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The CliftonStrengths® Technical Report

Development and Validation of the Assessment Known as CliftonStrengths® and StrengthsFinder®

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ABSTRACT

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

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

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

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Introduction

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

Purpose

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

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

Strengths Theory

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

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

Development of CliftonStrengths

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Scoring

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

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

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

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

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

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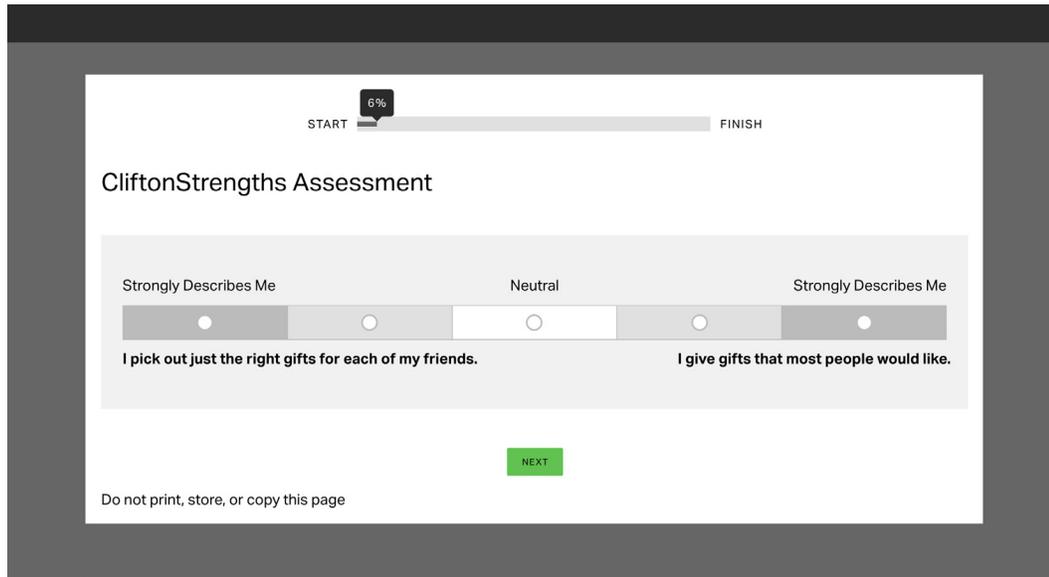
Most of these items are associated with a "theme." A theme is a category of talents, which are defined as recurring and consistent patterns of thought, feeling or behavior. CS measures and categorizes the presence of talent across 34 distinct themes. (Refer to Appendix A for brief theme descriptions.)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

TABLE 1

Number of Statements Associated With Each Theme

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

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

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

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

Administration and Feedback

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

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

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

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

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

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

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

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

Application: Strengths-Based Development

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

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

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

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

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

Psychometrics
—
Reliability

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

- **Internal Consistency.** In general, this involves looking at how well the items designed to measure the same construct produce the same results.

- **Test-Retest Reliability.** This is employed by administering the instrument to the same sample at two different time periods. It is generally more difficult to acquire these data because the respondent must complete the instrument twice. It should be noted that retest correlations underestimate stability and overestimate change as a result of random measurement error. There are various sources of this measurement error, including:

   - transient error from random fluctuations in response

   - uncontrolled testing conditions (e.g., distractions)

   - within-person factors like fatigue, anxiety or illness

   - changes to the assessment itself

   - carryover effects, including exposure to the first assessment and subsequent feedback that influences scores on the second assessment

   - developmental changes and exposure to new life events that add variability (for longer test intervals)

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

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

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

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

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

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

Table 2 includes omega measures for CS:

TABLE 2A

Omega Measures, by Race/Ethnicity

n = Full sample: 53,848 | Asian: 4,702 | Black: 3,123 | Hispanic/Latino: 3,884
White: 26,549 | Missing: 13,679 | Refused: 1,911

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

Omega Measures, by Gender

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

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

Omega Measures, by Age

n = Full sample: 53,848 | <24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | >60: 2,024 | Missing: 12,422

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

Table 3 includes coefficient alpha measures for CS:

TABLE 3A

Alpha Measures, by Race/Ethnicity

n = Full sample: 53,848 | Asian: 4,702 | Black: 3,123 | Hispanic/Latino: 3,884
White: 26,549 | Missing: 13,679 | Refused: 1,911

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

Alpha Measures, by Gender

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

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

Alpha Measures, by Age

n = Full sample: 53,848 | <24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | >60: 2,024 | Missing: 12,422

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

Test-Retest

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

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

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

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

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

Test-Retest Reliabilities Within Six Months

n = 12,355

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

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

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

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

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

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

FIGURE 2

Retest distribution of Learner ranks, given rank at time 1=1
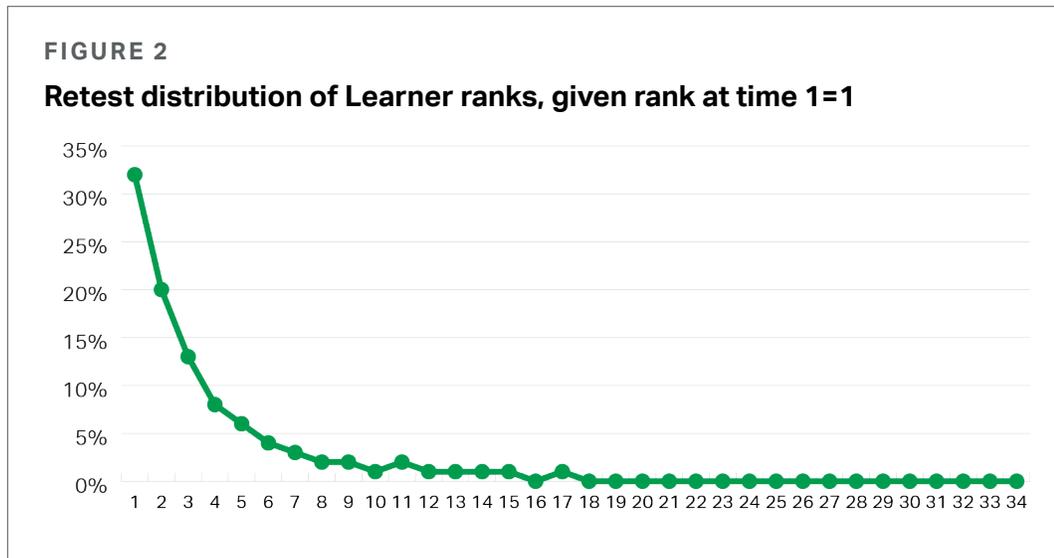
These test-retest results demonstrate that the talents measured by the CS assessment are enduring, and that the ordered set of talents presented to respondents remains quite stable over time. These findings are generally consistent with those of personality researchers (Roberts & Delvecchio, 2000; Gnambs, 2014; Ferguson, 2010; Damian et al., 2019; Costa et al., 2019), showing increased stability at older ages, decreasing stability over longer intervals, and a strong indication of a floor of 0.60 for uncorrected retest correlations.

Validity

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

Content Validity

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

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

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

Construct Validity

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

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

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

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

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

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

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

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

TABLE 5

Cluster Analysis

n=53,848; The value shown for each pair is the percentage of items clustering with the correct theme.

	Activator	Adaptability	Analytical	Arranger	Belief	Command	Communication	Competition	Connectedness	Consistency	Context	Deliberative	Developer	Discipline	Empathy	Focus	Futuristic	Harmony	Ideation	Includer	Individualization	Input	Intellection	Learner	Maximizer	Positivity	Relator	Responsibility	Restorative	Self-Assurance	Significance	Strategic	Woo
Achiever	100	100	100	88	100	100	100	92	100	100	100	100	100	95	100	94	100	100	100	100	100	100	100	86	100	100	100	95	100	90	89	100	100
Activator		100	100	79	100	81	88	94	100	100	100	100	100	100	100	100	95	100	100	94	100	82	76	100	100	100	89	100	95	73	90	94	88
Adaptability			100	100	100	100	100	100	94	100	100	100	94	100	94	100	100	100	100	100	100	100	100	100	100	95	100	100	100	100	100	100	100
Analytical				95	100	100	100	100	100	100	100	100	90	100	92	100	91	100	100	100	100	89	95	91	100	100	100	100	83	78	100	84	100
Arranger					100	83	100	100	100	100	100	100	100	96	100	90	94	100	83	100	75	82	100	88	100	100	100	84	85	82	90	81	100
Belief						100	95	100	79	100	100	100	100	100	100	100	100	100	100	95	100	89	95	100	100	100	100	73	100	100	95	100	94
Command							100	87	100	100	100	100	100	100	100	89	94	100	100	100	94	88	95	100	100	100	100	100	100	79	72	94	100
Communication								100	94	100	100	100	100	100	100	100	100	100	94	100	100	100	100	100	95	100	95	100	86	95	100	100	92
Competition									100	100	100	100	100	100	100	89	100	100	100	100	100	100	100	100	100	100	100	100	100	100	88	100	100
Connectedness										100	100	100	100	76	100	100	100	94	100	100	82	89	100	100	100	100	100	100	100	100	100	100	100
Consistency											100	80	93	83	93	100	100	83	100	94	100	100	100	100	100	94	100	100	100	100	100	100	100
Context												100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Deliberative													100	91	100	95	100	88	100	100	100	100	89	100	100	100	94	90	100	100	100	100	100
Developer														100	80	100	100	100	100	100	94	100	100	100	100	93	100	100	100	100	100	100	100
Discipline															100	92	95	91	100	100	95	100	100	91	100	100	100	88	100	100	96	90	100
Empathy																100	100	100	100	100	94	100	100	100	100	80	100	100	100	100	100	100	100
Focus																	100	100	90	100	85	90	91	84	100	100	100	83	86	88	80	84	100
Futuristic																		100	94	100	87	75	100	100	100	100	100	100	95	90	84	93	100
Harmony																			100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Ideation																				100	100	94	83	94	100	100	100	100	90	77	95	86	100
Includer																					100	100	100	100	100	79	100	100	100	100	100	100	81
Individualization																						75	100	100	100	100	100	90	74	86	84	79	100
Input																							76	73	100	100	100	100	74	76	95	93	100
Intellection																								82	100	100	88	95	100	100	100	100	100
Learner																									100	100	100	95	100	85	95	93	100
Maximizer																										100	100	100	100	95	100	100	100
Positivity																											100	100	100	100	100	100	100
Relator																												100	100	100	100	100	100
Responsibility																													100	96	96	95	100
Restorative																														79	95	72	100
Self-Assurance																															70	80	85
Significance																																100	100
Strategic																																	93

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

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

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

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

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

Convergent Validity

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

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

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

TABLE 6

Five-Factor Model

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

Four Domains

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

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

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

TABLE 7

The Four Strengths Domains

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

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

Utility of Strengths Interventions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The full meta-analysis is available to readers on www.Gallup.com.

Manager Development Meta-Analysis

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

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

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

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

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

Demographic Data

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

- **Language preference.** This determines the language the respondent will use to take the assessment. Gallup also uses the data to monitor the quality of translations and the quality of the items in each language.

- **Country of residence.** This is collected to enable analyses of strengths data by geography.

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

- **Primary language.** This was collected so researchers could compare the performance of respondents who took the assessment in primary and nonprimary languages. It also helped Gallup determine potential demand for different translations.

- **Birth year, gender, race/ethnicity and education.** These data were used to enable psychometric analyses of respondent data for the purpose of ensuring that the assessment continued to be valid and reliable for all respondents. The data were also used to further examine the developmental trajectory of strengths formation.

- **Employment information.** This was used to develop strengths feedback and content that best fit the populations taking the assessment.

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

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

Gender

- Female = 42%

- Male = 32%

- Missing = 26%

- Declined = 1%

- Other responses <1%

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

Race/Ethnicity

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

Age

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

Country

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

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

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

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

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

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

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

TABLE 8

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

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

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

Coaching and Development

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

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

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

- Friends and colleagues with very different strengths may find it difficult to understand how you are different and what that means.

- Those unfamiliar with the strengths philosophy may find it difficult to understand why your preferences and talents are different from theirs, and they may expect you to modify things about yourself that are very difficult to change.

- Strengths differences may get conflated with cultural differences in ways that amplify harmful stereotypes.

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

Practical Relevance to DEI Efforts

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

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

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

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

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

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

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

Conclusion

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

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

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Appendix A

GALLUP®

CliftonStrengths® Themes

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

CliftonStrengths® Themes

Focus® — People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.

Futuristic® — People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

Harmony® — People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

Ideation® — People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Includer® — People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.

Individualization® — People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

Input® — People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

Intellection® — People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

Learner® — People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

Maximizer® — People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

Positivity® — People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

Relator® — People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

Responsibility® — People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

Restorative™ — People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

Self-Assurance® — People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.

Significance® — People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.

Strategic® — People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Woo® — People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

Appendix B

This dendrogram shows a theme combination where 100% of the items cluster with the correct theme.
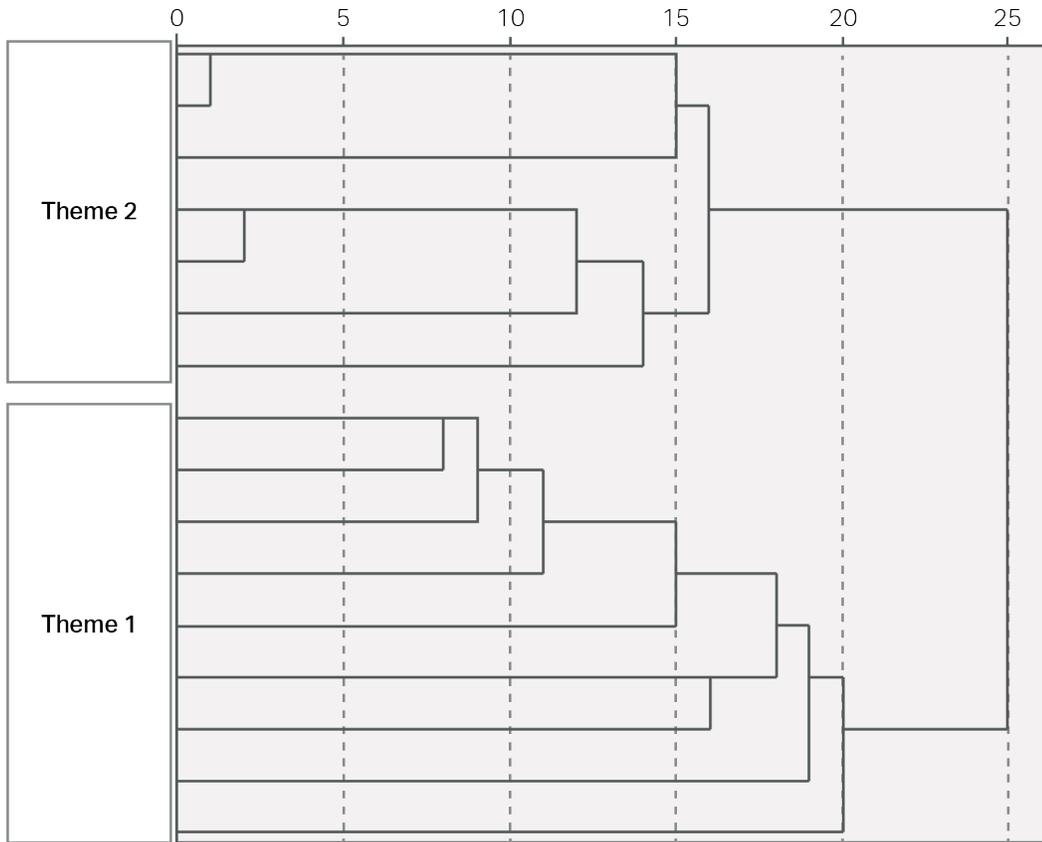
This next dendrogram shows a theme pair with imperfect clustering.
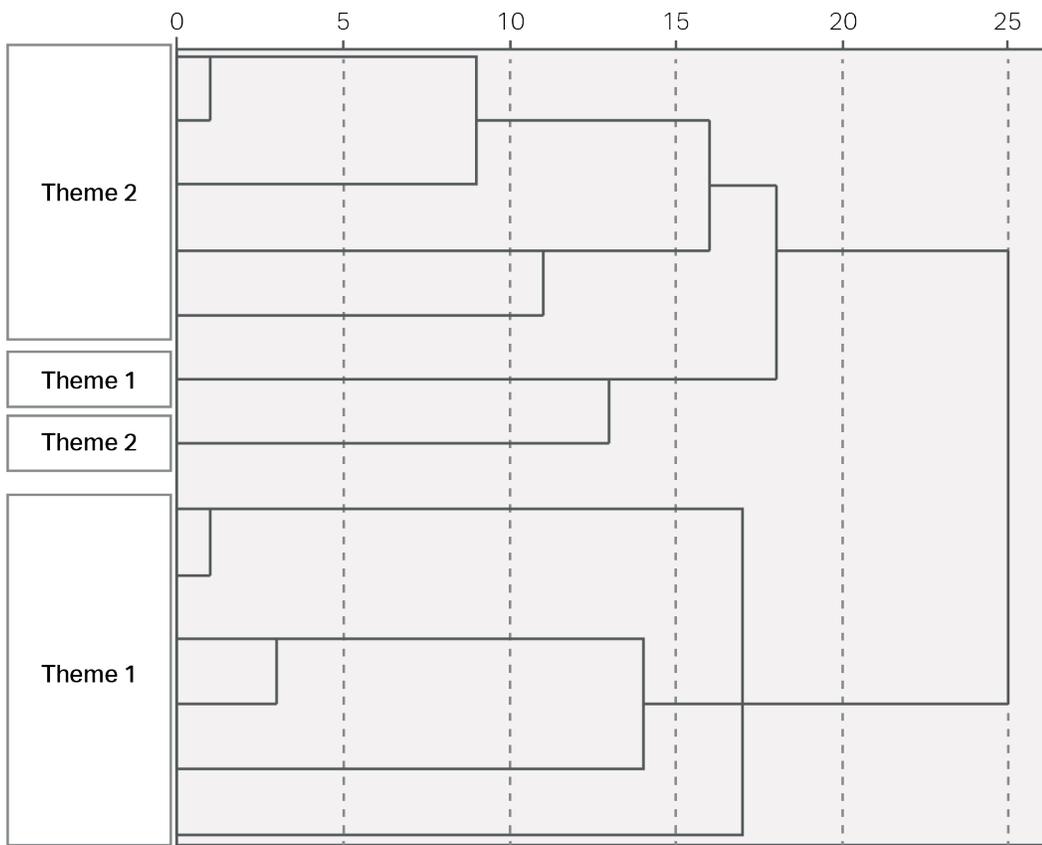
Pairwise Cluster Analyses for Achiever, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Activator, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Adaptability, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Analytical, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Arranger, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Belief, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Command, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Communication, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Competition, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Connectedness, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Consistency, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Context, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Deliberative, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Developer, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Discipline, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Empathy, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Focus, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Futuristic, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Harmony, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Ideation, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Includer, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Individualization, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Input, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Intellection, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Learner, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Maximizer, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Positivity, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Relator, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Responsibility, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Restorative, by Race/Ethnicity

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

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

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

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

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

Pairwise Cluster Analyses for Significance, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Strategic, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Woo, by Race/Ethnicity

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

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

Pairwise Cluster Analyses for Achiever, by Gender

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

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

Pairwise Cluster Analyses for Activator, by Gender

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

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

Pairwise Cluster Analyses for Adaptability, by Gender

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

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

Pairwise Cluster Analyses for Analytical, by Gender

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

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

Pairwise Cluster Analyses for Arranger, by Gender

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

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

Pairwise Cluster Analyses for Belief, by Gender

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

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

Pairwise Cluster Analyses for Command, by Gender

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

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

Pairwise Cluster Analyses for Communication, by Gender

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

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

Pairwise Cluster Analyses for Competition, by Gender

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

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

Pairwise Cluster Analyses for Connectedness, by Gender

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

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

Pairwise Cluster Analyses for Consistency, by Gender

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

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

Pairwise Cluster Analyses for Context, by Gender

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

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

Pairwise Cluster Analyses for Deliberative, by Gender

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

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

Pairwise Cluster Analyses for Developer, by Gender

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

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

Pairwise Cluster Analyses for Discipline, by Gender

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

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

Pairwise Cluster Analyses for Empathy, by Gender

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

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

Pairwise Cluster Analyses for Focus, by Gender

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

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

Pairwise Cluster Analyses for Futuristic, by Gender

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

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

Pairwise Cluster Analyses for Harmony, by Gender

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

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

Pairwise Cluster Analyses for Ideation, by Gender

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

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

Pairwise Cluster Analyses for Includer, by Gender

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

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

Pairwise Cluster Analyses for Individualization, by Gender

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

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

Pairwise Cluster Analyses for Input, by Gender

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

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

Pairwise Cluster Analyses for Intellection, by Gender

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

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

Pairwise Cluster Analyses for Learner, by Gender

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

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

Pairwise Cluster Analyses for Maximizer, by Gender

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

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

Pairwise Cluster Analyses for Positivity, by Gender

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

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

Pairwise Cluster Analyses for Relator, by Gender

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

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

Pairwise Cluster Analyses for Responsibility, by Gender

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

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

Pairwise Cluster Analyses for Restorative, by Gender

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

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

Pairwise Cluster Analyses for Self-Assurance, by Gender

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

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

Pairwise Cluster Analyses for Significance, by Gender

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

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

Pairwise Cluster Analyses for Strategic, by Gender

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

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

Pairwise Cluster Analyses for Woo, by Gender

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

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

Pairwise Cluster Analyses for Achiever, by Age

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

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

Pairwise Cluster Analyses for Activator, by Age

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

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

Pairwise Cluster Analyses for Adaptability, by Age

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

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

Pairwise Cluster Analyses for Analytical, by Age

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

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

Pairwise Cluster Analyses for Arranger, by Age

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

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

Pairwise Cluster Analyses for Belief, by Age

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

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

Pairwise Cluster Analyses for Command, by Age

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

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

Pairwise Cluster Analyses for Communication, by Age

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

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

Pairwise Cluster Analyses for Competition, by Age

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

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

Pairwise Cluster Analyses for Connectedness, by Age

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

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

Pairwise Cluster Analyses for Consistency, by Age

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

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

Pairwise Cluster Analyses for Context, by Age

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

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

Pairwise Cluster Analyses for Deliberative, by Age

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

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

Pairwise Cluster Analyses for Developer, by Age

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

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

Pairwise Cluster Analyses for Discipline, by Age

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

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

Pairwise Cluster Analyses for Empathy, by Age

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

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

Pairwise Cluster Analyses for Focus, by Age

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

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

Pairwise Cluster Analyses for Futuristic, by Age

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

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

Pairwise Cluster Analyses for Harmony, by Age

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

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

Pairwise Cluster Analyses for Ideation, by Age

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

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

Pairwise Cluster Analyses for Includer, by Age

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

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

Pairwise Cluster Analyses for Individualization, by Age

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

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

Pairwise Cluster Analyses for Input, by Age

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

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

Pairwise Cluster Analyses for Intellection, by Age

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

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

Pairwise Cluster Analyses for Learner, by Age

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

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

Pairwise Cluster Analyses for Maximizer, by Age

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

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

Pairwise Cluster Analyses for Positivity, by Age

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

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

Pairwise Cluster Analyses for Relator, by Age

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

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

Pairwise Cluster Analyses for Responsibility, by Age

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

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

Pairwise Cluster Analyses for Restorative, by Age

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

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

Pairwise Cluster Analyses for Self-Assurance, by Age

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

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

Pairwise Cluster Analyses for Significance, by Age

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

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

Pairwise Cluster Analyses for Strategic, by Age

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

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

Pairwise Cluster Analyses for Woo, by Age

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

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

Pairwise Cluster Analyses for Achiever, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Activator, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Adaptability, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Analytical, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Arranger, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Belief, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Command, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Communication, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Competition, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Connectedness, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Consistency, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Context, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Deliberative, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Developer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Discipline, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Empathy, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Focus, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Futuristic, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Harmony, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Ideation, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Includer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Individualization, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Input, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Intellection, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Learner, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Maximizer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Positivity, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Relator, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Responsibility, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Restorative, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Self-Assurance, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Significance, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Strategic, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Woo, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

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

Pairwise Cluster Analyses for Achiever, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Activator, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Adaptability, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Analytical, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Arranger, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Belief, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Command, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Communication, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Competition, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Connectedness, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Consistency, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Context, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Deliberative, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Developer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Discipline, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Empathy, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Focus, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Futuristic, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Harmony, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Ideation, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Includer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Individualization, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Input, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Intellection, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Learner, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Maximizer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Positivity, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Relator, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Responsibility, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Restorative, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Self-Assurance, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Significance, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Strategic, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Woo, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

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

Pairwise Cluster Analyses for Achiever, by Language

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

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

Pairwise Cluster Analyses for Activator, by Language

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

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

Pairwise Cluster Analyses for Adaptability, by Language

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

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

Pairwise Cluster Analyses for Analytical, by Language

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

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

Pairwise Cluster Analyses for Arranger, by Language

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

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

Pairwise Cluster Analyses for Belief, by Language

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

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

Pairwise Cluster Analyses for Command, by Language

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

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

Pairwise Cluster Analyses for Communication, by Language

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

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

Pairwise Cluster Analyses for Competition, by Language

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

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

Pairwise Cluster Analyses for Connectedness, by Language

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

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

Pairwise Cluster Analyses for Consistency, by Language

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

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

Pairwise Cluster Analyses for Context, by Language

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

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

Pairwise Cluster Analyses for Deliberative, by Language

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

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

Pairwise Cluster Analyses for Developer, by Language

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

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

Pairwise Cluster Analyses for Discipline, by Language

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

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

Pairwise Cluster Analyses for Empathy, by Language

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

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

Pairwise Cluster Analyses for Focus, by Language

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

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

Pairwise Cluster Analyses for Futuristic, by Language

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

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

Pairwise Cluster Analyses for Harmony, by Language

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

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

Pairwise Cluster Analyses for Ideation, by Language

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

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

Pairwise Cluster Analyses for Includer, by Language

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

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

Pairwise Cluster Analyses for Individualization, by Language

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

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

Pairwise Cluster Analyses for Input, by Language

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

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

Pairwise Cluster Analyses for Intellection, by Language

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

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

Pairwise Cluster Analyses for Learner, by Language

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

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

Pairwise Cluster Analyses for Maximizer, by Language

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

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

Pairwise Cluster Analyses for Positivity, by Language

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

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

Pairwise Cluster Analyses for Relator, by Language

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

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

Pairwise Cluster Analyses for Responsibility, by Language

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

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

Pairwise Cluster Analyses for Restorative, by Language

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

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

Pairwise Cluster Analyses for Self-Assurance, by Language

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

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

Pairwise Cluster Analyses for Significance, by Language

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

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

Pairwise Cluster Analyses for Strategic, by Language

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

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

Pairwise Cluster Analyses for Woo, by Language

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

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

Appendix C

Theme Pair Correlations for Achiever, by Race/Ethnicity

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

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

Theme Pair Correlations for Activator, by Race/Ethnicity

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

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

Theme Pair Correlations for Adaptability, by Race/Ethnicity

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

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

Theme Pair Correlations for Analytical, by Race/Ethnicity

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

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

Theme Pair Correlations for Arranger, by Race/Ethnicity

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

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

Theme Pair Correlations for Belief, by Race/Ethnicity

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

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

Theme Pair Correlations for Command, by Race/Ethnicity

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

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

Theme Pair Correlations for Communication, by Race/Ethnicity

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

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

Theme Pair Correlations for Competition, by Race/Ethnicity

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

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

Theme Pair Correlations for Connectedness, by Race/Ethnicity

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

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

Theme Pair Correlations for Consistency, by Race/Ethnicity

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

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

Theme Pair Correlations for Context, by Race/Ethnicity

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

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

Theme Pair Correlations for Deliberative, by Race/Ethnicity

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

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

Theme Pair Correlations for Developer, by Race/Ethnicity

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

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

Theme Pair Correlations for Discipline, by Race/Ethnicity

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

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

Theme Pair Correlations for Empathy, by Race/Ethnicity

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

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

Theme Pair Correlations for Focus, by Race/Ethnicity

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

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

Theme Pair Correlations for Futuristic, by Race/Ethnicity

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

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

Theme Pair Correlations for Harmony, by Race/Ethnicity

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

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

Theme Pair Correlations for Ideation, by Race/Ethnicity

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

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

Theme Pair Correlations for Includer, by Race/Ethnicity

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

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

Theme Pair Correlations for Individualization, by Race/Ethnicity

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

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

Theme Pair Correlations for Input, by Race/Ethnicity

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

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

Theme Pair Correlations for Intellection, by Race/Ethnicity

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

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

Theme Pair Correlations for Learner, by Race/Ethnicity

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

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

Theme Pair Correlations for Maximizer, by Race/Ethnicity

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

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

Theme Pair Correlations for Positivity, by Race/Ethnicity

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

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

Theme Pair Correlations for Relator, by Race/Ethnicity

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

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

Theme Pair Correlations for Responsibility, by Race/Ethnicity

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

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

Theme Pair Correlations for Restorative, by Race/Ethnicity

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

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

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

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

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

Theme Pair Correlations for Significance, by Race/Ethnicity

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

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

Theme Pair Correlations for Strategic, by Race/Ethnicity

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

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Strategic	Achiever	0.42	0.47	0.44	0.43	0.40	0.42	0.46
Strategic	Activator	0.44	0.45	0.46	0.43	0.43	0.43	0.46
Strategic	Adaptability	-0.02	0.03	-0.02	-0.02	-0.04	-0.01	0.04
Strategic	Analytical	0.45	0.49	0.47	0.50	0.44	0.44	0.46
Strategic	Arranger	0.57	0.60	0.58	0.56	0.57	0.57	0.62
Strategic	Belief	0.26	0.36	0.30	0.29	0.22	0.28	0.32
Strategic	Command	0.53	0.55	0.55	0.53	0.53	0.52	0.54
Strategic	Communication	0.33	0.35	0.38	0.33	0.31	0.32	0.37
Strategic	Competition	0.39	0.40	0.39	0.39	0.40	0.38	0.43
Strategic	Connectedness	0.21	0.31	0.23	0.20	0.19	0.21	0.27
Strategic	Consistency	-0.19	-0.06	-0.20	-0.11	-0.22	-0.20	-0.11
Strategic	Context	0.17	0.25	0.16	0.20	0.16	0.17	0.19
Strategic	Deliberative	0.06	0.15	0.05	0.10	0.04	0.06	0.13
Strategic	Developer	0.05	0.15	0.08	0.07	0.01	0.06	0.16
Strategic	Discipline	0.15	0.32	0.20	0.22	0.11	0.14	0.25
Strategic	Empathy	-0.03	0.08	-0.02	-0.01	-0.06	-0.02	0.08
Strategic	Focus	0.44	0.51	0.47	0.46	0.43	0.44	0.51
Strategic	Futuristic	0.54	0.53	0.55	0.51	0.53	0.55	0.61
Strategic	Harmony	-0.33	-0.19	-0.31	-0.27	-0.37	-0.32	-0.20
Strategic	Ideation	0.70	0.70	0.71	0.70	0.70	0.71	0.73
Strategic	Includer	0.10	0.16	0.15	0.12	0.07	0.10	0.16
Strategic	Individualization	0.64	0.64	0.62	0.62	0.64	0.63	0.66
Strategic	Input	0.47	0.50	0.45	0.47	0.47	0.48	0.51
Strategic	Intellection	0.35	0.41	0.32	0.38	0.34	0.35	0.44
Strategic	Learner	0.46	0.50	0.45	0.48	0.45	0.46	0.51
Strategic	Maximizer	0.24	0.28	0.27	0.24	0.23	0.23	0.28
Strategic	Positivity	0.13	0.20	0.16	0.15	0.10	0.14	0.23
Strategic	Relator	0.12	0.18	0.06	0.15	0.11	0.13	0.19
Strategic	Responsibility	0.30	0.40	0.32	0.35	0.27	0.31	0.38
Strategic	Restorative	0.39	0.41	0.37	0.40	0.39	0.39	0.41
Strategic	Self-Assurance	0.58	0.61	0.62	0.57	0.57	0.59	0.59
Strategic	Significance	0.43	0.46	0.45	0.43	0.43	0.43	0.46
Strategic	Woo	0.20	0.25	0.26	0.22	0.18	0.20	0.26

Theme Pair Correlations for Woo, by Race/Ethnicity

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

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Woo	Achiever	0.10	0.13	0.14	0.13	0.08	0.09	0.18
Woo	Activator	0.47	0.45	0.46	0.45	0.48	0.47	0.46
Woo	Adaptability	0.18	0.21	0.19	0.16	0.16	0.19	0.15
Woo	Analytical	-0.10	0.00	0.00	-0.04	-0.14	-0.10	0.04
Woo	Arranger	0.26	0.27	0.32	0.25	0.25	0.25	0.34
Woo	Belief	0.16	0.16	0.18	0.18	0.14	0.16	0.25
Woo	Command	0.21	0.25	0.27	0.24	0.19	0.21	0.27
Woo	Communication	0.82	0.78	0.81	0.80	0.83	0.81	0.80
Woo	Competition	0.17	0.20	0.16	0.18	0.17	0.17	0.20
Woo	Connectedness	0.16	0.19	0.19	0.19	0.15	0.16	0.21
Woo	Consistency	-0.07	-0.01	-0.05	-0.07	-0.08	-0.06	-0.03
Woo	Context	-0.01	0.10	0.03	0.03	-0.03	-0.01	0.07
Woo	Deliberative	-0.39	-0.29	-0.35	-0.36	-0.42	-0.38	-0.32
Woo	Developer	0.26	0.27	0.29	0.26	0.25	0.27	0.27
Woo	Discipline	-0.02	0.05	0.03	-0.01	-0.04	-0.01	0.07
Woo	Empathy	0.24	0.22	0.24	0.22	0.23	0.25	0.23
Woo	Focus	0.11	0.16	0.17	0.12	0.09	0.10	0.20
Woo	Futuristic	0.22	0.21	0.24	0.20	0.22	0.22	0.28
Woo	Harmony	-0.02	0.01	-0.01	-0.03	-0.04	-0.02	0.03
Woo	Ideation	0.19	0.26	0.26	0.23	0.17	0.20	0.26
Woo	Includer	0.48	0.48	0.50	0.45	0.48	0.48	0.47
Woo	Individualization	0.22	0.24	0.27	0.23	0.20	0.22	0.29
Woo	Input	0.24	0.31	0.29	0.28	0.22	0.25	0.30
Woo	Intellection	-0.13	-0.05	-0.09	-0.07	-0.17	-0.12	0.00
Woo	Learner	0.03	0.11	0.10	0.10	0.00	0.03	0.13
Woo	Maximizer	0.20	0.24	0.20	0.18	0.20	0.20	0.25
Woo	Positivity	0.55	0.52	0.55	0.53	0.56	0.56	0.55
Woo	Relator	-0.23	-0.19	-0.20	-0.19	-0.26	-0.22	-0.16
Woo	Responsibility	0.05	0.12	0.13	0.06	0.02	0.04	0.15
Woo	Restorative	0.06	0.14	0.15	0.09	0.03	0.06	0.14
Woo	Self-Assurance	0.28	0.32	0.33	0.31	0.26	0.28	0.35
Woo	Significance	0.21	0.27	0.24	0.20	0.20	0.21	0.25
Woo	Strategic	0.20	0.25	0.26	0.22	0.18	0.20	0.26

Theme Pair Correlations for Achiever, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Achiever	Activator	0.26	0.23	0.31	0.27	0.32
Achiever	Adaptability	-0.23	-0.24	-0.25	-0.21	-0.23
Achiever	Analytical	0.37	0.38	0.40	0.36	0.39
Achiever	Arranger	0.49	0.47	0.51	0.48	0.53
Achiever	Belief	0.24	0.22	0.26	0.24	0.33
Achiever	Command	0.35	0.33	0.39	0.34	0.40
Achiever	Communication	0.16	0.13	0.19	0.15	0.20
Achiever	Competition	0.47	0.48	0.47	0.47	0.50
Achiever	Connectedness	0.06	0.05	0.08	0.06	0.09
Achiever	Consistency	0.11	0.12	0.08	0.10	0.16
Achiever	Context	0.10	0.11	0.11	0.08	0.12
Achiever	Deliberative	0.16	0.17	0.13	0.16	0.23
Achiever	Developer	0.04	0.03	0.03	0.06	0.06
Achiever	Discipline	0.42	0.42	0.42	0.42	0.45
Achiever	Empathy	-0.07	-0.09	-0.09	-0.05	0.00
Achiever	Focus	0.67	0.66	0.67	0.67	0.67
Achiever	Futuristic	0.34	0.32	0.36	0.36	0.46
Achiever	Harmony	-0.04	-0.04	-0.07	-0.03	0.00
Achiever	Ideation	0.23	0.23	0.24	0.22	0.22
Achiever	Includer	0.11	0.11	0.11	0.11	0.18
Achiever	Individualization	0.34	0.32	0.36	0.33	0.33
Achiever	Input	0.30	0.29	0.30	0.31	0.31
Achiever	Intellection	0.21	0.22	0.20	0.22	0.21
Achiever	Learner	0.56	0.56	0.56	0.56	0.54
Achiever	Maximizer	0.15	0.15	0.14	0.15	0.22
Achiever	Positivity	0.11	0.09	0.12	0.13	0.16
Achiever	Relator	0.10	0.10	0.08	0.12	0.16
Achiever	Responsibility	0.43	0.42	0.45	0.43	0.48
Achiever	Restorative	0.30	0.29	0.33	0.31	0.31
Achiever	Self-Assurance	0.44	0.42	0.49	0.43	0.48
Achiever	Significance	0.46	0.46	0.48	0.47	0.50
Achiever	Strategic	0.42	0.41	0.44	0.41	0.41
Achiever	Woo	0.10	0.08	0.13	0.09	0.15

Theme Pair Correlations for Activator, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Adaptability, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Adaptability	Achiever	-0.23	-0.24	-0.25	-0.21	-0.23
Adaptability	Activator	0.14	0.16	0.11	0.15	0.13
Adaptability	Analytical	-0.20	-0.20	-0.18	-0.18	-0.05
Adaptability	Arranger	0.06	0.08	0.02	0.08	0.05
Adaptability	Belief	0.13	0.15	0.08	0.14	0.22
Adaptability	Command	0.03	0.04	0.03	0.05	0.04
Adaptability	Communication	0.19	0.19	0.18	0.21	0.21
Adaptability	Competition	-0.12	-0.13	-0.10	-0.11	-0.15
Adaptability	Connectedness	0.27	0.30	0.22	0.28	0.30
Adaptability	Consistency	-0.02	-0.04	-0.01	-0.01	0.05
Adaptability	Context	0.04	0.05	0.04	0.06	0.15
Adaptability	Deliberative	-0.05	-0.08	-0.03	-0.04	0.04
Adaptability	Developer	0.34	0.35	0.32	0.33	0.46
Adaptability	Discipline	-0.33	-0.34	-0.36	-0.31	-0.22
Adaptability	Empathy	0.40	0.41	0.40	0.40	0.48
Adaptability	Focus	-0.32	-0.32	-0.33	-0.31	-0.21
Adaptability	Futuristic	-0.05	-0.05	-0.06	-0.04	-0.01
Adaptability	Harmony	0.16	0.15	0.17	0.16	0.26
Adaptability	Ideation	0.19	0.20	0.21	0.20	0.26
Adaptability	Includer	0.21	0.21	0.20	0.23	0.22
Adaptability	Individualization	0.05	0.06	0.03	0.07	0.08
Adaptability	Input	0.19	0.20	0.17	0.19	0.23
Adaptability	Intellection	0.14	0.14	0.13	0.14	0.27
Adaptability	Learner	-0.11	-0.10	-0.13	-0.09	-0.02
Adaptability	Maximizer	0.17	0.16	0.17	0.17	0.24
Adaptability	Positivity	0.29	0.30	0.26	0.29	0.32
Adaptability	Relator	0.14	0.13	0.15	0.14	0.25
Adaptability	Responsibility	0.01	0.02	-0.04	0.02	0.06
Adaptability	Restorative	0.05	0.06	0.05	0.07	0.14
Adaptability	Self-Assurance	0.07	0.10	0.05	0.08	0.05
Adaptability	Significance	-0.12	-0.12	-0.12	-0.10	-0.12
Adaptability	Strategic	-0.02	-0.01	-0.03	-0.01	0.04
Adaptability	Woo	0.18	0.18	0.16	0.19	0.17

Theme Pair Correlations for Analytical, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Arranger, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Arranger	Achiever	0.49	0.47	0.51	0.48	0.53
Arranger	Activator	0.47	0.45	0.49	0.48	0.48
Arranger	Adaptability	0.06	0.08	0.02	0.08	0.05
Arranger	Analytical	0.33	0.35	0.37	0.31	0.36
Arranger	Belief	0.35	0.33	0.37	0.35	0.42
Arranger	Command	0.47	0.47	0.50	0.46	0.42
Arranger	Communication	0.35	0.33	0.37	0.34	0.42
Arranger	Competition	0.31	0.32	0.33	0.30	0.36
Arranger	Connectedness	0.24	0.22	0.26	0.23	0.31
Arranger	Consistency	-0.11	-0.10	-0.14	-0.12	-0.01
Arranger	Context	0.11	0.11	0.12	0.10	0.13
Arranger	Deliberative	-0.01	-0.01	0.00	0.00	0.04
Arranger	Developer	0.15	0.14	0.15	0.16	0.26
Arranger	Discipline	0.20	0.18	0.22	0.19	0.30
Arranger	Empathy	0.06	0.04	0.05	0.08	0.23
Arranger	Focus	0.42	0.41	0.45	0.41	0.45
Arranger	Futuristic	0.43	0.40	0.46	0.43	0.54
Arranger	Harmony	-0.19	-0.19	-0.21	-0.18	-0.08
Arranger	Ideation	0.47	0.47	0.50	0.47	0.46
Arranger	Includer	0.26	0.25	0.26	0.25	0.35
Arranger	Individualization	0.58	0.57	0.61	0.58	0.60
Arranger	Input	0.49	0.48	0.51	0.51	0.49
Arranger	Intellection	0.24	0.23	0.25	0.24	0.26
Arranger	Learner	0.47	0.46	0.48	0.46	0.51
Arranger	Maximizer	0.20	0.21	0.20	0.20	0.23
Arranger	Positivity	0.26	0.25	0.26	0.27	0.39
Arranger	Relator	0.09	0.08	0.08	0.10	0.11
Arranger	Responsibility	0.48	0.47	0.50	0.48	0.53
Arranger	Restorative	0.48	0.47	0.51	0.48	0.50
Arranger	Self-Assurance	0.62	0.62	0.65	0.61	0.61
Arranger	Significance	0.43	0.43	0.45	0.42	0.43
Arranger	Strategic	0.57	0.57	0.60	0.56	0.63
Arranger	Woo	0.26	0.24	0.28	0.26	0.33

Theme Pair Correlations for Belief, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Belief	Achiever	0.24	0.22	0.26	0.24	0.33
Belief	Activator	0.20	0.17	0.24	0.21	0.25
Belief	Adaptability	0.13	0.15	0.08	0.14	0.22
Belief	Analytical	0.12	0.13	0.14	0.12	0.22
Belief	Arranger	0.35	0.33	0.37	0.35	0.42
Belief	Command	0.14	0.14	0.16	0.15	0.18
Belief	Communication	0.21	0.19	0.24	0.22	0.32
Belief	Competition	-0.03	-0.02	-0.02	-0.03	0.07
Belief	Connectedness	0.62	0.60	0.63	0.61	0.65
Belief	Consistency	0.12	0.12	0.11	0.13	0.21
Belief	Context	0.23	0.23	0.26	0.22	0.32
Belief	Deliberative	0.08	0.09	0.08	0.08	0.14
Belief	Developer	0.45	0.45	0.43	0.45	0.52
Belief	Discipline	0.20	0.17	0.23	0.21	0.32
Belief	Empathy	0.33	0.33	0.29	0.35	0.38
Belief	Focus	0.16	0.15	0.17	0.16	0.25
Belief	Futuristic	0.21	0.19	0.23	0.23	0.39
Belief	Harmony	0.11	0.10	0.08	0.12	0.17
Belief	Ideation	0.22	0.22	0.23	0.22	0.28
Belief	Includer	0.28	0.28	0.28	0.29	0.42
Belief	Individualization	0.32	0.30	0.33	0.33	0.41
Belief	Input	0.31	0.29	0.31	0.32	0.42
Belief	Intellection	0.29	0.29	0.29	0.29	0.36
Belief	Learner	0.38	0.36	0.40	0.37	0.48
Belief	Maximizer	0.10	0.09	0.12	0.09	0.11
Belief	Positivity	0.34	0.33	0.33	0.33	0.46
Belief	Relator	0.12	0.12	0.10	0.13	0.16
Belief	Responsibility	0.52	0.49	0.54	0.54	0.59
Belief	Restorative	0.30	0.30	0.32	0.32	0.48
Belief	Self-Assurance	0.28	0.27	0.32	0.27	0.37
Belief	Significance	0.13	0.11	0.15	0.13	0.24
Belief	Strategic	0.26	0.25	0.27	0.28	0.32
Belief	Woo	0.16	0.13	0.18	0.16	0.28

Theme Pair Correlations for Command, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Command	Achiever	0.35	0.33	0.39	0.34	0.40
Command	Activator	0.62	0.63	0.62	0.62	0.61
Command	Adaptability	0.03	0.04	0.03	0.05	0.04
Command	Analytical	0.43	0.40	0.42	0.42	0.49
Command	Arranger	0.47	0.47	0.50	0.46	0.42
Command	Belief	0.14	0.14	0.16	0.15	0.18
Command	Communication	0.29	0.29	0.32	0.29	0.32
Command	Competition	0.54	0.52	0.54	0.54	0.56
Command	Connectedness	0.06	0.08	0.08	0.06	0.04
Command	Consistency	-0.15	-0.15	-0.12	-0.14	0.03
Command	Context	0.11	0.09	0.10	0.10	0.15
Command	Deliberative	0.12	0.09	0.14	0.14	0.23
Command	Developer	-0.18	-0.16	-0.16	-0.18	-0.07
Command	Discipline	0.06	0.04	0.12	0.06	0.25
Command	Empathy	-0.16	-0.14	-0.12	-0.15	0.00
Command	Focus	0.52	0.50	0.55	0.52	0.61
Command	Futuristic	0.46	0.43	0.48	0.47	0.54
Command	Harmony	-0.25	-0.27	-0.22	-0.23	-0.05
Command	Ideation	0.53	0.53	0.51	0.52	0.49
Command	Includer	0.01	0.01	0.03	0.01	0.08
Command	Individualization	0.45	0.44	0.48	0.44	0.44
Command	Input	0.39	0.40	0.41	0.39	0.38
Command	Intellection	0.22	0.20	0.24	0.22	0.29
Command	Learner	0.30	0.29	0.33	0.30	0.36
Command	Maximizer	0.20	0.19	0.20	0.21	0.29
Command	Positivity	-0.04	-0.01	-0.03	-0.03	0.04
Command	Relator	0.13	0.11	0.18	0.13	0.17
Command	Responsibility	0.19	0.19	0.23	0.19	0.24
Command	Restorative	0.37	0.35	0.38	0.36	0.33
Command	Self-Assurance	0.70	0.69	0.70	0.70	0.69
Command	Significance	0.61	0.59	0.62	0.61	0.61
Command	Strategic	0.53	0.53	0.53	0.51	0.46
Command	Woo	0.21	0.22	0.23	0.20	0.20

Theme Pair Correlations for Communication, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Communication	Achiever	0.16	0.13	0.19	0.15	0.20
Communication	Activator	0.56	0.55	0.57	0.56	0.59
Communication	Adaptability	0.19	0.19	0.18	0.21	0.21
Communication	Analytical	-0.01	-0.02	0.03	-0.02	0.10
Communication	Arranger	0.35	0.33	0.37	0.34	0.42
Communication	Belief	0.21	0.19	0.24	0.22	0.32
Communication	Command	0.29	0.29	0.32	0.29	0.32
Communication	Competition	0.21	0.22	0.23	0.20	0.31
Communication	Connectedness	0.22	0.20	0.25	0.22	0.28
Communication	Consistency	-0.04	-0.04	-0.05	-0.03	-0.08
Communication	Context	0.04	0.03	0.07	0.03	0.06
Communication	Deliberative	-0.32	-0.34	-0.30	-0.31	-0.18
Communication	Developer	0.28	0.26	0.30	0.29	0.27
Communication	Discipline	0.04	0.02	0.06	0.05	0.10
Communication	Empathy	0.25	0.23	0.28	0.26	0.29
Communication	Focus	0.18	0.17	0.21	0.17	0.22
Communication	Futuristic	0.28	0.27	0.31	0.28	0.34
Communication	Harmony	0.00	-0.01	-0.01	0.01	0.06
Communication	Ideation	0.28	0.28	0.31	0.27	0.31
Communication	Includer	0.42	0.40	0.44	0.42	0.36
Communication	Individualization	0.31	0.29	0.35	0.32	0.38
Communication	Input	0.31	0.29	0.35	0.32	0.36
Communication	Intellection	-0.02	-0.05	0.01	-0.01	0.12
Communication	Learner	0.11	0.09	0.14	0.12	0.16
Communication	Maximizer	0.27	0.28	0.26	0.28	0.19
Communication	Positivity	0.49	0.48	0.51	0.51	0.44
Communication	Relator	-0.09	-0.11	-0.08	-0.08	0.05
Communication	Responsibility	0.14	0.12	0.18	0.15	0.18
Communication	Restorative	0.12	0.09	0.17	0.12	0.15
Communication	Self-Assurance	0.35	0.35	0.39	0.36	0.36
Communication	Significance	0.29	0.28	0.31	0.30	0.28
Communication	Strategic	0.33	0.33	0.34	0.32	0.37
Communication	Woo	0.82	0.82	0.82	0.82	0.80

Theme Pair Correlations for Competition, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Competition	Achiever	0.47	0.48	0.47	0.47	0.50
Competition	Activator	0.40	0.40	0.42	0.40	0.41
Competition	Adaptability	-0.12	-0.13	-0.10	-0.11	-0.15
Competition	Analytical	0.36	0.32	0.32	0.37	0.43
Competition	Arranger	0.31	0.32	0.33	0.30	0.36
Competition	Belief	-0.03	-0.02	-0.02	-0.03	0.07
Competition	Command	0.54	0.52	0.54	0.54	0.56
Competition	Communication	0.21	0.22	0.23	0.20	0.31
Competition	Connectedness	-0.18	-0.16	-0.17	-0.18	-0.11
Competition	Consistency	-0.02	0.00	-0.01	-0.02	0.08
Competition	Context	0.05	0.03	0.01	0.05	0.02
Competition	Deliberative	0.11	0.11	0.09	0.11	0.15
Competition	Developer	-0.16	-0.13	-0.13	-0.15	-0.13
Competition	Discipline	0.16	0.19	0.18	0.15	0.28
Competition	Empathy	-0.18	-0.14	-0.14	-0.18	-0.09
Competition	Focus	0.57	0.57	0.57	0.57	0.63
Competition	Futuristic	0.43	0.42	0.44	0.43	0.48
Competition	Harmony	-0.11	-0.10	-0.08	-0.10	0.02
Competition	Ideation	0.30	0.29	0.27	0.30	0.30
Competition	Includer	-0.01	-0.01	0.01	-0.01	0.06
Competition	Individualization	0.29	0.30	0.30	0.26	0.30
Competition	Input	0.21	0.23	0.19	0.23	0.24
Competition	Intellection	0.07	0.10	0.05	0.09	0.11
Competition	Learner	0.21	0.23	0.18	0.22	0.23
Competition	Maximizer	0.18	0.18	0.17	0.20	0.28
Competition	Positivity	-0.01	0.00	0.03	0.00	0.06
Competition	Relator	0.07	0.07	0.10	0.08	0.11
Competition	Responsibility	0.06	0.08	0.07	0.07	0.14
Competition	Restorative	0.22	0.21	0.20	0.22	0.17
Competition	Self-Assurance	0.45	0.42	0.45	0.44	0.54
Competition	Significance	0.63	0.63	0.62	0.62	0.65
Competition	Strategic	0.39	0.39	0.38	0.38	0.36
Competition	Woo	0.17	0.18	0.20	0.16	0.21

Theme Pair Correlations for Connectedness, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Connectedness	Achiever	0.06	0.05	0.08	0.06	0.09
Connectedness	Activator	0.20	0.20	0.22	0.20	0.22
Connectedness	Adaptability	0.27	0.30	0.22	0.28	0.30
Connectedness	Analytical	-0.01	0.01	0.05	-0.01	0.00
Connectedness	Arranger	0.24	0.22	0.26	0.23	0.31
Connectedness	Belief	0.62	0.60	0.63	0.61	0.65
Connectedness	Command	0.06	0.08	0.08	0.06	0.04
Connectedness	Communication	0.22	0.20	0.25	0.22	0.28
Connectedness	Competition	-0.18	-0.16	-0.17	-0.18	-0.11
Connectedness	Consistency	0.03	0.00	0.04	0.04	0.07
Connectedness	Context	0.24	0.27	0.26	0.24	0.29
Connectedness	Deliberative	-0.01	-0.02	0.01	0.00	0.01
Connectedness	Developer	0.44	0.43	0.43	0.44	0.55
Connectedness	Discipline	0.08	0.02	0.12	0.09	0.13
Connectedness	Empathy	0.43	0.42	0.39	0.43	0.51
Connectedness	Focus	-0.03	-0.03	0.01	-0.03	-0.04
Connectedness	Futuristic	0.15	0.15	0.17	0.15	0.21
Connectedness	Harmony	0.10	0.08	0.08	0.12	0.14
Connectedness	Ideation	0.25	0.28	0.28	0.24	0.29
Connectedness	Includer	0.26	0.24	0.27	0.25	0.31
Connectedness	Individualization	0.30	0.30	0.31	0.31	0.42
Connectedness	Input	0.37	0.38	0.37	0.37	0.40
Connectedness	Intellection	0.43	0.43	0.42	0.42	0.46
Connectedness	Learner	0.30	0.30	0.33	0.28	0.31
Connectedness	Maximizer	0.14	0.15	0.15	0.14	0.12
Connectedness	Positivity	0.36	0.35	0.34	0.35	0.49
Connectedness	Relator	0.11	0.11	0.09	0.12	0.15
Connectedness	Responsibility	0.30	0.27	0.32	0.31	0.34
Connectedness	Restorative	0.18	0.19	0.22	0.18	0.33
Connectedness	Self-Assurance	0.18	0.21	0.21	0.17	0.19
Connectedness	Significance	-0.06	-0.07	-0.04	-0.05	0.00
Connectedness	Strategic	0.21	0.22	0.23	0.21	0.30
Connectedness	Woo	0.16	0.13	0.18	0.16	0.26

Theme Pair Correlations for Consistency, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Consistency	Achiever	0.11	0.12	0.08	0.10	0.16
Consistency	Activator	-0.15	-0.16	-0.14	-0.15	-0.08
Consistency	Adaptability	-0.02	-0.04	-0.01	-0.01	0.05
Consistency	Analytical	0.16	0.18	0.20	0.16	0.29
Consistency	Arranger	-0.11	-0.10	-0.14	-0.12	-0.01
Consistency	Belief	0.12	0.12	0.11	0.13	0.21
Consistency	Command	-0.15	-0.15	-0.12	-0.14	0.03
Consistency	Communication	-0.04	-0.04	-0.05	-0.03	-0.08
Consistency	Competition	-0.02	0.00	-0.01	-0.02	0.08
Consistency	Connectedness	0.03	0.00	0.04	0.04	0.07
Consistency	Context	0.13	0.12	0.17	0.13	0.24
Consistency	Deliberative	0.35	0.35	0.37	0.35	0.52
Consistency	Developer	0.23	0.22	0.18	0.23	0.16
Consistency	Discipline	0.58	0.60	0.54	0.59	0.61
Consistency	Empathy	0.18	0.17	0.14	0.18	0.11
Consistency	Focus	0.18	0.20	0.16	0.18	0.24
Consistency	Futuristic	-0.10	-0.09	-0.11	-0.11	-0.02
Consistency	Harmony	0.70	0.70	0.69	0.71	0.68
Consistency	Ideation	-0.45	-0.46	-0.43	-0.45	-0.32
Consistency	Includer	0.08	0.08	0.06	0.09	0.03
Consistency	Individualization	-0.23	-0.23	-0.23	-0.23	-0.11
Consistency	Input	-0.16	-0.17	-0.14	-0.16	-0.06
Consistency	Intellection	0.02	0.02	0.02	0.01	0.13
Consistency	Learner	0.02	0.02	0.02	0.02	0.11
Consistency	Maximizer	0.07	0.08	0.07	0.07	0.06
Consistency	Positivity	0.07	0.06	0.05	0.08	-0.01
Consistency	Relator	0.26	0.26	0.24	0.28	0.33
Consistency	Responsibility	0.31	0.32	0.27	0.30	0.40
Consistency	Restorative	-0.01	0.00	0.01	0.00	0.18
Consistency	Self-Assurance	-0.15	-0.16	-0.11	-0.15	0.02
Consistency	Significance	0.09	0.09	0.10	0.09	0.19
Consistency	Strategic	-0.19	-0.19	-0.18	-0.20	-0.10
Consistency	Woo	-0.07	-0.07	-0.08	-0.06	-0.08

Theme Pair Correlations for Context, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Context	Achiever	0.10	0.11	0.11	0.08	0.12
Context	Activator	0.04	0.04	0.04	0.04	0.10
Context	Adaptability	0.04	0.05	0.04	0.06	0.15
Context	Analytical	0.27	0.24	0.25	0.26	0.25
Context	Arranger	0.11	0.11	0.12	0.10	0.13
Context	Belief	0.23	0.23	0.26	0.22	0.32
Context	Command	0.11	0.09	0.10	0.10	0.15
Context	Communication	0.04	0.03	0.07	0.03	0.06
Context	Competition	0.05	0.03	0.01	0.05	0.02
Context	Connectedness	0.24	0.27	0.26	0.24	0.29
Context	Consistency	0.13	0.12	0.17	0.13	0.24
Context	Deliberative	0.20	0.18	0.21	0.19	0.23
Context	Developer	0.11	0.14	0.16	0.11	0.26
Context	Discipline	0.13	0.14	0.18	0.13	0.21
Context	Empathy	0.07	0.12	0.12	0.08	0.24
Context	Focus	0.11	0.11	0.12	0.09	0.09
Context	Futuristic	0.00	0.02	-0.01	-0.02	0.05
Context	Harmony	0.13	0.12	0.17	0.14	0.21
Context	Ideation	0.14	0.12	0.12	0.12	0.17
Context	Includer	0.02	0.02	0.04	0.02	0.09
Context	Individualization	0.21	0.22	0.21	0.19	0.24
Context	Input	0.23	0.25	0.23	0.22	0.30
Context	Intellection	0.34	0.35	0.35	0.32	0.44
Context	Learner	0.29	0.31	0.31	0.26	0.35
Context	Maximizer	0.02	0.01	0.03	0.01	0.01
Context	Positivity	0.02	0.03	0.04	0.02	0.09
Context	Relator	0.15	0.16	0.17	0.15	0.27
Context	Responsibility	0.18	0.18	0.23	0.17	0.23
Context	Restorative	0.24	0.23	0.22	0.24	0.31
Context	Self-Assurance	0.10	0.08	0.09	0.08	0.09
Context	Significance	0.07	0.07	0.06	0.06	0.04
Context	Strategic	0.17	0.16	0.16	0.17	0.17
Context	Woo	-0.01	-0.02	0.02	-0.01	0.03

Theme Pair Correlations for Deliberative, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Developer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Developer	Achiever	0.04	0.03	0.03	0.06	0.06
Developer	Activator	0.11	0.10	0.13	0.12	0.18
Developer	Adaptability	0.34	0.35	0.32	0.33	0.46
Developer	Analytical	-0.12	-0.08	-0.06	-0.11	-0.02
Developer	Arranger	0.15	0.14	0.15	0.16	0.26
Developer	Belief	0.45	0.45	0.43	0.45	0.52
Developer	Command	-0.18	-0.16	-0.16	-0.18	-0.07
Developer	Communication	0.28	0.26	0.30	0.29	0.27
Developer	Competition	-0.16	-0.13	-0.13	-0.15	-0.13
Developer	Connectedness	0.44	0.43	0.43	0.44	0.55
Developer	Consistency	0.23	0.22	0.18	0.23	0.16
Developer	Context	0.11	0.14	0.16	0.11	0.26
Developer	Deliberative	-0.14	-0.12	-0.15	-0.13	-0.05
Developer	Discipline	0.15	0.12	0.10	0.17	0.09
Developer	Empathy	0.73	0.72	0.69	0.73	0.77
Developer	Focus	-0.04	-0.03	-0.05	-0.03	-0.03
Developer	Futuristic	0.08	0.09	0.09	0.09	0.15
Developer	Harmony	0.35	0.34	0.30	0.35	0.27
Developer	Ideation	0.05	0.06	0.10	0.05	0.21
Developer	Includer	0.42	0.41	0.44	0.42	0.36
Developer	Individualization	0.20	0.19	0.21	0.22	0.33
Developer	Input	0.21	0.21	0.21	0.22	0.33
Developer	Intellection	0.19	0.20	0.17	0.19	0.36
Developer	Learner	0.14	0.14	0.13	0.15	0.21
Developer	Maximizer	0.14	0.15	0.16	0.13	0.09
Developer	Positivity	0.71	0.70	0.72	0.71	0.71
Developer	Relator	0.11	0.10	0.06	0.12	0.18
Developer	Responsibility	0.27	0.26	0.23	0.29	0.31
Developer	Restorative	0.09	0.12	0.13	0.12	0.28
Developer	Self-Assurance	0.00	0.02	0.05	0.00	0.10
Developer	Significance	-0.12	-0.11	-0.10	-0.11	-0.05
Developer	Strategic	0.05	0.06	0.07	0.07	0.20
Developer	Woo	0.26	0.24	0.27	0.27	0.24

Theme Pair Correlations for Discipline, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Empathy, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Empathy	Achiever	-0.07	-0.09	-0.09	-0.05	0.00
Empathy	Activator	0.10	0.09	0.10	0.11	0.22
Empathy	Adaptability	0.40	0.41	0.40	0.40	0.48
Empathy	Analytical	-0.26	-0.21	-0.20	-0.25	-0.11
Empathy	Arranger	0.06	0.04	0.05	0.08	0.23
Empathy	Belief	0.33	0.33	0.29	0.35	0.38
Empathy	Command	-0.16	-0.14	-0.12	-0.15	0.00
Empathy	Communication	0.25	0.23	0.28	0.26	0.29
Empathy	Competition	-0.18	-0.14	-0.14	-0.18	-0.09
Empathy	Connectedness	0.43	0.42	0.39	0.43	0.51
Empathy	Consistency	0.18	0.17	0.14	0.18	0.11
Empathy	Context	0.07	0.12	0.12	0.08	0.24
Empathy	Deliberative	-0.07	-0.06	-0.07	-0.07	-0.02
Empathy	Developer	0.73	0.72	0.69	0.73	0.77
Empathy	Discipline	0.06	0.03	0.01	0.08	0.07
Empathy	Focus	-0.14	-0.12	-0.14	-0.13	-0.07
Empathy	Futuristic	0.04	0.05	0.04	0.04	0.12
Empathy	Harmony	0.34	0.34	0.29	0.34	0.25
Empathy	Ideation	0.02	0.05	0.08	0.03	0.23
Empathy	Includer	0.33	0.31	0.35	0.34	0.29
Empathy	Individualization	0.19	0.18	0.19	0.21	0.35
Empathy	Input	0.18	0.18	0.18	0.19	0.33
Empathy	Intellection	0.18	0.20	0.15	0.17	0.37
Empathy	Learner	0.02	0.03	0.01	0.04	0.15
Empathy	Maximizer	0.12	0.13	0.13	0.11	0.12
Empathy	Positivity	0.48	0.46	0.47	0.48	0.49
Empathy	Relator	0.15	0.15	0.10	0.15	0.24
Empathy	Responsibility	0.14	0.13	0.09	0.17	0.18
Empathy	Restorative	0.03	0.06	0.07	0.05	0.20
Empathy	Self-Assurance	-0.07	-0.05	-0.02	-0.06	0.06
Empathy	Significance	-0.19	-0.18	-0.18	-0.18	-0.07
Empathy	Strategic	-0.03	-0.01	0.00	-0.02	0.16
Empathy	Woo	0.24	0.22	0.26	0.25	0.23

Theme Pair Correlations for Focus, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Focus	Achiever	0.67	0.66	0.67	0.67	0.67
Focus	Activator	0.34	0.32	0.36	0.34	0.35
Focus	Adaptability	-0.32	-0.32	-0.33	-0.31	-0.21
Focus	Analytical	0.53	0.52	0.54	0.52	0.58
Focus	Arranger	0.42	0.41	0.45	0.41	0.45
Focus	Belief	0.16	0.15	0.17	0.16	0.25
Focus	Command	0.52	0.50	0.55	0.52	0.61
Focus	Communication	0.18	0.17	0.21	0.17	0.22
Focus	Competition	0.57	0.57	0.57	0.57	0.63
Focus	Connectedness	-0.03	-0.03	0.01	-0.03	-0.04
Focus	Consistency	0.18	0.20	0.16	0.18	0.24
Focus	Context	0.11	0.11	0.12	0.09	0.09
Focus	Deliberative	0.27	0.27	0.25	0.27	0.37
Focus	Developer	-0.04	-0.03	-0.05	-0.03	-0.03
Focus	Discipline	0.53	0.53	0.55	0.52	0.54
Focus	Empathy	-0.14	-0.12	-0.14	-0.13	-0.07
Focus	Futuristic	0.54	0.53	0.56	0.54	0.61
Focus	Harmony	0.03	0.05	0.02	0.04	0.14
Focus	Ideation	0.23	0.22	0.25	0.23	0.27
Focus	Includer	0.04	0.04	0.05	0.04	0.13
Focus	Individualization	0.34	0.33	0.37	0.33	0.37
Focus	Input	0.28	0.28	0.30	0.29	0.31
Focus	Intellection	0.17	0.18	0.18	0.18	0.23
Focus	Learner	0.49	0.48	0.50	0.49	0.51
Focus	Maximizer	0.20	0.19	0.20	0.20	0.29
Focus	Positivity	0.04	0.04	0.05	0.05	0.07
Focus	Relator	0.18	0.18	0.19	0.19	0.22
Focus	Responsibility	0.39	0.38	0.41	0.39	0.41
Focus	Restorative	0.33	0.31	0.34	0.32	0.32
Focus	Self-Assurance	0.50	0.47	0.54	0.50	0.60
Focus	Significance	0.70	0.70	0.71	0.70	0.75
Focus	Strategic	0.44	0.43	0.46	0.43	0.41
Focus	Woo	0.11	0.10	0.13	0.11	0.14

Theme Pair Correlations for Futuristic, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Harmony, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Harmony	Achiever	-0.04	-0.04	-0.07	-0.03	0.00
Harmony	Activator	-0.16	-0.17	-0.15	-0.15	-0.06
Harmony	Adaptability	0.16	0.15	0.17	0.16	0.26
Harmony	Analytical	0.03	0.05	0.08	0.06	0.15
Harmony	Arranger	-0.19	-0.19	-0.21	-0.18	-0.08
Harmony	Belief	0.11	0.10	0.08	0.12	0.17
Harmony	Command	-0.25	-0.27	-0.22	-0.23	-0.05
Harmony	Communication	0.00	-0.01	-0.01	0.01	0.06
Harmony	Competition	-0.11	-0.10	-0.08	-0.10	0.02
Harmony	Connectedness	0.10	0.08	0.08	0.12	0.14
Harmony	Consistency	0.70	0.70	0.69	0.71	0.68
Harmony	Context	0.13	0.12	0.17	0.14	0.21
Harmony	Deliberative	0.31	0.31	0.31	0.32	0.42
Harmony	Developer	0.35	0.34	0.30	0.35	0.27
Harmony	Discipline	0.37	0.37	0.31	0.38	0.37
Harmony	Empathy	0.34	0.34	0.29	0.34	0.25
Harmony	Focus	0.03	0.05	0.02	0.04	0.14
Harmony	Futuristic	-0.15	-0.14	-0.15	-0.14	-0.06
Harmony	Ideation	-0.43	-0.44	-0.40	-0.42	-0.26
Harmony	Includer	0.09	0.08	0.08	0.11	0.08
Harmony	Individualization	-0.20	-0.21	-0.19	-0.19	-0.07
Harmony	Input	-0.14	-0.16	-0.13	-0.13	0.00
Harmony	Intellection	0.04	0.05	0.03	0.05	0.17
Harmony	Learner	-0.07	-0.07	-0.08	-0.04	0.04
Harmony	Maximizer	0.11	0.11	0.12	0.12	0.17
Harmony	Positivity	0.16	0.14	0.14	0.16	0.11
Harmony	Relator	0.27	0.28	0.24	0.29	0.36
Harmony	Responsibility	0.21	0.22	0.16	0.22	0.26
Harmony	Restorative	-0.15	-0.14	-0.15	-0.13	0.00
Harmony	Self-Assurance	-0.27	-0.28	-0.23	-0.26	-0.09
Harmony	Significance	-0.03	-0.03	-0.02	-0.02	0.14
Harmony	Strategic	-0.33	-0.33	-0.32	-0.31	-0.20
Harmony	Woo	-0.02	-0.04	-0.03	-0.01	0.04

Theme Pair Correlations for Ideation, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Ideation	Achiever	0.23	0.23	0.24	0.22	0.22
Ideation	Activator	0.44	0.45	0.44	0.44	0.45
Ideation	Adaptability	0.19	0.20	0.21	0.20	0.26
Ideation	Analytical	0.33	0.29	0.33	0.32	0.35
Ideation	Arranger	0.47	0.47	0.50	0.47	0.46
Ideation	Belief	0.22	0.22	0.23	0.22	0.28
Ideation	Command	0.53	0.53	0.51	0.52	0.49
Ideation	Communication	0.28	0.28	0.31	0.27	0.31
Ideation	Competition	0.30	0.29	0.27	0.30	0.30
Ideation	Connectedness	0.25	0.28	0.28	0.24	0.29
Ideation	Consistency	-0.45	-0.46	-0.43	-0.45	-0.32
Ideation	Context	0.14	0.12	0.12	0.12	0.17
Ideation	Deliberative	-0.04	-0.06	-0.02	-0.04	-0.02
Ideation	Developer	0.05	0.06	0.10	0.05	0.21
Ideation	Discipline	-0.19	-0.20	-0.13	-0.20	-0.10
Ideation	Empathy	0.02	0.05	0.08	0.03	0.23
Ideation	Focus	0.23	0.22	0.25	0.23	0.27
Ideation	Futuristic	0.50	0.48	0.52	0.50	0.54
Ideation	Harmony	-0.43	-0.44	-0.40	-0.42	-0.26
Ideation	Includer	0.13	0.13	0.16	0.13	0.17
Ideation	Individualization	0.63	0.63	0.64	0.62	0.62
Ideation	Input	0.53	0.54	0.55	0.54	0.51
Ideation	Intellection	0.40	0.39	0.44	0.40	0.49
Ideation	Learner	0.38	0.37	0.40	0.37	0.40
Ideation	Maximizer	0.21	0.20	0.23	0.20	0.27
Ideation	Positivity	0.15	0.16	0.17	0.16	0.29
Ideation	Relator	0.04	0.03	0.10	0.03	0.13
Ideation	Responsibility	0.14	0.13	0.18	0.14	0.17
Ideation	Restorative	0.37	0.35	0.37	0.36	0.34
Ideation	Self-Assurance	0.53	0.53	0.51	0.53	0.47
Ideation	Significance	0.31	0.30	0.30	0.31	0.30
Ideation	Strategic	0.70	0.70	0.71	0.71	0.68
Ideation	Woo	0.19	0.20	0.21	0.19	0.21

Theme Pair Correlations for Includer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Includer	Achiever	0.11	0.11	0.11	0.11	0.18
Includer	Activator	0.21	0.19	0.24	0.21	0.19
Includer	Adaptability	0.21	0.21	0.20	0.23	0.22
Includer	Analytical	-0.05	-0.04	-0.04	-0.05	0.05
Includer	Arranger	0.26	0.25	0.26	0.25	0.35
Includer	Belief	0.28	0.28	0.28	0.29	0.42
Includer	Command	0.01	0.01	0.03	0.01	0.08
Includer	Communication	0.42	0.40	0.44	0.42	0.36
Includer	Competition	-0.01	-0.01	0.01	-0.01	0.06
Includer	Connectedness	0.26	0.24	0.27	0.25	0.31
Includer	Consistency	0.08	0.08	0.06	0.09	0.03
Includer	Context	0.02	0.02	0.04	0.02	0.09
Includer	Deliberative	-0.28	-0.28	-0.28	-0.28	-0.18
Includer	Developer	0.42	0.41	0.44	0.42	0.36
Includer	Discipline	0.06	0.05	0.06	0.06	0.07
Includer	Empathy	0.33	0.31	0.35	0.34	0.29
Includer	Focus	0.04	0.04	0.05	0.04	0.13
Includer	Futuristic	0.14	0.13	0.16	0.14	0.25
Includer	Harmony	0.09	0.08	0.08	0.11	0.08
Includer	Ideation	0.13	0.13	0.16	0.13	0.17
Includer	Individualization	0.13	0.12	0.15	0.13	0.16
Includer	Input	0.25	0.23	0.25	0.26	0.28
Includer	Intellection	-0.04	-0.05	-0.04	-0.04	0.03
Includer	Learner	0.11	0.11	0.11	0.11	0.19
Includer	Maximizer	0.09	0.09	0.09	0.08	0.08
Includer	Positivity	0.59	0.58	0.60	0.59	0.53
Includer	Relator	-0.38	-0.40	-0.40	-0.36	-0.29
Includer	Responsibility	0.19	0.19	0.17	0.19	0.25
Includer	Restorative	0.20	0.20	0.21	0.21	0.28
Includer	Self-Assurance	0.18	0.19	0.20	0.17	0.24
Includer	Significance	0.06	0.05	0.08	0.05	0.13
Includer	Strategic	0.10	0.10	0.11	0.11	0.14
Includer	Woo	0.48	0.46	0.49	0.48	0.44

Theme Pair Correlations for Individualization, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Individualization	Achiever	0.34	0.32	0.36	0.33	0.33
Individualization	Activator	0.43	0.41	0.44	0.43	0.45
Individualization	Adaptability	0.05	0.06	0.03	0.07	0.08
Individualization	Analytical	0.37	0.38	0.41	0.34	0.40
Individualization	Arranger	0.58	0.57	0.61	0.58	0.60
Individualization	Belief	0.32	0.30	0.33	0.33	0.41
Individualization	Command	0.45	0.44	0.48	0.44	0.44
Individualization	Communication	0.31	0.29	0.35	0.32	0.38
Individualization	Competition	0.29	0.30	0.30	0.26	0.30
Individualization	Connectedness	0.30	0.30	0.31	0.31	0.42
Individualization	Consistency	**-0.23**	**-0.23**	**-0.23**	**-0.23**	**-0.11**
Individualization	Context	0.21	0.22	0.21	0.19	0.24
Individualization	Deliberative	0.04	0.03	0.05	0.03	0.10
Individualization	Developer	0.20	0.19	0.21	0.22	0.33
Individualization	Discipline	0.11	0.09	0.16	0.11	0.18
Individualization	Empathy	0.19	0.18	0.19	0.21	0.35
Individualization	Focus	0.34	0.33	0.37	0.33	0.37
Individualization	Futuristic	0.46	0.44	0.49	0.47	0.57
Individualization	Harmony	**-0.20**	**-0.21**	**-0.19**	**-0.19**	**-0.07**
Individualization	Ideation	0.63	0.63	0.64	0.62	0.62
Individualization	Includer	0.13	0.12	0.15	0.13	0.16
Individualization	Input	0.49	0.48	0.50	0.50	0.51
Individualization	Intellection	0.36	0.35	0.37	0.36	0.45
Individualization	Learner	0.48	0.47	0.50	0.48	0.51
Individualization	Maximizer	0.17	0.17	0.18	0.16	0.14
Individualization	Positivity	0.21	0.20	0.21	0.22	0.32
Individualization	Relator	0.15	0.14	0.16	0.14	0.21
Individualization	Responsibility	0.28	0.26	0.31	0.29	0.34
Individualization	Restorative	0.42	0.42	0.44	0.43	0.45
Individualization	Self-Assurance	0.50	0.50	0.53	0.49	0.49
Individualization	Significance	0.35	0.35	0.37	0.34	0.38
Individualization	Strategic	0.64	0.64	0.65	0.63	0.65
Individualization	Woo	0.22	0.20	0.24	0.23	0.25

Theme Pair Correlations for Input, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Intellection, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Learner, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Maximizer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Maximizer	Achiever	0.15	0.15	0.14	0.15	0.22
Maximizer	Activator	0.30	0.30	0.29	0.31	0.33
Maximizer	Adaptability	0.17	0.16	0.17	0.17	0.24
Maximizer	Analytical	0.09	0.07	0.12	0.09	0.17
Maximizer	Arranger	0.20	0.21	0.20	0.20	0.23
Maximizer	Belief	0.10	0.09	0.12	0.09	0.11
Maximizer	Command	0.20	0.19	0.20	0.21	0.29
Maximizer	Communication	0.27	0.28	0.26	0.28	0.19
Maximizer	Competition	0.18	0.18	0.17	0.20	0.28
Maximizer	Connectedness	0.14	0.15	0.15	0.14	0.12
Maximizer	Consistency	0.07	0.08	0.07	0.07	0.06
Maximizer	Context	0.02	0.01	0.03	0.01	0.01
Maximizer	Deliberative	0.05	0.02	0.07	0.05	0.13
Maximizer	Developer	0.14	0.15	0.16	0.13	0.09
Maximizer	Discipline	0.12	0.12	0.11	0.12	0.15
Maximizer	Empathy	0.12	0.13	0.13	0.11	0.12
Maximizer	Focus	0.20	0.19	0.20	0.20	0.29
Maximizer	Futuristic	0.23	0.23	0.24	0.24	0.22
Maximizer	Harmony	0.11	0.11	0.12	0.12	0.17
Maximizer	Ideation	0.21	0.20	0.23	0.20	0.27
Maximizer	Includer	0.09	0.09	0.09	0.08	0.08
Maximizer	Individualization	0.17	0.17	0.18	0.16	0.14
Maximizer	Input	0.16	0.15	0.16	0.16	0.23
Maximizer	Intellection	0.11	0.11	0.11	0.12	0.21
Maximizer	Learner	0.11	0.11	0.10	0.11	0.09
Maximizer	Positivity	0.24	0.25	0.23	0.23	0.23
Maximizer	Relator	0.14	0.13	0.15	0.14	0.17
Maximizer	Responsibility	0.13	0.13	0.14	0.12	0.11
Maximizer	Restorative	**-0.27**	**-0.29**	**-0.25**	**-0.27**	**-0.19**
Maximizer	Self-Assurance	0.35	0.35	0.35	0.35	0.40
Maximizer	Significance	0.24	0.23	0.24	0.25	0.31
Maximizer	Strategic	0.24	0.24	0.24	0.23	0.20
Maximizer	Woo	0.20	0.21	0.19	0.20	0.17

Theme Pair Correlations for Positivity, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Relator, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Relator	Achiever	0.10	0.10	0.08	0.12	0.16
Relator	Activator	0.00	-0.01	0.01	0.01	0.11
Relator	Adaptability	0.14	0.13	0.15	0.14	0.25
Relator	Analytical	0.25	0.26	0.30	0.25	0.33
Relator	Arranger	0.09	0.08	0.08	0.10	0.11
Relator	Belief	0.12	0.12	0.10	0.13	0.16
Relator	Command	0.13	0.11	0.18	0.13	0.17
Relator	Communication	-0.09	-0.11	-0.08	-0.08	0.05
Relator	Competition	0.07	0.07	0.10	0.08	0.11
Relator	Connectedness	0.11	0.11	0.09	0.12	0.15
Relator	Consistency	0.26	0.26	0.24	0.28	0.33
Relator	Context	0.15	0.16	0.17	0.15	0.27
Relator	Deliberative	0.44	0.43	0.45	0.46	0.51
Relator	Developer	0.11	0.10	0.06	0.12	0.18
Relator	Discipline	0.23	0.23	0.20	0.26	0.26
Relator	Empathy	0.15	0.15	0.10	0.15	0.24
Relator	Focus	0.18	0.18	0.19	0.19	0.22
Relator	Futuristic	0.09	0.09	0.11	0.09	0.10
Relator	Harmony	0.27	0.28	0.24	0.29	0.36
Relator	Ideation	0.04	0.03	0.10	0.03	0.13
Relator	Includer	-0.38	-0.40	-0.40	-0.36	-0.29
Relator	Individualization	0.15	0.14	0.16	0.14	0.21
Relator	Input	0.08	0.07	0.10	0.08	0.19
Relator	Intellection	0.29	0.29	0.29	0.29	0.39
Relator	Learner	0.17	0.17	0.18	0.18	0.25
Relator	Maximizer	0.14	0.13	0.15	0.14	0.17
Relator	Positivity	-0.12	-0.13	-0.14	-0.10	-0.04
Relator	Responsibility	0.27	0.27	0.24	0.28	0.30
Relator	Restorative	0.12	0.12	0.14	0.13	0.22
Relator	Self-Assurance	0.08	0.08	0.12	0.09	0.13
Relator	Significance	0.13	0.13	0.15	0.14	0.15
Relator	Strategic	0.12	0.11	0.15	0.13	0.20
Relator	Woo	-0.23	-0.26	-0.22	-0.22	-0.12

Theme Pair Correlations for Responsibility, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Restorative, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

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

Theme Pair Correlations for Self-Assurance, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Self-Assurance	Achiever	0.44	0.42	0.49	0.43	0.48
Self-Assurance	Activator	0.55	0.55	0.57	0.56	0.58
Self-Assurance	Adaptability	0.07	0.10	0.05	0.08	0.05
Self-Assurance	Analytical	0.40	0.37	0.40	0.38	0.45
Self-Assurance	Arranger	0.62	0.62	0.65	0.61	0.61
Self-Assurance	Belief	0.28	0.27	0.32	0.27	0.37
Self-Assurance	Command	0.70	0.69	0.70	0.70	0.69
Self-Assurance	Communication	0.35	0.35	0.39	0.36	0.36
Self-Assurance	Competition	0.45	0.42	0.45	0.44	0.54
Self-Assurance	Connectedness	0.18	0.21	0.21	0.17	0.19
Self-Assurance	Consistency	-0.15	-0.16	-0.11	-0.15	0.02
Self-Assurance	Context	0.10	0.08	0.09	0.08	0.09
Self-Assurance	Deliberative	-0.01	-0.04	0.01	-0.02	0.10
Self-Assurance	Developer	0.00	0.02	0.05	0.00	0.10
Self-Assurance	Discipline	0.11	0.09	0.20	0.11	0.29
Self-Assurance	Empathy	-0.07	-0.05	-0.02	-0.06	0.06
Self-Assurance	Focus	0.50	0.47	0.54	0.50	0.60
Self-Assurance	Futuristic	0.50	0.47	0.52	0.51	0.62
Self-Assurance	Harmony	-0.27	-0.28	-0.23	-0.26	-0.09
Self-Assurance	Ideation	0.53	0.53	0.51	0.53	0.47
Self-Assurance	Includer	0.18	0.19	0.20	0.17	0.24
Self-Assurance	Individualization	0.50	0.50	0.53	0.49	0.49
Self-Assurance	Input	0.45	0.46	0.45	0.45	0.43
Self-Assurance	Intellection	0.22	0.23	0.23	0.22	0.27
Self-Assurance	Learner	0.44	0.44	0.46	0.44	0.48
Self-Assurance	Maximizer	0.35	0.35	0.35	0.35	0.40
Self-Assurance	Positivity	0.20	0.22	0.23	0.21	0.32
Self-Assurance	Relator	0.08	0.08	0.12	0.09	0.13
Self-Assurance	Responsibility	0.33	0.33	0.40	0.33	0.38
Self-Assurance	Restorative	0.36	0.33	0.38	0.35	0.38
Self-Assurance	Significance	0.55	0.53	0.57	0.56	0.61
Self-Assurance	Strategic	0.58	0.58	0.58	0.58	0.50
Self-Assurance	Woo	0.28	0.28	0.31	0.28	0.31

Theme Pair Correlations for Significance, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Significance	Achiever	0.46	0.46	0.48	0.47	0.50
Significance	Activator	0.46	0.45	0.47	0.46	0.43
Significance	Adaptability	-0.12	-0.12	-0.12	-0.10	-0.12
Significance	Analytical	0.43	0.42	0.43	0.42	0.49
Significance	Arranger	0.43	0.43	0.45	0.42	0.43
Significance	Belief	0.13	0.11	0.15	0.13	0.24
Significance	Command	0.61	0.59	0.62	0.61	0.61
Significance	Communication	0.29	0.28	0.31	0.30	0.28
Significance	Competition	0.63	0.63	0.62	0.62	0.65
Significance	Connectedness	-0.06	-0.07	-0.04	-0.05	0.00
Significance	Consistency	0.09	0.09	0.10	0.09	0.19
Significance	Context	0.07	0.07	0.06	0.06	0.04
Significance	Deliberative	0.19	0.18	0.20	0.20	0.31
Significance	Developer	-0.12	-0.11	-0.10	-0.11	-0.05
Significance	Discipline	0.32	0.31	0.35	0.31	0.42
Significance	Empathy	-0.19	-0.18	-0.18	-0.18	-0.07
Significance	Focus	0.70	0.70	0.71	0.70	0.75
Significance	Futuristic	0.50	0.49	0.51	0.50	0.57
Significance	Harmony	-0.03	-0.03	-0.02	-0.02	0.14
Significance	Ideation	0.31	0.30	0.30	0.31	0.30
Significance	Includer	0.06	0.05	0.08	0.05	0.13
Significance	Individualization	0.35	0.35	0.37	0.34	0.38
Significance	Input	0.26	0.26	0.25	0.27	0.24
Significance	Intellection	0.08	0.08	0.06	0.09	0.14
Significance	Learner	0.30	0.31	0.29	0.30	0.34
Significance	Maximizer	0.24	0.23	0.24	0.25	0.31
Significance	Positivity	0.04	0.03	0.06	0.04	0.11
Significance	Relator	0.13	0.13	0.15	0.14	0.15
Significance	Responsibility	0.29	0.28	0.32	0.29	0.34
Significance	Restorative	0.31	0.29	0.31	0.30	0.28
Significance	Self-Assurance	0.55	0.53	0.57	0.56	0.61
Significance	Strategic	0.43	0.43	0.43	0.43	0.39
Significance	Woo	0.21	0.20	0.23	0.21	0.22

Theme Pair Correlations for Strategic, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Strategic	Achiever	0.42	0.41	0.44	0.41	0.41
Strategic	Activator	0.44	0.44	0.44	0.43	0.43
Strategic	Adaptability	-0.02	-0.01	-0.03	-0.01	0.04
Strategic	Analytical	0.45	0.43	0.47	0.43	0.43
Strategic	Arranger	0.57	0.57	0.60	0.56	0.63
Strategic	Belief	0.26	0.25	0.27	0.28	0.32
Strategic	Command	0.53	0.53	0.53	0.51	0.46
Strategic	Communication	0.33	0.33	0.34	0.32	0.37
Strategic	Competition	0.39	0.39	0.38	0.38	0.36
Strategic	Connectedness	0.21	0.22	0.23	0.21	0.30
Strategic	Consistency	-0.19	-0.19	-0.18	-0.20	-0.10
Strategic	Context	0.17	0.16	0.16	0.17	0.17
Strategic	Deliberative	0.06	0.04	0.08	0.05	0.09
Strategic	Developer	0.05	0.06	0.07	0.07	0.20
Strategic	Discipline	0.15	0.15	0.21	0.14	0.24
Strategic	Empathy	-0.03	-0.01	0.00	-0.02	0.16
Strategic	Focus	0.44	0.43	0.46	0.43	0.41
Strategic	Futuristic	0.54	0.52	0.55	0.55	0.58
Strategic	Harmony	-0.33	-0.33	-0.32	-0.31	-0.20
Strategic	Ideation	0.70	0.70	0.71	0.71	0.68
Strategic	Includer	0.10	0.10	0.11	0.11	0.14
Strategic	Individualization	0.64	0.64	0.65	0.63	0.65
Strategic	Input	0.47	0.46	0.49	0.48	0.46
Strategic	Intellection	0.35	0.34	0.38	0.35	0.41
Strategic	Learner	0.46	0.45	0.49	0.46	0.47
Strategic	Maximizer	0.24	0.24	0.24	0.23	0.20
Strategic	Positivity	0.13	0.14	0.13	0.15	0.25
Strategic	Relator	0.12	0.11	0.15	0.13	0.20
Strategic	Responsibility	0.30	0.29	0.34	0.31	0.38
Strategic	Restorative	0.39	0.37	0.40	0.39	0.42
Strategic	Self-Assurance	0.58	0.58	0.58	0.58	0.50
Strategic	Significance	0.43	0.43	0.43	0.43	0.39
Strategic	Woo	0.20	0.20	0.21	0.20	0.25

Theme Pair Correlations for Woo, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Woo	Achiever	0.10	0.08	0.13	0.09	0.15
Woo	Activator	0.47	0.47	0.47	0.47	0.44
Woo	Adaptability	0.18	0.18	0.16	0.19	0.17
Woo	Analytical	-0.10	-0.11	-0.07	-0.10	0.01
Woo	Arranger	0.26	0.24	0.28	0.26	0.33
Woo	Belief	0.16	0.13	0.18	0.16	0.28
Woo	Command	0.21	0.22	0.23	0.20	0.20
Woo	Communication	0.82	0.82	0.82	0.82	0.80
Woo	Competition	0.17	0.18	0.20	0.16	0.21
Woo	Connectedness	0.16	0.13	0.18	0.16	0.26
Woo	Consistency	-0.07	-0.07	-0.08	-0.06	-0.08
Woo	Context	-0.01	-0.02	0.02	-0.01	0.03
Woo	Deliberative	-0.39	-0.41	-0.37	-0.38	-0.26
Woo	Developer	0.26	0.24	0.27	0.27	0.24
Woo	Discipline	-0.02	-0.04	-0.01	-0.01	0.06
Woo	Empathy	0.24	0.22	0.26	0.25	0.23
Woo	Focus	0.11	0.10	0.13	0.11	0.14
Woo	Futuristic	0.22	0.21	0.24	0.23	0.26
Woo	Harmony	-0.02	-0.04	-0.03	-0.01	0.04
Woo	Ideation	0.19	0.20	0.21	0.19	0.21
Woo	Includer	0.48	0.46	0.49	0.48	0.44
Woo	Individualization	0.22	0.20	0.24	0.23	0.25
Woo	Input	0.24	0.23	0.26	0.25	0.27
Woo	Intellection	-0.13	-0.15	-0.12	-0.12	0.00
Woo	Learner	0.03	0.01	0.06	0.04	0.10
Woo	Maximizer	0.20	0.21	0.19	0.20	0.17
Woo	Positivity	0.55	0.54	0.56	0.56	0.50
Woo	Relator	-0.23	-0.26	-0.22	-0.22	-0.12
Woo	Responsibility	0.05	0.02	0.08	0.05	0.12
Woo	Restorative	0.06	0.04	0.10	0.07	0.06
Woo	Self-Assurance	0.28	0.28	0.31	0.28	0.31
Woo	Significance	0.21	0.20	0.23	0.21	0.22
Woo	Strategic	0.20	0.20	0.21	0.20	0.25

Theme Pair Correlations for Achiever, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Achiever	Activator	0.26	0.19	0.23	0.25	0.29	0.33	0.38	0.28
Achiever	Adaptability	-0.23	-0.28	-0.28	-0.26	-0.22	-0.17	-0.11	-0.21
Achiever	Analytical	0.37	0.38	0.36	0.35	0.40	0.39	0.38	0.36
Achiever	Arranger	0.49	0.48	0.46	0.46	0.50	0.53	0.57	0.49
Achiever	Belief	0.24	0.22	0.19	0.23	0.27	0.29	0.30	0.25
Achiever	Command	0.35	0.29	0.33	0.37	0.38	0.39	0.41	0.35
Achiever	Communication	0.16	0.12	0.13	0.15	0.19	0.18	0.23	0.16
Achiever	Competition	0.47	0.46	0.50	0.50	0.49	0.48	0.49	0.47
Achiever	Connectedness	0.06	0.03	-0.01	0.04	0.09	0.13	0.17	0.07
Achiever	Consistency	0.11	0.22	0.15	0.09	0.09	0.06	0.02	0.09
Achiever	Context	0.10	0.14	0.06	0.09	0.13	0.13	0.14	0.08
Achiever	Deliberative	0.16	0.18	0.15	0.15	0.16	0.15	0.16	0.16
Achiever	Developer	0.04	0.01	0.00	0.00	0.07	0.09	0.13	0.07
Achiever	Discipline	0.42	0.49	0.43	0.41	0.43	0.39	0.35	0.42
Achiever	Empathy	-0.07	-0.10	-0.11	-0.10	-0.05	-0.04	0.01	-0.05
Achiever	Focus	0.67	0.68	0.67	0.67	0.68	0.66	0.66	0.67
Achiever	Futuristic	0.34	0.30	0.32	0.32	0.37	0.40	0.40	0.36
Achiever	Harmony	-0.04	0.02	-0.05	-0.08	-0.04	-0.04	-0.05	-0.03
Achiever	Ideation	0.23	0.14	0.19	0.21	0.26	0.28	0.33	0.24
Achiever	Includer	0.11	0.08	0.10	0.10	0.15	0.14	0.15	0.11
Achiever	Individualization	0.34	0.30	0.30	0.32	0.36	0.38	0.44	0.34
Achiever	Input	0.30	0.28	0.26	0.27	0.32	0.35	0.38	0.31
Achiever	Intellection	0.21	0.20	0.16	0.19	0.23	0.27	0.30	0.22
Achiever	Learner	0.56	0.61	0.55	0.54	0.56	0.56	0.55	0.56
Achiever	Maximizer	0.15	0.05	0.11	0.13	0.16	0.23	0.26	0.16
Achiever	Positivity	0.11	0.07	0.09	0.07	0.13	0.17	0.19	0.13
Achiever	Relator	0.10	0.07	0.09	0.08	0.11	0.13	0.13	0.13
Achiever	Responsibility	0.43	0.47	0.43	0.41	0.44	0.43	0.44	0.43
Achiever	Restorative	0.30	0.33	0.29	0.28	0.33	0.32	0.35	0.31
Achiever	Self-Assurance	0.44	0.40	0.41	0.42	0.47	0.48	0.50	0.43
Achiever	Significance	0.46	0.45	0.47	0.47	0.48	0.48	0.45	0.47
Achiever	Strategic	0.42	0.38	0.40	0.41	0.44	0.44	0.46	0.42
Achiever	Woo	0.10	0.08	0.09	0.09	0.12	0.11	0.14	0.10

Theme Pair Correlations for Activator, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Activator	Achiever	0.26	0.19	0.23	0.25	0.29	0.33	0.38	0.28
Activator	Adaptability	0.14	0.19	0.14	0.15	0.13	0.10	0.11	0.14
Activator	Analytical	0.11	0.10	0.10	0.07	0.11	0.17	0.16	0.10
Activator	Arranger	0.47	0.40	0.43	0.46	0.49	0.54	0.53	0.48
Activator	Belief	0.20	0.19	0.17	0.20	0.21	0.23	0.27	0.22
Activator	Command	0.62	0.58	0.60	0.62	0.64	0.66	0.66	0.63
Activator	Communication	0.56	0.58	0.55	0.57	0.56	0.55	0.53	0.56
Activator	Competition	0.40	0.37	0.38	0.41	0.44	0.45	0.42	0.40
Activator	Connectedness	0.20	0.19	0.18	0.21	0.20	0.24	0.26	0.21
Activator	Consistency	-0.15	-0.08	-0.12	-0.16	-0.18	-0.18	-0.23	-0.14
Activator	Context	0.04	0.07	0.03	0.01	0.05	0.08	0.13	0.04
Activator	Deliberative	-0.18	-0.17	-0.19	-0.21	-0.19	-0.17	-0.17	-0.17
Activator	Developer	0.11	0.11	0.10	0.10	0.11	0.13	0.13	0.12
Activator	Discipline	0.02	-0.01	0.00	0.00	0.03	0.07	0.04	0.03
Activator	Empathy	0.10	0.11	0.08	0.09	0.10	0.09	0.09	0.11
Activator	Focus	0.34	0.28	0.30	0.33	0.35	0.39	0.40	0.34
Activator	Futuristic	0.45	0.36	0.40	0.45	0.49	0.52	0.52	0.46
Activator	Harmony	-0.16	-0.10	-0.15	-0.18	-0.17	-0.18	-0.21	-0.15
Activator	Ideation	0.44	0.40	0.40	0.43	0.46	0.49	0.51	0.44
Activator	Includer	0.21	0.21	0.20	0.23	0.22	0.20	0.17	0.21
Activator	Individualization	0.43	0.36	0.37	0.41	0.46	0.48	0.50	0.43
Activator	Input	0.41	0.37	0.39	0.39	0.42	0.46	0.47	0.42
Activator	Intellection	0.14	0.08	0.10	0.10	0.15	0.21	0.25	0.16
Activator	Learner	0.22	0.16	0.18	0.19	0.24	0.30	0.36	0.24
Activator	Maximizer	0.30	0.27	0.25	0.28	0.34	0.34	0.37	0.31
Activator	Positivity	0.32	0.30	0.30	0.32	0.32	0.33	0.33	0.32
Activator	Relator	0.00	-0.03	-0.03	-0.03	0.01	0.04	0.05	0.01
Activator	Responsibility	0.13	0.09	0.11	0.12	0.15	0.18	0.20	0.15
Activator	Restorative	0.24	0.21	0.21	0.23	0.23	0.28	0.26	0.24
Activator	Self-Assurance	0.55	0.52	0.52	0.54	0.57	0.60	0.59	0.56
Activator	Significance	0.46	0.43	0.43	0.46	0.48	0.48	0.48	0.46
Activator	Strategic	0.44	0.38	0.41	0.42	0.45	0.51	0.51	0.43
Activator	Woo	0.47	0.51	0.48	0.48	0.46	0.44	0.43	0.46

Theme Pair Correlations for Adaptability, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Adaptability	Achiever	-0.23	-0.28	-0.28	-0.26	-0.22	-0.17	-0.11	-0.21
Adaptability	Activator	0.14	0.19	0.14	0.15	0.13	0.10	0.11	0.14
Adaptability	Analytical	-0.20	-0.20	-0.21	-0.20	-0.22	-0.17	-0.15	-0.18
Adaptability	Arranger	0.06	0.05	0.06	0.06	0.06	0.06	0.08	0.08
Adaptability	Belief	0.13	0.14	0.12	0.11	0.11	0.17	0.20	0.14
Adaptability	Command	0.03	0.06	0.03	0.02	0.01	0.01	0.07	0.05
Adaptability	Communication	0.19	0.18	0.17	0.18	0.20	0.21	0.25	0.21
Adaptability	Competition	-0.12	-0.15	-0.17	-0.13	-0.12	-0.12	-0.11	-0.11
Adaptability	Connectedness	0.27	0.31	0.28	0.27	0.25	0.29	0.31	0.27
Adaptability	Consistency	-0.02	-0.13	-0.07	-0.06	0.01	0.08	0.12	0.00
Adaptability	Context	0.04	0.05	0.06	0.03	0.00	0.02	0.09	0.05
Adaptability	Deliberative	-0.05	-0.10	-0.09	-0.07	-0.06	0.01	0.02	-0.04
Adaptability	Developer	0.34	0.34	0.32	0.32	0.33	0.39	0.39	0.33
Adaptability	Discipline	-0.33	-0.39	-0.38	-0.37	-0.32	-0.24	-0.17	-0.31
Adaptability	Empathy	0.40	0.41	0.39	0.38	0.41	0.43	0.45	0.40
Adaptability	Focus	-0.32	-0.35	-0.39	-0.35	-0.32	-0.26	-0.20	-0.31
Adaptability	Futuristic	-0.05	-0.06	-0.10	-0.04	-0.05	-0.05	-0.02	-0.04
Adaptability	Harmony	0.16	0.09	0.13	0.14	0.18	0.24	0.24	0.17
Adaptability	Ideation	0.19	0.27	0.19	0.21	0.16	0.16	0.17	0.19
Adaptability	Includer	0.21	0.18	0.19	0.19	0.21	0.24	0.30	0.23
Adaptability	Individualization	0.05	0.08	0.05	0.06	0.02	0.03	0.07	0.06
Adaptability	Input	0.19	0.22	0.19	0.20	0.17	0.16	0.18	0.19
Adaptability	Intellection	0.14	0.17	0.12	0.14	0.11	0.14	0.16	0.14
Adaptability	Learner	-0.11	-0.13	-0.13	-0.12	-0.12	-0.07	0.01	-0.09
Adaptability	Maximizer	0.17	0.20	0.16	0.16	0.17	0.18	0.18	0.17
Adaptability	Positivity	0.29	0.30	0.26	0.28	0.27	0.32	0.36	0.29
Adaptability	Relator	0.14	0.15	0.12	0.13	0.13	0.18	0.20	0.14
Adaptability	Responsibility	0.01	-0.07	-0.02	-0.02	0.02	0.09	0.16	0.03
Adaptability	Restorative	0.05	0.05	0.03	0.05	0.03	0.07	0.09	0.07
Adaptability	Self-Assurance	0.07	0.12	0.08	0.06	0.04	0.05	0.11	0.08
Adaptability	Significance	-0.12	-0.15	-0.17	-0.14	-0.11	-0.09	0.00	-0.10
Adaptability	Strategic	-0.02	0.01	-0.03	-0.02	-0.04	-0.01	0.01	-0.01
Adaptability	Woo	0.18	0.17	0.16	0.16	0.18	0.18	0.23	0.19

Theme Pair Correlations for Analytical, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Analytical	Achiever	0.37	0.38	0.36	0.35	0.40	0.39	0.38	0.36
Analytical	Activator	0.11	0.10	0.10	0.07	0.11	0.17	0.16	0.10
Analytical	Adaptability	-0.20	-0.20	-0.21	-0.20	-0.22	-0.17	-0.15	-0.18
Analytical	Arranger	0.33	0.36	0.33	0.31	0.35	0.35	0.37	0.32
Analytical	Belief	0.12	0.08	0.08	0.10	0.15	0.19	0.16	0.13
Analytical	Command	0.43	0.45	0.44	0.41	0.43	0.45	0.44	0.42
Analytical	Communication	-0.01	-0.01	-0.04	-0.03	-0.02	0.02	0.04	-0.01
Analytical	Competition	0.36	0.39	0.37	0.35	0.34	0.34	0.32	0.36
Analytical	Connectedness	-0.01	-0.02	-0.04	-0.03	0.01	0.06	0.07	0.01
Analytical	Consistency	0.16	0.21	0.14	0.15	0.15	0.16	0.15	0.15
Analytical	Context	0.27	0.29	0.23	0.29	0.29	0.29	0.24	0.26
Analytical	Deliberative	0.45	0.45	0.45	0.45	0.47	0.45	0.46	0.45
Analytical	Developer	-0.12	-0.16	-0.15	-0.14	-0.10	-0.06	-0.07	-0.10
Analytical	Discipline	0.34	0.34	0.29	0.32	0.37	0.37	0.38	0.33
Analytical	Empathy	-0.26	-0.27	-0.28	-0.27	-0.26	-0.22	-0.22	-0.24
Analytical	Focus	0.53	0.54	0.50	0.50	0.53	0.56	0.56	0.53
Analytical	Futuristic	0.27	0.26	0.25	0.24	0.27	0.32	0.33	0.29
Analytical	Harmony	0.03	0.08	0.00	0.02	0.03	0.04	0.02	0.05
Analytical	Ideation	0.33	0.28	0.33	0.32	0.33	0.35	0.35	0.33
Analytical	Includer	-0.05	-0.09	-0.07	-0.06	-0.05	-0.03	-0.01	-0.04
Analytical	Individualization	0.37	0.39	0.38	0.36	0.37	0.39	0.35	0.36
Analytical	Input	0.24	0.21	0.21	0.22	0.26	0.28	0.25	0.24
Analytical	Intellection	0.29	0.28	0.28	0.28	0.30	0.32	0.30	0.28
Analytical	Learner	0.44	0.43	0.43	0.43	0.46	0.48	0.44	0.44
Analytical	Maximizer	0.09	0.04	0.06	0.08	0.10	0.20	0.19	0.10
Analytical	Positivity	-0.18	-0.20	-0.20	-0.20	-0.18	-0.13	-0.16	-0.17
Analytical	Relator	0.25	0.25	0.22	0.24	0.26	0.26	0.24	0.25
Analytical	Responsibility	0.37	0.37	0.35	0.37	0.40	0.41	0.40	0.37
Analytical	Restorative	0.43	0.45	0.44	0.43	0.44	0.42	0.40	0.43
Analytical	Self-Assurance	0.40	0.39	0.39	0.38	0.41	0.44	0.42	0.39
Analytical	Significance	0.43	0.46	0.41	0.40	0.42	0.45	0.44	0.43
Analytical	Strategic	0.45	0.44	0.45	0.44	0.46	0.46	0.45	0.44
Analytical	Woo	-0.10	-0.09	-0.12	-0.11	-0.11	-0.08	-0.07	-0.09

Theme Pair Correlations for Arranger, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Arranger	Achiever	0.49	0.48	0.46	0.46	0.50	0.53	0.57	0.49
Arranger	Activator	0.47	0.40	0.43	0.46	0.49	0.54	0.53	0.48
Arranger	Adaptability	0.06	0.05	0.06	0.06	0.06	0.06	0.08	0.08
Arranger	Analytical	0.33	0.36	0.33	0.31	0.35	0.35	0.37	0.32
Arranger	Belief	0.35	0.33	0.32	0.33	0.37	0.39	0.36	0.36
Arranger	Command	0.47	0.43	0.44	0.47	0.50	0.52	0.52	0.47
Arranger	Communication	0.35	0.29	0.33	0.36	0.37	0.38	0.40	0.35
Arranger	Competition	0.31	0.29	0.30	0.33	0.35	0.36	0.38	0.30
Arranger	Connectedness	0.24	0.22	0.21	0.22	0.24	0.28	0.30	0.24
Arranger	Consistency	-0.11	0.00	-0.09	-0.13	-0.13	-0.13	-0.16	-0.12
Arranger	Context	0.11	0.18	0.08	0.09	0.13	0.10	0.12	0.10
Arranger	Deliberative	-0.01	0.04	-0.01	-0.03	0.01	-0.02	-0.01	0.00
Arranger	Developer	0.15	0.14	0.14	0.13	0.16	0.18	0.19	0.17
Arranger	Discipline	0.20	0.25	0.19	0.17	0.21	0.22	0.22	0.20
Arranger	Empathy	0.06	0.08	0.05	0.05	0.07	0.07	0.08	0.09
Arranger	Focus	0.42	0.44	0.40	0.41	0.45	0.48	0.50	0.42
Arranger	Futuristic	0.43	0.36	0.38	0.42	0.48	0.52	0.56	0.43
Arranger	Harmony	-0.19	-0.13	-0.21	-0.22	-0.19	-0.18	-0.20	-0.18
Arranger	Ideation	0.47	0.43	0.45	0.47	0.49	0.51	0.53	0.47
Arranger	Includer	0.26	0.22	0.26	0.26	0.27	0.28	0.26	0.26
Arranger	Individualization	0.58	0.56	0.56	0.58	0.60	0.62	0.63	0.58
Arranger	Input	0.49	0.52	0.47	0.47	0.50	0.53	0.54	0.51
Arranger	Intellection	0.24	0.29	0.20	0.20	0.24	0.28	0.30	0.24
Arranger	Learner	0.47	0.51	0.46	0.44	0.46	0.49	0.51	0.47
Arranger	Maximizer	0.20	0.11	0.13	0.20	0.21	0.29	0.32	0.20
Arranger	Positivity	0.26	0.21	0.24	0.25	0.26	0.31	0.30	0.27
Arranger	Relator	0.09	0.09	0.06	0.07	0.11	0.10	0.14	0.10
Arranger	Responsibility	0.48	0.50	0.47	0.46	0.49	0.50	0.50	0.48
Arranger	Restorative	0.48	0.50	0.48	0.45	0.51	0.48	0.50	0.48
Arranger	Self-Assurance	0.62	0.58	0.58	0.61	0.64	0.67	0.68	0.61
Arranger	Significance	0.43	0.42	0.40	0.43	0.47	0.49	0.49	0.42
Arranger	Strategic	0.57	0.54	0.57	0.56	0.59	0.60	0.63	0.57
Arranger	Woo	0.26	0.22	0.25	0.27	0.26	0.29	0.29	0.26

Theme Pair Correlations for Belief, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Belief	Achiever	0.24	0.22	0.19	0.23	0.27	0.29	0.30	0.25
Belief	Activator	0.20	0.19	0.17	0.20	0.21	0.23	0.27	0.22
Belief	Adaptability	0.13	0.14	0.12	0.11	0.11	0.17	0.20	0.14
Belief	Analytical	0.12	0.08	0.08	0.10	0.15	0.19	0.16	0.13
Belief	Arranger	0.35	0.33	0.32	0.33	0.37	0.39	0.36	0.36
Belief	Command	0.14	0.12	0.12	0.15	0.16	0.18	0.21	0.16
Belief	Communication	0.21	0.20	0.20	0.20	0.24	0.24	0.32	0.22
Belief	Competition	-0.03	-0.05	-0.04	0.00	0.03	0.06	0.05	-0.02
Belief	Connectedness	0.62	0.62	0.61	0.59	0.61	0.63	0.65	0.62
Belief	Consistency	0.12	0.13	0.10	0.11	0.14	0.15	0.15	0.13
Belief	Context	0.23	0.27	0.22	0.21	0.23	0.24	0.27	0.23
Belief	Deliberative	0.08	0.07	0.07	0.06	0.10	0.11	0.10	0.09
Belief	Developer	0.45	0.44	0.42	0.42	0.46	0.48	0.49	0.45
Belief	Discipline	0.20	0.18	0.17	0.19	0.24	0.23	0.23	0.22
Belief	Empathy	0.33	0.35	0.32	0.31	0.34	0.35	0.37	0.35
Belief	Focus	0.16	0.14	0.12	0.16	0.20	0.25	0.26	0.17
Belief	Futuristic	0.21	0.15	0.18	0.22	0.26	0.29	0.28	0.24
Belief	Harmony	0.11	0.11	0.06	0.08	0.12	0.15	0.15	0.12
Belief	Ideation	0.22	0.21	0.21	0.22	0.21	0.24	0.20	0.23
Belief	Includer	0.28	0.25	0.26	0.28	0.30	0.32	0.33	0.29
Belief	Individualization	0.32	0.30	0.30	0.33	0.33	0.35	0.31	0.34
Belief	Input	0.31	0.35	0.31	0.29	0.32	0.34	0.32	0.33
Belief	Intellection	0.29	0.32	0.28	0.25	0.31	0.31	0.31	0.30
Belief	Learner	0.38	0.38	0.37	0.36	0.40	0.40	0.39	0.38
Belief	Maximizer	0.10	0.01	0.04	0.08	0.11	0.15	0.19	0.10
Belief	Positivity	0.34	0.30	0.29	0.32	0.36	0.38	0.40	0.34
Belief	Relator	0.12	0.14	0.11	0.10	0.14	0.15	0.16	0.14
Belief	Responsibility	0.52	0.47	0.48	0.50	0.54	0.55	0.56	0.54
Belief	Restorative	0.30	0.32	0.30	0.30	0.33	0.34	0.29	0.32
Belief	Self-Assurance	0.28	0.24	0.24	0.28	0.30	0.33	0.33	0.28
Belief	Significance	0.13	0.11	0.09	0.13	0.17	0.21	0.20	0.14
Belief	Strategic	0.26	0.24	0.24	0.26	0.26	0.29	0.26	0.28
Belief	Woo	0.16	0.15	0.14	0.15	0.17	0.17	0.24	0.16

Theme Pair Correlations for Command, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Command	Achiever	0.35	0.29	0.33	0.37	0.38	0.39	0.41	0.35
Command	Activator	0.62	0.58	0.60	0.62	0.64	0.66	0.66	0.63
Command	Adaptability	0.03	0.06	0.03	0.02	0.01	0.01	0.07	0.05
Command	Analytical	0.43	0.45	0.44	0.41	0.43	0.45	0.44	0.42
Command	Arranger	0.47	0.43	0.44	0.47	0.50	0.52	0.52	0.47
Command	Belief	0.14	0.12	0.12	0.15	0.16	0.18	0.21	0.16
Command	Communication	0.29	0.28	0.27	0.29	0.30	0.30	0.33	0.29
Command	Competition	0.54	0.52	0.53	0.54	0.55	0.52	0.49	0.53
Command	Connectedness	0.06	0.06	0.05	0.06	0.07	0.11	0.15	0.07
Command	Consistency	-0.15	-0.09	-0.15	-0.17	-0.16	-0.16	-0.18	-0.14
Command	Context	0.11	0.15	0.09	0.10	0.11	0.13	0.14	0.11
Command	Deliberative	0.12	0.16	0.14	0.10	0.12	0.10	0.10	0.14
Command	Developer	-0.18	-0.21	-0.21	-0.20	-0.16	-0.13	-0.09	-0.17
Command	Discipline	0.06	0.03	0.01	0.04	0.09	0.10	0.10	0.07
Command	Empathy	-0.16	-0.18	-0.21	-0.20	-0.14	-0.14	-0.09	-0.14
Command	Focus	0.52	0.48	0.49	0.52	0.54	0.54	0.55	0.52
Command	Futuristic	0.46	0.35	0.40	0.45	0.49	0.50	0.54	0.47
Command	Harmony	-0.25	-0.22	-0.27	-0.29	-0.26	-0.25	-0.27	-0.23
Command	Ideation	0.53	0.49	0.52	0.53	0.54	0.55	0.57	0.53
Command	Includer	0.01	-0.03	-0.01	0.02	0.02	0.03	0.04	0.01
Command	Individualization	0.45	0.41	0.42	0.44	0.47	0.48	0.48	0.44
Command	Input	0.39	0.34	0.37	0.39	0.41	0.43	0.40	0.40
Command	Intellection	0.22	0.19	0.20	0.20	0.23	0.25	0.26	0.23
Command	Learner	0.30	0.26	0.29	0.31	0.32	0.36	0.35	0.31
Command	Maximizer	0.20	0.14	0.17	0.19	0.25	0.29	0.33	0.21
Command	Positivity	-0.04	-0.09	-0.07	-0.04	-0.01	0.03	0.04	-0.02
Command	Relator	0.13	0.13	0.10	0.09	0.13	0.12	0.15	0.14
Command	Responsibility	0.19	0.18	0.18	0.20	0.24	0.23	0.26	0.20
Command	Restorative	0.37	0.40	0.36	0.36	0.36	0.36	0.34	0.36
Command	Self-Assurance	0.70	0.69	0.70	0.71	0.72	0.73	0.74	0.71
Command	Significance	0.61	0.59	0.59	0.61	0.61	0.60	0.61	0.61
Command	Strategic	0.53	0.48	0.52	0.53	0.56	0.57	0.56	0.51
Command	Woo	0.21	0.20	0.20	0.21	0.20	0.21	0.24	0.20

Theme Pair Correlations for Communication, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Communication	Achiever	0.16	0.12	0.13	0.15	0.19	0.18	0.23	0.16
Communication	Activator	0.56	0.58	0.55	0.57	0.56	0.55	0.53	0.56
Communication	Adaptability	0.19	0.18	0.17	0.18	0.20	0.21	0.25	0.21
Communication	Analytical	-0.01	-0.01	-0.04	-0.03	-0.02	0.02	0.04	-0.01
Communication	Arranger	0.35	0.29	0.33	0.36	0.37	0.38	0.40	0.35
Communication	Belief	0.21	0.20	0.20	0.20	0.24	0.24	0.32	0.22
Communication	Command	0.29	0.28	0.27	0.29	0.30	0.30	0.33	0.29
Communication	Competition	0.21	0.19	0.17	0.21	0.23	0.22	0.22	0.20
Communication	Connectedness	0.22	0.20	0.21	0.21	0.25	0.26	0.31	0.23
Communication	Consistency	-0.04	-0.03	-0.03	-0.07	-0.03	-0.04	-0.04	-0.03
Communication	Context	0.04	0.04	0.04	0.00	0.06	0.05	0.13	0.04
Communication	Deliberative	-0.32	-0.31	-0.34	-0.34	-0.33	-0.31	-0.28	-0.31
Communication	Developer	0.28	0.25	0.27	0.26	0.30	0.33	0.36	0.29
Communication	Discipline	0.04	0.00	0.02	0.02	0.07	0.08	0.12	0.06
Communication	Empathy	0.25	0.23	0.24	0.23	0.27	0.28	0.33	0.27
Communication	Focus	0.18	0.15	0.14	0.18	0.19	0.20	0.24	0.18
Communication	Futuristic	0.28	0.23	0.24	0.29	0.30	0.33	0.32	0.29
Communication	Harmony	0.00	0.00	-0.01	-0.03	0.01	0.02	0.04	0.02
Communication	Ideation	0.28	0.28	0.26	0.28	0.28	0.29	0.32	0.28
Communication	Includer	0.42	0.40	0.40	0.43	0.43	0.41	0.43	0.42
Communication	Individualization	0.31	0.29	0.28	0.31	0.33	0.33	0.38	0.32
Communication	Input	0.31	0.30	0.30	0.29	0.31	0.35	0.37	0.33
Communication	Intellection	-0.02	-0.06	-0.07	-0.07	0.00	0.06	0.11	-0.01
Communication	Learner	0.11	0.09	0.08	0.08	0.13	0.15	0.24	0.13
Communication	Maximizer	0.27	0.26	0.24	0.28	0.29	0.31	0.31	0.28
Communication	Positivity	0.49	0.46	0.47	0.49	0.51	0.53	0.53	0.51
Communication	Relator	-0.09	-0.15	-0.13	-0.13	-0.09	-0.03	0.00	-0.08
Communication	Responsibility	0.14	0.08	0.12	0.14	0.18	0.18	0.26	0.16
Communication	Restorative	0.12	0.10	0.09	0.10	0.13	0.15	0.19	0.13
Communication	Self-Assurance	0.35	0.35	0.33	0.35	0.36	0.37	0.38	0.36
Communication	Significance	0.29	0.28	0.26	0.29	0.30	0.29	0.32	0.30
Communication	Strategic	0.33	0.31	0.30	0.33	0.33	0.36	0.36	0.33
Communication	Woo	0.82	0.82	0.82	0.83	0.82	0.81	0.81	0.81

Theme Pair Correlations for Competition, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Competition	Achiever	0.47	0.46	0.50	0.50	0.49	0.48	0.49	0.47
Competition	Activator	0.40	0.37	0.38	0.41	0.44	0.45	0.42	0.40
Competition	Adaptability	-0.12	-0.15	-0.17	-0.13	-0.12	-0.12	-0.11	-0.11
Competition	Analytical	0.36	0.39	0.37	0.35	0.34	0.34	0.32	0.36
Competition	Arranger	0.31	0.29	0.30	0.33	0.35	0.36	0.38	0.30
Competition	Belief	-0.03	-0.05	-0.04	0.00	0.03	0.06	0.05	-0.02
Competition	Command	0.54	0.52	0.53	0.54	0.55	0.52	0.49	0.53
Competition	Communication	0.21	0.19	0.17	0.21	0.23	0.22	0.22	0.20
Competition	Connectedness	-0.18	-0.18	-0.20	-0.17	-0.14	-0.10	-0.07	-0.18
Competition	Consistency	-0.02	0.03	-0.01	-0.03	-0.07	-0.06	-0.08	-0.02
Competition	Context	0.05	0.08	0.01	0.05	0.06	0.09	0.10	0.05
Competition	Deliberative	0.11	0.16	0.13	0.10	0.08	0.10	0.08	0.11
Competition	Developer	-0.16	-0.21	-0.20	-0.18	-0.12	-0.10	-0.10	-0.14
Competition	Discipline	0.16	0.16	0.15	0.15	0.15	0.16	0.13	0.15
Competition	Empathy	-0.18	-0.24	-0.24	-0.21	-0.16	-0.16	-0.13	-0.17
Competition	Focus	0.57	0.55	0.58	0.57	0.56	0.54	0.53	0.57
Competition	Futuristic	0.43	0.38	0.40	0.41	0.43	0.42	0.41	0.43
Competition	Harmony	-0.11	-0.07	-0.13	-0.13	-0.13	-0.13	-0.12	-0.09
Competition	Ideation	0.30	0.25	0.28	0.31	0.33	0.34	0.34	0.30
Competition	Includer	-0.01	-0.04	-0.03	-0.01	0.02	0.01	0.00	-0.01
Competition	Individualization	0.29	0.25	0.27	0.29	0.31	0.32	0.34	0.27
Competition	Input	0.21	0.14	0.16	0.19	0.21	0.25	0.21	0.23
Competition	Intellection	0.07	0.03	0.05	0.07	0.08	0.13	0.12	0.10
Competition	Learner	0.21	0.19	0.21	0.22	0.22	0.26	0.25	0.22
Competition	Maximizer	0.18	0.17	0.16	0.20	0.25	0.27	0.30	0.20
Competition	Positivity	-0.01	-0.06	-0.02	-0.01	0.04	0.05	0.05	0.01
Competition	Relator	0.07	0.05	0.03	0.05	0.05	0.05	0.06	0.08
Competition	Responsibility	0.06	0.07	0.06	0.08	0.11	0.12	0.14	0.07
Competition	Restorative	0.22	0.20	0.21	0.21	0.21	0.21	0.18	0.22
Competition	Self-Assurance	0.45	0.43	0.46	0.47	0.49	0.48	0.47	0.44
Competition	Significance	0.63	0.61	0.64	0.64	0.62	0.59	0.57	0.62
Competition	Strategic	0.39	0.38	0.40	0.41	0.42	0.42	0.40	0.39
Competition	Woo	0.17	0.15	0.14	0.17	0.19	0.19	0.17	0.16

Theme Pair Correlations for Connectedness, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Connectedness	Achiever	0.06	0.03	-0.01	0.04	0.09	0.13	0.17	0.07
Connectedness	Activator	0.20	0.19	0.18	0.21	0.20	0.24	0.26	0.21
Connectedness	Adaptability	0.27	0.31	0.28	0.27	0.25	0.29	0.31	0.27
Connectedness	Analytical	-0.01	-0.02	-0.04	-0.03	0.01	0.06	0.07	0.01
Connectedness	Arranger	0.24	0.22	0.21	0.22	0.24	0.28	0.30	0.24
Connectedness	Belief	0.62	0.62	0.61	0.59	0.61	0.63	0.65	0.62
Connectedness	Command	0.06	0.06	0.05	0.06	0.07	0.11	0.15	0.07
Connectedness	Communication	0.22	0.20	0.21	0.21	0.25	0.26	0.31	0.23
Connectedness	Competition	-0.18	-0.18	-0.20	-0.17	-0.14	-0.10	-0.07	-0.18
Connectedness	Consistency	0.03	0.04	0.02	0.01	0.05	0.06	0.01	0.05
Connectedness	Context	0.24	0.26	0.25	0.22	0.23	0.24	0.29	0.25
Connectedness	Deliberative	-0.01	0.00	-0.01	-0.03	-0.01	-0.01	0.01	0.01
Connectedness	Developer	0.44	0.43	0.42	0.43	0.46	0.47	0.47	0.44
Connectedness	Discipline	0.08	0.05	0.04	0.06	0.11	0.12	0.12	0.10
Connectedness	Empathy	0.43	0.44	0.42	0.43	0.45	0.44	0.43	0.43
Connectedness	Focus	-0.03	-0.05	-0.09	-0.03	0.02	0.08	0.10	-0.02
Connectedness	Futuristic	0.15	0.08	0.12	0.17	0.21	0.26	0.25	0.15
Connectedness	Harmony	0.10	0.13	0.08	0.07	0.12	0.11	0.07	0.12
Connectedness	Ideation	0.25	0.26	0.24	0.26	0.25	0.29	0.31	0.25
Connectedness	Includer	0.26	0.22	0.22	0.26	0.28	0.28	0.30	0.26
Connectedness	Individualization	0.30	0.29	0.28	0.31	0.32	0.35	0.34	0.32
Connectedness	Input	0.37	0.42	0.37	0.38	0.39	0.42	0.44	0.37
Connectedness	Intellection	0.43	0.46	0.43	0.40	0.43	0.47	0.49	0.42
Connectedness	Learner	0.30	0.27	0.27	0.28	0.32	0.36	0.42	0.29
Connectedness	Maximizer	0.14	0.07	0.09	0.13	0.16	0.17	0.18	0.14
Connectedness	Positivity	0.36	0.32	0.30	0.35	0.38	0.40	0.39	0.36
Connectedness	Relator	0.11	0.13	0.11	0.09	0.13	0.15	0.16	0.12
Connectedness	Responsibility	0.30	0.26	0.26	0.26	0.31	0.32	0.34	0.31
Connectedness	Restorative	0.18	0.21	0.17	0.18	0.20	0.23	0.23	0.19
Connectedness	Self-Assurance	0.18	0.16	0.13	0.18	0.19	0.24	0.25	0.18
Connectedness	Significance	-0.06	-0.07	-0.10	-0.06	-0.03	0.02	0.05	-0.04
Connectedness	Strategic	0.21	0.19	0.19	0.21	0.21	0.27	0.28	0.21
Connectedness	Woo	0.16	0.14	0.13	0.16	0.18	0.19	0.23	0.17

Theme Pair Correlations for Consistency, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Consistency	Achiever	0.11	0.22	0.15	0.09	0.09	0.06	0.02	0.09
Consistency	Activator	-0.15	-0.08	-0.12	-0.16	-0.18	-0.18	-0.23	-0.14
Consistency	Adaptability	-0.02	-0.13	-0.07	-0.06	0.01	0.08	0.12	0.00
Consistency	Analytical	0.16	0.21	0.14	0.15	0.15	0.16	0.15	0.15
Consistency	Arranger	-0.11	0.00	-0.09	-0.13	-0.13	-0.13	-0.16	-0.12
Consistency	Belief	0.12	0.13	0.10	0.11	0.14	0.15	0.15	0.13
Consistency	Command	-0.15	-0.09	-0.15	-0.17	-0.16	-0.16	-0.18	-0.14
Consistency	Communication	-0.04	-0.03	-0.03	-0.07	-0.03	-0.04	-0.04	-0.03
Consistency	Competition	-0.02	0.03	-0.01	-0.03	-0.07	-0.06	-0.08	-0.02
Consistency	Connectedness	0.03	0.04	0.02	0.01	0.05	0.06	0.01	0.05
Consistency	Context	0.13	0.12	0.10	0.14	0.12	0.13	0.08	0.13
Consistency	Deliberative	0.35	0.34	0.32	0.35	0.37	0.39	0.42	0.35
Consistency	Developer	0.23	0.18	0.20	0.21	0.24	0.26	0.28	0.24
Consistency	Discipline	0.58	0.61	0.60	0.59	0.57	0.57	0.57	0.58
Consistency	Empathy	0.18	0.11	0.17	0.18	0.19	0.21	0.21	0.19
Consistency	Focus	0.18	0.26	0.21	0.17	0.17	0.16	0.13	0.17
Consistency	Futuristic	-0.10	0.03	-0.06	-0.12	-0.17	-0.15	-0.21	-0.11
Consistency	Harmony	0.70	0.65	0.67	0.70	0.72	0.74	0.74	0.70
Consistency	Ideation	-0.45	-0.40	-0.45	-0.47	-0.48	-0.46	-0.45	-0.44
Consistency	Includer	0.08	0.04	0.06	0.04	0.10	0.15	0.16	0.09
Consistency	Individualization	-0.23	-0.12	-0.20	-0.24	-0.26	-0.28	-0.27	-0.23
Consistency	Input	-0.16	-0.07	-0.17	-0.18	-0.18	-0.18	-0.22	-0.16
Consistency	Intellection	0.02	0.08	0.02	0.02	0.00	0.00	-0.04	0.02
Consistency	Learner	0.02	0.15	0.04	0.01	0.00	-0.03	-0.09	0.02
Consistency	Maximizer	0.07	0.09	0.10	0.07	0.06	0.10	0.03	0.07
Consistency	Positivity	0.07	0.08	0.07	0.04	0.08	0.09	0.10	0.09
Consistency	Relator	0.26	0.26	0.25	0.25	0.26	0.27	0.28	0.28
Consistency	Responsibility	0.31	0.35	0.31	0.30	0.32	0.33	0.34	0.29
Consistency	Restorative	-0.01	0.05	-0.01	-0.04	-0.02	-0.02	0.00	0.01
Consistency	Self-Assurance	-0.15	-0.07	-0.14	-0.17	-0.16	-0.14	-0.18	-0.15
Consistency	Significance	0.09	0.17	0.11	0.07	0.05	0.07	0.06	0.08
Consistency	Strategic	-0.19	-0.07	-0.15	-0.20	-0.23	-0.26	-0.29	-0.19
Consistency	Woo	-0.07	-0.08	-0.07	-0.09	-0.06	-0.06	-0.05	-0.05

Theme Pair Correlations for Context, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Context	Achiever	0.10	0.14	0.06	0.09	0.13	0.13	0.14	0.08
Context	Activator	0.04	0.07	0.03	0.01	0.05	0.08	0.13	0.04
Context	Adaptability	0.04	0.05	0.06	0.03	0.00	0.02	0.09	0.05
Context	Analytical	0.27	0.29	0.23	0.29	0.29	0.29	0.24	0.26
Context	Arranger	0.11	0.18	0.08	0.09	0.13	0.10	0.12	0.10
Context	Belief	0.23	0.27	0.22	0.21	0.23	0.24	0.27	0.23
Context	Command	0.11	0.15	0.09	0.10	0.11	0.13	0.14	0.11
Context	Communication	0.04	0.04	0.04	0.00	0.06	0.05	0.13	0.04
Context	Competition	0.05	0.08	0.01	0.05	0.06	0.09	0.10	0.05
Context	Connectedness	0.24	0.26	0.25	0.22	0.23	0.24	0.29	0.25
Context	Consistency	0.13	0.12	0.10	0.14	0.12	0.13	0.08	0.13
Context	Deliberative	0.20	0.21	0.18	0.21	0.20	0.19	0.13	0.19
Context	Developer	0.11	0.11	0.10	0.09	0.12	0.12	0.14	0.12
Context	Discipline	0.13	0.13	0.10	0.14	0.16	0.15	0.14	0.13
Context	Empathy	0.07	0.08	0.08	0.05	0.07	0.06	0.10	0.09
Context	Focus	0.11	0.15	0.08	0.10	0.15	0.17	0.14	0.10
Context	Futuristic	0.00	0.04	-0.03	-0.02	0.03	0.05	0.07	-0.01
Context	Harmony	0.13	0.12	0.12	0.13	0.12	0.12	0.08	0.14
Context	Ideation	0.14	0.20	0.13	0.12	0.12	0.14	0.20	0.13
Context	Includer	0.02	0.00	0.00	0.02	0.03	0.01	0.08	0.03
Context	Individualization	0.21	0.29	0.20	0.19	0.21	0.21	0.23	0.20
Context	Input	0.23	0.25	0.22	0.22	0.25	0.23	0.29	0.22
Context	Intellection	0.34	0.37	0.35	0.34	0.33	0.33	0.37	0.31
Context	Learner	0.29	0.32	0.28	0.30	0.31	0.33	0.36	0.26
Context	Maximizer	0.02	0.03	-0.01	-0.01	0.02	0.07	0.08	0.01
Context	Positivity	0.02	0.01	-0.02	-0.01	0.03	0.04	0.08	0.03
Context	Relator	0.15	0.19	0.14	0.16	0.15	0.16	0.11	0.15
Context	Responsibility	0.18	0.22	0.15	0.19	0.20	0.19	0.18	0.17
Context	Restorative	0.24	0.27	0.23	0.25	0.25	0.24	0.25	0.24
Context	Self-Assurance	0.10	0.13	0.07	0.09	0.12	0.13	0.14	0.09
Context	Significance	0.07	0.12	0.04	0.07	0.08	0.11	0.07	0.07
Context	Strategic	0.17	0.21	0.14	0.16	0.18	0.19	0.21	0.17
Context	Woo	-0.01	-0.01	-0.02	-0.04	0.01	0.02	0.07	0.00

Theme Pair Correlations for Deliberative, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Deliberative	Achiever	0.16	0.18	0.15	0.15	0.16	0.15	0.16	0.16
Deliberative	Activator	-0.18	-0.17	-0.19	-0.21	-0.19	-0.17	-0.17	-0.17
Deliberative	Adaptability	-0.05	-0.10	-0.09	-0.07	-0.06	0.01	0.02	-0.04
Deliberative	Analytical	0.45	0.45	0.45	0.45	0.47	0.45	0.46	0.45
Deliberative	Arranger	-0.01	0.04	-0.01	-0.03	0.01	-0.02	-0.01	0.00
Deliberative	Belief	0.08	0.07	0.07	0.06	0.10	0.11	0.10	0.09
Deliberative	Command	0.12	0.16	0.14	0.10	0.12	0.10	0.10	0.14
Deliberative	Communication	-0.32	-0.31	-0.34	-0.34	-0.33	-0.31	-0.28	-0.31
Deliberative	Competition	0.11	0.16	0.13	0.10	0.08	0.10	0.08	0.11
Deliberative	Connectedness	-0.01	0.00	-0.01	-0.03	-0.01	-0.01	0.01	0.01
Deliberative	Consistency	0.35	0.34	0.32	0.35	0.37	0.39	0.42	0.35
Deliberative	Context	0.20	0.21	0.18	0.21	0.20	0.19	0.13	0.19
Deliberative	Developer	-0.14	-0.15	-0.18	-0.16	-0.14	-0.07	-0.02	-0.12
Deliberative	Discipline	0.36	0.36	0.35	0.36	0.37	0.37	0.39	0.36
Deliberative	Empathy	-0.07	-0.10	-0.10	-0.08	-0.08	-0.04	0.02	-0.06
Deliberative	Focus	0.27	0.29	0.27	0.25	0.27	0.27	0.29	0.27
Deliberative	Futuristic	0.02	0.10	0.05	0.00	-0.01	0.00	0.03	0.03
Deliberative	Harmony	0.31	0.28	0.26	0.30	0.31	0.34	0.35	0.32
Deliberative	Ideation	-0.04	-0.03	-0.02	-0.04	-0.04	-0.05	-0.05	-0.03
Deliberative	Includer	-0.28	-0.30	-0.32	-0.31	-0.26	-0.22	-0.18	-0.27
Deliberative	Individualization	0.04	0.10	0.08	0.03	0.01	0.01	0.00	0.04
Deliberative	Input	-0.02	-0.03	-0.03	-0.03	-0.02	-0.02	-0.04	-0.02
Deliberative	Intellection	0.26	0.26	0.28	0.27	0.25	0.24	0.23	0.25
Deliberative	Learner	0.18	0.18	0.19	0.18	0.18	0.17	0.13	0.18
Deliberative	Maximizer	0.05	0.04	0.04	0.03	0.02	0.10	0.08	0.06
Deliberative	Positivity	-0.40	-0.39	-0.43	-0.43	-0.39	-0.36	-0.31	-0.39
Deliberative	Relator	0.44	0.46	0.43	0.44	0.44	0.43	0.43	0.46
Deliberative	Responsibility	0.29	0.29	0.27	0.28	0.31	0.31	0.31	0.30
Deliberative	Restorative	0.16	0.19	0.16	0.14	0.17	0.14	0.14	0.16
Deliberative	Self-Assurance	-0.01	-0.02	-0.01	-0.04	0.00	0.00	0.00	-0.01
Deliberative	Significance	0.19	0.22	0.22	0.18	0.18	0.17	0.18	0.20
Deliberative	Strategic	0.06	0.11	0.09	0.05	0.07	0.03	0.03	0.05
Deliberative	Woo	-0.39	-0.39	-0.40	-0.40	-0.40	-0.37	-0.34	-0.38

Theme Pair Correlations for Developer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Developer	Achiever	0.04	0.01	0.00	0.00	0.07	0.09	0.13	0.07
Developer	Activator	0.11	0.11	0.10	0.10	0.11	0.13	0.13	0.12
Developer	Adaptability	0.34	0.34	0.32	0.32	0.33	0.39	0.39	0.33
Developer	Analytical	-0.12	-0.16	-0.15	-0.14	-0.10	-0.06	-0.07	-0.10
Developer	Arranger	0.15	0.14	0.14	0.13	0.16	0.18	0.19	0.17
Developer	Belief	0.45	0.44	0.42	0.42	0.46	0.48	0.49	0.45
Developer	Command	-0.18	-0.21	-0.21	-0.20	-0.16	-0.13	-0.09	-0.17
Developer	Communication	0.28	0.25	0.27	0.26	0.30	0.33	0.36	0.29
Developer	Competition	-0.16	-0.21	-0.20	-0.18	-0.12	-0.10	-0.10	-0.14
Developer	Connectedness	0.44	0.43	0.42	0.43	0.46	0.47	0.47	0.44
Developer	Consistency	0.23	0.18	0.20	0.21	0.24	0.26	0.28	0.24
Developer	Context	0.11	0.11	0.10	0.09	0.12	0.12	0.14	0.12
Developer	Deliberative	-0.14	-0.15	-0.18	-0.16	-0.14	-0.07	-0.02	-0.12
Developer	Discipline	0.15	0.10	0.12	0.11	0.16	0.18	0.21	0.17
Developer	Empathy	0.73	0.75	0.74	0.72	0.73	0.73	0.74	0.73
Developer	Focus	-0.04	-0.08	-0.08	-0.07	-0.01	0.03	0.06	-0.02
Developer	Futuristic	0.08	0.07	0.08	0.09	0.09	0.11	0.08	0.09
Developer	Harmony	0.35	0.32	0.32	0.33	0.36	0.38	0.39	0.35
Developer	Ideation	0.05	0.08	0.03	0.04	0.04	0.06	0.05	0.05
Developer	Includer	0.42	0.39	0.40	0.40	0.45	0.45	0.46	0.42
Developer	Individualization	0.20	0.21	0.20	0.20	0.20	0.20	0.21	0.21
Developer	Input	0.21	0.25	0.21	0.20	0.20	0.23	0.25	0.22
Developer	Intellection	0.19	0.22	0.17	0.18	0.20	0.21	0.23	0.19
Developer	Learner	0.14	0.13	0.11	0.12	0.15	0.16	0.20	0.15
Developer	Maximizer	0.14	0.12	0.12	0.14	0.15	0.19	0.18	0.13
Developer	Positivity	0.71	0.70	0.70	0.70	0.73	0.73	0.73	0.71
Developer	Relator	0.11	0.11	0.09	0.08	0.10	0.14	0.18	0.12
Developer	Responsibility	0.27	0.21	0.24	0.23	0.28	0.32	0.38	0.29
Developer	Restorative	0.09	0.09	0.07	0.07	0.11	0.11	0.14	0.12
Developer	Self-Assurance	0.00	-0.03	-0.04	-0.01	0.02	0.04	0.04	0.01
Developer	Significance	-0.12	-0.15	-0.17	-0.14	-0.09	-0.06	-0.02	-0.10
Developer	Strategic	0.05	0.05	0.05	0.03	0.04	0.06	0.06	0.07
Developer	Woo	0.26	0.23	0.24	0.24	0.28	0.28	0.32	0.28

Theme Pair Correlations for Discipline, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Discipline	Achiever	0.42	0.49	0.43	0.41	0.43	0.39	0.35	0.42
Discipline	Activator	0.02	-0.01	0.00	0.00	0.03	0.07	0.04	0.03
Discipline	Adaptability	-0.33	-0.39	-0.38	-0.37	-0.32	-0.24	-0.17	-0.31
Discipline	Analytical	0.34	0.34	0.29	0.32	0.37	0.37	0.38	0.33
Discipline	Arranger	0.20	0.25	0.19	0.17	0.21	0.22	0.22	0.20
Discipline	Belief	0.20	0.18	0.17	0.19	0.24	0.23	0.23	0.22
Discipline	Command	0.06	0.03	0.01	0.04	0.09	0.10	0.10	0.07
Discipline	Communication	0.04	0.00	0.02	0.02	0.07	0.08	0.12	0.06
Discipline	Competition	0.16	0.16	0.15	0.15	0.15	0.16	0.13	0.15
Discipline	Connectedness	0.08	0.05	0.04	0.06	0.11	0.12	0.12	0.10
Discipline	Consistency	0.58	0.61	0.60	0.59	0.57	0.57	0.57	0.58
Discipline	Context	0.13	0.13	0.10	0.14	0.16	0.15	0.14	0.13
Discipline	Deliberative	0.36	0.36	0.35	0.36	0.37	0.37	0.39	0.36
Discipline	Developer	0.15	0.10	0.12	0.11	0.16	0.18	0.21	0.17
Discipline	Empathy	0.06	0.01	0.05	0.04	0.06	0.09	0.11	0.09
Discipline	Focus	0.53	0.54	0.51	0.52	0.54	0.54	0.51	0.52
Discipline	Futuristic	0.19	0.23	0.20	0.15	0.17	0.20	0.15	0.19
Discipline	Harmony	0.37	0.35	0.34	0.36	0.38	0.39	0.40	0.38
Discipline	Ideation	-0.19	-0.20	-0.21	-0.22	-0.17	-0.17	-0.15	-0.18
Discipline	Includer	0.06	0.03	0.02	0.04	0.10	0.12	0.12	0.07
Discipline	Individualization	0.11	0.15	0.11	0.08	0.12	0.12	0.10	0.12
Discipline	Input	0.04	0.08	0.02	0.00	0.07	0.05	0.06	0.05
Discipline	Intellection	0.13	0.16	0.12	0.11	0.15	0.12	0.15	0.13
Discipline	Learner	0.30	0.38	0.30	0.28	0.31	0.27	0.23	0.30
Discipline	Maximizer	0.12	0.06	0.10	0.11	0.13	0.19	0.19	0.13
Discipline	Positivity	0.06	0.04	0.04	0.02	0.09	0.11	0.11	0.08
Discipline	Relator	0.23	0.19	0.23	0.22	0.23	0.26	0.28	0.25
Discipline	Responsibility	0.48	0.52	0.47	0.47	0.48	0.49	0.50	0.48
Discipline	Restorative	0.14	0.16	0.11	0.10	0.17	0.14	0.16	0.16
Discipline	Self-Assurance	0.11	0.08	0.07	0.09	0.15	0.17	0.15	0.12
Discipline	Significance	0.32	0.33	0.31	0.30	0.33	0.33	0.32	0.32
Discipline	Strategic	0.15	0.20	0.16	0.13	0.17	0.15	0.13	0.15
Discipline	Woo	-0.02	-0.05	-0.05	-0.04	0.01	0.02	0.05	0.00

Theme Pair Correlations for Empathy, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Empathy	Achiever	-0.07	-0.10	-0.11	-0.10	-0.05	-0.04	0.01	-0.05
Empathy	Activator	0.10	0.11	0.08	0.09	0.10	0.09	0.09	0.11
Empathy	Adaptability	0.40	0.41	0.39	0.38	0.41	0.43	0.45	0.40
Empathy	Analytical	-0.26	-0.27	-0.28	-0.27	-0.26	-0.22	-0.22	-0.24
Empathy	Arranger	0.06	0.08	0.05	0.05	0.07	0.07	0.08	0.09
Empathy	Belief	0.33	0.35	0.32	0.31	0.34	0.35	0.37	0.35
Empathy	Command	-0.16	-0.18	-0.21	-0.20	-0.14	-0.14	-0.09	-0.14
Empathy	Communication	0.25	0.23	0.24	0.23	0.27	0.28	0.33	0.27
Empathy	Competition	-0.18	-0.24	-0.24	-0.21	-0.16	-0.16	-0.13	-0.17
Empathy	Connectedness	0.43	0.44	0.42	0.43	0.45	0.44	0.43	0.43
Empathy	Consistency	0.18	0.11	0.17	0.18	0.19	0.21	0.21	0.19
Empathy	Context	0.07	0.08	0.08	0.05	0.07	0.06	0.10	0.09
Empathy	Deliberative	-0.07	-0.10	-0.10	-0.08	-0.08	-0.04	0.02	-0.06
Empathy	Developer	0.73	0.75	0.74	0.72	0.73	0.73	0.74	0.73
Empathy	Discipline	0.06	0.01	0.05	0.04	0.06	0.09	0.11	0.09
Empathy	Focus	-0.14	-0.18	-0.19	-0.17	-0.12	-0.09	-0.04	-0.12
Empathy	Futuristic	0.04	0.04	0.01	0.02	0.03	0.04	0.03	0.04
Empathy	Harmony	0.34	0.30	0.33	0.33	0.35	0.37	0.37	0.35
Empathy	Ideation	0.02	0.09	0.00	0.00	0.02	0.02	0.03	0.03
Empathy	Includer	0.33	0.31	0.29	0.31	0.36	0.37	0.38	0.34
Empathy	Individualization	0.19	0.23	0.17	0.17	0.17	0.15	0.20	0.20
Empathy	Input	0.18	0.23	0.15	0.15	0.18	0.17	0.18	0.19
Empathy	Intellection	0.18	0.22	0.18	0.17	0.19	0.18	0.19	0.17
Empathy	Learner	0.02	0.03	0.00	0.01	0.04	0.04	0.08	0.04
Empathy	Maximizer	0.12	0.12	0.12	0.12	0.13	0.16	0.15	0.11
Empathy	Positivity	0.48	0.49	0.46	0.47	0.50	0.49	0.52	0.48
Empathy	Relator	0.15	0.15	0.15	0.12	0.13	0.15	0.21	0.15
Empathy	Responsibility	0.14	0.10	0.13	0.12	0.17	0.19	0.24	0.17
Empathy	Restorative	0.03	0.02	-0.01	0.00	0.03	0.02	0.06	0.05
Empathy	Self-Assurance	-0.07	-0.06	-0.11	-0.10	-0.06	-0.05	-0.04	-0.06
Empathy	Significance	-0.19	-0.22	-0.24	-0.22	-0.17	-0.17	-0.11	-0.17
Empathy	Strategic	-0.03	0.01	-0.03	-0.05	-0.04	-0.04	0.00	-0.02
Empathy	Woo	0.24	0.21	0.21	0.22	0.25	0.25	0.31	0.25

Theme Pair Correlations for Focus, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Focus	Achiever	0.67	0.68	0.67	0.67	0.68	0.66	0.66	0.67
Focus	Activator	0.34	0.28	0.30	0.33	0.35	0.39	0.40	0.34
Focus	Adaptability	-0.32	-0.35	-0.39	-0.35	-0.32	-0.26	-0.20	-0.31
Focus	Analytical	0.53	0.54	0.50	0.50	0.53	0.56	0.56	0.53
Focus	Arranger	0.42	0.44	0.40	0.41	0.45	0.48	0.50	0.42
Focus	Belief	0.16	0.14	0.12	0.16	0.20	0.25	0.26	0.17
Focus	Command	0.52	0.48	0.49	0.52	0.54	0.54	0.55	0.52
Focus	Communication	0.18	0.15	0.14	0.18	0.19	0.20	0.24	0.18
Focus	Competition	0.57	0.55	0.58	0.57	0.56	0.54	0.53	0.57
Focus	Connectedness	-0.03	-0.05	-0.09	-0.03	0.02	0.08	0.10	-0.02
Focus	Consistency	0.18	0.26	0.21	0.17	0.17	0.16	0.13	0.17
Focus	Context	0.11	0.15	0.08	0.10	0.15	0.17	0.14	0.10
Focus	Deliberative	0.27	0.29	0.27	0.25	0.27	0.27	0.29	0.27
Focus	Developer	-0.04	-0.08	-0.08	-0.07	-0.01	0.03	0.06	-0.02
Focus	Discipline	0.53	0.54	0.51	0.52	0.54	0.54	0.51	0.52
Focus	Empathy	-0.14	-0.18	-0.19	-0.17	-0.12	-0.09	-0.04	-0.12
Focus	Futuristic	0.54	0.52	0.53	0.53	0.53	0.55	0.54	0.55
Focus	Harmony	0.03	0.07	0.01	0.00	0.04	0.04	0.04	0.04
Focus	Ideation	0.23	0.20	0.20	0.22	0.25	0.27	0.31	0.24
Focus	Includer	0.04	0.00	0.01	0.03	0.07	0.10	0.12	0.05
Focus	Individualization	0.34	0.34	0.31	0.32	0.35	0.39	0.40	0.34
Focus	Input	0.28	0.26	0.23	0.25	0.30	0.33	0.33	0.29
Focus	Intellection	0.17	0.16	0.13	0.15	0.21	0.24	0.24	0.18
Focus	Learner	0.49	0.51	0.47	0.48	0.50	0.53	0.50	0.50
Focus	Maximizer	0.20	0.13	0.16	0.21	0.23	0.30	0.33	0.21
Focus	Positivity	0.04	-0.01	0.02	0.03	0.06	0.10	0.12	0.05
Focus	Relator	0.18	0.16	0.15	0.16	0.18	0.20	0.22	0.19
Focus	Responsibility	0.39	0.42	0.38	0.38	0.42	0.43	0.47	0.39
Focus	Restorative	0.33	0.35	0.30	0.29	0.33	0.33	0.34	0.33
Focus	Self-Assurance	0.50	0.47	0.47	0.49	0.54	0.55	0.56	0.50
Focus	Significance	0.70	0.71	0.72	0.70	0.69	0.68	0.66	0.70
Focus	Strategic	0.44	0.45	0.43	0.44	0.45	0.47	0.46	0.44
Focus	Woo	0.11	0.08	0.08	0.11	0.11	0.13	0.16	0.11

Theme Pair Correlations for Futuristic, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Futuristic	Achiever	0.34	0.30	0.32	0.32	0.37	0.40	0.40	0.36
Futuristic	Activator	0.45	0.36	0.40	0.45	0.49	0.52	0.52	0.46
Futuristic	Adaptability	-0.05	-0.06	-0.10	-0.04	-0.05	-0.05	-0.02	-0.04
Futuristic	Analytical	0.27	0.26	0.25	0.24	0.27	0.32	0.33	0.29
Futuristic	Arranger	0.43	0.36	0.38	0.42	0.48	0.52	0.56	0.43
Futuristic	Belief	0.21	0.15	0.18	0.22	0.26	0.29	0.28	0.24
Futuristic	Command	0.46	0.35	0.40	0.45	0.49	0.50	0.54	0.47
Futuristic	Communication	0.28	0.23	0.24	0.29	0.30	0.33	0.32	0.29
Futuristic	Competition	0.43	0.38	0.40	0.41	0.43	0.42	0.41	0.43
Futuristic	Connectedness	0.15	0.08	0.12	0.17	0.21	0.26	0.25	0.15
Futuristic	Consistency	-0.10	0.03	-0.06	-0.12	-0.17	-0.15	-0.21	-0.11
Futuristic	Context	0.00	0.04	-0.03	-0.02	0.03	0.05	0.07	-0.01
Futuristic	Deliberative	0.02	0.10	0.05	0.00	-0.01	0.00	0.03	0.03
Futuristic	Developer	0.08	0.07	0.08	0.09	0.09	0.11	0.08	0.09
Futuristic	Discipline	0.19	0.23	0.20	0.15	0.17	0.20	0.15	0.19
Futuristic	Empathy	0.04	0.04	0.01	0.02	0.03	0.04	0.03	0.04
Futuristic	Focus	0.54	0.52	0.53	0.53	0.53	0.55	0.54	0.55
Futuristic	Harmony	-0.15	-0.03	-0.13	-0.17	-0.19	-0.19	-0.25	-0.14
Futuristic	Ideation	0.50	0.40	0.45	0.51	0.54	0.56	0.62	0.50
Futuristic	Includer	0.14	0.09	0.11	0.14	0.18	0.16	0.15	0.14
Futuristic	Individualization	0.46	0.38	0.39	0.44	0.50	0.54	0.57	0.47
Futuristic	Input	0.42	0.34	0.36	0.41	0.44	0.48	0.48	0.44
Futuristic	Intellection	0.24	0.20	0.20	0.22	0.26	0.29	0.31	0.25
Futuristic	Learner	0.34	0.27	0.30	0.33	0.37	0.43	0.43	0.36
Futuristic	Maximizer	0.23	0.22	0.20	0.25	0.28	0.32	0.34	0.24
Futuristic	Positivity	0.22	0.16	0.20	0.24	0.25	0.26	0.23	0.22
Futuristic	Relator	0.09	0.13	0.07	0.07	0.06	0.09	0.13	0.10
Futuristic	Responsibility	0.22	0.22	0.23	0.21	0.26	0.29	0.31	0.23
Futuristic	Restorative	0.29	0.24	0.24	0.27	0.29	0.32	0.34	0.29
Futuristic	Self-Assurance	0.50	0.39	0.43	0.50	0.56	0.59	0.60	0.51
Futuristic	Significance	0.50	0.47	0.48	0.49	0.50	0.50	0.50	0.51
Futuristic	Strategic	0.54	0.47	0.50	0.53	0.57	0.61	0.64	0.55
Futuristic	Woo	0.22	0.17	0.18	0.22	0.23	0.25	0.24	0.22

Theme Pair Correlations for Harmony, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Harmony	Achiever	-0.04	0.02	-0.05	-0.08	-0.04	-0.04	-0.05	-0.03
Harmony	Activator	-0.16	-0.10	-0.15	-0.18	-0.17	-0.18	-0.21	-0.15
Harmony	Adaptability	0.16	0.09	0.13	0.14	0.18	0.24	0.24	0.17
Harmony	Analytical	0.03	0.08	0.00	0.02	0.03	0.04	0.02	0.05
Harmony	Arranger	-0.19	-0.13	-0.21	-0.22	-0.19	-0.18	-0.20	-0.18
Harmony	Belief	0.11	0.11	0.06	0.08	0.12	0.15	0.15	0.12
Harmony	Command	-0.25	-0.22	-0.27	-0.29	-0.26	-0.25	-0.27	-0.23
Harmony	Communication	0.00	0.00	-0.01	-0.03	0.01	0.02	0.04	0.02
Harmony	Competition	-0.11	-0.07	-0.13	-0.13	-0.13	-0.13	-0.12	-0.09
Harmony	Connectedness	0.10	0.13	0.08	0.07	0.12	0.11	0.07	0.12
Harmony	Consistency	0.70	0.65	0.67	0.70	0.72	0.74	0.74	0.70
Harmony	Context	0.13	0.12	0.12	0.13	0.12	0.12	0.08	0.14
Harmony	Deliberative	0.31	0.28	0.26	0.30	0.31	0.34	0.35	0.32
Harmony	Developer	0.35	0.32	0.32	0.33	0.36	0.38	0.39	0.35
Harmony	Discipline	0.37	0.35	0.34	0.36	0.38	0.39	0.40	0.38
Harmony	Empathy	0.34	0.30	0.33	0.33	0.35	0.37	0.37	0.35
Harmony	Focus	0.03	0.07	0.01	0.00	0.04	0.04	0.04	0.04
Harmony	Futuristic	-0.15	-0.03	-0.13	-0.17	-0.19	-0.19	-0.25	-0.14
Harmony	Ideation	-0.43	-0.39	-0.45	-0.44	-0.45	-0.43	-0.44	-0.41
Harmony	Includer	0.09	0.06	0.04	0.06	0.11	0.16	0.19	0.10
Harmony	Individualization	-0.20	-0.10	-0.19	-0.23	-0.22	-0.23	-0.21	-0.18
Harmony	Input	-0.14	-0.07	-0.17	-0.16	-0.15	-0.16	-0.17	-0.12
Harmony	Intellection	0.04	0.10	0.03	0.04	0.04	0.02	-0.01	0.06
Harmony	Learner	-0.07	0.01	-0.09	-0.08	-0.06	-0.08	-0.11	-0.05
Harmony	Maximizer	0.11	0.14	0.13	0.11	0.11	0.13	0.07	0.12
Harmony	Positivity	0.16	0.18	0.13	0.13	0.17	0.17	0.21	0.16
Harmony	Relator	0.27	0.28	0.27	0.27	0.26	0.29	0.26	0.29
Harmony	Responsibility	0.21	0.21	0.16	0.19	0.24	0.26	0.26	0.22
Harmony	Restorative	-0.15	-0.11	-0.19	-0.19	-0.16	-0.14	-0.13	-0.13
Harmony	Self-Assurance	-0.27	-0.22	-0.29	-0.30	-0.26	-0.25	-0.28	-0.25
Harmony	Significance	-0.03	0.02	-0.04	-0.05	-0.04	-0.03	-0.02	-0.02
Harmony	Strategic	-0.33	-0.25	-0.32	-0.35	-0.35	-0.35	-0.38	-0.31
Harmony	Woo	-0.02	-0.03	-0.05	-0.05	-0.01	-0.01	0.02	-0.01

Theme Pair Correlations for Ideation, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Ideation	Achiever	0.23	0.14	0.19	0.21	0.26	0.28	0.33	0.24
Ideation	Activator	0.44	0.40	0.40	0.43	0.46	0.49	0.51	0.44
Ideation	Adaptability	0.19	0.27	0.19	0.21	0.16	0.16	0.17	0.19
Ideation	Analytical	0.33	0.28	0.33	0.32	0.33	0.35	0.35	0.33
Ideation	Arranger	0.47	0.43	0.45	0.47	0.49	0.51	0.53	0.47
Ideation	Belief	0.22	0.21	0.21	0.22	0.21	0.24	0.20	0.23
Ideation	Command	0.53	0.49	0.52	0.53	0.54	0.55	0.57	0.53
Ideation	Communication	0.28	0.28	0.26	0.28	0.28	0.29	0.32	0.28
Ideation	Competition	0.30	0.25	0.28	0.31	0.33	0.34	0.34	0.30
Ideation	Connectedness	0.25	0.26	0.24	0.26	0.25	0.29	0.31	0.25
Ideation	Consistency	-0.45	-0.40	-0.45	-0.47	-0.48	-0.46	-0.45	-0.44
Ideation	Context	0.14	0.20	0.13	0.12	0.12	0.14	0.20	0.13
Ideation	Deliberative	-0.04	-0.03	-0.02	-0.04	-0.04	-0.05	-0.05	-0.03
Ideation	Developer	0.05	0.08	0.03	0.04	0.04	0.06	0.05	0.05
Ideation	Discipline	-0.19	-0.20	-0.21	-0.22	-0.17	-0.17	-0.15	-0.18
Ideation	Empathy	0.02	0.09	0.00	0.00	0.02	0.02	0.03	0.03
Ideation	Focus	0.23	0.20	0.20	0.22	0.25	0.27	0.31	0.24
Ideation	Futuristic	0.50	0.40	0.45	0.51	0.54	0.56	0.62	0.50
Ideation	Harmony	-0.43	-0.39	-0.45	-0.44	-0.45	-0.43	-0.44	-0.41
Ideation	Individualization	0.63	0.58	0.60	0.63	0.64	0.67	0.67	0.62
Ideation	Input	0.53	0.51	0.52	0.53	0.53	0.56	0.58	0.54
Ideation	Intellection	0.40	0.39	0.40	0.39	0.41	0.44	0.48	0.40
Ideation	Learner	0.38	0.30	0.35	0.37	0.39	0.43	0.49	0.38
Ideation	Maximizer	0.21	0.16	0.16	0.20	0.24	0.27	0.31	0.21
Ideation	Positivity	0.15	0.15	0.13	0.15	0.14	0.16	0.17	0.16
Ideation	Relator	0.04	0.07	0.03	0.03	0.04	0.05	0.09	0.04
Ideation	Responsibility	0.14	0.11	0.12	0.13	0.15	0.15	0.17	0.16
Ideation	Restorative	0.37	0.38	0.37	0.38	0.36	0.37	0.35	0.36
Ideation	Self-Assurance	0.53	0.48	0.50	0.53	0.54	0.56	0.57	0.53
Ideation	Significance	0.31	0.27	0.28	0.30	0.33	0.33	0.35	0.32
Ideation	Strategic	0.70	0.66	0.68	0.70	0.72	0.74	0.76	0.71
Ideation	Woo	0.19	0.20	0.18	0.20	0.19	0.20	0.21	0.19

Theme Pair Correlations for Includer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Includer	Achiever	0.11	0.08	0.10	0.10	0.15	0.14	0.15	0.11
Includer	Activator	0.21	0.21	0.20	0.23	0.22	0.20	0.17	0.21
Includer	Adaptability	0.21	0.18	0.19	0.19	0.21	0.24	0.30	0.23
Includer	Analytical	-0.05	-0.09	-0.07	-0.06	-0.05	-0.03	-0.01	-0.04
Includer	Arranger	0.26	0.22	0.26	0.26	0.27	0.28	0.26	0.26
Includer	Belief	0.28	0.25	0.26	0.28	0.30	0.32	0.33	0.29
Includer	Command	0.01	-0.03	-0.01	0.02	0.02	0.03	0.04	0.01
Includer	Communication	0.42	0.40	0.40	0.43	0.43	0.41	0.43	0.42
Includer	Competition	-0.01	-0.04	-0.03	-0.01	0.02	0.01	0.00	-0.01
Includer	Connectedness	0.26	0.22	0.22	0.26	0.28	0.28	0.30	0.26
Includer	Consistency	0.08	0.04	0.06	0.04	0.10	0.15	0.16	0.09
Includer	Context	0.02	0.00	0.00	0.02	0.03	0.01	0.08	0.03
Includer	Deliberative	-0.28	-0.30	-0.32	-0.31	-0.26	-0.22	-0.18	-0.27
Includer	Developer	0.42	0.39	0.40	0.40	0.45	0.45	0.46	0.42
Includer	Discipline	0.06	0.03	0.02	0.04	0.10	0.12	0.12	0.07
Includer	Empathy	0.33	0.31	0.29	0.31	0.36	0.37	0.38	0.34
Includer	Focus	0.04	0.00	0.01	0.03	0.07	0.10	0.12	0.05
Includer	Futuristic	0.14	0.09	0.11	0.14	0.18	0.16	0.15	0.14
Includer	Harmony	0.09	0.06	0.04	0.06	0.11	0.16	0.19	0.10
Includer	Ideation	0.13	0.14	0.13	0.14	0.13	0.10	0.11	0.13
Includer	Input	0.25	0.24	0.22	0.24	0.25	0.24	0.25	0.26
Includer	Intellection	-0.04	-0.04	-0.08	-0.06	-0.02	-0.01	0.03	-0.04
Includer	Learner	0.11	0.12	0.10	0.09	0.12	0.13	0.14	0.11
Includer	Maximizer	0.09	0.09	0.06	0.10	0.11	0.10	0.11	0.07
Includer	Positivity	0.59	0.59	0.60	0.59	0.59	0.59	0.58	0.59
Includer	Relator	-0.38	-0.44	-0.43	-0.42	-0.37	-0.31	-0.27	-0.36
Includer	Responsibility	0.19	0.13	0.16	0.18	0.20	0.25	0.29	0.20
Includer	Restorative	0.20	0.15	0.19	0.18	0.21	0.23	0.21	0.22
Includer	Self-Assurance	0.18	0.17	0.18	0.19	0.18	0.19	0.18	0.17
Includer	Significance	0.06	0.03	0.02	0.05	0.07	0.11	0.11	0.05
Includer	Strategic	0.10	0.09	0.10	0.11	0.09	0.11	0.08	0.11
Includer	Woo	0.48	0.47	0.46	0.49	0.48	0.46	0.44	0.48

Theme Pair Correlations for Individualization, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Individualization	Achiever	0.34	0.30	0.30	0.32	0.36	0.38	0.44	0.34
Individualization	Activator	0.43	0.36	0.37	0.41	0.46	0.48	0.50	0.43
Individualization	Adaptability	0.05	0.08	0.05	0.06	0.02	0.03	0.07	0.06
Individualization	Analytical	0.37	0.39	0.38	0.36	0.37	0.39	0.35	0.36
Individualization	Arranger	0.58	0.56	0.56	0.58	0.60	0.62	0.63	0.58
Individualization	Belief	0.32	0.30	0.30	0.33	0.33	0.35	0.31	0.34
Individualization	Command	0.45	0.41	0.42	0.44	0.47	0.48	0.48	0.44
Individualization	Communication	0.31	0.29	0.28	0.31	0.33	0.33	0.38	0.32
Individualization	Competition	0.29	0.25	0.27	0.29	0.31	0.32	0.34	0.27
Individualization	Connectedness	0.30	0.29	0.28	0.31	0.32	0.35	0.34	0.32
Individualization	Consistency	-0.23	-0.12	-0.20	-0.24	-0.26	-0.28	-0.27	-0.23
Individualization	Context	0.21	0.29	0.20	0.19	0.21	0.21	0.23	0.20
Individualization	Deliberative	0.04	0.10	0.08	0.03	0.01	0.01	0.00	0.04
Individualization	Developer	0.20	0.21	0.20	0.20	0.20	0.20	0.21	0.21
Individualization	Discipline	0.11	0.15	0.11	0.08	0.12	0.12	0.10	0.12
Individualization	Empathy	0.19	0.23	0.17	0.17	0.17	0.15	0.20	0.20
Individualization	Focus	0.34	0.34	0.31	0.32	0.35	0.39	0.40	0.34
Individualization	Futuristic	0.46	0.38	0.39	0.44	0.50	0.54	0.57	0.47
Individualization	Harmony	-0.20	-0.10	-0.19	-0.23	-0.22	-0.23	-0.21	-0.18
Individualization	Ideation	0.63	0.58	0.60	0.63	0.64	0.67	0.67	0.62
Individualization	Includer	0.13	0.11	0.11	0.13	0.15	0.13	0.13	0.14
Individualization	Intellection	0.36	0.37	0.35	0.34	0.36	0.40	0.40	0.35
Individualization	Learner	0.48	0.47	0.46	0.47	0.49	0.53	0.54	0.49
Individualization	Maximizer	0.17	0.12	0.12	0.17	0.20	0.27	0.30	0.17
Individualization	Positivity	0.21	0.16	0.18	0.20	0.23	0.24	0.26	0.22
Individualization	Relator	0.15	0.18	0.14	0.13	0.14	0.14	0.18	0.14
Individualization	Responsibility	0.28	0.29	0.27	0.29	0.30	0.30	0.30	0.30
Individualization	Restorative	0.42	0.44	0.42	0.42	0.43	0.40	0.39	0.42
Individualization	Self-Assurance	0.50	0.46	0.46	0.50	0.53	0.56	0.53	0.49
Individualization	Significance	0.35	0.35	0.32	0.34	0.37	0.39	0.38	0.35
Individualization	Strategic	0.64	0.60	0.62	0.64	0.64	0.67	0.68	0.63
Individualization	Woo	0.22	0.19	0.19	0.21	0.22	0.23	0.28	0.23

Theme Pair Correlations for Input, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Input	Achiever	0.30	0.28	0.26	0.27	0.32	0.35	0.38	0.31
Input	Activator	0.41	0.37	0.39	0.39	0.42	0.46	0.47	0.42
Input	Adaptability	0.19	0.22	0.19	0.20	0.17	0.16	0.18	0.19
Input	Analytical	0.24	0.21	0.21	0.22	0.26	0.28	0.25	0.24
Input	Arranger	0.49	0.52	0.47	0.47	0.50	0.53	0.54	0.51
Input	Belief	0.31	0.35	0.31	0.29	0.32	0.34	0.32	0.33
Input	Command	0.39	0.34	0.37	0.39	0.41	0.43	0.40	0.40
Input	Communication	0.31	0.30	0.30	0.29	0.31	0.35	0.37	0.33
Input	Competition	0.21	0.14	0.16	0.19	0.21	0.25	0.21	0.23
Input	Connectedness	0.37	0.42	0.37	0.38	0.39	0.42	0.44	0.37
Input	Consistency	-0.16	-0.07	-0.17	-0.18	-0.18	-0.18	-0.22	-0.16
Input	Context	0.23	0.25	0.22	0.22	0.25	0.23	0.29	0.22
Input	Deliberative	-0.02	-0.03	-0.03	-0.03	-0.02	-0.02	-0.04	-0.02
Input	Developer	0.21	0.25	0.21	0.20	0.20	0.23	0.25	0.22
Input	Discipline	0.04	0.08	0.02	0.00	0.07	0.05	0.06	0.05
Input	Empathy	0.18	0.23	0.15	0.15	0.18	0.17	0.18	0.19
Input	Focus	0.28	0.26	0.23	0.25	0.30	0.33	0.33	0.29
Input	Futuristic	0.42	0.34	0.36	0.41	0.44	0.48	0.48	0.44
Input	Harmony	-0.14	-0.07	-0.17	-0.16	-0.15	-0.16	-0.17	-0.12
Input	Ideation	0.53	0.51	0.52	0.53	0.53	0.56	0.58	0.54
Input	Includer	0.25	0.24	0.22	0.24	0.25	0.24	0.25	0.26
Input	Individualization	0.49	0.47	0.46	0.47	0.50	0.54	0.53	0.50
Input	Learner	0.57	0.53	0.54	0.56	0.61	0.63	0.65	0.58
Input	Maximizer	0.16	0.12	0.13	0.15	0.19	0.22	0.26	0.17
Input	Positivity	0.28	0.28	0.26	0.28	0.27	0.32	0.31	0.30
Input	Relator	0.08	0.10	0.06	0.06	0.07	0.07	0.08	0.08
Input	Responsibility	0.26	0.31	0.26	0.25	0.27	0.28	0.27	0.28
Input	Restorative	0.40	0.39	0.37	0.39	0.41	0.41	0.39	0.40
Input	Self-Assurance	0.45	0.42	0.42	0.44	0.47	0.49	0.47	0.45
Input	Significance	0.26	0.23	0.22	0.23	0.26	0.29	0.25	0.27
Input	Strategic	0.47	0.43	0.45	0.46	0.48	0.53	0.54	0.48
Input	Woo	0.24	0.23	0.22	0.23	0.23	0.27	0.27	0.26

Theme Pair Correlations for Intellection, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Intellection	Achiever	0.21	0.20	0.16	0.19	0.23	0.27	0.30	0.22
Intellection	Activator	0.14	0.08	0.10	0.10	0.15	0.21	0.25	0.16
Intellection	Adaptability	0.14	0.17	0.12	0.14	0.11	0.14	0.16	0.14
Intellection	Analytical	0.29	0.28	0.28	0.28	0.30	0.32	0.30	0.28
Intellection	Arranger	0.24	0.29	0.20	0.20	0.24	0.28	0.30	0.24
Intellection	Belief	0.29	0.32	0.28	0.25	0.31	0.31	0.31	0.30
Intellection	Command	0.22	0.19	0.20	0.20	0.23	0.25	0.26	0.23
Intellection	Communication	-0.02	-0.06	-0.07	-0.07	0.00	0.06	0.11	-0.01
Intellection	Competition	0.07	0.03	0.05	0.07	0.08	0.13	0.12	0.10
Intellection	Connectedness	0.43	0.46	0.43	0.40	0.43	0.47	0.49	0.42
Intellection	Consistency	0.02	0.08	0.02	0.02	0.00	0.00	-0.04	0.02
Intellection	Context	0.34	0.37	0.35	0.34	0.33	0.33	0.37	0.31
Intellection	Deliberative	0.26	0.26	0.28	0.27	0.25	0.24	0.23	0.25
Intellection	Developer	0.19	0.22	0.17	0.18	0.20	0.21	0.23	0.19
Intellection	Discipline	0.13	0.16	0.12	0.11	0.15	0.12	0.15	0.13
Intellection	Empathy	0.18	0.22	0.18	0.17	0.19	0.18	0.19	0.17
Intellection	Focus	0.17	0.16	0.13	0.15	0.21	0.24	0.24	0.18
Intellection	Futuristic	0.24	0.20	0.20	0.22	0.26	0.29	0.31	0.25
Intellection	Harmony	0.04	0.10	0.03	0.04	0.04	0.02	-0.01	0.06
Intellection	Ideation	0.40	0.39	0.40	0.39	0.41	0.44	0.48	0.40
Intellection	Includer	-0.04	-0.04	-0.08	-0.06	-0.02	-0.01	0.03	-0.04
Intellection	Individualization	0.36	0.37	0.35	0.34	0.36	0.40	0.40	0.35
Intellection	Input	0.55	0.54	0.53	0.54	0.57	0.58	0.62	0.54
Intellection	Maximizer	0.11	0.05	0.08	0.09	0.12	0.19	0.19	0.12
Intellection	Positivity	0.03	0.03	-0.03	0.01	0.04	0.10	0.11	0.05
Intellection	Relator	0.29	0.33	0.30	0.30	0.28	0.28	0.27	0.29
Intellection	Responsibility	0.25	0.29	0.22	0.22	0.28	0.26	0.26	0.26
Intellection	Restorative	0.25	0.29	0.24	0.25	0.26	0.24	0.25	0.24
Intellection	Self-Assurance	0.22	0.19	0.18	0.20	0.25	0.29	0.29	0.23
Intellection	Significance	0.08	0.06	0.04	0.06	0.09	0.12	0.10	0.09
Intellection	Strategic	0.35	0.32	0.33	0.33	0.36	0.40	0.43	0.35
Intellection	Woo	-0.13	-0.16	-0.18	-0.16	-0.12	-0.06	-0.03	-0.12

Theme Pair Correlations for Learner, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Learner	Achiever	0.56	0.61	0.55	0.54	0.56	0.56	0.55	0.56
Learner	Activator	0.22	0.16	0.18	0.19	0.24	0.30	0.36	0.24
Learner	Adaptability	-0.11	-0.13	-0.13	-0.12	-0.12	-0.07	0.01	-0.09
Learner	Analytical	0.44	0.43	0.43	0.43	0.46	0.48	0.44	0.44
Learner	Arranger	0.47	0.51	0.46	0.44	0.46	0.49	0.51	0.47
Learner	Belief	0.38	0.38	0.37	0.36	0.40	0.40	0.39	0.38
Learner	Command	0.30	0.26	0.29	0.31	0.32	0.36	0.35	0.31
Learner	Communication	0.11	0.09	0.08	0.08	0.13	0.15	0.24	0.13
Learner	Competition	0.21	0.19	0.21	0.22	0.22	0.26	0.25	0.22
Learner	Connectedness	0.30	0.27	0.27	0.28	0.32	0.36	0.42	0.29
Learner	Consistency	0.02	0.15	0.04	0.01	0.00	-0.03	-0.09	0.02
Learner	Context	0.29	0.32	0.28	0.30	0.31	0.33	0.36	0.26
Learner	Deliberative	0.18	0.18	0.19	0.18	0.18	0.17	0.13	0.18
Learner	Developer	0.14	0.13	0.11	0.12	0.15	0.16	0.20	0.15
Learner	Discipline	0.30	0.38	0.30	0.28	0.31	0.27	0.23	0.30
Learner	Empathy	0.02	0.03	0.00	0.01	0.04	0.04	0.08	0.04
Learner	Focus	0.49	0.51	0.47	0.48	0.50	0.53	0.50	0.50
Learner	Futuristic	0.34	0.27	0.30	0.33	0.37	0.43	0.43	0.36
Learner	Harmony	-0.07	0.01	-0.09	-0.08	-0.06	-0.08	-0.11	-0.05
Learner	Ideation	0.38	0.30	0.35	0.37	0.39	0.43	0.49	0.38
Learner	Includer	0.11	0.12	0.10	0.09	0.12	0.13	0.14	0.11
Learner	Individualization	0.48	0.47	0.46	0.47	0.49	0.53	0.54	0.49
Learner	Input	0.57	0.53	0.54	0.56	0.61	0.63	0.65	0.58
Learner	Intellection	0.57	0.50	0.52	0.56	0.60	0.64	0.68	0.56
Learner	Positivity	0.12	0.12	0.09	0.09	0.13	0.17	0.20	0.14
Learner	Relator	0.17	0.16	0.17	0.18	0.18	0.18	0.18	0.18
Learner	Responsibility	0.44	0.51	0.46	0.43	0.44	0.42	0.39	0.44
Learner	Restorative	0.41	0.44	0.43	0.41	0.43	0.41	0.43	0.41
Learner	Self-Assurance	0.44	0.42	0.41	0.42	0.46	0.50	0.48	0.44
Learner	Significance	0.30	0.32	0.29	0.29	0.31	0.35	0.28	0.31
Learner	Strategic	0.46	0.41	0.44	0.45	0.47	0.51	0.53	0.46
Learner	Woo	0.03	0.04	0.01	0.01	0.04	0.06	0.12	0.04

Theme Pair Correlations for Maximizer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Maximizer	Achiever	0.15	0.05	0.11	0.13	0.16	0.23	0.26	0.16
Maximizer	Activator	0.30	0.27	0.25	0.28	0.34	0.34	0.37	0.31
Maximizer	Adaptability	0.17	0.20	0.16	0.16	0.17	0.18	0.18	0.17
Maximizer	Analytical	0.09	0.04	0.06	0.08	0.10	0.20	0.19	0.10
Maximizer	Arranger	0.20	0.11	0.13	0.20	0.21	0.29	0.32	0.20
Maximizer	Belief	0.10	0.01	0.04	0.08	0.11	0.15	0.19	0.10
Maximizer	Command	0.20	0.14	0.17	0.19	0.25	0.29	0.33	0.21
Maximizer	Communication	0.27	0.26	0.24	0.28	0.29	0.31	0.31	0.28
Maximizer	Competition	0.18	0.17	0.16	0.20	0.25	0.27	0.30	0.20
Maximizer	Connectedness	0.14	0.07	0.09	0.13	0.16	0.17	0.18	0.14
Maximizer	Consistency	0.07	0.09	0.10	0.07	0.06	0.10	0.03	0.07
Maximizer	Context	0.02	0.03	-0.01	-0.01	0.02	0.07	0.08	0.01
Maximizer	Deliberative	0.05	0.04	0.04	0.03	0.02	0.10	0.08	0.06
Maximizer	Developer	0.14	0.12	0.12	0.14	0.15	0.19	0.18	0.13
Maximizer	Discipline	0.12	0.06	0.10	0.11	0.13	0.19	0.19	0.13
Maximizer	Empathy	0.12	0.12	0.12	0.12	0.13	0.16	0.15	0.11
Maximizer	Focus	0.20	0.13	0.16	0.21	0.23	0.30	0.33	0.21
Maximizer	Futuristic	0.23	0.22	0.20	0.25	0.28	0.32	0.34	0.24
Maximizer	Harmony	0.11	0.14	0.13	0.11	0.11	0.13	0.07	0.12
Maximizer	Ideation	0.21	0.16	0.16	0.20	0.24	0.27	0.31	0.21
Maximizer	Includer	0.09	0.09	0.06	0.10	0.11	0.10	0.11	0.07
Maximizer	Individualization	0.17	0.12	0.12	0.17	0.20	0.27	0.30	0.17
Maximizer	Input	0.16	0.12	0.13	0.15	0.19	0.22	0.26	0.17
Maximizer	Intellection	0.11	0.05	0.08	0.09	0.12	0.19	0.19	0.12
Maximizer	Learner	0.11	0.02	0.05	0.08	0.11	0.19	0.23	0.12
Maximizer	Relator	0.14	0.11	0.13	0.13	0.15	0.24	0.21	0.15
Maximizer	Responsibility	0.13	0.03	0.07	0.10	0.12	0.23	0.27	0.13
Maximizer	Restorative	-0.27	-0.29	-0.31	-0.28	-0.24	-0.17	-0.15	-0.26
Maximizer	Self-Assurance	0.35	0.27	0.28	0.34	0.38	0.42	0.46	0.36
Maximizer	Significance	0.24	0.20	0.21	0.24	0.28	0.31	0.36	0.25
Maximizer	Strategic	0.24	0.17	0.18	0.22	0.26	0.33	0.33	0.24
Maximizer	Woo	0.20	0.20	0.18	0.21	0.23	0.24	0.24	0.20

Theme Pair Correlations for Positivity, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Positivity	Achiever	0.11	0.07	0.09	0.07	0.13	0.17	0.19	0.13
Positivity	Activator	0.32	0.30	0.30	0.32	0.32	0.33	0.33	0.32
Positivity	Adaptability	0.29	0.30	0.26	0.28	0.27	0.32	0.36	0.29
Positivity	Analytical	-0.18	-0.20	-0.20	-0.20	-0.18	-0.13	-0.16	-0.17
Positivity	Arranger	0.26	0.21	0.24	0.25	0.26	0.31	0.30	0.27
Positivity	Belief	0.34	0.30	0.29	0.32	0.36	0.38	0.40	0.34
Positivity	Command	-0.04	-0.09	-0.07	-0.04	-0.01	0.03	0.04	-0.02
Positivity	Communication	0.49	0.46	0.47	0.49	0.51	0.53	0.53	0.51
Positivity	Competition	-0.01	-0.06	-0.02	-0.01	0.04	0.05	0.05	0.01
Positivity	Connectedness	0.36	0.32	0.30	0.35	0.38	0.40	0.39	0.36
Positivity	Consistency	0.07	0.08	0.07	0.04	0.08	0.09	0.10	0.09
Positivity	Context	0.02	0.01	-0.02	-0.01	0.03	0.04	0.08	0.03
Positivity	Deliberative	-0.40	-0.39	-0.43	-0.43	-0.39	-0.36	-0.31	-0.39
Positivity	Developer	0.71	0.70	0.70	0.70	0.73	0.73	0.73	0.71
Positivity	Discipline	0.06	0.04	0.04	0.02	0.09	0.11	0.11	0.08
Positivity	Empathy	0.48	0.49	0.46	0.47	0.50	0.49	0.52	0.48
Positivity	Focus	0.04	-0.01	0.02	0.03	0.06	0.10	0.12	0.05
Positivity	Futuristic	0.22	0.16	0.20	0.24	0.25	0.26	0.23	0.22
Positivity	Harmony	0.16	0.18	0.13	0.13	0.17	0.17	0.21	0.16
Positivity	Ideation	0.15	0.15	0.13	0.15	0.14	0.16	0.17	0.16
Positivity	Includer	0.59	0.59	0.60	0.59	0.59	0.59	0.58	0.59
Positivity	Individualization	0.21	0.16	0.18	0.20	0.23	0.24	0.26	0.22
Positivity	Input	0.28	0.28	0.26	0.28	0.27	0.32	0.31	0.30
Positivity	Intellection	0.03	0.03	-0.03	0.01	0.04	0.10	0.11	0.05
Positivity	Learner	0.12	0.12	0.09	0.09	0.13	0.17	0.20	0.14
Positivity	Maximizer	0.24	0.22	0.20	0.23	0.25	0.25	0.28	0.23
Positivity	Responsibility	0.20	0.14	0.17	0.15	0.20	0.24	0.29	0.22
Positivity	Restorative	0.08	0.07	0.07	0.06	0.09	0.14	0.13	0.11
Positivity	Self-Assurance	0.20	0.16	0.17	0.20	0.21	0.24	0.23	0.21
Positivity	Significance	0.04	0.00	0.00	0.03	0.06	0.09	0.12	0.05
Positivity	Strategic	0.13	0.10	0.11	0.11	0.12	0.17	0.15	0.15
Positivity	Woo	0.55	0.53	0.54	0.55	0.56	0.57	0.56	0.56

Theme Pair Correlations for Relator, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Relator	Achiever	0.10	0.07	0.09	0.08	0.11	0.13	0.13	0.13
Relator	Activator	0.00	-0.03	-0.03	-0.03	0.01	0.04	0.05	0.01
Relator	Adaptability	0.14	0.15	0.12	0.13	0.13	0.18	0.20	0.14
Relator	Analytical	0.25	0.25	0.22	0.24	0.26	0.26	0.24	0.25
Relator	Arranger	0.09	0.09	0.06	0.07	0.11	0.10	0.14	0.10
Relator	Belief	0.12	0.14	0.11	0.10	0.14	0.15	0.16	0.14
Relator	Command	0.13	0.13	0.10	0.09	0.13	0.12	0.15	0.14
Relator	Communication	-0.09	-0.15	-0.13	-0.13	-0.09	-0.03	0.00	-0.08
Relator	Competition	0.07	0.05	0.03	0.05	0.05	0.05	0.06	0.08
Relator	Connectedness	0.11	0.13	0.11	0.09	0.13	0.15	0.16	0.12
Relator	Consistency	0.26	0.26	0.25	0.25	0.26	0.27	0.28	0.28
Relator	Context	0.15	0.19	0.14	0.16	0.15	0.16	0.11	0.15
Relator	Deliberative	0.44	0.46	0.43	0.44	0.44	0.43	0.43	0.46
Relator	Developer	0.11	0.11	0.09	0.08	0.10	0.14	0.18	0.12
Relator	Discipline	0.23	0.19	0.23	0.22	0.23	0.26	0.28	0.25
Relator	Empathy	0.15	0.15	0.15	0.12	0.13	0.15	0.21	0.15
Relator	Focus	0.18	0.16	0.15	0.16	0.18	0.20	0.22	0.19
Relator	Futuristic	0.09	0.13	0.07	0.07	0.06	0.09	0.13	0.10
Relator	Harmony	0.27	0.28	0.27	0.27	0.26	0.29	0.26	0.29
Relator	Ideation	0.04	0.07	0.03	0.03	0.04	0.05	0.09	0.04
Relator	Includer	-0.38	-0.44	-0.43	-0.42	-0.37	-0.31	-0.27	-0.36
Relator	Individualization	0.15	0.18	0.14	0.13	0.14	0.14	0.18	0.14
Relator	Input	0.08	0.10	0.06	0.06	0.07	0.07	0.08	0.08
Relator	Intellection	0.29	0.33	0.30	0.30	0.28	0.28	0.27	0.29
Relator	Learner	0.17	0.16	0.17	0.18	0.18	0.18	0.18	0.18
Relator	Maximizer	0.14	0.11	0.13	0.13	0.15	0.24	0.21	0.15
Relator	Positivity	-0.12	-0.15	-0.14	-0.14	-0.10	-0.05	-0.01	-0.10
Relator	Restorative	0.12	0.16	0.10	0.09	0.11	0.06	0.11	0.13
Relator	Self-Assurance	0.08	0.07	0.04	0.06	0.12	0.12	0.14	0.09
Relator	Significance	0.13	0.12	0.10	0.10	0.14	0.13	0.18	0.15
Relator	Strategic	0.12	0.14	0.10	0.10	0.12	0.11	0.15	0.13
Relator	Woo	-0.23	-0.29	-0.27	-0.26	-0.23	-0.18	-0.13	-0.21

Theme Pair Correlations for Responsibility, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Responsibility	Achiever	0.43	0.47	0.43	0.41	0.44	0.43	0.44	0.43
Responsibility	Activator	0.13	0.09	0.11	0.12	0.15	0.18	0.20	0.15
Responsibility	Adaptability	0.01	-0.07	-0.02	-0.02	0.02	0.09	0.16	0.03
Responsibility	Analytical	0.37	0.37	0.35	0.37	0.40	0.41	0.40	0.37
Responsibility	Arranger	0.48	0.50	0.47	0.46	0.49	0.50	0.50	0.48
Responsibility	Belief	0.52	0.47	0.48	0.50	0.54	0.55	0.56	0.54
Responsibility	Command	0.19	0.18	0.18	0.20	0.24	0.23	0.26	0.20
Responsibility	Communication	0.14	0.08	0.12	0.14	0.18	0.18	0.26	0.16
Responsibility	Competition	0.06	0.07	0.06	0.08	0.11	0.12	0.14	0.07
Responsibility	Connectedness	0.30	0.26	0.26	0.26	0.31	0.32	0.34	0.31
Responsibility	Consistency	0.31	0.35	0.31	0.30	0.32	0.33	0.34	0.29
Responsibility	Context	0.18	0.22	0.15	0.19	0.20	0.19	0.18	0.17
Responsibility	Deliberative	0.29	0.29	0.27	0.28	0.31	0.31	0.31	0.30
Responsibility	Developer	0.27	0.21	0.24	0.23	0.28	0.32	0.38	0.29
Responsibility	Discipline	0.48	0.52	0.47	0.47	0.48	0.49	0.50	0.48
Responsibility	Empathy	0.14	0.10	0.13	0.12	0.17	0.19	0.24	0.17
Responsibility	Focus	0.39	0.42	0.38	0.38	0.42	0.43	0.47	0.39
Responsibility	Futuristic	0.22	0.22	0.23	0.21	0.26	0.29	0.31	0.23
Responsibility	Harmony	0.21	0.21	0.16	0.19	0.24	0.26	0.26	0.22
Responsibility	Ideation	0.14	0.11	0.12	0.13	0.15	0.15	0.17	0.16
Responsibility	Includer	0.19	0.13	0.16	0.18	0.20	0.25	0.29	0.20
Responsibility	Individualization	0.28	0.29	0.27	0.29	0.30	0.30	0.30	0.30
Responsibility	Input	0.26	0.31	0.26	0.25	0.27	0.28	0.27	0.28
Responsibility	Intellection	0.25	0.29	0.22	0.22	0.28	0.26	0.26	0.26
Responsibility	Learner	0.44	0.51	0.46	0.43	0.44	0.42	0.39	0.44
Responsibility	Maximizer	0.13	0.03	0.07	0.10	0.12	0.23	0.27	0.13
Responsibility	Positivity	0.20	0.14	0.17	0.15	0.20	0.24	0.29	0.22
Responsibility	Relator	0.27	0.26	0.27	0.26	0.31	0.30	0.32	0.28
Responsibility	Self-Assurance	0.33	0.30	0.31	0.32	0.37	0.38	0.41	0.33
Responsibility	Significance	0.29	0.30	0.27	0.29	0.33	0.35	0.37	0.30
Responsibility	Strategic	0.30	0.31	0.31	0.30	0.31	0.29	0.29	0.31
Responsibility	Woo	0.05	0.01	0.03	0.05	0.07	0.08	0.16	0.06

Theme Pair Correlations for Restorative, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Restorative	Achiever	0.30	0.33	0.29	0.28	0.33	0.32	0.35	0.31
Restorative	Activator	0.24	0.21	0.21	0.23	0.23	0.28	0.26	0.24
Restorative	Adaptability	0.05	0.05	0.03	0.05	0.03	0.07	0.09	0.07
Restorative	Analytical	0.43	0.45	0.44	0.43	0.44	0.42	0.40	0.43
Restorative	Arranger	0.48	0.50	0.48	0.45	0.51	0.48	0.50	0.48
Restorative	Belief	0.30	0.32	0.30	0.30	0.33	0.34	0.29	0.32
Restorative	Command	0.37	0.40	0.36	0.36	0.36	0.36	0.34	0.36
Restorative	Communication	0.12	0.10	0.09	0.10	0.13	0.15	0.19	0.13
Restorative	Competition	0.22	0.20	0.21	0.21	0.21	0.21	0.18	0.22
Restorative	Connectedness	0.18	0.21	0.17	0.18	0.20	0.23	0.23	0.19
Restorative	Consistency	-0.01	0.05	-0.01	-0.04	-0.02	-0.02	0.00	0.01
Restorative	Context	0.24	0.27	0.23	0.25	0.25	0.24	0.25	0.24
Restorative	Deliberative	0.16	0.19	0.16	0.14	0.17	0.14	0.14	0.16
Restorative	Developer	0.09	0.09	0.07	0.07	0.11	0.11	0.14	0.12
Restorative	Discipline	0.14	0.16	0.11	0.10	0.17	0.14	0.16	0.16
Restorative	Empathy	0.03	0.02	-0.01	0.00	0.03	0.02	0.06	0.05
Restorative	Focus	0.33	0.35	0.30	0.29	0.33	0.33	0.34	0.33
Restorative	Futuristic	0.29	0.24	0.24	0.27	0.29	0.32	0.34	0.29
Restorative	Harmony	-0.15	-0.11	-0.19	-0.19	-0.16	-0.14	-0.13	-0.13
Restorative	Ideation	0.37	0.38	0.37	0.38	0.36	0.37	0.35	0.36
Restorative	Includer	0.20	0.15	0.19	0.18	0.21	0.23	0.21	0.22
Restorative	Individualization	0.42	0.44	0.42	0.42	0.43	0.40	0.39	0.42
Restorative	Input	0.40	0.39	0.37	0.39	0.41	0.41	0.39	0.40
Restorative	Intellection	0.25	0.29	0.24	0.25	0.26	0.24	0.25	0.24
Restorative	Learner	0.41	0.44	0.43	0.41	0.43	0.41	0.43	0.41
Restorative	Maximizer	-0.27	-0.29	-0.31	-0.28	-0.24	-0.17	-0.15	-0.26
Restorative	Positivity	0.08	0.07	0.07	0.06	0.09	0.14	0.13	0.11
Restorative	Relator	0.12	0.16	0.10	0.09	0.11	0.06	0.11	0.13
Restorative	Responsibility	0.35	0.38	0.36	0.35	0.39	0.34	0.35	0.36
Restorative	Significance	0.31	0.31	0.28	0.28	0.31	0.31	0.30	0.31
Restorative	Strategic	0.39	0.40	0.40	0.39	0.40	0.37	0.37	0.39
Restorative	Woo	0.06	0.03	0.05	0.05	0.05	0.09	0.09	0.07

Theme Pair Correlations for Self-Assurance, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Self-Assurance	Achiever	0.44	0.40	0.41	0.42	0.47	0.48	0.50	0.43
Self-Assurance	Activator	0.55	0.52	0.52	0.54	0.57	0.60	0.59	0.56
Self-Assurance	Adaptability	0.07	0.12	0.08	0.06	0.04	0.05	0.11	0.08
Self-Assurance	Analytical	0.40	0.39	0.39	0.38	0.41	0.44	0.42	0.39
Self-Assurance	Arranger	0.62	0.58	0.58	0.61	0.64	0.67	0.68	0.61
Self-Assurance	Belief	0.28	0.24	0.24	0.28	0.30	0.33	0.33	0.28
Self-Assurance	Command	0.70	0.69	0.70	0.71	0.72	0.73	0.74	0.71
Self-Assurance	Communication	0.35	0.35	0.33	0.35	0.36	0.37	0.38	0.36
Self-Assurance	Competition	0.45	0.43	0.46	0.47	0.49	0.48	0.47	0.44
Self-Assurance	Connectedness	0.18	0.16	0.13	0.18	0.19	0.24	0.25	0.18
Self-Assurance	Consistency	-0.15	-0.07	-0.14	-0.17	-0.16	-0.14	-0.18	-0.15
Self-Assurance	Context	0.10	0.13	0.07	0.09	0.12	0.13	0.14	0.09
Self-Assurance	Deliberative	-0.01	-0.02	-0.01	-0.04	0.00	0.00	0.00	-0.01
Self-Assurance	Developer	0.00	-0.03	-0.04	-0.01	0.02	0.04	0.04	0.01
Self-Assurance	Discipline	0.11	0.08	0.07	0.09	0.15	0.17	0.15	0.12
Self-Assurance	Empathy	-0.07	-0.06	-0.11	-0.10	-0.06	-0.05	-0.04	-0.06
Self-Assurance	Focus	0.50	0.47	0.47	0.49	0.54	0.55	0.56	0.50
Self-Assurance	Futuristic	0.50	0.39	0.43	0.50	0.56	0.59	0.60	0.51
Self-Assurance	Harmony	-0.27	-0.22	-0.29	-0.30	-0.26	-0.25	-0.28	-0.25
Self-Assurance	Ideation	0.53	0.48	0.50	0.53	0.54	0.56	0.57	0.53
Self-Assurance	Includer	0.18	0.17	0.18	0.19	0.18	0.19	0.18	0.17
Self-Assurance	Individualization	0.50	0.46	0.46	0.50	0.53	0.56	0.53	0.49
Self-Assurance	Input	0.45	0.42	0.42	0.44	0.47	0.49	0.47	0.45
Self-Assurance	Intellection	0.22	0.19	0.18	0.20	0.25	0.29	0.29	0.23
Self-Assurance	Learner	0.44	0.42	0.41	0.42	0.46	0.50	0.48	0.44
Self-Assurance	Maximizer	0.35	0.27	0.28	0.34	0.38	0.42	0.46	0.36
Self-Assurance	Positivity	0.20	0.16	0.17	0.20	0.21	0.24	0.23	0.21
Self-Assurance	Relator	0.08	0.07	0.04	0.06	0.12	0.12	0.14	0.09
Self-Assurance	Responsibility	0.33	0.30	0.31	0.32	0.37	0.38	0.41	0.33
Self-Assurance	Restorative	0.36	0.39	0.36	0.36	0.38	0.39	0.35	0.35
Self-Assurance	Strategic	0.58	0.51	0.55	0.57	0.61	0.64	0.63	0.58
Self-Assurance	Woo	0.28	0.31	0.28	0.28	0.27	0.28	0.29	0.28

Theme Pair Correlations for Significance, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Significance	Achiever	0.46	0.45	0.47	0.47	0.48	0.48	0.45	0.47
Significance	Activator	0.46	0.43	0.43	0.46	0.48	0.48	0.48	0.46
Significance	Adaptability	-0.12	-0.15	-0.17	-0.14	-0.11	-0.09	0.00	-0.10
Significance	Analytical	0.43	0.46	0.41	0.40	0.42	0.45	0.44	0.43
Significance	Arranger	0.43	0.42	0.40	0.43	0.47	0.49	0.49	0.42
Significance	Belief	0.13	0.11	0.09	0.13	0.17	0.21	0.20	0.14
Significance	Command	0.61	0.59	0.59	0.61	0.61	0.60	0.61	0.61
Significance	Communication	0.29	0.28	0.26	0.29	0.30	0.29	0.32	0.30
Significance	Competition	0.63	0.61	0.64	0.64	0.62	0.59	0.57	0.62
Significance	Connectedness	-0.06	-0.07	-0.10	-0.06	-0.03	0.02	0.05	-0.04
Significance	Consistency	0.09	0.17	0.11	0.07	0.05	0.07	0.06	0.08
Significance	Context	0.07	0.12	0.04	0.07	0.08	0.11	0.07	0.07
Significance	Deliberative	0.19	0.22	0.22	0.18	0.18	0.17	0.18	0.20
Significance	Developer	-0.12	-0.15	-0.17	-0.14	-0.09	-0.06	-0.02	-0.10
Significance	Discipline	0.32	0.33	0.31	0.30	0.33	0.33	0.32	0.32
Significance	Empathy	-0.19	-0.22	-0.24	-0.22	-0.17	-0.17	-0.11	-0.17
Significance	Focus	0.70	0.71	0.72	0.70	0.69	0.68	0.66	0.70
Significance	Futuristic	0.50	0.47	0.48	0.49	0.50	0.50	0.50	0.51
Significance	Harmony	-0.03	0.02	-0.04	-0.05	-0.04	-0.03	-0.02	-0.02
Significance	Ideation	0.31	0.27	0.28	0.30	0.33	0.33	0.35	0.32
Significance	Includer	0.06	0.03	0.02	0.05	0.07	0.11	0.11	0.05
Significance	Individualization	0.35	0.35	0.32	0.34	0.37	0.39	0.38	0.35
Significance	Input	0.26	0.23	0.22	0.23	0.26	0.29	0.25	0.27
Significance	Intellection	0.08	0.06	0.04	0.06	0.09	0.12	0.10	0.09
Significance	Learner	0.30	0.32	0.29	0.29	0.31	0.35	0.28	0.31
Significance	Maximizer	0.24	0.20	0.21	0.24	0.28	0.31	0.36	0.25
Significance	Positivity	0.04	0.00	0.00	0.03	0.06	0.09	0.12	0.05
Significance	Relator	0.13	0.12	0.10	0.10	0.14	0.13	0.18	0.15
Significance	Responsibility	0.29	0.30	0.27	0.29	0.33	0.35	0.37	0.30
Significance	Restorative	0.31	0.31	0.28	0.28	0.31	0.31	0.30	0.31
Significance	Self-Assurance	0.55	0.52	0.52	0.54	0.59	0.60	0.61	0.56
Significance	Woo	0.21	0.21	0.19	0.21	0.20	0.22	0.23	0.21

Theme Pair Correlations for Strategic, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Strategic	Achiever	0.42	0.38	0.40	0.41	0.44	0.44	0.46	0.42
Strategic	Activator	0.44	0.38	0.41	0.42	0.45	0.51	0.51	0.43
Strategic	Adaptability	-0.02	0.01	-0.03	-0.02	-0.04	-0.01	0.01	-0.01
Strategic	Analytical	0.45	0.44	0.45	0.44	0.46	0.46	0.45	0.44
Strategic	Arranger	0.57	0.54	0.57	0.56	0.59	0.60	0.63	0.57
Strategic	Belief	0.26	0.24	0.24	0.26	0.26	0.29	0.26	0.28
Strategic	Command	0.53	0.48	0.52	0.53	0.56	0.57	0.56	0.51
Strategic	Communication	0.33	0.31	0.30	0.33	0.33	0.36	0.36	0.33
Strategic	Competition	0.39	0.38	0.40	0.41	0.42	0.42	0.40	0.39
Strategic	Connectedness	0.21	0.19	0.19	0.21	0.21	0.27	0.28	0.21
Strategic	Consistency	-0.19	-0.07	-0.15	-0.20	-0.23	-0.26	-0.29	-0.19
Strategic	Context	0.17	0.21	0.14	0.16	0.18	0.19	0.21	0.17
Strategic	Deliberative	0.06	0.11	0.09	0.05	0.07	0.03	0.03	0.05
Strategic	Developer	0.05	0.05	0.05	0.03	0.04	0.06	0.06	0.07
Strategic	Discipline	0.15	0.20	0.16	0.13	0.17	0.15	0.13	0.15
Strategic	Empathy	-0.03	0.01	-0.03	-0.05	-0.04	-0.04	0.00	-0.02
Strategic	Focus	0.44	0.45	0.43	0.44	0.45	0.47	0.46	0.44
Strategic	Futuristic	0.54	0.47	0.50	0.53	0.57	0.61	0.64	0.55
Strategic	Harmony	-0.33	-0.25	-0.32	-0.35	-0.35	-0.35	-0.38	-0.31
Strategic	Ideation	0.70	0.66	0.68	0.70	0.72	0.74	0.76	0.71
Strategic	Includer	0.10	0.09	0.10	0.11	0.09	0.11	0.08	0.11
Strategic	Individualization	0.64	0.60	0.62	0.64	0.64	0.67	0.68	0.63
Strategic	Input	0.47	0.43	0.45	0.46	0.48	0.53	0.54	0.48
Strategic	Intellection	0.35	0.32	0.33	0.33	0.36	0.40	0.43	0.35
Strategic	Learner	0.46	0.41	0.44	0.45	0.47	0.51	0.53	0.46
Strategic	Maximizer	0.24	0.17	0.18	0.22	0.26	0.33	0.33	0.24
Strategic	Positivity	0.13	0.10	0.11	0.11	0.12	0.17	0.15	0.15
Strategic	Relator	0.12	0.14	0.10	0.10	0.12	0.11	0.15	0.13
Strategic	Responsibility	0.30	0.31	0.31	0.30	0.31	0.29	0.29	0.31
Strategic	Restorative	0.39	0.40	0.40	0.39	0.40	0.37	0.37	0.39
Strategic	Self-Assurance	0.58	0.51	0.55	0.57	0.61	0.64	0.63	0.58
Strategic	Significance	0.43	0.44	0.43	0.42	0.45	0.44	0.42	0.43
Strategic	Woo	0.20	0.19	0.19	0.20	0.19	0.23	0.23	0.20

Theme Pair Correlations for Woo, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Woo	Achiever	0.10	0.08	0.09	0.09	0.12	0.11	0.14	0.10
Woo	Activator	0.47	0.51	0.48	0.48	0.46	0.44	0.43	0.46
Woo	Adaptability	0.18	0.17	0.16	0.16	0.18	0.18	0.23	0.19
Woo	Analytical	-0.10	-0.09	-0.12	-0.11	-0.11	-0.08	-0.07	-0.09
Woo	Arranger	0.26	0.22	0.25	0.27	0.26	0.29	0.29	0.26
Woo	Belief	0.16	0.15	0.14	0.15	0.17	0.17	0.24	0.16
Woo	Command	0.21	0.20	0.20	0.21	0.20	0.21	0.24	0.20
Woo	Communication	0.82	0.82	0.82	0.83	0.82	0.81	0.81	0.81
Woo	Competition	0.17	0.15	0.14	0.17	0.19	0.19	0.17	0.16
Woo	Connectedness	0.16	0.14	0.13	0.16	0.18	0.19	0.23	0.17
Woo	Consistency	-0.07	-0.08	-0.07	-0.09	-0.06	-0.06	-0.05	-0.05
Woo	Context	-0.01	-0.01	-0.02	-0.04	0.01	0.02	0.07	0.00
Woo	Deliberative	-0.39	-0.39	-0.40	-0.40	-0.40	-0.37	-0.34	-0.38
Woo	Developer	0.26	0.23	0.24	0.24	0.28	0.28	0.32	0.28
Woo	Discipline	-0.02	-0.05	-0.05	-0.04	0.01	0.02	0.05	0.00
Woo	Empathy	0.24	0.21	0.21	0.22	0.25	0.25	0.31	0.25
Woo	Focus	0.11	0.08	0.08	0.11	0.11	0.13	0.16	0.11
Woo	Futuristic	0.22	0.17	0.18	0.22	0.23	0.25	0.24	0.22
Woo	Harmony	-0.02	-0.03	-0.05	-0.05	-0.01	-0.01	0.02	-0.01
Woo	Ideation	0.19	0.20	0.18	0.20	0.19	0.20	0.21	0.19
Woo	Includer	0.48	0.47	0.46	0.49	0.48	0.46	0.44	0.48
Woo	Individualization	0.22	0.19	0.19	0.21	0.22	0.23	0.28	0.23
Woo	Input	0.24	0.23	0.22	0.23	0.23	0.27	0.27	0.26
Woo	Intellection	-0.13	-0.16	-0.18	-0.16	-0.12	-0.06	-0.03	-0.12
Woo	Learner	0.03	0.04	0.01	0.01	0.04	0.06	0.12	0.04
Woo	Maximizer	0.20	0.20	0.18	0.21	0.23	0.24	0.24	0.20
Woo	Positivity	0.55	0.53	0.54	0.55	0.56	0.57	0.56	0.56
Woo	Relator	-0.23	-0.29	-0.27	-0.26	-0.23	-0.18	-0.13	-0.21
Woo	Responsibility	0.05	0.01	0.03	0.05	0.07	0.08	0.16	0.06
Woo	Restorative	0.06	0.03	0.05	0.05	0.05	0.09	0.09	0.07
Woo	Self-Assurance	0.28	0.31	0.28	0.28	0.27	0.28	0.29	0.28
Woo	Significance	0.21	0.21	0.19	0.21	0.20	0.22	0.23	0.21
Woo	Strategic	0.20	0.19	0.19	0.20	0.19	0.23	0.23	0.20

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