Supplemental to: McIlveen, P., & Perera, H. N. (2015). Career optimism mediates the effect of personality on teachers' career engagement. *Journal of Career Assessment*. doi: 10.1177/1069072715616059

Supplemental Appendix B: Sample Thresholds and Polychoric Correlations for the 47 Observed Variables

Variable	τ_1	τ_2	τ_3	τ_4	τ_5	1	2	3	4	5	6	7
1. NEO5	-1.803	-0.997	-0.566	0.623	–	–						
2. NEO10	-1.678	-0.820	-0.441	0.666	–	.392	–					
3. NEO15	-1.624	-0.811	-0.208	0.840	–	.373	.386	–				
4. NEO20	-2.777	-2.132	-1.445	0.117	–	.260	.463	.265	–			
5. NEO25	-1.919	-0.964	-0.495	0.869	–	.406	.669	.494	.341	–		
6. NEO30	-0.910	-0.034	0.337	1.304	–	.426	.711	.383	.423	.542	–	
7. NEO35	-1.839	-1.118	0.403	–	–	.371	.518	.317	.533	.578	.496	–
8. NEO40	-2.543	-2.015	-1.445	0.097	–	.315	.420	.321	.433	.311	.312	.458
9. NEO45	-2.132	-0.801	-0.487	0.657	–	.331	.453	.280	.270	.387	.344	.368
10. NEO50	-2.543	-1.919	-1.242	0.471	–	.413	.537	.436	.495	.537	.462	.664
11. NEO55	-1.650	-0.764	-0.373	0.773	–	.586	.729	.452	.406	.605	.657	.478
12. NEO60	-1.624	-0.830	0.351	–	–	.183	.392	.330	.500	.406	.342	.729
13. NEO1	-1.426	-0.550	-0.222	0.830	–	-.068	-.187	-.111	-.057	-.182	-.152	-.119
14. NEO6	-0.900	0.076	0.566	1.389	–	-.102	-.226	-.143	-.120	-.129	-.226	-.127

15. NEO11	-1.529	-0.464	-0.180	1.009	–	-.077	-.266	-.245	-.105	-.258	-.273	-.177
16. NEO16	-1.198	0.014	0.426	1.426	–	-.101	-.178	-.071	-.067	-.185	-.108	-.205
17. NEO21	-0.964	0.388	0.869	1.737	–	-.123	-.283	-.182	-.145	-.263	-.256	-.168
18. NEO26	-0.599	0.286	0.666	1.551	–	-.134	-.317	-.249	-.254	-.281	-.285	-.218
19. NEO31	-1.445	-0.145	0.315	1.486	–	.002	-.248	-.101	-.037	-.225	-.185	-.115
20. NEO36	-1.198	0.166	0.754	1.599	–	-.053	-.104	-.065	-.095	-.081	-.165	-.061
21. NEO41	-1.044	0.293	0.632	1.574	–	-.193	-.416	-.277	-.305	-.339	-.372	-.429
22. NEO46	-1.371	-0.014	0.418	1.426	–	-.153	-.100	-.135	-.074	-.141	-.120	-.155
23. NEO51	-0.558	0.590	0.953	1.769	–	-.193	-.385	-.266	-.291	-.319	-.452	-.331
24. NEO56	-0.623	0.308	0.599	1.650	–	-.212	-.291	-.251	-.278	-.292	-.319	-.262
25. CO1	-2.398	-1.624	-1.304	-0.069	–	.128	.270	.020	.216	.332	.196	.277
26. CO2	-2.398	-1.624	-1.304	-0.180	–	.162	.264	.015	.193	.343	.191	.304
27. CO3	-1.769	-0.801	-0.623	0.131	–	.111	.310	.119	.205	.330	.255	.257
28. CO4	-1.507	-0.692	-0.534	0.308	–	.217	.382	.259	.242	.464	.361	.312
29. CO5	-1.389	-0.709	-0.550	0.166	–	.144	.343	.236	.297	.501	.333	.357
30. CO6	-2.543	-1.919	-1.389	-0.110	–	.216	.311	.208	.310	.358	.304	.446

31. CO7	-2.291	-1.878	-1.389	-0.293	–	.147	.205	.025	.212	.279	.241	.294
32. CO8	-1.288	-0.403	-0.208	0.388	–	.223	.337	.201	.158	.437	.395	.341
33. CO9	-1.080	-0.301	-0.180	0.322	–	.172	.313	.238	.218	.468	.427	.305
34. CO10	-1.650	-0.782	-0.426	0.308	–	.193	.340	.205	.149	.496	.365	.379
35. CO11	-1.878	-1.068	-0.279	0.692	–	,232	.302	.131	.169	.433	.341	.335
36. AMS1	-2.291	-1.407	-1.009	-0.433	–	.148	.329	.166	.255	.284	.330	.300
37. AMS2	-1.965	-1.171	-0.820	-0.344	–	.205	.329	.193	.276	.344	.392	.346
38. AMS3	-2.015	-1.624	-1.105	-0.640	–	.183	.324	.191	.138	.295	.258	.250
39. AMS4	-2.543	-1.839	-1.157	-0.396	–	.079	.259	.161	.274	.260	.221	.292
40. AMS5	-2.398	-1.678	-1.044	-0.381	–	.088	.262	.165	.281	.256	.252	.291
41. AMS6	-1.803	-1.445	-0.964	-0.640	–	.121	.305	.202	.112	.299	.258	.272
42. CCS1	-2.543	-2.398	-1.650	-0.632	1.737	.196	.251	.237	.299	.279	.231	.223
43. CCS2	-2.777	-2.543	-1.599	-0.623	1.737	.152	.306	.182	.218	.256	.260	.138
44. CCS3	-2.543	-2.398	-1.257	-0.599	1.009	.146	.149	.105	.119	.147	.160	.142
45. CCS4	-2.398	-2.070	-1.184	-0.632	1.118	.027	.067	.096	-.019	.056	.080	.020
46. CCS5	-2.398	-2.291	-1.599	-0.709	1.803	.140	.244	.084	.252	.282	.249	.186

47. CCS6	-2.398	-2.070	-1.486	-0.649	1.737	.104	.239	.017	.170	.231	.236	.080

Variable	8	9	10	11	12	13	14	15	16	17	18	19	20	21
8. NEO40	–													
9. NEO45	.591	–												
10. NEO50	.483	.395	–											
11. NEO55	.384	.467	.509	–										
12. NEO60	.465	.329	.569	.351	–									
13. NEO1	.009	.022	-.130	-.076	-.069	–								
14. NEO6	-.219	-.206	-.158	-.228	-.179	.295	–							
15. NEO11	-.231	-.134	-.221	-.263	-.208	.385	.405	–						
16. NEO16	-.330	-.164	-.121	-.165	-.173	.269	.401	.424	–					
17. NEO21	-.214	-.168	-.219	-.245	-.123	.474	.488	.559	.508	–				
18. NEO26	-.350	-.253	-.293	-.342	-.288	.312	.621	.537	.503	.602	–			
19. NEO31	-.135	-.129	-.144	-.141	-.120	.458	.452	.482	.396	.543	.476	–		
20. NEO36	-.156	-.232	-.021	-.223	.008	.167	.360	.265	.302	.451	.433	.316	–	

21. NEO41	-.396	-.313	-.310	-.369	-.407	.408	.456	.594	.499	.590	.615	.431	.429	–
22. NEO46	-.150	-.120	-.143	-.141	-.114	.280	.317	.358	.503	.417	.434	.419	.262	.385
23. NEO51	-.318	-.344	-.352	-.413	-.333	.357	.404	.490	.374	.497	.566	.399	.353	.659
24. NEO56	-.306	-.285	-.348	-.410	-.212	.215	.399	.414	.312	.427	.507	.284	.350	.467
25. CO1	.182	.203	.257	.242	.234	-.083	-.205	-.134	-.087	-.172	-.227	-.088	-.095	-.207
26. CO2	.147	.171	.206	.216	.222	-.057	-.177	-.121	-.102	-.134	-.173	-.070	-.099	-.215
27. CO3	.233	.290	.303	.239	.193	-.122	-.261	-.250	-..250	-.282	-.353	-.180	-.214	-.312
28. CO4	.244	.233	.275	.343	.172	-.183	-.231	-.197	-.135	-.296	-.239	-.122	-.243	-.334
29. CO5	.293	.217	.342	.290	.267	-.130	-.138	-.126	-.164	-.239	-.228	-.070	-.138	-.364
30. CO6	.358	.300	.367	.253	.286	-.072	-.171	-.197	-.155	-.228	-.265	-.105	-.130	-.338
31. CO7	.144	.111	.159	.162	.217	-.217	-.241	-.143	-.150	-.160	-.226	-.089	-.109	-.293
32. CO8	.250	.307	.315	.391	.188	-.174	-.303	-.275	-.205	-.307	-.309	-.176	-.366	-.388
33. CO9	.246	.274	.324	.286	.215	-.219	-.200	-.320	-.175	-.269	-.297	-.202	-.259	-.379
34. CO10	.240	.264	.343	.312	.247	-.107	-.178	-.229	-.110	-.213	-.150	-.135	-.049	-.324
35. CO11	.225	.261	.259	.275	.174	-.212	-.229	-.248	-.135	-.259	-.221	-.188	-.169	-.301
36. AMS1	.248	.096	.189	.224	.178	-.114	-.175	-.262	-.186	-.232	-.230	-.059	-.194	-.368

37. AMS2	.264	.131	.233	.243	.215	-.218	-.164	-.270	-.171	-.244	-.256	-.127	-.212	-.398
38. AMS3	.236	.105	.165	.256	.048	-.160	-.100	-.261	-.123	-.156	-.183	-.089	-.191	-.324
39. AMS4	.219	.112	.157	.175	.178	-.153	-.210	-.196	-.107	-.165	-.272	-.093	-.202	-.344
40. AMS5	.200	.131	.187	.194	.191	-.183	-.178	-.223	-.141	-.178	-.269	-.099	-.226	-.365
41. AMS6	.156	.069	.147	.260	.053	-.259	-.157	-.271	-.183	-.211	-.272	-.166	-.167	-.339
42. CCS1	.246	.248	.284	.253	.245	-.081	-.103	-.229	-.121	-.154	-.193	-.082	-.124	-.259
43. CCS2	.253	.234	.237	.262	.179	-.057	-.108	-.135	-.106	-.127	-.198	-.149	-.123	-.250
44. CCS3	.179	.104	.137	.258	.131	-.130	-.168	-.163	-.048	-.183	-.253	-.139	-.051	-.176
45. CCS4	.212	.000	.021	.083	.013	-.156	-.159	-.210	-.097	-.187	-.244	-.116	-.022	-.198
46. CCS5	.130	.209	.163	.281	.124	-.091	-.185	-.126	-.135	-.117	-.244	-.141	-.085	-.223
47. CCS6	.127	.189	.138	.215	.102	-.051	-.189	-.189	-.136	-.098	-.273	-.145	-.042	-.204

Variable	22	23	24	25	26	27	28	29	30	31	32	33	34	35
22. NEO46	–													
23. NEO51	.246	–												
24. NEO56	.251	.524	–											

25. CO1	-.020	-.132	-.085	–										
26. CO2	-.001	-.062	-.097	.927	–									
27. CO3	-.111	-.289	-.118	.565	.544	–								
28. CO4	-.084	-.318	-.189	.473	.492	.556	–							
29. CO5	-.074	-.333	-.215	.388	.387	.447	.706	–						
30. CO6	-.116	-.318	-.234	.486	.469	.442	.447	.519	–					
31. CO7	-.056	-.234	-.103	.672	.657	.426	.468	.435	.520	–				
32. CO8	-.180	-.351	-.247	.478	.491	.560	.577	.570	.443	.366	–			
33. CO9	-.183	-.424	-.266	.417	.412	.527	.608	.612	.515	.377	.677	–		
34. CO10	-.108	-.242	-.167	.454	.508	.445	.606	.527	.477	.471	.575	.659	–	
35. CO11	-.127	-.270	-.242	.444	.508	.384	.533	.480	.448	.512	.545	.568	.690	–
36. AMS1	-.096	-.325	-.134	.446	.405	.451	.478	.400	.385	.361	.379	.397	.310	.261
37. AMS2	-.096	-.360	-.198	.405	.343	.429	.444	.433	.404	.388	.419	.448	.324	.308
38. AMS3	-.058	-.252	-.122	.287	.235	.350	.406	.293	.299	.331	.310	.284	.288	.182
39. AMS4	-.067	-.271	-.176	.408	.345	.347	.400	.309	.320	.392	.253	.328	.296	.243
40. AMS5	-.059	-.299	-.184	.375	.300	.338	.341	.285	.347	.382	.223	.297	.273	.215

41. AMS6	-.116	-.287	-.118	.194	.156	.270	.321	.229	.244	.220	.191	.239	.276	.195
42. CCS1	-.081	-.236	-.149	.321	.312	.320	.327	.414	.289	.278	.376	.470	.298	.271
43. CCS2	-.108	-.322	-.139	.219	.171	.322	.285	.352	.186	.252	.297	.366	.260	.295
44. CCS3	-.127	-.174	-.161	.235	.227	.216	.117	.234	.241	.227	.269	.257	.208	.135
45. CCS4	-.060	-.197	-.071	.213	.150	.198	.000	.097	.182	.167	.194	.203	.198	.212
46. CCS5	-.072	-.203	-.179	.205	.171	.260	.231	.354	.231	.254	.292	.345	.246	.199
47. CCS6	-.047	-.247	-.169	.315	.241	.269	.249	.345	.257	.383	.294	.393	.250	.265

Variable	36	37	38	39	40	41	42	43	44	45	46	47
36. AMS1	–											
37. AMS2	.886	–										
38. AMS3	.806	.809	–									
39. AMS4	.848	.817	.811	–								
40. AMS5	.840	.832	.818	.946	–							
41. AMS6	.696	.684	.850	.746	.773	–						
42. CCS1	.412	.435	.340	.310	.313	.278	–					

43. CCS2	.302	.375	.303	.221	.207	.259	.732	–				
44. CCS3	.317	.365	.322	.250	.279	.313	.502	.464	–			
45. CCS4	.326	.331	.353	.237	.276	.416	.327	.319	.730	–		
46. CCS5	.328	.362	.313	.270	.312	.241	.674	.704	.583	.396	–	
47. CCS6	.325	.356	.304	.271	.283	.228	.662	.728	.473	.362	.866	–

Note. *N* = 364. 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.