

Table A1. Highest degree of measurement invariance in each facet

Domain	Configural	Partial metric	Metric	Partial scalar	Scalar
Agreeableness	Readiness to give feedback	Altruism Appreciation Genuineness Low competitiveness	Integrity	Search for support Good faith	
Conscientiousness		Dominance Productivity Task planning	Self-discipline	Carefulness Self-discipline Orderliness Persistence Wish to work Goal orientation	
Extraversion		Forcefulness Communicativeness Readiness to take risks	Wish for affiliation	Energy Humor Positive attitude Conviviality	Sociability
Emotional Stability		Equanimity Confidence	Mental balance	Carefreeness Drive Emotional robustness Self-attention	
Openness		Willingness to learn Open-mindedness Sensitivity	Artistic interests Creativity	Wish to analyze Wish for variety Interest in reading Intellect	