

*Appendix A*  
*Effect Sizes for Relationships Involving MTL*

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Amah (2018)	Age	1	AFF-MTL	.88	-.21	200	Adults	Manager	Non-Military		
Amah (2018)	Self-Efficacy	.93	AFF-MTL	.88	-.18	200	Adults	Manager	Non-Military		
Amah (2018)	AFF-MTL	.88	NC-MTL	.89	.07	200					
Amah (2018)	Age	1	NC-MTL	.89	-.08	200	Adults	Manager	Non-Military		
Amah (2018)	Self-Efficacy	.93	NC-MTL	.89	.42	200	Adults	Manager	Non-Military		
Amah (2018)	SN-MTL	.90	NC-MTL	.89	.06	200					
Amah (2018)	AFF-MTL	.88	SN-MTL	.90	.54	200					
Amah (2018)	Age	1	SN-MTL	.90	-.17	200	Adults	Manager	Non-Military		
Amah (2018)	Self-Efficacy	.93	SN-MTL	.90	-.09	200	Adults	Manager	Non-Military		
Amit & Bar Lev (2012)	Gender	1	AFF-MTL	.85	.17	199	Adults	Unclear	Non-Military		
Amit & Bar Lev (2012)	AFF-MTL	.85	NC-MTL	.61	-.02	199					
Amit & Bar Lev (2012)	Gender	1	NC-MTL	.61	.08	201	Adults	Unclear	Non-Military		
Amit & Bar Lev (2012)	SN-MTL	.68	NC-MTL	.61	-.01	200					
Amit & Bar Lev (2012)	AFF-MTL	.85	SN-MTL	.68	.43	198					
Amit & Bar Lev (2012)	Gender	1	SN-MTL	.68	.11	201	Adults	Unclear	Non-Military		
Amit, Lisak, Popper, & Gal (2007)	AFF-MTL	.89	NC-MTL	.82	.35	402					
Amit, Lisak, Popper, & Gal (2007)	SN-MTL	.78	NC-MTL	.82	.41	402					
Amit, Lisak, Popper, & Gal (2007)	AFF-MTL	.89	SN-MTL	.78	.68	402					
Bergner, Kanape, & Rybnicek (2018)	Past Leader Experience	.88	AFF-MTL	.91	.30	433	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Bishop (2008)	Gender	1	AFF-MTL	.50	-.03	168	Students	Manager	Non-Military		
Bishop (2008)	Gender	1	NC-MTL	.62	.04	167	Students	Manager	Non-Military		
Bishop (2008)	Gender	1	SN-MTL	.77	.07	168	Students	Manager	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Gender	1	AFF-MTL	.84	.32	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Leader Self-Efficacy	.87	AFF-MTL	.84	.66	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Past Leader Experience	.80	AFF-MTL	.84	.61	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Self-Efficacy	.88	AFF-MTL	.84	.44	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	AFF-MTL	.84	NC-MTL	.85	-.10	323					
Bobbio & Manganelli (2009) [Adult Sample]	Gender	1	NC-MTL	.85	-.17	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Leader Self-Efficacy	.87	NC-MTL	.85	-.05	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Past Leader Experience	.80	NC-MTL	.85	.09	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Self-Efficacy	.88	NC-MTL	.85	.14	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	SN-MTL	.74	NC-MTL	.85	.10	323					
Bobbio & Manganelli (2009) [Adult Sample]	AFF-MTL	.84	SN-MTL	.74	.30	323					
Bobbio & Manganelli (2009) [Adult Sample]	Gender	1	SN-MTL	.74	.16	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Leader Self-Efficacy	.87	SN-MTL	.74	.34	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Past Leader Experience	.80	SN-MTL	.74	.25	323	Adults	Unclear	Non-Military		
Bobbio & Manganelli (2009) [Adult Sample]	Self-Efficacy	.88	SN-MTL	.74	.19	323	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Bobbio & Manganelli (2009) [Student Sample]	Gender	1	AFF-MTL	.90	.08	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Leader Self-Efficacy	.85	AFF-MTL	.90	.72	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Past Leader Experience	.82	AFF-MTL	.90	.63	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Self-Efficacy	.90	AFF-MTL	.90	.49	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	AFF-MTL	.90	NC-MTL	.87	-.07	372					
Bobbio & Manganelli (2009) [Student Sample]	Gender	1	NC-MTL	.87	-.11	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Leader Self-Efficacy	.85	NC-MTL	.87	-.03	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Past Leader Experience	.82	NC-MTL	.87	.04	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Self-Efficacy	.90	NC-MTL	.87	.11	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	SN-MTL	.72	NC-MTL	.87	.21	372					
Bobbio & Manganelli (2009) [Student Sample]	AFF-MTL	.90	SN-MTL	.72	.37	372					
Bobbio & Manganelli (2009) [Student Sample]	Gender	1	SN-MTL	.72	-.05	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Leader Self-Efficacy	.85	SN-MTL	.72	.30	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Past Leader Experience	.82	SN-MTL	.72	.19	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli (2009) [Student Sample]	Self-Efficacy	.90	SN-MTL	.72	.28	372	Students	Non-Manager	Non-Military		
Bobbio & Manganelli-Rattazzi (2006)	Gender	1	AFF-MTL	.82	.25	487	Students	Non-Manager	Non-Military		
Bobbio & Manganelli-Rattazzi (2006)	Gender	1	NC-MTL	.75	-.28	487	Students	Non-Manager	Non-Military		
Bobbio & Manganelli-Rattazzi (2006)	Gender	1	SN-MTL	.60	.02	487	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Chan & Drasgow (2001) [Military Sample]	Agreeableness	.67	AFF-MTL	.84	.27	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Cognitive Ability	.86	AFF-MTL	.84	.03	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Conscientiousness	.75	AFF-MTL	.84	.35	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Emotional Stability	.83	AFF-MTL	.84	.27	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Extraversion	.80	AFF-MTL	.84	.52	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Horizontal Collectivism	.77	AFF-MTL	.84	.24	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Horizontal Individualism	.80	AFF-MTL	.84	.14	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Leader Self-Efficacy	.76	AFF-MTL	.84	.67	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Openness	.77	AFF-MTL	.84	.37	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Past Leader Experience	.70	AFF-MTL	.84	.59	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Vertical Collectivism	.77	AFF-MTL	.84	.19	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Vertical Individualism	.70	AFF-MTL	.84	.24	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	AFF-MTL	.84	NC-MTL	.83	.26	1334					
Chan & Drasgow (2001) [Military Sample]	Agreeableness	.67	NC-MTL	.83	.38	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Cognitive Ability	.86	NC-MTL	.83	.03	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Conscientiousness	.75	NC-MTL	.83	.31	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Emotional Stability	.83	NC-MTL	.83	.29	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Extraversion	.80	NC-MTL	.83	.15	1334	Adults	Non-Manager	Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Chan & Drasgow (2001) [Military Sample]	Horizontal Collectivism	.77	NC-MTL	.83	.33	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Horizontal Individualism	.80	NC-MTL	.83	-.09	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Leader Self-Efficacy	.76	NC-MTL	.83	.26	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Openness	.77	NC-MTL	.83	.20	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Past Leader Experience	.70	NC-MTL	.83	.27	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	SN-MTL	.74	NC-MTL	.83	.42	1334					
Chan & Drasgow (2001) [Military Sample]	Vertical Collectivism	.77	NC-MTL	.83	.35	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Vertical Individualism	.70	NC-MTL	.83	-.16	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	AFF-MTL	.84	SN-MTL	.74	.50	1334					
Chan & Drasgow (2001) [Military Sample]	Agreeableness	.67	SN-MTL	.74	.36	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Cognitive Ability	.86	SN-MTL	.74	-.01	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Conscientiousness	.75	SN-MTL	.74	.42	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Emotional Stability	.83	SN-MTL	.74	.23	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Extraversion	.80	SN-MTL	.74	.34	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Horizontal Collectivism	.77	SN-MTL	.74	.40	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Horizontal Individualism	.80	SN-MTL	.74	.03	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Leader Self-Efficacy	.76	SN-MTL	.74	.44	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Openness	.77	SN-MTL	.74	.25	1334	Adults	Non-Manager	Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Chan & Drasgow (2001) [Military Sample]	Past Leader Experience	.70	SN-MTL	.74	.39	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Vertical Collectivism	.77	SN-MTL	.74	.37	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Military Sample]	Vertical Individualism	.70	SN-MTL	.74	.17	1334	Adults	Non-Manager	Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Agreeableness	.73	AFF-MTL	.87	.07	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Cognitive Ability	.73	AFF-MTL	.87	-.01	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Conscientiousness	.79	AFF-MTL	.87	.23	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Emotional Stability	.86	AFF-MTL	.87	.16	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Extraversion	.83	AFF-MTL	.87	.55	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Horizontal Collectivism	.65	AFF-MTL	.87	.09	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Horizontal Individualism	.79	AFF-MTL	.87	.18	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Leader Self-Efficacy	.83	AFF-MTL	.87	.69	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Openness	.74	AFF-MTL	.87	.29	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Past Leader Experience	.50	AFF-MTL	.87	.52	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Vertical Collectivism	.70	AFF-MTL	.87	.15	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Vertical Individualism	.78	AFF-MTL	.87	.26	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	AFF-MTL	.87	NC-MTL	.80	.15	267					
Chan & Drasgow (2001) [Singapore Student Sample]	Agreeableness	.73	NC-MTL	.80	.44	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Cognitive Ability	.73	NC-MTL	.80	-.05	267	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Chan & Drasgow (2001) [Singapore Student Sample]	Conscientiousness	.79	NC-MTL	.80	.14	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Emotional Stability	.86	NC-MTL	.80	.23	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Extraversion	.83	NC-MTL	.80	.18	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Horizontal Collectivism	.65	NC-MTL	.80	.36	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Horizontal Individualism	.79	NC-MTL	.80	-.01	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Leader Self-Efficacy	.83	NC-MTL	.80	.23	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Openness	.74	NC-MTL	.80	.15	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Past Leader Experience	.50	NC-MTL	.80	.19	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	SN-MTL	.65	NC-MTL	.80	.30	267					
Chan & Drasgow (2001) [Singapore Student Sample]	Vertical Collectivism	.70	NC-MTL	.80	.38	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Vertical Individualism	.78	NC-MTL	.80	-.35	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	AFF-MTL	.87	SN-MTL	.65	.40	267					
Chan & Drasgow (2001) [Singapore Student Sample]	Agreeableness	.73	SN-MTL	.65	.30	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Cognitive Ability	.73	SN-MTL	.65	-.04	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Conscientiousness	.79	SN-MTL	.65	.21	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Emotional Stability	.86	SN-MTL	.65	.11	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Extraversion	.83	SN-MTL	.65	.39	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Horizontal Collectivism	.65	SN-MTL	.65	.20	267	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Chan & Drasgow (2001) [Singapore Student Sample]	Horizontal Individualism	.79	SN-MTL	.65	.13	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Leader Self-Efficacy	.83	SN-MTL	.65	.36	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Openness	.74	SN-MTL	.65	.16	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Past Leader Experience	.50	SN-MTL	.65	.27	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Vertical Collectivism	.70	SN-MTL	.65	.33	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [Singapore Student Sample]	Vertical Individualism	.78	SN-MTL	.65	.09	267	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Agreeableness	.81	AFF-MTL	.91	.25	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Cognitive Ability	.97	AFF-MTL	.91	-.05	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Conscientiousness	.83	AFF-MTL	.91	.14	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Emotional Stability	.88	AFF-MTL	.91	.09	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Extraversion	.90	AFF-MTL	.91	.58	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Horizontal Collectivism	.75	AFF-MTL	.91	.19	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Horizontal Individualism	.82	AFF-MTL	.91	.21	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Leader Self-Efficacy	.82	AFF-MTL	.91	.68	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Openness	.81	AFF-MTL	.91	.27	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Past Leader Experience	.66	AFF-MTL	.91	.70	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Vertical Collectivism	.65	AFF-MTL	.91	.10	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Vertical Individualism	.80	AFF-MTL	.91	.21	284	Students	Non-Manager	Non-Military		



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Chan & Drasgow (2001) [U.S. Student Sample]	AFF-MTL	.91	NC-MTL	.84	.27	284					
Chan & Drasgow (2001) [U.S. Student Sample]	Agreeableness	.81	NC-MTL	.84	.46	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Cognitive Ability	.97	NC-MTL	.84	-.01	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Conscientiousness	.83	NC-MTL	.84	.24	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Emotional Stability	.88	NC-MTL	.84	.11	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Extraversion	.90	NC-MTL	.84	.20	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Horizontal Collectivism	.75	NC-MTL	.84	.43	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Horizontal Individualism	.82	NC-MTL	.84	.01	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Leader Self-Efficacy	.82	NC-MTL	.84	.27	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Openness	.81	NC-MTL	.84	.08	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Past Leader Experience	.66	NC-MTL	.84	.35	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	SN-MTL	.75	NC-MTL	.84	.38	284					
Chan & Drasgow (2001) [U.S. Student Sample]	Vertical Collectivism	.65	NC-MTL	.84	.30	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Vertical Individualism	.80	NC-MTL	.84	-.33	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	AFF-MTL	.91	SN-MTL	.75	.50	284					
Chan & Drasgow (2001) [U.S. Student Sample]	Agreeableness	.81	SN-MTL	.75	.35	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Cognitive Ability	.97	SN-MTL	.75	-.13	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Conscientiousness	.83	SN-MTL	.75	.25	284	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Chan & Drasgow (2001) [U.S. Student Sample]	Emotional Stability	.88	SN-MTL	.75	-.03	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Extraversion	.90	SN-MTL	.75	.26	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Horizontal Collectivism	.75	SN-MTL	.75	.36	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Horizontal Individualism	.82	SN-MTL	.75	.00	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Leader Self-Efficacy	.82	SN-MTL	.75	.44	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Openness	.81	SN-MTL	.75	.06	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Past Leader Experience	.66	SN-MTL	.75	.46	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Vertical Collectivism	.65	SN-MTL	.75	.41	284	Students	Non-Manager	Non-Military		
Chan & Drasgow (2001) [U.S. Student Sample]	Vertical Individualism	.80	SN-MTL	.75	.13	284	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Agreeableness	.87	AFF-MTL	.73	.19	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Conscientiousness	.86	AFF-MTL	.73	.23	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Emotional Stability	.84	AFF-MTL	.73	.16	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Extraversion	.87	AFF-MTL	.73	.46	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Horizontal Individualism	.76	AFF-MTL	.73	.22	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Leader Self-Efficacy	.92	AFF-MTL	.73	.38	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Openness	.83	AFF-MTL	.73	.36	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Vertical Individualism	.62	AFF-MTL	.73	.16	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	AFF-MTL	.73	NC-MTL	.62	.09	638					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Chan, Li, Ho, Chernyshenko, & Sam	Agreeableness	.87	NC-MTL	.62	.10	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Conscientiousness	.86	NC-MTL	.62	.03	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Emotional Stability	.84	NC-MTL	.62	.16	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Extraversion	.87	NC-MTL	.62	.09	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Horizontal Individualism	.76	NC-MTL	.62	.02	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Leader Self-Efficacy	.92	NC-MTL	.62	-.03	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Openness	.83	NC-MTL	.62	.01	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	SN-MTL	.60	NC-MTL	.62	.13	638					
Chan, Li, Ho, Chernyshenko, & Sam	Vertical Individualism	.62	NC-MTL	.62	-.22	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	AFF-MTL	.73	SN-MTL	.60	.47	638					
Chan, Li, Ho, Chernyshenko, & Sam	Agreeableness	.87	SN-MTL	.60	.19	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Conscientiousness	.86	SN-MTL	.60	.16	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Emotional Stability	.84	SN-MTL	.60	.18	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Extraversion	.87	SN-MTL	.60	.31	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Horizontal Individualism	.76	SN-MTL	.60	.20	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Leader Self-Efficacy	.92	SN-MTL	.60	.25	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Openness	.83	SN-MTL	.60	.25	638	Students	Non-Manager	Non-Military		
Chan, Li, Ho, Chernyshenko, & Sam	Vertical Individualism	.62	SN-MTL	.60	.18	638	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Chen (2016)	Leader Self-Efficacy	.87	AFF-MTL	.89	.55	280	Adults	Manager	Non-Military		
Chen (2016)	Narcissism	.76	AFF-MTL	.89	.44	280	Adults	Manager	Non-Military		
Chen (2016)	AFF-MTL	.89	SN-MTL	.78	.48	280					
Chen (2016)	Leader Self-Efficacy	.87	SN-MTL	.78	.42	280	Adults	Manager	Non-Military		
Chen (2016)	Narcissism	.76	SN-MTL	.78	.36	280	Adults	Manager	Non-Military		
Cho, Harrist, Steele, & Murn (2015)	Leader Self-Efficacy	.93	AFF-MTL	.84	.66	231	Students	Non-Manager	Non-Military		
Cho, Harrist, Steele, & Murn (2015)	AFF-MTL	.84	NC-MTL	.82	.49	231					
Cho, Harrist, Steele, & Murn (2015)	Leader Self-Efficacy	.93	NC-MTL	.82	.48	231	Students	Non-Manager	Non-Military		
Cho, Harrist, Steele, & Murn (2015)	SN-MTL	.80	NC-MTL	.82	.39	231					
Cho, Harrist, Steele, & Murn (2015)	AFF-MTL	.84	SN-MTL	.80	.46	231					
Cho, Harrist, Steele, & Murn (2015)	Leader Self-Efficacy	.93	SN-MTL	.80	.59	231	Students	Non-Manager	Non-Military		
Chung (2014)	Leader Self-Efficacy	.93	AFF-MTL	.90	.53	224	Adults	Unclear	Non-Military		
Chung (2014)	AFF-MTL	.90	NC-MTL	.77	.10	224					
Chung (2014)	Leader Self-Efficacy	.93	NC-MTL	.77	.03	224	Adults	Unclear	Non-Military		
Chung (2014)	SN-MTL	.72	NC-MTL	.77	-.11	224					
Chung (2014)	AFF-MTL	.90	SN-MTL	.72	.26	224					
Chung (2014)	Leader Self-Efficacy	.93	SN-MTL	.72	.19	224	Adults	Unclear	Non-Military		
Clemmons & Fields (2011)	Agreeableness	.75	AFF-MTL	.78	.17	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Conscientiousness	.78	AFF-MTL	.78	.07	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Extraversion	.78	AFF-MTL	.78	.38	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Self-Efficacy	.86	AFF-MTL	.78	.35	230	Adults	Manager	Military		
Clemmons & Fields (2011)	AFF-MTL	.78	NC-MTL	.82	.40	230					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Clemmons & Fields (2011)	Agreeableness	.75	NC-MTL	.82	.34	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Conscientiousness	.78	NC-MTL	.82	.29	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Extraversion	.78	NC-MTL	.82	.34	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Self-Efficacy	.86	NC-MTL	.82	.49	230	Adults	Manager	Military		
Clemmons & Fields (2011)	SN-MTL	.82	NC-MTL	.82	.52	230					
Clemmons & Fields (2011)	AFF-MTL	.78	SN-MTL	.82	.53	230					
Clemmons & Fields (2011)	Agreeableness	.75	SN-MTL	.82	.25	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Conscientiousness	.78	SN-MTL	.82	.24	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Extraversion	.78	SN-MTL	.82	.35	230	Adults	Manager	Military		
Clemmons & Fields (2011)	Self-Efficacy	.86	SN-MTL	.82	.70	230	Adults	Manager	Military		
Clemmons (2008)	Emotional Stability	.78	AFF-MTL	.82	.17	231	Adults	Manager	Military		
Clemmons (2008)	Openness	.73	AFF-MTL	.82	.35	231	Adults	Manager	Military		
Clemmons (2008)	Emotional Stability	.78	NC-MTL	.82	.35	231	Adults	Manager	Military		
Clemmons (2008)	Openness	.73	NC-MTL	.82	.49	231	Adults	Manager	Military		
Clemmons (2008)	Emotional Stability	.78	SN-MTL	.78	.33	231	Adults	Manager	Military		
Clemmons (2008)	Openness	.73	SN-MTL	.78	.70	231	Adults	Manager	Military		
Cook & Krauth (2016)	AFF-MTL	.85	Leader Emergence	.84	.33	68	Students	Non-Manager	Non-Military	Temporal Separation	Unclear
Cook (2015)	AFF-MTL	.85	Leader Emergence	.84	.25	66	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Cook (2015)	SN-MTL	.73	Leader Emergence	.84	.27	66	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Cook (2015)	AFF-MTL	.85	SN-MTL	.73	.29	66					
Cziraki, Read, Laschinger, & Wong (2018)	Leader Self-Efficacy	.90	AFF-MTL	.88	.68	727	Adults	Unclear	Non-Military		
Davis (2018)	Gender	1	AFF-MTL	.78	.12	278	Adults	Unclear	Non-Military		
Davis (2018)	Past Leader Experience	1	AFF-MTL	.78	.13	278	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Davis (2018)	Gender	1	NC-MTL	.80	-.03	278	Adults	Unclear	Non-Military		
Davis (2018)	Past Leader Experience	1	NC-MTL	.80	.10	278	Adults	Unclear	Non-Military		
Davis (2018)	Gender	1	SN-MTL	.72	.14	278	Adults	Unclear	Non-Military		
Davis (2018)	Past Leader Experience	1	SN-MTL	.72	.09	278	Adults	Unclear	Non-Military		
Demiran (2015)	Age	1	AFF-MTL	.84	-.02	81	Adults	Manager	Non-Military		
Demiran (2015)	Agreeableness	.62	AFF-MTL	.84	.05	81	Adults	Manager	Non-Military		
Demiran (2015)	Conscientiousness	.77	AFF-MTL	.84	.17	81	Adults	Manager	Non-Military		
Demiran (2015)	Education	1	AFF-MTL	.84	.12	81	Adults	Manager	Non-Military		
Demiran (2015)	Emotional Stability	.78	AFF-MTL	.84	.29	81	Adults	Manager	Non-Military		
Demiran (2015)	Extraversion	.77	AFF-MTL	.84	.19	81	Adults	Manager	Non-Military		
Demiran (2015)	Openness	.80	AFF-MTL	.84	.13	81	Adults	Manager	Non-Military		
Demiran (2015)	Past Leader Experience	1	AFF-MTL	.84	.04	81	Adults	Manager	Non-Military		
Demiran (2015)	AFF-MTL	.84	NC-MTL	.72	.16	81					
Demiran (2015)	Age	1	NC-MTL	.72	.23	81	Adults	Manager	Non-Military		
Demiran (2015)	Agreeableness	.62	NC-MTL	.72	-.08	81	Adults	Manager	Non-Military		
Demiran (2015)	Conscientiousness	.77	NC-MTL	.72	.01	81	Adults	Manager	Non-Military		
Demiran (2015)	Education	1	NC-MTL	.72	-.06	81	Adults	Manager	Non-Military		
Demiran (2015)	Emotional Stability	.78	NC-MTL	.72	.13	81	Adults	Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Demiran (2015)	Extraversion	.77	NC-MTL	.72	-.23	81	Adults	Manager	Non-Military		
Demiran (2015)	Openness	.80	NC-MTL	.72	-.07	81	Adults	Manager	Non-Military		
Demiran (2015)	Past Leader Experience	1	NC-MTL	.72	-.01	81	Adults	Manager	Non-Military		
Demiran (2015)	SN-MTL	.72	NC-MTL	.72	.02	81					
Demiran (2015)	AFF-MTL	.84	SN-MTL	.72	.32	81					
Demiran (2015)	Age	1	SN-MTL	.72	-.09	81	Adults	Manager	Non-Military		
Demiran (2015)	Agreeableness	.62	SN-MTL	.72	.12	81	Adults	Manager	Non-Military		
Demiran (2015)	Conscientiousness	.77	SN-MTL	.72	.13	81	Adults	Manager	Non-Military		
Demiran (2015)	Education	1	SN-MTL	.72	.01	81	Adults	Manager	Non-Military		
Demiran (2015)	Emotional Stability	.78	SN-MTL	.72	.05	81	Adults	Manager	Non-Military		
Demiran (2015)	Extraversion	.77	SN-MTL	.72	-.06	81	Adults	Manager	Non-Military		
Demiran (2015)	Openness	.80	SN-MTL	.72	.02	81	Adults	Manager	Non-Military		
Demiran (2015)	Past Leader Experience	1	SN-MTL	.72	-.04	81	Adults	Manager	Non-Military		
Demiran (2015)	AFF-MTL	.84	Transformational Leadership	.91	.19	66	Adults	Manager	Non-Military	Unclear	Self-Report
Demiran (2015)	NC-MTL	.72	Transformational Leadership	.91	-.03	66	Adults	Manager	Non-Military	Unclear	Self-Report
Demiran (2015)	SN-MTL	.72	Transformational Leadership	.91	.26	66	Adults	Manager	Non-Military	Unclear	Self-Report
Elprana, Felfe, Stiehl, & Gatzka (2015) [Study 1]	Age	1	AFF-MTL	.91	-.01	481	Students	Non-Manager	Non-Military		
Elprana, Felfe, Stiehl, & Gatzka (2015) [Study 1]	Gender	1	AFF-MTL	.91	.17	481	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Elprana, Felfe, Stiehl, & Gatzka (2015) [Study 3]	Age	1	AFF-MTL	.87	.00	169	Students	Non-Manager	Non-Military		
Elprana, Felfe, Stiehl, & Gatzka (2015) [Study 3]	Gender	1	AFF-MTL	.87	.16	169	Students	Non-Manager	Non-Military		
Erickson (2005)	Age	1	AFF-MTL	.88	-.16	61	Adults	Manager	Non-Military		
Erickson (2005)	Agreeableness	.78	AFF-MTL	.88	.20	61	Adults	Manager	Non-Military		
Erickson (2005)	Conscientiousness	.76	AFF-MTL	.88	.08	61	Adults	Manager	Non-Military		
Erickson (2005)	Education	1	AFF-MTL	.88	.34	61	Adults	Manager	Non-Military		
Erickson (2005)	Emotional Stability	.91	AFF-MTL	.88	.30	61	Adults	Manager	Non-Military		
Erickson (2005)	Extraversion	.88	AFF-MTL	.88	.52	61	Adults	Manager	Non-Military		
Erickson (2005)	Horizontal Collectivism	.62	AFF-MTL	.88	-.04	61	Adults	Manager	Non-Military		
Erickson (2005)	Horizontal Individualism	.77	AFF-MTL	.88	.11	61	Adults	Manager	Non-Military		
Erickson (2005)	Leader Self-Efficacy	.52	AFF-MTL	.88	.68	61	Adults	Manager	Non-Military		
Erickson (2005)	Openness	.83	AFF-MTL	.88	.53	61	Adults	Manager	Non-Military		
Erickson (2005)	Past Leader Experience	.80	AFF-MTL	.88	.67	61	Adults	Manager	Non-Military		
Erickson (2005)	Vertical Collectivism	.72	AFF-MTL	.88	-.05	61	Adults	Manager	Non-Military		
Erickson (2005)	Vertical Individualism	.68	AFF-MTL	.88	-.03	61	Adults	Manager	Non-Military		
Erickson (2005)	AFF-MTL	.88	NC-MTL	.80	.46	61					
Erickson (2005)	Age	1	NC-MTL	.80	-.23	61	Adults	Manager	Non-Military		
Erickson (2005)	Agreeableness	.78	NC-MTL	.80	.39	61	Adults	Manager	Non-Military		



Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Erickson (2005)	Conscientiousness	.76	NC-MTL	.80	.11	61	Adults	Manager	Non-Military		
Erickson (2005)	Education	1	NC-MTL	.80	-.02	61	Adults	Manager	Non-Military		
Erickson (2005)	Emotional Stability	.91	NC-MTL	.80	.38	61	Adults	Manager	Non-Military		
Erickson (2005)	Extraversion	.88	NC-MTL	.80	.39	61	Adults	Manager	Non-Military		
Erickson (2005)	Horizontal Collectivism	.62	NC-MTL	.80	.22	61	Adults	Manager	Non-Military		
Erickson (2005)	Horizontal Individualism	.77	NC-MTL	.80	.17	61	Adults	Manager	Non-Military		
Erickson (2005)	Leader Self-Efficacy	.52	NC-MTL	.80	.50	61	Adults	Manager	Non-Military		
Erickson (2005)	Openness	.83	NC-MTL	.80	.31	61	Adults	Manager	Non-Military		
Erickson (2005)	Past Leader Experience	.80	NC-MTL	.80	.46	61	Adults	Manager	Non-Military		
Erickson (2005)	SN-MTL	.76	NC-MTL	.80	.21	61					
Erickson (2005)	Vertical Collectivism	.72	NC-MTL	.80	-.06	61	Adults	Manager	Non-Military		
Erickson (2005)	Vertical Individualism	.68	NC-MTL	.80	-.23	61	Adults	Manager	Non-Military		
Erickson (2005)	AFF-MTL	.88	SN-MTL	.76	.46	61					
Erickson (2005)	Age	1	SN-MTL	.76	-.12	61	Adults	Manager	Non-Military		
Erickson (2005)	Agreeableness	.78	SN-MTL	.76	-.20	61	Adults	Manager	Non-Military		
Erickson (2005)	Conscientiousness	.76	SN-MTL	.76	-.15	61	Adults	Manager	Non-Military		
Erickson (2005)	Education	1	SN-MTL	.76	.28	61	Adults	Manager	Non-Military		
Erickson (2005)	Emotional Stability	.91	SN-MTL	.76	.07	61	Adults	Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Erickson (2005)	Extraversion	.88	SN-MTL	.76	.30	61	Adults	Manager	Non-Military		
Erickson (2005)	Horizontal Collectivism	.62	SN-MTL	.76	.02	61	Adults	Manager	Non-Military		
Erickson (2005)	Horizontal Individualism	.77	SN-MTL	.76	-.02	61	Adults	Manager	Non-Military		
Erickson (2005)	Leader Self-Efficacy	.52	SN-MTL	.76	.39	61	Adults	Manager	Non-Military		
Erickson (2005)	Openness	.83	SN-MTL	.76	.23	61	Adults	Manager	Non-Military		
Erickson (2005)	Past Leader Experience	.80	SN-MTL	.76	.31	61	Adults	Manager	Non-Military		
Erickson (2005)	Vertical Collectivism	.72	SN-MTL	.76	.30	61	Adults	Manager	Non-Military		
Erickson (2005)	Vertical Individualism	.68	SN-MTL	.76	.30	61	Adults	Manager	Non-Military		
Fearing (2015)	Cognitive Ability	.81	AFF-MTL	.80	-.02	196	Adults	Manager	Non-Military		
Fearing (2015)	Conscientiousness	.88	AFF-MTL	.80	.17	196	Adults	Manager	Non-Military		
Fearing (2015)	Emotional Stability	.90	AFF-MTL	.80	.20	196	Adults	Manager	Non-Military		
Fearing (2015)	Extraversion	.90	AFF-MTL	.80	.31	196	Adults	Manager	Non-Military		
Fearing (2015)	Leader Self-Efficacy	.78	AFF-MTL	.80	.55	196	Adults	Manager	Non-Military		
Fearing (2015)	Past Leader Experience	1	AFF-MTL	.80	-.06	196	Adults	Manager	Non-Military		
Fearing (2015)	AFF-MTL	.80	Leadership Effectiveness	.96	.30	196	Adults	Manager	Non-Military	Temporal Separation	Self-Report
Fearing (2015)	NC-MTL	.76	Leadership Effectiveness	.96	.09	196	Adults	Manager	Non-Military	Temporal Separation	Self-Report
Fearing (2015)	SN-MTL	.69	Leadership Effectiveness	.96	.12	196	Adults	Manager	Non-Military	Temporal Separation	Self-Report
Fearing (2015)	AFF-MTL	.80	NC-MTL	.76	.38	196					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Fearing (2015)	Cognitive Ability	.81	NC-MTL	.76	.02	196	Adults	Manager	Non-Military		
Fearing (2015)	Conscientiousness	.88	NC-MTL	.76	.27	196	Adults	Manager	Non-Military		
Fearing (2015)	Emotional Stability	.90	NC-MTL	.76	.28	196	Adults	Manager	Non-Military		
Fearing (2015)	Extraversion	.90	NC-MTL	.76	.11	196	Adults	Manager	Non-Military		
Fearing (2015)	Leader Self-Efficacy	.78	NC-MTL	.76	.24	196	Adults	Manager	Non-Military		
Fearing (2015)	Past Leader Experience	1	NC-MTL	.76	.04	196	Adults	Manager	Non-Military		
Fearing (2015)	SN-MTL	.69	NC-MTL	.76	-.33	196					
Fearing (2015)	AFF-MTL	.80	SN-MTL	.69	.54	196					
Fearing (2015)	Cognitive Ability	.81	SN-MTL	.69	-.14	196	Adults	Manager	Non-Military		
Fearing (2015)	Conscientiousness	.88	SN-MTL	.69	.18	196	Adults	Manager	Non-Military		
Fearing (2015)	Emotional Stability	.90	SN-MTL	.69	.18	196	Adults	Manager	Non-Military		
Fearing (2015)	Extraversion	.90	SN-MTL	.69	.36	196	Adults	Manager	Non-Military		
Fearing (2015)	Leader Self-Efficacy	.78	SN-MTL	.69	.52	196	Adults	Manager	Non-Military		
Fearing (2015)	Past Leader Experience	1	SN-MTL	.69	-.07	196	Adults	Manager	Non-Military		
Felfe & Schyns (2013)	Age	1	AFF-MTL	.89	-.02	1348	Unclear	Unclear	Non-Military		
Felfe & Schyns (2013)	Gender	1	AFF-MTL	.89	-.15	1348	Unclear	Unclear	Non-Military		
Felfe & Schyns (2013)	Self-Efficacy	.85	AFF-MTL	.89	.41	1348	Unclear	Unclear	Non-Military		
Fenton (2015)	Agreeableness	.75	AFF-MTL	.85	-.19	60	Students	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Fenton (2015)	Conscientiousness	.78	AFF-MTL	.85	.02	60	Students	Unclear	Non-Military		
Fenton (2015)	Emotional Stability	.78	AFF-MTL	.85	.32	60	Students	Unclear	Non-Military		
Fenton (2015)	Extraversion	.78	AFF-MTL	.85	.40	60	Students	Unclear	Non-Military		
Fenton (2015)	Leader Self-Efficacy	.77	AFF-MTL	.85	.51	60	Students	Unclear	Non-Military		
Fenton (2015)	Openness	.73	AFF-MTL	.85	.21	60	Students	Unclear	Non-Military		
Galvin (2010)	Age	1	AFF-MTL	.77	.03	93	Adults	Manager	Non-Military		
Galvin (2010)	Core Self-Evaluation	.79	AFF-MTL	.77	.23	93	Adults	Manager	Non-Military		
Galvin (2010)	Gender	1	AFF-MTL	.77	-.20	93	Adults	Manager	Non-Military		
Galvin (2010)	Narcissism	.78	AFF-MTL	.77	.50	93	Adults	Manager	Non-Military		
Galvin (2010)	Past Leader Experience	1	AFF-MTL	.77	.18	93	Adults	Manager	Non-Military		
Galvin (2010)	AFF-MTL	.77	NC-MTL	.75	.18	93					
Galvin (2010)	Age	1	NC-MTL	.75	.33	93	Adults	Manager	Non-Military		
Galvin (2010)	Core Self-Evaluation	.79	NC-MTL	.75	.12	93	Adults	Manager	Non-Military		
Galvin (2010)	Gender	1	NC-MTL	.75	-.02	93	Adults	Manager	Non-Military		
Galvin (2010)	Narcissism	.78	NC-MTL	.75	-.22	93	Adults	Manager	Non-Military		
Galvin (2010)	Past Leader Experience	1	NC-MTL	.75	.42	93	Adults	Manager	Non-Military		
Galvin (2010)	SN-MTL	.76	NC-MTL	.75	.08	93					
Galvin (2010)	AFF-MTL	.77	SN-MTL	.76	.33	93					
Galvin (2010)	Age	1	SN-MTL	.76	-.02	93	Adults	Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Galvin (2010)	Core Self-Evaluation	.79	SN-MTL	.76	.17	93	Adults	Manager	Non-Military	Temporal Separation	Other-Report
Galvin (2010)	Gender	1	SN-MTL	.76	.14	93	Adults	Manager	Non-Military		
Galvin (2010)	Narcissism	.78	SN-MTL	.76	.15	93	Adults	Manager	Non-Military		
Galvin (2010)	Past Leader Experience	1	SN-MTL	.76	.07	93	Adults	Manager	Non-Military		
Galvin (2010)	AFF-MTL	.77	Transformational Leadership	.96	.37	93	Adults	Manager	Non-Military		
Galvin (2010)	NC-MTL	.75	Transformational Leadership	.96	.10	93	Adults	Manager	Non-Military		
Galvin (2010)	SN-MTL	.76	Transformational Leadership	.96	.16	93	Adults	Manager	Non-Military		
Gentile (2013) [Sample A]	Narcissism	.88	AFF-MTL	.86	.49	268	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Gentile (2013) [Sample A]	Narcissism	.88	NC-MTL	.84	-.12	268	Students	Non-Manager	Non-Military		
Gentile (2013) [Sample A]	Narcissism	.88	SN-MTL	.78	.23	268	Students	Non-Manager	Non-Military		
Gentile (2013) [Sample B]	Narcissism	.92	AFF-MTL	.93	.60	314	Adults	Unclear	Non-Military		
Gentile (2013) [Sample B]	Narcissism	.92	NC-MTL	.86	-.16	314	Adults	Unclear	Non-Military		
Gentile (2013) [Sample B]	Narcissism	.92	SN-MTL	.84	.39	314	Adults	Unclear	Non-Military		
Gentile (2013) [Sample B]	Narcissism	.92	SN-MTL	.84	.39	314	Adults	Unclear	Non-Military		
Ghahremani & Lemoine (2017)	AFF-MTL	.86	Leader Emergence	1.00	.26	228	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Ghahremani & Lemoine (2017)	NC-MTL	.82	Leader Emergence	1.00	-.01	228	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Ghahremani & Lemoine (2017)	SN-MTL	.76	Leader Emergence	1.00	.08	228	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Ghahremani & Lemoine (2017)	AFF-MTL	.86	NC-MTL	.82	.29	228					
Ghahremani & Lemoine (2017)	SN-MTL	.76	NC-MTL	.82	.37	228					
Ghahremani & Lemoine (2017)	AFF-MTL	.86	SN-MTL	.76	.56	228					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Gilbert (2015)	Age	1	AFF-MTL	.78	-.15	242	Adults	Manager	Non-Military	Same Time	Self-Report Self-Report Self-Report
Gilbert (2015)	Education	1	AFF-MTL	.78	.17	242	Adults	Manager	Non-Military		
Gilbert (2015)	Gender	1	AFF-MTL	.78	-.02	242	Adults	Manager	Non-Military		
Gilbert (2015)	AFF-MTL	.78	Laissez Faire	.68	-.29	242	Adults	Manager	Non-Military		
Gilbert (2015)	NC-MTL	.67	Laissez Faire	.68	-.27	242	Adults	Manager	Non-Military		
Gilbert (2015)	SN-MTL	.76	Laissez Faire	.68	-.11	242	Adults	Manager	Non-Military		
Gilbert (2015)	AFF-MTL	.78	NC-MTL	.67	.17	242	Adults	Manager	Non-Military	Same Time	Self-Report Self-Report Self-Report
Gilbert (2015)	Age	1	NC-MTL	.67	.01	242					
Gilbert (2015)	Education	1	NC-MTL	.67	-.05	242					
Gilbert (2015)	Gender	1	NC-MTL	.67	-.07	242					
Gilbert (2015)	SN-MTL	.76	NC-MTL	.67	.14	242					
Gilbert (2015)	AFF-MTL	.78	SN-MTL	.76	.33	242					
Gilbert (2015)	Age	1	SN-MTL	.76	-.12	242	Adults	Manager	Non-Military	Same Time	Self-Report Self-Report Self-Report
Gilbert (2015)	Education	1	SN-MTL	.76	.16	242	Adults	Manager	Non-Military		
Gilbert (2015)	Gender	1	SN-MTL	.76	.03	242	Adults	Manager	Non-Military		
Gilbert (2015)	AFF-MTL	.78	Transactional Leadership	.76	-.02	242	Adults	Manager	Non-Military		
Gilbert (2015)	NC-MTL	.67	Transactional Leadership	.76	-.08	242	Adults	Manager	Non-Military		
Gilbert (2015)	SN-MTL	.76	Transactional Leadership	.76	.22	242	Adults	Manager	Non-Military		
Gilbert (2015)	AFF-MTL	.78	Transformational Leadership	.83	.32	242	Adults	Manager	Non-Military	Same Time	Self-Report

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Gilbert (2015)	NC-MTL	.67	Transformational Leadership	.83	.30	242	Adults	Manager	Non-Military	Same Time	Self-Report
Gilbert (2015)	SN-MTL	.76	Transformational Leadership	.83	.20	242	Adults	Manager	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	AFF-MTL	.89	Laissez Faire	.89	-.29	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	NC-MTL	.88	Laissez Faire	.89	-.27	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	SN-MTL	.85	Laissez Faire	.89	-.20	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	AFF-MTL	.89	NC-MTL	.88	.57	310					
Gilbert, Horsman, & Kelloway (2016)	SN-MTL	.85	NC-MTL	.88	.64	310					
Gilbert, Horsman, & Kelloway (2016)	AFF-MTL	.89	SN-MTL	.85	.73	310					
Gilbert, Horsman, & Kelloway (2016)	AFF-MTL	.89	Transactional Leadership	.83	.33	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	NC-MTL	.88	Transactional Leadership	.83	.29	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	SN-MTL	.85	Transactional Leadership	.83	.40	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	AFF-MTL	.89	Transformational Leadership	.91	.48	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	NC-MTL	.88	Transformational Leadership	.91	.42	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gilbert, Horsman, & Kelloway (2016)	SN-MTL	.85	Transformational Leadership	.91	.52	310	Adults	Unclear	Non-Military	Same Time	Self-Report
Gottfried et al. (2011)	Cognitive Ability	.98	AFF-MTL	.90	.15	97	Adults	Unclear	Non-Military		
Gottfried et al. (2011)	AFF-MTL	.90	NC-MTL	.90	.33	98					
Gottfried et al. (2011)	Cognitive Ability	.98	NC-MTL	.90	.12	97	Adults	Unclear	Non-Military		
Gottfried et al. (2011)	SN-MTL	.73	NC-MTL	.90	.43	98					
Gottfried et al. (2011)	AFF-MTL	.90	SN-MTL	.73	.43	98					
Gottfried et al. (2011)	Cognitive Ability	.98	SN-MTL	.73	-.14	97	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Guay (2011)	Age	1	AFF-MTL	.82	-.12	188	Adults	Manager	Non-Military	Temporal Separation Temporal Separation	Self-Report Self-Report
Guay (2011)	Agreeableness	.77	AFF-MTL	.82	.05	188	Adults	Manager	Non-Military		
Guay (2011)	Conscientiousness	.75	AFF-MTL	.82	.16	188	Adults	Manager	Non-Military		
Guay (2011)	Education	1	AFF-MTL	.82	.15	188	Adults	Manager	Non-Military		
Guay (2011)	Emotional Stability	.86	AFF-MTL	.82	.20	188	Adults	Manager	Non-Military		
Guay (2011)	Extraversion	.89	AFF-MTL	.82	.48	188	Adults	Manager	Non-Military		
Guay (2011)	Gender	1	AFF-MTL	.82	-.11	188	Adults	Manager	Non-Military		
Guay (2011)	Openness	.77	AFF-MTL	.82	.36	188	Adults	Manager	Non-Military		
Guay (2011)	Past Leader Experience	1	AFF-MTL	.82	.04	188	Adults	Manager	Non-Military		
Guay (2011)	AFF-MTL	.82	Leadership Effectiveness	.94	.03	188	Adults	Manager	Non-Military		
Guay (2011)	SN-MTL	.77	Leadership Effectiveness	.94	-.01	188	Adults	Manager	Non-Military		
Guay (2011)	AFF-MTL	.82	SN-MTL	.77	.35	188					
Guay (2011)	Age	1	SN-MTL	.77	-.19	188	Adults	Manager	Non-Military		
Guay (2011)	Agreeableness	.77	SN-MTL	.77	.14	188	Adults	Manager	Non-Military		
Guay (2011)	Conscientiousness	.75	SN-MTL	.77	.23	188	Adults	Manager	Non-Military		
Guay (2011)	Education	1	SN-MTL	.77	.03	188	Adults	Manager	Non-Military		
Guay (2011)	Emotional Stability	.86	SN-MTL	.77	.10	188	Adults	Manager	Non-Military		
Guay (2011)	Extraversion	.89	SN-MTL	.77	.23	188	Adults	Manager	Non-Military		



Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Guay (2011)	Gender	1	SN-MTL	.77	-.12	188	Adults	Manager	Non-Military	Temporal Separation Temporal Separation	Self-Report Self-Report
Guay (2011)	Openness	.77	SN-MTL	.77	.15	188	Adults	Manager	Non-Military		
Guay (2011)	Past Leader Experience	1	SN-MTL	.77	-.10	188	Adults	Manager	Non-Military		
Guay (2011)	AFF-MTL	.82	Transformational Leadership	.86	.05	188	Adults	Manager	Non-Military		
Guay (2011)	SN-MTL	.77	Transformational Leadership	.86	.05	188	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 1]	Age	1	AFF-MTL	.84	-.06	180	Adults	Manager	Non-Military	Temporal Separation Temporal Separation	Self-Report Self-Report
Guillen, Mayo, & Korotov (2015) [Study 1]	Gender	1	AFF-MTL	.84	.13	180	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 1]	Leader Self-Efficacy	.84	AFF-MTL	.84	.50	180	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 2]	Age	1	AFF-MTL	.76	-.12	66	Students	Unclear	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 2]	Gender	1	AFF-MTL	.76	.03	66	Students	Unclear	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 4]	Age	1	AFF-MTL	.83	-.03	44	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 4]	Agreeableness	.75	AFF-MTL	.83	-.10	44	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 4]	Conscientiousness	.78	AFF-MTL	.83	.11	44	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 4]	Emotional Stability	.78	AFF-MTL	.83	.04	44	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 4]	Extraversion	.78	AFF-MTL	.83	.38	44	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 4]	Gender	1	AFF-MTL	.83	-.35	44	Adults	Manager	Non-Military		
Guillen, Mayo, & Korotov (2015) [Study 4]	Openness	.73	AFF-MTL	.83	.33	44	Adults	Manager	Non-Military		
Hamid & Krauss (2013)	Past Leader Experience	.88	AFF-MTL	.80	.39	368	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Harms, Roberts, & Wood (2007)	Agreeableness	.78	AFF-MTL	.86	.21	323	Students	Non-Manager	Non-Military	Same Time	Self-Report
Harms, Roberts, & Wood (2007)	Conscientiousness	.82	AFF-MTL	.86	.24	323	Students	Non-Manager	Non-Military		
Harms, Roberts, & Wood (2007)	Emotional Stability	.80	AFF-MTL	.86	.05	323	Students	Non-Manager	Non-Military		
Harms, Roberts, & Wood (2007)	Extraversion	.87	AFF-MTL	.86	.47	323	Students	Non-Manager	Non-Military		
Harms, Roberts, & Wood (2007)	Openness	.77	AFF-MTL	.86	.39	323	Students	Non-Manager	Non-Military		
Harms, Roberts, & Wood (2007)	AFF-MTL	.86	Leader Emergence	1.00	.24	208	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Agreeableness	.78	AFF-MTL	.83	.05	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Conscientiousness	.79	AFF-MTL	.83	.25	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Emotional Stability	.78	AFF-MTL	.83	.13	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Extraversion	.86	AFF-MTL	.83	.40	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Leader Self-Efficacy	.81	AFF-MTL	.83	.68	100	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Hendricks & Payne (2007)	Openness	.73	AFF-MTL	.83	.19	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	AFF-MTL	.83	Leadership Effectiveness	.97	.26	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	NC-MTL	.79	Leadership Effectiveness	.97	.19	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	SN-MTL	.72	Leadership Effectiveness	.97	-.02	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	AFF-MTL	.83	NC-MTL	.79	.22	100					
Hendricks & Payne (2007)	Agreeableness	.78	NC-MTL	.79	.23	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Conscientiousness	.79	NC-MTL	.79	.31	100	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Hendricks & Payne (2007)	Emotional Stability	.78	NC-MTL	.79	.29	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Extraversion	.86	NC-MTL	.79	.30	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Leader Self-Efficacy	.81	NC-MTL	.79	.39	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Openness	.73	NC-MTL	.79	.28	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	SN-MTL	.72	NC-MTL	.79	.38	100					
Hendricks & Payne (2007)	AFF-MTL	.83	SN-MTL	.72	.50	100					
Hendricks & Payne (2007)	Agreeableness	.78	SN-MTL	.72	.24	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Conscientiousness	.79	SN-MTL	.72	.28	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Emotional Stability	.78	SN-MTL	.72	.28	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Extraversion	.86	SN-MTL	.72	.33	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Leader Self-Efficacy	.81	SN-MTL	.72	.57	100	Students	Non-Manager	Non-Military		
Hendricks & Payne (2007)	Openness	.73	SN-MTL	.72	.24	100	Students	Non-Manager	Non-Military		
Hetrick (2014)	AFF-MTL	.93	NC-MTL	.86	.24	314					
Hetrick (2014)	SN-MTL	.84	NC-MTL	.86	.09	314					
Hetrick (2014)	AFF-MTL	.93	SN-MTL	.84	.49	314					
Hiller (2005)	Core Self-Evaluation	.83	AFF-MTL	.90	.31	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Horizontal Collectivism	.74	AFF-MTL	.90	.08	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Horizontal Individualism	.67	AFF-MTL	.90	.32	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Leader Self-Efficacy	.94	AFF-MTL	.90	.61	446	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Hiller (2005)	Past Leader Experience	.92	AFF-MTL	.90	.57	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Vertical Collectivism	.63	AFF-MTL	.90	-.02	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Vertical Individualism	.79	AFF-MTL	.90	.31	446	Students	Non-Manager	Non-Military		
Hiller (2005)	AFF-MTL	.90	NC-MTL	.84	.38	446					
Hiller (2005)	Core Self-Evaluation	.83	NC-MTL	.84	.29	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Horizontal Collectivism	.74	NC-MTL	.84	.35	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Horizontal Individualism	.67	NC-MTL	.84	.21	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Leader Self-Efficacy	.94	NC-MTL	.84	.32	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Past Leader Experience	.92	NC-MTL	.84	.31	446	Students	Non-Manager	Non-Military		
Hiller (2005)	SN-MTL	.70	NC-MTL	.84	.21	446					
Hiller (2005)	Vertical Collectivism	.63	NC-MTL	.84	-.08	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Vertical Individualism	.79	NC-MTL	.84	-.20	446	Students	Non-Manager	Non-Military		
Hiller (2005)	AFF-MTL	.90	SN-MTL	.70	.37	446					
Hiller (2005)	Core Self-Evaluation	.83	SN-MTL	.70	.17	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Horizontal Collectivism	.74	SN-MTL	.70	.22	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Horizontal Individualism	.67	SN-MTL	.70	.22	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Leader Self-Efficacy	.94	SN-MTL	.70	.37	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Past Leader Experience	.92	SN-MTL	.70	.33	446	Students	Non-Manager	Non-Military		
Hiller (2005)	Vertical Collectivism	.63	SN-MTL	.70	.17	446	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Hiller (2005)	Vertical Individualism	.79	SN-MTL	.70	.29	446	Students	Non-Manager	Non-Military		
Hinrichs (2011)	Agreeableness	.78	AFF-MTL	.89	.08	85	Students	Non-Manager	Non-Military		
Hinrichs (2011)	Conscientiousness	.82	AFF-MTL	.89	.36	85	Students	Non-Manager	Non-Military		
Hinrichs (2011)	Extraversion	.88	AFF-MTL	.89	.40	85	Students	Non-Manager	Non-Military		
Hinrichs (2011)	AFF-MTL	.89	Laissez Faire	.93	-.12	85	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Hinrichs (2011)	NC-MTL	.79	Laissez Faire	.93	-.05	85	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Hinrichs (2011)	SN-MTL	.74	Laissez Faire	.93	-.04	85	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Hinrichs (2011)	AFF-MTL	.89	NC-MTL	.79	.01	85					
Hinrichs (2011)	Agreeableness	.78	NC-MTL	.79	.03	85	Students	Non-Manager	Non-Military		
Hinrichs (2011)	Conscientiousness	.82	NC-MTL	.79	.09	85	Students	Non-Manager	Non-Military		
Hinrichs (2011)	Extraversion	.88	NC-MTL	.79	-.15	85	Students	Non-Manager	Non-Military		
Hinrichs (2011)	SN-MTL	.74	NC-MTL	.79	.11	85					
Hinrichs (2011)	AFF-MTL	.89	SN-MTL	.74	.35	85					
Hinrichs (2011)	Agreeableness	.78	SN-MTL	.74	.25	85	Students	Non-Manager	Non-Military		
Hinrichs (2011)	Conscientiousness	.82	SN-MTL	.74	.20	85	Students	Non-Manager	Non-Military		
Hinrichs (2011)	Extraversion	.88	SN-MTL	.74	.26	85	Students	Non-Manager	Non-Military		
Hinrichs, Wang, Hinrichs, & Romero (2012)	Leader Self-Efficacy	.86	AFF-MTL	.88	.54	440	Students	Non-Manager	Non-Military		
Hinrichs, Wang, Hinrichs, & Romero (2012)	AFF-MTL	.88	NC-MTL	.74	-.21	440					
Hinrichs, Wang, Hinrichs, & Romero (2012)	Leader Self-Efficacy	.86	NC-MTL	.74	-.35	440	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Hong, Catano, & Liao (2010) [Sample 1]	Age	1	AFF-MTL	.88	-.10	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Agreeableness	.77	AFF-MTL	.88	.01	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Cognitive Ability	1	AFF-MTL	.88	.19	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Conscientiousness	.72	AFF-MTL	.88	.10	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Emotional Intelligence	.84	AFF-MTL	.88	.25	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Emotional Stability	.83	AFF-MTL	.88	.15	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Extraversion	.84	AFF-MTL	.88	.44	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Gender	1	AFF-MTL	.88	.12	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Openness	.74	AFF-MTL	.88	.27	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	AFF-MTL	.88	Leader Emergence	.97	.24	241	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Hong, Catano, & Liao (2010) [Sample 1]	NC-MTL	.81	Leader Emergence	.97	.20	241	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Hong, Catano, & Liao (2010) [Sample 1]	SN-MTL	.75	Leader Emergence	.97	.09	241	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Hong, Catano, & Liao (2010) [Sample 1]	AFF-MTL	.88	NC-MTL	.81	.27	241					
Hong, Catano, & Liao (2010) [Sample 1]	Age	1	NC-MTL	.81	-.11	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Agreeableness	.77	NC-MTL	.81	.36	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Cognitive Ability	1	NC-MTL	.81	.03	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Conscientiousness	.72	NC-MTL	.81	.25	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Emotional Intelligence	.84	NC-MTL	.81	.13	241	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Hong, Catano, & Liao (2010) [Sample 1]	Emotional Stability	.83	NC-MTL	.81	.27	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Extraversion	.84	NC-MTL	.81	.26	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Gender	1	NC-MTL	.81	-.09	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Openness	.74	NC-MTL	.81	.16	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	SN-MTL	.75	NC-MTL	.81	.22	241					
Hong, Catano, & Liao (2010) [Sample 1]	AFF-MTL	.88	SN-MTL	.75	.40	241					
Hong, Catano, & Liao (2010) [Sample 1]	Age	1	SN-MTL	.75	-.13	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Agreeableness	.77	SN-MTL	.75	.16	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Cognitive Ability	1	SN-MTL	.75	-.02	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Conscientiousness	.72	SN-MTL	.75	.02	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Emotional Intelligence	.84	SN-MTL	.75	.20	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Emotional Stability	.83	SN-MTL	.75	.03	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Extraversion	.84	SN-MTL	.75	.21	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Gender	1	SN-MTL	.75	.07	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 1]	Openness	.74	SN-MTL	.75	.05	241	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Age	1	AFF-MTL	.88	.19	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Emotional Intelligence	.84	AFF-MTL	.88	.30	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Gender	1	AFF-MTL	.88	-.20	115	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Hong, Catano, & Liao (2010) [Sample 2]	Past Leader Experience	1	AFF-MTL	.88	.53	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	AFF-MTL	.88	Leader Emergence	.90	.21	115	Students	Non-Manager	Non-Military	Temporal Separation	Self-Report
Hong, Catano, & Liao (2010) [Sample 2]	NC-MTL	.83	Leader Emergence	.90	.07	115	Students	Non-Manager	Non-Military	Temporal Separation	Self-Report
Hong, Catano, & Liao (2010) [Sample 2]	SN-MTL	.77	Leader Emergence	.90	.27	115	Students	Non-Manager	Non-Military	Temporal Separation	Self-Report
Hong, Catano, & Liao (2010) [Sample 2]	AFF-MTL	.88	NC-MTL	.83	.28	115					
Hong, Catano, & Liao (2010) [Sample 2]	Age	1	NC-MTL	.83	.11	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Emotional Intelligence	.84	NC-MTL	.83	.34	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Gender	1	NC-MTL	.83	-.35	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Past Leader Experience	1	NC-MTL	.83	.23	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	SN-MTL	.77	NC-MTL	.83	.13	115					
Hong, Catano, & Liao (2010) [Sample 2]	AFF-MTL	.88	SN-MTL	.77	.45	115					
Hong, Catano, & Liao (2010) [Sample 2]	Age	1	SN-MTL	.77	.10	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Emotional Intelligence	.84	SN-MTL	.77	.35	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Gender	1	SN-MTL	.77	-.04	115	Students	Non-Manager	Non-Military		
Hong, Catano, & Liao (2010) [Sample 2]	Past Leader Experience	1	SN-MTL	.77	.27	115	Students	Non-Manager	Non-Military		
Jeung (2013)	Age	1	AFF-MTL	.84	.08	814	Adults	Non-Manager	Military		
Jeung (2013)	Agreeableness	.61	AFF-MTL	.84	.00	814	Adults	Non-Manager	Military		
Jeung (2013)	Cognitive Ability	.86	AFF-MTL	.84	.06	814	Adults	Non-Manager	Military		
Jeung (2013)	Conscientiousness	.72	AFF-MTL	.84	.40	814	Adults	Non-Manager	Military		



Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Jeung (2013)	Emotional Intelligence	.83	AFF-MTL	.84	.28	814	Adults	Non-Manager	Military		
Jeung (2013)	Emotional Stability	.74	AFF-MTL	.84	.30	814	Adults	Non-Manager	Military		
Jeung (2013)	Extraversion	.82	AFF-MTL	.84	.58	814	Adults	Non-Manager	Military		
Jeung (2013)	Openness	.81	AFF-MTL	.84	.30	814	Adults	Non-Manager	Military		
Jeung (2013)	Past Leader Experience	1	AFF-MTL	.84	.36	814	Adults	Non-Manager	Military		
Jeung (2013)	AFF-MTL	.84	NC-MTL	.78	.27	814					
Jeung (2013)	Age	1	NC-MTL	.78	.06	814	Adults	Non-Manager	Military		
Jeung (2013)	Agreeableness	.61	NC-MTL	.78	.26	814	Adults	Non-Manager	Military		
Jeung (2013)	Cognitive Ability	.86	NC-MTL	.78	-.03	814	Adults	Non-Manager	Military		
Jeung (2013)	Conscientiousness	.72	NC-MTL	.78	.28	814	Adults	Non-Manager	Military		
Jeung (2013)	Emotional Intelligence	.83	NC-MTL	.78	.17	814	Adults	Non-Manager	Military		
Jeung (2013)	Emotional Stability	.74	NC-MTL	.78	.31	814	Adults	Non-Manager	Military		
Jeung (2013)	Extraversion	.82	NC-MTL	.78	.18	814	Adults	Non-Manager	Military		
Jeung (2013)	Openness	.81	NC-MTL	.78	.05	814	Adults	Non-Manager	Military		
Jeung (2013)	Past Leader Experience	1	NC-MTL	.78	.12	814	Adults	Non-Manager	Military		
Jolibois (2014)	Age	1	AFF-MTL	.81	-.13	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Agreeableness	.75	AFF-MTL	.81	.00	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Conscientiousness	.78	AFF-MTL	.81	.13	242	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Jolibois (2014)	Core Self-Evaluation	.82	AFF-MTL	.81	.30	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Education	1	AFF-MTL	.81	.00	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Emotional Stability	.78	AFF-MTL	.81	.11	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Extraversion	.78	AFF-MTL	.81	.44	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Gender	1	AFF-MTL	.81	-.04	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Leader Self-Efficacy	.71	AFF-MTL	.81	.56	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Openness	.73	AFF-MTL	.81	.29	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Past Leader Experience	.78	AFF-MTL	.81	.50	242	Adults	Unclear	Non-Military		
Jolibois (2014)	AFF-MTL	.81	NC-MTL	.81	.27	242					
Jolibois (2014)	Age	1	NC-MTL	.81	.04	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Agreeableness	.75	NC-MTL	.81	.15	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Conscientiousness	.78	NC-MTL	.81	.28	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Core Self-Evaluation	.82	NC-MTL	.81	.27	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Education	1	NC-MTL	.81	.09	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Emotional Stability	.78	NC-MTL	.81	.22	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Extraversion	.78	NC-MTL	.81	.27	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Gender	1	NC-MTL	.81	-.19	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Leader Self-Efficacy	.71	NC-MTL	.81	.38	242	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Jolibois (2014)	Openness	.73	NC-MTL	.81	.31	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Past Leader Experience	.78	NC-MTL	.81	.30	242	Adults	Unclear	Non-Military		
Jolibois (2014)	SN-MTL	.79	NC-MTL	.81	.20	242					
Jolibois (2014)	AFF-MTL	.81	SN-MTL	.79	.38	242					
Jolibois (2014)	Age	1	SN-MTL	.79	.03	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Agreeableness	.75	SN-MTL	.79	.28	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Conscientiousness	.78	SN-MTL	.79	.13	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Core Self-Evaluation	.82	SN-MTL	.79	.19	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Education	1	SN-MTL	.79	-.02	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Emotional Stability	.78	SN-MTL	.79	.18	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Extraversion	.78	SN-MTL	.79	.35	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Gender	1	SN-MTL	.79	.03	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Leader Self-Efficacy	.71	SN-MTL	.79	.33	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Openness	.73	SN-MTL	.79	.11	242	Adults	Unclear	Non-Military		
Jolibois (2014)	Past Leader Experience	.78	SN-MTL	.79	.39	242	Adults	Unclear	Non-Military		
Jones (2012)	Past Leader Experience	.80	AFF-MTL	.89	.50	170	Adults	Unclear	Non-Military		
Jones (2012)	Self-Efficacy	.85	AFF-MTL	.89	.36	170	Adults	Unclear	Non-Military		
Jones (2012)	AFF-MTL	.89	NC-MTL	.78	.36	170					
Jones (2012)	Past Leader Experience	.80	NC-MTL	.78	.26	170	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Jones (2012)	Self-Efficacy	.85	NC-MTL	.78	.19	170	Adults	Unclear	Non-Military		
Jones (2012)	SN-MTL	.85	NC-MTL	.78	.29	170					
Jones (2012)	AFF-MTL	.89	SN-MTL	.85	.55	170					
Jones (2012)	Past Leader Experience	.80	SN-MTL	.85	.42	170	Adults	Unclear	Non-Military		
Jones (2012)	Self-Efficacy	.85	SN-MTL	.85	.41	170	Adults	Unclear	Non-Military		
Jones (2015)	Cognitive Ability	1	AFF-MTL	.73	.01	131	Adults	Manager	Non-Military		
Jones (2015)	Conscientiousness	.84	AFF-MTL	.73	.25	131	Adults	Manager	Non-Military		
Jones (2015)	Extraversion	.83	AFF-MTL	.73	.30	131	Adults	Manager	Non-Military		
Jones (2015)	Openness	.73	AFF-MTL	.73	.16	131	Adults	Manager	Non-Military		
Jones (2015)	Past Leader Experience	.78	AFF-MTL	.73	.26	131	Adults	Manager	Non-Military		
Jones (2015)	Self-Efficacy	.93	AFF-MTL	.73	.21	131	Adults	Manager	Non-Military		
Jones (2015)	AFF-MTL	.73	Leadership Effectiveness	.96	.16	131	Adults	Manager	Non-Military	Unclear	Self-Report
Jones (2015)	NC-MTL	.77	Leadership Effectiveness	.96	-.10	131	Adults	Manager	Non-Military	Unclear	Self-Report
Jones (2015)	AFF-MTL	.73	NC-MTL	.77	-.17	131					
Jones (2015)	Cognitive Ability	1	NC-MTL	.77	.04	131	Adults	Manager	Non-Military		
Jones (2015)	Conscientiousness	.84	NC-MTL	.77	-.09	131	Adults	Manager	Non-Military		
Jones (2015)	Extraversion	.83	NC-MTL	.77	-.07	131	Adults	Manager	Non-Military		
Jones (2015)	Openness	.73	NC-MTL	.77	.03	131	Adults	Manager	Non-Military		
Jones (2015)	Past Leader Experience	.78	NC-MTL	.77	-.11	131	Adults	Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Jones (2015)	Self-Efficacy	.93	NC-MTL	.77	-.17	131	Adults	Manager	Non-Military		
Joo, Yu, & Atwater (2018)	Gender	1	AFF-MTL	.92	.07	174	Adults	Unclear	Non-Military		
Joo, Yu, & Atwater (2018)	Leader Self-Efficacy	.95	AFF-MTL	.92	.22	174	Adults	Unclear	Non-Military		
Joo, Yu, & Atwater (2018)	AFF-MTL	.92	SN-MTL	.88	.76	174					
Joo, Yu, & Atwater (2018)	Gender	1	SN-MTL	.88	-.02	174	Adults	Unclear	Non-Military		
Joo, Yu, & Atwater (2018)	Leader Self-Efficacy	.95	SN-MTL	.88	.23	174	Adults	Unclear	Non-Military		
Karelaia & Guillen (2012)	Age	1	AFF-MTL	.84	.06	638	Adults	Manager	Non-Military		
Karelaia & Guillen (2012)	Education	1	AFF-MTL	.84	.01	638	Adults	Manager	Non-Military		
Karelaia & Guillen (2012)	Age	1	SN-MTL	.71	-.01	638	Adults	Manager	Non-Military		
Karelaia & Guillen (2012)	Education	1	SN-MTL	.71	.01	638	Adults	Manager	Non-Military		
Karelaia & Guillen (2014)	Leader Self-Efficacy	.90	AFF-MTL	.84	.48	638	Adults	Manager	Non-Military		
Karelaia & Guillen (2014)	Past Leader Experience	1	AFF-MTL	.84	.15	638	Adults	Manager	Non-Military		
Karelaia & Guillen (2014)	AFF-MTL	.84	SN-MTL	.71	.31	638					
Karelaia & Guillen (2014)	Leader Self-Efficacy	.90	SN-MTL	.71	.19	638	Adults	Manager	Non-Military		
Karelaia & Guillen (2014)	Past Leader Experience	1	SN-MTL	.71	.02	638	Adults	Manager	Non-Military		
Kasemaa (2016)	Gender	1	AFF-MTL	.83	.13	513	Unclear	Unclear	Unclear		
Kasemaa (2016)	Leader Self-Efficacy	.76	AFF-MTL	.83	.68	517	Unclear	Unclear	Unclear		
Kasemaa (2016)	AFF-MTL	.83	NC-MTL	.77	.28	517					
Kasemaa (2016)	Leader Self-Efficacy	.76	NC-MTL	.77	.20	517	Unclear	Unclear	Unclear		
Kasemaa (2016)	SN-MTL	.77	NC-MTL	.77	.23	517					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Kasemaa (2016)	AFF-MTL	.83	SN-MTL	.77	.54	517					
Kasemaa (2016)	Gender	1	SN-MTL	.77	.21	513	Unclear	Unclear	Unclear		
Kasemaa (2016)	Leader Self-Efficacy	.76	SN-MTL	.77	.46	517	Unclear	Unclear	Unclear		
Kaur (2011)	Emotional Intelligence	.82	AFF-MTL	.85	.10	200	Adults	Manager	Non-Military		
Kaur (2011)	AFF-MTL	.85	NC-MTL	.79	.54	200					
Kaur (2011)	Emotional Intelligence	.82	NC-MTL	.79	.06	200	Adults	Manager	Non-Military		
Kaur (2011)	SN-MTL	.73	NC-MTL	.79	.28	200					
Kaur (2011)	AFF-MTL	.85	SN-MTL	.73	.34	200					
Kaur (2011)	Emotional Intelligence	.82	SN-MTL	.73	.16	200	Adults	Manager	Non-Military		
Key-Roberts, Halpin, & Brunner (2012)	Leader Self-Efficacy	.92	AFF-MTL	.87	.53	99	Adults	Unclear	Military		
Kim (2011) [Sample 1]	AFF-MTL	.75	Leadership Effectiveness	.80	.30	250	Adults	Unclear	Non-Military	Same Time	Unclear
Kim (2011) [Sample 1]	NC-MTL	.85	Leadership Effectiveness	.80	.23	250	Adults	Unclear	Non-Military	Same Time	Unclear
Kim (2011) [Sample 1]	SN-MTL	.90	Leadership Effectiveness	.80	.42	250	Adults	Unclear	Non-Military	Same Time	Unclear
Kim (2011) [Sample 1]	AFF-MTL	.75	NC-MTL	.85	.55	250					
Kim (2011) [Sample 1]	SN-MTL	.90	NC-MTL	.85	.37	250					
Kim (2011) [Sample 1]	AFF-MTL	.75	SN-MTL	.90	.42	250					
Kim (2011) [Sample 1]	AFF-MTL	.75	Transformational Leadership	.98	.48	250	Adults	Unclear	Non-Military	Same Time	Unclear
Kim (2011) [Sample 1]	NC-MTL	.85	Transformational Leadership	.98	.47	250	Adults	Unclear	Non-Military	Same Time	Unclear
Kim (2011) [Sample 1]	SN-MTL	.90	Transformational Leadership	.98	.61	250	Adults	Unclear	Non-Military	Same Time	Unclear
Kim (2011) [Sample 2]	AFF-MTL	.77	Leadership Effectiveness	.61	.12	255	Adults	Unclear	Non-Military	Temporal Separation	Unclear
Kim (2011) [Sample 2]	NC-MTL	.64	Leadership Effectiveness	.61	-.08	255	Adults	Unclear	Non-Military	Temporal Separation	Unclear

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Kim (2011) [Sample 2]	SN-MTL	.69	Leadership Effectiveness	.61	.02	255	Adults	Unclear	Non-Military	Temporal Separation	Unclear
Kim (2011) [Sample 2]	AFF-MTL	.77	NC-MTL	.64	.65	255					
Kim (2011) [Sample 2]	SN-MTL	.69	NC-MTL	.64	.25	255					
Kim (2011) [Sample 2]	AFF-MTL	.77	SN-MTL	.69	.22	255					
Kim (2011) [Sample 2]	AFF-MTL	.77	Transformational Leadership	.97	-.02	255	Adults	Unclear	Non-Military	Temporal Separation	Unclear
Kim (2011) [Sample 2]	NC-MTL	.64	Transformational Leadership	.97	-.13	255	Adults	Unclear	Non-Military	Temporal Separation	Unclear
Kim (2011) [Sample 2]	SN-MTL	.69	Transformational Leadership	.97	-.11	255	Adults	Unclear	Non-Military	Temporal Separation	Unclear
Knudsen (2018)	Leader Self-Efficacy	.92	AFF-MTL	.82	.38	328	Students	Non-Manager	Non-Military		
Knudsen (2018)	AFF-MTL	.82	NC-MTL	.72	.39	328					
Knudsen (2018)	Leader Self-Efficacy	.92	NC-MTL	.72	.37	328	Students	Non-Manager	Non-Military		
Knudsen (2018)	SN-MTL	.73	NC-MTL	.72	.24	328					
Knudsen (2018)	AFF-MTL	.82	SN-MTL	.73	.29	328					
Knudsen (2018)	Leader Self-Efficacy	.92	SN-MTL	.73	.32	328	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Age	1	AFF-MTL	.87	.09	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Agreeableness	.86	AFF-MTL	.87	.14	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Cognitive Ability	.67	AFF-MTL	.87	.26	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Conscientiousness	.88	AFF-MTL	.87	.19	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Emotional Intelligence	.88	AFF-MTL	.87	.15	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Emotional Stability	.85	AFF-MTL	.87	.09	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Extraversion	.89	AFF-MTL	.87	.32	168	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Krishnakumar & Hopkins (2014)	Gender	1	AFF-MTL	.87	.04	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Openness	.79	AFF-MTL	.87	.42	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	AFF-MTL	.87	NC-MTL	.87	.31	168					
Krishnakumar & Hopkins (2014)	Age	1	NC-MTL	.87	.07	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Agreeableness	.86	NC-MTL	.87	.43	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Cognitive Ability	.67	NC-MTL	.87	.20	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Conscientiousness	.88	NC-MTL	.87	.26	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Emotional Intelligence	.88	NC-MTL	.87	.36	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Emotional Stability	.85	NC-MTL	.87	.27	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Extraversion	.89	NC-MTL	.87	.26	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Gender	1	NC-MTL	.87	.02	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Openness	.79	NC-MTL	.87	.22	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	SN-MTL	.73	NC-MTL	.87	.38	168					
Krishnakumar & Hopkins (2014)	AFF-MTL	.87	SN-MTL	.73	.28	168					
Krishnakumar & Hopkins (2014)	Age	1	SN-MTL	.73	.06	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Agreeableness	.86	SN-MTL	.73	.37	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Cognitive Ability	.67	SN-MTL	.73	.00	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Conscientiousness	.88	SN-MTL	.73	.06	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Emotional Intelligence	.88	SN-MTL	.73	.11	168	Students	Non-Manager	Non-Military		



Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Krishnakumar & Hopkins (2014)	Emotional Stability	.85	SN-MTL	.73	.18	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Extraversion	.89	SN-MTL	.73	.29	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Gender	1	SN-MTL	.73	.16	168	Students	Non-Manager	Non-Military		
Krishnakumar & Hopkins (2014)	Openness	.79	SN-MTL	.73	.16	168	Students	Non-Manager	Non-Military		
Lacroix & Verdorfer (2017)	Core Self-Evaluation	.78	AFF-MTL	.86	.27	222	Adults	Unclear	Non-Military		
Lacroix & Verdorfer (2017)	AFF-MTL	.86	NC-MTL	.88	-.23	222					
Lacroix & Verdorfer (2017)	Core Self-Evaluation	.78	NC-MTL	.88	.41	222	Adults	Unclear	Non-Military		
Lamb (2015)	Gender	1	AFF-MTL	.88	.04	407	Students	Non-Manager	Non-Military		
Lamb (2015)	Past Leader Experience	1	AFF-MTL	.88	.24	407	Students	Non-Manager	Non-Military		
Lamb (2015)	Self-Efficacy	.88	AFF-MTL	.88	.27	407	Students	Non-Manager	Non-Military		
Lamb (2015)	AFF-MTL	.88	SN-MTL	.62	.42	407					
Lamb (2015)	Gender	1	SN-MTL	.62	.07	407	Students	Non-Manager	Non-Military		
Lamb (2015)	Past Leader Experience	1	SN-MTL	.62	.11	407	Students	Non-Manager	Non-Military		
Lamb (2015)	Self-Efficacy	.88	SN-MTL	.62	.35	407	Students	Non-Manager	Non-Military		
Lee (2018)	Age	1	AFF-MTL	.90	-.13	206	Adults	Unclear	Non-Military		
Lee (2018)	Agreeableness	.85	AFF-MTL	.90	.09	206	Adults	Unclear	Non-Military		
Lee (2018)	Conscientiousness	.81	AFF-MTL	.90	.23	206	Adults	Unclear	Non-Military		
Lee (2018)	Emotional Stability	.81	AFF-MTL	.90	.37	206	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Lee (2018)	Extraversion	.88	AFF-MTL	.90	.49	206	Adults	Unclear	Non-Military		
Lee (2018)	Gender	1	AFF-MTL	.90	.17	206	Adults	Unclear	Non-Military		
Lee (2018)	Openness	.83	AFF-MTL	.90	.21	206	Adults	Unclear	Non-Military		
Lee (2018)	AFF-MTL	.90	NC-MTL	.82	.28	206					
Lee (2018)	Age	1	NC-MTL	.82	.24	206	Adults	Unclear	Non-Military		
Lee (2018)	Agreeableness	.85	NC-MTL	.82	.40	206	Adults	Unclear	Non-Military		
Lee (2018)	Conscientiousness	.81	NC-MTL	.82	.44	206	Adults	Unclear	Non-Military		
Lee (2018)	Emotional Stability	.81	NC-MTL	.82	.07	206	Adults	Unclear	Non-Military		
Lee (2018)	Extraversion	.88	NC-MTL	.82	.40	206	Adults	Unclear	Non-Military		
Lee (2018)	Gender	1	NC-MTL	.82	-.19	206	Adults	Unclear	Non-Military		
Lee (2018)	Openness	.83	NC-MTL	.82	.41	206	Adults	Unclear	Non-Military		
Lee (2018)	SN-MTL	.85	NC-MTL	.82	.15	206					
Lee (2018)	AFF-MTL	.90	SN-MTL	.85	.60	206					
Lee (2018)	Age	1	SN-MTL	.85	-.11	206	Adults	Unclear	Non-Military		
Lee (2018)	Agreeableness	.85	SN-MTL	.85	.25	206	Adults	Unclear	Non-Military		
Lee (2018)	Conscientiousness	.81	SN-MTL	.85	.19	206	Adults	Unclear	Non-Military		
Lee (2018)	Emotional Stability	.81	SN-MTL	.85	.23	206	Adults	Unclear	Non-Military		
Lee (2018)	Extraversion	.88	SN-MTL	.85	.43	206	Adults	Unclear	Non-Military		
Lee (2018)	Gender	1	SN-MTL	.85	.18	206	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Lee (2018)	Openness	.83	SN-MTL	.85	.28	206	Adults	Unclear	Non-Military		
Lemoine (2014)	Agreeableness	.75	AFF-MTL	.88	-.10	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Conscientiousness	.78	AFF-MTL	.88	.32	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Emotional Stability	.78	AFF-MTL	.88	.03	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Extraversion	.78	AFF-MTL	.88	.62	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Openness	.73	AFF-MTL	.88	.12	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	AFF-MTL	.88	Leader Emergence	.84	.21	260	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Lemoine (2014)	NC-MTL	.84	Leader Emergence	.84	.16	260	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Lemoine (2014)	SN-MTL	.73	Leader Emergence	.84	.10	260	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Lemoine (2014)	AFF-MTL	.88	NC-MTL	.84	.23	260					
Lemoine (2014)	Agreeableness	.75	NC-MTL	.84	.27	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Conscientiousness	.78	NC-MTL	.84	.24	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Emotional Stability	.78	NC-MTL	.84	-.01	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Extraversion	.78	NC-MTL	.84	.28	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Openness	.73	NC-MTL	.84	.04	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	SN-MTL	.73	NC-MTL	.84	.37	260					
Lemoine (2014)	AFF-MTL	.88	SN-MTL	.73	.55	260					
Lemoine (2014)	Agreeableness	.75	SN-MTL	.73	-.02	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Conscientiousness	.78	SN-MTL	.73	.23	260	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Lemoine (2014)	Emotional Stability	.78	SN-MTL	.73	-.05	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Extraversion	.78	SN-MTL	.73	.38	260	Students	Non-Manager	Non-Military		
Lemoine (2014)	Openness	.73	SN-MTL	.73	.02	260	Students	Non-Manager	Non-Military		
Lester et al. (2011)	Age	1	AFF-MTL	.80	-.07	185	Students	Non-Manager	Military		
Lester et al. (2011)	Gender	1	AFF-MTL	.80	.05	185	Students	Non-Manager	Military		
Lester et al. (2011)	Leader Self-Efficacy	.96	AFF-MTL	.80	.46	185	Students	Non-Manager	Military		
Mahon (2017)	Agreeableness	.69	AFF-MTL	.82	-.19	100	Students	Unclear	Non-Military		
Mahon (2017)	Conscientiousness	.71	AFF-MTL	.82	.12	100	Students	Unclear	Non-Military		
Mahon (2017)	Emotional Stability	.57	AFF-MTL	.82	-.05	100	Students	Unclear	Non-Military		
Mahon (2017)	Extraversion	.73	AFF-MTL	.82	.31	100	Students	Unclear	Non-Military		
Mahon (2017)	Leader Self-Efficacy	.97	AFF-MTL	.82	.25	100	Students	Unclear	Non-Military		
Maurer, Hartnell, & Lippstreu (2017)	AFF-MTL	.84	NC-MTL	.83	.38	151					
Maurer, Hartnell, & Lippstreu (2017)	SN-MTL	.87	NC-MTL	.83	.36	151					
Maurer, Hartnell, & Lippstreu (2017)	AFF-MTL	.84	SN-MTL	.87	.51	151					
Mull (2018)	Agreeableness	.86	AFF-MTL	.86	.07	1384	Adults	Unclear	Non-Military		
Mull (2018)	Conscientiousness	.86	AFF-MTL	.86	.13	1384	Adults	Unclear	Non-Military		
Mull (2018)	Emotional Stability	.93	AFF-MTL	.86	.17	1384	Adults	Unclear	Non-Military		
Mull (2018)	Extraversion	.91	AFF-MTL	.86	.48	1384	Adults	Unclear	Non-Military		
Mull (2018)	Horizontal Collectivism	.83	AFF-MTL	.86	.08	1384	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Mull (2018)	Horizontal Individualism	.79	AFF-MTL	.86	.20	1384	Adults	Unclear	Non-Military		
Mull (2018)	Leader Self-Efficacy	.91	AFF-MTL	.86	.67	1384	Adults	Unclear	Non-Military		
Mull (2018)	Openness	.84	AFF-MTL	.86	.29	1384	Adults	Unclear	Non-Military		
Mull (2018)	Past Leader Experience	.84	AFF-MTL	.86	.63	1384	Adults	Unclear	Non-Military		
Mull (2018)	Vertical Collectivism	.76	AFF-MTL	.86	-.08	1384	Adults	Unclear	Non-Military		
Mull (2018)	Vertical Individualism	.86	AFF-MTL	.86	.30	1384	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Agreeableness	.60	AFF-MTL	.80	.11	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Cognitive Ability	.86	AFF-MTL	.80	.14	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Conscientiousness	.78	AFF-MTL	.80	.33	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Emotional Stability	.72	AFF-MTL	.80	.09	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Extraversion	.61	AFF-MTL	.80	.35	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Openness	.60	AFF-MTL	.80	.29	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Past Leader Experience	1	AFF-MTL	.80	.11	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	AFF-MTL	.80	Leadership Effectiveness	.95	.38	206	Adults	Unclear	Non-Military	Same Time	Self-Report
Mutalib & Ghani (2013)	NC-MTL	.78	Leadership Effectiveness	.95	.12	206	Adults	Unclear	Non-Military	Same Time	Self-Report
Mutalib & Ghani (2013)	SN-MTL	.63	Leadership Effectiveness	.95	.48	206	Adults	Unclear	Non-Military	Same Time	Self-Report
Mutalib & Ghani (2013)	AFF-MTL	.80	NC-MTL	.78	.07	206					
Mutalib & Ghani (2013)	Agreeableness	.60	NC-MTL	.78	-.21	206	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Mutalib & Ghani (2013)	Cognitive Ability	.86	NC-MTL	.78	-.08	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Conscientiousness	.78	NC-MTL	.78	-.33	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Emotional Stability	.72	NC-MTL	.78	-.24	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Extraversion	.61	NC-MTL	.78	-.24	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Openness	.60	NC-MTL	.78	-.17	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Past Leader Experience	1	NC-MTL	.78	-.15	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	SN-MTL	.63	NC-MTL	.78	.18	206					
Mutalib & Ghani (2013)	AFF-MTL	.80	SN-MTL	.63	.67	206					
Mutalib & Ghani (2013)	Agreeableness	.60	SN-MTL	.63	-.16	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Cognitive Ability	.86	SN-MTL	.63	.15	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Conscientiousness	.78	SN-MTL	.63	.25	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Emotional Stability	.72	SN-MTL	.63	.12	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Extraversion	.61	SN-MTL	.63	.23	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Openness	.60	SN-MTL	.63	.19	206	Adults	Unclear	Non-Military		
Mutalib & Ghani (2013)	Past Leader Experience	1	SN-MTL	.63	-.03	206	Adults	Unclear	Non-Military		
Mutalib et al. (2017)	AFF-MTL	.70	NC-MTL	.75	.28	58					
Mutalib et al. (2017)	SN-MTL	.72	NC-MTL	.75	.04	58					
Mutalib et al. (2017)	AFF-MTL	.70	SN-MTL	.72	.37	58					
Ng, Koh, & Goh (2008)	AFF-MTL	.80	NC-MTL	.89	-.06	157					
Ng, Koh, & Goh (2008)	SN-MTL	.80	NC-MTL	.89	.15	157					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Ng, Koh, & Goh (2008)	AFF-MTL	.80	SN-MTL	.80	.32	157					
O'Connor (2007)	Agreeableness	.79	AFF-MTL	.82	-.03	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Conscientiousness	.80	AFF-MTL	.82	.27	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Emotional Stability	.84	AFF-MTL	.82	.23	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Extraversion	.86	AFF-MTL	.82	.50	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Leader Self-Efficacy	.88	AFF-MTL	.82	.75	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Openness	.76	AFF-MTL	.82	.15	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Past Leader Experience	.68	AFF-MTL	.82	.64	442	Adults	Unclear	Non-Military		
O'Connor (2007)	AFF-MTL	.82	NC-MTL	.67	.58	442					
O'Connor (2007)	Agreeableness	.79	NC-MTL	.67	.07	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Conscientiousness	.80	NC-MTL	.67	.21	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Emotional Stability	.84	NC-MTL	.67	.12	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Extraversion	.86	NC-MTL	.67	.38	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Leader Self-Efficacy	.88	NC-MTL	.67	.55	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Openness	.76	NC-MTL	.67	.04	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Past Leader Experience	.68	NC-MTL	.67	.55	442	Adults	Unclear	Non-Military		
O'Connor (2007)	SN-MTL	.50	NC-MTL	.67	.58	442					
O'Connor (2007)	AFF-MTL	.82	SN-MTL	.50	.67	442					
O'Connor (2007)	Agreeableness	.79	SN-MTL	.50	.13	442	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
O'Connor (2007)	Conscientiousness	.80	SN-MTL	.50	.21	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Emotional Stability	.84	SN-MTL	.50	.18	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Extraversion	.86	SN-MTL	.50	.42	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Leader Self-Efficacy	.88	SN-MTL	.50	.64	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Openness	.76	SN-MTL	.50	.13	442	Adults	Unclear	Non-Military		
O'Connor (2007)	Past Leader Experience	.68	SN-MTL	.50	.55	442	Adults	Unclear	Non-Military		
Oh (2012)	Gender	1	AFF-MTL	.82	.11	136	Students	Unclear	Non-Military		
Oh (2012)	Leader Self-Efficacy	.83	AFF-MTL	.82	.60	136	Students	Unclear	Non-Military		
Oh (2012)	AFF-MTL	.82	NC-MTL	.79	.10	136					
Oh (2012)	Gender	1	NC-MTL	.79	.00	136	Students	Unclear	Non-Military		
Oh (2012)	Leader Self-Efficacy	.83	NC-MTL	.79	.07	136	Students	Unclear	Non-Military		
Oh (2012)	SN-MTL	.63	NC-MTL	.79	.26	136					
Oh (2012)	AFF-MTL	.82	SN-MTL	.63	.07	136					
Oh (2012)	Gender	1	SN-MTL	.63	.17	136	Students	Unclear	Non-Military		
Oh (2012)	Leader Self-Efficacy	.83	SN-MTL	.63	.13	136	Students	Unclear	Non-Military		
Papavero (2009)	Age	1	AFF-MTL	.85	.06	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Education	1	AFF-MTL	.85	.08	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Gender	1	AFF-MTL	.85	.11	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Past Leader Experience	1	AFF-MTL	.85	.25	1024	Unclear	Unclear	Non-Military		



Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Papavero (2009)	AFF-MTL	.85	NC-MTL	.85	.26	1024					
Papavero (2009)	Age	1	NC-MTL	.85	.14	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Education	1	NC-MTL	.85	.03	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Gender	1	NC-MTL	.85	-.10	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Past Leader Experience	1	NC-MTL	.85	.15	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	SN-MTL	.81	NC-MTL	.85	.31	1024					
Papavero (2009)	AFF-MTL	.85	SN-MTL	.81	.37	1024					
Papavero (2009)	Age	1	SN-MTL	.81	.06	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Education	1	SN-MTL	.81	.03	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Gender	1	SN-MTL	.81	.14	1024	Unclear	Unclear	Non-Military		
Papavero (2009)	Past Leader Experience	1	SN-MTL	.81	.15	1024	Unclear	Unclear	Non-Military		
Pepper (2009)	Cognitive Ability	1	AFF-MTL	.85	.17	550	Students	Non-Manager	Non-Military		
Pepper (2009)	Gender	1	AFF-MTL	.85	.04	550	Students	Non-Manager	Non-Military		
Pepper (2009)	Past Leader Experience	1	AFF-MTL	.85	.23	550	Students	Non-Manager	Non-Military		
Pepper (2009)	AFF-MTL	.85	NC-MTL	.81	.15	550					
Pepper (2009)	Cognitive Ability	1	NC-MTL	.81	.01	550	Students	Non-Manager	Non-Military		
Pepper (2009)	Gender	1	NC-MTL	.81	-.15	550	Students	Non-Manager	Non-Military		
Pepper (2009)	Past Leader Experience	1	NC-MTL	.81	.10	550	Students	Non-Manager	Non-Military		
Pepper (2009)	SN-MTL	.69	NC-MTL	.81	.29	550					
Pepper (2009)	AFF-MTL	.85	SN-MTL	.69	.40	550					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Pepper (2009)	Cognitive Ability	1	SN-MTL	.69	-.08	550	Students	Non-Manager	Non-Military		
Pepper (2009)	Gender	1	SN-MTL	.69	.02	550	Students	Non-Manager	Non-Military		
Pepper (2009)	Past Leader Experience	1	SN-MTL	.69	.09	550	Students	Non-Manager	Non-Military		
Pitichat et al. (2017)	Age	1	AFF-MTL	.85	.03	120	Adults	Manager	Non-Military		
Pitichat et al. (2017)	Core Self-Evaluation	.84	AFF-MTL	.85	.34	120	Adults	Manager	Non-Military		
Pitichat et al. (2017)	Past Leader Experience	1	AFF-MTL	.85	.11	120	Adults	Manager	Non-Military		
Porter (2011)	Age	1	AFF-MTL	.85	.01	36	Students	Unclear	Non-Military		
Porter (2011)	Self-Efficacy	.86	AFF-MTL	.85	.10	36	Students	Unclear	Non-Military		
Porter (2011)	AFF-MTL	.85	NC-MTL	.79	.10	36					
Porter (2011)	Age	1	NC-MTL	.79	-.12	36	Students	Unclear	Non-Military		
Porter (2011)	Self-Efficacy	.86	NC-MTL	.79	-.33	36	Students	Unclear	Non-Military		
Porter (2011)	SN-MTL	.73	NC-MTL	.79	-.23	36					
Porter (2011)	AFF-MTL	.85	SN-MTL	.73	.07	36					
Porter (2011)	Age	1	SN-MTL	.73	-.44	36	Students	Unclear	Non-Military		
Porter (2011)	Self-Efficacy	.86	SN-MTL	.73	.47	36	Students	Unclear	Non-Military		
Porter, Mitchell, & Riesenmy (2014)	Age	1	AFF-MTL	.73	.14	288	Adults	Unclear	Non-Military		
Porter, Mitchell, & Riesenmy (2014)	Gender	1	AFF-MTL	.73	-.03	288	Adults	Unclear	Non-Military		
Porter, Mitchell, & Riesenmy (2014)	Self-Efficacy	.89	AFF-MTL	.73	.31	288	Adults	Unclear	Non-Military		
Porter, Mitchell, & Riesenmy (2014)	AFF-MTL	.73	NC-MTL	.70	.26	288					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Porter, Mitchell, & Riesenmy (2014)	Age	1	NC-MTL	.70	-.03	288	Adults	Unclear	Non-Military	Same Time	Self-Report Self-Report
Porter, Mitchell, & Riesenmy (2014)	Gender	1	NC-MTL	.70	-.07	288	Adults	Unclear	Non-Military		
Porter, Mitchell, & Riesenmy (2014)	Self-Efficacy	.89	NC-MTL	.70	.44	288	Adults	Unclear	Non-Military		
Porter, Mitchell, & Riesenmy (2014)	SN-MTL	.79	NC-MTL	.70	.37	288					
Porter, Mitchell, & Riesenmy (2014)	AFF-MTL	.73	SN-MTL	.79	.23	288					
Porter, Mitchell, & Riesenmy (2014)	Age	1	SN-MTL	.79	.03	288	Adults	Unclear	Non-Military		
Porter, Mitchell, & Riesenmy (2014)	Gender	1	SN-MTL	.79	-.30	288	Adults	Unclear	Non-Military		
Porter, Mitchell, & Riesenmy (2014)	Self-Efficacy	.89	SN-MTL	.79	.47	288	Adults	Unclear	Non-Military		
Romano (2008)	AFF-MTL	.85	Transactional Leadership	.60	-.34	58	Adults	Manager	Non-Military		
Romano (2008)	AFF-MTL	.85	Transformational Leadership	.87	.60	60	Adults	Manager	Non-Military	Same Time	
Rosch (2014)	Leader Self-Efficacy	.86	AFF-MTL	.90	.56	107	Students	Non-Manager	Non-Military	Same Time	Self-Report
Rosch (2014)	AFF-MTL	.90	SN-MTL	.73	.53	113					
Rosch (2014)	Leader Self-Efficacy	.86	SN-MTL	.73	.54	107	Students	Non-Manager	Non-Military		
Rosch (2015)	Leader Self-Efficacy	.82	AFF-MTL	.75	.55	166	Students	Non-Manager	Non-Military		
Rosch (2015)	AFF-MTL	.75	NC-MTL	.75	.25	166					
Rosch (2015)	Leader Self-Efficacy	.82	NC-MTL	.75	.14	166	Students	Non-Manager	Non-Military		
Rosch (2015)	SN-MTL	.60	NC-MTL	.75	.18	166					
Rosch (2015)	AFF-MTL	.75	SN-MTL	.60	.48	166					
Rosch (2015)	Leader Self-Efficacy	.82	SN-MTL	.60	.40	166	Students	Non-Manager	Non-Military		
Rosch (2015)	AFF-MTL	.75	Transactional Leadership	.79	.09	166	Students	Non-Manager	Non-Military	Same Time	Self-Report

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Rosch (2015)	NC-MTL	.75	Transactional Leadership	.79	.15	166	Students	Non-Manager	Non-Military	Same Time	Self-Report
Rosch (2015)	SN-MTL	.60	Transactional Leadership	.79	.22	166	Students	Non-Manager	Non-Military	Same Time	Self-Report
Rosch (2015)	AFF-MTL	.75	Transformational Leadership	.83	.30	166	Students	Non-Manager	Non-Military	Same Time	Self-Report
Rosch (2015)	NC-MTL	.75	Transformational Leadership	.83	.21	166	Students	Non-Manager	Non-Military	Same Time	Self-Report
Rosch (2015)	SN-MTL	.60	Transformational Leadership	.83	.37	166	Students	Non-Manager	Non-Military	Same Time	Self-Report
Rosch, Collier, & Thompson (2015)	Gender	1	AFF-MTL	.88	-.04	1338	Students	Non-Manager	Non-Military		
Rosch, Collier, & Thompson (2015)	Leader Self-Efficacy	.86	AFF-MTL	.88	.53	1338	Students	Non-Manager	Non-Military		
Rosch, Collier, & Thompson (2015)	Gender	1	SN-MTL	.78	.01	1338	Students	Non-Manager	Non-Military		
Rosch, Collier, & Thompson (2015)	Leader Self-Efficacy	.86	SN-MTL	.78	.35	1338	Students	Non-Manager	Non-Military		
Rossi (2011)	Leader Self-Efficacy	.94	AFF-MTL	.74	.16	225	Adults	Manager	Non-Military		
Rossi (2011)	Past Leader Experience	1	AFF-MTL	.74	.21	225	Adults	Manager	Non-Military		
Rossi (2011)	AFF-MTL	.74	Leadership Effectiveness	.88	-.08	219	Adults	Manager	Non-Military	Temporal Separation	Self-Report
Rossi (2011)	NC-MTL	.76	Leadership Effectiveness	.88	.00	219	Adults	Manager	Non-Military	Temporal Separation	Self-Report
Rossi (2011)	SN-MTL	.76	Leadership Effectiveness	.88	-.07	219	Adults	Manager	Non-Military	Temporal Separation	Self-Report
Rossi (2011)	AFF-MTL	.74	NC-MTL	.76	.08	225					
Rossi (2011)	Leader Self-Efficacy	.94	NC-MTL	.76	.26	225	Adults	Manager	Non-Military		
Rossi (2011)	Past Leader Experience	1	NC-MTL	.76	.10	225	Adults	Manager	Non-Military		
Rossi (2011)	SN-MTL	.76	NC-MTL	.76	.20	225					
Rossi (2011)	AFF-MTL	.74	SN-MTL	.76	.25	225					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Rossi (2011)	Leader Self-Efficacy	.94	SN-MTL	.76	.19	225	Adults	Manager	Non-Military	Temporal Separation	Other-Report
Rossi (2011)	Past Leader Experience	1	SN-MTL	.76	.08	225	Adults	Manager	Non-Military		
Seibert et al. (2017)	Age	1	AFF-MTL	.74	.07	235	Adults	Manager	Non-Military		
Seibert et al. (2017)	Gender	1	AFF-MTL	.74	.08	235	Adults	Manager	Non-Military		
Seibert et al. (2017)	Leader Self-Efficacy	.94	AFF-MTL	.74	.41	235	Adults	Manager	Non-Military		
Seibert et al. (2017)	AFF-MTL	.74	Leadership Effectiveness	.85	.14	235	Adults	Manager	Non-Military		
Shondrick (2013)	Age	1	AFF-MTL	.86	-.18	90	Adults	Non-Manager	Non-Military		
Shondrick (2013)	Education	1	AFF-MTL	.86	.09	90	Adults	Non-Manager	Non-Military		
Shondrick (2013)	Gender	1	AFF-MTL	.86	.02	90	Adults	Non-Manager	Non-Military		
Shondrick (2013)	AFF-MTL	.86	NC-MTL	.78	.05	90	Adults	Non-Manager	Non-Military		
Shondrick (2013)	Age	1	NC-MTL	.78	.32	90					
Shondrick (2013)	Education	1	NC-MTL	.78	.05	90					
Shondrick (2013)	Gender	1	NC-MTL	.78	-.17	90					
Shondrick (2013)	SN-MTL	.80	NC-MTL	.78	.42	90	Adults	Non-Manager	Non-Military		
Shondrick (2013)	AFF-MTL	.86	SN-MTL	.80	.30	90					
Shondrick (2013)	Age	1	SN-MTL	.80	.26	90					
Shondrick (2013)	Education	1	SN-MTL	.80	.09	90					
Shondrick (2013)	Gender	1	SN-MTL	.80	-.08	90	Adults	Non-Manager	Non-Military		
Stephens (2012)	Age	1	AFF-MTL	.78	-.03	185	Adults	Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Stephens (2012)	Agreeableness	.56	AFF-MTL	.78	-.12	185	Adults	Manager	Non-Military		
Stephens (2012)	Conscientiousness	.73	AFF-MTL	.78	.17	185	Adults	Manager	Non-Military		
Stephens (2012)	Education	1	AFF-MTL	.78	.21	185	Adults	Manager	Non-Military		
Stephens (2012)	Extraversion	.73	AFF-MTL	.78	.40	185	Adults	Manager	Non-Military		
Stephens (2012)	Gender	1	AFF-MTL	.78	.06	185	Adults	Manager	Non-Military		
Stephens (2012)	Leader Self-Efficacy	.84	AFF-MTL	.78	.35	185	Adults	Manager	Non-Military		
Stephens (2012)	Past Leader Experience	.78	AFF-MTL	.78	.37	185	Adults	Manager	Non-Military		
Stephens (2012)	AFF-MTL	.78	NC-MTL	.74	.09	185					
Stephens (2012)	Age	1	NC-MTL	.74	.11	185	Adults	Manager	Non-Military		
Stephens (2012)	Agreeableness	.56	NC-MTL	.74	.14	185	Adults	Manager	Non-Military		
Stephens (2012)	Conscientiousness	.73	NC-MTL	.74	.03	185	Adults	Manager	Non-Military		
Stephens (2012)	Education	1	NC-MTL	.74	.01	185	Adults	Manager	Non-Military		
Stephens (2012)	Extraversion	.73	NC-MTL	.74	.03	185	Adults	Manager	Non-Military		
Stephens (2012)	Gender	1	NC-MTL	.74	-.11	185	Adults	Manager	Non-Military		
Stephens (2012)	Leader Self-Efficacy	.84	NC-MTL	.74	.25	185	Adults	Manager	Non-Military		
Stephens (2012)	Past Leader Experience	.78	NC-MTL	.74	.25	185	Adults	Manager	Non-Military		
Stephens (2012)	SN-MTL	.66	NC-MTL	.74	.31	185					
Stephens (2012)	AFF-MTL	.78	SN-MTL	.66	.38	185					
Stephens (2012)	Age	1	SN-MTL	.66	-.02	185	Adults	Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Stephens (2012)	Agreeableness	.56	SN-MTL	.66	.04	185	Adults	Manager	Non-Military	Same Time	Other-Report
Stephens (2012)	Conscientiousness	.73	SN-MTL	.66	.13	185	Adults	Manager	Non-Military		
Stephens (2012)	Education	1	SN-MTL	.66	.10	185	Adults	Manager	Non-Military		
Stephens (2012)	Extraversion	.73	SN-MTL	.66	.23	185	Adults	Manager	Non-Military		
Stephens (2012)	Gender	1	SN-MTL	.66	.02	185	Adults	Manager	Non-Military		
Stephens (2012)	Leader Self-Efficacy	.84	SN-MTL	.66	.30	185	Adults	Manager	Non-Military		
Stephens (2012)	Past Leader Experience	.78	SN-MTL	.66	.34	185	Adults	Manager	Non-Military		
Stiehl, Felfe, Elprana, & Gatzka (2015)	Age	1	AFF-MTL	.72	.08	132	Adults	Manager	Non-Military		
Stiehl, Felfe, Elprana, & Gatzka (2015)	Gender	1	AFF-MTL	.72	-.01	132	Adults	Manager	Non-Military		
Stiehl, Felfe, Elprana, & Gatzka (2015)	AFF-MTL	.72	Leadership Effectiveness	.78	.13	132	Adults	Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Age	1	AFF-MTL	.91	-.09	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Emotional Stability	.67	AFF-MTL	.91	.34	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Extraversion	.77	AFF-MTL	.91	.44	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Gender	1	AFF-MTL	.91	.09	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Openness	.62	AFF-MTL	.91	.13	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	AFF-MTL	.91	NC-MTL	.90	.01	380					
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Age	1	NC-MTL	.90	-.07	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Emotional Stability	.67	NC-MTL	.90	-.13	380	Adults	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Extraversion	.77	NC-MTL	.90	-.09	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Gender	1	NC-MTL	.90	.08	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Openness	.62	NC-MTL	.90	-.15	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	SN-MTL	.76	NC-MTL	.90	.13	380					
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	AFF-MTL	.91	SN-MTL	.76	.32	380					
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Age	1	SN-MTL	.76	-.22	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Emotional Stability	.67	SN-MTL	.76	.05	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Extraversion	.77	SN-MTL	.76	.13	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Gender	1	SN-MTL	.76	.17	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 1]	Openness	.62	SN-MTL	.76	-.05	380	Adults	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Age	1	AFF-MTL	.92	-.02	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Emotional Stability	.77	AFF-MTL	.92	.39	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Extraversion	.66	AFF-MTL	.92	.68	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Gender	1	AFF-MTL	.92	.14	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Openness	.76	AFF-MTL	.92	.37	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	AFF-MTL	.92	NC-MTL	.90	.23	176					
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Age	1	NC-MTL	.90	-.28	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Emotional Stability	.77	NC-MTL	.90	-.09	176	Students	Non-Manager	Non-Military		



Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Extraversion	.66	NC-MTL	.90	.19	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Gender	1	NC-MTL	.90	.03	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Openness	.76	NC-MTL	.90	.04	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	SN-MTL	.73	NC-MTL	.90	.28	176					
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	AFF-MTL	.92	SN-MTL	.73	.30	176					
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Age	1	SN-MTL	.73	-.27	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Emotional Stability	.77	SN-MTL	.73	.04	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Extraversion	.66	SN-MTL	.73	.22	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Gender	1	SN-MTL	.73	.07	176	Students	Non-Manager	Non-Military		
Stiehl, Gatzka, Elprana, & Felfe (2015) [Study 2]	Openness	.76	SN-MTL	.73	.09	176	Students	Non-Manager	Non-Military		
Sullivan (2014)	Agreeableness	.68	AFF-MTL	.87	.21	236	Students	Non-Manager	Non-Military		
Sullivan (2014)	Conscientiousness	.68	AFF-MTL	.87	.04	236	Students	Non-Manager	Non-Military		
Sullivan (2014)	Emotional Stability	.63	AFF-MTL	.87	.04	236	Students	Non-Manager	Non-Military		
Sullivan (2014)	Extraversion	.80	AFF-MTL	.87	.48	236	Students	Non-Manager	Non-Military		
Sullivan (2014)	Gender	1	AFF-MTL	.87	.15	236	Students	Non-Manager	Non-Military		
Sullivan (2014)	Openness	.74	AFF-MTL	.87	.25	236	Students	Non-Manager	Non-Military		
Sullivan (2014)	Past Leader Experience	.85	AFF-MTL	.87	.38	236	Students	Non-Manager	Non-Military		
Tafero (2008)	Agreeableness	.88	AFF-MTL	.91	-.17	214	Students	Non-Manager	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Tafero (2008)	Conscientiousness	.91	AFF-MTL	.91	.32	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Extraversion	.90	AFF-MTL	.91	.57	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Leader Self-Efficacy	.82	AFF-MTL	.91	.64	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Past Leader Experience	.81	AFF-MTL	.91	.68	214	Students	Non-Manager	Non-Military		
Tafero (2008)	AFF-MTL	.91	NC-MTL	.86	.39	214					
Tafero (2008)	Agreeableness	.88	NC-MTL	.86	.47	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Conscientiousness	.91	NC-MTL	.86	.38	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Extraversion	.90	NC-MTL	.86	.28	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Leader Self-Efficacy	.82	NC-MTL	.86	.34	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Past Leader Experience	.81	NC-MTL	.86	.35	214	Students	Non-Manager	Non-Military		
Tafero (2008)	SN-MTL	.75	NC-MTL	.86	.35	214					
Tafero (2008)	AFF-MTL	.91	SN-MTL	.75	.50	214					
Tafero (2008)	Agreeableness	.88	SN-MTL	.75	.04	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Conscientiousness	.91	SN-MTL	.75	.18	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Extraversion	.90	SN-MTL	.75	.39	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Leader Self-Efficacy	.82	SN-MTL	.75	.44	214	Students	Non-Manager	Non-Military		
Tafero (2008)	Past Leader Experience	.81	SN-MTL	.75	.54	214	Students	Non-Manager	Non-Military		
Van Iddekinge, Ferris, & Heffner (2009)	Cognitive Ability	.90	AFF-MTL	.75	.11	471	Adults	Manager	Military		
Van Iddekinge, Ferris, & Heffner (2009)	Conscientiousness	.73	AFF-MTL	.75	.60	471	Adults	Manager	Military		
Van Iddekinge, Ferris, & Heffner (2009)	Emotional Stability	.78	AFF-MTL	.75	.34	471	Adults	Manager	Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Van Iddekinge, Ferris, & Heffner (2009)	Extraversion	.76	AFF-MTL	.75	.39	471	Adults	Manager	Military	Temporal Separation	Self-Report
Van Iddekinge, Ferris, & Heffner (2009)	Gender	1	AFF-MTL	.75	-.02	471	Adults	Manager	Military		
Van Iddekinge, Ferris, & Heffner (2009)	Past Leader Experience	.88	AFF-MTL	.75	.36	471	Adults	Manager	Military		
Van Iddekinge, Ferris, & Heffner (2009)	AFF-MTL	.75	Leadership Effectiveness	.56	.46	471	Adults	Manager	Military		
Verdorfer (2016)	Age	1	NC-MTL	.92	.10	104	Adults	Non-Manager	Non-Military		
Verdorfer (2016)	Education	1	NC-MTL	.92	.33	104	Adults	Non-Manager	Non-Military		
Verdorfer (2016)	Gender	1	NC-MTL	.92	.20	104	Adults	Non-Manager	Non-Military		
Vogel & Kroll (2019)	Age	1	AFF-MTL	.85	-.05	51	Adults	Manager	Non-Military		
Vogel & Kroll (2019)	Gender	1	AFF-MTL	.85	.29	51	Adults	Manager	Non-Military		
Vogel & Kroll (2019)	Past Leader Experience	1	AFF-MTL	.85	.07	51	Adults	Manager	Non-Military		
Waldman, Galvin, & Walumba (2012)	Age	1	AFF-MTL	.82	-.11	251	Students	Non-Manager	Non-Military		
Waldman, Galvin, & Walumba (2012)	Gender	1	AFF-MTL	.82	.01	251	Students	Non-Manager	Non-Military		
Waldman, Galvin, & Walumba (2012)	Past Leader Experience	1	AFF-MTL	.82	.02	251	Students	Non-Manager	Non-Military		
Waldman, Galvin, & Walumba (2012)	AFF-MTL	.82	NC-MTL	.85	.25	251					
Waldman, Galvin, & Walumba (2012)	Age	1	NC-MTL	.85	.09	251	Students	Non-Manager	Non-Military		
Waldman, Galvin, & Walumba (2012)	Gender	1	NC-MTL	.85	.20	251	Students	Non-Manager	Non-Military		
Waldman, Galvin, & Walumba (2012)	Past Leader Experience	1	NC-MTL	.85	.14	251	Students	Non-Manager	Non-Military		
Waldman, Galvin, & Walumba (2012)	SN-MTL	.64	NC-MTL	.85	.26	251					
Waldman, Galvin, & Walumba (2012)	AFF-MTL	.82	SN-MTL	.64	.43	251					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Waldman, Galvin, & Walumba (2012)	Age	1	SN-MTL	.64	-.08	251	Students	Non-Manager	Non-Military	Temporal Separation	Other-Report
Waldman, Galvin, & Walumba (2012)	Gender	1	SN-MTL	.64	-.04	251	Students	Non-Manager	Non-Military		
Waldman, Galvin, & Walumba (2012)	Past Leader Experience	1	SN-MTL	.64	-.05	251	Students	Non-Manager	Non-Military		
Walter (2016)	Age	1	AFF-MTL	.68	-.15	98	Adults	Manager	Non-Military		
Walter (2016)	Gender	1	AFF-MTL	.68	-.17	98	Adults	Manager	Non-Military		
Walter (2016)	Leader Self-Efficacy	.87	AFF-MTL	.68	.27	98	Adults	Manager	Non-Military		
Walter (2016)	AFF-MTL	.68	Leadership Effectiveness	.95	.17	98	Adults	Manager	Non-Military		
Wells (2016)	Agreeableness	.75	AFF-MTL	.88	-.11	302	Adults	Unclear	Non-Military		
Wells (2016)	Conscientiousness	.78	AFF-MTL	.88	.08	302	Adults	Unclear	Non-Military		
Wells (2016)	Emotional Stability	.78	AFF-MTL	.88	.09	302	Adults	Unclear	Non-Military		
Wells (2016)	Extraversion	.78	AFF-MTL	.88	.47	302	Adults	Unclear	Non-Military		
Wells (2016)	Leader Self-Efficacy	.86	AFF-MTL	.88	.28	302	Adults	Unclear	Non-Military		
Wells (2016)	Openness	.73	AFF-MTL	.88	.18	302	Adults	Unclear	Non-Military		
Wells (2016)	Past Leader Experience	.88	AFF-MTL	.88	.59	302	Adults	Unclear	Non-Military		
Wells (2016)	AFF-MTL	.88	NC-MTL	.71	.11	302					
Wells (2016)	Agreeableness	.75	NC-MTL	.71	.23	302	Adults	Unclear	Non-Military		
Wells (2016)	Conscientiousness	.78	NC-MTL	.71	.14	302	Adults	Unclear	Non-Military		
Wells (2016)	Emotional Stability	.78	NC-MTL	.71	.27	302	Adults	Unclear	Non-Military		

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Wells (2016)	Extraversion	.78	NC-MTL	.71	.13	302	Adults	Unclear	Non-Military		
Wells (2016)	Leader Self-Efficacy	.86	NC-MTL	.71	.23	302	Adults	Unclear	Non-Military		
Wells (2016)	Openness	.73	NC-MTL	.71	.16	302	Adults	Unclear	Non-Military		
Wells (2016)	Past Leader Experience	.88	NC-MTL	.71	.20	302	Adults	Unclear	Non-Military		
Wells (2016)	SN-MTL	.78	NC-MTL	.71	.14	302					
Wells (2016)	AFF-MTL	.88	SN-MTL	.78	.32	302					
Wells (2016)	Agreeableness	.75	SN-MTL	.78	.06	302	Adults	Unclear	Non-Military		
Wells (2016)	Conscientiousness	.78	SN-MTL	.78	.13	302	Adults	Unclear	Non-Military		
Wells (2016)	Emotional Stability	.78	SN-MTL	.78	.14	302	Adults	Unclear	Non-Military		
Wells (2016)	Extraversion	.78	SN-MTL	.78	.29	302	Adults	Unclear	Non-Military		
Wells (2016)	Leader Self-Efficacy	.86	SN-MTL	.78	.30	302	Adults	Unclear	Non-Military		
Wells (2016)	Openness	.73	SN-MTL	.78	.19	302	Adults	Unclear	Non-Military		
Wells (2016)	Past Leader Experience	.88	SN-MTL	.78	.42	302	Adults	Unclear	Non-Military		
Wernsing (2010)	Age	1	AFF-MTL	.86	.15	87	Adults	Manager	Non-Military		
Wernsing (2010)	Gender	1	AFF-MTL	.86	.12	87	Adults	Manager	Non-Military		
Wright (2011)	AFF-MTL	.85	Leader Emergence	.84	.12	186	Students	Non-Manager	Non-Military	Temporal Separation	Self-Report
Wright (2011)	NC-MTL	.79	Leader Emergence	.84	.02	186	Students	Non-Manager	Non-Military	Temporal Separation	Self-Report
Wright (2011)	SN-MTL	.73	Leader Emergence	.84	.11	186	Students	Non-Manager	Non-Military	Temporal Separation	Self-Report
Wright (2011)	AFF-MTL	.85	NC-MTL	.79	.71	186					

Study	Predictor	$r_{xx}$	Criterion	$r_{yy}$	$r$	$N$	Working Adult Status	Manager Status	Military Status	Temporal Separation of IV and DV	Source of Report for DV
Wright (2011)	SN-MTL	.73	NC-MTL	.79	.58	186					
Wright (2011)	AFF-MTL	.85	SN-MTL	.73	.77	186					
Yoeger (2018)	Age	1	AFF-MTL	.88	-.27	43	Students	Non-Manager	Non-Military		
Yoeger (2018)	Gender	1	AFF-MTL	.88	.10	43	Students	Non-Manager	Non-Military		
Yoeger (2018)	Leader Self-Efficacy	.67	AFF-MTL	.88	.60	43	Students	Non-Manager	Non-Military		
Zhang, Fan, & Zhang (2015)	Age	1	AFF-MTL	.83	-.07	410	Adults	Unclear	Non-Military		
Zhang, Fan, & Zhang (2015)	Education	1	AFF-MTL	.83	.03	410	Adults	Unclear	Non-Military		
Zhang, Fan, & Zhang (2015)	Gender	1	AFF-MTL	.83	.06	410	Adults	Unclear	Non-Military		

*Note.*  $r_{xx}$  = reliability of the predictor;  $r_{yy}$  = reliability of the criterion;  $r$  = uncorrected correlation coefficient;  $N$  = total sample size. AFF-MTL = Affective-Identity MTL, SN-MTL = Social-Normative MTL, and NC-MTL = Noncalculative MTL. There are five methodological moderators coded including: Working adult status, managerial status, military status, temporal separation of IV and DV measurement, and source of report for the DV measurement (only included when the DV is a leadership outcome). Blank cells mean that moderators were not assessed for that particular effect size.