Appendix A

**Hypotheses**

We expected the sample mean of participants’ self-reported Agreeableness would be significantly higher than the mean perceived Agreeableness rating for targets.

**Power Analyses**

For our comparisons between self and target ratings on the IPIP-NEO-120, we conducted a power analysis for our matched samples t-test using an alpha of .01 (two-tailed) and an effect size of .207. The effect size was arrived at using the average of the SDs across facets as the group SDs (i.e., .90), a small correlation between groups (i.e., .01), and a difference of .25 on the five-point IPIP scale (i.e., 2.75 vs 3.0). Under these parameters, with 397 participants, we have 93.7% to detect an effect size of 2.07 or larger.

**Similarity Analyses**

Overall, the average self-report profile was dissimilar to the average target profile (*rICC* = -.68; Supplemental Table 1). Compared to participants’ self-reports, participants rated targets (i.e., “assholes”) lower on Agreeableness (*d* = -2.22), Conscientiousness (*d* = -1.13), and Openness (*d* = -.96), and higher on Neuroticism (*d* = .49). Large effects (|*d*| > .80; Cohen, 1988) were observed for 13 facets (~43%). Compared to participant self-ratings, targets were rated as being relatively high on the Neuroticism facet Anger (*d* = 1.30) and relatively low (*d*s = -.82 to -1.93) on Dutifulness (C), Altruism (A), Cooperation (A), Sympathy (A), Morality (A), Modesty (A), Artistic Interests (O), Cautiousness (C), Intellect (O), Self-Efficacy (C), Trust (A), and Achievement-Striving (C). Participants’ self-reports and their ratings of targets did not significantly differ on domain scores for Extraversion, and effects for its facets were small to medium in size (|*d*| = .28 to .70). Effect sizes for differences between participants’ self-reports and their ratings of targets are presented graphically in Supplemental Figure 1.

**Supplemental Table 1**

*Five Factor Model Personality Profiles of Participant Self-Reports and “Asshole” Targets*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Variable | Participant | | Target (Asshole) | |  |
| *M* | *SD* | *M* | *SD* | *d (95% CI)* |
| ***Neuroticism*** | *2.62* | *0.86* | *3.15* | *0.59* | ***0.49 (0.38, 0.59)*** |
| Anxiety | 3.09 | 1.18 | 2.98 | 1.01 | -0.07 (-0.17, 0.03) |
| Anger | 2.51 | 1.09 | 4.34 | 0.83 | **1.30 (1.17, 1.44)** |
| Depression | 2.40 | 1.23 | 2.54 | 0.99 | 0.08 (-0.02, 0.18) |
| Self-Consciousness | 2.73 | 1.01 | 2.25 | 0.82 | **-0.34 (-0.45, -0.24)** |
| Immoderation | 2.67 | 1.01 | 3.44 | 0.85 | **0.57 (0.48, 0.68)** |
| Vulnerability | 2.30 | 0.94 | 3.34 | 0.90 | **0.76 (0.65, 0.88)** |
| ***Extraversion*** | *3.09* | *0.76* | *3.21* | *0.68* | *0.12 (0.02, 0.21)* |
| Friendliness | 3.29 | 1.12 | 2.82 | 1.07 | **-0.28 (-0.38, -0.17)** |
| Gregariousness | 2.31 | 1.13 | 3.48 | 1.11 | **0.70 (0.59, 0.83)** |
| Assertiveness | 3.09 | 1.09 | 3.82 | 0.98 | **0.45 (0.34, 0.55)** |
| Activity Level | 3.41 | 0.90 | 3.00 | 0.95 | **-0.29 (-0.40, -0.19)** |
| Excitement-Seeking | 2.92 | 0.88 | 3.41 | 0.93 | **0.38 (0.28, 0.49)** |
| Cheerfulness | 3.51 | 0.88 | 2.75 | 0.85 | **-0.63 (-0.75, -0.52)** |
| ***Openness to Experience*** | *3.53* | *0.56* | *2.75* | *0.54* | ***-0.97 (-1.08, -0.85)*** |
| Imagination | 3.66 | 0.89 | 2.76 | 0.91 | **-0.69 (-0.82, -0.58)** |
| Artistic Interests | 3.96 | 0.86 | 2.47 | 0.87 | **-1.21 (-1.36, -1.09)** |
| Emotionality | 3.36 | 0.99 | 3.51 | 0.97 | 0.11 (0.01, 0.21) |
| Adventurousness | 2.86 | 0.94 | 2.45 | 0.89 | **-0.30 (-0.41, -0.20)** |
| Intellect | 3.98 | 0.95 | 2.56 | 1.04 | **-0.98 (-1.10, -0.87)** |
| Liberalism | 3.36 | 1.19 | 2.75 | 0.93 | **-0.40 (-0.50, -0.31)** |
| ***Agreeableness*** | *3.83* | *0.57* | *1.95* | *0.54* | ***-2.24 (-2.51, -2.04)*** |
| Trust | 3.28 | 1.02 | 2.19 | 0.88 | **-0.84 (-0.97, -0.72)** |
| Morality | 3.98 | 0.80 | 2.10 | 0.84 | **-1.58 (-1.75, -1.41)** |
| Altruism | 4.12 | 0.72 | 2.00 | 0.78 | **-1.90 (-2.11, -1.70)** |
| Cooperation | 4.18 | 0.81 | 1.86 | 0.80 | **-1.85 (-2.08, -1.66)** |
| Modesty | 3.50 | 0.95 | 1.60 | 0.71 | **-1.52 (-1.68, -1.39)** |
| Sympathy | 3.91 | 0.86 | 1.93 | 0.80 | **-1.63 (-1.83, -1.44)** |
| ***Conscientiousness*** | *3.92* | *0.66* | *2.66* | *0.76* | ***-1.13 (-1.26, -1.02)*** |
| Self-Efficacy | 4.02 | 0.79 | 2.85 | 1.02 | **-0.88 (-1.01, -0.77)** |
| Orderliness | 3.81 | 0.99 | 2.83 | 1.10 | **-0.59 (-0.71, -0.49)** |
| Dutifulness | 4.33 | 0.61 | 2.12 | 0.86 | **-1.94 (-2.15, -1.76)** |
| Achievement Striving | 3.94 | 0.81 | 2.88 | 0.97 | **-0.82 (-0.94, -0.71)** |
| Self-Discipline | 3.49 | 1.15 | 3.02 | 1.08 | **-0.28 (-0.37, -0.18)** |
| Cautiousness | 3.91 | 0.97 | 2.23 | 1.00 | **-1.17 (-1.31, -1.04)** |

*Note.* Target ratings were provided by the nominating participants. Domain-level scores are presented for completeness and do not contribute to FFM profiles for the purpose of similarity analyses. **Bolded** *d*s are significant at p < .01. Bootstrapped confidence intervals calculated using ‘cohens\_d’ from *rstatix* (v0.7.0; Kassambara, 2021). All ratings were made on a scale from 1 (*Disagree Strongly*) to 5 (*Agree Strongly*).

**Supplemental Figure 1**

*Differences between Self-Reports and Ratings of “Asshole” Targets on the Five Factor Model of Personality*

Chart

Description automatically generated

*Note*. Positive values of *d* reflect a higher rating for targets. Target ratings were provided by the nominating participants.

**References**

Kassambara, A. (2021). *rstatix:* *Pipe-friendly framework for basic statistical tests* (Version

0.7.0) [R package].

Appendix B

*Please read the following descriptions of traits. For each listed behavior, select the trait and pole (low versus high) which is most strongly expressed by that behavior. If a listed behavior does not fit into any of the below categories, please mark “X” in the Cannot Rate column.*

**Neuroticism (N)**:

Individuals who are **high** on **Neuroticism** experience negative emotions more regularly and intensely (e.g., fear, sadness, embarrassment, anger, guilt). They also are self-conscious in social situations and sensitive to criticism.

Individuals who are **low** on **Neuroticism** are calm (even in stressful situations), even tempered, and relaxed.

**Extraversion (E)**:

Individuals who are **high** on **Extraversion** are outgoing and prefer large groups and social situations. These individuals are assertive, active, and talkative, happier and more optimistic than others, and show a preference for exiting and stimulating activities.

Individuals who are **low** on **Extraversion** are quieter and more reserved in social situations and show a preference for independent or solitary activities. They also have less need for excitement or novel situations and are less likely to experience strong positive emotions (e.g., joy).

**Openness to Experience (O):**

Individuals who are **high** on **Openness to Experience** are curious and willing to consider new, unconventional ideas and values. They also are imaginative and prefer variety to routine.

Individuals who are **low** on **Openness to Experience** prefer familiarity and traditional ideas, values, and behaviors. They also tend to be socially and politically conservative.

**Agreeableness (A):**

Individuals who are **high** on **Agreeableness** tend to be sympathetic to others, willing to help others in need, and believe that others are generally honest and well-intentioned. They are also sincere, humble, and compliant with authority.

Individuals who are **low** on **Agreeableness** are arrogant, self-centered, and distrustful of others. They also view others through a competitive rather than cooperative lens in social situations. They are also more aggressive, willing to manipulate others for their benefit, and believe that they are superior to others.

**Conscientiousness (C)**:

Individuals who are **high** on **Conscientiousness** are be reliable, ambitious, hardworking, and punctual. They are also cautious, stick to the rules and fulfill obligations, and consider possible consequences before acting.

Individuals who are **low** on **Conscientiousness** are carefree, impulsive, less organized, and are more likely to act quickly with less concern for possible consequences. They are also less reliable, less concerned with achieving substantial work/school success, and prone to procrastination.