Online supplemental materials accompanying:

Emotional intelligence and counterproductive work behaviors: A meta-analytic investigation

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EI categorization coding scheme

Table S1: Coding Scheme for EI Variables

EI	Measure	Reference
SR Ability EI	Emotional Intelligence Scale (EIS)	Goleman (1998)
	General Emotional Intelligence Scale (GEIS)	Mehrabian (2000)
	North Dakota Emotional Abilities Test (NEAT)	Krishnakumar et al. (2016)
	Shutte Self-Report Emotional Intelligence Test (SREIT)	Schutte et al. (1998)
	Wong and Law Emotional Intelligence Scale (WLEIS)	Wong & Law (2022)
Mixed EI	Bar-On Emotional Quotient Inventory (EQ-i)	Bar-On (1997)
	Emotional Intelligence Index (EQI)	Rahim et al. (2002)
	Genos Emotional Intelligence Inventory (GEII)	Gignac (2008)
	Multidimensional Emotional Intelligence Assessment (MEIA)	Tet et al. (2006)
	Situational Test of Emotion Managemetn (STEM)	MacCann & Roberts (2008)
	Situational Test of Emotional Understanding (STEU)	MacCann & Roberts (2008)
Perform EI	Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT)	Mayer et al. (2002)
	MSCEIT V2	Mayer et al. (2002)

Primary Study Descriptions

Table S2: Summary of Primary Studies

ID	Full_References	Source	Study_Design	EIStyle	EI_Scale_Source	EI_Scale_Author	CWB_Scale_Source	CWB_Scale_Author
1	Al-Ali et al., n.d.	Dissertation	Cross-Sectional	SR Ability	Self-report	Schutte, et al. 1998	Self-report	Spector, et al. 2006
2	Alias et al., 2013	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2022	Self-report	Bennett & Robinson, 2000
3	Azib, 2006	Dissertation	Cross-Sectional	SR Ability	Self-report	Schutte, et al. 1998	Self-report	Aquino et al., 1999
4	Bibi et al., 2013	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Spector, et al. 2006
5	Cohen et al., 2021	Publication	Cross-Sectional	SR Ability	Self-report	Shutte et al., 1998	Self-report	Spector, et al. 2006
6	Costa et al., n.d.	Dissertation	Cross-Sectional	SR Ability	Self-report	Shutte et al., 1998	Self-report	Seoctor et al, 2010
7	Côté et al., 2011	Publication	Longitudinal	SR Ability	Self-report	Mayer et al., 2002	Self-report	Bennett & Robinson, 2000
8	De Clercq et al., 2014	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Bennett & Robinson, 2000
9	Devonish et al., 2010	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Spector, et al. 2005
10	Dirican et al., 2020	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Bennett & Robinson, 2000
11	Greenidge et al., 2014	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2003	Peer-Reported	Coyne et al, 2013
12	Güldü et al., 2014	Publication	Cross-Sectional	Mixed	Self-report	Bar-On, 1997	Self-report	Spector, et al. 2006
13	Greenidge et al., 2014	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Peer-Reported	Spector, et al. 2005
15	Joseph et al., n.d.	Dissertation	Cross-Sectional	Mixed	Self-report	MacCann & Roberts, 2008	Self-report	Hanisch & Hulin, 1990
16	Jung et al., 2012	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Many Scales
17	Karim et al., 2015	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Spector, et al. 2006
18	Khalid et al., 2022	Publication	Cross-Sectional	SR Ability	Self-report	NA	Self-report	NA
19	Khalid et al., 2009	Publication	Cross-Sectional	SR Ability	Self-report	Shutte et al., 1998	Self-report	Aquino et al., 1999, 1-6
20	Kluemper et al., 2013	Publication	Cross-Sectional	Perform	Self-report	Mayer et al., 2002	Performance	Bennett & Robinson, 2000
21	Kundi et al., 2021	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Aquino et al., 1999
22	Maria et al., 2014	Publication	Cross-Sectional	SR Ability	Mixed	Mehrabian	Self-report	Spector, et al. 2005
23	Mathew et al. 2014	Publication	Cross-Sectional	SR Ability	Mixed	Goleman, 1998	Self-report	Bennett & Robinson, 2000
24	Mérida-López et al., 2020	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	NA
25	Newton et al., n.d.	Dissertation	Cross-Sectional	Mixed	Self-report	Bar-On, 1997	Performance	Bennett & Robinson, 2000
26	Poole et al. et al., n.d.	Conference Poster	Cross-Sectional	Mixed	Self-report	Tet et al., 2006	Self-report	Marcus et al., 2002
27	Rahman et al., 2012	Publication	Cross-Sectional	Mixed	Objective	Rahim et al., 2002	Objective	Robbinson & Bennet, 1995
28	Raman et al., 2016	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Spector, et al. 2005
29	Robinson et al., 2022	Publication	Cross-Sectional	SR Ability	Self-report	NA	Self-report	Spector, et al. 2005

30	Robinson et al., 2019	Publication	Cross-Sectional	SR Ability	Self-report	NA	Self-report	Bennett & Robinson, 2000
31	Sadovyy et al., 2021	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Ramos Villagrasa et al., 1029
34	Van der Nest et al., 2010	Dissertation	Cross-Sectional	Mixed	Self-report	Ginac, 2008	Self-report	Greenberg & Barling (1999)
35	Winkel et al., 2011	Publication	Cross-Sectional	Perform	Self-report	Mayer & Salvoey, 1997	Self-report	Bennett & Robinson, 2000
36	Ying et al., 2013	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Bennett & Robinson, 2000
37	Zhang et al. et al., n.d.	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Bennett & Robinson, 2000
38	Borys et al., 2006	Dissertation	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Supervisor	BARS
40	Gooty et al., n.d.	Dissertation	Longitudinal (Two week)	Perform	Self-report	Mayer & Salvoey, 1997	Self-report	Bennett & Robinson, 2000
41	Greenidge et al., 2014	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Coyne et al., 2013
42	Kisamore et al., 2010	Publication	Cross-Sectional	SR Ability	Self-report	Brackett et al.'s (2006)	Self-report	Spector, et al. 2006
43	Lee et al., 2014	Publication	Cross-Sectional	SR Ability	Self-report	Wong & Law, 2002	Self-report	Harris and Ogbonna (2006)

True score validities

Overview

In this section of the supplement, we conduct meta-analyses between emotional intelligence (EI) and counterproductive work behavior (CWB) correcting for unreliability in both constructs. These values theoretically represent the "True" construct relationships in the population with the usual assumptions.

The analyses are provided in three separate sections:

1) Relating various EI conceptualizations with an overall CWB score.

2) Relating various EI conceptualizations with the interpersonally- and organizationally-directed (ID/CWBI and OD/CWBO, respectively) CWBs.

3) Relating various EI conceptualizations with narrowly-defined CWB facets (e.g., abuse, withdrawal).

Meta-analytic methodology

The meta-analytic procedure was conducted with the following characteristics:[1]:

- Unreliability corrections for both constructs were based on artifact distribution.
- Effect sizes were corrected for measurement error prior to aggregation.
- Inverse-weighting based on variance of the effect sizes.
- Credibility and confidence intervals estimated using a normal distribution.

[1]Note: Study # 37 from Google doc is removed in the clean data file. Analyses with study #37 (large n and +0.45 cor), the results are all muted. "The results of our research suggest that when choices to engage in CWB occur in contexts of perceived injustice, a high level of EI may actually be positively associated with CWB." (Study authors). We therefore removed this effect size as an inexplicable outlier.

Emotional intelligence and overall CWB meta analyses

Reliability Distribution

Table S3: Reliability Distribution used in Meta-analysis between EI and CWB

Constructs	$\bar{r}$	SD_r	k	N
CWB	0.90	0.07	35	8983
EI	0.89	0.06	38	9474
Mixed	0.93	0.01	5	1232
Perform	0.81	0.07	5	758
SR Ability	0.89	0.05	29	7728

Note:
$\bar{r}$= mean of reliability distribution; SD_r= standard deviation of reliability distribution; k= number of independent samples; N= Overall Sample Size.

Meta-analytic output

Table S4: Meta-analytic Relationships between EI predictors and overall CWB

EIStyle	EI	CWB	k	N	$\bar{r}$	SD_r	SD_{res}	$\bar{\rho}$	SD_ρ	95% CI	80% CV
All Levels	EI	CWB	40	10577	-0.31	0.17	0.16	-0.35	0.18	[-0.41, -0.29]	[-0.58, -0.12]
Mixed	EI	CWB	6	1287	-0.41	0.18	0.17	-0.46	0.18	[-0.61, -0.3]	[-0.69, -0.22]
Perform	EI	CWB	5	758	-0.10	0.23	0.21	-0.12	0.26	[-0.36, 0.13]	[-0.45, 0.22]
SR Ability	EI	CWB	29	8532	-0.32	0.15	0.14	-0.35	0.16	[-0.41, -0.29]	[-0.56, -0.15]

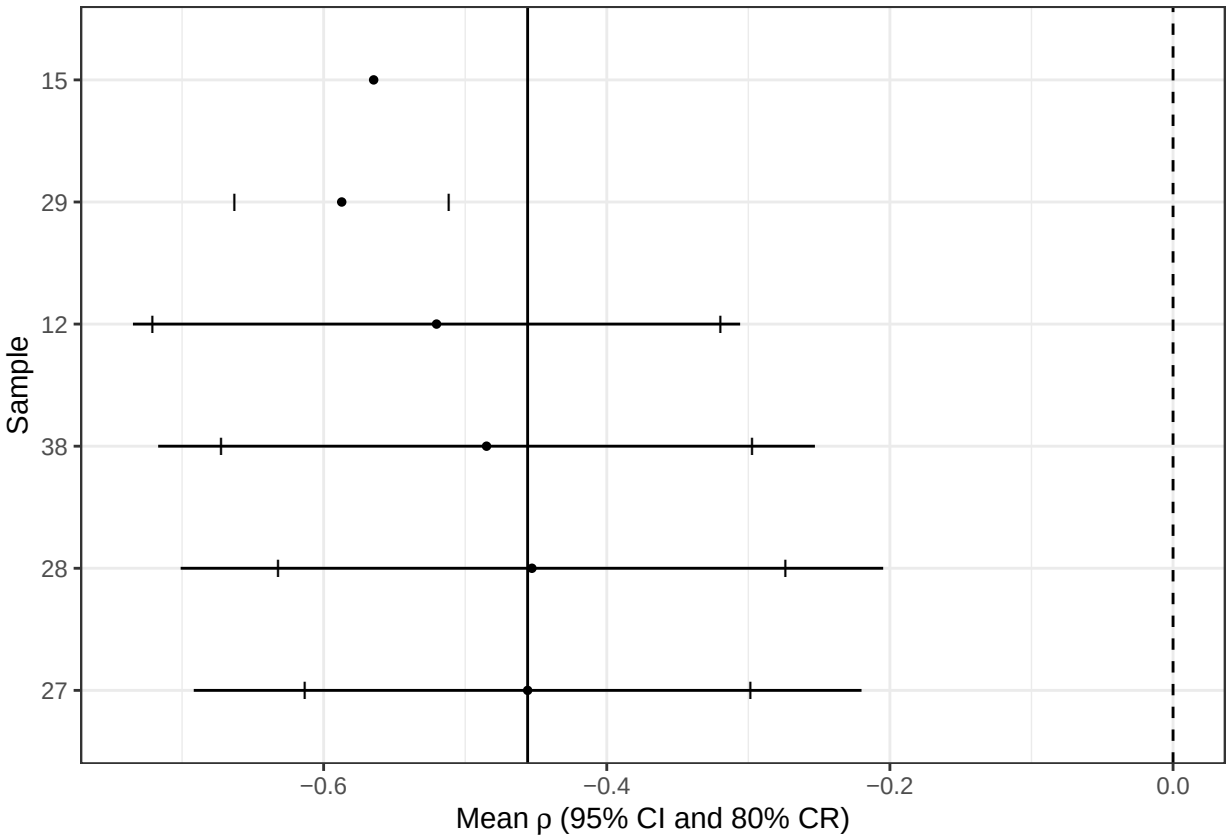
Note:

k= number of independent samples; N= number of subjects; $\bar{r}$= mean observed correlation (corrected for sampling error only); SD_r= standard deviation of observed correlations; SD_{res}= observed variability minus variability due to sampling error and unreliability in CWB and different EI Styles; $\bar{\rho}$= true score correlation (correcting for unreliability in both measures); SD_ρ= standard deviation of true score correlation; 95% CI= 95% confidence interval; 80% CV= 80% credibility interval

Publication bias: Overall CWB & Mixed EI

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##  **** Computing sensitivity analyses ****
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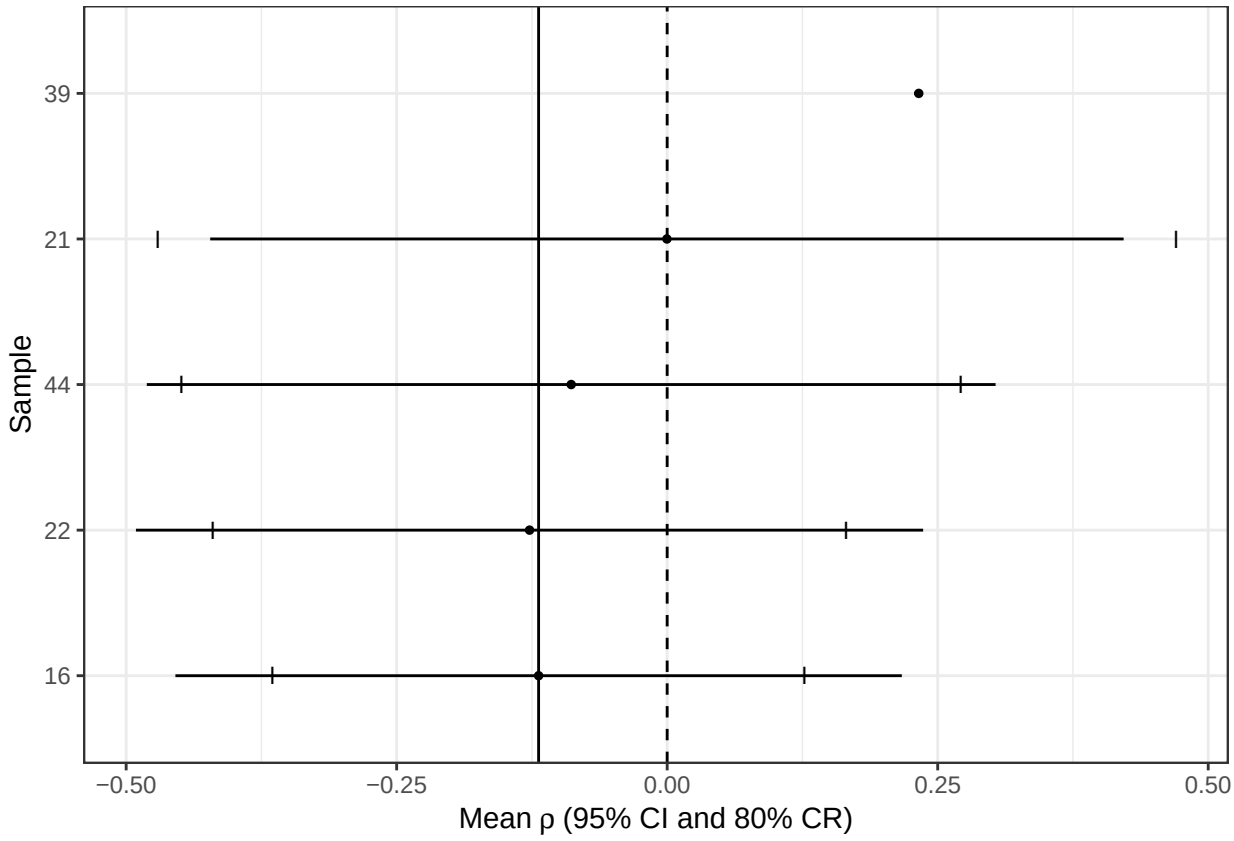
Cumulative meta-analysis The results of the cumulative meta-analysis do not appear to show much publication bias.



Trim and fill The results of the trim and fill analyses are imputing 2 studies on the left side of the funnel plot. This produced an estimated effect size of -0.45 compared to the metafor package estimated effect size of -0.36. There are only a few studies and, if anything, small effect sizes appear to be suppressed.

Publication bias: Overall CWB & Performance EI

Cumulative meta-analysis The cumulative meta-analysis results do not appear to show much publication bias if any.

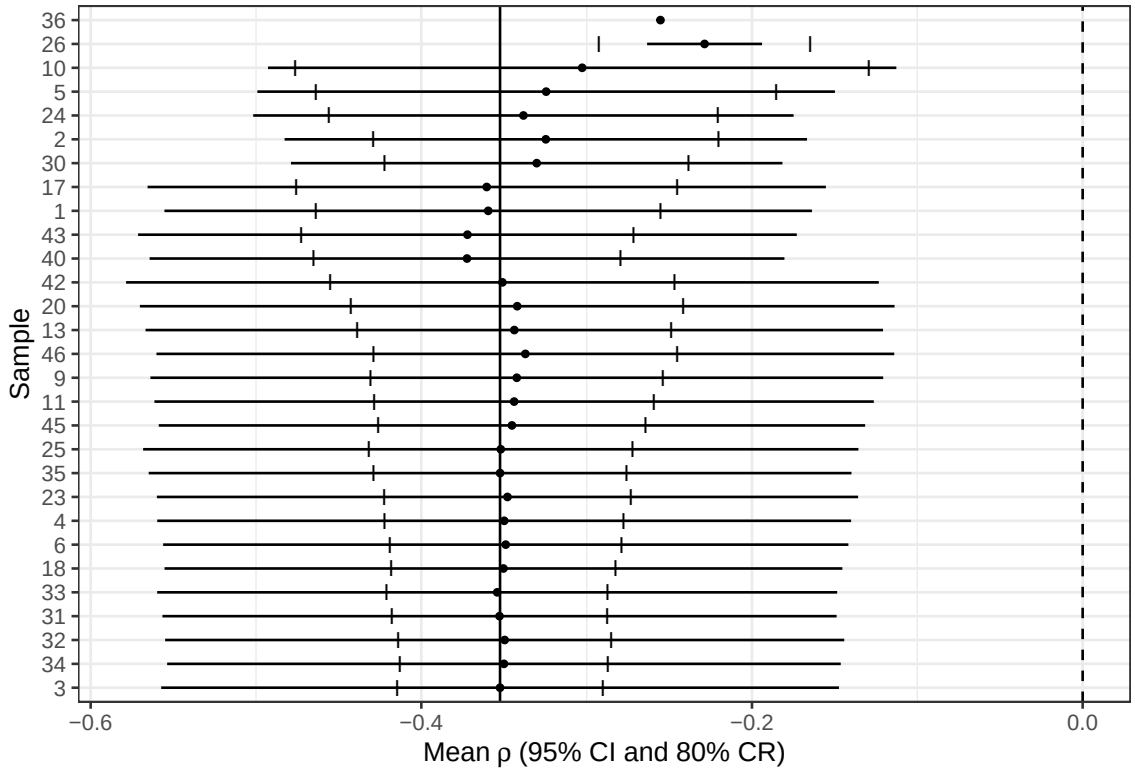


Trim and fill The results of the trim and fill analyses are imputing 0 studies on the right side of the funnel plot. This produced an estimated effect size of -0.12 compared to the metafor package estimated effect size of -0.12. There are only a few studies but none needed to be filled.

These results suggest no publication bias albeit there are very few studies included in this set of analyses.

Publication bias: Overall CWB & Self report EI

Cumulative meta-analysis



Trim and fill The results of the trim and fill analyses are imputing 3 studies on the right side of the funnel plot. This produced an estimated effect size of -0.3 compared to the metafor package estimated effect size of -0.33. Given this larger base of meta-analyzed studies, only two new studies were filled to produce an effect size highly congruent with the originally-estimated effect.

These results do not appear to show publication bias.

Egger's regression test This test is only recommended when greater than 10 studies are available. It is designed as a quantitative view of the funnel plot, attempting to determine whether the effect sizes are asymmetrical.

The results suggest that a symmetrical funnel plot is likely present (p-value = 0.7). In other words, there does not appear to be evidence of publication bias.

Emotional intelligence with CWB subdimensions

Reliability Distribution

Table S5: Reliability Distribution used in Meta-analysis between EI and CWB

Constructs	$\bar{r}$	SD_r	k	N
CWBI	0.84	0.10	17	4028
CWBO	0.88	0.07	19	5601
EI	0.89	0.08	38	9474
Mixed	0.93	0.01	5	1232
Perform	0.79	0.07	5	758
SR Ability	0.89	0.08	29	7728

Note:
$\bar{r}$= mean of reliability distribution; SD_r= standard deviation of reliability distribution; k= number of independent samples; N= Overall Sample Size.

Meta-analytic output

Table S6: Meta-analytic Relationships between EI predictors and CWB subdimensions

EI Style	EI	CWB	k	N	$\bar{r}$	SD_r	SD_{res}	$\bar{\rho}$	SD_ρ	95% CI	80% CV
All Levels	EI	CWBI	22	4996	-0.25	0.15	0.14	-0.29	0.16	[-0.36, -0.21]	[-0.5, -0.08]
Mixed	EI	CWBI	5	699	-0.33	0.16	0.13	-0.40	0.16	[-0.57, -0.23]	[-0.6, -0.19]
Perform	EI	CWBI	3	554	-0.04	0.24	0.23	-0.04	0.29	[-0.39, 0.3]	[-0.41, 0.33]
SR Ability	EI	CWBI	14	3743	-0.26	0.12	0.10	-0.30	0.12	[-0.37, -0.23]	[-0.45, -0.16]
All Levels	EI	CWBO	23	6128	-0.28	0.16	0.15	-0.32	0.17	[-0.4, -0.25]	[-0.54, -0.1]
Mixed	EI	CWBO	5	1153	-0.43	0.18	0.17	-0.47	0.19	[-0.65, -0.3]	[-0.72, -0.23]

Perform	EI	CWBO	3	510	-0.02	0.23	0.21	-0.02	0.27	[-0.34, 0.3]	[-0.37, 0.32]
SR Ability	EI	CWBO	15	4465	-0.27	0.11	0.09	-0.31	0.10	[-0.37, -0.25]	[-0.44, -0.18]

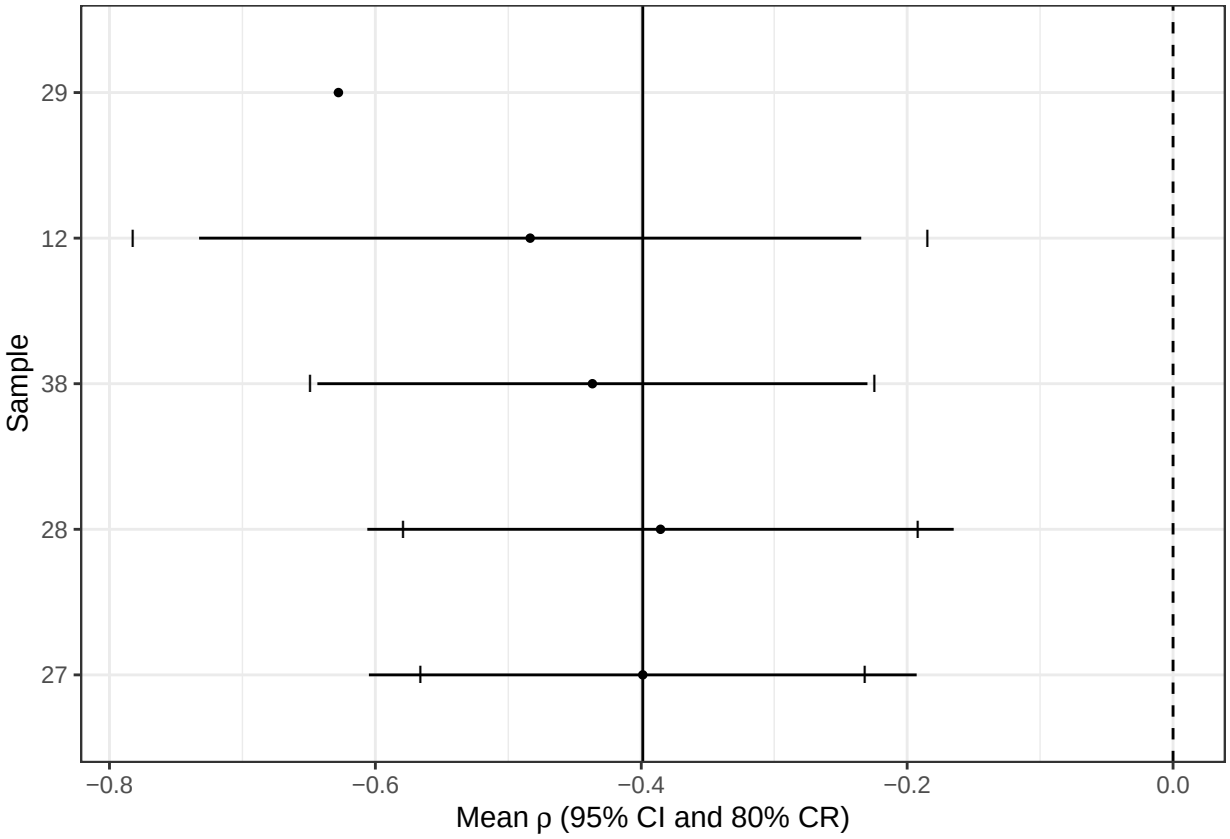
Note:

k= number of independent samples; N= number of subjects; r= mean observed correlation (corrected for sampling error only); SD_r= standard deviation of observed correlations; SD_{res}= observed variability minus variability due to sampling error and unreliability in CWB subdimensions and EI Styles; $\bar{\rho}$= true score correlation (correcting for unreliability in both measures); SD_ρ= standard deviation of true score correlation; 95 % CI= 95% confidence interval; 80% CV= 80% credibility interval

Publication bias: CWBI & Mixed EI

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##  **** Computing sensitivity analyses ****
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Cumulative meta-analysis These results do not appear to demonstrate the presence of publication bias.

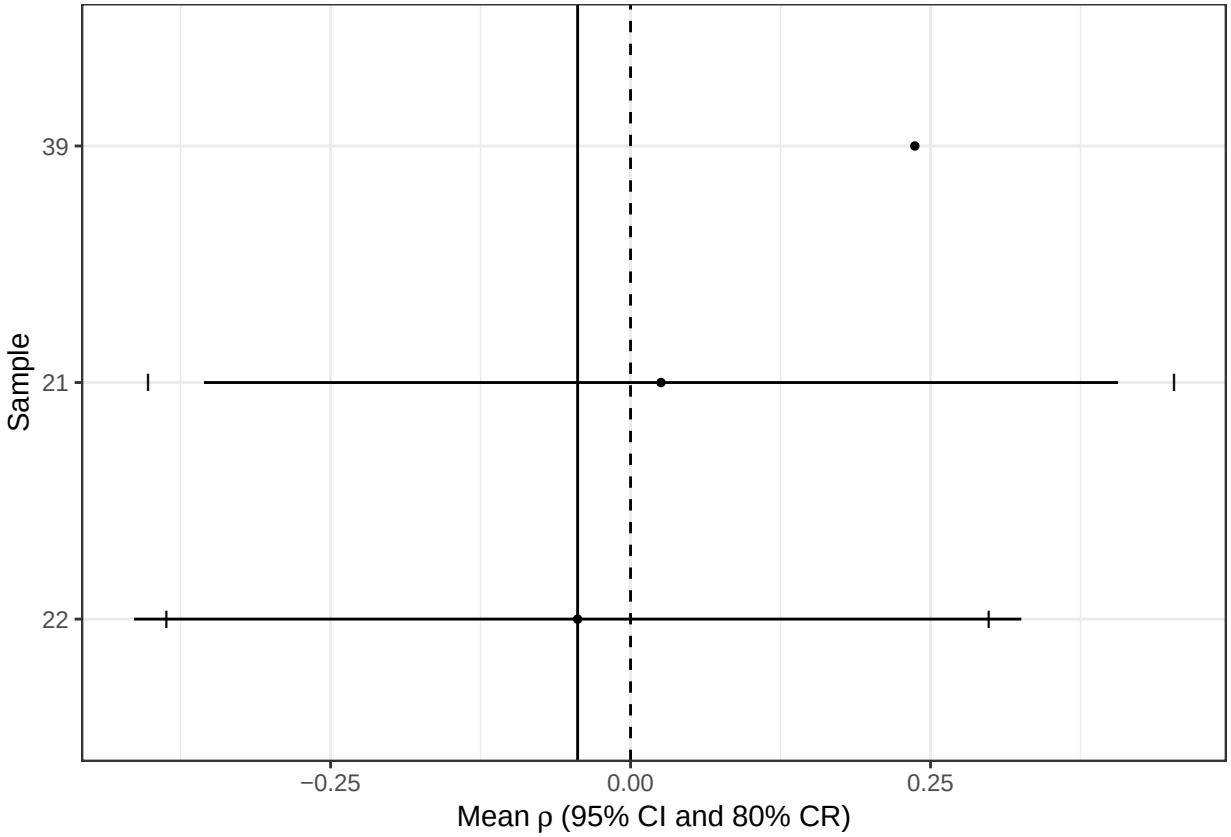


Trim and fill The results of the trim and fill analyses are imputing 2 studies on the left side of the funnel plot. This produced an estimated effect size of -0.45 compared to the metafor package estimated effect size of -0.36. Again, there are only a few studies and, if anything, small effect sizes appear to be suppressed.

Given these findings, there is not much support for the presence of publication bias.

Publication bias: CWBI & Performance EI

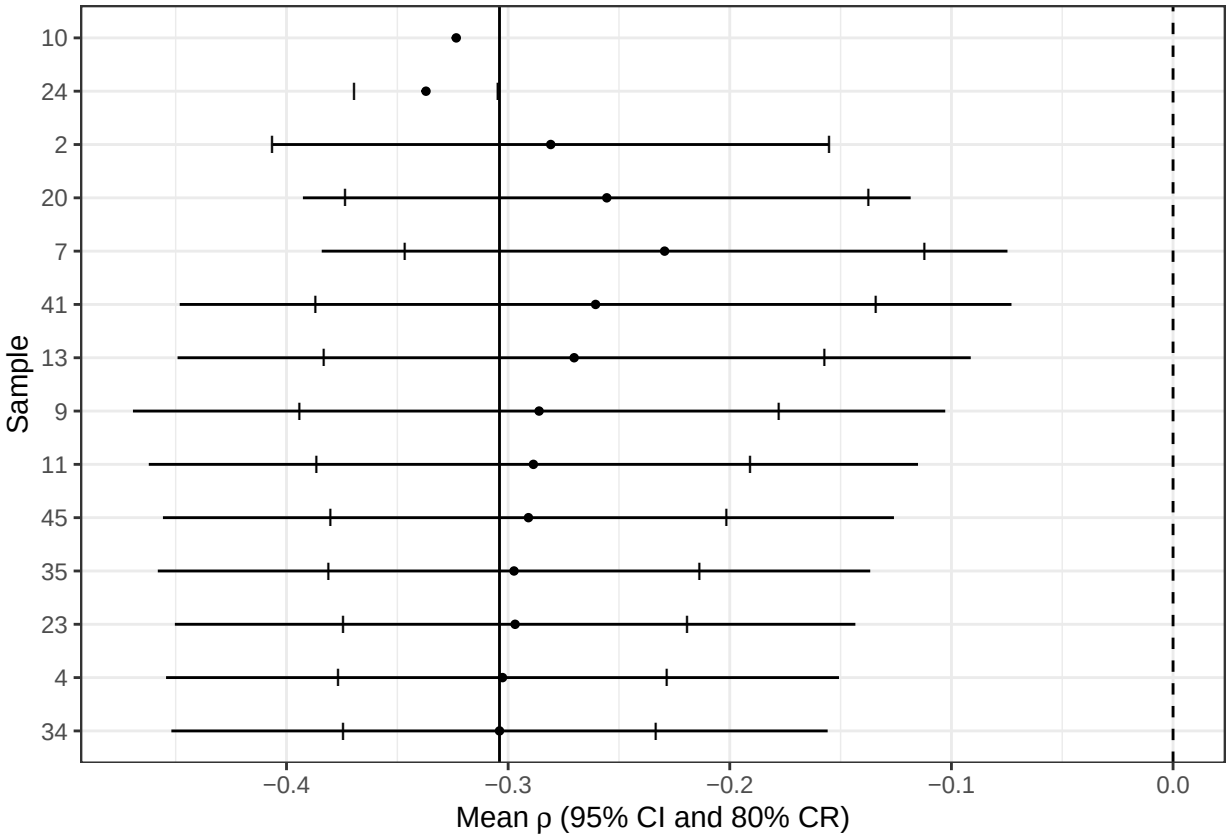
Cumulative meta-analysis These results do not appear to demonstrate the presence of publication bias albeit the volume of studies is very small.



Trim and fill The results of the trim and fill analyses are imputing 0 studies on the right side of the funnel plot. This produced an estimated effect size of -0.08 compared to the metafor package estimated effect size of -0.08. As with previous performance-based analyses, there are very few studies but there does not appear to be the presence of publication bias.

Publication bias: CWBI & Self-report EI

Cumulative meta-analysis These results do not appear to demonstrate the presence of publication bias.



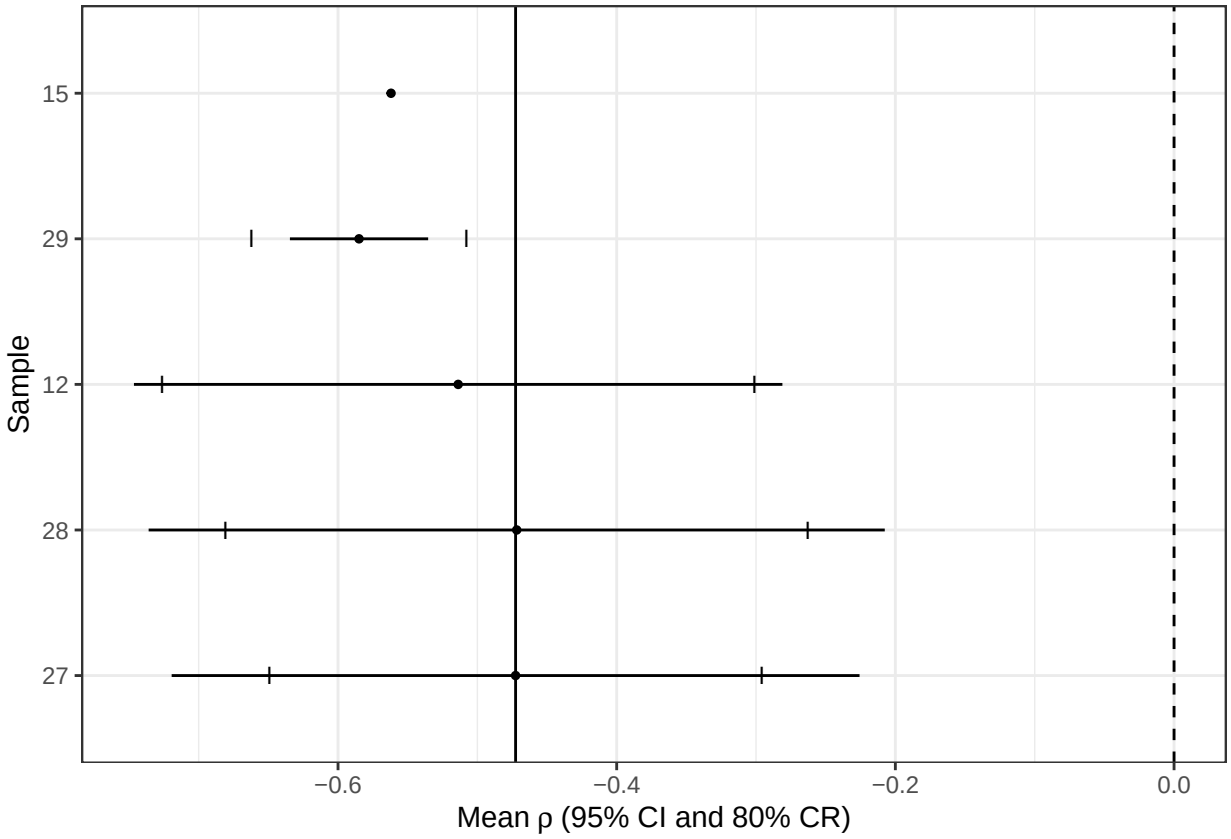
Trim and fill The results of the trim and fill analyses are imputing 3 studies on the right side of the funnel plot. This produced an estimated effect size of -0.24 compared to the metafor package estimated effect size of -0.27. Given that only two studies were filled and the small change in the effect size, we do not feel that publication bias has affected our results for this set of analyses.

Egger's regression test This test is only recommended when greater than 10 studies are available. It is designed as a quantitative view of the funnel plot, attempting to determine whether the effect sizes are asymmetrical.

The results suggest that a symmetrical funnel plot is likely present (p-value = 0.34). In other words, there does not appear to be evidence of publication bias.

Publication bias: CWBO & Mixed EI

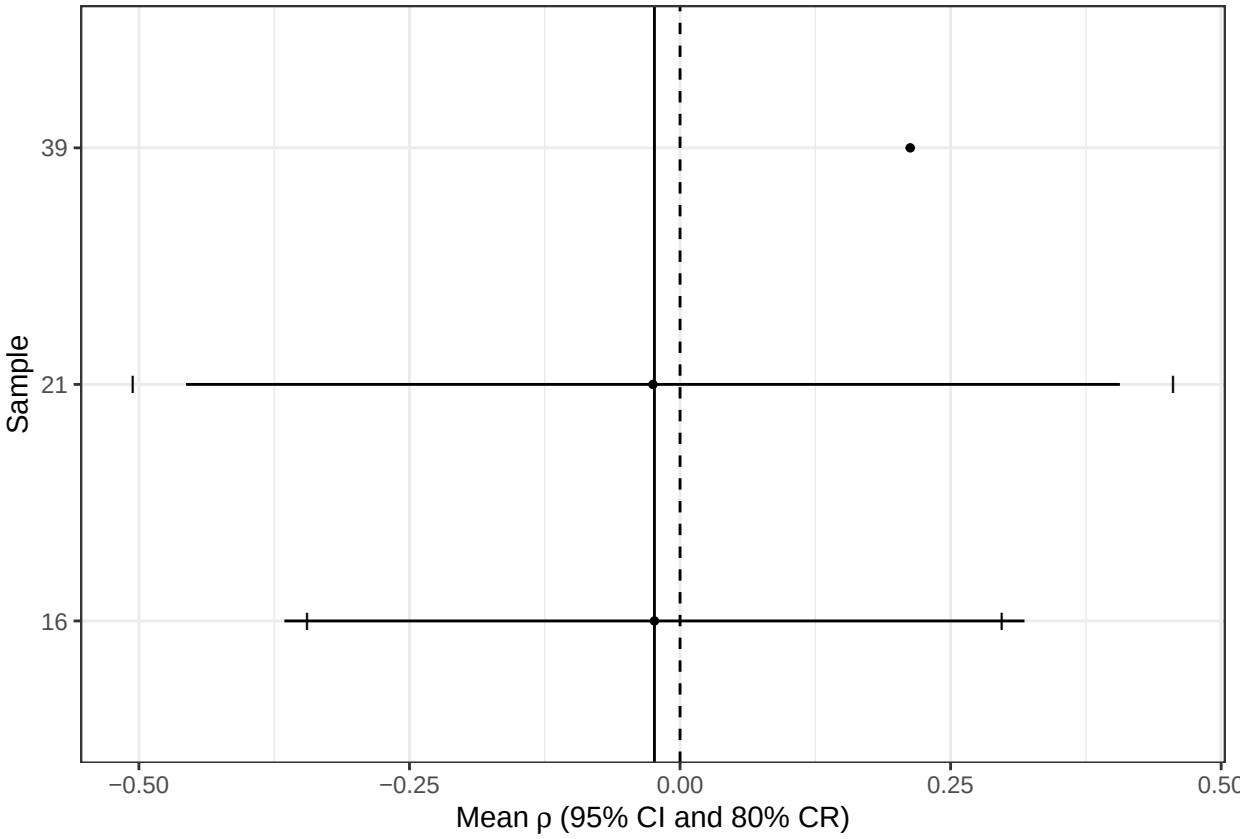
Cumulative meta-analysis These results do not appear to demonstrate the presence of publication bias.



Trim and fill The results of the trim and fill analyses are imputing 0 studies on the left side of the funnel plot. This produced an estimated effect size of -0.38 compared to the metafor package estimated effect size of -0.38. Across the five original studies, no additional effect sizes had to be filled. This suggest that, given our small number of studies, there is not conclusive evidence of publication bias.

Publication bias: CWBO & Performance EI

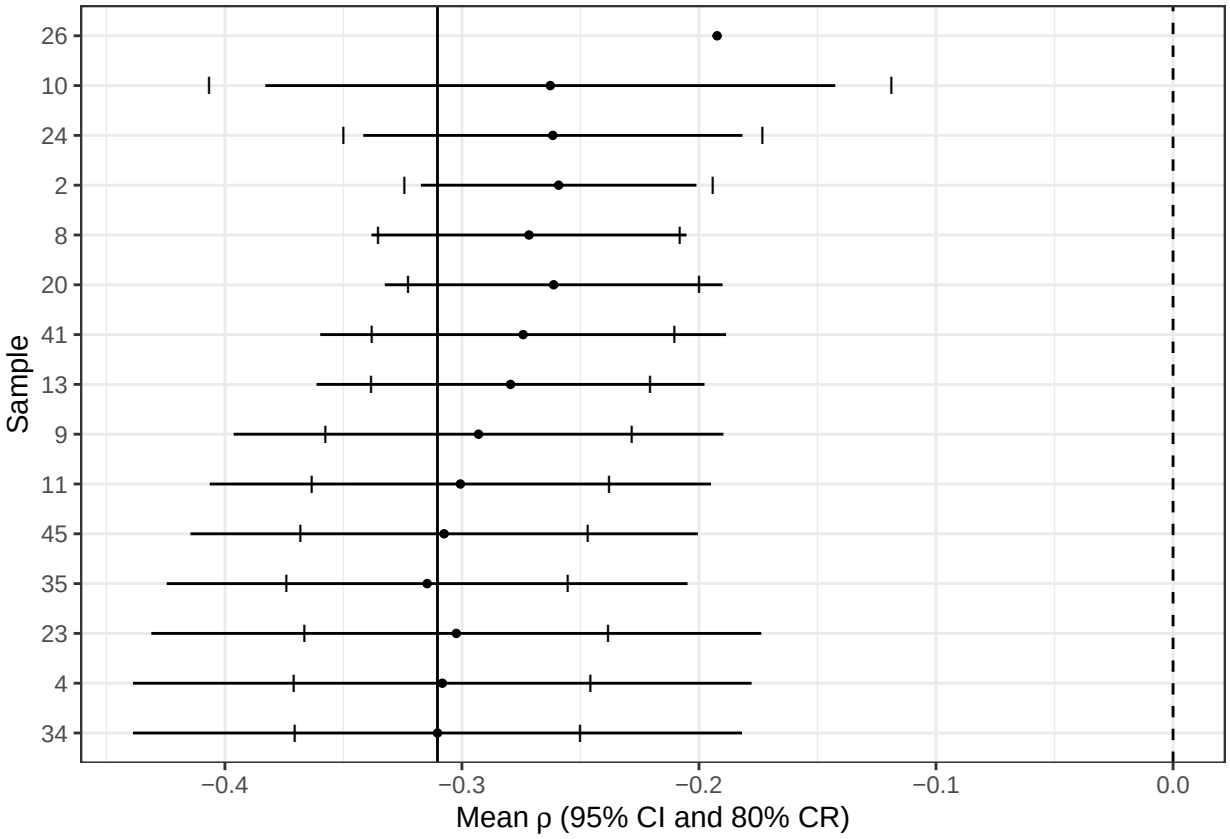
Cumulative meta-analysis These results do not appear to demonstrate the presence of publication bias.



Trim and fill The results of the trim and fill analyses are imputing 0 studies on the left side of the funnel plot. This produced an estimated effect size of -0.38 compared to the metafor package estimated effect size of -0.02. Across the three original studies, no additional effect sizes had to be filled. This suggest that, given our small number of studies, there is not conclusive evidence of publication bias.

Publication bias: CWBO & Self report EI

Cumulative meta-analysis These results do not appear to demonstrate the presence of publication bias.



Trim and fill The results of the trim and fill analyses are imputing 2 studies on the right side of the funnel plot. This produced an estimated effect size of -0.27 compared to the metafor package estimated effect size of -0.29. Given that only two studies were filled and the small change in the effect size, we do not feel that publication bias has affected our results for this set of analyses.

Egger's regression test This test is only recommended when greater than 10 studies are available. It is designed as a quantitative view of the funnel plot, attempting to determine whether the effect sizes are asymmetrical.

The results suggest that a symmetrical funnel plot is likely present (p-value = 0.08). In other words, there does not appear to be evidence of publication bias.

Emotional intelligence with CWB Facets

Note that this set of analyses used a slightly different methodological approach. Compared to the previous analyses, this set of analyses used a barebones approach rather than correcting for artifact distributions. This is because several meta-analyses included limited information (e.g., $k = 1$, insufficient reliability data).

We caution against over interpreting these results provided that several analyses had few effect sizes and relatively small sample sizes.

Meta-analytic output

Table S7: Meta-analytic Relationships between EI and CWB Facets

EI Style	EI	CWB Facet	k	N	$\bar{r}$	SD_r	SD_{res}	95% CI	80% CV
All Levels	EI	Deviance	11	2219	-0.28	0.17	0.16	[-0.38, -0.18]	[-0.48, -0.08]
Mixed	EI	Deviance	2	256	-0.58	0.04	0.00	[-0.63, -0.52]	[-0.58, -0.58]
Perform	EI	Deviance	3	468	-0.25	0.06	0.00	[-0.31, -0.19]	[-0.25, -0.25]
SR Ability	EI	Deviance	6	1495	-0.23	0.16	0.14	[-0.36, -0.11]	[-0.42, -0.05]
All Levels	EI	Abuse	4	994	-0.27	0.09	0.07	[-0.37, -0.18]	[-0.37, -0.18]
Mixed	EI	Abuse	1	180	-0.27	NA	NA	[-0.4, -0.13]	[-0.27, -0.27]
SR Ability	EI	Abuse	3	814	-0.28	0.11	0.09	[-0.4, -0.15]	[-0.4, -0.16]
All Levels	EI	Production deviance	3	802	-0.33	0.23	0.22	[-0.59, -0.07]	[-0.61, -0.05]
Mixed	EI	Production deviance	1	201	-0.63	NA	NA	[-0.71, -0.55]	[-0.63, -0.63]
SR Ability	EI	Production deviance	2	601	-0.23	0.10	0.09	[-0.37, -0.09]	[-0.34, -0.12]
All Levels	EI	Sabotage	4	1090	-0.33	0.14	0.13	[-0.47, -0.18]	[-0.5, -0.16]
Mixed	EI	Sabotage	1	180	-0.21	NA	NA	[-0.35, -0.07]	[-0.21, -0.21]
SR Ability	EI	Sabotage	3	910	-0.35	0.15	0.14	[-0.52, -0.18]	[-0.53, -0.17]
All Levels	EI	Theft	3	781	-0.24	0.06	0.02	[-0.31, -0.17]	[-0.27, -0.21]
Mixed	EI	Theft	1	180	-0.18	NA	NA	[-0.32, -0.04]	[-0.18, -0.18]
SR Ability	EI	Theft	2	601	-0.26	0.06	0.03	[-0.34, -0.17]	[-0.3, -0.22]
All Levels	EI	Withdrawal	7	2477	-0.32	0.16	0.16	[-0.44, -0.2]	[-0.52, -0.12]
Mixed	EI	Withdrawal	2	768	-0.43	0.21	0.21	[-0.72, -0.14]	[-0.69, -0.16]
Perform	EI	Withdrawal	1	56	-0.01	NA	NA	[-0.27, 0.25]	[-0.01, -0.01]
SR Ability	EI	Withdrawal	4	1653	-0.28	0.13	0.13	[-0.41, -0.15]	[-0.44, -0.12]

All Levels	EI	Property Deviance	1	201	-0.51	NA	NA	[-0.61, -0.41]	[-0.51, -0.51]
Mixed	EI	Property Deviance	1	201	-0.51	NA	NA	[-0.61, -0.41]	[-0.51, -0.51]
All Levels	EI	Political Deviance	1	201	-0.53	NA	NA	[-0.63, -0.42]	[-0.53, -0.53]
Mixed	EI	Political Deviance	1	201	-0.53	NA	NA	[-0.63, -0.42]	[-0.53, -0.53]
All Levels	EI	Personal Aggression	1	201	-0.48	NA	NA	[-0.59, -0.38]	[-0.48, -0.48]
Mixed	EI	Personal Aggression	1	201	-0.48	NA	NA	[-0.59, -0.38]	[-0.48, -0.48]
All Levels	EI	Hostility	1	198	-0.17	NA	NA	[-0.31, -0.03]	[-0.17, -0.17]
SR Ability	EI	Hostility	1	198	-0.17	NA	NA	[-0.31, -0.03]	[-0.17, -0.17]

Note:

k= number of independent samples; N= number of subjects; $\bar{r}$= mean observed correlation (corrected for sampling error only); SD_r= standard deviation of observed correlations; SD_{res}= observed variability minus variability due to sampling error and unreliability in CWB facets and EI Styles; 95% CI= 95% confidence interval; 80% CV= 80% credibility interval

Operational validities

The following analyses only corrected for unreliability in the criterion (i.e., CWB) to provide us with operational validities. These results are used as part of the inputs for the regression analyses in subsequent portions of this supplement.

Besides the difference in correcting for unreliability, all other meta-analytic procedures were identical to the true score validity section of the supplement.

Emotional intelligence with overall CWB

Meta-analytic output

Table S8: Operational Meta-analytic Relationships between EI and CWB

EI Style	EI	CWB	k	N	$\bar{r}$	SD_r	SD_{res}	$\bar{\rho}$	SD_ρ	95% CI	80% CV
All Levels	EI	CWB	40	10577	-0.31	0.17	0.16	-0.33	0.17	[-0.39, -0.27]	[-0.55, -0.11]
Mixed	EI	CWB	6	1287	-0.41	0.18	0.17	-0.44	0.18	[-0.59, -0.29]	[-0.67, -0.21]
Perform	EI	CWB	5	758	-0.10	0.23	0.21	-0.11	0.24	[-0.33, 0.11]	[-0.41, 0.19]
SR Ability	EI	CWB	29	8532	-0.32	0.15	0.14	-0.33	0.15	[-0.39, -0.27]	[-0.53, -0.14]

Note:

k= number of independent samples; N= number of subjects; $\bar{r}$= mean observed correlation (corrected for sampling error only); SD_r= standard deviation of observed correlations; SD_{res}= observed variability minus variability due to sampling error and unreliability in both EI and CWB variables; $\bar{\rho}$= true score correlation (correcting for unreliability in both measures); SD_ρ= standard deviation of true score correlation; 95% CI= 95% confidence interval; 80% CV= 80% credibility interval

Emotional intelligence with CWB Subdimensions

Meta-analytic output

Table S9: Operational Meta-analytic Relationships between EI predictors and CWB Subdimensions

EI Style	EI	CWB	k	N	$\bar{r}$	SD_r	SD_{res}	$\bar{\rho}$	SD_ρ	95% CI	80% CV
All Levels	EI	CWBI	22	4996	-0.25	0.15	0.14	-0.27	0.15	[-0.34, -0.2]	[-0.47, -0.07]
Mixed	EI	CWBI	5	699	-0.33	0.16	0.13	-0.38	0.15	[-0.54, -0.22]	[-0.58, -0.19]
Perform	EI	CWBI	3	554	-0.04	0.24	0.23	-0.04	0.26	[-0.34, 0.27]	[-0.37, 0.29]
SR Ability	EI	CWBI	14	3743	-0.26	0.12	0.10	-0.29	0.11	[-0.35, -0.22]	[-0.43, -0.15]
All Levels	EI	CWBO	23	6128	-0.28	0.16	0.15	-0.30	0.16	[-0.37, -0.23]	[-0.51, -0.09]
Mixed	EI	CWBO	5	1153	-0.43	0.18	0.17	-0.45	0.19	[-0.62, -0.28]	[-0.69, -0.22]
Perform	EI	CWBO	3	510	-0.02	0.23	0.21	-0.02	0.24	[-0.31, 0.26]	[-0.33, 0.28]
SR Ability	EI	CWBO	15	4465	-0.27	0.11	0.09	-0.29	0.10	[-0.35, -0.24]	[-0.41, -0.17]

Note:

k= number of independent samples; N= number of subjects; $\bar{r}$= mean observed correlation (corrected for sampling error only); SD_r= standard deviation of observed correlations; SD_{res}= observed variability minus variability due to sampling error and unreliability in both EI and CWB variables; $\bar{\rho}$= true score correlation (correcting for unreliability in both measures); SD_ρ= standard deviation of true score correlation; 95% CI= 95% confidence interval; 80% CV= 80% credibility interval

Incremental validity analyses

Table S10: Main Correlation Input Values for Analysis

Relationship	Authors of study	k	N	r	SD
O_C	Park et al., 2020	2346	1158620	0.08	0.11
O_Ex	Park et al., 2020	2481	1079929	0.24	0.09
O_A	Park et al., 2020	2175	931131	0.13	0.07
O_ES	Park et al., 2020	2411	1054309	0.08	0.06
C_Ex	Park et al., 2020	2892	1572667	0.12	0.10
C_A	Park et al., 2020	2577	1034027	0.24	0.09
C_Es	Park et al., 2020	2859	1413128	0.21	0.11
Ex_A	Park et al., 2020	2424	984733	0.15	0.09
Ex_ES	Park et al., 2020	3145	1456341	0.20	0.07
A_ES	Park et al., 2020	2700	1264943	0.20	0.07
MxEI_O	Joseph & Newman, 2010	30	5386	0.26	0.20
MxEI_C	Joseph & Newman, 2010	31	5591	0.33	0.17
MxEI_Ex	Joseph & Newman, 2010	30	5552	0.40	0.13
MXEI_A	Joseph & Newman, 2010	30	5386	0.36	0.43
MXEI_ES	Joseph & Newman, 2010	30	5386	0.45	0.46
PEI_O	Joseph & Newman, 2010	21	4155	0.18	0.18
PEI_C	Joseph & Newman, 2010	21	4155	0.12	0.10
PEI_Ex	Joseph & Newman, 2010	23	4269	0.15	0.26
PEI_A	Joseph & Newman, 2010	23	4287	0.25	0.29
PEI_ES	Joseph & Newman, 2010	22	4401	0.17	0.18
SREI_O	Joseph & Newman, 2010	26	8479	0.24	0.19
SREI_C	Joseph & Newman, 2010	27	8566	0.32	0.10
SREI_Ex	Joseph & Newman, 2010	26	8479	0.27	0.28
SREI_A	Joseph & Newman, 2010	26	8479	0.26	0.31
SREI_ES	Joseph & Newman, 2010	26	8479	0.34	0.32
MxEI_CWBI	Our Study	5	699	-0.33	0.16

MxEI_CWBO	Our Study	5	1153	-0.43	0.18
MxEI_CWB	Our Study	6	1287	-0.41	0.18
PEI_CWBI	Our Study	3	554	-0.04	0.24
PEI_CWBO	Our Study	3	510	-0.02	0.23
PEI_CWB	Our Study	4	610	-0.05	0.23
SREI_CWBI	Our Study	25	7552	-0.26	0.12
SREI_CWBO	Our Study	14	4263	-0.27	0.11
SREI_CWB	Our Study	13	3541	-0.33	0.14
O_CWBI	Mackey et al., 2019	17	4571	-0.02	0.13
O_CWBO	Mackey et al., 2019	17	4324	0.04	0.15
C_CWBI	Mackey et al., 2019	33	10426	-0.19	0.11
C_CWBO	Mackey et al., 2019	39	11830	-0.33	0.15
Ex_CWBI	Mackey et al., 2019	19	6240	0.02	0.09
Ex_CWBO	Mackey et al., 2019	19	5993	-0.01	0.09
A_CWBI	Mackey et al., 2019	32	8413	-0.31	0.10
A_CWBO	Mackey et al., 2019	30	7871	-0.25	0.10
ES_CWBI	Mackey et al., 2019	28	8474	-0.13	0.11
ES_CWBO	Mackey et al., 2019	28	8227	-0.16	0.13

Constructing the meta-analytic correlation matrix

The meta-analytic correlation matrix was created through data obtained in the present study and those in previously published studies. Specifically, the intercorrelations between the modeled variables were obtained from the following sources:

- All personality variables, uncorrected for measurement error (Park et al., 2020)
- Personality with emotional intelligence, uncorrected (Newman & Joseph, 2010)
- Personality with CWB, corrected for unreliability in the criterion only (Berry et al., 2007)
- Emotional intelligence with CWB, corrected for unreliability in the criterion only (Present study)

The standard deviations (SDs) were obtained by calculating the SDs for prediction intervals, using the formula:

$$SD = \sqrt{SE_{\bar{\rho}}^2 + SD_{\rho}^2}$$

where $SE_{\bar{\rho}}$ is the standard error of the mean corrected correlation and SD_{ρ} is the estimated standard deviation of corrected correlations across studies.

The values of $SE_{\bar{\rho}}$ and SD_{ρ} were derived from the reported 95% confidence intervals from the studies listed above whenever possible. One expception is that Berry et al. (2007) only reported 80% credibility values; therefore, the corresponding $SE_{\bar{\rho}}$ values were back-calculated using the formula provided in Schmidt and Hunter (2004, p. 207):

$$SE_{\bar{\rho}} \approx \frac{\left(\frac{\bar{\rho}}{\bar{r}}\right) SD_r}{\sqrt{k}}$$

Table S11: EI and CWB construct pairings and simplified results

EI Style	CWB	N	$\bar{\rho}$	SD_{ρ}	80% CR_{lower}	80% CR_{upper}
MxEI	CWB	1287	-0.44	0.18	-0.67	-0.21
PEI	CWB	758	-0.11	0.24	-0.41	0.19
SREI	CWB	8532	-0.33	0.15	-0.53	-0.14
MxEI	CWBI	699	-0.38	0.15	-0.58	-0.19
PEI	CWBI	554	-0.04	0.26	-0.37	0.29
SREI	CWBI	3743	-0.29	0.11	-0.43	-0.15
MxEI	CWBO	1153	-0.45	0.19	-0.69	-0.22
PEI	CWBO	510	-0.02	0.24	-0.33	0.28
SREI	CWBO	4465	-0.29	0.10	-0.41	-0.17

Note:

EI = Emotional intelligence; CWB = Counterproductive workplace behavior; N = Sample size; MxEI = Mixed EI models;SREI = Self-report ability-based EI models; PEI = Performance-based ability EI models; CWBI = Interpersonally-directed CWBs; CWBO = Organizationally-directed CWBs.

Predicting CWB overall

Table S12: Incremental validity of EI predicting overall CWB

	Base_CWB	Mixed_CWB	PEI_CWB	SREI_CWB
Openness	0.084	0.129	0.085	0.122
Conscientiousness	-0.236	-0.174	-0.236	-0.189
Extraversion	0.116	0.214	0.117	0.142
Agreeableness	-0.294	-0.203	-0.291	-0.265
Emotional stability	-0.102	0.039	-0.101	-0.040
Cognitive Ability	-0.030	-0.008	-0.026	-0.042
Mixed EI		-0.445		
Performance EI			-0.019	
Self-report EI				-0.255
R	0.440	0.562	0.440	0.493
R^2	0.193	0.316	0.194	0.243
Adjusted R	0.189	0.312	0.192	0.232
R_{uw}	-0.252	-0.321	-0.250	-0.302
R^2_{uw}	0.063	0.103	0.063	0.091
ΔR^2		0.123	0.000	0.050
Shrunken ΔR^2		0.123	0.000	0.049
N		1153	4465	510

Predicting CWB-I

Table S13: Incremental validity of EI predicting interpersonal CWB

	Base_CWBI	Mixed_CWBI	PEI_CWBI	SREI_CWBI
Openness	0.055	0.094	0.043	0.091
Conscientiousness	-0.126	-0.073	-0.128	-0.082
Extraversion	0.114	0.198	0.104	0.139
Agreeableness	-0.324	-0.246	-0.359	-0.296
Emotional stability	-0.086	0.034	-0.103	-0.028
Cognitive Ability	-0.096	-0.078	-0.130	-0.108
Mixed EI		-0.379		
Performance EI			0.168	
Self-report EI				-0.236
R	0.398	0.497	0.428	0.448
R^2	0.158	0.247	0.183	0.201
Adjusted R	0.155	0.243	0.182	0.194
R_{uw}	-0.239	-0.296	-0.199	-0.281
R^2_{uw}	0.057	0.087	0.040	0.079
ΔR^2		0.089	0.024	0.043
Shrunken ΔR^2		0.089	0.024	0.042
N		1287	8532	

Predicting CWB-O

Table S14: Incremental validity of EI predicting organizational CWB

	Base_CWBO	Mixed_CWBO	PEI_CWBO	SREI_CWBO
Openness	0.165	0.212	0.157	0.198
Conscientiousness	-0.306	-0.242	-0.307	-0.265
Extraversion	0.061	0.162	0.054	0.083
Agreeableness	-0.215	-0.120	-0.238	-0.189
Emotional stability	-0.077	0.069	-0.088	-0.023
Cognitive Ability	-0.228	-0.205	-0.250	-0.238
Mixed EI		-0.460		
Performance EI			0.110	
Self-report EI				-0.218
R	0.479	0.600	0.490	0.516
R^2	0.230	0.360	0.240	0.266
Adjusted R	0.223	0.354	0.239	0.257
R_{uw}	-0.295	-0.359	-0.264	-0.328
R^2_{uw}	0.087	0.129	0.070	0.108
ΔR^2		0.131	0.010	0.036
Shrunken ΔR^2		0.131	0.010	0.035
N		699	3743	554

Fungible analyses

This set of sensitivity analyses assessed the stability of the estimated β weights via fungible extrema (for discussion, see Waller, 2008; Waller & Jones, 2008). Briefly, fungible extrema procedures introduce a very small drop in R2 and then find the most (or least) discrepant vector of β weights—compared to the OLS estimates—out of the infinite set of possible new β weights. If the angle between (a) the optimally-weighted (OLS) estimates and (b) the maximally discrepant, sub-optimally-weighted β vectors is small, it implies stability in the regression results.

Table S15: Fungible extrema output for each incremental validity model

EI.CWB	R2	Cos.ab	fe.O	fe.C	fe.Ex	fe.A	fe.ES	fe.G	fe.EI	Converge
MxEI, CWBI	0.247	0.917	0.084	-0.079	0.165	-0.322	-0.061	-0.095	-0.218	TRUE
SREI, CWBI	0.201	0.898	-0.013	-0.100	0.195	-0.279	-0.120	-0.042	-0.139	TRUE
PEI, CWBI	0.183	0.915	-0.057	-0.129	0.192	-0.297	-0.153	-0.041	0.115	TRUE
MxEI, CWBO	0.360	0.948	0.240	-0.270	0.101	-0.189	-0.002	-0.248	-0.303	TRUE
SREI, CWBO	0.266	0.926	0.098	-0.281	0.161	-0.190	-0.120	-0.179	-0.130	TRUE
PEI, CWBO	0.240	0.931	0.052	-0.295	0.162	-0.210	-0.157	-0.173	0.086	TRUE
MxEI, CWB	0.316	0.938	0.122	-0.188	0.196	-0.285	-0.060	-0.022	-0.289	TRUE
SREI, CWB	0.243	0.908	0.017	-0.200	0.196	-0.250	-0.133	0.022	-0.156	TRUE
PEI, CWB	0.194	0.898	-0.015	-0.228	0.178	-0.207	-0.139	0.064	-0.078	TRUE

The results of the fungible extrema analyses are reported here To compare the OLS-based vector of regression weights and their maximally-discrepant counterpart, the cosine of the vector angle is examined. In other psychometric literature, such as in factor analysis, the cosine between a population vector and its sample-based estimate above 0.95 is considered to be functionally equivalent. Here, cosines between the OLS and fungible extrema vectors range from 0.9 to 0.95, generally indicating high levels of agreement. In other words, the results of the fungible extrema analyses tend to show that our meta-analytic regression results appear to be stable against a minor drop in the model fit statistics (i.e., $\Delta R^2 = 0.02$ lower than the optimally-weighted R^2 value).

Bootstrap analyses

Methodological description

Bootstrap correlation matrices

To account for heterogeneity in the meta-analytic point estimates, a large number of plausible correlation matrices were created from the meta-analytically-derived "Population" correlation matrix. The sampled correlation matrices were created in the following multi-step procedure:

1) Each point estimate in the population correlation matrix is individually sampled from a normal distribution with the mean defined as the (observed or corrected) correlation coefficient and the standard deviation was defined as the standard deviation of the (observed or corrected) correlation.

2) Each sampled point estimate was retained if it fell within an 80% confidence interval of the population effect size. This step was included to sample practically plausible correlation values. In tens of thousands of randomly sampled correlation values, many sampled values will approach extreme outliers. Whereas the outlying sampled correlations are theoretically possible, they are exceedingly unlikely given the sample sizes and numbers of studies included in several of the meta-analytic relationships.

3) All sampled correlation values that fall between an 80% confidence interval then establish the sample-specific intercorrelation matrix. This matrix is subjected to an eigenvalue decomposition. To conduct regression analyses, all eigenvalues must be greater than zero (i.e., a positive-definite correlation matrix). Eigenvalues were examined to ensure the minimum value was greater than zero. If a sample-specific correlation matrix failed this test, steps 1 and 2 were repeated until a positive definite matrix was obtained.

4) Steps 1 through 3 were repeated 2,000 times to result in a large number of sampled correlation matrices.

Bootstrap regression analyses

For each permutation of EI and CWB construct pairings and their associated 2,000 sampled correlation matrices, we conducted incremental validity regression analyses (e.g., hierarchical regression). Each analysis compared the following two models:

1) A baseline model of the Big Five personality variables and their relation to the CWB construct.

$$\hat{CWB} = \beta_1 \cdot Openness + \beta_2 \cdot Conscientiousness + \beta_3 \cdot Extraversion + \beta_4 \cdot Agreeableness + \beta_5 \cdot EmotionalStability + \beta_6 \cdot Cogn$$

2) A full model that includes the previous construct relations with the added emotional intelligence construct.

$$\hat{CWB} = ... + \beta_7 \cdot EI$$

From these models, ΔR^2 values were obtained. These values are analyzed in the next subsection.

Bootstrap descriptive statistics

Delta R2

To describe the distribution of ΔR^2 values, the following statistics are reported.

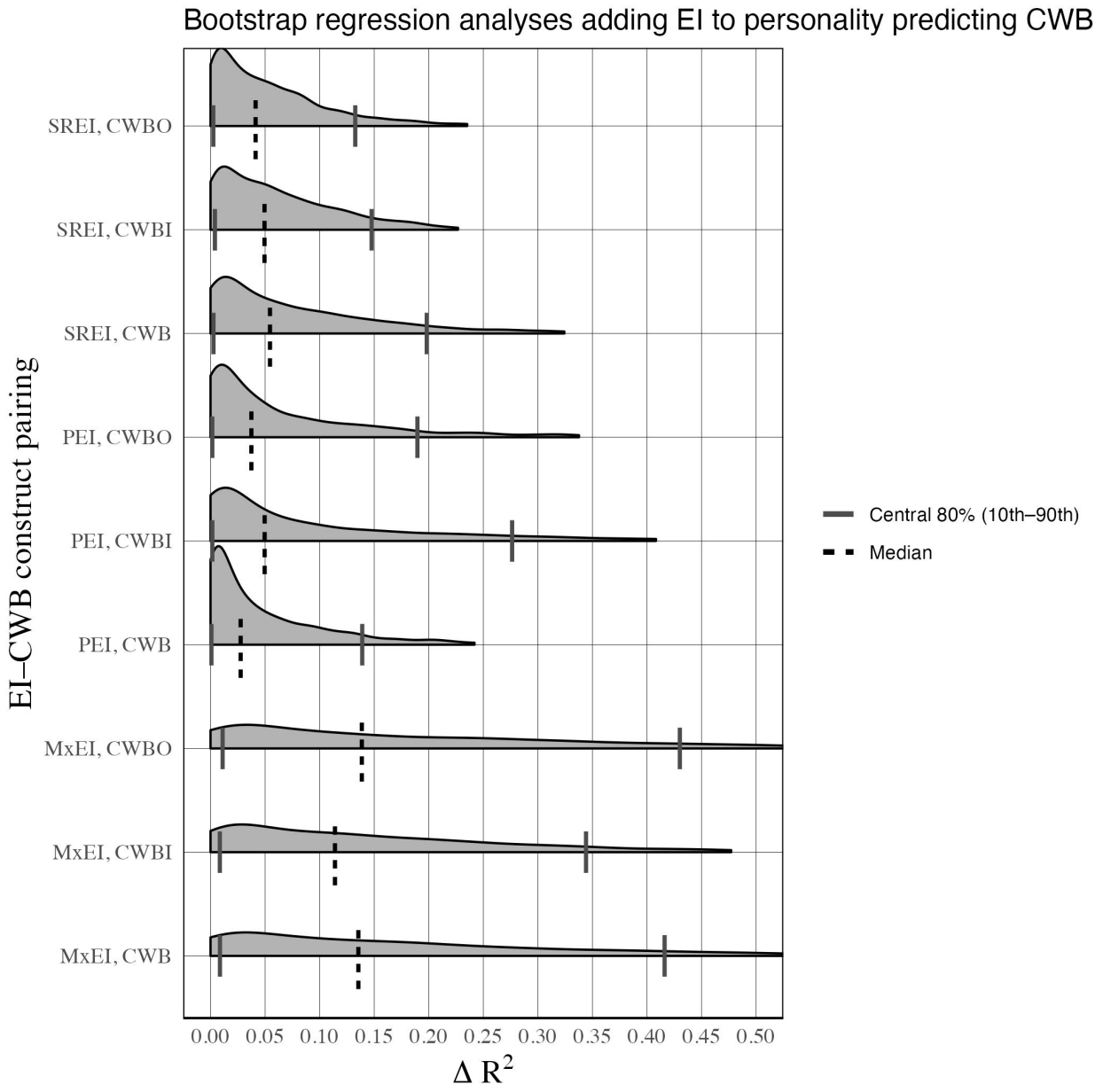
- Median: Given a heavily skewed distribution (see visualizations below), the median is more appropriate to operationalize as the measure of central tendency.
- 25th and 75th percentiles: Due to the asymmetric distribution shapes (see visualizations below), these values help contextualize the amount of skewness while also establishing the bounds for the middle 50% of the data.
- Median absolute deviation (MAD): This measure of spread is more appropriate than the traditional standard deviation when data are skewed and asymmetric. The scaling factor (~1.48) is best suited to symmetric distributions but is still more appropriate than the standard deviation.

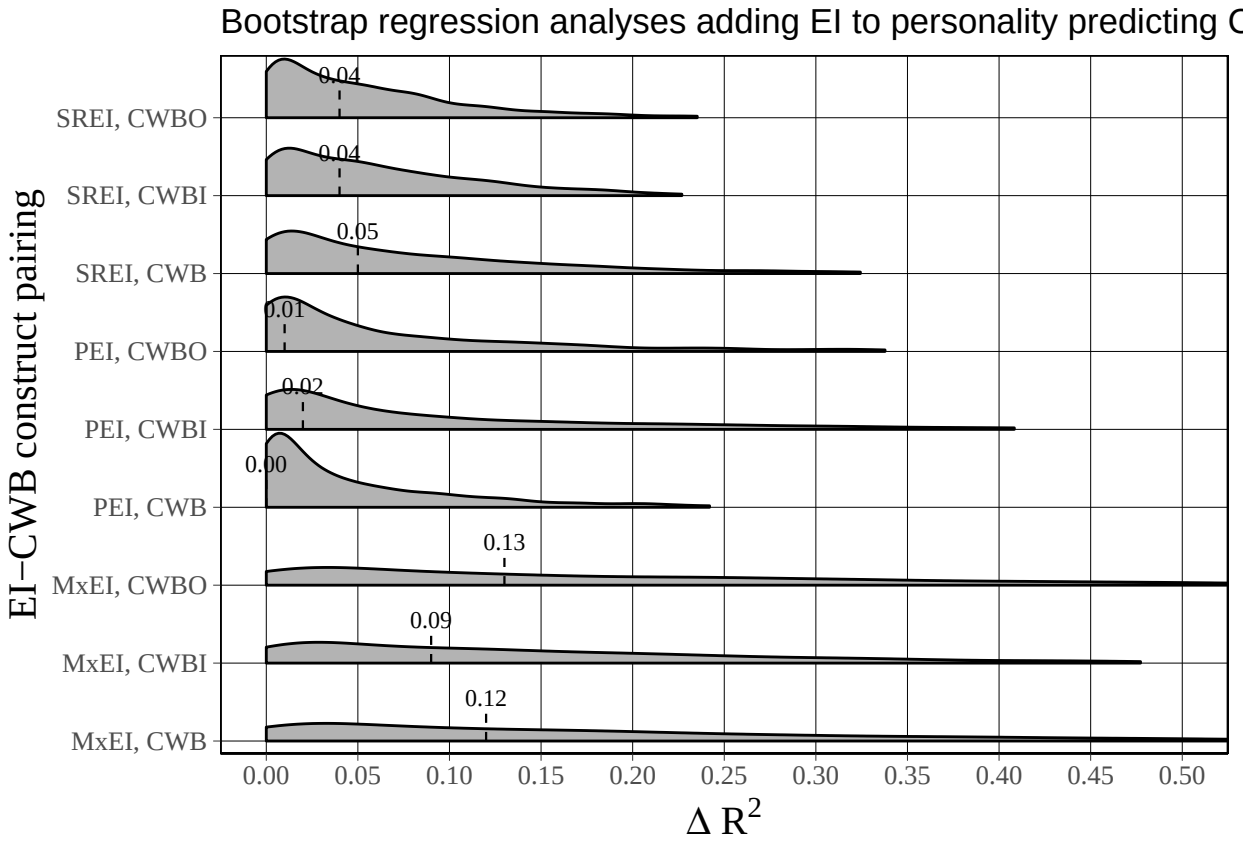
Table S16: Descriptive statistics for the bootstrap regression models

EI-CWB	Median ΔR^2	25th percentile	75th percentile	MAD
MxEI, CWB	0.14	0.04	0.27	0.15
MxEI, CWBI	0.11	0.04	0.22	0.12
MxEI, CWBO	0.14	0.05	0.28	0.16
PEI, CWB	0.03	0.01	0.08	0.04
PEI, CWBI	0.05	0.01	0.15	0.07
PEI, CWBO	0.04	0.01	0.10	0.05
SREI, CWB	0.05	0.02	0.12	0.07
SREI, CWBI	0.05	0.02	0.10	0.05
SREI, CWBO	0.04	0.01	0.08	0.05

Ridge plots

The following visualization includes a series of density plots to show the distribution of ΔR^2 values for a specified analysis. In general, data tend to cluster around a small difference with few samples showing large differences in model fit. Note that the ridge plots only show densities greater than a minimum value of 2%. This means that some outliers are ignored in the visualization.


Bootstrap regression analyses adding EI to personality predicting CWB
EI–CWB construct pairing
SREI, CWBO
SREI, CWBI
SREI, CWB
PEI, CWBO
PEI, CWBI
PEI, CWB
MxEI, CWBO
MxEI, CWBI
MxEI, CWB
0.00 0.05 0.10 0.15 0.20 0.25 0.30 0.35 0.40 0.45 0.50
Δ R²
Central 80% (10th–90th)
Median



Multiple R

Table S17: Descriptive statistics for the bootstrap regression models

EI-CWB	Multiple R	25th percentile	75th percentile	MAD
MxEI, CWB	0.73	0.63	0.82	0.14
MxEI, CWBI	0.60	0.52	0.68	0.12
MxEI, CWBO	0.69	0.60	0.79	0.14
PEI, CWB	0.64	0.55	0.73	0.13
PEI, CWBI	0.55	0.47	0.63	0.12
PEI, CWBO	0.61	0.53	0.69	0.12
SREI, CWB	0.66	0.57	0.75	0.13
SREI, CWBI	0.53	0.48	0.60	0.09
SREI, CWBO	0.60	0.53	0.68	0.11

R^2

Table S18: Descriptive statistics for the bootstrap regression models

EI-CWB	R^2	25th percentile	75th percentile	MAD
MxEI, CWB	0.53	0.40	0.68	0.20
MxEI, CWBI	0.36	0.27	0.46	0.14
MxEI, CWBO	0.48	0.36	0.62	0.19
PEI, CWB	0.40	0.30	0.53	0.17
PEI, CWBI	0.30	0.22	0.40	0.12
PEI, CWBO	0.37	0.28	0.48	0.15
SREI, CWB	0.43	0.32	0.56	0.18
SREI, CWBI	0.29	0.23	0.35	0.09
SREI, CWBO	0.36	0.28	0.46	0.13

Unit Weight R

Table S19: Descriptive statistics for the bootstrap regression models

EI-CWB	R_{uw}	25th percentile	75th percentile	MAD
MxEI, CWB	-0.32	-0.39	-0.25	0.10
MxEI, CWBI	-0.30	-0.34	-0.25	0.07
MxEI, CWBO	-0.36	-0.41	-0.31	0.07
PEI, CWB	-0.25	-0.33	-0.17	0.12
PEI, CWBI	-0.20	-0.26	-0.14	0.09
PEI, CWBO	-0.27	-0.32	-0.21	0.09
SREI, CWB	-0.31	-0.37	-0.23	0.10
SREI, CWBI	-0.28	-0.33	-0.24	0.07
SREI, CWBO	-0.33	-0.38	-0.28	0.07

Unit Weight Delta R2

Table S20: Descriptive statistics for the bootstrap regression models

EI-CWB	ΔR^2_{uw}	25th percentile	75th percentile	MAD
MxEI, CWB	0.03	0.02	0.05	0.02
MxEI, CWBI	0.03	0.02	0.04	0.02
MxEI, CWBO	0.04	0.02	0.06	0.03
PEI, CWB	0.00	-0.02	0.01	0.02
PEI, CWBI	-0.02	-0.03	0.00	0.02
PEI, CWBO	-0.01	-0.04	0.01	0.03
SREI, CWB	0.02	0.01	0.04	0.02
SREI, CWBI	0.02	0.01	0.03	0.01
SREI, CWBO	0.02	0.01	0.03	0.01

EI-CWB Bootstrap Only

Same as the bootstrap procedure above, but only altering EI-CWB correlations.

Descriptive Analysis

Table S21: Descriptive statistics for the regression models with artificial increments

EI-CWB	Median ΔR^2	25th percentile	75th percentile	MAD
MxEI, CWB	0.12	0.05	0.23	0.12
MxEI, CWBI	0.09	0.09	0.09	0.00
MxEI, CWBO	0.13	0.13	0.13	0.00
PEI, CWB	0.02	0.00	0.06	0.03
PEI, CWBI	0.02	0.02	0.02	0.00
PEI, CWBO	0.01	0.01	0.01	0.00
SREI, CWB	0.05	0.02	0.09	0.05
SREI, CWBI	0.04	0.04	0.04	0.00
SREI, CWBO	0.04	0.04	0.04	0.00

Artificial Increments Analysis

Dropped in main text; kept here for interested readers.

Methodological description

Constructing the meta-analytic correlation matrix

The same correlation and standard deviation matrices used in the Bootstrap analyses are applied in the current session.

Correlation matrices with artificial increments

To account for heterogeneity in a certain meta-analytic point estimate, 500 of plausible correlations for a targeted pair of EI and CWB variables (e.g., Mixed EI and ID) were created from the 80% credibility intervals constructed from the meta-analytically-derived "Population" correlation matrix. The sampled correlations were created in the following multi-step procedure:

1) An 80% credibility interval for the targeted point estimate in the population matrix is calculated with the mean defined as the (observed or corrected) correlation coefficient and the standard deviation defined as the standard deviation of the (observed or corrected) correlation (see "Initiate parameters for analyses" in Bootstrap analysis).

2) For the credibility interval, starting from its lower bound, a total of 500 increments were calculated until reaching the upper bound. Each increment was recorded as a potential correlation, resulting in 500 correlation matrices with unique correlation for the targeted pair of variables.

3) All resulting 500 matrices are subjected to an eigenvalue decomposition. To conduct regression analyses, all eigenvalues must be greater than zero (i.e., a positive-definite correlation matrix). Only matrices that are positive definite are retained for regression.

4) Step 1 and 3 are repeated for all 9 possible pairs of EI (Mixed EI, Perform EI, and SRability EI) and CWB (ID, OD, CWB) variables.

Artificial increments regression analysis

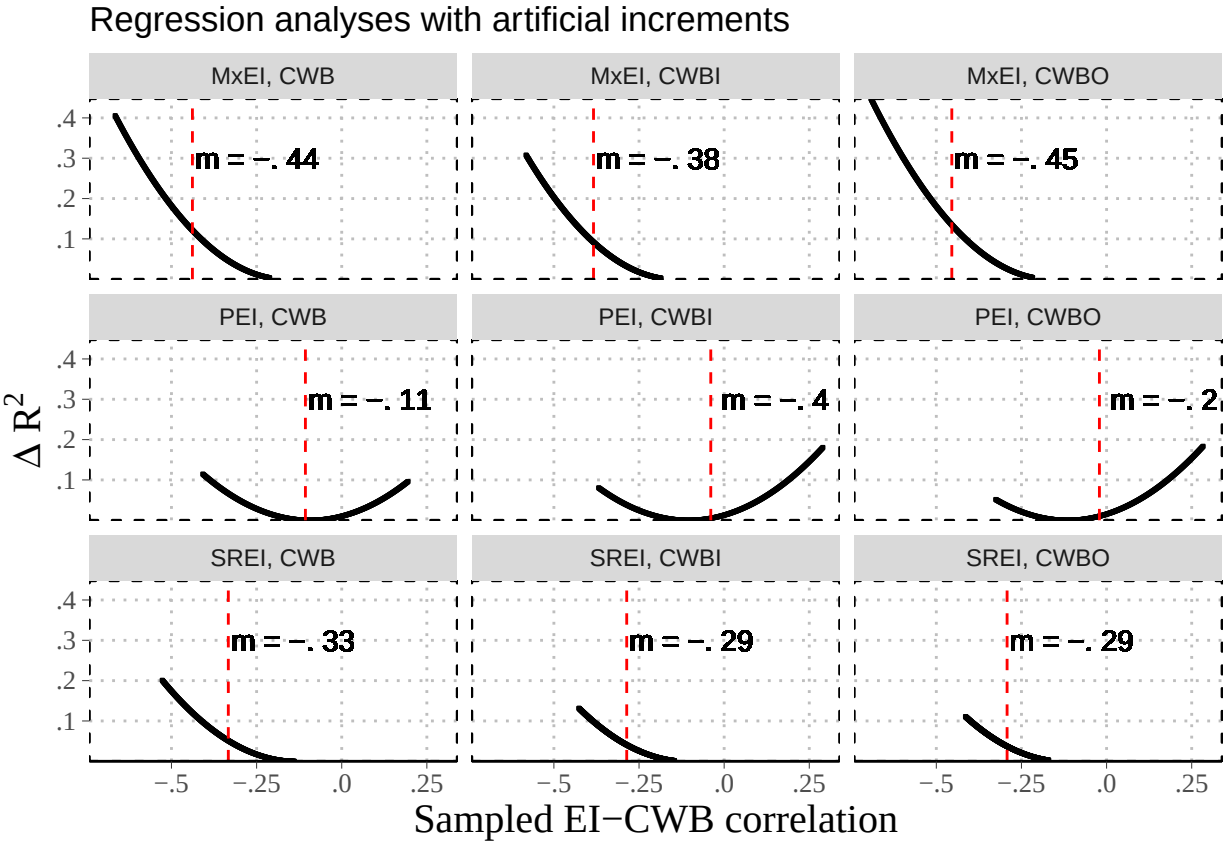
For each permutation of EI and CWB construct pairings and their associated 500 sampled correlation matrices, we conducted regression analyses (e.g., hierarchical regression) with incremental validities. Each analysis compared the following two models:

Artificial bootstrap descriptive statistics

Table S22: Descriptive statistics for the regression models with artificial increments

EI-CWB	Median ΔR^2	25th percentile	75th percentile	MAD
MxEI, CWB	0.12	0.04	0.24	0.14
MxEI, CWBI	0.09	0.03	0.18	0.10
MxEI, CWBO	0.13	0.05	0.27	0.15
PEI, CWB	0.03	0.01	0.06	0.03
PEI, CWBI	0.03	0.01	0.07	0.04
PEI, CWBO	0.03	0.01	0.07	0.03
SREI, CWB	0.05	0.01	0.11	0.06
SREI, CWBI	0.04	0.01	0.08	0.04
SREI, CWBO	0.04	0.02	0.07	0.04

Scatter Plots



Comparing Results with Miao et al., (2017)

Here, we compare our meta-analysis results with the results from Miao et al., (2017) Are the emotionally intelligent good citizens or counterproductive? A meta-analysis of emotional intelligence and its relationships with organizational citizenship behavior and counterproductive work behavior

Table S23: Comparison of Our Results with Miao et al. (2017) across EI-CWB Permutations

EI	CWB	k_{ours}	N_{ours}	$\bar{r}_{\text{ours}}$	$\hat{\rho}_{\text{ours}}$	k_{Miao}	N_{Miao}	$\bar{r}_{\text{Miao}}$	$\hat{\rho}_{\text{Miao}}$
EI	CWB	40	10577	-0.31	0.17	17	3914	-0.28	0.23
EI	CWBI	22	4996	-0.25	0.15	NA	NA	NA	NA
EI	CWBO	23	6128	-0.28	0.16	NA	NA	NA	NA
Mixed EI	CWB	6	1287	-0.41	0.18	3	546	-0.37	0.15
Mixed EI	CWBI	5	699	-0.33	0.16	3	239	-0.21	0.23

Mixed EI	CWBO	5	1153	-0.43	0.18	2	239	-0.36	0.27
Performance EI	CWB	5	758	-0.10	0.23	3	369	0.00	0.19
Performance EI	CWBI	3	554	-0.04	0.24	4	806	-0.04	0.24
Performance EI	CWBO	3	510	-0.02	0.23	2	454	0.02	0.15
SR Ability EI	CWB	29	8532	-0.32	0.15	11	2729	-0.33	0.21
SR Ability EI	CWBI	14	3743	-0.26	0.12	6	1437	-0.25	0.12
SR Ability EI	CWBO	15	4465	-0.27	0.11	6	1496	-0.33	0.08