

EXAMINING EGO FIDELITY

BY

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DISSERTATION

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ABSTRACT

Deficits in individuals' self-views have been linked to multiple negative psychological outcomes. Although self-views are important for understanding psychopathology, they are not sufficient. Specifically, they fail to capture how individuals' actions are influenced by their values. We propose a new construct, ego fidelity, to refer to a disposition toward oneself, others, and situations that draws on internal values as a source of motivation. The purpose of the present research is to distinguish ego fidelity from self-esteem and self-efficacy. This research also aims to examine the incremental predictive utility of ego fidelity for understanding why individuals act the way they do in uncertain situations, and to identify features of psychopathology that ego fidelity may help to explain above and beyond related constructs. These goals were achieved across five studies intended to: (1) distinguish ego fidelity from self-esteem and self-efficacy, as well as identify personality factors related to ego fidelity; (2) examine connections between ego fidelity and why individuals act the way they do in uncertain situations; and (3) identify features of psychopathology that ego fidelity may help to explain above and beyond self-esteem or self-efficacy. Finally, the present research aims to validate two measures of the ego fidelity, the Ego Fidelity Scale and the Ego Fidelity Interview. Ego fidelity was found to have some predictive utility above and beyond self-esteem and self-efficacy for certain personality features and traits related to psychopathology (e.g., social anxiety), though further refinement of the measures developed and presented as a result of this research will be necessary to improve of understanding of the relations between these constructs.

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CHAPTER 1: INTRODUCTION

Deficits in individuals' self-views have been linked to multiple negative psychological outcomes, including depression (Wegener et al., 2015), anxiety (Rudy, Davis, & Matthews, 2014), and personality disorders (e.g., Brunell & Fisher, 2014; Ichikawa & Mochizuki, 2015). Two of the most frequently examined constructs involving self-views are self-esteem and self-efficacy. Self-esteem is a construct that has received widespread attention in the psychological literature (see Donnellan, Trzesniewski, & Robins, 2015). Rosenberg (1965) described self-esteem as the feeling that one is a worthwhile person. Later, Campbell and Lavalley (1993) defined self-esteem as a self-reflexive attitude that is the product of viewing the self as an object of evaluation. More recently, Bortolan (2018) defined self-esteem as a pervasive background sense of one's worth and ability to cope with challenges and opportunities; one that differs significantly from "emotions of self-assessment" (Taylor, 1985) such as pride, shame, and guilt. Taken together, these definitions indicate that self-esteem involves a process of self-appraisal geared toward cultivating (or detracting from) a sense of value that individuals hold about themselves, but does not necessarily imply specific emotional or affective experiences.

Self-esteem has been linked with a variety of psychopathological outcomes. Research has connected deficits in self-esteem with the development of mood disorders, particularly depression (e.g., Johnson, Galambos, Finn, Neyer, & Horne, 2017), as well as substance use disorders (Bartsch, King, Vidourek, & Merianos, 2017), anxiety (e.g., Staring et al., 2016), and personality disorders (e.g., Zhang, Luo, Zhao, Zhang, & Wang, 2017). While the impact of self-esteem on emotional and psychological functioning may seem intuitive, current views of self-esteem do not explain why individuals act the way they do in uncertain situations (i.e., situations

involving more than one possible response, in which outcomes may be unclear), suggesting a need for constructs that elucidate the linkages between self-views and behavioral tendencies..

Whereas self-esteem emphasizes evaluations of personal worth, self-efficacy refers to judgments about an individual's capacity to succeed in specific actions (Bandura, 1977). Such judgments need not reflect a person's overall estimation of their value; instead they describe one's view of their competencies and the likelihood of success or failure in behavioral endeavors. Unlike self-esteem, self-efficacy is action-focused, and, according to Boyd and Vozikis (1994), concerns beliefs about one's specific abilities rather than a global appraisal of skill or aptitude.

Like self-esteem, research has identified associations between self-efficacy and a number of outcomes related to mental health. Self-efficacy has been linked to anxiety in various domains, including academic performance (e.g., Unlu, Ertekin, & Dilmac, 2017), language-learning (Dogan, 2016), and interpersonal functioning (e.g., Lee & Hayes-Skelton, 2018), as well as disorders such as depression (e.g., McCusker et al., 2016) and posttraumatic stress disorder (PTSD; Krans, Brown, & Moulds, 2018). Deficits in perceived self-efficacy have been shown to predict panic attacks and the emergence of panic disorder independently of other predictors such as anxiety sensitivity and catastrophic misinterpretation (Sandin, Sánchez-Arribas, Chorot, & Valiente, 2015). Interventions focusing on enhancing clients' sense of self-efficacy have been shown to remediate symptoms of PTSD (Brown et al., 2016) and binge eating disorder (Wolff & Clark, 2001). While these findings demonstrate the importance of understanding self-efficacy when examining psychopathology, they do not describe the relation between individuals' beliefs about their abilities and their tendency to behave in various situations, or how personal values and motivations impact behavior.

Although self-views are important for understanding psychopathology, they are not sufficient. Specifically, they fail to capture how individuals' actions are influenced by their values. We propose a new construct, ego fidelity, to refer to a disposition toward oneself, others, and situations that draws on internal values as a source of motivation. Ego fidelity is defined as: (1) a tendency to move toward goals driven by intrinsic motivation; (2) a tendency to ascribe less meaning to the judgments of others; and (3) a tendency to not engage in self-degradation or excessive self-promotion. In this view, the first two facets of ego fidelity are central to the definition of the construct, while the third facet follows from the first two and serves as an important behavioral manifestation of the construct. More specifically, it is likely that to the extent that individuals engage in self-degradation or excessive self-promotion, it is because they are more strongly motivated by external factors rather than their own values, and that the judgments of others exert an inordinate degree of influence on their perception of themselves and their actions. We also conceptualize ego fidelity as a reflective construct (as opposed to a formative construct) whose indicators are considered to be caused by the underlying construct (Coltman, Devinney, Midgley, & Venaik, 2008). Individuals high in ego fidelity may not necessarily *think* of themselves as confident, skillful, or even worthwhile, but instead simply act or choose not to act according to a coherent understanding of their personal values.

To the best of our knowledge, no extant construct aptly describes such a dispositional individual trait, though personality concepts similar to ego fidelity may be found in constructs such as Riesman's (1950) "inner-directed" social type, in which individuals behave according to their convictions. An important difference between Riesman's (1950) inner-directed social type and ego fidelity, however, is the former's emphasis on the influence of morality acquired during childhood. Additionally, Riesman (1950) describes an inner-directed social type as distinct from,

and in many ways, in opposition to, tradition-directed and other-directed social types, in which individuals act according to cultural traditions and the need to relate to others (via experiences such as empathy), respectively. To this point, we argue that someone high in ego fidelity would not necessarily reject cultural traditions, as they may value traditions as a source of stability or a guide to moral thinking, and would therefore base their behavior on said traditions. We also argue that someone high in ego fidelity would not necessarily reject the need to relate to others: as they may value interpersonal understanding or the importance of being loved by those around them, their behavior may be directed by these fundamental values, rather than a desire for social approval.

Someone who is high in ego fidelity would be more likely to understand how their values inform their motivations in any given situation, and would be more likely to act in ways that reflect this understanding. They would also tend to devalue the judgments of others. For example, a person high in ego fidelity may value kindness towards others, and would be aware of this value in situations where they are challenged by competing motivations (e.g., a desire to be kind to someone versus a desire to fit in with a crowd who is bullying another person). Because they are aware of this value, they would be more likely to act accordingly (e.g., treating the bullied person kindly) regardless of possible judgments by others (e.g., being rejected by the bullying crowd). By contrast, someone who is low in ego fidelity may be less aware of how their values inform their motivations, and/or have their behavior be more influenced by the judgments of others. In situations where someone with low levels of ego fidelity is challenged by competing motivations, they would be more likely to act in a way that fails to reflect their stated values, and/or is socially expedient (e.g., joining the crowd in bullying another person even though they value kindness towards others). Similarly, individuals who are unaware of their values, or whose

values are unclear, would be considered low in ego fidelity as their behaviors are likely to be driven by factors other than a coherent understanding of their values (e.g., situational factors).

Whereas self-esteem focuses on how worthwhile a person thinks they are, ego fidelity does not. Along the same lines, whereas self-efficacy focuses on a person's perceived ability to enact a behavior successfully, ego fidelity does not. Contrary to the focus on beliefs and attitudes found among definitions of self-esteem and self-efficacy, ego fidelity emphasizes a tendency to engage in observable behaviors across multiple situations without regard to individuals' beliefs about their worth or competency. According to our definition, someone high in ego-fidelity may or may not think, "I can do X or Y," but rather, simply *acts* based on their values in a given situation.

A few examples may serve to clarify this distinction. Imagine Person A struggles with low levels of self-esteem. When asked, "Do you feel that you are a worthwhile individual?" Person A responds that no, he does not. However, Person A enjoys relatively higher levels of ego fidelity. When asked, "How do you decide what actions to take in challenging situations?" Person A responds that he values being kind to others, and does his best to act according to this value as often as possible. In this case, Person A's low self-esteem does not influence whether or not he tends to help others in challenging situations, or even whether he chooses to act at all. Instead, his understanding of his personal values compels him to treat people kindly on a regular basis, without regard to his beliefs about his worth.

As a second example, imagine a person low in self-efficacy: Person B. Person B does not believe herself to be capable of reading the social cues and emotional needs of others. When asked, "Do you feel that you could attend a social event and have a good time?" Person B indicates that she would not likely be able to successfully navigate a social event. Like Person A,

Person B's levels of ego fidelity is higher than their levels of self-efficacy, and so when asked "Would you be willing to attend a social event and try to meet new people?" Person B indicates that she would be willing to do so due to her personal value of challenging herself. In the case of Person B, her high ego fidelity actually makes it *more* likely that she would seek to act in the face of a perceived challenge, irrespective of her beliefs about her chances of success.

Ego fidelity is also independent of the perceived morality of someone's values. For instance, it is not difficult to imagine a political figure who values the acquisition of power for its own sake. Such a figure may engage in various antisocial behaviors (e.g., bribery, backstabbing, coercion) in order to amass increasing amounts of influence in their social circle. To the extent that this politician regularly engages in such behaviors, they may be said to be high in ego fidelity, as they are acting according to their values. On the other hand, it is not difficult to imagine someone who is high in ego fidelity and values treating others with respect who is compelled to engage in *prosocial* behaviors.

As a trait that varies in degree between individuals, we believe that ego fidelity is likely normally distributed in the population due to most people likely experiencing some level of difficulty in consistently adhering to their values. On average, in the U.S. population we believe that most people would fall somewhere in the middle of this distribution, though in other cultural contexts (e.g., cultures that emphasize conformity or adherence to group preferences over individual values), averages may be lower or higher depending on norms. While it seems likely that ego fidelity is adaptive at high levels due to the gratification individuals may experience as a result of regularly adhering to their values, and maladaptive at low levels due to the negative effects of frequently adjusting one's behavior according to the wishes of others, ego fidelity may also be maladaptive at high levels due to the consequences of rigidly adhering to one's values in

situations where flexibility is required. It is also likely that appraisals of high levels of ego fidelity as being positive or negative are subjective—a person may view someone who adheres to values that they agree as a role model, while the same individual may perceive someone who adheres to values contrary to their own in a more critical light.

Understanding ego fidelity may be critically important for incrementally predicting psychopathology above and beyond self-esteem and self-efficacy. While self-esteem likely predicts features of psychopathology centered on attending to views regarding self-worth (e.g., feelings of worthlessness in depression), and self-efficacy predicts features emphasizing competence beliefs (e.g., difficulty with doing things on one's own due to beliefs about one's ineptitude in dependent personality disorder), ego fidelity may predict how individuals behave when confronted with motivational conflict, particularly in situations involving judgments by others (e.g., fears of being negatively evaluated by others in social anxiety). Most importantly, ego fidelity distinguishes itself from related constructs by emphasizing individuals' motivations and tendencies to engage in behavior, rather than their beliefs about their value or ability to succeed.

The purpose of the present research is to distinguish ego fidelity from self-esteem and self-efficacy. This research also aims to examine the incremental predictive utility of ego fidelity for understanding why individuals act the way they do in uncertain situations, and to identify features of psychopathology that ego fidelity may help to explain above and beyond related constructs. These goals were achieved across five studies intended to: (1) distinguish ego fidelity from self-esteem and self-efficacy, as well as identify personality factors related to ego fidelity; (2) examine connections between ego fidelity and why individuals act the way they do in uncertain situations; and (3) identify features of psychopathology that ego fidelity may help to

explain above and beyond self-esteem or self-efficacy. The present research used multiple methods of evaluation, including self-report measures and structured interviews, in order to establish discriminant validity between ego fidelity and related constructs. Following Cohen (1992), we considered a small correlation to be .1, a medium correlation to be .3, and a large correlation to be .5.

Throughout the present research, we hypothesized that ego fidelity would be positively correlated with self-esteem as defined by Rosenberg (1965) and operationalizations of self-efficacy as a general, rather than specific trait. However, we also hypothesized that ego fidelity would not be so strongly correlated with self-esteem and general self-efficacy as to indicate they were really assessing the same construct.

In terms of Big Five personality traits, we hypothesized that ego fidelity would be positively related to the tendency to seek out novel situations (i.e., openness to experience), and interact with people comfortably (i.e., extroversion), but negatively related to high levels of trait negative affect (i.e., neuroticism). This is because the tendency to act decisively in situations seen among those high in ego fidelity would likely contribute to an individual's desire to engage with novelty in terms of both experiences and people, and likely reduce the experience of negative affect, as action in such cases would be based on coherent, strongly-held motivations. We did not believe that ego fidelity would necessarily be correlated with conscientiousness, as a tendency toward action says nothing about whether an individual who acts does so in a way that reflects thoughtfulness or responsibility, or agreeableness, as individuals who are decisive in their actions may not necessarily get along well with others.

With regard to sensitivity to reward and punishment, we hypothesized that ego fidelity would be negatively correlated with both constructs, as individuals who are high in ego fidelity

act based on their internal values, rather than the promise of external reward or punishment as captured by most measures of sensitivity to reward and punishment (e.g., Costumero et al., 2013; Franken, Muris, 2006).

In terms of ego fidelity's associations with psychopathology, we hypothesized that ego fidelity would be negatively correlated with worry, anhedonic depression, and social anxiety. We expected that individuals who are high in ego fidelity would be less likely to engage in cognitions related to uncertainty, as they would hold a clear understanding of the values that motivate them in situations that might provoke worry in others. We also expected that anhedonic depression would be negatively correlated with ego fidelity, as someone who lacks ego fidelity will likely not engage in behaviors that facilitate a sense of meaning and purpose in their lives, and as a result will be prone to boredom, lethargy, diminished pleasure, and, at the limit, even suicidal ideation. We expected ego fidelity to be negatively correlated with social anxiety, as individuals who are high on ego fidelity would likely focus more on the actions that they intend to undertake in social situations rather than how they perceive themselves in relation to others.

Regarding personality traits beyond the scope of the Big Five, we examined relations between ego fidelity, assertiveness, conformity, and social boldness. We expected assertiveness to be positively correlated with ego fidelity, though we also anticipated that the implications of prosocial behavior present in most definitions of assertiveness (e.g., "to express his rights *without destroying the rights of others*") would limit the association between these two constructs. We expected conformity to be negatively correlated with ego fidelity, as one of the main facets of ego fidelity involves the tendency to ascribe less meaning to the judgments (and consequently preferences) of others. We also anticipated that the negative correlation between ego fidelity and conformity would not be so great as to imply the same construct, as the other

facets of ego fidelity (i.e., the tendency to move toward goals driven by intrinsic motivation; the tendency to not engage in self-degradation or excessive self-promotion) do not necessarily involve responding to the views or behaviors of a salient group. Another personality construct that may be related to ego fidelity is social boldness; while we expected there to be significant similarities in the behavioral presentations of individuals who are high on ego fidelity and social boldness, Dufner et al. (2013) note that social boldness can be displayed by individuals high in the vulnerable subcategory of narcissism as well as the grandiose subcategory, implying an important potential distinction between the underlying self-experience of socially bold individuals compared to those who are high in ego fidelity. We therefore hypothesized that individuals who were high in ego fidelity would also be high in social boldness, but that the relation between the two would not be so great as to suggest that the two represent the same underlying construct.

CHAPTER 2: DEVELOPMENT OF THE EGO FIDELITY SCALE

We considered developing either a measure of self-reported trait descriptions or a vignette-based measure in which participants describe how they would respond to hypothetical situations. We chose to develop a vignette-based measure because we believed that participants may have had difficulty honestly rating themselves on ego fidelity. Additionally, participants may have lacked the insight to accurately report their levels of ego fidelity. We therefore decided to develop an indirect measure of ego fidelity that emphasized behavioral responses rather than direct self-report. Each vignette described a situation in which an individual experiences motivational conflict (e.g., Your boss asks you to share an idea you've had with your colleagues in an upcoming meeting. You have a week to prepare.). Participants are then presented with two response options (e.g., "You would resent your boss for giving you such a short time frame to prepare yourself.") relevant to ego fidelity. Participants were asked to indicate how likely they were to enact each response option on a five-point, Likert-type scale (1 = not very likely; 5 = very likely). One of the response option was indicative of ego fidelity, whereas the other response option was indicative of the absence of ego fidelity.

Prior to preparing vignettes and accompanying behaviors, we discussed the concept of ego fidelity that we were proposing. One of the researchers prepared initial drafts of vignettes and accompanying behaviors using personal anecdotal experiences as a guide. These drafts were then discussed with the other researcher leading some to be rejected outright, others to be edited, and others to be retained in their original form. All vignettes are listed in Appendix 1. Vignettes #1 through #20 were administered to participants in Study 1.

The results of Study 1 were used to eliminate four of the 20 vignettes on the basis of their not being associated with the remaining 16 vignettes. Vignettes #2, #8, #12, and #15 were

dropped as a result of internal consistency analyses conducted prior to Study 2. Broadly, these vignettes described situations in which participants were asked to imagine themselves engaging in some form of self-care behavior (e.g., taking time off during a vacation), or pursuing a desirable objective (e.g., accepting a surprise invitation to an exotic location). The remaining 16 vignettes were administered to participants in Studies 2 and 3. Following Study 3, we recognized that the instrument did not include vignettes and accompanying behaviors relevant to measuring excessive self-aggrandizement and self-deprecation. In order to remedy this, we generated eight new vignettes using the same approach that had been used for the original 20 vignettes (vignettes #21 through #28 in Appendix 1).

Study 4 included 24 vignettes, 16 of which had been used in Studies 1, 2, and 3, and the eight new vignettes described above. Our goal was to develop a final version of the instrument that would have far fewer items without losing important information (i.e., higher test efficiency), and which would exclude items that were associated moderately or stronger with the gender and/or race of participants (i.e., differential item functioning). We also conducted item factor analyses rooted in the item response theory framework focusing on retaining items with high item information (for details, see Embretson & Reise, 2000). Following the recommendation of Hambleton, Swaminathan, and Rogers (1991), we chose to retain only those vignettes in which at least one item had item information of .5 or greater, and the other item had item information of no less than .4. The results of these analyses led us to drop the vast majority of items from our original scale—only three of the original 20 vignettes were retained, and two of the eight new vignettes were retained. These five vignettes and the ten items associated with them are noted in Appendix 1. Internal consistency for the final ten-item scale was good ($\alpha = .84$; average inter-item correlation = .35). To examine whether the instrument was unidimensional,

we conducted a principal components analysis. Past research has shown that the existence of a dominant factor that substantially influences item responses is enough to justify unidimensionality (Drasgow & Hulin, 1990; Reckase, 1979). The percentage of variance accounted for by the first factor, in our case, was .35, suggesting that the instrument is indeed unidimensional.

The ten items in the final version of the instrument were only administered in Study 4 and to a subset of participants in Study 5. Six of the ten items in the final version were administered to participants in all five studies. The correlation between scores based on all ten items and scores based on the six items that had been completed by all participants was .95 in Study 4 (N = 351) and was .89 in Study 5 (N = 124). Because all participants responded to the three-vignette, six-item version of the Ego Fidelity Scale (EFS), and because it was so strongly associated with the 10-item version, for those participants who did not complete all ten items, ego fidelity was measured using the six items they did complete, as well as the version of the scale that they were provided at the time of the study.

CHAPTER 3: STUDY 1

Our first study examined the relations between ego fidelity and related constructs, specifically self-esteem and self-efficacy. We also examined whether ego fidelity is correlated with various aspects of personality, including the Big Five personality traits (i.e., openness to experience, conscientiousness, extroversion, agreeableness, neuroticism) and sensitivity to reward and punishment. Finally, we examined whether ego fidelity holds any incremental predictive utility above and beyond self-esteem and self-efficacy.

We hypothesized that ego fidelity would be positively correlated with self-esteem as defined by Rosenberg (1965) and operationalizations of self-efficacy as a general, rather than specific trait. However, we also hypothesized that ego fidelity would not be so strongly correlated with self-esteem and general self-efficacy as to indicate they were really assessing the same construct. We chose Rosenberg's (1965) definition of self-esteem (i.e., that self-esteem refers to the sense that one is a worthwhile person) both for its parsimony, and because the Rosenberg Self-Esteem Scale (Rosenberg, 1965) is the most well-validated and widely used measure of self-esteem. Due to ego fidelity's focus on broad behavioral tendencies, we also believed that ego fidelity would be more strongly correlated with general definitions of self-efficacy than with self-esteem.

We also hypothesized that ego fidelity would be positively related to the tendency to seek out novel situations (i.e., openness to experience), and interact with people comfortably (i.e., extroversion), but negatively related to high levels of trait negative affect (i.e., neuroticism). This is because the tendency to act decisively in situations seen among those high in ego fidelity would likely contribute to an individual's desire to engage with novelty in terms of both experiences and people, and likely reduce the experience of negative affect, as action in such

cases would be based on coherent, strongly-held motivations. We did not believe that ego fidelity would necessarily be correlated with conscientiousness, as a tendency toward action says nothing about whether an individual who acts does so in a way that reflects thoughtfulness or responsibility, or agreeableness, as individuals who are decisive in their actions may not necessarily get along well with others.

With regard to sensitivity to reward and punishment, we hypothesized that ego fidelity would be negatively correlated with both constructs, though we believed that there would be a stronger negative correlation between ego fidelity and sensitivity to punishment than between ego fidelity and sensitivity to reward. Individuals who are high in ego fidelity act based on their internal values, rather than the promise of external reward or punishment as captured by most measures of sensitivity to reward and punishment (e.g., Costumero et al., 2013; Franken, Muris, 2006). We believed that the approach (rather than avoidance) orientation to goals (i.e., personal values) that individuals high in ego fidelity likely hold would cause them to be less responsive to the prospect of punishment from external sources compared to the possibility of external reward.

Method

Participants

Participants were 122 adults (57.3% female) between the ages of 18 and 22 ($M = 19.0$, $SD = 1.0$). Participants were recruited via the Course Credit Subject Pool at the University of Illinois at Urbana-Champaign. The majority of participants (46.6%) identified as White/European American; 39.0% were Asian American or Asian, 3.4% were African American, 2.5% were Native American, and 8.5% were from other racial backgrounds, or did not specify their racial background. 12.9% of participants identified their ethnic background as Latino/Latina.

Measures

The following measures were used to assess ego fidelity and traits related to ego fidelity:

Ego Fidelity. Ego fidelity was measured using the Ego Fidelity Scale (EFS), a 40-item, vignette-based measure designed for this study to assess individual differences in ego fidelity (for a full description, see “Development of the Ego Fidelity Scale”). The 40-item EFS demonstrated questionable internal consistency ($\alpha = .62$; average inter-item correlation = .04), and the 6-item EFS demonstrated poor internal consistency ($\alpha = .48$; average inter-item correlation = .15).

Self-Esteem. Self-esteem was assessed using the Rosenberg Self-Esteem Scale (RSES; Rosenberg, 1965), which is composed of 10 items (e.g., “I feel that I’m a person of worth, at least on an equal plane with others”) answered on a four-point scale (from “0,” indicating strongly agree, to “3,” indicating strongly disagree). The RSES is a well-validated instrument for the assessment of self-esteem (e.g., Blascovich & Tomaka, 1993), and has been used in multiple cultural samples in over fifty countries (e.g., Schmitt, & Allik, 2005). The RSES demonstrated good internal consistency with this sample ($\alpha = .88$).

Self-Efficacy. Self-efficacy was assessed using the General Self-Efficacy Scale (GSES; Schwarzer, & Jerusalem, 2010), which is composed of 10 items (e.g., “I can always manage to solve difficult problems if I try hard enough.”) answered on a four-point scale (from “1,” indicating not at all true, to “4,” indicating exactly true). Scores on the GSES range from 10-40, with higher scores indicating more self-efficacy. The GSES a well-validated instrument for the assessment of self-efficacy, and has been used in many different countries and languages (e.g., Scholz, Gutiérrez-Doña, Sud, & Schwarzer, 2002; Luszczynska, Gutiérrez-Doña, & Schwarzer, 2004). The GSES demonstrated good internal consistency with this sample ($\alpha = .81$).

Big-Five Personality Traits. Big-five personality traits were assessed using the Mini-International Personality Item Pool (Mini-IPIP; Donnellan, Oswald, Baird, & Lucas, 2006), a twenty-item short form of the fifty-item International Personality Item Pool—Five-Factor Model measure (Goldberg, 1999). The Mini-IPIP evaluates participants on the basis of the five personality traits (extraversion, agreeableness, neuroticism, conscientiousness, and intellect/imagination) on a five-point, Likert-type scale (i.e., from “1,” indicating very inaccurate, to “5,” indicating very accurate), with higher scores indicating higher levels of the corresponding trait. Items on the Mini-IPIP broadly reflect behaviors or experiences typical (or atypical, for reverse-scored items) of a given trait (e.g., “Have a vivid imagination,” for openness to experience, “Get chores done right away,” for conscientiousness, “Am the life of the party,” for extroversion, “Sympathize with others’ feelings,” for agreeableness, and “Have frequent mood swings,” for neuroticism). The Mini-IPIP has been described as a psychometrically sound and practically useful short measure of the Big Five personality traits, and has demonstrated a comparable pattern of convergent, discriminant, and criterion-related validity with other Big-Five measures (Donnellan et al., 2006). The Mini-IPIP demonstrated fair to modest internal consistency across its five subscales: extraversion ($\alpha = .80$); agreeableness ($\alpha = .67$); neuroticism ($\alpha = .66$); conscientiousness ($\alpha = .72$); intellect/imagination ($\alpha = .68$).

Sensitivity to Punishment/Reward. Individual differences in sensitivity to punishment and reward were assessed using the Sensitivity to Punishment and Sensitivity to Reward Questionnaire (SPSRQ; Torrubia, Avila, Moltó, & Caseras, 2001). The SPSRQ is a forty-eight-item, true-false questionnaire divided into two subscales with items examining either sensitivity to punishment (e.g., “Do you often refrain from doing something because you are afraid of it being illegal?”) or reward (e.g., “Does the good prospect of obtaining money motivate you

strongly to do some things?”), and higher scores indicating higher levels of either sensitivity to punishment or reward. The SPSRQ has been validated in multiple studies (e.g., O’Connor, Colder, & Hawk, 2004; Luman, van Meel, Oosterlaan, Geurts, & Hilde, 2012; Conner, Rahm-Knigge, & Jenkins, 2018), and in multiple languages (e.g., Lardi, Billieux, d’Acremont, & Van der Linden, 2008). In this study, the SPSRQ demonstrated acceptable to good internal consistency across its two subscales: punishment ($\alpha = .80$); reward ($\alpha = .71$).

Procedure

Participants were asked to sign an informed consent document describing the study and risks. After signing the informed consent, participants completed the questionnaire measures of the study. Once they had completed the questionnaires, participants were debriefed.

Results

We began by examining the distribution of mean scores on the EFS in this sample (see Table 1 for descriptive statistics for the EFS for each study). Scores on the 40-item EFS originally administered to participants appeared to be normally distributed (see Figure 1), consistent with our expectations ($M = 136.7$; $SD = 11.4$).

We next examined associations between ego fidelity, self-esteem, and self-efficacy. As seen in Table 2, ego fidelity as measured using the 40-item EFS was positively correlated with all other measures. The correlation between ego fidelity and self-esteem was between small and medium; the correlation between ego fidelity and self-efficacy was medium. Using the 6-item EFS, ego fidelity was not significantly correlated with either self-esteem or self-efficacy, though a small-in-magnitude positive association was observed between ego fidelity and both measures.

Next, we investigated whether ego fidelity was significantly correlated with the Big Five personality traits (see Table 3). The correlation between ego fidelity and neuroticism, although

not statistically significant, was negative and approximately halfway between small and medium in magnitude. In contrast, the correlations between ego fidelity and the remaining four Big Five 5 dimensions were all small. These relations were consistent with both the 40-item and 6-item versions of the EFS. In contrast, both self-esteem and self-efficacy demonstrated various significant associations with Big Five personality traits, especially with neuroticism and extroversion.

Finally, we examined whether ego fidelity was significantly associated with individual differences in sensitivity to punishment and reward (see Table 4). As measured using the 40-item EFS, ego fidelity displayed a medium negative correlation with punishment sensitivity, as did self-efficacy; self-esteem demonstrated a large negative correlation with punishment sensitivity. Only ego fidelity was significantly negatively correlated with reward sensitivity, displaying a correlation between small and medium, which was in line with our hypotheses. Ego fidelity remained significantly negatively correlated with both reward and punishment sensitivity when statistically controlling for self-esteem and self-efficacy, displaying medium and between small and medium correlations with these constructs, respectively. By contrast, while both self-esteem and self-efficacy displayed negative strong and medium (respectively) correlations with punishment sensitivity after partialling out ego fidelity, both of these constructs displayed only weak correlations with reward sensitivity after partialling out ego fidelity.

Our findings for the relations between ego fidelity and reward and punishment sensitivity using the 6-item EFS were somewhat inconsistent with our findings using the 40-item scale. Although ego fidelity displayed a negatively association that was between small and medium with reward sensitivity, ego fidelity was not significantly associated with punishment sensitivity. Ego fidelity remained significantly negatively correlated with reward sensitivity at relatively the

same magnitude when statistically controlling for self-esteem and self-efficacy, though the magnitude of its association with punishment sensitivity increased from trivial to small when controlling for these other variables.

Discussion

The results of Study 1 supported our hypotheses regarding the relations between ego fidelity, self-esteem, and self-efficacy. Using the original 40-item EFS, ego fidelity was positively correlated with both self-esteem and self-efficacy, but not to such a degree that the relations between them indicated that we were measuring the same construct. Using the 6-item EFS, ego fidelity demonstrated small associations with these two variables, again suggesting some overlap, but no evidence of them being the same construct.

As ego fidelity did not demonstrate any correlations with the Big Five personality traits, our hypotheses regarding the relations between ego fidelity and Big Five personality traits were not supported. This finding is actually rather promising in that it suggests that ego fidelity is something altogether different from previously-established personality traits.

Our findings regarding the relations between ego fidelity and sensitivity to punishment and reward partially supported our hypotheses. Using both the 40-item and 6-item EFS, ego fidelity demonstrated negative associations with sensitivity to reward, even after statistically controlling for shared variance with self-esteem and self-efficacy. Importantly, while our prediction that ego fidelity would be more strongly negatively correlated with sensitivity to punishment compared to sensitivity to reward was supported using the 40-item EFS, findings using the 6-item EFS suggested the opposite to be true. This may be because a significant number of the items that were removed in the 6-item EFS contained qualities which overlapped

strongly with self-esteem and self-efficacy, both of which demonstrated large associations with sensitivity to punishment.

CHAPTER 4: STUDY 2

Our second study investigated the relations between ego fidelity and outcomes related to psychopathology, in addition to replicating the relations between ego fidelity, self-esteem, and self-efficacy found in Study 1. Specifically, Study 2 examined whether ego fidelity is related to worry, anhedonic depression, and social anxiety.

We hypothesized that ego fidelity would be negatively correlated with worry, anhedonic depression, and social anxiety. Worry has been defined as repetitive thoughts with the following characteristics: (1) the repetitive thoughts concern an uncertain future outcome; (2) the uncertain outcome about which the person is thinking is considered undesirable; and (3) the subjective experience of having such thoughts is unpleasant (Berenbaum, 2010). We expected that individuals who are high in ego fidelity would be less likely to engage in cognitions related to uncertainty, as they would hold a clear understanding of the values that motivate them in situations that might provoke worry in others.

Anhedonia is a symptom of multiple disorders (e.g., major depressive disorder, schizophrenia) in which individuals experience a diminished capacity to experience pleasure (American Psychiatric Association, 2013). Anhedonic depression refers to a subset of depressive symptoms that, unlike other depressive symptoms (e.g., dysphoria), tends to not be highly correlated with anxiety (Watson, Clark, et al., 1995; Watson, Weber, et al., 1995). Anhedonic depressive symptoms include diminished interest, energy, pleasure, and pride, and increased social withdrawal, boredom, fatigue, and suicidal ideation. Here, we expected that anhedonic depression would be negatively correlated with ego fidelity, as someone who lacks ego fidelity will likely not engage in behaviors that facilitate a sense of meaning and purpose in their lives, and as a result will be prone to boredom, lethargy, diminished pleasure, and, at the limit, even

suicidal ideation. A focus on engaging in actions consistent with one's values is a central tenet of behavioral activation therapy, an evidence-based approach to treating depression (Hopko, Lejuez, & Hopko, 2004; Lejuez, Hopko, LePage, Hopko, & McNeil, 2001).

Anxiety regarding social interactions (i.e., social anxiety) is a pervasive experience that most people encounter at some point in their lives (Thibodeau, Gómez-Pérez, & Asmundson, 2012). Social anxiety refers to experiences of fear and anxiety elicited by social interactions; this anxiety is associated with distorted perceptions of the self and increased expectations of social failure (Clark & Wells, 1995; Hofmann, 2007; Rapee & Heimberg, 1997). Social anxiety has been linked with deficits in self-esteem (e.g., de Jong, Sportel, de Hullu, & Nauta, 2012; Yousaf, 2015) and self-efficacy (e.g., Rudy, Davis, & Matthews, 2012; Wu, Huang, He, Tang, & Pu, 2015). We expected ego fidelity to be negatively correlated with social anxiety, as individuals who are high on ego fidelity would likely focus more on the actions that they intend to undertake in social situations rather than how they perceive themselves in relation to others.

Method

Participants

Participants were 251 adults (61.8% female) between the ages of 18 and 25 ($M = 19.3$, $SD = 1.1$). Participants were recruited via the Course Credit Subject Pool at the University of Illinois at Urbana-Champaign. The majority of participants (51.4%) identified as White/European American; 31.1% were Asian American or Asian, 4.8% were African American, 3.2% were Native American, and 5.6% were from other racial backgrounds, or did not specify their racial background. 15.5% of participants identified their ethnic background as Latino/Latina.

Measures

In addition to the RSES and GSES used in Study 1, Study 2 used the following to assess ego fidelity and outcomes related to ego fidelity:

Ego Fidelity. Ego fidelity was measured using the Ego Fidelity Scale (EFS), a 32-item, vignette-based measure designed for this study to assess individual differences in ego fidelity (for a full description, see “Development of the Ego Fidelity Scale”). The 32-item EFS demonstrated reasonable internal consistency ($\alpha = .73$; average inter-item correlation = .08), and the 6-item EFS demonstrated poor internal consistency ($\alpha = .43$; average inter-item correlation = .12).

Worry. Worry was assessed using the Penn State Worry Questionnaire (PSWQ; Meyer, Miller, Metzger, & Borkovec, 1990). The PSWQ is a sixteen-item, five-point Likert-type scale, with items designed to evaluate differences in worry and worry-related thoughts (e.g., “I know I shouldn’t worry about things, but I just can’t help it.”), with a response of “1” indicating an item that is “not at all typical of me,” and a response of “5” indicating an item that is “very typical of me.” Higher scores on the PSWQ indicate higher levels of worry. The PSWQ has been used in multiple studies of worry and anxiety (e.g., Massoni, 2014; Schoenleber, Chow, & Berenbaum, 2014) and has been validated in cross-cultural samples (e.g., Zhong, Wang, Li, & Liu, 2009).

Anhedonic Depression. Anhedonic depression was evaluated using the anhedonic depression subscale of the Mood and Anxiety Symptom Questionnaire (MASQ-AD; Clark & Watson, 1991). The MASQ-AD is a twenty-one-item subscale, with items designed to assess the degree to which participants experience anhedonic symptoms of major depressive disorder (e.g., “Felt like nothing was very enjoyable”) on a five-point, Likert-type scale, with a score of “1” indicating an item that does “not at all” reflect the participant’s experience of themselves over the past week, and a score of “5” indicating an item that “extremely” reflects their experience of

themselves over the past week. Higher scores on the subscale indicate higher levels of anhedonic depression. The full MASQ is a very widely used measure of depression and anxiety (e.g., Talkovsky & Norton, 2015) and has demonstrated validity across a number of different racial and ethnic samples (e.g., Philipp, Washington, Raouf, & Norton, 2008).

Social Anxiety. Social anxiety was evaluated using the Social Interaction Anxiety Scale (SIAS; Mattick & Clarke, 1998). The SIAS is a twenty-item, five-point Likert-type scale, with items designed to assess a participant's fear of social interactions (e.g., "I find it difficult to mix comfortably with the people I work with"), as well as emotional aspects of social anxiety (e.g., "I am nervous mixing with people I don't know well"). A response of "0" indicates that the content of an item reflects a behavior that is "not at all characteristic of me," with a response of "4" indicating a behavior that is "extremely characteristic of me." Higher scores on the SIAS indicate higher levels of social anxiety. The SIAS has demonstrated high discriminant validity in terms of distinguishing between several different types of social phobia and anxiety (e.g., Fergus, Valentiner, McGrath, Gier-Lonsway, & Kim, 2012; Heimberg, Mueller, Holt, Hope, & Liebowitz, 1992), and high correlations with related constructs such as fear and locus of control (Mattick & Clarke, 1998). The SIAS has also been successfully used to measure clinically significant changes in response to treatment (e.g., Le Blanc et al., 2014).

Procedure

Participants were asked to sign an informed consent document describing the study and risks. After signing the informed consent, participants completed the questionnaire measures of the study. Once they had completed the questionnaires, participants were debriefed.

Results

We began by examining the distribution of mean scores on the EFS in this sample (see Table 1). Consistent with our expectations and the sample from Study 1, scores on the 32-item EFS originally administered to participants appeared to be normally distributed (see Figure 2; $M = 113.8$; $SD = 11.9$).

Next, we sought to replicate the associations between ego fidelity, self-esteem, and self-efficacy. As seen in Table 5, ego fidelity displayed positive, medium correlations with all other measures using the 32-item EFS, and positive correlations between small and medium with all other measures using the 6-item EFS.

As seen in Table 6, consistent with past research, the correlations between anhedonic depression, worry, and social anxiety, and self-efficacy and self-esteem were negative and either large or close to large. After partialling out ego fidelity (as measured by the 32-item EFS), all correlations between these constructs and self-esteem remained large or close to large, though correlations between these constructs and self-efficacy decreased to between small and medium in strength. In contrast, correlations between the 32-item EFS, and anhedonic depression and worry were negative and between small and medium; the correlation between the 32-item EFS and social anxiety was negative and large. Scores on the 6-item EFS displayed medium negative associations with both anhedonic depression and social anxiety. Using the 32-item EFS, the correlation between ego fidelity and social anxiety was between medium and large after removing shared variance with both self-esteem and self-efficacy; the correlation between ego fidelity and anhedonic depression after partialling these variables out was small. Using the 6-item EFS, ego fidelity showed evidence of a medium negative association with both social

anxiety and anhedonic depression after removing shared variance with self-esteem and self-efficacy.

Discussion

The findings of Study 2 partially supported our hypotheses. Ego fidelity's lack of association with worry suggests that the greater clarity of values enjoyed by those who display high levels of ego fidelity does little to reduce the likelihood that such individuals will worry. After partialling out self-esteem and self-efficacy, ego fidelity's association with anhedonia also disappeared in both the 32-item and 6-item EFS; however, relations between ego fidelity and anhedonia continued to demonstrate a medium negative effect in the case of the 6-item EFS. These findings indicate that engaging in actions reflective of one's values may help to ward off experiences of anhedonia, though it is unclear if the mechanism(s) responsible for this relationship overlap significantly with those influencing the relations between anhedonia, self-esteem, and self-efficacy.

The continued negative association of the 32-item EFS with social anxiety after partialling out self-esteem and self-efficacy suggests that one's levels of ego fidelity may hold greater implications for one's experience of social situations. Individuals who are high on ego fidelity may simply feel more comfortable around others due to the clarity of their own motivations. As mentioned earlier, it may also be the case that individuals who experience high levels of ego fidelity focus more on the actions that they are performing both in and outside of social contexts, rather than the opinions of those around them. This being said, it is important to note that many of the items of the EFS involve reactions to social situations described in the vignettes; it may be the case that the strong association between the EFS and social anxiety is partly a reflection of the emphasis on social behaviors found in the EFS. One possibility to

explain this patterns of relations between different forms of internalizing psychopathology is that the measures of depression and worry used in this study were not very sensitive to individuals at the low end of the distribution; it may be the case that ego fidelity is most relevant to understanding differences among people in the lower ends of the depression and worry distributions. In other words, ego fidelity may account for the difference between someone who has very low levels of depression or worry and someone who is not at all depressed or worried and may in fact be relatively invulnerable to becoming depressed or excessively worried. Similar to relations with anhedonia, the presence of a non-significant, albeit medium, negative effect between the 6-item EFS and social anxiety after statistically controlling for self-esteem and self-efficacy suggests caution should be used when considering the contributions of mechanisms specific to ego fidelity to this relationship.

CHAPTER 5: STUDY 3

In Study 3, we investigated the relations between ego fidelity and personality factors not previously examined in Study 1, as well as replicating the relations between ego fidelity, self-esteem, and self-efficacy found in Studies 1 and 2. Specifically, Study 3 examined whether ego fidelity is related to assertiveness, conformity, and boldness in social situations.

Alberti and Emmons (1976) defined assertiveness as “behavior which enables a person to act in his own best interest, stand up for himself without undue anxiety, to express his rights without destroying the rights of others.” We expected assertiveness to be positively correlated with ego fidelity, though we also anticipated that the implications of prosocial behavior present in most definitions of assertiveness (e.g., “to express his rights *without destroying the rights of others*”) would limit the association between these two constructs.

As a classic social construct (e.g., Asch, 1951; Sherif, 1935), conformity refers to the tendency of individuals to adhere to the views and/or behaviors of a salient group (Stein, 2013). We expected conformity to be negatively correlated with ego fidelity, as one of the main facets of ego fidelity involves the tendency to ascribe less meaning to the judgments (and consequently preferences) of others. We also anticipated that the negative correlation between ego fidelity and conformity would not be so great as to imply the same construct, as the other facets of ego fidelity (i.e., the tendency to move toward goals driven by intrinsic motivation; the tendency to not engage in self-degradation or excessive self-promotion) do not necessarily involve responding to the views or behaviors of a salient group.

Social boldness is a construct typically described in terms of personality psychopathology (e.g., Dufner, Rauthmann, Czarna, & Denissen, 2013; Patrick, Fowles, & Krueger, 2009). Dufner et al. (2013) define social boldness as the manifestation of agentic characteristics (e.g., self-

enhancing cognitions and approach orientation) which lead individuals to display socially desirable personality traits such as charm and charisma. While we expected there to be significant similarities in the behavioral presentations of individuals who are high on ego fidelity and social boldness, Dufner et al. (2013) note that social boldness can be displayed by individuals high in the vulnerable subcategory of narcissism as well as the grandiose subcategory, implying an important potential distinction between the underlying self-experience of socially bold individuals compared to those who are high in ego fidelity. We therefore hypothesized that individuals who were high in ego fidelity would also be high in social boldness, but that the relation between the two would not be so great as to suggest that the two represent the same underlying construct.

Method

Participants

Participants for this study included 189 adults (46.6% female) between the ages of 18 and 71 ($M = 35.0$, $SD = 10.6$) who were recruited via the Amazon Mturk platform. Amazon Mturk is an online research recruitment platform that has become increasingly popular as a means of recruiting samples of participants outside of an academic subject pool. The majority of participants (77.8%) identified as White/European American; 5.8% were Asian American or Asian, 11.1% were African American, 3.7% were Native American, and 1.6% were from other racial backgrounds, or did not specify their racial background. 6.9% of participants identified their ethnic background as Latino/Latina.

Measures

In addition to the RSES and GSES used in Studies 1 and 2, Study 3 used the following to assess ego fidelity and personality factors related to ego fidelity:

Ego Fidelity. Ego fidelity was measured using the Ego Fidelity Scale (EFS), a 32-item, vignette-based measure designed for this study to assess individual differences in ego fidelity (for a full description, see “Development of the Ego Fidelity Scale”). The 32-item EFS demonstrated good internal consistency ($\alpha = .86$; average inter-item correlation = .16), and the 6-item EFS demonstrated reasonable internal consistency ($\alpha = .73$; average inter-item correlation = .32).

Mini International Personality Item Pool. The International Personality Item Pool (IPIP) is a public domain collection of items for use in personality tests (Goldberg, 1999). The pool contains over 3,000 items across more than 250 inventories that measure a variety of personality factors.

In Study 3, 30 items were selected from the IPIP to measure conformity, assertiveness, and social boldness. 10 items were used to measure each of the aforementioned constructs. The IPIP items used to measure these constructs demonstrated good reliability: conformity ($\alpha = .85$), assertiveness ($\alpha = .88$), social boldness ($\alpha = .92$).

Procedure

Participants were presented with an informed consent page describing the study and risks. After accepting the informed consent, participants completed the questionnaire measures of the study. Once they had completed the questionnaires, participants were debriefed and compensated for their participation.

Results

We began by examining the distribution of mean scores on the EFS in this sample (see Table 1). Consistent with our expectations and samples from previous studies, the 32-item EFS

originally administered to participants appeared to be normally distributed (see Figure 3; $M = 114.6$; $SD = 17.0$).

Next, we sought to replicate the associations between ego fidelity, self-esteem, and self-efficacy. As seen in Table 7, the results in Study 3 were consistent with previous findings. Scores on the 32-item EFS displayed large correlations between ego fidelity and both self-esteem and self-efficacy; scores on the 6-item EFS displayed medium-in-magnitude correlations between ego fidelity and both self-esteem and self-efficacy.

As seen in Table 8, our examination of the associations between ego fidelity, conformity, assertiveness, and social boldness found that ego fidelity displayed large negative associations with conformity, and large positive associations with assertiveness and social boldness using the 32-item EFS. Correlations between the 6-item EFS and conformity were negative and medium, while correlations between the 6-item EFS and assertiveness and social boldness were positive and medium. Using the 32-item EFS, ego fidelity continued to demonstrate a between small and medium negative correlation with conformity, a large positive association with assertiveness, and a medium positive association with social boldness after removing shared variance with both self-esteem and self-efficacy. After partialling out ego fidelity (as measured by the 32-item EFS), both self-esteem and self-efficacy displayed close to large negative correlations with conformity, and either large or between medium and large positive associations with assertiveness and social boldness. Scores on the 6-item EFS only continued to display a positive correlation between small and medium with assertiveness after removing shared variance with both self-esteem and self-efficacy, and trivial negative and positive associations with conformity and social boldness, respectively.

Discussion

Our findings in Study 3 supported our hypotheses that ego fidelity would be negatively correlated with conformity and positively correlated with assertiveness and social boldness. Additionally, the relations between ego fidelity and assertiveness persisted after removing shared variance with self-esteem and self-efficacy using both versions of the EFS, providing strong evidence for the presence of independent relations between ego fidelity and assertiveness. As anticipated, none of the relations between ego fidelity and the variables measured in this study were so great as to suggest that we were measuring the same construct.

CHAPTER 6: STUDY 4

In Study 4, we sought to replicate the relations between ego fidelity, social anxiety, and sensitivity to reward/punishment observed in earlier studies with a larger sample, as well as replicating the relations between ego fidelity, self-esteem, and self-efficacy.

Method

Participants

Participants for this study included 351 adults (45.6% female) between the ages of 18 and 83 ($M = 36.8$, $SD = 11.2$) who were recruited via the Amazon Mturk platform. The majority of participants (79.8%) identified as White/European American; 4.8% were Asian American or Asian, 9.7% were African American, 1.4% were Native American, and 3.1% were from other racial backgrounds, or did not specify their racial background. 9.7% of participants identified their ethnic background as Latino/Latina.

Measures

In addition to the RSES and GSES, and the SPSRQ and SIAS used in Studies 1 and 2, respectively, Study 4 used the following to assess ego fidelity:

In addition to the RSES and GSES used in Study 1, Study 2 used the following to assess ego fidelity and outcomes related to ego fidelity:

Ego Fidelity. Ego fidelity was measured using the Ego Fidelity Scale (EFS), a 10-item, vignette-based measure designed to assess individual differences in ego fidelity (for a full description, see “Development of the Ego Fidelity Scale”). The 10-item EFS demonstrated reasonable internal consistency ($\alpha = .84$; average inter-item correlation = .35) in Study 4.

Procedure

Participants were presented with an informed consent page describing the study and risks. After accepting the informed consent, participants completed the questionnaire measures of the study. Once they had completed the questionnaires, participants were debriefed and compensated for their participation. Due to study length and compensation concerns inherent to Amazon Mturk, 149 participants completed the EFS, RSES, GSES, and SPSRQ; 191 participants completed the EFS, RSES, GSES, and SIAS.

Results

We began by examining the distribution of mean scores on the EFS in this sample (see Table 1). Contrary to our expectations and samples from previous studies, scores on the 10-item EFS originally administered to participants appeared to be left-skewed, with modal scores at the top of the distribution, indicating a ceiling effect with scores not being very discriminating at the high end of the distribution (see Figure 4; $M = 41.4$; $SD = 6.6$).

Next, we sought to replicate the associations previously seen between ego fidelity, self-esteem, and self-efficacy. As seen in Table 9, the results in Study 4 were consistent with the results in Studies 2 and 3. Ego fidelity displayed positive, medium correlations with both self-esteem and self-efficacy.

Next, we examined whether ego fidelity was significantly associated with individual differences in sensitivity to punishment and reward in this sample (see Table 10). Ego fidelity displayed a medium, negative correlation with punishment sensitivity, while self-esteem, and self-efficacy displayed large, negative correlations with punishment sensitivity. Ego fidelity also displayed a between small and medium in magnitude negative correlation with reward sensitivity, while self-efficacy displayed a small positive correlation with reward sensitivity. After partialling out ego fidelity (as measured by the 10-item EFS), self-esteem and self-efficacy

both remained strongly negatively correlated with punishment sensitivity; however, while self-esteem remained weakly positively associated with reward sensitivity, the strength of the correlation between self-efficacy and reward sensitivity increased to between small and medium. Ego fidelity's association with reward sensitivity remained the same when statistically controlling for self-esteem and self-efficacy, though its association with punishment sensitivity became small in magnitude when controlling for these variables.

Finally, we investigated whether ego fidelity was significantly associated with individual differences in social anxiety in this sample. As seen in Table 11, ego fidelity displayed a between medium and large negative correlation with social anxiety, while self-esteem and self-efficacy both displayed large negative correlations with social anxiety. After removing shared variance with ego fidelity, both self-esteem and self-efficacy continued to display strong negative associations with social anxiety. After removing shared variance with both self-esteem and self-efficacy, ego fidelity continued to display a negative association with social anxiety that was between small and medium in magnitude.

Discussion

We successfully replicated the relations between ego fidelity and punishment and reward sensitivity from Study 1 with this sample, including the relations found after partialling out shared variance with self-esteem and self-efficacy. We also found evidence of ego fidelity being associated with social anxiety, even after partialling out shared variance with self-esteem and self-efficacy. These findings suggest that individuals with higher levels of ego fidelity experience lower amounts of anxiety in social situations, and are less motivated by the prospect of external reward than those with lower levels of ego fidelity.

CHAPTER 7: STUDY 5

In Study 5, we sought to replicate the relations between ego fidelity, self-esteem, and self-efficacy found in all previous studies. We also sought to establish further validity for the EFS and to introduce a new measure of ego fidelity in the form of the Ego Fidelity Interview, which we hypothesized would be more strongly positively associated with the EFS than either self-esteem or self-efficacy.

Method

Participants

Participants for this study included 169 adults (75.1% female) between the ages of 18 and 22 ($M = 19.1$, $SD = 1.2$) who were recruited via the Course Credit Subject Pool at the University of Illinois at Urbana-Champaign. The majority of participants (52.7%) identified as White/European American; 32.5% were Asian American or Asian, 11.2% were African American, .6% were Native American, and 2.4% were from other racial backgrounds, or did not specify their racial background. 13.0% of participants identified their ethnic background as Latino/Latina.

Measures

In addition to the RSES and GSES, Study 5 used the following to assess ego fidelity:

Ego Fidelity. Ego fidelity was measured using the Ego Fidelity Scale (EFS), a 10-item, vignette-based measure designed to assess individual differences in ego fidelity (for a full description, see “Development of the Ego Fidelity Scale”). The 10-item EFS demonstrated weak internal consistency ($\alpha = .68$; average inter-item correlation = .20) in Study 5.

Ego Fidelity Interview. The Ego Fidelity Interview (EFI) is a semi-structured interview designed to assess individuals’ ego fidelity according to the three main facets of ego fidelity: (1)

a tendency to move toward goals driven by intrinsic motivation; (2) a tendency to ascribe less meaning to the judgments of others; and (3) a tendency to not engage in self-degradation or excessive self-promotion. For the first facet, respondents are asked to describe their most important value, along with situations in which they upheld and failed to uphold their commitment to their value in the past year. For the second facet, respondents are asked to describe a situation in the past year in which they went along with the desires of others even though they felt uncomfortable, as well as a situation in which they felt uncomfortable and did not observe the desires of others. For the third facet, respondents are asked to discuss how often they say negative or positive things about themselves, along with an example of each from the past year. Because different cultures have different norms about self-degradation and self-promotion, respondents are also asked whether they believe they engage in either more or less than the average person, as well as the average person in their family.

Throughout the interview, interviewers are instructed to follow up on unclear or absent responses using a collection of prompts (e.g., “How did the situation make you feel at the time?” “How much did the opinions of others matter to you at the time?” “How did you feel after making this choice?”). Interviewers also reflect respondent’s answers after each section of questions. Respondents are then given an opportunity to either agree with the interviewer’s reflection, or to offer further clarification/explanations, at which point the interviewer continues to reflect until both parties are certain that the interviewer understands the respondent’s answers. The interviewer then makes their final judgment and rates the respondent.

For each facet of ego fidelity, interviewers are required to rate the respondent’s tendency to display the facet after the reflection/clarification exchange that follows the initial questioning. Ratings are made on a Likert-type scale (1-7), with a score of 1 indicating the lowest levels of

ego fidelity as related to the facet (e.g. “Will not follow own values when they conflict with someone else or other desires” for Facet 1; “Always engages in self-degradation” for Facet 3), and a score of 7 indicating the highest levels of ego fidelity as related to the facet (e.g., “Always ascribes little/less value to the judgments of others/never values others’ judgments over their own” for Facet 1; “Never engages in self-degradation” for Facet 3). Respondents are informed that interviews are audio-recorded and subsequently reviewed by other interviewers, who then provide their own ratings of the respondent; interviewers meet regularly to discuss discrepancies in ratings, or areas of ambiguity in the respondents’ answers. Interviewer ratings of the same facet that differ by more than 2 points are discussed until a consensus in ratings is reached.

Reliability of ratings for the EFI was determined using the intraclass correlation coefficient (treating raters as random effects and the mean of the raters as the unit of reliability) of the original ratings provided by each rater (i.e., prior to consensus) for each of the ego fidelity facets measured in the interview. The intraclass correlation coefficient was .93 for Facet 1 and .94 for Facet 2. Ratings for Facet 3 were broken down into two separate ratings measuring respondents’ tendency to engage in self-degradation and excessive self-promotion. The intraclass correlation coefficient was .94 for both self-degradation and excessive self-promotion ratings.

Procedure

Participants were presented with an informed consent document describing the study and risks. After signing the informed consent, participants completed the questionnaire measures of the study. Once they had completed the questionnaires, participants completed the EFI.

Participants were then debriefed.

Results

We began by examining the distribution of mean scores on the EFS in this sample (see Table 1). Similar to our findings in Study 4, scores on the 10-item EFS administered to participants appeared to be left-skewed, with modal scores near the top of the distribution, again indicating a ceiling effect with scores not being very discriminating at the high end of the distribution (see Figures 5-7; $M = 41.4$; $SD = 6.6$). We also investigated the distribution of mean scores on the EFI ($M = 5.1$; $SD = .6$). Consistent with our previous expectations, mean scores on the EFI appeared to be normally distributed (see Figure 8).

We next sought to replicate the associations previously seen between ego fidelity, self-esteem, and self-efficacy. As seen in Table 12, the results in Study 5 were inconsistent with the results in previous studies. The EFS displayed a between small and medium positive association with self-efficacy only, while the EFS displayed a trivial negative association with self-esteem and a small positive association with the EFI. The EFI, by contrast, displayed positive associations with both self-esteem and self-efficacy that were between small and medium in magnitude, which was in line with our predictions.

Given the unexpected results found using the full sample from Study 5, we conducted post-hoc analyses examining results separately across the two semesters during which we collected data. As seen in Table 13, data collected during the Fall Semester were somewhat consistent with our expectations. The EFS and EFI displayed medium positive associations with each other and self-efficacy, though only the EFI displayed a medium-in-magnitude, positive association with self-esteem. Importantly, the strength of the association between the EFI and EFS and the EFI and self-esteem was the same, which was not in line with our expectation that

the EFI and EFS would be more strongly associated than the EFI and self-esteem or self-efficacy.

Data collected during the Spring Semester appear very inconsistent with our predictions regarding both the EFS and EFI. As seen in Table 14, the EFS displayed a small negative association with the EFI, a medium negative association with self-esteem, and only a small positive association with self-efficacy. The EFI, by contrast, displayed medium positive associations with both self-esteem and self-efficacy.

Discussion

Our findings in Study 5 were unexpected. The lack of a positive association between the EFS and EFI in the full sample raises questions about the validity of the EFS, particularly as the EFI demonstrated associations in the anticipated direction with both self-esteem and self-efficacy. Moreover, the absence of a positive association between the EFS and self-esteem did not conform to our previous findings, leading us to question whether there were complications with our sample, or if further refinement of the EFS is warranted. Interestingly, results from the Fall Semester subset of our sample aligned much more closely with our expectations and previous findings than results from the Spring Semester subset. This suggests that our data from the Spring Semester may contain one or more undetected artifacts that may be suppressing the associations we have come to expect between the EFS, self-esteem, and self-efficacy, as well as associations between the EFS and EFI.

CHAPTER 8: GENERAL DISCUSSION

In terms of strengths, the present research has resulted in the development of a scale for measuring ego fidelity that has solid psychometric properties, and the final selection of items on the EFS benefits from both classical test theory and item response theory. We also gathered data from respectable sample sizes, and successfully replicated many of our findings. Finally, we have begun to develop a structured interview in addition to the EFS that we believe provides a greater depth of information regarding individual differences in ego fidelity than a self-report questionnaire alone.

The present research also has a number of limitations. While our definition of ego fidelity emphasizes observable behavior, none of our studies examined this construct using direct behavioral measures. Future research will need to develop, validate, and consistently employ measures which examine ego fidelity in terms of behavior (e.g., event-sampling, ecological momentary assessment, diaries) in addition to the EFS and/or EFI. Another limitation is that Studies 1-4 used self-report questionnaires exclusively; results from the EFI indicate that further work needs to be done to refine this measure to the point that it is valid and interpretable in light of other measures of ego fidelity. Perhaps of the greatest concern is the failure to replicate our findings from previous studies in the full sample of Study 5. It will therefore be important for future research to continue to replicate our findings with the EFS from Studies 1-4, as well as administering the EFI to more representative (i.e., non-university) samples in order to continue to validate this new measure. Finally, the distribution of ego fidelity in our samples was inconsistent between earlier versions of the EFS and the final, 10-item version, with the distributions of ego fidelity found using the 10-item EFS failing to reflect our expectations regarding the overall distribution of ego fidelity in the population. Whereas ego fidelity appeared

to be normally distributed in samples using the 40-item and 32-item EFS, the distributions of mean scores using the 10-item EFS was leftward-skewed, with modal scores at or near the top of the distribution in Studies 4 and 5. The presence of mean scores at or near the top of these later distributions indicates a lack of discriminant validity at the high end of the distribution on the part of the 10-item EFS, and suggests that further refinement is needed to improve the overall utility of this measure. That scores on the EFI were normally distributed suggests that our hypothesis that the distribution of ego fidelity in the population is normally distributed is correct, but that the EFS is simply not very good at distinguishing among people near the top of the distribution. That the correlation with self-esteem and self-efficacy declined over the course of revising the EFS suggests many of the items in earlier versions of the EFS that were removed in the 10-item version in fact measured self-esteem and self-efficacy. It is possible that the inclusion of items that tapped self-esteem and self-efficacy is what led the earlier versions to be normally distributed.

Our findings involving the relations between ego fidelity and traits such as sensitivity to reward suggest that ego fidelity may be important for improving our understanding of psychopathology. For instance, substance use disorders and gambling addiction have both been connected to higher levels of sensitivity to reward; future researchers may wish to examine relations between disorders such as these and ego fidelity to determine whether such relations are mediated by sensitivity to reward. The present research also found consistent associations between ego fidelity and social anxiety above and beyond that explained by self-esteem and self-efficacy alone. Given these relations, it will be important for future research to examine why ego fidelity predicts certain variables above and beyond self-esteem and self-efficacy. Such studies will need to focus on identifying the mechanism(s) of effect between ego fidelity and other

outcomes. An example of such mechanisms might involve the possibility that ego fidelity contributes to clarity of personal values, which in turn contributes to greater or lesser degrees of anxiety in social situations. It may also be the case that individuals who are high on ego fidelity do not seek rewards that are *inconsistent* with their values, or may prefer long-term rewards over immediate gratification. The emphasis placed on long-term rewards might contribute to lower levels of impulsivity, which is known to be a factor in the development of disorders such as substance use disorder, binge eating disorder, and borderline personality disorder.

It will also be important to determine if ego fidelity predicts specific symptoms of certain disorders better than self-esteem and self-efficacy. For instance, the emphasis on judgments of self-worth found in self-esteem might better predict symptoms of bulimia nervosa such as evaluating oneself based on body shape and weight; the focus on competence found in self-efficacy might more strongly influence feelings of lacking control during binge eating periods. Ego fidelity might best predict compensatory behaviors (e.g., vomiting), as individuals who are high on ego fidelity may be more likely to recognize the incongruence between engaging in such behaviors and motivations such as seeking healthy weight-loss activities. In the case of substance use disorders, individuals who are high in ego fidelity may enjoy greater clarity of values, such as respecting the safety of others, which might improve their resistance to symptoms which represent a failure to uphold their values, such as patterns of risky substance use. Although it is possible that the focus on values found in ego fidelity may strongly predict patterns of risky substance use, other symptoms of substance use disorders such as cravings, or patterns of tolerance and withdrawal, may not be influenced by one's level of ego fidelity. Ego fidelity may prove to be as important for understanding the healthy end of the mental health continuum as the unhealthy end. Thus, another important area of focus for future research might involve

investigating relations between ego fidelity and factors related to general well-being (e.g., social harmony).

Ego fidelity may also moderate relations between predictors of psychopathology and outcomes. For example, ego fidelity may influence the impact of factors such as short-term adversity (e.g., a brief conflict with a co-worker) on the development of depression. Individuals who are high in ego fidelity may be less likely to experience depression in response to short-term adversity due to the influence of long-term motivations (e.g., establishing a successful career) which provide intrinsic satisfaction, and may protect against symptoms such as anhedonia and depressed mood. Ego fidelity may also moderate the influence of criticism on the formation of social anxiety, as individuals who experience criticism and who are high on ego fidelity would be less affected by the judgments of others, thus reducing their anxiety in social situations.

Ego fidelity may be useful for developing and implementing treatments for psychological disorders. For example, the emphasis on values found in ego fidelity lends itself to treatment targets such as building clarity and insight into clients' personal values, including helping clients identify the reasons for discrepancies between their values and behavior. Another possible focus of treatment may involve building clients' understanding of the interaction of their values with the impact of social influences, particularly social judgment, in situations in which they experience motivational conflict. Such treatment targets may have benefits for clients struggling with various forms of psychopathology in which inconsistencies between behavior and values are implicated, including social anxiety, avoidant personality disorder, dependent personality disorder, substance use disorder, and eating disorders such as anorexia and bulimia nervosa.

Ego fidelity distinguishes itself from constructs such as self-esteem and self-efficacy by its emphasis on values and motivations, rather than judgments about oneself or one's abilities.

The findings of the present research indicate that ego fidelity has the potential to improve our understanding of personality traits such as sensitivity to reward, and outcomes such as social anxiety. In future examinations of ego fidelity, emphasis should be placed on investigating mechanisms by which ego fidelity influences pathways to disorders, and possible moderating relationships between ego fidelity, disorders, and factors related to the development of psychopathology using multiple methods of evaluation.

CHAPTER 9: TABLES AND FIGURES

Table 1
Descriptives of Ego Fidelity Scale Versions and Correlations with Self-Esteem and Self-Efficacy across Studies 1 through 5

| | Mean | Median | SD | Min-Max | Self-Esteem | Self-Efficacy |
|-------------|-------|--------|------|---------|-------------|---------------|
| Study 1 | | | | | | |
| 6-Item EFS | 24.5 | 25 | 3.1 | 16-30 | .14 | .15 |
| 40-Item EFS | 136.7 | 136 | 11.4 | 105-162 | .20* | .31** |
| Study 2 | | | | | | |
| 6-Item EFS | 24.7 | 25 | 2.9 | 16-30 | .23** | .22** |
| 32-Item EFS | 113.8 | 112 | 11.9 | 80-155 | .27** | .38** |
| Study 3 | | | | | | |
| 6-Item EFS | 24.6 | 25 | 4.1 | 15-78 | .36** | .35** |
| 32-Item EFS | 114.6 | 113 | 17.0 | 30-156 | .47** | .46** |
| Study 4 | | | | | | |
| 10-Item EFS | 41.4 | 43 | 6.6 | 20-50 | .34** | .36** |
| Study 5 | | | | | | |
| 10-Item EFS | 42.2 | 43 | 4.6 | 27-50 | -.03 | .21* |

* $p < .05$

** $p < .01$

Table 2
Study 1: Correlations Among Ego Fidelity, Self-Esteem, & Self-Efficacy Using 40-Item and 6-Item Ego Fidelity Scales (N = 122)

| | Ego Fidelity Scale (40-Item) | Ego Fidelity Scale (6-Item) | Rosenberg SES |
|-----------------------------|------------------------------|-----------------------------|---------------|
| Rosenberg SES | .20* | .14 | |
| General Self-Efficacy Scale | .31** | .15 | .49** |

** $p < .01$

Table 3
Study 1: Correlations Among Ego Fidelity, Self-Esteem, Self-Efficacy, & Big Five Personality Traits Using 40-Item and 6-Item Ego Fidelity Scales (N = 122)

| | Ego Fidelity Scale (40-Item) | Ego Fidelity Scale (6-Item) | Rosenberg SES | General Self-Efficacy Scale |
|-------------------|------------------------------|-----------------------------|---------------|-----------------------------|
| Neuroticism | -.16 | -.16 | -.40** | -.32** |
| Extroversion | .10 | -.09 | .29** | .23* |
| Openness | .13 | .01 | .23* | .12 |
| Agreeableness | .09 | .11 | .02 | .22* |
| Conscientiousness | .08 | .05 | .21* | .17 |

* $p < .05$

** $p < .01$

Table 4

Study 1: Correlations Among Ego Fidelity, Self-Esteem, Self-Efficacy, & Sensitivity to Punishment/Reward Using 40-Item and 6-Item Ego Fidelity Scales (N = 122)

| | Ego Fidelity Scale (40-Item; Zero-Order) | Ego Fidelity Scale (40-Item; Partial) | Ego Fidelity Scale (6-Item; Zero-Order) | Ego Fidelity Scale (6-Item; Partial) | General Self-Efficacy Scale (Zero-Order) | Rosenberg SES (Zero-Order) | General Self-Efficacy Scale (Partialling Out 40-Item EFS) | Rosenberg SES (Partialling Out 40-Item EFS) |
|------------------------|--|---------------------------------------|---|--------------------------------------|--|----------------------------|---|---|
| Punishment Sensitivity | -.36** | -.27** | .03 | .13 | -.41** | -.50** | -.35** | -.48** |
| Reward Sensitivity | -.21* | -.23* | -.21* | -.19* | -.01 | .04 | .08 | .08 |

* $p < .05$

** $p < .01$

Table 5

Study 2: Correlations Among Ego Fidelity, Self-Esteem, & Self-Efficacy Using 32-Item and 6-Item Ego Fidelity Scales (N = 251)

| | Ego Fidelity Scale (32-Item) | Ego Fidelity Scale (6-Item) | Rosenberg SES |
|-----------------------------|------------------------------|-----------------------------|---------------|
| Rosenberg SES | .27** | .23** | |
| General Self-Efficacy Scale | .38** | .22** | .47** |

** $p < .01$

Table 6

Study 2: Correlations Among Ego Fidelity, Self-Esteem, Self-Efficacy, Anhedonic Depression, Worry, & Social Anxiety Using 32-Item and 6-Item Ego Fidelity Scales (N = 63)

| | Ego Fidelity Scale (32-Item; Zero-Order) | Ego Fidelity Scale (32-Item; Partial) | Ego Fidelity Scale (6-Item; Zero-Order) | Ego Fidelity Scale (6-Item; Partial) | General Self-Efficacy Scale (Zero-Order) | Rosenberg SES (Zero-Order) | General Self-Efficacy Scale (Partialling Out 32-Item EFS) | Rosenberg SES (Partialling Out 32-Item EFS) |
|----------|--|---------------------------------------|---|--------------------------------------|--|----------------------------|---|---|
| MASQ: AD | -.29* | -.16 | -.36** | -.22 | -.46** | -.64** | -.23 | -.61** |
| PSWQ | -.19 | -.04 | -.06 | .05 | -.47** | -.41** | -.14 | -.38** |
| SIAS | -.51** | -.42** | -.29* | -.20 | -.70** | -.48** | -.20 | -.44** |

* $p < .05$

** $p < .01$

Table 7

Study 3: Correlations Among Ego Fidelity, Self-Esteem, & Self-Efficacy Using 32-Item and 6-Item Ego Fidelity Scales (N = 189)

| | Ego Fidelity Scale (32-Item) | Ego Fidelity Scale (6-Item) | Rosenberg SES |
|-----------------------------|------------------------------|-----------------------------|---------------|
| Rosenberg SES | .47** | .36** | |
| General Self-Efficacy Scale | .46** | .35** | .70** |

** $p < .01$

Table 8

Study 3: Correlations Among Ego Fidelity, Self-Esteem, Self-Efficacy, Conformity, Assertiveness, & Social Boldness Using 32-Item and 6-Item Ego Fidelity Scales (N = 189)

| | Ego Fidelity Scale (32-Item; Zero-Order) | Ego Fidelity Scale (32-Item; Partial) | Ego Fidelity Scale (6-Item; Zero-Order) | Ego Fidelity Scale (6-Item; Partial) | General Self-Efficacy Scale (Zero-Order) | Rosenberg SES (Zero-Order) | General Self-Efficacy Scale (Partialling Out 32-Item EFS) | Rosenberg SES (Partialling Out 32-Item EFS) |
|-----------------|--|---------------------------------------|---|--------------------------------------|--|----------------------------|---|---|
| Conformity | -.48** | -.23** | -.30** | -.08 | -.53** | -.57** | -.43** | -.47** |
| Assertiveness | .63** | .45** | .39** | .22** | .66** | .57** | .54** | .42** |
| Social Boldness | .52** | .31** | .24** | .04 | .57** | .53** | .43** | .39** |

** $p < .01$

Table 9

Study 4: Correlations Among Ego Fidelity, Self-Esteem, & Self-Efficacy Using 10-Item Ego Fidelity Scale (N = 351)

| | Ego Fidelity Scale (10-Item) | Rosenberg SES |
|-----------------------------|------------------------------|---------------|
| Rosenberg SES | .34** | |
| General Self-Efficacy Scale | .36** | .74** |

** $p < .01$

Table 10

Study 4: Correlations Among Ego Fidelity, Self-Esteem, Self-Efficacy, & Sensitivity to Punishment/Reward Using 10-Item Ego Fidelity Scale (N = 149)

| | Ego Fidelity Scale (10-Item; Zero-Order) | Ego Fidelity Scale (10-Item; Partial) | General Self-Efficacy Scale (Zero-Order) | Rosenberg SES (Zero-Order) | General Self-Efficacy Scale (Partialling Out 10-Item EFS) | Rosenberg SES (Partialling Out 10-Item EFS) |
|------------------------|--|---------------------------------------|--|----------------------------|---|---|
| Punishment Sensitivity | -.35** | -.12 | -.57** | -.58** | -.49** | -.50** |
| Reward Sensitivity | -.19* | -.19* | .13 | .01 | .20* | .09 |

* $p < .05$

** $p < .01$

Table 11

Study 4: Correlations Among Ego Fidelity, Self-Esteem, Self-Efficacy, & Social Anxiety Using 10-Item Ego Fidelity Scale (N = 191)

| | Ego Fidelity Scale (10-Item; Zero-Order) | Ego Fidelity Scale (10-Item; Partial) | General Self-Efficacy Scale (Zero-Order) | Rosenberg SES (Zero-Order) | General Self-Efficacy Scale (Partially Out 10-Item EFS) | Rosenberg SES (Partially Out 10-Item EFS) |
|------|--|---------------------------------------|--|----------------------------|---|---|
| SIAS | -.42** | -.20** | -.57** | -.66** | -.52** | -.62** |

** $p < .01$

Table 12

Study 5: Correlations Among the 10-Item Ego Fidelity Scale, Ego Fidelity Interview, Self-Esteem, & Self-Efficacy, Full Sample (N = 169)

| | Ego Fidelity Scale (10-Item) | Ego Fidelity Interview | Rosenberg SES |
|-----------------------------|------------------------------|------------------------|---------------|
| Ego Fidelity Interview | .10 | | |
| Rosenberg SES | -.03 | .29** | |
| General Self-Efficacy Scale | .21* | .24** | .59** |

* $p < .05$

** $p < .01$

Table 13

Study 5: Correlations Among the 10-Item Ego Fidelity Scale, Ego Fidelity Interview, Self-Esteem, & Self-Efficacy, Fall Sample (N = 110)

| | Ego Fidelity Scale (10-Item) | Ego Fidelity Interview | Rosenberg SES |
|-----------------------------|------------------------------|------------------------|---------------|
| Ego Fidelity Interview | .25* | | |
| Rosenberg SES | .14 | .25** | |
| General Self-Efficacy Scale | .32* | .22** | .62** |

* $p < .05$

** $p < .01$

Table 14

Study 5: Correlations Among the 10-Item Ego Fidelity Scale, Ego Fidelity Interview, Self-Esteem, & Self-Efficacy, Spring Sample (N = 59)

| | Ego Fidelity Scale (10-Item) | Ego Fidelity Interview | Rosenberg SES |
|-----------------------------|------------------------------|------------------------|---------------|
| Ego Fidelity Interview | -.10 | | |
| Rosenberg SES | -.25 | .35* | |
| General Self-Efficacy Scale | .07 | .28* | .53** |

* $p < .05$

** $p < .01$

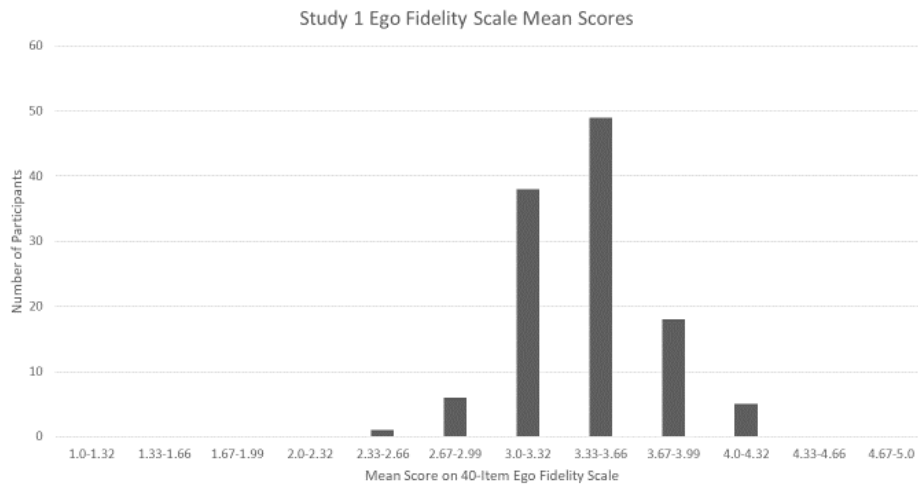


Figure 1. Distribution of mean scores of the 40-item Ego Fidelity Scale in Study 1.

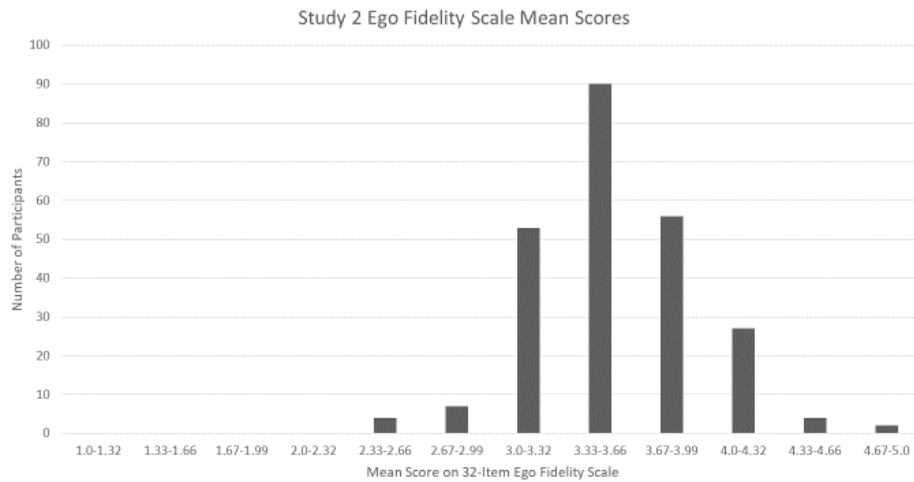


Figure 2. Distribution of mean scores of the 32-item Ego Fidelity Scale in Study 2.

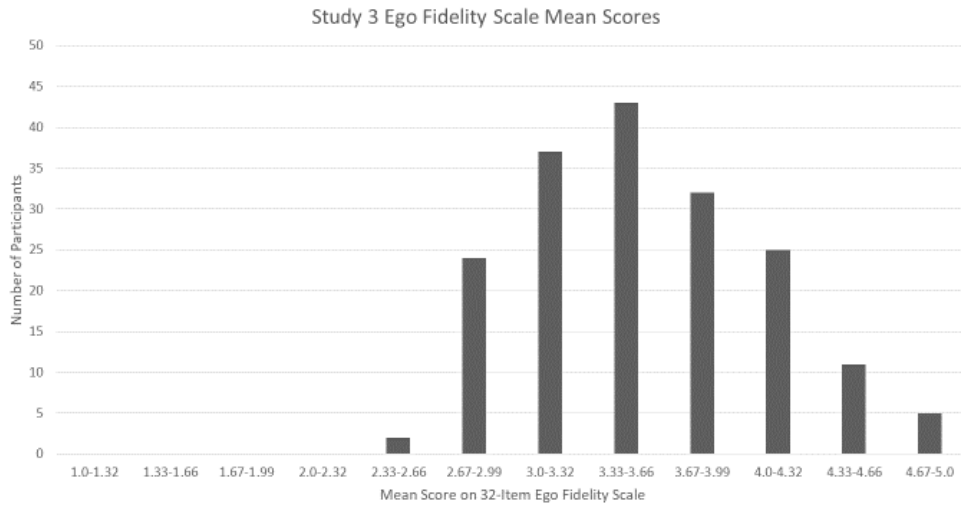


Figure 3. Distribution of mean scores of the 32-item Ego Fidelity Scale in Study 3.

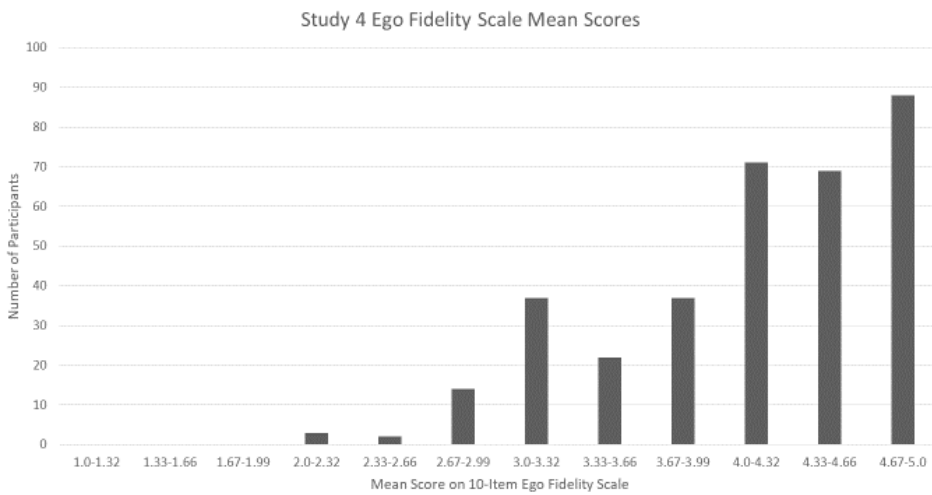


Figure 4. Distribution of mean scores of the 10-item Ego Fidelity Scale in Study 4.

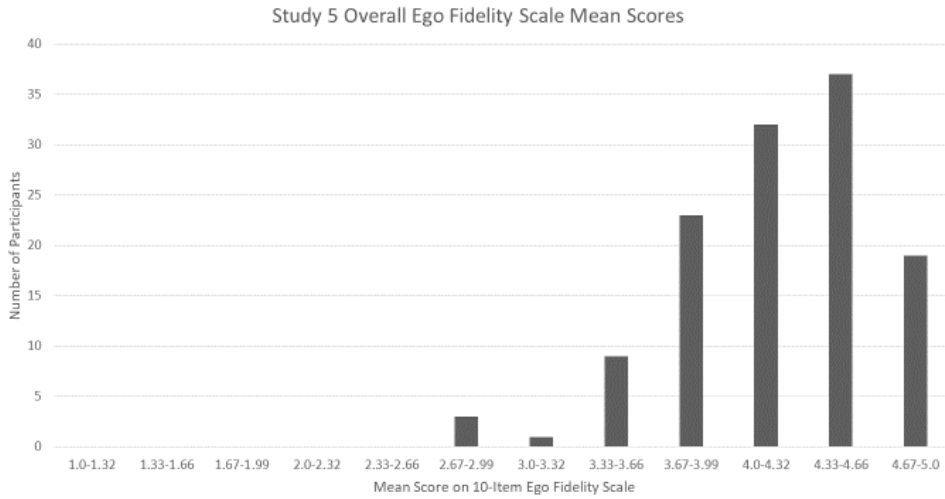


Figure 5. Full-sample distribution of mean scores of the 10-item Ego Fidelity Scale in Study 5.

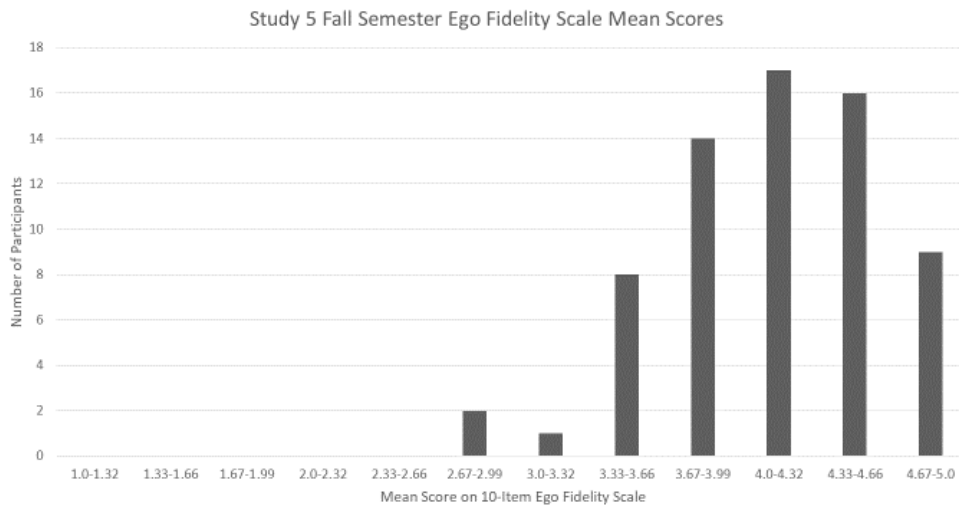


Figure 6. Fall Semester distribution of mean scores of the 10-item Ego Fidelity Scale in Study 5.

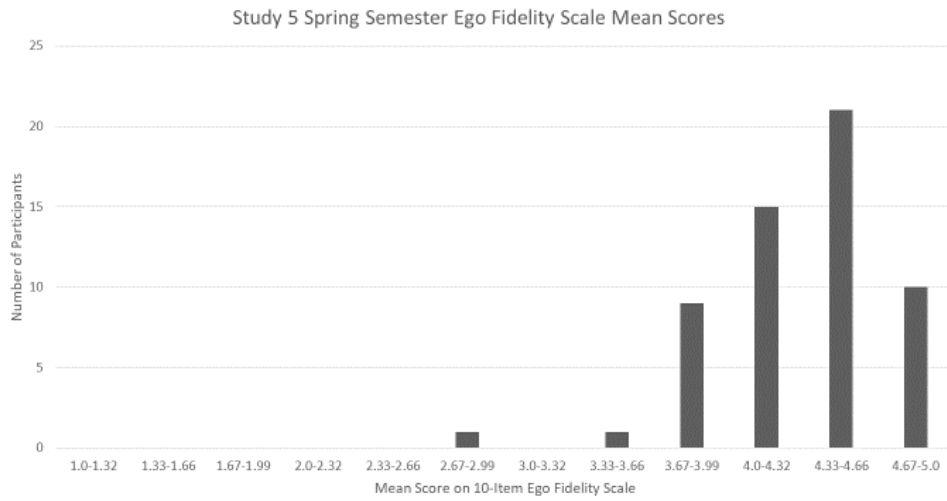


Figure 7. Spring Semester distribution of mean scores of the 10-item Ego Fidelity Scale in Study 5.

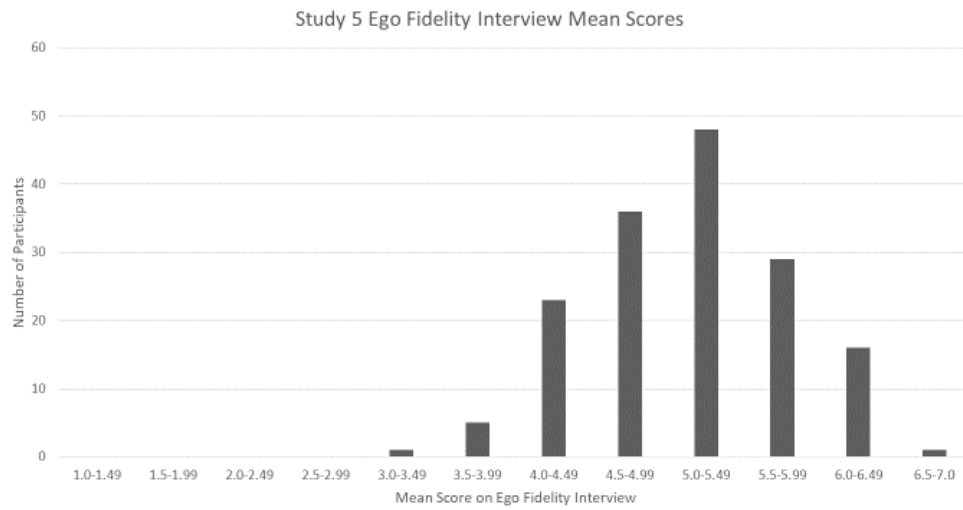


Figure 8. Full-sample distribution of mean scores of the Ego Fidelity Interview in Study 5.

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APPENDIX A: FULL EGO FIDELITY SCALE

Full Ego Fidelity Scale

Below are all Ego Fidelity Scale items used in Studies 1 through 5. Items that were present in both the 6-item and final 10-item Ego Fidelity Scale are marked with *. Items present only in the final 10-item Ego Fidelity Scale are marked with **.

Below are situations that people may encounter in day-to-day life, followed by several possible reactions to those situations.

As you read each scenario, try to imagine yourself in that situation. Then indicate how likely you would be to react in EACH of the ways described. We ask you to RATE ALL RESPONSES because people may feel or react more than one way to the same situation, or they may react in different ways at different times.

1 = not very likely; 3 = neither likely nor unlikely; 5 = very likely

1. *You are trying to decide what to eat with your significant other. At first, you suggest going to your favorite restaurant, but then you see your significant other roll their eyes, as if to say “I don’t want to go there again.”*
 - a. You would stand by your preference while asking your significant other for their suggestions (ego fidelity).
 - b. You would second-guess suggesting that you go to your favorite restaurant (ego fidelity – reverse-scored).
2. *Your best friend visits you and excitedly reveals that they have won two tickets for a week-long vacation to an exotic place you’ve always wanted to go, offering one of the tickets to you. Your schedule for the next couple of weeks is pretty open.*
 - a. You would immediately accept the opportunity (ego fidelity).

- b. You would ask your friend to give you a few days to mull it over (ego fidelity – reverse-scored).
- 3. *A club that specializes in training and practice for your favorite sport has just opened up near you. You check your equipment and realize you are in need of new gear; you have enough money, but you could spend it on something else.*
 - a. You would apply for membership (ego fidelity).
 - b. You would worry about how you would appear to others by showing up in old gear (ego fidelity – reverse-scored).
- 4. *You have just finished giving a difficult presentation to a group of colleagues. You believe you did well, but afterwards, one of your most trusted co-workers approaches you and points out ways that your next presentation could be even better.*
 - a. You would thank them for their advice and apply it in future presentations (ego fidelity).
 - b. You would think that your co-worker doesn't know what they are talking about (ego fidelity – reverse-scored).
- 5. *Your significant other has just broken up with you after a long-term relationship. You feel terrible and are trying to figure out where to go from here.*
 - a. You would seek out opportunities to meet new people, without expectations of finding someone else (ego fidelity).
 - b. You would sign up for multiple dating sites and social events in order to quickly replace the person you lost (ego fidelity – reverse-scored).
- 6. ** Your boss asks you to share an idea you've had with your colleagues in an upcoming meeting. You have a week to prepare.*

- a. You would focus on doing your best to get ready (ego fidelity).
 - b. You would resent your boss for giving you such a short time frame to prepare yourself (ego fidelity – reverse-scored).
7. *Your boss makes a statement in a meeting to which everyone around you nods their head in agreement. You disagree with the point your boss is making.*
- a. You would raise your hand and share your thoughts (ego fidelity).
 - b. You would keep your hand down and let your boss go on with their point (ego fidelity – reverse-scored).
8. *You've finally found time to take a vacation. Your job is normally very demanding, but you want to do your best to relax during your time off.*
- a. You would check your email/phone once a day for any critical situations that require your attention (ego fidelity).
 - b. You would check your email/phone frequently (more than once/hour) and respond to messages/voicemails immediately (ego fidelity – reverse-scored).
9. *While looking for a job, you see a posting online for a position that you mostly meet the qualifications for. However, the job requires one more year of experience than you currently have.*
- a. You would apply for the job anyway and emphasize your other qualifications (ego fidelity).
 - b. You would hold off on applying and try to get one more year of experience in another, less desirable job (ego fidelity – reverse-scored).
10. * *You've been working on a project that you really believe in, but you just can't seem to get right. The deadline is approaching and you're feeling frustrated.*

- a. You would take a step back and try to approach the project from a new angle (ego fidelity).
 - b. You would cut your losses and work on a project that is less important to you (ego fidelity – reverse-scored).
11. *In a meeting, your boss makes a comment that is somewhat offensive. People are shifting in their seats uncomfortably, unsure of whether someone should say anything.*
- a. You would point out to your boss the problem with his remark (ego fidelity).
 - b. You would keep your opinions to yourself even though you think you ought to say something (ego fidelity – reverse-scored).
12. *More than anything, you've always wanted to be a writer. However, you have a degree in engineering and are now eligible for a number of positions in the field.*
- a. You would take a year off to focus on your writing (ego fidelity).
 - b. You would apply for an engineering job and put off writing until you're settled into your career (ego fidelity – reverse-scored).
13. *While online, you encounter a news headline from a source with a different political point of view than your own.*
- a. You would take a moment to read through the article (ego fidelity).
 - b. You would skip the article and find something else to read that you agree with (ego fidelity – reverse-scored).
14. *You are at work waiting for a meeting to start. Around you, your colleagues, all of whom you've known for a while, are mingling.*
- a. You would strike up a conversation with the nearest person (ego fidelity).

- b. You would take out your phone and begin scrolling through your social media feed (ego fidelity – reverse-scored).

15. *It is a Friday evening after a long, hard week. You feel like staying in for the night, but your friends invite you to come hang out with them.*

- a. You would tell them that you'll catch them next time and find something fun to do by yourself (ego fidelity).
- b. You would accept their invitation and put off your alone time (ego fidelity – reverse-scored).

16. *One day at work, your boss informs you that you are being considered for a promotion.*

- a. You would thank your boss for letting you know and continue doing your best job (ego fidelity).
- b. You would tell all of your coworkers that you are being considered for a promotion (ego fidelity – reverse-scored).

17. *After working in your current job for a couple of years, a competing company in an adjoining state offers you a position. Though you will have to move, they pay better and offer more opportunities for advancement.*

- a. You would accept their offer and leave your current job (ego fidelity).
- b. You would remain at your current job (ego fidelity – reverse-scored).

18. *You wake up at 3 a.m. to the sound of loud music playing in your neighbor's apartment. You have approached this neighbor in the past and politely asked them to keep things down at night.*

- a. You would knock on their door and let them know that they are disturbing you (ego fidelity).

- b. You would stay in bed and cover your ears with a pillow (ego fidelity – reverse-scored).
19. * *Both you and a neighbor of yours bought a new car last week. You notice that your neighbor's car is slightly more luxurious than your own.*
- a. You would compliment your neighbor on their car's best features (ego fidelity).
 - b. You would avoid your neighbor out of spite (ego fidelity – reverse-scored).
20. *You received your monthly performance evaluation at your job today. Your boss identified quite a few areas of your performance that need improvement.*
- a. You would reflect on your boss's feedback and do your best to determine areas of improvement for yourself (ego fidelity).
 - b. You would look at your co-workers' performance evaluations to see if you're doing better than them (ego fidelity – reverse-scored).
21. *You have recently been hired to a prestigious job. You have worked toward this achievement for a long time and are deciding who in your life to share the good news with.*
- a. You would describe your achievement in terms of the effort and hard work you put into receiving it (ego fidelity).
 - b. You would describe your achievement in terms of how prestigious the job is (ego fidelity – reverse-scored).
22. *A friend of yours makes a passing comment about the clothes you are wearing. They say that your outfit doesn't match and is a few sizes too big.*
- a. You would glance over your outfit and, if you agree with them, thank them for the observation (ego fidelity).

- b. You would joke about how you have poor fashion sense (ego fidelity – reverse-scored).

23. *A cousin of yours visits your family for dinner during a family gathering. While at dinner, your cousin spends a significant amount of time describing their achievements, including places they have travelled and the large amount of money they are now making. As they describe their successes, you find yourself reflecting on your own life.*

- a. You would mention your own achievements, but only those things that are important to you (ego fidelity).
- b. You would go out of your way to point out that your achievements are equal or greater than those of your cousin (ego fidelity – reverse-scored).

24. *After making an awkward comment during a meeting, you find that the rest of your co-workers are staring at you uncomfortably. You are wondering how to break the tension and get the meeting back on track.*

- a. You would apologize for your comment and ask a question about the topic of the meeting (ego fidelity).
- b. You would make a joke about yourself and hope that by getting people to laugh at you, they will forget your comment (ego fidelity – reverse-scored).

25. *** For the past year, you have been in charge of a work group for an important project. You have been asked to give a speech to your bosses describing the work that you and your team have done.*

- a. You would plan to discuss your team’s efforts broadly, and your own work in the context of the overall work done by you and your co-workers (ego fidelity).

- b. You would emphasize your own contributions to the project (ego fidelity – reverse-scored).

26. *At a party, the host introduces you to an attractive friend of theirs. You want to make a good first impression.*

- a. You would ask questions to figure out what you and the other person have in common (ego fidelity).
- b. You would introduce yourself by describing your successes over the past year (ego fidelity – reverse-scored).

27. *** During a performance review, your boss informs you that there are quite a few areas of your work that you need to improve on. While you agree that your boss's review is fair, you are nevertheless uncomfortable with the low marks you have received.*

- a. You would seriously consider your boss's feedback and plan to improve your performance (ego fidelity).
- b. You would make a joke about your poor performance to help diffuse the tension (ego fidelity – reverse-scored).

28. *You have recently received a small pay raise at work. Around the same time, you notice that an acquaintance of yours has posted pictures of their time on vacation on social media. As you browse their photos, you notice that they appear very happy.*

- a. You would “like” their photos and ask them questions about their vacation (ego fidelity).
- b. You would comment on one of their photos with news of your pay raise and describe how skilled you are at your job (ego fidelity – reverse-scored).

APPENDIX B: THE EGO FIDELITY INTERVIEW

The Ego Fidelity Interview:

Ask the participant all of the following questions. If at any point the participant offers short/limited responses, prompt them to elaborate (e.g., “Why?” “Say more about that.”).

Ego fidelity aspect #1: Moving toward goals driven by intrinsic motivation

1. Describe your most important value. It can be anything that you care deeply about and generally want to make a priority in your life.

Some examples of important values may be: power, family, friends, community, control, faith, autonomy, the environment, treating others well, safety, success, knowledge, pleasure

- a. What about [value] is important to you?
 - b. Have you always cared about [value]?
2. Describe a situation in the past year in which you upheld your commitment to [value] that was most difficult. Take your time thinking about this situation and be as thorough in your description as possible.

If the participant does not naturally provide answers to the following questions, be sure to ask them:

- a. Describe the choices that you could make.
 - b. How did the situation make you feel at the time?
 - c. What made you uphold your commitment to [value]?
 - d. How did you feel after making this choice?
3. Describe a situation in the past year in which you did not uphold your commitment to [value] that you felt the most conflicted about. Take your time thinking about this situation and be as thorough in your description as possible.

If the participant does not naturally provide answers to the following questions, be sure to ask them:

- a. Describe the choices that you could make.
 - b. How did the situation make you feel at the time?
 - c. What prevented you from upholding your commitment to [value]?
 - d. How did you feel after making this choice?

Researcher: after asking the participant the preceding questions, describe to the participant your impression of their threshold for moving toward goals driven by intrinsic motivation. If the participant agrees with your impression, move on to the next set of questions (i.e., Ego fidelity aspect #2). If the participant does not agree with your impression, ask for clarification.

Researcher: after completing the questions pertaining to Ego fidelity aspect #1, provide a rating of the participant's tendency to move toward goals driven by intrinsic motivation. Circle your rating on the following scale:

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|--|---|---|--|
| Will not follow own values when they conflict with someone else or other desires | | | Sometimes driven by intrinsic motivation/ sometimes follows own values when they conflict with someone else or other desires | | | Is driven by intrinsic motivation even when own values conflict with someone else or other desires |

Ego fidelity aspect #2: Ascribing little/less value to the judgments of others

4. Next, please describe a different situation in the past year in which everyone wanted you to do something important that you did not feel comfortable with, but went along with anyway. Again, take your time in thinking about this situation and be as thorough in your description as possible.

If the participant does not naturally provide answers to the following questions, be sure to ask them:

- a. What did others want you to do?
 - b. How much did the opinions of others matter to you at the time?
 - c. What made you decide to go along with what other people wanted you to do?
 - d. How did you feel after making this choice?
5. Next, please describe a different situation in the past year in which everyone wanted you to do something important that you did not feel comfortable with, and you stood your ground. Again, take your time in thinking about this situation and be as thorough in your description as possible.

If the participant does not naturally provide answers to the following questions, be sure to ask them:

- a. What did others want you to do?
- b. How much did the opinions of others matter to you at the time?
- c. What made you decide to stand your ground?
- d. How did you feel after making this choice?

Researcher: after asking the participant the preceding questions, describe to the participant your impression of their threshold for ascribing little/less value to the judgments of others. If the participant agrees with your impression, move on to the next set of questions (i.e., Ego fidelity aspect #3). If the participant does not agree with your impression, ask for clarification.

Researcher: after completing the questions pertaining to Ego fidelity aspect #2, provide a rating of the participant's tendency to ascribe little/less value to the judgments of others. Circle your rating on the following scale:

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|---|---|---|--|
| Never ascribes little/less value to the judgments of others/always values others' judgments over their own | | | Sometimes ascribes little less value to the judgments of others/sometimes values others' judgments over their own | | | Always ascribes little/less value to the judgments of others/never values others' judgments over their own |

6. How often do you find yourself saying negative things about yourself in front of other people, either in a serious way or in a joking way? Please give an example of a time in which you said negative things about yourself in the past year. **Why did you think you did this?** Do you think you do this more or less than the average person? Do you think you do this more or less than other people in your family?

7. What kind of accomplishments (e.g., doing well on a test, getting a promotion) do you share with others? Who do you share these things with? Please give an example of a time in which you shared something good about yourself with someone else in the past year. **Why did you think you did this?** Do you think you do this more or less than the average person? Do you think you do this more or less than other people in your family?

Researcher: after asking the participant the preceding questions, describe to the participant your impression of their threshold for engaging in self-degradation or excessive self-promotion. If the participant agrees with your impression, thank the participant for completing the study and end the interview. If the participant does not agree with your impression, ask for clarification.

Researcher: after completing the questions pertaining to Ego fidelity aspect #3, provide a rating of the participant's tendency to engage in self-degradation. Circle your rating on the following scale:

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|------------------------------------|---|---|---------------------------------------|---|---|-----------------------------------|
| Always engages in self-degradation | | | Sometimes engages in self-degradation | | | Never engages in self-degradation |

Researcher: after completing the questions pertaining to Ego fidelity aspect #3, provide a rating of the participant's tendency to engage in excessive self-promotion. Circle your rating on the following scale:

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|---|---|---|---|
| Always engages in excessive self-promotion | | | Sometimes engages in excessive self-promotion | | | Never engages in excessive self-promotion |

APPENDIX C: SUPPLEMENTARY TABLES

6-Item and 10-Item Ego Fidelity Scale Item Descriptive Statistics, Performance, and Correlations

Across Studies

Table 15
Mean Scores of Ego Fidelity Scale Items across Studies 1 through 5

| | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 – Fall | Study 5 – Spring | Study 5 – Total |
|----------------|---------|---------|---------|---------|-------------------|---------------------|--------------------|
| Item 1 | 3.95 | 4.43 | 4.38 | 4.44 | 4.43 | 4.56 | 4.47 |
| Item 2 | 4.56 | 3.95 | 3.88 | 3.91 | 4.03 | 4.16 | 4.07 |
| Item 3 | 3.79 | 3.79 | 3.84 | 4.05 | 3.95 | 4.10 | 4.00 |
| Item 4 | 3.56 | 3.77 | 3.99 | 4.04 | 3.74 | 4.08 | 3.86 |
| Item 5 | 4.03 | 4.03 | 3.95 | 4.08 | 3.88 | 4.03 | 3.93 |
| Item 6 | 4.61 | 4.64 | 4.55 | 4.48 | 4.63 | 4.72 | 4.66 |
| Item 7 | - | - | - | 4.22 | 4.29 | 4.50 | 4.39 |
| Item 8 | - | - | - | 3.82 | 3.88 | 4.07 | 3.97 |
| Item 9 | - | - | - | 4.22 | 4.24 | 4.42 | 4.32 |
| Item 10 | - | - | - | 4.09 | 4.38 | 4.33 | 4.35 |
| Scale Total | 24.54 | 24.65 | 24.57 | 41.35 | 41.42 | 43.09 | 42.19 |

Table 16
Standard Deviations of Ego Fidelity Scale Items across Studies 1 through 5

| | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 – Fall | Study 5 – Spring | Study 5 – Total |
|----------------|---------|---------|---------|---------|-------------------|---------------------|--------------------|
| Item 1 | 1.06 | .69 | .85 | .84 | .80 | .65 | .75 |
| Item 2 | .62 | 1.05 | 1.21 | 1.21 | 1.05 | .85 | .99 |
| Item 3 | .97 | .90 | .97 | .86 | .98 | .77 | .91 |
| Item 4 | 1.20 | 1.08 | 1.17 | 1.13 | 1.11 | .90 | 1.05 |
| Item 5 | 1.15 | 1.12 | 1.12 | 1.04 | 1.14 | 1.02 | 1.10 |
| Item 6 | .76 | .77 | .91 | 1.00 | .72 | .67 | .70 |
| Item 7 | - | - | - | .90 | .79 | .66 | .74 |
| Item 8 | - | - | - | 1.24 | 1.10 | 1.05 | 1.08 |
| Item 9 | - | - | - | .91 | .75 | .75 | .75 |
| Item 10 | - | - | - | 1.14 | .89 | .93 | .90 |
| Scale Total | 3.10 | 2.89 | 4.06 | 6.62 | 4.92 | 4.02 | 4.59 |

Table 17

Minimum and Maximum Values of Ego Fidelity Scale Items across Studies 1 through 5

| | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 – Fall | Study 5 – Spring | Study 5 – Total |
|----------------|---------|---------|---------|---------|-------------------|---------------------|--------------------|
| Item 1 | 1 – 5 | 2 – 5 | 1 – 5 | 1 – 5 | 2 – 5 | 2 – 5 | 2 – 5 |
| Item 2 | 3 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 2 – 5 | 1 – 5 |
| Item 3 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 3 – 5 | 1 – 5 |
| Item 4 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 |
| Item 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 |
| Item 6 | 2 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 | 2 – 5 | 1 – 5 |
| Item 7 | - | - | - | 1 – 5 | 3 – 5 | 3 – 5 | 3 – 5 |
| Item 8 | - | - | - | 1 – 5 | 1 – 5 | 1 – 5 | 1 – 5 |
| Item 9 | - | - | - | 1 – 5 | 3 – 5 | 2 – 5 | 2 – 5 |
| Item 10 | - | - | - | 1 – 5 | 2 – 5 | 1 – 5 | 1 – 5 |
| Scale Total | 16 – 30 | 16 – 30 | 15 – 30 | 20 – 50 | 28 – 50 | 27 – 49 | 27 – 50 |

Table 18

Corrected Item-Total Correlations of Ego Fidelity Scale Items and Cronbach's Alpha for Ego Fidelity Scale across Studies 1 through 5

| | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 – Fall | Study 5 – Spring | Study 5 – Total |
|---------------------|---------|---------|---------|---------|-------------------|---------------------|--------------------|
| Item 1 | .30 | .19 | .56 | .51 | .49 | .52 | .51 |
| Item 2 | .21 | .24 | .44 | .61 | .48 | .40 | .44 |
| Item 3 | .28 | .20 | .37 | .45 | .52 | .41 | .48 |
| Item 4 | .18 | .18 | .58 | .67 | .20 | .29 | .25 |
| Item 5 | .29 | .19 | .32 | .45 | .25 | .12 | .21 |
| Item 6 | .28 | .28 | .55 | .66 | .31 | .52 | .40 |
| Item 7 | - | - | - | .47 | .39 | .44 | .42 |
| Item 8 | - | - | - | .49 | .18 | .30 | .24 |
| Item 9 | - | - | - | .45 | .39 | .26 | .35 |
| Item 10 | - | - | - | .60 | .44 | .15 | .30 |
| Cronbach's Alpha | .48 | .43 | .73 | .84 | .69 | .65 | .68 |

Table 19

Correlations between Ego Fidelity Scale Items and Rosenberg Self-Esteem Scale across Studies 1 through 5

| | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 – Fall | Study 5 – Spring | Study 5 – Total |
|--|---------|---------|---------|---------|-------------------|---------------------|--------------------|
| Item 1 | .20* | .05 | .29** | .29** | .28** | -.13 | .15 ^t |
| Item 2 | .10 | .10 | .25** | .33** | .21* | -.11 | .11 |
| Item 3 | -.00 | .13* | .32** | .33** | .15 | .00 | .10 |
| Item 4 | .10 | .16* | .19* | .33** | .17 | -.16 | .06 |
| Item 5 | -.04 | .04 | .20* | .25** | .18 | .06 | .14 |
| Item 6 | .15 | .21** | .19** | .16** | .13 | -.13 | .04 |
| Item 7 | - | - | - | .11* | .08 | -.16 | -.03 |
| Item 8 | - | - | - | .08 | .03 | -.32* | -.14 |
| Item 9 | - | - | - | .15** | -.01 | -.10 | -.05 |
| Item 10 | - | - | - | .16** | -.01 | -.22 | -.11 |
| Correlation with Ego Fidelity Scale | .14 | .23** | .36** | .34** | .14 | -.25 | -.03 |

^t $p = .05$

* $p < .05$

** $p < .01$

Table 20

Correlations between Ego Fidelity Scale Items and General Self-Efficacy Scale across Studies 1 through 5

| | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 – Fall | Study 5 – Spring | Study 5 – Total |
|--|---------|---------|---------|---------|-------------------|---------------------|--------------------|
| Item 1 | .12 | .05 | .31** | .35** | .37** | .02 | .27** |
| Item 2 | .10 | .10 | .15* | .31** | .36** | .10 | .28** |
| Item 3 | .17 | .26** | .35** | .42** | .21* | .15 | .19* |
| Item 4 | -.04 | .05 | .23** | .31** | .21* | -.00 | .14 |
| Item 5 | .07 | .08 | .19* | .24** | .22* | .17 | .20** |
| Item 6 | .12 | .14* | .17* | .14* | .15 | .14 | .14 |
| Item 7 | - | - | - | .19** | .12 | -.03 | .06 |
| Item 8 | - | - | - | .03 | .11 | -.27* | -.06 |
| Item 9 | - | - | - | .23** | .11 | -.12 | .01 |
| Item 10 | - | - | - | .14** | .10 | .00 ^t | .05 |
| Correlation with Ego Fidelity Scale | .15 | .22** | .35** | .36** | .32* | .07 | .21* |

^t $p = 1.00$ * $p < .05$ ** $p < .01$

Table 21

Correlations between Ego Fidelity Scale Items and Gender (0 = Male; 1 = Female) across Studies 1 through 5

| | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 – Fall | Study 5 – Spring | Study 5 – Total |
|--|---------|---------|---------|---------|-------------------|---------------------|--------------------|
| Item 1 | .28** | .22** | .19** | .08 | .06 | .42** | .16* |
| Item 2 | .06 | .01 | .12 | -.04 | -.00 | .03 | .01 |
| Item 3 | .09 | .02 | .07 | .01 | .05 | .12 | .08 |
| Item 4 | .18 | .07 | .16* | .00 | .15 | .19 | .18* |
| Item 5 | .07 | .02 | .11 | .13* | -.07 | .02 | -.03 |
| Item 6 | .18* | .12 | .16* | .00 | .00 | -.06 | -.01 |
| Item 7 | - | - | - | -.03 | .07 | .28* | .17 |
| Item 8 | - | - | - | .07 | .13 | .07 | .12 |
| Item 9 | - | - | - | .08 | .07 | -.02 | .05 |
| Item 10 | - | - | - | .01 | .01 | .06 | .03 |
| Correlation with Ego Fidelity Scale | .24** | .12 | .20** | .05 | .14 | .17 | .18* |

* $p < .05$

** $p < .01$

Table 22

Correlations between Ego Fidelity Scale Items and Race (0 = Non-East Asian; 1 = East Asian) across Studies 1 through 5

| | Study 1 | Study 2 | Study 3 | Study 4 | Study 5 – Fall | Study 5 – Spring | Study 5 – Total |
|--|---------|---------|---------|---------|-------------------|---------------------|--------------------|
| Item 1 | -.08 | .01 | -.11 | -.01 | -.07 | .04 | -.05 |
| Item 2 | .07 | .03 | .04 | -.03 | -.22* | -.11 | -.20* |
| Item 3 | .03 | .03 | -.03 | .00 | -.09 | -.29* | -.15* |
| Item 4 | -.21* | -.23** | -.06 | -.11* | -.25** | -.23 | -.26** |
| Item 5 | .05 | .02 | .01 | -.07 | -.11 | .14 | -.04 |
| Item 6 | -.08 | -.14* | .00 | -.04 | -.25** | -.17 | -.23** |
| Item 7 | - | - | - | .05 | -.06 | .09 | -.02 |
| Item 8 | - | - | - | -.02 | -.08 | -.08 | -.09 |
| Item 9 | - | - | - | .05 | .11 | .03 | .06 |
| Item 10 | - | - | - | -.05 | -.23 | .05 | -.10 |
| Correlation with Ego Fidelity Scale | -.05 | -.09 | -.04 | -.04 | -.20 | -.12 | -.19* |

* $p < .05$

** $p < .01$