**Supplementary Materials**

**Table S1**

*Domain Intercorrelations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|   | **(1)** | **(2)** | **(3)** | **(4)** | **(5)** | **(6)** | **(7)** | **(8)** | **(9)** | **(10)** |
| **Open-Mindedness (1)** | - | - | - | - | - | - | - | - | - | - |
| **Extraversion (2)** | **.45** | - | - | - | - | - | - | - | - | - |
| **Agreeableness (3)** | **.28** | **.29** | - | - | - | - | - | - | - | - |
| **Conscientiousness (4)** | **.29** | **.41** | **.52** | - | - | - | - | - | - | - |
| **Negative Emotionality (5)** | **-.22** | **-.50** | **-.31** | **-.49** | - | - | - | - | - | - |
| **Intellect (6)** | **.63** | **.52** | **.31** | **.39** | **-.43** | - | - | - | - | - |
| **Learning Goal (7)** | **.55** | **.56** | **.27** | **.41** | **-.43** | **.79** | - | - | - | - |
| **Performance-Prove (8)** | .03 | .12 | -.00 | .06 | .09 | .05 | **.19** | - | - | - |
| **Performance-Avoid (9)** | **-.44** | **-.44** | **-.17** | **-.24** | **.52** | **-.52** | **-.55** | **.35** | - | - |
| **NFC (10)** | **.61** | **.47** | **.14** | **.27** | **-.40** | **.84** | **.76** | .02 | **-.53** | - |
| **GMA (11)** | .06 | **-.14** | -.10 | **-.20** | .02 | .06 | -.01 | -.09 | -.03 | .13 |
| Correlations in **bold** are significant at ⍺ = .01. |

**Table S2**

*Facet Intercorrelations*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|   | **(1)** | **(2)** | **(3)** | **(4)** | **(5)** | **(6)** | **(7)** | **(8)** | **(9)** | **(10)** | **(11)** | **(12)** | **(13)** | **(14)** | **(15)** | **(16)** | **(17)** | **(18)** | **(19)** | **(20)** | **(21)** | **(22)** | **(23)** | **(24)** | **(25)** | **(26)** | **(27)** |
| **O:IC (1)** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **O:AS (2)** | **.49** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **O:CI (3)** | **.66** | **.64** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **E:S (4)** | **.24** | **.20** | **.34** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **E:A (5)** | **.42** | **.19** | **.43** | **.66** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **E:EL (6)** | **.44** | **.32** | **.48** | **.63** | **.52** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **A:C (7)** | **.26** | **.29** | **.21** | **.28** | .08 | **.47** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **A:R (8)** | **.40** | **.25** | **.35** | .11 | .04 | **.37** | **.47** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **A:T (9)** | **.18** | **.17** | **.16** | **.28** | .05 | **.45** | **.58** | **.52** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **C:O (10)** | .09 | **.15** | **.21** | **.17** | .08 | **.31** | **.24** | **.41** | **.28** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **C:P (11)** | **.31** | **.25** | **.39** | **.37** | **.38** | **.63** | **.38** | **.43** | **.43** | **.59** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **C:R (12)** | **.19** | .10 | **.24** | **.21** | **.21** | **.43** | **.36** | **.54** | **.40** | **.65** | **.72** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **NE:A (13)** | **-.22** | -.01 | **-.26** | **-.31** | **-.40** | **-.37** | -.03 | **-.27** | **-.35** | **-.24** | **-.36** | **-.41** | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **NE:D (14)** | **-.35** | -.09 | **-.37** | **-.49** | **-.51** | **-.60** | **-.21** | **-.30** | **-.43** | **-.28** | **-.53** | **-.50** | **.75** | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **NE:EV (15)** | **-.17** | .05 | **-.19** | **-.22** | **-.31** | **-.30** | -.05 | **-.38** | **-.35** | **-.32** | **-.40** | **-.50** | **.79** | **.68** | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **Int:Seek (16)** | **.76** | **.35** | **.59** | **.33** | **.47** | **.50** | **.22** | **.43** | **.25** | **.17** | **.36** | **.27** | **-.35** | **-.42** | **-.31** | - | - | - | - | - | - | - | - | - | - | - | - |
| **Int:Conq (17)** | **.68** | **.32** | **.50** | **.36** | **.47** | **.52** | **.32** | **.48** | **.34** | **.30** | **.48** | **.40** | **-.37** | **-.45** | **-.34** | **.89** | - | - | - | - | - | - | - | - | - | - | - |
| **Int:Thk (18)** | **.76** | **.31** | **.52** | **.32** | **.48** | **.48** | **.23** | **.45** | **.26** | **.20** | **.37** | **.31** | **-.35** | **-.42** | **-.31** | **.95** | **.95** | - | - | - | - | - | - | - | - | - | - |
| **Int:Lrn (19)** | **.73** | **.38** | **.52** | **.30** | **.41** | **.49** | **.29** | **.45** | **.28** | **.23** | **.39** | **.31** | **-.30** | **-.37** | **-.28** | **.94** | **.94** | **.94** | - | - | - | - | - | - | - | - | - |
| **Int:Crt (20)** | **.67** | **.32** | **.59** | **.40** | **.51** | **.56** | **.28** | **.46** | **.33** | **.27** | **.49** | **.37** | **-.41** | **-.50** | **-.39** | **.94** | **.94** | **.90** | **.89** | - | - | - | - | - | - | - | - |
| **Int:SkThk (21)** | **.76** | **.30** | **.50** | **.29** | **.46** | **.45** | **.16** | **.40** | **.19** | .11 | **.29** | **.24** | **-.33** | **-.39** | **-.29** | **.95** | **.86** | **.97** | **.90** | **.86** | - | - | - | - | - | - | - |
| **Int:SkLrn (22)** | **.72** | **.39** | **.55** | **.24** | **.37** | **.45** | **.23** | **.39** | **.21** | **.18** | **.31** | **.24** | **-.25** | **-.32** | **-.23** | **.93** | **.80** | **.85** | **.94** | **.82** | **.85** | - | - | - | - | - | - |
| **Int:SkCrt (23)** | **.67** | **.32** | **.63** | **.39** | **.50** | **.52** | **.23** | **.43** | **.29** | **.21** | **.41** | **.29** | **-.39** | **-.46** | **-.35** | **.95** | **.85** | **.87** | **.85** | **.97** | **.84** | **.82** | - | - | - | - | - |
| **Int:CqThk (24)** | **.69** | **.30** | **.50** | **.33** | **.46** | **.47** | **.29** | **.47** | **.31** | **.28** | **.44** | **.37** | **-.36** | **-.42** | **-.31** | **.88** | **.97** | **.96** | **.91** | **.89** | **.86** | **.79** | **.83** | - | - | - | - |
| **Int:CqLrn (25)** | **.67** | **.32** | **.45** | **.36** | **.41** | **.48** | **.32** | **.46** | **.31** | **.26** | **.41** | **.34** | **-.31** | **-.38** | **-.29** | **.85** | **.97** | **.92** | **.95** | **.87** | **.84** | **.79** | **.79** | **.93** | - | - | - |
| **Int:CqCrt (26)** | **.60** | **.30** | **.50** | **.38** | **.48** | **.56** | **.31** | **.45** | **.36** | **.33** | **.55** | **.44** | **-.40** | **-.50** | **-.40** | **.84** | **.96** | **.87** | **.86** | **.95** | **.79** | **.74** | **.84** | **.89** | **.88** | - | - |
| **GMA (27)** | .11 | -.01 | .06 | **-.13** | -.09 | **-.14** | -.10 | -.03 | -.06 | **-.19** | **-.20** | -.12 | .02 | .03 | -.00 | .09 | .03 | .11 | .05 | .02 | **.16** | .06 | .04 | .06 | .04 | -.01 | - |
| Correlations in **bold** are significant at ⍺ = .05. |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |

**Table S3**

*Domain Mean Differences – Medium-Demand Effect*

|  |  |  |
| --- | --- | --- |
|  | Model 4a | Model 4b |
| Predictor | IRR | 95% CI | p | IRR | 95% CI | p |
| NFC | 1.010 | 0.968 - 1.055 | .633 | 1.016 | 0.974 - 1.061 | .463 |
| Open-Mindedness | 0.909 | 0.871 - 0.949 | <.001 | 0.919 | 0.880 - 0.959 | <.001 |
| Conscientiousness | 0.945 | 0.905 - 0.986 | .009 | 0.945 | 0.906 - 0.987 | .010 |
| Extraversion | 0.939 | 0.900 - 0.980 | .004 | 0.942 | 0.903 - 0.983 | .006 |
| Agreeableness | 0.942 | 0.903 - 0.984 | .007 | 0.945 | 0.905 - 0.986 | .009 |
| Negative Emotionality | 1.043 | 1.000 - 1.089 | .051 | 1.034 | 0.990 - 1.079 | .131 |
| Intellect | 0.970 | 0.929 - 1.012 | .156 | 0.977 | 0.936 - 1.020 | .289 |
| Learning Goal Orientation | 0.990 | 0.948 - 1.033 | .638 | 0.989 | 0.948 - 1.033 | .627 |
| Perform-Prove Goal Orientation | 1.065 | 1.020 - 1.111 | .004 | 1.065 | 1.020 - 1.112 | .004 |
| Perform-Avoid Goal Orientation | 1.033 | 0.990 - 1.079 | .135 | 1.033 | 0.990 - 1.079 | .133 |

**Table S4**

*Domain Mean Differences – High-Demand Effect*

|  |  |  |
| --- | --- | --- |
|  | Model 4a | Model 4b |
| Predictor | IRR | 95% CI | p | IRR | 95% CI | p |
| NFC | 0.934 | 0.900 - 0.969 | <.001 | 0.939 | 0.904 - 0.974 | .001 |
| Open-Mindedness | 0.93 | 0.896 - 0.966 | <.001 | 0.938 | 0.904 - 0.974 | .001 |
| Conscientiousness | 0.881 | 0.849 - 0.915 | <.001 | 0.878 | 0.846 - 0.911 | <.001 |
| Extraversion | 0.806 | 0.776 - 0.836 | <.001 | 0.808 | 0.779 - 0.838 | <.001 |
| Agreeableness | 0.941 | 0.906 - 0.976 | .001 | 0.94 | 0.905 - 0.975 | .001 |
| Negative Emotionality | 1.076 | 1.037 - 1.117 | <.001 | 1.072 | 1.032 - 1.112 | <.001 |
| Intellect | 0.927 | 0.893 - 0.962 | <.001 | 0.931 | 0.897 - 0.966 | <.001 |
| Learning Goal Orientation | 0.921 | 0.887 - 0.956 | <.001 | 0.92 | 0.886 - 0.955 | <.001 |
| Perform-Prove Goal Orientation | 0.978 | 0.942 - 1.015 | .249 | 0.978 | 0.942 - 1.015 | .236 |
| Perform-Avoid Goal Orientation | 1.079 | 1.040 - 1.120 | <.001 | 1.079 | 1.040 - 1.120 | <.001 |

**Table S5**

*Domain Slope Differences – Medium-Demand Effect*

|  |  |  |
| --- | --- | --- |
|  | Model 4a | Model 4b |
| Predictor | IRR | 95% CI | p | IRR | 95% CI | p |
| NFC | 1.003 | 0.996 - 1.010 | .439 | 1.003 | 0.996 - 1.010 | .437 |
| Open-Mindedness | 1.007 | 1.000 - 1.014 | .061 | 1.007 | 1.000 - 1.014 | .062 |
| Conscientiousness | 0.986 | 0.979 - 0.993 | <.001 | 0.986 | 0.979 - 0.993 | <.001 |
| Extraversion | 0.992 | 0.985 - 0.999 | .032 | 0.992 | 0.985 - 0.999 | .031 |
| Agreeableness | 0.997 | 0.990 - 1.004 | .389 | 0.997 | 0.990 - 1.004 | .399 |
| Negative Emotionality | 1.004 | 0.997 - 1.011 | .277 | 1.004 | 0.997 - 1.011 | .282 |
| Intellect | 1.001 | 0.994 - 1.008 | .743 | 1.001 | 0.994 - 1.008 | .716 |
| Learning Goal Orientation | 1.002 | 0.995 - 1.010 | .499 | 1.003 | 0.995 - 1.010 | .480 |
| Perform-Prove Goal Orientation | 1.002 | 0.995 - 1.009 | .625 | 1.002 | 0.995 - 1.009 | .639 |
| Perform-Avoid Goal Orientation | 0.997 | 0.990 - 1.004 | .406 | 0.997 | 0.990 - 1.004 | .397 |

**Table S6**

*Domain Slope Differences – High-Demand Effect*

|  |  |  |
| --- | --- | --- |
|  | Model 4a | Model 4b |
| Predictor | IRR | 95% CI | p | IRR | 95% CI | p |
| NFC | 0.995 | 0.988 - 1.001 | .125 | 0.995 | 0.988 - 1.001 | .119 |
| Open-Mindedness | 1.001 | 0.995 - 1.008 | .746 | 1.001 | 0.995 - 1.008 | .686 |
| Conscientiousness | 0.997 | 0.990 - 1.003 | .347 | 0.997 | 0.991 - 1.004 | .438 |
| Extraversion | 0.994 | 0.987 - 1.000 | .069 | 0.994 | 0.987 - 1.000 | .058 |
| Agreeableness | 1.000 | 0.994 - 1.007 | .891 | 1.001 | 0.995 - 1.008 | .750 |
| Negative Emotionality | 1.007 | 1.000 - 1.013 | .046 | 1.006 | 1.000 - 1.013 | .058 |
| Intellect | 0.993 | 0.986 - 0.999 | .025 | 0.993 | 0.986 - 0.999 | .031 |
| Learning Goal Orientation | 0.994 | 0.988 - 1.001 | .083 | 0.994 | 0.988 - 1.001 | .083 |
| Perform-Prove Goal Orientation | 0.993 | 0.986 - 0.999 | .028 | 0.993 | 0.986 - 0.999 | .026 |
| Perform-Avoid Goal Orientation | 1.002 | 0.996 - 1.009 | .511 | 1.002 | 0.996 - 1.009 | .518 |

**Table S7**

*Facet Mean Differences – Medium-Demand Effect*

|  |  |  |
| --- | --- | --- |
|  | Model 4a | Model 4b |
| Predictor | IRR | 95% CI | p | IRR | 95% CI | p |
| Open-Mindedness - Aesthetic Sensitivity | 0.921 | 0.883 - 0.962 | <.001 | 0.933 | 0.893 – 0.974 | .001 |
| Open-Mindedness - Intellectual Curiosity | 0.938 | 0.899 - 0.979 | .004 | 0.943 | 0.903 – 0.984 | .007 |
| Open-Mindedness - Creative Imagination | 0.908 | 0.870 - 0.947 | <.001 | 0.917 | 0.879 – 0.958 | <.001 |
| Conscientiousness - Organisation | 0.95 | 0.910 - 0.991 | .018 | 0.946 | 0.907 – 0.988 | .012 |
| Conscientiousness - Productiveness | 0.96 | 0.919 - 1.001 | .059 | 0.963 | 0.923 - 1.006 | .089 |
| Conscientiousness - Responsibility | 0.946 | 0.906 - 0.987 | .011 | 0.946 | 0.906 – 0.988 | .011 |
| Extraversion - Sociability | 0.955 | 0.915 - 0.996 | .033 | 0.957 | 0.917 – 0.998 | .042 |
| Extraversion - Assertiveness | 0.979 | 0.938 – 1.021 | .326 | 0.977 | 0.936 – 1.020 | .284 |
| Extraversion - Energy Level | 0.905 | 0.867 – 0.945 | <.001 | 0.912 | 0.874 – 0.952 | <.001 |
| Agreeableness - Compassion | 0.928 | 0.889 – 0.969 | .001 | 0.924 | 0.885 – 0.965 | <.001 |
| Agreeableness - Respectfulness | 0.978 | 0.937 – 1.020 | .302 | 0.986 | 0.944 – 1.029 | .519 |
| Agreeableness - Trust | 0.975 | 0.934 – 1.017 | .239 | 0.976 | 0.935 – 1.019 | .264 |
| Negative Emotionality - Anxiety | 1.053 | 1.009 - 1.099 | .017 | 1.039 | 0.995 – 1.084 | .081 |
| Negative Emotionality - Depression | 1.045 | 1.001 - 1.090 | .045 | 1.041 | 0.997 – 1.086 | .066 |
| Negative Emotionality - Emotional Volatility | 1.023 | 0.980 - 1.068 | .298 | 1.014 | 0.971 – 1.058 | .536 |
| Intellect - Seek | 0.973 | 0.932 – 1.015 | .208 | 0.979 | 0.938 – 1.022 | .339 |
| Intellect - Conquer | 0.968 | 0.927 – 1.010 | .130 | 0.976 | 0.935 – 1.019 | .265 |
| Intellect - Think | 0.993 | 0.952 – 1.037 | .754 | 1.000 | 0.958 – 1.044 | .996 |
| Intellect - Learn | 0.962 | 0.922 – 1.004 | .078 | 0.970 | 0.929 – 1.012 | .158 |
| Intellect - Create | 0.955 | 0.915 – 0.996 | .034 | 0.963 | 0.922 – 1.005 | .083 |
| Intellect - SeekThink | 1.011 | 0.968 – 1.055 | .631 | 1.016 | 0.973 – 1.060 | .471 |
| Intellect - SeekLearn | 0.951 | 0.911 – 0.992 | .021 | 0.957 | 0.917 – 0.998 | .042 |
| Intellect - SeekCreate | 0.959 | 0.919 – 1.001 | .056 | 0.966 | 0.926 – 1.009 | .116 |
| Intellect - ConquerThink | 0.975 | 0.934 – 1.018 | .246 | 0.983 | 0.942 – 1.026 | .435 |
| Intellect - ConquerLearn | 0.978 | 0.937 – 1.021 | .307 | 0.986 | 0.945 – 1.029 | .517 |
| Intellect - ConquerCreate | 0.952 | 0.913 – 0.994 | .026 | 0.961 | 0.921 – 1.003 | .068 |

**Table S8**

*Facet Mean Differences – High-Demand Effect*

|  |  |  |
| --- | --- | --- |
|  | Model 4a | Model 4b |
| Predictor | IRR | 95% CI | p | IRR | 95% CI | p |
| Open-Mindedness - Aesthetic Sensitivity | 0.941 | 0.907 - 0.977 | .001 | 0.95 | 0.915 – 0.986 | .007 |
| Open-Mindedness - Intellectual Curiosity | 0.986 | 0.950 - 1.024 | .469 | 0.991 | 0.955 – 1.028 | .622 |
| Open-Mindedness - Creative Imagination | 0.900 | 0.867 - 0.934 | <.001 | 0.906 | 0.873 – 0.940 | <.001 |
| Conscientiousness - Organisation | 0.918 | 0.885 - 0.953 | <.001 | 0.913 | 0.879 – 0.947 | <.001 |
| Conscientiousness - Productiveness | 0.852 | 0.821 - 0.884 | <.001 | 0.851 | 0.820 - 0.884 | <.001 |
| Conscientiousness - Responsibility | 0.924 | 0.890 - 0.959 | <.001 | 0.921 | 0.887 - 0.956 | <.001 |
| Extraversion - Sociability | 0.798 | 0.769 – 0.828 | <.001 | 0.801 | 0.772 – 0.831 | <.001 |
| Extraversion - Assertiveness | 0.841 | 0.810 – 0.872 | <.001 | 0.84 | 0.809 – 0.872 | <.001 |
| Extraversion - Energy Level | 0.854 | 0.823 – 0.887 | <.001 | 0.859 | 0.828 – 0.891 | <.001 |
| Agreeableness - Compassion | 0.935 | 0.901 – 0.971 | <.001 | 0.931 | 0.897 – 0.967 | <.001 |
| Agreeableness - Respectfulness | 0.987 | 0.951 – 1.024 | .474 | 0.988 | 0.952 – 1.026 | .538 |
| Agreeableness - Trust | 0.94 | 0.905 – 0.975 | .001 | 0.94 | 0.906 – 0.976 | .001 |
| Negative Emotionality - Anxiety | 1.068 | 1.029 - 1.109 | <.001 | 1.06 | 1.022 – 1.101 | .002 |
| Negative Emotionality - Depression | 1.119 | 1.078 - 1.161 | <.001 | 1.12 | 1.079 – 1.162 | <.001 |
| Negative Emotionality - Emotional Volatility | 1.015 | 0.978 - 1.053 | .438 | 1.01 | 0.973 – 1.048 | .603 |
| Intellect - Seek | 0.935 | 0.901 – 0.970 | <.001 | 0.938 | 0.904 – 0.974 | .001 |
| Intellect - Conquer | 0.924 | 0.890 – 0.959 | <.001 | 0.928 | 0.894 – 0.963 | <.001 |
| Intellect - Think | 0.961 | 0.926 – 0.998 | .038 | 0.966 | 0.931 – 1.002 | .067 |
| Intellect - Learn | 0.943 | 0.909 – 0.979 | .002 | 0.946 | 0.912 – 0.982 | .004 |
| Intellect - Create | 0.889 | 0.857 – 0.923 | <.001 | 0.893 | 0.860 – 0.927 | <.001 |
| Intellect - SeekThink | 0.991 | 0.954 – 1.028 | .616 | 0.995 | 0.958 – 1.032 | .775 |
| Intellect - SeekLearn | 0.960 | 0.925 – 0.997 | .033 | 0.963 | 0.928 – 0.999 | .047 |
| Intellect - SeekCreate | 0.876 | 0.844 – 0.909 | <.001 | 0.88 | 0.847 – 0.913 | <.001 |
| Intellect - ConquerThink | 0.933 | 0.899 – 0.968 | <.001 | 0.937 | 0.903 – 0.973 | .001 |
| Intellect - ConquerLearn | 0.932 | 0.898 – 0.967 | <.001 | 0.935 | 0.901 – 0.971 | <.001 |
| Intellect - ConquerCreate | 0.916 | 0.883 – 0.951 | <.001 | 0.92 | 0.886 – 0.955 | <.001 |

**Table S9**

*Facet Slope Differences – Medium-Demand Effect*

|  |  |  |
| --- | --- | --- |
|  | Model 4a | Model 4b |
| Predictor | IRR | 95% CI | p | IRR | 95% CI | p |
| Open-Mindedness - Aesthetic Sensitivity | 1.005 | 0.998 - 1.012 | .177 | 1.005 | 0.998 – 1.012 | .178 |
| Open-Mindedness - Intellectual Curiosity | 1.007 | 1.000 - 1.014 | .060 | 1.007 | 1.000 – 1.014 | .059 |
| Open-Mindedness - Creative Imagination | 1.005 | 0.998 - 1.013 | .147 | 1.005 | 0.998 – 1.013 | .148 |
| Conscientiousness - Organisation | 0.989 | 0.982 - 0.996 | .002 | 0.989 | 0.982 – 0.996 | .003 |
| Conscientiousness - Productiveness | 0.988 | 0.981 - 0.995 | .001 | 0.988 | 0.981 – 0.995 | .001 |
| Conscientiousness - Responsibility | 0.986 | 0.979 - 0.993 | <.001 | 0.986 | 0.979 – 0.993 | <.001 |
| Extraversion - Sociability | 0.992 | 0.985 – 0.999 | .032 | 0.992 | 0.985 – 0.999 | .029 |
| Extraversion - Assertiveness | 0.997 | 0.990 – 1.004 | .375 | 0.997 | 0.990 – 1.004 | .402 |
| Extraversion - Energy Level | 0.991 | 0.984 – 0.998 | .011 | 0.991 | 0.984 – 0.998 | .010 |
| Agreeableness - Compassion | 0.998 | 0.990 – 1.005 | .503 | 0.998 | 0.991 – 1.005 | .519 |
| Agreeableness - Respectfulness | 0.993 | 0.986 – 1.000 | .041 | 0.993 | 0.985 – 1.000 | .040 |
| Agreeableness - Trust | 1.001 | 0.994 – 1.008 | .774 | 1.001 | 0.994 – 1.008 | .779 |
| Negative Emotionality - Anxiety | 1.005 | 0.998 - 1.012 | .160 | 1.005 | 0.998 – 1.012 | .151 |
| Negative Emotionality - Depression | 1.001 | 0.994 - 1.008 | .849 | 1.001 | 0.993 – 1.008 | .888 |
| Negative Emotionality - Emotional Volatility | 1.005 | 0.998 - 1.012 | .161 | 1.005 | 0.998 – 1.012 | .159 |
| Intellect - Seek | 1.004 | 0.996 – 1.011 | .331 | 1.004 | 0.997 – 1.011 | .315 |
| Intellect - Conquer | 0.999 | 0.992 – 1.006 | .740 | 0.999 | 0.992 – 1.006 | .768 |
| Intellect - Think | 1.001 | 0.994 – 1.008 | .828 | 1.001 | 0.994 – 1.008 | .807 |
| Intellect - Learn | 1.004 | 0.996 – 1.011 | .335 | 1.004 | 0.997 – 1.011 | .312 |
| Intellect - Create | 0.999 | 0.992 – 1.007 | .886 | 1.000 | 0.992 – 1.007 | .910 |
| Intellect - SeekThink | 1.002 | 0.995 – 1.009 | .544 | 1.002 | 0.995 – 1.009 | .532 |
| Intellect - SeekLearn | 1.006 | 0.998 – 1.013 | .125 | 1.006 | 0.999 – 1.013 | .112 |
| Intellect - SeekCreate | 1.003 | 0.995 – 1.010 | .485 | 1.003 | 0.996 – 1.010 | .470 |
| Intellect - ConquerThink | 0.999 | 0.992 – 1.006 | .836 | 0.999 | 0.992 – 1.007 | .863 |
| Intellect - ConquerLearn | 1.001 | 0.994 – 1.008 | .734 | 1.001 | 0.994 – 1.009 | .704 |
| Intellect - ConquerCreate | 0.996 | 0.989 – 1.003 | .278 | 0.996 | 0.989 – 1.003 | .293 |

**Table S10**

*Facet Slope Differences – High-Demand Effect*

|  |  |  |
| --- | --- | --- |
|  | Model 4a | Model 4b |
| Predictor | IRR | 95% CI | p | IRR | 95% CI | p |
| Open-Mindedness - Aesthetic Sensitivity | 0.998 | 0.992 - 1.005 | .558 | 0.998 | 0.992 – 1.005 | .637 |
| Open-Mindedness - Intellectual Curiosity | 1.004 | 0.998 - 1.011 | .186 | 1.004 | 0.998 – 1.011 | .189 |
| Open-Mindedness - Creative Imagination | 1.001 | 0.995 - 1.008 | .728 | 1.001 | 0.995 – 1.008 | .673 |
| Conscientiousness - Organisation | 1.001 | 0.994 - 1.007 | .854 | 1.001 | 0.995 – 1.008 | .741 |
| Conscientiousness - Productiveness | 0.993 | 0.986 - 0.999 | .029 | 0.993 | 0.987 – 1.000 | .039 |
| Conscientiousness - Responsibility | 0.999 | 0.992 - 1.005 | .691 | 0.999 | 0.993 – 1.006 | .821 |
| Extraversion - Sociability | 0.993 | 0.987 – 1.000 | .050 | 0.993 | 0.987 – 1.000 | .037 |
| Extraversion - Assertiveness | 0.993 | 0.986 – 0.999 | .033 | 0.993 | 0.986 – 0.999 | .028 |
| Extraversion - Energy Level | 0.998 | 0.992 – 1.005 | .556 | 0.998 | 0.992 – 1.005 | .565 |
| Agreeableness - Compassion | 1.006 | 0.999 – 1.012 | .080 | 1.006 | 1.000 – 1.013 | .060 |
| Agreeableness - Respectfulness | 0.999 | 0.993 – 1.006 | .849 | 1.000 | 0.994 – 1.007 | .961 |
| Agreeableness - Trust | 0.995 | 0.988 – 1.002 | .133 | 0.995 | 0.989 – 1.002 | .144 |
| Negative Emotionality - Anxiety | 1.007 | 1.001 - 1.014 | .027 | 1.007 | 1.001 – 1.014 | .034 |
| Negative Emotionality - Depression | 1.004 | 0.997 - 1.010 | .282 | 1.003 | 0.997 – 1.010 | .331 |
| Negative Emotionality - Emotional Volatility | 1.007 | 1.001 - 1.014 | .033 | 1.007 | 1.000 – 1.014 | .039 |
| Intellect - Seek | 0.992 | 0.986 – 0.999 | .020 | 0.992 | 0.986 – 0.999 | .023 |
| Intellect - Conquer | 0.994 | 0.987 – 1.000 | .053 | 0.994 | 0.987 – 1.000 | .067 |
| Intellect - Think | 0.994 | 0.987 – 1.000 | .057 | 0.994 | 0.987 – 1.000 | .065 |
| Intellect - Learn | 0.994 | 0.987 – 1.000 | .053 | 0.994 | 0.987 – 1.000 | .066 |
| Intellect - Create | 0.992 | 0.985 – 0.998 | .012 | 0.992 | 0.985 – 0.998 | .015 |
| Intellect - SeekThink | 0.993 | 0.986 – 0.999 | .028 | 0.993 | 0.986 – 0.999 | .029 |
| Intellect - SeekLearn | 0.994 | 0.988 – 1.001 | .087 | 0.995 | 0.988 – 1.001 | .103 |
| Intellect - SeekCreate | 0.992 | 0.985 – 0.998 | .011 | 0.992 | 0.985 – 0.998 | .013 |
| Intellect - ConquerThink | 0.995 | 0.989 – 1.002 | .145 | 0.995 | 0.989 – 1.002 | .175 |
| Intellect - ConquerLearn | 0.994 | 0.987 – 1.000 | .055 | 0.994 | 0.987 – 1.000 | .068 |
| Intellect - ConquerCreate | 0.993 | 0.986 – 0.999 | .032 | 0.993 | 0.987 – 1.000 | .041 |

**Table S11**

*Specifications for GLMM Models Run for Trajectory Analyses*

|  |  |
| --- | --- |
| **Model Number** | **Model Specifications** |
| Model 1 | *R Model:* *Penalty* = *stage\_trial.c*\**medium-demand* + *stage\_trial.c*\**high-demand* + (1|ID)*Level 1 model:* *Y*ij = π0j + π1j\**stage\_trial.c* + π2j\**medium-demand* + π3j\**high-demand* + π4j\**stage\_trial.c\*medium-demand* + π5j\**stage\_trial.c\*high-demand* + eijWhere Yij =  penalty score for individual *j* at trial number *i*.*Level 2 models:*π0j = β00+ τ0jπ1j = β10π2j = β20π3j = β30π4j = β40π5j = β50 |
| Model 2 | *R Model:* *Penalty* = *total\_trial.c*\**ICAR.z* + (1|ID)*Level 1 model:* *Penalty*ij = π0j + π1j\**total\_trial.c* + eijWhere Yij =  penalty score for individual *j* at trial number *i*.*Level 2 models:*π0j = β00+ β01\**ICAR.z* + τ0jπ1j = β10+ β11\**ICAR.z* |
| Model 3 | *R Model:* *Penalty* = *stage\_trial.c*\**medium\_demand\*ICAR.z* + *stage\_trial.c*\**high\_demand\*ICAR.z* + (1|ID)*Level 1 model:* *Y*ij = π0j + π1j\**stage\_trial.c* + π2j\**medium\_demand* + π3j\**high\_demand* + π4j\**stage\_trial.c\*medium\_demand* + π5j\**stage\_trial.c\*high\_demand* + eijWhere Yij =  penalty score for individual *j* at trial number *i*.*Level 2 models:*π0j = β00+ β01\**ICAR.z* + τ0jπ1j = β10 + β11\**ICAR.z*π2j = β20 + β21\**ICAR.z*π3j = β30 + β31\**ICAR.z*π4j = β40 + β41\**ICAR.z*π5j = β50 + β51\**ICAR.z* |
| Model 4A (Non-Cognitive Models – Without GMA as a Moderator) | *R Model:* *Penalty* = *stage\_trial.c*\**medium\_demand\*variable.z* + *stage\_trial.c*\**high\_demand\*variable.z* *+* (1|ID)Where *variable.z* denotes the mean-centred non-cognitive domain or trait of interest in the model*Level 1 model:* *Y*ij = π0j + π1j\**stage\_trial.c* + π2j\**medium\_demand* + π3j\**high\_demand* + π4j\**stage\_trial.c\*medium\_demand* + π5j\**stage\_trial.c\*high\_demand* + eijWhere Yij =  penalty score for individual *j* at trial number *i*.*Level 2 models:*π0j = β00+ β01\**variable.z* + τ0jπ1j = β10 + β11\**variable.z*π2j = β20 + β21\**variable.z*π3j = β30 + β31\**variable.z*π4j = β40 + β41\**variable.z*π5j = β50 + β51\**variable.z*  |
| Model 4B (Non-Cognitive Models – With GMA as a Moderator) | *R Model:* *Penalty* = *stage\_trial.c*\**medium\_demand\*variable.z* + *stage\_trial.c*\**high\_demand\*variable.z* *+ ICAR.z* + (1|ID)Where *variable.z* denotes the mean-centred non-cognitive domain or trait of interest in the model*Y*ij = π0j + π1j\**stage\_trial.c* + π2j\**medium\_demand* + π3j\**high\_demand* + π4j\**stage\_trial.c\*medium\_demand* + π5j\**stage\_trial.c\*high\_demand* + π6j\**ICAR.z* + eijWhere Yij =  penalty score for individual *j* at trial number *i*.*Level 2 models:*π0j = β00+ β01\**variable.z* + τ0jπ1j = β10 + β11\**variable.z*π2j = β20 + β21\**variable.z*π3j = β30 + β31\**variable.z*π4j = β40 + β41\**variable.z*π5j = β50 + β51\**variable.z*π6j = β60  |