

# Saville Consulting Wave Professional Styles Handbook

## PART 4: TECHNICAL

### Chapter 25: Matrices

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## Matrices

- Matrix 1: Intercorrelations of Wave Professional Styles Dimensions
- Matrix 2: Wave PS 36 level against OPQ32i
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- Matrix 9: Intercorrelation of Wave Professional Styles Dimensions Invited Access (IA)

# Matrix 1: Intercorrelations of Wave Professional Styles

Supervised Access		INVITED ACCESS															
		Analytical	Factual	Rational	Learning Oriented	Practically Minded	Insightful	Inventive	Abstract	Strategic	Interactive	Engaging	Self-promoting	Convincing	Articulate	Challenging	Purposeful
SUPERVISED ACCESS	Analytical		.39	.50	.38	.06	.36	.30	.48	.21	-.15	-.28	-.07	.27	.04	.27	.17
	Factual	.39		.18	.27	-.05	.14	-.04	.36	.00	-.22	-.13	-.10	-.02	-.05	.09	-.14
	Rational	.48	.25		.26	.23	.16	.09	.33	-.02	-.21	-.25	-.13	.01	-.13	.07	.01
	Learning Oriented	.37	.28	.30		.01	.27	.31	.51	.23	-.07	-.12	-.03	.03	.12	.14	.09
	Practically Minded	.07	-.01	.24	-.05		.01	-.08	-.06	-.09	-.08	.02	-.09	-.02	-.13	-.07	.02
	Insightful	.41	.18	.15	.20	.05		.41	.28	.44	-.11	-.16	.04	.26	.02	.19	.39
	Inventive	.31	-.04	.07	.22	-.10	.41		.44	.49	.14	-.05	.14	.31	.12	.28	.29
	Abstract	.53	.29	.33	.49	-.02	.37	.52		.38	-.15	-.26	-.05	.06	.02	.18	-.02
	Strategic	.25	.01	-.02	.19	-.19	.47	.56	.52		.08	-.03	.16	.35	.27	.20	.32
	Interactive	-.10	-.22	-.21	-.09	-.10	-.13	.15	-.10	.05		.58	.43	.27	.38	.15	.11
	Engaging	-.24	-.14	-.25	-.12	-.02	-.18	-.06	-.26	-.07	.60		.29	.09	.37	-.06	.01
	Self-promoting	-.07	-.08	-.14	-.04	-.12	-.06	.14	-.02	.11	.41	.30		.26	.24	.22	.15
	Convincing	.25	-.04	-.02	-.01	-.06	.22	.31	.13	.31	.31	.11	.29		.31	.55	.45
	Articulate	.07	.01	-.10	.10	-.12	.03	.14	.06	.23	.39	.40	.28	.31		.20	.19
	Challenging	.30	.07	.05	.11	-.06	.16	.24	.20	.19	.14	-.02	.21	.56	.20		.28
	Purposeful	.19	-.15	-.01	.04	-.03	.39	.32	.07	.33	.10	.00	.13	.46	.18	.29	
	Directing	.06	-.23	-.14	-.11	-.07	.29	.21	-.02	.33	.23	.15	.25	.43	.31	.20	.54
	Empowering	-.03	-.17	-.23	-.06	-.17	.26	.34	.11	.41	.25	.17	.18	.29	.35	.09	.29
	Self-assured	-.08	-.12	-.11	.02	-.03	.13	.10	-.04	.25	.19	.24	.20	.12	.23	.07	.18
	Composed	.06	-.15	-.01	.08	-.02	.13	.14	-.04	.21	.08	.04	-.05	.19	.38	.12	.38
	Resolving	.02	.04	-.15	-.04	-.05	-.01	-.02	-.01	.02	.08	.17	-.05	.18	.13	.11	.08
	Positive	-.14	-.17	-.15	-.02	-.04	.03	.06	-.12	.07	.31	.36	.06	.02	.14	-.10	.10
	Change Oriented	.15	-.17	.07	.29	-.03	.28	.35	.23	.33	-.01	-.04	-.14	.07	.13	.08	.27
	Receptive	.01	.09	.04	.13	.03	.05	.04	.11	.07	-.01	.08	.20	-.03	.03	.05	-.13
	Attentive	-.05	.09	-.25	.04	.00	-.05	-.02	.05	-.04	.05	.17	-.05	-.08	.10	-.03	-.23
	Involving	-.15	.02	-.08	-.07	.06	-.12	-.12	-.06	-.15	.03	.18	-.08	-.13	.02	-.12	-.28
	Accepting	-.19	-.01	-.13	-.12	.10	-.12	-.14	-.08	-.18	.00	-.16	-.10	-.25	.00	-.25	-.23
	Reliable	-.16	.02	.13	-.17	.15	-.07	-.30	-.17	-.24	-.18	.00	-.17	-.17	-.23	-.25	-.04
	Meticulous	.14	.30	.22	.00	.13	.05	-.17	.03	-.17	-.21	-.07	-.16	-.10	-.20	-.17	-.13
	Conforming	-.21	.12	.10	-.19	.22	-.31	-.53	-.27	-.44	-.14	-.02	-.04	-.30	-.27	-.32	-.45
	Organized	.01	.11	.04	-.11	.06	.11	-.26	-.05	.01	-.17	-.04	-.12	-.09	-.14	-.18	-.01
	Principled	.00	.12	.00	.05	.05	.05	-.08	.00	-.07	-.13	.00	-.24	-.11	-.03	-.17	-.05
	Activity Oriented	.04	-.09	.05	.18	.09	.13	-.04	-.05	-.02	.00	.02	-.09	.01	-.15	-.07	.22
Dynamic	.13	-.21	-.10	.01	-.08	.36	.37	.08	.39	.31	.10	.23	.39	.21	.18	.45	
Enterprising	.07	-.09	-.02	-.10	-.09	.20	.34	.05	.33	.29	.24	.29	.52	.28	.17	.40	
Striving	.15	-.08	.08	.06	-.09	.27	.29	.14	.40	.16	.17	.23	.34	.18	.15	.40	

N= 1,153 Reference Appendix B

Correlations between dimensions of the same cluster are shaded in their cluster colour

# Dimensions

INVITED ACCESS																			
Directing	Empowering	Self-assured	Composed	Resolving	Positive	Change Oriented	Receptive	Attentive	Involving	Accepting	Reliable	Meticulous	Conforming	Organized	Principled	Activity Oriented	Dynamic	Enterprising	Striving
.04	-.05	-.06	.06	-.02	-.16	.14	.03	-.12	-.21	-.18	-.07	.20	-.19	.01	.01	.05	.11	.09	.18
-.24	-.19	-.19	-.17	.04	-.17	-.17	.02	.09	.06	.06	.01	.29	.11	.10	.10	-.07	-.20	-.14	-.10
-.11	-.21	-.07	.00	-.19	-.11	.10	.00	-.27	-.13	-.13	.11	.20	.06	.04	.01	.04	-.06	.01	.14
-.06	.00	.05	.09	-.04	-.03	.30	.18	.02	-.10	-.11	-.06	.02	-.21	-.12	.06	.19	.04	-.05	.14
-.05	-.16	-.03	-.01	-.03	-.02	-.01	.01	-.01	.08	.06	.18	.12	.21	.08	.07	.13	-.05	-.09	-.07
.27	.24	.14	.09	-.02	.01	.25	.08	-.07	-.17	-.17	-.09	.01	.29	.03	-.01	.12	.38	.19	.25
.19	.34	.13	.12	-.04	.03	.36	.06	-.03	-.14	-.15	-.27	-.16	-.50	-.24	-.03	-.02	.35	.29	.27
-.08	.03	-.07	-.06	-.06	-.16	.17	.14	.05	-.08	-.04	-.12	.09	-.17	-.03	.04	-.08	-.01	-.01	.13
.37	.40	.35	.22	-.01	.10	.31	.13	-.08	-.17	-.20	-.18	-.16	-.38	.06	-.04	-.01	.41	.35	.41
.22	.28	.21	.05	.09	.28	.03	.01	.07	.03	-.047	-.17	-.24	-.14	-.18	-.09	.01	.29	.28	.15
.14	.18	.26	.07	.24	.31	-.02	.06	.18	.22	.13	.03	-.10	-.01	-.02	.04	.05	.12	.22	.14
.22	.22	.28	-.11	-.06	.00	-.13	.17	-.05	-.10	-.15	-.19	-.11	-.02	-.09	-.21	-.08	.21	.33	.24
.42	.33	.16	.18	.16	-.02	.09	-.03	-.09	-.16	-.28	-.18	-.09	-.30	-.08	-.06	.01	.36	.47	.35
.34	.38	.26	.35	.16	.10	.13	.03	.08	-.02	-.04	-.21	-.18	-.26	-.13	-.02	-.11	.23	.28	.15
.22	.10	.07	.09	.04	-.16	.08	.02	-.10	-.09	-.28	-.24	-.13	-.31	-.19	-.16	-.05	.17	.19	.17
.50	.28	.21	.36	.03	.06	.26	-.10	-.26	-.30	-.27	-.03	-.13	-.40	-.03	-.05	.21	.45	.39	.38
.55	.55	.25	.28	.14	.06	.21	.01	-.07	-.07	-.16	-.06	-.11	-.31	.12	-.06	.14	.47	.40	.36
.55	.55	.18	.20	.26	.14	.16	.09	.22	.12	.09	-.16	-.17	-.30	-.07	.01	-.05	.34	.37	.28
.22	.15	.24	.05	.35	.20	.12	.02	-.09	-.05	-.05	-.03	-.13	-.17	.03	-.06	.03	.28	.24	.28
.24	.15	.22	.15	.31	.43	-.01	-.05	-.08	-.02	-.02	-.10	-.21	-.39	-.13	.03	.20	.22	.16	.15
.12	.26	.01	.09	.13	.00	.07	.46	.30	.33	.33	-.01	-.02	-.02	-.03	.14	.03	-.06	.02	-.01
.05	.13	.40	.23	.08	.35	.07	.08	.10	.19	.19	-.01	-.22	-.14	-.11	.07	.08	.23	.09	.13
.13	.15	.18	.45	.00	.33	.14	-.11	-.05	-.08	-.08	-.11	-.19	-.44	-.19	.00	.25	.33	.12	.25
-.06	.04	.10	-.07	.04	.07	.09	.10	.24	.10	.10	.02	.02	.06	.05	.09	.06	-.01	.03	.15
-.07	.24	.03	-.08	.47	.07	-.11	.12	.51	.53	.53	-.09	-.07	.09	-.08	.20	-.12	-.17	-.20	-.20
-.06	.16	-.09	-.11	.28	.05	-.04	.28	.51	.53	.53	.08	.01	.25	.03	.23	-.08	-.20	-.22	-.21
-.11	.13	-.01	-.06	.27	.15	-.07	.14	.50	.54	.54	.10	.02	.25	.01	.31	-.08	-.23	-.28	-.21
-.06	-.17	-.05	-.13	-.06	-.06	-.14	.04	-.16	.05	.11	.48	.47	.60	.28	.30	-.05	-.08	.08	.08
-.10	-.19	-.13	-.20	-.02	-.17	-.18	.09	-.10	.05	.05	.49	.42	.50	.18	.17	-.16	-.06	.09	.09
-.28	-.33	-.15	-.38	-.06	-.13	-.44	.12	.03	.21	.24	.47	.45	.42	.17	-.03	-.37	-.30	-.22	-.22
.17	-.04	-.01	-.13	-.10	-.12	-.18	.05	-.14	-.02	-.01	.59	.50	.40	.17	.20	-.01	-.05	.08	.08
-.09	.02	-.06	-.05	.12	.06	.02	.07	.15	.25	.37	.26	.17	.15	.15	.08	-.05	-.04	.07	.07
.13	-.08	-.01	.21	-.02	.03	.22	.01	-.14	-.09	-.08	.29	.19	.01	.27	.03	.25	.04	.16	.16
.50	.35	.26	.24	-.06	.26	.31	-.01	-.16	-.15	-.19	-.08	-.16	-.38	.02	-.07	.23	.42	.42	.42
.41	.36	.17	.16	.04	.11	.12	.00	-.17	-.17	-.23	-.10	-.06	-.32	-.07	-.07	.00	.41	.53	.53
.41	.29	.29	.15	.02	.16	.23	.11	-.19	-.16	-.17	.06	.11	-.23	.09	.01	.15	.43	.54	.54

Any correlations between dimensions that are .4 or above and are not within their own section are shaded green  
 Any correlations between dimensions that are -.4 or below and are not within their own section are shaded orange

## Matrix 2: Wave PS 36 level against OPQ32i

CORRELATIONS OPQ															
	Persuasive	Controlling	Outspoken	Independent Minded	Outgoing	Affiliative	Socially Confident	Modest	Democratic	Caring	Data Rational	Evaluative	Behavioral	Conventional	Conceptual
Analytical	-.02	.15	.19	.12	-.24	-.29	-.16	-.07	-.09	-.24	.40	.42	.06	-.04	.29
Factual	-.16	-.08	.09	.02	-.08	-.06	-.04	.03	.07	-.04	.12	.39	.10	.05	.31
Rational	-.09	.05	-.01	-.07	-.23	-.28	-.18	-.02	-.21	-.27	.61	.15	-.27	.16	.03
Learning Oriented	-.13	.04	.04	.02	-.12	-.17	.03	.07	-.09	-.18	.13	.21	.11	-.08	.38
Practically Minded	-.13	.03	.04	-.03	-.11	-.16	-.14	.14	.00	-.04	.09	.03	-.21	.23	-.14
Insightful	-.08	.20	.15	.17	-.21	-.34	-.12	-.08	-.15	-.29	.05	.28	-.05	-.15	.02
Inventive	.18	.25	.22	.36	-.03	-.20	-.05	-.16	-.16	-.33	-.07	.09	-.07	-.46	.27
Abstract	-.03	.06	.02	.13	-.23	-.24	-.16	-.08	.00	-.24	.19	.35	.14	-.22	.61
Strategic	.03	.24	.03	.13	-.09	-.20	-.03	-.20	-.08	-.26	-.08	.08	.08	-.36	.13
Interactive	.16	.07	.08	-.15	.73	.41	.47	-.32	.14	.18	-.29	-.28	.06	-.24	-.11
Engaging	.15	.04	-.05	-.30	.48	.41	.55	-.22	.15	.31	-.28	-.29	.05	-.07	-.25
Self-promoting	.17	.17	.12	.12	.45	.28	.22	-.49	.00	-.06	-.15	-.11	.08	-.24	.01
Convincing	.43	.43	.49	.30	.19	-.18	.05	-.31	-.13	-.33	-.03	.13	-.15	-.23	.14
Articulate	.24	.32	.20	-.13	.40	.12	.59	-.26	.09	.00	-.10	-.07	.07	-.26	.06
Challenging	.23	.37	.56	.35	.15	-.15	.03	-.22	-.09	-.31	-.03	.26	-.03	-.26	.23
Purposeful	.19	.43	.35	.16	.00	-.22	.08	-.13	-.28	-.39	.00	.12	-.17	-.25	.05
Directing	.20	.78	.28	.03	.17	-.09	.22	-.31	-.05	-.28	-.09	.02	-.07	-.31	-.02
Empowering	.22	.30	.16	.04	.24	.02	.20	-.19	.17	.08	-.24	-.10	.14	-.35	.12
Self-assured	.09	.11	.04	.09	.08	-.08	.08	-.23	-.23	-.21	-.07	-.17	-.09	-.18	-.09
Composed	.09	.30	.24	-.02	.06	-.15	.29	-.10	-.21	-.24	.08	.00	-.13	-.23	-.03
Resolving	.12	.00	.06	-.16	.11	.13	.25	-.05	.12	.37	-.15	-.12	.23	-.09	.04
Positive	.02	-.08	-.09	-.14	.13	.07	.24	-.13	-.11	.03	-.17	-.33	-.03	-.10	-.18
Change Oriented	.00	.18	.01	-.03	-.08	-.19	.11	-.07	-.11	-.21	-.02	-.02	.03	-.29	.04
Receptive	.02	.05	.03	-.06	.05	.06	-.06	-.14	.26	.09	-.04	.08	.20	-.16	.11
Attentive	-.16	-.28	-.21	-.20	.08	.38	.15	.09	.41	.58	-.29	-.09	.66	-.07	.09
Involving	-.08	-.18	-.20	-.43	.04	.24	.01	.12	.53	.46	-.05	-.08	.21	.12	-.04
Accepting	-.16	-.31	-.32	-.37	.00	.27	.08	.10	.28	.50	-.08	-.18	.19	.10	-.16
Reliable	-.07	-.12	-.09	-.31	-.17	-.11	-.08	.12	-.06	.12	.03	-.07	-.24	.28	-.22
Meticulous	-.18	-.07	-.08	-.12	-.26	-.14	-.22	.06	.02	.01	.10	.16	-.15	.36	-.14
Conforming	-.26	-.33	-.28	-.24	-.10	.08	-.19	.12	.15	.25	.16	-.05	-.08	.61	-.21
Organized	-.15	-.02	-.10	-.21	-.22	-.13	-.14	.03	.02	.07	.08	.04	-.07	.27	-.18
Principled	-.18	-.13	-.13	-.24	-.25	-.03	-.12	.16	.16	.20	-.07	.07	.08	.18	-.05
Activity Oriented	-.12	.04	-.04	-.11	-.07	.03	-.08	.05	-.16	-.10	-.07	-.14	-.07	.01	-.16
Dynamic	.14	.39	.20	.22	.19	-.05	.16	-.38	-.17	-.34	-.15	-.10	-.02	-.44	-.02
Enterprising	.53	.32	.25	.18	.10	-.14	.08	-.26	-.20	-.38	-.05	-.08	-.20	-.27	-.04
Striving	.10	.21	.06	.14	-.02	-.15	.00	-.24	-.12	-.30	-.09	.01	-.09	-.28	.00

a. Listwise N=308

Innovative	Variety Seeking	Adaptable	Forward Thinking	Detail Conscious	Conscientious	Rule Following	Relaxed	Worrying	Tough Minded	Optimistic	Trusting	Emotionally Controlled	Vigorous	Competitive	Achieving	Decisive	Consistency
.16	-.09	-.08	.02	.02	-.07	-.09	.02	-.26	-.07	-.15	-.17	-.03	-.08	.11	.14	.11	-.04
.02	-.05	.08	-.01	.19	.00	-.03	-.13	-.05	-.14	-.22	-.08	-.01	-.12	-.12	-.02	-.04	.20
.00	-.16	-.13	-.06	.20	.17	.12	.17	-.15	.11	-.05	-.09	.20	.02	.11	-.02	.05	-.17
.08	.14	-.06	-.03	-.04	-.08	-.17	-.02	-.17	.05	-.02	-.11	.08	-.02	.01	.10	.08	.11
.00	-.07	-.02	-.10	.25	.14	.06	.08	-.01	.05	-.08	-.04	.16	.18	-.02	-.10	.01	-.06
.26	.11	.08	.13	.09	.10	-.26	-.02	-.22	-.08	.03	-.22	.06	.02	.16	.13	.24	.01
.76	.31	-.07	.06	-.35	-.24	-.49	-.01	-.12	.04	.04	-.28	-.03	-.07	.20	.15	.23	-.14
.37	.16	-.01	.08	-.06	-.13	-.18	-.12	-.07	-.04	-.07	-.25	-.06	-.11	.05	.14	.02	-.07
.36	.19	.05	.47	-.18	-.09	-.28	-.10	-.10	-.10	.17	-.20	-.17	-.07	.12	.37	.10	-.09
-.09	.03	-.02	-.13	-.28	-.21	-.09	-.03	-.10	-.07	.09	.07	-.37	.10	.04	.10	-.07	-.07
-.16	-.10	-.03	-.12	-.09	.00	-.01	.04	-.06	-.01	.09	.12	-.32	.08	-.07	.08	-.15	-.04
.10	.10	.10	-.04	-.29	-.26	-.09	-.10	-.07	-.13	.07	-.07	-.31	-.12	.25	.15	-.09	-.04
.22	.08	-.01	-.03	-.31	-.14	-.27	-.11	-.22	-.01	-.16	-.37	-.12	-.14	.33	.19	.16	-.11
.08	-.01	-.08	-.16	-.27	-.19	-.19	.05	-.43	.07	.08	-.02	-.33	-.04	-.01	.05	-.02	-.04
.21	.09	-.05	-.09	-.26	-.19	-.32	-.08	-.18	.00	-.20	-.34	-.12	-.16	.34	.13	.05	-.07
.17	.09	-.02	.01	-.15	-.04	-.39	.03	-.34	.07	-.02	-.31	-.05	-.02	.21	.21	.54	-.09
.12	-.03	-.02	.03	-.11	-.02	-.22	-.07	-.31	-.03	-.04	-.30	-.29	.03	.18	.26	.15	-.16
.28	.06	.06	-.02	-.26	-.25	-.19	-.16	-.09	-.02	.02	-.10	-.25	-.13	.00	.12	.01	-.07
.05	.15	-.01	.25	-.20	-.05	-.12	.09	-.19	.06	.43	-.14	-.12	.08	.22	.34	.01	-.09
.11	.07	-.17	-.10	-.18	-.11	-.31	.44	-.65	.33	.13	-.05	.04	.13	.10	.02	.24	-.10
-.03	-.12	.05	-.10	-.06	-.11	-.11	.07	-.10	.07	.03	.08	-.10	-.04	-.21	-.06	-.04	-.05
.02	.08	-.15	.05	-.17	-.04	-.18	.34	-.19	.26	.57	.15	-.10	.15	-.03	.07	.07	-.01
.22	.31	-.07	.05	-.24	-.14	-.39	.27	-.31	.19	.29	-.07	.02	.11	.09	.16	.25	-.05
.00	.03	.10	.06	-.01	-.10	.02	-.17	.06	-.08	-.09	-.01	-.17	-.03	.00	.21	-.20	-.09
-.09	-.01	.14	-.03	-.07	-.20	-.04	-.13	.16	-.10	.00	.26	-.18	-.06	-.32	-.11	-.15	.12
-.21	-.22	.03	-.13	.13	.04	.24	-.01	.15	.01	-.10	.33	-.09	-.08	-.31	-.10	-.28	.02
-.15	-.16	-.01	-.05	.08	.02	.19	.16	.07	.12	.18	.54	-.13	-.04	-.36	-.11	-.20	.00
-.28	-.31	-.03	.08	.46	.61	.31	.10	.08	-.02	-.02	-.01	.12	.13	-.20	-.03	-.01	-.09
-.17	-.30	.03	.06	.60	.44	.40	-.11	.14	-.17	-.17	-.08	.01	.07	-.08	.10	-.16	-.06
-.46	-.47	.08	.03	.53	.35	.75	-.07	.30	-.14	-.13	.20	.12	-.06	-.24	-.20	-.26	.00
-.26	-.28	.05	.24	.61	.54	.37	-.17	.12	-.25	-.11	-.06	-.04	.12	-.18	.07	-.10	.00
-.16	-.07	-.04	.03	.28	.30	.20	.01	.13	-.06	-.04	.19	.00	.02	-.20	-.08	-.11	.06
-.04	.00	-.05	.00	.18	.17	-.02	.07	-.01	.01	.00	-.01	.12	.51	-.06	.09	.14	.02
.27	.23	-.01	.17	-.29	-.10	-.37	-.09	-.24	.00	.18	-.27	-.20	.18	.34	.34	.15	-.16
.19	.12	-.04	.07	-.35	-.12	-.21	-.08	-.17	-.02	.09	-.35	-.13	-.04	.54	.34	.10	-.18
.12	.10	.00	.20	-.20	.08	-.16	-.14	-.12	-.01	.17	-.24	-.15	.03	.37	.59	.02	-.09

Any correlations between dimensions that are .4 or above are shaded green

Any correlations between dimensions that are -.4 or below are shaded orange



# Matrix 3: Wave PS 36 level against NEO-PI-R

CORRELATIONS NEO	GLOBAL FACTORS															
	(N) Neuroticism	(E) Extraversion	(O) Openness	(A) Agreeableness	(C) Conscientiousness	(N1) Anxiety	(N2) Angry Hostility	(N3) Depression	(N4) Self-Consciousness	(N5) Impulsiveness	(N6) Vulnerability	(E1) Warmth	(E2) Gregariousness	(E3) Assertiveness	(E4) Activity	(E5) Excitement-Seeking
Analytical	-.09	-.18	.20	-.15	.11	-.19	-.04	-.07	-.06	-.05	-.15	-.21	-.19	.11	.02	.09
Factual	.07	-.11	.19	-.02	.01	.02	.05	.11	.03	.09	.04	-.04	-.06	-.07	-.04	.00
Rational	-.10	-.18	-.12	-.07	.18	-.18	-.06	-.08	-.08	-.20	-.14	-.25	-.14	-.03	-.01	.14
Learning Oriented	-.08	-.11	.32	-.07	-.03	-.11	-.01	-.04	-.05	.01	-.12	-.08	-.07	-.02	.07	.02
Practically Minded	-.01	-.03	-.13	.05	.11	-.05	.01	.02	.05	-.08	-.12	.04	-.11	.02	-.06	.00
Insightful	-.11	-.10	.10	-.21	.21	-.22	.02	-.10	-.11	.02	-.25	-.18	-.23	.20	.13	.02
Inventive	.00	-.03	.39	-.21	-.09	-.10	.03	.05	.01	.13	-.06	-.16	-.13	.22	.22	.20
Abstract	.09	-.21	.40	-.08	.05	-.01	.02	.10	.05	.02	.02	-.21	-.15	-.02	.07	.16
Strategic	-.03	.05	.24	-.28	.16	-.07	.04	-.10	-.05	.06	-.13	-.11	-.02	.29	.30	.12
Interactive	-.11	.54	.00	-.06	-.22	.00	.04	-.08	-.19	.12	.02	.46	.52	.30	.23	.17
Engaging	-.11	.59	-.09	.13	-.04	.03	-.10	-.13	-.23	.04	-.07	.62	.54	.24	.17	.12
Self-promoting	.09	.28	.09	-.33	-.18	.09	.27	.05	-.03	.24	.22	.11	.30	.18	.15	.20
Convincing	-.02	.08	.09	-.53	.00	-.10	.25	-.03	-.09	.16	-.09	-.17	.03	.47	.19	.15
Articulate	-.28	.35	.20	-.08	-.07	-.24	-.09	-.23	-.39	-.04	-.16	.32	.34	.45	.19	.13
Challenging	.09	.00	.21	-.51	-.09	-.06	.34	.09	-.01	.22	.00	-.22	-.06	.28	.09	.20
Purposeful	-.16	.11	.09	-.36	.09	-.25	.06	-.13	-.18	.04	-.34	-.13	-.01	.48	.22	.14
Directing	-.20	.28	.08	-.33	.19	-.21	.03	-.20	-.25	.04	-.33	.11	.13	.68	.33	.15
Empowering	-.02	.24	.21	-.07	-.05	.03	.01	.02	-.09	.09	-.06	.17	.12	.35	.18	.11
Self-assured	-.30	.28	.04	-.21	.02	-.25	-.12	-.38	-.29	-.09	-.23	.09	.20	.25	.28	.13
Composed	-.47	.10	.11	-.09	-.11	-.54	-.22	-.32	-.40	-.15	-.40	.01	.04	.31	.11	.09
Resolving	-.07	.20	.09	.08	-.05	-.01	-.08	-.05	-.11	-.01	-.08	.18	.19	.09	.01	.11
Positive	-.49	.37	.04	.22	-.09	-.42	-.43	-.51	-.37	-.15	-.40	.35	.21	.13	.21	.03
Change Oriented	-.44	.12	.20	-.03	-.14	-.43	-.29	-.30	-.33	-.12	-.40	.04	.05	.22	.15	.12
Receptive	.11	.08	.13	.02	.02	.14	.04	.07	.01	.10	.12	.11	.08	.03	.08	.11
Attentive	.16	.08	.28	.34	-.18	.23	-.04	.16	.17	.07	.18	.29	.16	-.25	-.14	-.07
Involving	.04	.05	-.02	.44	-.01	.11	-.18	.08	.07	-.10	.09	.23	.19	-.17	-.18	-.07
Accepting	-.14	.09	-.01	.62	-.13	-.04	-.34	-.11	-.04	-.19	-.02	.29	.13	-.27	-.18	-.15
Reliable	.06	-.06	-.29	.18	.49	.07	-.10	-.02	.01	-.18	-.14	.04	-.08	-.04	-.03	-.09
Meticulous	.20	-.08	-.24	.09	.49	.20	.01	.06	.12	-.07	-.02	.02	-.09	-.09	.00	-.09
Conforming	.25	-.18	-.45	.26	.25	.31	.03	.15	.25	-.13	.26	.01	-.06	-.37	-.27	-.23
Organized	.16	-.10	-.26	.03	.61	.16	.04	.01	.08	-.08	-.03	.01	-.10	-.02	.03	-.17
Principled	.06	-.09	.01	.28	.30	.02	-.10	-.04	.05	-.14	-.08	.03	-.04	-.08	-.04	-.12
Activity Oriented	-.05	.08	.00	-.01	.24	-.05	-.06	-.06	-.05	.02	-.19	.10	.04	.11	.25	.02
Dynamic	-.08	.31	.17	-.35	.09	-.12	.09	-.08	-.17	.11	-.18	.06	.08	.45	.54	.24
Enterprising	-.06	.23	-.02	-.42	.07	-.06	.13	-.14	-.16	.08	-.08	-.04	.14	.37	.33	.24
Striving	-.03	.23	.02	-.33	.23	-.02	.04	-.12	-.13	.08	-.15	-.02	.14	.30	.39	.24

a. Listwise N=308

(E6) Positive Emotions	(O1) Fantasy	(O2) Aesthetics	(O3) Feelings	(O4) Actions	(O5) Ideas	(O6) Values	(A1) Trust	(A2) Straightforwardness	(A3) Altruism	(A4) Compliance	(A5) Modesty	(A6) Tender-Mindedness	(C1) Competence	(C2) Order	(C3) Dutifulness	(C4) Achievement Striving	(C5) Self-Discipline	(C6) Deliberation
-0.11	.06	.02	-.04	.00	.42	-.01	-.07	-.05	-.15	-.11	-.19	-.09	.18	.03	.05	.13	-.01	.05
-.08	.10	.08	.16	.03	.16	.19	.00	.00	-.04	-.04	-.02	-.07	.07	.02	.00	-.05	-.10	.08
-.10	-.20	-.12	-.36	-.10	.18	-.13	-.10	.04	-.13	-.03	-.12	-.19	.15	.21	.11	.03	.14	.21
-.01	.14	.16	.06	.20	.34	.13	.02	.00	-.17	-.08	-.08	-.02	.08	-.06	-.06	.02	-.06	-.08
-.07	-.20	-.05	-.12	.01	-.11	-.05	-.01	.03	.09	-.06	.14	.05	.17	.08	.10	-.03	.13	.06
-.05	-.04	.07	-.02	.10	.11	-.06	-.07	-.12	-.12	-.15	-.12	-.11	.27	.13	.09	.20	.12	.03
-.01	.33	.27	.00	.28	.38	.03	-.12	-.17	-.17	-.13	-.19	.00	-.01	-.18	-.12	.07	-.13	-.24
-.08	.22	.26	.03	.15	.48	.07	-.05	-.03	-.18	-.07	-.12	-.08	.00	-.03	-.01	.07	-.09	.06
.10	.15	.18	.06	.20	.23	.01	-.04	-.19	-.16	-.18	-.24	-.11	.13	.05	-.02	.34	.07	-.02
.34	.09	.01	.16	.08	-.02	.07	.07	-.09	.19	-.03	-.12	.11	-.10	-.19	-.17	.01	-.09	-.26
.37	-.04	.00	.21	.08	-.14	.02	.19	.01	.39	.08	-.08	.13	.05	-.02	-.01	.07	.09	-.04
.17	.25	.12	.19	-.07	.02	.00	-.14	-.29	-.09	-.20	-.51	-.06	-.15	-.14	-.25	-.02	-.26	-.16
-.05	.12	.05	.03	-.01	.15	-.08	-.28	-.40	-.32	-.48	-.36	-.14	.02	-.12	-.12	.15	-.10	-.18
.22	.11	.12	.15	.19	.19	.08	.18	-.12	.06	.00	-.30	.00	.14	-.07	-.04	.11	.00	-.08
-.08	.22	.16	.11	.00	.22	.01	-.27	-.41	-.38	-.52	-.31	-.16	-.06	-.15	-.20	.02	-.22	-.24
-.01	.04	.01	.02	.09	.17	-.04	-.13	-.22	-.17	-.30	-.21	-.17	.20	-.04	.01	.24	.07	-.21
.16	.03	.07	.04	.08	.12	-.04	.00	-.22	-.04	-.21	-.28	-.09	.27	.09	.07	.35	.14	-.10
.16	.15	.20	.13	.16	.13	.04	.06	-.13	.07	-.06	-.11	.15	.03	-.16	-.07	.14	-.03	-.21
.29	.02	-.01	.06	.13	.01	.10	.03	-.20	-.03	-.07	-.36	-.08	.16	-.01	-.05	.26	.11	-.05
.05	-.03	.00	-.14	.21	.17	.10	.10	-.08	-.06	-.01	-.17	-.02	.16	-.08	.00	.05	.02	-.17
.14	.04	.08	.18	.10	.03	.17	.09	-.03	.17	.07	.06	.08	-.01	-.02	-.02	.00	.06	-.01
.44	-.01	.00	-.03	.22	-.01	.11	.35	.15	.26	.24	-.08	.11	.17	-.08	.06	.14	.15	-.10
.13	.07	.05	-.05	.40	.13	.19	.12	.00	-.07	.05	-.07	.00	.06	-.11	-.04	.08	.09	-.19
.05	.06	.11	.14	.03	.11	.06	.09	.05	.03	.02	.00	.09	-.07	-.01	.00	.11	-.02	-.01
.08	.22	.22	.42	.17	.05	.21	.24	.10	.28	.19	.24	.31	-.09	-.13	-.11	-.17	-.16	.01
-.04	-.11	.03	.09	.03	-.07	.08	.31	.30	.30	.27	.28	.25	-.02	.00	.11	-.06	.06	.15
.09	-.06	.00	.02	.01	-.11	.09	.56	.38	.39	.44	.26	.40	-.01	-.09	.08	-.11	.04	.14
.00	-.32	-.10	-.15	-.17	-.17	-.17	.02	.21	.21	.12	.24	.06	.23	.46	.43	.21	.56	.30
-.06	-.22	-.07	-.02	-.23	-.13	-.20	-.03	.17	.20	.03	.14	-.01	.25	.46	.38	.22	.34	.32
-.09	-.32	-.20	-.13	-.46	-.35	-.26	.02	.26	.16	.17	.21	.06	.01	.33	.21	-.11	.15	.39
-.01	-.33	-.10	.01	-.22	-.15	-.14	.00	.14	.14	.07	.12	-.05	.31	.63	.38	.29	.53	.41
-.01	-.15	.13	.12	-.02	-.02	-.10	.22	.28	.20	.11	.23	.14	.24	.19	.38	.11	.21	.24
.00	-.08	.04	.05	.08	.04	-.01	.03	.09	.19	.03	.13	-.03	.22	.20	.20	.19	.23	-.03
.24	.18	.10	.14	.19	.13	.06	-.09	-.21	-.06	-.21	-.25	-.06	.08	-.02	-.01	.29	.06	-.25
.11	.04	.00	-.03	.04	.04	-.14	-.21	-.29	-.19	-.29	-.38	-.16	.04	-.06	-.06	.28	.04	-.16
.16	.02	-.01	.06	.07	.09	-.07	-.15	-.16	-.08	-.21	-.25	-.15	.14	.00	.09	.48	.19	-.08

Any correlations between dimensions that are .4 or above are shaded green

Any correlations between dimensions that are -.4 or below are shaded orange



## Matrix 4: Wave PS 36 level against 16PF5

CORRELATIONS 16PF5  WAVE DIMENSIONS	CORRELATIONS 16PF5							
	Warmth	Reasoning	Emotional Stability	Dominance	Liveliness	Rule Conscious	Social Boldness	Sensitivity
Analytical	-.28	.33	.02	.22	-.19	-.02	-.07	-.25
Factual	-.13	.29	-.11	.04	-.09	-.04	-.04	.17
Rational	-.40	.05	.10	.13	-.08	.07	-.07	-.50
Learning Oriented	-.20	.20	-.01	.04	-.07	-.18	.01	.14
Practically Minded	-.18	-.07	.03	.04	-.05	.08	-.07	-.28
Insightful	-.29	.08	.05	.24	-.16	-.06	-.03	-.18
Inventive	-.16	.10	-.06	.24	.10	-.26	.10	-.07
Abstract	-.26	.19	-.12	.09	-.07	-.17	-.07	-.05
Strategic	-.04	.08	.10	.22	.00	-.16	.14	-.03
Interactive	.45	-.13	.10	.11	.50	-.01	.57	.10
Engaging	.48	-.13	.19	.00	.48	.13	.52	.10
Self-promoting	.20	-.01	-.08	.19	.29	-.11	.35	.11
Convincing	-.05	-.03	-.02	.50	.03	-.15	.29	-.12
Articulate	.22	.11	.21	.29	.27	-.01	.65	.02
Challenging	-.12	.16	-.12	.45	.04	-.23	.18	-.09
Purposeful	-.12	.05	.12	.39	.00	-.11	.20	-.22
Directing	.10	-.01	.15	.46	.13	.03	.44	-.18
Empowering	.25	-.02	.01	.24	.17	.01	.30	.08
Self-assured	.03	-.05	.27	.22	.15	-.07	.23	-.11
Composed	-.08	.12	.28	.24	.07	-.16	.30	-.22
Resolving	.32	-.14	.07	.10	.18	-.02	.14	.08
Positive	.16	.01	.48	.01	.24	.03	.22	-.05
Change Oriented	.00	.09	.29	.17	.08	-.23	.18	-.11
Receptive	.21	.00	-.11	.10	.03	-.01	.00	.13
Attentive	.43	-.02	-.10	-.22	.14	.01	-.06	.35
Involving	.27	-.06	-.03	-.15	.03	.21	-.03	.08
Accepting	.29	-.05	.13	-.33	.04	.21	-.07	.13
Reliable	-.01	-.21	.12	-.13	-.12	.35	-.15	.00
Meticulous	-.12	-.07	.01	-.02	-.14	.35	-.22	-.02
Conforming	.03	-.19	-.12	-.31	-.17	.47	-.29	.03
Organized	-.01	-.08	.02	-.05	-.23	.32	-.16	.06
Principled	.05	.01	.10	-.11	-.12	.34	-.20	.15
Activity Oriented	.03	-.04	.07	.08	.03	.02	-.05	.09
Dynamic	.02	-.07	.11	.35	.18	-.19	.33	-.06
Enterprising	.01	-.10	.12	.40	.17	-.06	.27	-.21
Striving	-.04	-.03	.15	.24	.14	-.07	.15	-.13

a. Listwise N=308

Vigilance	Abstractedness	Privateness	Apprehension	Openess to Change	Self Reliance	Perfectionism	Tension	IM PFR
.09	.11	.16	-.11	.15	.19	-.09	.07	-.02
.03	.04	.01	.05	.15	.12	.00	.06	-.08
.03	-.13	.20	-.14	-.10	.10	.15	.02	.06
.06	.16	.11	-.06	.25	.10	-.16	.01	-.01
.08	-.29	.10	-.07	-.07	.06	.11	-.07	.05
.08	.02	.24	-.14	.24	.27	.10	.11	-.07
.14	.45	.15	-.07	.45	.20	-.19	.04	-.11
.11	.30	.15	-.01	.37	.18	-.08	.06	-.08
.05	.19	.07	-.07	.35	.07	-.04	.10	-.06
-.03	.06	-.42	.02	.04	-.41	-.14	-.09	.04
-.17	-.16	-.39	.01	-.11	-.42	.02	-.26	.13
.15	.25	-.28	.16	.09	-.14	-.12	.21	-.21
.27	.26	.05	-.13	.30	.04	-.11	.25	-.16
-.12	.01	-.23	-.17	.20	-.27	-.12	-.20	.11
.30	.33	.11	-.08	.36	.12	-.16	.24	-.24
.16	.09	.16	-.26	.28	.11	-.11	.09	-.04
.09	.00	-.05	-.17	.21	-.09	.09	.00	.00
.03	.22	-.09	.01	.26	-.05	-.11	-.14	-.03
.04	.02	-.02	-.25	.13	-.06	-.01	-.03	.04
-.06	.01	.04	-.38	.16	-.09	-.19	-.19	.16
-.05	.00	-.09	.02	.06	-.20	-.02	-.28	.10
-.25	-.04	-.17	-.33	.02	-.16	-.08	-.37	.35
-.08	.08	.11	-.30	.35	-.07	-.24	-.26	.16
.03	.04	-.14	.20	.16	-.14	.03	-.03	-.08
-.17	.10	-.21	.23	.09	-.14	-.12	-.21	.03
-.23	-.21	-.16	.14	-.12	-.35	.02	-.28	.12
-.39	-.15	-.26	.00	-.15	-.20	-.02	-.39	.28
-.01	-.44	.05	.04	-.25	.01	.49	-.06	.13
.03	-.32	.03	.12	-.24	.09	.58	.06	.03
-.01	-.41	-.03	.25	-.55	.01	.42	.04	.04
.02	-.41	.02	.17	-.17	.09	.61	.07	.04
-.16	-.22	.03	.02	-.05	-.04	.13	-.09	.17
.05	-.19	.02	.01	.02	-.04	.16	-.10	.07
.15	.20	-.01	-.09	.35	-.03	-.05	.17	-.08
.14	.19	.07	-.19	.18	-.01	.00	.10	-.04
.09	.08	.04	-.13	.16	.00	.09	.06	-.01

 Any correlations between dimensions that are .4 or above are shaded green

 Any correlations between dimensions that are -.4 or below are shaded orange

## Matrix 5: Wave PS 36 level against Hogan Personality

CORRELATIONS HPI																				
	WAVE DIMENSIONS	Empathy	Not Anxious	No Guilt	Calmness	Even Tempered	No Somatic Complaint	Trusting	Good Attachment	Competitive	Self Confidence	No Depression	Leadership	Identity	No Social Anxiety	Likes Parties	Likes Crowds	Experience Seeking	Exhibitionistic	Entertaining
Analytical	-0.09	.11	.05	.15	.00	.14	-.09	-.03	.13	.15	.08	.10	.01	.07	-.07	-.08	.11	-.04	.07	-.14
Factual	-.14	-.04	-.07	-.08	-.17	.02	.00	-.06	-.10	-.06	-.10	-.07	-.06	-.02	-.10	-.03	.03	-.02	.05	-.16
Rational	.09	.18	.07	.24	.06	.09	-.14	.15	.06	.09	-.01	.01	-.01	-.01	.05	-.03	.04	-.10	.03	.02
Learning Oriented	-.03	.08	-.04	.02	-.04	.04	-.08	-.09	.08	.11	-.01	.05	-.06	.07	-.08	.03	.13	-.09	.04	-.16
Practically Minded	.06	.11	-.02	.16	.03	.06	-.13	.01	-.06	-.03	-.05	-.04	-.06	-.03	-.02	-.10	-.02	-.18	-.05	.03
Insightful	-.06	.13	.07	.11	-.03	.07	-.11	.00	.21	.20	.08	.24	.07	.05	-.16	-.17	.15	.02	-.04	-.12
Inventive	-.07	.00	-.04	-.01	-.01	.06	-.12	-.10	.25	.20	-.04	.26	.02	.12	.09	.04	.33	.17	.18	-.08
Abstract	-.11	-.04	-.03	.04	-.07	.05	-.10	-.07	.17	.05	-.10	.09	-.09	.01	-.01	.02	.19	.04	.03	-.06
Strategic	-.05	.00	.04	.00	-.01	.07	.03	-.11	.37	.24	.09	.33	.12	.11	.03	.01	.20	.12	.04	-.07
Interactive	.10	-.05	.04	-.14	-.02	.09	.06	-.09	.06	.19	.17	.18	.08	.36	.39	.25	.11	.41	.34	.22
Engaging	.27	.03	.10	.00	.10	.12	.18	.09	.03	.23	.20	.11	.07	.29	.37	.29	.07	.23	.27	.38
Self-promoting	-.18	-.17	-.09	-.21	-.21	-.08	-.06	-.07	.13	.15	.08	.28	-.04	.22	.31	.15	.07	.57	.40	-.03
Convincing	-.23	.06	.01	-.04	-.11	.03	-.20	-.11	.28	.23	.03	.46	.06	.25	.15	.06	.18	.31	.24	-.14
Articulate	.11	.16	.19	.09	.08	.18	.11	.02	.18	.41	.26	.39	.14	.63	.22	.22	.25	.37	.34	.17
Challenging	-.30	.01	-.07	-.12	-.20	.00	-.18	-.12	.24	.09	.00	.40	.00	.16	.09	.09	.26	.28	.21	-.19
Purposeful	-.09	.15	.05	.07	-.01	.15	-.18	-.09	.36	.31	.12	.48	.08	.26	.11	.10	.20	.09	.09	-.07
Directing	.00	.08	.14	.03	.07	.16	-.03	-.03	.38	.35	.18	.73	.08	.40	.17	.10	.20	.25	.17	.01
Empowering	.00	-.05	-.03	-.11	-.02	.00	-.01	-.13	.20	.14	.05	.30	.06	.18	.13	.14	.16	.27	.19	.05
Self-assured	.20	.17	.24	.14	.08	.23	.01	.02	.33	.36	.28	.26	.14	.17	.12	.04	.15	.24	.15	.01
Composed	.21	.44	.17	.25	.24	.21	.02	.01	.16	.31	.20	.25	.11	.45	.11	.11	.26	.05	.09	.09
Resolving	.14	.03	.03	.06	.05	.10	.06	.14	-.02	.00	.07	.01	.05	.10	.10	.19	.07	.02	.08	.19
Positive	.48	.37	.36	.27	.39	.29	.26	.12	.11	.28	.40	.03	.24	.27	.13	.11	.11	.01	.11	.34
Change Oriented	.24	.29	.16	.25	.22	.24	.01	-.10	.21	.22	.22	.17	.09	.27	.05	.10	.35	-.01	-.07	.12
Receptive	.01	-.14	-.05	-.13	-.07	-.13	-.01	-.02	.12	-.10	-.05	.06	-.03	-.01	.10	.11	.05	.09	.01	-.01
Attentive	.12	-.18	-.09	-.10	-.02	-.02	.19	-.03	-.18	-.21	-.03	-.24	-.09	-.13	.04	.10	-.03	-.01	-.08	.17
Involving	.20	-.03	-.02	.04	.06	.04	.18	.05	-.19	-.26	-.06	-.27	.01	-.12	.00	.12	-.15	-.14	-.10	.21
Accepting	.39	.15	.11	.13	.23	.06	.40	.12	-.27	-.14	.07	-.33	.06	-.10	-.05	.01	-.16	-.14	-.06	.35
Reliable	.10	.10	-.01	.11	.15	-.01	.00	.11	.01	-.10	-.05	-.13	-.04	-.13	-.05	-.06	-.24	-.25	-.13	.08
Meticulous	-.08	-.09	.01	-.01	-.06	-.11	-.03	.12	.03	-.09	-.07	-.09	-.01	-.24	-.08	-.12	-.21	-.20	-.14	-.01
Conforming	-.04	-.17	-.09	-.03	-.10	-.15	.03	.14	-.33	-.30	-.15	-.42	-.11	-.35	-.13	-.14	-.46	-.23	-.16	.02
Organized	-.07	-.13	.09	.03	-.03	-.06	.07	.14	.06	-.07	.03	-.04	.05	-.19	-.15	-.16	-.23	-.16	-.17	-.02
Principled	.03	.06	.05	.10	.09	.07	.08	.05	-.08	-.12	-.03	-.17	.07	-.18	-.05	-.03	-.16	-.22	-.12	.03
Activity Oriented	.09	.03	-.03	.06	.00	-.04	-.01	-.12	.07	-.01	.02	.04	-.01	-.03	.02	.04	-.01	-.12	-.20	.06
Dynamic	-.09	-.01	.03	-.10	-.02	.10	-.11	-.18	.43	.33	.15	.51	.05	.27	.19	.02	.35	.33	.16	-.06
Enterprising	-.09	.01	.08	-.02	.01	.08	-.13	-.06	.44	.31	.13	.39	.08	.19	.20	.14	.26	.25	.17	-.03
Striving	-0.02	0.02	.07	-.05	-.01	.06	-.08	-.05	.55	.27	.07	.32	.12	.12	0.21	0.14	.17	.15	.12	-.06

a. Listwise N=305

# Inventory (HPI)

Sensitive	Caring	Likes People	No Hostility	Moralistic	Mastery	Virtuous	Not Autonomous	Not Spontaneous	Impulse Control	Avoids Trouble	Science Ability	Curiosity	Thrill Seeking	Intellectual Games	Generates Ideas	Culture	Education	Math Ability	Good Memory	Reading	Self Focus	Impression Management
-0.14	-0.16	-0.26	-0.14	.02	-.11	-.05	-.11	-.06	-.07	-.08	.29	.41	.23	.22	.18	.06	.08	.29	.11	.05	.10	-.07
.03	-.10	-.20	-.11	-.07	-.04	-.16	-.09	.00	.03	-.01	.08	.07	.06	.09	.04	.14	.28	.05	.24	.27	.07	-.01
-.09	-.11	-.23	-.05	.15	.04	.00	-.19	-.03	.04	-.06	.29	.41	.22	.17	.08	-.05	-.02	.44	.06	-.14	.02	.05
-.17	-.23	-.16	-.12	-.01	-.09	-.18	-.14	-.12	-.08	-.01	.23	.15	.10	.12	.13	.18	.23	.09	.26	.45	.09	.05
.05	.06	-.05	.02	.12	.15	.11	-.08	-.12	-.01	-.06	.10	.16	.12	.01	-.08	-.07	-.19	.02	-.16	-.18	-.07	.03
-.04	-.10	-.15	-.14	.09	.09	-.06	-.12	-.15	-.20	-.13	.19	.28	.22	-.02	.17	.05	-.01	.06	.02	-.01	.04	-.04
-.10	-.08	-.07	-.11	.00	-.15	-.03	-.16	-.30	-.43	-.31	.26	.33	.21	.03	.52	.12	-.02	.00	-.01	-.03	.10	-.15
-.07	-.15	-.21	-.09	-.03	-.17	-.05	-.18	-.21	-.17	-.10	.39	.37	.23	.08	.29	.22	.05	.11	.08	.00	.27	-.05
-.08	-.05	-.07	.02	-.05	-.04	-.04	-.03	-.05	-.20	-.10	.18	.14	.13	-.01	.26	.07	.06	.00	.07	-.07	.14	-.12
.12	.22	.51	.08	-.13	-.07	.01	.17	-.09	-.16	-.03	-.06	-.05	-.01	-.03	.12	-.05	.11	-.06	.09	-.05	.06	-.09
.19	.33	.58	.22	-.01	.13	.13	.25	.06	.00	.09	-.13	-.12	-.03	-.06	.07	-.05	.09	-.08	.10	-.03	-.07	-.05
.03	.05	.18	-.14	-.17	-.16	-.15	.17	-.06	-.19	-.19	.00	.03	.02	-.11	.23	.01	.12	-.01	.12	-.13	.20	-.26
-.22	-.07	-.01	-.30	-.11	-.14	-.15	-.09	-.01	-.21	-.32	.13	.22	.14	.00	.26	.00	.01	.01	.02	-.10	.10	-.13
.01	.06	.35	.04	-.01	-.04	.05	.07	-.01	-.09	.04	.21	.08	.11	.06	.26	.16	.20	.11	.20	.05	-.02	-.07
-.24	-.18	-.06	-.36	-.18	-.21	-.24	-.13	-.08	-.28	-.33	.20	.27	.29	-.02	.22	.11	.06	.04	.06	-.01	.18	-.13
-.19	-.04	-.06	-.26	-.01	-.02	-.04	-.17	-.09	-.29	-.16	.18	.18	.12	-.01	.23	.03	.07	.08	.16	.01	-.02	-.09
-.06	.03	.14	-.09	.00	.03	.05	-.01	.02	-.17	-.06	.14	.13	.13	-.05	.22	.03	.04	.05	.06	-.13	.07	-.11
.05	.09	.23	.00	-.08	.00	.09	.05	-.06	-.19	-.12	.13	.06	.08	.00	.25	.15	.03	-.04	.06	-.05	.18	-.13
.07	.01	.08	.04	.02	.01	.05	-.01	-.07	-.16	-.04	.08	.05	.14	-.03	.11	-.02	.12	.07	.06	-.16	.02	-.02
-.21	-.19	.08	-.01	.07	-.08	.05	-.20	-.23	-.16	.01	.13	.20	.22	.10	.16	-.03	.06	.19	.16	.06	-.13	.06
.16	.21	.19	.16	.06	-.01	.18	-.02	.01	-.06	-.04	.05	.01	.09	.06	.07	-.01	-.01	-.08	.03	-.04	.04	.02
.08	.14	.23	.22	.19	.17	.30	-.05	-.16	-.10	.13	.07	.00	.09	-.01	.07	-.03	.03	.03	-.02	.02	-.21	.17
-.10	-.06	.05	.10	.13	-.09	.10	-.16	-.34	-.29	.03	.20	.17	.25	-.02	.13	-.01	-.03	.07	.04	-.03	.00	.09
.08	.00	.03	.02	.06	-.01	.04	.09	-.09	-.08	-.06	.05	.06	.04	-.04	.05	.04	-.02	-.06	.07	-.04	.25	-.05
.35	.32	.25	.18	-.05	-.05	.17	.21	-.02	-.03	.12	-.06	-.15	-.09	-.07	-.01	.16	.04	-.20	.02	.09	.20	-.04
.18	.13	.20	.28	.08	.09	.17	.11	.09	.22	.20	-.05	-.12	-.11	.04	-.20	.01	-.03	-.07	-.10	-.02	.04	.12
.26	.19	.20	.37	.18	.09	.38	.19	.06	.16	.28	-.14	-.19	-.17	.00	-.14	-.05	-.09	-.11	-.08	-.02	-.06	.12
.02	.04	-.04	.10	.20	.39	.13	.00	.21	.25	.07	-.16	-.12	-.17	.10	-.21	-.07	-.14	.02	.00	.02	-.12	.07
.17	.13	-.09	-.02	.12	.41	.07	.01	.16	.22	.07	-.15	-.02	-.12	.04	-.08	-.06	-.04	.01	.06	-.03	-.02	.01
.20	.10	-.08	.12	.06	.25	-.03	.12	.30	.45	.21	-.26	-.24	-.29	.01	-.40	-.12	-.03	.01	-.07	-.09	.00	.07
.10	.05	-.05	.04	.12	.40	-.03	.08	.33	.29	.14	-.16	-.18	-.24	.00	-.22	-.06	-.03	.00	.03	.07	.05	-.02
.04	.06	-.06	.08	.18	.19	.12	-.01	.14	.19	.15	-.03	-.11	-.14	-.01	-.14	.11	-.08	-.12	-.07	.10	-.14	.17
.00	-.04	.06	.04	.15	.17	.07	.02	-.11	-.03	.10	-.09	-.03	-.03	.08	-.06	-.07	.03	.06	.08	.19	-.05	.02
-.03	-.02	.09	-.12	.00	-.07	-.02	-.03	-.25	-.38	-.18	.10	.15	.24	-.09	.28	-.02	-.01	-.06	.05	-.06	.14	-.16
-.05	.00	.08	-.10	.01	.02	-.10	-.06	-.13	-.25	-.21	.10	.20	.19	-.02	.27	-.06	-.01	.07	.04	-.16	.10	-.09
.00	.01	.06	-.05	.07	.16	-.07	-.03	-.06	-.17	-.11	.03	.13	.18	-.02	.19	-.11	.09	.00	.09	-.13	.11	-.07

■ Any correlations between dimensions that are .4 or above are shaded green  
■ Any correlations between dimensions that are -.4 or below are shaded orange

## Matrix 6: Wave PS 36 level against Hogan Development

CORRELATIONS HDS	CORRELATIONS HDS				
	HDS Excitable	HDS Skeptical	HDS Cautious	HDS Reserved	HDS Leisurely
Analytical	-.04	.05	-.09	.23	.12
Factual	.07	-.02	.05	.09	-.06
Rational	-.14	.10	-.06	.22	.07
Learning Oriented	.01	.00	-.07	.13	.03
Practically Minded	-.03	.05	.04	.04	-.02
Insightful	-.04	.12	-.09	.21	.09
Inventive	-.02	.10	-.19	.16	.14
Abstract	.04	.05	.03	.24	.11
Strategic	-.10	.06	-.16	.06	.02
Interactive	-.09	-.07	-.26	-.43	-.15
Engaging	-.21	-.15	-.23	-.61	-.22
Self-promoting	.10	.14	-.09	-.18	.05
Convincing	.10	.26	-.30	.10	.12
Articulate	-.21	-.11	-.44	-.25	-.13
Challenging	.23	.27	-.19	.19	.11
Purposeful	-.10	.14	-.39	.09	.08
Directing	-.12	.10	-.41	-.12	.00
Empowering	-.02	.02	-.17	-.20	.06
Self-assured	-.20	.02	-.26	-.02	-.08
Composed	-.25	-.11	-.48	.03	-.04
Resolving	-.07	-.05	-.17	-.21	-.04
Positive	-.49	-.30	-.33	-.23	-.19
Change Oriented	-.27	-.08	-.37	.05	-.04
Receptive	.01	.01	.07	-.12	-.11
Attentive	.05	-.16	.21	-.25	-.10
Involving	-.08	-.22	.13	-.28	-.23
Accepting	-.24	-.40	.07	-.27	-.18
Reliable	-.16	-.01	.08	-.08	-.04
Meticulous	-.02	.06	.20	.00	.05
Conforming	.06	-.05	.40	-.05	-.04
Organized	-.10	.00	.14	-.06	-.05
Principled	-.12	-.14	.15	-.03	-.17
Activity Oriented	-.12	-.07	-.09	-.12	-.02
Dynamic	-.05	.11	-.29	-.04	.08
Enterprising	-.04	.19	-.34	-.02	.05
Striving	-.12	.13	-.22	.00	.09

a. Listwise N=368

## Survey (HDS)

HDS Bold	HDS Mischievous	HDS Colorful	HDS Imaginative	HDS Diligent	HDS Dutiful
.17	.19	-.01	.20	.06	-.23
-.07	-.08	-.16	.02	.01	-.09
.15	.14	-.08	.00	.22	-.13
.04	.07	-.07	.13	-.02	-.21
.03	.05	-.16	-.10	.16	.03
.26	.26	.00	.13	.14	-.31
.28	.37	.28	.48	-.13	-.27
.13	.16	.00	.27	.08	-.15
.31	.19	.23	.27	.00	-.19
.09	.11	.44	.11	-.15	.12
-.02	-.04	.32	-.13	.00	.14
.34	.22	.51	.25	-.09	.11
.38	.30	.38	.33	-.06	-.30
.21	.14	.46	.08	-.08	-.18
.36	.30	.26	.39	-.15	-.30
.31	.36	.28	.20	-.02	-.40
.43	.25	.39	.20	.11	-.30
.25	.18	.37	.30	-.10	-.08
.34	.24	.31	.14	-.07	-.13
.16	.31	.27	.06	-.18	-.30
.09	.12	.15	.08	-.07	.06
-.02	.14	.19	.01	-.15	-.01
.15	.36	.18	.12	-.21	-.26
.07	.01	.09	.06	.11	.09
-.12	-.14	-.06	.00	-.10	.26
-.20	-.28	-.13	-.19	.00	.32
-.27	-.26	-.17	-.18	-.07	.36
-.11	-.22	-.22	-.27	.46	.10
-.02	-.19	-.32	-.17	.62	.06
-.27	-.48	-.36	-.40	.38	.49
-.05	-.26	-.23	-.31	.55	.08
-.20	-.30	-.24	-.18	.19	.04
-.01	.04	-.02	-.11	.21	-.05
.35	.39	.36	.34	.01	-.27
.39	.39	.49	.29	-.01	-.22
.36	.24	.26	.24	.14	-.19

Any correlations between dimensions that are .4 or above are shaded green

Any correlations between dimensions that are -.4 or below are shaded orange





## Matrix 7: Wave PS 36 level against FIRO B

CORRELATIONS FIRO B	CORRELATIONS FIRO B						
	Wave Dimension	Firo Need for Inclusion	Firo Need for Control	Firo Need for Openness	Firo A Including People (do)	Firo B Including People (want to)	Firo C Others Include me (do)
Analytical	.06	.26	-.15	.05	.09	.00	.09
Factual	.09	.01	.05	.09	.12	.02	.10
Rational	-.09	.17	-.14	-.11	-.05	-.09	-.06
Learning Oriented	.02	.02	-.06	.10	.02	-.01	-.02
Practically Minded	.00	-.11	.02	-.10	-.03	.07	.03
Insightful	.04	.15	.00	.04	.01	.06	.02
Inventive	.11	.26	-.06	.08	.07	.09	.10
Abstract	.02	.23	-.13	.04	.02	-.01	.04
Strategic	.19	.27	.01	.20	.20	.10	.15
Interactive	.29	.08	.22	.33	.26	.29	.10
Engaging	.34	-.08	.31	.38	.29	.35	.10
Self-promoting	.28	.37	.13	.23	.29	.17	.24
Convincing	.14	.42	-.03	.09	.15	.10	.12
Articulate	.23	.18	.03	.30	.17	.23	.09
Challenging	.12	.29	-.08	.08	.14	.05	.12
Purposeful	.08	.19	-.07	.08	.05	.06	.06
Directing	.17	.31	.04	.20	.15	.13	.08
Empowering	.22	.25	.05	.21	.22	.21	.09
Self-assured	.17	.14	.06	.15	.20	.07	.14
Composed	.01	.09	-.08	.00	-.05	.02	.03
Resolving	.10	.05	.16	.13	.09	.13	-.01
Positive	.17	-.16	.13	.18	.08	.17	.11
Change Oriented	.04	-.02	-.09	.13	.00	.04	-.02
Receptive	.14	.16	.15	.13	.18	.07	.10
Attentive	.24	-.13	.22	.24	.25	.16	.15
Involving	.12	-.10	.14	.16	.15	.12	.00
Accepting	.11	-.14	.11	.10	.12	.08	.06
Reliable	-.05	-.16	.08	-.08	-.10	.06	-.07
Meticulous	-.01	-.05	.18	-.08	.02	.00	.00
Conforming	-.08	-.07	.07	-.13	-.01	-.08	-.04
Organized	.00	.01	.08	.01	.01	.03	-.05
Principled	.01	-.17	.11	-.06	-.03	.04	.05
Activity Oriented	.04	-.08	.10	.01	-.01	.05	.05
Dynamic	.23	.25	.07	.22	.23	.17	.15
Enterprising	.13	.30	-.03	.12	.11	.14	.06
Striving	.21	.20	.09	.18	.20	.14	.17

a. Listwise N=301

Firo E	Firo F	Firo G	Firo H	Firo I	Firo J	Firo K	Firo L
Controlling People (do)	Controlling People (want to)	People Control me (do)	People Control me (want them to)	Open with People (am)	Open with People (want to be)	People Open with me (are)	People Open with me (want them to be)
.27	.20	.10	.11	-.16	-.12	-.16	-.06
-.01	.05	.02	-.03	-.03	-.04	.04	.16
.10	.18	.06	.11	-.07	-.08	-.16	-.12
.10	.06	-.08	-.04	-.12	-.06	-.04	.01
-.08	-.07	-.10	-.03	.01	-.03	.06	.03
.34	.22	-.13	-.05	-.03	-.07	.02	.07
.39	.33	-.09	.04	-.06	-.12	-.01	-.01
.23	.22	.05	.10	-.08	-.14	-.13	-.08
.37	.28	-.02	.07	-.01	-.06	.03	.05
.11	.02	.04	.05	.23	.18	.16	.13
-.04	-.07	-.06	-.04	.25	.26	.29	.19
.34	.34	.15	.15	.12	.12	.06	.12
.58	.46	-.02	.05	-.03	-.04	-.04	.02
.35	.20	-.06	-.02	.05	.02	.04	.00
.44	.37	-.07	.02	-.07	-.07	-.13	.00
.44	.34	-.20	-.12	-.08	-.10	-.03	-.02
.61	.42	-.18	-.08	.01	-.03	.07	.06
.34	.23	.00	.08	.04	-.03	.10	.03
.22	.22	-.06	-.02	.02	.07	.01	.10
.27	.11	-.14	-.02	-.03	-.01	-.10	-.11
.04	.00	.01	.09	.13	.09	.17	.11
-.01	-.08	-.20	-.13	.08	.10	.14	.09
.14	.08	-.17	-.11	-.08	-.05	-.10	-.08
.12	.03	.13	.14	.16	.15	.08	.12
-.28	-.21	.10	.07	.15	.18	.17	.20
-.26	-.22	.14	.12	.17	.10	.15	.04
-.34	-.27	.17	.12	.13	.11	.10	.04
-.20	-.12	-.04	-.05	.09	.04	.14	.00
-.08	.02	-.03	-.05	.14	.12	.18	.14
-.35	-.19	.23	.15	.08	.09	.05	.03
-.01	.03	.01	.01	.06	.02	.12	.05
-.16	-.16	-.06	-.06	.06	.04	.15	.10
-.02	-.07	-.08	-.05	.03	.05	.13	.11
.47	.30	-.12	-.02	.05	.03	.06	.08
.47	.41	-.11	-.02	.00	.00	-.04	-.06
.36	.27	-.13	-.01	.04	.01	.10	.13

 Any correlations between dimensions that are .4 or above are shaded green  
 Any correlations between dimensions that are -.4 or below are shaded orange



## Matrix 8: Wave PS 36 level against Myers-Briggs

WAVE DIMENSIONS	CORRELATIONS MBTI		
	MBTI Extraversion	MBTI Introversion	MBTI Sensing
Analytical	-.21	.21	-.11
Factual	-.13	.13	-.15
Rational	-.13	.13	.18
Learning Oriented	-.08	.08	-.21
Practically Minded	-.05	.05	.24
Insightful	-.16	.16	-.07
Inventive	.02	-.02	-.51
Abstract	-.20	.20	-.35
Strategic	.05	-.05	-.25
Interactive	.71	-.71	-.02
Engaging	.65	-.65	.11
Self-promoting	.36	-.36	-.13
Convincing	.12	-.12	-.13
Articulate	.47	-.47	-.18
Challenging	.06	-.06	-.24
Purposeful	.00	.00	-.08
Directing	.26	-.26	-.04
Empowering	.26	-.26	-.24
Self-assured	.15	-.15	-.05
Composed	.13	-.13	-.07
Resolving	.14	-.14	-.03
Positive	.28	-.28	-.06
Change Oriented	.08	-.08	-.18
Receptive	.07	-.07	-.12
Attentive	.08	-.08	-.10
Involving	.17	-.17	.12
Accepting	.09	-.09	.08
Reliable	-.09	.09	.35
Meticulous	-.17	.17	.22
Conforming	-.08	.08	.49
Organized	-.07	.07	.33
Principled	-.11	.11	.08
Activity Oriented	.03	-.03	.10
Dynamic	.23	-.23	-.18
Enterprising	.17	-.17	-.11
Striving	.08	-.08	-.15

a. Listwise N=337

## Type Indicator (MBTI)

MBTI Intuition	MBTI Thinking	MBTI Feeling	MBTI Judging	MBTI Perceiving
.11	.41	-.41	-.06	.06
.15	.06	-.06	-.01	.01
-.18	.38	-.38	.12	-.12
.21	.15	-.15	-.07	.07
-.24	.07	-.07	-.04	.04
.07	.29	-.29	-.02	.02
.51	.14	-.14	-.35	.35
.35	.21	-.21	-.06	.06
.25	.16	-.16	.01	-.01
.02	-.26	.26	-.19	.19
-.11	-.35	.35	-.01	.01
.13	-.09	.09	-.12	.12
.13	.29	-.29	-.05	.05
.18	.00	.00	-.11	.11
.24	.34	-.34	-.15	.15
.08	.32	-.32	-.12	.12
.04	.15	-.15	.04	-.04
.24	-.15	.15	-.13	.13
.05	.06	-.06	-.05	.05
.07	.23	-.23	-.25	.25
.03	-.17	.17	-.02	.02
.06	-.09	.09	-.22	.22
.18	.12	-.12	-.33	.33
.12	-.14	.14	.06	-.06
.10	-.47	.47	-.04	.04
-.12	-.33	.33	.05	-.05
-.08	-.37	.37	-.03	.03
-.35	-.04	.04	.48	-.48
-.22	.02	-.02	.35	-.35
-.49	-.19	.19	.48	-.48
-.33	-.01	.01	.64	-.64
-.08	-.10	.10	.18	-.18
-.10	-.02	.02	.06	-.06
.18	.12	-.12	-.13	.13
.11	.18	-.18	-.11	.11
.15	.16	-.16	-.04	.04

 Any correlations between dimensions that are .4 or above are shaded green  
 Any correlations between dimensions that are -.4 or below are shaded orange

# Matrix 9: Intercorrelation of Wave Professional Styles

CORRELATIONS Invited Access WAVE	WAVE DIMENSIONS										CORRELATIONS						
	Analytical	Factual	Rational	Learning Oriented	Practically Minded	Insightful	Inventive	Abstract	Strategic	Interactive	Engaging	Self-promoting	Convincing	Articulate	Challenging	Purposeful	
Analytical		.38	.44	.34	.05	.32	.26	.39	.17	-.10	-.18	-.04	.23	.03	.24	.13	
Factual			.25	.27	.08	.10	-.03	.33	.00	-.16	-.08	-.10	-.02	-.02	.09	-.14	
Rational				.21	.22	.12	.04	.26	-.07	-.20	-.17	-.07	.03	-.09	.06	.01	
Learning Oriented					.00	.10	.15	.43	.14	.01	-.07	-.03	.01	.11	.07	.00	
Practically Minded						.11	-.15	-.06	-.24	-.01	.11	-.02	-.10	-.11	-.04	-.01	
Insightful							.32	.18	.32	-.07	-.11	.05	.21	-.03	.19	.33	
Inventive								.39	.50	.12	-.12	.12	.29	.12	.21	.31	
Abstract									.35	-.11	-.21	-.02	.07	.04	.15	-.04	
Strategic										.06	-.07	.07	.31	.23	.13	.28	
Interactive											.51	.39	.20	.38	.12	.11	
Engaging												.24	.03	.37	-.09	-.04	
Self-promoting													.27	.18	.23	.15	
Convincing														.21	.46	.41	
Articulate															.07	.06	
Challenging																.25	
Purposeful																	
Directing																	
Empowering																	
Self-assured																	
Composed																	
Resolving																	
Positive																	
Change Oriented																	
Receptive																	
Attentive																	
Involving																	
Accepting																	
Reliable																	
Meticulous																	
Conforming																	
Organized																	
Principled																	
Activity Oriented																	
Dynamic																	
Enterprising																	
Striving																	

N= 10,953 Reference Appendix F

Correlations between dimensions of the same cluster are shaded in their cluster colour

## Dimensions Invited Access (IA)

Directing	Empowering	Self-assured	Composed	Resolving	Positive	Change Oriented	Receptive	Attentive	Involving	Accepting	Reliable	Meticulous	Conforming	Organized	Principled	Activity Oriented	Dynamic	Enterprising	Striving	
.06	-.05	-.03	.06	.01	-.08	.16	.03	-.05	-.11	-.12	.01	.23	-.07	.06	.03	.09	.13	.10	.18	
-.19	-.17	-.09	-.11	.02	-.14	-.16	.00	.06	.08	.05	.11	.35	.19	.22	.13	.01	-.16	-.17	-.11	
-.08	-.24	-.02	.00	-.11	-.13	.00	.01	-.24	-.07	-.09	.22	.26	.22	.16	.03	.02	-.08	.03	.08	
-.10	-.02	.10	.06	-.02	.02	.20	.18	.08	-.03	-.01	.00	.10	-.02	-.02	.09	.12	-.02	.01	.08	
-.06	-.17	.10	-.08	.01	-.01	-.12	.04	-.02	.04	.09	.21	.20	.26	.12	.08	.13	-.08	-.04	.00	
.21	.17	.10	.09	-.01	.02	.22	.00	-.01	-.11	-.11	-.03	.03	-.19	.03	.02	.16	.35	.15	.21	
.18	.29	.05	.14	-.06	.08	.36	.04	-.03	-.12	-.12	-.23	-.17	-.43	-.24	-.06	.00	.33	.29	.24	
-.09	-.02	-.01	-.08	-.04	-.11	.13	.15	.08	.02	.02	-.08	.08	-.07	.00	.02	-.09	-.01	.03	.03	
.33	.44	.15	.20	.04	.09	.39	.11	.05	-.06	-.12	-.18	-.17	-.35	.00	.02	-.04	.36	.33	.33	
.20	.24	.18	.09	.10	.28	.07	.05	.12	.07	.03	-.15	-.17	-.10	-.17	-.09	.06	.29	.27	.12	
.12	.16	.19	.08	.23	.30	.00	.09	.23	.23	.20	.10	.05	.05	.05	.04	.10	.08	.17	.13	
.21	.12	.25	-.01	-.08	.02	-.09	.17	-.06	-.12	-.08	-.15	-.12	-.02	-.14	-.25	-.02	.22	.30	.18	
.40	.29	.10	.19	.13	-.03	.11	-.06	-.11	-.17	-.27	-.07	-.04	-.20	-.05	-.01	.03	.33	.48	.36	
.23	.35	.13	.31	.15	.13	.15	.09	.17	.10	.05	-.16	-.10	-.20	-.10	.03	-.10	.18	.21	.09	
.15	.05	.05	.04	.04	-.11	.04	.06	-.09	-.16	-.22	-.19	-.09	-.20	-.18	-.10	-.05	.20	.17	.12	
.47	.23	.14	.30	.02	.08	.28	-.15	-.20	-.29	-.26	-.02	-.10	-.31	-.05	-.02	.25	.44	.38	.38	
	.50	.08	.25	.13	.04	.18	-.02	-.04	-.04	-.15	-.01	-.03	-.19	.11	-.01	.14	.45	.38	.38	
		.05	.21	.26	.14	.24	.08	.30	.19	.08	-.12	-.14	-.26	-.07	.06	-.06	.32	.30	.27	
			.13	-.01	.32	.10	.11	.03	-.11	.03	.00	-.02	.00	.00	.02	.02	.18	.21	.23	
				.19	.24	.38	-.08	.00	-.06	-.04	-.03	-.12	-.25	-.07	.06	.22	.22	.18	.16	
					.17	.09	.03	.43	.29	.24	.08	.05	.01	.03	.15	.02	-.05	.02	.04	
						.32	.06	.12	.06	.19	-.02	-.16	-.16	-.08	.09	.11	.18	.11	.13	
							.08	.02	-.02	-.04	-.12	-.18	-.41	-.15	.05	.20	.32	.18	.23	
								.19	.27	.17	.03	.05	.08	.08	.10	-.04	-.01	.00	.07	
									.50	.51	-.09	-.07	-.01	-.06	.17	-.08	-.12	-.13	-.14	
										.52	.09	.05	.20	.11	.21	-.12	-.21	-.19	-.15	
											.05	.00	.16	.01	.24	-.13	-.24	-.24	-.17	
												.53	.45	.59	.34	.21	-.09	-.02	.15	
													.48	.53	.26	.15	-.16	-.06	.14	
														.47	.17	-.01	-.36	-.23	-.10	
															.24	.18	-.04	-.06	.10	
																.07	-.03	-.03	.11	
																	.27	.10	.17	
																		.43	.40	
																			.55	

■ Any correlations between dimensions that are .4 or above and are not within their own section are shaded green  
■ Any correlations between dimensions that are -.4 or below and are not within their own section are shaded orange



