

## Metric non-invariant items

facet	item	labels	lambda.usa	lambda.ger
Altruism	agree75	I return extra change when a cashier makes a mistake.	1.32 (0.29)	0.58 (0.19)
Appreciation	agree73	I respect others.	1.02 (0.11)	1.43 (0.17)
Genuineness	agree43	I find it easy to manipulate others.	0.95 (0.13)	1.13 (0.13)
Genuineness	agree71	I respect authority.	-0.52 (0.1)	-0.18 (0.09)
Low competitiveness	agree77	I see other people as my competitors.	0.89 (0.09)	0.69 (0.09)
Low competitiveness	agree91	I tend to brag about my accomplishments.	0.63 (0.09)	0.98 (0.11)
Search for Support	agree80	I show my fear.	0.77 (0.12)	1.19 (0.14)
Search for Support	agree92	I tend to complain.	0.62 (0.14)	0.37 (0.16)
Dominance	con106	I try to outdo others.	0.65 (0.1)	0.31 (0.06)
Dominance	con93	I resist authority.	0.19 (0.09)	0.59 (0.06)
Goal orientation	con4	I am a goal-oriented person.	1.01 (0.09)	0.77 (0.1)
Orderliness	con71	I make a mess of things.	0.73 (0.08)	0.99 (0.07)
Persistence	con66	I like to take my time.	-0.09 (0.07)	0.31 (0.09)
Persistence	con8	I am easily discouraged.	0.51 (0.09)	0.92 (0.1)
Productivity	con97	I start tasks right away.	1.13 (0.23)	1.68 (0.25)
Task planning	con6	I am always prepared.	0.77 (0.09)	0.44 (0.06)
Communicativeness	extra84	I disclose my intimate thoughts.	0.28 (0.08)	0.76 (0.05)
Conviviality	extra28	I am good at getting people to like me.	0.67 (0.12)	0.22 (0.07)
Conviviality	extra341	I would enjoy a lot of social interaction.	1.18 (0.16)	0.52 (0.08)
Energy	extra49	I am usually active and full of energy.	1.06 (0.15)	0.75 (0.1)
Forcefulness	extra80	I challenge others` points of view.	0.82 (0.11)	0.24 (0.08)
Readiness to take risks	extra60	I avoid dangerous situations.	-0.88 (0.08)	-0.64 (0.08)
Sociability	extra124	I feel comfortable around people.	-1 (0.11)	-0.7 (0.08)
Carefreeness	neuro29	I am filled with doubts about things.	0.72 (0.09)	0.98 (0.08)
Confidence	neuro54	I face danger confidently.	0.86 (0.1)	0.59 (0.09)
Equanimity	neuro147	I snap at people.	0.83 (0.09)	0.48 (0.07)
Self-attention	neuro32	I am preoccupied with myself.	0.36 (0.14)	0.99 (0.2)
Self-attention	neuro69	I feel threatened easily.	0.73 (0.29)	1.43 (0.4)
Intellect	open30	I can handle a lot of information.	0.86 (0.08)	0.55 (0.05)
Open-mindedness	open35	I come up with alternatives.	0.95 (0.12)	0.59 (0.15)
Open-mindedness	open77	I know how to apply my knowledge.	0.91 (0.11)	0.45 (0.14)

Sensitivity	open114	I rarely notice my emotional reactions.	-0.14 (0.07)	-0.41 (0.08)
Willingness to learn	open40	I dislike learning.	-0.75 (0.09)	-1.15 (0.09)
Wish for variety	open71	I have been creative during the last year.	0.65 (0.09)	0.32 (0.08)

# Scalar non-invariant items

facet	item	labels	tau.usa	tau.ger
Good Fatih	agree13	I am good at working with a group.	2.75 (0.05)	2.52 (0.05)
Good Fatih	agree97	I trust what people say.	2.27 (0.05)	2.08 (0.06)
Integrity	agree67	I misuse power.	0.91 (0.05)	0.67 (0.05)
Search for Support	agree83	I show my sadness.	1.62 (0.06)	2 (0.09)
Carefulness	con102	I take precautions.	2.4 (0.05)	2.65 (0.05)
Carefulness	con15	I avoid mistakes.	2.22 (0.05)	2.5 (0.05)
Goal orientation	con114	I work hard.	3.12 (0.05)	2.69 (0.06)
Orderliness	con21	I can never find anything.	1.37 (0.05)	1.01 (0.07)
Orderliness	con7	I am continually losing things.	1.57 (0.06)	0.95 (0.07)
Persistence	con66	I like to take my time.	2.7 (0.05)	2.42 (0.05)
Persistence	con77	I never give up.	2.8 (0.05)	2.65 (0.06)
Self-discipline	con10	I am easily talked into doing silly things.	1.59 (0.06)	2.3 (0.07)
Self-discipline	con2	I act impulsively when something is bothering me.	1.83 (0.06)	2.61 (0.07)
Wish to work to capacity	con11	I am exacting in my work.	2.38 (0.04)	2.95 (0.04)
Wish to work to capacity	con56	I have extra time on my hands.	1.62 (0.06)	2.21 (0.06)
Conviviality	extra28	I am good at getting people to like me.	2.56 (0.05)	2.17 (0.05)
Conviviality	extra99	I enjoy being part of a group.	2.72 (0.05)	2.53 (0.06)
Energy	extra238	I maintain high energy throughout the day.	2.29 (0.05)	2.1 (0.07)
Energy	extra311	I tire out quickly.	1.51 (0.05)	1.87 (0.06)
Positive attitude	extra182	I laugh a lot.	3.2 (0.05)	2.89 (0.05)
Positive attitude	extra233	I love life.	3.26 (0.04)	2.24 (0.05)
Wish for affiliation	extra112	I enjoy silence.	2.24 (0.06)	2.65 (0.06)
Wish for affiliation	extra125	I feel isolated from other people.	1.39 (0.06)	1.14 (0.05)
Carefreeness	neuro121	I often feel tense.	1.83 (0.06)	2.04 (0.07)
Carefreeness	neuro29	I am filled with doubts about things.	1.93 (0.06)	1.64 (0.07)
Drive	neuro117	I never spend more than I can afford.	2.07 (0.07)	2.44 (0.07)
Drive	neuro87	I hardly know where my life is going.	1.45 (0.06)	1.77 (0.07)
Emotional robustness	neuro114	I need protection.	1.53 (0.05)	1.82 (0.05)
Emotional robustness	neuro81	I get overwhelmed by emotions.	1.58 (0.06)	2.08 (0.06)
Self-attention	neuro116	I need the approval of others.	1.84 (0.06)	2.1 (0.07)

Self-attention	neuro32	I am preoccupied with myself.	1.5 (0.05)	1.67 (0.06)
Intellect	open111	I am quick to understand things.	2.73 (0.04)	2.53 (0.09)
Intellect	open85	I learn quickly.	2.85 (0.05)	2.51 (0.09)
Interest in reading	open118	I read a lot.	2.06 (0.07)	2.25 (0.08)
Wish for variety	open5	I am excited by many different activities.	2.75 (0.05)	3.04 (0.05)
Wish for variety	open71	I have been creative during the last year.	2.84 (0.05)	2.61 (0.05)
Wish to analyze	open145	I try to understand myself.	3.12 (0.04)	2.8 (0.05)
Wish to analyze	open93	I like to speculate about things.	2.48 (0.05)	3.03 (0.05)