
| Responsibility | Context           | 0.18 | 0.24             | 0.20  | 0.22     | 0.16         | 0.18    | 0.23    |
| Responsibility | Deliberative      | 0.29 | 0.30             | 0.25  | 0.34     | 0.28         | 0.30    | 0.35    |
| Responsibility | Developer         | 0.27 | 0.34             | 0.31  | 0.27     | 0.24         | 0.27    | 0.38    |
| Responsibility | Discipline        | 0.48 | 0.54             | 0.50  | 0.50     | 0.45         | 0.48    | 0.56    |
| Responsibility | Empathy           | 0.14 | 0.17             | 0.20  | 0.14     | 0.11         | 0.16    | 0.24    |
| Responsibility | Focus             | 0.39 | 0.47             | 0.37  | 0.44     | 0.36         | 0.38    | 0.45    |
| Responsibility | Futuristic        | 0.22 | 0.29             | 0.24  | 0.28     | 0.18         | 0.23    | 0.32    |
| Responsibility | Harmony           | 0.21 | 0.21             | 0.18  | 0.21     | 0.21         | 0.21    | 0.28    |
| Responsibility | Ideation          | 0.14 | 0.26             | 0.20  | 0.19     | 0.09         | 0.15    | 0.21    |
| Responsibility | Includer          | 0.19 | 0.26             | 0.26  | 0.21     | 0.15         | 0.19    | 0.28    |
| Responsibility | Individualization | 0.28 | 0.35             | 0.33  | 0.31     | 0.26         | 0.30    | 0.34    |
| Responsibility | Input             | 0.26 | 0.36             | 0.33  | 0.31     | 0.21         | 0.27    | 0.32    |
| Responsibility | Intellection      | 0.25 | 0.33             | 0.28  | 0.28     | 0.22         | 0.26    | 0.34    |
| Responsibility | Learner           | 0.44 | 0.53             | 0.48  | 0.50     | 0.41         | 0.45    | 0.48    |
| Responsibility | Maximizer         | 0.13 | 0.19             | 0.19  | 0.16     | 0.11         | 0.12    | 0.20    |
| Responsibility | Positivity        | 0.20 | 0.30             | 0.28  | 0.22     | 0.15         | 0.20    | 0.28    |
| Responsibility | Relator           | 0.27 | 0.23             | 0.25  | 0.29     | 0.26         | 0.28    | 0.33    |
| Responsibility | Restorative       | 0.35 | 0.41             | 0.41  | 0.39     | 0.31         | 0.36    | 0.42    |
| Responsibility | Self-Assurance    | 0.33 | 0.43             | 0.39  | 0.39     | 0.30         | 0.33    | 0.37    |
| Responsibility | Significance      | 0.29 | 0.36             | 0.27  | 0.32     | 0.27         | 0.29    | 0.34    |
| Responsibility | Strategic         | 0.30 | 0.40             | 0.32  | 0.35     | 0.27         | 0.31    | 0.38    |
| Responsibility | Woo               | 0.05 | 0.12             | 0.13  | 0.06     | 0.02         | 0.04    | 0.15    |

## Theme Pair Correlations for Restorative, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1     | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|-------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Restorative | Achiever          | 0.30  | 0.35             | 0.30  | 0.33     | 0.29  | 0.31    | 0.36    |
| Restorative | Activator         | 0.24  | 0.29             | 0.24  | 0.25     | 0.22  | 0.24    | 0.25    |
| Restorative | Adaptability      | 0.05  | 0.10             | 0.08  | 0.08     | 0.04  | 0.06    | 0.10    |
| Restorative | Analytical        | 0.43  | 0.47             | 0.42  | 0.46     | 0.42  | 0.43    | 0.45    |
| Restorative | Arranger          | 0.48  | 0.54             | 0.50  | 0.48     | 0.46  | 0.49    | 0.49    |
| Restorative | Belief            | 0.30  | 0.37             | 0.35  | 0.33     | 0.27  | 0.32    | 0.37    |
| Restorative | Command           | 0.37  | 0.42             | 0.36  | 0.36     | 0.37  | 0.37    | 0.33    |
| Restorative | Communication     | 0.12  | 0.18             | 0.20  | 0.14     | 0.09  | 0.12    | 0.21    |
| Restorative | Competition       | 0.22  | 0.27             | 0.16  | 0.22     | 0.24  | 0.22    | 0.21    |
| Restorative | Connectedness     | 0.18  | 0.24             | 0.27  | 0.20     | 0.13  | 0.19    | 0.26    |
| Restorative | Consistency       | -0.01 | 0.09             | 0.03  | 0.07     | -0.04 | 0.00    | 0.12    |
| Restorative | Context           | 0.24  | 0.31             | 0.24  | 0.28     | 0.22  | 0.25    | 0.28    |
| Restorative | Deliberative      | 0.16  | 0.20             | 0.12  | 0.18     | 0.13  | 0.16    | 0.18    |
| Restorative | Developer         | 0.09  | 0.17             | 0.18  | 0.15     | 0.05  | 0.10    | 0.21    |
| Restorative | Discipline        | 0.14  | 0.25             | 0.20  | 0.20     | 0.09  | 0.15    | 0.26    |
| Restorative | Empathy           | 0.03  | 0.10             | 0.09  | 0.07     | -0.02 | 0.05    | 0.12    |
| Restorative | Focus             | 0.33  | 0.39             | 0.31  | 0.36     | 0.30  | 0.33    | 0.37    |
| Restorative | Futuristic        | 0.29  | 0.31             | 0.28  | 0.28     | 0.28  | 0.29    | 0.34    |
| Restorative | Harmony           | -0.15 | -0.05            | -0.13 | -0.07    | -0.20 | -0.14   | -0.02   |
| Restorative | Ideation          | 0.37  | 0.39             | 0.38  | 0.36     | 0.37  | 0.37    | 0.35    |
| Restorative | Includer          | 0.20  | 0.26             | 0.30  | 0.21     | 0.15  | 0.20    | 0.29    |
| Restorative | Individualization | 0.42  | 0.44             | 0.43  | 0.42     | 0.41  | 0.43    | 0.42    |
| Restorative | Input             | 0.40  | 0.42             | 0.44  | 0.40     | 0.38  | 0.40    | 0.41    |
| Restorative | Intellection      | 0.25  | 0.31             | 0.26  | 0.29     | 0.24  | 0.24    | 0.31    |
| Restorative | Learner           | 0.41  | 0.45             | 0.44  | 0.44     | 0.39  | 0.42    | 0.47    |
| Restorative | Maximizer         | -0.27 | -0.18            | -0.24 | -0.25    | -0.29 | -0.27   | -0.18   |
| Restorative | Positivity        | 0.08  | 0.16             | 0.20  | 0.13     | 0.03  | 0.09    | 0.18    |
| Restorative | Relator           | 0.12  | 0.13             | 0.08  | 0.15     | 0.11  | 0.13    | 0.17    |
| Restorative | Responsibility    | 0.35  | 0.41             | 0.41  | 0.39     | 0.31  | 0.36    | 0.42    |
| Restorative | Self-Assurance    | 0.36  | 0.43             | 0.38  | 0.36     | 0.36  | 0.36    | 0.35    |
| Restorative | Significance      | 0.31  | 0.37             | 0.28  | 0.32     | 0.30  | 0.30    | 0.32    |
| Restorative | Strategic         | 0.39  | 0.41             | 0.37  | 0.40     | 0.39  | 0.39    | 0.41    |
| Restorative | Woo               | 0.06  | 0.14             | 0.15  | 0.09     | 0.03  | 0.06    | 0.14    |

## Theme Pair Correlations for Self-Assurance, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1        | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|----------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Self-Assurance | Achiever          | 0.44  | 0.47             | 0.46  | 0.47     | 0.42  | 0.43    | 0.50    |
| Self-Assurance | Activator         | 0.55  | 0.53             | 0.56  | 0.55     | 0.55  | 0.56    | 0.57    |
| Self-Assurance | Adaptability      | 0.07  | 0.11             | 0.08  | 0.06     | 0.06  | 0.08    | 0.09    |
| Self-Assurance | Analytical        | 0.40  | 0.47             | 0.44  | 0.45     | 0.38  | 0.38    | 0.46    |
| Self-Assurance | Arranger          | 0.62  | 0.63             | 0.64  | 0.62     | 0.61  | 0.62    | 0.64    |
| Self-Assurance | Belief            | 0.28  | 0.39             | 0.35  | 0.29     | 0.25  | 0.28    | 0.32    |
| Self-Assurance | Command           | 0.70  | 0.70             | 0.71  | 0.71     | 0.70  | 0.71    | 0.72    |
| Self-Assurance | Communication     | 0.35  | 0.39             | 0.40  | 0.35     | 0.34  | 0.35    | 0.41    |
| Self-Assurance | Competition       | 0.45  | 0.44             | 0.39  | 0.48     | 0.46  | 0.44    | 0.49    |
| Self-Assurance | Connectedness     | 0.18  | 0.31             | 0.26  | 0.17     | 0.14  | 0.18    | 0.19    |
| Self-Assurance | Consistency       | -0.15 | -0.02            | -0.17 | -0.06    | -0.18 | -0.16   | -0.04   |
| Self-Assurance | Context           | 0.10  | 0.21             | 0.12  | 0.14     | 0.08  | 0.09    | 0.13    |
| Self-Assurance | Deliberative      | -0.01 | 0.08             | -0.01 | 0.05     | -0.04 | -0.02   | 0.05    |
| Self-Assurance | Developer         | 0.00  | 0.13             | 0.06  | 0.02     | -0.04 | 0.00    | 0.08    |
| Self-Assurance | Discipline        | 0.11  | 0.26             | 0.18  | 0.19     | 0.06  | 0.11    | 0.24    |
| Self-Assurance | Empathy           | -0.07 | 0.03             | -0.02 | -0.07    | -0.11 | -0.06   | 0.01    |
| Self-Assurance | Focus             | 0.50  | 0.55             | 0.51  | 0.55     | 0.48  | 0.50    | 0.59    |
| Self-Assurance | Futuristic        | 0.50  | 0.49             | 0.52  | 0.49     | 0.49  | 0.51    | 0.57    |
| Self-Assurance | Harmony           | -0.27 | -0.13            | -0.27 | -0.20    | -0.31 | -0.27   | -0.14   |
| Self-Assurance | Ideation          | 0.53  | 0.55             | 0.60  | 0.51     | 0.51  | 0.54    | 0.54    |
| Self-Assurance | Includer          | 0.18  | 0.23             | 0.25  | 0.19     | 0.15  | 0.17    | 0.24    |
| Self-Assurance | Individualization | 0.50  | 0.54             | 0.54  | 0.48     | 0.49  | 0.50    | 0.53    |
| Self-Assurance | Input             | 0.45  | 0.47             | 0.46  | 0.45     | 0.43  | 0.45    | 0.48    |
| Self-Assurance | Intellection      | 0.22  | 0.33             | 0.28  | 0.26     | 0.18  | 0.23    | 0.30    |
| Self-Assurance | Learner           | 0.44  | 0.51             | 0.50  | 0.49     | 0.41  | 0.44    | 0.50    |
| Self-Assurance | Maximizer         | 0.35  | 0.37             | 0.39  | 0.38     | 0.33  | 0.35    | 0.43    |
| Self-Assurance | Positivity        | 0.20  | 0.27             | 0.24  | 0.22     | 0.17  | 0.21    | 0.28    |
| Self-Assurance | Relator           | 0.08  | 0.15             | 0.04  | 0.10     | 0.07  | 0.09    | 0.13    |
| Self-Assurance | Responsibility    | 0.33  | 0.43             | 0.39  | 0.39     | 0.30  | 0.33    | 0.37    |
| Self-Assurance | Restorative       | 0.36  | 0.43             | 0.38  | 0.36     | 0.36  | 0.36    | 0.35    |
| Self-Assurance | Significance      | 0.55  | 0.55             | 0.55  | 0.57     | 0.55  | 0.55    | 0.59    |
| Self-Assurance | Strategic         | 0.58  | 0.61             | 0.62  | 0.57     | 0.57  | 0.59    | 0.59    |
| Self-Assurance | Woo               | 0.28  | 0.32             | 0.33  | 0.31     | 0.26  | 0.28    | 0.35    |



## Theme Pair Correlations for Significance, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1      | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|--------------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Significance | Achiever          | 0.46  | 0.43             | 0.42  | 0.46     | 0.47  | 0.46    | 0.47    |
| Significance | Activator         | 0.46  | 0.44             | 0.46  | 0.44     | 0.46  | 0.46    | 0.49    |
| Significance | Adaptability      | -0.12 | -0.01            | -0.09 | -0.09    | -0.16 | -0.10   | -0.05   |
| Significance | Analytical        | 0.43  | 0.46             | 0.44  | 0.45     | 0.41  | 0.42    | 0.48    |
| Significance | Arranger          | 0.43  | 0.43             | 0.43  | 0.42     | 0.44  | 0.42    | 0.45    |
| Significance | Belief            | 0.13  | 0.23             | 0.14  | 0.14     | 0.10  | 0.13    | 0.20    |
| Significance | Command           | 0.61  | 0.59             | 0.61  | 0.60     | 0.61  | 0.61    | 0.62    |
| Significance | Communication     | 0.29  | 0.34             | 0.32  | 0.27     | 0.28  | 0.30    | 0.31    |
| Significance | Competition       | 0.63  | 0.60             | 0.61  | 0.63     | 0.64  | 0.63    | 0.62    |
| Significance | Connectedness     | -0.06 | 0.07             | -0.02 | -0.05    | -0.10 | -0.05   | 0.02    |
| Significance | Consistency       | 0.09  | 0.16             | 0.04  | 0.14     | 0.08  | 0.08    | 0.15    |
| Significance | Context           | 0.07  | 0.15             | 0.09  | 0.12     | 0.05  | 0.07    | 0.13    |
| Significance | Deliberative      | 0.19  | 0.25             | 0.16  | 0.23     | 0.17  | 0.20    | 0.23    |
| Significance | Developer         | -0.12 | 0.01             | -0.08 | -0.10    | -0.16 | -0.11   | -0.01   |
| Significance | Discipline        | 0.32  | 0.39             | 0.32  | 0.36     | 0.30  | 0.31    | 0.38    |
| Significance | Empathy           | -0.19 | -0.08            | -0.17 | -0.17    | -0.23 | -0.18   | -0.08   |
| Significance | Focus             | 0.70  | 0.70             | 0.68  | 0.71     | 0.71  | 0.70    | 0.72    |
| Significance | Futuristic        | 0.50  | 0.52             | 0.52  | 0.50     | 0.49  | 0.50    | 0.54    |
| Significance | Harmony           | -0.03 | 0.06             | -0.04 | 0.03     | -0.06 | -0.03   | 0.07    |
| Significance | Ideation          | 0.31  | 0.40             | 0.37  | 0.31     | 0.28  | 0.31    | 0.35    |
| Significance | Includer          | 0.06  | 0.14             | 0.09  | 0.08     | 0.03  | 0.04    | 0.15    |
| Significance | Individualization | 0.35  | 0.40             | 0.37  | 0.36     | 0.34  | 0.35    | 0.40    |
| Significance | Input             | 0.26  | 0.34             | 0.29  | 0.29     | 0.23  | 0.27    | 0.29    |
| Significance | Intellection      | 0.08  | 0.17             | 0.13  | 0.14     | 0.03  | 0.09    | 0.15    |
| Significance | Learner           | 0.30  | 0.34             | 0.32  | 0.35     | 0.28  | 0.30    | 0.33    |
| Significance | Maximizer         | 0.24  | 0.26             | 0.27  | 0.25     | 0.22  | 0.25    | 0.30    |
| Significance | Positivity        | 0.04  | 0.13             | 0.06  | 0.05     | 0.00  | 0.04    | 0.12    |
| Significance | Relator           | 0.13  | 0.18             | 0.08  | 0.16     | 0.12  | 0.15    | 0.19    |
| Significance | Responsibility    | 0.29  | 0.36             | 0.27  | 0.32     | 0.27  | 0.29    | 0.34    |
| Significance | Restorative       | 0.31  | 0.37             | 0.28  | 0.32     | 0.30  | 0.30    | 0.32    |
| Significance | Self-Assurance    | 0.55  | 0.55             | 0.55  | 0.57     | 0.55  | 0.55    | 0.59    |
| Significance | Strategic         | 0.43  | 0.46             | 0.45  | 0.43     | 0.43  | 0.43    | 0.46    |
| Significance | Woo               | 0.21  | 0.27             | 0.24  | 0.20     | 0.20  | 0.21    | 0.25    |

## Theme Pair Correlations for Strategic, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1   | Theme 2           | All   | African American | Asian | Hispanic | White | Missing | Refused |
|-----------|-------------------|-------|------------------|-------|----------|-------|---------|---------|
| Strategic | Achiever          | 0.42  | 0.47             | 0.44  | 0.43     | 0.40  | 0.42    | 0.46    |
| Strategic | Activator         | 0.44  | 0.45             | 0.46  | 0.43     | 0.43  | 0.43    | 0.46    |
| Strategic | Adaptability      | -0.02 | 0.03             | -0.02 | -0.02    | -0.04 | -0.01   | 0.04    |
| Strategic | Analytical        | 0.45  | 0.49             | 0.47  | 0.50     | 0.44  | 0.44    | 0.46    |
| Strategic | Arranger          | 0.57  | 0.60             | 0.58  | 0.56     | 0.57  | 0.57    | 0.62    |
| Strategic | Belief            | 0.26  | 0.36             | 0.30  | 0.29     | 0.22  | 0.28    | 0.32    |
| Strategic | Command           | 0.53  | 0.55             | 0.55  | 0.53     | 0.53  | 0.52    | 0.54    |
| Strategic | Communication     | 0.33  | 0.35             | 0.38  | 0.33     | 0.31  | 0.32    | 0.37    |
| Strategic | Competition       | 0.39  | 0.40             | 0.39  | 0.39     | 0.40  | 0.38    | 0.43    |
| Strategic | Connectedness     | 0.21  | 0.31             | 0.23  | 0.20     | 0.19  | 0.21    | 0.27    |
| Strategic | Consistency       | -0.19 | -0.06            | -0.20 | -0.11    | -0.22 | -0.20   | -0.11   |
| Strategic | Context           | 0.17  | 0.25             | 0.16  | 0.20     | 0.16  | 0.17    | 0.19    |
| Strategic | Deliberative      | 0.06  | 0.15             | 0.05  | 0.10     | 0.04  | 0.06    | 0.13    |
| Strategic | Developer         | 0.05  | 0.15             | 0.08  | 0.07     | 0.01  | 0.06    | 0.16    |
| Strategic | Discipline        | 0.15  | 0.32             | 0.20  | 0.22     | 0.11  | 0.14    | 0.25    |
| Strategic | Empathy           | -0.03 | 0.08             | -0.02 | -0.01    | -0.06 | -0.02   | 0.08    |
| Strategic | Focus             | 0.44  | 0.51             | 0.47  | 0.46     | 0.43  | 0.44    | 0.51    |
| Strategic | Futuristic        | 0.54  | 0.53             | 0.55  | 0.51     | 0.53  | 0.55    | 0.61    |
| Strategic | Harmony           | -0.33 | -0.19            | -0.31 | -0.27    | -0.37 | -0.32   | -0.20   |
| Strategic | Ideation          | 0.70  | 0.70             | 0.71  | 0.70     | 0.70  | 0.71    | 0.73    |
| Strategic | Includer          | 0.10  | 0.16             | 0.15  | 0.12     | 0.07  | 0.10    | 0.16    |
| Strategic | Individualization | 0.64  | 0.64             | 0.62  | 0.62     | 0.64  | 0.63    | 0.66    |
| Strategic | Input             | 0.47  | 0.50             | 0.45  | 0.47     | 0.47  | 0.48    | 0.51    |
| Strategic | Intellection      | 0.35  | 0.41             | 0.32  | 0.38     | 0.34  | 0.35    | 0.44    |
| Strategic | Learner           | 0.46  | 0.50             | 0.45  | 0.48     | 0.45  | 0.46    | 0.51    |
| Strategic | Maximizer         | 0.24  | 0.28             | 0.27  | 0.24     | 0.23  | 0.23    | 0.28    |
| Strategic | Positivity        | 0.13  | 0.20             | 0.16  | 0.15     | 0.10  | 0.14    | 0.23    |
| Strategic | Relator           | 0.12  | 0.18             | 0.06  | 0.15     | 0.11  | 0.13    | 0.19    |
| Strategic | Responsibility    | 0.30  | 0.40             | 0.32  | 0.35     | 0.27  | 0.31    | 0.38    |
| Strategic | Restorative       | 0.39  | 0.41             | 0.37  | 0.40     | 0.39  | 0.39    | 0.41    |
| Strategic | Self-Assurance    | 0.58  | 0.61             | 0.62  | 0.57     | 0.57  | 0.59    | 0.59    |
| Strategic | Significance      | 0.43  | 0.46             | 0.45  | 0.43     | 0.43  | 0.43    | 0.46    |
| Strategic | Woo               | 0.20  | 0.25             | 0.26  | 0.22     | 0.18  | 0.20    | 0.26    |

## Theme Pair Correlations for Woo, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356

White: 22,883 | Missing: 12,699 | Refused: 1,646

| Theme 1 | Theme 2           | All          | African American | Asian        | Hispanic     | White        | Missing      | Refused      |
|---------|-------------------|--------------|------------------|--------------|--------------|--------------|--------------|--------------|
| Woo     | Achiever          | 0.10         | 0.13             | 0.14         | 0.13         | 0.08         | 0.09         | 0.18         |
| Woo     | Activator         | 0.47         | 0.45             | 0.46         | 0.45         | 0.48         | 0.47         | 0.46         |
| Woo     | Adaptability      | 0.18         | 0.21             | 0.19         | 0.16         | 0.16         | 0.19         | 0.15         |
| Woo     | Analytical        | <b>-0.10</b> | 0.00             | 0.00         | <b>-0.04</b> | <b>-0.14</b> | <b>-0.10</b> | 0.04         |
| Woo     | Arranger          | 0.26         | 0.27             | 0.32         | 0.25         | 0.25         | 0.25         | 0.34         |
| Woo     | Belief            | 0.16         | 0.16             | 0.18         | 0.18         | 0.14         | 0.16         | 0.25         |
| Woo     | Command           | 0.21         | 0.25             | 0.27         | 0.24         | 0.19         | 0.21         | 0.27         |
| Woo     | Communication     | 0.82         | 0.78             | 0.81         | 0.80         | 0.83         | 0.81         | 0.80         |
| Woo     | Competition       | 0.17         | 0.20             | 0.16         | 0.18         | 0.17         | 0.17         | 0.20         |
| Woo     | Connectedness     | 0.16         | 0.19             | 0.19         | 0.19         | 0.15         | 0.16         | 0.21         |
| Woo     | Consistency       | <b>-0.07</b> | <b>-0.01</b>     | <b>-0.05</b> | <b>-0.07</b> | <b>-0.08</b> | <b>-0.06</b> | <b>-0.03</b> |
| Woo     | Context           | <b>-0.01</b> | 0.10             | 0.03         | 0.03         | <b>-0.03</b> | <b>-0.01</b> | 0.07         |
| Woo     | Deliberative      | <b>-0.39</b> | <b>-0.29</b>     | <b>-0.35</b> | <b>-0.36</b> | <b>-0.42</b> | <b>-0.38</b> | <b>-0.32</b> |
| Woo     | Developer         | 0.26         | 0.27             | 0.29         | 0.26         | 0.25         | 0.27         | 0.27         |
| Woo     | Discipline        | <b>-0.02</b> | 0.05             | 0.03         | <b>-0.01</b> | <b>-0.04</b> | <b>-0.01</b> | 0.07         |
| Woo     | Empathy           | 0.24         | 0.22             | 0.24         | 0.22         | 0.23         | 0.25         | 0.23         |
| Woo     | Focus             | 0.11         | 0.16             | 0.17         | 0.12         | 0.09         | 0.10         | 0.20         |
| Woo     | Futuristic        | 0.22         | 0.21             | 0.24         | 0.20         | 0.22         | 0.22         | 0.28         |
| Woo     | Harmony           | <b>-0.02</b> | 0.01             | <b>-0.01</b> | <b>-0.03</b> | <b>-0.04</b> | <b>-0.02</b> | 0.03         |
| Woo     | Ideation          | 0.19         | 0.26             | 0.26         | 0.23         | 0.17         | 0.20         | 0.26         |
| Woo     | Includer          | 0.48         | 0.48             | 0.50         | 0.45         | 0.48         | 0.48         | 0.47         |
| Woo     | Individualization | 0.22         | 0.24             | 0.27         | 0.23         | 0.20         | 0.22         | 0.29         |
| Woo     | Input             | 0.24         | 0.31             | 0.29         | 0.28         | 0.22         | 0.25         | 0.30         |
| Woo     | Intellection      | <b>-0.13</b> | <b>-0.05</b>     | <b>-0.09</b> | <b>-0.07</b> | <b>-0.17</b> | <b>-0.12</b> | 0.00         |
| Woo     | Learner           | 0.03         | 0.11             | 0.10         | 0.10         | 0.00         | 0.03         | 0.13         |
| Woo     | Maximizer         | 0.20         | 0.24             | 0.20         | 0.18         | 0.20         | 0.20         | 0.25         |
| Woo     | Positivity        | 0.55         | 0.52             | 0.55         | 0.53         | 0.56         | 0.56         | 0.55         |
| Woo     | Relator           | <b>-0.23</b> | <b>-0.19</b>     | <b>-0.20</b> | <b>-0.19</b> | <b>-0.26</b> | <b>-0.22</b> | <b>-0.16</b> |
| Woo     | Responsibility    | 0.05         | 0.12             | 0.13         | 0.06         | 0.02         | 0.04         | 0.15         |
| Woo     | Restorative       | 0.06         | 0.14             | 0.15         | 0.09         | 0.03         | 0.06         | 0.14         |
| Woo     | Self-Assurance    | 0.28         | 0.32             | 0.33         | 0.31         | 0.26         | 0.28         | 0.35         |
| Woo     | Significance      | 0.21         | 0.27             | 0.24         | 0.20         | 0.20         | 0.21         | 0.25         |
| Woo     | Strategic         | 0.20         | 0.25             | 0.26         | 0.22         | 0.18         | 0.20         | 0.26         |

## Theme Pair Correlations for Achiever, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1  | Theme 2           | All          | Female       | Male         | Missing      | Refused      |
|----------|-------------------|--------------|--------------|--------------|--------------|--------------|
| Achiever | Activator         | 0.26         | 0.23         | 0.31         | 0.27         | 0.32         |
| Achiever | Adaptability      | <b>-0.23</b> | <b>-0.24</b> | <b>-0.25</b> | <b>-0.21</b> | <b>-0.23</b> |
| Achiever | Analytical        | 0.37         | 0.38         | 0.40         | 0.36         | 0.39         |
| Achiever | Arranger          | 0.49         | 0.47         | 0.51         | 0.48         | 0.53         |
| Achiever | Belief            | 0.24         | 0.22         | 0.26         | 0.24         | 0.33         |
| Achiever | Command           | 0.35         | 0.33         | 0.39         | 0.34         | 0.40         |
| Achiever | Communication     | 0.16         | 0.13         | 0.19         | 0.15         | 0.20         |
| Achiever | Competition       | 0.47         | 0.48         | 0.47         | 0.47         | 0.50         |
| Achiever | Connectedness     | 0.06         | 0.05         | 0.08         | 0.06         | 0.09         |
| Achiever | Consistency       | 0.11         | 0.12         | 0.08         | 0.10         | 0.16         |
| Achiever | Context           | 0.10         | 0.11         | 0.11         | 0.08         | 0.12         |
| Achiever | Deliberative      | 0.16         | 0.17         | 0.13         | 0.16         | 0.23         |
| Achiever | Developer         | 0.04         | 0.03         | 0.03         | 0.06         | 0.06         |
| Achiever | Discipline        | 0.42         | 0.42         | 0.42         | 0.42         | 0.45         |
| Achiever | Empathy           | <b>-0.07</b> | <b>-0.09</b> | <b>-0.09</b> | <b>-0.05</b> | 0.00         |
| Achiever | Focus             | 0.67         | 0.66         | 0.67         | 0.67         | 0.67         |
| Achiever | Futuristic        | 0.34         | 0.32         | 0.36         | 0.36         | 0.46         |
| Achiever | Harmony           | <b>-0.04</b> | <b>-0.04</b> | <b>-0.07</b> | <b>-0.03</b> | 0.00         |
| Achiever | Ideation          | 0.23         | 0.23         | 0.24         | 0.22         | 0.22         |
| Achiever | Includer          | 0.11         | 0.11         | 0.11         | 0.11         | 0.18         |
| Achiever | Individualization | 0.34         | 0.32         | 0.36         | 0.33         | 0.33         |
| Achiever | Input             | 0.30         | 0.29         | 0.30         | 0.31         | 0.31         |
| Achiever | Intellection      | 0.21         | 0.22         | 0.20         | 0.22         | 0.21         |
| Achiever | Learner           | 0.56         | 0.56         | 0.56         | 0.56         | 0.54         |
| Achiever | Maximizer         | 0.15         | 0.15         | 0.14         | 0.15         | 0.22         |
| Achiever | Positivity        | 0.11         | 0.09         | 0.12         | 0.13         | 0.16         |
| Achiever | Relator           | 0.10         | 0.10         | 0.08         | 0.12         | 0.16         |
| Achiever | Responsibility    | 0.43         | 0.42         | 0.45         | 0.43         | 0.48         |
| Achiever | Restorative       | 0.30         | 0.29         | 0.33         | 0.31         | 0.31         |
| Achiever | Self-Assurance    | 0.44         | 0.42         | 0.49         | 0.43         | 0.48         |
| Achiever | Significance      | 0.46         | 0.46         | 0.48         | 0.47         | 0.50         |
| Achiever | Strategic         | 0.42         | 0.41         | 0.44         | 0.41         | 0.41         |
| Achiever | Woo               | 0.10         | 0.08         | 0.13         | 0.09         | 0.15         |

## Theme Pair Correlations for Activator, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1   | Theme 2           | All   | Female | Male  | Missing | Refused |
|-----------|-------------------|-------|--------|-------|---------|---------|
| Activator | Achiever          | 0.26  | 0.23   | 0.31  | 0.27    | 0.32    |
| Activator | Adaptability      | 0.14  | 0.16   | 0.11  | 0.15    | 0.13    |
| Activator | Analytical        | 0.11  | 0.10   | 0.12  | 0.10    | 0.20    |
| Activator | Arranger          | 0.47  | 0.45   | 0.49  | 0.48    | 0.48    |
| Activator | Belief            | 0.20  | 0.17   | 0.24  | 0.21    | 0.25    |
| Activator | Command           | 0.62  | 0.63   | 0.62  | 0.62    | 0.61    |
| Activator | Communication     | 0.56  | 0.55   | 0.57  | 0.56    | 0.59    |
| Activator | Competition       | 0.40  | 0.40   | 0.42  | 0.40    | 0.41    |
| Activator | Connectedness     | 0.20  | 0.20   | 0.22  | 0.20    | 0.22    |
| Activator | Consistency       | -0.15 | -0.16  | -0.14 | -0.15   | -0.08   |
| Activator | Context           | 0.04  | 0.04   | 0.04  | 0.04    | 0.10    |
| Activator | Deliberative      | -0.18 | -0.20  | -0.17 | -0.17   | -0.05   |
| Activator | Developer         | 0.11  | 0.10   | 0.13  | 0.12    | 0.18    |
| Activator | Discipline        | 0.02  | -0.01  | 0.07  | 0.03    | 0.13    |
| Activator | Empathy           | 0.10  | 0.09   | 0.10  | 0.11    | 0.22    |
| Activator | Focus             | 0.34  | 0.32   | 0.36  | 0.34    | 0.35    |
| Activator | Futuristic        | 0.45  | 0.43   | 0.47  | 0.47    | 0.48    |
| Activator | Harmony           | -0.16 | -0.17  | -0.15 | -0.15   | -0.06   |
| Activator | Ideation          | 0.44  | 0.45   | 0.44  | 0.44    | 0.45    |
| Activator | Includer          | 0.21  | 0.19   | 0.24  | 0.21    | 0.19    |
| Activator | Individualization | 0.43  | 0.41   | 0.44  | 0.43    | 0.45    |
| Activator | Input             | 0.41  | 0.41   | 0.41  | 0.42    | 0.41    |
| Activator | Intellection      | 0.14  | 0.13   | 0.14  | 0.15    | 0.27    |
| Activator | Learner           | 0.22  | 0.21   | 0.24  | 0.23    | 0.29    |
| Activator | Maximizer         | 0.30  | 0.30   | 0.29  | 0.31    | 0.33    |
| Activator | Positivity        | 0.32  | 0.31   | 0.34  | 0.32    | 0.33    |
| Activator | Relator           | 0.00  | -0.01  | 0.01  | 0.01    | 0.11    |
| Activator | Responsibility    | 0.13  | 0.10   | 0.18  | 0.14    | 0.19    |
| Activator | Restorative       | 0.24  | 0.22   | 0.26  | 0.24    | 0.23    |
| Activator | Self-Assurance    | 0.55  | 0.55   | 0.57  | 0.56    | 0.58    |
| Activator | Significance      | 0.46  | 0.45   | 0.47  | 0.46    | 0.43    |
| Activator | Strategic         | 0.44  | 0.44   | 0.44  | 0.43    | 0.43    |
| Activator | Woo               | 0.47  | 0.47   | 0.47  | 0.47    | 0.44    |

## Theme Pair Correlations for Adaptability, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1      | Theme 2           | All   | Female | Male  | Missing | Refused |
|--------------|-------------------|-------|--------|-------|---------|---------|
| Adaptability | Achiever          | -0.23 | -0.24  | -0.25 | -0.21   | -0.23   |
| Adaptability | Activator         | 0.14  | 0.16   | 0.11  | 0.15    | 0.13    |
| Adaptability | Analytical        | -0.20 | -0.20  | -0.18 | -0.18   | -0.05   |
| Adaptability | Arranger          | 0.06  | 0.08   | 0.02  | 0.08    | 0.05    |
| Adaptability | Belief            | 0.13  | 0.15   | 0.08  | 0.14    | 0.22    |
| Adaptability | Command           | 0.03  | 0.04   | 0.03  | 0.05    | 0.04    |
| Adaptability | Communication     | 0.19  | 0.19   | 0.18  | 0.21    | 0.21    |
| Adaptability | Competition       | -0.12 | -0.13  | -0.10 | -0.11   | -0.15   |
| Adaptability | Connectedness     | 0.27  | 0.30   | 0.22  | 0.28    | 0.30    |
| Adaptability | Consistency       | -0.02 | -0.04  | -0.01 | -0.01   | 0.05    |
| Adaptability | Context           | 0.04  | 0.05   | 0.04  | 0.06    | 0.15    |
| Adaptability | Deliberative      | -0.05 | -0.08  | -0.03 | -0.04   | 0.04    |
| Adaptability | Developer         | 0.34  | 0.35   | 0.32  | 0.33    | 0.46    |
| Adaptability | Discipline        | -0.33 | -0.34  | -0.36 | -0.31   | -0.22   |
| Adaptability | Empathy           | 0.40  | 0.41   | 0.40  | 0.40    | 0.48    |
| Adaptability | Focus             | -0.32 | -0.32  | -0.33 | -0.31   | -0.21   |
| Adaptability | Futuristic        | -0.05 | -0.05  | -0.06 | -0.04   | -0.01   |
| Adaptability | Harmony           | 0.16  | 0.15   | 0.17  | 0.16    | 0.26    |
| Adaptability | Ideation          | 0.19  | 0.20   | 0.21  | 0.20    | 0.26    |
| Adaptability | Includer          | 0.21  | 0.21   | 0.20  | 0.23    | 0.22    |
| Adaptability | Individualization | 0.05  | 0.06   | 0.03  | 0.07    | 0.08    |
| Adaptability | Input             | 0.19  | 0.20   | 0.17  | 0.19    | 0.23    |
| Adaptability | Intellection      | 0.14  | 0.14   | 0.13  | 0.14    | 0.27    |
| Adaptability | Learner           | -0.11 | -0.10  | -0.13 | -0.09   | -0.02   |
| Adaptability | Maximizer         | 0.17  | 0.16   | 0.17  | 0.17    | 0.24    |
| Adaptability | Positivity        | 0.29  | 0.30   | 0.26  | 0.29    | 0.32    |
| Adaptability | Relator           | 0.14  | 0.13   | 0.15  | 0.14    | 0.25    |
| Adaptability | Responsibility    | 0.01  | 0.02   | -0.04 | 0.02    | 0.06    |
| Adaptability | Restorative       | 0.05  | 0.06   | 0.05  | 0.07    | 0.14    |
| Adaptability | Self-Assurance    | 0.07  | 0.10   | 0.05  | 0.08    | 0.05    |
| Adaptability | Significance      | -0.12 | -0.12  | -0.12 | -0.10   | -0.12   |
| Adaptability | Strategic         | -0.02 | -0.01  | -0.03 | -0.01   | 0.04    |
| Adaptability | Woo               | 0.18  | 0.18   | 0.16  | 0.19    | 0.17    |

## Theme Pair Correlations for Analytical, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1    | Theme 2           | All          | Female       | Male         | Missing      | Refused      |
|------------|-------------------|--------------|--------------|--------------|--------------|--------------|
| Analytical | Achiever          | 0.37         | 0.38         | 0.40         | 0.36         | 0.39         |
| Analytical | Activator         | 0.11         | 0.10         | 0.12         | 0.10         | 0.20         |
| Analytical | Adaptability      | <b>-0.20</b> | <b>-0.20</b> | <b>-0.18</b> | <b>-0.18</b> | <b>-0.05</b> |
| Analytical | Arranger          | 0.33         | 0.35         | 0.37         | 0.31         | 0.36         |
| Analytical | Belief            | 0.12         | 0.13         | 0.14         | 0.12         | 0.22         |
| Analytical | Command           | 0.43         | 0.40         | 0.42         | 0.42         | 0.49         |
| Analytical | Communication     | <b>-0.01</b> | <b>-0.02</b> | 0.03         | <b>-0.02</b> | 0.10         |
| Analytical | Competition       | 0.36         | 0.32         | 0.32         | 0.37         | 0.43         |
| Analytical | Connectedness     | <b>-0.01</b> | 0.01         | 0.05         | <b>-0.01</b> | <b>0.00</b>  |
| Analytical | Consistency       | 0.16         | 0.18         | 0.20         | 0.16         | 0.29         |
| Analytical | Context           | 0.27         | 0.24         | 0.25         | 0.26         | 0.25         |
| Analytical | Deliberative      | 0.45         | 0.45         | 0.45         | 0.45         | 0.51         |
| Analytical | Developer         | <b>-0.12</b> | <b>-0.08</b> | <b>-0.06</b> | <b>-0.11</b> | <b>-0.02</b> |
| Analytical | Discipline        | 0.34         | 0.37         | 0.42         | 0.32         | 0.40         |
| Analytical | Empathy           | <b>-0.26</b> | <b>-0.21</b> | <b>-0.20</b> | <b>-0.25</b> | <b>-0.11</b> |
| Analytical | Focus             | 0.53         | 0.52         | 0.54         | 0.52         | 0.58         |
| Analytical | Futuristic        | 0.27         | 0.25         | 0.30         | 0.27         | 0.38         |
| Analytical | Harmony           | 0.03         | 0.05         | 0.08         | 0.06         | 0.15         |
| Analytical | Ideation          | 0.33         | 0.29         | 0.33         | 0.32         | 0.35         |
| Analytical | Includer          | <b>-0.05</b> | <b>-0.04</b> | <b>-0.04</b> | <b>-0.05</b> | 0.05         |
| Analytical | Individualization | 0.37         | 0.38         | 0.41         | 0.34         | 0.40         |
| Analytical | Input             | 0.24         | 0.24         | 0.28         | 0.24         | 0.29         |
| Analytical | Intellection      | 0.29         | 0.29         | 0.34         | 0.28         | 0.30         |
| Analytical | Learner           | 0.44         | 0.44         | 0.48         | 0.43         | 0.44         |
| Analytical | Maximizer         | 0.09         | 0.07         | 0.12         | 0.09         | 0.17         |
| Analytical | Positivity        | <b>-0.18</b> | <b>-0.17</b> | <b>-0.14</b> | <b>-0.18</b> | <b>-0.08</b> |
| Analytical | Relator           | 0.25         | 0.26         | 0.30         | 0.25         | 0.33         |
| Analytical | Responsibility    | 0.37         | 0.40         | 0.42         | 0.36         | 0.43         |
| Analytical | Restorative       | 0.43         | 0.41         | 0.41         | 0.43         | 0.47         |
| Analytical | Self-Assurance    | 0.40         | 0.37         | 0.40         | 0.38         | 0.45         |
| Analytical | Significance      | 0.43         | 0.42         | 0.43         | 0.42         | 0.49         |
| Analytical | Strategic         | 0.45         | 0.43         | 0.47         | 0.43         | 0.43         |
| Analytical | Woo               | <b>-0.10</b> | <b>-0.11</b> | <b>-0.07</b> | <b>-0.10</b> | 0.01         |

## Theme Pair Correlations for Arranger, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1  | Theme 2           | All   | Female | Male  | Missing | Refused |
|----------|-------------------|-------|--------|-------|---------|---------|
| Arranger | Achiever          | 0.49  | 0.47   | 0.51  | 0.48    | 0.53    |
| Arranger | Activator         | 0.47  | 0.45   | 0.49  | 0.48    | 0.48    |
| Arranger | Adaptability      | 0.06  | 0.08   | 0.02  | 0.08    | 0.05    |
| Arranger | Analytical        | 0.33  | 0.35   | 0.37  | 0.31    | 0.36    |
| Arranger | Belief            | 0.35  | 0.33   | 0.37  | 0.35    | 0.42    |
| Arranger | Command           | 0.47  | 0.47   | 0.50  | 0.46    | 0.42    |
| Arranger | Communication     | 0.35  | 0.33   | 0.37  | 0.34    | 0.42    |
| Arranger | Competition       | 0.31  | 0.32   | 0.33  | 0.30    | 0.36    |
| Arranger | Connectedness     | 0.24  | 0.22   | 0.26  | 0.23    | 0.31    |
| Arranger | Consistency       | -0.11 | -0.10  | -0.14 | -0.12   | -0.01   |
| Arranger | Context           | 0.11  | 0.11   | 0.12  | 0.10    | 0.13    |
| Arranger | Deliberative      | -0.01 | -0.01  | 0.00  | 0.00    | 0.04    |
| Arranger | Developer         | 0.15  | 0.14   | 0.15  | 0.16    | 0.26    |
| Arranger | Discipline        | 0.20  | 0.18   | 0.22  | 0.19    | 0.30    |
| Arranger | Empathy           | 0.06  | 0.04   | 0.05  | 0.08    | 0.23    |
| Arranger | Focus             | 0.42  | 0.41   | 0.45  | 0.41    | 0.45    |
| Arranger | Futuristic        | 0.43  | 0.40   | 0.46  | 0.43    | 0.54    |
| Arranger | Harmony           | -0.19 | -0.19  | -0.21 | -0.18   | -0.08   |
| Arranger | Ideation          | 0.47  | 0.47   | 0.50  | 0.47    | 0.46    |
| Arranger | Includer          | 0.26  | 0.25   | 0.26  | 0.25    | 0.35    |
| Arranger | Individualization | 0.58  | 0.57   | 0.61  | 0.58    | 0.60    |
| Arranger | Input             | 0.49  | 0.48   | 0.51  | 0.51    | 0.49    |
| Arranger | Intellection      | 0.24  | 0.23   | 0.25  | 0.24    | 0.26    |
| Arranger | Learner           | 0.47  | 0.46   | 0.48  | 0.46    | 0.51    |
| Arranger | Maximizer         | 0.20  | 0.21   | 0.20  | 0.20    | 0.23    |
| Arranger | Positivity        | 0.26  | 0.25   | 0.26  | 0.27    | 0.39    |
| Arranger | Relator           | 0.09  | 0.08   | 0.08  | 0.10    | 0.11    |
| Arranger | Responsibility    | 0.48  | 0.47   | 0.50  | 0.48    | 0.53    |
| Arranger | Restorative       | 0.48  | 0.47   | 0.51  | 0.48    | 0.50    |
| Arranger | Self-Assurance    | 0.62  | 0.62   | 0.65  | 0.61    | 0.61    |
| Arranger | Significance      | 0.43  | 0.43   | 0.45  | 0.42    | 0.43    |
| Arranger | Strategic         | 0.57  | 0.57   | 0.60  | 0.56    | 0.63    |
| Arranger | Woo               | 0.26  | 0.24   | 0.28  | 0.26    | 0.33    |



## Theme Pair Correlations for Belief, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------|-------------------|-------|--------|-------|---------|---------|
| Belief  | Achiever          | 0.24  | 0.22   | 0.26  | 0.24    | 0.33    |
| Belief  | Activator         | 0.20  | 0.17   | 0.24  | 0.21    | 0.25    |
| Belief  | Adaptability      | 0.13  | 0.15   | 0.08  | 0.14    | 0.22    |
| Belief  | Analytical        | 0.12  | 0.13   | 0.14  | 0.12    | 0.22    |
| Belief  | Arranger          | 0.35  | 0.33   | 0.37  | 0.35    | 0.42    |
| Belief  | Command           | 0.14  | 0.14   | 0.16  | 0.15    | 0.18    |
| Belief  | Communication     | 0.21  | 0.19   | 0.24  | 0.22    | 0.32    |
| Belief  | Competition       | -0.03 | -0.02  | -0.02 | -0.03   | 0.07    |
| Belief  | Connectedness     | 0.62  | 0.60   | 0.63  | 0.61    | 0.65    |
| Belief  | Consistency       | 0.12  | 0.12   | 0.11  | 0.13    | 0.21    |
| Belief  | Context           | 0.23  | 0.23   | 0.26  | 0.22    | 0.32    |
| Belief  | Deliberative      | 0.08  | 0.09   | 0.08  | 0.08    | 0.14    |
| Belief  | Developer         | 0.45  | 0.45   | 0.43  | 0.45    | 0.52    |
| Belief  | Discipline        | 0.20  | 0.17   | 0.23  | 0.21    | 0.32    |
| Belief  | Empathy           | 0.33  | 0.33   | 0.29  | 0.35    | 0.38    |
| Belief  | Focus             | 0.16  | 0.15   | 0.17  | 0.16    | 0.25    |
| Belief  | Futuristic        | 0.21  | 0.19   | 0.23  | 0.23    | 0.39    |
| Belief  | Harmony           | 0.11  | 0.10   | 0.08  | 0.12    | 0.17    |
| Belief  | Ideation          | 0.22  | 0.22   | 0.23  | 0.22    | 0.28    |
| Belief  | Includer          | 0.28  | 0.28   | 0.28  | 0.29    | 0.42    |
| Belief  | Individualization | 0.32  | 0.30   | 0.33  | 0.33    | 0.41    |
| Belief  | Input             | 0.31  | 0.29   | 0.31  | 0.32    | 0.42    |
| Belief  | Intellection      | 0.29  | 0.29   | 0.29  | 0.29    | 0.36    |
| Belief  | Learner           | 0.38  | 0.36   | 0.40  | 0.37    | 0.48    |
| Belief  | Maximizer         | 0.10  | 0.09   | 0.12  | 0.09    | 0.11    |
| Belief  | Positivity        | 0.34  | 0.33   | 0.33  | 0.33    | 0.46    |
| Belief  | Relator           | 0.12  | 0.12   | 0.10  | 0.13    | 0.16    |
| Belief  | Responsibility    | 0.52  | 0.49   | 0.54  | 0.54    | 0.59    |
| Belief  | Restorative       | 0.30  | 0.30   | 0.32  | 0.32    | 0.48    |
| Belief  | Self-Assurance    | 0.28  | 0.27   | 0.32  | 0.27    | 0.37    |
| Belief  | Significance      | 0.13  | 0.11   | 0.15  | 0.13    | 0.24    |
| Belief  | Strategic         | 0.26  | 0.25   | 0.27  | 0.28    | 0.32    |
| Belief  | Woo               | 0.16  | 0.13   | 0.18  | 0.16    | 0.28    |

## Theme Pair Correlations for Command, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------|-------------------|-------|--------|-------|---------|---------|
| Command | Achiever          | 0.35  | 0.33   | 0.39  | 0.34    | 0.40    |
| Command | Activator         | 0.62  | 0.63   | 0.62  | 0.62    | 0.61    |
| Command | Adaptability      | 0.03  | 0.04   | 0.03  | 0.05    | 0.04    |
| Command | Analytical        | 0.43  | 0.40   | 0.42  | 0.42    | 0.49    |
| Command | Arranger          | 0.47  | 0.47   | 0.50  | 0.46    | 0.42    |
| Command | Belief            | 0.14  | 0.14   | 0.16  | 0.15    | 0.18    |
| Command | Communication     | 0.29  | 0.29   | 0.32  | 0.29    | 0.32    |
| Command | Competition       | 0.54  | 0.52   | 0.54  | 0.54    | 0.56    |
| Command | Connectedness     | 0.06  | 0.08   | 0.08  | 0.06    | 0.04    |
| Command | Consistency       | -0.15 | -0.15  | -0.12 | -0.14   | 0.03    |
| Command | Context           | 0.11  | 0.09   | 0.10  | 0.10    | 0.15    |
| Command | Deliberative      | 0.12  | 0.09   | 0.14  | 0.14    | 0.23    |
| Command | Developer         | -0.18 | -0.16  | -0.16 | -0.18   | -0.07   |
| Command | Discipline        | 0.06  | 0.04   | 0.12  | 0.06    | 0.25    |
| Command | Empathy           | -0.16 | -0.14  | -0.12 | -0.15   | 0.00    |
| Command | Focus             | 0.52  | 0.50   | 0.55  | 0.52    | 0.61    |
| Command | Futuristic        | 0.46  | 0.43   | 0.48  | 0.47    | 0.54    |
| Command | Harmony           | -0.25 | -0.27  | -0.22 | -0.23   | -0.05   |
| Command | Ideation          | 0.53  | 0.53   | 0.51  | 0.52    | 0.49    |
| Command | Includer          | 0.01  | 0.01   | 0.03  | 0.01    | 0.08    |
| Command | Individualization | 0.45  | 0.44   | 0.48  | 0.44    | 0.44    |
| Command | Input             | 0.39  | 0.40   | 0.41  | 0.39    | 0.38    |
| Command | Intellection      | 0.22  | 0.20   | 0.24  | 0.22    | 0.29    |
| Command | Learner           | 0.30  | 0.29   | 0.33  | 0.30    | 0.36    |
| Command | Maximizer         | 0.20  | 0.19   | 0.20  | 0.21    | 0.29    |
| Command | Positivity        | -0.04 | -0.01  | -0.03 | -0.03   | 0.04    |
| Command | Relator           | 0.13  | 0.11   | 0.18  | 0.13    | 0.17    |
| Command | Responsibility    | 0.19  | 0.19   | 0.23  | 0.19    | 0.24    |
| Command | Restorative       | 0.37  | 0.35   | 0.38  | 0.36    | 0.33    |
| Command | Self-Assurance    | 0.70  | 0.69   | 0.70  | 0.70    | 0.69    |
| Command | Significance      | 0.61  | 0.59   | 0.62  | 0.61    | 0.61    |
| Command | Strategic         | 0.53  | 0.53   | 0.53  | 0.51    | 0.46    |
| Command | Woo               | 0.21  | 0.22   | 0.23  | 0.20    | 0.20    |

## Theme Pair Correlations for Communication, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1       | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------------|-------------------|-------|--------|-------|---------|---------|
| Communication | Achiever          | 0.16  | 0.13   | 0.19  | 0.15    | 0.20    |
| Communication | Activator         | 0.56  | 0.55   | 0.57  | 0.56    | 0.59    |
| Communication | Adaptability      | 0.19  | 0.19   | 0.18  | 0.21    | 0.21    |
| Communication | Analytical        | -0.01 | -0.02  | 0.03  | -0.02   | 0.10    |
| Communication | Arranger          | 0.35  | 0.33   | 0.37  | 0.34    | 0.42    |
| Communication | Belief            | 0.21  | 0.19   | 0.24  | 0.22    | 0.32    |
| Communication | Command           | 0.29  | 0.29   | 0.32  | 0.29    | 0.32    |
| Communication | Competition       | 0.21  | 0.22   | 0.23  | 0.20    | 0.31    |
| Communication | Connectedness     | 0.22  | 0.20   | 0.25  | 0.22    | 0.28    |
| Communication | Consistency       | -0.04 | -0.04  | -0.05 | -0.03   | -0.08   |
| Communication | Context           | 0.04  | 0.03   | 0.07  | 0.03    | 0.06    |
| Communication | Deliberative      | -0.32 | -0.34  | -0.30 | -0.31   | -0.18   |
| Communication | Developer         | 0.28  | 0.26   | 0.30  | 0.29    | 0.27    |
| Communication | Discipline        | 0.04  | 0.02   | 0.06  | 0.05    | 0.10    |
| Communication | Empathy           | 0.25  | 0.23   | 0.28  | 0.26    | 0.29    |
| Communication | Focus             | 0.18  | 0.17   | 0.21  | 0.17    | 0.22    |
| Communication | Futuristic        | 0.28  | 0.27   | 0.31  | 0.28    | 0.34    |
| Communication | Harmony           | 0.00  | -0.01  | -0.01 | 0.01    | 0.06    |
| Communication | Ideation          | 0.28  | 0.28   | 0.31  | 0.27    | 0.31    |
| Communication | Includer          | 0.42  | 0.40   | 0.44  | 0.42    | 0.36    |
| Communication | Individualization | 0.31  | 0.29   | 0.35  | 0.32    | 0.38    |
| Communication | Input             | 0.31  | 0.29   | 0.35  | 0.32    | 0.36    |
| Communication | Intellection      | -0.02 | -0.05  | 0.01  | -0.01   | 0.12    |
| Communication | Learner           | 0.11  | 0.09   | 0.14  | 0.12    | 0.16    |
| Communication | Maximizer         | 0.27  | 0.28   | 0.26  | 0.28    | 0.19    |
| Communication | Positivity        | 0.49  | 0.48   | 0.51  | 0.51    | 0.44    |
| Communication | Relator           | -0.09 | -0.11  | -0.08 | -0.08   | 0.05    |
| Communication | Responsibility    | 0.14  | 0.12   | 0.18  | 0.15    | 0.18    |
| Communication | Restorative       | 0.12  | 0.09   | 0.17  | 0.12    | 0.15    |
| Communication | Self-Assurance    | 0.35  | 0.35   | 0.39  | 0.36    | 0.36    |
| Communication | Significance      | 0.29  | 0.28   | 0.31  | 0.30    | 0.28    |
| Communication | Strategic         | 0.33  | 0.33   | 0.34  | 0.32    | 0.37    |
| Communication | Woo               | 0.82  | 0.82   | 0.82  | 0.82    | 0.80    |

## Theme Pair Correlations for Competition, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1     | Theme 2           | All   | Female | Male  | Missing | Refused |
|-------------|-------------------|-------|--------|-------|---------|---------|
| Competition | Achiever          | 0.47  | 0.48   | 0.47  | 0.47    | 0.50    |
| Competition | Activator         | 0.40  | 0.40   | 0.42  | 0.40    | 0.41    |
| Competition | Adaptability      | -0.12 | -0.13  | -0.10 | -0.11   | -0.15   |
| Competition | Analytical        | 0.36  | 0.32   | 0.32  | 0.37    | 0.43    |
| Competition | Arranger          | 0.31  | 0.32   | 0.33  | 0.30    | 0.36    |
| Competition | Belief            | -0.03 | -0.02  | -0.02 | -0.03   | 0.07    |
| Competition | Command           | 0.54  | 0.52   | 0.54  | 0.54    | 0.56    |
| Competition | Communication     | 0.21  | 0.22   | 0.23  | 0.20    | 0.31    |
| Competition | Connectedness     | -0.18 | -0.16  | -0.17 | -0.18   | -0.11   |
| Competition | Consistency       | -0.02 | 0.00   | -0.01 | -0.02   | 0.08    |
| Competition | Context           | 0.05  | 0.03   | 0.01  | 0.05    | 0.02    |
| Competition | Deliberative      | 0.11  | 0.11   | 0.09  | 0.11    | 0.15    |
| Competition | Developer         | -0.16 | -0.13  | -0.13 | -0.15   | -0.13   |
| Competition | Discipline        | 0.16  | 0.19   | 0.18  | 0.15    | 0.28    |
| Competition | Empathy           | -0.18 | -0.14  | -0.14 | -0.18   | -0.09   |
| Competition | Focus             | 0.57  | 0.57   | 0.57  | 0.57    | 0.63    |
| Competition | Futuristic        | 0.43  | 0.42   | 0.44  | 0.43    | 0.48    |
| Competition | Harmony           | -0.11 | -0.10  | -0.08 | -0.10   | 0.02    |
| Competition | Ideation          | 0.30  | 0.29   | 0.27  | 0.30    | 0.30    |
| Competition | Includer          | -0.01 | -0.01  | 0.01  | -0.01   | 0.06    |
| Competition | Individualization | 0.29  | 0.30   | 0.30  | 0.26    | 0.30    |
| Competition | Input             | 0.21  | 0.23   | 0.19  | 0.23    | 0.24    |
| Competition | Intellection      | 0.07  | 0.10   | 0.05  | 0.09    | 0.11    |
| Competition | Learner           | 0.21  | 0.23   | 0.18  | 0.22    | 0.23    |
| Competition | Maximizer         | 0.18  | 0.18   | 0.17  | 0.20    | 0.28    |
| Competition | Positivity        | -0.01 | 0.00   | 0.03  | 0.00    | 0.06    |
| Competition | Relator           | 0.07  | 0.07   | 0.10  | 0.08    | 0.11    |
| Competition | Responsibility    | 0.06  | 0.08   | 0.07  | 0.07    | 0.14    |
| Competition | Restorative       | 0.22  | 0.21   | 0.20  | 0.22    | 0.17    |
| Competition | Self-Assurance    | 0.45  | 0.42   | 0.45  | 0.44    | 0.54    |
| Competition | Significance      | 0.63  | 0.63   | 0.62  | 0.62    | 0.65    |
| Competition | Strategic         | 0.39  | 0.39   | 0.38  | 0.38    | 0.36    |
| Competition | Woo               | 0.17  | 0.18   | 0.20  | 0.16    | 0.21    |

## Theme Pair Correlations for Connectedness, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1       | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------------|-------------------|-------|--------|-------|---------|---------|
| Connectedness | Achiever          | 0.06  | 0.05   | 0.08  | 0.06    | 0.09    |
| Connectedness | Activator         | 0.20  | 0.20   | 0.22  | 0.20    | 0.22    |
| Connectedness | Adaptability      | 0.27  | 0.30   | 0.22  | 0.28    | 0.30    |
| Connectedness | Analytical        | -0.01 | 0.01   | 0.05  | -0.01   | 0.00    |
| Connectedness | Arranger          | 0.24  | 0.22   | 0.26  | 0.23    | 0.31    |
| Connectedness | Belief            | 0.62  | 0.60   | 0.63  | 0.61    | 0.65    |
| Connectedness | Command           | 0.06  | 0.08   | 0.08  | 0.06    | 0.04    |
| Connectedness | Communication     | 0.22  | 0.20   | 0.25  | 0.22    | 0.28    |
| Connectedness | Competition       | -0.18 | -0.16  | -0.17 | -0.18   | -0.11   |
| Connectedness | Consistency       | 0.03  | 0.00   | 0.04  | 0.04    | 0.07    |
| Connectedness | Context           | 0.24  | 0.27   | 0.26  | 0.24    | 0.29    |
| Connectedness | Deliberative      | -0.01 | -0.02  | 0.01  | 0.00    | 0.01    |
| Connectedness | Developer         | 0.44  | 0.43   | 0.43  | 0.44    | 0.55    |
| Connectedness | Discipline        | 0.08  | 0.02   | 0.12  | 0.09    | 0.13    |
| Connectedness | Empathy           | 0.43  | 0.42   | 0.39  | 0.43    | 0.51    |
| Connectedness | Focus             | -0.03 | -0.03  | 0.01  | -0.03   | -0.04   |
| Connectedness | Futuristic        | 0.15  | 0.15   | 0.17  | 0.15    | 0.21    |
| Connectedness | Harmony           | 0.10  | 0.08   | 0.08  | 0.12    | 0.14    |
| Connectedness | Ideation          | 0.25  | 0.28   | 0.28  | 0.24    | 0.29    |
| Connectedness | Includer          | 0.26  | 0.24   | 0.27  | 0.25    | 0.31    |
| Connectedness | Individualization | 0.30  | 0.30   | 0.31  | 0.31    | 0.42    |
| Connectedness | Input             | 0.37  | 0.38   | 0.37  | 0.37    | 0.40    |
| Connectedness | Intellection      | 0.43  | 0.43   | 0.42  | 0.42    | 0.46    |
| Connectedness | Learner           | 0.30  | 0.30   | 0.33  | 0.28    | 0.31    |
| Connectedness | Maximizer         | 0.14  | 0.15   | 0.15  | 0.14    | 0.12    |
| Connectedness | Positivity        | 0.36  | 0.35   | 0.34  | 0.35    | 0.49    |
| Connectedness | Relator           | 0.11  | 0.11   | 0.09  | 0.12    | 0.15    |
| Connectedness | Responsibility    | 0.30  | 0.27   | 0.32  | 0.31    | 0.34    |
| Connectedness | Restorative       | 0.18  | 0.19   | 0.22  | 0.18    | 0.33    |
| Connectedness | Self-Assurance    | 0.18  | 0.21   | 0.21  | 0.17    | 0.19    |
| Connectedness | Significance      | -0.06 | -0.07  | -0.04 | -0.05   | 0.00    |
| Connectedness | Strategic         | 0.21  | 0.22   | 0.23  | 0.21    | 0.30    |
| Connectedness | Woo               | 0.16  | 0.13   | 0.18  | 0.16    | 0.26    |

## Theme Pair Correlations for Consistency, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1     | Theme 2           | All   | Female | Male  | Missing | Refused |
|-------------|-------------------|-------|--------|-------|---------|---------|
| Consistency | Achiever          | 0.11  | 0.12   | 0.08  | 0.10    | 0.16    |
| Consistency | Activator         | -0.15 | -0.16  | -0.14 | -0.15   | -0.08   |
| Consistency | Adaptability      | -0.02 | -0.04  | -0.01 | -0.01   | 0.05    |
| Consistency | Analytical        | 0.16  | 0.18   | 0.20  | 0.16    | 0.29    |
| Consistency | Arranger          | -0.11 | -0.10  | -0.14 | -0.12   | -0.01   |
| Consistency | Belief            | 0.12  | 0.12   | 0.11  | 0.13    | 0.21    |
| Consistency | Command           | -0.15 | -0.15  | -0.12 | -0.14   | 0.03    |
| Consistency | Communication     | -0.04 | -0.04  | -0.05 | -0.03   | -0.08   |
| Consistency | Competition       | -0.02 | 0.00   | -0.01 | -0.02   | 0.08    |
| Consistency | Connectedness     | 0.03  | 0.00   | 0.04  | 0.04    | 0.07    |
| Consistency | Context           | 0.13  | 0.12   | 0.17  | 0.13    | 0.24    |
| Consistency | Deliberative      | 0.35  | 0.35   | 0.37  | 0.35    | 0.52    |
| Consistency | Developer         | 0.23  | 0.22   | 0.18  | 0.23    | 0.16    |
| Consistency | Discipline        | 0.58  | 0.60   | 0.54  | 0.59    | 0.61    |
| Consistency | Empathy           | 0.18  | 0.17   | 0.14  | 0.18    | 0.11    |
| Consistency | Focus             | 0.18  | 0.20   | 0.16  | 0.18    | 0.24    |
| Consistency | Futuristic        | -0.10 | -0.09  | -0.11 | -0.11   | -0.02   |
| Consistency | Harmony           | 0.70  | 0.70   | 0.69  | 0.71    | 0.68    |
| Consistency | Ideation          | -0.45 | -0.46  | -0.43 | -0.45   | -0.32   |
| Consistency | Includer          | 0.08  | 0.08   | 0.06  | 0.09    | 0.03    |
| Consistency | Individualization | -0.23 | -0.23  | -0.23 | -0.23   | -0.11   |
| Consistency | Input             | -0.16 | -0.17  | -0.14 | -0.16   | -0.06   |
| Consistency | Intellection      | 0.02  | 0.02   | 0.02  | 0.01    | 0.13    |
| Consistency | Learner           | 0.02  | 0.02   | 0.02  | 0.02    | 0.11    |
| Consistency | Maximizer         | 0.07  | 0.08   | 0.07  | 0.07    | 0.06    |
| Consistency | Positivity        | 0.07  | 0.06   | 0.05  | 0.08    | -0.01   |
| Consistency | Relator           | 0.26  | 0.26   | 0.24  | 0.28    | 0.33    |
| Consistency | Responsibility    | 0.31  | 0.32   | 0.27  | 0.30    | 0.40    |
| Consistency | Restorative       | -0.01 | 0.00   | 0.01  | 0.00    | 0.18    |
| Consistency | Self-Assurance    | -0.15 | -0.16  | -0.11 | -0.15   | 0.02    |
| Consistency | Significance      | 0.09  | 0.09   | 0.10  | 0.09    | 0.19    |
| Consistency | Strategic         | -0.19 | -0.19  | -0.18 | -0.20   | -0.10   |
| Consistency | Woo               | -0.07 | -0.07  | -0.08 | -0.06   | -0.08   |

## Theme Pair Correlations for Context, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------|-------------------|-------|--------|-------|---------|---------|
| Context | Achiever          | 0.10  | 0.11   | 0.11  | 0.08    | 0.12    |
| Context | Activator         | 0.04  | 0.04   | 0.04  | 0.04    | 0.10    |
| Context | Adaptability      | 0.04  | 0.05   | 0.04  | 0.06    | 0.15    |
| Context | Analytical        | 0.27  | 0.24   | 0.25  | 0.26    | 0.25    |
| Context | Arranger          | 0.11  | 0.11   | 0.12  | 0.10    | 0.13    |
| Context | Belief            | 0.23  | 0.23   | 0.26  | 0.22    | 0.32    |
| Context | Command           | 0.11  | 0.09   | 0.10  | 0.10    | 0.15    |
| Context | Communication     | 0.04  | 0.03   | 0.07  | 0.03    | 0.06    |
| Context | Competition       | 0.05  | 0.03   | 0.01  | 0.05    | 0.02    |
| Context | Connectedness     | 0.24  | 0.27   | 0.26  | 0.24    | 0.29    |
| Context | Consistency       | 0.13  | 0.12   | 0.17  | 0.13    | 0.24    |
| Context | Deliberative      | 0.20  | 0.18   | 0.21  | 0.19    | 0.23    |
| Context | Developer         | 0.11  | 0.14   | 0.16  | 0.11    | 0.26    |
| Context | Discipline        | 0.13  | 0.14   | 0.18  | 0.13    | 0.21    |
| Context | Empathy           | 0.07  | 0.12   | 0.12  | 0.08    | 0.24    |
| Context | Focus             | 0.11  | 0.11   | 0.12  | 0.09    | 0.09    |
| Context | Futuristic        | 0.00  | 0.02   | -0.01 | -0.02   | 0.05    |
| Context | Harmony           | 0.13  | 0.12   | 0.17  | 0.14    | 0.21    |
| Context | Ideation          | 0.14  | 0.12   | 0.12  | 0.12    | 0.17    |
| Context | Includer          | 0.02  | 0.02   | 0.04  | 0.02    | 0.09    |
| Context | Individualization | 0.21  | 0.22   | 0.21  | 0.19    | 0.24    |
| Context | Input             | 0.23  | 0.25   | 0.23  | 0.22    | 0.30    |
| Context | Intellection      | 0.34  | 0.35   | 0.35  | 0.32    | 0.44    |
| Context | Learner           | 0.29  | 0.31   | 0.31  | 0.26    | 0.35    |
| Context | Maximizer         | 0.02  | 0.01   | 0.03  | 0.01    | 0.01    |
| Context | Positivity        | 0.02  | 0.03   | 0.04  | 0.02    | 0.09    |
| Context | Relator           | 0.15  | 0.16   | 0.17  | 0.15    | 0.27    |
| Context | Responsibility    | 0.18  | 0.18   | 0.23  | 0.17    | 0.23    |
| Context | Restorative       | 0.24  | 0.23   | 0.22  | 0.24    | 0.31    |
| Context | Self-Assurance    | 0.10  | 0.08   | 0.09  | 0.08    | 0.09    |
| Context | Significance      | 0.07  | 0.07   | 0.06  | 0.06    | 0.04    |
| Context | Strategic         | 0.17  | 0.16   | 0.16  | 0.17    | 0.17    |
| Context | Woo               | -0.01 | -0.02  | 0.02  | -0.01   | 0.03    |

## Theme Pair Correlations for Deliberative, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1      | Theme 2           | All   | Female | Male  | Missing | Refused |
|--------------|-------------------|-------|--------|-------|---------|---------|
| Deliberative | Achiever          | 0.16  | 0.17   | 0.13  | 0.16    | 0.23    |
| Deliberative | Activator         | -0.18 | -0.20  | -0.17 | -0.17   | -0.05   |
| Deliberative | Adaptability      | -0.05 | -0.08  | -0.03 | -0.04   | 0.04    |
| Deliberative | Analytical        | 0.45  | 0.45   | 0.45  | 0.45    | 0.51    |
| Deliberative | Arranger          | -0.01 | -0.01  | 0.00  | 0.00    | 0.04    |
| Deliberative | Belief            | 0.08  | 0.09   | 0.08  | 0.08    | 0.14    |
| Deliberative | Command           | 0.12  | 0.09   | 0.14  | 0.14    | 0.23    |
| Deliberative | Communication     | -0.32 | -0.34  | -0.30 | -0.31   | -0.18   |
| Deliberative | Competition       | 0.11  | 0.11   | 0.09  | 0.11    | 0.15    |
| Deliberative | Connectedness     | -0.01 | -0.02  | 0.01  | 0.00    | 0.01    |
| Deliberative | Consistency       | 0.35  | 0.35   | 0.37  | 0.35    | 0.52    |
| Deliberative | Context           | 0.20  | 0.18   | 0.21  | 0.19    | 0.23    |
| Deliberative | Developer         | -0.14 | -0.12  | -0.15 | -0.13   | -0.05   |
| Deliberative | Discipline        | 0.36  | 0.37   | 0.38  | 0.36    | 0.50    |
| Deliberative | Empathy           | -0.07 | -0.06  | -0.07 | -0.07   | -0.02   |
| Deliberative | Focus             | 0.27  | 0.27   | 0.25  | 0.27    | 0.37    |
| Deliberative | Futuristic        | 0.02  | 0.02   | 0.03  | 0.02    | 0.11    |
| Deliberative | Harmony           | 0.31  | 0.31   | 0.31  | 0.32    | 0.42    |
| Deliberative | Ideation          | -0.04 | -0.06  | -0.02 | -0.04   | -0.02   |
| Deliberative | Includer          | -0.28 | -0.28  | -0.28 | -0.28   | -0.18   |
| Deliberative | Individualization | 0.04  | 0.03   | 0.05  | 0.03    | 0.10    |
| Deliberative | Input             | -0.02 | -0.04  | 0.01  | -0.03   | 0.09    |
| Deliberative | Intellection      | 0.26  | 0.25   | 0.27  | 0.24    | 0.28    |
| Deliberative | Learner           | 0.18  | 0.18   | 0.18  | 0.17    | 0.27    |
| Deliberative | Maximizer         | 0.05  | 0.02   | 0.07  | 0.05    | 0.13    |
| Deliberative | Positivity        | -0.40 | -0.39  | -0.40 | -0.40   | -0.30   |
| Deliberative | Relator           | 0.44  | 0.43   | 0.45  | 0.46    | 0.51    |
| Deliberative | Responsibility    | 0.29  | 0.30   | 0.28  | 0.29    | 0.43    |
| Deliberative | Restorative       | 0.16  | 0.15   | 0.14  | 0.16    | 0.25    |
| Deliberative | Self-Assurance    | -0.01 | -0.04  | 0.01  | -0.02   | 0.10    |
| Deliberative | Significance      | 0.19  | 0.18   | 0.20  | 0.20    | 0.31    |
| Deliberative | Strategic         | 0.06  | 0.04   | 0.08  | 0.05    | 0.09    |
| Deliberative | Woo               | -0.39 | -0.41  | -0.37 | -0.38   | -0.26   |



## Theme Pair Correlations for Developer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1   | Theme 2           | All   | Female | Male  | Missing | Refused |
|-----------|-------------------|-------|--------|-------|---------|---------|
| Developer | Achiever          | 0.04  | 0.03   | 0.03  | 0.06    | 0.06    |
| Developer | Activator         | 0.11  | 0.10   | 0.13  | 0.12    | 0.18    |
| Developer | Adaptability      | 0.34  | 0.35   | 0.32  | 0.33    | 0.46    |
| Developer | Analytical        | -0.12 | -0.08  | -0.06 | -0.11   | -0.02   |
| Developer | Arranger          | 0.15  | 0.14   | 0.15  | 0.16    | 0.26    |
| Developer | Belief            | 0.45  | 0.45   | 0.43  | 0.45    | 0.52    |
| Developer | Command           | -0.18 | -0.16  | -0.16 | -0.18   | -0.07   |
| Developer | Communication     | 0.28  | 0.26   | 0.30  | 0.29    | 0.27    |
| Developer | Competition       | -0.16 | -0.13  | -0.13 | -0.15   | -0.13   |
| Developer | Connectedness     | 0.44  | 0.43   | 0.43  | 0.44    | 0.55    |
| Developer | Consistency       | 0.23  | 0.22   | 0.18  | 0.23    | 0.16    |
| Developer | Context           | 0.11  | 0.14   | 0.16  | 0.11    | 0.26    |
| Developer | Deliberative      | -0.14 | -0.12  | -0.15 | -0.13   | -0.05   |
| Developer | Discipline        | 0.15  | 0.12   | 0.10  | 0.17    | 0.09    |
| Developer | Empathy           | 0.73  | 0.72   | 0.69  | 0.73    | 0.77    |
| Developer | Focus             | -0.04 | -0.03  | -0.05 | -0.03   | -0.03   |
| Developer | Futuristic        | 0.08  | 0.09   | 0.09  | 0.09    | 0.15    |
| Developer | Harmony           | 0.35  | 0.34   | 0.30  | 0.35    | 0.27    |
| Developer | Ideation          | 0.05  | 0.06   | 0.10  | 0.05    | 0.21    |
| Developer | Includer          | 0.42  | 0.41   | 0.44  | 0.42    | 0.36    |
| Developer | Individualization | 0.20  | 0.19   | 0.21  | 0.22    | 0.33    |
| Developer | Input             | 0.21  | 0.21   | 0.21  | 0.22    | 0.33    |
| Developer | Intellection      | 0.19  | 0.20   | 0.17  | 0.19    | 0.36    |
| Developer | Learner           | 0.14  | 0.14   | 0.13  | 0.15    | 0.21    |
| Developer | Maximizer         | 0.14  | 0.15   | 0.16  | 0.13    | 0.09    |
| Developer | Positivity        | 0.71  | 0.70   | 0.72  | 0.71    | 0.71    |
| Developer | Relator           | 0.11  | 0.10   | 0.06  | 0.12    | 0.18    |
| Developer | Responsibility    | 0.27  | 0.26   | 0.23  | 0.29    | 0.31    |
| Developer | Restorative       | 0.09  | 0.12   | 0.13  | 0.12    | 0.28    |
| Developer | Self-Assurance    | 0.00  | 0.02   | 0.05  | 0.00    | 0.10    |
| Developer | Significance      | -0.12 | -0.11  | -0.10 | -0.11   | -0.05   |
| Developer | Strategic         | 0.05  | 0.06   | 0.07  | 0.07    | 0.20    |
| Developer | Woo               | 0.26  | 0.24   | 0.27  | 0.27    | 0.24    |

## Theme Pair Correlations for Discipline, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1    | Theme 2           | All   | Female | Male  | Missing | Refused |
|------------|-------------------|-------|--------|-------|---------|---------|
| Discipline | Achiever          | 0.42  | 0.42   | 0.42  | 0.42    | 0.45    |
| Discipline | Activator         | 0.02  | -0.01  | 0.07  | 0.03    | 0.13    |
| Discipline | Adaptability      | -0.33 | -0.34  | -0.36 | -0.31   | -0.22   |
| Discipline | Analytical        | 0.34  | 0.37   | 0.42  | 0.32    | 0.40    |
| Discipline | Arranger          | 0.20  | 0.18   | 0.22  | 0.19    | 0.30    |
| Discipline | Belief            | 0.20  | 0.17   | 0.23  | 0.21    | 0.32    |
| Discipline | Command           | 0.06  | 0.04   | 0.12  | 0.06    | 0.25    |
| Discipline | Communication     | 0.04  | 0.02   | 0.06  | 0.05    | 0.10    |
| Discipline | Competition       | 0.16  | 0.19   | 0.18  | 0.15    | 0.28    |
| Discipline | Connectedness     | 0.08  | 0.02   | 0.12  | 0.09    | 0.13    |
| Discipline | Consistency       | 0.58  | 0.60   | 0.54  | 0.59    | 0.61    |
| Discipline | Context           | 0.13  | 0.14   | 0.18  | 0.13    | 0.21    |
| Discipline | Deliberative      | 0.36  | 0.37   | 0.38  | 0.36    | 0.50    |
| Discipline | Developer         | 0.15  | 0.12   | 0.10  | 0.17    | 0.09    |
| Discipline | Empathy           | 0.06  | 0.03   | 0.01  | 0.08    | 0.07    |
| Discipline | Focus             | 0.53  | 0.53   | 0.55  | 0.52    | 0.54    |
| Discipline | Futuristic        | 0.19  | 0.18   | 0.22  | 0.18    | 0.32    |
| Discipline | Harmony           | 0.37  | 0.37   | 0.31  | 0.38    | 0.37    |
| Discipline | Ideation          | -0.19 | -0.20  | -0.13 | -0.20   | -0.10   |
| Discipline | Includer          | 0.06  | 0.05   | 0.06  | 0.06    | 0.07    |
| Discipline | Individualization | 0.11  | 0.09   | 0.16  | 0.11    | 0.18    |
| Discipline | Input             | 0.04  | 0.01   | 0.09  | 0.04    | 0.18    |
| Discipline | Intellection      | 0.13  | 0.11   | 0.15  | 0.12    | 0.24    |
| Discipline | Learner           | 0.30  | 0.28   | 0.34  | 0.29    | 0.36    |
| Discipline | Maximizer         | 0.12  | 0.12   | 0.11  | 0.12    | 0.15    |
| Discipline | Positivity        | 0.06  | 0.04   | 0.04  | 0.08    | 0.03    |
| Discipline | Relator           | 0.23  | 0.23   | 0.20  | 0.26    | 0.26    |
| Discipline | Responsibility    | 0.48  | 0.46   | 0.49  | 0.48    | 0.57    |
| Discipline | Restorative       | 0.14  | 0.14   | 0.19  | 0.15    | 0.27    |
| Discipline | Self-Assurance    | 0.11  | 0.09   | 0.20  | 0.11    | 0.29    |
| Discipline | Significance      | 0.32  | 0.31   | 0.35  | 0.31    | 0.42    |
| Discipline | Strategic         | 0.15  | 0.15   | 0.21  | 0.14    | 0.24    |
| Discipline | Woo               | -0.02 | -0.04  | -0.01 | -0.01   | 0.06    |

## Theme Pair Correlations for Empathy, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------|-------------------|-------|--------|-------|---------|---------|
| Empathy | Achiever          | -0.07 | -0.09  | -0.09 | -0.05   | 0.00    |
| Empathy | Activator         | 0.10  | 0.09   | 0.10  | 0.11    | 0.22    |
| Empathy | Adaptability      | 0.40  | 0.41   | 0.40  | 0.40    | 0.48    |
| Empathy | Analytical        | -0.26 | -0.21  | -0.20 | -0.25   | -0.11   |
| Empathy | Arranger          | 0.06  | 0.04   | 0.05  | 0.08    | 0.23    |
| Empathy | Belief            | 0.33  | 0.33   | 0.29  | 0.35    | 0.38    |
| Empathy | Command           | -0.16 | -0.14  | -0.12 | -0.15   | 0.00    |
| Empathy | Communication     | 0.25  | 0.23   | 0.28  | 0.26    | 0.29    |
| Empathy | Competition       | -0.18 | -0.14  | -0.14 | -0.18   | -0.09   |
| Empathy | Connectedness     | 0.43  | 0.42   | 0.39  | 0.43    | 0.51    |
| Empathy | Consistency       | 0.18  | 0.17   | 0.14  | 0.18    | 0.11    |
| Empathy | Context           | 0.07  | 0.12   | 0.12  | 0.08    | 0.24    |
| Empathy | Deliberative      | -0.07 | -0.06  | -0.07 | -0.07   | -0.02   |
| Empathy | Developer         | 0.73  | 0.72   | 0.69  | 0.73    | 0.77    |
| Empathy | Discipline        | 0.06  | 0.03   | 0.01  | 0.08    | 0.07    |
| Empathy | Focus             | -0.14 | -0.12  | -0.14 | -0.13   | -0.07   |
| Empathy | Futuristic        | 0.04  | 0.05   | 0.04  | 0.04    | 0.12    |
| Empathy | Harmony           | 0.34  | 0.34   | 0.29  | 0.34    | 0.25    |
| Empathy | Ideation          | 0.02  | 0.05   | 0.08  | 0.03    | 0.23    |
| Empathy | Includer          | 0.33  | 0.31   | 0.35  | 0.34    | 0.29    |
| Empathy | Individualization | 0.19  | 0.18   | 0.19  | 0.21    | 0.35    |
| Empathy | Input             | 0.18  | 0.18   | 0.18  | 0.19    | 0.33    |
| Empathy | Intellection      | 0.18  | 0.20   | 0.15  | 0.17    | 0.37    |
| Empathy | Learner           | 0.02  | 0.03   | 0.01  | 0.04    | 0.15    |
| Empathy | Maximizer         | 0.12  | 0.13   | 0.13  | 0.11    | 0.12    |
| Empathy | Positivity        | 0.48  | 0.46   | 0.47  | 0.48    | 0.49    |
| Empathy | Relator           | 0.15  | 0.15   | 0.10  | 0.15    | 0.24    |
| Empathy | Responsibility    | 0.14  | 0.13   | 0.09  | 0.17    | 0.18    |
| Empathy | Restorative       | 0.03  | 0.06   | 0.07  | 0.05    | 0.20    |
| Empathy | Self-Assurance    | -0.07 | -0.05  | -0.02 | -0.06   | 0.06    |
| Empathy | Significance      | -0.19 | -0.18  | -0.18 | -0.18   | -0.07   |
| Empathy | Strategic         | -0.03 | -0.01  | 0.00  | -0.02   | 0.16    |
| Empathy | Woo               | 0.24  | 0.22   | 0.26  | 0.25    | 0.23    |

## Theme Pair Correlations for Focus, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All          | Female       | Male         | Missing      | Refused      |
|---------|-------------------|--------------|--------------|--------------|--------------|--------------|
| Focus   | Achiever          | 0.67         | 0.66         | 0.67         | 0.67         | 0.67         |
| Focus   | Activator         | 0.34         | 0.32         | 0.36         | 0.34         | 0.35         |
| Focus   | Adaptability      | <b>-0.32</b> | <b>-0.32</b> | <b>-0.33</b> | <b>-0.31</b> | <b>-0.21</b> |
| Focus   | Analytical        | 0.53         | 0.52         | 0.54         | 0.52         | 0.58         |
| Focus   | Arranger          | 0.42         | 0.41         | 0.45         | 0.41         | 0.45         |
| Focus   | Belief            | 0.16         | 0.15         | 0.17         | 0.16         | 0.25         |
| Focus   | Command           | 0.52         | 0.50         | 0.55         | 0.52         | 0.61         |
| Focus   | Communication     | 0.18         | 0.17         | 0.21         | 0.17         | 0.22         |
| Focus   | Competition       | 0.57         | 0.57         | 0.57         | 0.57         | 0.63         |
| Focus   | Connectedness     | <b>-0.03</b> | <b>-0.03</b> | <b>0.01</b>  | <b>-0.03</b> | <b>-0.04</b> |
| Focus   | Consistency       | 0.18         | 0.20         | 0.16         | 0.18         | 0.24         |
| Focus   | Context           | 0.11         | 0.11         | 0.12         | 0.09         | 0.09         |
| Focus   | Deliberative      | 0.27         | 0.27         | 0.25         | 0.27         | 0.37         |
| Focus   | Developer         | <b>-0.04</b> | <b>-0.03</b> | <b>-0.05</b> | <b>-0.03</b> | <b>-0.03</b> |
| Focus   | Discipline        | 0.53         | 0.53         | 0.55         | 0.52         | 0.54         |
| Focus   | Empathy           | <b>-0.14</b> | <b>-0.12</b> | <b>-0.14</b> | <b>-0.13</b> | <b>-0.07</b> |
| Focus   | Futuristic        | 0.54         | 0.53         | 0.56         | 0.54         | 0.61         |
| Focus   | Harmony           | 0.03         | 0.05         | 0.02         | 0.04         | 0.14         |
| Focus   | Ideation          | 0.23         | 0.22         | 0.25         | 0.23         | 0.27         |
| Focus   | Includer          | 0.04         | 0.04         | 0.05         | 0.04         | 0.13         |
| Focus   | Individualization | 0.34         | 0.33         | 0.37         | 0.33         | 0.37         |
| Focus   | Input             | 0.28         | 0.28         | 0.30         | 0.29         | 0.31         |
| Focus   | Intellection      | 0.17         | 0.18         | 0.18         | 0.18         | 0.23         |
| Focus   | Learner           | 0.49         | 0.48         | 0.50         | 0.49         | 0.51         |
| Focus   | Maximizer         | 0.20         | 0.19         | 0.20         | 0.20         | 0.29         |
| Focus   | Positivity        | 0.04         | 0.04         | 0.05         | 0.05         | 0.07         |
| Focus   | Relator           | 0.18         | 0.18         | 0.19         | 0.19         | 0.22         |
| Focus   | Responsibility    | 0.39         | 0.38         | 0.41         | 0.39         | 0.41         |
| Focus   | Restorative       | 0.33         | 0.31         | 0.34         | 0.32         | 0.32         |
| Focus   | Self-Assurance    | 0.50         | 0.47         | 0.54         | 0.50         | 0.60         |
| Focus   | Significance      | 0.70         | 0.70         | 0.71         | 0.70         | 0.75         |
| Focus   | Strategic         | 0.44         | 0.43         | 0.46         | 0.43         | 0.41         |
| Focus   | Woo               | 0.11         | 0.10         | 0.13         | 0.11         | 0.14         |

## Theme Pair Correlations for Futuristic, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1    | Theme 2           | All   | Female | Male  | Missing | Refused |
|------------|-------------------|-------|--------|-------|---------|---------|
| Futuristic | Achiever          | 0.34  | 0.32   | 0.36  | 0.36    | 0.46    |
| Futuristic | Activator         | 0.45  | 0.43   | 0.47  | 0.47    | 0.48    |
| Futuristic | Adaptability      | -0.05 | -0.05  | -0.06 | -0.04   | -0.01   |
| Futuristic | Analytical        | 0.27  | 0.25   | 0.30  | 0.27    | 0.38    |
| Futuristic | Arranger          | 0.43  | 0.40   | 0.46  | 0.43    | 0.54    |
| Futuristic | Belief            | 0.21  | 0.19   | 0.23  | 0.23    | 0.39    |
| Futuristic | Command           | 0.46  | 0.43   | 0.48  | 0.47    | 0.54    |
| Futuristic | Communication     | 0.28  | 0.27   | 0.31  | 0.28    | 0.34    |
| Futuristic | Competition       | 0.43  | 0.42   | 0.44  | 0.43    | 0.48    |
| Futuristic | Connectedness     | 0.15  | 0.15   | 0.17  | 0.15    | 0.21    |
| Futuristic | Consistency       | -0.10 | -0.09  | -0.11 | -0.11   | -0.02   |
| Futuristic | Context           | 0.00  | 0.02   | -0.01 | -0.02   | 0.05    |
| Futuristic | Deliberative      | 0.02  | 0.02   | 0.03  | 0.02    | 0.11    |
| Futuristic | Developer         | 0.08  | 0.09   | 0.09  | 0.09    | 0.15    |
| Futuristic | Discipline        | 0.19  | 0.18   | 0.22  | 0.18    | 0.32    |
| Futuristic | Empathy           | 0.04  | 0.05   | 0.04  | 0.04    | 0.12    |
| Futuristic | Focus             | 0.54  | 0.53   | 0.56  | 0.54    | 0.61    |
| Futuristic | Harmony           | -0.15 | -0.14  | -0.15 | -0.14   | -0.06   |
| Futuristic | Ideation          | 0.50  | 0.48   | 0.52  | 0.50    | 0.54    |
| Futuristic | Includer          | 0.14  | 0.13   | 0.16  | 0.14    | 0.25    |
| Futuristic | Individualization | 0.46  | 0.44   | 0.49  | 0.47    | 0.57    |
| Futuristic | Input             | 0.42  | 0.41   | 0.43  | 0.45    | 0.47    |
| Futuristic | Intellection      | 0.24  | 0.23   | 0.25  | 0.24    | 0.32    |
| Futuristic | Learner           | 0.34  | 0.32   | 0.35  | 0.35    | 0.46    |
| Futuristic | Maximizer         | 0.23  | 0.23   | 0.24  | 0.24    | 0.22    |
| Futuristic | Positivity        | 0.22  | 0.22   | 0.22  | 0.22    | 0.29    |
| Futuristic | Relator           | 0.09  | 0.09   | 0.11  | 0.09    | 0.10    |
| Futuristic | Responsibility    | 0.22  | 0.20   | 0.25  | 0.23    | 0.33    |
| Futuristic | Restorative       | 0.29  | 0.26   | 0.31  | 0.29    | 0.39    |
| Futuristic | Self-Assurance    | 0.50  | 0.47   | 0.52  | 0.51    | 0.62    |
| Futuristic | Significance      | 0.50  | 0.49   | 0.51  | 0.50    | 0.57    |
| Futuristic | Strategic         | 0.54  | 0.52   | 0.55  | 0.55    | 0.58    |
| Futuristic | Woo               | 0.22  | 0.21   | 0.24  | 0.23    | 0.26    |

## Theme Pair Correlations for Harmony, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------|-------------------|-------|--------|-------|---------|---------|
| Harmony | Achiever          | -0.04 | -0.04  | -0.07 | -0.03   | 0.00    |
| Harmony | Activator         | -0.16 | -0.17  | -0.15 | -0.15   | -0.06   |
| Harmony | Adaptability      | 0.16  | 0.15   | 0.17  | 0.16    | 0.26    |
| Harmony | Analytical        | 0.03  | 0.05   | 0.08  | 0.06    | 0.15    |
| Harmony | Arranger          | -0.19 | -0.19  | -0.21 | -0.18   | -0.08   |
| Harmony | Belief            | 0.11  | 0.10   | 0.08  | 0.12    | 0.17    |
| Harmony | Command           | -0.25 | -0.27  | -0.22 | -0.23   | -0.05   |
| Harmony | Communication     | 0.00  | -0.01  | -0.01 | 0.01    | 0.06    |
| Harmony | Competition       | -0.11 | -0.10  | -0.08 | -0.10   | 0.02    |
| Harmony | Connectedness     | 0.10  | 0.08   | 0.08  | 0.12    | 0.14    |
| Harmony | Consistency       | 0.70  | 0.70   | 0.69  | 0.71    | 0.68    |
| Harmony | Context           | 0.13  | 0.12   | 0.17  | 0.14    | 0.21    |
| Harmony | Deliberative      | 0.31  | 0.31   | 0.31  | 0.32    | 0.42    |
| Harmony | Developer         | 0.35  | 0.34   | 0.30  | 0.35    | 0.27    |
| Harmony | Discipline        | 0.37  | 0.37   | 0.31  | 0.38    | 0.37    |
| Harmony | Empathy           | 0.34  | 0.34   | 0.29  | 0.34    | 0.25    |
| Harmony | Focus             | 0.03  | 0.05   | 0.02  | 0.04    | 0.14    |
| Harmony | Futuristic        | -0.15 | -0.14  | -0.15 | -0.14   | -0.06   |
| Harmony | Ideation          | -0.43 | -0.44  | -0.40 | -0.42   | -0.26   |
| Harmony | Includer          | 0.09  | 0.08   | 0.08  | 0.11    | 0.08    |
| Harmony | Individualization | -0.20 | -0.21  | -0.19 | -0.19   | -0.07   |
| Harmony | Input             | -0.14 | -0.16  | -0.13 | -0.13   | 0.00    |
| Harmony | Intellection      | 0.04  | 0.05   | 0.03  | 0.05    | 0.17    |
| Harmony | Learner           | -0.07 | -0.07  | -0.08 | -0.04   | 0.04    |
| Harmony | Maximizer         | 0.11  | 0.11   | 0.12  | 0.12    | 0.17    |
| Harmony | Positivity        | 0.16  | 0.14   | 0.14  | 0.16    | 0.11    |
| Harmony | Relator           | 0.27  | 0.28   | 0.24  | 0.29    | 0.36    |
| Harmony | Responsibility    | 0.21  | 0.22   | 0.16  | 0.22    | 0.26    |
| Harmony | Restorative       | -0.15 | -0.14  | -0.15 | -0.13   | 0.00    |
| Harmony | Self-Assurance    | -0.27 | -0.28  | -0.23 | -0.26   | -0.09   |
| Harmony | Significance      | -0.03 | -0.03  | -0.02 | -0.02   | 0.14    |
| Harmony | Strategic         | -0.33 | -0.33  | -0.32 | -0.31   | -0.20   |
| Harmony | Woo               | -0.02 | -0.04  | -0.03 | -0.01   | 0.04    |

## Theme Pair Correlations for Ideation, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1  | Theme 2           | All   | Female | Male  | Missing | Refused |
|----------|-------------------|-------|--------|-------|---------|---------|
| Ideation | Achiever          | 0.23  | 0.23   | 0.24  | 0.22    | 0.22    |
| Ideation | Activator         | 0.44  | 0.45   | 0.44  | 0.44    | 0.45    |
| Ideation | Adaptability      | 0.19  | 0.20   | 0.21  | 0.20    | 0.26    |
| Ideation | Analytical        | 0.33  | 0.29   | 0.33  | 0.32    | 0.35    |
| Ideation | Arranger          | 0.47  | 0.47   | 0.50  | 0.47    | 0.46    |
| Ideation | Belief            | 0.22  | 0.22   | 0.23  | 0.22    | 0.28    |
| Ideation | Command           | 0.53  | 0.53   | 0.51  | 0.52    | 0.49    |
| Ideation | Communication     | 0.28  | 0.28   | 0.31  | 0.27    | 0.31    |
| Ideation | Competition       | 0.30  | 0.29   | 0.27  | 0.30    | 0.30    |
| Ideation | Connectedness     | 0.25  | 0.28   | 0.28  | 0.24    | 0.29    |
| Ideation | Consistency       | -0.45 | -0.46  | -0.43 | -0.45   | -0.32   |
| Ideation | Context           | 0.14  | 0.12   | 0.12  | 0.12    | 0.17    |
| Ideation | Deliberative      | -0.04 | -0.06  | -0.02 | -0.04   | -0.02   |
| Ideation | Developer         | 0.05  | 0.06   | 0.10  | 0.05    | 0.21    |
| Ideation | Discipline        | -0.19 | -0.20  | -0.13 | -0.20   | -0.10   |
| Ideation | Empathy           | 0.02  | 0.05   | 0.08  | 0.03    | 0.23    |
| Ideation | Focus             | 0.23  | 0.22   | 0.25  | 0.23    | 0.27    |
| Ideation | Futuristic        | 0.50  | 0.48   | 0.52  | 0.50    | 0.54    |
| Ideation | Harmony           | -0.43 | -0.44  | -0.40 | -0.42   | -0.26   |
| Ideation | Includer          | 0.13  | 0.13   | 0.16  | 0.13    | 0.17    |
| Ideation | Individualization | 0.63  | 0.63   | 0.64  | 0.62    | 0.62    |
| Ideation | Input             | 0.53  | 0.54   | 0.55  | 0.54    | 0.51    |
| Ideation | Intellection      | 0.40  | 0.39   | 0.44  | 0.40    | 0.49    |
| Ideation | Learner           | 0.38  | 0.37   | 0.40  | 0.37    | 0.40    |
| Ideation | Maximizer         | 0.21  | 0.20   | 0.23  | 0.20    | 0.27    |
| Ideation | Positivity        | 0.15  | 0.16   | 0.17  | 0.16    | 0.29    |
| Ideation | Relator           | 0.04  | 0.03   | 0.10  | 0.03    | 0.13    |
| Ideation | Responsibility    | 0.14  | 0.13   | 0.18  | 0.14    | 0.17    |
| Ideation | Restorative       | 0.37  | 0.35   | 0.37  | 0.36    | 0.34    |
| Ideation | Self-Assurance    | 0.53  | 0.53   | 0.51  | 0.53    | 0.47    |
| Ideation | Significance      | 0.31  | 0.30   | 0.30  | 0.31    | 0.30    |
| Ideation | Strategic         | 0.70  | 0.70   | 0.71  | 0.71    | 0.68    |
| Ideation | Woo               | 0.19  | 0.20   | 0.21  | 0.19    | 0.21    |

## Theme Pair Correlations for Includer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1  | Theme 2           | All   | Female | Male  | Missing | Refused |
|----------|-------------------|-------|--------|-------|---------|---------|
| Includer | Achiever          | 0.11  | 0.11   | 0.11  | 0.11    | 0.18    |
| Includer | Activator         | 0.21  | 0.19   | 0.24  | 0.21    | 0.19    |
| Includer | Adaptability      | 0.21  | 0.21   | 0.20  | 0.23    | 0.22    |
| Includer | Analytical        | -0.05 | -0.04  | -0.04 | -0.05   | 0.05    |
| Includer | Arranger          | 0.26  | 0.25   | 0.26  | 0.25    | 0.35    |
| Includer | Belief            | 0.28  | 0.28   | 0.28  | 0.29    | 0.42    |
| Includer | Command           | 0.01  | 0.01   | 0.03  | 0.01    | 0.08    |
| Includer | Communication     | 0.42  | 0.40   | 0.44  | 0.42    | 0.36    |
| Includer | Competition       | -0.01 | -0.01  | 0.01  | -0.01   | 0.06    |
| Includer | Connectedness     | 0.26  | 0.24   | 0.27  | 0.25    | 0.31    |
| Includer | Consistency       | 0.08  | 0.08   | 0.06  | 0.09    | 0.03    |
| Includer | Context           | 0.02  | 0.02   | 0.04  | 0.02    | 0.09    |
| Includer | Deliberative      | -0.28 | -0.28  | -0.28 | -0.28   | -0.18   |
| Includer | Developer         | 0.42  | 0.41   | 0.44  | 0.42    | 0.36    |
| Includer | Discipline        | 0.06  | 0.05   | 0.06  | 0.06    | 0.07    |
| Includer | Empathy           | 0.33  | 0.31   | 0.35  | 0.34    | 0.29    |
| Includer | Focus             | 0.04  | 0.04   | 0.05  | 0.04    | 0.13    |
| Includer | Futuristic        | 0.14  | 0.13   | 0.16  | 0.14    | 0.25    |
| Includer | Harmony           | 0.09  | 0.08   | 0.08  | 0.11    | 0.08    |
| Includer | Ideation          | 0.13  | 0.13   | 0.16  | 0.13    | 0.17    |
| Includer | Individualization | 0.13  | 0.12   | 0.15  | 0.13    | 0.16    |
| Includer | Input             | 0.25  | 0.23   | 0.25  | 0.26    | 0.28    |
| Includer | Intellection      | -0.04 | -0.05  | -0.04 | -0.04   | 0.03    |
| Includer | Learner           | 0.11  | 0.11   | 0.11  | 0.11    | 0.19    |
| Includer | Maximizer         | 0.09  | 0.09   | 0.09  | 0.08    | 0.08    |
| Includer | Positivity        | 0.59  | 0.58   | 0.60  | 0.59    | 0.53    |
| Includer | Relator           | -0.38 | -0.40  | -0.40 | -0.36   | -0.29   |
| Includer | Responsibility    | 0.19  | 0.19   | 0.17  | 0.19    | 0.25    |
| Includer | Restorative       | 0.20  | 0.20   | 0.21  | 0.21    | 0.28    |
| Includer | Self-Assurance    | 0.18  | 0.19   | 0.20  | 0.17    | 0.24    |
| Includer | Significance      | 0.06  | 0.05   | 0.08  | 0.05    | 0.13    |
| Includer | Strategic         | 0.10  | 0.10   | 0.11  | 0.11    | 0.14    |
| Includer | Woo               | 0.48  | 0.46   | 0.49  | 0.48    | 0.44    |



## Theme Pair Correlations for Individualization, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1           | Theme 2        | All          | Female       | Male         | Missing      | Refused      |
|-------------------|----------------|--------------|--------------|--------------|--------------|--------------|
| Individualization | Achiever       | 0.34         | 0.32         | 0.36         | 0.33         | 0.33         |
| Individualization | Activator      | 0.43         | 0.41         | 0.44         | 0.43         | 0.45         |
| Individualization | Adaptability   | 0.05         | 0.06         | 0.03         | 0.07         | 0.08         |
| Individualization | Analytical     | 0.37         | 0.38         | 0.41         | 0.34         | 0.40         |
| Individualization | Arranger       | 0.58         | 0.57         | 0.61         | 0.58         | 0.60         |
| Individualization | Belief         | 0.32         | 0.30         | 0.33         | 0.33         | 0.41         |
| Individualization | Command        | 0.45         | 0.44         | 0.48         | 0.44         | 0.44         |
| Individualization | Communication  | 0.31         | 0.29         | 0.35         | 0.32         | 0.38         |
| Individualization | Competition    | 0.29         | 0.30         | 0.30         | 0.26         | 0.30         |
| Individualization | Connectedness  | 0.30         | 0.30         | 0.31         | 0.31         | 0.42         |
| Individualization | Consistency    | <b>-0.23</b> | <b>-0.23</b> | <b>-0.23</b> | <b>-0.23</b> | <b>-0.11</b> |
| Individualization | Context        | 0.21         | 0.22         | 0.21         | 0.19         | 0.24         |
| Individualization | Deliberative   | 0.04         | 0.03         | 0.05         | 0.03         | 0.10         |
| Individualization | Developer      | 0.20         | 0.19         | 0.21         | 0.22         | 0.33         |
| Individualization | Discipline     | 0.11         | 0.09         | 0.16         | 0.11         | 0.18         |
| Individualization | Empathy        | 0.19         | 0.18         | 0.19         | 0.21         | 0.35         |
| Individualization | Focus          | 0.34         | 0.33         | 0.37         | 0.33         | 0.37         |
| Individualization | Futuristic     | 0.46         | 0.44         | 0.49         | 0.47         | 0.57         |
| Individualization | Harmony        | <b>-0.20</b> | <b>-0.21</b> | <b>-0.19</b> | <b>-0.19</b> | <b>-0.07</b> |
| Individualization | Ideation       | 0.63         | 0.63         | 0.64         | 0.62         | 0.62         |
| Individualization | Includer       | 0.13         | 0.12         | 0.15         | 0.13         | 0.16         |
| Individualization | Input          | 0.49         | 0.48         | 0.50         | 0.50         | 0.51         |
| Individualization | Intellection   | 0.36         | 0.35         | 0.37         | 0.36         | 0.45         |
| Individualization | Learner        | 0.48         | 0.47         | 0.50         | 0.48         | 0.51         |
| Individualization | Maximizer      | 0.17         | 0.17         | 0.18         | 0.16         | 0.14         |
| Individualization | Positivity     | 0.21         | 0.20         | 0.21         | 0.22         | 0.32         |
| Individualization | Relator        | 0.15         | 0.14         | 0.16         | 0.14         | 0.21         |
| Individualization | Responsibility | 0.28         | 0.26         | 0.31         | 0.29         | 0.34         |
| Individualization | Restorative    | 0.42         | 0.42         | 0.44         | 0.43         | 0.45         |
| Individualization | Self-Assurance | 0.50         | 0.50         | 0.53         | 0.49         | 0.49         |
| Individualization | Significance   | 0.35         | 0.35         | 0.37         | 0.34         | 0.38         |
| Individualization | Strategic      | 0.64         | 0.64         | 0.65         | 0.63         | 0.65         |
| Individualization | Woo            | 0.22         | 0.20         | 0.24         | 0.23         | 0.25         |

## Theme Pair Correlations for Input, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------|-------------------|-------|--------|-------|---------|---------|
| Input   | Achiever          | 0.30  | 0.29   | 0.30  | 0.31    | 0.31    |
| Input   | Activator         | 0.41  | 0.41   | 0.41  | 0.42    | 0.41    |
| Input   | Adaptability      | 0.19  | 0.20   | 0.17  | 0.19    | 0.23    |
| Input   | Analytical        | 0.24  | 0.24   | 0.28  | 0.24    | 0.29    |
| Input   | Arranger          | 0.49  | 0.48   | 0.51  | 0.51    | 0.49    |
| Input   | Belief            | 0.31  | 0.29   | 0.31  | 0.32    | 0.42    |
| Input   | Command           | 0.39  | 0.40   | 0.41  | 0.39    | 0.38    |
| Input   | Communication     | 0.31  | 0.29   | 0.35  | 0.32    | 0.36    |
| Input   | Competition       | 0.21  | 0.23   | 0.19  | 0.23    | 0.24    |
| Input   | Connectedness     | 0.37  | 0.38   | 0.37  | 0.37    | 0.40    |
| Input   | Consistency       | -0.16 | -0.17  | -0.14 | -0.16   | -0.06   |
| Input   | Context           | 0.23  | 0.25   | 0.23  | 0.22    | 0.30    |
| Input   | Deliberative      | -0.02 | -0.04  | 0.01  | -0.03   | 0.09    |
| Input   | Developer         | 0.21  | 0.21   | 0.21  | 0.22    | 0.33    |
| Input   | Discipline        | 0.04  | 0.01   | 0.09  | 0.04    | 0.18    |
| Input   | Empathy           | 0.18  | 0.18   | 0.18  | 0.19    | 0.33    |
| Input   | Focus             | 0.28  | 0.28   | 0.30  | 0.29    | 0.31    |
| Input   | Futuristic        | 0.42  | 0.41   | 0.43  | 0.45    | 0.47    |
| Input   | Harmony           | -0.14 | -0.16  | -0.13 | -0.13   | 0.00    |
| Input   | Ideation          | 0.53  | 0.54   | 0.55  | 0.54    | 0.51    |
| Input   | Includer          | 0.25  | 0.23   | 0.25  | 0.26    | 0.28    |
| Input   | Individualization | 0.49  | 0.48   | 0.50  | 0.50    | 0.51    |
| Input   | Intellection      | 0.55  | 0.54   | 0.57  | 0.54    | 0.60    |
| Input   | Learner           | 0.57  | 0.57   | 0.58  | 0.57    | 0.60    |
| Input   | Maximizer         | 0.16  | 0.15   | 0.16  | 0.16    | 0.23    |
| Input   | Positivity        | 0.28  | 0.28   | 0.26  | 0.29    | 0.33    |
| Input   | Relator           | 0.08  | 0.07   | 0.10  | 0.08    | 0.19    |
| Input   | Responsibility    | 0.26  | 0.23   | 0.29  | 0.27    | 0.33    |
| Input   | Restorative       | 0.40  | 0.39   | 0.44  | 0.40    | 0.40    |
| Input   | Self-Assurance    | 0.45  | 0.46   | 0.45  | 0.45    | 0.43    |
| Input   | Significance      | 0.26  | 0.26   | 0.25  | 0.27    | 0.24    |
| Input   | Strategic         | 0.47  | 0.46   | 0.49  | 0.48    | 0.46    |
| Input   | Woo               | 0.24  | 0.23   | 0.26  | 0.25    | 0.27    |

## Theme Pair Correlations for Intellection, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1      | Theme 2           | All   | Female | Male  | Missing | Refused |
|--------------|-------------------|-------|--------|-------|---------|---------|
| Intellection | Achiever          | 0.21  | 0.22   | 0.20  | 0.22    | 0.21    |
| Intellection | Activator         | 0.14  | 0.13   | 0.14  | 0.15    | 0.27    |
| Intellection | Adaptability      | 0.14  | 0.14   | 0.13  | 0.14    | 0.27    |
| Intellection | Analytical        | 0.29  | 0.29   | 0.34  | 0.28    | 0.30    |
| Intellection | Arranger          | 0.24  | 0.23   | 0.25  | 0.24    | 0.26    |
| Intellection | Belief            | 0.29  | 0.29   | 0.29  | 0.29    | 0.36    |
| Intellection | Command           | 0.22  | 0.20   | 0.24  | 0.22    | 0.29    |
| Intellection | Communication     | -0.02 | -0.05  | 0.01  | -0.01   | 0.12    |
| Intellection | Competition       | 0.07  | 0.10   | 0.05  | 0.09    | 0.11    |
| Intellection | Connectedness     | 0.43  | 0.43   | 0.42  | 0.42    | 0.46    |
| Intellection | Consistency       | 0.02  | 0.02   | 0.02  | 0.01    | 0.13    |
| Intellection | Context           | 0.34  | 0.35   | 0.35  | 0.32    | 0.44    |
| Intellection | Deliberative      | 0.26  | 0.25   | 0.27  | 0.24    | 0.28    |
| Intellection | Developer         | 0.19  | 0.20   | 0.17  | 0.19    | 0.36    |
| Intellection | Discipline        | 0.13  | 0.11   | 0.15  | 0.12    | 0.24    |
| Intellection | Empathy           | 0.18  | 0.20   | 0.15  | 0.17    | 0.37    |
| Intellection | Focus             | 0.17  | 0.18   | 0.18  | 0.18    | 0.23    |
| Intellection | Futuristic        | 0.24  | 0.23   | 0.25  | 0.24    | 0.32    |
| Intellection | Harmony           | 0.04  | 0.05   | 0.03  | 0.05    | 0.17    |
| Intellection | Ideation          | 0.40  | 0.39   | 0.44  | 0.40    | 0.49    |
| Intellection | Includer          | -0.04 | -0.05  | -0.04 | -0.04   | 0.03    |
| Intellection | Individualization | 0.36  | 0.35   | 0.37  | 0.36    | 0.45    |
| Intellection | Input             | 0.55  | 0.54   | 0.57  | 0.54    | 0.60    |
| Intellection | Learner           | 0.57  | 0.57   | 0.58  | 0.56    | 0.61    |
| Intellection | Maximizer         | 0.11  | 0.11   | 0.11  | 0.12    | 0.21    |
| Intellection | Positivity        | 0.03  | 0.04   | 0.01  | 0.04    | 0.20    |
| Intellection | Relator           | 0.29  | 0.29   | 0.29  | 0.29    | 0.39    |
| Intellection | Responsibility    | 0.25  | 0.24   | 0.26  | 0.25    | 0.30    |
| Intellection | Restorative       | 0.25  | 0.24   | 0.28  | 0.24    | 0.32    |
| Intellection | Self-Assurance    | 0.22  | 0.23   | 0.23  | 0.22    | 0.27    |
| Intellection | Significance      | 0.08  | 0.08   | 0.06  | 0.09    | 0.14    |
| Intellection | Strategic         | 0.35  | 0.34   | 0.38  | 0.35    | 0.41    |
| Intellection | Woo               | -0.13 | -0.15  | -0.12 | -0.12   | 0.00    |

## Theme Pair Correlations for Learner, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------|-------------------|-------|--------|-------|---------|---------|
| Learner | Achiever          | 0.56  | 0.56   | 0.56  | 0.56    | 0.54    |
| Learner | Activator         | 0.22  | 0.21   | 0.24  | 0.23    | 0.29    |
| Learner | Adaptability      | -0.11 | -0.10  | -0.13 | -0.09   | -0.02   |
| Learner | Analytical        | 0.44  | 0.44   | 0.48  | 0.43    | 0.44    |
| Learner | Arranger          | 0.47  | 0.46   | 0.48  | 0.46    | 0.51    |
| Learner | Belief            | 0.38  | 0.36   | 0.40  | 0.37    | 0.48    |
| Learner | Command           | 0.30  | 0.29   | 0.33  | 0.30    | 0.36    |
| Learner | Communication     | 0.11  | 0.09   | 0.14  | 0.12    | 0.16    |
| Learner | Competition       | 0.21  | 0.23   | 0.18  | 0.22    | 0.23    |
| Learner | Connectedness     | 0.30  | 0.30   | 0.33  | 0.28    | 0.31    |
| Learner | Consistency       | 0.02  | 0.02   | 0.02  | 0.02    | 0.11    |
| Learner | Context           | 0.29  | 0.31   | 0.31  | 0.26    | 0.35    |
| Learner | Deliberative      | 0.18  | 0.18   | 0.18  | 0.17    | 0.27    |
| Learner | Developer         | 0.14  | 0.14   | 0.13  | 0.15    | 0.21    |
| Learner | Discipline        | 0.30  | 0.28   | 0.34  | 0.29    | 0.36    |
| Learner | Empathy           | 0.02  | 0.03   | 0.01  | 0.04    | 0.15    |
| Learner | Focus             | 0.49  | 0.48   | 0.50  | 0.49    | 0.51    |
| Learner | Futuristic        | 0.34  | 0.32   | 0.35  | 0.35    | 0.46    |
| Learner | Harmony           | -0.07 | -0.07  | -0.08 | -0.04   | 0.04    |
| Learner | Ideation          | 0.38  | 0.37   | 0.40  | 0.37    | 0.40    |
| Learner | Includer          | 0.11  | 0.11   | 0.11  | 0.11    | 0.19    |
| Learner | Individualization | 0.48  | 0.47   | 0.50  | 0.48    | 0.51    |
| Learner | Input             | 0.57  | 0.57   | 0.58  | 0.57    | 0.60    |
| Learner | Intellection      | 0.57  | 0.57   | 0.58  | 0.56    | 0.61    |
| Learner | Maximizer         | 0.11  | 0.11   | 0.10  | 0.11    | 0.09    |
| Learner | Positivity        | 0.12  | 0.13   | 0.12  | 0.13    | 0.18    |
| Learner | Relator           | 0.17  | 0.17   | 0.18  | 0.18    | 0.25    |
| Learner | Responsibility    | 0.44  | 0.43   | 0.48  | 0.44    | 0.51    |
| Learner | Restorative       | 0.41  | 0.40   | 0.44  | 0.41    | 0.50    |
| Learner | Self-Assurance    | 0.44  | 0.44   | 0.46  | 0.44    | 0.48    |
| Learner | Significance      | 0.30  | 0.31   | 0.29  | 0.30    | 0.34    |
| Learner | Strategic         | 0.46  | 0.45   | 0.49  | 0.46    | 0.47    |
| Learner | Woo               | 0.03  | 0.01   | 0.06  | 0.04    | 0.10    |

## Theme Pair Correlations for Maximizer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1   | Theme 2           | All   | Female | Male  | Missing | Refused |
|-----------|-------------------|-------|--------|-------|---------|---------|
| Maximizer | Achiever          | 0.15  | 0.15   | 0.14  | 0.15    | 0.22    |
| Maximizer | Activator         | 0.30  | 0.30   | 0.29  | 0.31    | 0.33    |
| Maximizer | Adaptability      | 0.17  | 0.16   | 0.17  | 0.17    | 0.24    |
| Maximizer | Analytical        | 0.09  | 0.07   | 0.12  | 0.09    | 0.17    |
| Maximizer | Arranger          | 0.20  | 0.21   | 0.20  | 0.20    | 0.23    |
| Maximizer | Belief            | 0.10  | 0.09   | 0.12  | 0.09    | 0.11    |
| Maximizer | Command           | 0.20  | 0.19   | 0.20  | 0.21    | 0.29    |
| Maximizer | Communication     | 0.27  | 0.28   | 0.26  | 0.28    | 0.19    |
| Maximizer | Competition       | 0.18  | 0.18   | 0.17  | 0.20    | 0.28    |
| Maximizer | Connectedness     | 0.14  | 0.15   | 0.15  | 0.14    | 0.12    |
| Maximizer | Consistency       | 0.07  | 0.08   | 0.07  | 0.07    | 0.06    |
| Maximizer | Context           | 0.02  | 0.01   | 0.03  | 0.01    | 0.01    |
| Maximizer | Deliberative      | 0.05  | 0.02   | 0.07  | 0.05    | 0.13    |
| Maximizer | Developer         | 0.14  | 0.15   | 0.16  | 0.13    | 0.09    |
| Maximizer | Discipline        | 0.12  | 0.12   | 0.11  | 0.12    | 0.15    |
| Maximizer | Empathy           | 0.12  | 0.13   | 0.13  | 0.11    | 0.12    |
| Maximizer | Focus             | 0.20  | 0.19   | 0.20  | 0.20    | 0.29    |
| Maximizer | Futuristic        | 0.23  | 0.23   | 0.24  | 0.24    | 0.22    |
| Maximizer | Harmony           | 0.11  | 0.11   | 0.12  | 0.12    | 0.17    |
| Maximizer | Ideation          | 0.21  | 0.20   | 0.23  | 0.20    | 0.27    |
| Maximizer | Includer          | 0.09  | 0.09   | 0.09  | 0.08    | 0.08    |
| Maximizer | Individualization | 0.17  | 0.17   | 0.18  | 0.16    | 0.14    |
| Maximizer | Input             | 0.16  | 0.15   | 0.16  | 0.16    | 0.23    |
| Maximizer | Intellection      | 0.11  | 0.11   | 0.11  | 0.12    | 0.21    |
| Maximizer | Learner           | 0.11  | 0.11   | 0.10  | 0.11    | 0.09    |
| Maximizer | Positivity        | 0.24  | 0.25   | 0.23  | 0.23    | 0.23    |
| Maximizer | Relator           | 0.14  | 0.13   | 0.15  | 0.14    | 0.17    |
| Maximizer | Responsibility    | 0.13  | 0.13   | 0.14  | 0.12    | 0.11    |
| Maximizer | Restorative       | -0.27 | -0.29  | -0.25 | -0.27   | -0.19   |
| Maximizer | Self-Assurance    | 0.35  | 0.35   | 0.35  | 0.35    | 0.40    |
| Maximizer | Significance      | 0.24  | 0.23   | 0.24  | 0.25    | 0.31    |
| Maximizer | Strategic         | 0.24  | 0.24   | 0.24  | 0.23    | 0.20    |
| Maximizer | Woo               | 0.20  | 0.21   | 0.19  | 0.20    | 0.17    |

## Theme Pair Correlations for Positivity, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1    | Theme 2           | All   | Female | Male  | Missing | Refused |
|------------|-------------------|-------|--------|-------|---------|---------|
| Positivity | Achiever          | 0.11  | 0.09   | 0.12  | 0.13    | 0.16    |
| Positivity | Activator         | 0.32  | 0.31   | 0.34  | 0.32    | 0.33    |
| Positivity | Adaptability      | 0.29  | 0.30   | 0.26  | 0.29    | 0.32    |
| Positivity | Analytical        | -0.18 | -0.17  | -0.14 | -0.18   | -0.08   |
| Positivity | Arranger          | 0.26  | 0.25   | 0.26  | 0.27    | 0.39    |
| Positivity | Belief            | 0.34  | 0.33   | 0.33  | 0.33    | 0.46    |
| Positivity | Command           | -0.04 | -0.01  | -0.03 | -0.03   | 0.04    |
| Positivity | Communication     | 0.49  | 0.48   | 0.51  | 0.51    | 0.44    |
| Positivity | Competition       | -0.01 | 0.00   | 0.03  | 0.00    | 0.06    |
| Positivity | Connectedness     | 0.36  | 0.35   | 0.34  | 0.35    | 0.49    |
| Positivity | Consistency       | 0.07  | 0.06   | 0.05  | 0.08    | -0.01   |
| Positivity | Context           | 0.02  | 0.03   | 0.04  | 0.02    | 0.09    |
| Positivity | Deliberative      | -0.40 | -0.39  | -0.40 | -0.40   | -0.30   |
| Positivity | Developer         | 0.71  | 0.70   | 0.72  | 0.71    | 0.71    |
| Positivity | Discipline        | 0.06  | 0.04   | 0.04  | 0.08    | 0.03    |
| Positivity | Empathy           | 0.48  | 0.46   | 0.47  | 0.48    | 0.49    |
| Positivity | Focus             | 0.04  | 0.04   | 0.05  | 0.05    | 0.07    |
| Positivity | Futuristic        | 0.22  | 0.22   | 0.22  | 0.22    | 0.29    |
| Positivity | Harmony           | 0.16  | 0.14   | 0.14  | 0.16    | 0.11    |
| Positivity | Ideation          | 0.15  | 0.16   | 0.17  | 0.16    | 0.29    |
| Positivity | Includer          | 0.59  | 0.58   | 0.60  | 0.59    | 0.53    |
| Positivity | Individualization | 0.21  | 0.20   | 0.21  | 0.22    | 0.32    |
| Positivity | Input             | 0.28  | 0.28   | 0.26  | 0.29    | 0.33    |
| Positivity | Intellection      | 0.03  | 0.04   | 0.01  | 0.04    | 0.20    |
| Positivity | Learner           | 0.12  | 0.13   | 0.12  | 0.13    | 0.18    |
| Positivity | Maximizer         | 0.24  | 0.25   | 0.23  | 0.23    | 0.23    |
| Positivity | Relator           | -0.12 | -0.13  | -0.14 | -0.10   | -0.04   |
| Positivity | Responsibility    | 0.20  | 0.18   | 0.18  | 0.21    | 0.21    |
| Positivity | Restorative       | 0.08  | 0.09   | 0.12  | 0.10    | 0.17    |
| Positivity | Self-Assurance    | 0.20  | 0.22   | 0.23  | 0.21    | 0.32    |
| Positivity | Significance      | 0.04  | 0.03   | 0.06  | 0.04    | 0.11    |
| Positivity | Strategic         | 0.13  | 0.14   | 0.13  | 0.15    | 0.25    |
| Positivity | Woo               | 0.55  | 0.54   | 0.56  | 0.56    | 0.50    |

## Theme Pair Correlations for Relator, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All          | Female       | Male         | Missing      | Refused      |
|---------|-------------------|--------------|--------------|--------------|--------------|--------------|
| Relator | Achiever          | 0.10         | 0.10         | 0.08         | 0.12         | 0.16         |
| Relator | Activator         | <b>0.00</b>  | <b>-0.01</b> | 0.01         | 0.01         | 0.11         |
| Relator | Adaptability      | 0.14         | 0.13         | 0.15         | 0.14         | 0.25         |
| Relator | Analytical        | 0.25         | 0.26         | 0.30         | 0.25         | 0.33         |
| Relator | Arranger          | 0.09         | 0.08         | 0.08         | 0.10         | 0.11         |
| Relator | Belief            | 0.12         | 0.12         | 0.10         | 0.13         | 0.16         |
| Relator | Command           | 0.13         | 0.11         | 0.18         | 0.13         | 0.17         |
| Relator | Communication     | <b>-0.09</b> | <b>-0.11</b> | <b>-0.08</b> | <b>-0.08</b> | 0.05         |
| Relator | Competition       | 0.07         | 0.07         | 0.10         | 0.08         | 0.11         |
| Relator | Connectedness     | 0.11         | 0.11         | 0.09         | 0.12         | 0.15         |
| Relator | Consistency       | 0.26         | 0.26         | 0.24         | 0.28         | 0.33         |
| Relator | Context           | 0.15         | 0.16         | 0.17         | 0.15         | 0.27         |
| Relator | Deliberative      | 0.44         | 0.43         | 0.45         | 0.46         | 0.51         |
| Relator | Developer         | 0.11         | 0.10         | 0.06         | 0.12         | 0.18         |
| Relator | Discipline        | 0.23         | 0.23         | 0.20         | 0.26         | 0.26         |
| Relator | Empathy           | 0.15         | 0.15         | 0.10         | 0.15         | 0.24         |
| Relator | Focus             | 0.18         | 0.18         | 0.19         | 0.19         | 0.22         |
| Relator | Futuristic        | 0.09         | 0.09         | 0.11         | 0.09         | 0.10         |
| Relator | Harmony           | 0.27         | 0.28         | 0.24         | 0.29         | 0.36         |
| Relator | Ideation          | 0.04         | 0.03         | 0.10         | 0.03         | 0.13         |
| Relator | Includer          | <b>-0.38</b> | <b>-0.40</b> | <b>-0.40</b> | <b>-0.36</b> | <b>-0.29</b> |
| Relator | Individualization | 0.15         | 0.14         | 0.16         | 0.14         | 0.21         |
| Relator | Input             | 0.08         | 0.07         | 0.10         | 0.08         | 0.19         |
| Relator | Intellection      | 0.29         | 0.29         | 0.29         | 0.29         | 0.39         |
| Relator | Learner           | 0.17         | 0.17         | 0.18         | 0.18         | 0.25         |
| Relator | Maximizer         | 0.14         | 0.13         | 0.15         | 0.14         | 0.17         |
| Relator | Positivity        | <b>-0.12</b> | <b>-0.13</b> | <b>-0.14</b> | <b>-0.10</b> | <b>-0.04</b> |
| Relator | Responsibility    | 0.27         | 0.27         | 0.24         | 0.28         | 0.30         |
| Relator | Restorative       | 0.12         | 0.12         | 0.14         | 0.13         | 0.22         |
| Relator | Self-Assurance    | 0.08         | 0.08         | 0.12         | 0.09         | 0.13         |
| Relator | Significance      | 0.13         | 0.13         | 0.15         | 0.14         | 0.15         |
| Relator | Strategic         | 0.12         | 0.11         | 0.15         | 0.13         | 0.20         |
| Relator | Woo               | <b>-0.23</b> | <b>-0.26</b> | <b>-0.22</b> | <b>-0.22</b> | <b>-0.12</b> |

## Theme Pair Correlations for Responsibility, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1        | Theme 2           | All  | Female | Male  | Missing | Refused |
|----------------|-------------------|------|--------|-------|---------|---------|
| Responsibility | Achiever          | 0.43 | 0.42   | 0.45  | 0.43    | 0.48    |
| Responsibility | Activator         | 0.13 | 0.10   | 0.18  | 0.14    | 0.19    |
| Responsibility | Adaptability      | 0.01 | 0.02   | -0.04 | 0.02    | 0.06    |
| Responsibility | Analytical        | 0.37 | 0.40   | 0.42  | 0.36    | 0.43    |
| Responsibility | Arranger          | 0.48 | 0.47   | 0.50  | 0.48    | 0.53    |
| Responsibility | Belief            | 0.52 | 0.49   | 0.54  | 0.54    | 0.59    |
| Responsibility | Command           | 0.19 | 0.19   | 0.23  | 0.19    | 0.24    |
| Responsibility | Communication     | 0.14 | 0.12   | 0.18  | 0.15    | 0.18    |
| Responsibility | Competition       | 0.06 | 0.08   | 0.07  | 0.07    | 0.14    |
| Responsibility | Connectedness     | 0.30 | 0.27   | 0.32  | 0.31    | 0.34    |
| Responsibility | Consistency       | 0.31 | 0.32   | 0.27  | 0.30    | 0.40    |
| Responsibility | Context           | 0.18 | 0.18   | 0.23  | 0.17    | 0.23    |
| Responsibility | Deliberative      | 0.29 | 0.30   | 0.28  | 0.29    | 0.43    |
| Responsibility | Developer         | 0.27 | 0.26   | 0.23  | 0.29    | 0.31    |
| Responsibility | Discipline        | 0.48 | 0.46   | 0.49  | 0.48    | 0.57    |
| Responsibility | Empathy           | 0.14 | 0.13   | 0.09  | 0.17    | 0.18    |
| Responsibility | Focus             | 0.39 | 0.38   | 0.41  | 0.39    | 0.41    |
| Responsibility | Futuristic        | 0.22 | 0.20   | 0.25  | 0.23    | 0.33    |
| Responsibility | Harmony           | 0.21 | 0.22   | 0.16  | 0.22    | 0.26    |
| Responsibility | Ideation          | 0.14 | 0.13   | 0.18  | 0.14    | 0.17    |
| Responsibility | Includer          | 0.19 | 0.19   | 0.17  | 0.19    | 0.25    |
| Responsibility | Individualization | 0.28 | 0.26   | 0.31  | 0.29    | 0.34    |
| Responsibility | Input             | 0.26 | 0.23   | 0.29  | 0.27    | 0.33    |
| Responsibility | Intellection      | 0.25 | 0.24   | 0.26  | 0.25    | 0.30    |
| Responsibility | Learner           | 0.44 | 0.43   | 0.48  | 0.44    | 0.51    |
| Responsibility | Maximizer         | 0.13 | 0.13   | 0.14  | 0.12    | 0.11    |
| Responsibility | Positivity        | 0.20 | 0.18   | 0.18  | 0.21    | 0.21    |
| Responsibility | Relator           | 0.27 | 0.27   | 0.24  | 0.28    | 0.30    |
| Responsibility | Restorative       | 0.35 | 0.34   | 0.38  | 0.36    | 0.50    |
| Responsibility | Self-Assurance    | 0.33 | 0.33   | 0.40  | 0.33    | 0.38    |
| Responsibility | Significance      | 0.29 | 0.28   | 0.32  | 0.29    | 0.34    |
| Responsibility | Strategic         | 0.30 | 0.29   | 0.34  | 0.31    | 0.38    |
| Responsibility | Woo               | 0.05 | 0.02   | 0.08  | 0.05    | 0.12    |



## Theme Pair Correlations for Restorative, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1     | Theme 2           | All   | Female | Male  | Missing | Refused |
|-------------|-------------------|-------|--------|-------|---------|---------|
| Restorative | Achiever          | 0.30  | 0.29   | 0.33  | 0.31    | 0.31    |
| Restorative | Activator         | 0.24  | 0.22   | 0.26  | 0.24    | 0.23    |
| Restorative | Adaptability      | 0.05  | 0.06   | 0.05  | 0.07    | 0.14    |
| Restorative | Analytical        | 0.43  | 0.41   | 0.41  | 0.43    | 0.47    |
| Restorative | Arranger          | 0.48  | 0.47   | 0.51  | 0.48    | 0.50    |
| Restorative | Belief            | 0.30  | 0.30   | 0.32  | 0.32    | 0.48    |
| Restorative | Command           | 0.37  | 0.35   | 0.38  | 0.36    | 0.33    |
| Restorative | Communication     | 0.12  | 0.09   | 0.17  | 0.12    | 0.15    |
| Restorative | Competition       | 0.22  | 0.21   | 0.20  | 0.22    | 0.17    |
| Restorative | Connectedness     | 0.18  | 0.19   | 0.22  | 0.18    | 0.33    |
| Restorative | Consistency       | -0.01 | 0.00   | 0.01  | 0.00    | 0.18    |
| Restorative | Context           | 0.24  | 0.23   | 0.22  | 0.24    | 0.31    |
| Restorative | Deliberative      | 0.16  | 0.15   | 0.14  | 0.16    | 0.25    |
| Restorative | Developer         | 0.09  | 0.12   | 0.13  | 0.12    | 0.28    |
| Restorative | Discipline        | 0.14  | 0.14   | 0.19  | 0.15    | 0.27    |
| Restorative | Empathy           | 0.03  | 0.06   | 0.07  | 0.05    | 0.20    |
| Restorative | Focus             | 0.33  | 0.31   | 0.34  | 0.32    | 0.32    |
| Restorative | Futuristic        | 0.29  | 0.26   | 0.31  | 0.29    | 0.39    |
| Restorative | Harmony           | -0.15 | -0.14  | -0.15 | -0.13   | 0.00    |
| Restorative | Ideation          | 0.37  | 0.35   | 0.37  | 0.36    | 0.34    |
| Restorative | Includer          | 0.20  | 0.20   | 0.21  | 0.21    | 0.28    |
| Restorative | Individualization | 0.42  | 0.42   | 0.44  | 0.43    | 0.45    |
| Restorative | Input             | 0.40  | 0.39   | 0.44  | 0.40    | 0.40    |
| Restorative | Intellection      | 0.25  | 0.24   | 0.28  | 0.24    | 0.32    |
| Restorative | Learner           | 0.41  | 0.40   | 0.44  | 0.41    | 0.50    |
| Restorative | Maximizer         | -0.27 | -0.29  | -0.25 | -0.27   | -0.19   |
| Restorative | Positivity        | 0.08  | 0.09   | 0.12  | 0.10    | 0.17    |
| Restorative | Relator           | 0.12  | 0.12   | 0.14  | 0.13    | 0.22    |
| Restorative | Responsibility    | 0.35  | 0.34   | 0.38  | 0.36    | 0.50    |
| Restorative | Self-Assurance    | 0.36  | 0.33   | 0.38  | 0.35    | 0.38    |
| Restorative | Significance      | 0.31  | 0.29   | 0.31  | 0.30    | 0.28    |
| Restorative | Strategic         | 0.39  | 0.37   | 0.40  | 0.39    | 0.42    |
| Restorative | Woo               | 0.06  | 0.04   | 0.10  | 0.07    | 0.06    |

## Theme Pair Correlations for Self-Assurance, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1        | Theme 2           | All   | Female | Male  | Missing | Refused |
|----------------|-------------------|-------|--------|-------|---------|---------|
| Self-Assurance | Achiever          | 0.44  | 0.42   | 0.49  | 0.43    | 0.48    |
| Self-Assurance | Activator         | 0.55  | 0.55   | 0.57  | 0.56    | 0.58    |
| Self-Assurance | Adaptability      | 0.07  | 0.10   | 0.05  | 0.08    | 0.05    |
| Self-Assurance | Analytical        | 0.40  | 0.37   | 0.40  | 0.38    | 0.45    |
| Self-Assurance | Arranger          | 0.62  | 0.62   | 0.65  | 0.61    | 0.61    |
| Self-Assurance | Belief            | 0.28  | 0.27   | 0.32  | 0.27    | 0.37    |
| Self-Assurance | Command           | 0.70  | 0.69   | 0.70  | 0.70    | 0.69    |
| Self-Assurance | Communication     | 0.35  | 0.35   | 0.39  | 0.36    | 0.36    |
| Self-Assurance | Competition       | 0.45  | 0.42   | 0.45  | 0.44    | 0.54    |
| Self-Assurance | Connectedness     | 0.18  | 0.21   | 0.21  | 0.17    | 0.19    |
| Self-Assurance | Consistency       | -0.15 | -0.16  | -0.11 | -0.15   | 0.02    |
| Self-Assurance | Context           | 0.10  | 0.08   | 0.09  | 0.08    | 0.09    |
| Self-Assurance | Deliberative      | -0.01 | -0.04  | 0.01  | -0.02   | 0.10    |
| Self-Assurance | Developer         | 0.00  | 0.02   | 0.05  | 0.00    | 0.10    |
| Self-Assurance | Discipline        | 0.11  | 0.09   | 0.20  | 0.11    | 0.29    |
| Self-Assurance | Empathy           | -0.07 | -0.05  | -0.02 | -0.06   | 0.06    |
| Self-Assurance | Focus             | 0.50  | 0.47   | 0.54  | 0.50    | 0.60    |
| Self-Assurance | Futuristic        | 0.50  | 0.47   | 0.52  | 0.51    | 0.62    |
| Self-Assurance | Harmony           | -0.27 | -0.28  | -0.23 | -0.26   | -0.09   |
| Self-Assurance | Ideation          | 0.53  | 0.53   | 0.51  | 0.53    | 0.47    |
| Self-Assurance | Includer          | 0.18  | 0.19   | 0.20  | 0.17    | 0.24    |
| Self-Assurance | Individualization | 0.50  | 0.50   | 0.53  | 0.49    | 0.49    |
| Self-Assurance | Input             | 0.45  | 0.46   | 0.45  | 0.45    | 0.43    |
| Self-Assurance | Intellection      | 0.22  | 0.23   | 0.23  | 0.22    | 0.27    |
| Self-Assurance | Learner           | 0.44  | 0.44   | 0.46  | 0.44    | 0.48    |
| Self-Assurance | Maximizer         | 0.35  | 0.35   | 0.35  | 0.35    | 0.40    |
| Self-Assurance | Positivity        | 0.20  | 0.22   | 0.23  | 0.21    | 0.32    |
| Self-Assurance | Relator           | 0.08  | 0.08   | 0.12  | 0.09    | 0.13    |
| Self-Assurance | Responsibility    | 0.33  | 0.33   | 0.40  | 0.33    | 0.38    |
| Self-Assurance | Restorative       | 0.36  | 0.33   | 0.38  | 0.35    | 0.38    |
| Self-Assurance | Significance      | 0.55  | 0.53   | 0.57  | 0.56    | 0.61    |
| Self-Assurance | Strategic         | 0.58  | 0.58   | 0.58  | 0.58    | 0.50    |
| Self-Assurance | Woo               | 0.28  | 0.28   | 0.31  | 0.28    | 0.31    |

## Theme Pair Correlations for Significance, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1      | Theme 2           | All   | Female | Male  | Missing | Refused |
|--------------|-------------------|-------|--------|-------|---------|---------|
| Significance | Achiever          | 0.46  | 0.46   | 0.48  | 0.47    | 0.50    |
| Significance | Activator         | 0.46  | 0.45   | 0.47  | 0.46    | 0.43    |
| Significance | Adaptability      | -0.12 | -0.12  | -0.12 | -0.10   | -0.12   |
| Significance | Analytical        | 0.43  | 0.42   | 0.43  | 0.42    | 0.49    |
| Significance | Arranger          | 0.43  | 0.43   | 0.45  | 0.42    | 0.43    |
| Significance | Belief            | 0.13  | 0.11   | 0.15  | 0.13    | 0.24    |
| Significance | Command           | 0.61  | 0.59   | 0.62  | 0.61    | 0.61    |
| Significance | Communication     | 0.29  | 0.28   | 0.31  | 0.30    | 0.28    |
| Significance | Competition       | 0.63  | 0.63   | 0.62  | 0.62    | 0.65    |
| Significance | Connectedness     | -0.06 | -0.07  | -0.04 | -0.05   | 0.00    |
| Significance | Consistency       | 0.09  | 0.09   | 0.10  | 0.09    | 0.19    |
| Significance | Context           | 0.07  | 0.07   | 0.06  | 0.06    | 0.04    |
| Significance | Deliberative      | 0.19  | 0.18   | 0.20  | 0.20    | 0.31    |
| Significance | Developer         | -0.12 | -0.11  | -0.10 | -0.11   | -0.05   |
| Significance | Discipline        | 0.32  | 0.31   | 0.35  | 0.31    | 0.42    |
| Significance | Empathy           | -0.19 | -0.18  | -0.18 | -0.18   | -0.07   |
| Significance | Focus             | 0.70  | 0.70   | 0.71  | 0.70    | 0.75    |
| Significance | Futuristic        | 0.50  | 0.49   | 0.51  | 0.50    | 0.57    |
| Significance | Harmony           | -0.03 | -0.03  | -0.02 | -0.02   | 0.14    |
| Significance | Ideation          | 0.31  | 0.30   | 0.30  | 0.31    | 0.30    |
| Significance | Includer          | 0.06  | 0.05   | 0.08  | 0.05    | 0.13    |
| Significance | Individualization | 0.35  | 0.35   | 0.37  | 0.34    | 0.38    |
| Significance | Input             | 0.26  | 0.26   | 0.25  | 0.27    | 0.24    |
| Significance | Intellection      | 0.08  | 0.08   | 0.06  | 0.09    | 0.14    |
| Significance | Learner           | 0.30  | 0.31   | 0.29  | 0.30    | 0.34    |
| Significance | Maximizer         | 0.24  | 0.23   | 0.24  | 0.25    | 0.31    |
| Significance | Positivity        | 0.04  | 0.03   | 0.06  | 0.04    | 0.11    |
| Significance | Relator           | 0.13  | 0.13   | 0.15  | 0.14    | 0.15    |
| Significance | Responsibility    | 0.29  | 0.28   | 0.32  | 0.29    | 0.34    |
| Significance | Restorative       | 0.31  | 0.29   | 0.31  | 0.30    | 0.28    |
| Significance | Self-Assurance    | 0.55  | 0.53   | 0.57  | 0.56    | 0.61    |
| Significance | Strategic         | 0.43  | 0.43   | 0.43  | 0.43    | 0.39    |
| Significance | Woo               | 0.21  | 0.20   | 0.23  | 0.21    | 0.22    |

## Theme Pair Correlations for Strategic, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1   | Theme 2           | All   | Female | Male  | Missing | Refused |
|-----------|-------------------|-------|--------|-------|---------|---------|
| Strategic | Achiever          | 0.42  | 0.41   | 0.44  | 0.41    | 0.41    |
| Strategic | Activator         | 0.44  | 0.44   | 0.44  | 0.43    | 0.43    |
| Strategic | Adaptability      | -0.02 | -0.01  | -0.03 | -0.01   | 0.04    |
| Strategic | Analytical        | 0.45  | 0.43   | 0.47  | 0.43    | 0.43    |
| Strategic | Arranger          | 0.57  | 0.57   | 0.60  | 0.56    | 0.63    |
| Strategic | Belief            | 0.26  | 0.25   | 0.27  | 0.28    | 0.32    |
| Strategic | Command           | 0.53  | 0.53   | 0.53  | 0.51    | 0.46    |
| Strategic | Communication     | 0.33  | 0.33   | 0.34  | 0.32    | 0.37    |
| Strategic | Competition       | 0.39  | 0.39   | 0.38  | 0.38    | 0.36    |
| Strategic | Connectedness     | 0.21  | 0.22   | 0.23  | 0.21    | 0.30    |
| Strategic | Consistency       | -0.19 | -0.19  | -0.18 | -0.20   | -0.10   |
| Strategic | Context           | 0.17  | 0.16   | 0.16  | 0.17    | 0.17    |
| Strategic | Deliberative      | 0.06  | 0.04   | 0.08  | 0.05    | 0.09    |
| Strategic | Developer         | 0.05  | 0.06   | 0.07  | 0.07    | 0.20    |
| Strategic | Discipline        | 0.15  | 0.15   | 0.21  | 0.14    | 0.24    |
| Strategic | Empathy           | -0.03 | -0.01  | 0.00  | -0.02   | 0.16    |
| Strategic | Focus             | 0.44  | 0.43   | 0.46  | 0.43    | 0.41    |
| Strategic | Futuristic        | 0.54  | 0.52   | 0.55  | 0.55    | 0.58    |
| Strategic | Harmony           | -0.33 | -0.33  | -0.32 | -0.31   | -0.20   |
| Strategic | Ideation          | 0.70  | 0.70   | 0.71  | 0.71    | 0.68    |
| Strategic | Includer          | 0.10  | 0.10   | 0.11  | 0.11    | 0.14    |
| Strategic | Individualization | 0.64  | 0.64   | 0.65  | 0.63    | 0.65    |
| Strategic | Input             | 0.47  | 0.46   | 0.49  | 0.48    | 0.46    |
| Strategic | Intellection      | 0.35  | 0.34   | 0.38  | 0.35    | 0.41    |
| Strategic | Learner           | 0.46  | 0.45   | 0.49  | 0.46    | 0.47    |
| Strategic | Maximizer         | 0.24  | 0.24   | 0.24  | 0.23    | 0.20    |
| Strategic | Positivity        | 0.13  | 0.14   | 0.13  | 0.15    | 0.25    |
| Strategic | Relator           | 0.12  | 0.11   | 0.15  | 0.13    | 0.20    |
| Strategic | Responsibility    | 0.30  | 0.29   | 0.34  | 0.31    | 0.38    |
| Strategic | Restorative       | 0.39  | 0.37   | 0.40  | 0.39    | 0.42    |
| Strategic | Self-Assurance    | 0.58  | 0.58   | 0.58  | 0.58    | 0.50    |
| Strategic | Significance      | 0.43  | 0.43   | 0.43  | 0.43    | 0.39    |
| Strategic | Woo               | 0.20  | 0.20   | 0.21  | 0.20    | 0.25    |

## Theme Pair Correlations for Woo, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

| Theme 1 | Theme 2           | All   | Female | Male  | Missing | Refused |
|---------|-------------------|-------|--------|-------|---------|---------|
| Woo     | Achiever          | 0.10  | 0.08   | 0.13  | 0.09    | 0.15    |
| Woo     | Activator         | 0.47  | 0.47   | 0.47  | 0.47    | 0.44    |
| Woo     | Adaptability      | 0.18  | 0.18   | 0.16  | 0.19    | 0.17    |
| Woo     | Analytical        | -0.10 | -0.11  | -0.07 | -0.10   | 0.01    |
| Woo     | Arranger          | 0.26  | 0.24   | 0.28  | 0.26    | 0.33    |
| Woo     | Belief            | 0.16  | 0.13   | 0.18  | 0.16    | 0.28    |
| Woo     | Command           | 0.21  | 0.22   | 0.23  | 0.20    | 0.20    |
| Woo     | Communication     | 0.82  | 0.82   | 0.82  | 0.82    | 0.80    |
| Woo     | Competition       | 0.17  | 0.18   | 0.20  | 0.16    | 0.21    |
| Woo     | Connectedness     | 0.16  | 0.13   | 0.18  | 0.16    | 0.26    |
| Woo     | Consistency       | -0.07 | -0.07  | -0.08 | -0.06   | -0.08   |
| Woo     | Context           | -0.01 | -0.02  | 0.02  | -0.01   | 0.03    |
| Woo     | Deliberative      | -0.39 | -0.41  | -0.37 | -0.38   | -0.26   |
| Woo     | Developer         | 0.26  | 0.24   | 0.27  | 0.27    | 0.24    |
| Woo     | Discipline        | -0.02 | -0.04  | -0.01 | -0.01   | 0.06    |
| Woo     | Empathy           | 0.24  | 0.22   | 0.26  | 0.25    | 0.23    |
| Woo     | Focus             | 0.11  | 0.10   | 0.13  | 0.11    | 0.14    |
| Woo     | Futuristic        | 0.22  | 0.21   | 0.24  | 0.23    | 0.26    |
| Woo     | Harmony           | -0.02 | -0.04  | -0.03 | -0.01   | 0.04    |
| Woo     | Ideation          | 0.19  | 0.20   | 0.21  | 0.19    | 0.21    |
| Woo     | Includer          | 0.48  | 0.46   | 0.49  | 0.48    | 0.44    |
| Woo     | Individualization | 0.22  | 0.20   | 0.24  | 0.23    | 0.25    |
| Woo     | Input             | 0.24  | 0.23   | 0.26  | 0.25    | 0.27    |
| Woo     | Intellection      | -0.13 | -0.15  | -0.12 | -0.12   | 0.00    |
| Woo     | Learner           | 0.03  | 0.01   | 0.06  | 0.04    | 0.10    |
| Woo     | Maximizer         | 0.20  | 0.21   | 0.19  | 0.20    | 0.17    |
| Woo     | Positivity        | 0.55  | 0.54   | 0.56  | 0.56    | 0.50    |
| Woo     | Relator           | -0.23 | -0.26  | -0.22 | -0.22   | -0.12   |
| Woo     | Responsibility    | 0.05  | 0.02   | 0.08  | 0.05    | 0.12    |
| Woo     | Restorative       | 0.06  | 0.04   | 0.10  | 0.07    | 0.06    |
| Woo     | Self-Assurance    | 0.28  | 0.28   | 0.31  | 0.28    | 0.31    |
| Woo     | Significance      | 0.21  | 0.20   | 0.23  | 0.21    | 0.22    |
| Woo     | Strategic         | 0.20  | 0.20   | 0.21  | 0.20    | 0.25    |

## Theme Pair Correlations for Achiever, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1  | Theme 2           | All          | <24          | 24<30        | 30<40        | 40<50        | 50<60        | 60+          | Missing      |
|----------|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Achiever | Activator         | 0.26         | 0.19         | 0.23         | 0.25         | 0.29         | 0.33         | 0.38         | 0.28         |
| Achiever | Adaptability      | <b>-0.23</b> | <b>-0.28</b> | <b>-0.28</b> | <b>-0.26</b> | <b>-0.22</b> | <b>-0.17</b> | <b>-0.11</b> | <b>-0.21</b> |
| Achiever | Analytical        | 0.37         | 0.38         | 0.36         | 0.35         | 0.40         | 0.39         | 0.38         | 0.36         |
| Achiever | Arranger          | 0.49         | 0.48         | 0.46         | 0.46         | 0.50         | 0.53         | 0.57         | 0.49         |
| Achiever | Belief            | 0.24         | 0.22         | 0.19         | 0.23         | 0.27         | 0.29         | 0.30         | 0.25         |
| Achiever | Command           | 0.35         | 0.29         | 0.33         | 0.37         | 0.38         | 0.39         | 0.41         | 0.35         |
| Achiever | Communication     | 0.16         | 0.12         | 0.13         | 0.15         | 0.19         | 0.18         | 0.23         | 0.16         |
| Achiever | Competition       | 0.47         | 0.46         | 0.50         | 0.50         | 0.49         | 0.48         | 0.49         | 0.47         |
| Achiever | Connectedness     | 0.06         | 0.03         | <b>-0.01</b> | 0.04         | 0.09         | 0.13         | 0.17         | 0.07         |
| Achiever | Consistency       | 0.11         | 0.22         | 0.15         | 0.09         | 0.09         | 0.06         | 0.02         | 0.09         |
| Achiever | Context           | 0.10         | 0.14         | 0.06         | 0.09         | 0.13         | 0.13         | 0.14         | 0.08         |
| Achiever | Deliberative      | 0.16         | 0.18         | 0.15         | 0.15         | 0.16         | 0.15         | 0.16         | 0.16         |
| Achiever | Developer         | 0.04         | 0.01         | 0.00         | 0.00         | 0.07         | 0.09         | 0.13         | 0.07         |
| Achiever | Discipline        | 0.42         | 0.49         | 0.43         | 0.41         | 0.43         | 0.39         | 0.35         | 0.42         |
| Achiever | Empathy           | <b>-0.07</b> | <b>-0.10</b> | <b>-0.11</b> | <b>-0.10</b> | <b>-0.05</b> | <b>-0.04</b> | 0.01         | <b>-0.05</b> |
| Achiever | Focus             | 0.67         | 0.68         | 0.67         | 0.67         | 0.68         | 0.66         | 0.66         | 0.67         |
| Achiever | Futuristic        | 0.34         | 0.30         | 0.32         | 0.32         | 0.37         | 0.40         | 0.40         | 0.36         |
| Achiever | Harmony           | <b>-0.04</b> | 0.02         | <b>-0.05</b> | <b>-0.08</b> | <b>-0.04</b> | <b>-0.04</b> | <b>-0.05</b> | <b>-0.03</b> |
| Achiever | Ideation          | 0.23         | 0.14         | 0.19         | 0.21         | 0.26         | 0.28         | 0.33         | 0.24         |
| Achiever | Includer          | 0.11         | 0.08         | 0.10         | 0.10         | 0.15         | 0.14         | 0.15         | 0.11         |
| Achiever | Individualization | 0.34         | 0.30         | 0.30         | 0.32         | 0.36         | 0.38         | 0.44         | 0.34         |
| Achiever | Input             | 0.30         | 0.28         | 0.26         | 0.27         | 0.32         | 0.35         | 0.38         | 0.31         |
| Achiever | Intellection      | 0.21         | 0.20         | 0.16         | 0.19         | 0.23         | 0.27         | 0.30         | 0.22         |
| Achiever | Learner           | 0.56         | 0.61         | 0.55         | 0.54         | 0.56         | 0.56         | 0.55         | 0.56         |
| Achiever | Maximizer         | 0.15         | 0.05         | 0.11         | 0.13         | 0.16         | 0.23         | 0.26         | 0.16         |
| Achiever | Positivity        | 0.11         | 0.07         | 0.09         | 0.07         | 0.13         | 0.17         | 0.19         | 0.13         |
| Achiever | Relator           | 0.10         | 0.07         | 0.09         | 0.08         | 0.11         | 0.13         | 0.13         | 0.13         |
| Achiever | Responsibility    | 0.43         | 0.47         | 0.43         | 0.41         | 0.44         | 0.43         | 0.44         | 0.43         |
| Achiever | Restorative       | 0.30         | 0.33         | 0.29         | 0.28         | 0.33         | 0.32         | 0.35         | 0.31         |
| Achiever | Self-Assurance    | 0.44         | 0.40         | 0.41         | 0.42         | 0.47         | 0.48         | 0.50         | 0.43         |
| Achiever | Significance      | 0.46         | 0.45         | 0.47         | 0.47         | 0.48         | 0.48         | 0.45         | 0.47         |
| Achiever | Strategic         | 0.42         | 0.38         | 0.40         | 0.41         | 0.44         | 0.44         | 0.46         | 0.42         |
| Achiever | Woo               | 0.10         | 0.08         | 0.09         | 0.09         | 0.12         | 0.11         | 0.14         | 0.10         |

## Theme Pair Correlations for Activator, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1   | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|-----------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Activator | Achiever          | 0.26  | 0.19  | 0.23  | 0.25  | 0.29  | 0.33  | 0.38  | 0.28    |
| Activator | Adaptability      | 0.14  | 0.19  | 0.14  | 0.15  | 0.13  | 0.10  | 0.11  | 0.14    |
| Activator | Analytical        | 0.11  | 0.10  | 0.10  | 0.07  | 0.11  | 0.17  | 0.16  | 0.10    |
| Activator | Arranger          | 0.47  | 0.40  | 0.43  | 0.46  | 0.49  | 0.54  | 0.53  | 0.48    |
| Activator | Belief            | 0.20  | 0.19  | 0.17  | 0.20  | 0.21  | 0.23  | 0.27  | 0.22    |
| Activator | Command           | 0.62  | 0.58  | 0.60  | 0.62  | 0.64  | 0.66  | 0.66  | 0.63    |
| Activator | Communication     | 0.56  | 0.58  | 0.55  | 0.57  | 0.56  | 0.55  | 0.53  | 0.56    |
| Activator | Competition       | 0.40  | 0.37  | 0.38  | 0.41  | 0.44  | 0.45  | 0.42  | 0.40    |
| Activator | Connectedness     | 0.20  | 0.19  | 0.18  | 0.21  | 0.20  | 0.24  | 0.26  | 0.21    |
| Activator | Consistency       | -0.15 | -0.08 | -0.12 | -0.16 | -0.18 | -0.18 | -0.23 | -0.14   |
| Activator | Context           | 0.04  | 0.07  | 0.03  | 0.01  | 0.05  | 0.08  | 0.13  | 0.04    |
| Activator | Deliberative      | -0.18 | -0.17 | -0.19 | -0.21 | -0.19 | -0.17 | -0.17 | -0.17   |
| Activator | Developer         | 0.11  | 0.11  | 0.10  | 0.10  | 0.11  | 0.13  | 0.13  | 0.12    |
| Activator | Discipline        | 0.02  | -0.01 | 0.00  | 0.00  | 0.03  | 0.07  | 0.04  | 0.03    |
| Activator | Empathy           | 0.10  | 0.11  | 0.08  | 0.09  | 0.10  | 0.09  | 0.09  | 0.11    |
| Activator | Focus             | 0.34  | 0.28  | 0.30  | 0.33  | 0.35  | 0.39  | 0.40  | 0.34    |
| Activator | Futuristic        | 0.45  | 0.36  | 0.40  | 0.45  | 0.49  | 0.52  | 0.52  | 0.46    |
| Activator | Harmony           | -0.16 | -0.10 | -0.15 | -0.18 | -0.17 | -0.18 | -0.21 | -0.15   |
| Activator | Ideation          | 0.44  | 0.40  | 0.40  | 0.43  | 0.46  | 0.49  | 0.51  | 0.44    |
| Activator | Includer          | 0.21  | 0.21  | 0.20  | 0.23  | 0.22  | 0.20  | 0.17  | 0.21    |
| Activator | Individualization | 0.43  | 0.36  | 0.37  | 0.41  | 0.46  | 0.48  | 0.50  | 0.43    |
| Activator | Input             | 0.41  | 0.37  | 0.39  | 0.39  | 0.42  | 0.46  | 0.47  | 0.42    |
| Activator | Intellection      | 0.14  | 0.08  | 0.10  | 0.10  | 0.15  | 0.21  | 0.25  | 0.16    |
| Activator | Learner           | 0.22  | 0.16  | 0.18  | 0.19  | 0.24  | 0.30  | 0.36  | 0.24    |
| Activator | Maximizer         | 0.30  | 0.27  | 0.25  | 0.28  | 0.34  | 0.34  | 0.37  | 0.31    |
| Activator | Positivity        | 0.32  | 0.30  | 0.30  | 0.32  | 0.32  | 0.33  | 0.33  | 0.32    |
| Activator | Relator           | 0.00  | -0.03 | -0.03 | -0.03 | 0.01  | 0.04  | 0.05  | 0.01    |
| Activator | Responsibility    | 0.13  | 0.09  | 0.11  | 0.12  | 0.15  | 0.18  | 0.20  | 0.15    |
| Activator | Restorative       | 0.24  | 0.21  | 0.21  | 0.23  | 0.23  | 0.28  | 0.26  | 0.24    |
| Activator | Self-Assurance    | 0.55  | 0.52  | 0.52  | 0.54  | 0.57  | 0.60  | 0.59  | 0.56    |
| Activator | Significance      | 0.46  | 0.43  | 0.43  | 0.46  | 0.48  | 0.48  | 0.48  | 0.46    |
| Activator | Strategic         | 0.44  | 0.38  | 0.41  | 0.42  | 0.45  | 0.51  | 0.51  | 0.43    |
| Activator | Woo               | 0.47  | 0.51  | 0.48  | 0.48  | 0.46  | 0.44  | 0.43  | 0.46    |

## Theme Pair Correlations for Adaptability, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1      | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|--------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Adaptability | Achiever          | -0.23 | -0.28 | -0.28 | -0.26 | -0.22 | -0.17 | -0.11 | -0.21   |
| Adaptability | Activator         | 0.14  | 0.19  | 0.14  | 0.15  | 0.13  | 0.10  | 0.11  | 0.14    |
| Adaptability | Analytical        | -0.20 | -0.20 | -0.21 | -0.20 | -0.22 | -0.17 | -0.15 | -0.18   |
| Adaptability | Arranger          | 0.06  | 0.05  | 0.06  | 0.06  | 0.06  | 0.06  | 0.08  | 0.08    |
| Adaptability | Belief            | 0.13  | 0.14  | 0.12  | 0.11  | 0.11  | 0.17  | 0.20  | 0.14    |
| Adaptability | Command           | 0.03  | 0.06  | 0.03  | 0.02  | 0.01  | 0.01  | 0.07  | 0.05    |
| Adaptability | Communication     | 0.19  | 0.18  | 0.17  | 0.18  | 0.20  | 0.21  | 0.25  | 0.21    |
| Adaptability | Competition       | -0.12 | -0.15 | -0.17 | -0.13 | -0.12 | -0.12 | -0.11 | -0.11   |
| Adaptability | Connectedness     | 0.27  | 0.31  | 0.28  | 0.27  | 0.25  | 0.29  | 0.31  | 0.27    |
| Adaptability | Consistency       | -0.02 | -0.13 | -0.07 | -0.06 | 0.01  | 0.08  | 0.12  | 0.00    |
| Adaptability | Context           | 0.04  | 0.05  | 0.06  | 0.03  | 0.00  | 0.02  | 0.09  | 0.05    |
| Adaptability | Deliberative      | -0.05 | -0.10 | -0.09 | -0.07 | -0.06 | 0.01  | 0.02  | -0.04   |
| Adaptability | Developer         | 0.34  | 0.34  | 0.32  | 0.32  | 0.33  | 0.39  | 0.39  | 0.33    |
| Adaptability | Discipline        | -0.33 | -0.39 | -0.38 | -0.37 | -0.32 | -0.24 | -0.17 | -0.31   |
| Adaptability | Empathy           | 0.40  | 0.41  | 0.39  | 0.38  | 0.41  | 0.43  | 0.45  | 0.40    |
| Adaptability | Focus             | -0.32 | -0.35 | -0.39 | -0.35 | -0.32 | -0.26 | -0.20 | -0.31   |
| Adaptability | Futuristic        | -0.05 | -0.06 | -0.10 | -0.04 | -0.05 | -0.05 | -0.02 | -0.04   |
| Adaptability | Harmony           | 0.16  | 0.09  | 0.13  | 0.14  | 0.18  | 0.24  | 0.24  | 0.17    |
| Adaptability | Ideation          | 0.19  | 0.27  | 0.19  | 0.21  | 0.16  | 0.16  | 0.17  | 0.19    |
| Adaptability | Includer          | 0.21  | 0.18  | 0.19  | 0.19  | 0.21  | 0.24  | 0.30  | 0.23    |
| Adaptability | Individualization | 0.05  | 0.08  | 0.05  | 0.06  | 0.02  | 0.03  | 0.07  | 0.06    |
| Adaptability | Input             | 0.19  | 0.22  | 0.19  | 0.20  | 0.17  | 0.16  | 0.18  | 0.19    |
| Adaptability | Intellection      | 0.14  | 0.17  | 0.12  | 0.14  | 0.11  | 0.14  | 0.16  | 0.14    |
| Adaptability | Learner           | -0.11 | -0.13 | -0.13 | -0.12 | -0.12 | -0.07 | 0.01  | -0.09   |
| Adaptability | Maximizer         | 0.17  | 0.20  | 0.16  | 0.16  | 0.17  | 0.18  | 0.18  | 0.17    |
| Adaptability | Positivity        | 0.29  | 0.30  | 0.26  | 0.28  | 0.27  | 0.32  | 0.36  | 0.29    |
| Adaptability | Relator           | 0.14  | 0.15  | 0.12  | 0.13  | 0.13  | 0.18  | 0.20  | 0.14    |
| Adaptability | Responsibility    | 0.01  | -0.07 | -0.02 | -0.02 | 0.02  | 0.09  | 0.16  | 0.03    |
| Adaptability | Restorative       | 0.05  | 0.05  | 0.03  | 0.05  | 0.03  | 0.07  | 0.09  | 0.07    |
| Adaptability | Self-Assurance    | 0.07  | 0.12  | 0.08  | 0.06  | 0.04  | 0.05  | 0.11  | 0.08    |
| Adaptability | Significance      | -0.12 | -0.15 | -0.17 | -0.14 | -0.11 | -0.09 | 0.00  | -0.10   |
| Adaptability | Strategic         | -0.02 | 0.01  | -0.03 | -0.02 | -0.04 | -0.01 | 0.01  | -0.01   |
| Adaptability | Woo               | 0.18  | 0.17  | 0.16  | 0.16  | 0.18  | 0.18  | 0.23  | 0.19    |



## Theme Pair Correlations for Analytical, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1    | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Analytical | Achiever          | 0.37  | 0.38  | 0.36  | 0.35  | 0.40  | 0.39  | 0.38  | 0.36    |
| Analytical | Activator         | 0.11  | 0.10  | 0.10  | 0.07  | 0.11  | 0.17  | 0.16  | 0.10    |
| Analytical | Adaptability      | -0.20 | -0.20 | -0.21 | -0.20 | -0.22 | -0.17 | -0.15 | -0.18   |
| Analytical | Arranger          | 0.33  | 0.36  | 0.33  | 0.31  | 0.35  | 0.35  | 0.37  | 0.32    |
| Analytical | Belief            | 0.12  | 0.08  | 0.08  | 0.10  | 0.15  | 0.19  | 0.16  | 0.13    |
| Analytical | Command           | 0.43  | 0.45  | 0.44  | 0.41  | 0.43  | 0.45  | 0.44  | 0.42    |
| Analytical | Communication     | -0.01 | -0.01 | -0.04 | -0.03 | -0.02 | 0.02  | 0.04  | -0.01   |
| Analytical | Competition       | 0.36  | 0.39  | 0.37  | 0.35  | 0.34  | 0.34  | 0.32  | 0.36    |
| Analytical | Connectedness     | -0.01 | -0.02 | -0.04 | -0.03 | 0.01  | 0.06  | 0.07  | 0.01    |
| Analytical | Consistency       | 0.16  | 0.21  | 0.14  | 0.15  | 0.15  | 0.16  | 0.15  | 0.15    |
| Analytical | Context           | 0.27  | 0.29  | 0.23  | 0.29  | 0.29  | 0.29  | 0.24  | 0.26    |
| Analytical | Deliberative      | 0.45  | 0.45  | 0.45  | 0.45  | 0.47  | 0.45  | 0.46  | 0.45    |
| Analytical | Developer         | -0.12 | -0.16 | -0.15 | -0.14 | -0.10 | -0.06 | -0.07 | -0.10   |
| Analytical | Discipline        | 0.34  | 0.34  | 0.29  | 0.32  | 0.37  | 0.37  | 0.38  | 0.33    |
| Analytical | Empathy           | -0.26 | -0.27 | -0.28 | -0.27 | -0.26 | -0.22 | -0.22 | -0.24   |
| Analytical | Focus             | 0.53  | 0.54  | 0.50  | 0.50  | 0.53  | 0.56  | 0.56  | 0.53    |
| Analytical | Futuristic        | 0.27  | 0.26  | 0.25  | 0.24  | 0.27  | 0.32  | 0.33  | 0.29    |
| Analytical | Harmony           | 0.03  | 0.08  | 0.00  | 0.02  | 0.03  | 0.04  | 0.02  | 0.05    |
| Analytical | Ideation          | 0.33  | 0.28  | 0.33  | 0.32  | 0.33  | 0.35  | 0.35  | 0.33    |
| Analytical | Includer          | -0.05 | -0.09 | -0.07 | -0.06 | -0.05 | -0.03 | -0.01 | -0.04   |
| Analytical | Individualization | 0.37  | 0.39  | 0.38  | 0.36  | 0.37  | 0.39  | 0.35  | 0.36    |
| Analytical | Input             | 0.24  | 0.21  | 0.21  | 0.22  | 0.26  | 0.28  | 0.25  | 0.24    |
| Analytical | Intellection      | 0.29  | 0.28  | 0.28  | 0.28  | 0.30  | 0.32  | 0.30  | 0.28    |
| Analytical | Learner           | 0.44  | 0.43  | 0.43  | 0.43  | 0.46  | 0.48  | 0.44  | 0.44    |
| Analytical | Maximizer         | 0.09  | 0.04  | 0.06  | 0.08  | 0.10  | 0.20  | 0.19  | 0.10    |
| Analytical | Positivity        | -0.18 | -0.20 | -0.20 | -0.20 | -0.18 | -0.13 | -0.16 | -0.17   |
| Analytical | Relator           | 0.25  | 0.25  | 0.22  | 0.24  | 0.26  | 0.26  | 0.24  | 0.25    |
| Analytical | Responsibility    | 0.37  | 0.37  | 0.35  | 0.37  | 0.40  | 0.41  | 0.40  | 0.37    |
| Analytical | Restorative       | 0.43  | 0.45  | 0.44  | 0.43  | 0.44  | 0.42  | 0.40  | 0.43    |
| Analytical | Self-Assurance    | 0.40  | 0.39  | 0.39  | 0.38  | 0.41  | 0.44  | 0.42  | 0.39    |
| Analytical | Significance      | 0.43  | 0.46  | 0.41  | 0.40  | 0.42  | 0.45  | 0.44  | 0.43    |
| Analytical | Strategic         | 0.45  | 0.44  | 0.45  | 0.44  | 0.46  | 0.46  | 0.45  | 0.44    |
| Analytical | Woo               | -0.10 | -0.09 | -0.12 | -0.11 | -0.11 | -0.08 | -0.07 | -0.09   |

## Theme Pair Correlations for Arranger, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1  | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|----------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Arranger | Achiever          | 0.49  | 0.48  | 0.46  | 0.46  | 0.50  | 0.53  | 0.57  | 0.49    |
| Arranger | Activator         | 0.47  | 0.40  | 0.43  | 0.46  | 0.49  | 0.54  | 0.53  | 0.48    |
| Arranger | Adaptability      | 0.06  | 0.05  | 0.06  | 0.06  | 0.06  | 0.06  | 0.08  | 0.08    |
| Arranger | Analytical        | 0.33  | 0.36  | 0.33  | 0.31  | 0.35  | 0.35  | 0.37  | 0.32    |
| Arranger | Belief            | 0.35  | 0.33  | 0.32  | 0.33  | 0.37  | 0.39  | 0.36  | 0.36    |
| Arranger | Command           | 0.47  | 0.43  | 0.44  | 0.47  | 0.50  | 0.52  | 0.52  | 0.47    |
| Arranger | Communication     | 0.35  | 0.29  | 0.33  | 0.36  | 0.37  | 0.38  | 0.40  | 0.35    |
| Arranger | Competition       | 0.31  | 0.29  | 0.30  | 0.33  | 0.35  | 0.36  | 0.38  | 0.30    |
| Arranger | Connectedness     | 0.24  | 0.22  | 0.21  | 0.22  | 0.24  | 0.28  | 0.30  | 0.24    |
| Arranger | Consistency       | -0.11 | 0.00  | -0.09 | -0.13 | -0.13 | -0.13 | -0.16 | -0.12   |
| Arranger | Context           | 0.11  | 0.18  | 0.08  | 0.09  | 0.13  | 0.10  | 0.12  | 0.10    |
| Arranger | Deliberative      | -0.01 | 0.04  | -0.01 | -0.03 | 0.01  | -0.02 | -0.01 | 0.00    |
| Arranger | Developer         | 0.15  | 0.14  | 0.14  | 0.13  | 0.16  | 0.18  | 0.19  | 0.17    |
| Arranger | Discipline        | 0.20  | 0.25  | 0.19  | 0.17  | 0.21  | 0.22  | 0.22  | 0.20    |
| Arranger | Empathy           | 0.06  | 0.08  | 0.05  | 0.05  | 0.07  | 0.07  | 0.08  | 0.09    |
| Arranger | Focus             | 0.42  | 0.44  | 0.40  | 0.41  | 0.45  | 0.48  | 0.50  | 0.42    |
| Arranger | Futuristic        | 0.43  | 0.36  | 0.38  | 0.42  | 0.48  | 0.52  | 0.56  | 0.43    |
| Arranger | Harmony           | -0.19 | -0.13 | -0.21 | -0.22 | -0.19 | -0.18 | -0.20 | -0.18   |
| Arranger | Ideation          | 0.47  | 0.43  | 0.45  | 0.47  | 0.49  | 0.51  | 0.53  | 0.47    |
| Arranger | Includer          | 0.26  | 0.22  | 0.26  | 0.26  | 0.27  | 0.28  | 0.26  | 0.26    |
| Arranger | Individualization | 0.58  | 0.56  | 0.56  | 0.58  | 0.60  | 0.62  | 0.63  | 0.58    |
| Arranger | Input             | 0.49  | 0.52  | 0.47  | 0.47  | 0.50  | 0.53  | 0.54  | 0.51    |
| Arranger | Intellection      | 0.24  | 0.29  | 0.20  | 0.20  | 0.24  | 0.28  | 0.30  | 0.24    |
| Arranger | Learner           | 0.47  | 0.51  | 0.46  | 0.44  | 0.46  | 0.49  | 0.51  | 0.47    |
| Arranger | Maximizer         | 0.20  | 0.11  | 0.13  | 0.20  | 0.21  | 0.29  | 0.32  | 0.20    |
| Arranger | Positivity        | 0.26  | 0.21  | 0.24  | 0.25  | 0.26  | 0.31  | 0.30  | 0.27    |
| Arranger | Relator           | 0.09  | 0.09  | 0.06  | 0.07  | 0.11  | 0.10  | 0.14  | 0.10    |
| Arranger | Responsibility    | 0.48  | 0.50  | 0.47  | 0.46  | 0.49  | 0.50  | 0.50  | 0.48    |
| Arranger | Restorative       | 0.48  | 0.50  | 0.48  | 0.45  | 0.51  | 0.48  | 0.50  | 0.48    |
| Arranger | Self-Assurance    | 0.62  | 0.58  | 0.58  | 0.61  | 0.64  | 0.67  | 0.68  | 0.61    |
| Arranger | Significance      | 0.43  | 0.42  | 0.40  | 0.43  | 0.47  | 0.49  | 0.49  | 0.42    |
| Arranger | Strategic         | 0.57  | 0.54  | 0.57  | 0.56  | 0.59  | 0.60  | 0.63  | 0.57    |
| Arranger | Woo               | 0.26  | 0.22  | 0.25  | 0.27  | 0.26  | 0.29  | 0.29  | 0.26    |

## Theme Pair Correlations for Belief, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+  | Missing |
|---------|-------------------|-------|-------|-------|-------|-------|-------|------|---------|
| Belief  | Achiever          | 0.24  | 0.22  | 0.19  | 0.23  | 0.27  | 0.29  | 0.30 | 0.25    |
| Belief  | Activator         | 0.20  | 0.19  | 0.17  | 0.20  | 0.21  | 0.23  | 0.27 | 0.22    |
| Belief  | Adaptability      | 0.13  | 0.14  | 0.12  | 0.11  | 0.11  | 0.17  | 0.20 | 0.14    |
| Belief  | Analytical        | 0.12  | 0.08  | 0.08  | 0.10  | 0.15  | 0.19  | 0.16 | 0.13    |
| Belief  | Arranger          | 0.35  | 0.33  | 0.32  | 0.33  | 0.37  | 0.39  | 0.36 | 0.36    |
| Belief  | Command           | 0.14  | 0.12  | 0.12  | 0.15  | 0.16  | 0.18  | 0.21 | 0.16    |
| Belief  | Communication     | 0.21  | 0.20  | 0.20  | 0.20  | 0.24  | 0.24  | 0.32 | 0.22    |
| Belief  | Competition       | -0.03 | -0.05 | -0.04 | 0.00  | 0.03  | 0.06  | 0.05 | -0.02   |
| Belief  | Connectedness     | 0.62  | 0.62  | 0.61  | 0.59  | 0.61  | 0.63  | 0.65 | 0.62    |
| Belief  | Consistency       | 0.12  | 0.13  | 0.10  | 0.11  | 0.14  | 0.15  | 0.15 | 0.13    |
| Belief  | Context           | 0.23  | 0.27  | 0.22  | 0.21  | 0.23  | 0.24  | 0.27 | 0.23    |
| Belief  | Deliberative      | 0.08  | 0.07  | 0.07  | 0.06  | 0.10  | 0.11  | 0.10 | 0.09    |
| Belief  | Developer         | 0.45  | 0.44  | 0.42  | 0.42  | 0.46  | 0.48  | 0.49 | 0.45    |
| Belief  | Discipline        | 0.20  | 0.18  | 0.17  | 0.19  | 0.24  | 0.23  | 0.23 | 0.22    |
| Belief  | Empathy           | 0.33  | 0.35  | 0.32  | 0.31  | 0.34  | 0.35  | 0.37 | 0.35    |
| Belief  | Focus             | 0.16  | 0.14  | 0.12  | 0.16  | 0.20  | 0.25  | 0.26 | 0.17    |
| Belief  | Futuristic        | 0.21  | 0.15  | 0.18  | 0.22  | 0.26  | 0.29  | 0.28 | 0.24    |
| Belief  | Harmony           | 0.11  | 0.11  | 0.06  | 0.08  | 0.12  | 0.15  | 0.15 | 0.12    |
| Belief  | Ideation          | 0.22  | 0.21  | 0.21  | 0.22  | 0.21  | 0.24  | 0.20 | 0.23    |
| Belief  | Includer          | 0.28  | 0.25  | 0.26  | 0.28  | 0.30  | 0.32  | 0.33 | 0.29    |
| Belief  | Individualization | 0.32  | 0.30  | 0.30  | 0.33  | 0.33  | 0.35  | 0.31 | 0.34    |
| Belief  | Input             | 0.31  | 0.35  | 0.31  | 0.29  | 0.32  | 0.34  | 0.32 | 0.33    |
| Belief  | Intellection      | 0.29  | 0.32  | 0.28  | 0.25  | 0.31  | 0.31  | 0.31 | 0.30    |
| Belief  | Learner           | 0.38  | 0.38  | 0.37  | 0.36  | 0.40  | 0.40  | 0.39 | 0.38    |
| Belief  | Maximizer         | 0.10  | 0.01  | 0.04  | 0.08  | 0.11  | 0.15  | 0.19 | 0.10    |
| Belief  | Positivity        | 0.34  | 0.30  | 0.29  | 0.32  | 0.36  | 0.38  | 0.40 | 0.34    |
| Belief  | Relator           | 0.12  | 0.14  | 0.11  | 0.10  | 0.14  | 0.15  | 0.16 | 0.14    |
| Belief  | Responsibility    | 0.52  | 0.47  | 0.48  | 0.50  | 0.54  | 0.55  | 0.56 | 0.54    |
| Belief  | Restorative       | 0.30  | 0.32  | 0.30  | 0.30  | 0.33  | 0.34  | 0.29 | 0.32    |
| Belief  | Self-Assurance    | 0.28  | 0.24  | 0.24  | 0.28  | 0.30  | 0.33  | 0.33 | 0.28    |
| Belief  | Significance      | 0.13  | 0.11  | 0.09  | 0.13  | 0.17  | 0.21  | 0.20 | 0.14    |
| Belief  | Strategic         | 0.26  | 0.24  | 0.24  | 0.26  | 0.26  | 0.29  | 0.26 | 0.28    |
| Belief  | Woo               | 0.16  | 0.15  | 0.14  | 0.15  | 0.17  | 0.17  | 0.24 | 0.16    |

## Theme Pair Correlations for Command, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|---------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Command | Achiever          | 0.35  | 0.29  | 0.33  | 0.37  | 0.38  | 0.39  | 0.41  | 0.35    |
| Command | Activator         | 0.62  | 0.58  | 0.60  | 0.62  | 0.64  | 0.66  | 0.66  | 0.63    |
| Command | Adaptability      | 0.03  | 0.06  | 0.03  | 0.02  | 0.01  | 0.01  | 0.07  | 0.05    |
| Command | Analytical        | 0.43  | 0.45  | 0.44  | 0.41  | 0.43  | 0.45  | 0.44  | 0.42    |
| Command | Arranger          | 0.47  | 0.43  | 0.44  | 0.47  | 0.50  | 0.52  | 0.52  | 0.47    |
| Command | Belief            | 0.14  | 0.12  | 0.12  | 0.15  | 0.16  | 0.18  | 0.21  | 0.16    |
| Command | Communication     | 0.29  | 0.28  | 0.27  | 0.29  | 0.30  | 0.30  | 0.33  | 0.29    |
| Command | Competition       | 0.54  | 0.52  | 0.53  | 0.54  | 0.55  | 0.52  | 0.49  | 0.53    |
| Command | Connectedness     | 0.06  | 0.06  | 0.05  | 0.06  | 0.07  | 0.11  | 0.15  | 0.07    |
| Command | Consistency       | -0.15 | -0.09 | -0.15 | -0.17 | -0.16 | -0.16 | -0.18 | -0.14   |
| Command | Context           | 0.11  | 0.15  | 0.09  | 0.10  | 0.11  | 0.13  | 0.14  | 0.11    |
| Command | Deliberative      | 0.12  | 0.16  | 0.14  | 0.10  | 0.12  | 0.10  | 0.10  | 0.14    |
| Command | Developer         | -0.18 | -0.21 | -0.21 | -0.20 | -0.16 | -0.13 | -0.09 | -0.17   |
| Command | Discipline        | 0.06  | 0.03  | 0.01  | 0.04  | 0.09  | 0.10  | 0.10  | 0.07    |
| Command | Empathy           | -0.16 | -0.18 | -0.21 | -0.20 | -0.14 | -0.14 | -0.09 | -0.14   |
| Command | Focus             | 0.52  | 0.48  | 0.49  | 0.52  | 0.54  | 0.54  | 0.55  | 0.52    |
| Command | Futuristic        | 0.46  | 0.35  | 0.40  | 0.45  | 0.49  | 0.50  | 0.54  | 0.47    |
| Command | Harmony           | -0.25 | -0.22 | -0.27 | -0.29 | -0.26 | -0.25 | -0.27 | -0.23   |
| Command | Ideation          | 0.53  | 0.49  | 0.52  | 0.53  | 0.54  | 0.55  | 0.57  | 0.53    |
| Command | Includer          | 0.01  | -0.03 | -0.01 | 0.02  | 0.02  | 0.03  | 0.04  | 0.01    |
| Command | Individualization | 0.45  | 0.41  | 0.42  | 0.44  | 0.47  | 0.48  | 0.48  | 0.44    |
| Command | Input             | 0.39  | 0.34  | 0.37  | 0.39  | 0.41  | 0.43  | 0.40  | 0.40    |
| Command | Intellection      | 0.22  | 0.19  | 0.20  | 0.20  | 0.23  | 0.25  | 0.26  | 0.23    |
| Command | Learner           | 0.30  | 0.26  | 0.29  | 0.31  | 0.32  | 0.36  | 0.35  | 0.31    |
| Command | Maximizer         | 0.20  | 0.14  | 0.17  | 0.19  | 0.25  | 0.29  | 0.33  | 0.21    |
| Command | Positivity        | -0.04 | -0.09 | -0.07 | -0.04 | -0.01 | 0.03  | 0.04  | -0.02   |
| Command | Relator           | 0.13  | 0.13  | 0.10  | 0.09  | 0.13  | 0.12  | 0.15  | 0.14    |
| Command | Responsibility    | 0.19  | 0.18  | 0.18  | 0.20  | 0.24  | 0.23  | 0.26  | 0.20    |
| Command | Restorative       | 0.37  | 0.40  | 0.36  | 0.36  | 0.36  | 0.36  | 0.34  | 0.36    |
| Command | Self-Assurance    | 0.70  | 0.69  | 0.70  | 0.71  | 0.72  | 0.73  | 0.74  | 0.71    |
| Command | Significance      | 0.61  | 0.59  | 0.59  | 0.61  | 0.61  | 0.60  | 0.61  | 0.61    |
| Command | Strategic         | 0.53  | 0.48  | 0.52  | 0.53  | 0.56  | 0.57  | 0.56  | 0.51    |
| Command | Woo               | 0.21  | 0.20  | 0.20  | 0.21  | 0.20  | 0.21  | 0.24  | 0.20    |

## Theme Pair Correlations for Communication, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1       | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|---------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Communication | Achiever          | 0.16  | 0.12  | 0.13  | 0.15  | 0.19  | 0.18  | 0.23  | 0.16    |
| Communication | Activator         | 0.56  | 0.58  | 0.55  | 0.57  | 0.56  | 0.55  | 0.53  | 0.56    |
| Communication | Adaptability      | 0.19  | 0.18  | 0.17  | 0.18  | 0.20  | 0.21  | 0.25  | 0.21    |
| Communication | Analytical        | -0.01 | -0.01 | -0.04 | -0.03 | -0.02 | 0.02  | 0.04  | -0.01   |
| Communication | Arranger          | 0.35  | 0.29  | 0.33  | 0.36  | 0.37  | 0.38  | 0.40  | 0.35    |
| Communication | Belief            | 0.21  | 0.20  | 0.20  | 0.20  | 0.24  | 0.24  | 0.32  | 0.22    |
| Communication | Command           | 0.29  | 0.28  | 0.27  | 0.29  | 0.30  | 0.30  | 0.33  | 0.29    |
| Communication | Competition       | 0.21  | 0.19  | 0.17  | 0.21  | 0.23  | 0.22  | 0.22  | 0.20    |
| Communication | Connectedness     | 0.22  | 0.20  | 0.21  | 0.21  | 0.25  | 0.26  | 0.31  | 0.23    |
| Communication | Consistency       | -0.04 | -0.03 | -0.03 | -0.07 | -0.03 | -0.04 | -0.04 | -0.03   |
| Communication | Context           | 0.04  | 0.04  | 0.04  | 0.00  | 0.06  | 0.05  | 0.13  | 0.04    |
| Communication | Deliberative      | -0.32 | -0.31 | -0.34 | -0.34 | -0.33 | -0.31 | -0.28 | -0.31   |
| Communication | Developer         | 0.28  | 0.25  | 0.27  | 0.26  | 0.30  | 0.33  | 0.36  | 0.29    |
| Communication | Discipline        | 0.04  | 0.00  | 0.02  | 0.02  | 0.07  | 0.08  | 0.12  | 0.06    |
| Communication | Empathy           | 0.25  | 0.23  | 0.24  | 0.23  | 0.27  | 0.28  | 0.33  | 0.27    |
| Communication | Focus             | 0.18  | 0.15  | 0.14  | 0.18  | 0.19  | 0.20  | 0.24  | 0.18    |
| Communication | Futuristic        | 0.28  | 0.23  | 0.24  | 0.29  | 0.30  | 0.33  | 0.32  | 0.29    |
| Communication | Harmony           | 0.00  | 0.00  | -0.01 | -0.03 | 0.01  | 0.02  | 0.04  | 0.02    |
| Communication | Ideation          | 0.28  | 0.28  | 0.26  | 0.28  | 0.28  | 0.29  | 0.32  | 0.28    |
| Communication | Includer          | 0.42  | 0.40  | 0.40  | 0.43  | 0.43  | 0.41  | 0.43  | 0.42    |
| Communication | Individualization | 0.31  | 0.29  | 0.28  | 0.31  | 0.33  | 0.33  | 0.38  | 0.32    |
| Communication | Input             | 0.31  | 0.30  | 0.30  | 0.29  | 0.31  | 0.35  | 0.37  | 0.33    |
| Communication | Intellection      | -0.02 | -0.06 | -0.07 | -0.07 | 0.00  | 0.06  | 0.11  | -0.01   |
| Communication | Learner           | 0.11  | 0.09  | 0.08  | 0.08  | 0.13  | 0.15  | 0.24  | 0.13    |
| Communication | Maximizer         | 0.27  | 0.26  | 0.24  | 0.28  | 0.29  | 0.31  | 0.31  | 0.28    |
| Communication | Positivity        | 0.49  | 0.46  | 0.47  | 0.49  | 0.51  | 0.53  | 0.53  | 0.51    |
| Communication | Relator           | -0.09 | -0.15 | -0.13 | -0.13 | -0.09 | -0.03 | 0.00  | -0.08   |
| Communication | Responsibility    | 0.14  | 0.08  | 0.12  | 0.14  | 0.18  | 0.18  | 0.26  | 0.16    |
| Communication | Restorative       | 0.12  | 0.10  | 0.09  | 0.10  | 0.13  | 0.15  | 0.19  | 0.13    |
| Communication | Self-Assurance    | 0.35  | 0.35  | 0.33  | 0.35  | 0.36  | 0.37  | 0.38  | 0.36    |
| Communication | Significance      | 0.29  | 0.28  | 0.26  | 0.29  | 0.30  | 0.29  | 0.32  | 0.30    |
| Communication | Strategic         | 0.33  | 0.31  | 0.30  | 0.33  | 0.33  | 0.36  | 0.36  | 0.33    |
| Communication | Woo               | 0.82  | 0.82  | 0.82  | 0.83  | 0.82  | 0.81  | 0.81  | 0.81    |

## Theme Pair Correlations for Competition, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1     | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|-------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Competition | Achiever          | 0.47  | 0.46  | 0.50  | 0.50  | 0.49  | 0.48  | 0.49  | 0.47    |
| Competition | Activator         | 0.40  | 0.37  | 0.38  | 0.41  | 0.44  | 0.45  | 0.42  | 0.40    |
| Competition | Adaptability      | -0.12 | -0.15 | -0.17 | -0.13 | -0.12 | -0.12 | -0.11 | -0.11   |
| Competition | Analytical        | 0.36  | 0.39  | 0.37  | 0.35  | 0.34  | 0.34  | 0.32  | 0.36    |
| Competition | Arranger          | 0.31  | 0.29  | 0.30  | 0.33  | 0.35  | 0.36  | 0.38  | 0.30    |
| Competition | Belief            | -0.03 | -0.05 | -0.04 | 0.00  | 0.03  | 0.06  | 0.05  | -0.02   |
| Competition | Command           | 0.54  | 0.52  | 0.53  | 0.54  | 0.55  | 0.52  | 0.49  | 0.53    |
| Competition | Communication     | 0.21  | 0.19  | 0.17  | 0.21  | 0.23  | 0.22  | 0.22  | 0.20    |
| Competition | Connectedness     | -0.18 | -0.18 | -0.20 | -0.17 | -0.14 | -0.10 | -0.07 | -0.18   |
| Competition | Consistency       | -0.02 | 0.03  | -0.01 | -0.03 | -0.07 | -0.06 | -0.08 | -0.02   |
| Competition | Context           | 0.05  | 0.08  | 0.01  | 0.05  | 0.06  | 0.09  | 0.10  | 0.05    |
| Competition | Deliberative      | 0.11  | 0.16  | 0.13  | 0.10  | 0.08  | 0.10  | 0.08  | 0.11    |
| Competition | Developer         | -0.16 | -0.21 | -0.20 | -0.18 | -0.12 | -0.10 | -0.10 | -0.14   |
| Competition | Discipline        | 0.16  | 0.16  | 0.15  | 0.15  | 0.15  | 0.16  | 0.13  | 0.15    |
| Competition | Empathy           | -0.18 | -0.24 | -0.24 | -0.21 | -0.16 | -0.16 | -0.13 | -0.17   |
| Competition | Focus             | 0.57  | 0.55  | 0.58  | 0.57  | 0.56  | 0.54  | 0.53  | 0.57    |
| Competition | Futuristic        | 0.43  | 0.38  | 0.40  | 0.41  | 0.43  | 0.42  | 0.41  | 0.43    |
| Competition | Harmony           | -0.11 | -0.07 | -0.13 | -0.13 | -0.13 | -0.13 | -0.12 | -0.09   |
| Competition | Ideation          | 0.30  | 0.25  | 0.28  | 0.31  | 0.33  | 0.34  | 0.34  | 0.30    |
| Competition | Includer          | -0.01 | -0.04 | -0.03 | -0.01 | 0.02  | 0.01  | 0.00  | -0.01   |
| Competition | Individualization | 0.29  | 0.25  | 0.27  | 0.29  | 0.31  | 0.32  | 0.34  | 0.27    |
| Competition | Input             | 0.21  | 0.14  | 0.16  | 0.19  | 0.21  | 0.25  | 0.21  | 0.23    |
| Competition | Intellection      | 0.07  | 0.03  | 0.05  | 0.07  | 0.08  | 0.13  | 0.12  | 0.10    |
| Competition | Learner           | 0.21  | 0.19  | 0.21  | 0.22  | 0.22  | 0.26  | 0.25  | 0.22    |
| Competition | Maximizer         | 0.18  | 0.17  | 0.16  | 0.20  | 0.25  | 0.27  | 0.30  | 0.20    |
| Competition | Positivity        | -0.01 | -0.06 | -0.02 | -0.01 | 0.04  | 0.05  | 0.05  | 0.01    |
| Competition | Relator           | 0.07  | 0.05  | 0.03  | 0.05  | 0.05  | 0.05  | 0.06  | 0.08    |
| Competition | Responsibility    | 0.06  | 0.07  | 0.06  | 0.08  | 0.11  | 0.12  | 0.14  | 0.07    |
| Competition | Restorative       | 0.22  | 0.20  | 0.21  | 0.21  | 0.21  | 0.21  | 0.18  | 0.22    |
| Competition | Self-Assurance    | 0.45  | 0.43  | 0.46  | 0.47  | 0.49  | 0.48  | 0.47  | 0.44    |
| Competition | Significance      | 0.63  | 0.61  | 0.64  | 0.64  | 0.62  | 0.59  | 0.57  | 0.62    |
| Competition | Strategic         | 0.39  | 0.38  | 0.40  | 0.41  | 0.42  | 0.42  | 0.40  | 0.39    |
| Competition | Woo               | 0.17  | 0.15  | 0.14  | 0.17  | 0.19  | 0.19  | 0.17  | 0.16    |

## Theme Pair Correlations for Connectedness, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1       | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|---------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Connectedness | Achiever          | 0.06  | 0.03  | -0.01 | 0.04  | 0.09  | 0.13  | 0.17  | 0.07    |
| Connectedness | Activator         | 0.20  | 0.19  | 0.18  | 0.21  | 0.20  | 0.24  | 0.26  | 0.21    |
| Connectedness | Adaptability      | 0.27  | 0.31  | 0.28  | 0.27  | 0.25  | 0.29  | 0.31  | 0.27    |
| Connectedness | Analytical        | -0.01 | -0.02 | -0.04 | -0.03 | 0.01  | 0.06  | 0.07  | 0.01    |
| Connectedness | Arranger          | 0.24  | 0.22  | 0.21  | 0.22  | 0.24  | 0.28  | 0.30  | 0.24    |
| Connectedness | Belief            | 0.62  | 0.62  | 0.61  | 0.59  | 0.61  | 0.63  | 0.65  | 0.62    |
| Connectedness | Command           | 0.06  | 0.06  | 0.05  | 0.06  | 0.07  | 0.11  | 0.15  | 0.07    |
| Connectedness | Communication     | 0.22  | 0.20  | 0.21  | 0.21  | 0.25  | 0.26  | 0.31  | 0.23    |
| Connectedness | Competition       | -0.18 | -0.18 | -0.20 | -0.17 | -0.14 | -0.10 | -0.07 | -0.18   |
| Connectedness | Consistency       | 0.03  | 0.04  | 0.02  | 0.01  | 0.05  | 0.06  | 0.01  | 0.05    |
| Connectedness | Context           | 0.24  | 0.26  | 0.25  | 0.22  | 0.23  | 0.24  | 0.29  | 0.25    |
| Connectedness | Deliberative      | -0.01 | 0.00  | -0.01 | -0.03 | -0.01 | -0.01 | 0.01  | 0.01    |
| Connectedness | Developer         | 0.44  | 0.43  | 0.42  | 0.43  | 0.46  | 0.47  | 0.47  | 0.44    |
| Connectedness | Discipline        | 0.08  | 0.05  | 0.04  | 0.06  | 0.11  | 0.12  | 0.12  | 0.10    |
| Connectedness | Empathy           | 0.43  | 0.44  | 0.42  | 0.43  | 0.45  | 0.44  | 0.43  | 0.43    |
| Connectedness | Focus             | -0.03 | -0.05 | -0.09 | -0.03 | 0.02  | 0.08  | 0.10  | -0.02   |
| Connectedness | Futuristic        | 0.15  | 0.08  | 0.12  | 0.17  | 0.21  | 0.26  | 0.25  | 0.15    |
| Connectedness | Harmony           | 0.10  | 0.13  | 0.08  | 0.07  | 0.12  | 0.11  | 0.07  | 0.12    |
| Connectedness | Ideation          | 0.25  | 0.26  | 0.24  | 0.26  | 0.25  | 0.29  | 0.31  | 0.25    |
| Connectedness | Includer          | 0.26  | 0.22  | 0.22  | 0.26  | 0.28  | 0.28  | 0.30  | 0.26    |
| Connectedness | Individualization | 0.30  | 0.29  | 0.28  | 0.31  | 0.32  | 0.35  | 0.34  | 0.32    |
| Connectedness | Input             | 0.37  | 0.42  | 0.37  | 0.38  | 0.39  | 0.42  | 0.44  | 0.37    |
| Connectedness | Intellection      | 0.43  | 0.46  | 0.43  | 0.40  | 0.43  | 0.47  | 0.49  | 0.42    |
| Connectedness | Learner           | 0.30  | 0.27  | 0.27  | 0.28  | 0.32  | 0.36  | 0.42  | 0.29    |
| Connectedness | Maximizer         | 0.14  | 0.07  | 0.09  | 0.13  | 0.16  | 0.17  | 0.18  | 0.14    |
| Connectedness | Positivity        | 0.36  | 0.32  | 0.30  | 0.35  | 0.38  | 0.40  | 0.39  | 0.36    |
| Connectedness | Relator           | 0.11  | 0.13  | 0.11  | 0.09  | 0.13  | 0.15  | 0.16  | 0.12    |
| Connectedness | Responsibility    | 0.30  | 0.26  | 0.26  | 0.26  | 0.31  | 0.32  | 0.34  | 0.31    |
| Connectedness | Restorative       | 0.18  | 0.21  | 0.17  | 0.18  | 0.20  | 0.23  | 0.23  | 0.19    |
| Connectedness | Self-Assurance    | 0.18  | 0.16  | 0.13  | 0.18  | 0.19  | 0.24  | 0.25  | 0.18    |
| Connectedness | Significance      | -0.06 | -0.07 | -0.10 | -0.06 | -0.03 | 0.02  | 0.05  | -0.04   |
| Connectedness | Strategic         | 0.21  | 0.19  | 0.19  | 0.21  | 0.21  | 0.27  | 0.28  | 0.21    |
| Connectedness | Woo               | 0.16  | 0.14  | 0.13  | 0.16  | 0.18  | 0.19  | 0.23  | 0.17    |

## Theme Pair Correlations for Consistency, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1     | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|-------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Consistency | Achiever          | 0.11  | 0.22  | 0.15  | 0.09  | 0.09  | 0.06  | 0.02  | 0.09    |
| Consistency | Activator         | -0.15 | -0.08 | -0.12 | -0.16 | -0.18 | -0.18 | -0.23 | -0.14   |
| Consistency | Adaptability      | -0.02 | -0.13 | -0.07 | -0.06 | 0.01  | 0.08  | 0.12  | 0.00    |
| Consistency | Analytical        | 0.16  | 0.21  | 0.14  | 0.15  | 0.15  | 0.16  | 0.15  | 0.15    |
| Consistency | Arranger          | -0.11 | 0.00  | -0.09 | -0.13 | -0.13 | -0.13 | -0.16 | -0.12   |
| Consistency | Belief            | 0.12  | 0.13  | 0.10  | 0.11  | 0.14  | 0.15  | 0.15  | 0.13    |
| Consistency | Command           | -0.15 | -0.09 | -0.15 | -0.17 | -0.16 | -0.16 | -0.18 | -0.14   |
| Consistency | Communication     | -0.04 | -0.03 | -0.03 | -0.07 | -0.03 | -0.04 | -0.04 | -0.03   |
| Consistency | Competition       | -0.02 | 0.03  | -0.01 | -0.03 | -0.07 | -0.06 | -0.08 | -0.02   |
| Consistency | Connectedness     | 0.03  | 0.04  | 0.02  | 0.01  | 0.05  | 0.06  | 0.01  | 0.05    |
| Consistency | Context           | 0.13  | 0.12  | 0.10  | 0.14  | 0.12  | 0.13  | 0.08  | 0.13    |
| Consistency | Deliberative      | 0.35  | 0.34  | 0.32  | 0.35  | 0.37  | 0.39  | 0.42  | 0.35    |
| Consistency | Developer         | 0.23  | 0.18  | 0.20  | 0.21  | 0.24  | 0.26  | 0.28  | 0.24    |
| Consistency | Discipline        | 0.58  | 0.61  | 0.60  | 0.59  | 0.57  | 0.57  | 0.57  | 0.58    |
| Consistency | Empathy           | 0.18  | 0.11  | 0.17  | 0.18  | 0.19  | 0.21  | 0.21  | 0.19    |
| Consistency | Focus             | 0.18  | 0.26  | 0.21  | 0.17  | 0.17  | 0.16  | 0.13  | 0.17    |
| Consistency | Futuristic        | -0.10 | 0.03  | -0.06 | -0.12 | -0.17 | -0.15 | -0.21 | -0.11   |
| Consistency | Harmony           | 0.70  | 0.65  | 0.67  | 0.70  | 0.72  | 0.74  | 0.74  | 0.70    |
| Consistency | Ideation          | -0.45 | -0.40 | -0.45 | -0.47 | -0.48 | -0.46 | -0.45 | -0.44   |
| Consistency | Includer          | 0.08  | 0.04  | 0.06  | 0.04  | 0.10  | 0.15  | 0.16  | 0.09    |
| Consistency | Individualization | -0.23 | -0.12 | -0.20 | -0.24 | -0.26 | -0.28 | -0.27 | -0.23   |
| Consistency | Input             | -0.16 | -0.07 | -0.17 | -0.18 | -0.18 | -0.18 | -0.22 | -0.16   |
| Consistency | Intellection      | 0.02  | 0.08  | 0.02  | 0.02  | 0.00  | 0.00  | -0.04 | 0.02    |
| Consistency | Learner           | 0.02  | 0.15  | 0.04  | 0.01  | 0.00  | -0.03 | -0.09 | 0.02    |
| Consistency | Maximizer         | 0.07  | 0.09  | 0.10  | 0.07  | 0.06  | 0.10  | 0.03  | 0.07    |
| Consistency | Positivity        | 0.07  | 0.08  | 0.07  | 0.04  | 0.08  | 0.09  | 0.10  | 0.09    |
| Consistency | Relator           | 0.26  | 0.26  | 0.25  | 0.25  | 0.26  | 0.27  | 0.28  | 0.28    |
| Consistency | Responsibility    | 0.31  | 0.35  | 0.31  | 0.30  | 0.32  | 0.33  | 0.34  | 0.29    |
| Consistency | Restorative       | -0.01 | 0.05  | -0.01 | -0.04 | -0.02 | -0.02 | 0.00  | 0.01    |
| Consistency | Self-Assurance    | -0.15 | -0.07 | -0.14 | -0.17 | -0.16 | -0.14 | -0.18 | -0.15   |
| Consistency | Significance      | 0.09  | 0.17  | 0.11  | 0.07  | 0.05  | 0.07  | 0.06  | 0.08    |
| Consistency | Strategic         | -0.19 | -0.07 | -0.15 | -0.20 | -0.23 | -0.26 | -0.29 | -0.19   |
| Consistency | Woo               | -0.07 | -0.08 | -0.07 | -0.09 | -0.06 | -0.06 | -0.05 | -0.05   |



## Theme Pair Correlations for Context, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405  
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All          | <24          | 24<30        | 30<40        | 40<50       | 50<60 | 60+  | Missing      |
|---------|-------------------|--------------|--------------|--------------|--------------|-------------|-------|------|--------------|
| Context | Achiever          | 0.10         | 0.14         | 0.06         | 0.09         | 0.13        | 0.13  | 0.14 | 0.08         |
| Context | Activator         | 0.04         | 0.07         | 0.03         | 0.01         | 0.05        | 0.08  | 0.13 | 0.04         |
| Context | Adaptability      | 0.04         | 0.05         | 0.06         | 0.03         | <b>0.00</b> | 0.02  | 0.09 | 0.05         |
| Context | Analytical        | 0.27         | 0.29         | 0.23         | 0.29         | 0.29        | 0.29  | 0.24 | 0.26         |
| Context | Arranger          | 0.11         | 0.18         | 0.08         | 0.09         | 0.13        | 0.10  | 0.12 | 0.10         |
| Context | Belief            | 0.23         | 0.27         | 0.22         | 0.21         | 0.23        | 0.24  | 0.27 | 0.23         |
| Context | Command           | 0.11         | 0.15         | 0.09         | 0.10         | 0.11        | 0.13  | 0.14 | 0.11         |
| Context | Communication     | 0.04         | 0.04         | 0.04         | <b>0.00</b>  | 0.06        | 0.05  | 0.13 | 0.04         |
| Context | Competition       | 0.05         | 0.08         | 0.01         | 0.05         | 0.06        | 0.09  | 0.10 | 0.05         |
| Context | Connectedness     | 0.24         | 0.26         | 0.25         | 0.22         | 0.23        | 0.24  | 0.29 | 0.25         |
| Context | Consistency       | 0.13         | 0.12         | 0.10         | 0.14         | 0.12        | 0.13  | 0.08 | 0.13         |
| Context | Deliberative      | 0.20         | 0.21         | 0.18         | 0.21         | 0.20        | 0.19  | 0.13 | 0.19         |
| Context | Developer         | 0.11         | 0.11         | 0.10         | 0.09         | 0.12        | 0.12  | 0.14 | 0.12         |
| Context | Discipline        | 0.13         | 0.13         | 0.10         | 0.14         | 0.16        | 0.15  | 0.14 | 0.13         |
| Context | Empathy           | 0.07         | 0.08         | 0.08         | 0.05         | 0.07        | 0.06  | 0.10 | 0.09         |
| Context | Focus             | 0.11         | 0.15         | 0.08         | 0.10         | 0.15        | 0.17  | 0.14 | 0.10         |
| Context | Futuristic        | 0.00         | 0.04         | <b>-0.03</b> | <b>-0.02</b> | 0.03        | 0.05  | 0.07 | <b>-0.01</b> |
| Context | Harmony           | 0.13         | 0.12         | 0.12         | 0.13         | 0.12        | 0.12  | 0.08 | 0.14         |
| Context | Ideation          | 0.14         | 0.20         | 0.13         | 0.12         | 0.12        | 0.14  | 0.20 | 0.13         |
| Context | Includer          | 0.02         | 0.00         | 0.00         | 0.02         | 0.03        | 0.01  | 0.08 | 0.03         |
| Context | Individualization | 0.21         | 0.29         | 0.20         | 0.19         | 0.21        | 0.21  | 0.23 | 0.20         |
| Context | Input             | 0.23         | 0.25         | 0.22         | 0.22         | 0.25        | 0.23  | 0.29 | 0.22         |
| Context | Intellection      | 0.34         | 0.37         | 0.35         | 0.34         | 0.33        | 0.33  | 0.37 | 0.31         |
| Context | Learner           | 0.29         | 0.32         | 0.28         | 0.30         | 0.31        | 0.33  | 0.36 | 0.26         |
| Context | Maximizer         | 0.02         | 0.03         | <b>-0.01</b> | <b>-0.01</b> | 0.02        | 0.07  | 0.08 | 0.01         |
| Context | Positivity        | 0.02         | 0.01         | <b>-0.02</b> | <b>-0.01</b> | 0.03        | 0.04  | 0.08 | 0.03         |
| Context | Relator           | 0.15         | 0.19         | 0.14         | 0.16         | 0.15        | 0.16  | 0.11 | 0.15         |
| Context | Responsibility    | 0.18         | 0.22         | 0.15         | 0.19         | 0.20        | 0.19  | 0.18 | 0.17         |
| Context | Restorative       | 0.24         | 0.27         | 0.23         | 0.25         | 0.25        | 0.24  | 0.25 | 0.24         |
| Context | Self-Assurance    | 0.10         | 0.13         | 0.07         | 0.09         | 0.12        | 0.13  | 0.14 | 0.09         |
| Context | Significance      | 0.07         | 0.12         | 0.04         | 0.07         | 0.08        | 0.11  | 0.07 | 0.07         |
| Context | Strategic         | 0.17         | 0.21         | 0.14         | 0.16         | 0.18        | 0.19  | 0.21 | 0.17         |
| Context | Woo               | <b>-0.01</b> | <b>-0.01</b> | <b>-0.02</b> | <b>-0.04</b> | 0.01        | 0.02  | 0.07 | <b>0.00</b>  |

## Theme Pair Correlations for Deliberative, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1      | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|--------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Deliberative | Achiever          | 0.16  | 0.18  | 0.15  | 0.15  | 0.16  | 0.15  | 0.16  | 0.16    |
| Deliberative | Activator         | -0.18 | -0.17 | -0.19 | -0.21 | -0.19 | -0.17 | -0.17 | -0.17   |
| Deliberative | Adaptability      | -0.05 | -0.10 | -0.09 | -0.07 | -0.06 | 0.01  | 0.02  | -0.04   |
| Deliberative | Analytical        | 0.45  | 0.45  | 0.45  | 0.45  | 0.47  | 0.45  | 0.46  | 0.45    |
| Deliberative | Arranger          | -0.01 | 0.04  | -0.01 | -0.03 | 0.01  | -0.02 | -0.01 | 0.00    |
| Deliberative | Belief            | 0.08  | 0.07  | 0.07  | 0.06  | 0.10  | 0.11  | 0.10  | 0.09    |
| Deliberative | Command           | 0.12  | 0.16  | 0.14  | 0.10  | 0.12  | 0.10  | 0.10  | 0.14    |
| Deliberative | Communication     | -0.32 | -0.31 | -0.34 | -0.34 | -0.33 | -0.31 | -0.28 | -0.31   |
| Deliberative | Competition       | 0.11  | 0.16  | 0.13  | 0.10  | 0.08  | 0.10  | 0.08  | 0.11    |
| Deliberative | Connectedness     | -0.01 | 0.00  | -0.01 | -0.03 | -0.01 | -0.01 | 0.01  | 0.01    |
| Deliberative | Consistency       | 0.35  | 0.34  | 0.32  | 0.35  | 0.37  | 0.39  | 0.42  | 0.35    |
| Deliberative | Context           | 0.20  | 0.21  | 0.18  | 0.21  | 0.20  | 0.19  | 0.13  | 0.19    |
| Deliberative | Developer         | -0.14 | -0.15 | -0.18 | -0.16 | -0.14 | -0.07 | -0.02 | -0.12   |
| Deliberative | Discipline        | 0.36  | 0.36  | 0.35  | 0.36  | 0.37  | 0.37  | 0.39  | 0.36    |
| Deliberative | Empathy           | -0.07 | -0.10 | -0.10 | -0.08 | -0.08 | -0.04 | 0.02  | -0.06   |
| Deliberative | Focus             | 0.27  | 0.29  | 0.27  | 0.25  | 0.27  | 0.27  | 0.29  | 0.27    |
| Deliberative | Futuristic        | 0.02  | 0.10  | 0.05  | 0.00  | -0.01 | 0.00  | 0.03  | 0.03    |
| Deliberative | Harmony           | 0.31  | 0.28  | 0.26  | 0.30  | 0.31  | 0.34  | 0.35  | 0.32    |
| Deliberative | Ideation          | -0.04 | -0.03 | -0.02 | -0.04 | -0.04 | -0.05 | -0.05 | -0.03   |
| Deliberative | Includer          | -0.28 | -0.30 | -0.32 | -0.31 | -0.26 | -0.22 | -0.18 | -0.27   |
| Deliberative | Individualization | 0.04  | 0.10  | 0.08  | 0.03  | 0.01  | 0.01  | 0.00  | 0.04    |
| Deliberative | Input             | -0.02 | -0.03 | -0.03 | -0.03 | -0.02 | -0.02 | -0.04 | -0.02   |
| Deliberative | Intellection      | 0.26  | 0.26  | 0.28  | 0.27  | 0.25  | 0.24  | 0.23  | 0.25    |
| Deliberative | Learner           | 0.18  | 0.18  | 0.19  | 0.18  | 0.18  | 0.17  | 0.13  | 0.18    |
| Deliberative | Maximizer         | 0.05  | 0.04  | 0.04  | 0.03  | 0.02  | 0.10  | 0.08  | 0.06    |
| Deliberative | Positivity        | -0.40 | -0.39 | -0.43 | -0.43 | -0.39 | -0.36 | -0.31 | -0.39   |
| Deliberative | Relator           | 0.44  | 0.46  | 0.43  | 0.44  | 0.44  | 0.43  | 0.43  | 0.46    |
| Deliberative | Responsibility    | 0.29  | 0.29  | 0.27  | 0.28  | 0.31  | 0.31  | 0.31  | 0.30    |
| Deliberative | Restorative       | 0.16  | 0.19  | 0.16  | 0.14  | 0.17  | 0.14  | 0.14  | 0.16    |
| Deliberative | Self-Assurance    | -0.01 | -0.02 | -0.01 | -0.04 | 0.00  | 0.00  | 0.00  | -0.01   |
| Deliberative | Significance      | 0.19  | 0.22  | 0.22  | 0.18  | 0.18  | 0.17  | 0.18  | 0.20    |
| Deliberative | Strategic         | 0.06  | 0.11  | 0.09  | 0.05  | 0.07  | 0.03  | 0.03  | 0.05    |
| Deliberative | Woo               | -0.39 | -0.39 | -0.40 | -0.40 | -0.40 | -0.37 | -0.34 | -0.38   |

## Theme Pair Correlations for Developer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1   | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|-----------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Developer | Achiever          | 0.04  | 0.01  | 0.00  | 0.00  | 0.07  | 0.09  | 0.13  | 0.07    |
| Developer | Activator         | 0.11  | 0.11  | 0.10  | 0.10  | 0.11  | 0.13  | 0.13  | 0.12    |
| Developer | Adaptability      | 0.34  | 0.34  | 0.32  | 0.32  | 0.33  | 0.39  | 0.39  | 0.33    |
| Developer | Analytical        | -0.12 | -0.16 | -0.15 | -0.14 | -0.10 | -0.06 | -0.07 | -0.10   |
| Developer | Arranger          | 0.15  | 0.14  | 0.14  | 0.13  | 0.16  | 0.18  | 0.19  | 0.17    |
| Developer | Belief            | 0.45  | 0.44  | 0.42  | 0.42  | 0.46  | 0.48  | 0.49  | 0.45    |
| Developer | Command           | -0.18 | -0.21 | -0.21 | -0.20 | -0.16 | -0.13 | -0.09 | -0.17   |
| Developer | Communication     | 0.28  | 0.25  | 0.27  | 0.26  | 0.30  | 0.33  | 0.36  | 0.29    |
| Developer | Competition       | -0.16 | -0.21 | -0.20 | -0.18 | -0.12 | -0.10 | -0.10 | -0.14   |
| Developer | Connectedness     | 0.44  | 0.43  | 0.42  | 0.43  | 0.46  | 0.47  | 0.47  | 0.44    |
| Developer | Consistency       | 0.23  | 0.18  | 0.20  | 0.21  | 0.24  | 0.26  | 0.28  | 0.24    |
| Developer | Context           | 0.11  | 0.11  | 0.10  | 0.09  | 0.12  | 0.12  | 0.14  | 0.12    |
| Developer | Deliberative      | -0.14 | -0.15 | -0.18 | -0.16 | -0.14 | -0.07 | -0.02 | -0.12   |
| Developer | Discipline        | 0.15  | 0.10  | 0.12  | 0.11  | 0.16  | 0.18  | 0.21  | 0.17    |
| Developer | Empathy           | 0.73  | 0.75  | 0.74  | 0.72  | 0.73  | 0.73  | 0.74  | 0.73    |
| Developer | Focus             | -0.04 | -0.08 | -0.08 | -0.07 | -0.01 | 0.03  | 0.06  | -0.02   |
| Developer | Futuristic        | 0.08  | 0.07  | 0.08  | 0.09  | 0.09  | 0.11  | 0.08  | 0.09    |
| Developer | Harmony           | 0.35  | 0.32  | 0.32  | 0.33  | 0.36  | 0.38  | 0.39  | 0.35    |
| Developer | Ideation          | 0.05  | 0.08  | 0.03  | 0.04  | 0.04  | 0.06  | 0.05  | 0.05    |
| Developer | Includer          | 0.42  | 0.39  | 0.40  | 0.40  | 0.45  | 0.45  | 0.46  | 0.42    |
| Developer | Individualization | 0.20  | 0.21  | 0.20  | 0.20  | 0.20  | 0.20  | 0.21  | 0.21    |
| Developer | Input             | 0.21  | 0.25  | 0.21  | 0.20  | 0.20  | 0.23  | 0.25  | 0.22    |
| Developer | Intellection      | 0.19  | 0.22  | 0.17  | 0.18  | 0.20  | 0.21  | 0.23  | 0.19    |
| Developer | Learner           | 0.14  | 0.13  | 0.11  | 0.12  | 0.15  | 0.16  | 0.20  | 0.15    |
| Developer | Maximizer         | 0.14  | 0.12  | 0.12  | 0.14  | 0.15  | 0.19  | 0.18  | 0.13    |
| Developer | Positivity        | 0.71  | 0.70  | 0.70  | 0.70  | 0.73  | 0.73  | 0.73  | 0.71    |
| Developer | Relator           | 0.11  | 0.11  | 0.09  | 0.08  | 0.10  | 0.14  | 0.18  | 0.12    |
| Developer | Responsibility    | 0.27  | 0.21  | 0.24  | 0.23  | 0.28  | 0.32  | 0.38  | 0.29    |
| Developer | Restorative       | 0.09  | 0.09  | 0.07  | 0.07  | 0.11  | 0.11  | 0.14  | 0.12    |
| Developer | Self-Assurance    | 0.00  | -0.03 | -0.04 | -0.01 | 0.02  | 0.04  | 0.04  | 0.01    |
| Developer | Significance      | -0.12 | -0.15 | -0.17 | -0.14 | -0.09 | -0.06 | -0.02 | -0.10   |
| Developer | Strategic         | 0.05  | 0.05  | 0.05  | 0.03  | 0.04  | 0.06  | 0.06  | 0.07    |
| Developer | Woo               | 0.26  | 0.23  | 0.24  | 0.24  | 0.28  | 0.28  | 0.32  | 0.28    |

## Theme Pair Correlations for Discipline, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1    | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Discipline | Achiever          | 0.42  | 0.49  | 0.43  | 0.41  | 0.43  | 0.39  | 0.35  | 0.42    |
| Discipline | Activator         | 0.02  | -0.01 | 0.00  | 0.00  | 0.03  | 0.07  | 0.04  | 0.03    |
| Discipline | Adaptability      | -0.33 | -0.39 | -0.38 | -0.37 | -0.32 | -0.24 | -0.17 | -0.31   |
| Discipline | Analytical        | 0.34  | 0.34  | 0.29  | 0.32  | 0.37  | 0.37  | 0.38  | 0.33    |
| Discipline | Arranger          | 0.20  | 0.25  | 0.19  | 0.17  | 0.21  | 0.22  | 0.22  | 0.20    |
| Discipline | Belief            | 0.20  | 0.18  | 0.17  | 0.19  | 0.24  | 0.23  | 0.23  | 0.22    |
| Discipline | Command           | 0.06  | 0.03  | 0.01  | 0.04  | 0.09  | 0.10  | 0.10  | 0.07    |
| Discipline | Communication     | 0.04  | 0.00  | 0.02  | 0.02  | 0.07  | 0.08  | 0.12  | 0.06    |
| Discipline | Competition       | 0.16  | 0.16  | 0.15  | 0.15  | 0.15  | 0.16  | 0.13  | 0.15    |
| Discipline | Connectedness     | 0.08  | 0.05  | 0.04  | 0.06  | 0.11  | 0.12  | 0.12  | 0.10    |
| Discipline | Consistency       | 0.58  | 0.61  | 0.60  | 0.59  | 0.57  | 0.57  | 0.57  | 0.58    |
| Discipline | Context           | 0.13  | 0.13  | 0.10  | 0.14  | 0.16  | 0.15  | 0.14  | 0.13    |
| Discipline | Deliberative      | 0.36  | 0.36  | 0.35  | 0.36  | 0.37  | 0.37  | 0.39  | 0.36    |
| Discipline | Developer         | 0.15  | 0.10  | 0.12  | 0.11  | 0.16  | 0.18  | 0.21  | 0.17    |
| Discipline | Empathy           | 0.06  | 0.01  | 0.05  | 0.04  | 0.06  | 0.09  | 0.11  | 0.09    |
| Discipline | Focus             | 0.53  | 0.54  | 0.51  | 0.52  | 0.54  | 0.54  | 0.51  | 0.52    |
| Discipline | Futuristic        | 0.19  | 0.23  | 0.20  | 0.15  | 0.17  | 0.20  | 0.15  | 0.19    |
| Discipline | Harmony           | 0.37  | 0.35  | 0.34  | 0.36  | 0.38  | 0.39  | 0.40  | 0.38    |
| Discipline | Ideation          | -0.19 | -0.20 | -0.21 | -0.22 | -0.17 | -0.17 | -0.15 | -0.18   |
| Discipline | Includer          | 0.06  | 0.03  | 0.02  | 0.04  | 0.10  | 0.12  | 0.12  | 0.07    |
| Discipline | Individualization | 0.11  | 0.15  | 0.11  | 0.08  | 0.12  | 0.12  | 0.10  | 0.12    |
| Discipline | Input             | 0.04  | 0.08  | 0.02  | 0.00  | 0.07  | 0.05  | 0.06  | 0.05    |
| Discipline | Intellection      | 0.13  | 0.16  | 0.12  | 0.11  | 0.15  | 0.12  | 0.15  | 0.13    |
| Discipline | Learner           | 0.30  | 0.38  | 0.30  | 0.28  | 0.31  | 0.27  | 0.23  | 0.30    |
| Discipline | Maximizer         | 0.12  | 0.06  | 0.10  | 0.11  | 0.13  | 0.19  | 0.19  | 0.13    |
| Discipline | Positivity        | 0.06  | 0.04  | 0.04  | 0.02  | 0.09  | 0.11  | 0.11  | 0.08    |
| Discipline | Relator           | 0.23  | 0.19  | 0.23  | 0.22  | 0.23  | 0.26  | 0.28  | 0.25    |
| Discipline | Responsibility    | 0.48  | 0.52  | 0.47  | 0.47  | 0.48  | 0.49  | 0.50  | 0.48    |
| Discipline | Restorative       | 0.14  | 0.16  | 0.11  | 0.10  | 0.17  | 0.14  | 0.16  | 0.16    |
| Discipline | Self-Assurance    | 0.11  | 0.08  | 0.07  | 0.09  | 0.15  | 0.17  | 0.15  | 0.12    |
| Discipline | Significance      | 0.32  | 0.33  | 0.31  | 0.30  | 0.33  | 0.33  | 0.32  | 0.32    |
| Discipline | Strategic         | 0.15  | 0.20  | 0.16  | 0.13  | 0.17  | 0.15  | 0.13  | 0.15    |
| Discipline | Woo               | -0.02 | -0.05 | -0.05 | -0.04 | 0.01  | 0.02  | 0.05  | 0.00    |

## Theme Pair Correlations for Empathy, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|---------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Empathy | Achiever          | -0.07 | -0.10 | -0.11 | -0.10 | -0.05 | -0.04 | 0.01  | -0.05   |
| Empathy | Activator         | 0.10  | 0.11  | 0.08  | 0.09  | 0.10  | 0.09  | 0.09  | 0.11    |
| Empathy | Adaptability      | 0.40  | 0.41  | 0.39  | 0.38  | 0.41  | 0.43  | 0.45  | 0.40    |
| Empathy | Analytical        | -0.26 | -0.27 | -0.28 | -0.27 | -0.26 | -0.22 | -0.22 | -0.24   |
| Empathy | Arranger          | 0.06  | 0.08  | 0.05  | 0.05  | 0.07  | 0.07  | 0.08  | 0.09    |
| Empathy | Belief            | 0.33  | 0.35  | 0.32  | 0.31  | 0.34  | 0.35  | 0.37  | 0.35    |
| Empathy | Command           | -0.16 | -0.18 | -0.21 | -0.20 | -0.14 | -0.14 | -0.09 | -0.14   |
| Empathy | Communication     | 0.25  | 0.23  | 0.24  | 0.23  | 0.27  | 0.28  | 0.33  | 0.27    |
| Empathy | Competition       | -0.18 | -0.24 | -0.24 | -0.21 | -0.16 | -0.16 | -0.13 | -0.17   |
| Empathy | Connectedness     | 0.43  | 0.44  | 0.42  | 0.43  | 0.45  | 0.44  | 0.43  | 0.43    |
| Empathy | Consistency       | 0.18  | 0.11  | 0.17  | 0.18  | 0.19  | 0.21  | 0.21  | 0.19    |
| Empathy | Context           | 0.07  | 0.08  | 0.08  | 0.05  | 0.07  | 0.06  | 0.10  | 0.09    |
| Empathy | Deliberative      | -0.07 | -0.10 | -0.10 | -0.08 | -0.08 | -0.04 | 0.02  | -0.06   |
| Empathy | Developer         | 0.73  | 0.75  | 0.74  | 0.72  | 0.73  | 0.73  | 0.74  | 0.73    |
| Empathy | Discipline        | 0.06  | 0.01  | 0.05  | 0.04  | 0.06  | 0.09  | 0.11  | 0.09    |
| Empathy | Focus             | -0.14 | -0.18 | -0.19 | -0.17 | -0.12 | -0.09 | -0.04 | -0.12   |
| Empathy | Futuristic        | 0.04  | 0.04  | 0.01  | 0.02  | 0.03  | 0.04  | 0.03  | 0.04    |
| Empathy | Harmony           | 0.34  | 0.30  | 0.33  | 0.33  | 0.35  | 0.37  | 0.37  | 0.35    |
| Empathy | Ideation          | 0.02  | 0.09  | 0.00  | 0.00  | 0.02  | 0.02  | 0.03  | 0.03    |
| Empathy | Includer          | 0.33  | 0.31  | 0.29  | 0.31  | 0.36  | 0.37  | 0.38  | 0.34    |
| Empathy | Individualization | 0.19  | 0.23  | 0.17  | 0.17  | 0.17  | 0.15  | 0.20  | 0.20    |
| Empathy | Input             | 0.18  | 0.23  | 0.15  | 0.15  | 0.18  | 0.17  | 0.18  | 0.19    |
| Empathy | Intellection      | 0.18  | 0.22  | 0.18  | 0.17  | 0.19  | 0.18  | 0.19  | 0.17    |
| Empathy | Learner           | 0.02  | 0.03  | 0.00  | 0.01  | 0.04  | 0.04  | 0.08  | 0.04    |
| Empathy | Maximizer         | 0.12  | 0.12  | 0.12  | 0.12  | 0.13  | 0.16  | 0.15  | 0.11    |
| Empathy | Positivity        | 0.48  | 0.49  | 0.46  | 0.47  | 0.50  | 0.49  | 0.52  | 0.48    |
| Empathy | Relator           | 0.15  | 0.15  | 0.15  | 0.12  | 0.13  | 0.15  | 0.21  | 0.15    |
| Empathy | Responsibility    | 0.14  | 0.10  | 0.13  | 0.12  | 0.17  | 0.19  | 0.24  | 0.17    |
| Empathy | Restorative       | 0.03  | 0.02  | -0.01 | 0.00  | 0.03  | 0.02  | 0.06  | 0.05    |
| Empathy | Self-Assurance    | -0.07 | -0.06 | -0.11 | -0.10 | -0.06 | -0.05 | -0.04 | -0.06   |
| Empathy | Significance      | -0.19 | -0.22 | -0.24 | -0.22 | -0.17 | -0.17 | -0.11 | -0.17   |
| Empathy | Strategic         | -0.03 | 0.01  | -0.03 | -0.05 | -0.04 | -0.04 | 0.00  | -0.02   |
| Empathy | Woo               | 0.24  | 0.21  | 0.21  | 0.22  | 0.25  | 0.25  | 0.31  | 0.25    |

## Theme Pair Correlations for Focus, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All          | <24          | 24<30        | 30<40        | 40<50        | 50<60        | 60+          | Missing      |
|---------|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Focus   | Achiever          | 0.67         | 0.68         | 0.67         | 0.67         | 0.68         | 0.66         | 0.66         | 0.67         |
| Focus   | Activator         | 0.34         | 0.28         | 0.30         | 0.33         | 0.35         | 0.39         | 0.40         | 0.34         |
| Focus   | Adaptability      | <b>-0.32</b> | <b>-0.35</b> | <b>-0.39</b> | <b>-0.35</b> | <b>-0.32</b> | <b>-0.26</b> | <b>-0.20</b> | <b>-0.31</b> |
| Focus   | Analytical        | 0.53         | 0.54         | 0.50         | 0.50         | 0.53         | 0.56         | 0.56         | 0.53         |
| Focus   | Arranger          | 0.42         | 0.44         | 0.40         | 0.41         | 0.45         | 0.48         | 0.50         | 0.42         |
| Focus   | Belief            | 0.16         | 0.14         | 0.12         | 0.16         | 0.20         | 0.25         | 0.26         | 0.17         |
| Focus   | Command           | 0.52         | 0.48         | 0.49         | 0.52         | 0.54         | 0.54         | 0.55         | 0.52         |
| Focus   | Communication     | 0.18         | 0.15         | 0.14         | 0.18         | 0.19         | 0.20         | 0.24         | 0.18         |
| Focus   | Competition       | 0.57         | 0.55         | 0.58         | 0.57         | 0.56         | 0.54         | 0.53         | 0.57         |
| Focus   | Connectedness     | <b>-0.03</b> | <b>-0.05</b> | <b>-0.09</b> | <b>-0.03</b> | 0.02         | 0.08         | 0.10         | <b>-0.02</b> |
| Focus   | Consistency       | 0.18         | 0.26         | 0.21         | 0.17         | 0.17         | 0.16         | 0.13         | 0.17         |
| Focus   | Context           | 0.11         | 0.15         | 0.08         | 0.10         | 0.15         | 0.17         | 0.14         | 0.10         |
| Focus   | Deliberative      | 0.27         | 0.29         | 0.27         | 0.25         | 0.27         | 0.27         | 0.29         | 0.27         |
| Focus   | Developer         | <b>-0.04</b> | <b>-0.08</b> | <b>-0.08</b> | <b>-0.07</b> | <b>-0.01</b> | 0.03         | 0.06         | <b>-0.02</b> |
| Focus   | Discipline        | 0.53         | 0.54         | 0.51         | 0.52         | 0.54         | 0.54         | 0.51         | 0.52         |
| Focus   | Empathy           | <b>-0.14</b> | <b>-0.18</b> | <b>-0.19</b> | <b>-0.17</b> | <b>-0.12</b> | <b>-0.09</b> | <b>-0.04</b> | <b>-0.12</b> |
| Focus   | Futuristic        | 0.54         | 0.52         | 0.53         | 0.53         | 0.53         | 0.55         | 0.54         | 0.55         |
| Focus   | Harmony           | 0.03         | 0.07         | 0.01         | 0.00         | 0.04         | 0.04         | 0.04         | 0.04         |
| Focus   | Ideation          | 0.23         | 0.20         | 0.20         | 0.22         | 0.25         | 0.27         | 0.31         | 0.24         |
| Focus   | Includer          | 0.04         | <b>0.00</b>  | 0.01         | 0.03         | 0.07         | 0.10         | 0.12         | 0.05         |
| Focus   | Individualization | 0.34         | 0.34         | 0.31         | 0.32         | 0.35         | 0.39         | 0.40         | 0.34         |
| Focus   | Input             | 0.28         | 0.26         | 0.23         | 0.25         | 0.30         | 0.33         | 0.33         | 0.29         |
| Focus   | Intellection      | 0.17         | 0.16         | 0.13         | 0.15         | 0.21         | 0.24         | 0.24         | 0.18         |
| Focus   | Learner           | 0.49         | 0.51         | 0.47         | 0.48         | 0.50         | 0.53         | 0.50         | 0.50         |
| Focus   | Maximizer         | 0.20         | 0.13         | 0.16         | 0.21         | 0.23         | 0.30         | 0.33         | 0.21         |
| Focus   | Positivity        | 0.04         | <b>-0.01</b> | 0.02         | 0.03         | 0.06         | 0.10         | 0.12         | 0.05         |
| Focus   | Relator           | 0.18         | 0.16         | 0.15         | 0.16         | 0.18         | 0.20         | 0.22         | 0.19         |
| Focus   | Responsibility    | 0.39         | 0.42         | 0.38         | 0.38         | 0.42         | 0.43         | 0.47         | 0.39         |
| Focus   | Restorative       | 0.33         | 0.35         | 0.30         | 0.29         | 0.33         | 0.33         | 0.34         | 0.33         |
| Focus   | Self-Assurance    | 0.50         | 0.47         | 0.47         | 0.49         | 0.54         | 0.55         | 0.56         | 0.50         |
| Focus   | Significance      | 0.70         | 0.71         | 0.72         | 0.70         | 0.69         | 0.68         | 0.66         | 0.70         |
| Focus   | Strategic         | 0.44         | 0.45         | 0.43         | 0.44         | 0.45         | 0.47         | 0.46         | 0.44         |
| Focus   | Woo               | 0.11         | 0.08         | 0.08         | 0.11         | 0.11         | 0.13         | 0.16         | 0.11         |

## Theme Pair Correlations for Futuristic, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1    | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Futuristic | Achiever          | 0.34  | 0.30  | 0.32  | 0.32  | 0.37  | 0.40  | 0.40  | 0.36    |
| Futuristic | Activator         | 0.45  | 0.36  | 0.40  | 0.45  | 0.49  | 0.52  | 0.52  | 0.46    |
| Futuristic | Adaptability      | -0.05 | -0.06 | -0.10 | -0.04 | -0.05 | -0.05 | -0.02 | -0.04   |
| Futuristic | Analytical        | 0.27  | 0.26  | 0.25  | 0.24  | 0.27  | 0.32  | 0.33  | 0.29    |
| Futuristic | Arranger          | 0.43  | 0.36  | 0.38  | 0.42  | 0.48  | 0.52  | 0.56  | 0.43    |
| Futuristic | Belief            | 0.21  | 0.15  | 0.18  | 0.22  | 0.26  | 0.29  | 0.28  | 0.24    |
| Futuristic | Command           | 0.46  | 0.35  | 0.40  | 0.45  | 0.49  | 0.50  | 0.54  | 0.47    |
| Futuristic | Communication     | 0.28  | 0.23  | 0.24  | 0.29  | 0.30  | 0.33  | 0.32  | 0.29    |
| Futuristic | Competition       | 0.43  | 0.38  | 0.40  | 0.41  | 0.43  | 0.42  | 0.41  | 0.43    |
| Futuristic | Connectedness     | 0.15  | 0.08  | 0.12  | 0.17  | 0.21  | 0.26  | 0.25  | 0.15    |
| Futuristic | Consistency       | -0.10 | 0.03  | -0.06 | -0.12 | -0.17 | -0.15 | -0.21 | -0.11   |
| Futuristic | Context           | 0.00  | 0.04  | -0.03 | -0.02 | 0.03  | 0.05  | 0.07  | -0.01   |
| Futuristic | Deliberative      | 0.02  | 0.10  | 0.05  | 0.00  | -0.01 | 0.00  | 0.03  | 0.03    |
| Futuristic | Developer         | 0.08  | 0.07  | 0.08  | 0.09  | 0.09  | 0.11  | 0.08  | 0.09    |
| Futuristic | Discipline        | 0.19  | 0.23  | 0.20  | 0.15  | 0.17  | 0.20  | 0.15  | 0.19    |
| Futuristic | Empathy           | 0.04  | 0.04  | 0.01  | 0.02  | 0.03  | 0.04  | 0.03  | 0.04    |
| Futuristic | Focus             | 0.54  | 0.52  | 0.53  | 0.53  | 0.53  | 0.55  | 0.54  | 0.55    |
| Futuristic | Harmony           | -0.15 | -0.03 | -0.13 | -0.17 | -0.19 | -0.19 | -0.25 | -0.14   |
| Futuristic | Ideation          | 0.50  | 0.40  | 0.45  | 0.51  | 0.54  | 0.56  | 0.62  | 0.50    |
| Futuristic | Includer          | 0.14  | 0.09  | 0.11  | 0.14  | 0.18  | 0.16  | 0.15  | 0.14    |
| Futuristic | Individualization | 0.46  | 0.38  | 0.39  | 0.44  | 0.50  | 0.54  | 0.57  | 0.47    |
| Futuristic | Input             | 0.42  | 0.34  | 0.36  | 0.41  | 0.44  | 0.48  | 0.48  | 0.44    |
| Futuristic | Intellection      | 0.24  | 0.20  | 0.20  | 0.22  | 0.26  | 0.29  | 0.31  | 0.25    |
| Futuristic | Learner           | 0.34  | 0.27  | 0.30  | 0.33  | 0.37  | 0.43  | 0.43  | 0.36    |
| Futuristic | Maximizer         | 0.23  | 0.22  | 0.20  | 0.25  | 0.28  | 0.32  | 0.34  | 0.24    |
| Futuristic | Positivity        | 0.22  | 0.16  | 0.20  | 0.24  | 0.25  | 0.26  | 0.23  | 0.22    |
| Futuristic | Relator           | 0.09  | 0.13  | 0.07  | 0.07  | 0.06  | 0.09  | 0.13  | 0.10    |
| Futuristic | Responsibility    | 0.22  | 0.22  | 0.23  | 0.21  | 0.26  | 0.29  | 0.31  | 0.23    |
| Futuristic | Restorative       | 0.29  | 0.24  | 0.24  | 0.27  | 0.29  | 0.32  | 0.34  | 0.29    |
| Futuristic | Self-Assurance    | 0.50  | 0.39  | 0.43  | 0.50  | 0.56  | 0.59  | 0.60  | 0.51    |
| Futuristic | Significance      | 0.50  | 0.47  | 0.48  | 0.49  | 0.50  | 0.50  | 0.50  | 0.51    |
| Futuristic | Strategic         | 0.54  | 0.47  | 0.50  | 0.53  | 0.57  | 0.61  | 0.64  | 0.55    |
| Futuristic | Woo               | 0.22  | 0.17  | 0.18  | 0.22  | 0.23  | 0.25  | 0.24  | 0.22    |

## Theme Pair Correlations for Harmony, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|---------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Harmony | Achiever          | -0.04 | 0.02  | -0.05 | -0.08 | -0.04 | -0.04 | -0.05 | -0.03   |
| Harmony | Activator         | -0.16 | -0.10 | -0.15 | -0.18 | -0.17 | -0.18 | -0.21 | -0.15   |
| Harmony | Adaptability      | 0.16  | 0.09  | 0.13  | 0.14  | 0.18  | 0.24  | 0.24  | 0.17    |
| Harmony | Analytical        | 0.03  | 0.08  | 0.00  | 0.02  | 0.03  | 0.04  | 0.02  | 0.05    |
| Harmony | Arranger          | -0.19 | -0.13 | -0.21 | -0.22 | -0.19 | -0.18 | -0.20 | -0.18   |
| Harmony | Belief            | 0.11  | 0.11  | 0.06  | 0.08  | 0.12  | 0.15  | 0.15  | 0.12    |
| Harmony | Command           | -0.25 | -0.22 | -0.27 | -0.29 | -0.26 | -0.25 | -0.27 | -0.23   |
| Harmony | Communication     | 0.00  | 0.00  | -0.01 | -0.03 | 0.01  | 0.02  | 0.04  | 0.02    |
| Harmony | Competition       | -0.11 | -0.07 | -0.13 | -0.13 | -0.13 | -0.13 | -0.12 | -0.09   |
| Harmony | Connectedness     | 0.10  | 0.13  | 0.08  | 0.07  | 0.12  | 0.11  | 0.07  | 0.12    |
| Harmony | Consistency       | 0.70  | 0.65  | 0.67  | 0.70  | 0.72  | 0.74  | 0.74  | 0.70    |
| Harmony | Context           | 0.13  | 0.12  | 0.12  | 0.13  | 0.12  | 0.12  | 0.08  | 0.14    |
| Harmony | Deliberative      | 0.31  | 0.28  | 0.26  | 0.30  | 0.31  | 0.34  | 0.35  | 0.32    |
| Harmony | Developer         | 0.35  | 0.32  | 0.32  | 0.33  | 0.36  | 0.38  | 0.39  | 0.35    |
| Harmony | Discipline        | 0.37  | 0.35  | 0.34  | 0.36  | 0.38  | 0.39  | 0.40  | 0.38    |
| Harmony | Empathy           | 0.34  | 0.30  | 0.33  | 0.33  | 0.35  | 0.37  | 0.37  | 0.35    |
| Harmony | Focus             | 0.03  | 0.07  | 0.01  | 0.00  | 0.04  | 0.04  | 0.04  | 0.04    |
| Harmony | Futuristic        | -0.15 | -0.03 | -0.13 | -0.17 | -0.19 | -0.19 | -0.25 | -0.14   |
| Harmony | Ideation          | -0.43 | -0.39 | -0.45 | -0.44 | -0.45 | -0.43 | -0.44 | -0.41   |
| Harmony | Includer          | 0.09  | 0.06  | 0.04  | 0.06  | 0.11  | 0.16  | 0.19  | 0.10    |
| Harmony | Individualization | -0.20 | -0.10 | -0.19 | -0.23 | -0.22 | -0.23 | -0.21 | -0.18   |
| Harmony | Input             | -0.14 | -0.07 | -0.17 | -0.16 | -0.15 | -0.16 | -0.17 | -0.12   |
| Harmony | Intellection      | 0.04  | 0.10  | 0.03  | 0.04  | 0.04  | 0.02  | -0.01 | 0.06    |
| Harmony | Learner           | -0.07 | 0.01  | -0.09 | -0.08 | -0.06 | -0.08 | -0.11 | -0.05   |
| Harmony | Maximizer         | 0.11  | 0.14  | 0.13  | 0.11  | 0.11  | 0.13  | 0.07  | 0.12    |
| Harmony | Positivity        | 0.16  | 0.18  | 0.13  | 0.13  | 0.17  | 0.17  | 0.21  | 0.16    |
| Harmony | Relator           | 0.27  | 0.28  | 0.27  | 0.27  | 0.26  | 0.29  | 0.26  | 0.29    |
| Harmony | Responsibility    | 0.21  | 0.21  | 0.16  | 0.19  | 0.24  | 0.26  | 0.26  | 0.22    |
| Harmony | Restorative       | -0.15 | -0.11 | -0.19 | -0.19 | -0.16 | -0.14 | -0.13 | -0.13   |
| Harmony | Self-Assurance    | -0.27 | -0.22 | -0.29 | -0.30 | -0.26 | -0.25 | -0.28 | -0.25   |
| Harmony | Significance      | -0.03 | 0.02  | -0.04 | -0.05 | -0.04 | -0.03 | -0.02 | -0.02   |
| Harmony | Strategic         | -0.33 | -0.25 | -0.32 | -0.35 | -0.35 | -0.35 | -0.38 | -0.31   |
| Harmony | Woo               | -0.02 | -0.03 | -0.05 | -0.05 | -0.01 | -0.01 | 0.02  | -0.01   |



## Theme Pair Correlations for Ideation, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1  | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|----------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Ideation | Achiever          | 0.23  | 0.14  | 0.19  | 0.21  | 0.26  | 0.28  | 0.33  | 0.24    |
| Ideation | Activator         | 0.44  | 0.40  | 0.40  | 0.43  | 0.46  | 0.49  | 0.51  | 0.44    |
| Ideation | Adaptability      | 0.19  | 0.27  | 0.19  | 0.21  | 0.16  | 0.16  | 0.17  | 0.19    |
| Ideation | Analytical        | 0.33  | 0.28  | 0.33  | 0.32  | 0.33  | 0.35  | 0.35  | 0.33    |
| Ideation | Arranger          | 0.47  | 0.43  | 0.45  | 0.47  | 0.49  | 0.51  | 0.53  | 0.47    |
| Ideation | Belief            | 0.22  | 0.21  | 0.21  | 0.22  | 0.21  | 0.24  | 0.20  | 0.23    |
| Ideation | Command           | 0.53  | 0.49  | 0.52  | 0.53  | 0.54  | 0.55  | 0.57  | 0.53    |
| Ideation | Communication     | 0.28  | 0.28  | 0.26  | 0.28  | 0.28  | 0.29  | 0.32  | 0.28    |
| Ideation | Competition       | 0.30  | 0.25  | 0.28  | 0.31  | 0.33  | 0.34  | 0.34  | 0.30    |
| Ideation | Connectedness     | 0.25  | 0.26  | 0.24  | 0.26  | 0.25  | 0.29  | 0.31  | 0.25    |
| Ideation | Consistency       | -0.45 | -0.40 | -0.45 | -0.47 | -0.48 | -0.46 | -0.45 | -0.44   |
| Ideation | Context           | 0.14  | 0.20  | 0.13  | 0.12  | 0.12  | 0.14  | 0.20  | 0.13    |
| Ideation | Deliberative      | -0.04 | -0.03 | -0.02 | -0.04 | -0.04 | -0.05 | -0.05 | -0.03   |
| Ideation | Developer         | 0.05  | 0.08  | 0.03  | 0.04  | 0.04  | 0.06  | 0.05  | 0.05    |
| Ideation | Discipline        | -0.19 | -0.20 | -0.21 | -0.22 | -0.17 | -0.17 | -0.15 | -0.18   |
| Ideation | Empathy           | 0.02  | 0.09  | 0.00  | 0.00  | 0.02  | 0.02  | 0.03  | 0.03    |
| Ideation | Focus             | 0.23  | 0.20  | 0.20  | 0.22  | 0.25  | 0.27  | 0.31  | 0.24    |
| Ideation | Futuristic        | 0.50  | 0.40  | 0.45  | 0.51  | 0.54  | 0.56  | 0.62  | 0.50    |
| Ideation | Harmony           | -0.43 | -0.39 | -0.45 | -0.44 | -0.45 | -0.43 | -0.44 | -0.41   |
| Ideation | Individualization | 0.63  | 0.58  | 0.60  | 0.63  | 0.64  | 0.67  | 0.67  | 0.62    |
| Ideation | Input             | 0.53  | 0.51  | 0.52  | 0.53  | 0.53  | 0.56  | 0.58  | 0.54    |
| Ideation | Intellection      | 0.40  | 0.39  | 0.40  | 0.39  | 0.41  | 0.44  | 0.48  | 0.40    |
| Ideation | Learner           | 0.38  | 0.30  | 0.35  | 0.37  | 0.39  | 0.43  | 0.49  | 0.38    |
| Ideation | Maximizer         | 0.21  | 0.16  | 0.16  | 0.20  | 0.24  | 0.27  | 0.31  | 0.21    |
| Ideation | Positivity        | 0.15  | 0.15  | 0.13  | 0.15  | 0.14  | 0.16  | 0.17  | 0.16    |
| Ideation | Relator           | 0.04  | 0.07  | 0.03  | 0.03  | 0.04  | 0.05  | 0.09  | 0.04    |
| Ideation | Responsibility    | 0.14  | 0.11  | 0.12  | 0.13  | 0.15  | 0.15  | 0.17  | 0.16    |
| Ideation | Restorative       | 0.37  | 0.38  | 0.37  | 0.38  | 0.36  | 0.37  | 0.35  | 0.36    |
| Ideation | Self-Assurance    | 0.53  | 0.48  | 0.50  | 0.53  | 0.54  | 0.56  | 0.57  | 0.53    |
| Ideation | Significance      | 0.31  | 0.27  | 0.28  | 0.30  | 0.33  | 0.33  | 0.35  | 0.32    |
| Ideation | Strategic         | 0.70  | 0.66  | 0.68  | 0.70  | 0.72  | 0.74  | 0.76  | 0.71    |
| Ideation | Woo               | 0.19  | 0.20  | 0.18  | 0.20  | 0.19  | 0.20  | 0.21  | 0.19    |

## Theme Pair Correlations for Includer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1  | Theme 2        | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|----------|----------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Includer | Achiever       | 0.11  | 0.08  | 0.10  | 0.10  | 0.15  | 0.14  | 0.15  | 0.11    |
| Includer | Activator      | 0.21  | 0.21  | 0.20  | 0.23  | 0.22  | 0.20  | 0.17  | 0.21    |
| Includer | Adaptability   | 0.21  | 0.18  | 0.19  | 0.19  | 0.21  | 0.24  | 0.30  | 0.23    |
| Includer | Analytical     | -0.05 | -0.09 | -0.07 | -0.06 | -0.05 | -0.03 | -0.01 | -0.04   |
| Includer | Arranger       | 0.26  | 0.22  | 0.26  | 0.26  | 0.27  | 0.28  | 0.26  | 0.26    |
| Includer | Belief         | 0.28  | 0.25  | 0.26  | 0.28  | 0.30  | 0.32  | 0.33  | 0.29    |
| Includer | Command        | 0.01  | -0.03 | -0.01 | 0.02  | 0.02  | 0.03  | 0.04  | 0.01    |
| Includer | Communication  | 0.42  | 0.40  | 0.40  | 0.43  | 0.43  | 0.41  | 0.43  | 0.42    |
| Includer | Competition    | -0.01 | -0.04 | -0.03 | -0.01 | 0.02  | 0.01  | 0.00  | -0.01   |
| Includer | Connectedness  | 0.26  | 0.22  | 0.22  | 0.26  | 0.28  | 0.28  | 0.30  | 0.26    |
| Includer | Consistency    | 0.08  | 0.04  | 0.06  | 0.04  | 0.10  | 0.15  | 0.16  | 0.09    |
| Includer | Context        | 0.02  | 0.00  | 0.00  | 0.02  | 0.03  | 0.01  | 0.08  | 0.03    |
| Includer | Deliberative   | -0.28 | -0.30 | -0.32 | -0.31 | -0.26 | -0.22 | -0.18 | -0.27   |
| Includer | Developer      | 0.42  | 0.39  | 0.40  | 0.40  | 0.45  | 0.45  | 0.46  | 0.42    |
| Includer | Discipline     | 0.06  | 0.03  | 0.02  | 0.04  | 0.10  | 0.12  | 0.12  | 0.07    |
| Includer | Empathy        | 0.33  | 0.31  | 0.29  | 0.31  | 0.36  | 0.37  | 0.38  | 0.34    |
| Includer | Focus          | 0.04  | 0.00  | 0.01  | 0.03  | 0.07  | 0.10  | 0.12  | 0.05    |
| Includer | Futuristic     | 0.14  | 0.09  | 0.11  | 0.14  | 0.18  | 0.16  | 0.15  | 0.14    |
| Includer | Harmony        | 0.09  | 0.06  | 0.04  | 0.06  | 0.11  | 0.16  | 0.19  | 0.10    |
| Includer | Ideation       | 0.13  | 0.14  | 0.13  | 0.14  | 0.13  | 0.10  | 0.11  | 0.13    |
| Includer | Input          | 0.25  | 0.24  | 0.22  | 0.24  | 0.25  | 0.24  | 0.25  | 0.26    |
| Includer | Intellection   | -0.04 | -0.04 | -0.08 | -0.06 | -0.02 | -0.01 | 0.03  | -0.04   |
| Includer | Learner        | 0.11  | 0.12  | 0.10  | 0.09  | 0.12  | 0.13  | 0.14  | 0.11    |
| Includer | Maximizer      | 0.09  | 0.09  | 0.06  | 0.10  | 0.11  | 0.10  | 0.11  | 0.07    |
| Includer | Positivity     | 0.59  | 0.59  | 0.60  | 0.59  | 0.59  | 0.59  | 0.58  | 0.59    |
| Includer | Relator        | -0.38 | -0.44 | -0.43 | -0.42 | -0.37 | -0.31 | -0.27 | -0.36   |
| Includer | Responsibility | 0.19  | 0.13  | 0.16  | 0.18  | 0.20  | 0.25  | 0.29  | 0.20    |
| Includer | Restorative    | 0.20  | 0.15  | 0.19  | 0.18  | 0.21  | 0.23  | 0.21  | 0.22    |
| Includer | Self-Assurance | 0.18  | 0.17  | 0.18  | 0.19  | 0.18  | 0.19  | 0.18  | 0.17    |
| Includer | Significance   | 0.06  | 0.03  | 0.02  | 0.05  | 0.07  | 0.11  | 0.11  | 0.05    |
| Includer | Strategic      | 0.10  | 0.09  | 0.10  | 0.11  | 0.09  | 0.11  | 0.08  | 0.11    |
| Includer | Woo            | 0.48  | 0.47  | 0.46  | 0.49  | 0.48  | 0.46  | 0.44  | 0.48    |

## Theme Pair Correlations for Individualization, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1           | Theme 2        | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|-------------------|----------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Individualization | Achiever       | 0.34  | 0.30  | 0.30  | 0.32  | 0.36  | 0.38  | 0.44  | 0.34    |
| Individualization | Activator      | 0.43  | 0.36  | 0.37  | 0.41  | 0.46  | 0.48  | 0.50  | 0.43    |
| Individualization | Adaptability   | 0.05  | 0.08  | 0.05  | 0.06  | 0.02  | 0.03  | 0.07  | 0.06    |
| Individualization | Analytical     | 0.37  | 0.39  | 0.38  | 0.36  | 0.37  | 0.39  | 0.35  | 0.36    |
| Individualization | Arranger       | 0.58  | 0.56  | 0.56  | 0.58  | 0.60  | 0.62  | 0.63  | 0.58    |
| Individualization | Belief         | 0.32  | 0.30  | 0.30  | 0.33  | 0.33  | 0.35  | 0.31  | 0.34    |
| Individualization | Command        | 0.45  | 0.41  | 0.42  | 0.44  | 0.47  | 0.48  | 0.48  | 0.44    |
| Individualization | Communication  | 0.31  | 0.29  | 0.28  | 0.31  | 0.33  | 0.33  | 0.38  | 0.32    |
| Individualization | Competition    | 0.29  | 0.25  | 0.27  | 0.29  | 0.31  | 0.32  | 0.34  | 0.27    |
| Individualization | Connectedness  | 0.30  | 0.29  | 0.28  | 0.31  | 0.32  | 0.35  | 0.34  | 0.32    |
| Individualization | Consistency    | -0.23 | -0.12 | -0.20 | -0.24 | -0.26 | -0.28 | -0.27 | -0.23   |
| Individualization | Context        | 0.21  | 0.29  | 0.20  | 0.19  | 0.21  | 0.21  | 0.23  | 0.20    |
| Individualization | Deliberative   | 0.04  | 0.10  | 0.08  | 0.03  | 0.01  | 0.01  | 0.00  | 0.04    |
| Individualization | Developer      | 0.20  | 0.21  | 0.20  | 0.20  | 0.20  | 0.20  | 0.21  | 0.21    |
| Individualization | Discipline     | 0.11  | 0.15  | 0.11  | 0.08  | 0.12  | 0.12  | 0.10  | 0.12    |
| Individualization | Empathy        | 0.19  | 0.23  | 0.17  | 0.17  | 0.17  | 0.15  | 0.20  | 0.20    |
| Individualization | Focus          | 0.34  | 0.34  | 0.31  | 0.32  | 0.35  | 0.39  | 0.40  | 0.34    |
| Individualization | Futuristic     | 0.46  | 0.38  | 0.39  | 0.44  | 0.50  | 0.54  | 0.57  | 0.47    |
| Individualization | Harmony        | -0.20 | -0.10 | -0.19 | -0.23 | -0.22 | -0.23 | -0.21 | -0.18   |
| Individualization | Ideation       | 0.63  | 0.58  | 0.60  | 0.63  | 0.64  | 0.67  | 0.67  | 0.62    |
| Individualization | Includer       | 0.13  | 0.11  | 0.11  | 0.13  | 0.15  | 0.13  | 0.13  | 0.14    |
| Individualization | Intellection   | 0.36  | 0.37  | 0.35  | 0.34  | 0.36  | 0.40  | 0.40  | 0.35    |
| Individualization | Learner        | 0.48  | 0.47  | 0.46  | 0.47  | 0.49  | 0.53  | 0.54  | 0.49    |
| Individualization | Maximizer      | 0.17  | 0.12  | 0.12  | 0.17  | 0.20  | 0.27  | 0.30  | 0.17    |
| Individualization | Positivity     | 0.21  | 0.16  | 0.18  | 0.20  | 0.23  | 0.24  | 0.26  | 0.22    |
| Individualization | Relator        | 0.15  | 0.18  | 0.14  | 0.13  | 0.14  | 0.14  | 0.18  | 0.14    |
| Individualization | Responsibility | 0.28  | 0.29  | 0.27  | 0.29  | 0.30  | 0.30  | 0.30  | 0.30    |
| Individualization | Restorative    | 0.42  | 0.44  | 0.42  | 0.42  | 0.43  | 0.40  | 0.39  | 0.42    |
| Individualization | Self-Assurance | 0.50  | 0.46  | 0.46  | 0.50  | 0.53  | 0.56  | 0.53  | 0.49    |
| Individualization | Significance   | 0.35  | 0.35  | 0.32  | 0.34  | 0.37  | 0.39  | 0.38  | 0.35    |
| Individualization | Strategic      | 0.64  | 0.60  | 0.62  | 0.64  | 0.64  | 0.67  | 0.68  | 0.63    |
| Individualization | Woo            | 0.22  | 0.19  | 0.19  | 0.21  | 0.22  | 0.23  | 0.28  | 0.23    |

## Theme Pair Correlations for Input, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|---------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Input   | Achiever          | 0.30  | 0.28  | 0.26  | 0.27  | 0.32  | 0.35  | 0.38  | 0.31    |
| Input   | Activator         | 0.41  | 0.37  | 0.39  | 0.39  | 0.42  | 0.46  | 0.47  | 0.42    |
| Input   | Adaptability      | 0.19  | 0.22  | 0.19  | 0.20  | 0.17  | 0.16  | 0.18  | 0.19    |
| Input   | Analytical        | 0.24  | 0.21  | 0.21  | 0.22  | 0.26  | 0.28  | 0.25  | 0.24    |
| Input   | Arranger          | 0.49  | 0.52  | 0.47  | 0.47  | 0.50  | 0.53  | 0.54  | 0.51    |
| Input   | Belief            | 0.31  | 0.35  | 0.31  | 0.29  | 0.32  | 0.34  | 0.32  | 0.33    |
| Input   | Command           | 0.39  | 0.34  | 0.37  | 0.39  | 0.41  | 0.43  | 0.40  | 0.40    |
| Input   | Communication     | 0.31  | 0.30  | 0.30  | 0.29  | 0.31  | 0.35  | 0.37  | 0.33    |
| Input   | Competition       | 0.21  | 0.14  | 0.16  | 0.19  | 0.21  | 0.25  | 0.21  | 0.23    |
| Input   | Connectedness     | 0.37  | 0.42  | 0.37  | 0.38  | 0.39  | 0.42  | 0.44  | 0.37    |
| Input   | Consistency       | -0.16 | -0.07 | -0.17 | -0.18 | -0.18 | -0.18 | -0.22 | -0.16   |
| Input   | Context           | 0.23  | 0.25  | 0.22  | 0.22  | 0.25  | 0.23  | 0.29  | 0.22    |
| Input   | Deliberative      | -0.02 | -0.03 | -0.03 | -0.03 | -0.02 | -0.02 | -0.04 | -0.02   |
| Input   | Developer         | 0.21  | 0.25  | 0.21  | 0.20  | 0.20  | 0.23  | 0.25  | 0.22    |
| Input   | Discipline        | 0.04  | 0.08  | 0.02  | 0.00  | 0.07  | 0.05  | 0.06  | 0.05    |
| Input   | Empathy           | 0.18  | 0.23  | 0.15  | 0.15  | 0.18  | 0.17  | 0.18  | 0.19    |
| Input   | Focus             | 0.28  | 0.26  | 0.23  | 0.25  | 0.30  | 0.33  | 0.33  | 0.29    |
| Input   | Futuristic        | 0.42  | 0.34  | 0.36  | 0.41  | 0.44  | 0.48  | 0.48  | 0.44    |
| Input   | Harmony           | -0.14 | -0.07 | -0.17 | -0.16 | -0.15 | -0.16 | -0.17 | -0.12   |
| Input   | Ideation          | 0.53  | 0.51  | 0.52  | 0.53  | 0.53  | 0.56  | 0.58  | 0.54    |
| Input   | Includer          | 0.25  | 0.24  | 0.22  | 0.24  | 0.25  | 0.24  | 0.25  | 0.26    |
| Input   | Individualization | 0.49  | 0.47  | 0.46  | 0.47  | 0.50  | 0.54  | 0.53  | 0.50    |
| Input   | Learner           | 0.57  | 0.53  | 0.54  | 0.56  | 0.61  | 0.63  | 0.65  | 0.58    |
| Input   | Maximizer         | 0.16  | 0.12  | 0.13  | 0.15  | 0.19  | 0.22  | 0.26  | 0.17    |
| Input   | Positivity        | 0.28  | 0.28  | 0.26  | 0.28  | 0.27  | 0.32  | 0.31  | 0.30    |
| Input   | Relator           | 0.08  | 0.10  | 0.06  | 0.06  | 0.07  | 0.07  | 0.08  | 0.08    |
| Input   | Responsibility    | 0.26  | 0.31  | 0.26  | 0.25  | 0.27  | 0.28  | 0.27  | 0.28    |
| Input   | Restorative       | 0.40  | 0.39  | 0.37  | 0.39  | 0.41  | 0.41  | 0.39  | 0.40    |
| Input   | Self-Assurance    | 0.45  | 0.42  | 0.42  | 0.44  | 0.47  | 0.49  | 0.47  | 0.45    |
| Input   | Significance      | 0.26  | 0.23  | 0.22  | 0.23  | 0.26  | 0.29  | 0.25  | 0.27    |
| Input   | Strategic         | 0.47  | 0.43  | 0.45  | 0.46  | 0.48  | 0.53  | 0.54  | 0.48    |
| Input   | Woo               | 0.24  | 0.23  | 0.22  | 0.23  | 0.23  | 0.27  | 0.27  | 0.26    |

## Theme Pair Correlations for Intellection, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1      | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|--------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Intellection | Achiever          | 0.21  | 0.20  | 0.16  | 0.19  | 0.23  | 0.27  | 0.30  | 0.22    |
| Intellection | Activator         | 0.14  | 0.08  | 0.10  | 0.10  | 0.15  | 0.21  | 0.25  | 0.16    |
| Intellection | Adaptability      | 0.14  | 0.17  | 0.12  | 0.14  | 0.11  | 0.14  | 0.16  | 0.14    |
| Intellection | Analytical        | 0.29  | 0.28  | 0.28  | 0.28  | 0.30  | 0.32  | 0.30  | 0.28    |
| Intellection | Arranger          | 0.24  | 0.29  | 0.20  | 0.20  | 0.24  | 0.28  | 0.30  | 0.24    |
| Intellection | Belief            | 0.29  | 0.32  | 0.28  | 0.25  | 0.31  | 0.31  | 0.31  | 0.30    |
| Intellection | Command           | 0.22  | 0.19  | 0.20  | 0.20  | 0.23  | 0.25  | 0.26  | 0.23    |
| Intellection | Communication     | -0.02 | -0.06 | -0.07 | -0.07 | 0.00  | 0.06  | 0.11  | -0.01   |
| Intellection | Competition       | 0.07  | 0.03  | 0.05  | 0.07  | 0.08  | 0.13  | 0.12  | 0.10    |
| Intellection | Connectedness     | 0.43  | 0.46  | 0.43  | 0.40  | 0.43  | 0.47  | 0.49  | 0.42    |
| Intellection | Consistency       | 0.02  | 0.08  | 0.02  | 0.02  | 0.00  | 0.00  | -0.04 | 0.02    |
| Intellection | Context           | 0.34  | 0.37  | 0.35  | 0.34  | 0.33  | 0.33  | 0.37  | 0.31    |
| Intellection | Deliberative      | 0.26  | 0.26  | 0.28  | 0.27  | 0.25  | 0.24  | 0.23  | 0.25    |
| Intellection | Developer         | 0.19  | 0.22  | 0.17  | 0.18  | 0.20  | 0.21  | 0.23  | 0.19    |
| Intellection | Discipline        | 0.13  | 0.16  | 0.12  | 0.11  | 0.15  | 0.12  | 0.15  | 0.13    |
| Intellection | Empathy           | 0.18  | 0.22  | 0.18  | 0.17  | 0.19  | 0.18  | 0.19  | 0.17    |
| Intellection | Focus             | 0.17  | 0.16  | 0.13  | 0.15  | 0.21  | 0.24  | 0.24  | 0.18    |
| Intellection | Futuristic        | 0.24  | 0.20  | 0.20  | 0.22  | 0.26  | 0.29  | 0.31  | 0.25    |
| Intellection | Harmony           | 0.04  | 0.10  | 0.03  | 0.04  | 0.04  | 0.02  | -0.01 | 0.06    |
| Intellection | Ideation          | 0.40  | 0.39  | 0.40  | 0.39  | 0.41  | 0.44  | 0.48  | 0.40    |
| Intellection | Includer          | -0.04 | -0.04 | -0.08 | -0.06 | -0.02 | -0.01 | 0.03  | -0.04   |
| Intellection | Individualization | 0.36  | 0.37  | 0.35  | 0.34  | 0.36  | 0.40  | 0.40  | 0.35    |
| Intellection | Input             | 0.55  | 0.54  | 0.53  | 0.54  | 0.57  | 0.58  | 0.62  | 0.54    |
| Intellection | Maximizer         | 0.11  | 0.05  | 0.08  | 0.09  | 0.12  | 0.19  | 0.19  | 0.12    |
| Intellection | Positivity        | 0.03  | 0.03  | -0.03 | 0.01  | 0.04  | 0.10  | 0.11  | 0.05    |
| Intellection | Relator           | 0.29  | 0.33  | 0.30  | 0.30  | 0.28  | 0.28  | 0.27  | 0.29    |
| Intellection | Responsibility    | 0.25  | 0.29  | 0.22  | 0.22  | 0.28  | 0.26  | 0.26  | 0.26    |
| Intellection | Restorative       | 0.25  | 0.29  | 0.24  | 0.25  | 0.26  | 0.24  | 0.25  | 0.24    |
| Intellection | Self-Assurance    | 0.22  | 0.19  | 0.18  | 0.20  | 0.25  | 0.29  | 0.29  | 0.23    |
| Intellection | Significance      | 0.08  | 0.06  | 0.04  | 0.06  | 0.09  | 0.12  | 0.10  | 0.09    |
| Intellection | Strategic         | 0.35  | 0.32  | 0.33  | 0.33  | 0.36  | 0.40  | 0.43  | 0.35    |
| Intellection | Woo               | -0.13 | -0.16 | -0.18 | -0.16 | -0.12 | -0.06 | -0.03 | -0.12   |

## Theme Pair Correlations for Learner, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|---------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Learner | Achiever          | 0.56  | 0.61  | 0.55  | 0.54  | 0.56  | 0.56  | 0.55  | 0.56    |
| Learner | Activator         | 0.22  | 0.16  | 0.18  | 0.19  | 0.24  | 0.30  | 0.36  | 0.24    |
| Learner | Adaptability      | -0.11 | -0.13 | -0.13 | -0.12 | -0.12 | -0.07 | 0.01  | -0.09   |
| Learner | Analytical        | 0.44  | 0.43  | 0.43  | 0.43  | 0.46  | 0.48  | 0.44  | 0.44    |
| Learner | Arranger          | 0.47  | 0.51  | 0.46  | 0.44  | 0.46  | 0.49  | 0.51  | 0.47    |
| Learner | Belief            | 0.38  | 0.38  | 0.37  | 0.36  | 0.40  | 0.40  | 0.39  | 0.38    |
| Learner | Command           | 0.30  | 0.26  | 0.29  | 0.31  | 0.32  | 0.36  | 0.35  | 0.31    |
| Learner | Communication     | 0.11  | 0.09  | 0.08  | 0.08  | 0.13  | 0.15  | 0.24  | 0.13    |
| Learner | Competition       | 0.21  | 0.19  | 0.21  | 0.22  | 0.22  | 0.26  | 0.25  | 0.22    |
| Learner | Connectedness     | 0.30  | 0.27  | 0.27  | 0.28  | 0.32  | 0.36  | 0.42  | 0.29    |
| Learner | Consistency       | 0.02  | 0.15  | 0.04  | 0.01  | 0.00  | -0.03 | -0.09 | 0.02    |
| Learner | Context           | 0.29  | 0.32  | 0.28  | 0.30  | 0.31  | 0.33  | 0.36  | 0.26    |
| Learner | Deliberative      | 0.18  | 0.18  | 0.19  | 0.18  | 0.18  | 0.17  | 0.13  | 0.18    |
| Learner | Developer         | 0.14  | 0.13  | 0.11  | 0.12  | 0.15  | 0.16  | 0.20  | 0.15    |
| Learner | Discipline        | 0.30  | 0.38  | 0.30  | 0.28  | 0.31  | 0.27  | 0.23  | 0.30    |
| Learner | Empathy           | 0.02  | 0.03  | 0.00  | 0.01  | 0.04  | 0.04  | 0.08  | 0.04    |
| Learner | Focus             | 0.49  | 0.51  | 0.47  | 0.48  | 0.50  | 0.53  | 0.50  | 0.50    |
| Learner | Futuristic        | 0.34  | 0.27  | 0.30  | 0.33  | 0.37  | 0.43  | 0.43  | 0.36    |
| Learner | Harmony           | -0.07 | 0.01  | -0.09 | -0.08 | -0.06 | -0.08 | -0.11 | -0.05   |
| Learner | Ideation          | 0.38  | 0.30  | 0.35  | 0.37  | 0.39  | 0.43  | 0.49  | 0.38    |
| Learner | Includer          | 0.11  | 0.12  | 0.10  | 0.09  | 0.12  | 0.13  | 0.14  | 0.11    |
| Learner | Individualization | 0.48  | 0.47  | 0.46  | 0.47  | 0.49  | 0.53  | 0.54  | 0.49    |
| Learner | Input             | 0.57  | 0.53  | 0.54  | 0.56  | 0.61  | 0.63  | 0.65  | 0.58    |
| Learner | Intellection      | 0.57  | 0.50  | 0.52  | 0.56  | 0.60  | 0.64  | 0.68  | 0.56    |
| Learner | Positivity        | 0.12  | 0.12  | 0.09  | 0.09  | 0.13  | 0.17  | 0.20  | 0.14    |
| Learner | Relator           | 0.17  | 0.16  | 0.17  | 0.18  | 0.18  | 0.18  | 0.18  | 0.18    |
| Learner | Responsibility    | 0.44  | 0.51  | 0.46  | 0.43  | 0.44  | 0.42  | 0.39  | 0.44    |
| Learner | Restorative       | 0.41  | 0.44  | 0.43  | 0.41  | 0.43  | 0.41  | 0.43  | 0.41    |
| Learner | Self-Assurance    | 0.44  | 0.42  | 0.41  | 0.42  | 0.46  | 0.50  | 0.48  | 0.44    |
| Learner | Significance      | 0.30  | 0.32  | 0.29  | 0.29  | 0.31  | 0.35  | 0.28  | 0.31    |
| Learner | Strategic         | 0.46  | 0.41  | 0.44  | 0.45  | 0.47  | 0.51  | 0.53  | 0.46    |
| Learner | Woo               | 0.03  | 0.04  | 0.01  | 0.01  | 0.04  | 0.06  | 0.12  | 0.04    |

## Theme Pair Correlations for Maximizer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1   | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|-----------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Maximizer | Achiever          | 0.15  | 0.05  | 0.11  | 0.13  | 0.16  | 0.23  | 0.26  | 0.16    |
| Maximizer | Activator         | 0.30  | 0.27  | 0.25  | 0.28  | 0.34  | 0.34  | 0.37  | 0.31    |
| Maximizer | Adaptability      | 0.17  | 0.20  | 0.16  | 0.16  | 0.17  | 0.18  | 0.18  | 0.17    |
| Maximizer | Analytical        | 0.09  | 0.04  | 0.06  | 0.08  | 0.10  | 0.20  | 0.19  | 0.10    |
| Maximizer | Arranger          | 0.20  | 0.11  | 0.13  | 0.20  | 0.21  | 0.29  | 0.32  | 0.20    |
| Maximizer | Belief            | 0.10  | 0.01  | 0.04  | 0.08  | 0.11  | 0.15  | 0.19  | 0.10    |
| Maximizer | Command           | 0.20  | 0.14  | 0.17  | 0.19  | 0.25  | 0.29  | 0.33  | 0.21    |
| Maximizer | Communication     | 0.27  | 0.26  | 0.24  | 0.28  | 0.29  | 0.31  | 0.31  | 0.28    |
| Maximizer | Competition       | 0.18  | 0.17  | 0.16  | 0.20  | 0.25  | 0.27  | 0.30  | 0.20    |
| Maximizer | Connectedness     | 0.14  | 0.07  | 0.09  | 0.13  | 0.16  | 0.17  | 0.18  | 0.14    |
| Maximizer | Consistency       | 0.07  | 0.09  | 0.10  | 0.07  | 0.06  | 0.10  | 0.03  | 0.07    |
| Maximizer | Context           | 0.02  | 0.03  | -0.01 | -0.01 | 0.02  | 0.07  | 0.08  | 0.01    |
| Maximizer | Deliberative      | 0.05  | 0.04  | 0.04  | 0.03  | 0.02  | 0.10  | 0.08  | 0.06    |
| Maximizer | Developer         | 0.14  | 0.12  | 0.12  | 0.14  | 0.15  | 0.19  | 0.18  | 0.13    |
| Maximizer | Discipline        | 0.12  | 0.06  | 0.10  | 0.11  | 0.13  | 0.19  | 0.19  | 0.13    |
| Maximizer | Empathy           | 0.12  | 0.12  | 0.12  | 0.12  | 0.13  | 0.16  | 0.15  | 0.11    |
| Maximizer | Focus             | 0.20  | 0.13  | 0.16  | 0.21  | 0.23  | 0.30  | 0.33  | 0.21    |
| Maximizer | Futuristic        | 0.23  | 0.22  | 0.20  | 0.25  | 0.28  | 0.32  | 0.34  | 0.24    |
| Maximizer | Harmony           | 0.11  | 0.14  | 0.13  | 0.11  | 0.11  | 0.13  | 0.07  | 0.12    |
| Maximizer | Ideation          | 0.21  | 0.16  | 0.16  | 0.20  | 0.24  | 0.27  | 0.31  | 0.21    |
| Maximizer | Includer          | 0.09  | 0.09  | 0.06  | 0.10  | 0.11  | 0.10  | 0.11  | 0.07    |
| Maximizer | Individualization | 0.17  | 0.12  | 0.12  | 0.17  | 0.20  | 0.27  | 0.30  | 0.17    |
| Maximizer | Input             | 0.16  | 0.12  | 0.13  | 0.15  | 0.19  | 0.22  | 0.26  | 0.17    |
| Maximizer | Intellection      | 0.11  | 0.05  | 0.08  | 0.09  | 0.12  | 0.19  | 0.19  | 0.12    |
| Maximizer | Learner           | 0.11  | 0.02  | 0.05  | 0.08  | 0.11  | 0.19  | 0.23  | 0.12    |
| Maximizer | Relator           | 0.14  | 0.11  | 0.13  | 0.13  | 0.15  | 0.24  | 0.21  | 0.15    |
| Maximizer | Responsibility    | 0.13  | 0.03  | 0.07  | 0.10  | 0.12  | 0.23  | 0.27  | 0.13    |
| Maximizer | Restorative       | -0.27 | -0.29 | -0.31 | -0.28 | -0.24 | -0.17 | -0.15 | -0.26   |
| Maximizer | Self-Assurance    | 0.35  | 0.27  | 0.28  | 0.34  | 0.38  | 0.42  | 0.46  | 0.36    |
| Maximizer | Significance      | 0.24  | 0.20  | 0.21  | 0.24  | 0.28  | 0.31  | 0.36  | 0.25    |
| Maximizer | Strategic         | 0.24  | 0.17  | 0.18  | 0.22  | 0.26  | 0.33  | 0.33  | 0.24    |
| Maximizer | Woo               | 0.20  | 0.20  | 0.18  | 0.21  | 0.23  | 0.24  | 0.24  | 0.20    |

## Theme Pair Correlations for Positivity, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1    | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Positivity | Achiever          | 0.11  | 0.07  | 0.09  | 0.07  | 0.13  | 0.17  | 0.19  | 0.13    |
| Positivity | Activator         | 0.32  | 0.30  | 0.30  | 0.32  | 0.32  | 0.33  | 0.33  | 0.32    |
| Positivity | Adaptability      | 0.29  | 0.30  | 0.26  | 0.28  | 0.27  | 0.32  | 0.36  | 0.29    |
| Positivity | Analytical        | -0.18 | -0.20 | -0.20 | -0.20 | -0.18 | -0.13 | -0.16 | -0.17   |
| Positivity | Arranger          | 0.26  | 0.21  | 0.24  | 0.25  | 0.26  | 0.31  | 0.30  | 0.27    |
| Positivity | Belief            | 0.34  | 0.30  | 0.29  | 0.32  | 0.36  | 0.38  | 0.40  | 0.34    |
| Positivity | Command           | -0.04 | -0.09 | -0.07 | -0.04 | -0.01 | 0.03  | 0.04  | -0.02   |
| Positivity | Communication     | 0.49  | 0.46  | 0.47  | 0.49  | 0.51  | 0.53  | 0.53  | 0.51    |
| Positivity | Competition       | -0.01 | -0.06 | -0.02 | -0.01 | 0.04  | 0.05  | 0.05  | 0.01    |
| Positivity | Connectedness     | 0.36  | 0.32  | 0.30  | 0.35  | 0.38  | 0.40  | 0.39  | 0.36    |
| Positivity | Consistency       | 0.07  | 0.08  | 0.07  | 0.04  | 0.08  | 0.09  | 0.10  | 0.09    |
| Positivity | Context           | 0.02  | 0.01  | -0.02 | -0.01 | 0.03  | 0.04  | 0.08  | 0.03    |
| Positivity | Deliberative      | -0.40 | -0.39 | -0.43 | -0.43 | -0.39 | -0.36 | -0.31 | -0.39   |
| Positivity | Developer         | 0.71  | 0.70  | 0.70  | 0.70  | 0.73  | 0.73  | 0.73  | 0.71    |
| Positivity | Discipline        | 0.06  | 0.04  | 0.04  | 0.02  | 0.09  | 0.11  | 0.11  | 0.08    |
| Positivity | Empathy           | 0.48  | 0.49  | 0.46  | 0.47  | 0.50  | 0.49  | 0.52  | 0.48    |
| Positivity | Focus             | 0.04  | -0.01 | 0.02  | 0.03  | 0.06  | 0.10  | 0.12  | 0.05    |
| Positivity | Futuristic        | 0.22  | 0.16  | 0.20  | 0.24  | 0.25  | 0.26  | 0.23  | 0.22    |
| Positivity | Harmony           | 0.16  | 0.18  | 0.13  | 0.13  | 0.17  | 0.17  | 0.21  | 0.16    |
| Positivity | Ideation          | 0.15  | 0.15  | 0.13  | 0.15  | 0.14  | 0.16  | 0.17  | 0.16    |
| Positivity | Includer          | 0.59  | 0.59  | 0.60  | 0.59  | 0.59  | 0.59  | 0.58  | 0.59    |
| Positivity | Individualization | 0.21  | 0.16  | 0.18  | 0.20  | 0.23  | 0.24  | 0.26  | 0.22    |
| Positivity | Input             | 0.28  | 0.28  | 0.26  | 0.28  | 0.27  | 0.32  | 0.31  | 0.30    |
| Positivity | Intellection      | 0.03  | 0.03  | -0.03 | 0.01  | 0.04  | 0.10  | 0.11  | 0.05    |
| Positivity | Learner           | 0.12  | 0.12  | 0.09  | 0.09  | 0.13  | 0.17  | 0.20  | 0.14    |
| Positivity | Maximizer         | 0.24  | 0.22  | 0.20  | 0.23  | 0.25  | 0.25  | 0.28  | 0.23    |
| Positivity | Responsibility    | 0.20  | 0.14  | 0.17  | 0.15  | 0.20  | 0.24  | 0.29  | 0.22    |
| Positivity | Restorative       | 0.08  | 0.07  | 0.07  | 0.06  | 0.09  | 0.14  | 0.13  | 0.11    |
| Positivity | Self-Assurance    | 0.20  | 0.16  | 0.17  | 0.20  | 0.21  | 0.24  | 0.23  | 0.21    |
| Positivity | Significance      | 0.04  | 0.00  | 0.00  | 0.03  | 0.06  | 0.09  | 0.12  | 0.05    |
| Positivity | Strategic         | 0.13  | 0.10  | 0.11  | 0.11  | 0.12  | 0.17  | 0.15  | 0.15    |
| Positivity | Woo               | 0.55  | 0.53  | 0.54  | 0.55  | 0.56  | 0.57  | 0.56  | 0.56    |



## Theme Pair Correlations for Relator, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All          | <24          | 24<30        | 30<40        | 40<50        | 50<60        | 60+          | Missing      |
|---------|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Relator | Achiever          | 0.10         | 0.07         | 0.09         | 0.08         | 0.11         | 0.13         | 0.13         | 0.13         |
| Relator | Activator         | <b>0.00</b>  | <b>-0.03</b> | <b>-0.03</b> | <b>-0.03</b> | 0.01         | 0.04         | 0.05         | 0.01         |
| Relator | Adaptability      | 0.14         | 0.15         | 0.12         | 0.13         | 0.13         | 0.18         | 0.20         | 0.14         |
| Relator | Analytical        | 0.25         | 0.25         | 0.22         | 0.24         | 0.26         | 0.26         | 0.24         | 0.25         |
| Relator | Arranger          | 0.09         | 0.09         | 0.06         | 0.07         | 0.11         | 0.10         | 0.14         | 0.10         |
| Relator | Belief            | 0.12         | 0.14         | 0.11         | 0.10         | 0.14         | 0.15         | 0.16         | 0.14         |
| Relator | Command           | 0.13         | 0.13         | 0.10         | 0.09         | 0.13         | 0.12         | 0.15         | 0.14         |
| Relator | Communication     | <b>-0.09</b> | <b>-0.15</b> | <b>-0.13</b> | <b>-0.13</b> | <b>-0.09</b> | <b>-0.03</b> | 0.00         | <b>-0.08</b> |
| Relator | Competition       | 0.07         | 0.05         | 0.03         | 0.05         | 0.05         | 0.05         | 0.06         | 0.08         |
| Relator | Connectedness     | 0.11         | 0.13         | 0.11         | 0.09         | 0.13         | 0.15         | 0.16         | 0.12         |
| Relator | Consistency       | 0.26         | 0.26         | 0.25         | 0.25         | 0.26         | 0.27         | 0.28         | 0.28         |
| Relator | Context           | 0.15         | 0.19         | 0.14         | 0.16         | 0.15         | 0.16         | 0.11         | 0.15         |
| Relator | Deliberative      | 0.44         | 0.46         | 0.43         | 0.44         | 0.44         | 0.43         | 0.43         | 0.46         |
| Relator | Developer         | 0.11         | 0.11         | 0.09         | 0.08         | 0.10         | 0.14         | 0.18         | 0.12         |
| Relator | Discipline        | 0.23         | 0.19         | 0.23         | 0.22         | 0.23         | 0.26         | 0.28         | 0.25         |
| Relator | Empathy           | 0.15         | 0.15         | 0.15         | 0.12         | 0.13         | 0.15         | 0.21         | 0.15         |
| Relator | Focus             | 0.18         | 0.16         | 0.15         | 0.16         | 0.18         | 0.20         | 0.22         | 0.19         |
| Relator | Futuristic        | 0.09         | 0.13         | 0.07         | 0.07         | 0.06         | 0.09         | 0.13         | 0.10         |
| Relator | Harmony           | 0.27         | 0.28         | 0.27         | 0.27         | 0.26         | 0.29         | 0.26         | 0.29         |
| Relator | Ideation          | 0.04         | 0.07         | 0.03         | 0.03         | 0.04         | 0.05         | 0.09         | 0.04         |
| Relator | Includer          | <b>-0.38</b> | <b>-0.44</b> | <b>-0.43</b> | <b>-0.42</b> | <b>-0.37</b> | <b>-0.31</b> | <b>-0.27</b> | <b>-0.36</b> |
| Relator | Individualization | 0.15         | 0.18         | 0.14         | 0.13         | 0.14         | 0.14         | 0.18         | 0.14         |
| Relator | Input             | 0.08         | 0.10         | 0.06         | 0.06         | 0.07         | 0.07         | 0.08         | 0.08         |
| Relator | Intellection      | 0.29         | 0.33         | 0.30         | 0.30         | 0.28         | 0.28         | 0.27         | 0.29         |
| Relator | Learner           | 0.17         | 0.16         | 0.17         | 0.18         | 0.18         | 0.18         | 0.18         | 0.18         |
| Relator | Maximizer         | 0.14         | 0.11         | 0.13         | 0.13         | 0.15         | 0.24         | 0.21         | 0.15         |
| Relator | Positivity        | <b>-0.12</b> | <b>-0.15</b> | <b>-0.14</b> | <b>-0.14</b> | <b>-0.10</b> | <b>-0.05</b> | <b>-0.01</b> | <b>-0.10</b> |
| Relator | Restorative       | 0.12         | 0.16         | 0.10         | 0.09         | 0.11         | 0.06         | 0.11         | 0.13         |
| Relator | Self-Assurance    | 0.08         | 0.07         | 0.04         | 0.06         | 0.12         | 0.12         | 0.14         | 0.09         |
| Relator | Significance      | 0.13         | 0.12         | 0.10         | 0.10         | 0.14         | 0.13         | 0.18         | 0.15         |
| Relator | Strategic         | 0.12         | 0.14         | 0.10         | 0.10         | 0.12         | 0.11         | 0.15         | 0.13         |
| Relator | Woo               | <b>-0.23</b> | <b>-0.29</b> | <b>-0.27</b> | <b>-0.26</b> | <b>-0.23</b> | <b>-0.18</b> | <b>-0.13</b> | <b>-0.21</b> |

## Theme Pair Correlations for Responsibility, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1        | Theme 2           | All  | <24          | 24<30        | 30<40        | 40<50 | 50<60 | 60+  | Missing |
|----------------|-------------------|------|--------------|--------------|--------------|-------|-------|------|---------|
| Responsibility | Achiever          | 0.43 | 0.47         | 0.43         | 0.41         | 0.44  | 0.43  | 0.44 | 0.43    |
| Responsibility | Activator         | 0.13 | 0.09         | 0.11         | 0.12         | 0.15  | 0.18  | 0.20 | 0.15    |
| Responsibility | Adaptability      | 0.01 | <b>-0.07</b> | <b>-0.02</b> | <b>-0.02</b> | 0.02  | 0.09  | 0.16 | 0.03    |
| Responsibility | Analytical        | 0.37 | 0.37         | 0.35         | 0.37         | 0.40  | 0.41  | 0.40 | 0.37    |
| Responsibility | Arranger          | 0.48 | 0.50         | 0.47         | 0.46         | 0.49  | 0.50  | 0.50 | 0.48    |
| Responsibility | Belief            | 0.52 | 0.47         | 0.48         | 0.50         | 0.54  | 0.55  | 0.56 | 0.54    |
| Responsibility | Command           | 0.19 | 0.18         | 0.18         | 0.20         | 0.24  | 0.23  | 0.26 | 0.20    |
| Responsibility | Communication     | 0.14 | 0.08         | 0.12         | 0.14         | 0.18  | 0.18  | 0.26 | 0.16    |
| Responsibility | Competition       | 0.06 | 0.07         | 0.06         | 0.08         | 0.11  | 0.12  | 0.14 | 0.07    |
| Responsibility | Connectedness     | 0.30 | 0.26         | 0.26         | 0.26         | 0.31  | 0.32  | 0.34 | 0.31    |
| Responsibility | Consistency       | 0.31 | 0.35         | 0.31         | 0.30         | 0.32  | 0.33  | 0.34 | 0.29    |
| Responsibility | Context           | 0.18 | 0.22         | 0.15         | 0.19         | 0.20  | 0.19  | 0.18 | 0.17    |
| Responsibility | Deliberative      | 0.29 | 0.29         | 0.27         | 0.28         | 0.31  | 0.31  | 0.31 | 0.30    |
| Responsibility | Developer         | 0.27 | 0.21         | 0.24         | 0.23         | 0.28  | 0.32  | 0.38 | 0.29    |
| Responsibility | Discipline        | 0.48 | 0.52         | 0.47         | 0.47         | 0.48  | 0.49  | 0.50 | 0.48    |
| Responsibility | Empathy           | 0.14 | 0.10         | 0.13         | 0.12         | 0.17  | 0.19  | 0.24 | 0.17    |
| Responsibility | Focus             | 0.39 | 0.42         | 0.38         | 0.38         | 0.42  | 0.43  | 0.47 | 0.39    |
| Responsibility | Futuristic        | 0.22 | 0.22         | 0.23         | 0.21         | 0.26  | 0.29  | 0.31 | 0.23    |
| Responsibility | Harmony           | 0.21 | 0.21         | 0.16         | 0.19         | 0.24  | 0.26  | 0.26 | 0.22    |
| Responsibility | Ideation          | 0.14 | 0.11         | 0.12         | 0.13         | 0.15  | 0.15  | 0.17 | 0.16    |
| Responsibility | Includer          | 0.19 | 0.13         | 0.16         | 0.18         | 0.20  | 0.25  | 0.29 | 0.20    |
| Responsibility | Individualization | 0.28 | 0.29         | 0.27         | 0.29         | 0.30  | 0.30  | 0.30 | 0.30    |
| Responsibility | Input             | 0.26 | 0.31         | 0.26         | 0.25         | 0.27  | 0.28  | 0.27 | 0.28    |
| Responsibility | Intellection      | 0.25 | 0.29         | 0.22         | 0.22         | 0.28  | 0.26  | 0.26 | 0.26    |
| Responsibility | Learner           | 0.44 | 0.51         | 0.46         | 0.43         | 0.44  | 0.42  | 0.39 | 0.44    |
| Responsibility | Maximizer         | 0.13 | 0.03         | 0.07         | 0.10         | 0.12  | 0.23  | 0.27 | 0.13    |
| Responsibility | Positivity        | 0.20 | 0.14         | 0.17         | 0.15         | 0.20  | 0.24  | 0.29 | 0.22    |
| Responsibility | Relator           | 0.27 | 0.26         | 0.27         | 0.26         | 0.31  | 0.30  | 0.32 | 0.28    |
| Responsibility | Self-Assurance    | 0.33 | 0.30         | 0.31         | 0.32         | 0.37  | 0.38  | 0.41 | 0.33    |
| Responsibility | Significance      | 0.29 | 0.30         | 0.27         | 0.29         | 0.33  | 0.35  | 0.37 | 0.30    |
| Responsibility | Strategic         | 0.30 | 0.31         | 0.31         | 0.30         | 0.31  | 0.29  | 0.29 | 0.31    |
| Responsibility | Woo               | 0.05 | 0.01         | 0.03         | 0.05         | 0.07  | 0.08  | 0.16 | 0.06    |

## Theme Pair Correlations for Restorative, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1     | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|-------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Restorative | Achiever          | 0.30  | 0.33  | 0.29  | 0.28  | 0.33  | 0.32  | 0.35  | 0.31    |
| Restorative | Activator         | 0.24  | 0.21  | 0.21  | 0.23  | 0.23  | 0.28  | 0.26  | 0.24    |
| Restorative | Adaptability      | 0.05  | 0.05  | 0.03  | 0.05  | 0.03  | 0.07  | 0.09  | 0.07    |
| Restorative | Analytical        | 0.43  | 0.45  | 0.44  | 0.43  | 0.44  | 0.42  | 0.40  | 0.43    |
| Restorative | Arranger          | 0.48  | 0.50  | 0.48  | 0.45  | 0.51  | 0.48  | 0.50  | 0.48    |
| Restorative | Belief            | 0.30  | 0.32  | 0.30  | 0.30  | 0.33  | 0.34  | 0.29  | 0.32    |
| Restorative | Command           | 0.37  | 0.40  | 0.36  | 0.36  | 0.36  | 0.36  | 0.34  | 0.36    |
| Restorative | Communication     | 0.12  | 0.10  | 0.09  | 0.10  | 0.13  | 0.15  | 0.19  | 0.13    |
| Restorative | Competition       | 0.22  | 0.20  | 0.21  | 0.21  | 0.21  | 0.21  | 0.18  | 0.22    |
| Restorative | Connectedness     | 0.18  | 0.21  | 0.17  | 0.18  | 0.20  | 0.23  | 0.23  | 0.19    |
| Restorative | Consistency       | -0.01 | 0.05  | -0.01 | -0.04 | -0.02 | -0.02 | 0.00  | 0.01    |
| Restorative | Context           | 0.24  | 0.27  | 0.23  | 0.25  | 0.25  | 0.24  | 0.25  | 0.24    |
| Restorative | Deliberative      | 0.16  | 0.19  | 0.16  | 0.14  | 0.17  | 0.14  | 0.14  | 0.16    |
| Restorative | Developer         | 0.09  | 0.09  | 0.07  | 0.07  | 0.11  | 0.11  | 0.14  | 0.12    |
| Restorative | Discipline        | 0.14  | 0.16  | 0.11  | 0.10  | 0.17  | 0.14  | 0.16  | 0.16    |
| Restorative | Empathy           | 0.03  | 0.02  | -0.01 | 0.00  | 0.03  | 0.02  | 0.06  | 0.05    |
| Restorative | Focus             | 0.33  | 0.35  | 0.30  | 0.29  | 0.33  | 0.33  | 0.34  | 0.33    |
| Restorative | Futuristic        | 0.29  | 0.24  | 0.24  | 0.27  | 0.29  | 0.32  | 0.34  | 0.29    |
| Restorative | Harmony           | -0.15 | -0.11 | -0.19 | -0.19 | -0.16 | -0.14 | -0.13 | -0.13   |
| Restorative | Ideation          | 0.37  | 0.38  | 0.37  | 0.38  | 0.36  | 0.37  | 0.35  | 0.36    |
| Restorative | Includer          | 0.20  | 0.15  | 0.19  | 0.18  | 0.21  | 0.23  | 0.21  | 0.22    |
| Restorative | Individualization | 0.42  | 0.44  | 0.42  | 0.42  | 0.43  | 0.40  | 0.39  | 0.42    |
| Restorative | Input             | 0.40  | 0.39  | 0.37  | 0.39  | 0.41  | 0.41  | 0.39  | 0.40    |
| Restorative | Intellection      | 0.25  | 0.29  | 0.24  | 0.25  | 0.26  | 0.24  | 0.25  | 0.24    |
| Restorative | Learner           | 0.41  | 0.44  | 0.43  | 0.41  | 0.43  | 0.41  | 0.43  | 0.41    |
| Restorative | Maximizer         | -0.27 | -0.29 | -0.31 | -0.28 | -0.24 | -0.17 | -0.15 | -0.26   |
| Restorative | Positivity        | 0.08  | 0.07  | 0.07  | 0.06  | 0.09  | 0.14  | 0.13  | 0.11    |
| Restorative | Relator           | 0.12  | 0.16  | 0.10  | 0.09  | 0.11  | 0.06  | 0.11  | 0.13    |
| Restorative | Responsibility    | 0.35  | 0.38  | 0.36  | 0.35  | 0.39  | 0.34  | 0.35  | 0.36    |
| Restorative | Significance      | 0.31  | 0.31  | 0.28  | 0.28  | 0.31  | 0.31  | 0.30  | 0.31    |
| Restorative | Strategic         | 0.39  | 0.40  | 0.40  | 0.39  | 0.40  | 0.37  | 0.37  | 0.39    |
| Restorative | Woo               | 0.06  | 0.03  | 0.05  | 0.05  | 0.05  | 0.09  | 0.09  | 0.07    |

## Theme Pair Correlations for Self-Assurance, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1        | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|----------------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Self-Assurance | Achiever          | 0.44  | 0.40  | 0.41  | 0.42  | 0.47  | 0.48  | 0.50  | 0.43    |
| Self-Assurance | Activator         | 0.55  | 0.52  | 0.52  | 0.54  | 0.57  | 0.60  | 0.59  | 0.56    |
| Self-Assurance | Adaptability      | 0.07  | 0.12  | 0.08  | 0.06  | 0.04  | 0.05  | 0.11  | 0.08    |
| Self-Assurance | Analytical        | 0.40  | 0.39  | 0.39  | 0.38  | 0.41  | 0.44  | 0.42  | 0.39    |
| Self-Assurance | Arranger          | 0.62  | 0.58  | 0.58  | 0.61  | 0.64  | 0.67  | 0.68  | 0.61    |
| Self-Assurance | Belief            | 0.28  | 0.24  | 0.24  | 0.28  | 0.30  | 0.33  | 0.33  | 0.28    |
| Self-Assurance | Command           | 0.70  | 0.69  | 0.70  | 0.71  | 0.72  | 0.73  | 0.74  | 0.71    |
| Self-Assurance | Communication     | 0.35  | 0.35  | 0.33  | 0.35  | 0.36  | 0.37  | 0.38  | 0.36    |
| Self-Assurance | Competition       | 0.45  | 0.43  | 0.46  | 0.47  | 0.49  | 0.48  | 0.47  | 0.44    |
| Self-Assurance | Connectedness     | 0.18  | 0.16  | 0.13  | 0.18  | 0.19  | 0.24  | 0.25  | 0.18    |
| Self-Assurance | Consistency       | -0.15 | -0.07 | -0.14 | -0.17 | -0.16 | -0.14 | -0.18 | -0.15   |
| Self-Assurance | Context           | 0.10  | 0.13  | 0.07  | 0.09  | 0.12  | 0.13  | 0.14  | 0.09    |
| Self-Assurance | Deliberative      | -0.01 | -0.02 | -0.01 | -0.04 | 0.00  | 0.00  | 0.00  | -0.01   |
| Self-Assurance | Developer         | 0.00  | -0.03 | -0.04 | -0.01 | 0.02  | 0.04  | 0.04  | 0.01    |
| Self-Assurance | Discipline        | 0.11  | 0.08  | 0.07  | 0.09  | 0.15  | 0.17  | 0.15  | 0.12    |
| Self-Assurance | Empathy           | -0.07 | -0.06 | -0.11 | -0.10 | -0.06 | -0.05 | -0.04 | -0.06   |
| Self-Assurance | Focus             | 0.50  | 0.47  | 0.47  | 0.49  | 0.54  | 0.55  | 0.56  | 0.50    |
| Self-Assurance | Futuristic        | 0.50  | 0.39  | 0.43  | 0.50  | 0.56  | 0.59  | 0.60  | 0.51    |
| Self-Assurance | Harmony           | -0.27 | -0.22 | -0.29 | -0.30 | -0.26 | -0.25 | -0.28 | -0.25   |
| Self-Assurance | Ideation          | 0.53  | 0.48  | 0.50  | 0.53  | 0.54  | 0.56  | 0.57  | 0.53    |
| Self-Assurance | Includer          | 0.18  | 0.17  | 0.18  | 0.19  | 0.18  | 0.19  | 0.18  | 0.17    |
| Self-Assurance | Individualization | 0.50  | 0.46  | 0.46  | 0.50  | 0.53  | 0.56  | 0.53  | 0.49    |
| Self-Assurance | Input             | 0.45  | 0.42  | 0.42  | 0.44  | 0.47  | 0.49  | 0.47  | 0.45    |
| Self-Assurance | Intellection      | 0.22  | 0.19  | 0.18  | 0.20  | 0.25  | 0.29  | 0.29  | 0.23    |
| Self-Assurance | Learner           | 0.44  | 0.42  | 0.41  | 0.42  | 0.46  | 0.50  | 0.48  | 0.44    |
| Self-Assurance | Maximizer         | 0.35  | 0.27  | 0.28  | 0.34  | 0.38  | 0.42  | 0.46  | 0.36    |
| Self-Assurance | Positivity        | 0.20  | 0.16  | 0.17  | 0.20  | 0.21  | 0.24  | 0.23  | 0.21    |
| Self-Assurance | Relator           | 0.08  | 0.07  | 0.04  | 0.06  | 0.12  | 0.12  | 0.14  | 0.09    |
| Self-Assurance | Responsibility    | 0.33  | 0.30  | 0.31  | 0.32  | 0.37  | 0.38  | 0.41  | 0.33    |
| Self-Assurance | Restorative       | 0.36  | 0.39  | 0.36  | 0.36  | 0.38  | 0.39  | 0.35  | 0.35    |
| Self-Assurance | Strategic         | 0.58  | 0.51  | 0.55  | 0.57  | 0.61  | 0.64  | 0.63  | 0.58    |
| Self-Assurance | Woo               | 0.28  | 0.31  | 0.28  | 0.28  | 0.27  | 0.28  | 0.29  | 0.28    |

## Theme Pair Correlations for Significance, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1      | Theme 2           | All          | <24          | 24<30        | 30<40        | 40<50        | 50<60        | 60+          | Missing      |
|--------------|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Significance | Achiever          | 0.46         | 0.45         | 0.47         | 0.47         | 0.48         | 0.48         | 0.45         | 0.47         |
| Significance | Activator         | 0.46         | 0.43         | 0.43         | 0.46         | 0.48         | 0.48         | 0.48         | 0.46         |
| Significance | Adaptability      | <b>-0.12</b> | <b>-0.15</b> | <b>-0.17</b> | <b>-0.14</b> | <b>-0.11</b> | <b>-0.09</b> | 0.00         | <b>-0.10</b> |
| Significance | Analytical        | 0.43         | 0.46         | 0.41         | 0.40         | 0.42         | 0.45         | 0.44         | 0.43         |
| Significance | Arranger          | 0.43         | 0.42         | 0.40         | 0.43         | 0.47         | 0.49         | 0.49         | 0.42         |
| Significance | Belief            | 0.13         | 0.11         | 0.09         | 0.13         | 0.17         | 0.21         | 0.20         | 0.14         |
| Significance | Command           | 0.61         | 0.59         | 0.59         | 0.61         | 0.61         | 0.60         | 0.61         | 0.61         |
| Significance | Communication     | 0.29         | 0.28         | 0.26         | 0.29         | 0.30         | 0.29         | 0.32         | 0.30         |
| Significance | Competition       | 0.63         | 0.61         | 0.64         | 0.64         | 0.62         | 0.59         | 0.57         | 0.62         |
| Significance | Connectedness     | <b>-0.06</b> | <b>-0.07</b> | <b>-0.10</b> | <b>-0.06</b> | <b>-0.03</b> | 0.02         | 0.05         | <b>-0.04</b> |
| Significance | Consistency       | 0.09         | 0.17         | 0.11         | 0.07         | 0.05         | 0.07         | 0.06         | 0.08         |
| Significance | Context           | 0.07         | 0.12         | 0.04         | 0.07         | 0.08         | 0.11         | 0.07         | 0.07         |
| Significance | Deliberative      | 0.19         | 0.22         | 0.22         | 0.18         | 0.18         | 0.17         | 0.18         | 0.20         |
| Significance | Developer         | <b>-0.12</b> | <b>-0.15</b> | <b>-0.17</b> | <b>-0.14</b> | <b>-0.09</b> | <b>-0.06</b> | <b>-0.02</b> | <b>-0.10</b> |
| Significance | Discipline        | 0.32         | 0.33         | 0.31         | 0.30         | 0.33         | 0.33         | 0.32         | 0.32         |
| Significance | Empathy           | <b>-0.19</b> | <b>-0.22</b> | <b>-0.24</b> | <b>-0.22</b> | <b>-0.17</b> | <b>-0.17</b> | <b>-0.11</b> | <b>-0.17</b> |
| Significance | Focus             | 0.70         | 0.71         | 0.72         | 0.70         | 0.69         | 0.68         | 0.66         | 0.70         |
| Significance | Futuristic        | 0.50         | 0.47         | 0.48         | 0.49         | 0.50         | 0.50         | 0.50         | 0.51         |
| Significance | Harmony           | <b>-0.03</b> | <b>0.02</b>  | <b>-0.04</b> | <b>-0.05</b> | <b>-0.04</b> | <b>-0.03</b> | <b>-0.02</b> | <b>-0.02</b> |
| Significance | Ideation          | 0.31         | 0.27         | 0.28         | 0.30         | 0.33         | 0.33         | 0.35         | 0.32         |
| Significance | Includer          | 0.06         | 0.03         | 0.02         | 0.05         | 0.07         | 0.11         | 0.11         | 0.05         |
| Significance | Individualization | 0.35         | 0.35         | 0.32         | 0.34         | 0.37         | 0.39         | 0.38         | 0.35         |
| Significance | Input             | 0.26         | 0.23         | 0.22         | 0.23         | 0.26         | 0.29         | 0.25         | 0.27         |
| Significance | Intellection      | 0.08         | 0.06         | 0.04         | 0.06         | 0.09         | 0.12         | 0.10         | 0.09         |
| Significance | Learner           | 0.30         | 0.32         | 0.29         | 0.29         | 0.31         | 0.35         | 0.28         | 0.31         |
| Significance | Maximizer         | 0.24         | 0.20         | 0.21         | 0.24         | 0.28         | 0.31         | 0.36         | 0.25         |
| Significance | Positivity        | 0.04         | <b>0.00</b>  | <b>0.00</b>  | 0.03         | 0.06         | 0.09         | 0.12         | 0.05         |
| Significance | Relator           | 0.13         | 0.12         | 0.10         | 0.10         | 0.14         | 0.13         | 0.18         | 0.15         |
| Significance | Responsibility    | 0.29         | 0.30         | 0.27         | 0.29         | 0.33         | 0.35         | 0.37         | 0.30         |
| Significance | Restorative       | 0.31         | 0.31         | 0.28         | 0.28         | 0.31         | 0.31         | 0.30         | 0.31         |
| Significance | Self-Assurance    | 0.55         | 0.52         | 0.52         | 0.54         | 0.59         | 0.60         | 0.61         | 0.56         |
| Significance | Woo               | 0.21         | 0.21         | 0.19         | 0.21         | 0.20         | 0.22         | 0.23         | 0.21         |

## Theme Pair Correlations for Strategic, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1   | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|-----------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Strategic | Achiever          | 0.42  | 0.38  | 0.40  | 0.41  | 0.44  | 0.44  | 0.46  | 0.42    |
| Strategic | Activator         | 0.44  | 0.38  | 0.41  | 0.42  | 0.45  | 0.51  | 0.51  | 0.43    |
| Strategic | Adaptability      | -0.02 | 0.01  | -0.03 | -0.02 | -0.04 | -0.01 | 0.01  | -0.01   |
| Strategic | Analytical        | 0.45  | 0.44  | 0.45  | 0.44  | 0.46  | 0.46  | 0.45  | 0.44    |
| Strategic | Arranger          | 0.57  | 0.54  | 0.57  | 0.56  | 0.59  | 0.60  | 0.63  | 0.57    |
| Strategic | Belief            | 0.26  | 0.24  | 0.24  | 0.26  | 0.26  | 0.29  | 0.26  | 0.28    |
| Strategic | Command           | 0.53  | 0.48  | 0.52  | 0.53  | 0.56  | 0.57  | 0.56  | 0.51    |
| Strategic | Communication     | 0.33  | 0.31  | 0.30  | 0.33  | 0.33  | 0.36  | 0.36  | 0.33    |
| Strategic | Competition       | 0.39  | 0.38  | 0.40  | 0.41  | 0.42  | 0.42  | 0.40  | 0.39    |
| Strategic | Connectedness     | 0.21  | 0.19  | 0.19  | 0.21  | 0.21  | 0.27  | 0.28  | 0.21    |
| Strategic | Consistency       | -0.19 | -0.07 | -0.15 | -0.20 | -0.23 | -0.26 | -0.29 | -0.19   |
| Strategic | Context           | 0.17  | 0.21  | 0.14  | 0.16  | 0.18  | 0.19  | 0.21  | 0.17    |
| Strategic | Deliberative      | 0.06  | 0.11  | 0.09  | 0.05  | 0.07  | 0.03  | 0.03  | 0.05    |
| Strategic | Developer         | 0.05  | 0.05  | 0.05  | 0.03  | 0.04  | 0.06  | 0.06  | 0.07    |
| Strategic | Discipline        | 0.15  | 0.20  | 0.16  | 0.13  | 0.17  | 0.15  | 0.13  | 0.15    |
| Strategic | Empathy           | -0.03 | 0.01  | -0.03 | -0.05 | -0.04 | -0.04 | 0.00  | -0.02   |
| Strategic | Focus             | 0.44  | 0.45  | 0.43  | 0.44  | 0.45  | 0.47  | 0.46  | 0.44    |
| Strategic | Futuristic        | 0.54  | 0.47  | 0.50  | 0.53  | 0.57  | 0.61  | 0.64  | 0.55    |
| Strategic | Harmony           | -0.33 | -0.25 | -0.32 | -0.35 | -0.35 | -0.35 | -0.38 | -0.31   |
| Strategic | Ideation          | 0.70  | 0.66  | 0.68  | 0.70  | 0.72  | 0.74  | 0.76  | 0.71    |
| Strategic | Includer          | 0.10  | 0.09  | 0.10  | 0.11  | 0.09  | 0.11  | 0.08  | 0.11    |
| Strategic | Individualization | 0.64  | 0.60  | 0.62  | 0.64  | 0.64  | 0.67  | 0.68  | 0.63    |
| Strategic | Input             | 0.47  | 0.43  | 0.45  | 0.46  | 0.48  | 0.53  | 0.54  | 0.48    |
| Strategic | Intellection      | 0.35  | 0.32  | 0.33  | 0.33  | 0.36  | 0.40  | 0.43  | 0.35    |
| Strategic | Learner           | 0.46  | 0.41  | 0.44  | 0.45  | 0.47  | 0.51  | 0.53  | 0.46    |
| Strategic | Maximizer         | 0.24  | 0.17  | 0.18  | 0.22  | 0.26  | 0.33  | 0.33  | 0.24    |
| Strategic | Positivity        | 0.13  | 0.10  | 0.11  | 0.11  | 0.12  | 0.17  | 0.15  | 0.15    |
| Strategic | Relator           | 0.12  | 0.14  | 0.10  | 0.10  | 0.12  | 0.11  | 0.15  | 0.13    |
| Strategic | Responsibility    | 0.30  | 0.31  | 0.31  | 0.30  | 0.31  | 0.29  | 0.29  | 0.31    |
| Strategic | Restorative       | 0.39  | 0.40  | 0.40  | 0.39  | 0.40  | 0.37  | 0.37  | 0.39    |
| Strategic | Self-Assurance    | 0.58  | 0.51  | 0.55  | 0.57  | 0.61  | 0.64  | 0.63  | 0.58    |
| Strategic | Significance      | 0.43  | 0.44  | 0.43  | 0.42  | 0.45  | 0.44  | 0.42  | 0.43    |
| Strategic | Woo               | 0.20  | 0.19  | 0.19  | 0.20  | 0.19  | 0.23  | 0.23  | 0.20    |

## Theme Pair Correlations for Woo, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405

50<60: 4,822 | 60+: 1,752 | Missing: 11,634

| Theme 1 | Theme 2           | All   | <24   | 24<30 | 30<40 | 40<50 | 50<60 | 60+   | Missing |
|---------|-------------------|-------|-------|-------|-------|-------|-------|-------|---------|
| Woo     | Achiever          | 0.10  | 0.08  | 0.09  | 0.09  | 0.12  | 0.11  | 0.14  | 0.10    |
| Woo     | Activator         | 0.47  | 0.51  | 0.48  | 0.48  | 0.46  | 0.44  | 0.43  | 0.46    |
| Woo     | Adaptability      | 0.18  | 0.17  | 0.16  | 0.16  | 0.18  | 0.18  | 0.23  | 0.19    |
| Woo     | Analytical        | -0.10 | -0.09 | -0.12 | -0.11 | -0.11 | -0.08 | -0.07 | -0.09   |
| Woo     | Arranger          | 0.26  | 0.22  | 0.25  | 0.27  | 0.26  | 0.29  | 0.29  | 0.26    |
| Woo     | Belief            | 0.16  | 0.15  | 0.14  | 0.15  | 0.17  | 0.17  | 0.24  | 0.16    |
| Woo     | Command           | 0.21  | 0.20  | 0.20  | 0.21  | 0.20  | 0.21  | 0.24  | 0.20    |
| Woo     | Communication     | 0.82  | 0.82  | 0.82  | 0.83  | 0.82  | 0.81  | 0.81  | 0.81    |
| Woo     | Competition       | 0.17  | 0.15  | 0.14  | 0.17  | 0.19  | 0.19  | 0.17  | 0.16    |
| Woo     | Connectedness     | 0.16  | 0.14  | 0.13  | 0.16  | 0.18  | 0.19  | 0.23  | 0.17    |
| Woo     | Consistency       | -0.07 | -0.08 | -0.07 | -0.09 | -0.06 | -0.06 | -0.05 | -0.05   |
| Woo     | Context           | -0.01 | -0.01 | -0.02 | -0.04 | 0.01  | 0.02  | 0.07  | 0.00    |
| Woo     | Deliberative      | -0.39 | -0.39 | -0.40 | -0.40 | -0.40 | -0.37 | -0.34 | -0.38   |
| Woo     | Developer         | 0.26  | 0.23  | 0.24  | 0.24  | 0.28  | 0.28  | 0.32  | 0.28    |
| Woo     | Discipline        | -0.02 | -0.05 | -0.05 | -0.04 | 0.01  | 0.02  | 0.05  | 0.00    |
| Woo     | Empathy           | 0.24  | 0.21  | 0.21  | 0.22  | 0.25  | 0.25  | 0.31  | 0.25    |
| Woo     | Focus             | 0.11  | 0.08  | 0.08  | 0.11  | 0.11  | 0.13  | 0.16  | 0.11    |
| Woo     | Futuristic        | 0.22  | 0.17  | 0.18  | 0.22  | 0.23  | 0.25  | 0.24  | 0.22    |
| Woo     | Harmony           | -0.02 | -0.03 | -0.05 | -0.05 | -0.01 | -0.01 | 0.02  | -0.01   |
| Woo     | Ideation          | 0.19  | 0.20  | 0.18  | 0.20  | 0.19  | 0.20  | 0.21  | 0.19    |
| Woo     | Includer          | 0.48  | 0.47  | 0.46  | 0.49  | 0.48  | 0.46  | 0.44  | 0.48    |
| Woo     | Individualization | 0.22  | 0.19  | 0.19  | 0.21  | 0.22  | 0.23  | 0.28  | 0.23    |
| Woo     | Input             | 0.24  | 0.23  | 0.22  | 0.23  | 0.23  | 0.27  | 0.27  | 0.26    |
| Woo     | Intellection      | -0.13 | -0.16 | -0.18 | -0.16 | -0.12 | -0.06 | -0.03 | -0.12   |
| Woo     | Learner           | 0.03  | 0.04  | 0.01  | 0.01  | 0.04  | 0.06  | 0.12  | 0.04    |
| Woo     | Maximizer         | 0.20  | 0.20  | 0.18  | 0.21  | 0.23  | 0.24  | 0.24  | 0.20    |
| Woo     | Positivity        | 0.55  | 0.53  | 0.54  | 0.55  | 0.56  | 0.57  | 0.56  | 0.56    |
| Woo     | Relator           | -0.23 | -0.29 | -0.27 | -0.26 | -0.23 | -0.18 | -0.13 | -0.21   |
| Woo     | Responsibility    | 0.05  | 0.01  | 0.03  | 0.05  | 0.07  | 0.08  | 0.16  | 0.06    |
| Woo     | Restorative       | 0.06  | 0.03  | 0.05  | 0.05  | 0.05  | 0.09  | 0.09  | 0.07    |
| Woo     | Self-Assurance    | 0.28  | 0.31  | 0.28  | 0.28  | 0.27  | 0.28  | 0.29  | 0.28    |
| Woo     | Significance      | 0.21  | 0.21  | 0.19  | 0.21  | 0.20  | 0.22  | 0.23  | 0.21    |
| Woo     | Strategic         | 0.20  | 0.19  | 0.19  | 0.20  | 0.19  | 0.23  | 0.23  | 0.20    |

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