

Supplemental Appendix C

Standardized Loadings of the Manifest Indicators on the Latent Variables

Factors and indicators	λ_{cs}	SE^a
Conscientiousness		
NEO5	.467	.048
NEO10	.818	.026
NEO15	.508	.045
NEO20	.577	.042
NEO25	.805	.026
NEO30	.758	.036
NEO35	.740	.032
NEO40	.596	.043
NEO45	.552	.043
NEO50	.749	.032
NEO55	.768	.030
NEO60	.584	.044
Neuroticism		
NEO6	.436	.048
NEO11	.629	.026
NEO16	.707	.045
NEO21	.553	.042
NEO26	.716	.026
NEO31	.795	.036
NEO36	.547	.032

NEO41	.496	.043
NEO46	.885	.043
NEO51	.442	.032
NEO56	.818	.030
	.631	.044
Career Optimism		
CO1	.673	.037
CO2	.644	.039
CO3	.702	.035
CO4	.758	.032
CO5	.742	.035
CO6	.691	.039
CO7	.681	.038
CO8	.773	.028
CO9	.820	.025
CO10	.725	.031
CO11	.676	.034
Academic Major Satisfaction		
AMS1	.940	.013
AMS2	.945	.013
AMS3	.875	.024
AMS4	.890	.018
AMS5	.897	.018
AMS6	.798	.029
Career Choice Satisfaction		

CCS1	.863	.026
CCS2	.835	.029
CCS3	.635	.039
CCS4	.496	.046
CCS5	.801	.029
CCS6	.807	.033

Note. λ_{cs} = completely standardized factor loading. ^a These values are based on standardized estimates. NEO = NEO-FFI item; CO = Career Optimism Scale item from the Career Futures Inventory; AMS = Academic Major Satisfaction Scale item; CCS = Career Choice Satisfaction Scale item. All factor loadings are significant at $p < .001$.