MORE THAN FEELING INTERESTED: EXAMINING THE INTERPLAY BETWEEN TRAIT INTEREST AND EMOTIONS

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THESIS

Submitted in partial fulfillment of the requirements
for the degree of Master of Arts in Psychology
in the Graduate College of the
University of Illinois at Urbana-Champaign, 2015

Urbana, Illinois

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ABSTRACT

Across three studies, we examine individuals' trait interests with their affective evaluations of work activities. Despite strong conceptual links between trait interests and emotions, there has been little research on the interplay between the two fields of research. We make three contributions providing a more nuanced view of interests. First, emotions can serve as indicators of trait interest—thus; we locate the emotion term *interest* as but one potential indicator of trait interest. Second, by examining trait interests with positive and negative affect anchor labels, we find that trait interest approach responses can be different from trait interest avoidance responses—aspects of work activities people are averse to and avoid. Last, building on this new evidence for trait interest avoidance, we find that avoidance-congruence—derived from passive-negative affect anchors—also relates to commensurate facets of job satisfaction. Further, not only does use of avoidance-congruence lead to incremental prediction of commensurate job satisfaction facets, but also the variance in job satisfaction accounted for by traditional congruence is subsumed by avoidance-congruence: suggesting that what people avoid might be equally or more important for understanding their job satisfaction than what they would like to do.

ACKNOWLEDGEMENT

This thesis would not have been possible with the help, encouragement, and support of my supervisors Professor James Rounds and Associate Professor Daniel Newman. You have made research one of delightful challenge, exhilarating discovery, and intrigue. Your lavish care and patience, coupled with encyclopedic knowledge make all the difference; I have never failed to leave a meeting without feeling invigorated and motivated to do and be better.

Special and heartfelt thanks go to my parents without whom I would not have been possible, much less my thesis. Your support, care, and concern was and is of incalculable value.

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CHAPTER 1

INTRODUCTION

A researcher evaluates a prospective work activity on her must-do list: conducting a longitudinal study. She considers two possible aspects of this activity, one that she prefers because it matches her (high investigative) interest—developing a theoretical model—and another that she is averse to because it mismatches her (low conventional) interests, filling in lengthy, but necessary, paperwork for the institutional review board. Which emotions does she feel when appraising these two sub-aspects of the same work activity? Predictably, with an aspect that matches her interests, the prospect of engaging in a new research endeavor, she might experience the distinct emotional response of *interest*. But are there other distinct emotions besides interest germane to appraising an activity that matches her trait interests? What does she feel when there is an aspect of a work activity that *does not* match her interest? How then do these emotions toward a work activity relate to job outcomes? Despite the voluminous work on trait interests in vocational psychology and the ubiquity of emotions, there has been little work examining the role that emotions play in trait interests. This gap is especially surprising given that multiple fields (e.g., psychobiology, motivation, and personality) feature as well as incorporate emotions prominently in their theoretical definitions and empirical investigations.

Before continuing, we acknowledge the potential confusion that can arise between the two interest terms: trait *interests* and situational / state *interest*. For the purposes of this paper, we define trait interests as the: "*trait-like preferences* to engage in *activities*, *contexts* in which activities occur", emphasis added (Rounds & Su, 2014). Fittingly trait interests display a remarkable rank order stability over time—more so than other traits such as personality traits (Low, Yoon, Roberts, & Rounds, 2005). We highlight trait interests are a type of enduring

preference for certain activities and contexts (environments) that take on positive (liking) and negative (disliking) tone (Dawis, 1991). In line with previous appraisal theories of emotions, we define situational / state interest as the momentary discrete emotion from an automatic appraisal of a target stimulus (Frijda, 1993; Lazarus, 1991).

In this paper, we examine the interplay between trait interests and emotions. Specifically, we argue that the emotions an individual feels when appraising a work activity—the affective tone of their evaluation—can be an indicator of their trait interests. For the remainder of the introduction, we return to conceptual definitions of trait interests and findings from the field of emotion that serve as impetus for investigating the relationship between trait interests and emotions. Following this, we discuss how conceptually both fields of trait interests and emotions make a case for understanding not just the positive aspects of an individual's trait interest—what they approach—but the negative aspects as well: emotions are engendered when people express dislike for an activity. We then suggest a novel trait interest fit index based their negative affective appraisal of the activity: avoidance-congruence. We argue that utilizing this avoidance-congruence in addition to the traditional approach-congruence (based on an individual's positive affect appraisal) may give us a more nuanced understanding of the link between trait interests and job satisfaction. Finally, we introduce a method for tapping into individuals' trait interests with affect anchor labels.

CHAPTER 2

LITERATURE REVIEW

As a starting point for the link between trait interests and emotions, we turn to the conceptual definitions of trait interests. Although these definitions are myriad, early conceptualizations of trait interests suggested a strong affective reality in a person's (subjective) activity preferences. Fryer (1931), for instance, argues that trait interests are manifestations of individuals' *felt* pleasantness and unpleasantness towards certain activities, and that these feelings feature a strong and complex multifaceted emotional component. Strong (1960) also highlighted that the affective nature of trait interests is such that, "each person engages in thousands of activities . . . attached to each is a liking-disliking affective tone." (p.12). Thus, from a conceptual standpoint, previous definitions highlight that an individual's trait interests are, in part, a function of their feelings towards that activity—an *affective tone* that can take on positive and/or negative valences.

Previous theoretical and empirical work from the field of emotions also place interest as part of a broader picture along with other positive affective responses to stimuli. Conceptually, researchers have highlighted the attentive or focusing qualities of interest and its role in motivation (Eccles, 2005; Bingham, 1937; James, 1890). Thus, the attentional nature of interests suggests that a match between an individual's trait interests to a corresponding activity might invoke high activation emotions related to the positive affect dimension (see Zevon & Tellegen, 1982). Indeed, the emotions listed in the positive affect negative affect schedule (PANAS) include *interested* along with other emotion terms that denote the activation (e.g., attentive and alert—emotions that typically belonging to the active-positive quadrant of the emotional space; Feldman Barrett & Russell, 1999; Watson, Clark, & Tellegen, 1988). Its location in active-

positive emotional space also suggests that enjoyment or pleasantness should typically accompany interest. Experimental studies provide evidence that both emotional enjoyment and high attention can occur in the state of interest (Smith & Ellsworth, 1985).

Dimensionality of trait interests: avoidance motivations unexplored

Connected to positive and negative valence of emotions is a duality that maps readily onto trait interests. To that end, emotions serve as signals whether to approach or avoid stimuli encountered—in this case a work activity (Lang, 1995; Watson et al., 1988). Conceptually, individuals' trait interests are argued to consist of both their likes and dislikes; where they approach activities they like and move away from activities they dislike (Berdie, 1944; Strong, 1943). Developmentally, children begin to develop their interests by first generally approaching all things with interest, but then quickly learn to differentiate between the activities they *like* and *do not like* doing (Tyler, 1955). Longitudinally, both an individual's likes and dislikes are relatively stable across a twenty-two year period (Tyler, 1959), altogether suggesting that people's *likes* (approach motivation) and *dislikes* (avoidance motivation) should both form and frame our understanding of their trait interests.

Despite the pervasiveness of studying both approach and avoidance motivation across the gamut of psychological disciplines, methods of trait interest measurement have disproportionately focused on only the approach aspects of trait interest. This is of note, given that avoidance, on balance, is often a stronger motivation than approach—people are often more motivated to avoid things they dislike rather than pursue things they do like (Baumeister, Bratslavsky, Finkenauer, & Vohs, 2001). Typical operationalizations measure trait interests using bipolar scales with a dislike-indifferent-like continuum; an individual's trait interest profile is then typically determined by how much they *like* doing certain activities (acknowledging the trait

interests at the positive end of the continuum). This method of inquiry not only masks our understanding of the negative end of the continuum, but also artificially constrains our ability to study dislikes, by forcing individuals to respond on a single like-dislike continuum (rather than separating the liking continuum from the disliking continuum). This raises the question as to how dislikes or trait interest avoidance operate in relation to the trait interest approach. We argue for two possible ways that trait interest avoidance can operate: as unipolar or bipolar dimensions.

With a unipolar dimensionality of trait interest, emotions that signal approach and those that signal avoidance can co-occur (simultaneously). Discussions on the interplay between interests and emotions argue for nuanced and complex patterns that include negative emotions co-occurring with interest. Lorenz (1950) gave the example of interest motivating a raven to approach a novel stimulus, but with the raven's interest being attenuated by fear for its security. Dependent on the nature of the target of the emotion, interest can occur separate of enjoyment. For example, novel stimuli can generate interest (e.g., a new painting), but other accompanying emotions depend on whether the painting is grotesque (invoking disgust) or calming (invoking enjoyment, Turner & Silwith, 2006). Larsen, McGraw, and Cacioppo (2001) find that people often can have complex and mixed feelings towards the same target stimulus—as in the case of a bitter-sweet movie. Studies on positive and negative affect at work find within-persons (Fisher, 2000; Judge & Ilies, 2004), between-persons (Kafetsios & Zampetakis, 2008) and meta-analytic (Bowling, Hendricks, & Wagner, 2008) evidence that both affect valences experienced at work contribute unique variance to the prediction of work outcomes. The unipolar perspective fails to take into account the full spectrum of emotions that could be active simultaneously.

Returning to trait interest measurement, when evaluating an activity, which affect valences emerge is contingent on the nature of activity and the individuals' trait interests for that

activity (Berdie, 1944; Fryer, 1931). For example, a student responding to the interest item: "conduct biological research", might separately invoke the two affect valences, positive affect (biology, as a topic is exciting to them: state interest) and negative affect (running experiments is seems very complicated: hesitancy). Thus, under a unipolar dimensionality of trait interests the same work activity can possess aspects that elicit both positive and negative valences of emotion, this is information is simply lost using current unidimensional measurement.

Conversely, the multidimensionality of affective responses to trait interests also cannot be readily inferred from current trait interest measurement. Using unidimensional scale artificially forces people's responses to respond on a single continuum from dislike-to-like. Using emotions as indicators of trait interests provides an alternative approach, which is a means to examine the potentially multidimensional nature of affective responses to trait interest stimuli. In contrast to the more traditional trait interest approach reviewed earlier (where the approach emotions capturing attention, activation, and pleasure are expected), which emotions are connected an individual's trait interest avoidance is less clear. Circumplex models of affect and emotion do not provide clarity: some place *interest* as orthogonal (unipolar) to negative affect such as fear and distress (Watson et al., 1988); others show that *interest* lies in the positive-active quadrant of the emotional space, opposite (bipolar to) the negative-passive quadrant space that includes feelings such as boredom (Barrett Feldman & Russell, 1999; Silwith, 2006). Thus, a myriad of negative emotions stand as candidates for indicating avoidance motivation for an activity—individuals can dislike an activity with any number of feelings (e.g., nervousness or boredom). In order to examine whether trait interests are bipolar in nature as well as examine which emotions can populate trait interest avoidance (dislike), it is necessary to investigate trait interest using different areas of the emotional space.

In sum, we have outlined the theoretical and experimental rationale for studying trait interest with emotions as indicators of approach and avoidance motivation. In that sense, examining the affective tone in trait interest represents a more thorough operationalization and test of the trait interest construct space because it captures, in part, the underlying (affective) forces theorized to be an inherent part of an individual's trait interest. Further, trait interest approach and avoidance processes are important for understanding the constellation of an individual's likes and dislikes. Whilst current measurement of trait interests has almost exclusively focused on only the positive trait interest aspects (approach), we argue that examining positive and negative affective evaluation of work activities separately allows us to capture both approach and avoidance simultaneously. Excluding the complementary avoidance/negative valence of the activities—i.e., what people avoid—paints a potentially incomplete portrait of an individual's trait interest.

Trait interest avoidance-congruence predicting job satisfaction

The potential of extending trait interest research beyond career counselling into the work psychology domain has been demonstrated by recent meta-analyses showing trait interest congruence (i.e., person-environment fit) relating strongly to job performance (i.e., more strongly than congruence relates to other non-cognitive measures such as personality; Nye, Su, Rounds, & Drasgow, 2012; Van Iddekinge, Roth, Putka, & Lanivich, 2011). Conversely, trait interest's relationship to job satisfaction is less encouraging with most meta-analyses showing small or non-significant effects (Assouline & Meir, 1987; Swaney & Prediger, 1985; Tranberg, Slane, & Ekeberg, 1993). Understanding the weak relationship between trait interest congruence and job satisfaction is of considerable import, given the theoretical centrally of job satisfaction as

an outcome of trait interest congruence, as well as its potential application in the workplace (Dawis, 1991; Holland, 1997; Strong, 1943).

Examining individuals' trait interest avoidance with negative affect in the current paper provides us with the opportunity to explore another possible way in which trait interest congruence relates to job satisfaction. Currently, determining trait interest congruence is done by matching an individual's trait interest scores to an occupation by utilizing only their highest *like* scores from a bipolar scale—in essence, their approach-congruence. This ignores individuals' trait interest avoidance—and is thus an anemic approach. As the mechanism linking trait interest with job satisfaction is essentially one of person-environment fit, two kinds of interest congruence—approach-congruence and avoidance-congruence—can both be examined. Within the affective tone framework of this paper, approach-congruence refers to the match between individuals' trait interests (as indicated by their felt positive emotions) and what opportunities their job provides for those preferences to be met. Individuals' whose trait interests are met by their work environment should be more satisfied. Conversely, individuals' avoidance-congruence refers to the degree of match between the activities they *prefer to avoid* and the activities in their work environment that provide for those disliked activities. Individuals' whose negative trait interests aspects (activities they would prefer to avoid) are met by their work environment should be *less* satisfied.

We are quick to note that job satisfaction is a multifaceted construct (Smith, Kendall, & Hulin, 1969); as such, it is possible that not all facets of job satisfaction relate to interest in the same way. We expect approach- and avoidance- congruencies to relate only with theoretically relevant job satisfaction facets. This makes sense, if one recalls that trait interest is defined such that *preferred activities* should relate highest to the commensurate work facet of job satisfaction

(Strong, 1943). Furthermore, trait interests are measured using activities; as such, it makes sense that trait interest congruencies should predict satisfaction with the tasks that are typical and characteristic of that job (i.e., the work itself in a job). Similarly, we believe approach- and avoidance-congruencies will be associated with overall job satisfaction, given the high association of overall job satisfaction with work satisfaction: an individual's overall job satisfaction is closely linked with their work satisfaction (r = .78; Ironson, Smith, Brannick, Gibson, & Paul, 1989).

Trait interest congruencies that are matched to the work environment should also relate with coworker-based satisfaction. Social processes whereby people tend to select into, are selected by, and remain in organizations similar to them shift a workplace towards consisting of people that are similar to each other (Holland, 1997; Schneider, 1987). We argue these social processes work toward homogeneity in the workplace and result in greater satisfaction with co-workers: people enjoy working with other people who share similar interests (see: Cole & Hanson, 1971). As such, trait interest congruencies should relate to the coworker facet of job satisfaction.

In contrast, we do not expect a relation between both congruencies with other facets of job satisfaction that do not directly relate to the (work) activities in occupations. Facets such as pay, promotion and supervisor satisfaction are more likely due to other external circumstances (Fisher, 2000). As such, these other facet of satisfaction are likely to be unrelated to both of the trait interest congruencies.

In sum, despite the ubiquity of research on emotions and the conceptual link between trait interest and affect/emotion, research has not examined the affective reality of trait interest. Theories and empirical results from emotion research paint a more nuanced and complex pattern

between interest and other distinct dimensions of affect. We extend affect/emotions as indicators of individuals' evaluation of a work activity to the duality of trait interest, specifically—both positive and negative affect valences—that parallel their approach and avoidance towards different aspects of an activity. From this, we propose these two congruencies (approach and avoidance) based on the degree individuals' respective positive and negative affective evaluations of work activities match with their work environment. We expect a relationship between approach- and avoidance-congruencies with (theoretically commensurate) overall job satisfaction, work satisfaction, and satisfaction with co-workers; but not satisfaction with pay, promotion and the supervisor. This hypothesized set of relationships between trait interest congruencies (both approach and avoidance) and job satisfaction facets would provide evidence of nomological validity.

CHAPTER 3

OVERVIEW OF RESEARCH QUESTIONS

This section first describes our approach for investigating whether emotions can serve as indicators of an individual's trait interests. We also present three research questions and describe the respective methods of inquiry that will enable us to answer these questions.

Affect as an indicator of trait interest. As highlighted previously, when measuring trait interest people typically rate the degree they 'would like to do' or 'are interested' in an activity that does not capture separately the possible positive and negative affective responses to trait interest. Our approach maintains the use of work activities as item stems (e.g., assemble electronic parts for shipping). However, instead of people responding on a (constrained) unidimensional bipolar scale, they report the extent they would feel different emotions if they were to do the work activity. As such, by using different discrete emotions as labels for responding (i.e., affect anchor labels) we attempt to measure the affective tone of an individual's trait interest. Further, by including both positive and negative emotion terms, both valences can be captured simultaneously.

To provide trait interest relevant activity as item stems for affective appraisal, we used activities that conformed to Holland's (1997) model of trait interest domains, which comprises six interest domains: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional interest—the RIASEC. This conceptually elegant approach has been well received, serving as the basis for a majority of trait interest scales (Savickas, Taber, & Spokane, 2002). Further, the RIASEC interest types also characterize work environments. Thus, using Holland's RIASEC model of interest types allows us to potentially quantify both person and environment using

similar dimensions. We discuss in the Method section which emotions we selected as affect anchor labels, as well as which work activities we selected as item stems.

Other discrete emotions as indicators of trait interest. Using Holland's RIASEC model of trait interest provides us with a robust set of expected structural and spatial properties amongst the interest domains (see Figure 1). These robust properties allow us to test if other discrete affect/emotion terms besides interest are indicators of an individual's trait interest. If a discrete emotion term (interest or otherwise) is an indicator of trait interest, we should see the responses using the affect anchor label of that emotion exhibit both structural and spatial properties (see our 1st research question, below). Because it is conceivable that not every affect anchor label examined will be a reasonable indicator of trait interest, the degree to which the responses using that affect anchor label conform to the theorized structural and spatial properties in vocational interests may suggest the effectiveness of that indicator for an individual's trait interest.

Research question 1: Are other affect/emotion terms, besides *interest*, indicators of an individuals' trait interest (i.e., is there an affective tone inherent in the trait interest domain)?

Dimensionality of trait interest approach and avoidance. Using both positive and negative affect anchor labels as indicators of trait interest allows us to investigate the dimensionality of trait interest. That is, whether the approach and avoidance processes behind an individual's trait interest profile consists of a single bipolar dimension (i.e., whether their trait interest preferences range from disliking to liking). Alternatively, an individual's approach and avoidance of trait interest might be separate (or perhaps multidimensional and oblique) in nature—two dimensions. Given that approach and avoidance motives can co-occur, we argue this may be the case with trait interest within each RIASEC domain. Given the nascence of

examining the duality of trait interest and simultaneous use of emotions as indicators of an individual's trait interest, we tested several models to rule out competing explanations (see Figure 2, Models A to E). We provide a summary of the components each model reflects and a brief interpretation of model goodness-of-fit for each model.

Model A: Eight PA and NA Factors. This model reflects the case where only by the discrete affect domains (as latent variables) are driving the responses observed. A good model fit to the data would mean that responses are not reflective of the RIASEC domains measured; instead, only individuals' different emotions account for their ratings—affect alone dictates the responses.

Model B: Six RIASEC Factors. This model reflects the current understanding and measurement of trait interest. Here, the responses observed are explained by only the six latent RIASEC variables. A good model fit to the data would be strong evidence *against* the affective tone of trait interest (affect/emotions are not distinct indicators of trait interest) and the duality of trait interest (there is only one continuum of trait interest, not two separate approach and avoidance processes).

Model C: Twelve RIASEC Preference-Dispreference Factors. This model reflects the proposed duality of trait interest with 12 RIASEC latent variables (e.g., Realistic preference, Realistic dispreference, Investigative preference, Investigative dispreference, etc.), but not the affective tone of trait interest—emotions are not distinct indicators of trait interest. A good model fit to the data would be evidence for the duality of trait interest (avoidance/dispreference and approach/preference as two trait interest latent constructs), but not for the affective tone of trait interest.

Model D: Bifactor Model with Six RIASEC Factors and Eight PA and NA Factors. This bifactor model examines trait interest as six latent RIASEC variables, but models discrete emotions as a methods factor. A good model fit to the data would be evidence against the duality of trait interest, but for the affective tone trait interest (emotions as indicators of trait interest).

Model E: Bifactor Model with Twelve RIASEC Preference-Dispreference Factors and Eight PA and NA Factors. This bifactor latent structure models the duality of trait interest with 12 latent RIASEC variables, corresponding to separate preference and dispreference factors for each of the RIASEC domains. Thus, a good model fit to the data would be evidence for the existence of the duality of trait interest as well as emotions as an indicator of trait interest.

We note that dimensional bipolarity may not exist in the strictest sense of a -1.00 correlation between constructs, but rather as shades of the bipolarity—two constructs might have a moderate negative correlation but can still be distinct constructs. For vocational interest traits a minimum threshold for establishing discriminant validity is available, a corrected correlation of -.40 (Tay, Su, & Rounds, 2011). As such, in addition to CFA, we also examined the correlations between approach-avoidance RIASEC latent construct pairs (e.g., trait realistic approach and trait realistic avoidance interests).

Research question 2: Is there a duality of trait interest—is trait interest approach different from trait interest avoidance (two unipolar constructs) or do they lie on the same bipolar continuum?

Approach and avoidance-congruencies relationship with job satisfaction. We ask how an individual's trait interest approach- and avoidance-congruence relates to job satisfaction. If affect is an indicator of trait interest, we can then examine whether approach- and avoidance-congruencies relate to theoretically commensurate job satisfaction facets. Specifically whether

congruencies are related to overall, work, and co-worker satisfaction. Given the possible difference between an individual's trait interest approach and avoidance, we also investigate whether an individual's avoidance-congruence would incrementally predict overall, work, and co-worker satisfaction beyond the currently pervasive approach-congruence methods.

Research question 3a: Does approach-congruence (and avoidance-congruence) relate to theoretically relevant overall, work, and co-worker job satisfaction?

Research question 3b: Does avoidance-congruence incrementally predict overall, work, and co-worker job satisfaction over and above using approach-congruence?

Across three studies, we examined the affective tone of trait interest, duality of trait interest, and how both congruencies link with facets of job satisfaction. In the following sections, we describe methods, procedures, and analytical strategies that are common across all three studies conducted. Thereafter, we provide the rationale, results and discussion of findings for each study in turn.

CHAPTER 4

GENERAL METHODOLOGY

Procedure across studies

Unless otherwise specified, all studies used the same procedures and measures. We recruited participants from an online crowdsourcing website—Amazon's Mechanical Turk. This online pool has been shown to reliably replicate a number of key psychological findings as well as provide access to a more diverse sample of participants (Behrend, Sharek, Meade, & Wiebe, 2011; Landers & Behrend, 2015). In addition, a set of 3 quality control items was used to ensure respondents were paying attention, including an instruction manipulation check which has been shown to be a valuable tool for removing inattentive responders in online samples (Oppenheimer, Meyvis, & Davidenko, 2009). We removed from the analyses participants who failed more than two quality control items, or who were not working adults. Across all studies, we randomized the order that each RIASEC sub-scale was presented. Within each subscale, when we asked the extent respondents would feel an emotion (e.g., excited, interested, distressed, or nervous), the order in which these emotions were presented was randomized for Study 2 and 3. This randomization of emotions was not done in Study 1.

Participants first rated the degree to which they would feel certain emotions if they were to engage in a set of trait interest activities representing the six RIASEC domains. We divided the RIASEC domains into six blocks and randomized the presented order of the blocks. Participants then reported on the other scales in the study. For the purposes of obtaining the RIASEC profile of their work environment, they also reported their job title and provided descriptions of three activities that were most characteristic of their occupation. This was used for the calculation of the two congruencies.

Measures common across studies

Affective measure of trait interest. To reduce participant fatigue we chose subsets of RIASEC activities as item stems. These subsets of activities were four item stems per RIASEC domain in study 1, six in study 2, and five in study 3. For Studies 2 and 3, we selected items based on a more representative set of pre-existing scales from set A and B of the RIASEC marker as well as the O*NET interest profiler (Armstrong, Allison, & Rounds, 2008; Lewis & Rivkin, 1999). Participants rated the degree they felt an emotion if they were to do the activity listed as the item stem on a 5 point scale (1 = not at all to 5 = extremely). For example, for the realistic activity item stem "Assemble products in a factory", participants would rate separately the extent they would feel each positive emotion (i.e., enthusiastic, inspired, etc.); and each negative emotion (i.e., distressed, upset, etc.). Positive emotions used across all studies were drawn from the positive affect and positive-active areas of the emotional space (Feldman Barrett & Russell, 1999; Tellegen, Watson, & Clark, 1999; Watson et al., 1988). Given the lack of clarity as to which negative emotions to include as indicators of avoidance motivation, studies 1 and 2 included negative emotions from the negative affect / active-negative emotional space. Study 3 included negative emotions from the passive-negative quadrant of emotional space.

Job satisfaction. Across all studies, participants reported their global job satisfaction for their current job on the abridged job in general scale (Russell et al., 2004) and job satisfaction facets with the abridged job descriptive index (Stanton et al., 2002). These scales list a set of adjectives describing a facet of job satisfaction. Participants considered an aspect of their job (e.g., Pay) and then reported, on a three-point scale (Yes, "?", or No), whether the listed adjective was descriptive of that aspect of the job. These responses were then recoded such that (Yes = 3, "?" = 1, and No = 0).

Control variables

BAS / BIS. Biologically-based BAS and BIS temperaments may affect the positive and negative responses to stimuli (Gable, Reis, & Elliot, 2000). As such, we wanted to control for BAS and BIS trait temperament levels when using trait interest congruence obtained from affective responses, when predicting the outcomes in this study. We measured behavior activation and inhibition temperament using Carver and White's (1994) 24 item scale. Participants rated items on a 4 point scale (1 = very true for me to 4 = very false for me). An example BAS item is, "I go out of my way to get things I want". An example BIS item is "Criticism or scolding hurts me quite a bit."

Dispositional Attitudes Measure. Because all our measures were self-reported, we controlled for participant dispositional attitudes—their general tendency to like or dislike items which can potentially bias how people positively or negatively evaluate trait interest activity item stems(Judge & Hulin, 1993; Weitz, 1952). Dispositional attitudes can control for this tendency, beyond BIS, BAS, as well as trait positive and negative affect. We measured dispositional attitudes using Hepler and Albarracín's (2013) scale. Participants reported the extent they felt favorable or unfavorable towards 16 neutral objects / issues (e.g., rugby) on a 7 point scale (1= extremely unfavorable to 7= extremely favorable).

Scale calculations and Analyses

In this sub-section, we outline our analytic strategies for: (a) calculating the affect anchor label scores across each RIASEC domain, (b) calculating the RIASEC approach and avoidance scale scores for each person, (c) calculating approach- and avoidance-congruencies between individuals' trait interest and their work environment, (d) structural tests, and (e) incremental validity of avoidance-congruence.

Calculation of RIASEC affective tone scores. We calculated RIASEC affect scale scores by averaging the scores for each emotion across item stems. Similarly, for negative emotions, we averaged scores for each negative affect anchor label across all activities in each RIASEC domain. See Appendix table A1 for detailed example.

Calculation of RIASEC scale scores. We calculated RIASEC scale scores by averaging all of an individual's responses based on positive and negative affect anchor labels, resulting in six RIASEC approach scale scores and another six RIASEC avoidance scales scores. Similarly, we calculated their overall realistic avoidance score by averaging their negative affective anchor label responses across all realistic activities. See Appendix table A2 for detailed example.

Approach- and avoidance-congruencies. Participants reported their current occupational title and provided a short description of work task characteristic in their current occupation. Since job titles may be subject to social desirability distortion, we included these extra descriptions of their work to provide more information for coding (Kluger, Reilly, & Russell, 1991). Participants' occupational titles and job descriptions were matched to corresponding occupations listed on the Occupation information Network (O*NET Resource Center, 2012) to determine the RIASEC profile of their work environment.

We calculated the degree of congruence between the participant's two RIASEC profiles (based on their approach and avoidance RIASEC scale scores) and their work environment—resulting in two approach- and avoidance- congruencies. Specifically, we used a profile correlations index which is the Pearson correlation of the an individual's RIASEC scale scores with the RIASEC profile of their occupation (McCloy, Campbell, Oswald, Lewis, & Rivkin, 1999). Compared to other indices that only use a subset out of the six domains, this method maximizes the use of the available information across all six RIASEC domains and represents

one of the most consistent indices (Rounds, Dawis, & Lofquist, 1987). This index utilizes all RIASEC scale scores to generate a profile, where -1 and 0 represent a mismatch and no match respectively (low congruence) and +1 represents a perfect match (high congruence).

Structural analyses (affective tone of trait interest). To examine the structural and spatial properties of trait interest, we used two methods: the randomization test and circular unidimensional scaling. Based on the structure of Holland's model, adjacent RIASEC domains (R-I, I-A, A-S, S-E, E-C, and C-R) are more proximal to each other and should exhibit larger correlations compared to other pairs. Alternate RIASEC domains (R-A, I-S, A-E, S-C, E-R, and C-R) are more distal, and as such we would expect correlations smaller than adjacent domain pairs. Finally, opposite domains (R-S, I-E, and A-C) are furthest away from each other and should exhibit the smallest correlations. Hence, the size of the interrelationships between domains are expect to be follow the order: adjacent > alternate > opposite domains, as evidence for the hexagon structure. The randomization test uses this information between pairs from the six RIASEC and compares it against the corresponding observed 72 correlations. The degree to which expected pairs are met by the observed correlation matrix pairs is denoted by a correspondence index (CI), which allows for a statistical significance test on whether the expected structural ordering predictions are met (Rounds, Tracey, & Hubert, 1992).

It is possible for a set of interrelationships to meet the predicted order but not exhibit the spatial representation characteristic of Holland's model. Thus, both structural and spatial properties need to be tested for each affect anchor label (Rounds, 1995). Circular unidimensional scaling allows for a spatial test of quasi-circumplex structure where the RIASEC domains are in the right spatial representation and order, but not necessarily evenly spaced. These two methods should complement one another, with the randomization test representing a stricter test of

RIASEC ordering, and the circular unidimensional scale testing the spatial representation (Armstrong, Hubert, & Rounds, 2003). This method provides, as an index of fit to the hypothesized circular structure, the variance-accounted-for common to correlation and regression—a more readily interpretable result. The variance-accounted-for can also be compared to effect size cutoffs to determine minimal, moderate, good fit (R^2 = .36, .44, & .60, respectively) to a quasi-circumplex model (Armstrong et al., 2003).

Dimensionality of trait interest approach and avoidance. We ran confirmatory factor analyses and compared the proposed models (see Models A though E in Figure 2).

Validity for the dual congruencies of trait interest. We examined the validity of the different approach- and avoidance-congruencies via their correlations with theoretically commensurate facets of job satisfaction. We examined the incremental validity of avoidance-congruence in predicting job satisfaction via multiple regression. We entered control variables (BAS/ BIS, and dispositional attitudes) as the first step followed by the traditionally used approach-congruence in the second step, and finally, the new avoidance-congruence (derived from negative affect anchor labels) as the final step.

CHAPTER 5

STUDY 1 METHODS, RESULTS, AND DISCUSSION

Examining trait interest with affect anchor labels greatly increases the number items that participants had to respond to; for example, using just a subset of four activities as item stems per RIASEC type with ten anchor labels (see measures section) would require participants to fill in 240 items. As such, we were concerned with both participant fatigue and the effects on reliability when using a smaller subset of activities than is typical. The primary purpose of study 1 was to examine the feasibility of this new approach, before replicating in a bigger sample.

Sample and procedures

Participants were 235 working adults from the United States recruited from an online crowd-sourcing pool—Amazon Turk. Data cleaning based on the aforementioned criteria resulted in a final sample size of 223 participants (54.50% Female, M_{age} =36.79 years; SD_{age} = 12.34 years). Participants worked an average of 39.51 hours per week (*SD* = 9.66 hours). For the calculation of avoidance-congruence, four participants had scale scores of the same value across RIASEC domains (i.e., a constant); as such, we could not calculate a profile correlation for them. The sample size for analyses involving avoidance-congruence was based on a sample of n = 219.

As mentioned, to reduce participant fatigue we chose a subset of RIASEC activities as item stems. These subsets of activities were four item stems per RIASEC domain in study 1. These were selected to at minimum tap into the content of each RIASEC type (Holland, 1997). For study 1, we used items selected from set A of the RIASEC marker (Armstrong et al., 2008). Distinct emotions for each RIASEC activity in study 1 were taken from the shortened PANAS (Mackinnon et al., 1999). This scale contains emotions from the positive-active and negative-

active quadrants of emotional space. Beyond the discrete affect anchors selected and the item stems, the procedures and measures followed the general methods outlined above.

Results and discussion

We report the results in order of analyses most relevant in answering the three research questions. First, the affective tone of trait interest, as evinced by the fit of our data to structural and spatial properties of the Holland's RIASEC model. Then duality of trait interest, as evinced by the comparison of different latent structures. Lastly, the validity for the dual congruencies of trait interest, as evinced by correlations (convergent and discriminant validity) and multiple regression (incremental validity). We report the correlations and descriptives for this study in Table 1.

Affective tone of trait interest. For the randomization test, the results from responses using most affect anchor labels across RIASEC domains met the ordering predictions expected of Holland's hexagonal model of vocational interest. Not surprisingly, asking people whether they felt *interested* if they were to do different activities-exhibited the characteristic RIASEC predicted orderings ($CI = .72$, $p < .05$). Notably, most other affect anchor labels tested also displayed this characteristic structure (see table 2, $CI = .36$ to $.69$).

Given the randomization test's inability to test the spatial hypothesis of Holland's model, we examined responses from different affect anchor labels with circular unidimensional scaling. Overall, this led to a similar conclusion. Asking how interested people would feel doing an activity yielded good fit with a quasi-circumplex structure and the spatial representation typical of RIASEC domains. Similarly, most other affect anchor labels with the exception of *upset* also exhibited good fit with a circumplex model (variance-accounted-for > .60). Results for two affect labels (i.e., alert and afraid) did not yield consistent results across both tests. Altogether, these

results suggest that emotions other than just interest can be indicators of trait interest—evidence for an affective tone of trait interest that extends beyond just feeling interested, to a more complex array of affective responses.

Dimensionality of trait interest. We examined the latent factor structure with model comparisons of the various models (A to E). We examined several fit indices (AIC, BIC, RMSEA, CFI, and SRMR); given the large samples size of our studies, we used χ^2/df which adjusts for sample size, here a $\chi^2/df < 3$ is considered good model fit. See Table 3 for summary of model fit across the three studies. Amongst the models tested, the bifactor model E fit the data best ($\chi^2/df = 1.84$, RMSEA = 0.06, CFI = .94, SRMR = .08) and were in agreement with absolute fit indices AIC and BIC which were the lowest for Model E. The competing bifactor model D with six RIASEC latent factor did not converge, suggesting that this was not an appropriate latent structure to impose on these data. We evaluated a few nested model comparisons that bolster this interpretation. First, we compared nested Model B which reflects our current understanding of trait interest, with (six RIASEC factors) with Model C (six RIASEC approach and six other RIASEC avoidance factors), and found Model C to be a better fit—evidence for the duality of trait interest ($\Delta\chi^2$ (51, $N = 223$) = 8006.02, $p < .001$). Second, comparing the Model A and Model C, we find Model C to be a better fit with the data ($\Delta\chi^2$ (21, $N = 223$) =8405.94, $p < .001$). This suggests that the duality of 12 RIASEC factors better explains the observed scores, rather than an underlying trait-affect-only explanation. Comparing Model C to E finds Model E to be a better fit—evidence for the duality of trait interest and the affective tone of trait interest ($\Delta\chi^2$ (105, $N = 223$) = 2694.26, $p < .001$).

Examining the corrected (latent) correlations between approach-avoidance RIASEC latent construct pairs finds all of them below the minimal evidence threshold for bipolarity (ϕ =

-.13 to .20). Thus, suggesting that trait interest avoidance as indicated by negative affect (active-negative) emotions is distinguishable from the traditional trait interest approach factor. Altogether the CFA results support not only the duality of trait interest, but emotions—modeled as latent method factors—as indicators of trait interest: thus, providing further evidence for the affective tone of trait interest.

Validity for the dual congruencies of trait interest. Overall, our results were in support for the convergent and discriminant validity of approach-congruence, but not for avoidance-congruence (see Table 4 for results of the multiple regression). Table 1 reports the correlations among the variables in study 1. Approach-congruence was positively related to overall job satisfaction (r (223) = .14, $p < .05$) and work satisfaction (r *(223)* = .17, $p < .05$). In support of its discriminant validity, approach-congruence was not related to non-commensurate facets of satisfaction: pay (r *(223)* = .05, p = .50), promotion (r *(223)* = .03, p = .64), and supervisor satisfaction (r *(223)* = .05, p = .46). We did not find a relationship between approach-congruence and co-worker satisfaction.

We did not find a relationship between avoidance-congruence and most facets of job satisfaction: overall (r *(219)* = -.09, p = .17), work (r *(219)* = -.01, p = .88), co-worker (r *(219)* = -.09, p = .17), promotion (r *(219)* = -.10, p = .16) and supervisor (r *(219)* = -.08, p = .22). Only pay satisfaction was related to avoidance-congruence (r *(219)* = -.18, $p < .05$); however, given that this was not a theoretically commensurate facet, we did not interpret this result.

As such, in examining the incremental validity for avoidance-congruence, we did not find that it predicted any additional variance beyond that explained by approach-congruence. This, despite the relative independence between the two congruencies (r *(219)* = .09, p = .20). These results held both with and without control variables included in the multiple regression analysis.

Discussion. Altogether, in study 1 we found support for the structural and spatial properties of our affect anchor labels, evidence for the affective tone of trait interest, and CFA support for the duality of trait interest. Individuals' trait interest did have an affective tone; and affect/emotions did serve as an indication of trait interest. Importantly, this locates interest in affect space as but one indicator of how people evaluate the (un)attractiveness of an activity. Results from our CFA support a 12 factor RIASEC structure (six approach and six avoidance), with distinct affect/emotion method factors—confirming not only the duality, but also the affective tone of trait interests.

For the two congruencies (profile correlations), we found mixed results. Individuals' approach-congruence related to expected facets of job satisfaction: overall and work satisfaction. However, individuals' avoidance-congruence were not related to their job satisfaction, and did not provide incremental validity beyond approach-congruence.

One limitation of our initial study was that the order in which the affective anchors were presented was not randomized, positive affect anchors were presented before negative affect anchors, and as such we were concerned of that the large correlations between positive and negative affect factors might be an artifact of the lack of randomization of item order. Further, the low reliabilities of only using four activities to measure each RIASEC domain highlight the need for more activities to sample each trait interest domain more adequately. This led us to replicate our findings with a second, larger sample.

CHAPTER 6

STUDY 2 METHODS, RESULTS, AND DISCUSSION

Study 2 replicated study 1 in that it retained the same affect anchor labels, control variables, and job satisfaction measures from study one, but utilized slightly different interest items: we increased the number of RIASEC activity item stems from four to six items to more reliably and comprehensively survey the breadth of activities for each interest type.

Sample and procedures

Participants were 510 working adults from the United States recruited from Mechanical Turk. Data cleaning based on the aforementioned criteria resulted in a final sample size of 489 participants (55.80% Female, M_{age} =36.89 years; SD_{age} = 11.57 years). Participants worked an average of 41.34 hours per week (SD = 8.85 hours). For Study 2, we selected items based on a more representative set of pre-existing scales from set A and B of the RIASEC marker as well as the O*Net interest profiler (Lewis & Rivkin, 1999). Unlike Study 1, we randomized affective anchor labels for each block of RIASEC activity types. Beyond the change in RIASEC activities, the general procedures and measures follow those outlined in the general method section. We could not calculate the profile correlation for one participant whose negative affect yielded identical scores across all RIASEC domains (i.e., a constant). The sample size for all analyses involving approach-congruence is 488.

Study 2: Results and Discussion

With a larger sample in study 2, we mostly replicated our findings from study 1. We report the correlations and descriptives for study 2 in Table 5.

Affective tone of trait interest. Similar to study 1, results from randomization tests suggest a pattern of inter-correlations (predicted ordering) typical of Holland's hexagonal model

of trait interest. Again, asking people if they were to perform certain activities whether they would feel *interested*—exhibited the characteristic RIASEC structural properties (CI = .64, $p < .05$). As with study 1, most other affect anchor labels tested from study 2 displayed the characteristic structure (see table 2, CI =.33 to .76).

We then examined different affect anchor labels with circular unidimensional scaling. Positive emotions showed good to moderate fit—evidence that affect anchor labels were an indicator of trait interest. Comparatively, although most negative emotions showed at least minimum fit with the quasi-circumplex, *nervousness* showed poor fit (R^2 = .34). This is puzzling given the anchor label's statistical significance on the more constrained randomization test. Unlike study 1, results for *alert* and *afraid* labels by both randomization and circular unidimensional scaling indicated them as conforming to the expected structure of trait interest. Altogether, these results again suggest that most emotions in addition to interest can be indicators of trait interest—there is an affective tone in trait interest.

Dimensionality of trait interest. Similar to study 1, the bifactor Model E fit the data best (χ^2/df = 2.63, RMSEA = 0.06, CFI = .94, SRMR = .07). Unlike study 1, the bifactor Model D (six RIASEC latent factors) did converge for this dataset. However, a chi-square test for the Model D nested in Model E, indicated model E as better in describing the observed responses ($\Delta\chi^2$ (51, N = 489) =7212.29, $p < .001$). We examined the same nested model comparisons as study 1 and found similar results. First, comparing the nested Model B which reflects our current understanding of trait interest (six RIASEC factors) with Model C (twelve RIASEC factors), finds Model C to be a better fit—evidence for the duality of trait interest ($\Delta\chi^2$ (51, N = 489) =18798.73, $p < .001$). Second, comparing the Models A and C, finds Model C to be a better fit with the data ($\Delta\chi^2$ (21, N = 489) =16516.26, $p < .001$). This suggests, that the duality of 12

RIASEC domains better explains the observed scores rather than an underlying trait affect explanation. Lastly, comparing the nested Model C with Model E, again finds Model E to be a better fit with the data—evidence for the duality of trait interest and the affective tone of trait interest ($\Delta\chi^2$ (105, N = 489) = 4730.58, p < .001).

Examining the corrected (latent) correlations between approach-avoidance RIASEC latent construct pairs finds all of them below the minimal evidence threshold for bipolarity (ϕ = -.03 to .14). Thus, suggesting that trait interest avoidance as indicated by negative affect (active-negative) emotions is distinct from the trait interest approach factors. Altogether, our CFA results support not only the duality of trait interest, but also the affective tone of trait interest, in answer to research questions 1 and 2 respectively.

Validity for the dual congruencies of trait interest. Overall, the results of study 2 closely mirrored those of study 1. We found again that both congruencies (profile correlations) were relatively separate (r (488) = .05, p = .32). Table 5 reports the correlations among the variables in study 2. Given the number and complexity of the models tests, we report the factor loadings for Model E in Appendix B.

Approach-congruence was positively related to overall job satisfaction (r (489) = .18, p < .05), work satisfaction (r (489) = .25, p < .05), and co-worker satisfaction (r (489) = .14, p < .05)—in support of the convergent validity of using affective anchor labels to measure trait interest. There was also evidence for the discriminant validity of approach-congruence; it did not relate to non-commensurate facets of satisfaction: pay (r (489) = .03, p = .35), promotion (r (489) = .08, p = .21), and supervisor satisfaction (r *(223)* = -.02, p = .69).

In calculating avoidance-congruence, we included the affect anchor label nervousness, in spite of its' poor quasi-circumplex structure. We felt, given that the CFA indicated reasonable

factor loadings (.46 to .64) for this anchor label, and the results from the randomization test, that nervous was an adequate indicator of trait interest.

We did not find a relationship between avoidance-congruence and any facets of job satisfaction: overall (r (488) = .01, p = .89), work (r (488) = .00, p = .96), co-worker (r (488) = -.04, p = .35), pay (r (488) = -.04, p = .21), promotion (r (488) = .06, p = .21), and supervisor satisfaction (r (488) = -.02, p = .69). These results held both with and without the control variables included in the multiple regression analyses.

Consistent with the results from study 1, we did not find any additional variance beyond that explained by avoidance-congruence. These results held both with and without the control variables included in the regression analyses. (see table 6 multiple regression results).

Discussion. In study 2, we again found support for the duality and affective tone of trait interest. Randomization test results suggest all the discrete emotions exhibited the patterns characteristic of trait interest. Circular unidimensional scaling results mostly led to a similar conclusion; all emotions—with the exception of feeling nervous—had at least a moderate fit with a quasi-circumplex model typical of trait interest. We replicated the results from study 1 and found the bifactor Model E to be a better fit with the data compared to other competing models. These CFA results provide evidence for both the duality (RIASEC approach and avoidance processes are different) and affective tone of trait interest—different emotions beyond interest are indicators of an individual's trait interest.

Study 2 results indicate that people whose positive affect RIASEC profile matched the RIASEC profile of their job (i.e., their approach-congruence) reported more satisfaction in general, with their work, and with co-workers; conversely, approach-congruence was not related their pay, promotion and supervisor satisfaction—evidence for convergent and discriminant

validity of approach-congruence. We did not find a relationship between avoidance-congruence and any facet of satisfaction, or that it had any incremental validity beyond approach-congruence. This is despite the relative orthogonality between the two congruencies.

Given the lack of association between avoidance-congruence and facets of job satisfaction, we consider the types of affect anchors as a possible explanation. Studies 1 and 2 used affect anchors from a previously validated measure of emotions. Although these emotions were part of individuals' evaluations of their trait interest, there is no reason why the emotions selected from a pre-validated measure would relate to the link between trait interest and job satisfaction facets. For example, although the feeling *scared* or *afraid* are part of an individual's trait interest affective tone (as evinced by our structural, spatial and latent structure results), feeling these emotions in the appraisal of activities do not necessarily entail a link—except perhaps in extreme cases—with real work situations. Instead, emotions from other quadrants of the affect space may be useful in understanding not just the absence of interest, but emotions that capture a deficit of the focusing and energizing qualities associated with interest. Interest occupies the active-positive space. Feeling boredom and fatigue with work tasks or environments are negatively related with satisfaction—people who are bored with their work are unsurprisingly less satisfied and more likely to leave their jobs (Kass, Vodanovich, & Callender, 2001). We note that the negative emotions used in Studies 1 and 2 were typically of only one quadrant of affect space: active-negative (Barrett & Russell, 1999). As such, in Study 3 we investigated trait interest but with negative emotions from different parts of affect space.

CHAPTER 7

STUDY 3 METHODS, RESULTS, AND DISCUSSION

In Studies 1 and 2, we examined individuals' trait interest using negative affect anchor labels with emotions (e.g., nervous, upset, and distressed) from previously established scales. However, these emotions occupy the active-negative space of affect, and whilst part of the affective tone inherent in activity preferences, these emotions do not seem linked via congruence to job satisfaction. Instead, given the lack of clarity as to which negative emotions are indicators of trait interest, emotions from other quadrants of the affect space may be useful in understanding not just the absence of interest, but emotions that capture a deficit of the focusing and energizing qualities associated with interest. As such, given the motivational nature of interest, negative affect such as feelings of hesitancy and boredom should also be relevant emotions in the affective tone of trait interests—that capture the deficit of pleasure and activation. We are quick to note that negative emotions such as boredom are not the opposite of interest: emotions do not have opposites. Rather in terms of affect, the space boredom occupies is the passive-negative space, whereas interest occupies the active-positive space—they are diagonally opposite to each other (see Feldman Barrett & Russell, 1999). As such in Study 3, we used emotions related to the focusing and active-positive affect, as well as emotions related to boredom and hesitancy—from the passive-negative space, as opposed to Studies 1 and 2 that used active-negative emotions.

Sample and procedures

Participants were 349 working adults from the United States, again recruited from an online crowdsourcing pool—Mechanical Turk. Data cleaning based on the aforementioned criteria resulted in a final sample size of 289 participants (51.20% Female,

M_{age} =39.01 years; SD_{age} = 12.68 years). Participants worked an average of 41.80 hours per week (*SD* = 7.41 hours). In an attempt to reduce participant fatigue, we reduced the total number of item stems per RIASEC type from six to five selected from set A and B of the RIASEC markers as well as the O*Net interest profiler (Armstrong et al., 2008; Lewis & Rivkin, 1999). To capture passive-negative emotions, we used six discrete negative affect anchor labels (bored, hesitant, reluctant, sluggish, tired, and unwilling). Positive emotions were measured using four active-positive emotions (absorbed, alert, attentive, and interested). We also measured turnover intention and subjective trait interest fit—although we did not examine them in the current paper. Beyond these changes, we retained the same control variables, and the same job satisfaction facets as Studies 1 and 2.

Study 3: Results and discussion

With a set of different negative affect anchor labels in Study 3, we found support for the affective tone, duality of trait interest as well as evidence for the concurrent, convergent, discriminant, and incremental validity for both approach- and avoidance-congruencies. We report the correlations and descriptives for Study 3 in Table 6.

Affective tone of trait interest. Randomization test results revealed the predicted RIASEC domain ordering, typical of Holland's hexagonal model of trait interest. Again, asking people whether they were to feel *interested* if they were to perform activities yielded the characteristic ordering (*CI* = .65, $p < .05$). Beyond the *interest* label, other affect anchor labels both positive and negative also displayed the characteristic RIASEC ordering (see table 2, *CI* =.38 to .67).

Examining positive emotions with circular unidimensional scaling generally showed at least minimal fit to the quasi-circumplex structure (absorbed, R^2 = .42) to good fit (interested, R^2 = .69)—evidence that the positive affect anchor labels selected were indicators of trait interest. Most negative emotions showed at least moderate (e.g, Hesitant, R^2 =.56) to good fit (e.g., Unwilling, R^2 = .70) with the quasi-circumplex. Altogether, these results again suggest that most emotions other than interest can be indicators of trait interest —support for an affective tone of trait interest.

Dimensionality of trait interest. Replicating Studies 1 and 2, the bifactor Model E fit the data best (χ^2/df = 2.25, RMSEA = 0.07, CFI = .92, SRMR = .08). Like Study 1, the bifactor model D (six RIASEC latent factors) did not converge for this dataset, suggesting that the latent structure imposed by Model D is not a good fit with the data. We examined the same nested model comparisons as done previously, and found similar results. First, comparing the nested Model B (six RIASEC factors) with Model C (twelve RIASEC factors), finds Model C to be a better fit—evidence for the duality of trait interest ($\Delta\chi^2$ (51, N = 289) =6384.63, p < .001). Second, comparing the Models A and C finds model C to be a better fit with the data ($\Delta\chi^2$ (21, N = 289) =10516.67, p < .001). Suggesting again that the duality of trait interest factors better explained the observed scores. Lastly, comparing the nested Model C with Model E again finds Model E to be a better fit with the data—evidence for the duality of trait interest and the affective tone of trait interest ($\Delta\chi^2$ (105, N = 489) =3055.59, p < .001). We note, however, that Model E had one estimated latent correlation that exceeded 1.0; and examining the corrected latent correlations between approach-avoidance RIASEC latent construct pairs finds all of them *at or above* the minimal evidence threshold for bipolarity (ϕ = -1.60 to -.40). Since correlations cannot exceed |1.00|, we constrained there latent correlations that exceed |1.00| to -1.00 and re-

ran the model. This new model did not converge. We then re-ran Model E but with approach E and avoidance E loading on to the same factor instead of two separate factors (χ^2 / *df* = 2.35, RMSEA = 0.07, CI 90% [.068, .071], CFI =0 .92, SRMR= 0.12). The original Model E still exhibited the best fit of any model we estimated, the large latent correlations in Study 3 suggest that trait interest avoidance as indicated by passive-negative emotions is likely allow the same bipolar continuum as in the traditional trait interest approach. Altogether, our CFA results support the affective tone of trait interest, but not the duality of trait interest avoidance, in answer to research questions 1 and 2, respectively. In sum, our CFA results support the duality of trait interest and the affective tone of trait interest.

Validity for the dual congruencies of trait interest. In Study 3, results were mostly in support for the construct validity of both congruencies. Table 6 reports the correlations between the variables in Study 3. Approach-congruence was positively related to overall job satisfaction (r (289) = .16, p < .05) and work satisfaction (r (289) = .18, p < .05), but not co-worker satisfaction (r (289) = .10, p = .11)—some evidence for convergent validity. There was also evidence for discriminant validity, approach-congruence did not relate to non-commensurate facets of satisfaction: pay (r (289) = .02, p = .74), promotion (r (289) = .03, p = .57), and supervisor satisfaction (r (289) = -.06, p = .29).

Of note, unlike our previous studies, in Study 3 we found evidence for convergent and discriminant validity of avoidance-congruence. Avoidance-congruence was related to commensurate facets of overall satisfaction (r (289) = -.21, p < .05), work satisfaction (r (289) = -.20, p < 05), and satisfaction with co-workers (r (289) = -.16, p < .05), but not to pay (r (289) = -.06, p = .33), promotion (r (289) = -.10, p = .11), and supervisor satisfaction (r (289) = -.03, p = .62).

Unlike our previous studies, in Study 3 we found avoidance-congruence to provide incremental validity beyond approach-congruence (see Table 4). Avoidance-congruence explained an additional 5% of the variance in overall satisfaction, and an additional 1% of the variance for work satisfaction. Approach-congruence did not predict co-worker satisfaction; however, avoidance-congruence explained 2% of the variance after controlling DAM, BIS, and BAS. Because the CFA latent correlations suggest a unidimensional bipolarity between trait interest approach and avoidance, and given that the congruencies were highly correlated (r (289) = -.61, $p < .05$), we did a test of collinearity to examine the degree of overlap between the two congruencies. Fitting results with control variables in step 1, avoidance-congruence in step 2 and approach-congruence in step 3, shows that approach-congruence does not explain any additional variance. See Tables 8 and 9.

Discussion. Our results show promise for using affect anchor labels to tap into individuals' trait interests, as evinced by the structural and spatial structures between RIASEC domains that are characteristic of Holland's model. In answer to research question 1: there is an affective reality of trait interests. This is further reinforced with a factor structure that shows not just evidence for affective tone (affect anchors as methods factors), but for a duality of trait interest (12 factors of RIASEC approach/preference and avoidance/dispreference); in answer to research question 2.We find some evidence for the incremental validity for both approach and avoidance congruencies, in answer to research question 3a and 3b.

CHAPTER 8

GENERAL DISCUSSION

We first briefly review the conceptual and empirical rationale behind the research questions of this paper. We then discuss how the answers to these research questions provided by our results make three contributions to our understanding of trait and state interest. Following this, we discuss the limitations and future directions.

We returned to early conceptual definitions of trait interests as impetus to investigate how emotions and trait interest are related. Specifically, we examined whether an affective tone is part of individuals' trait interest. Despite definitions of trait interest conceptualizing an affective reality inherent in the construct, there has been a lack of research examining the interplay between emotion and trait interest. These conceptualizations also argue for a difference between an individual's likes and dislikes [i.e., there are push (avoidance) and pull (approach) forces that together describe an individual's trait interest (Berdie, 1944; Fryer, 1931)]. Although research ubiquitously focuses on the 'pull' or *approach* aspect of trait interest, by examining trait interest with positive and negative affect anchor labels, we attempted to parse these two processes apart. Lastly, we examined whether the under-studied 'push' or *avoidance* aspect had any predictive power above-and-beyond traditional *approach* methods.

Our results contributed to understanding of the interplay between trait interest and emotions in three ways. First, positive and negative affect (beyond state interest), can both serve as indicators of trait interest. Across three studies, we found using different emotions as indicators of trait interest exhibited the characteristic properties expected of trait interest measurement. We note that much like interest, other emotions that denote high activation and pleasure (e.g., inspired), tended to represent Holland's RIASEC model. Negative emotions as

indicators of trait interest also displayed structural and spatial properties expected of RIASEC domains. This was the case for negative affect sampled across emotional space (both active-negative and passive-negative). These results highlight that different affect/emotions are germane trait interest—i.e., a stimulus that corresponds with a person's *trait interest* can trigger not only *state interest*, but also a host of positive and negative affective states. Thus our understanding of how state interest relates to trait interest answers the calls for a bridge between the two types of interest (Renninger & Hidi, 2011; Silvia, 2006)).

Second, our results indicate that whether trait interest approach and avoidance are bipolar opposites on a continuum is dependent on which emotions serve as indicators of trait interest. By constraining people to indicate their trait interests on a single bipolar scale, we lose information regarding whether trait interests are multidimensional (approach and avoidance are different) or unidimensional/bipolar (they truly exist on a continuum). Results in comparing several models find the best fitting model to be one where there are two factors (one for the approach and one for the avoidance processes) for each RIASEC domain, in addition to a method factor for each type of emotion used as an indicator. However, utilizing the threshold for bipolarity, we find that trait interest avoidance, when measured by negative-active emotions, is separate from the positive-active emotion factor of trait interest approach. However, when trait interest avoidance is measured by negative-passive emotions, then trait interest approach and avoidance seem to lie on a unidimensional bipolar continuum. Altogether, these results suggest two kinds of trait interest *avoidance* processes: one relatively orthogonal to—and another negatively redundant with—the trait-interest *approach* concept.

Third and finally, our results generally provide consistent support for the convergent and discriminant validity of approach-congruence. This is in line with past research highlighting that

the strongest vocational interest congruence-satisfaction link is with overall, work, and co-worker satisfaction (see Morris, 2003).

Avoidance-congruence derived using affect anchors from the active-negative emotional space—studies 1 and 2—did not show links with theoretically commensurate job satisfaction facets. Thus, we could not find incremental validity by including avoidance-congruence in addition to approach-congruence. However, avoidance-congruence derived using affect indicators from the passive-negative emotional space—study 3—exhibited links to theoretically commensurate facets of job satisfaction (overall, work, and co-worker satisfaction), but not to incommensurate facets (pay, promotion, and supervisor satisfaction). Thus, Study 3 provides evidence for the incremental validity of avoidance-congruence. This is of note given the ubiquity of framing the link between trait interest and job satisfaction as the match between what a people are most interested in doing and their work environment relating to job satisfaction. Instead, the current results suggest that examining which activities would most drain an individual may be uniquely important in understanding the trait interest-satisfaction link. Intuitively this makes sense--people are quantitatively more motivated to avoid things they dislike than to pursue things they do like (Baumeister et al., 2001).

Limitations and future directions

Although we tried to examine as many emotions as possible, given the myriad discrete emotions available it was impossible for us examine all of the emotion space. For example, given that one of the goals of this study was to examine the duality between *interest* and other countervailing negative emotions, we did not explore emotions from one of the quadrants of affect space, passive-positive (e.g., feeling calm) as part of the affective anchors used. Future

studies attempting to study trait interest with affect anchor labels could sample items from the fourth quadrant to examine how they relate to work outcomes of interest.

We also did not find a link between avoidance-congruence, derived using anchor labels from the active-negative quadrant of emotional space, and job satisfaction. It is possible we were not able to find such a relationship because of the outcome measures used. Thus, the utility of this congruence index potentially lies in predicting negative outcomes beyond the scope of our studies such as turnover intention or work stress.

In examining the relationship between trait interest congruence and job satisfaction, we used correlations as an index of profile similarity between individual and work environment RIASEC profiles. This method has notable benefits over other extant congruence measures such as utilization of the information across all RIASEC domains (McCloy et al., 1999). Profile similarity methods, however, make a number of constraints on the main effects for both person and environment that may not be realistic (for in depth coverage see Edwards, 1993). To achieve the same comprehensive study across all RIASEC domains, an ideal alternative would use polynomial regression, including: (a) main effects for both approach and avoidance RIASEC profiles and the RIASEC profile of the work environment, (b) the interaction of between-individual RIASEC domains and the corresponding environment, and (c) the higher order terms for all main affects and their interactions. However, the use of such an equation would require the estimation of 48 parameters; thus, given the sheer number of parameters and potential small interaction effect sizes, achieving adequate power with this method would require a sample size that goes beyond economics of the working adult sample sizes available in our studies (for example of such a test see: Su, 2012).

Taken together, we have demonstrated that--consistent with early definitions of trait interest—there is an affective reality (tone) in individuals' trait interest. Different congruencies derived using emotions from different quadrants of affect space yield different relationships with job satisfaction and its facets. Approach-congruence derived using emotions from the active-positive emotions where shown to be consistently related to overall and work satisfaction. Avoidance-congruence derived using active-negative emotions was not related job satisfaction. Conversely, avoidance-congruence derived using passive-negative emotions were not only related to commensurate job satisfaction facets, but also explained more variance in job satisfaction than approach-congruence alone. Our findings not only bring to light the emotional reality in trait interest, but also lend new currency to the link between an individual's trait interest avoidance motivation as regards certain activities and their job satisfaction. In ending, it is perhaps ironic that during the dawning of trait interest research it was claimed that, "when psychologists have become concerned with the affective aspects of activity, they have approached the problem with the concept of interests" (Berdie, 1944, p.137); instead, contemporary vocational interest researchers have concerned ourselves with the concept of interest in activities, but ignored the affective aspects. The current research represents an early attempt toward understanding the diverse affective responses toward vocational interest domains and activities.

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TABLES AND FIGURES

Table 1.

Correlations and descriptive statistics for study 1 (part 1 of 6)

	Variable	*M*	*SD*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	Preference-fit	-0.02	0.50	-																				
2	Dispreference-fit	-0.17	0.44	.09	-																			
3	R:Avg +ve Affect	2.28	0.89	.02	-.01	(.95)																		
4	R-Alert	2.93	1.13	-.01	-.01	.81	(.84)																	
5	R-Determined	2.53	1.11	-.03	-.03	.87	.75	(.84)																
6	R-Enthusiastic	2.00	0.95	.03	.00	.91	.57	.69	(.84)															
7	R-Inspired	1.83	0.89	.04	-.01	.88	.54	.63	.90	(.83)														
8	R-Interested	2.11	0.95	.06	.02	.94	.65	.73	.92	.87	(.79)													
9	R:Avg -ve Affect	3.11	0.95	.01	.04	.13	.07	.07	.12	.19	.14	(.94)												
10	R-Afraid	3.30	1.00	.01	.04	.17	.11	.12	.16	.22	.16	.92	(.66)											
11	R-Distressed	3.26	1.02	.02	.04	.07	.01	.02	.07	.16	.09	.93	.78	(.72)										
12	R-Nervous	2.94	1.05	.02	.03	.24	.20	.18	.19	.24	.23	.92	.87	.80	(.69)									
13	R-Scared	2.90	1.01	.01	.04	.13	.06	.07	.13	.19	.14	.96	.91	.84	.90	(.65)								
14	R-Upset	3.17	1.03	-.02	.05	.00	-.07	-.04	.02	.09	.03	.88	.72	.85	.71	.77	(.80)							
15	I:Avg +ve Affect	3.44	0.88	-.26	.01	.38	.29	.29	.39	.36	.39	.10	.12	.06	.17	.09	.02	(.96)						
16	I-Alert	3.62	0.92	-.21	-.04	.40	.39	.32	.35	.32	.37	.08	.10	.04	.18	.07	-.03	.91	(.82)					
17	I-Determined	3.48	0.95	-.27	-.03	.33	.31	.33	.29	.23	.30	.08	.09	.03	.14	.07	.02	.92	.83	(.80)				
18	I-Enthusiastic	3.39	0.95	-.27	.05	.34	.20	.22	.40	.36	.37	.11	.14	.07	.14	.11	.03	.95	.80	.83	(.83)			
19	I-Inspired	3.28	0.95	-.21	.07	.38	.20	.23	.42	.44	.42	.14	.17	.10	.18	.12	.07	.93	.77	.78	.90	(.82)		
20	I-Interested	3.41	0.94	-.25	.03	.34	.26	.23	.34	.32	.38	.07	.09	.03	.14	.07	-.01	.96	.86	.84	.91	.87	(.81)	
21	I:Avg -ve Affect	3.24	0.96	-.04	-.08	.26	.11	.19	.30	.33	.27	.60	.55	.53	.55	.56	.59	.08	.12	.04	.06	.09	.04	(.96)
22	I-Afraid	3.52	0.99	-.02	-.11	.27	.11	.19	.30	.35	.27	.56	.54	.49	.50	.53	.53	.06	.11	.01	.04	.10	.02	.95
23	I-Distressed	3.37	1.08	-.04	-.02	.23	.11	.16	.25	.29	.23	.58	.49	.55	.49	.54	.59	.02	.07	.00	.00	.03	-.01	.91
24	I-Nervous	3.11	1.06	-.03	-.12	.29	.16	.25	.30	.32	.28	.55	.51	.47	.59	.50	.47	.20	.25	.17	.16	.18	.15	.90
25	I-Scared	3.05	1.03	-.03	-.10	.24	.08	.18	.27	.31	.23	.56	.52	.48	.51	.54	.56	.05	.07	.02	.04	.07	.01	.97
26	I-Upset	3.15	1.04	-.04	-.02	.20	.04	.11	.25	.29	.23	.56	.49	.50	.48	.52	.61	.02	.05	-.02	.01	.04	-.01	.93
27	A:Avg +ve Affect	2.94	0.93	-.19	.08	.29	.27	.30	.23	.23	.25	.03	.05	.01	.07	.03	-.02	.36	.31	.34	.32	.35	.35	.11
28	A-Alert	3.16	0.98	-.16	.03	.32	.40	.33	.19	.20	.23	.04	.04	.02	.12	.04	-.05	.35	.41	.33	.27	.29	.33	.09
29	A-Determined	3.18	1.05	-.21	.05	.28	.26	.34	.19	.19	.20	.03	.07	.00	.06	.02	-.02	.32	.25	.35	.30	.31	.30	.08
30	A-Enthusiastic	2.88	1.03	-.18	.05	.25	.20	.25	.21	.20	.22	.01	.04	.00	.03	.01	-.03	.34	.26	.31	.33	.34	.33	.09
31	A-Inspired	2.62	0.99	-.14	.13	.26	.17	.23	.25	.26	.27	.04	.05	.03	.07	.02	.00	.35	.28	.29	.32	.39	.33	.13
32	A-Interested	2.86	0.96	-.20	.10	.27	.23	.26	.22	.22	.26	.04	.04	.02	.07	.03	.00	.32	.25	.30	.29	.32	.33	.11
33	A:Avg -ve Affect	2.34	0.94	.05	-.04	.17	.05	.10	.21	.25	.20	.60	.52	.57	.56	.56	.55	.10	.09	.09	.09	.13	.07	.54
34	A-Afraid	2.78	1.10	.08	-.05	.16	.05	.09	.19	.24	.17	.53	.50	.49	.49	.50	.48	.06	.06	.04	.04	.11	.03	.50
35	A-Distressed	2.66	1.12	.01	.00	.14	.02	.08	.18	.21	.17	.58	.48	.59	.49	.53	.56	.05	.03	.05	.06	.07	.03	.49
36	A-Nervous	2.08	1.00	.03	-.07	.19	.13	.15	.17	.18	.20	.49	.44	.45	.54	.45	.40	.18	.20	.19	.13	.18	.14	.44
37	A-Scared	1.98	0.98	.04	-.07	.13	.03	.06	.17	.20	.15	.55	.48	.53	.51	.53	.49	.07	.07	.07	.06	.09	.05	.48
38	A-Upset	2.23	1.01	.05	.00	.17	-.02	.04	.25	.31	.22	.57	.47	.55	.49	.53	.58	.08	.06	.03	.10	.11	.07	.54
39	S:Avg +ve Affect	1.85	0.73	-.02	.01	.34	.36	.30	.27	.24	.30	.08	.08	.05	.13	.08	.05	.37	.34	.35	.32	.36	.34	.07
40	S-Alert	1.88	0.74	.02	.04	.36	.49	.33	.22	.19	.29	.04	.04	.00	.14	.06	-.04	.33	.39	.33	.23	.26	.31	.00
41	S-Determined	1.85	0.83	-.06	-.03	.30	.33	.35	.21	.16	.22	.07	.08	.03	.11	.05	.03	.36	.33	.40	.30	.33	.32	.04
42	S-Enthusiastic	2.04	0.80	-.04	-.01	.30	.30	.24	.27	.24	.27	.06	.07	.03	.09	.07	.03	.34	.28	.32	.33	.34	.31	.05

Note. $N = 223$. Cronbach's alphas in bracket across the diagonal. All correlations above .14 are statistically significant at the $p < .05$ level.

Table 1 (cont.).

Correlations and descriptive statistics for study 1 (part 2 of 6)

	Variable	*M*	*SD*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
43	S-Inspired	1.84	0.75	.01	.04	.33	.28	.25	.29	.31	.32	.11	.12	.08	.13	.09	.10	.35	.29	.29	.31	.42	.33	.12
44	S-Interested	1.65	0.83	-.02	.00	.29	.28	.23	.26	.23	.29	.09	.07	.06	.12	.09	.08	.32	.27	.29	.28	.33	.31	.10
45	S:Avg -ve Affect	1.58	0.73	-.05	.03	.15	.00	.06	.22	.25	.18	.58	.54	.54	.57	.57	.48	.13	.11	.11	.13	.17	.10	.54
46	S-Afraid	1.58	0.76	-.01	.05	.15	-.02	.05	.23	.28	.17	.56	.55	.51	.53	.55	.46	.08	.08	.04	.09	.14	.05	.57
47	S-Distressed	1.58	0.79	-.07	.04	.13	.01	.06	.19	.20	.15	.53	.45	.53	.50	.52	.43	.14	.12	.13	.14	.16	.12	.46
48	S-Nervous	1.76	0.83	-.05	.00	.18	.10	.12	.19	.21	.17	.51	.48	.46	.56	.50	.38	.19	.17	.18	.16	.20	.16	.45
49	S-Scared	1.53	0.78	-.06	.02	.12	-.06	.02	.21	.24	.17	.54	.50	.50	.52	.55	.44	.09	.05	.07	.11	.15	.06	.50
50	S-Upset	1.45	0.73	-.02	.04	.10	-.05	.00	.18	.21	.14	.52	.46	.48	.48	.49	.49	.10	.07	.06	.10	.13	.09	.50
51	E:Avg +ve Affect	1.96	0.80	.14	-.02	.49	.38	.43	.45	.41	.48	.08	.07	.08	.13	.06	.04	.28	.29	.22	.23	.31	.24	.13
52	E-Alert	2.06	0.87	.16	-.03	.48	.49	.44	.38	.35	.42	.07	.08	.05	.16	.06	-.01	.28	.38	.23	.20	.26	.25	.09
53	E-Determined	1.84	0.89	.11	-.05	.43	.37	.48	.35	.30	.38	.07	.06	.06	.12	.03	.02	.25	.27	.27	.17	.25	.21	.09
54	E-Enthusiastic	2.40	0.95	.09	-.01	.45	.33	.38	.44	.38	.45	.05	.06	.06	.09	.04	.00	.27	.26	.20	.25	.31	.24	.10
55	E-Inspired	1.99	0.87	.13	.05	.45	.26	.35	.47	.47	.48	.12	.09	.13	.13	.10	.12	.25	.21	.15	.25	.36	.22	.17
56	E-Interested	1.51	0.79	.15	-.04	.45	.31	.36	.44	.40	.48	.07	.06	.05	.10	.05	.05	.23	.24	.15	.19	.27	.21	.16
57	E:Avg -ve Affect	1.85	0.78	.04	.10	.11	-.04	.02	.19	.21	.14	.62	.54	.60	.55	.59	.58	.08	.05	.03	.09	.14	.05	.48
58	E-Afraid	1.82	0.82	.07	.07	.10	-.05	.01	.18	.22	.13	.56	.50	.51	.50	.55	.50	.04	.01	-.01	.07	.11	.01	.42
59	E-Distressed	1.83	0.88	-.02	.13	.09	.00	.04	.14	.14	.12	.55	.47	.58	.45	.51	.52	.06	.03	.04	.07	.08	.03	.39
60	E-Nervous	2.20	0.94	.06	.05	.11	.02	.07	.14	.16	.11	.54	.48	.50	.56	.52	.44	.12	.13	.09	.10	.16	.08	.42
61	E-Scared	1.77	0.83	.04	.09	.07	-.09	-.02	.16	.20	.11	.56	.48	.54	.49	.54	.54	.05	.01	.00	.08	.12	.02	.42
62	E-Upset	1.63	0.78	.02	.09	.10	-.10	-.01	.21	.25	.15	.57	.47	.54	.46	.54	.60	.06	.01	.02	.08	.13	.05	.50
63	C:Avg +ve Affect	1.74	0.77	.18	-.01	.62	.50	.51	.57	.59	.57	.22	.21	.17	.29	.21	.15	.28	.31	.22	.25	.28	.24	.26
64	C-Alert	1.71	0.81	.18	-.03	.56	.61	.50	.41	.44	.47	.16	.18	.10	.26	.16	.07	.23	.35	.18	.14	.18	.21	.18
65	C-Determined	1.75	0.89	.11	-.04	.54	.47	.60	.42	.42	.46	.19	.17	.14	.26	.16	.13	.27	.31	.31	.21	.22	.22	.20
66	C-Enthusiastic	2.11	0.94	.15	.01	.57	.37	.39	.61	.60	.57	.23	.21	.20	.26	.23	.18	.27	.25	.19	.29	.30	.23	.26
67	C-Inspired	1.66	0.84	.19	.03	.56	.34	.37	.60	.67	.56	.23	.22	.21	.25	.23	.18	.24	.23	.14	.25	.32	.19	.28
68	C-Interested	1.49	0.79	.20	-.01	.56	.42	.42	.54	.56	.55	.20	.17	.15	.26	.19	.15	.23	.26	.16	.22	.24	.21	.24
69	C:Avg -ve Affect	1.37	0.62	-.02	.14	.26	.06	.14	.33	.38	.29	.68	.58	.63	.61	.65	.63	.05	.02	-.01	.08	.12	.04	.62
70	C-Afraid	1.31	0.64	-.02	.13	.26	.05	.13	.35	.40	.29	.62	.56	.56	.55	.61	.56	.05	.03	-.02	.08	.13	.02	.60
71	C-Distressed	1.44	0.72	.02	.13	.19	.04	.10	.23	.28	.21	.62	.51	.62	.53	.58	.58	.02	-.03	-.03	.04	.10	.01	.51
72	C-Nervous	1.50	0.76	-.02	.11	.30	.13	.19	.34	.37	.32	.61	.54	.54	.62	.60	.53	.11	.11	.07	.11	.14	.09	.58
73	C-Scared	1.28	0.63	-.04	.16	.26	.05	.12	.35	.41	.28	.63	.56	.57	.56	.64	.59	.06	.01	-.02	.10	.13	.04	.58
74	C-Upset	1.32	0.63	-.02	.12	.18	.01	.08	.25	.29	.21	.63	.51	.61	.54	.59	.64	.00	-.04	-.05	.04	.06	-.01	.60
75	Overall sat.	2.00	0.97	.14	-.09	.10	.09	.07	.12	.05	.13	-.05	.00	-.07	-.06	-.05	-.05	.06	.02	.05	.06	.05	.08	-.13
76	Work sat.	1.79	1.03	.17	-.01	.13	.07	.07	.16	.11	.17	-.06	-.03	-.09	-.04	-.03	-.06	.12	.09	.06	.12	.11	.15	-.11
77	Co-worker sat.	1.95	0.94	.08	-.09	.05	.05	.06	.05	.03	.03	-.15	-.11	-.17	-.15	-.15	-.13	-.08	-.08	-.10	-.07	-.08	-.04	-.19
78	Supervisor sat.	1.45	1.05	.05	-.18	.01	.06	-.06	.01	.01	.04	-.10	-.10	-.13	-.08	-.11	-.04	-.04	-.03	-.03	-.04	-.06	-.03	-.04
79	Pay sat.	1.94	0.95	.05	-.08	.03	.07	.04	.01	-.03	.04	-.21	-.17	-.24	-.16	-.18	-.19	.01	.01	-.01	.00	.00	.05	-.13
80	Promotion sat.	1.15	1.10	.03	-.10	.06	.02	.01	.08	.09	.08	-.08	-.09	-.08	-.13	-.08	.00	-.03	-.03	-.04	-.04	-.03	-.02	.00
81	BAS	2.16	0.63	.06	.00	-.01	-.03	.04	-.02	-.04	-.03	-.10	-.09	-.12	-.05	-.09	-.12	.02	.07	.01	.00	.01	.03	-.12
82	BIS	2.16	0.69	.03	.01	-.09	.00	-.05	-.13	-.11	-.13	.14	.12	.11	.19	.13	.08	.07	.12	.09	.04	.01	.07	-.02
83	DAM	4.45	0.78	-.13	.06	.29	.15	.21	.31	.34	.29	.10	.12	.08	.08	.08	.13	.22	.12	.19	.24	.26	.19	.17

Note. $N = 223$. Cronbach's alphas in bracket across the diagonal. All correlations above .14 are statistically significant at the $p < .05$ level.

Table 1 (cont.).

Correlations and descriptive statistics for study 1 (part 3 of 6)

	Variable	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
1	Preference-fit																					
2	Dispreference-fit																					
3	R:Avg +ve Affect																					
4	R-Alert																					
5	R-Determined																					
6	R-Enthusiastic																					
7	R-Inspired																					
8	R-Interested																					
9	R:Avg -ve Affect																					
10	R-Afraid																					
11	R-Distressed																					
12	R-Nervous																					
13	R-Scared																					
14	R-Upset																					
15	I:Avg +ve Affect																					
16	I-Alert																					
17	I-Determined																					
18	I-Enthusiastic																					
19	I-Inspired																					
20	I-Interested																					
21	I:Avg -ve Affect																					
22	I-Afraid	(.83)																				
23	I-Distressed	.82	(.85)																			
24	I-Nervous	.84	.73	(.84)																		
25	I-Scared	.92	.87	.84	(.85)																	
26	I-Upset	.86	.83	.76	.88	(.85)																
27	A:Avg +ve Affect	.09	.06	.20	.09	.04	(.93)															
28	A-Alert	.07	.07	.18	.07	.03	.87	(.69)														
29	A-Determined	.08	.05	.17	.08	.00	.94	.78	(.67)													
30	A-Enthusiastic	.07	.04	.17	.09	.01	.97	.78	.91	(.64)												
31	A-Inspired	.12	.08	.21	.12	.09	.95	.75	.85	.92	(.67)											
32	A-Interested	.08	.05	.18	.10	.07	.96	.78	.87	.94	.91	(.62)										
33	A:Avg -ve Affect	.49	.51	.51	.50	.48	-.07	-.02	-.08	-.09	-.07	-.04	(.95)									
34	A-Afraid	.48	.46	.47	.47	.44	-.03	.01	-.04	-.05	-.03	-.02	.94	(.77)								
35	A-Distressed	.43	.52	.41	.45	.45	-.12	-.08	-.13	-.15	-.12	-.09	.93	.82	(.78)							
36	A-Nervous	.40	.36	.55	.38	.35	.10	.14	.08	.06	.07	.11	.88	.82	.74	(.77)						
37	A-Scared	.44	.46	.45	.47	.43	-.08	-.03	-.10	-.10	-.10	-.06	.95	.89	.86	.81	(.76)					
38	A-Upset	.48	.53	.44	.51	.54	-.20	-.17	-.21	-.21	-.17	-.15	.84	.74	.81	.56	.75	(.81)				
39	S:Avg +ve Affect	.04	.07	.10	.04	.05	.58	.54	.55	.53	.56	.53	.04	.04	-.01	.14	.03	-.05	(.96)			
40	S-Alert	-.04	.02	.05	-.03	-.02	.51	.61	.46	.44	.45	.46	.00	-.01	-.03	.12	.00	-.09	.85	(.83)		
41	S-Determined	.01	.04	.11	.01	.00	.59	.53	.63	.55	.55	.53	.03	.04	-.02	.15	.02	-.09	.92	.74	(.83)	
42	S-Enthusiastic	.03	.06	.07	.04	.05	.52	.46	.50	.50	.52	.48	.02	.02	-.02	.10	.03	-.06	.96	.74	.88	(.82)

Note. $N = 223$. Cronbach's alphas in bracket across the diagonal. All correlations above .14 are statistically significant at the $p < .05$ level.

Table 1 (cont.).

Correlations and descriptive statistics for study 1 (part 4 of 6)

	Variable	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
43	S-Inspired	.10	.11	.14	.09	.11	.50	.43	.46	.47	.52	.45	.08	.10	.02	.14	.06	.00	.93	.71	.82	.90
44	S-Interested	.06	.09	.11	.08	.11	.54	.49	.48	.50	.55	.53	.04	.02	.00	.12	.04	-.03	.96	.76	.84	.94
45	S:Avg -ve Affect	.49	.50	.53	.51	.49	-.04	-.05	-.05	-.04	-.01	.00	.69	.59	.66	.60	.65	.62	-.11	-.10	-.13	-.14
46	S-Afraid	.55	.51	.50	.54	.54	-.07	-.09	-.08	-.07	-.03	-.04	.66	.60	.61	.55	.63	.60	-.10	-.10	-.14	-.11
47	S-Distressed	.38	.50	.44	.42	.39	-.01	-.03	-.04	-.01	.01	.00	.58	.46	.64	.49	.53	.53	-.14	-.07	-.14	-.16
48	S-Nervous	.41	.40	.53	.39	.38	.07	.05	.06	.05	.06	.09	.63	.55	.56	.67	.58	.48	.00	.00	.04	-.04
49	S-Scared	.47	.44	.47	.49	.46	-.06	-.08	-.08	-.06	-.04	-.03	.66	.57	.62	.56	.65	.60	-.11	-.12	-.14	-.12
50	S-Upset	.46	.44	.45	.48	.50	-.11	-.12	-.13	-.12	-.07	-.07	.60	.50	.59	.45	.56	.64	-.20	-.17	-.22	-.21
51	E:Avg +ve Affect	.12	.12	.18	.10	.06	.41	.40	.37	.39	.43	.36	.02	.03	.00	.12	.00	-.08	.44	.41	.38	.41
52	E-Alert	.08	.08	.15	.06	.01	.37	.48	.31	.31	.33	.29	-.01	.01	-.04	.11	-.02	-.12	.39	.46	.33	.33
53	E-Determined	.08	.08	.17	.07	.00	.46	.42	.46	.43	.46	.38	-.01	.01	-.03	.12	-.03	-.14	.44	.40	.47	.40
54	E-Enthusiastic	.09	.08	.16	.07	.04	.41	.36	.37	.40	.43	.35	.01	.02	.00	.11	-.01	-.09	.43	.37	.37	.42
55	E-Inspired	.15	.17	.18	.16	.13	.33	.28	.28	.32	.38	.29	.06	.07	.05	.09	.03	.02	.39	.30	.29	.37
56	E-Interested	.17	.14	.19	.13	.11	.36	.32	.29	.34	.39	.32	.03	.05	.01	.11	.01	-.05	.39	.35	.30	.36
57	E:Avg -ve Affect	.43	.50	.41	.46	.42	-.06	-.06	-.07	-.07	-.04	-.05	.71	.63	.69	.57	.66	.69	-.01	-.05	-.04	-.02
58	E-Afraid	.40	.43	.34	.41	.40	-.07	-.06	-.10	-.08	-.06	-.06	.68	.66	.62	.54	.65	.63	-.03	-.06	-.08	-.03
59	E-Distressed	.33	.48	.31	.37	.34	-.04	-.04	-.05	-.05	-.02	-.04	.56	.45	.63	.43	.52	.53	-.02	.00	-.05	-.02
60	E-Nervous	.37	.40	.48	.38	.32	.04	.07	.03	.03	.05	.03	.67	.61	.61	.68	.60	.54	.05	.02	.06	.02
61	E-Scared	.39	.43	.34	.42	.38	-.10	-.10	-.11	-.09	-.08	-.09	.65	.59	.62	.48	.63	.65	-.02	-.07	-.06	-.02
62	E-Upset	.45	.52	.37	.49	.48	-.11	-.15	-.10	-.12	-.08	-.09	.62	.53	.63	.40	.56	.74	-.05	-.14	-.09	-.04
63	C:Avg +ve Affect	.22	.26	.27	.23	.22	.14	.18	.13	.10	.14	.11	.19	.17	.14	.13	.17	.26	.29	.28	.24	.27
64	C-Alert	.17	.18	.22	.16	.12	.17	.30	.16	.10	.13	.12	.09	.10	.04	.10	.07	.11	.28	.37	.22	.21
65	C-Determined	.16	.19	.25	.18	.15	.20	.24	.23	.16	.17	.16	.16	.14	.11	.14	.14	.18	.31	.30	.36	.26
66	C-Enthusiastic	.22	.26	.26	.24	.25	.08	.06	.06	.06	.10	.07	.23	.19	.19	.14	.21	.32	.25	.17	.19	.26
67	C-Inspired	.26	.29	.25	.26	.26	.06	.07	.05	.03	.12	.04	.21	.19	.18	.09	.18	.32	.25	.17	.16	.27
68	C-Interested	.20	.25	.24	.23	.22	.11	.13	.08	.08	.11	.11	.18	.15	.13	.12	.16	.26	.23	.22	.16	.21
69	C:Avg -ve Affect	.59	.62	.52	.57	.60	-.06	-.08	-.07	-.08	-.01	-.03	.59	.50	.58	.42	.52	.67	-.05	-.11	-.09	-.06
70	C-Afraid	.59	.57	.49	.55	.59	-.09	-.11	-.09	-.12	-.04	-.07	.55	.49	.53	.37	.50	.66	-.07	-.13	-.10	-.07
71	C-Distressed	.47	.58	.41	.48	.45	-.01	-.05	.00	-.03	.02	.00	.51	.44	.56	.35	.41	.56	-.05	-.10	-.08	-.06
72	C-Nervous	.53	.54	.57	.51	.54	-.03	-.02	-.05	-.06	-.01	-.01	.54	.44	.49	.46	.49	.57	-.03	-.04	-.04	-.06
73	C-Scared	.56	.56	.45	.55	.58	-.08	-.11	-.09	-.10	-.03	-.04	.55	.47	.53	.34	.49	.67	-.06	-.11	-.10	-.05
74	C-Upset	.56	.59	.48	.56	.61	-.06	-.09	-.09	-.07	-.01	-.02	.56	.48	.57	.38	.50	.65	-.05	-.13	-.08	-.03
75	Overall sat.	-.12	-.14	-.07	-.12	-.16	.06	.05	.05	.07	.07	.03	-.06	-.06	-.06	-.02	-.08	-.07	.20	.16	.17	.20
76	Work sat.	-.09	-.12	-.05	-.11	-.13	.05	.06	.01	.05	.09	.02	-.08	-.09	-.09	-.04	-.11	-.04	.21	.18	.15	.19
77	Co-worker sat.	-.16	-.20	-.15	-.19	-.19	.07	.08	.09	.06	.07	.04	-.21	-.19	-.21	-.18	-.23	-.16	.17	.17	.15	.16
78	Supervisor sat.	-.04	-.04	-.03	-.07	-.01	-.05	-.02	-.04	-.05	-.06	-.07	-.03	-.03	-.03	-.01	-.03	-.01	.09	.09	.03	.09
79	Pay sat.	-.10	-.15	-.06	-.14	-.16	.06	.10	.03	.05	.06	.04	-.16	-.14	-.18	-.06	-.16	-.22	.15	.18	.12	.12
80	Promotion sat.	.01	.01	-.02	-.02	.01	-.10	-.10	-.12	-.09	-.05	-.12	-.10	-.11	-.07	-.14	-.13	-.02	.03	-.01	-.02	.06
81	BAS	-.11	-.14	-.06	-.13	-.13	.09	.07	.06	.10	.12	.08	-.10	-.08	-.10	-.05	-.12	-.12	.07	.07	.10	.07
82	BIS	-.06	-.01	.06	-.04	-.06	-.08	-.02	-.08	-.09	-.10	-.09	.10	.09	.05	.15	.07	.11	-.03	.01	-.03	-.07
83	DAM	.18	.15	.13	.17	.15	.27	.18	.29	.26	.25	.26	.03	.02	.06	-.03	-.01	.08	.12	.03	.13	.12

Note. $N = 223$. Cronbach's alphas in bracket across the diagonal. All correlations above .14 are statistically significant at the $p < .05$ level.

Table 1 (cont.).

Correlations and descriptive statistics for study 1 (part 5 of 6)

	Variable	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
43	S-Inspired	(.82)																					
44	S-Interested	.90	(.81)																				
45	S:Avg -ve Affect	-.06	-.11	(.95)																			
46	S-Afraid	-.02	-.10	.95	(.81)																		
47	S-Distressed	-.12	-.14	.91	.80	(.82)																	
48	S-Nervous	.04	-.02	.88	.80	.74	(.83)																
49	S-Scared	-.06	-.09	.94	.91	.81	.78	(.81)															
50	S-Upset	-.14	-.17	.89	.82	.82	.67	.79	(.79)														
51	E:Avg +ve Affect	.43	.41	-.08	-.09	-.05	.00	-.07	-.16	(.96)													
52	E-Alert	.35	.34	-.10	-.11	-.07	.00	-.10	-.18	.90	(.84)												
53	E-Determined	.40	.39	-.10	-.13	-.07	.01	-.10	-.20	.92	.83	(.83)											
54	E-Enthusiastic	.43	.41	-.07	-.09	-.04	.01	-.07	-.16	.96	.82	.87	(.81)										
55	E-Inspired	.44	.39	-.03	-.02	-.01	-.02	.00	-.07	.91	.73	.74	.87	(.83)									
56	E-Interested	.40	.39	-.06	-.05	-.05	-.02	-.04	-.13	.95	.82	.82	.92	.88	(.78)								
57	E:Avg -ve Affect	.05	.00	.71	.68	.66	.59	.69	.62	-.01	-.03	-.04	-.02	.06	-.02	(.96)							
58	E-Afraid	.03	-.01	.62	.65	.52	.50	.64	.56	.01	.01	-.05	-.02	.08	.01	.92	(.85)						
59	E-Distressed	.02	-.02	.61	.56	.67	.47	.56	.53	-.03	-.05	-.03	-.01	.01	-.06	.86	.69	(.87)					
60	E-Nervous	.08	.04	.66	.61	.61	.68	.61	.51	.09	.10	.10	.07	.07	.07	.87	.78	.68	(.86)				
61	E-Scared	.04	.00	.62	.62	.56	.49	.66	.55	-.03	-.03	-.08	-.05	.06	-.02	.95	.90	.74	.80	(.85)			
62	E-Upset	.03	-.01	.64	.62	.57	.47	.62	.66	-.11	-.15	-.15	-.12	.02	-.10	.88	.78	.75	.64	.83	(.89)		
63	C:Avg +ve Affect	.31	.26	.12	.12	.09	.13	.10	.10	.43	.41	.34	.37	.45	.42	.19	.18	.11	.19	.19	.19	(.96)	
64	C-Alert	.27	.21	.05	.05	.03	.11	.01	.02	.41	.49	.34	.34	.36	.38	.09	.08	.05	.12	.07	.05	.87	(.88)
65	C-Determined	.28	.25	.07	.06	.05	.12	.04	.05	.39	.40	.42	.33	.33	.35	.13	.12	.06	.18	.11	.12	.87	.76
66	C-Enthusiastic	.28	.24	.17	.17	.13	.14	.16	.16	.35	.28	.23	.35	.42	.37	.24	.23	.16	.22	.25	.25	.93	.68
67	C-Inspired	.33	.25	.16	.19	.13	.11	.16	.14	.39	.31	.24	.34	.50	.40	.24	.23	.14	.19	.25	.27	.89	.66
68	C-Interested	.25	.22	.11	.12	.08	.11	.10	.10	.37	.33	.25	.33	.43	.39	.18	.17	.11	.15	.19	.19	.95	.80
69	C:Avg -ve Affect	.02	-.02	.61	.60	.55	.50	.58	.57	.01	-.02	-.06	-.02	.10	.03	.63	.57	.54	.50	.57	.67	.27	.17
70	C-Afraid	.02	-.02	.58	.60	.49	.46	.57	.56	-.03	-.05	-.10	-.06	.07	.00	.58	.54	.47	.44	.53	.64	.28	.18
71	C-Distressed	.02	-.03	.49	.46	.51	.39	.44	.45	.04	-.01	.00	.03	.13	.05	.59	.51	.57	.45	.51	.60	.16	.09
72	C-Nervous	.01	-.02	.61	.58	.53	.57	.58	.52	.04	.05	.00	.01	.07	.06	.55	.48	.45	.52	.47	.53	.33	.28
73	C-Scared	.02	-.01	.57	.58	.48	.44	.56	.54	.00	-.02	-.08	-.03	.11	.03	.60	.55	.48	.44	.57	.67	.30	.18
74	C-Upset	.02	.01	.54	.53	.49	.40	.50	.57	-.04	-.08	-.10	-.06	.06	-.02	.60	.55	.54	.43	.55	.66	.15	.05
75	Overall sat.	.21	.20	-.12	-.15	-.07	-.08	-.15	-.11	.14	.11	.12	.14	.11	.15	-.07	-.08	-.03	-.07	-.07	-.07	.08	.09
76	Work sat.	.23	.21	-.12	-.15	-.08	-.09	-.15	-.08	.14	.14	.07	.12	.15	.17	-.04	-.05	-.04	-.03	-.04	-.03	.15	.14
77	Co-worker sat.	.17	.14	-.27	-.26	-.24	-.21	-.29	-.24	.10	.10	.09	.09	.10	.11	-.14	-.13	-.14	-.14	-.13	-.11	.12	.14
78	Supervisor sat.	.11	.09	-.12	-.12	-.15	-.08	-.11	-.11	.08	.05	.03	.09	.07	.13	-.03	.01	-.05	-.04	-.03	-.01	.09	.10
79	Pay sat.	.12	.15	-.25	-.27	-.20	-.18	-.27	-.24	.08	.08	.07	.07	.05	.11	-.23	-.20	-.22	-.15	-.23	-.25	.05	.10
80	Promotion sat.	.06	.03	-.10	-.09	-.05	-.15	-.14	-.04	.07	.01	.02	.07	.12	.12	-.06	-.06	-.03	-.15	-.05	.02	.07	.08
81	BAS	.05	.07	-.04	-.03	-.03	-.03	-.04	-.05	.15	.14	.20	.15	.09	.12	-.06	-.05	-.06	-.02	-.04	-.12	.02	.08
82	BIS	-.02	-.04	.13	.11	.10	.18	.10	.10	-.01	.03	.02	-.01	-.06	-.02	.15	.13	.12	.24	.11	.05	.02	.06
83	DAM	.15	.11	.06	.06	.05	.07	.07	.04	.22	.14	.17	.22	.23	.23	-.04	-.05	-.05	-.05	-.06	.05	.20	.12

Note. $N = 223$. Cronbach's alphas in bracket across the diagonal. All correlations above .14 are statistically significant at the $p < .05$ level.

Table 1 (cont.).

Correlations and descriptive statistics for study 1 (part 6 of 6)

	Variable	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
43	S-Inspired																			
44	S-Interested																			
45	S:Avg -ve Affect																			
46	S-Afraid																			
47	S-Distressed																			
48	S-Nervous																			
49	S-Scared																			
50	S-Upset																			
51	E:Avg +ve Affect																			
52	E-Alert																			
53	E-Determined																			
54	E-Enthusiastic																			
55	E-Inspired																			
56	E-Interested																			
57	E:Avg -ve Affect																			
58	E-Afraid																			
59	E-Distressed																			
60	E-Nervous																			
61	E-Scared																			
62	E-Upset																			
63	C:Avg +ve Affect																			
64	C-Alert																			
65	C-Determined	(.88)																		
66	C-Enthusiastic	.74	(.86)																	
67	C-Inspired	.64	.89	(.88)																
68	C-Interested	.76	.90	.84	(.84)															
69	C:Avg -ve Affect	.17	.29	.34	.24	(.96)														
70	C-Afraid	.16	.30	.37	.25	.96	(.86)													
71	C-Distressed	.09	.18	.24	.15	.87	.75	(.86)												
72	C-Nervous	.27	.33	.33	.30	.90	.86	.70	(.85)											
73	C-Scared	.18	.34	.39	.27	.95	.95	.76	.83	(.88)										
74	C-Upset	.08	.20	.23	.13	.92	.87	.79	.75	.87	(.88)									
75	Overall sat.	.09	.06	.07	.06	-.14	-.14	-.15	-.10	-.13	-.12	(.90)								
76	Work sat.	.12	.13	.15	.13	-.07	-.05	-.13	-.03	-.06	-.06	.79	(.88)							
77	Co-worker sat.	.11	.09	.11	.08	-.18	-.17	-.18	-.17	-.14	-.17	.51	.51	(.83)						
78	Supervisor sat.	.06	.07	.08	.10	-.13	-.12	-.16	-.10	-.13	-.10	.47	.39	.40	(.84)					
79	Pay sat.	.06	-.01	.01	.05	-.24	-.22	-.26	-.15	-.25	-.25	.64	.57	.52	.50	(.88)				
80	Promotion sat.	.03	.04	.10	.05	.00	.01	-.04	.00	-.01	.03	.50	.49	.35	.44	.47	(.92)			
81	BAS	.10	-.04	-.04	-.01	-.12	-.12	-.11	-.09	-.11	-.12	.03	-.05	.11	.02	.10	.05	(.76)		
82	BIS	.03	-.02	-.03	.02	.07	.04	.09	.15	.05	.01	-.08	-.10	-.11	-.04	-.03	-.01	.31	(.70)	
83	DAM	.18	.21	.22	.16	.15	.13	.11	.15	.18	.11	.11	.06	-.03	.15	.02	.18	-.15	-.14	(.77)

Note. $N = 223$. Cronbach's alphas in bracket across the diagonal. All correlations above .133 are statistically significant at the $p < .05$ level.

Table 2

Results from structural and spatial analyses across all studies

Affect anchor labels	Randomization test		Circular unidimensional scaling	
	Predictions met	*CI*	R^2	Fit
Study 1				
Positive emotions				
Interested	62	.72*	.79	Good
Alert	47	.35	.61	Good
Determined	55	.53*	.75	Good
Enthusiastic	58	.64	.85	Good
Inspired	61	.69*	.85	Good
Negative emotions				
Distressed	51	.47*	.61	Good
Afraid	48	.35†	.62	Good
Nervous	56	.64*	.82	Good
Scared	53	.50*	.82	Good
Upset	49	.36*	.54	Moderate
Study 2				
Positive emotions				
Interested	59	.64*	.85	Good
Alert	57	.61*	.63	Good
Determined	53	.50*	.53	Moderate
Enthusiastic	61	.69*	.80	Good
Inspired	59	.65*	.91	Good
Negative emotions				
Distressed	59	.49*	.55	Moderate
Afraid	59	.76*	.55	Moderate
Nervous	48	.36*	.34	Poor
Scared	46	.33*	.46	Moderate
Upset	58	.64*	.76	Good
Study 3				
Positive emotions				
Attentive	60	.67*	.51	Moderate
Alert	56	.63*	.48	Moderate
Absorbed	51	.49*	.42	Minimum
Interested	59	.65*	.69	Good
Negative emotions				
Unwilling	59	.67*	.70	Good
Sluggish	49	.38*	.52	Moderate
Reluctant	54	.58*	.49	Moderate
Hesitant	58	.63*	.56	Moderate
Bored	53	.51*	.62	Good
Tired	54	.54*	.60	Good

Study 1 N = 220; Study 2 N = 489; Study 3 N = 289. R^2 in circular unidimensional scaling is for fitting the data to a quasi-circumplex model. † p < .10. * p <.05. *CI* = Correspondence index. *CI* is a ratio of met and unmet predictions out of 72 possible RIASEC orderings (Tracey, 1997). Cut offs for circular unidimensional scaling: Good fit = .60, Moderate fit = .44, Minimum = .36, Poor = < .05.

Table 3

Summary of fit indices from confirmatory factor analyses and testing models nested in model E

	AIC	BIC	χ^2	*df*	χ^2/df	RMSEA	RMSEA (90% CI)		CFI	SRMR
Study 1										
Model A	30576.85	31190.14	17060.64	1710	9.98	0.18	0.18	0.19	0.39	0.13
Model B	27073.89	27738.29	13527.69	1695	7.98	0.18	0.17	0.18	0.41	0.28
Model C	19169.87	20008.04	5521.67	1644	3.36	0.10	0.10	0.11	0.81	0.06
Model D	Model did not converge									
Model E	16685.61	17881.53	2827.41	1539	1.84	0.06	0.06	0.07	0.94	0.08
Study 2										
Model A[1]	75304.51	76247.79	25297.40	1665	15.19	0.17	0.17	0.17	0.48	0.10
Model B	77526.98	78344.49	27579.87	1695	16.27	0.18	0.18	0.18	0.43	0.30
Model C	58830.24	59861.57	8781.14	1644	5.34	0.09	0.09	0.10	0.84	0.07
Model D[1]	61419.96	62677.67	11262.85	1590	7.08	0.11	0.11	0.11	0.79	0.13
Model E	54309.67	55781.19	4050.56	1539	2.63	0.06	0.06	0.06	0.94	0.07
Study 3										
Model A[1]	30576.85	31190.14	17060.64	1710	9.98	0.19	0.18	0.19	0.33	0.16
Model B	35656.90	36371.85	12898.60	1695	7.61	0.15	0.15	0.15	0.55	0.15
Model C	29374.27	30276.22	6513.97	1644	3.96	0.10	0.10	0.10	0.80	0.07
Model D	Model did not converge									
Model E[2]	26528.69	27815.60	3458.38	1539	2.25	0.07	0.06	0.07	0.92	0.08

Study 1 $N = 223$; Study 2 $N = 489$; Study 3 $N = 289$. Model A: Eight P & N factors; Model B: Six RIASEC factors; Model C: Twelve RIASEC Preference-Dispreference factors; Model D: Bifactor Model with Six RIASEC factors and Eight P&N factors; Model E: Bifactor Model with Twelve RIASEC Preference-Dispreference factors and Eight P&N factors. [1] latent correlations between some affect factors were greater than 1. [2] Latent correlation between trait interest (enterprising) approach and avoidance: $\phi = -1.60$, $p < .05$.

Table 4.

Study 1: incremental validity regression results on commensurate facets of job satisfaction.

Step	Variables	Overall				Work				Co-worker			
		β	R^2	Adj R^2	ΔR^2	β	R^2	Adj R^2	ΔR^2	β	R^2	Adj R^2	ΔR^2
Step 1	DAM	.10	.02	.01	.02	.04	.01	.00	.01	-.04	.03	.02	.03
	BIS	-.07				-.07				-.06			
	BAS	.08				-.01				.13			
Step 2	DAM	.10	.04	.02	.02*	.06	.05	.03	.04*	-.04	.04	.02	.00
	BIS	-.07				-.07				-.06			
	BAS	.08				-.02				.13			
	Approach congruence	.15*				.19**				.06			
Step 3	DAM	.13	.05	.03	.01	.07	.05	.02	.00	-.03	.05	.02	.01
	BIS	-.07				-.07				-.07			
	BAS	.08				-.02				.13			
	Approach congruence	.16*				.20**				.07			
	Dispreference congruence	-.12				-.03				-.11			

Note: $N = 223$ $^{*}p < .05$. $^{**}p < .01$.

Table 5.

Correlations and descriptive statistics for study 2 (part 1 of 6)

	Variable	*M*	*SD*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	Preference-fit	0.00	0.47	-																				
2	Dispreference-fit	-0.06	0.44	.05	-																			
3	R:Avg +ve Affect	3.41	1.38	-.09	-.03	(.97)																		
4	R-Alert	4.01	1.55	-.11	-.01	.86	(.89)																	
5	R-Determined	3.55	1.57	-.09	.00	.92	.85	(.88)																
6	R-Enthusiastic	2.93	1.40	-.06	-.06	.91	.71	.81	(.87)															
7	R-Inspired	2.53	1.35	-.06	-.04	.85	.64	.77	.84	(.87)														
8	R-Interested	3.13	1.40	-.09	-.04	.92	.75	.86	.91	.84	(.86)													
9	R:Avg -ve Affect	1.88	0.94	-.09	-.02	.50	.48	.48	.44	.38	.43	(.96)												
10	R-Afraid	1.82	0.91	-.04	.00	.54	.61	.53	.43	.40	.45	.88	(.81)											
11	R-Distressed	1.97	1.14	-.08	.01	.54	.54	.55	.44	.41	.46	.93	.89	(.86)										
12	R-Nervous	2.10	1.07	-.11	-.02	.47	.43	.43	.44	.36	.42	.95	.82	.89	(.83)									
13	R-Scared	1.78	0.91	-.08	-.01	.53	.46	.50	.49	.46	.46	.92	.81	.88	.91	(.81)								
14	R-Upset	1.74	1.01	-.10	-.01	.45	.40	.41	.43	.33	.40	.92	.77	.85	.96	.88	(.84)							
15	I:Avg +ve Affect	4.48	1.46	-.15	.07	.36	.41	.37	.26	.26	.28	.42	.46	.45	.39	.41	.35	(.97)						
16	I-Alert	4.56	1.57	-.08	.07	.37	.46	.38	.24	.25	.28	.42	.52	.46	.38	.38	.34	.90	(.88)					
17	I-Determined	4.46	1.57	-.13	.07	.38	.41	.39	.28	.27	.29	.44	.47	.49	.41	.42	.39	.93	.88	(.87)				
18	I-Enthusiastic	4.35	1.48	-.16	.07	.39	.42	.38	.30	.29	.31	.44	.46	.47	.41	.44	.38	.94	.85	.90	(.85)			
19	I-Inspired	4.15	1.49	-.15	.07	.38	.42	.39	.28	.29	.29	.46	.47	.49	.43	.49	.39	.93	.82	.88	.93	(.84)		
20	I-Interested	4.48	1.47	-.17	.07	.36	.40	.37	.26	.26	.30	.42	.44	.45	.38	.41	.36	.93	.84	.89	.94	.92	(.85)	
21	I:Avg -ve Affect	1.71	0.90	.07	.05	.41	.45	.44	.33	.34	.34	.44	.51	.50	.39	.45	.37	.55	.53	.55	.55	.55	.52	(.96)
22	I-Afraid	1.69	0.92	.05	.03	.40	.52	.44	.28	.30	.30	.40	.56	.49	.33	.38	.29	.54	.59	.53	.53	.52	.51	.85
23	I-Distressed	1.69	1.02	.07	.05	.41	.46	.47	.30	.31	.34	.42	.48	.52	.36	.42	.34	.57	.56	.59	.57	.56	.55	.92
24	I-Nervous	2.07	1.14	.08	.04	.38	.39	.39	.32	.31	.31	.41	.44	.45	.38	.42	.36	.52	.49	.54	.54	.52	.50	.92
25	I-Scared	1.66	0.91	.08	.03	.40	.40	.42	.34	.37	.33	.41	.45	.44	.35	.45	.34	.53	.48	.52	.54	.57	.50	.91
26	I-Upset	1.44	0.87	.08	.04	.37	.40	.39	.32	.31	.34	.42	.45	.45	.37	.41	.38	.52	.50	.53	.53	.52	.52	.91
27	A:Avg +ve Affect	4.73	1.46	.01	.00	.57	.54	.53	.52	.52	.53	.41	.48	.47	.39	.44	.35	.32	.32	.33	.34	.33	.29	.48
28	A-Alert	4.57	1.51	.03	-.01	.49	.57	.48	.40	.37	.41	.44	.56	.50	.38	.42	.36	.43	.47	.43	.43	.42	.39	.54
29	A-Determined	4.59	1.47	.00	.01	.49	.51	.50	.42	.38	.43	.43	.49	.50	.39	.42	.37	.37	.37	.39	.37	.37	.32	.49
30	A-Enthusiastic	4.57	1.47	.01	-.01	.52	.45	.47	.50	.49	.49	.37	.42	.42	.37	.42	.33	.29	.27	.30	.33	.31	.27	.45
31	A-Inspired	4.60	1.46	.04	.03	.53	.42	.48	.53	.58	.50	.32	.36	.36	.31	.42	.27	.25	.23	.25	.27	.29	.20	.42
32	A-Interested	4.65	1.47	.01	.00	.51	.44	.46	.48	.48	.52	.35	.40	.40	.34	.38	.32	.27	.25	.27	.29	.27	.26	.43
33	A:Avg -ve Affect	2.00	0.96	.07	.04	.61	.60	.61	.57	.57	.58	.34	.42	.41	.32	.36	.27	.37	.36	.37	.36	.36	.33	.48
34	A-Afraid	1.97	1.04	.01	.05	.53	.64	.54	.45	.37	.44	.36	.49	.41	.32	.33	.30	.38	.40	.38	.36	.37	.32	.47
35	A-Distressed	1.96	1.06	.04	.08	.58	.63	.64	.49	.46	.51	.38	.48	.46	.34	.38	.31	.44	.43	.44	.42	.42	.39	.52
36	A-Nervous	2.53	1.12	.07	.02	.58	.51	.56	.60	.59	.60	.30	.34	.34	.28	.33	.23	.28	.25	.28	.30	.28	.26	.41
37	A-Scared	1.95	1.05	.07	.02	.57	.46	.54	.59	.67	.58	.26	.30	.30	.24	.33	.20	.23	.22	.24	.24	.24	.21	.39
38	A-Upset	1.58	0.93	.09	.03	.53	.49	.53	.52	.52	.56	.29	.32	.33	.28	.30	.25	.25	.23	.25	.25	.24	.23	.38
39	S:Avg +ve Affect	4.60	1.34	.03	.01	.21	.23	.20	.16	.29	.16	.04	.11	.06	.00	.07	-.02	.11	.09	.09	.11	.12	.09	.08
40	S-Alert	4.83	1.47	.02	.00	.23	.22	.21	.19	.30	.20	.03	.08	.04	.00	.07	-.02	.09	.07	.07	.09	.11	.09	.07
41	S-Determined	4.69	1.52	.03	.03	.14	.15	.13	.09	.20	.08	.05	.11	.07	.01	.08	-.01	.11	.07	.09	.10	.12	.09	.07
42	S-Enthusiastic	4.47	1.36	.01	.01	.28	.30	.28	.21	.32	.22	.06	.15	.08	.01	.07	-.01	.13	.11	.10	.13	.15	.12	.12

Note. $N = 489$. Cronbach's alphas in bracket across the diagonal. All correlations above .09 are statistically significant at the $p < .05$ level.

Table 5 (cont.).

Correlations and descriptive statistics for study 2 (part 2 of 6)

	Variable	*M*	*SD*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
43	S-Inspired	4.39	1.47	.01	-.01	.24	.24	.23	.20	.32	.21	.03	.09	.05	-.01	.06	-.04	.09	.07	.06	.10	.10	.08	.07
44	S-Interested	4.43	1.38	.06	-.01	.11	.14	.11	.08	.19	.06	.02	.09	.02	-.02	.05	-.02	.09	.07	.08	.07	.09	.06	.04
45	S:Avg -ve Affect	2.02	0.92	-.02	-.07	.26	.22	.23	.25	.35	.27	.02	.12	.02	-.03	.04	-.05	.04	.03	.04	.05	.06	.04	.05
46	S-Afraid	2.04	1.01	-.03	-.08	.24	.19	.20	.23	.32	.25	.03	.11	.02	-.03	.04	-.05	.02	.00	.02	.03	.04	.03	.05
47	S-Distressed	1.93	1.01	-.03	-.04	.24	.21	.20	.23	.33	.25	.00	.09	-.01	-.06	.01	-.08	.03	.02	.02	.04	.06	.04	.02
48	S-Nervous	2.50	1.20	-.02	-.06	.26	.24	.24	.23	.29	.25	.10	.19	.11	.05	.09	.02	.08	.07	.09	.10	.11	.09	.11
49	S-Scared	1.95	0.98	-.01	-.07	.23	.18	.20	.24	.34	.26	.01	.11	.01	-.04	.04	-.05	.02	.00	.02	.04	.04	.02	.06
50	S-Upset	1.67	0.92	-.01	-.06	.23	.18	.19	.24	.34	.26	-.05	.02	-.07	-.09	-.02	-.10	.02	.02	.02	.02	.02	.01	-.03
51	E:Avg +ve Affect	4.13	1.41	.00	-.17	.13	.07	.09	.14	.22	.13	.02	.05	-.01	-.02	.04	-.03	.00	.00	-.03	-.02	.00	-.03	.00
52	E-Alert	4.79	1.48	-.02	-.16	.12	.07	.08	.13	.21	.12	.02	.04	-.01	-.01	.04	-.02	.00	-.01	-.04	-.02	.00	-.04	-.01
53	E-Determined	4.55	1.50	-.01	-.17	.12	.06	.07	.12	.20	.12	.02	.04	-.01	-.02	.03	-.04	-.05	-.05	-.07	-.06	-.04	-.08	-.03
54	E-Enthusiastic	4.08	1.56	.03	-.14	.11	.08	.08	.10	.14	.09	.06	.09	.04	.02	.06	.00	.10	.12	.07	.07	.09	.07	.07
55	E-Inspired	3.59	1.49	-.02	-.19	.12	.05	.08	.13	.21	.12	.00	.02	-.03	-.02	.03	-.04	.00	-.01	-.04	-.01	.00	-.02	-.01
56	E-Interested	4.09	1.53	.01	-.13	.15	.08	.11	.16	.28	.17	-.02	.03	-.03	-.05	.02	-.07	-.05	-.06	-.08	-.08	-.06	-.08	-.02
57	E:Avg -ve Affect	2.45	1.19	-.01	.00	.12	.10	.10	.12	.19	.11	-.02	.02	-.02	-.04	.01	-.06	.06	.03	.03	.06	.08	.04	-.01
58	E-Afraid	2.32	1.30	-.02	-.01	.08	.05	.06	.10	.15	.07	-.02	-.01	-.05	-.03	.01	-.05	.03	.01	.01	.05	.06	.01	-.05
59	E-Distressed	2.53	1.33	-.01	.02	.11	.08	.09	.10	.18	.11	-.03	.02	-.03	-.07	-.02	-.08	.03	.00	.01	.03	.05	.02	-.03
60	E-Nervous	3.25	1.41	.00	.02	.12	.16	.13	.10	.12	.10	.01	.06	.03	-.03	.02	-.04	.11	.08	.08	.11	.13	.10	.13
61	E-Scared	2.35	1.34	-.02	.00	.09	.07	.07	.09	.16	.07	.00	.02	-.02	-.01	.02	-.03	.05	.03	.03	.06	.08	.03	-.03
62	E-Upset	1.82	1.16	-.01	-.02	.13	.08	.11	.14	.24	.15	-.04	-.01	-.04	-.06	-.01	-.07	.02	.00	.01	.01	.03	.01	-.11
63	C:Avg +ve Affect	3.44	1.39	.02	.04	.11	.09	.10	.12	.15	.09	.00	.03	-.03	-.02	.02	-.03	.05	.04	.03	.05	.06	.03	.01
64	C-Alert	4.54	1.60	-.02	.04	.08	.07	.07	.10	.13	.06	-.01	.00	-.05	-.02	.02	-.04	.03	.02	.01	.04	.04	.01	-.01
65	C-Determined	4.01	1.64	.03	.05	.09	.06	.09	.09	.14	.07	.00	.02	-.03	-.04	.01	-.05	.04	.03	.03	.04	.05	.02	.00
66	C-Enthusiastic	3.05	1.51	.06	.07	.10	.12	.09	.11	.08	.08	.04	.08	.02	.02	.04	.02	.13	.14	.12	.11	.14	.10	.08
67	C-Inspired	2.66	1.48	.00	.02	.11	.09	.09	.12	.16	.09	-.01	.01	-.03	-.03	.02	-.03	.01	.00	-.01	.02	.02	-.01	-.01
68	C-Interested	3.25	1.51	.04	-.02	.11	.07	.11	.11	.20	.11	-.01	.01	-.03	-.04	.02	-.04	.00	-.02	.00	.00	.00	-.01	-.04
69	C:Avg -ve Affect	1.70	0.93	.00	.07	.22	.19	.19	.23	.30	.21	.03	.09	.04	.02	.08	.01	.07	.05	.06	.08	.09	.06	.07
70	C-Afraid	1.62	0.92	-.01	.07	.23	.19	.19	.25	.30	.22	.03	.07	.03	.03	.08	.02	.04	.03	.04	.06	.06	.03	.06
71	C-Distressed	1.80	1.06	-.01	.09	.17	.15	.14	.18	.25	.16	.03	.08	.03	.02	.08	.00	.06	.05	.07	.08	.10	.06	.06
72	C-Nervous	1.96	1.14	.00	.10	.24	.24	.23	.25	.28	.24	.08	.15	.10	.05	.09	.03	.12	.10	.10	.13	.14	.11	.13
73	C-Scared	1.57	0.94	.02	.04	.23	.19	.19	.26	.33	.23	.03	.08	.03	.01	.08	.01	.05	.02	.03	.07	.06	.03	.06
74	C-Upset	1.52	0.99	.03	.03	.14	.09	.11	.15	.24	.12	-.02	.02	-.01	-.03	.05	-.03	.03	.00	.03	.04	.04	.02	-.01
75	Overall sat.	2.09	0.93	.18	.01	.06	.03	.05	.08	.07	.06	.10	.08	.12	.11	.11	.11	.01	.02	.04	.00	.00	.00	.10
76	Work sat.	1.85	1.02	.25	.00	.06	.00	.04	.09	.10	.06	.13	.10	.14	.12	.14	.13	.07	.06	.08	.06	.05	.04	.11
77	Co-worker sat.	2.13	0.82	.14	.04	.04	.04	.06	.04	.03	.05	.09	.09	.11	.09	.09	.11	.04	.05	.04	.00	.00	-.01	.14
78	Supervisor sat.	1.60	1.09	.03	-.04	.06	.00	.05	.09	.05	.08	.04	.01	.08	.05	.06	.07	-.10	-.09	-.07	-.08	-.10	-.09	.02
79	Pay sat.	1.96	0.98	.01	-.02	.02	.03	.02	.01	.03	.03	.05	.07	.08	.04	.04	.05	.01	.02	.02	.02	.01	.03	.08
80	Promotion sat.	1.01	1.04	.08	.06	.06	.03	.05	.08	.10	.08	.07	.04	.09	.07	.07	.07	-.04	-.05	-.05	-.05	-.05	-.07	.00
81	BAS	1.94	0.43	.01	-.09	-.03	-.05	-.01	-.02	-.04	-.01	-.11	-.09	-.11	-.10	-.11	-.09	-.19	-.11	-.16	-.21	-.19	-.19	-.19
82	BIS	2.16	0.59	-.09	.01	.14	.07	.10	.17	.16	.16	.09	.07	.10	.10	.12	.10	-.08	-.06	-.05	-.04	-.07	-.06	-.01
83	DAM	3.45	0.87	-.15	-.06	.28	.23	.22	.25	.24	.24	.35	.28	.33	.36	.37	.36	.25	.20	.23	.27	.29	.26	.20

Note. $N = 489$. Cronbach's alphas in bracket across the diagonal. All correlations above .09 are statistically significant at the $p < .05$ level.

Table 5 (cont.).

Correlations and descriptive statistics for study 2 (part 3 of 6)

	Variable	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
1	Preference-fit																					
2	Dispreference-fit																					
3	R:Avg +ve Affect																					
4	R-Alert																					
5	R-Determined																					
6	R-Enthusiastic																					
7	R-Inspired																					
8	R-Interested																					
9	R:Avg -ve Affect																					
10	R-Afraid																					
11	R-Distressed																					
12	R-Nervous																					
13	R-Scared																					
14	R-Upset																					
15	I:Avg +ve Affect																					
16	I-Alert																					
17	I-Determined																					
18	I-Enthusiastic																					
19	I-Inspired																					
20	I-Interested																					
21	I:Avg -ve Affect																					
22	I-Afraid	(.81)																				
23	I-Distressed	.84	(.86)																			
24	I-Nervous	.76	.88	(.84)																		
25	I-Scared	.76	.86	.90	(.81)																	
26	I-Upset	.76	.87	.92	.88	(.88)																
27	A:Avg +ve Affect	.46	.45	.46	.47	.43	(.97)															
28	A-Alert	.62	.55	.50	.50	.46	.83	(.87)														
29	A-Determined	.49	.50	.47	.45	.43	.91	.85	(.84)													
30	A-Enthusiastic	.41	.41	.47	.45	.41	.94	.73	.84	(.83)												
31	A-Inspired	.36	.37	.41	.46	.37	.88	.63	.75	.86	(.84)											
32	A-Interested	.39	.40	.43	.42	.42	.93	.71	.83	.93	.84	(.83)										
33	A:Avg -ve Affect	.47	.46	.45	.45	.44	.55	.50	.49	.52	.55	.52	(.95)									
34	A-Afraid	.52	.45	.44	.40	.41	.56	.62	.57	.50	.47	.47	.79	(.81)								
35	A-Distressed	.52	.53	.47	.45	.47	.55	.57	.56	.49	.49	.49	.89	.81	(.81)							
36	A-Nervous	.38	.39	.41	.41	.39	.55	.44	.44	.57	.58	.54	.91	.61	.75	(.79)						
37	A-Scared	.35	.35	.37	.41	.36	.51	.36	.38	.51	.61	.50	.85	.53	.67	.89	(.81)					
38	A-Upset	.36	.38	.38	.36	.39	.53	.43	.45	.51	.53	.55	.90	.65	.77	.90	.83	(.83)				
39	S:Avg +ve Affect	.12	.07	.06	.09	.04	.14	.16	.08	.10	.14	.11	.20	.16	.21	.19	.20	.17	(.98)			
40	S-Alert	.09	.05	.07	.08	.04	.12	.13	.06	.09	.13	.10	.19	.14	.19	.20	.20	.17	.95	(.89)		
41	S-Determined	.12	.06	.06	.08	.02	.13	.16	.09	.10	.12	.09	.16	.13	.17	.15	.16	.13	.92	.80	(.88)	
42	S-Enthusiastic	.15	.10	.08	.11	.07	.16	.19	.12	.12	.16	.13	.23	.22	.25	.21	.21	.19	.93	.87	.79	(.84)

Note. $N = 489$. Cronbach's alphas in bracket across the diagonal. All correlations above .09 are statistically significant at the $p < .05$ level.

Table 5 (cont.).

Correlations and descriptive statistics for study 2 (part 4 of 6)

	Variable	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
43	S-Inspired	.09	.05	.05	.08	.02	.13	.13	.07	.10	.14	.11	.21	.15	.21	.20	.23	.18	.94	.93	.80	.89
44	S-Interested	.09	.04	.04	.06	.02	.10	.14	.05	.07	.10	.07	.13	.10	.14	.12	.14	.11	.90	.81	.85	.74
45	S:Avg -ve Affect	.11	.04	.04	.08	.03	.21	.17	.12	.19	.21	.21	.22	.18	.20	.25	.26	.22	.72	.70	.64	.69
46	S-Afraid	.09	.04	.05	.08	.04	.19	.14	.10	.17	.18	.19	.20	.16	.18	.23	.24	.20	.68	.67	.58	.65
47	S-Distressed	.09	.01	.01	.06	.00	.20	.15	.12	.19	.21	.21	.22	.19	.19	.23	.25	.21	.68	.63	.64	.65
48	S-Nervous	.17	.11	.09	.13	.08	.23	.22	.17	.20	.20	.21	.21	.19	.21	.23	.22	.20	.64	.60	.57	.65
49	S-Scared	.09	.03	.06	.08	.05	.20	.15	.11	.18	.20	.20	.21	.17	.18	.24	.25	.21	.68	.66	.59	.64
50	S-Upset	.02	-.03	-.02	.00	-.04	.14	.09	.06	.13	.16	.15	.20	.14	.17	.22	.24	.20	.70	.68	.61	.64
51	E:Avg +ve Affect	.02	-.02	-.02	.03	-.03	.09	.09	.04	.07	.12	.09	.11	.05	.07	.13	.14	.11	.65	.61	.59	.62
52	E-Alert	.01	-.04	-.03	.02	-.04	.08	.08	.03	.07	.12	.08	.09	.04	.05	.11	.13	.08	.61	.59	.53	.57
53	E-Determined	-.01	-.04	-.04	.01	-.06	.09	.08	.04	.07	.10	.08	.09	.06	.05	.11	.11	.09	.60	.54	.59	.56
54	E-Enthusiastic	.11	.07	.05	.09	.03	.11	.16	.11	.09	.10	.09	.10	.11	.11	.11	.09	.09	.53	.48	.46	.55
55	E-Inspired	.00	-.03	-.03	.02	-.03	.07	.06	.01	.06	.10	.07	.09	.02	.04	.12	.13	.09	.59	.57	.53	.56
56	E-Interested	-.01	-.04	-.04	.01	-.05	.07	.02	-.01	.05	.11	.08	.14	.02	.07	.16	.20	.14	.67	.65	.61	.60
57	E:Avg -ve Affect	.06	-.03	-.05	.00	-.07	.10	.11	.05	.08	.13	.08	.14	.12	.12	.15	.15	.15	.70	.66	.64	.66
58	E-Afraid	.00	-.09	-.08	-.03	-.10	.07	.06	.02	.06	.11	.06	.10	.08	.09	.12	.12	.11	.61	.59	.54	.58
59	E-Distressed	.06	-.02	-.06	-.01	-.09	.10	.10	.05	.09	.12	.09	.13	.08	.09	.15	.17	.16	.64	.59	.63	.57
60	E-Nervous	.21	.11	.07	.12	.07	.12	.19	.11	.09	.10	.09	.15	.18	.18	.14	.11	.14	.60	.55	.55	.62
61	E-Scared	.02	-.05	-.06	-.01	-.08	.10	.08	.05	.08	.13	.08	.10	.10	.10	.11	.12	.10	.63	.61	.57	.60
62	E-Upset	-.05	-.11	-.13	-.09	-.14	.07	.04	.00	.06	.09	.05	.13	.05	.08	.13	.16	.14	.68	.66	.61	.61
63	C:Avg +ve Affect	.05	.01	.02	.05	-.03	.08	.21	.05	.03	.08	.03	.12	.14	.14	.11	.11	.10	.66	.63	.63	.62
64	C-Alert	.03	-.01	.01	.04	-.04	.07	.18	.03	.03	.09	.03	.09	.10	.12	.09	.10	.08	.62	.60	.57	.57
65	C-Determined	.06	.00	.01	.04	-.03	.09	.22	.07	.06	.08	.04	.08	.13	.11	.08	.08	.07	.62	.56	.63	.56
66	C-Enthusiastic	.12	.08	.08	.10	.05	.16	.32	.18	.09	.13	.10	.14	.23	.19	.11	.08	.12	.47	.45	.43	.49
67	C-Inspired	.03	-.02	.01	.04	-.03	.08	.18	.04	.04	.09	.05	.11	.12	.13	.12	.12	.10	.63	.61	.58	.58
68	C-Interested	-.02	-.04	-.06	-.02	-.07	-.06	.04	-.12	-.09	-.05	-.09	.10	.03	.10	.10	.13	.09	.68	.65	.63	.62
69	C:Avg -ve Affect	.08	.05	.06	.07	.02	.16	.16	.10	.14	.18	.14	.21	.19	.21	.21	.24	.18	.76	.73	.70	.71
70	C-Afraid	.07	.03	.06	.06	.01	.15	.16	.10	.13	.19	.14	.23	.21	.23	.23	.26	.20	.72	.70	.64	.67
71	C-Distressed	.08	.05	.06	.07	.02	.13	.14	.10	.12	.16	.12	.16	.15	.17	.15	.18	.13	.68	.62	.67	.62
72	C-Nervous	.15	.11	.11	.12	.07	.22	.25	.19	.19	.21	.20	.29	.30	.32	.25	.26	.24	.70	.67	.62	.69
73	C-Scared	.06	.03	.05	.06	.02	.15	.14	.08	.13	.18	.14	.23	.19	.21	.23	.28	.20	.75	.73	.66	.68
74	C-Upset	.00	-.02	-.02	.01	-.05	.05	.05	-.01	.05	.10	.04	.07	.01	.05	.09	.14	.05	.70	.65	.64	.61
75	Overall sat.	.07	.09	.08	.11	.07	.06	.04	.06	.06	.12	.04	.04	.02	.04	.04	.07	.04	-.06	-.06	-.05	-.05
76	Work sat.	.08	.11	.10	.12	.10	.04	.05	.05	.03	.09	.02	.04	-.01	.06	.05	.07	.03	-.01	-.02	.02	-.03
77	Co-worker sat.	.12	.16	.10	.12	.14	.09	.10	.10	.05	.10	.07	.00	.04	.05	-.01	.02	.02	-.07	-.05	-.05	-.08
78	Supervisor sat.	.01	.02	.01	.03	.02	.14	.06	.13	.15	.13	.15	.02	-.02	.01	.05	.05	.07	-.12	-.11	-.10	-.13
79	Pay sat.	.08	.09	.05	.06	.08	.01	.01	.04	-.01	.02	-.01	-.03	-.01	-.01	-.02	.00	-.01	-.12	-.13	-.09	-.11
80	Promotion sat.	.00	.01	.01	.03	.01	.08	.02	.06	.08	.09	.08	.06	.00	.04	.07	.10	.08	.01	-.01	.04	-.03
81	BAS	-.16	-.18	-.21	-.17	-.18	-.08	-.09	-.11	-.12	-.07	-.09	-.05	-.03	-.04	-.05	-.05	.00	.01	.04	-.04	.03
82	BIS	-.08	-.04	-.01	-.04	-.05	.12	-.03	.08	.13	.15	.14	.08	.01	.00	.10	.14	.07	-.21	-.17	-.19	-.24
83	DAM	.15	.18	.17	.21	.17	.17	.15	.14	.13	.17	.13	.13	.11	.14	.11	.13	.06	.06	.06	.07	.05

Note. $N = 489$. Cronbach's alphas in bracket across the diagonal. All correlations above .09 are statistically significant at the $p < .05$ level.

Table 5 (cont.).

Correlations and descriptive statistics for study 2 (part 5 of 6)

	Variable	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
43	S-Inspired	(.86)																					
44	S-Interested	.78	(.83)																				
45	S:Avg -ve Affect	.70	.63	(.95)																			
46	S-Afraid	.67	.58	.96	(.81)																		
47	S-Distressed	.63	.59	.93	.84	(.82)																	
48	S-Nervous	.61	.53	.90	.84	.78	(.84)																
49	S-Scared	.67	.58	.96	.97	.85	.83	(.81)															
50	S-Upset	.68	.65	.89	.81	.83	.70	.83	(.84)														
51	E:Avg +ve Affect	.63	.57	.69	.66	.63	.63	.66	.63	(.97)													
52	E-Alert	.60	.52	.65	.64	.57	.58	.64	.58	.96	(.90)												
53	E-Determined	.55	.52	.65	.61	.65	.58	.60	.58	.93	.84	(.89)											
54	E-Enthusiastic	.50	.45	.55	.52	.48	.58	.51	.46	.88	.81	.78	(.89)										
55	E-Inspired	.59	.51	.65	.63	.57	.58	.63	.59	.95	.94	.83	.78	(.88)									
56	E-Interested	.65	.61	.70	.67	.63	.58	.67	.69	.88	.80	.81	.63	.83	(.87)								
57	E:Avg -ve Affect	.68	.60	.68	.64	.65	.61	.64	.62	.67	.63	.62	.57	.62	.64	(.97)							
58	E-Afraid	.60	.52	.60	.59	.55	.53	.58	.54	.62	.61	.57	.54	.59	.54	.93	(.90)						
59	E-Distressed	.60	.55	.63	.58	.64	.54	.57	.58	.60	.54	.60	.48	.54	.61	.90	.75	(.90)					
60	E-Nervous	.58	.49	.58	.53	.54	.60	.53	.47	.57	.52	.51	.56	.52	.49	.88	.76	.75	(.88)				
61	E-Scared	.63	.55	.61	.59	.56	.53	.59	.56	.62	.60	.56	.52	.59	.57	.93	.95	.76	.76	(.90)			
62	E-Upset	.66	.61	.65	.61	.62	.52	.61	.67	.61	.56	.57	.45	.56	.68	.86	.72	.82	.64	.74	(.90)		
63	C:Avg +ve Affect	.63	.57	.64	.60	.60	.60	.61	.57	.63	.61	.58	.56	.60	.54	.69	.64	.63	.62	.63	.59	(.97)	
64	C-Alert	.61	.53	.58	.55	.54	.55	.56	.52	.61	.61	.54	.54	.60	.52	.65	.63	.57	.58	.63	.53	.96	(.91)
65	C-Determined	.56	.54	.60	.54	.61	.55	.54	.53	.56	.52	.57	.49	.51	.48	.63	.56	.63	.56	.55	.55	.92	.83
66	C-Enthusiastic	.44	.37	.49	.44	.44	.52	.45	.39	.49	.46	.44	.54	.45	.34	.57	.56	.48	.59	.53	.40	.86	.78
67	C-Inspired	.62	.53	.61	.58	.55	.56	.59	.54	.62	.62	.55	.53	.61	.54	.64	.61	.56	.58	.61	.54	.95	.95
68	C-Interested	.65	.61	.65	.61	.61	.56	.61	.64	.59	.55	.55	.44	.56	.62	.64	.54	.62	.52	.56	.68	.84	.76
69	C:Avg -ve Affect	.74	.68	.73	.69	.68	.64	.69	.71	.61	.58	.57	.47	.57	.63	.70	.62	.65	.61	.63	.64	.70	.66
70	C-Afraid	.71	.62	.70	.67	.62	.60	.67	.68	.59	.58	.53	.47	.55	.59	.68	.64	.60	.57	.65	.60	.69	.67
71	C-Distressed	.63	.60	.64	.58	.66	.54	.58	.62	.53	.49	.56	.39	.48	.53	.62	.54	.63	.53	.54	.57	.63	.58
72	C-Nervous	.69	.59	.69	.63	.63	.66	.64	.63	.55	.52	.50	.47	.50	.54	.65	.57	.58	.63	.58	.56	.68	.63
73	C-Scared	.74	.65	.73	.70	.66	.63	.71	.72	.62	.60	.56	.47	.58	.64	.67	.62	.61	.56	.63	.62	.68	.66
74	C-Upset	.66	.69	.64	.60	.59	.51	.61	.67	.55	.52	.49	.39	.53	.61	.61	.52	.58	.50	.54	.62	.55	.52
75	Overall sat.	-.08	-.04	-.08	-.09	-.07	-.10	-.06	-.06	-.07	-.07	-.08	-.06	-.08	-.05	-.07	-.07	-.06	-.05	-.05	-.09	-.13	-.13
76	Work sat.	-.04	.04	-.05	-.06	-.02	-.07	-.05	-.03	-.03	-.04	-.01	.00	-.06	-.03	-.03	-.04	.00	-.03	-.03	-.05	-.04	-.05
77	Co-worker sat.	-.07	-.07	-.09	-.11	-.08	-.08	-.09	-.05	-.08	-.06	-.10	-.06	-.06	-.06	-.11	-.11	-.09	-.08	-.09	-.12	-.08	-.08
78	Supervisor sat.	-.12	-.10	-.12	-.12	-.11	-.12	-.13	-.08	-.09	-.09	-.07	-.10	-.08	-.07	-.07	-.08	-.02	-.07	-.06	-.05	-.19	-.19
79	Pay sat.	-.12	-.10	-.08	-.08	-.07	-.09	-.06	-.07	-.13	-.13	-.12	-.11	-.13	-.12	-.10	-.11	-.08	-.07	-.10	-.10	-.16	-.17
80	Promotion sat.	-.01	.05	.00	.00	-.01	-.03	.01	.03	-.04	-.04	-.04	-.08	-.03	.01	-.01	-.01	.03	-.06	.01	.02	-.06	-.06
81	BAS	.02	.00	.05	.05	.03	.01	.07	.07	.10	.09	.07	.08	.09	.14	.02	.01	.02	-.01	.01	.07	.06	.08
82	BIS	-.18	-.19	-.13	-.11	-.12	-.19	-.10	-.08	-.22	-.20	-.18	-.26	-.22	-.12	-.24	-.22	-.20	-.29	-.23	-.14	-.35	-.32
83	DAM	.06	.06	.03	.03	.02	.02	.02	.04	.05	.08	.02	.01	.05	.06	-.01	-.01	-.01	-.01	.00	.00	-.08	-.07

Note. $N = 489$. Cronbach's alphas in bracket across the diagonal. All correlations above .09 are statistically significant at the $p < .05$ level.

Table 5 (cont.).

Correlations and descriptive statistics for study 2 (part 6 of 6)

	Variable	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
43	S-Inspired																			
44	S-Interested																			
45	S:Avg -ve Affect																			
46	S-Afraid																			
47	S-Distressed																			
48	S-Nervous																			
49	S-Scared																			
50	S-Upset																			
51	E:Avg +ve Affect																			
52	E-Alert																			
53	E-Determined																			
54	E-Enthusiastic																			
55	E-Inspired																			
56	E-Interested																			
57	E:Avg -ve Affect																			
58	E-Afraid																			
59	E-Distressed																			
60	E-Nervous																			
61	E-Scared																			
62	E-Upset																			
63	C:Avg +ve Affect																			
64	C-Alert																			
65	C-Determined	(.91)																		
66	C-Enthusiastic	.73	(.89)																	
67	C-Inspired	.82	.77	(.91)																
68	C-Interested	.77	.55	.77	(.88)															
69	C:Avg -ve Affect	.64	.52	.67	.69	(.97)														
70	C-Afraid	.59	.52	.68	.66	.95	(.86)													
71	C-Distressed	.64	.46	.58	.63	.92	.82	(.87)												
72	C-Nervous	.61	.58	.64	.60	.92	.87	.80	(.87)											
73	C-Scared	.60	.50	.68	.68	.96	.95	.84	.87	(.88)										
74	C-Upset	.50	.34	.52	.65	.88	.77	.79	.69	.82	(.91)									
75	Overall sat.	-.14	-.07	-.12	-.12	-.10	-.08	-.10	-.11	-.08	-.07	(.90)								
76	Work sat.	-.03	-.01	-.04	-.04	-.04	-.04	-.03	-.06	-.04	-.03	.78	(.87)							
77	Co-worker sat.	-.08	-.02	-.10	-.10	-.08	-.06	-.09	-.08	-.06	-.06	.56	.50	(.77)						
78	Supervisor sat.	-.19	-.16	-.18	-.15	-.13	-.14	-.12	-.14	-.14	-.07	.42	.32	.28	(.85)					
79	Pay sat.	-.17	-.09	-.18	-.14	-.13	-.14	-.13	-.14	-.12	-.10	.42	.36	.43	.24	(.89)				
80	Promotion sat.	-.06	-.07	-.04	.00	.00	-.01	.00	-.04	.01	.05	.40	.39	.34	.41	.38	(.91)			
81	BAS	.02	.02	.07	.09	-.01	.02	-.07	-.02	.02	.02	-.04	-.01	-.05	-.01	-.07	-.10	(.85)		
82	BIS	-.32	-.39	-.31	-.24	-.17	-.15	-.14	-.22	-.13	-.12	.05	.05	.00	.17	.04	.11	-.01	(.84)	
83	DAM	-.10	-.10	-.06	-.02	.04	.04	.02	.02	.06	.07	.11	.11	.10	.04	.10	.14	-.14	.20	(.80)

Note. $N = 489$. Cronbach's alphas in bracket across the diagonal. All correlations above .09 are statistically significant at the $p < .05$ level.

Table 6.

Study 2 incremental validity regression results on commensurate facets of job satisfaction.

Step	Variables	Overall				Work				Co-worker			
		β	R^2	Adj R^2	ΔR^2	β	R^2	Adj R^2	ΔR^2	β	R^2	Adj R^2	ΔR^2
Step 1	DAM	.10	.02	.01	.02	.04	.01	.00	.01	-.04	.03	.02	.03
	BIS	-.07				-.07				-.06			
	BAS	.08				-.01				.13			
Step 2	DAM	.10	.04	.02	.02	.06	.05	.03	.04	-.04	.04	.02	.00
	BIS	-.07				-.07				-.06			
	BAS	.08				-.02				.13			
	Preference-congruence	.15*				.19**				.06			
Step 3	DAM	.13	.05	.03	.01	.07	.05	.02	.00	-.03	.05	.02	.01
	BIS	-.07				-.07				-.07			
	BAS	.08				-.02				.13			
	Preference-congruence	.16*				.20**				.07			
	Dispreference-congruence	-.12				-.03				-.11			

Note. $N = 223$. *$p < .05$, **$p < .01$. β *above .15 are statistically significant at the $p < .05$ level.*

Table 7.

Correlations and descriptive statistics for study 3 (part 1 of 6)

	Variable	*M*	*SD*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	Preference-fit	0.04	0.46	-																				
2	Dispreference-fit	-0.02	0.46	-.61	-																			
3	R:Avg +ve Affect	2.64	0.90	-.03	.02	(.95)																		
4	R-Absorbed	2.50	0.96	.02	.02	.90	(.83)																	
5	R-Alert	2.83	0.99	-.06	.04	.94	.75	(.86)																
6	R-Attentive	2.83	1.01	-.04	.01	.95	.77	.95	(.87)															
7	R-Interested	2.41	0.95	-.03	.02	.91	.80	.78	.79	(.82)														
8	R:Avg -ve Affect	2.58	0.99	.11	-.03	-.50	-.34	-.48	-.51	-.51	(.97)													
9	R-Bored	2.69	1.11	.10	-.03	-.54	-.37	-.52	-.53	-.56	.91	(.85)												
10	R-Hesitant	2.70	1.05	.12	-.04	-.44	-.30	-.41	-.44	-.48	.93	.78	(.85)											
11	R-Reluctant	2.78	1.09	.09	-.02	-.49	-.37	-.44	-.46	-.53	.92	.82	.91	(.85)										
12	R-Sluggish	2.28	1.03	.09	-.03	-.37	-.21	-.39	-.42	-.34	.88	.73	.77	.71	(.87)									
13	R-Tired	2.42	1.07	.10	-.05	-.37	-.21	-.38	-.40	-.36	.89	.77	.77	.73	.89	(.87)								
14	R-Unwilling	2.62	1.17	.08	-.02	-.50	-.36	-.48	-.51	-.51	.94	.86	.86	.89	.75	.76	(.87)							
15	I:Avg +ve Affect	3.07	0.95	-.15	.09	.49	.45	.49	.51	.37	-.25	-.24	-.18	-.22	-.24	-.21	-.26	(.96)						
16	I-Absorbed	2.93	1.04	-.11	.05	.46	.48	.43	.45	.35	-.18	-.18	-.12	-.17	-.16	-.14	-.20	.93	(.85)					
17	I-Alert	3.19	1.00	-.16	.11	.51	.45	.53	.53	.36	-.27	-.26	-.20	-.23	-.28	-.24	-.27	.95	.85	(.84)				
18	I-Attentive	3.19	1.01	-.15	.09	.48	.42	.49	.52	.34	-.23	-.22	-.17	-.20	-.24	-.20	-.25	.96	.84	.92	(.84)			
19	I-Interested	2.98	0.99	-.15	.11	.41	.36	.40	.41	.34	-.25	-.24	-.19	-.22	-.23	-.21	-.26	.93	.83	.84	.86	(.81)		
20	I:Avg -ve Affect	2.29	0.94	.13	-.08	-.18	-.09	-.21	-.22	-.13	.60	.51	.52	.50	.61	.60	.55	-.60	-.50	-.58	-.56	-.64	(.97)	
21	I-Bored	2.31	1.03	.12	-.05	-.21	-.13	-.23	-.23	-.18	.56	.54	.47	.46	.55	.55	.52	-.57	-.48	-.56	-.53	-.60	.92	(.84)
22	I-Hesitant	2.46	1.02	.11	-.07	-.14	-.09	-.16	-.16	-.11	.53	.43	.49	.46	.52	.51	.49	-.54	-.46	-.50	-.48	-.60	.93	.78
23	I-Reluctant	2.45	1.04	.12	-.06	-.13	-.08	-.15	-.15	-.09	.51	.42	.47	.46	.50	.48	.47	-.57	-.50	-.53	-.50	-.63	.92	.78
24	I-Sluggish	2.07	1.02	.15	-.09	-.16	-.04	-.22	-.22	-.09	.58	.49	.49	.44	.64	.62	.50	-.51	-.39	-.51	-.51	-.51	.92	.86
25	I-Tired	2.15	1.01	.13	-.08	-.17	-.07	-.21	-.23	-.12	.59	.49	.50	.46	.65	.65	.51	-.48	-.38	-.48	-.46	-.49	.89	.80
26	I-Unwilling	2.29	1.06	.10	-.08	-.17	-.12	-.20	-.21	-.12	.52	.43	.45	.44	.51	.48	.52	-.64	-.55	-.60	-.60	-.68	.93	.83
27	A:Avg +ve Affect	3.41	0.93	-.20	.16	.31	.32	.33	.31	.18	-.04	-.07	-.02	-.05	-.02	.00	-.05	.42	.38	.40	.43	.39	-.20	-.20
28	A-Absorbed	3.36	1.02	-.17	.12	.28	.34	.26	.25	.16	.00	-.04	.00	-.04	.04	.06	-.03	.40	.42	.34	.39	.36	-.17	-.17
29	A-Alert	3.37	0.94	-.18	.14	.35	.31	.40	.35	.21	-.07	-.11	-.04	-.07	-.05	-.04	-.06	.42	.35	.43	.43	.36	-.20	-.21
30	A-Attentive	3.50	0.96	-.22	.16	.34	.33	.36	.36	.21	-.06	-.09	-.05	-.06	-.04	-.02	-.07	.43	.36	.42	.46	.39	-.21	-.20
31	A-Interested	3.40	1.01	-.21	.18	.23	.25	.26	.23	.13	-.02	-.05	.00	-.02	-.01	.01	-.04	.37	.31	.34	.37	.37	-.20	-.19
32	A:Avg -ve Affect	1.85	0.80	.12	-.13	-.04	-.01	-.10	-.08	.03	.33	.27	.29	.26	.37	.35	.28	-.18	-.09	-.20	-.19	-.21	.49	.47
33	A-Bored	1.80	0.85	.11	-.15	-.08	-.05	-.14	-.12	.02	.25	.23	.19	.17	.29	.25	.22	-.23	-.13	-.25	-.25	-.24	.43	.46
34	A-Hesitant	2.02	0.88	.09	-.12	-.03	-.01	-.07	-.05	.03	.32	.26	.31	.26	.34	.32	.27	-.13	-.05	-.15	-.13	-.18	.45	.40
35	A-Reluctant	2.00	0.88	.11	-.12	-.03	-.01	-.08	-.06	.03	.26	.19	.25	.25	.28	.25	.21	-.14	-.09	-.14	-.14	-.17	.41	.35
36	A-Sluggish	1.73	0.85	.14	-.12	-.01	.05	-.08	-.06	.06	.33	.26	.28	.24	.40	.36	.26	-.14	-.05	-.17	-.16	-.15	.46	.46
37	A-Tired	1.81	0.86	.11	-.08	-.03	.02	-.08	-.07	.01	.38	.29	.32	.28	.44	.46	.30	-.16	-.07	-.19	-.17	-.19	.51	.51
38	A-Unwilling	1.77	0.87	.12	-.13	-.05	-.04	-.11	-.09	.04	.29	.24	.26	.23	.31	.28	.28	-.20	-.11	-.21	-.21	-.23	.44	.41
39	S:Avg +ve Affect	2.94	0.92	.03	-.06	.37	.32	.42	.40	.23	-.06	-.06	-.01	-.03	-.09	-.08	-.05	.41	.38	.40	.43	.35	-.15	-.13
40	S-Absorbed	2.77	1.02	.09	-.08	.35	.36	.35	.34	.22	-.03	-.04	.02	-.02	-.04	-.04	-.05	.39	.43	.35	.38	.32	-.09	-.08
41	S-Alert	3.14	1.01	.01	-.06	.38	.28	.45	.44	.21	-.08	-.08	-.01	-.04	-.12	-.09	-.08	.42	.35	.44	.46	.34	-.16	-.15
42	S-Attentive	3.12	1.02	.00	-.04	.38	.31	.44	.44	.23	-.07	-.05	-.02	-.02	-.12	-.10	-.06	.42	.37	.43	.46	.34	-.17	-.14

Note. $N = 289$. Cronbach's alphas in bracket across the diagonal. All correlations above .12 are statistically significant at the $p < .05$ level.

Table 7 (cont.).

Correlations and descriptive statistics for study 3 (part 2 of 6)

	Variable	*M*	*SD*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
43	S-Interested	2.70	0.95	.03	-.01	.25	.22	.28	.25	.17	-.03	-.04	-.01	-.01	-.05	-.06	.00	.28	.26	.25	.27	.30	-.14	-.11
44	S:Avg -ve Affect	2.48	0.91	.03	-.01	.00	.07	-.08	-.06	.06	.32	.26	.26	.21	.39	.39	.26	-.15	-.07	-.16	-.17	-.17	.45	.40
45	S-Bored	2.29	1.01	.03	.01	-.06	.01	-.12	-.11	.00	.31	.28	.23	.20	.37	.36	.25	-.13	-.06	-.13	-.16	-.14	.37	.36
46	S-Hesitant	2.79	1.03	-.01	.00	.01	.04	-.04	-.02	.07	.25	.21	.22	.17	.29	.29	.20	-.10	-.04	-.11	-.11	-.13	.36	.31
47	S-Reluctant	2.76	1.02	.00	-.04	.05	.07	-.01	.03	.10	.21	.16	.18	.16	.24	.25	.15	-.10	-.04	-.09	-.11	-.14	.35	.28
48	S-Sluggish	2.18	1.01	.05	-.01	-.03	.09	-.11	-.10	.04	.37	.28	.30	.24	.48	.45	.31	-.21	-.12	-.22	-.26	-.22	.50	.46
49	S-Tired	2.33	1.01	.08	-.02	-.02	.10	-.12	-.09	.03	.39	.31	.32	.25	.47	.51	.31	-.15	-.06	-.18	-.18	-.16	.48	.45
50	S-Unwilling	2.55	1.04	.04	-.02	.03	.06	-.04	-.01	.09	.19	.15	.14	.12	.24	.24	.17	-.11	-.04	-.11	-.13	-.15	.33	.28
51	E:Avg +ve Affect	3.21	0.79	.11	-.08	.37	.31	.41	.38	.25	-.03	-.03	.00	-.02	-.03	-.04	-.02	.38	.35	.41	.41	.26	-.06	-.04
52	E-Absorbed	3.09	0.89	.14	-.07	.36	.38	.36	.34	.24	.04	.03	.05	.03	.05	.04	.04	.36	.40	.37	.37	.23	-.01	.02
53	E-Alert	3.36	0.88	.07	-.04	.37	.28	.45	.41	.23	-.04	-.04	.00	-.02	-.05	-.07	-.02	.38	.33	.43	.42	.26	-.07	-.05
54	E-Attentive	3.42	0.90	.07	-.09	.32	.25	.37	.38	.19	-.04	-.04	.01	-.02	-.05	-.04	-.05	.37	.31	.40	.43	.27	-.09	-.08
55	E-Interested	2.96	0.85	.11	-.09	.27	.22	.29	.24	.27	-.06	-.06	-.05	-.07	-.05	-.07	-.04	.24	.21	.25	.25	.18	-.03	-.02
56	E:Avg -ve Affect	2.38	0.85	.04	.09	.02	.14	-.05	-.02	.00	.50	.42	.45	.41	.51	.54	.40	-.08	-.01	-.11	-.09	-.08	.49	.45
57	E-Bored	2.26	0.89	.04	.08	-.03	.11	-.11	-.06	-.04	.44	.41	.38	.35	.44	.45	.37	-.09	-.01	-.12	-.12	-.10	.43	.44
58	E-Hesitant	2.59	1.01	.06	.06	.04	.12	.00	.02	.00	.42	.32	.42	.39	.40	.41	.36	-.03	.02	-.05	-.03	-.04	.39	.33
59	E-Reluctant	2.61	0.98	.03	.09	.05	.13	.00	.03	.03	.42	.32	.40	.40	.40	.42	.34	-.02	.01	-.04	-.02	-.03	.40	.34
60	E-Sluggish	2.11	0.92	.03	.09	.02	.16	-.06	-.05	.04	.50	.42	.41	.37	.58	.60	.38	-.12	-.05	-.16	-.14	-.11	.52	.48
61	E-Tired	2.42	1.01	.06	.05	.04	.16	-.02	.00	.00	.43	.37	.35	.30	.48	.55	.29	-.06	-.02	-.09	-.06	-.07	.45	.44
62	E-Unwilling	2.31	0.95	-.01	.11	-.03	.06	-.09	-.06	-.04	.43	.36	.40	.38	.42	.42	.39	-.08	-.01	-.13	-.10	-.07	.40	.37
63	C:Avg +ve Affect	2.51	0.87	.19	-.16	.40	.33	.40	.41	.33	-.13	-.13	-.11	-.13	-.10	-.11	-.15	.27	.24	.28	.29	.21	-.02	-.03
64	C-Absorbed	2.30	1.00	.18	-.13	.34	.37	.29	.30	.29	-.01	-.02	-.02	-.03	.02	.02	-.03	.25	.29	.22	.24	.18	.05	.05
65	C-Alert	2.71	1.00	.13	-.09	.39	.29	.44	.44	.27	-.16	-.15	-.12	-.15	-.16	-.15	-.17	.29	.22	.33	.33	.22	-.08	-.08
66	C-Attentive	2.82	1.02	.13	-.13	.41	.31	.44	.47	.31	-.21	-.18	-.18	-.19	-.21	-.19	-.22	.31	.25	.34	.35	.23	-.11	-.11
67	C-Interested	2.22	0.90	.23	-.22	.26	.20	.23	.24	.31	-.08	-.11	-.07	-.10	.01	-.05	-.10	.09	.09	.06	.10	.09	.08	.05
68	C:Avg -ve Affect	2.60	1.06	-.10	.21	-.10	.01	-.13	-.15	-.09	.49	.42	.43	.41	.47	.48	.45	-.05	.02	-.09	-.08	-.06	.36	.35
69	C-Bored	2.98	1.17	-.11	.22	-.06	.03	-.08	-.06	-.09	.36	.38	.33	.31	.31	.34	.31	.06	.12	.02	.05	.06	.21	.26
70	C-Hesitant	2.51	1.12	-.09	.21	-.11	-.02	-.13	-.17	-.10	.46	.39	.42	.41	.42	.43	.44	-.07	-.01	-.10	-.10	-.07	.33	.31
71	C-Reluctant	2.65	1.16	-.11	.20	-.09	-.01	-.11	-.13	-.09	.42	.35	.40	.41	.37	.37	.43	-.06	.00	-.08	-.08	-.08	.30	.28
72	C-Sluggish	2.42	1.12	-.05	.14	-.09	.03	-.15	-.16	-.05	.48	.39	.40	.37	.53	.52	.40	-.07	.01	-.11	-.10	-.06	.38	.38
73	C-Tired	2.47	1.15	-.05	.15	-.08	.05	-.14	-.14	-.05	.51	.42	.43	.39	.56	.59	.42	-.06	.00	-.10	-.08	-.06	.42	.40
74	C-Unwilling	2.57	1.24	-.14	.24	-.10	.00	-.13	-.15	-.09	.43	.35	.38	.38	.40	.40	.44	-.08	-.01	-.10	-.11	-.09	.32	.30
75	Overall sat.	2.03	0.96	.16	-.21	.03	.00	.03	.02	.06	-.03	-.03	-.02	.01	-.06	-.04	.00	.06	.03	.06	.05	.09	-.06	-.09
76	Work sat.	1.85	1.06	.18	-.20	.06	.04	.06	.05	.07	.00	-.02	-.01	.01	.00	.00	.01	.13	.11	.12	.12	.16	-.08	-.10
77	Co-worker sat.	2.10	0.86	.10	-.16	.04	.03	.07	.03	.02	.00	.03	.00	.02	-.04	-.04	.02	.06	.04	.08	.07	.06	-.04	-.02
78	Supervisor sat.	1.54	1.06	.02	-.06	-.09	-.13	-.06	-.10	-.02	.02	.01	.03	.05	.00	-.02	.04	-.09	-.12	-.06	-.08	-.06	.05	.02
79	Pay sat.	1.92	0.95	-.06	-.03	.00	-.05	.02	.00	.02	-.04	-.03	-.02	-.01	-.07	-.07	-.01	-.01	-.02	-.01	-.02	.01	-.01	-.02
80	Promotion sat.	1.02	1.02	.03	-.09	.04	-.01	.04	.02	.08	-.12	-.11	-.10	-.13	-.10	-.13	-.10	-.06	-.09	-.06	-.08	-.01	-.05	-.04
81	BAS	2.54	0.63	-.01	-.01	-.05	-.08	-.04	-.03	-.04	.02	.04	-.01	.04	.00	.03	.00	.10	.08	.11	.13	.08	-.08	-.09
82	BIS	2.51	0.59	-.02	-.03	-.07	-.09	-.05	-.04	-.07	.06	.09	.05	.10	-.01	.04	.04	.04	.02	.04	.03	.05	-.02	.00
83	DAM	6.70	1.67	-.06	.03	.24	.19	.26	.20	.24	-.21	-.21	-.20	-.23	-.11	-.14	-.23	.32	.34	.28	.27	.30	-.24	-.26

Note. $N = 289$. Cronbach's alphas in bracket across the diagonal. All correlations above .12 are statistically significant at the $p < .05$ level.

Table 7 (cont.).

Correlations and descriptive statistics for study 3 (part 3 of 6)

	Variable	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
1	Preference-fit																					
2	Dispreference-fit																					
3	R:Avg +ve Affect																					
4	R-Absorbed																					
5	R-Alert																					
6	R-Attentive																					
7	R-Interested																					
8	R:Avg -ve Affect																					
9	R-Bored																					
10	R-Hesitant																					
11	R-Reluctant																					
12	R-Sluggish																					
13	R-Tired																					
14	R-Unwilling																					
15	I:Avg +ve Affect																					
16	I-Absorbed																					
17	I-Alert																					
18	I-Attentive																					
19	I-Interested																					
20	I:Avg -ve Affect																					
21	I-Bored																					
22	I-Hesitant	(.82)																				
23	I-Reluctant	.91	(.84)																			
24	I-Sluggish	.76	.76	(.87)																		
25	I-Tired	.78	.72	.88	(.86)																	
26	I-Unwilling	.88	.90	.78	.74	(.83)																
27	A:Avg +ve Affect	-.13	-.20	-.20	-.15	-.24	(.95)															
28	A-Absorbed	-.12	-.18	-.15	-.10	-.22	.95	(.78)														
29	A-Alert	-.12	-.19	-.21	-.17	-.20	.93	.83	(.80)													
30	A-Attentive	-.15	-.20	-.22	-.16	-.25	.97	.88	.90	(.79)												
31	A-Interested	-.13	-.20	-.19	-.14	-.25	.96	.91	.84	.90	(.79)											
32	A:Avg -ve Affect	.38	.43	.53	.45	.44	-.55	-.49	-.51	-.53	-.58	(.96)										
33	A-Bored	.30	.35	.48	.39	.40	-.60	-.54	-.56	-.58	-.62	.91	(.78)									
34	A-Hesitant	.41	.42	.44	.39	.43	-.51	-.46	-.45	-.48	-.56	.92	.78	(.79)								
35	A-Reluctant	.34	.42	.41	.34	.38	-.54	-.49	-.49	-.51	-.56	.92	.78	.89	(.78)							
36	A-Sluggish	.31	.37	.54	.44	.38	-.48	-.41	-.45	-.47	-.49	.94	.86	.80	.82	(.83)						
37	A-Tired	.37	.41	.58	.54	.41	-.35	-.27	-.34	-.33	-.37	.87	.76	.75	.71	.84	(.86)					
38	A-Unwilling	.34	.40	.46	.37	.44	-.57	-.50	-.51	-.55	-.60	.95	.87	.87	.86	.88	.76	(.78)				
39	S:Avg +ve Affect	-.12	-.14	-.13	-.12	-.19	.40	.36	.43	.40	.33	-.11	-.19	-.07	-.09	-.09	-.05	-.13	(.94)			
40	S-Absorbed	-.07	-.10	-.07	-.06	-.13	.36	.39	.36	.34	.28	-.04	-.12	-.01	-.03	.00	.02	-.05	.91	(.81)		
41	S-Alert	-.10	-.13	-.18	-.14	-.20	.39	.33	.44	.41	.32	-.14	-.21	-.08	-.11	-.14	-.09	-.16	.94	.80	(.82)	
42	S-Attentive	-.12	-.13	-.17	-.15	-.20	.38	.31	.43	.42	.31	-.13	-.19	-.07	-.10	-.12	-.08	-.16	.94	.78	.91	(.81)

Note. $N = 289$. Cronbach's alphas in bracket across the diagonal. All correlations above .12 are statistically significant at the $p < .05$ level.

Table 7 (cont.).

Correlations and descriptive statistics for study 3 (part 4 of 6)

	Variable	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42
43	S-Interested	-.16	-.16	-.07	-.09	-.16	.32	.29	.34	.32	.29	-.11	-.16	-.12	-.11	-.07	-.04	-.12	.89	.77	.75	.78
44	S:Avg -ve Affect	.41	.38	.44	.45	.39	-.08	-.01	-.13	-.08	-.08	.39	.38	.35	.29	.37	.40	.35	-.55	-.39	-.50	-.53
45	S-Bored	.31	.29	.39	.38	.32	-.07	-.02	-.11	-.08	-.06	.33	.34	.26	.22	.31	.37	.31	-.55	-.42	-.51	-.55
46	S-Hesitant	.38	.34	.32	.31	.32	-.05	-.01	-.09	-.03	-.06	.31	.31	.32	.24	.28	.29	.27	-.50	-.36	-.42	-.45
47	S-Reluctant	.37	.36	.30	.31	.33	-.08	-.03	-.12	-.06	-.10	.34	.33	.35	.31	.29	.29	.31	-.53	-.39	-.43	-.48
48	S-Sluggish	.42	.39	.54	.55	.42	-.08	-.01	-.13	-.10	-.08	.41	.39	.33	.28	.42	.46	.36	-.45	-.31	-.46	-.47
49	S-Tired	.40	.35	.53	.54	.38	-.03	.05	-.11	-.04	-.02	.41	.38	.35	.27	.40	.50	.35	-.37	-.22	-.37	-.39
50	S-Unwilling	.33	.30	.29	.31	.31	-.10	-.04	-.15	-.12	-.10	.30	.32	.27	.22	.27	.27	.29	-.56	-.40	-.50	-.54
51	E:Avg +ve Affect	-.04	-.02	-.05	-.07	-.09	.29	.26	.33	.30	.23	-.01	-.06	.02	-.01	.01	.01	-.03	.45	.40	.47	.47
52	E-Absorbed	-.02	.01	.02	-.02	-.05	.24	.27	.26	.23	.16	.09	.02	.10	.07	.11	.11	.06	.41	.44	.39	.40
53	E-Alert	-.03	-.04	-.09	-.09	-.09	.30	.24	.36	.32	.23	-.07	-.11	-.01	-.06	-.05	-.05	-.08	.46	.38	.52	.50
54	E-Attentive	-.05	-.05	-.11	-.08	-.14	.32	.27	.33	.34	.28	-.07	-.11	-.02	-.05	-.06	-.06	-.11	.44	.36	.49	.49
55	E-Interested	-.04	.00	-.01	-.06	-.03	.18	.15	.21	.17	.16	.01	-.03	.02	.01	.03	.03	.01	.32	.25	.30	.31
56	E:Avg -ve Affect	.44	.39	.51	.51	.39	.05	.10	-.01	.05	.04	.34	.26	.32	.27	.33	.40	.27	-.09	.00	-.10	-.11
57	E-Bored	.37	.32	.46	.43	.34	.06	.11	-.01	.06	.06	.30	.26	.27	.22	.30	.38	.26	-.10	-.01	-.14	-.14
58	E-Hesitant	.40	.36	.37	.38	.32	.03	.07	.00	.04	.01	.28	.20	.32	.26	.26	.28	.23	-.05	.03	-.06	-.06
59	E-Reluctant	.38	.37	.39	.39	.33	.04	.07	.01	.05	.01	.29	.22	.30	.29	.26	.29	.23	-.07	-.01	-.07	-.07
60	E-Sluggish	.42	.39	.58	.59	.39	.02	.08	-.04	.01	.02	.34	.26	.29	.25	.38	.44	.27	-.11	-.02	-.15	-.15
61	E-Tired	.38	.33	.48	.53	.32	.10	.16	.02	.10	.11	.26	.20	.23	.18	.25	.40	.17	.00	.05	.00	.00
62	E-Unwilling	.34	.32	.40	.40	.36	.01	.05	-.04	.02	.00	.31	.26	.29	.23	.30	.35	.29	-.12	-.03	-.15	-.16
63	C:Avg +ve Affect	.00	-.03	-.02	-.02	-.03	.13	.10	.18	.15	.06	.08	.04	.11	.07	.10	.08	.05	.43	.39	.41	.43
64	C-Absorbed	.03	.02	.08	.06	.02	.13	.17	.14	.13	.07	.17	.11	.16	.14	.20	.19	.14	.37	.41	.31	.34
65	C-Alert	-.03	-.07	-.10	-.09	-.08	.14	.08	.23	.17	.07	.00	-.04	.04	.00	.02	.00	-.02	.44	.36	.45	.46
66	C-Attentive	-.05	-.08	-.12	-.12	-.11	.15	.09	.21	.19	.09	-.03	-.06	.02	-.01	-.02	-.04	-.05	.43	.36	.45	.46
67	C-Interested	.08	.04	.10	.09	.06	.02	.01	.04	.03	-.01	.16	.13	.16	.13	.17	.16	.12	.26	.24	.22	.25
68	C:Avg -ve Affect	.30	.31	.37	.36	.29	.13	.16	.08	.11	.14	.25	.20	.21	.18	.27	.31	.23	-.08	-.03	-.11	-.11
69	C-Bored	.16	.18	.22	.22	.13	.14	.17	.09	.14	.15	.19	.16	.18	.15	.19	.23	.15	-.04	.01	-.05	-.05
70	C-Hesitant	.30	.31	.32	.31	.29	.11	.13	.08	.08	.11	.22	.17	.20	.16	.23	.26	.22	-.07	-.02	-.10	-.10
71	C-Reluctant	.28	.29	.27	.26	.27	.14	.15	.12	.13	.14	.16	.09	.15	.11	.16	.19	.17	-.06	-.02	-.08	-.08
72	C-Sluggish	.28	.29	.46	.42	.29	.12	.16	.05	.09	.13	.28	.24	.21	.18	.32	.36	.23	-.08	-.02	-.12	-.13
73	C-Tired	.33	.34	.48	.49	.31	.10	.14	.04	.09	.11	.31	.26	.25	.21	.33	.41	.25	-.07	-.02	-.10	-.09
74	C-Unwilling	.28	.28	.30	.28	.30	.10	.12	.07	.08	.10	.23	.18	.19	.16	.23	.26	.23	-.13	-.07	-.16	-.16
75	Overall sat.	-.05	-.03	-.07	-.06	-.05	.05	.02	.05	.05	.07	-.03	-.06	-.04	-.03	-.01	.01	-.03	.13	.11	.12	.13
76	Work sat.	-.08	-.05	-.07	-.05	-.08	.06	.04	.05	.04	.08	.00	-.05	-.01	.00	.02	.06	.00	.12	.10	.11	.11
77	Co-worker sat.	-.05	-.03	-.04	-.04	-.05	.05	.00	.09	.05	.04	-.05	-.09	-.08	-.07	-.01	-.03	-.01	.16	.15	.16	.17
78	Supervisor sat.	.05	.10	.03	.00	.08	-.08	-.11	-.06	-.06	-.06	.06	.04	.05	.07	.07	.00	.11	-.04	-.06	-.04	-.02
79	Pay sat.	-.02	-.02	.01	.00	.00	.00	-.03	.03	.01	-.01	.03	-.02	.04	.04	.04	.01	.07	.08	.08	.07	.08
80	Promotion sat.	-.10	-.07	.01	-.03	-.05	-.07	-.09	-.07	-.07	-.04	-.01	-.02	-.04	-.02	.02	.02	.02	-.02	-.02	-.07	-.03
81	BAS	-.07	-.06	-.09	-.05	-.08	.06	.04	.08	.07	.04	-.04	-.05	-.07	-.05	-.05	.02	-.03	.02	.01	.01	.01
82	BIS	-.03	-.02	-.05	.00	-.03	-.01	-.02	-.01	.00	-.02	-.07	-.05	-.08	-.10	-.08	-.03	-.06	.11	.08	.11	.10
83	DAM	-.28	-.23	-.14	-.14	-.26	.22	.22	.22	.20	.18	-.03	-.05	-.06	-.03	.02	.00	-.04	.22	.25	.16	.17

Note. $N = 289$. Cronbach's alphas in bracket across the diagonal. All correlations above .12 are statistically significant at the $p < .05$ level.

Table 7 (cont.).

Correlations and descriptive statistics for study 3 (part 5 of 6)

	Variable	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
43	S-Interested	(.73)																					
44	S:Avg -ve Affect	-.61	(.95)																				
45	S-Bored	-.55	.90	(.77)																			
46	S-Hesitant	-.62	.90	.75	(.77)																		
47	S-Reluctant	-.65	.91	.75	.91	(.75)																	
48	S-Sluggish	-.44	.89	.83	.68	.69	(.82)																
49	S-Tired	-.37	.87	.78	.68	.68	.88	(.82)															
50	S-Unwilling	-.65	.90	.76	.82	.84	.71	.67	(.75)														
51	E:Avg +ve Affect	.32	-.12	-.14	-.09	-.11	-.10	-.10	-.12	(.92)													
52	E-Absorbed	.26	-.01	-.05	.00	-.02	.01	.03	-.02	.90	(.74)												
53	E-Alert	.30	-.14	-.15	-.08	-.12	-.13	-.14	-.13	.93	.80	(.79)											
54	E-Attentive	.28	-.14	-.18	-.09	-.10	-.14	-.11	-.14	.91	.73	.86	(.78)										
55	E-Interested	.30	-.15	-.13	-.15	-.15	-.10	-.13	-.14	.86	.71	.70	.69	(.70)									
56	E:Avg -ve Affect	-.11	.52	.44	.45	.45	.49	.55	.39	-.36	-.19	-.31	-.33	-.47	(.95)								
57	E-Bored	-.10	.50	.49	.43	.43	.46	.52	.37	-.37	-.20	-.36	-.37	-.42	.88	(.74)							
58	E-Hesitant	-.10	.43	.33	.41	.42	.37	.42	.35	-.32	-.17	-.24	-.28	-.47	.90	.73	(.80)						
59	E-Reluctant	-.11	.44	.36	.40	.43	.38	.42	.34	-.34	-.22	-.26	-.29	-.47	.91	.74	.89	(.79)					
60	E-Sluggish	-.08	.46	.39	.36	.34	.53	.54	.31	-.27	-.11	-.28	-.28	-.29	.86	.73	.66	.70	(.83)				
61	E-Tired	-.05	.42	.33	.36	.34	.42	.53	.29	-.17	-.04	-.16	-.14	-.30	.83	.70	.61	.64	.81	(.86)			
62	E-Unwilling	-.13	.48	.43	.41	.43	.43	.48	.40	-.45	-.29	-.38	-.40	-.54	.90	.79	.83	.85	.68	.61	(.77)		
63	C:Avg +ve Affect	.35	-.16	-.19	-.12	-.15	-.15	-.11	-.15	.46	.42	.43	.45	.35	-.14	-.17	-.11	-.12	-.12	-.06	-.17	(.95)	
64	C-Absorbed	.33	-.03	-.06	-.04	-.07	.00	.03	-.04	.43	.47	.34	.36	.37	-.02	-.02	-.06	-.05	.04	.04	-.07	.85	(.90)
65	C-Alert	.34	-.25	-.26	-.18	-.20	-.25	-.22	-.22	.43	.36	.46	.43	.28	-.18	-.21	-.12	-.13	-.19	-.10	-.20	.93	.66
66	C-Attentive	.31	-.21	-.24	-.14	-.16	-.24	-.18	-.18	.44	.38	.47	.48	.26	-.20	-.23	-.13	-.14	-.24	-.10	-.22	.91	.63
67	C-Interested	.25	-.07	-.10	-.06	-.08	-.04	-.02	-.09	.32	.29	.25	.29	.32	-.09	-.12	-.10	-.09	-.03	-.03	-.11	.84	.70
68	C:Avg -ve Affect	-.05	.39	.38	.33	.30	.41	.42	.28	-.07	-.01	-.08	-.12	-.04	.49	.49	.39	.39	.49	.40	.44	-.50	-.26
69	C-Bored	-.04	.33	.32	.33	.29	.26	.32	.24	-.09	-.04	-.08	-.11	-.10	.46	.51	.37	.37	.39	.40	.39	-.48	-.30
70	C-Hesitant	-.03	.33	.32	.29	.25	.35	.35	.24	-.06	-.01	-.06	-.12	-.01	.42	.40	.36	.35	.40	.30	.39	-.45	-.22
71	C-Reluctant	-.04	.31	.30	.27	.25	.31	.30	.22	-.07	-.03	-.07	-.12	-.02	.37	.37	.34	.33	.34	.22	.37	-.51	-.29
72	C-Sluggish	-.04	.41	.38	.32	.28	.46	.49	.26	-.05	.02	-.08	-.11	-.03	.50	.49	.36	.37	.57	.47	.41	-.42	-.19
73	C-Tired	-.02	.41	.38	.30	.28	.46	.52	.27	-.03	.03	-.06	-.06	-.01	.52	.48	.36	.38	.58	.53	.40	-.36	-.14
74	C-Unwilling	-.08	.37	.37	.30	.27	.38	.36	.29	-.10	-.05	-.11	-.16	-.05	.42	.42	.34	.35	.40	.28	.42	-.52	-.28
75	Overall sat.	.12	-.10	-.14	-.08	-.06	-.12	-.08	-.08	.13	.11	.09	.10	.17	-.16	-.16	-.13	-.16	-.12	-.09	-.18	.06	.02
76	Work sat.	.12	-.09	-.10	-.10	-.06	-.10	-.06	-.06	.12	.11	.06	.08	.17	-.12	-.10	-.11	-.14	-.09	-.08	-.12	.05	.04
77	Co-worker sat.	.12	-.11	-.10	-.11	-.08	-.09	-.11	-.07	.13	.13	.09	.11	.13	-.13	-.14	-.12	-.17	-.08	-.05	-.12	.00	.00
78	Supervisor sat.	-.04	-.01	-.03	.03	.03	-.03	-.05	-.01	.05	.02	.02	.04	.09	-.13	-.14	-.08	-.12	-.10	-.11	-.11	.02	-.01
79	Pay sat.	.07	-.06	-.04	-.05	-.05	-.07	-.06	-.07	.05	.06	.03	.03	.05	-.10	-.11	-.09	-.09	-.07	-.10	-.08	.05	.02
80	Promotion sat.	.06	-.07	-.07	-.12	-.08	-.02	-.01	-.07	.01	-.01	-.08	.00	.13	-.18	-.14	-.20	-.24	-.08	-.12	-.18	.04	.02
81	BAS	.03	-.04	-.02	-.08	-.02	-.02	-.05	-.05	.08	.07	.08	.07	.05	-.07	-.07	-.08	-.08	-.04	-.04	-.08	.02	.02
82	BIS	.11	-.17	-.16	-.16	-.12	-.16	-.17	-.16	-.05	-.07	.00	-.03	-.09	.02	-.01	.05	.04	-.03	-.04	.06	.02	-.03
83	DAM	.22	-.15	-.12	-.14	-.15	-.11	-.12	-.19	.09	.06	.07	.06	.15	-.13	-.09	-.15	-.13	-.04	-.12	-.13	.11	.10

Note. $N = 289$. Cronbach's alphas in bracket across the diagonal. All correlations above .12 are statistically significant at the $p < .05$ level.

Table 7 (cont.).

Correlations and descriptive statistics for study 3 (part 6 of 6)

	Variable	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83
43	S-Interested																			
44	S:Avg -ve Affect																			
45	S-Bored																			
46	S-Hesitant																			
47	S-Reluctant																			
48	S-Sluggish																			
49	S-Tired																			
50	S-Unwilling																			
51	E:Avg +ve Affect																			
52	E-Absorbed																			
53	E-Alert																			
54	E-Attentive																			
55	E-Interested																			
56	E:Avg -ve Affect																			
57	E-Bored																			
58	E-Hesitant																			
59	E-Reluctant																			
60	E-Sluggish																			
61	E-Tired																			
62	E-Unwilling																			
63	C:Avg +ve Affect																			
64	C-Absorbed																			
65	C-Alert	(.87)																		
66	C-Attentive	.93	(.87)																	
67	C-Interested	.66	.64	(.83)																
68	C:Avg -ve Affect	-.49	-.53	-.49	(.98)															
69	C-Bored	-.43	-.44	-.54	.86	(.88)														
70	C-Hesitant	-.45	-.49	-.44	.94	.73	(.87)													
71	C-Reluctant	-.47	-.51	-.53	.93	.76	.92	(.88)												
72	C-Sluggish	-.46	-.48	-.36	.91	.75	.79	.76	(.90)											
73	C-Tired	-.39	-.41	-.33	.89	.71	.78	.71	.90	(.91)										
74	C-Unwilling	-.51	-.55	-.49	.94	.77	.90	.92	.81	.75	(.90)									
75	Overall sat.	.05	.06	.10	-.01	-.05	.00	.01	.00	-.01	-.02	(.91)								
76	Work sat.	.02	.03	.10	.01	-.03	.01	.03	.02	.02	.01	.83	(.90)							
77	Co-worker sat.	.03	.00	-.03	.03	-.01	.03	.06	.06	.01	.02	.63	.53	(.80)						
78	Supervisor sat.	.00	.00	.09	-.03	-.10	-.01	.00	-.01	-.03	-.03	.55	.43	.36	(.83)					
79	Pay sat.	.07	.06	.04	-.02	-.08	.00	.01	.01	-.03	-.01	.57	.46	.57	.48	(.89)				
80	Promotion sat.	.02	.01	.11	-.06	-.11	-.07	-.04	-.01	-.06	-.06	.47	.46	.38	.49	.49	(.91)			
81	BAS	.04	-.01	.02	-.04	-.05	.00	-.03	-.07	-.03	-.03	.02	-.01	.11	.00	.00	-.06	(.91)		
82	BIS	.05	.03	.02	-.08	-.08	-.07	-.07	-.09	-.05	-.10	-.03	-.05	.02	-.05	-.03	-.15	.32	(.77)	
83	DAM	.11	.09	.08	-.03	-.04	-.01	-.03	.00	-.01	-.05	.13	.11	.07	.03	.13	.17	.04	-.10	(.80)

Note. $N = 289$. Cronbach's alphas in bracket across the diagonal. All correlations above .12 are statistically significant at the $p < .05$ level.

Table 8.

Study 3: incremental validity regression results on commensurate facets of job satisfaction (Approach-congruence in step 2).

Step	Variables	Overall				Work				Co-worker			
		β	R^2	Adj R^2	ΔR^2	β	R^2	Adj R^2	ΔR^2	β	R^2	Adj R^2	ΔR^2
Step 1	DAM	.13*	.02	.01	.02	.11	.02	.01	.02	.07	.02	.01	.02
	BIS	-.03				-.04				.00			
	BAS	.02				.00				.09			
Step 2	DAM	.14*	.05	.03	.03**	.13*	.05	.04	.04**	.07	.03	.01	.01
	BIS	-.02				-.04				-.04			
	BAS	.03				.00				.11			
	Approach-congruence	.16**				.19**				.10			
Step 3	DAM	.13*	.07	.05	.02*	.12*	.07	.05	.01*	.03	.04	.03	.02*
	BIS	-.03				-.04				.00			
	BAS	.03				.00				.09			
	Approach-congruence	.05				.10				.00			
	Avoidance-congruence	-.18*				-.15*				-.16*			

Note: $N = 289$ $^{*}p < .05$. $^{**}p < .01$.

Table 9.

Study 3: incremental validity regression results on commensurate facets of job satisfaction (Avoidance-congruence in step 2).

Step	Variables	Overall				Work				Co-worker			
		β	R^2	Adj R^2	ΔR^2	β	R^2	Adj R^2	ΔR^2	β	R^2	Adj R^2	ΔR^2
Step 1	DAM	.13*	.02	.01	.02	.11	.02	.01	.02	.07	.02	.01	.02
	BIS	-.03				-.04				.00			
	BAS	.02				.00				.09			
Step 2	DAM	.14*	.05	.03	.05**	.13*	.06	.04	.04**	.07	.04	.03	.03*
	BIS	.00				-.04				-.05			
	BAS	.02				.00				.11			
	Avoidance-congruence	.22**				-.21**				-.17**			
Step 3	DAM	.14*	.07	.05	< .01	.12*	.06	.05	.01	.07	.04	.03	.00
	BIS	.00				-.04				-.05			
	BAS	.02				.00				.11			
	Approach-congruence	.05				.10				.00			
	Avoidance-congruence	-.18*				-.15*				-.16*			

Note: $N = 289$ $^{*}p < .05$. $^{**}p < .01$.

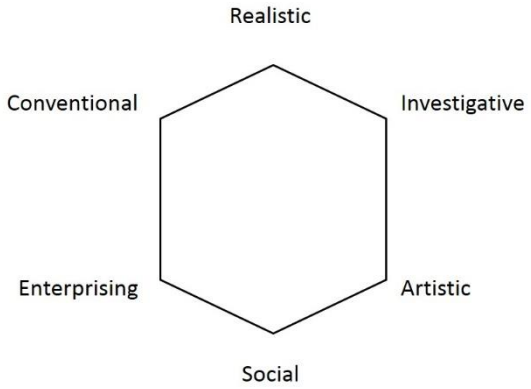
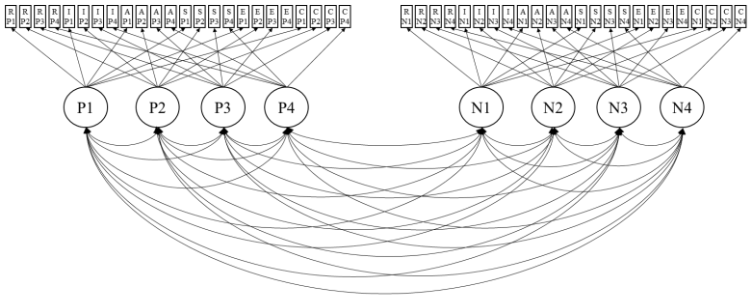
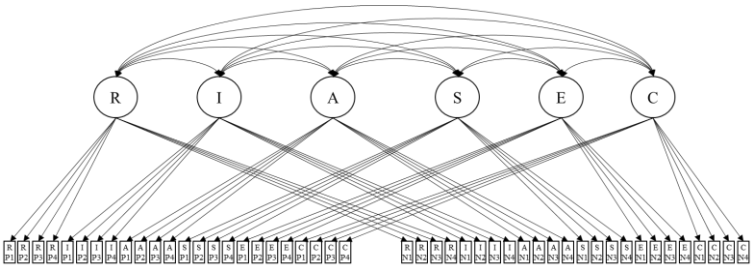


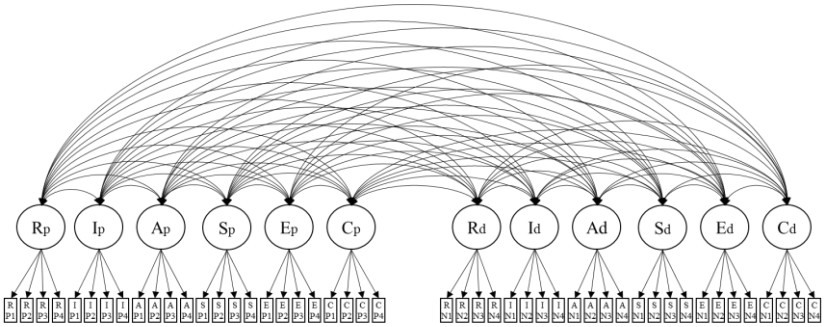
Figure 1. Holland's hexagonal RIASEC Model of Vocational Interest.



MODEL A

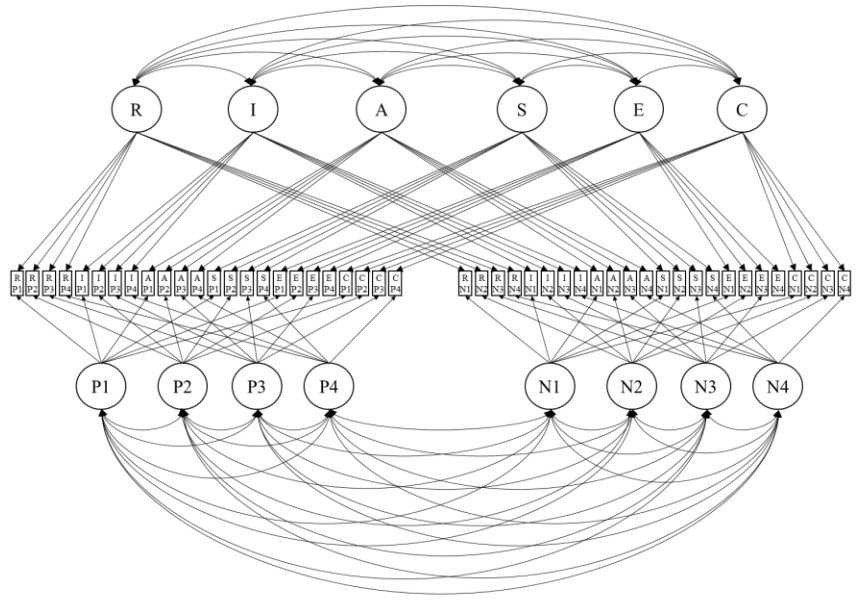


MODEL B

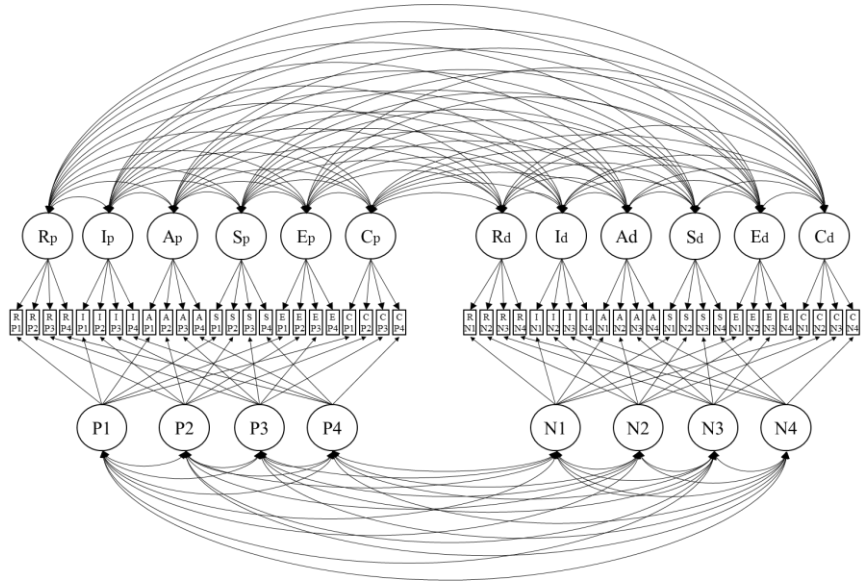


MODEL C

Figure 2a. Simplified latent models for testing the duality of vocational interests. R=Realistic, I = Investigative, A = Artistic, S = Social, E = Enterprising, and C = Conventional, subscript p = preference, subscript d = dispreference. P1 to P4 refers to positive affect 1 to 4. N1 to N4 refers to negative affect 1 to 4. Indicators are scale scores for each affect anchor label. For example, RP1 is the realistic scale score of positive affect anchor label 1. This score is created by averaging across all realistic item stems the responses using P1 anchor labels. RN1 is the realistic scale score of negative affect anchor label 1. This score is created by averaging across all realistic item stems the responses using N1 anchor labels.



MODEL D



MODEL E

Figure 2b. Simplified latent models for testing the duality of vocational interests. R=Realistic, I = Investigative, A = Artistic, S = Social, E = Enterprising, and C = Conventional, subscript p = preference, subscript d = dispreference. P1 to P4 refers to positive affect 1 to 4. N1 to N4 refers to negative affect 1 to 4. Indicators are scale scores for each affect anchor label. For example, RP1 is the realistic scale score of positive affect anchor label 1. This score is created by averaging across all realistic item stems the responses using P1 anchor labels. RN1 is the realistic scale score of negative affect anchor label 1. This score is created by averaging across all realistic item stems the responses using N1 anchor labels.

APPENDIX: EXAMPLES OF HOW TO CALCULATE SCALE SCORES

Table A1.

Example of how to calculate RIASEC scale score for a respondent.

Item	RIASEC domain	Emotion				RIASEC Approach scale score	RIASEC Avoidance scale score
		Interest	Excited	Nervous	Distressed		
1. Lay brick or tile	R	**5**	**5**	3	2		
2. Assemble electronic parts	R	**4**	**5**	3	2	4.75	2.50
3. Work in a biology lab	I	3	3	2	3		
4. Study animal behavior	I	2	1	2	3	2.38	2.50
5. Direct a play	A	1	1	4	3		
6. Write a song	A	3	2	5	2	2.63	3.50
7. Teach children how to read	S	3	2	1	1		
8. Give career guidance to people	S	2	2	1	1	1.63	1.00
9. Sell houses	E	3	5	4	1		
10. Run a toy store	E	4	5	2	3	3.38	2.50
11. Operate a calculator	C	2	1	1	1		
12. Maintain employee records	C	2	1	1	2	1.38	1.25

Note. RIASEC preference scale score is the mean of the positive emotion values for the activities in that domain. E.g., for this respondent, their realistic approach scale score is based on their reported values for both realistic activities and the degree the felt interest and excited on a 5 point scale. Specifically, their realistic approach scale is calculated: $M_{realistic\_approach}$ = (5 [interest, activity 1] + 4 [interest, activity 2] + 5 [excited, activity 1] + 5 [excited, activity 2]) / 4 = 4.75. Values used for this calculation are in bold.

Table A2.

Example of how to calculate RIASEC affective tone scores *for a respondent.*

Item	RIASEC domain	Emotion			
		Interest	Excited	Nervous	Distressed
1. Lay brick or tile	R	5	**5**	3	2
2. Assemble electronic parts	R	4	**5**	3	2
3. Work in a biology lab	I	3	**3**	2	3
4. Study animal behavior	I	2	**1**	2	3
5. Direct a play	A	1	**1**	4	3
6. Write a song	A	3	**2**	5	2
7. Teach children how to read	S	3	**2**	1	1
8. Give career guidance to people	S	2	**2**	1	1
9. Sell houses	E	3	**5**	4	1
10. Run a toy store	E	4	**5**	2	3
11. Operate a calculator	C	2	**1**	1	1
12. Maintain employee records	C	2	**1**	1	2
RIASEC affective tone scores		2.83	2.75	2.42	2.00

Note. RIASEC affective tone scale score is the mean of the particular emotion values for the activities across all RIASEC activities. E.g., for this respondent, their excited affective tone score is based on their reported excited values from all 12 items from all RIASEC domains. The represent their general tendency to feel excited regardless of the activity. Values used for this calculation are in bold. Specifically, their excited affective tone scale is calculated: $M_{excited}$ = (5 [item 1] + 5 [item 2] + ⋯ + 1[item 11] + 1[item 12]) / 12 = 2.75.