

Table S1: Descriptive Statistics and Zero-Order Correlations of Measured Variables in Pilot Studies A and B

Pilot A: Effectiveness	Mean	SD	1	2	3	4	5	6	7
1. Gender	—	—							
2. Ethnic Status	—	—	−.03						
3. Age	44.46	14.85	−.24***	.27***					
4. Subjective Class	5.55	1.77	−.12	−.06	.20**				
5. Income	3.43	2.20	−.16*	.10	.20**	.42***			
6. Education	3.48	.95	−.07	.08	.20**	.29***	.41***		
7. Politics	4.19	1.16	−.10	−.06	−.23***	.03	.07	.09	
8. Prosociality	6.10	.95	.09	.06	−.05	.10	.00	−.01	−.05
Pilot B: Necessity	Mean	SD	1	2	3	4	5	6	7
1. Gender	—	—							
2. Ethnic Status	—	—	−.01						
3. Age	30.79	8.26	.05	.10					
4. Subjective Class	4.73	1.57	−.06	.01	.09				
5. Income	4.45	1.49	−.07	.05	.19**	.47***			
6. Education	3.57	.84	−.02	−.11	.05	.34***	.29***		
7. Politics	4.66	1.07	−.04	−.10	−.08	.08	.06	.09	
8. Prosociality	5.68	1.01	.10	.00	.01	.07	.02	−.04	−.05

Note: Gender: 0 = Males, +1 = Females, Ethnic Status: 0 = Minority, +1 = Majority (Whites)

Table S2: Descriptive Statistics and Factor Analyses Results from Pilot Studies A and B

Politics	Pilot Study A: Effectiveness				Pilot Study B: Necessity			
	F1	F2	<i>M</i>	<i>SD</i>	F1	F2	<i>M</i>	<i>SD</i>
Breaking rules or doing things that others might consider inappropriate	-.23	.53	2.71	1.82	-.19	.51	3.05	1.68
Flattering important people and superiors, even if I dont think highly of them deep inside	.02	.72	4.53	1.77	-.05	.77	5.01	1.68
Being outspoken and provocative, even if it may irritate other people	-.10	.51	3.79	1.77	.14	.29	3.99	1.80
Projecting a certain 'image', even if it does not reflect how I really am	.01	.76	4.61	1.73	.00	.76	5.31	1.66
Doing something that will make me more memorable, even if that means developing an unlikable reputation	-.14	.61	3.77	1.90	-.01	.50	3.96	1.74
Drawing attention and emphasizing what makes me stand out from others	.11	.65	4.67	1.74	.17	.61	5.32	1.54
Treating others as 'resources' who can be potentially useful to me in the future	.09	.62	4.61	1.76	.00	.67	4.83	1.69
Making as many connections with other people as possible, even if some of them will just be superficial	.23	.65	5.41	1.60	.15	.69	5.86	1.40
Rubbing elbows with the rich and powerful, even if I don't like them	.06	.72	4.68	1.81	.03	.80	5.26	1.55
Expressing anger to manipulate people and to get what I want	-.22	.57	2.63	1.71	-.26	.48	2.85	1.68
Being a strategic decision-maker, one who decides based on business considerations and nothing personal	.42	.25	5.69	1.38	.34	.52	5.49	1.38
Focusing time and energy on advancing my professional agenda, even if it means time away from family and friends	.17	.57	5.11	1.60	.12	.61	5.52	1.28
Being cynical of peoples motives	-.21	.57	3.4	1.69	-.16	.63	4.16	1.77
Putting my needs above others and acting selfishly if necessary	-.17	.63	3.50	1.91	-.17	.73	4.51	1.73
Making alliances with people who are going to win, even if it means breaking promises made to friends and past alliances	-.09	.82	3.94	2.00	-.06	.77	4.75	1.76

Table S2: Descriptive Statistics and Factor Analyses Results from Pilot Studies A and B (Continued)

Prosociality	Pilot Study A: Effectiveness				Pilot Study B: Necessity			
	F1	F2	<i>M</i>	<i>SD</i>	F1	F2	<i>M</i>	<i>SD</i>
Doing an excellent job at work	.84	-.10	6.39	1.14	.81	-.09	5.92	1.27
Being competent at what you do	.74	-.10	6.30	1.11	.74	-.03	5.92	1.35
Being authentic, modest, and truthful to other people at all times	.75	-.22	6.00	1.27	.63	-.38	4.71	1.79
Being likable at work	.74	-.08	5.94	1.21	.61	.00	5.46	1.38
Helping other people and being the person others seek for advice	.84	-.17	6.04	1.26	.76	-.18	5.36	1.47
Making sure that everyone at work likes you	.46	.07	4.78	1.49	.47	.03	4.68	1.66
Developing expertise in a particular area	.74	-.04	6.05	1.06	.76	.08	5.80	1.26
Being very detailed and conscientious	.83	-.03	6.18	1.08	.85	.03	5.82	1.28
Always showing up to work on time	.87	-.11	6.33	1.07	.68	.02	5.86	1.33
Being a team player	.87	-.07	6.32	1.07	.82	-.02	5.81	1.25
Being more productive than anyone else in the team	.69	.13	6.00	1.17	.73	.17	5.71	1.36
Having good communication skills	.88	-.03	6.36	1.01	.74	.17	6.32	.96
Being very organized	.88	-.08	6.21	1.13	.79	.04	5.79	1.36
Being very highly motivated on your job	.91	-.03	6.28	1.08	.77	.01	6.04	1.21
Putting a lot of effort in your job	.91	-.03	6.33	1.05	.82	-.05	6.05	1.2

Note: Varimax factor analyses of the 30 power-seeking behaviors revealed two distinct factors that explained half of the total variance (48% in Pilot Study A, 50% in Pilot Study B). However, two of our 30 items were not perfectly consistent across these two studies. First, in Pilot Study A (but not in Pilot Study B), one Politics item loaded on the Prosociality factor (“Being a strategic decision maker, one who decides based on business considerations and nothing personal”). Second, in Pilot Study B (but not in Pilot Study A), the factor loading for one Politics item (“Being outspoken and provocative, even if it may irritate other people”) failed to reach the recommended cutoff score of .40. However, we retained both items in their intended scale given that they loaded as expected in all remaining studies, given that excluding them did not meaningfully alter the results, and given that there was a strong theoretical precedent for their inclusion in the Politics factor (Pfeffer, 2010).

Table S3: Zero Order Correlations Between Class Measures and Effectiveness/Necessity Ratings

		Effectiveness Rating			Necessity Rating		
		$r_{\text{subjective}}$	r_{income}	$r_{\text{education}}$	$r_{\text{subjective}}$	r_{income}	$r_{\text{education}}$
1	Breaking rules or doing things that others might consider inappropriate	.19**	.11	.04	.00	-.08	.01
2	Flattering important people and superiors, even if I don't think highly of them deep inside	-.03	-.05	.02	.05	.05	.04
3	Being outspoken and provocative, even if it may irritate other people	.02	.02	-.02	.12	.09	.12
4	Projecting a certain 'image', even if it does not reflect how I really am	-.01	.03	.14*	.09	.06	.12
5	Doing something that will make me more memorable, even if that means developing an unlikable reputation	-.01	.04	-.02	.09	.05	.10
6	Drawing attention and emphasizing what makes me stand out from others	.05	.06	.16*	.12	.09	.03
7	Treating others as "resources" who can be potentially useful to me in the future	.07	.07	.13*	.04	.03	.11
8	Making as many connections with other people as possible, even if some of them will just be superficial	.03	-.01	.11	.18**	.12	.12
9	Rubbing elbows with the rich and powerful, even if I don't like them	-.03	.08	.08	.12	.12	.09
10	Expressing anger to manipulate people and to get what I want	.11	.03	.01	-.05	-.08	.00
11	Being a strategic decision-maker, one who decides based on business considerations and nothing personal	.09	.08	.05	.05	.22***	.04
12	Focusing time and energy on advancing my professional agenda, even if it means time away from family and friends	-.07	.05	.03	.04	.12	.02
13	Being cynical of peoples motives	.01	.02	.00	.03	-.03	.01
14	Putting my needs above others and acting selfishly if necessary	.05	.04	.06	-.04	-.07	.04
15	Making alliances with people who are going to win, even if it means breaking promises made to friends and past alliances	-.03	.06	.07	-.04	-.02	.07
1	Doing an excellent job at work	.07	-.04	-.05	.09	.04	-.02
2	Being competent at what you do	.12	.04	.06	.08	.06	.03
3	Being authentic, modest, and truthful to other people at all times	.19**	.00	-.07	.08	.04	-.04
4	Being likable at work	.10	-.06	-.09	.14*	.05	-.01
5	Helping other people and being the person others seek for advice	.11	.02	-.01	.11	.02	-.05
6	Making sure that everyone at work likes you	.10	-.01	-.13*	.04	-.06	-.02
7	Developing expertise in a particular area	.16*	.01	.07	.19**	.14*	.07
8	Being very detailed and conscientious	.04	-.01	.00	.11	.04	-.01
9	Always showing up to work on time	.07	-.03	-.01	-.08	-.10	-.11
10	Being a team player	.10	-.02	-.06	.05	-.04	-.08
11	Being more productive than anyone else in the team	.13*	.03	.06	.00	.00	-.02
12	Having good communication skills	.07	.05	.04	.04	.04	-.06
13	Being very organized	.00	.01	-.03	-.03	.00	.00
14	Being very highly motivated on your job	.05	.02	.06	-.01	.02	-.06
15	Putting a lot of effort in your job	.04	-.04	.01	-.03	-.03	-.09

Note: * = $p < .05$; ** = $p < .01$; *** = $p < .001$. Among the 180 relationships we examined in that way (30 behaviors times three measures of social class times two rating types), only thirteen reached significance, which is within the range we might expect from chance alone, given an alpha of .05; moreover these significant effects were evenly distributed across the two strategies.

Table S5: Social Class and Perceived Effectiveness of Power-Seeking Strategies in Pilot Study A

	<i>Dependent Variable: Effectiveness Ratings</i>					
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Education (5)	Education (6)
Ethnic Status		0.02 <i>t</i> = 0.14		0.0003 <i>t</i> = 0.002		0.003 <i>t</i> = 0.03
Gender		-0.01 <i>t</i> = -0.09		-0.01 <i>t</i> = -0.09		-0.02 <i>t</i> = -0.19
Class	0.02 <i>t</i> = 0.54	0.02 <i>t</i> = 0.39	0.04 <i>t</i> = 1.23	0.04 <i>t</i> = 1.27	0.11 <i>t</i> = 1.56	0.09 <i>t</i> = 1.24
Strategy	1.90 <i>t</i> = 19.67***	1.89 <i>t</i> = 19.53***	1.90 <i>t</i> = 19.66***	1.89 <i>t</i> = 19.52***	1.90 <i>t</i> = 19.68***	1.89 <i>t</i> = 19.53***
Class x Strategy	0.03 <i>t</i> = 0.61	0.04 <i>t</i> = 0.65	-0.04 <i>t</i> = -0.85	-0.04 <i>t</i> = -0.89	-0.13 <i>t</i> = -1.24	-0.11 <i>t</i> = -1.05

Note: **p*<0.05; ***p*<0.01; ****p*<0.001
Strategy (0 = Politics, +1 = Prosociality), Gender (0 = Male, +1 = Female);
Ethnic Status (0 = Ethnic Minority, +1 = White)

Table S6: Social Class and Perceived Necessity of Power-Seeking Strategies in Pilot Study A

	<i>Dependent Variable: Necessity Ratings</i>					
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Education (5)	Education (6)
Ethnic Status		-0.12 <i>t</i> = -1.11		-0.13 <i>t</i> = -1.18		-0.12 <i>t</i> = -1.10
Gender		0.07 <i>t</i> = 0.69		0.07 <i>t</i> = 0.70		0.07 <i>t</i> = 0.67
Class	0.05 <i>t</i> = 1.26	0.06 <i>t</i> = 1.29	0.04 <i>t</i> = 0.95	0.05 <i>t</i> = 1.02	0.12 <i>t</i> = 1.48	0.11 <i>t</i> = 1.40
Strategy	1.03 <i>t</i> = 10.84***	1.03 <i>t</i> = 10.83***	1.02 <i>t</i> = 10.73***	1.02 <i>t</i> = 10.73***	1.02 <i>t</i> = 10.81***	1.02 <i>t</i> = 10.81***
Class x Strategy	-0.01 <i>t</i> = -0.14	-0.01 <i>t</i> = -0.14	-0.03 <i>t</i> = -0.48	-0.03 <i>t</i> = -0.48	-0.17 <i>t</i> = -1.48	-0.17 <i>t</i> = -1.48

Note: **p*<0.05; ***p*<0.01; ****p*<0.001
Strategy (0 = Politics, +1 = Prosociality), Gender (0 = Male, +1 = Female);
Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S7: Descriptive Statistics and Zero-Order Correlations of Measured Variables in Study 2

	Mean	SD	1	2	3	4	5	6	7
1.Gender	—	—							
2.Ethnic Status	—	—	-.09						
3.Subjective Class	4.89	1.70	-.11	.01					
4.Parental Education	3.32	2.33	-.15*	.13*	.24***				
5.Income	3.09	1.06	-.06	.05	.51***	.28***			
6.Self-Concept Conflict	3.77	2.01	.08	.05	-.12*	-.06	-.10		
7.Competence Concerns	2.91	1.67	.08	.02	-.17**	-.06	-.10	.60***	
8.Desire for Power	4.32	1.45	-.08	-.05	.17	.08	.18**	-.52***	-.44***

Note: Gender: 0 = Male, +1 = Female; Ethnic Status: 0 = Ethnic Minorities, +1 = Whites; * = $p < .05$, ** = $p < .01$, *** = $p < .001$

Table S8: Social Class, Experimental Condition, and Desire for Power in Study 2

<i>Dependent Variable: Desire for Power</i>						
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Parental Education (5)	Parental Education (6)
Ethnic Status		-0.07 $t = -0.39$		-0.10 $t = -0.56$		-0.07 $t = -0.40$
Gender		-0.11 $t = -0.68$		-0.14 $t = -0.88$		-0.12 $t = -0.71$
Class	0.24 $t = 3.47^{***}$	0.22 $t = 3.16^{**}$	0.19 $t = 3.58^{***}$	0.18 $t = 3.22^{**}$	0.34 $t = 3.16^{**}$	0.32 $t = 2.89^{**}$
Condition	1.10 $t = 6.89^{***}$	1.10 $t = 6.78^{***}$	1.09 $t = 6.78^{***}$	1.07 $t = 6.61^{***}$	1.14 $t = 7.11^{***}$	1.14 $t = 7.01^{***}$
Class x Condition	-0.21 $t = -2.24^*$	-0.20 $t = -2.11^*$	-0.17 $t = -2.39^*$	-0.16 $t = -2.19^*$	-0.44 $t = -2.87^{**}$	-0.40 $t = -2.61^{**}$

*Note:** $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Condition (0 = Politics, +1 = Prosociality), Gender (0 = Male, +1 = Female);

Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S9: Social Class, Experimental Condition, and Self-Concept Conflict in Study 2

	<i>Dependent Variable: Self-Concept Conflict</i>					
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Parental Education (5)	Parental Education (6)
Ethnic Status		0.002 $t = 0.01$		0.03 $t = 0.15$		0.004 $t = 0.02$
Gender		0.06 $t = 0.39$		0.09 $t = 0.58$		0.04 $t = 0.24$
Class	-0.24 $t = -3.60^{***}$	-0.23 $t = -3.46^{***}$	-0.10 $t = -1.99^*$	-0.10 $t = -1.84^\dagger$	-0.35 $t = -3.29^{**}$	-0.34 $t = -3.16^{**}$
Condition	-3.03 $t = -19.53^{***}$	-3.03 $t = -19.20^{***}$	-3.03 $t = -19.19^{***}$	-3.03 $t = -18.82^{***}$	-3.06 $t = -19.57^{***}$	-3.05 $t = -19.27^{***}$
Class x Condition	0.28 $t = 3.06^{**}$	0.28 $t = 3.01^{**}$	0.12 $t = 1.81^\dagger$	0.12 $t = 1.72^\dagger$	0.39 $t = 2.66^{**}$	0.39 $t = 2.55^*$

Note: $^\dagger p < 0.10$; $* p < 0.05$; $** p < 0.01$; $*** p < 0.001$

Condition (0 = Politics, +1 = Prosociality), Gender (0 = Male, +1 = Female);

Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S10: Social Class, Experimental Condition, and Competence Concerns in Study 2

<i>Dependent Variable: Competence Concerns</i>						
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Parental Education (5)	Parental Education (6)
Ethnic Status		-0.02 $t = -0.12$		-0.01 $t = -0.04$		-0.04 $t = -0.19$
Gender		0.15 $t = 0.79$		0.20 $t = 1.01$		0.16 $t = 0.81$
Class	-0.21 $t = -2.67^{**}$	-0.22 $t = -2.68^{**}$	-0.10 $t = -1.54$	-0.11 $t = -1.67$	-0.27 $t = -2.12^*$	-0.26 $t = -2.05^*$
Condition	-1.29 $t = -6.97^{***}$	-1.27 $t = -6.78^{***}$	-1.30 $t = -6.93^{***}$	-1.28 $t = -6.70^{***}$	-1.32 $t = -7.08^{***}$	-1.31 $t = -6.90^{***}$
Class x Condition	0.13 $t = 1.23$	0.15 $t = 1.31$	0.09 $t = 1.09$	0.11 $t = 1.25$	0.31 $t = 1.75^\dagger$	0.32 $t = 1.77^\dagger$

Note: $^\dagger p < 0.10$; $* p < 0.05$; $** p < 0.01$; $*** p < 0.001$
Condition (0 = Politics, +1 = Prosociality), Gender (0 = Male, +1 = Female);
Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S11: Descriptive Statistics and Zero-Order Correlations of Measured Variables in Study 3A

	Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13
1. Gender															
2. Ethnic Status			.02												
3. Subjective Social Class	4.67	1.74	-.04	.07											
4. Parental Education	3.29	2.04	-.14	-.02	.18										
5. Income	3.44	.87	.10	.05	.57	.21									
6. Education	2.98	1.08	-.07	-.10	.24	.27	.19								
7. Politics	3.35	1.33	-.20	.00	.23	.15	.15	.12							
8. Prosociality	6.24	.73	.06	.08	.05	-.07	-.06	-.02	-.08						
9. Desire for Power	4.38	1.60	-.17	.03	.27	.14	.21	.05	.45	.20					
10. Openness	5.67	1.27	.05	.00	.28	-.02	.11	.09	-.06	.29	.23				
11. Conscientiousness	3.42	1.69	.07	-.02	.24	.04	.20	.08	.08	.08	.23	.22			
12. Extraversion	5.19	1.49	-.26	-.09	.24	.00	.10	.05	-.08	.14	.13	.45	.26		
13. Agreeableness	5.12	1.37	.03	-.06	.15	.04	.07	.04	.07	.16	.18	.03	.27	.15	
14. Neuroticism	2.51	1.24	-.14	-.03	-.07	.12	.01	.03	.30	-.40	-.03	-.37	-.14	-.42	-.25

Note: Gender: 0 = Male, +1 = Female; Ethnic Status: 0 = Ethnic Minorities, +1 = Whites; $rs > .13$ are significant at $p = .05$; $rs > .17$ are significant at $p = .01$; $rs > .23$ are significant at $p = .001$

Table S12: Social Class and Desire for Power in Study 3A

<i>Dependent Variable: Desire for Power</i>								
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Education (5)	Education (6)	Parental (7)	Parental (8)
Ethnic Status		0.11 $t = 0.46$		0.13 $t = 0.52$		0.17 $t = 0.68$		0.17 $t = 0.71$
Gender		-0.68 $t = -2.95^{**}$		-0.77 $t = -3.30^{**}$		-0.69 $t = -2.95^{**}$		-0.65 $t = -2.78^{**}$
Openness		0.27 $t = 2.79^{**}$		0.31 $t = 3.20^{**}$		0.32 $t = 3.30^{**}$		0.32 $t = 3.28^{**}$
Conscientiousness		0.14 $t = 2.02^*$		0.13 $t = 1.98^*$		0.16 $t = 2.33^*$		0.16 $t = 2.28^*$
Extraversion		-0.10 $t = -1.07$		-0.10 $t = -1.06$		-0.07 $t = -0.80$		-0.07 $t = -0.79$
Agreeableness		0.16 $t = 1.83$		0.17 $t = 2.06^*$		0.18 $t = 2.12^*$		0.17 $t = 2.04^*$
Neuroticism		0.05 $t = 0.53$		0.05 $t = 0.50$		0.08 $t = 0.79$		0.07 $t = 0.64$
Class	0.24 $t = 3.89^{***}$	0.15 $t = 2.37^*$	0.17 $t = 3.04^{**}$	0.14 $t = 2.59^*$	0.09 $t = 0.72$	-0.02 $t = -0.15$	0.21 $t = 2.03^*$	0.14 $t = 1.38$

Note:

* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Gender (0 = Male, +1 = Female); Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S13: Social Class and Willingness to Engage in Power-Seeking Strategies in Study 3A

<i>Dependent Variable: Willingness Ratings</i>								
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Education (5)	Education (6)	Parental (7)	Parental (8)
Ethnic Status		0.06 $t = 0.48$		0.08 $t = 0.63$		0.10 $t = 0.81$		0.09 $t = 0.72$
Gender		-0.27 $t = -2.32^*$		-0.29 $t = -2.49^*$		-0.27 $t = -2.26^*$		-0.26 $t = -2.22^*$
Openness		0.07 $t = 1.44$		0.09 $t = 1.88$		0.09 $t = 1.85$		0.09 $t = 1.94$
Conscientiousness		0.02 $t = 0.58$		0.02 $t = 0.72$		0.03 $t = 0.84$		0.03 $t = 0.87$
Extraversion		-0.07 $t = -1.47$		-0.06 $t = -1.32$		-0.05 $t = -1.17$		-0.06 $t = -1.20$
Agreeableness		0.10 $t = 2.27^*$		0.11 $t = 2.53^*$		0.11 $t = 2.53^*$		0.11 $t = 2.52^*$
Neuroticism		0.06 $t = 1.20$		0.07 $t = 1.30$		0.07 $t = 1.40$		0.07 $t = 1.36$
Class	0.17 $t = 4.05^{***}$	0.16 $t = 3.53^{***}$	0.10 $t = 2.67^{**}$	0.09 $t = 2.51^*$	0.19 $t = 2.19^*$	0.16 $t = 1.84^+$	0.19 $t = 2.64^{**}$	0.15 $t = 2.21^*$
Strategy	2.90 $t = 27.42^{***}$	2.88 $t = 27.40^{***}$	2.90 $t = 27.11^{***}$	2.88 $t = 27.21^{***}$	2.90 $t = 27.02^{***}$	2.88 $t = 27.10^{***}$	2.90 $t = 27.11^{***}$	2.89 $t = 27.20^{***}$
Class x Strategy	-0.15 $t = -2.54^*$	-0.16 $t = -2.59^{**}$	-0.12 $t = -2.28^*$	-0.12 $t = -2.29^*$	-0.21 $t = -1.70^+$	-0.20 $t = -1.66^+$	-0.23 $t = -2.33^*$	-0.23 $t = -2.29^*$

Note:

⁺ $p < 0.10$; * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Condition (0 = Politics, +1 = Prosociality), Gender (0 = Male, +1 = Female);

Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S14: Social Class, Willingness to Engage in Politics, and Desire for Power in Study 3A

<i>Dependent Variable: Desire for Power</i>								
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Education (5)	Education (6)	Parental (7)	Parental (8)
Ethnic Status		0.12 $t = 0.52$		0.11 $t = 0.51$		0.12 $t = 0.55$		0.14 $t = 0.64$
Gender		-0.43 $t = -2.02^*$		-0.49 $t = -2.26^*$		-0.44 $t = -2.04^*$		-0.41 $t = -1.89$
Openness		0.26 $t = 2.96^{**}$		0.28 $t = 3.16^{**}$		0.29 $t = 3.30^{**}$		0.28 $t = 3.22^{**}$
Conscientiousness		0.12 $t = 1.91$		0.11 $t = 1.81$		0.13 $t = 2.10^*$		0.12 $t = 2.02^*$
Extraversion		-0.06 $t = -0.70$		-0.06 $t = -0.75$		-0.05 $t = -0.58$		-0.05 $t = -0.56$
Agreeableness		0.08 $t = 1.08$		0.09 $t = 1.17$		0.09 $t = 1.19$		0.09 $t = 1.14$
Neuroticism		-0.11 $t = -1.14$		-0.12 $t = -1.22$		-0.10 $t = -1.08$		-0.11 $t = -1.17$
Class	0.16 $t = 2.69^{**}$	0.07 $t = 1.10$	0.11 $t = 2.31^*$	0.09 $t = 1.82$	-0.01 $t = -0.08$	-0.09 $t = -0.82$	0.11 $t = 1.20$	0.08 $t = 0.94$
Politics	0.49 $t = 6.40^{***}$	0.51 $t = 6.35^{***}$	0.51 $t = 6.74^{***}$	0.50 $t = 6.44^{***}$	0.54 $t = 7.03^{***}$	0.53 $t = 6.81^{***}$	0.53 $t = 6.84^{***}$	0.52 $t = 6.66^{***}$

Note:

* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Gender (0 = Male, +1 = Female); Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S15: Descriptive Statistics and Zero-Order Correlations of Measured Variables in Study 3B

	Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1. Gender	—	—																	
2. Ethnicity	—	—	−.06																
3. Subjective Class	4.85	1.56	−.03	.01															
4. Parental Education	3.75	1.87	−.02	.02	.28														
5. Income	3.64	.83	−.07	.02	.60	.24													
6. Education	3.12	1.03	.01	.02	.43	.40	.32												
7. Politics	3.61	1.22	−.21	−.02	.18	.12	.10	.14											
8. Desire for Power	4.59	1.64	−.16	−.16	.20	.07	.18	.09	.52										
9. Openness	4.56	1.18	−.01	−.14	−.03	.03	−.08	−.01	.05	.13									
10. Conscientiousness	5.16	.88	.09	−.09	.04	−.14	.04	−.09	−.15	.18	.20								
11. Extraversion	3.53	1.34	−.05	−.03	.19	.03	.18	.08	.19	.34	.07	.23							
12. Agreeableness	4.12	1.19	.04	−.02	.07	.02	.05	−.02	−.37	−.11	.09	.17	.06						
13. Neuroticism	2.68	1.27	.17	−.01	−.11	.02	−.07	−.01	.06	−.17	−.11	−.32	−.27	−.26					
14. SDO	2.58	1.38	−.11	.07	.13	.00	.07	.02	.26	.14	−.25	−.09	−.01	−.21	.04				
15. Narcissism	4.74	4.08	−.16	−.12	.17	.03	.11	.07	.47	.59	.03	.09	.40	−.25	−.14	.23			
16. Communal Orientation	5.25	.96	.23	−.03	.02	−.06	.02	−.03	−.26	.01	.27	.31	.16	.33	−.05	−.34	−.15		
17. Collectivism	5.85	.91	.18	.00	−.01	−.10	.01	−.14	−.39	−.08	.18	.43	.05	.51	−.25	−.23	−.26	.60	
18. SVO	6.04	3.89	.12	−.01	−.04	−.05	−.04	−.01	−.25	−.18	.08	.09	−.01	.20	.03	−.23	−.24	.21	.20

Note: Gender: 0 = Male, +1 = Female; Ethnic Status: 0 = Ethnic Minorities, +1 = Whites; $r_s > .09$ are significant at $p < .05$; $r_s > .12$ are significant at $p < .01$; $r_s > .16$ are significant at $p < .001$

Table S16: Social Class and Desire for Power in Study 3B

<i>Dependent variable: Desire for Power</i>								
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Education (5)	Education (6)	Parental (7)	Parental (8)
Ethnic Status		-0.66 <i>t</i> = -3.82***		-0.67 <i>t</i> = -3.83***		-0.67 <i>t</i> = -3.83***		-0.67 <i>t</i> = -3.81***
Gender		-0.49 <i>t</i> = -3.63***		-0.47 <i>t</i> = -3.44***		-0.51 <i>t</i> = -3.72***		-0.50 <i>t</i> = -3.65***
Openness		0.11 <i>t</i> = 1.90		0.12 <i>t</i> = 1.99*		0.10 <i>t</i> = 1.69		0.09 <i>t</i> = 1.59
Conscientiousness		0.20 <i>t</i> = 2.48*		0.19 <i>t</i> = 2.36*		0.22 <i>t</i> = 2.60**		0.22 <i>t</i> = 2.69**
Extraversion		0.33 <i>t</i> = 6.25***		0.33 <i>t</i> = 6.24***		0.35 <i>t</i> = 6.60***		0.35 <i>t</i> = 6.74***
Agreeableness		-0.24 <i>t</i> = -4.24***		-0.24 <i>t</i> = -4.16***		-0.23 <i>t</i> = -3.97***		-0.24 <i>t</i> = -4.09***
Neuroticism		-0.07 <i>t</i> = -1.19		-0.08 <i>t</i> = -1.36		-0.08 <i>t</i> = -1.30		-0.08 <i>t</i> = -1.36
Class	0.21 <i>t</i> = 4.49***	0.15 <i>t</i> = 3.56***	0.15 <i>t</i> = 3.96***	0.11 <i>t</i> = 3.05**	0.18 <i>t</i> = 2.06*	0.16 <i>t</i> = 2.06*	0.12 <i>t</i> = 1.63	0.13 <i>t</i> = 2.04*

Note:

*p<0.05; **p<0.01; ***p<0.001

Gender (0 = Male, +1 = Female); Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S17: Social Class and Willingness to Engage in Politics in Study 3B

<i>Dependent variable: Willingness to Engage in Politics</i>								
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Education (5)	Education (6)	Parental (7)	Parental (8)
Ethnic Status		-0.15 $t = -1.22$		-0.16 $t = -1.27$		-0.16 $t = -1.26$		-0.16 $t = -1.23$
Gender		-0.43 $t = -4.45^{***}$		-0.43 $t = -4.36^{***}$		-0.45 $t = -4.55^{***}$		-0.44 $t = -4.44^{***}$
Openness		0.09 $t = 2.28^*$		0.09 $t = 2.15^*$		0.08 $t = 2.02^*$		0.08 $t = 1.90$
Conscientiousness		-0.19 $t = -3.17^{**}$		-0.20 $t = -3.26^{**}$		-0.17 $t = -2.90^{**}$		-0.17 $t = -2.80^{**}$
Extraversion		0.18 $t = 4.72^{***}$		0.20 $t = 5.12^{***}$		0.19 $t = 5.11^{***}$		0.20 $t = 5.29^{***}$
Agreeableness		-0.37 $t = -8.91^{***}$		-0.37 $t = -8.69^{***}$		-0.36 $t = -8.52^{***}$		-0.36 $t = -8.65^{***}$
Neuroticism		0.03 $t = 0.82$		0.03 $t = 0.68$		0.03 $t = 0.67$		0.03 $t = 0.59$
Class	0.14 $t = 4.09^{***}$	0.13 $t = 4.35^{***}$	0.07 $t = 2.30^*$	0.05 $t = 1.99^*$	0.20 $t = 3.05^{**}$	0.16 $t = 2.80^{**}$	0.14 $t = 2.65^{**}$	0.11 $t = 2.36^*$

Note:

*p<0.05; **p<0.01; ***p<0.001

Gender (0 = Male, +1 = Female); Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S18: Social Class and Desire for Power in Study 3B

<i>Dependent variable: Desire for Power</i>								
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Education (5)	Education (6)	Parental (7)	Parental (8)
Ethnic Status		-0.66 $t = -3.82^{***}$		-0.67 $t = -3.83^{***}$		-0.67 $t = -3.83^{***}$		-0.67 $t = -3.81^{***}$
Gender		-0.49 $t = -3.63^{***}$		-0.47 $t = -3.44^{***}$		-0.51 $t = -3.72^{***}$		-0.50 $t = -3.65^{***}$
Openness		0.11 $t = 1.90$		0.12 $t = 1.99^*$		0.10 $t = 1.69$		0.09 $t = 1.59$
Conscientiousness		0.20 $t = 2.48^*$		0.19 $t = 2.36^*$		0.22 $t = 2.60^{**}$		0.22 $t = 2.69^{**}$
Extraversion		0.33 $t = 6.25^{***}$		0.33 $t = 6.24^{***}$		0.35 $t = 6.60^{***}$		0.35 $t = 6.74^{***}$
Agreeableness		-0.24 $t = -4.24^{***}$		-0.24 $t = -4.16^{***}$		-0.23 $t = -3.97^{***}$		-0.24 $t = -4.09^{***}$
Neuroticism		-0.07 $t = -1.19$		-0.08 $t = -1.36$		-0.08 $t = -1.30$		-0.08 $t = -1.36$
Class	0.21 $t = 4.49^{***}$	0.15 $t = 3.56^{***}$	0.15 $t = 3.96^{***}$	0.11 $t = 3.05^{**}$	0.18 $t = 2.06^*$	0.16 $t = 2.06^*$	0.12 $t = 1.63$	0.13 $t = 2.04^*$

Note:

*p<0.05; **p<0.01; ***p<0.001

Gender (0 = Male, +1 = Female); Ethnic Status (0 = Ethnic Minority, + 1 = White)

Table S19: Descriptive Statistics and Zero-Order Correlations of Measured Variables in Study 4

	Mean	SD	1	2	3	4	5	6	7
1. Gender	—	—							
2. Ethnic Status	—	—	−.02						
3. Subjective Class	6.84	1.46	−.04	.18***					
4. Parental Education	5.96	3.34	.06	.16**	.25***				
5. Income	3.96	1.13	.08	.03	.40***	.41***			
6. Politics	3.72	1.08	−.11	−.03	.10	−.03	.03		
7. Prosociality	6.13	.80	.07	.06	.16**	−.03	.11	−.01	
8. Desire for Power	5.13	1.36	−.10	−.08	.16**	−.08	.08	.37***	.20***

Note: Gender: 0 = Male, +1 = Female; Ethnic Status: 0 = Ethnic Minorities, +1 = Whites; * = $p < .05$, ** = $p < .01$, *** = $p < .001$

Table S20: Social Class, Experimental Condition, and Willingness to Engage in Politics in Study 4

<i>Dependent Variable: Willingness to Engage in Politics</i>						
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Parental Education (5)	Parental Education (6)
Ethnic Status		-0.09 $t = -0.68$		-0.08 $t = -0.58$		-0.06 $t = -0.42$
Gender		-0.23 $t = -1.81^\dagger$		-0.28 $t = -2.12^*$		-0.26 $t = -1.97^\dagger$
Class	0.26 $t = 3.97^{***}$	0.26 $t = 3.93^{***}$	0.02 $t = 0.73$	0.02 $t = 0.81$	-0.03 $t = -0.30$	-0.01 $t = -0.18$
Condition	-0.06 $t = -0.49$	-0.07 $t = -0.55$	-0.08 $t = -0.60$	-0.09 $t = -0.66$	-0.10 $t = -0.76$	-0.11 $t = -0.84$
Class x Condition	-0.33 $t = -3.79^{***}$	-0.32 $t = -3.71^{***}$	-0.03 $t = -0.65$	-0.02 $t = -0.58$	-0.01 $t = -0.09$	-0.01 $t = -0.09$

Note: $^\dagger p < 0.10$; $* p < 0.05$; $** p < 0.01$; $*** p < 0.001$ Condition (0 = Self-Focus, +1 = Other-Focus), Gender (0 = Male, +1 = Female),
Ethnic Status (0 = Ethnic Minority, +1 = White)

Table S21: Social Class, Experimental Condition, and Willingness to Engage in Prosociality in Study 4

<i>Dependent Variable: Willingness to Engage in Prosociality</i>						
	Subjective (1)	Subjective (2)	Income (3)	Income (4)	Parental Education (5)	Parental Education (6)
Ethnic Status		0.06 $t = 0.59$		0.08 $t = 0.77$		0.10 $t = 1.00$
Gender		0.14 $t = 1.43$		0.09 $t = 0.89$		0.10 $t = 1.04$
Class	0.13 $t = 2.65^{**}$	0.14 $t = 2.71^{**}$	0.03 $t = 1.60$	0.03 $t = 1.56$	-0.02 $t = -0.34$	-0.03 $t = -0.50$
Condition	0.01 $t = 0.11$	0.02 $t = 0.23$	0.01 $t = 0.10$	0.02 $t = 0.17$	-0.004 $t = -0.05$	0.002 $t = 0.02$
Class x Condition	-0.07 $t = -1.11$	-0.08 $t = -1.22$	-0.01 $t = -0.48$	-0.01 $t = -0.49$	0.001 $t = 0.01$	0.004 $t = 0.04$

Note:

* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Condition (0 = Self-Focus, +1 = Other-Focus), Gender (0 = Male, +1 = Female),
Ethnic Status (0 = Ethnic Minority, +1 = White)