**Table S1. Inter-item Correlations in Study 1**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Item | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1. Acc1 |  |  |  |  |  |  |  |  |  |  |  |
| 2. Acc2 | .71\*\* |  |  |  |  |  |  |  |  |  |  |
| 3. Acc3 | .32\*\* | .49\*\* |  |  |  |  |  |  |  |  |  |
| 4. Pro1 | .48\*\* | .43\*\* | .11 |  |  |  |  |  |  |  |  |
| 5. Pro2 | .51\*\* | .54\*\* | .24\*\* | .67\*\* |  |  |  |  |  |  |  |
| 6. Pro3 | .31\*\* | .35\*\* | .16\* | .50\*\* | .73\*\* |  |  |  |  |  |  |
| 7. Dis1 | -.11 | -.07 | .04 | -.24\*\* | -.11 | -.06 |  |  |  |  |  |
| 8. Dis2 | -.36\*\* | -.42\*\* | -.21\*\* | -.34\*\* | -.45\*\* | -.30\*\* | .32\*\* |  |  |  |  |
| 9. Dis3 | -.30\*\* | -.32\*\* | -.16\* | -.31\*\* | -.43\*\* | -.35\*\* | .30\*\* | .75\*\* |  |  |  |
| 10. Res1 | -.38\*\* | -.47\*\* | -.22\*\* | -.42\*\* | -.47\*\* | -.34\*\* | .26\*\* | .61\*\* | .52\*\* |  |  |
| 11. Res2 | -.54\*\* | -.51\*\* | -.13 | -.48\*\* | -.47\*\* | -.36\*\* | .22\*\* | .51\*\* | .53\*\* | .65\*\* |  |
| 12. Res3 | -.55\*\* | -.50\*\* | -.09 | -.42\*\* | -.37\*\* | -.22\*\* | .19\*\* | .47\*\* | .44\*\* | .56\*\* | .69\*\* |

\* *p* < .05, \*\* *p* < .01

**Table S2. Inter-item Correlations in Study 2**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Item | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1. Acc1 |  |  |  |  |  |  |  |  |  |  |  |
| 2. Acc2 | .67\*\* |  |  |  |  |  |  |  |  |  |  |
| 3. Acc3 | .44\*\* | .57\*\* |  |  |  |  |  |  |  |  |  |
| 4. Pro1 | .66\*\* | .64\*\* | .39\*\* |  |  |  |  |  |  |  |  |
| 5. Pro2 | .54\*\* | .59\*\* | .47\*\* | .67\*\* |  |  |  |  |  |  |  |
| 6. Pro3 | .53\*\* | .55\*\* | .36\*\* | .68\*\* | .76\*\* |  |  |  |  |  |  |
| 7. Dis1 | -.19\*\* | -.16\* | .00 | -.34\*\* | -.30\*\* | -.33\*\* |  |  |  |  |  |
| 8. Dis2 | -.47\*\* | -.54\*\* | -.38\*\* | -.42\*\* | -.39\*\* | -.39\*\* | .32\*\* |  |  |  |  |
| 9. Dis3 | -.46\*\* | -.56\*\* | -.43\*\* | -.49\*\* | -.49\*\* | -.42\*\* | .35\*\* | .54\*\* |  |  |  |
| 10. Res1 | -.29\*\* | -.40\*\* | -.30\*\* | -.21\*\* | -.15\* | -.11 | .09 | .53\*\* | .50\*\* |  |  |
| 11. Res2 | -.30\*\* | -.36\*\* | -.30\*\* | -.17\* | -.17\* | -.13 | .14\* | .60\*\* | .48\*\* | .66\*\* |  |
| 12. Res3 | -.32\*\* | -.39\*\* | -.36\*\* | -.20\*\* | -.18\*\* | -.11 | .10 | .59\*\* | .40\*\* | .57\*\* | .69\*\* |

\* *p* < .05, \*\* *p* < .01

**Table S3. Inter-item Correlations in Study 3**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Item | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1. Acc1 |  |  |  |  |  |  |  |  |  |  |  |
| 2. Acc2 | .66\*\* |  |  |  |  |  |  |  |  |  |  |
| 3. Acc3 | .40\*\* | .48\*\* |  |  |  |  |  |  |  |  |  |
| 4. Pro1 | .62\*\* | .60\*\* | .25\*\* |  |  |  |  |  |  |  |  |
| 5. Pro2 | .29\*\* | .36\*\* | .21\*\* | .52\*\* |  |  |  |  |  |  |  |
| 6. Pro3 | .32\*\* | .43\*\* | .29\*\* | .44\*\* | .67\*\* |  |  |  |  |  |  |
| 7. Dis1 | -.18\*\* | -.21\*\* | -.03 | -.23\*\* | -.08 | -.07 |  |  |  |  |  |
| 8. Dis2 | -.40\*\* | -.39\*\* | -.28\*\* | -.41\*\* | -.28\*\* | -.29\*\* | .26\*\* |  |  |  |  |
| 9. Dis3 | -.45\*\* | -.46\*\* | -.32\*\* | -.43\*\* | -.32\*\* | -.33\*\* | .26\*\* | .74\*\* |  |  |  |
| 10. Res1 | -.34\*\* | -.38\*\* | -.19\*\* | -.39\*\* | -.24\*\* | -.25\*\* | .21\*\* | .58\*\* | .53\*\* |  |  |
| 11. Res2 | -.34\*\* | -.38\*\* | -.24\*\* | -.40\*\* | -.25\*\* | -.22\*\* | .22\*\* | .65\*\* | .62\*\* | .71\*\* |  |
| 12. Res3 | -.35\*\* | -.38\*\* | -.20\*\* | -.37\*\* | -.23\*\* | -.19\*\* | .22\*\* | .67\*\* | .61\*\* | .68\*\* | .83\*\* |

\* *p* < .05, \*\* *p* < .01

**Table S4. Inter-item Correlations in Study 4**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Item | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1. Acc1 |  |  |  |  |  |  |  |  |  |  |  |
| 2. Acc2 | .71\*\* |  |  |  |  |  |  |  |  |  |  |
| 3. Acc3 | .48\*\* | .64\*\* |  |  |  |  |  |  |  |  |  |
| 4. Pro1 | .48\*\* | .48\*\* | .34\*\* |  |  |  |  |  |  |  |  |
| 5. Pro2 | .36\*\* | .42\*\* | .31\*\* | .75\*\* |  |  |  |  |  |  |  |
| 6. Pro3 | .34\*\* | .40\*\* | .33\*\* | .67\*\* | .78\*\* |  |  |  |  |  |  |
| 7. Dis1 | -.15\*\* | -.05 | .01 | -.21\*\* | -.15\*\* | -.13\*\* |  |  |  |  |  |
| 8. Dis2 | -.44\*\* | -.39\*\* | -.34\*\* | -.38\*\* | -.30\*\* | -.28\*\* | .30\*\* |  |  |  |  |
| 9. Dis3 | -.42\*\* | -.47\*\* | -.37\*\* | -.42\*\* | -.37\*\* | -.37\*\* | .31\*\* | .60\*\* |  |  |  |
| 10. Res1 | -.53\*\* | -.51\*\* | -.40\*\* | -.37\*\* | -.25\*\* | -.25\*\* | .11\*\* | .44\*\* | .49\*\* |  |  |
| 11. Res2 | -.52\*\* | -.51\*\* | -.36\*\* | -.37\*\* | -.26\*\* | -.25\*\* | .09\* | .46\*\* | .50\*\* | .79\*\* |  |
| 12. Res3 | -.57\*\* | -.52\*\* | -.37\*\* | -.30\*\* | -.17\*\* | -.16\*\* | .10\* | .49\*\* | .42\*\* | .71\*\* | .75\*\* |

\* *p* < .05, \*\* *p* < .01

**Table S5. Inter-item Correlations in Study 5**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Item | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1. Acc1 |  |  |  |  |  |  |  |  |  |  |
| 2. Acc2 | .65\*\* |  |  |  |  |  |  |  |  |  |
| 3. Pro1 | .55\*\* | .46\*\* |  |  |  |  |  |  |  |  |
| 4. Pro2 | .41\*\* | .33\*\* | .73\*\* |  |  |  |  |  |  |  |
| 5. Pro3 | .46\*\* | .37\*\* | .65\*\* | .72\*\* |  |  |  |  |  |  |
| 6. Dis1 | -.33\*\* | -.30\*\* | -.36\*\* | -.27\*\* | -.20\*\* |  |  |  |  |  |
| 7. Dis2 | -.39\*\* | -.36\*\* | -.44\*\* | -.36\*\* | -.34\*\* | .24\*\* |  |  |  |  |
| 8. Dis3 | -.45\*\* | -.43\*\* | -.43\*\* | -.37\*\* | -.33\*\* | .30\*\* | .63\*\* |  |  |  |
| 9. Res1 | -.41\*\* | -.47\*\* | -.38\*\* | -.29\*\* | -.35\*\* | .17\*\* | .38\*\* | .51\*\* |  |  |
| 10. Res2 | -.41\*\* | -.39\*\* | -.34\*\* | -.22\*\* | -.25\*\* | .22\*\* | .39\*\* | .48\*\* | .70\*\* |  |
| 11. Res3 | -.39\*\* | -.32\*\* | -.24\*\* | -.16\*\* | -.17\*\* | .20\*\* | .41\*\* | .41\*\* | .51\*\* | .56\*\* |

\* *p* < .05, \*\* *p* < .01

**Table S6. Change Response Circumplex Item Factor Loadings in Studies 1-5**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Item | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 |
| 1. Acc1 | .79 | .78 | .77 | .79 | .83 |
| 2. Acc2 | .91 | .86 | .86 | .90 | .74 |
| 3. Acc3 | .48 | .62 | .53 | .68 | --a |
| 4. Pro1 | .69 | .83 | .75 | .82 | .86 |
| 5. Pro2 | .98 | .84 | .74 | .92 | .85 |
| 6. Pro3 | .74 | .84 | .72 | .85 | .77 |
| 7. Dis1 | .36 | .36 | .31 | .34 | .37 |
| 8. Dis2 | .88 | .79 | .87 | .75 | .80 |
| 9. Dis3 | .85 | .73 | .85 | .83 | .85 |
| 10. Res1 | .77 | .76 | .77 | .88 | .81 |
| 11. Res2 | .86 | .86 | .92 | .90 | .83 |
| 12. Res3 | .77 | .79 | .90 | .83 | .67 |

Notes: a This item was not available in Study 5; All of the items loaded significantly (p<.01) on their designated factor.

Table S7

*Inter-Factor Correlations in Studies 1-5*

|  |  |  |  |
| --- | --- | --- | --- |
| Study 1 | 1 | 2 | 3 |
| 1. Acceptance |  |  |  |
| 2. Proactivity | .62 |  |  |
| 3. Disengagement | -.47 | -.51 |  |
| 4. Resistance | -.69 | -.57 | .74 |
| Study 2 | 1 | 2 | 3 |
| 1. Acceptance |  |  |  |
| 2. Proactivity | .84 |  |  |
| 3. Disengagement | -.78 | -.69 |  |
| 4. Resistance | -.51 | -.23 | .83 |
| Study 3 | 1 | 2 | 3 |
| 1. Acceptance |  |  |  |
| 2. Proactivity | .73 |  |  |
| 3. Disengagement | -.60 | -.54 |  |
| 4. Resistance | -.50 | -.43 | .82 |
| Study 4 | 1 | 2 | 3 |
| 1. Acceptance |  |  |  |
| 2. Proactivity | .54 |  |  |
| 3. Disengagement | -62 | -.51 |  |
| 4. Resistance | -.68 | -.34 | .67 |
| Study 5 | 1 | 2 | 3 |
| 1. Acceptance |  |  |  |
| 2. Proactivity | .66 |  |  |
| 3. Disengagement | -.63 | -.56 |  |
| 4. Resistance | -.59 | -.40 | .65 |

Note: All of the inter-factor correlations were significant (p<.01).