

Work Preferences, Life Values, and Personal Views
of Top Math/Science Graduate Students and the Profoundly Gifted:
Developmental Changes and Gender Differences during Emerging Adulthood and Parenthood

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Web Supplement

Tables S1-S4 present the means, standard deviations, and confidence intervals around the standardized mean differences for the items in Figures 1, 2, 4, and 5, respectively. Figures S1 and S2 present dot plots of Life Values and Personal Views items from Study 2 Phase II. Tables S5-S6 present the gender differences in work preferences and life values of two additional groups of talent search participants. Table S7 presents the means and standard deviations for Table S6. Finally, the correlation matrix presents the correlations among all items used in Study 1 and Study 2 for the graduate student participants.

Table S1. Means, standard deviations, and 95% confidence intervals around *ds* for Figure 1

Values	Group Mean (<i>SD</i>)				Effect Size 95% CI	
	Men		Women		Men	Women
	Mid-20s ^a	Mid-30s ^b	Mid-20s ^c	Mid-30s ^d		
A merit-based pay system	2.39 (1.21)	3.10 (1.20)	2.24 (1.16)	2.85 (1.25)	[.42, .76]	[.34, .68]
Working no more than 50 hours in a week	3.00 (1.38)	2.85 (1.32)	3.11 (1.25)	3.66 (1.31)	[-.28, .04]	[.26, .60]
Being able to exercise leadership on my job	3.03 (1.14)	3.29 (1.13)	3.02 (1.03)	3.35 (1.00)	[.07, .39]	[.15, .49]
Working no more than 60 hours in a week	3.52 (1.41)	3.41 (1.35)	3.62 (1.28)	4.02 (1.23)	[-.24, .08]	[.15, .49]
Working Monday through Friday and having weekends free	2.74 (1.26)	2.73 (1.25)	2.83 (1.29)	3.20 (1.25)	[-.17, .15]	[.13, .47]
Flexibility in my work schedule	3.56 (1.06)	3.38 (1.03)	3.50 (1.05)	3.78 (0.96)	[-.34, -.02]	[.11, .45]
Having the results of my work significantly affect the lives or well-being of other people	3.25 (1.24)	3.32 (1.11)	3.23 (1.13)	3.38 (1.06)	[-.11, .21]	[-.04, .30]
The prestige or reputation of the organization	2.71 (1.04)	2.83 (1.04)	2.52 (1.01)	2.64 (1.00)	[-.04, .28]	[-.04, .30]
Freedom from supervision	3.18 (1.11)	2.98 (1.09)	2.97 (1.08)	3.07 (1.17)	[-.34, -.02]	[-.09, .25]
Being able to take risks on my job	2.88 (1.15)	3.10 (1.04)	2.55 (1.17)	2.64 (1.08)	[.04, .36]	[-.09, .25]
A good retirement package	2.99 (1.13)	2.93 (1.02)	2.80 (1.05)	2.86 (0.97)	[-.21, .11]	[-.11, .23]
A salary that is well above the average person's salary	2.70 (1.18)	2.84 (1.20)	2.54 (1.10)	2.59 (1.11)	[-.05, .27]	[-.12, .22]
Respecting my colleagues or coworkers	3.70 (0.89)	3.70 (0.92)	3.91 (0.81)	3.95 (0.78)	[-.16, .16]	[-.12, .22]
The prestige of the job I have	2.51 (1.07)	2.60 (0.96)	2.43 (1.02)	2.47 (0.98)	[-.07, .25]	[-.13, .21]
Freedom to do my tasks or job uninterrupted	3.15 (1.11)	3.03 (1.03)	3.07 (1.09)	3.07 (1.04)	[-.28, .04]	[-.17, .17]
Using complex or high-level skills	4.03 (0.95)	4.08 (0.95)	4.01 (0.87)	3.98 (0.95)	[-.11, .21]	[-.19, .15]
A reasonable benefits package	3.36 (1.09)	3.55 (0.91)	3.38 (0.99)	3.34 (0.98)	[.03, .35]	[-.21, .13]
Freedom to do pretty much what I want	3.41 (1.07)	3.07 (1.12)	3.05 (0.99)	3.00 (1.17)	[-.47, -.15]	[-.22, .12]
The capability to contribute to decisions made	3.73 (0.88)	3.65 (0.93)	3.64 (0.85)	3.59 (0.91)	[-.25, .07]	[-.23, .11]
Clean working conditions	3.13 (1.18)	2.91 (1.07)	3.38 (1.12)	3.29 (1.08)	[-.35, -.03]	[-.24, .10]
Having control over the pace of my work	3.40 (0.88)	3.15 (0.89)	3.37 (0.83)	3.29 (0.89)	[-.44, -.12]	[-.26, .08]
Performing similar tasks each workday	1.29 (0.56)	1.36 (0.68)	1.35 (0.60)	1.29 (0.60)	[-.04, .28]	[-.26, .08]
Being left on my own to do my work	3.51 (1.15)	3.51 (1.10)	3.53 (1.02)	3.42 (1.21)	[-.16, .16]	[-.27, .07]
Opportunities for promotion	3.39 (1.07)	3.42 (1.06)	3.41 (1.01)	3.30 (1.08)	[-.13, .19]	[-.27, .07]
The opportunity to learn new things on my job	4.29 (0.86)	4.19 (0.89)	4.30 (0.74)	4.20 (0.79)	[-.28, .04]	[-.31, .03]
A stress-free working environment	2.91 (1.16)	2.43 (1.04)	2.89 (1.17)	2.73 (1.06)	[-.61, -.27]	[-.31, .03]
Knowing how well I am doing on my projects	3.62 (0.89)	3.52 (0.88)	3.77 (0.85)	3.65 (0.83)	[-.26, .06]	[-.31, .03]
A challenging job	4.07 (0.86)	4.00 (0.78)	4.09 (0.81)	3.96 (0.82)	[-.24, .08]	[-.32, .02]
Variety in the tasks that I do	3.81 (0.88)	3.55 (0.92)	3.84 (0.85)	3.70 (0.91)	[-.45, -.13]	[-.33, .00]
Seeing projects on my job through from beginning to end	3.27 (1.02)	3.18 (1.01)	3.18 (1.05)	3.00 (1.00)	[-.25, .07]	[-.33, .00]

Traveling as a part of the work I do	2.13 (1.08)	1.72 (0.89)	1.88 (0.96)	1.71 (0.96)	[-.58, -.25]	[-.33, .00]
Keeping busy on my job	3.41 (1.02)	3.31 (0.97)	3.55 (0.97)	3.37 (0.97)	[-.25, .07]	[-.35, -.01]
Holding an administrative position	1.92 (1.03)	1.73 (0.93)	1.87 (1.06)	1.58 (0.92)	[-.35, -.03]	[-.46, -.12]
The ability to do my work well	4.51 (0.63)	4.36 (0.67)	4.61 (0.58)	4.43 (0.63)	[-.39, -.07]	[-.47, -.13]
Being satisfied with the work I do	4.49 (0.65)	4.27 (0.72)	4.61 (0.56)	4.43 (0.62)	[-.48, -.16]	[-.48, -.14]
Meeting individuals on the job with whom I can develop friendships	3.82 (0.96)	3.25 (1.05)	3.71 (0.97)	3.28 (1.07)	[-.73, -.39]	[-.59, -.25]
Enjoying the work that I do	4.84 (0.42)	4.52 (0.64)	4.86 (0.37)	4.62 (0.57)	[-.76, -.42]	[-.67, -.33]

Note. A dash indicates that the item was not administered. ^a Minimum $n = 304$. ^b Minimum $n = 268$. ^c Minimum $n = 291$. ^d Minimum $n = 251$. These items used a 5-point scale, ranging from 1 (*not important*) to 5 (*extremely important*).

Table S2. Means, standard deviations, and 95% confidence intervals around *ds* for Figure 2

Values	Group Mean (<i>SD</i>)				Effect Size 95% CI	
	Mid-20s		Mid-30s		Mid-20s	Mid-30s
	Men ^a	Women ^b	Men ^c	Women ^d		
Being able to take risks on my job	2.88 (1.15)	2.55 (1.17)	3.10 (1.04)	2.64 (1.08)	[.12, .45]	[.26, .61]
Working with things (e.g. machines) as part of your job	2.50 (1.25)	2.14 (1.12)	-	-	[.15, .47]	-
Being able to design and execute my own research ideas	-	-	3.47 (1.18)	3.10 (1.34)	-	[.12, .47]
A reasonable benefits package	3.36 (1.09)	3.38 (0.99)	3.55 (0.91)	3.34 (0.98)	[-.17, .15]	[.04, .38]
A salary that is well above the average person's salary	2.70 (1.18)	2.54 (1.10)	2.84 (1.20)	2.59 (1.11)	[-.01, .31]	[.03, .37]
A merit-based pay system	2.39 (1.21)	2.24 (1.16)	3.10 (1.20)	2.85 (1.25)	[-.03, .29]	[.03, .37]
The prestige or reputation of the organization	2.71 (1.04)	2.52 (1.01)	2.83 (1.04)	2.64 (1.00)	[.03, .35]	[.02, .36]
Freedom to do pretty much what I want	3.41 (1.07)	3.05 (0.99)	3.07 (1.12)	3.00 (1.17)	[.19, .51]	[-.11, .24]
Traveling as a part of the work I do	2.13 (1.08)	1.88 (0.96)	1.72 (0.89)	1.71 (0.96)	[.09, .41]	[-.16, .19]
Seeing projects on my job through from beginning to end	3.27 (1.02)	3.18 (1.05)	3.18 (1.01)	3.00 (1.00)	[-.07, .25]	[.00, .35]
Holding an administrative position	1.92 (1.03)	1.87 (1.06)	1.73 (0.93)	1.58 (0.92)	[-.11, .21]	[-.01, .34]
Being able to mentor junior colleagues	-	-	2.63 (1.01)	2.48 (1.02)	-	[-.02, .32]
The prestige of the job I have	2.51 (1.07)	2.43 (1.02)	2.60 (0.96)	2.47 (0.98)	[-.08, .24]	[-.03, .31]
Performing similar tasks each workday	1.29 (0.56)	1.35 (0.60)	1.36 (0.68)	1.29 (0.60)	[-.26, .06]	[-.06, .29]
Opportunities for promotion	3.39 (1.07)	3.41 (1.01)	3.42 (1.06)	3.30 (1.08)	[-.18, .14]	[-.06, .28]
Using complex or high-level skills	4.03 (0.95)	4.01 (0.87)	4.08 (0.95)	3.98 (0.95)	[-.13, .19]	[-.07, .27]
Being left on my own to do my work	3.51 (1.15)	3.53 (1.02)	3.51 (1.10)	3.42 (1.21)	[-.18, .15]	[-.09, .25]
Completing your job independently of others	2.55 (1.13)	2.51 (1.06)	-	-	[-.12, .20]	-
A good retirement package	2.99 (1.13)	2.80 (1.05)	2.93 (1.02)	2.86 (0.97)	[.02, .34]	[-.10, .25]
The capability to contribute to decisions made	3.73 (0.88)	3.64 (0.85)	3.65 (0.93)	3.59 (0.91)	[-.06, .26]	[-.11, .24]
A challenging job	4.07 (0.86)	4.09 (0.81)	4.00 (0.78)	3.96 (0.82)	[-.18, .14]	[-.13, .21]
Living in an urban rather than a rural environment	-	-	2.16 (1.31)	2.11 (1.30)	-	[-.13, .22]
Job security	-	-	3.43 (1.06)	3.40 (1.06)	-	[-.14, .20]
Having opportunities to educate others	-	-	3.23 (1.11)	3.21 (1.14)	-	[-.15, .19]
The opportunity to learn new things on my job	4.29 (0.86)	4.30 (0.74)	4.19 (0.89)	4.20 (0.79)	[-.17, .14]	[-.18, .16]
Meeting individuals on the job with whom I can develop friendships	3.82 (0.96)	3.71 (0.97)	3.25 (1.05)	3.28 (1.07)	[-.05, .27]	[-.20, .14]
Having friendly co-workers or colleagues	3.97 (0.83)	4.01 (0.81)	-	-	[-.21, .11]	-
Being able to talk informally with other employees at work	3.80 (0.93)	3.73 (0.90)	-	-	[-.08, .24]	-

Working with other people as part of your job	3.24 (1.09)	3.18 (1.07)	-	-	[-.11, .21]	-
Freedom to do my tasks or job uninterrupted	3.15 (1.11)	3.07 (1.09)	3.03 (1.03)	3.07 (1.04)	[-.08, .24]	[-.21, .13]
Being able to exercise leadership on my job	3.03 (1.14)	3.02 (1.03)	3.29 (1.13)	3.35 (1.00)	[-.16, .17]	[-.23, .12]
Having the results of my work significantly affect the lives or well-being of other people	3.25 (1.24)	3.23 (1.13)	3.32 (1.11)	3.38 (1.06)	[-.14, .18]	[-.23, .11]
Keeping busy on my job	3.41 (1.02)	3.55 (0.97)	3.31 (0.97)	3.37 (0.97)	[-.30, .02]	[-.23, .11]
Freedom from supervision	3.18 (1.11)	2.97 (1.08)	2.98 (1.09)	3.07 (1.17)	[.03, .35]	[-.25, .09]
The ability to do my work well	4.51 (0.63)	4.61 (0.58)	4.36 (0.67)	4.43 (0.63)	[-.33, -.01]	[-.28, .06]
Knowing how well I am doing on my projects	3.62 (0.89)	3.77 (0.85)	3.52 (0.88)	3.65 (0.83)	[-.34, -.02]	[-.32, .02]
Variety in the tasks that I do	3.81 (0.88)	3.84 (0.85)	3.55 (0.92)	3.70 (0.91)	[-.19, .13]	[-.33, .01]
Having control over the pace of my work	3.40 (0.88)	3.37 (0.83)	3.15 (0.89)	3.29 (0.89)	[-.13, .19]	[-.33, .01]
Enjoying the work that I do	4.84 (0.42)	4.86 (0.37)	4.52 (0.64)	4.62 (0.57)	[-.21, .11]	[-.34, .00]
Being satisfied with the work I do	4.49 (0.65)	4.61 (0.56)	4.27 (0.72)	4.43 (0.62)	[-.36, -.04]	[-.41, -.06]
Having a short commute time from home to job	-	-	3.15 (1.03)	3.41 (1.10)	-	[-.41, -.06]
Flexibility to work at home	-	-	2.48 (1.20)	2.83 (1.27)	-	[-.41, -.07]
Respecting my colleagues or coworkers	3.70 (0.89)	3.91 (0.81)	3.70 (0.92)	3.95 (0.78)	[-.41, -.09]	[-.46, -.11]
A stress-free working environment	2.91 (1.16)	2.89 (1.17)	2.43 (1.04)	2.73 (1.06)	[-.14, .18]	[-.46, -.12]
Clean working conditions	3.13 (1.18)	3.38 (1.12)	2.91 (1.07)	3.29 (1.08)	[-.38, -.06]	[-.53, -.19]
Working Monday through Friday and having weekends free	2.74 (1.26)	2.83 (1.29)	2.73 (1.25)	3.20 (1.25)	[-.23, .09]	[-.55, -.21]
Flexibility in my work schedule	3.56 (1.06)	3.50 (1.05)	3.38 (1.03)	3.78 (0.96)	[-.10, .22]	[-.58, -.24]
Working no more than 60 hours in a week	3.52 (1.41)	3.62 (1.28)	3.41 (1.35)	4.02 (1.23)	[-.24, .08]	[-.64, -.30]
Working no more than 50 hours in a week	3.00 (1.38)	3.11 (1.25)	2.85 (1.32)	3.66 (1.31)	[-.24, .08]	[-.80, -.45]

Note. A dash indicates that the item was not administered. ^a Minimum $n = 304$. ^b Minimum $n = 291$. ^c Minimum $n = 268$. ^d Minimum $n = 251$. These items used a 5-point scale, ranging from 1 (*not important*) to 5 (*extremely important*).

Table S3. Means, standard deviations, and 95% confidence intervals around *ds* for Figure 4

Values	Group Mean (<i>SD</i>)				Effect Size 95% CI	
	Talent Search Participants		Graduate Students		T. Search	G. Students
	Men ^a	Women ^b	Men	Women ^a		
Doing research	-	-	3.38 (1.24)	2.78 (1.33)	-	[.30, .65]
Having a full-time career	3.27 (1.27)	3.01 (1.38)	3.62 (1.07)	3.09 (1.23)	[-.06, .44]	[.29, .64]
Inventing or creating something that will have an impact	3.28 (1.19)	2.98 (1.34)	3.31 (1.10)	2.90 (1.17)	[-.01, .48]	[.19, .53]
Having lots of money	2.47 (1.01)	2.11 (0.98)	2.46 (1.02)	2.19 (0.84)	[.11, .61]	[.13, .47]
Being successful in my line of work	3.62 (0.90)	3.51 (1.05)	3.79 (0.79)	3.55 (0.88)	[-.14, .35]	[.11, .46]
Continuing to develop my intellectual interests	4.03 (0.87)	4.13 (0.76)	4.13 (0.78)	3.96 (0.80)	[-.36, .13]	[.04, .39]
Continuing to develop my skills/talents	4.05 (0.79)	4.08 (0.80)	4.14 (0.72)	4.00 (0.78)	[-.29, .20]	[.01, .35]
Exercising regularly	3.09 (1.19)	3.12 (1.07)	3.51 (1.04)	3.34 (1.13)	[-.27, .22]	[-.02, .33]
Teaching	-	-	3.05 (1.22)	2.90 (1.22)	-	[-.05, .29]
Being recognized for the contributions I have made	2.98 (1.01)	3.24 (1.04)	3.34 (0.91)	3.24 (0.89)	[-.50, -.01]	[-.05, .29]
Being able to give my children better opportunities than I've had	2.99 (1.26)	2.99 (1.41)	3.31 (1.23)	3.22 (1.30)	[-.25, .25]	[-.11, .25]
Being a leader in my community	1.72 (0.86)	1.79 (1.08)	1.91 (0.98)	1.85 (0.91)	[-.31, .18]	[-.11, .23]
Having a good education	3.58 (1.02)	3.83 (1.06)	3.99 (0.87)	3.98 (0.84)	[-.49, .00]	[-.15, .19]
Having children	3.37 (1.45)	3.21 (1.58)	3.50 (1.32)	3.52 (1.44)	[-.14, .35]	[-.19, .16]
Having leisure time to enjoy avocational interests	3.79 (0.96)	3.82 (1.08)	3.64 (0.92)	3.69 (0.93)	[-.28, .22]	[-.22, .12]
Finding or having the right person to marry	4.25 (1.01)	4.33 (1.08)	4.17 (1.06)	4.23 (1.00)	[-.33, .17]	[-.23, .12]
Maintaining a healthy diet	3.00 (1.07)	3.20 (0.91)	3.45 (0.95)	3.55 (0.93)	[-.45, .04]	[-.28, .07]
Being politically active in my community	1.77 (1.01)	1.75 (1.04)	1.65 (0.81)	1.75 (0.90)	[-.22, .27]	[-.29, .06]
Having a meaningful spiritual life	2.38 (1.40)	2.46 (1.44)	2.58 (1.47)	2.75 (1.41)	[-.37, .12]	[-.29, .05]
Spending quality time with my children every day	3.75 (1.31)	3.86 (1.48)	3.94 (1.24)	4.12 (1.27)	[-.33, .17]	[-.32, .04]
Maintaining a close relationship with my parents	3.48 (1.12)	3.81 (1.20)	3.71 (1.13)	3.88 (1.07)	[-.53, -.03]	[-.33, .02]
Living close to family	2.15 (1.08)	2.54 (1.24)	2.41 (1.04)	2.57 (1.07)	[-.58, -.09]	[-.33, .02]
Having time to socialize	3.41 (1.00)	3.52 (1.04)	3.19 (0.97)	3.37 (0.95)	[-.36, .13]	[-.36, -.01]
Being there for family and friends	4.06 (0.89)	4.23 (0.77)	4.02 (0.86)	4.19 (0.75)	[-.45, .04]	[-.38, -.04]
Community service	2.39 (1.02)	2.94 (1.19)	2.67 (1.08)	2.83 (1.01)	[-.75, -.25]	[-.33, .02]
Giving back to the community	2.84 (1.05)	3.30 (1.04)	2.97 (1.02)	3.15 (1.00)	[-.69, -.19]	[-.36, -.01]
Not working outside the home	1.14 (0.50)	1.49 (0.99)	1.20 (0.64)	1.39 (0.87)	[-.70, -.19]	[-.42, -.07]
Having strong friendships	4.00 (0.94)	4.39 (0.86)	3.83 (0.97)	4.16 (0.86)	[-.68, -.19]	[-.54, -.19]
Having a part-time career for a limited time	1.32 (0.65)	2.47 (1.26)	1.39 (0.82)	2.04 (1.20)	[-1.42, -.88]	[-.82, -.45]
Having a part-time career	1.30 (0.74)	1.97 (1.18)	1.26 (0.68)	1.95 (1.15)	[-.95, -.43]	[-.91, -.54]

Note. A dash indicates that the item was not administered. ^a Minimum *n* = 238. ^b Minimum *n* = 78. ^c Minimum *n* = 255. ^d Minimum *n* = 225. These items used a 5-point scale, ranging from 1 (*not important*) to 5 (*extremely important*).

Table S4. Means, standard deviations, and 95% confidence intervals around *ds* for Figure 5

Values	Group Mean (<i>SD</i>)				Effect Size 95% CI	
	Talent Search Participants		Graduate Students		T. Search	G. Students
	Men ^a	Women ^b	Men	Women ^a		
I believe society should invest in my ideas because they are more important than those of other people in my discipline	2.71 (1.00)	2.51 (0.85)	2.60 (0.85)	2.31 (0.76)	[-.03, .47]	[.19, .54]
I am able to control my emotions when it is appropriate to do so	4.01 (0.80)	3.75 (0.78)	3.93 (0.69)	3.67 (0.82)	[.09, .58]	[.17, .52]
The prospect of receiving criticism from others does not inhibit me from expressing my thoughts	3.56 (1.01)	3.30 (0.95)	3.68 (0.89)	3.41 (0.92)	[.01, .51]	[.12, .47]
I have the capacity for sustained physical activity, playing, and moving about, without tiring and having to rest	3.32 (1.20)	3.08 (1.09)	3.62 (1.03)	3.34 (0.99)	[-.04, .45]	[.10, .44]
I want to be recognized as the best in my field	3.47 (0.98)	3.19 (1.02)	3.24 (1.03)	2.97 (0.94)	[.03, .52]	[.10, .44]
I tend to put myself and my own needs before others and their needs	2.88 (0.89)	2.52 (0.89)	2.62 (0.90)	2.40 (0.84)	[.15, .65]	[.07, .42]
I am comfortable spending long intervals of time by myself	4.09 (0.95)	4.17 (0.82)	4.13 (0.75)	3.93 (0.95)	[-.33, .16]	[.06, .41]
I persist when others give up	3.63 (0.83)	3.69 (0.79)	3.96 (0.71)	3.79 (0.77)	[-.32, .17]	[.06, .40]
I believe that the most important contribution one can make to humanity is the discovery of scientific principles	2.41 (0.96)	2.27 (0.86)	2.57 (0.94)	2.39 (0.87)	[-.10, .39]	[.03, .38]
The possibility of discomforting others does not deter me from stating the facts	3.38 (1.05)	3.19 (0.95)	3.34 (1.01)	3.15 (0.97)	[-.06, .44]	[.02, .36]
I make a contribution to the greater good	3.84 (0.74)	3.85 (0.75)	3.88 (0.65)	3.82 (0.60)	[-.25, .24]	[-.07, .28]
I have the inner strength to resist popular pressure	4.08 (0.77)	3.86 (0.79)	3.99 (0.74)	3.97 (0.74)	[.04, .53]	[-.14, .20]
I believe that the most important contribution one can make to humanity involves the direct improvement of others' lives	3.52 (0.93)	3.73 (1.00)	3.55 (0.82)	3.55 (0.83)	[-.46, .03]	[-.18, .16]
I approach individuals in higher ranked positions than my own	4.03 (0.82)	3.94 (0.77)	3.91 (0.78)	3.92 (0.79)	[-.14, .35]	[-.18, .16]
I want to improve the human condition	4.08 (0.76)	4.23 (0.77)	3.98 (0.70)	4.03 (0.67)	[-.44, .06]	[-.23, .11]
I enjoy being part of an organization where individuals share responsibilities	4.06 (0.74)	4.10 (0.86)	4.01 (0.59)	4.06 (0.61)	[-.29, .20]	[-.26, .08]
I think that people have a duty to provide for those less fortunate than themselves	3.68 (0.92)	3.92 (0.92)	3.67 (0.90)	3.77 (0.79)	[-.51, -.01]	[-.29, .05]
I am a team player	3.80 (0.89)	3.77 (0.91)	3.91 (0.69)	4.00 (0.64)	[-.21, .28]	[-.31, .04]

I tend to take charge and give directions	3.40 (0.98)	3.68 (0.92)	3.46 (0.91)	3.58 (0.84)	[-.54, -.04]	[-.31, .03]
Society has a responsibility to meet the basic needs of all its members	3.83 (1.02)	4.12 (0.81)	3.69 (0.93)	3.89 (0.86)	[-.56, -.06]	[-.39, -.04]
I can relatively easily multitask, or do multiple things at once	3.68 (1.06)	3.81 (1.07)	3.67 (0.98)	3.94 (0.94)	[-.37, .12]	[-.46, -.12]
I can relatively easily shift gears among different tasks	3.82 (0.98)	3.76 (0.94)	3.71 (0.85)	3.96 (0.84)	[-.18, .31]	[-.46, -.12]
Optimal human forms of creativity are found in the arts and humanities	2.80 (1.01)	3.14 (0.90)	-	-	[-.61, -.11]	-
It is important that no one goes without or gets left behind	3.51 (1.00)	3.89 (0.85)	3.46 (0.91)	3.76 (0.81)	[-.66, -.16]	[-.51, -.17]

Note. A dash indicates that the item was not administered. ^a Minimum $n = 257$. ^b Minimum $n = 82$. ^c Minimum $n = 263$. ^d Minimum $n = 251$. These items used a 5-point scale, ranging from 1 (*strongly disagree*) to 5 (*strongly agree*)

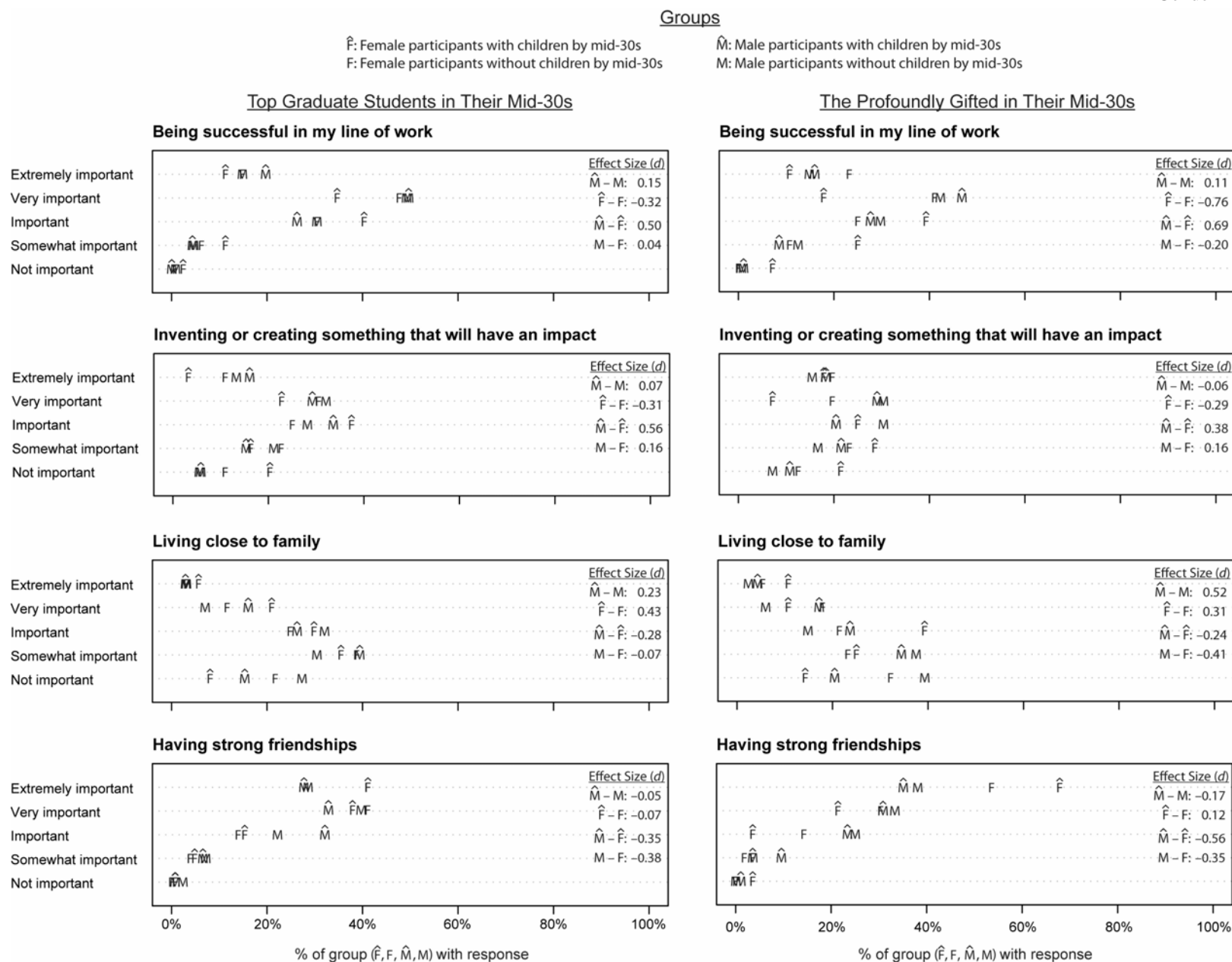


Figure S1. Responses of math/science graduate students and the profoundly gifted in their mid-30s to items about life values. For graduate student participants, $p < .01$ for all $|d| > .33$. For talent search participants, $p < .01$ for $\hat{M} - M$ $|d| > .35$, $\hat{F} - F$ $|d| > .65$, $\hat{M} - \hat{F}$ $|d| > .56$, $M - F$ $|d| > .45$.

Groups

\hat{F} : Female participants with children by mid-30s
 F: Female participants without children by mid-30s

\hat{M} : Male participants with children by mid-30s
 M: Male participants without children by mid-30s

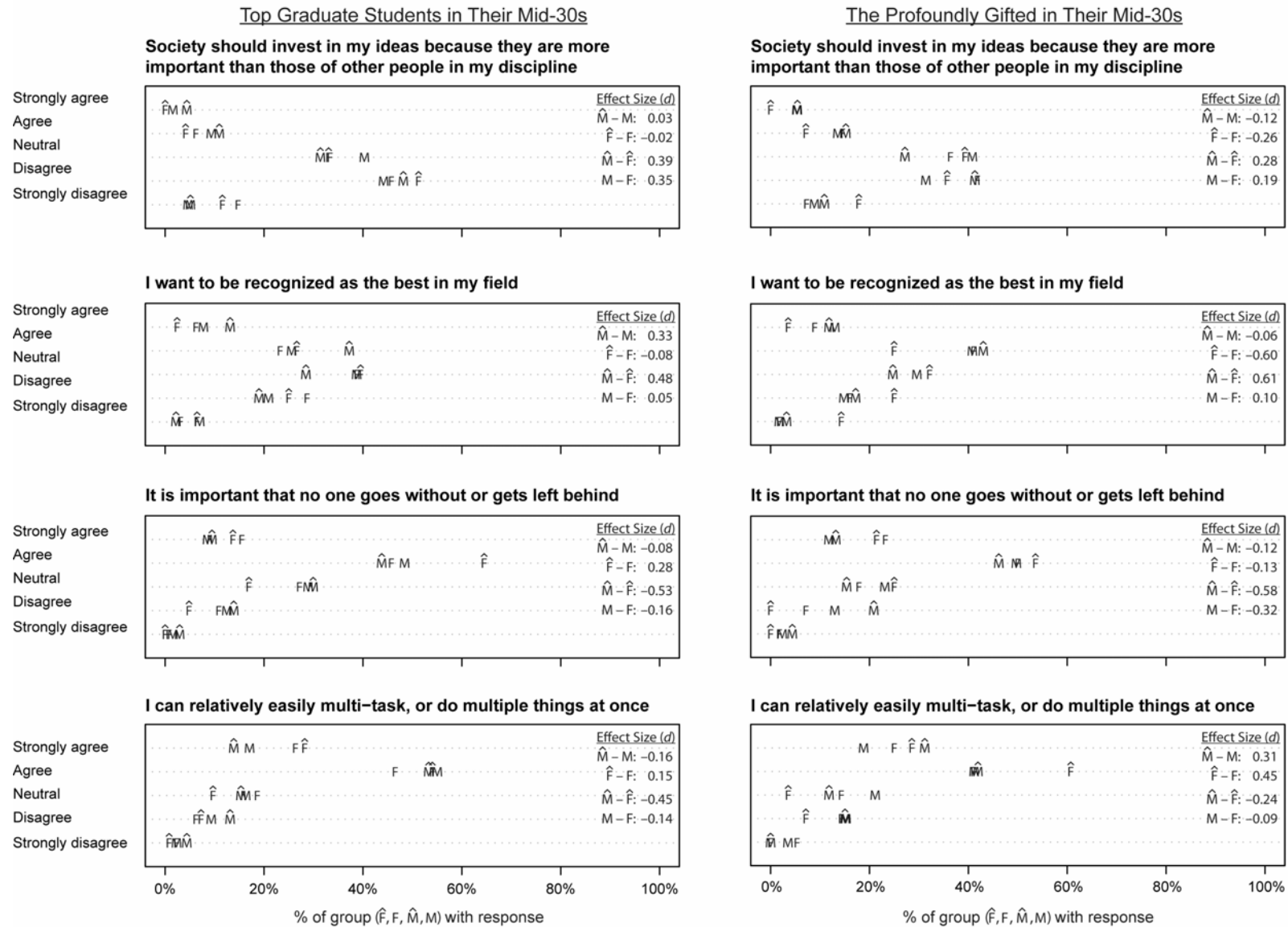


Figure S2. Responses of math/science graduate students and the profoundly gifted in their mid-30s to items about personal views. For graduate student participants, $p < .01$ for all $|d| > .33$. For talent search participants, $p < .01$ for $\hat{M} - M$ $|d| > .35$, $\hat{F} - F$ $|d| > .65$, $\hat{M} - \hat{F}$ $|d| > .56$, $M - F$ $|d| > .45$.

Table S5: Age 33 gender differences in work preferences for early-1970s talent search participants: Means, standard deviations, and effect sizes (*d*)

Values	Group Mean (SD)		Effect Size
	Men	Women	
Being able to take risks on my job	2.94 (1.18)	2.52 (1.13)	0.37
Working with things (e.g. machines) as part of your job	2.03 (1.13)	1.66 (0.97)	0.35
A reasonable benefits package	2.99 (1.25)	3.14 (1.21)	-0.12
A salary that is well above the average person's salary	3.01 (1.26)	2.63 (1.16)	0.32
A merit-based pay system	3.13 (1.30)	2.87 (1.31)	0.20
The prestige or reputation of the organization	2.75 (1.09)	2.74 (1.08)	0.01
Freedom to do pretty much what I want	3.05 (1.17)	3.03 (1.12)	0.02
Traveling as a part of the work I do	1.86 (1.03)	1.60 (0.95)	0.27
Seeing projects on my job through from beginning to end	3.22 (1.11)	3.29 (1.08)	-0.06
Holding an administrative position	1.91 (1.07)	1.88 (1.09)	0.03
The prestige of the job I have	2.69 (1.12)	2.46 (1.09)	0.21
Performing similar tasks each workday	1.38 (0.63)	1.45 (0.69)	-0.10
Opportunities for promotion	3.13 (1.18)	2.93 (1.18)	0.17
Using complex or high-level skills	3.90 (0.99)	3.70 (1.05)	0.19
Completing your job independently of others	2.63 (1.14)	2.75 (1.18)	-0.10
A good retirement package	2.60 (1.18)	2.50 (1.15)	0.08
The capability to contribute to decisions made	3.79 (0.94)	3.63 (0.97)	0.16
A challenging job	4.04 (0.85)	3.91 (0.91)	0.14
The opportunity to learn new things on my job	4.12 (0.85)	4.10 (0.85)	0.03
Meeting individuals on the job with whom I can develop friendships	3.11 (1.08)	3.14 (1.10)	-0.03
Having friendly co-workers or colleagues	3.56 (0.90)	3.60 (0.95)	-0.04
Being able to talk informally with other employees at work	3.32 (1.04)	3.36 (1.05)	-0.04
Working with other people as part of your job	3.17 (1.09)	3.24 (1.21)	-0.06
Freedom to do my tasks or job uninterrupted	2.96 (1.10)	3.02 (1.14)	-0.06
Being able to exercise leadership on my job	3.30 (1.16)	3.11 (1.19)	0.16
Having the results of my work significantly affect the lives or well-being of other people	3.27 (1.24)	3.49 (1.16)	-0.18
Keeping busy on my job	3.31 (0.99)	3.44 (0.97)	-0.14
Freedom from supervision	3.23 (1.16)	3.22 (1.14)	0.01
The ability to do my work well	4.47 (0.67)	4.56 (0.59)	-0.14
Knowing how well I am doing on my projects	3.66 (0.92)	3.75 (0.87)	-0.10
Variety in the tasks that I do	3.71 (0.89)	3.70 (0.95)	0.01
Having control over the pace of my work	3.26 (0.96)	3.25 (0.94)	0.01
Enjoying the work that I do	4.55 (0.68)	4.62 (0.64)	-0.11
Being satisfied with the work I do	4.41 (0.72)	4.47 (0.67)	-0.07
Respecting my colleagues or coworkers	3.58 (0.91)	3.67 (0.93)	-0.10
A stress-free working environment	2.35 (1.14)	2.63 (1.16)	-0.25
Being left on my own to do my work	3.44 (1.15)	3.71 (1.06)	-0.25
Clean working conditions	2.88 (1.09)	3.33 (1.10)	-0.41
Working Monday through Friday and having weekends free	2.66 (1.28)	2.99 (1.43)	-0.24
Flexibility in my work schedule	3.28 (1.16)	3.58 (1.13)	-0.26
Working no more than 60 hours in a week	3.66 (1.34)	4.12 (1.27)	-0.35
Working no more than 50 hours in a week	1.98 (1.16)	2.80 (1.42)	-0.63

Note. Minimum male $n = 671$. Minimum female $n = 440$. These items used a 5-point scale, ranging from 1 (*not important*) to 5 (*extremely important*).

Table S6: Gender differences in life values for early- and late-1970s talent search participants

Values	<i>d</i>			
	1972-1974		1976-1979	
	Age 23 ^a	Age 33 ^b	Age 23 ^c	Age 33 ^d
Having a full-time career	-	0.70	-	0.28
Inventing or creating something that will have an impact	-	0.37	-	0.27
Having lots of money	0.12	0.35	0.03	0.50
Being successful in my line of work	-0.07	0.22	-0.03	0.12
Continuing to develop my intellectual interests	-	-0.02	-	0.02
Continuing to develop my skills/talents	-	-0.03	-	-0.11
Being able to give my children better opportunities than I've had	0.07	0.05	0.09	0.18
Being a leader in my community	0.27	0.10	0.06	0.06
Having a good education	-0.23	-0.20	-0.09	-0.17
Having children	-0.14	-0.16	-0.15	-0.22
Having leisure time to enjoy my own interests	-0.11	-0.07	-0.16	-0.12
Finding the right person to marry and having a happy family life	-0.04	0.08	-0.08	-0.08
Being politically active in my community	-	0.08	-	-0.00
Having a meaningful spiritual life	-	-0.20	-	-0.28
Maintaining a close relationship with my parents	-	-0.24	-	-0.28
Living close to parents and relatives	-0.32	-0.25	-0.27	-0.19
Having time to socialize	-	-0.09	-	-0.14
Not working outside the home	-	-0.55	-	-0.32
Having strong friendships	-0.10	-0.33	-0.13	-0.18
Having a part-time career for a limited time	-	-0.76	-	-0.76
Having a part-time career	-	-0.64	-	-0.65

Note. A dash indicates that the item was not administered. Means and standard deviations for these *ds* are available in Table S5 of the Web Supplement. ^a Minimum male *n* = 518; minimum female *n* = 338. ^b Minimum male *n* = 727; minimum female *n* = 475. ^c Minimum male *n* = 223; minimum female *n* = 121. ^d Minimum male *n* = 348; minimum female *n* = 174. These items used a 5-point scale, ranging from 1 (*not important*) to 5 (*extremely important*).

Table S7. Means and standard deviations for Table S6

Values	Group Mean (<i>SD</i>)							
	1972-1975				1977-1979			
	Age 23 ^a		Age 33 ^b		Age 23 ^c		Age 33 ^d	
	Men	Women	Men	Women	Men	Women	Men	Women
Having a full-time career	-	-	3.66 (1.19)	2.77 (1.35)	-	-	3.23 (1.23)	2.87 (1.35)
Inventing or creating something that will have an impact	-	-	2.93 (1.32)	2.44 (1.320)	-	-	3.21 (1.24)	2.88 (1.25)
Having lots of money	1.90 (0.64)	1.82 (0.65)	2.56 (1.01)	2.22 (0.95)	1.78 (0.60)	1.76 (0.60)	2.58 (0.98)	2.12 (0.86)
Being successful in my line of work	2.70 (0.49)	2.73 (0.48)	3.81 (0.88)	3.61 (0.95)	2.56 (0.62)	2.58 (0.57)	3.76 (0.91)	3.65 (0.91)
Continuing to develop my intellectual interests	-	-	3.81 (0.96)	3.83 (0.98)	-	-	4.01 (0.87)	3.98 (0.94)
Continuing to develop my skills/talents	-	-	3.96 (0.84)	3.99 (0.88)	-	-	4.05 (0.80)	4.14 (0.85)
Being able to give my children better opportunities than I've had	2.07 (0.71)	2.02 (0.72)	3.35 (1.28)	3.29 (1.36)	2.08 (0.69)	2.02 (0.67)	3.14 (1.30)	2.90 (1.32)
Being a leader in my community	1.60 (0.66)	1.43 (0.59)	2.06 (1.08)	1.96 (1.05)	1.76 (0.65)	1.72 (0.72)	2.03 (1.06)	1.96 (1.08)
Having a good education	2.68 (0.51)	2.79 (0.44)	3.66 (0.98)	3.86 (0.95)	2.67 (0.56)	2.72 (0.56)	3.68 (0.99)	3.85 (0.96)
Having children	2.27 (0.71)	2.37 (0.77)	3.56 (1.40)	3.78 (1.46)	2.53 (0.60)	2.62 (0.61)	3.51 (1.38)	3.80 (1.31)
Having leisure time to enjoy my own interests	2.63 (0.53)	2.69 (0.49)	3.73 (0.96)	3.80 (0.97)	2.24 (0.75)	2.36 (0.73)	3.80 (0.92)	3.91 (0.99)
Finding the right person to marry and having a happy family life	2.75 (0.54)	2.78 (0.52)	4.29 (0.98)	4.21 (1.05)	2.63 (0.68)	2.68 (0.60)	4.39 (0.91)	4.46 (0.91)
Being politically active in my community	-	-	1.76 (0.96)	1.69 (0.88)	-	-	1.78 (1.03)	1.78 (1.07)
Having a meaningful spiritual life	-	-	2.86 (1.42)	3.15 (1.37)	-	-	2.67 (1.45)	3.08 (1.45)
Maintaining a close relationship with my parents	-	-	3.61 (1.13)	3.88 (1.11)	-	-	3.70 (1.08)	4.01 (1.11)
Living close to parents and relatives	1.67 (0.62)	1.87 (0.63)	2.34 (1.12)	2.64 (1.22)	1.70 (0.64)	1.88 (0.66)	2.35 (1.07)	2.55 (1.09)
Having time to socialize	-	-	3.33 (1.01)	3.42 (1.03)	-	-	3.46 (1.00)	3.59 (1.01)
Not working outside the home	-	-	1.24 (0.67)	1.80 (1.27)	-	-	1.25 (0.66)	1.55 (1.17)
Having strong friendships	2.77 (0.44)	2.82 (0.40)	3.91 (0.93)	4.20 (0.87)	2.66 (0.60)	2.74 (0.58)	4.14 (0.84)	4.29 (0.87)
Having a part-time career for a limited time	-	-	1.34 (0.75)	2.12 (1.30)	-	-	1.30 (0.71)	2.13 (1.36)
Having a part-time career	-	-	1.31 (0.73)	1.97 (1.24)	-	-	1.24 (0.63)	1.86 (1.18)

Note. A dash indicates that the item was not administered. ^aMinimum male $n = 518$; minimum female $n = 338$. ^bMinimum male $n = 727$; minimum female $n = 475$. ^cMinimum male $n = 223$; minimum female $n = 121$. ^dMinimum male $n = 348$; minimum female $n = 174$. These items used a 5-point scale, ranging from 1 (*not important*) to 5 (*extremely important*).

Correlations among Lifestyle Preferences Items among the Graduate Student Cohort (Variances on the diagonal)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Work Preferences																								
1. Using a number of complex or high-level skills	1.00																							
2. Working no more than 50 hours per week	-0.14	1.89																						
3. Being left on my own to do my work	0.11	0.02	1.33																					
4. Meeting people with whom I can develop friendships	0.13	-0.01	0.08	1.12																				
5. A salary that is well above average	0.13	0.02	0.18	0.13	1.36																			
6. Enjoying my work	0.31	-0.10	0.03	0.26	-0.05	0.37																		
7. Knowing how well I am doing on my projects	0.09	0.07	0.10	0.24	0.14	0.25	0.74																	
8. Flexibility in my work schedule	0.11	0.21	0.27	0.18	0.15	0.16	0.26	1.03																
9. Freedom from supervision	0.13	-0.04	0.53	0.10	0.18	0.10	0.13	0.44	1.28															
10. The opportunity to learn new things on my job	0.46	-0.17	0.19	0.24	0.10	0.37	0.22	0.27	0.29	0.67														
11. Clean working conditions	0.04	0.12	0.06	0.23	0.20	0.09	0.30	0.25	0.11	0.13	1.18													
12. The prestige of the job I have	0.22	-0.10	0.09	0.18	0.37	0.16	0.28	0.22	0.16	0.17	0.26	0.95												
13. Traveling as part of the work I do	0.18	-0.13	0.12	0.10	0.10	0.15	0.06	0.10	0.21	0.19	0.00	0.22	0.85											
14. Respecting my colleagues or coworkers	0.22	-0.01	-0.04	0.32	0.05	0.35	0.29	0.19	0.03	0.35	0.24	0.19	0.13	0.74										
15. Being able to exercise leadership on my job	0.11	-0.09	0.06	0.17	0.25	0.24	0.33	0.09	0.17	0.28	0.18	0.32	0.18	0.37	1.14									
16. The ability to do my work well	0.25	-0.05	0.10	0.18	0.07	0.33	0.36	0.19	0.09	0.33	0.24	0.22	0.07	0.38	0.26	0.42								
17. Freedom to do my tasks or job uninterrupted	0.08	0.00	0.38	0.08	0.12	0.06	0.21	0.26	0.38	0.17	0.21	0.17	0.13	0.03	0.07	0.16	1.08							
18. The results of my work significantly affect others	0.04	-0.06	0.04	0.16	0.05	0.23	0.22	0.10	0.06	0.22	0.19	0.18	0.04	0.23	0.32	0.23	0.10	1.18						
19. A reasonable benefits package	0.06	0.09	0.11	0.06	0.28	0.07	0.22	0.22	0.10	0.16	0.25	0.22	0.04	0.16	0.15	0.15	0.13	0.12	0.90					
20. Opportunities for promotion	0.09	-0.09	0.05	0.18	0.39	0.17	0.33	0.18	0.13	0.27	0.31	0.46	0.12	0.26	0.51	0.23	0.17	0.19	0.36	1.14				
21. Variety in my tasks	0.34	-0.12	0.16	0.12	0.10	0.26	0.23	0.20	0.17	0.43	0.10	0.12	0.13	0.25	0.30	0.28	0.11	0.28	0.19	0.31	0.84			
22. Freedom to do pretty much what I want on my job	0.22	-0.13	0.47	0.12	0.13	0.16	0.07	0.32	0.56	0.29	0.04	0.25	0.26	0.03	0.10	0.20	0.36	0.13	0.14	0.13	0.28	1.31		
23. The prestige or reputation of the organization	0.22	-0.14	0.09	0.20	0.25	0.21	0.24	0.17	0.15	0.29	0.24	0.57	0.24	0.24	0.32	0.25	0.22	0.25	0.24	0.45	0.21	0.34	1.05	
24. Seeing projects through from beginning to end	0.08	-0.11	0.14	0.16	0.17	0.15	0.28	0.13	0.11	0.22	0.19	0.20	0.25	0.17	0.21	0.25	0.34	0.19	0.15	0.25	0.18	0.29	0.29	1.02
25. Being satisfied with my work	0.27	-0.05	0.04	0.21	0.01	0.58	0.25	0.20	0.09	0.35	0.18	0.15	0.12	0.39	0.28	0.53	0.10	0.29	0.09	0.20	0.29	0.19	0.23	0.23
26. A good retirement package	0.10	0.04	0.12	0.14	0.17	0.10	0.19	0.25	0.13	0.19	0.25	0.22	0.11	0.17	0.10	0.10	0.18	0.09	0.64	0.33	0.26	0.20	0.28	0.17
27. Working Monday through Friday and having weekends free	-0.08	0.62	-0.02	-0.01	0.15	-0.05	0.13	0.11	0.00	-0.06	0.16	0.02	-0.12	0.03	0.08	-0.01	0.04	-0.06	0.18	0.14	0.04	-0.12	0.01	-0.06
28. A stress-free working environment	-0.10	0.36	0.11	0.07	0.07	0.04	0.12	0.22	0.18	-0.04	0.27	-0.02	-0.03	0.02	-0.04	0.07	0.29	0.04	0.18	0.08	0.02	0.11	0.02	0.11
29. Being able to take risks on my job	0.18	-0.22	0.13	0.07	0.21	0.16	0.17	0.07	0.18	0.28	0.05	0.20	0.23	0.17	0.45	0.16	0.13	0.26	0.11	0.35	0.29	0.27	0.28	0.30
30. Keeping busy on my job	0.10	-0.10	0.03	0.15	0.06	0.17	0.25	0.04	0.05	0.23	0.19	0.09	0.14	0.25	0.31	0.33	0.08	0.18	0.11	0.24	0.33	0.07	0.19	0.24
31. A merit-based pay system	0.10	-0.04	0.13	0.04	0.36	0.05	0.21	0.12	0.13	0.24	0.15	0.21	0.15	0.16	0.34	0.19	0.15	0.11	0.18	0.45	0.29	0.10	0.22	0.15
32. A challenging job	0.43	-0.22	0.16	0.14	0.12	0.37	0.23	0.13	0.16	0.51	0.10	0.21	0.17	0.33	0.33	0.36	0.11	0.19	0.12	0.29	0.41	0.20	0.29	0.27
33. Holding an administrative position	-0.01	-0.02	-0.04	0.13	0.26	0.03	0.21	-0.01	0.04	0.05	0.15	0.22	0.07	0.11	0.39	0.07	-0.03	0.14	0.14	0.28	0.14	-0.04	0.18	0.12
34. Working no more than 60 hours per week	-0.15	0.80	0.00	0.00	0.02	-0.12	0.04	0.15	-0.05	-0.19	0.07	-0.07	-0.12	0.00	-0.06	-0.05	0.00	-0.08	0.10	-0.06	-0.06	-0.13	-0.12	-0.10
35. Having control over pace of my work	0.14	-0.01	0.34	0.13	0.10	0.16	0.22	0.36	0.40	0.23	0.28	0.27	0.17	0.14	0.15	0.29	0.43	0.13	0.17	0.18	0.25	0.53	0.29	0.28
36. The capability to contribute to decisions	0.18	-0.07	0.03	0.14	0.22	0.22	0.23	0.09	0.17	0.28	0.18	0.21	0.22	0.30	0.52	0.29	0.10	0.24	0.22	0.39	0.32	0.19	0.26	0.25
37. Performing similar tasks each work day	-0.07	0.08	0.11	0.11	0.07	-0.05	0.13	0.06	0.08	-0.03	0.16	0.11	0.06	-0.03	0.08	0.03	0.21	0.11	0.08	0.08	-0.11	0.07	0.09	0.19
38. Being able to work from home	0.07	0.17	0.26	0.07	0.06	0.08	0.15	0.54	0.31	0.20	0.17	0.10	0.09	0.07	0.04	0.13	0.25	0.03	0.11	0.06	0.09	0.30	0.21	0.15
Personal Views																								
39. I want to improve the human condition	0.08	-0.01	-0.02	0.13	-0.05	0.15	0.15	0.08	0.00	0.23	0.15	0.10	0.07	0.15	0.17	0.14	-0.02	0.45	0.09	0.08	0.17	0.06	0.15	0.08
40. I am able to control my emotions when it is appropriate to do	0.02	-0.04	0.04	-0.01	0.03	0.05	0.02	0.01	-0.02	0.05	0.05	0.02	0.01	0.07	0.07	0.06	-0.04	0.02	0.14	0.06	0.06	0.02	0.08	0.01
41. I enjoy being part of an organization where individuals share	0.03	0.02	-0.05	0.12	0.02	0.10	0.14	0.13	-0.08	0.11	0.09	-0.04	0.00	0.19	0.19	0.10	-0.02	0.19	0.09	0.09	0.18	0.01	-0.01	0.06
42. It is important that no one goes without or gets left behind	-0.05	0.12	-0.02	0.17	-0.11	0.12	0.11	0.21	0.01	0.14	0.13	0.00	0.00	0.12	0.02	0.05	0.11	0.18	0.08	0.02	0.11	0.05	0.04	0.10
43. The possibility of discomfoting others does not deter me from	0.04	-0.13	0.07	-0.06	0.11	0.01	0.03	0.02	0.02	0.09	0.02	0.06	0.04	0.01	0.12	0.04	-0.04	0.05	-0.02	0.07	0.08	0.04	0.04	0.04
44. I can relatively easily shift gears among different tasks	0.08	0.00	0.05	0.07	0.05	0.07	0.08	0.03	0.02	0.12	0.12	0.03	0.08	0.08	0.20	0.05	-0.06	0.11	0.06	0.14	0.22	-0.01	0.03	0.00
45. I can relatively easily multi-task or do multiple things at once	0.09	-0.02	0.11	0.05	0.13	0.06	0.09	0.07	0.09	0.10	0.12	0.09	0.08	0.04	0.23	0.04	0.02	0.14	0.07	0.18	0.26	0.02	0.07	0.01

46. I am comfortable spending long intervals of time by myself	0.07	-0.13	0.21	-0.13	0.02	-0.02	-0.05	0.09	0.13	0.04	0.01	-0.05	0.08	-0.03	-0.02	0.08	0.19	-0.07	0.02	0.02	0.01	0.17	0.04	0.06
47. I believe that the most important contribution one can make	0.19	-0.15	0.07	-0.03	0.12	0.05	0.07	0.06	0.10	0.08	0.06	0.12	0.17	0.05	0.05	0.10	0.20	0.07	0.10	0.12	0.14	0.15	0.19	0.19
48. I persist when others give up	0.14	-0.14	0.10	0.02	0.14	0.08	0.09	0.11	0.10	0.19	0.07	0.15	0.06	0.11	0.16	0.18	0.12	0.11	0.04	0.15	0.11	0.12	0.17	0.20
49. I am a team player	-0.01	0.07	-0.15	0.19	0.05	0.12	0.16	0.07	-0.16	0.10	0.17	0.08	-0.03	0.24	0.28	0.12	-0.13	0.13	0.13	0.26	0.16	-0.13	0.09	0.03
50. I have the capacity for sustained physical activity, playing, etc.	0.05	-0.08	0.00	0.00	-0.02	0.01	0.00	0.07	0.05	0.13	0.06	0.01	0.06	0.03	0.06	0.05	0.05	0.12	0.06	0.10	0.03	0.02	0.03	0.05
51. I have the inner strength to resist popular pressure	0.07	-0.01	0.13	0.03	0.07	0.04	0.00	0.06	0.09	0.12	0.06	0.03	0.04	-0.01	0.06	0.07	0.01	0.08	0.01	0.07	0.05	0.06	0.00	0.03
52. Society should invest in my ideas because they are more in	0.11	-0.16	0.06	-0.05	0.09	0.04	-0.03	-0.01	0.08	0.08	0.02	0.19	0.06	0.02	0.10	0.08	0.02	0.13	0.01	0.12	-0.01	0.14	0.17	0.09
53. I believe that the most important contribution one can make	-0.06	0.05	0.00	0.16	0.00	0.14	0.11	0.11	0.04	0.12	0.14	-0.03	0.01	0.08	0.12	0.05	0.04	0.32	0.07	0.11	0.11	0.06	0.00	0.14
54. I want to be recognized as the best in my field	0.23	-0.16	0.04	-0.01	0.25	0.17	0.12	0.04	0.07	0.14	0.04	0.30	0.12	0.08	0.20	0.18	0.10	0.07	0.09	0.22	0.10	0.23	0.32	0.22
55. I think that people have a duty to provide for those less fortunate	0.11	0.06	-0.07	0.07	-0.10	0.11	0.02	0.10	-0.06	0.06	0.07	0.05	0.06	0.14	0.06	0.09	0.00	0.17	0.12	0.02	0.12	0.07	0.05	0.07
56. I tend to take charge and give directions	0.02	0.00	0.02	0.07	0.19	0.12	0.13	0.10	0.13	0.16	0.11	0.20	0.14	0.15	0.39	0.16	-0.01	0.13	0.11	0.25	0.14	0.08	0.16	0.12
57. The prospect of receiving criticism from others does not inhibit	0.17	-0.10	0.09	-0.04	0.11	0.04	0.02	0.00	0.10	0.17	0.03	0.10	0.06	0.08	0.16	0.02	0.03	0.05	0.00	0.08	0.08	0.05	0.02	0.00
58. Doing something is better than doing nothing at all	-0.09	-0.05	0.02	0.07	0.12	0.02	0.04	0.00	0.09	0.04	0.01	0.08	0.11	0.02	0.18	-0.04	0.01	0.12	0.00	0.11	0.02	-0.02	0.05	0.06
59. I make a contribution to the greater good	0.09	-0.11	0.08	0.07	0.03	0.02	0.07	0.02	0.04	0.10	0.01	0.10	0.07	0.09	0.16	0.09	0.02	0.27	0.06	0.05	0.06	0.13	0.16	0.04
60. I approach individuals in higher ranked positions than myself or	0.07	-0.11	0.05	0.03	0.12	0.09	0.20	0.09	0.08	0.17	0.07	0.16	0.10	0.15	0.28	0.19	0.06	0.16	0.06	0.18	0.15	0.10	0.18	0.07
61. I tend to put myself and my own needs before others and therefore	0.04	-0.04	0.08	-0.04	0.15	-0.04	0.01	-0.08	0.07	-0.06	0.01	0.15	0.18	-0.12	0.01	-0.08	0.06	-0.14	0.09	0.03	-0.07	0.09	0.04	-0.01
62. Society has a responsibility to meet the basic needs of all its	0.05	0.09	-0.03	0.08	-0.11	0.18	0.05	0.12	-0.06	0.05	0.05	0.10	0.11	0.17	-0.01	-0.02	0.06	0.14	0.07	0.00	0.06	0.04	0.06	0.08

Life Values

63. Being successful in my line of work	0.26	-0.26	0.10	0.11	0.28	0.29	0.25	0.00	0.12	0.23	0.05	0.40	0.23	0.25	0.35	0.37	0.06	0.15	0.17	0.33	0.19	0.27	0.39	0.25
64. Being recognized for the contributions I have made	0.17	-0.11	0.10	0.09	0.30	0.20	0.27	0.11	0.12	0.19	0.09	0.48	0.19	0.20	0.35	0.26	0.07	0.09	0.18	0.43	0.21	0.20	0.42	0.22
65. Inventing or creating something that will have an impact	0.24	-0.19	0.06	0.08	0.18	0.15	0.16	0.05	0.12	0.25	0.04	0.26	0.14	0.12	0.24	0.18	0.13	0.26	0.08	0.19	0.21	0.23	0.30	0.22
66. Having lots of money	0.09	-0.07	0.09	0.08	0.63	-0.03	0.12	0.11	0.18	0.04	0.11	0.32	0.10	0.00	0.24	0.09	0.06	0.01	0.22	0.36	0.06	0.13	0.22	0.16
67. Having a good education	0.27	-0.04	0.12	0.13	0.10	0.17	0.11	0.22	0.15	0.18	0.22	0.21	0.15	0.23	0.16	0.32	0.11	0.11	0.12	0.11	0.13	0.22	0.20	0.15
68. Continuing to develop my intellectual interests	0.49	-0.21	0.22	0.11	0.12	0.34	0.10	0.16	0.25	0.49	0.07	0.19	0.19	0.20	0.19	0.31	0.23	0.22	0.11	0.16	0.37	0.35	0.25	0.22
69. Continuing to develop my skills/talents	0.40	-0.22	0.16	0.12	0.13	0.29	0.14	0.18	0.18	0.46	0.14	0.17	0.19	0.22	0.23	0.34	0.18	0.22	0.11	0.20	0.32	0.28	0.24	0.24
70. Having strong friendships	0.12	0.05	-0.01	0.28	0.00	0.22	0.12	0.22	0.08	0.23	0.13	0.09	0.07	0.26	0.16	0.15	0.04	0.14	0.12	0.13	0.15	0.07	0.07	0.04
71. Finding or having the right person to marry	0.07	0.12	0.06	0.16	0.05	0.12	0.12	0.17	0.05	0.12	0.10	0.13	0.01	0.19	0.18	0.13	-0.04	0.21	0.15	0.08	0.15	0.08	0.12	0.02
72. Maintaining a close personal relationship with my parents	0.04	0.09	0.02	0.12	0.07	0.10	0.17	0.17	0.05	0.14	0.20	0.13	-0.01	0.18	0.16	0.13	0.10	0.21	0.24	0.21	0.14	0.09	0.16	0.16
73. Living close to family	-0.02	0.13	0.00	0.11	0.09	-0.05	0.14	0.17	0.03	0.04	0.18	0.11	-0.01	0.00	0.05	0.08	0.09	0.16	0.15	0.11	0.06	-0.01	0.12	0.11
74. Having leisure time to enjoy avocational interests	0.06	0.24	0.12	0.12	0.18	0.12	0.16	0.26	0.13	0.12	0.22	0.13	-0.03	0.09	0.07	0.13	0.18	0.07	0.24	0.12	0.13	0.06	0.07	0.05
75. Having time to socialize	0.03	0.17	0.00	0.24	0.11	0.13	0.15	0.18	0.10	0.11	0.19	0.12	0.08	0.13	0.12	0.05	0.08	0.11	0.15	0.11	0.12	0.06	0.06	0.03
76. Giving back to the community	0.04	0.06	0.04	0.13	-0.04	0.08	0.18	0.23	0.11	0.20	0.22	0.08	0.06	0.24	0.23	0.14	0.15	0.38	0.16	0.17	0.19	0.10	0.16	0.11
77. Community service	-0.01	0.05	0.04	0.13	-0.04	0.04	0.19	0.22	0.07	0.15	0.22	0.04	0.04	0.22	0.20	0.14	0.14	0.37	0.17	0.17	0.16	0.07	0.14	0.12
78. Being a leader in my community	0.06	-0.10	0.01	0.22	0.11	0.08	0.14	0.15	0.09	0.12	0.14	0.21	0.15	0.11	0.33	0.12	0.10	0.26	0.12	0.20	0.16	0.13	0.21	0.16
79. Being politically active in my community	0.05	-0.02	0.09	0.09	-0.07	0.08	0.06	0.10	0.14	0.13	0.04	0.04	0.14	0.09	0.10	0.09	0.05	0.17	0.08	0.05	0.10	0.09	0.08	0.08
80. Having a meaningful spiritual life	-0.07	0.17	0.03	0.01	-0.01	-0.04	0.15	0.19	0.06	0.04	0.20	0.01	0.03	0.03	0.07	0.11	0.04	0.22	0.14	0.06	0.06	0.04	0.06	0.03
81. Having children	0.01	0.23	-0.02	0.07	0.08	0.04	0.14	0.23	-0.02	0.01	0.10	0.12	-0.04	0.06	0.16	0.03	-0.05	0.12	0.22	0.18	0.04	0.08	0.11	0.04
82. Spending quality time with my children every day	0.00	0.23	0.04	0.06	0.03	0.02	0.15	0.22	0.05	0.07	0.13	0.11	-0.04	0.01	0.13	0.06	0.04	0.10	0.22	0.17	0.10	0.11	0.11	0.06
83. Being there for family and friends	0.08	0.13	0.04	0.11	0.03	0.14	0.21	0.23	0.05	0.14	0.21	0.07	0.03	0.19	0.13	0.18	0.05	0.15	0.21	0.16	0.21	0.01	0.09	0.12
84. Being able to give my children better opportunities than I've	0.08	0.03	0.13	0.09	0.24	0.05	0.22	0.19	0.14	0.14	0.26	0.27	0.03	0.06	0.22	0.18	0.22	0.21	0.27	0.37	0.16	0.18	0.28	0.23
85. Having a part-time career	-0.10	0.36	0.03	0.05	-0.03	-0.06	-0.03	0.19	0.04	-0.02	0.14	-0.06	-0.14	0.00	0.02	0.02	0.05	0.10	-0.04	-0.05	0.03	0.01	-0.07	-0.07
86. Having a part-time career for a limited time	-0.01	0.26	-0.02	0.01	-0.02	-0.04	-0.02	0.20	0.05	-0.02	0.06	-0.01	-0.07	0.03	0.05	0.00	-0.02	0.07	-0.04	-0.01	0.08	0.04	-0.08	-0.10
87. Having a full-time career	0.20	-0.31	0.14	0.11	0.25	0.19	0.12	-0.08	0.16	0.15	0.01	0.33	0.22	0.18	0.28	0.22	0.08	0.08	0.15	0.25	0.09	0.21	0.27	0.19
88. Not working outside the home	-0.13	0.19	0.00	0.07	0.08	-0.02	0.05	0.12	0.01	-0.01	0.12	-0.02	-0.02	-0.02	0.07	0.01	0.07	0.13	-0.05	0.07	0.01	-0.02	0.04	0.07

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-0.05 0.13 0.09 -0.08 0.06 0.09 0.08 0.00 0.04 0.16 -0.04 0.00 0.12 0.44 0.26 0.29 0.02 0.07 0.13 0.14 0.13 0.01 0.21 1.90
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-0.06 0.14 0.13 -0.20 0.20 0.08 0.08 0.00 -0.02 0.20 0.10 0.13 0.44 0.34 0.42 0.30 0.25 0.32 0.36 0.33 0.22 0.17 0.22 0.32 0.41 0.66
0.04 0.12 0.07 -0.06 0.00 0.24 0.24 0.17 0.22 0.24 0.19 0.22 0.13 0.28 0.31 0.26 0.14 0.10 0.22 0.22 0.25 0.08 0.14 0.44 0.47 0.33 1.60
0.00 -0.06 -0.01 -0.07 0.02 -0.20 -0.12 -0.05 -0.02 0.02 -0.12 -0.06 0.09 0.08 0.03 0.14 0.13 0.06 0.09 0.05 0.09 0.08 0.11 0.16 0.10 0.07 0.99
0.00 0.02 -0.02 -0.03 0.07 -0.17 0.00 -0.06 -0.04 0.00 -0.08 -0.04 0.09 0.10 0.02 0.08 0.11 0.12 0.04 0.06 0.07 0.10 0.03 0.14 0.13 0.06 0.06 0.62 1.14
0.10 0.13 0.18 0.10 0.04 0.49 0.34 0.26 0.25 0.27 0.32 0.31 0.03 0.00 0.03 -0.04 0.00 -0.01 0.03 0.02 0.18 0.07 -0.08 -0.02 -0.03 0.01 0.18 -0.35 -0.18 1.39
0.06 0.02 -0.02 -0.02 -0.06 -0.14 -0.05 -0.01 0.05 -0.05 -0.11 -0.06 0.05 0.08 0.04 0.13 0.12 0.05 0.08 0.12 0.10 0.07 0.15 0.09 0.09 0.03 0.05 0.27 0.26 -0.21 0.58