



## Overview of Changes in Facet Names and Content

Of the 25 facets, 11 have changed names, primarily to create increased work relevance and reflect the items and content of the facet in question better. In addition, the content of four facets has changed significantly, and one facet has been replaced, which has mainly been done to avoid an overlap between facets and ensure a better factor fit (ensuring that MAP is a true measure of the five factors). See the table for an overview of the new names and revised content and the reasons for the changes.

Overview of Changes in Facet Names and Content			
Previous Name	New Name	Reasons for Name Change	Content Change
EX3 – Pace of Life	EX3 – Work Pace	To better reflect the content of items and relevance in the work context	No major changes
EX4 – Excitement Seeking	EX4 – Risk-Taking	To better reflect the content of items and relevance in the work context	No major changes
AG2 – Communication	AG2 – Diplomacy	To better reflect the revised content of the facet and avoid confusion regarding direction of the scale	<b>Revised</b>
AG3 – Altruism	AG3 – Helpfulness	To make the content clearer and more separable from Compassion	No major changes
AG5 – Affection	AG5 – Conflict Aversion	To highlight that it is a new facet with new content and items	<b>Replaced</b>
CO1 – Intensity	CO1 – Accountability	To better reflect the revised content of the facet and separate it effectively from other facets	<b>Revised</b>
ES1 – Emotions	ES1 – Unconcern	To avoid confusion regarding direction of the scale	No major changes
ES2 – Temper	ES2 – Mood Stability	To avoid confusion regarding direction of the scale	No major changes
ES4 – Self-Control	ES4 – Self-Control	–	<b>Revised</b>
ES5 – Stress	ES5 – Stress Tolerance	To avoid confusion regarding direction of the scale	No major changes
OP3 – Emotional Sensitivity	OP3 – Self-Reflection	To reflect the revised content of the facet and make it separable from facets within Emotional Stability	<b>Revised</b>
OP4 – Experiences	OP4 – Variety	To better reflect the content of items and relevance in the work context	No major changes

The facets not included in the table have not been subjected to a name change and the revision has not introduced major changes to the content either.

### AG2 – Communication → Diplomacy (Revised Facet)

The previous operationalization of AG2 (Communication) came from the Five Factor Model (FFM) facet Straightforwardness. However, in research, this has generally proven problematic in relation to the Agreeableness trait. Therefore, the new operationalization of the



facet (Diplomacy) focuses more on the degree of adaptation and diplomacy an individual applies to their communication to ensure a better factor fit to Agreeableness.

#### **AG5 – Affection → Conflict Aversion (New facet)**

The previous AG5 facet (Affection) showed too much of an overlap with other Agreeableness facets, notably Altruism and Compassion, and was therefore removed. To follow the Agreeableness trait in FFM more closely and to add a facet with more work relevance, the new facet (Conflict Aversion) was introduced as a counterpart to the Compliance facet from FFM, which was previously lacking in MAP.

#### **CO1 – Intensity → Accountability (Revised Facet)**

Within Conscientiousness in MAP, the previous CO1 facet (Intensity) had a disproportionately large overlap with Ambition as well as facets from other traits, such as Pace of Life (Work Pace) from Extraversion and Stress (Stress Tolerance) from Emotional Stability. To separate it from these facets, it was revised. Additionally, the revised facet (Accountability) provides another angle on the Competence facet from FFM (which both the old Intensity and the new Accountability is based on), that was otherwise missing in MAP.

#### **ES4 – Self-Control (Revised Facet)**

The previous ES4 facet (Self-Control) in Emotional Stability in MAP was somewhat similar to Self-Discipline in Conscientiousness and therefore, its content was revised. A focus on the tendency to control one's emotional expressions in the interaction with others was implemented, as it is more work-relevant than impulse control and resistance to various temptations, however, the new version of Self-Control facet is still an operationalization of the Impulsive (reversed) facet from FFM.

#### **OP3 – Emotional Sensitivity → Self-Reflection (Revised Facet)**

As the previous OP3 facet (Emotional Sensitivity) from Openness contained many nuances (including focusing on own feelings, understanding other's feelings, valuing deep feelings and spending time on self-reflection), it resulted in a low internal consistency and an overlap with Compassion in Agreeableness. To avoid this overlap and make the facet more specific and work-relevant, the revised version of the facet (Self-Reflection) focuses on one's tendency to acknowledge and reflect on one's feelings.