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The applicability of the NEO-PI-R and the CPAI-2 in a South African context.

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Table 6.8: 5 Factor solution for the NEO-PI-R using varimax and Procrustes rotation

	Varimax Rotation					McCrae & Costa (1992)					Procrustes Rotation					
Scale	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Cong**
Neuroticism																
Anxiety	-.02	**.77**	.03	-.12	.13	**.81**	.02	-.01	-.01	-.10	**.78**	-.10	.05	.02	.01	.98**
Angry Hostility	.03	**.68**	**-.45**	.09	-.08	**.63**	-.03	.01	**-.48**	-.08	**.65**	.04	-.13	**-.49**	.04	.97**
Depression	-.21	**.82**	.06	-.13	.07	**.80**	-.10	.02	-.03	-.26	**.83**	-.12	-.02	.05	-.18	.99**
Self-Consciousness	-.05	**.74**	.17	-.24	.01	**.73**	-.18	-.09	.04	-.16	**.75**	-.21	-.07	.17	-.01	.97**
Impulsiveness	-.28	**.44**	-.10	.36	-.02	**.49**	.35	.02	-.21	-.32	**.43**	.34	-.07	-.16	-.29	.99**
Vulnerability	-.37	**.68**	.15	.03	-.08	**.70**	-.15	-.09	.04	-.38	**.68**	.04	-.15	.12	-.35	.96**
Extraversion																
Warmth	.01	-.05	**.42**	**.67**	.24	-.12	**.66**	.18	.38	.13	-.02	**.72**	.21	.34	-.01	.97**
Gregariousness	-.12	-.14	.06	**.75**	-.01	-.18	**.66**	.04	.07	-.03	-.15	**.74**	-.01	-.03	-.16	.97**
Assertiveness	**.41**	-.26	-.33	**.48**	.04	-.32	**.44**	.23	-.32	.32	-.29	**.45**	.07	-.38	.37	.97**
Activity	**.41**	-.06	-.10	**.54**	.17	.04	**.54**	.16	-.27	**.42**	-.07	**.54**	.16	-.17	.38	.98**
Excitement-Seeking	-.17	.00	-.16	**.61**	.11	.00	**.58**	.11	-.38	-.06	-.00	**.58**	.11	-.23	-.20	.96**
Positive Emotions	.09	-.18	.22	**.64**	.28	-.04	**.74**	.19	.10	.10	-.16	**.67**	.27	.15	.06	.98**
Openness to Experience																
Fantasy	-.28	.08	.05	.04	**.67**	.18	.18	**.58**	-.14	-.31	.16	.06	**.66**	.08	-.26	.93*
Aesthetics	.10	.13	.17	.09	**.75**	.14	.04	**.73**	.17	.14	.21	.14	**.72**	.18	.12	.99**
Feelings	.15	.28	.02	.26	**.66**	.37	**.41**	**.50**	-.01	.12	.34	.29	**.61**	-.00	.16	.98**
Actions	.01	*-.38*	.07	.26	*.34*	-.19	.22	**.57**	.04	-.04	-.34	.27	*.37*	.07	-.00	.91*
Ideas	.19	-.19	-.06	-.04	**.72**	-.15	-.01	**.75**	-.09	.16	-.12	-.02	**.74**	-.02	.20	.99**

Values	-.02	-.09	-.04	.13	**.52**	-.13	.08	**.49**	-.07	-.15	-.04	.14	**.53**	-.03	-.02	.94**
Agreeableness																
Trust	-.10	-.31	**.57**	.35	.05	-.35	.22	.15	**.56**	.03	-.29	**.41**	.05	**.54**	-0.11	.93*
Straightforwardness	.13	-.05	**.67**	-.07	-.12	-.03	-.15	-.11	**.68**	.24	-.04	.02	-.15	**.67**	.14	.96**
Altruism	.19	.07	**.65**	.28	.18	-.06	**.52**	-.05	**.57**	.27	.10	.37	.13	**.61**	.19	.93*
Compliance	-.07	-.13	**.71**	-.35	.04	-.16	-.08	-.00	**.77**	.01	-.09	-.26	.03	**.76**	-.04	.97**
Modesty	-.07	.28	**.62**	-.14	.01	.19	-.12	-.18	**.59**	-.08	.30	-.06	-.05	**.62**	-.04	.96**
Tender-Mindedness	.11	.12	**.63**	.18	.05	.04	.27	.13	**.62**	.00	.14	.27	-.00	**.60**	.12	.96**
Conscientiousness																
Competence	**.73**	-.26	-.07	.10	.16	**-.41**	.17	.13	.03	**.64**	-.27	.12	.17	-.08	**.72**	.97**
Order	**.71**	.06	.07	-.13	-.15	-.04	.06	-.19	.01	**.70**	.02	-.09	-.17	.06	**.71**	.97**
Dutifulness	**.71**	-.08	.24	-.02	.10	-.20	-.04	.01	.29	**.68**	-.08	.04	.08	.23	**.71**	.97**
Achievement Striving	**.84**	-.03	-.07	.12	.10	-.09	.23	.15	-.13	**.74**	-.05	.15	.09	-.10	**.83**	.99**
Self-Discipline	**.78**	-.23	.01	.02	-.01	-.33	.17	-.08	.06	**.75**	-.26	.05	-.00	-.00	**.77**	.98**
Deliberation	**.61**	-.06	.20	-.36	-.08	-.23	-.28	-.04	.22	**.57**	-.08	-.31	-.09	.23	**.63**	.97**
FACTOR CONG											.97**	.96**	.96**	.98**	.97**	
% VARIANCE EXPLAINED	17.86	12.78	11.07	9.19	5.83											

***p < 0.05**

**** p < 0.01**

Table 6.11: 4 Factor solution for the CPAI-2 using varimax and Procrustes rotation

	Varimax Rotated				Cheung, et al (2008)				Procrustes Rotated				
Scale	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Cong**
Social Potency													
Novelty	.34	**.72**	-.16	-.01	**.79**	.09	-.12	-.12	**.78**	.20	-0.08	-.10	.99**
Diversity	.15	**.69**	.24	-.03	**.78**	-.04	.15	-.07	**.67**	.08	0.30	.07	.95**
Divergent Thinking	.08	**.80**	.04	.08	**.74**	.02	-.08	.12	**.78**	.05	0.09	.17	.97**
Leadership	**.40**	**.59**	-.39	.06	**.70**	.10	-.29	.05	**.68**	.28	-0.32	-.14	.95**
Logical vs Affective Orientation	.20	**.56**	-.04	.31	**.63**	.30	.00	.15	**.56**	.28	-0.06	.23	.99**
Aesthetics	-.08	**.61**	.08	-.09	**.58**	-.05	.11	.12	**.58**	-.16	0.15	.09	.98**
Extraversion vs Introversion	.23	**.45**	.06	-.24	**.43**	.14	.04	-.04	**.49**	.03	0.16	-.22	.90*
Enterprise	**.75**	**.42**	-.10	.00	**.52**	**.53**	.03	-.23	**.54**	**.58**	-0.03	-.34	.99**
Dependability													
Responsibility	.22	.17	.02	**.66**	.09	**.68**	.03	.35	.15	**.53**	-0.12	**.45**	.95**
Emotionality	**-.64**	.04	-.20	-.27	-.01	**-.67**	-.30	-.10	-.02	**-.70**	-0.15	.09	.95**
Inferiority vs Self-Acceptance	**-.78**	-.22	-.17	-.11	-.35	**-.70**	-.28	.10	-.31	**-.71**	-0.19	.25	.98**
Practical Mindedness	.31	.06	.29	**.49**	-.02	**.62**	.28	.29	.04	**.55**	0.18	.30	.99**
Optimism	**.73**	.27	.03	.16	.30	**.66**	.22	-.07	.36	**.68**	0.05	-.20	.96**
Meticulousness	.02	-.03	.13	**.66**	.04	**.50**	.00	.34	-.09	*.39*	-0.04	**.54**	.92*
Face	**-.56**	-.09	-.26	.07	.05	**-.50**	-.28	.19	-.15	**-.45**	-0.30	.28	.93*
Internal / External LOC	**.48**	.21	.22	-.06	.17	**.43**	.33	-.17	.26	*.37*	0.27	-.22	.97**

Family Orientation	.28	-.10	*.39*	.30	.02	**.46**	.38	.20	-.12	**.44**	0.31	.16	.97**
Accommodation													
Defensiveness	-.31	-.17	**-.65**	.21	.08	-.30	**-.72**	.18	-.16	-.20	**-0.71**	.16	.95**
Graciousness vs Meanness	**.47**	.10	**.62**	-.07	.06	.39	**.70**	-.05	.11	**.41**	**0.65**	-.15	.99**
Interpersonal Tolerance	.24	**.44**	**.60**	-.07	**.40**	.20	**.53**	-.19	**.41**	.19	**0.64**	.02	.95**
Self vs Social Orientation	-.04	.12	-.28	.23	.15	-.14	**-.42**	.12	.12	.05	-0.32	.17	.89*
Veraciousness vs Slickness	-.04	-.02	**.75**	.12	-.09	.38	**.47**	.20	-.12	.11	**0.69**	.28	.88*
Interpersonal Relatedness													
Traditionalism vs Modernity	-.09	-.32	-.27	**.51**	-.30	.09	-.28	**.46**	-.34	.20	**-0.42**	.34	.95**
Relationship Orientation	**-.43**	.13	.04	.24	.08	-.03	.05	**.56**	.03	-.24	-0.03	**.45**	.90*
Social Sensitivity	-.15	**.54**	.30	.16	.39	-.03	-.01	**.54**	**.46**	-.05	0.29	.37	**.86**
Discipline	-.21	-.12	-.23	**.69**	-.05	.06	-.37	**.68**	-.18	.18	**-0.41**	**.59**	.97**
Harmony	-.04	.30	**.50**	.35	.08	.28	.36	**.47**	.20	.18	**0.42**	**.46**	.97**
Thrift vs Extravagance	-.37	.19	.00	.36	-.06	.08	-.10	**.52**	.10	-.13	-0.09	**.52**	.88*
FACTOR CONG									.97**	.95**	.94**	.93*	
% VARIANCE EXPLAINED	22.63	9.66	9.32	7.79									

***p < 0.05**

**** p < 0.01**

Table 6.18: Factor analysis using Procrustes rotation for gender and the NEO-PI-R

	Varimax Rotation - Male					Varimax Rotation – Female					Procrustes Rotation					
Scale	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Cong**
Neuroticism																
Anxiety	-.10	**.79**	-.00	-.10	-.01	-.03	**.75**	-.15	-.01	.21	-.05	**.75**	-.11	-.09	.21	.95**
Angry Hostility	-.17	**.58**	**-.51**	.09	0.00	.08	**.69**	.06	**-.43**	-.09	.02	**.63**	**-.50**	.14	-.10	.96**
Depression	-.24	**.83**	-.03	-.06	0.06	-.24	**.80**	-.13	.08	.07	-.24	**.81**	-.01	-.11	.05	1.00**
Self-Consciousness	.00	**.79**	.06	-.09	-.05	-.11	**.72**	-.28	.21	.04	-.08	**.76**	.11	-.24	.03	.97**
Impulsiveness	**-.47**	.27	.05	.18	0.02	-.24	**.44**	.36	-.21	-.02	-.32	.38	-.23	.36	-.05	.82
Vulnerability	**-.45**	**.63**	.17	-.00	-.17	**-.40**	**.65**	.02	.08	-.05	**-.41**	**.64**	.02	-.00	-.08	.98**
Extraversion																
Warmth	-.08	-.13	**.42**	**.63**	.17	-.00	-.08	**.72**	.35	.26	-.10	-.08	**.40**	**.70**	.23	.99**
Gregariousness	-.06	-.13	.05	**.73**	-.09	-.16	-.15	**.76**	.01	.01	-.28	-.21	.08	**.70**	-.03	.95**
Assertiveness	.27	**-.47**	-.30	**.45**	.10	**.45**	-.18	**.49**	-.33	-.00	.35	-.25	-.30	**.55**	.00	.94*
Activity	.33	-.05	-.10	**.69**	.01	**.42**	-.07	**.51**	-.14	.21	.32	-.12	-.12	**.58**	.21	.95**
Excitement-Seeking	.06	,18	-.11	**.69**	.11	-.27	-.05	**.58**	-.19	.11	-.37	-.12	-.14	**.54**	.07	.70
Positive Emotions	.08	-.24	.21	**.67**	.21	.12	-.22	**.64**	.15	.28	.01	-.25	.21	**.63**	.26	.99**
Openness to Experience																
Fantasy	**-.42**	-.00	-.11	.01	**.63**	-.22	.12	.11	.16	**.66**	-.27	.14	.17	.10	**.64**	.89*
Aesthetics	.13	.19	.12	.24	**.63**	.05	.07	.07	.12	**.79**	-.01	.09	.12	.10	**.78**	.95**
Feelings	.01	.17	-.02	.36	**.76**	.15	.30	.24	-.00	**.60**	.07	.28	-.03	.31	**.59**	.98**

Actions	.29	-.11	.14	.33	*.36*	-.12	**-.52**	*.21*	-.06	.32	-.15	**-.53**	.02	.16	.31	.47
Ideas	.13	-.16	.01	-.03	**.71**	.24	-.17	-.02	-.04	**.73**	.20	-.16	-.03	.04	**.74**	.99**
Values	.03	-.09	.07	-.10	**.47**	-.05	-.15	.17	-.14	**.57**	-.11	-.17	-.11	.17	**.56**	.81
Agreeableness																
Trust	-.07	-.24	**.66**	.30	-.10	-.12	-.38	.38	**.48**	.11	-.15	-.34	**.54**	.31	.09	.94**
Straightforwardness	.09	.03	**.66**	-.05	.07	.13	-.13	-.06	**.64**	-.20	.19	-.05	**.64**	-.08	-.19	.91*
Altruism	-.07	-.03	**.67**	.22	.32	.27	.07	.35	**.63**	.13	.23	.12	**.62**	.37	.13	.85
Compliance	.05	-.00	**.75**	-.29	-.16	-.08	-.17	-.33	**.69**	.12	.01	-.05	**.69**	-.37	.14	.92*
Modesty	-.11	.38	**.62**	-.14	.10	-.09	.20	-.15	**.58**	-.02	-.04	.27	**.54**	-.17	-.02	.97**
Tender-Mindedness	.09	.15	**.70**	.26	.05	.11	.12	.19	**.59**	.06	.10	.18	**.57**	.19	,06	.99**
Conscientiousness																
Competence	**.71**	-.35	-.10	.27	.07	**.72**	-.20	.05	-.05	.20	**.70**	-.20	-.06	.16	.24	.95**
Order	**.73**	.19	-.01	-.05	-.01	**.70**	.02	-.13	.09	-.20	**.72**	.05	.04	-.02	-.16	.96**
Dutifulness	**.65**	-.18	.10	.14	.35	**.71**	-.03	-.04	.33	-.00	**.72**	.02	.29	.06	.04	.85
Achievement Striving	**.83**	-.09	-.08	.25	.05	**.82**	-.01	.07	-.11	.14	**.78**	-.01	-.14	.21	.18	.98**
Self-Discipline	**.80**	-.27	.01	.09	.02	**.76**	-.22	-.01	-.01	-.00	**.76**	-.20	-.03	.10	.04	1.00**
Deliberation	**.73**	-.09	.26	-.16	-.11	**.58**	-.01	-.39	.21	-.06	**.65**	.06	.15	-.30	-.02	.95**
FACTOR CONG											.92*	.92*	.95**	.95**	.89*	
% VARIANCE EXPLAINED	20.27	13.06	10.68	8.48	6.45	17.42	13.36	10.39	9.74	5.88						

***p < 0.05**

**** p < 0.01**

Table 6.21: Factor analysis using Procrustes rotation for gender and the CPAI-2

	Varimax Rotation - Male				Varimax Rotation – Female				Procrustes Rotation				
Scale	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Cong**
Social Potency													
Novelty	.16	**.72**	**.42**	-.06	**.40**	**.67**	.13	.01	.18	**.68**	.36	.04	.99**
Diversity	.27	.35	**.63**	-.22	.17	**.66**	.20	-.09	.14	**.40**	**.55**	-.19	.98**
Divergent Thinking	.08	**.51**	**.65**	-.03	.10	**.80**	.10	.07	.03	**.47**	**.66**	-.03	1.00**
Leadership	.22	**.75**	.17	.17	**.45**	**.57**	-.35	.11	.14	**.74**	.18	.22	.99**
Logical vs Affective Orientation	.31	.11	**.54**	.10	.16	**.63**	.09	.32	.13	.35	**.59**	.23	.89*
Aesthetics	-.18	.15	**.58**	.04	-.03	**.63**	.10	-.16	-.08	.36	**.49**	-.24	.83
Extraversion vs Introversion	.05	**.71**	.12	-.22	.34	.36	-.03	-.25	.20	**.46**	.11	-.22	.94**
Enterprise	**.65**	**.57**	.08	-.06	**.74**	**.40**	-.03	-.01	**.56**	**.62**	.12	.03	.99**
Dependability												.	
Responsibility	.34	-.16	.36	**.62**	.32	.16	.12	**.59**	.37	.06	.29	**.51**	.96**
Emotionality	**-.65**	-.23	.06	-.08	**-.60**	.11	-.36	-.20	**-.72**	.03	-.03	-.12	.92*
Inferiority vs Self-Acceptance	**-.80**	-.29	-.07	-.01	**-.79**	-.18	-.21	-.01	**-.75**	-.36	-.08	.02	.99**
Practical Mindedness	**.62**	-.16	.17	.22	.37	.06	.32	**.43**	**.51**	-.06	.25	.31	.96**
Optimism	**.65**	**.52**	.03	.14	**.72**	.21	.18	.09	**.68**	.35	.12	.06	.97**
Meticulousness	.16	-.33	.22	**.61**	.10	*-.03*	.28	**.62**	.29	-.26	.29	**.48**	.96**

Face	**-.52**	.08	.03	.28	**-.59**	-.10	-.24	.14	**-.59**	-.24	-.03	.18	.86
Internal / External LOC	**.58**	.09	.28	-.15	.38	*.20*	.28	-.16	**.42**	.17	.17	-.24	.95**
Family Orientation	**.52**	-.12	.04	.04	.21	-.10	**.48**	.22	**.46**	-.29	.19	.06	.91*
Accommodation													
Defensiveness	**-.52**	-.03	-.22	**.61**	-.24	-.15	**-.62**	.31	**-.46**	.09	-.30	**.51**	.98**
Graciousness vs Meanness	**.67**	.10	.10	-.33	**.43**	.08	**.61**	-.23	**.63**	-.05	.22	**-.41**	.97**
Interpersonal Tolerance	.26	.22	**.62**	**-.42**	.28	.34	**.60**	-.20	**.47**	.04	**.46**	**-.41**	.92*
Self vs Social Orientation	.01	-.34	.01	.05	-.07	.27	.20	-.36	-.16	.18	.22	.37	-.21
Veraciousness vs Slickness	.20	-.38	.30	**-.40**	.03	-.02	**.70**	.02	.38	**-.41**	.36	-.23	.93*
Interpersonal Relatedness													
Traditionalism vs Modernity	-.01	.24	-.28	**.52**	-.13	-.38	-.14	**.58**	-.06	-.34	-.16	**.61**	.62
Relationship Orientation	-.35	-.01	.22	.08	**-.41**	.12	.09	.30	-.29	-.23	.32	.21	.85
Social Sensitivity	-.20	**.50**	**.47**	-.00	-.04	**.49**	.37	.14	.09	.04	**.62**	-.04	.65
Discipline	-.17	-.08	.09	**.73**	-.13	-.14	-.11	**.73**	-,07	-.24	.08	**.72**	.97**
Harmony	-.19	-.06	**.67**	.04	-.02	.24	**.59**	.26	.27	-.26	**.58**	.00	.94**
Thrift vs Extravagance	-.35	-.09	**.48**	.10	-.18	.13	.09	**.45**	-.17	-.05	.22	**.42**	.69
FACTOR CONG									.96**	**.79**	.96**	.92*	
% VARIANCE EXPLAINED	23.79	11.08	9.18	8.18	22.95	10.18	9.49	6.55					

***p < 0.05**

**** p < 0.01**

Table 6.24: Factor analysis using Procrustes rotation for population group and the NEO-PI-R

	Varimax Rotation – White					Varimax Rotation – Non-white					Procrustes Rotation					
Scale	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	Cong
Neuroticism																
Anxiety	-.09	**.79**	-.17	.01	.08	.03	-.01	**.74**	-.05	.10	.05	**.69**	-.19	.14	.17	.96**
Angry Hostility	.05	**.73**	.03	-.34	-.12	-.01	**-.61**	**.54**	.17	-.10	.05	**.67**	.01	**-.48**	-.09	.98**
Depression	-.19	**.81**	-.14	.07	.08	-.24	-.03	**.83**	-10	-.01	-.23	**.79**	-.24	.13	.07	.99**
Self-Consciousness	-.13	**.73**	-.26	.13	.06	.02	.12	**.78**	-.14	-.08	.02	**.70**	-.30	.28	-.00	.96**
Impulsiveness	-.24	**.53**	.27	-.04	-.09	-.37	-.19	.23	.37	.01	-.30	.37	.36	-.15	-.01	.93*
Vulnerability	-.30	**.73**	-.09	.18	.02	**-.47**	.09	**.55**	.12	-.24	**-.43**	**.58**	.05	.19	-.20	.91*
Extraversion																
Warmth	-.14	-.01	**.74**	.33	.14	-.10	**.48**	-.07	**.60**	.29	-.03	-.04	**.66**	**.44**	.25	.96**
Gregariousness	-.11	-.09	**.78**	-.01	-.06	-.15	.09	-.21	**.71**	.04	-.05	-.06	**.76**	.03	-.04	1.00**
Assertiveness	**.48**	-.19	**.48**	-.32	-.05	.34	-.32	-.38	**.45**	.11	**.40**	-.24	**.46**	-.38	.02	.98**
Activity	**.49**	-.08	**.47**	-.07	.22	.33	-.13	-.11	**.61**	.08	**.43**	.02	**.57**	-.14	.00	.93*
Excitement-Seeking	-.18	-.06	**.66**	-.19	.03	-.20	-.21	.11	**.59**	.26	-.09	.27	**.59**	-.21	.21	.85
Positive Emotions	.13	-.19	**.65**	.20	.22	.05	.21	-.12	**.65**	.34	.14	-.04	**.69**	.16	.28	.98**
Openness to Experience																
Fantasy	-.28	.14	.01	-.04	**.67**	.29	.17	.05	.09	**.60**	-.27	.02	.19	.14	**.60**	.92*
Aesthetics	.15	.17	.07	.19	**.75**	.06	.14	.16	.16	**.73**	.10	.12	.19	.13	**.72**	.98**
Feelings	.27	**.44**	.22	-.01	**.56**	.04	.07	.16	.26	**.67**	.09	.15	.28	.06	**.66**	.89*

Actions	-.09	**-.40**	**.42**	.09	*.32*	.13	.00	*-.26*	.07	**.47**	.14	-.26	.15	-.07	**.44**	.77
Ideas	.15	-.23	-.09	-.11	**.72**	.24	.02	-.09	.06	**.68**	.25	-.13	.12	-.03	**.66**	.94*
Values	.02	-.09	.17	.06	**.43**	-.06	-.13	**-.09**	.02	.60	-.05	-.09	**.10**	-.18	.58	.88*
Agreeableness																
Trust	-.02	-.30	**.45**	**.53**	.04	-.16	**.64**	-.26	.23	.05	-.16	-.31	.34	**.56**	.03	.97**
Straightforwardness	.16	-.07	-.04	**.67**	-.29	.13	**.66**	.05	-.13	.05	.09	-.13	-.11	**.66**	.09	.85
Altruism	.16	.06	.35	**.61**	.13	.21	**.67**	.17	.30	.16	.24	.07	.27	**.69**	.16	.99**
Compliance	-.18	-.23	0.26	**.66**	.21	.06	**.76**	.08	-.30	-.09	-.02	-.13	-.28	**.76**	-.03	.92*
Modesty	-.10	.20	0.11	**.71**	-.07	-.04	**.47**	**.45**	-.17	.12	-.06	.30	-.22	**.54**	.19	.89*
Tender-Mindedness	.07	.09	.18	**.68**	-.17	.16	**.54**	.21	.29	-.08	.19	.15	.23	**.58**	-.07	.91*
Conscientiousness												-				
Competence	**.74**	-.20	.12	-.18	.12	**.72**	.06	-.30	.09	.16	**.71**	-.34	.07	.01	.12	.95**
Order	**.64**	.03	-.17	.10	-.15	**.77**	.02	.10	-.05	-.15	**.75**	.03	-.19	.07	-.14	1.00**
Dutifulness	**.71**	-.18	-.06	.15	.11	**.72**	.29	.07	.02	.08	**.70**	-.05	-.07	.31	.09	.96**
Achievement Striving	**.84**	.00	.13	-.06	.18	**.83**	-.11	-.05	.12	.04	**.84**	-.07	.01	-.09	.02	.97**
Self-Discipline	**.75**	-.24	.04	.08	-.04	**.80**	-.05	-.19	-.01	.07	**.79**	-.24	-.08	-.06	.05	.97**
Deliberation	**.57**	-.09	-.38	.12	-.09	**.67**	.26	.04	-.26	-.06	**.61**	-.11	-.35	.29	-.03	.97**
FACTOR CONG											.96**	.95**	.96**	.94**	.89*	
% VARIANCE EXPLAINED	19.12	12.23	10.47	9.75	6.60	17.23	13.50	12.33	8.36	5.71						

***p < 0.05**

**** p < 0.01**

Table 6.27: Factor analysis using Procrustes rotation for population group and the CPAI-2

Scale	Varimax Rotation – White				Varimax Rotation – Non-White				Procrustes Rotation				
	Factor 1	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	Cong
Social Potency													
Novelty	**.67**	-.14	**.43**	-.11	-.23	**.76**	.02	-.11	**.57**	-.15	**.55**	-.07	.98**
Diversity	.36	.18	**.60**	-.19	-.13	**.69**	.02	.27	.34	.15	**.65**	-.11	.99**
Divergent Thinking	**.42**	-.13	**.69**	.05	-.06	**.77**	.15	.13	.37	-.00	**.71**	.03	.98**
Leadership	**.74**	-.23	.25	-.01	-.25	**.64**	.09	**-.43**	**.64**	-.39	.33	.06	.96**
Logical vs Affective Orientation	**.46**	-.13	.39	.28	-.18	**.57**	.33	.05	**.42**	.05	**.49**	.24	95**
Aesthetics	.05	-.03	**.66**	-.04	.04	**.60**	-.17	.07	.20	-.10	**.54**	-.25	90*
Extraversion vs Introversion	.33	.14	.27	-.25	-.21	**.50**	.28	.00	.38	-.05	.32	-.35	93*
Enterprise	**.85**	.07	.15	-.10	**-.72**	**.41**	.07	-.15	**.84**	.09	.06	-.01	99**
Dependability													
Responsibility	.23	.18	.20	**.67**	-.24	.19	**.62**	-.06	.35	.10	.14	**.58**	97**
Emotionality	**-.56**	**-.47**	.06	-.16	**.59**	.08	-.29	-.14	**-.44**	**-.43**	.18	-.23	97**
Inferiority vs Self-Acceptance	**-.71**	**-.41**	-.06	-.05	**.83**	-.20	-.13	-.05	**-.77**	-.37	.08	-.03	98**
Practical Mindedness	.28	**.48**	.09	**.42**	.30	.10	**.46**	.24	.26	.38	.13	.38	99**
Optimism	**.76**	.28	.05	.05	**.67**	.32	.19	-.02	**.73**	.22	.06	.10	1.00**
Meticulousness	-.10	.20	.06	**.64**	-.08	*.02*	**.67**	.09	.10	.20	.10	**.63**	96**
Face	-.39	-.37	-.11	.11	**.67**	-.05	.07	-.18	**-.52**	**-.42**	.13	.16	93*

Internal / External LOC	**.48**	.24	-.05	.05	**-.54**	*.20*	-.05	.20	**.48**	.35	.05	-.15	92*
Family Orientation	.09	**.50**	.11	.14	-.32	-.24	**.44**	.26	.11	**.48**	-.17	.39	81
Accommodation													
Defensiveness	-.25	**-.65**	.01	.31	.32	-.18	.15	**-.68**	-.13	**-.67**	-.26	.29	.93*
Graciousness vs Meanness	.29	**.70**	.06	-.20	**-.55**	.07	-.01	**.56**	.32	**.70**	.07	-.14	1.00**
Interpersonal Tolerance	.24	**.56**	**.47**	-.15	-.29	**.40**	-.07	**.61**	.23	**.57**	**.45**	-.23	.99**
Self vs Social Orientation	.05	-.37	.15	.31	-.02	.08	.20	.26	.15	-.20	.00	.23	.88*
Veraciousness vs Slickness	-.15	**.75**	.04	.10	.05	-.02	.13	**.73**	-.26	**.64**	.26	.02	.93*
Interpersonal Relatedness													
Traditionalism vs Modernity	-.01	-.13	-.27	**.48**	.20	-.31	**.54**	-.25	-.19	-.16	-.21	**.62**	.95**
Relationship Orientation	-.32	-.06	.39	.10	**.46**	.06	.29	.11	-.37	-.07	.28	.29	.91*
Social Sensitivity	.10	.25	**.51**	.07	.25	**.54**	.19	.32	-.06	.09	**.69**	.09	.91*
Discipline	-.07	-.18	-.15	**.74**	.30	-.09	**.71**	-.23	-.17	-.20	.04	**.76**	.96**
Harmony	.01	**.40**	**.56**	.19	.03	.17	**.40**	**.55**	-.09	**.49**	**.40**	.29	.95**
Thrift vs Extravagance	-.23	-.16	.25	.32	.36	.20	.39	.07	-.21	-.07	.37	.38	.96**
FACTOR CONG									.97**	.97**	.92*	.95**	
% VARIANCE EXPLAINED	23.27	9.77	8.89	7.23	21.94	10.53	9.78	8.45					

***p < 0.05**

**** p < 0.01**

Table 6.30: Factor analysis using Procrustes rotation for home language and the NEO-PI-R

	Varimax Rotation – English1					Varimax Rotation – English2					Procrustes Rotation					
Scale	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 5**	**Cong**
Neuroticism																
Anxiety	-.02	**.79**	-.16	.04	.10	-.07	-.01	**.67**	.25	-.04	-.02	**.66**	-.09	.02	.28	.96**
Angry Hostility	.00	**.71**	.07	**-.41**	-.11	.09	**-.53**	**.57**	.03	.19	.12	**.61**	.11	**-.49**	-.01	.97**
Depression	-.20	**.82**	-.13	.06	.10	-.26	.03	**.79**	-.03	-.12	-.23	**.78**	-.21	.09	.03	.99**
Self-Consciousness	-.07	**.74**	-.26	.15	.08	-.01	.18	**.73**	-.21	-.14	-.00	**.70**	-.24	.23	-.16	.94**
Impulsiveness	-.26	**.46**	.35	-.04	.06	-.37	-.23	.29	.00	**.41**	-.34	.37	.38	-.21	-.01	.94**
Vulnerability	-.36	**.68**	-.02	.19	.05	**-.40**	.01	**.57**	-.17	.16	-.39	**.60**	.09	.06	-.13	.97**
Extraversion																
Warmth	.05	-.02	**.71**	**.40**	.20	-.09	**.49**	-.18	.37	**.49**	-.04	-.16	**.55**	**.46**	.34	.94**
Gregariousness	.12	-.12	**.76**	.07	-.01	-.15	.06	-.26	.10	**.65**	-.12	-.18	**.69**	.04	.04	.99**
Assertiveness	.38	-.27	**.54**	-.35	-.02	**.47**	-.27	-.22	.26	.30	**.49**	-.20	.33	-.29	.17	.92*
Activity	**.44**	-.12	**.51**	.05	.21	.35	-.17	-.01	.01	**.68**	.37	.07	**.66**	-.17	-.09	.85
Excitement-Seeking	-.16	-.04	**.62**	-.16	.11	-.21	-.13	.09	.10	**.65**	-.17	.18	**.64**	-.12	.04	.94**
Positive Emotions	.11	-.21	**.63**	.24	.28	.03	.19	-.09	.36	**.64**	.08	-.04	**.68**	.17	.29	.97*
Openness to Experience																
Fantasy	-.23	.09	.02	-.01	**.71**	-.39	.23	.05	**.56**	.12	-.34	.06	.19	.21	**.59**	.90*
Aesthetics	.11	.14	.08	.18	**.76**	.08	.14	.14	**.72**	.15	.15	.14	.20	.11	**.70**	.98**

Feelings	.23	.33	.29	.08	**.58**	.00	-.00	.19	**.76**	.18	.08	.19	.23	-.02	**.74**	.94**
Actions	.01	**-.40**	.27	.12	*.32*	.01	-.04	*-.38*	**.42**	.14	.03	-.36	.22	-.08	.39	.93*
Ideas	.21	-.20	-.05	-.06	**.70**	.13	.01	-.13	**.68**	.04	.18	-.15	.12	-.03	**.65**	.97**
Values	-.02	-.07	.17	-.01	**.53**	-.01	-.13	-.26	**.43**	-.03	.02	-.26	.05	-.16	**.42**	.85
Agreeableness																
Trust	-.05	.32	.37	**.56**	.07	-.22	**.60**	-.31	.01	.25	-.22	-.30	.30	**.58**	.02	.97**
Straightforwardness	.13	-.02	-.04	**.69**	-.22	.16	**.63**	-.13	.04	-.22	.16	-.21	-.20	**.62**	.07	.86
Altruism	.21	.05	.30	**.66**	.15	.15	**.67**	-.12	.19	.21	.18	.09	.22	**.67**	.19	.99**
Compliance	-.08	-.17	-.35	**.70**	.16	-.04	**.69**	.04	-.16	-.34	-.06	-.03	-.35	**.70**	-.09	.94**
Modesty	-.09	.29	-.16	**.67**	-.06	.03	**.53**	.24	.09	-.18	.04	.18	-.19	**.54**	.14	.93*
Tender-Mindedness	.08	.10	.20	**.61**	.15	.20	**.65**	.25	-09	.22	.22	.22	.17	**.67**	-.10	.92*
Conscientiousness																
Competence	**.75**	-.26	.12	-.05	.11	**.66**	.-13	-.22	.31	.01	**.67**	-.24	.04	-.16	.24	.97**
Order	**.72**	.06	-.16	.02	-.12	**.67**	.17	-.13	-.23	.01	**.65**	.09	-.05	.19	-.27	.94**
Dutifulness	**.74**	-.10	.00	.24	.10	**.65**	.25	-.06	.03	-.11	**.64**	-.12	-.12	.24	-.00	.98**
Achievement Striving	**.84**	-.04	.13	-.04	.11	**.84**	-.17	-.00	.08	.07	**.84**	-.02	.04	-.18	.00	.97**
Self-Discipline	**.80**	-.23	.02	-.02	-.01	**.74**	.08	-.20	-.00	.01	**.73**	-.23	.01	.06	-.07	.99**
Deliberation	**.61**	-.04	-.39	.19	-.04	**.64**	.18	-.04	-.10	-.30	**.62**	-.12	-.33	.18	-.11	.99**
FACTOR CONG											.98**	.96**	.96**	.95**	.88	
% VARIANCE EXPLAINED	19.01	12.83	11.23	9.19	6.18	15.54	13.66	11.45	8.48	5.78						

***p < 0.05**

**** p < 0.01**

Table 6.33: Factor analysis using Procrustes rotation for home language and the CPAI-2

	Varimax Rotation – English1				Varimax Rotation – English2				Procrustes Rotation				
Scale	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Factor 1**	**Factor 2**	**Factor 3**	**Factor 4**	**Cong**
Social Potency													
Novelty	**.40**	**.68**	-.21	-.04	**.79**	.10	-.01	-.06	.35	**.67**	-.24	-.01	1.00**
Diversity	.20	**.68**	.21	-.03	**.71**	.14	-.11	.24	.19	**.74**	.04	.01	.97**
Divergent Thinking	.13	**.81**	-.06	.05	**.71**	.11	.07	.26	.17	**.73**	-.03	.18	.98**
Leadership	**.49**	**.49**	**-.41**	-.02	**.76**	-.04	.18	-.13	.29	**.60**	**-.43**	.13	.94**
Logical vs Affective Orientation	.26	**.51**	-.15	.32	**.63**	.20	.17	.23	.24	**.63**	-.00	.27	.96**
Aesthetics	-.07	**.60**	.08	.01	**.64**	-.15	-.27	-.04	.08	**.61**	-.24	-.28	**.77**
Extraversion vs Introversion	.23	**.43**	.08	-.28	**.54**	.13	-.23	-.10	.30	**.47**	-.10	-.23	.95**
Enterprise	**.80**	.31	-.16	-.04	**.65**	**.52**	.00	-.18	**.70**	**.48**	-.03	.02	.96**
Dependability												.	
Responsibility	.25	.14	.05	**.69**	.31	.23	**.59**	-.03	.34	.16	-.18	**.57**	.93*
Emotionality	**-.67**	-.03	-.18	-.20	.14	**-.67**	-.20	-.02	**-.49**	.17	-.39	-.29	.88*
Inferiority vs Self-Acceptance	**-.81**	-.17	.-18	-.10	**-.41**	**-.68**	-.01	.25	**-.79**	-.23	-.11	-.02	.99**
Practical Mindedness	.36	.08	.31	**.51**	.05	**.42**	.28	.21	.25	.07	.28	.39	1.00**
Optimism	**.77**	.26	-.01	.08	.31	**.62**	.15	-.08	**.63**	.20	.16	.20	.95**
Meticulousness	-.01	.03	.12	**.68**	-.10	*.29*	**.62**	.10	.19	-.16	.07	**.65**	.92*
Face	**-.55**	-.12	-.22	.02	-.07	**.62**	.27	.13	**-.56**	-.03	-.35	.21	.93*

Internal / External LOC	**.48**	.18	.24	-.00	.30	***.45***	-.15	-.26	**.57**	.16	.05	-.16	.90*
Family Orientation	.28	-.06	.36	.28	-.14	**.53**	.23	.23	.27	-.09	**.44**	.36	.99**
Accommodation													
Defensiveness	-.31	-.18	**-.67**	.23	-.16	**-.60**	.27	-.23	-.38	-.26	**-.54**	.08	.96**
Graciousness vs Meanness	**.46**	.13	**.61**	-.12	.08	**.75**	-.17	.17	**.51**	.14	**.58**	.01	.98**
Interpersonal Tolerance	.24	**.55**	**.52**	-.06	.20	**.57**	-.33	.39	.27	.37	**.63**	-.09	.96**
Self vs Social Orientation	-.01	.07	-.33	.31	.15	-.13	.30	-.24	.09	-.01	-.38	.18	.91*
Veraciousness vs Slickness	.-05	.03	**.79**	.17	-.08	.38	-.09	**.41**	.05	.10	**.55**	.11	.98**
Interpersonal Relatedness													
Traditionalism vs Modernity	-.07	-.35	-.23	.39	-.24	-.15	**.70**	.11	-.20	-,27	-.17	**.67**	.93*
Relationship Orientation	**-.43**	.21	-.05	.19	-.10	-.17	.19	**.56**	**-.45**	.12	.23	.35	**.85**
Social Sensitivity	-.09	**.58**	.22	.17	.38	-.01	-.09	**.61**	-.22	**.61**	.29	.13	.98**
Discipline	-.18	-.15	-.19	**.68**	-.05	-.23	**.80**	.03	-.16	-.15	-.36	**.72**	.98**
Harmony	.03	.36	**.40**	.34	.08	.26	.10	**.72**	-.15	.35	**.56**	.38	.96**
Thrift vs Extravagance	-.39	.13	-.00	.39	.34	-.17	.30	.30	-.17	.39	-.13	.36	**.79**
FACTOR CONG									.96**	.96**	.89*	.92*	
% VARIANCE EXPLAINED	23.21	9.51	9.06	8.04	21.93	11.26	10.36	7.22					

***p < 0.05**

**** p < 0.01**