**Supplemental Materials**

**Exploring characteristics and predictors associated with lack of desire for volitional personality change**

**Pilot Study**

In Spring 2024, I conducted a pilot study related to the current study’s research questions. The pilot study was not pre-registered (though all materials and data are in the present study’s OSF page: <https://osf.io/q8pfy/>). Participants were recruited from the Michigan State University undergraduate participant research pool and from the University of Florida. Students participated for course credit. The initial purpose of this pilot study was to collect open-ended responses to questions assessing reasons why participants do or do not want to change to inform the multiple-choice questions about change desire/goal reasons in the present study. In the pilot study, I asked, “If you could change your personality, would you?” (yes/no), followed by either “Why do you not want to change your personality?” or “Why do you want to change your personality?” (both open-ended).

In Summer 2024, a team of four undergraduate raters then coded these responses for themes (which became the multiple-choice response options in the present study). The raters were extensively trained on categorization—a full breakdown of this training is provided via the “Prelim Data Coding Plan” on the pilot study’s OSF page. A coding system of rating categories as either 0) not present or 1) present was employed, whereby raters coded each participant response as either 0 or 1 for each change/no change reason category. Categories were non-mutually exclusive, such that each participant’s response could be coded as present (1) for more than one category. However, the categories were independent in that there were no instances in which being marked present (1) in one category necessitated also being marked present (1) in another category; any given category could be the only one marked present (1) for any participant. Notably, during training, raters achieved an average of 93% agreement across raters and categories, with an average Cohen’s kappa across rater pairs and categories of κ = 0.50 (range κ = -0.02 – 1). Low kappas were due to: 1) rater misunderstanding of categories, and 2) the infrequency with which some of the categories were coded as present in the practice set. To pursue the most effective rating approach, the research team decided to have all raters code all remaining observations (that is, any observations not used in training). In doing this, the impact of one rater miscategorizing or misunderstanding was mitigated. Ultimately, I determined final codings for each participant using an approach where the category was marked as present as long as one coder endorsed it as such. I used Krippendorff’s alpha to calculate rater reliability given four raters scored each observation in the final set. These alpha values were still lacking, averaging at α = 0.63 (just shy of the lower acceptable bound of α = 0.667; see Table S1). Notably, infrequency of categories was still a driving factor for the low reliability—alphas generally improved as categories were more frequently endorsed (Figure S1).

Ultimately, the following themes/categories arose from the pilot participants’ qualitative responses—it is these categories which served as reasons in the multiple-choice question for the present study. Note these categories and examples of each are also provided in the coding manual posted to OSF. For reasons individuals do not want to change, the research team coded the following categories:

1. Content with the self despite flaws: Acknowledgement of imperfection, but indication of being happy with the self regardless. This would be a general statement, not one specific to a personality trait or other attribute (those would fall under a separate category detailed below).
2. Content with self (no acknowledgement of flaws): Happy with themselves as they are, but no clear acknowledgement of imperfections. Again, this would be a general statement, not one specific to a personality trait or other attribute (those would fall under a separate category).
3. Content with current levels of Big Five traits—note for each of these traits, the response may or may not explicitly mention the Big Five trait.
4. Content with other attributes: The respondent is happy with a non-Big-Five aspect of themselves.
5. Moral objection: Indication of moral question surrounding wanting to change.
6. Others already approve: Mentions that other people like the way the respondent is.
7. Personality is reason for their current situation:This would be a clear indication that their current personality has gotten them to their present self.
8. Authenticity: Suggests that a change to personality would not allow the respondent to be their authentic or true self. Also, can code the reverse, i.e., “it makes me who I am”. Personality is central to the self.
9. Uniqueness: Acknowledgement of the uniqueness of their personality. Coded if the participant comments on not wanting to change because their particular personality makeup is special/unique.
10. Appreciation of life experiences: The respondent reasons that changing their personality would be a disrespect to the life experiences that ultimately made them who they are.
11. Unwanted changes in other domains: A change to personality would lead to a change in some other area of life that would be undesired.
12. Change too difficult: Trying to change personality would be too burdensome, time-consuming, effortful, etc.
13. Change not possible: The respondent doesn’t think changing personality is possible.
14. No reason given: There is a text entry, but the respondent actually didn’t provide a reason.
15. Miscoded: Clear responded meant to say they want to change their personality.

For reasons individuals do want to change, we coded the following categories:

1. Dissatisfied with current Big Five trait levels.
2. Dissatisfied with other attributes: Respondent is dissatisfied with some other non-Big Five attribute.
3. Seeking others’ approval: Change is desired to gain the approval of others. This may be specific to Big Five personality traits or any other attributes.
4. Less contingent on others: The respondent indicates want their self-evaluations to be free from others’ opinions.
5. Connection with others: The respondent wants to improve their ability to relate to, connect with, or understand other people.
6. Self-improvement: The response indicates that anyone can benefit from self-improvement.
7. Low life satisfaction: Cites a lack of life satisfaction as a reason for changing.
8. Low happiness: Respondent suggests being unhappy as a reason for change.
9. Low confidence: Gives lack of confidence as a reason to change.
10. Low self-esteem: Indication of low self-esteem, general dislike of and/or negative feelings about the self.
11. Low optimism: Participant cites wanting to change given lack of optimism. Those who cite low optimism may express being pessimistic, being negative or a downer, not having a positive outlook, or assuming the negative.
12. No reason given: There is a text entry, but the respondent actually didn’t provide a reason.
13. Miscoded: Response indicates participant meant to say no change.

Ultimately, I found that only 32% of participants (*N* = 1,554; 67.5% White, 70.1% Female) wanted to change. Further, 74% cited reasons for lack of change seeking related to being content with their current self (e.g., content with self, content despite flaws, and content with trait levels) and 7% a fear of change in other life domains (Figure S2). The remaining hypothesized reasons for not wanting to change (change is too difficult or not possible) were less frequent (< 1%). Outside of these reasons, authenticity and being content with other attributes not listed were among the most frequently endorsed reasons. Reasons individuals did want to change are listed in Figure S3. Participants often cited being dissatisfied with levels of extraversion (too low) and neuroticism (too high), as well as with other attributes. Few participants reported wanting to change due to low life satisfaction, self-esteem, or happiness, though these participants did exist. Beyond these hypothesized reasons, participants also cited low confidence and to seek others’ approval as reasons for wanting to change personality.

Notably, I also assessed the pilot study participants on measures of personality, self-esteem, life satisfaction, narcissism, entity orientation, and unconditional positive self-regard. Some of the present hypotheses were supported in this pilot and others were not—yet, the hypotheses in the present study were devised before pilot study data collection and analyses and remained the hypotheses for the present study unchanged. Ultimately, I found that those who were higher in extraversion, conscientiousness, agreeableness, life satisfaction, self-esteem, unconditional positive self-regard, and optimism and who were lower in neuroticism and loneliness, were less likely to endorse wanting to change personality. There was no effect for narcissism (NARQ-S), entity orientation, or openness. Results of these logistic regressions are presented in Table S2.

**Counterbalancing/Order Effects**

To mitigate any potential order effects, I counterbalanced the presentation of the personality measure and the personality change seeking measure for both targets and informants. Further, I explicitly tested if order effects occurred between the two groups—whether being presented with the personality inventory first (Group 1) influenced the responses to the change seeking measure, or whether being presented with the change seeking measure first (Group 2) influenced responses to the personality inventory. I tested this via independent samples t-tests. Results for the target sample are presented in Table S3. Group membership did not impact the level of endorsement for change desires/goals at the general or trait levels, nor did it impact the average trait levels per the personality inventory (BFI-2). Similarly, there were also no order effects in the informant sample (Table S4). Group membership did not impact the level of endorsement for whether the target should change or wants to change, whether at the general or trait level. Similarly, group membership did not impact average target trait levels per the informant-reported target personality inventory (BFI-2-XS).

**Trait Level Change/No Change Reasons**

Figure S4 shows the frequency of endorsement for reasons participants did not want to change each individual trait (Figure S5 shows the same but for goals). Similar to the findings with general no change reasons, at the trait level, participants cited being content with their current standing on each trait (whether acknowledging flaws or not) most frequently. This was true across traits and regardless of whether participants were asked about desires or goals. Other hypothesized reasons were less frequently endorsed, including unwanted changes in other domains (19.08% for change desires in emotional stability to 22.76% for extraversion), change too difficult (10.36% for change desires conscientiousness to 12.82% for extraversion), and change not possible (5.07% for change desires openness to 11.85% for emotional stability). Percentages were similar for no change goal reasons. Personality being the reason for their current situation was the second most frequently endorsed no change reason across traits, whether asked about desires or goals. See Table S5 for a full breakdown of percentage endorsement of no change reasons by trait.

Figures S6 and S7 display the frequency of endorsement for each reason provided for having a change desire or goal. Of the reasons hypothesized individuals would want to change, low happiness was the highest endorsed (44.32% for change desire in agreeableness to 68.94% for emotional stability), followed by low life satisfaction (38.52% for change desire in agreeableness to 60.41% for conscientiousness) and low self-esteem (28.54% for change desire in agreeableness to 59.47% for emotional stability). Similar to general-level change desires, dissatisfaction with current personality traits (e.g., current trait levels too high or too low) was among the lowest endorsed reasons (21.58% for change desires in agreeableness to 46.68% in emotional stability). Beyond the hypothesized reasons, many participants also endorsed wanting to change in the interest of self-improvement (46.64% for change desires in agreeableness to 71.83% for conscientiousness), as well as to improve confidence (32.25% for change desires in agreeableness to 74% in extraversion) and connection with others (27.32% for change desires in conscientiousness to 69.34% in extraversion). Unlike at the general level, seeking change to be less contingent upon others was not highly endorsed. See Table S6 for a full list of change reasons and their percentage endorsement by trait.

**Change Goals/Desires Based on Self-Reported Trait Levels**

As found in prior literature, participants report wanting to change on the traits in which they lack (Table S7). For example, the correlation between desire to change in extraversion and self-reported extraversion is *r* = -.42. Thus, the lower self-reported extraversion, the stronger the desire to change in extraversion. This was true for all five traits and whether participants were asked about change desires or change goals.

Interestingly, the trajectory of this relationship does not appear to be linear for all traits. Figure S8 provides graphs comparing self-reported trait levels with the average desire/goal to change in that trait (thus for each of the five traits, there are two figures—one for change desires and one for change goals). The trajectories for emotional stability (desire and goal), conscientiousness (desire and goal) and extraversion (desire) appear rather linear, whereby an increase in the trait level corresponds with a decrease in change seeking of that trait. However, for agreeableness (desire and goal), extraversion (goal), and openness (goal), the relationship appears almost quadratic. At low levels of the trait, participants report lower change seeking. Change seeking increases as the trait increases up to a moderate level (e.g., the mid-point of the response scale), and then decreases as the trait increases. The relationship between openness levels and desire to change in openness is less clear. Overall, the association could be linear (at lower levels of openness, people will report more change desire), though there appears to be an increase in change seeking at low-to-moderate levels of openness.

Notably, these observations are based on simple plots. A more comprehensive test of these trajectories (e.g., growth curves, structural equation modeling, multi-level modeling) is warranted to make any conclusions.

**Table S1.** Rater agreement and reliability for pilot study qualitative change reason data (pilot study)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Group** | **Category** | **% Rater Agreement** | **Krippendorff's Alpha** | **% sample coded present** |
| **No Change** | Content with self despite flaws | 91.64 | 0.717 | 12.04% |
| Content with self (no acknowledgement of flaws) | 79.89 | 0.778 | 58.20% |
| Content with A | 94.50 | 0.842 | 12.04% |
| Content with C | 96.51 | 0.558 | 3.70% |
| Content with E | 95.24 | 0.831 | 10.05% |
| Content with N | 98.41 | 0.250 | 1.42% |
| Content with O | 97.57 | 0.562 | 2.84% |
| Content with other attributes | 85.29 | 0.648 | 18.67% |
| Moral reasons | 95.98 | 0.736 | 5.78% |
| Others already approve | 94.60 | 0.797 | 9.76% |
| Personality is reason for current situation | 91.11 | 0.547 | 9.48% |
| Authenticity | 86.03 | 0.724 | 21.14% |
| Uniqueness | 96.72 | 0.880 | 8.53% |
| Appreciation of life experiences that led to personality | 94.39 | 0.819 | 11.00% |
| Unwanted changes in other domains | 93.44 | 0.532 | 7.01% |
| Change too difficult | 99.58 | 0.332 | 0.38% |
| Change not possible | 99.47 | 0.465 | 0.57% |
| No reason given | 96.30 | 0.714 | 5.31% |
| **Total Avg - No Change** | **93.70** | **0.652** |  |
| **Yes Change** | A - too low | 87.72 | 0.572 | 12.47% |
| A - too high | 96.24 | 0.693 | 4.63% |
| C - too low | 92.23 | 0.685 | 8.65% |
| C - too high | 97.99 | 0.237 | 1.61% |
| E - too low | 87.72 | 0.865 | 40.04% |
| E - too high | 95.49 | 0.629 | 4.83% |
| N - too low | 99.00 | 0.331 | 0.80% |
| N - too high | 81.70 | 0.747 | 27.36% |
| O - too low | 89.97 | 0.454 | 9.26% |
| O - too high | 100.00 | 1.000 | 0.00% |
| Dissatisfied with other attributes | 60.40 | 0.345 | 35.01% |
| Seeking others' approval | 88.72 | 0.513 | 10.87% |
| Less contingent on others | 96.74 | 0.599 | 3.02% |
| Connection with others | 80.70 | 0.439 | 16.50% |
| Self-improvement | 96.49 | 0.707 | 4.23% |
| Low life satisfaction | 98.25 | 0.472 | 1.61% |
| Low happiness | 97.24 | 0.790 | 4.23% |
| Low confidence | 95.74 | 0.868 | 9.26% |
| Low self-esteem | 95.99 | 0.627 | 4.02% |
| Low optimism | 95.49 | 0.734 | 5.43% |
| No reason given | 90.73 | 0.479 | 8.85% |
| **Total Avg - Yes Change** | **91.65** | **0.609** |  |
|  | **Grand Total Averages** | **92.67** | **0.630** |  |

**Table S2.** Logistic regressions for likelihood of change endorsement given attribute

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | ***β*** | **SE** | ***z*** | ***p*** | **Odds Ratio** | **Change** | **CI LB** | **CI UB** |
| **Life Satisfaction** | -0.73 | 0.06 | -11.79 | **<0.001** | 0.48 | -52% | -0.85 | -0.61 |
| **Self-Esteem** | -1.08 | 0.08 | -14.20 | **<0.001** | 0.34 | -66% | -1.23 | -0.93 |
| **Pos. Self-Regard (USPR)** | -0.85 | 0.07 | -11.59 | **<0.001** | 0.43 | -57% | -1.00 | -0.71 |
| **Unconditionality (UPSR)** | -0.65 | 0.07 | -9.33 | **<0.001** | 0.52 | -48% | -0.79 | -0.52 |
| **Narcissism** | -0.06 | 0.06 | -0.96 | 0.34 | 0.94 | -6% | -0.18 | 0.06 |
| **Entity Orientation** | -0.09 | 0.11 | 0.82 | 0.42 | 0.91 | -9% | -0.32 | 0.13 |
| **Optimism** | -0.70 | 0.10 | -6.97 | **<0.001** | 0.50 | -50% | -0.90 | -0.51 |
| **Loneliness** | -0.71 | 0.07 | -9.78 | **<0.001** | 0.49 | -51% | -0.85 | -0.57 |
| **Extraversion** | -0.71 | 0.06 | -11.43 | **<0.001** | 0.49 | -51% | -0.83 | -0.59 |
| **Conscientiousness** | -0.34 | 0.06 | -6.05 | **<0.001** | 0.71 | -29% | -0.45 | -0.23 |
| **Agreeableness** | -0.35 | 0.06 | -6.25 | **<0.001** | 0.71 | -29% | -0.46 | -0.24 |
| **Openness** | -0.10 | 0.05 | -1.83 | 0.07 | 0.90 | -10% | -0.21 | 0.01 |
| **Neuroticism** | 0.93 | 0.07 | 13.70 | **<0.001** | 2.54 | 154% | 0.80 | 1.07 |

**Note.** For loneliness, higher scores indicated less lonely. Data were standardized.

**Table S3.** T-tests of order effects in the target survey

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | ***t*** | ***p*** | **CI LB** | **CI UB** | ***M* Group 1** | ***M* Group 2** |
| **Change Desires** | **General** | .60 | .55 | -.10 | .20 | 2.78 | 2.73 |
| **Extraversion** | -.95 | .34 | -.23 | .08 | 3.24 | 3.32 |
| **Agreeableness** | -1.30 | .19 | -.26 | .05 | 2.86 | 2.96 |
| **Conscientiousness** | -1.26 | .21 | -.26 | .06 | 3.11 | 3.22 |
| **Emotional Stability** | -.18 | .86 | -.18 | .15 | 3.28 | 3.30 |
| **Openness** | -.08 | .93 | -.16 | .14 | 3.15 | 3.15 |
| **Change Goals** | **General** | .94 | .45 | -.08 | .23 | 2.50 | 2.42 |
| **Extraversion** | -2.39 | .02 | -.36 | .04 | 2.82 | 3.02 |
| **Agreeableness** | -1.24 | .22 | -.26 | .06 | 2.56 | 2.66 |
| **Conscientiousness** | -.69 | .49 | -.22 | .10 | 2.82 | 2.87 |
| **Emotional Stability** | .81 | .42 | -.10 | .23 | 3.10 | 3.01 |
| **Openness** | -1.19 | .24 | -.25 | .06 | 2.74 | 2.83 |
| **Self-Reported Trait Level** | **Extraversion** | .53 | .60 | -.06 | .10 | 3.32 | 3.30 |
| **Agreeableness** | .34 | .73 | -.05 | .08 | 3.73 | 3.72 |
| **Conscientiousness** | 1.09 | .28 | -.03 | .12 | 3.49 | 3.45 |
| **Emotional Stability** | 1.10 | .27 | -.04 | .13 | 2.88 | 2.83 |
| **Openness** | 1.70 | .09 | -.01 | .14 | 3.62 | 3.56 |

***Note.*** Estimates are unstandardized. Group 1 = BFI-2 presented first, Group 2 = personality change seeking measure presented first.

**Table S4.** T-tests of order effects in the informant survey

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | ***t*** | ***p*** | **CI LB** | **CI UB** | ***M* Group 1** | ***M* Group 2** |
| **Change Desires** | **General** | .37 | .71 | -.16 | .24 | 2.50 | 2.46 |
| **Extraversion** | -.24 | .81 | -.26 | .20 | 2.99 | 3.02 |
| **Agreeableness** | .24 | .81 | -.21 | .26 | 2.82 | 2.79 |
| **Conscientiousness** | .75 | .45 | -.14 | .32 | 3.26 | 3.17 |
| **Emotional Stability** | -.04 | .97 | -.24 | .23 | 3.14 | 3.14 |
| **Openness** | .19 | .85 | -.20 | .25 | 3.12 | 3.09 |
| **Should Change** | **General** | -.93 | .35 | -.25 | .09 | 1.59 | 1.67 |
| **Extraversion** | -.07 | .94 | -.23 | .22 | 2.23 | 2.24 |
| **Agreeableness** | .34 | .74 | -.18 | .26 | 2.16 | 2.21 |
| **Conscientiousness** | .96 | .34 | -.12 | .35 | 2.57 | 2.45 |
| **Emotional Stability** | 1.06 | .29 | -.11 | .37 | 2.97 | 2.84 |
| **Openness** | .07 | .95 | -.22 | .23 | 2.41 | 2.41 |
| **IR Target Trait Levels** | **Extraversion** | .42 | .68 | -.12 | .18 | 3.48 | 3.45 |
| **Agreeableness** | 1.61 | .11 | -.02 | .25 | 4.12 | 4.01 |
| **Conscientiousness** | .93 | .35 | -.08 | .23 | 3.83 | 3.76 |
| **Emotional Stability** | .46 | .65 | -.12 | .20 | 3.06 | 3.03 |
| **Openness** | 1.91 | .06 | .00 | .25 | 3.86 | 3.74 |

***Note.*** Estimates are unstandardized. Group 1 = informant-reported BFI-2-XS on target presented first, Group 2 = informant-reported target personality change seeking measure presented first. IR = Informant-reported.

**Table S5.** Percentage endorsement of no change reasons by trait

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Extraversion** | | | | **Agreeableness** | | | | **Conscientiousness** | | | | **Neuroticism** | | | | **Openness** | | | |
| **Desire  (N = 312)** | | **Goal  (N = 418)** | | **Desire  (N = 424)** | | **Goal  (N = 503)** | | **Desire  (N = 357)** | | **Goal  (N = 428)** | | **Desire  (N = 346)** | | **Goal  (N = 377)** | | **Desire  (N = 335)** | | **Goal  (N = 415)** | |
| **Reason** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **Content despite flaws** | 192 | 61.54 | 212 | 50.72 | 253 | 59.67 | 233 | 46.32 | 224 | 62.75 | 233 | 54.44 | 140 | 40.46 | 133 | 35.28 | 188 | 56.12 | 208 | 50.12 |
| **Content (no ack. of flaws)** | 174 | 55.77 | 167 | 39.95 | 255 | 60.14 | 260 | 51.69 | 201 | 56.30 | 201 | 46.96 | 147 | 42.49 | 141 | 37.40 | 191 | 57.01 | 194 | 46.75 |
| **Moral objection** | 10 | 3.21 | 18 | 4.31 | 40 | 9.43 | 28 | 5.57 | 23 | 6.44 | 21 | 4.91 | 26 | 7.51 | 29 | 7.69 | 9 | 2.69 | 18 | 4.34 |
| **Others already approve** | 92 | 29.49 | 90 | 21.53 | 21 | 4.95 | 125 | 24.85 | 94 | 26.33 | 93 | 21.73 | 45 | 13.01 | 49 | 13.00 | 69 | 20.60 | 64 | 15.42 |
| **Personality reason for current state** | 185 | 59.29 | 158 | 37.80 | 207 | 48.82 | 192 | 38.17 | 183 | 51.26 | 155 | 36.21 | 95 | 27.46 | 98 | 25.99 | 139 | 41.49 | 139 | 33.49 |
| **Authenticity** | 152 | 48.72 | 145 | 34.69 | 144 | 33.96 | 151 | 30.02 | 107 | 29.97 | 104 | 24.30 | 77 | 22.25 | 93 | 24.67 | 111 | 33.13 | 131 | 31.57 |
| **Uniqueness** | 127 | 40.71 | 113 | 27.03 | 124 | 29.25 | 124 | 24.65 | 90 | 25.21 | 93 | 21.73 | 45 | 13.01 | 75 | 19.89 | 118 | 35.22 | 123 | 29.64 |
| **Appreciation of past life experiences** | 133 | 42.63 | 113 | 27.03 | 163 | 38.44 | 145 | 28.83 | 103 | 28.85 | 111 | 25.93 | 89 | 25.72 | 88 | 23.34 | 119 | 35.52 | 126 | 30.36 |
| **Unwanted changes in other domains** | 71 | 22.76 | 84 | 20.10 | 84 | 19.81 | 85 | 16.90 | 69 | 19.33 | 63 | 14.72 | 66 | 19.08 | 70 | 18.57 | 75 | 22.39 | 73 | 17.59 |
| **Change too difficult** | 40 | 12.82 | 71 | 16.99 | 44 | 10.38 | 61 | 12.13 | 37 | 10.36 | 52 | 12.15 | 36 | 10.40 | 69 | 18.30 | 38 | 11.34 | 59 | 14.22 |
| **Change not possible** | 19 | 6.09 | 35 | 8.37 | 28 | 6.60 | 22 | 4.37 | 28 | 7.84 | 26 | 6.07 | 41 | 11.85 | 60 | 15.92 | 17 | 5.07 | 22 | 5.30 |
| **Other** | 3 | 0.96 | 12 | 2.87 | 5 | 1.18 | 10 | 1.99 | 4 | 1.12 | 13 | 3.04 | 11 | 3.18 | 6 | 1.59 | 3 | 0.90 | 8 | 1.93 |

**Table S6.** Percentage endorsement of change reasons by trait

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Extraversion** | | | | **Agreeableness** | | | | **Conscientiousness** | | | | **Neuroticism** | | | | **Openness** | | | |
| **Desire (N = 623)** | | **Goal (N = 488)** | | **Desire (N = 431)** | | **Goal (N = 324)** | | **Desire (N = 538)** | | **Goal (N = 415)** | | **Desire (N = 602)** | | **Goal (N = 490)** | | **Desire (N = 516)** | | **Goal (N = 378)** | |
| **Reason** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **Trait too low** | 232 | 37.24 | 172 | 35.25 | 93 | 21.58 | 72 | 22.22 | 199 | 36.99 | 149 | 35.90 | 63 | 10.47 | 65 | 13.27 | 185 | 35.85 | 115 | 27.71 |
| **Trait too high** | 16 | 2.57 | 20 | 4.10 | 49 | 11.37 | 35 | 10.80 | 29 | 5.39 | 14 | 3.37 | 281 | 46.68 | 212 | 43.27 | 16 | 3.10 | 20 | 4.82 |
| **Seeking others’ approval** | 91 | 14.61 | 78 | 15.98 | 84 | 19.49 | 72 | 22.22 | 75 | 13.94 | 66 | 15.90 | 56 | 9.30 | 55 | 11.22 | 56 | 10.85 | 55 | 13.25 |
| **Less contingent on others** | 325 | 52.17 | 186 | 38.11 | 134 | 31.09 | 93 | 28.70 | 138 | 25.65 | 88 | 21.20 | 372 | 61.79 | 276 | 56.33 | 100 | 19.38 | 81 | 19.52 |
| **Connection with others** | 432 | 69.34 | 299 | 61.27 | 237 | 54.99 | 192 | 59.26 | 147 | 27.32 | 117 | 28.19 | 179 | 29.73 | 159 | 32.45 | 248 | 48.06 | 181 | 43.61 |
| **Self-improvement** | 294 | 47.19 | 248 | 50.82 | 201 | 46.64 | 167 | 51.54 | 384 | 71.38 | 309 | 74.46 | 340 | 56.48 | 291 | 59.39 | 282 | 54.65 | 208 | 50.12 |
| **Low life satisfaction** | 254 | 40.77 | 256 | 52.46 | 166 | 38.52 | 146 | 45.06 | 325 | 60.41 | 268 | 64.58 | 348 | 57.81 | 299 | 61.02 | 299 | 57.95 | 234 | 56.39 |
| **Low happiness** | 287 | 46.07 | 259 | 53.07 | 191 | 44.32 | 165 | 50.93 | 260 | 48.33 | 188 | 45.30 | 415 | 68.94 | 344 | 70.20 | 293 | 56.78 | 226 | 54.46 |
| **Low confidence** | 461 | 74.00 | 320 | 65.57 | 139 | 32.25 | 91 | 28.09 | 191 | 35.50 | 163 | 39.28 | 351 | 58.31 | 289 | 58.98 | 222 | 43.02 | 172 | 41.45 |
| **Low self-esteem** | 338 | 54.25 | 248 | 50.82 | 123 | 28.54 | 104 | 32.10 | 194 | 36.06 | 162 | 39.04 | 358 | 59.47 | 301 | 61.43 | 168 | 32.56 | 153 | 36.87 |
| **Other** | 10 | 1.61 | 4 | 0.82 | 11 | 2.55 | 2 | 0.62 | 9 | 1.67 | 7 | 1.69 | 7 | 1.16 | 3 | 0.61 | 7 | 1.36 | 3 | 0.72 |

**Table S7.** Correlations between self-reported trait levels and goals/desires to change on traits

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Ext** | **Agr** | **Con** | **ES** | **Ope** |
| **Change Desires** | **Extraversion** | **-.42** | .01 | -.05 | **-.09** | .00 |
| **Agreeableness** | -.04 | **-.18** | **-.14** | **-.13** | -.07 |
| **Conscientiousness** | **-.14** | -.03 | **-.36** | **-.11** | .02 |
| **Emotional Stability** | **-.13** | -.02 | **-.10** | **-.41** | **.13** |
| **Openness** | **-.20** | -.06 | -.05 | **-.12** | **-.12** |
| **Change Goals** | **Extraversion** | **-.30** | -.04 | .01 | -.07 | -.05 |
| **Agreeableness** | -.03 | **-.21** | **-.12** | **-.12** | **-.08** |
| **Conscientiousness** | **-.09** | **-.07** | **-.29** | **-.14** | .00 |
| **Emotional Stability** | **-.08** | .00 | -.04 | **-.32** | **.10** |
| **Openness** | **-.10** | -.07 | -.01 | -.06 | **-.12** |

***Note****.* Ext = Extraversion; Agr = Agreeableness; Con = Conscientiousness; ES = Emotional Stability; Ope = Openness. Bolded values = *p* < .01.

**Table S8.** Correlations among target self-reported attributes

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1. Extraversion | - | **.14** | **.16** | **.25** | **.22** | **.19** | -.02 | **.34** | **.20** | **.36** | **-.25** | **.33** | **.34** | **.21** | **.39** | **.29** | -.03 | .04 | -.01 | .05 |
| 2. Agreeableness |  | - | **.29** | **.28** | **.25** | **-.29** | **-.48** | .02 | **-.38** | **-.32** | **-.20** | **.14** | **.27** | **-.08** | **.32** | **.23** | .07 | .06 | .02 | **.13** |
| 3. Conscientiousness |  |  | - | **.20** | .04 | **-.16** | **-.29** | .04 | **-.20** | **-.12** | **-.19** | **.20** | **.23** | **.09** | **.31** | **.25** | .02 | .01 | -.03 | .05 |
| 4. Emotional Stability |  |  |  | - | -.04 | -.01 | **-.13** | **.11** | **-.13** | **.13** | **-.51** | **.55** | **.52** | **.38** | **.59** | **.41** | **-.15** | -.07 | .05 | **.13** |
| 5. Openness |  |  |  |  | - | -.03 | **-.12** | .08 | .00 | .01 | -.01 | -.04 | .06 | **-.15** | .06 | -.03 | .06 | **.09** | **.11** | **.11** |
| 6. Narcissism (NARQ) |  |  |  |  |  | - | **.81** | **.80** | **.58** | **.57** | **.16** | **.16** | **.14** | **.14** | .07 | .07 | -.02 | -.07 | -.02 | -.02 |
| 7. Rivalry |  |  |  |  |  |  | - | **.30** | **.52** | **.45** | **.25** | -.04 | **-.10** | .05 | **-.18** | **-.11** | -.04 | **-.10** | -.01 | **-.08** |
| 8. Admiration |  |  |  |  |  |  |  | - | **.41** | **.46** | .00 | **.31** | **.33** | **.17** | **.29** | **.22** | .01 | -.01 | -.03 | .04 |
| 9. Narcissism (FFNI) |  |  |  |  |  |  |  |  | - | **.88** | **.47** | .04 | -.01 | **.08** | **-.12** | -.04 | -.02 | **-.10** | .03 | -.02 |
| 10. Grandiose |  |  |  |  |  |  |  |  |  | - | -.01 | **.30** | **.19** | **.32** | **.14** | **.08** | -.07 | **-.09** | .03 | .00 |
| 11. Vulnerable |  |  |  |  |  |  |  |  |  |  | - | **-.48** | **-.39** | **-.43** | **-.52** | **-.24** | **.09** | -.04 | .00 | -.04 |
| 12. UPSR |  |  |  |  |  |  |  |  |  |  |  | - | **.89** | **.78** | **.73** | **.47** | **-.11** | **-.09** | -.04 | .06 |
| 13. Pos. Self-Regard | |  |  |  |  |  |  |  |  |  |  |  | - | **.40** | **.79** | **.53** | -.07 | -.04 | .00 | **.08** |
| 14. Uncond. |  |  |  |  |  |  |  |  |  |  |  |  |  | - | **.38** | **.22** | **-.11** | **-.13** | **-.08** | .00 |
| 15. Self-Esteem |  |  |  |  |  |  |  |  |  |  |  |  |  |  | - | **.58** | -.04 | .02 | -.03 | .07 |
| 16. Life Satisfaction |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | - | -.01 | .03 | **-.09** | .01 |
| 17. Difficulty (General) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | - | **.31** | **-.44** | **-.20** |
| 18. Difficulty (TSS) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | - | **-.19** | **-.49** |
| 19. Success (General) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | - | **.38** |
| 20. Success (TSS) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | - |

***Note.*** TSS = Trait Summary Score. NARQ = Narcissistic Admiration and Rivalry Questionnaire (Short). FFNI = Five-Factor Narcissism Inventory (Super Short Form). Bolded values = *p* < 0.01.

**Table S9.** Exploratory moderation analyses (effect of self-reported narcissism on association between whether target should change and target-reported change desires/goals)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Level** | **Outcome (TR)** | **Predictors  (Should Change = Always IR; Narcissism = Always TR)** | ***β*** | **SE** | ***z*** | ***p*** |
| **General** | Change Desire | Should Change | .16 | .05 | 3.08 | <0.01 |
|  | Admiration (NARQ) | -.09 | .05 | -1.77 | .08 |
|  | Interaction | -.01 | .06 | -.14 | .89 |
| Change Desire | Should Change | .16 | .05 | 3.28 | <0.01 |
|  | Vulnerable (FFNI) | .25 | .05 | 5.12 | <0.01 |
|  | Interaction | -.09 | .05 | -1.90 | .06 |
| Change Goal | Should Change | .13 | .05 | 2.50 | .01 |
|  | Admiration (NARQ) | -.05 | .05 | -.98 | .33 |
|  | Interaction | -.04 | .06 | -.66 | .51 |
| Change Goal | Should Change | .14 | .05 | 2.72 | <0.01 |
|  | Total Narcissism (FFNI) | .06 | .05 | 1.23 | .22 |
|  | Interaction | -.04 | .05 | -.81 | .42 |
| Change Goal | Should Change | .13 | .05 | 2.65 | <0.01 |
|  | Vulnerable (FFNI) | .19 | .05 | 3.83 | <0.01 |
|  | Interaction | -.07 | .05 | -1.53 | .13 |
| **Trait** | Change Desire | Should Change | .18 | .05 | 3.53 | <0.01 |
|  | Rivalry (NARQ) | .12 | .05 | 2.38 | .02 |
|  | Interaction | -.02 | .05 | -.30 | .76 |
| Change Desire | Should Change | .20 | .05 | 3.83 | <0.01 |
|  | Admiration (NARQ) | -.04 | .05 | -.76 | .45 |
|  | Interaction | .04 | .05 | .77 | .44 |
| Change Desire | Should Change | .20 | .05 | 3.90 | <0.01 |
|  | Total Narcissism (FFNI) | .09 | .05 | 1.68 | .09 |
|  | Interaction | -.10 | .05 | -1.88 | .06 |
| Change Desire | Should Change | .18 | .05 | 3.75 | <0.01 |
|  | Vulnerable (FFNI) | .29 | .05 | 5.87 | <0.01 |
|  | Interaction | -.06 | .05 | -1.10 | .27 |

***Note.*** IR = informant-report, TR = target-report. NARQ = Narcissistic Admiration and Rivalry Questionnaire (Short Form), FFNI = Five Factor Narcissism Inventory (Super Short Form).Standardized regression coefficients reported as all variables were standardized before analyses.

**Figure S1.** Interrater reliability as category frequency increases (pilot study)

**A graph of a number of points

AI-generated content may be incorrect.**

**Figure S2.** Reasons endorsed for not seeking personality change (pilot study)

A graph of blue squares with white text

AI-generated content may be incorrect.

**Figure S3.** Reasons endorsed for seeking personality change (pilot study)

**A graph with many pink bars

AI-generated content may be incorrect.**

**Figure S4.** Reasons for lack of personality change desire, trait level

A graph of different colored bars

AI-generated content may be incorrect.

**Figure S5.** Reasons for lack of personality change goal, trait level

A graph of different colored bars

AI-generated content may be incorrect.

**Figure S6.** Reasons for personality change desire, trait level

A graph of different colored lines

AI-generated content may be incorrect.

**Figure S7.** Reasons for lack of personality change goal, trait level

A graph of different colored lines

AI-generated content may be incorrect.

**Figure S8.** Change seeking at various levels of self-reported traits

|  |  |  |
| --- | --- | --- |
|  | **Desires** | **Goals** |
| **Extraversion** |  |  |
| **Agreeableness** |  |  |
| **Conscientiousness** |  |  |
| **Emotional Stability** |  |  |
| **Openness** |  |  |

***Note.***X-axis = self-reported trait level. Y-axis = average desire/goal to change on that trait. For both, 1 = *Disagree*, 5 = *Agree*.