

Charzyńska, E. et al.: The International Work Addiction Scale (IWAS): A screening tool for clinical and organizational applications validated in 85 cultures from six continents.

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Supplementary Material 1

Work Addiction Conceptualization History

The history of work addiction conceptualization includes two major research lines that eventually converge in basic premises. Firstly, within clinical orientation, compulsive overworking has been recognized in official classifications of diseases and disorders in the mid-20th century as a characteristic of a problematic personality with features such as “an inordinate capacity for work” and a “lack [of] a normal capacity for relaxation” (American Psychiatric Association [APA], 1952, p. 37), and subsequently categorized as a symptom of obsessive-compulsive personality disorder (OCPD; APA, 2013; Atroszko et al., 2020). However, recent developments in the behavioral addiction field resulted in important changes in official classifications of diseases and disorders, which now include categories of behavioral addictions that encompass excessive and compulsive involvement in certain activities leading to clinically relevant harm (e.g., gambling or gaming; APA, 2013; World Health Organization [WHO], 2019). Simultaneously, the growing empirical base and theoretical analyses of compulsive overworking resulted in a more mature conceptualization as a potential addictive disorder – work addiction (Andreassen et al., 2012; Andreassen & Pallesen, 2016; Atroszko et al., 2019; Griffiths et al., 2018; Porter, 1996; Sussman, 2012), in which case OCPD may be a common risk factor (Atroszko, 2022a, b). More systematic studies are necessary to validate this conceptualization and may lead to formal recognition of this behavioral pattern as an addictive disorder by health institutions.

At the same time, within work and organizational psychology, after a few decades of conceptual clarifications, work addiction, often called “workaholism,” has been identified as a dysfunctional psychological phenomenon characterized by an irresistible preoccupation with work and an uncontrollable internal urge to invest heavily (i.e., time and effort) in work activities (Balducci et al., 2020). The most important advancement in this area was the

gradual delineation between healthy engagement in work, a well-established construct in organizational literature (Kahn, 1990), and pathological compulsive overworking leading to negative outcomes (Di Stefano & Gaudiino, 2019; Schaufeli et al., 2006). As a result, both clinical and organizational frameworks currently define compulsive overworking as a pathological phenomenon with a core feature of an uncontrollable urge to work (compulsion), leading to harm and functional impairments.

So-called “enthusiastic workaholics” are identified by some authors as a subpopulation of individuals addicted to work (Spence & Robbins, 1992) and are sometimes described as somewhat healthier types of those addicted because they experience pleasure and joy derived from work (see Griffiths et al., 2018). However, persistently heightened reward sensitivity and stimulation are common among heavy drinkers exhibiting alcohol use disorder progression in early mid-adulthood (King et al., 2016). In other words, a lack of tolerance to the positive effects of alcohol is a risk factor for alcohol addiction (King, 2023). Similarly, pleasure or stimulation derived from work does not exclude work addiction, nor does it have to mean it is a “healthier” type of workaholism.

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Supplementary Material 2

Limitations of the Existing Work Addiction Measures

The Dutch Work Addiction Scale (DUWAS; Schaufeli et al., 2009) is among the most commonly used measures of work addiction. Its two-factor solution, with correlated factors of working compulsively and working excessively, has been validated cross-culturally in several countries. Nonetheless, the hierarchical structure with one higher-order factor of work addiction has not been tested (Balducci et al., 2017; Rantanen et al., 2015). The likely cause for this is that meaningfully testing the hypothesis of whether the scale measures a second-order factor is constrained by only two first-order factors. It is a technical limitation associated with the confirmatory factor analytical approach because the model with correlated factors and the hierarchical model are mathematically equivalent. To bypass this constraint, a different 20-item scale version with three first-order factors was investigated (Sharma & Sharma, 2013). Also, another technical method to overcome it is to test it within a more complex model, including the work engagement scale (Hu et al., 2014).

The Bergen Work Addiction Scale (BWAS) is a seven-item tool developed by Andreassen et al. (2012) grounded in general addiction theory (Griffiths, 2005). The items are worded to reflect seven common diagnostic addiction criteria. The scale showed single-factor structure in different countries and good concurrent and divergent validity (Andreassen et al., 2012; Atroszko et al., 2017; Bellali et al., 2023; Denizci Nazlıgöl et al., 2022; Falco et al., 2022; Fekih-Romdhane et al., 2022; Lichtenstein et al. 2019; Molino et al., 2022; Orosz et al. 2016; Sun et al., 2023; Yang et al., 2020). However, in most countries, varying patterns of residual correlations were necessary to obtain an acceptable model fit, and some items, especially the first one, showed relatively low factor loadings. More in-depth statistical analyses using the Item Response Theory (IRT) suggest that some refinements to the scale could increase its psychometric soundness (Bereznowski & Konarski, 2020). Rephrasing

some items was recommended to reflect better clinically relevant symptoms with improved face and diagnostic validity (Atroszko et al., 2023; Bereznowski et al., 2023).

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Supplementary Material 3

Rationales for Sample Sizes

The study was conducted in 92 cultures across six continents. In the present paper, data from 85 cultures were used, as seven cultures were excluded due to low sample sizes (< 100 participants). The final sample comprised 31,352 participants. The average number of participants across all the cultures was 368.85 ($SD = 281.47$), ranging from 102 to 1,487 (for details, see Table S2).

Although there are no strict rules on the minimum sample size for measurement invariance testing (Putnick & Bornstein, 2016), previous cross-cultural research suggests that samples of 150–200 in each group should be sufficient (Bou Malham & Saucier, 2014; Żemojtel-Piotrowska et al., 2017). In addition, in some cross-cultural studies (Bagheri et al., 2022; Ikizer et al., 2022; Kowal et al., 2023) and structural equation modeling books (Kline, 2016; Wang & Wang, 2012), the sample size of 100 participants in each group has been considered to be the minimum to test the measurement invariance across the samples. Occasionally, samples of fewer than 100 participants were used in measurement invariance testing in large-scale cross-cultural studies (see, e.g., Byrne & de Vijver, 2017).

Taking into account the above consideration and the fact that before testing measurement invariance a confirmatory factor analysis for each sample separately was aimed to be performed, in the present study, a sample of 100 participants for each culture was treated as the minimal sample size (see Anderson & Gerbing, 1984; Hair et al., 2010; Kyriazos, 2018; Kline, 2016; Wang & Wang, 2012). Importantly, for most cultures in the present study, the sample sizes considerably exceeded the required minimum. Specifically, the sample size was at least 200 for 90.6% of the cultures and at least 150 for 95.3% of the cultures; four cultures (4.7%), in which there were 100–150 participants, included Iraq ($n = 143$), Norway ($n = 140$), Mexico ($n = 136$), and North Macedonia ($n = 102$).

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Supplementary Material 4

Item Generation and Rationales for the Item Selection Process

Salience

Previous studies with BWAS demonstrated that Item 1, representing salience, shows two major problems. It has relatively lower factor loadings than other items and often shows residual correlations with other items (Atroszko et al., 2017; Bellali et al., 2023; Denizci Nazlıgöl et al., 2022; Falco et al., 2022). It was previously suggested that this item may, to a considerable degree, represent a general high devotion of time and energy to work rather than compulsive overworking itself (Atroszko et al., 2017). Therefore, an item representing a more clinically relevant operationalization of the salience component was needed (newly developed Items 8–10 in Table S1).

Problems and Conflict

Since the harmful aspect of addiction (apart from compulsion) is core to the definition of the phenomenon, two items representing problems (Item 14) and conflict (Item 16 in Table S1) were additionally generated to cover more extreme forms of these symptoms to examine whether they will have better screening utility.

Relapse

Network analysis studies showed that Item 4 has the highest centrality in Norway and Poland and may be particularly diagnostic (Bereznowski et al., 2023), congruent with the IRT study (Bereznowski & Konarski, 2020). However, it has limited content validity in terms of how well it represents the relapse component. Since it refers to being told by others to cut down on work, it may be more sensitive to cultural differences regulating interactions concerning work and work culture. Also, an alternative item (Item 15 in Table S1), expressing efforts to reduce time spent on work without success, had better psychometric properties in the Hungarian version of the scale (Orosz et al., 2016).

Tolerance and Withdrawal: Physiological Features Indicative of Neuroadaptation

Item 2, representing tolerance, frequently showed residual correlations with other items in the case of BWAS (Atroszko et al., 2017; Falco et al., 2022). An alternative item (Item 12 in Table S1), expressing a need to work more and more, had better psychometric properties in the Hungarian version of the scale (Orosz et al., 2016) than the original Item 2 in the BWAS (Andreassen et al., 2012).

Nevertheless, the tolerance component may be difficult to tap psychometrically or have limited validity in the case of some behavioral addictions (Razum et al., 2023). Tolerance may increase at the beginning of the addictive process but may not be as pronounced when the addiction progresses. Also, currently, physiological features indicative of neuroadaptation to the behavior represented by tolerance and withdrawal are not officially recognized as a facet of disorders due to addictive behaviors in contrast to substance use disorders (WHO, 2019). There is so far very limited evidence of abstinence effects in behavioral addictions, and very little is known about their potential role in relapse (Fernandez et al., 2020). Besides, tolerance and withdrawal are not necessary symptoms to diagnose substance dependence because they are not always present, even for well-established addictive psychoactive substances such as alcohol, stimulants, or opiates (WHO, 2019). Therefore, it was assumed that the short screening tool may not necessarily include it due to potentially limited diagnostic utility.

Mood Modification and Withdrawal

Engagement in the behavior to achieve appetitive effects is one of the core components of addiction (Sussman & Sussman, 2011). However, it may be difficult to distinguish the appetitive effects in the form of pain reduction that initially contribute to the development of addiction from withdrawal symptoms that appear later after compulsion regulates the behavior. A previous study showed that BWAS items representing mood

modification and withdrawal have correlated residuals (Denizci Nazlıgül et al., 2022). Cross-cultural studies in countries from three continents on an early form of work addiction yielded analogous results (Atroszko et al., 2023). Therefore, it can be expected that similar residual correlations may appear between mood modification and withdrawal items, and these may represent a common component of appetitive effects related to the reduction of discomfort that may be associated with mood modification and withdrawal.

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Supplementary Material 5

Preparation of Survey Translation and Data Collection Methods

Most collaborators were asked to prepare the language version of the survey using the guidelines prepared by the leaders described below. More details on the language of the survey used in each culture can be found in Table S5. A minority of collaborators used a pre-prepared translation of the survey and in these cases, they were instructed to adjust the survey to the version of the language used in their culture to make it as adequate as possible. In total, the survey was prepared in 68 different languages or language variants.

To prepare the survey translation, collaborators were equipped with the guidelines which advised them to follow the basic three steps (Beaton et al., 2000; Borsa, 2012; Cha et al., 2007; Ercikan & Lyons-Thomas, 2013; Hambleton & Patsula, 1998): (i) forward translation: at least one native speaker of the target language, fluent in English, and knowledgeable about psychology was expected to translate the survey and the feedback for participants; (ii) back-translation: an independent translator back-translated the materials from the target language to English, (iii) reconciliation process: the original and the back-translated documents were compared for discrepancies by translators and the consensus on the wording was reached. Moreover, collaborators were recommended to do a pre-test in a small sample of individuals from their culture to detect the instructions and items potentially hard to understand for the target population and make necessary corrections to wording according to the participants' comments and suggestions.

Besides preparing the translation of the survey / adjusting the survey, the collaborators were also encouraged to engage in translating the project's website. Some of them were involved in popularizing the project in national or local media.

The study was conducted online using the LimeSurvey platform. A link to the survey was disseminated through online advertisements and flyers, social media, newspaper articles,

internal and external e-mails, and snowball sampling. After completing the survey, each participant received automatic feedback on their results and was encouraged to visit the project's website for extensive feedback.

In eight cultures, supporting data collection methods were used in the form of paid research platforms due to difficulties in collecting data in the usual way. Specifically, in Japan, the data were collected using the Cross Marketing Inc, and in Taiwan, using the Meta Survey Marketing Research, CO., LTD. Moreover, in Australia and Canada, data collection was supported by Qualtrics, in the US and the Netherlands by Prolific, in France by Crowdpanel, and in South Korea by MarketLink. In addition, in Ireland, data collection with the LimeSurvey was supported by a voucher draw (three vouchers for €50 each). In Denmark, the majority of the sample was collected onsite during a short seminar on stress prevention, which the project's collaborator led. Participants were asked to visit the waiting room one by one, where they completed the survey using the researcher's smartphone. After filling out the survey, a participant returned to the workshop, and the next participant approached the waiting room to complete the survey. Some participants also asked for the link to disseminate it among their family members and friends.

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Supplementary Material 6

List of the Ethical Approvals from the Local Ethics Research Committees

1. Argentina: Ethics Committee at the University of Palermo, Buenos Aires, Argentine, no. R 006/2022
2. Australia: Human Research Ethics Committee at Monash University, Australia, no. MRA-21/22-33188; Human Research Ethics at the University of South Australia, Australia, no. 204732
3. Austria: Ethics Committee at the University of Graz, Austria, no. 39/120/63 ex 2021/22
4. Azerbaijan: Ethics Committee at Khazar University, Azerbaijan, no. 3
5. Bahrain: Scientific Research and Academic Development Ethics Committee, Department of Psychology, College of Arts, University of Bahrain, Bahrain, no. 2023/32-14-2-2023
6. Canada: Ethics Committee at the Université du Québec à Trois-Rivières, Québec, Canada, no. CER-22-291-07.16
7. Chile: Ethics Committee at the Adolfo Ibáñez University, Santiago, Chile, no. 37/2022
8. Croatia: Ethics Committee at the University of Zagreb, Zagreb, Croatia, no. EPOP_2022_23_06
9. Cyprus: Ethics Committee at the University of Nicosia, Nicosia, Cyprus, no. EEBK EΠ 2022.01.273
10. Czech Republic: Ethics Committee at the Institute of Psychology, Czech Academy of Sciences, Prague, Czech Republic, no. PSU-794/Brno/2022
11. Dominican Republic: Ethics Committee at the Pontificia Universidad Católica Madre y Maestra, Santo Domingo, Dominican Republic, no. CIEP-2022-025
12. Hong Kong: Joint CUHK-NTEC CREC at the Chinese University of Hong Kong, Hong Kong, no. SBRE-21-0737

13. Hungary: Research Ethics Committee of the Faculty of Education and Psychology,
Eötvös Loránd University, Hungary, no. 2022/423
14. Iceland: National Bioethics Committee, Iceland, no. VSNb2022060027/03.01
15. Indonesia: Ethics Committee at the Atma Jaya Catholic University of Indonesia, Jakarta,
Indonesia, no. 0004V/III/PPPE.PM.10.05/05/2023
16. Iraq: Ethics Committee at Wasit University, Iraq, no. 242/6
17. Israel: Ethics Committee at Open University, Israel, no. 3411
18. Jamaica: Mona Campus Research Ethics Committee at the University of the West Indies,
Mona, Kingston, Jamaica, no. CREC-MN.0185, 2022/2023
19. Japan: Ethics Committee at the Graduate School of Humanities and Sociology, the
University of Tokyo, Tokyo, Japan, no. UTSP-22029
20. Jordan: Institutional Review Board at the Jordan University of Science and Technology,
Ar-Ramtha, Jordan, no. 2022/241
21. Kuwait: Ethics Committee at the Kuwait University, Kuwait City, Kuwait, no. CSS PSY
02/22
22. Macao and mainland China: Ethics Review Panel of the Department of Psychology,
University of Macau, Macao, no. DPSY2022-19
23. Malta: Faculty Research Ethics Committee at the University of Malta, Malta, no. SWB-
2022-00274 (for records purposes only)
24. Mexico: Comité de Investigación en Salud y Ética, Centro Médico ISSEMyM, Mexico,
no. 038/23
25. Namibia: University of Namibia, Windhoek, Namibia, no. SAH12/22
26. New Zealand: Human Ethics Committee at the Massey University, Palmerston North,
New Zealand, no. 4000026002

27. Netherlands: Ethics Review Board of the Faculty of Social and Behavioral Sciences at the University of Amsterdam, Amsterdam, the Netherlands, no. 2022-WOP-15582
28. Palestine: Institutional Review Board, An-Najah National University, no. INTR. June. 2022/8
29. Paraguay: Department of Medical Psychology of the School of Medical Sciences of the National University of Asunción, San Lorenzo, Paraguay, no. 001_004_2022
30. Philippines: University Research Ethics Committee, Ateneo de Manila University, Philippines, no. AdMUREC_21_116
31. Republic of Korea (South Korea): Research Ethics Committee at Sungkyunkwan University, Republic of Korea, no. SKKU 2023-03-046
32. Saudi Arabia: Human Research Ethics Committee (HREC) in Medical Cities Program, MOI, Saudi Arabia, no. 2023/3/1445HSM
33. Slovakia: Ethics Committee at the Faculty of Social and Economic Sciences, Comenius University in Bratislava, Bratislava, Slovakia, no. FSEV 460/2022-SD C III/1 IAR 74/2022
34. Spain: Ethics Committee at Rovira i Virgili University, Spain, no. CEIPSA-2022-PR-0009
35. Sri Lanka: Ethics Review Committee at the University of Colombo, Colombo, Sri Lanka, no. ERC/PGIM/2022/028
36. Tanzania: Vice Chancellor at the University of Dar es Salaam, Tanzania, no. AB3/12(B)
37. Thailand: Human Research Ethics Committee at Thammasat University, Thailand, no. 062/2022
38. United States: Institutional Review Board at Indiana University, US, no. 15886
39. Uruguay: Ethics Committee on Research with Human Beings at the Catholic University of Uruguay, Uruguay, 22 de noviembre de 2022
40. Vietnam: Research Ethics Committee at the Vietnam National University, Hanoi, Vietnam, no. 1477/CN-XHNV

In the remaining cultures, the local ethical approvals were not required or were waived based on the ethical approval obtained by the project's leaders from the Ethics Committee at the University of Silesia in Katowice, Poland (KEUS266/06.2022).

Supplementary Material 7

Data Cleaning

- (a) Data from participants were removed if they:
 - just opened the survey link without providing any answers,
 - did not give their informed consent,
 - did not pass one or both attention check questions, and
 - completed the survey in less than five minutes.
- (b) Duplicated responses were removed from the database.
- (c) When completing the survey, participants could choose the option “Exit and clear survey” available on each page, allowing them to remove all their responses if they wanted to do so. Considering this fact, data from participants who completed part of the survey and did not clear their responses were retained in the database provided that they passed either one or both attention check questions (depending on what portion of the survey they completed: one attention check question if they did not reach the second one, and both attention check questions if they reached the second one). Also, data from these participants were included in the analyses if the subset of variables used for particular analyses did not have missing data on all items. In addition, these participants were included in the analyses provided that they completed the survey in not less than two minutes (refers to participants who reached and passed the first attention check question but did not reach the second one) or not less than four minutes (refers to participants who reached and passed both attention check questions).
- (d) Outliers were included in the analyses if they fit into the possible range of variables’ levels.
- (e) Outliers falling outside the possible range of variables’ levels (e.g., working more than 168 hours per week) were removed from analyses and treated as missing values.

Supplementary Material 8

Item Selection Process

To select the best seven items of the initial version of IWAS, covering all seven components of work addiction, a confirmatory factor analysis (CFA) was performed using maximum likelihood with robust standard errors (MLR) in Mplus version 8.0 (Muthén & Muthén, 2017). The model included all 16 items loading on a single latent factor (work addiction) for each culture separately. The factor loadings of competing items (i.e., assessing the same component) were then compared, with preference given to the item with the higher factor loadings across cultures. Also, previously discussed theoretical premises and results of previous studies showing limited validity of Item 1 (salience), Item 2 (tolerance), and Item 4 (relapse) were considered (see Supplementary Material 4). Additionally, if these criteria did not provide conclusive results for preferring one competing item over other(s), a series of CFAs for the seven-item version of IWAS were conducted, consecutively testing competing items and comparing the fit of tested models to the data across cultures. The following criteria were used to assess if the model fits the data well: comparative fit index (CFI), Tucker-Lewis index (TLI), root mean square error of approximation (RMSEA), and standardized root mean squared residual (SRMR). Values of CFI and TLI $\geq .95$, RMSEA $\leq .06$, and SRMR $\leq .08$ indicate a good model fit (Hu & Bentler, 1999; Wang & Wang, 2012), whereas values of CFI and TLI $\geq .90$, and RMSEA and SRMR $\leq .10$ indicate an acceptable model fit (Kline, 2011).

For the salience component, four items were considered (Item 1 from the original BWAS and self-developed Items 8–10). Item 1 was removed due to low standardized loadings; for most cultures (71 out of 85; 83.5%), their values were lower than .60 (see Table S9). This result suggested that Item 1 may not capture the construct of work addiction as well as other items, presumably representing a general high devotion of time and energy to work instead of compulsive overworking (see Supplementary Material 4). After excluding Item 1

from further analysis, Items 8–10 were inspected. Their factor loadings were at least .60 for most cultures (see Table S9). Specifically, for Item 8, this criterion was met in 92.9% of cultures, whereas for Items 9 and 10, it was met in 97.6% and 95.3% of cultures, respectively. Moreover, Item 8 had a somewhat narrow scope compared to the two competing items, referring solely to the negligence of relationships with family and friends due to preoccupation with work. For these reasons, Item 8 was removed from the analysis. The performance of Item 9 and Item 10 was then compared by consecutively replacing them in the seven-item version of the IWAS. For Item 9, the model fit was not acceptable for several cultures. When the modification indices (MIs) were inspected, many residual correlations between Item 9 and other items (especially Item 16) were noted, suggesting overlapping of their wording and meaning. This may explain the poor model fit in some cultures when Item 9 was included in the model. By contrast, Item 10 turned out to perform better in terms of the model fit across cultures. It is worth mentioning in this context that Item 10 is the only item of the initial version of the IWAS that focuses on the obsession with work as a form of preoccupation with work activities. Taking all these into account, to avoid overlapping with other components of work addiction and ensure a high content validity of the measure (representing the obsession component), Item 10 was ultimately selected for the seven-item version of IWAS.

For the tolerance component, there were two candidates: Item 2 from the original BWAS and Item 12 from the alternative version of BWAS. As discussed previously (see Supplementary Material 4), Item 2 showed inferior psychometric properties in previous studies, suggesting its limited diagnostic utility. In the current study, Item 12 had higher factor loadings than Item 2 in most cultures (i.e., 57; 67.1%). Moreover, the factor loading of at least .60 was noted in 56 cultures (65.9%) for Item 2 compared to 61 cultures (71.8%) for Item 12 (see Table S9). Based on this, Item 2 was removed. It should also be noted that for Item 2, we

reported the highest mean (3.27) and the lowest standard deviation (1.06) for the entire sample (see Table S7). This suggests that Item 2 may measure the experiences common in society relating to transient and situational overworking, and, as such, it has limited diagnostic utility. Also, the content of the item concerning spending much more time working than initially intended does not represent tolerance effects *sensu stricto*.

To choose the best item for capturing the mood modification component, Item 3 from the original BWAS and Item 13 from its alternative version were compared. Item 3 had slightly higher factor loadings in most cultures (i.e., 46, 54.1%) than Item 13. Moreover, the factor loading of at least .60 was noted in 39 cultures (45.9%) for Item 3 and in 27 cultures (31.8%) for Item 13 (see Table S9). In addition, the content of Item 3 compared to Item 13 was (i) more directly reflecting appetitive function and motivation to modify mood, including specific examples concerning desired effects on particular emotions, and (ii) was more general and therefore covering broader domains associated with motives for modifying mood.

For measuring the relapse component, Item 4 from the original BWAS and Item 15 from its alternative version were considered. As previously discussed (see Supplementary Material 4), while showing good diagnostic utility in previous studies, the content of Item 4 does not represent the relapse symptom. In the current study, Item 15 had considerably higher loadings than Item 4 in most cultures (i.e., 73; 85.9%). Moreover, the factor loading of at least .60 was noted in 55 cultures (64.7%) for Item 4 and in 83 cultures (97.6%) for Item 15 (see Table S9). In addition, it should be noted, as previously discussed (see Supplementary Material 4), that Item 4 may be more culturally sensitive than Item 15. Based on these empirical and theoretical premises, Item 15 was selected for inclusion in the IWAS-7.

The only item considered for covering the withdrawal component was Item 5 from the original BWAS. Any competing items were not proposed because Item 5 seemed to adequately capture the withdrawal component, which was also supported by the good

psychometric properties of this item observed in previous studies (Andreassen et al., 2012; Atroszko et al., 2017; Liu et al., 2023).

To select an optimal item measuring the conflict component, Item 6 from the original BWAS and self-developed Item 16 were compared. The latter was formulated in such a way that it covers more extreme forms of behaviors and attitudes to reflect more diagnostically the harm component of addiction. It had higher factor loadings than Item 6 in most cultures (i.e., 72; 84.7%). Moreover, the factor loading of at least .60 was noted in 79 cultures (92.9%) for Item 6 and in all cultures for Item 16 (see Table S9). Based on these results, which suggested that more extreme Item 16 was more likely to cover the conflict component across cultures adequately, it was selected for further analyses.

Regarding the problems component, Item 7 from the original BWAS, Item 11 from the alternative version of the BWAS, and self-developed Item 14 were compared. Item 7 and 11 had, on average, similar factor loadings across cultures, with a slight superiority of Item 7 over Item 11 in 56 cultures (65.9%) (see Table S9). At the same time, the factor loading of at least .60 was noted for one more culture for Item 11 than for Item 7 (81 cultures [95.3%] versus 80 cultures [94.1%]). In light of these somewhat inconclusive results, the performance of Item 7 and Item 11 was compared by consecutively replacing them in the seven-item version of the IWAS. For Item 11, the model fit was not acceptable for several cultures. The inferior fit of models that included Item 11 may be, to some extent, related to its relatively narrow content, in which only sleeping problems are considered a consequence of work addiction. After Item 11 was removed, Item 7 and Item 14 were compared to select the best item measuring the problems component of work addiction. Notably, Item 14 was formulated in such a way that it covers very extreme consequences concerning serious life problems to reflect the harm component of addiction more diagnostically. Item 7 had higher factor loadings than Item 14 in most cultures (i.e., 65; 76.5%). Moreover, the factor loading of at

least .60 was noted in 80 cultures (94.1%) for Item 7 and in 75 cultures (88.2%) for Item 14. The results suggested that the less extreme Item 7 captured the harm caused by compulsive overworking more adequately. Also, Item 7 concerns negative effects on health, which may be (i) more common, (ii) easier to detect, and (iii) people may be more ready to recognize and admit to them than very serious life problems as consequences of overworking. Based on these premises, Item 7 was included in the seven-item version of the IWAS.

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Supplementary Material 9

LPA for the IWAS-7 and IWAS-5 Items

To determine an optimal cut-off for differentiating individuals with and without high risk of work addiction, a latent profile analysis (LPA) was conducted. The results of the comparison of model fit criteria for both versions of the IWAS are presented in Table S17. For the IWAS-7, the values of BIC, AIC, and SABIC decreased with the addition of new profiles; therefore, we inspected the elbow plots for model fit indices (Figure S1). The curve flattened between the three- and four-profile solutions. Therefore, the solutions containing from two to four profiles were inspected. The VLMR and LMR-ALRT test values suggested that the three-profile solution fits data better than the two-profile solution. Moreover, the two profiles in the latter solution had low (M for all items = 1.87) and average-high (M for all items = 3.27) levels of the symptoms of work addiction, which made the usefulness of these profiles limited. For the three-profile solution, the three well-distinguished profiles were noted, with low (M for all items = 1.66), average (M for all items = 2.73), and high levels (M for all items = 3.73) of work addiction symptoms.

Adding the fourth profile to the three-profile solution brought no new information important for current analyses (i.e., identifying the high-risk profile that would be treated as a “gold standard” for establishing cut-offs). Specifically, Profiles 2 and 3 in the four-profile solution emerged following the break-up of the profile with the average levels of work addiction (Profile 2 in the three-profile solution). Therefore, the three-profile solution was retained as best-fitting data and adopted for subsequent analyses. The accuracy of this solution was additionally supported by a relatively high value of entropy (.788) and the high value of average posterior probability for each profile (.928, .880, and .897).

The three-profile solution was also chosen as optimal for the IWAS-5, based on the comparison of model fit criteria (see Table S17) and the interpretability and meaningfulness

of the solutions. The entropy value for this model was .762, whereas the average posterior probabilities for the three profiles were .923, .860, and .880, respectively.

The three profiles for the IWAS-7 and IWAS-5 are presented in Figure 1. The profiles identified for both measures were almost identical, notably for the mean values of item scores in the highest risk profile, suggesting diagnostic levels of specific symptoms. Members of Profile 1 (38.0% of the sample for the IWAS-7 and 40.0% for the IWAS-5) had the lowest levels of the symptoms of work addiction (“low-risk” profile), members of Profile 2 (42.2% and 40.9%, respectively) had moderate levels (“medium-risk” profile), and members of Profile 3 (19.8% and 19.1%, respectively) had their high levels (“high-risk” profile).

Supplementary Material 10

Recommendations on Usage of the IWAS

Table S21 summarizes recommendations on the usage of the IWAS-7 and IWAS-5. Generally, for most research and practical situations, it is recommended to use the IWAS-5 as an invariant version in all investigated cultures, which has optimal psychometric properties. It can be considered the most diagnostically conservative available tool to measure work addiction (in comparison to the IWAS-7, BWAS, and likely other available scales such as the WART or DUWAS since the BWAS was previously shown to be most conservative in terms of screening results among the available scales; Andersen et al., 2023), meaning that the established cut off of 18 points minimizes the number of false positives. Also, the associations of the IWAS-5 with potential harms and impairments tend to be stronger than the IWAS-7 and BWAS. In other words, individuals identified as having a high risk of work addiction with the IWAS-5 (scoring above 18 points) are most likely suffering from the problem of compulsive overworking and its negative consequences, at least to some extent.

There are two main criteria that influence the choice of the version to use. First, if the main purpose is to compare the results across different cultures worldwide or provide wider cross-cultural generalizations of the results, the IWAS-5 is most recommended since it provides the most similar (equivalent) results across all cultures for which it was validated. It is suitable for (i) screening purposes, (ii) prevalence estimations, and (iii) substantive analyses of the construct in which a general score on work addiction or latent variable based on IWAS items is sufficient, e.g., analysis of associations with other variables and testing of complex models.

Second, if the main purpose is to analyze all common components of addiction and provide more in-depth insights into their nature and functioning in work addiction, e.g., via network analysis or analysis of diagnostic properties of all symptoms and psychometric

functioning of all seven items, the IWAS-7 may be a preferable option. However, it has to be taken into account that in four cultures (Algeria, Georgia, Iraq, and Ukraine), this version of the scale did not provide a good fit to the data. Also, in a few cultures, the first two items of the IWAS-7 obtained somewhat lower item loadings ($<.40$). However, the model fit in these cultures was acceptable, and they were retained in measurement invariance testing and showed partial scalar invariance with 81 investigated cultures. At present, more studies on independent samples are required to conclude whether the construct of work addiction functions differently in these cultures or whether the observed mediocre psychometric performance in the current samples was due to sampling effects and data quality. While considerable efforts were made to ensure good data quality in all cultures participating in the global survey, there may still be some sampling effects. The bottom line is that if the user is interested in analyzing all components of addiction, they may use the IWAS-7. In most cultures, it will produce results comparable to other cultures, allowing for broader generalizations; however, in the four cultures mentioned above (Algeria, Georgia, Iraq, and Ukraine), it is recommended that CFA and measurement invariance be performed on a new dataset to investigate whether such comparisons and generalizations are valid. Moreover, in the few other cultures in which the first two items showed lower factor loadings, future studies in independent samples should examine whether these items consistently show poorer psychometric properties or whether the currently found effects are attributable to sampling and data quality in these cultures.

Additionally, in a few cultures (Algeria, Armenia, Azerbaijan, Bosnia and Herzegovina, Greece, Iran, Iraq, Italy, and North Macedonia), mood modification item of the IWAS-5 obtained somewhat lower item loadings ($<.40$). However, the model fit in these cultures was acceptable. They were retained in measurement invariance testing and showed partial scalar invariance with all 85 investigated cultures. Nevertheless, future studies in

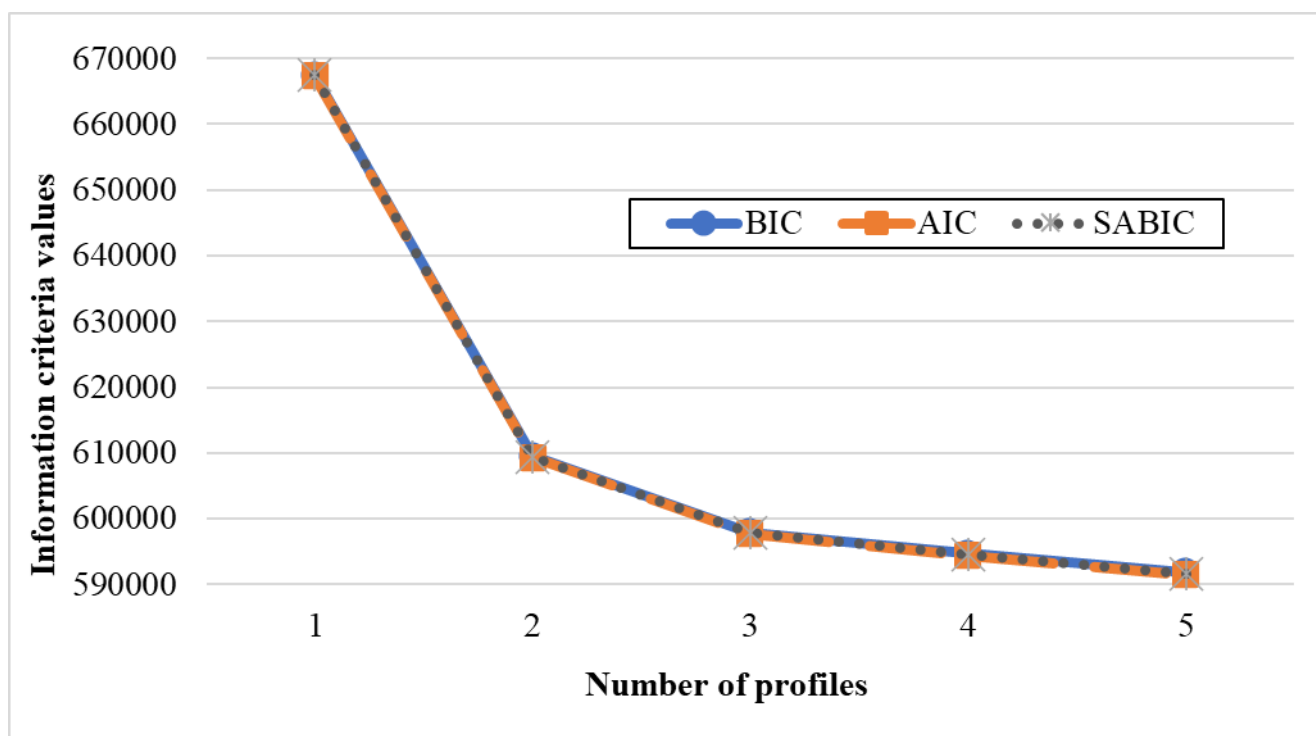
independent samples should examine whether this item consistently shows poorer psychometric properties or whether the currently found effects are attributable to sampling and data quality in these cultures. Also, cultural or socioeconomic reasons for these observed lower factor loadings should be investigated.

Reference

Andersen, F. B., Djugum, M. E. T., Sjøstad, V., & Pallesen, S. (2023). The prevalence of workaholism: A systematic review and meta-analysis. *Frontiers in Psychology, 14*, 1252373. <https://doi.org/10.3389/fpsyg.2023.1252373>

Figure S1

Elbow Plot For Model Fit Indices for the IWAS-7



Note. BIC = Bayesian Information Criterion; AIC = Akaike Information Criterion; SABIC = sample-size adjusted BIC

Table S1

Initial Version of the IWAS: Items, Components, Sources, and the Item Inclusion in the Final Versions

Item no.	Item	Component of work addiction	Source	Included in IWAS-7?	Included in IWAS-5?
<i>How often during the LAST YEAR have you...</i>					
1	Thought of how you could free up more time to work?	Salience	BWAS	No	No
2	Spent much more time working than initially intended?	Tolerance	BWAS	No	No
3	Worked in order to reduce feelings of guilt, anxiety, helplessness and depression?	Mood modification	BWAS	Yes	Yes
4	Been told by others to cut down on work without listening to them?	Relapse	BWAS	No	No
5	Become stressed if you have been prohibited from working?	Withdrawal	BWAS	Yes	No
6	Deprioritized hobbies, leisure activities, and exercise because of your work?	Conflict	BWAS	No	No
7	Worked so much that it has negatively influenced your health?	Problems	BWAS	Yes	Yes
8	Felt that work was much more important than relationships with your family and friends?	Salience	Self-developed	No	No
9	Felt that your entire life was only focused on work?	Salience	Self-developed	No	No
10	Been unable to stop thinking about work (e.g., you have been thinking about work in your free time, on vacation, or at night)?	Salience	Self-developed	Yes	Yes
11	Worked so much that it has negatively influenced your sleep (e.g., problems falling asleep, waking up during the night, nightmares, low quality of sleep, or waking up early in the morning because of work-related stress)?	Problems	BWAS alternative	No	No
12	Felt you should work more and more?	Tolerance	BWAS alternative	Yes	No
13	Found yourself working to forget about your personal problems?	Mood modification	BWAS alternative	No	No
14	Experienced serious life problems (e.g., personal, family, or social ones) because of how much you worked?	Problems	Self-developed	No	No
15	Tried to reduce the amount of your work but failed?	Relapse	BWAS alternative	Yes	Yes
16	Neglected everything except your work (your family, friends, hobby, and free time)?	Conflict	Self-developed	Yes	Yes

Note. BWAS was developed by Andreassen et al. (2012); BWAS alternative was prepared by Orosz et al. (2016).

Table S2*Sociodemographic Characteristics of the Sample*

Culture	N	Gender				Marital/partnership status						Age (in years)	Number of children	Household size	Number of dependents
		Female	Male	Other	Single	Formal relationship (marriage or civil union)	Informal relationship – living together	Informal relationship – living apart	Widowed	Divorced	Separated				
Albania	1,483	1058 (71.3%)	396 (26.7%)	29 (2.0%)	677 (45.7%)	555 (37.4%)	145 (9.8%)	92 (6.2%)	12 (0.8%)	16 (1.1%)	11 (0.7%)	31.11 (10.53)	0.72 (1.10)	4.30 (1.26)	1.38 (2.30)
Algeria	772	428 (55.4%)	344 (44.6%)	0 (0%)	183 (23.7%)	557 (72.2%)	0 (0%)	0 (0%)	3 (0.4%)	30 (3.9%)	2 (0.3%)	41.96 (8.56)	1.94 (1.72)	4.37 (2.47)	3.23 (2.18)
Argentina	568	342 (60.2%)	221 (38.9%)	5 (0.9%)	197 (34.7%)	173 (30.5%)	123 (21.7%)	41 (7.2%)	10 (1.8%)	34 (6.0%)	20 (3.5%)	40.62 (11.54)	1.09 (1.20)	2.71 (1.31)	1.15 (1.33)
Armenia	234	183 (78.2%)	50 (21.4%)	1 (0.4%)	73 (31.2%)	123 (52.6%)	0 (0%)	2 (0.9%)	26 (11.1%)	10 (4.3%)	1 (0.4%)	38.24 (11.20)	1.21 (1.10)	4.14 (1.47)	1.71 (1.40)
Australia	1,393	716 (51.4%)	666 (47.8%)	11 (0.8%)	307 (22.0%)	644 (46.2%)	242 (17.4%)	60 (4.3%)	28 (2.0%)	117 (8.4%)	41 (2.9%)	51.22 (11.30)	1.42 (1.40)	2.61 (1.57)	0.93 (1.21)
Austria	319	200 (62.7%)	118 (37.0%)	1 (0.3%)	85 (26.6%)	107 (33.5%)	28 (8.8%)	95 (29.8%)	1 (0.3%)	16 (5.0%)	3 (0.9%)	39.80 (11.53)	0.82 (1.10)	2.34 (1.08)	0.70 (1.06)
Azerbaijan	253	203 (80.2%)	50 (19.8%)	0 (0%)	101 (39.9%)	130 (51.4%)	1 (0.4%)	7 (2.8%)	5 (2.0%)	16 (6.3%)	1 (0.4%)	33.95 (10.58)	0.92 (1.06)	3.26 (1.38)	1.46 (1.49)
Bahrain	246	94 (38.2%)	152 (61.8%)	0 (0%)	47 (19.1%)	185 (75.2%)	0 (0%)	0 (0%)	0 (0%)	16 (6.5%)	1 (0.4%)	35.34 (8.69)	2.53 (2.18)	7.29 (4.29)	3.78 (2.87)
Belgium	315	204 (64.8%)	111 (35.2%)	0 (0%)	39 (19.6%)	132 (41.9%)	99 (31.4%)	24 (7.6%)	3 (1.0%)	22 (7.0%)	1 (0.3%)	42.90 (11.34)	1.39 (1.21)	3.06 (1.35)	1.17 (1.43)
Bolivia	353	231 (65.4%)	122 (34.6%)	0 (0%)	109 (30.9%)	161 (45.6%)	21 (5.9%)	25 (7.1%)	7 (2.0%)	32 (9.1%)	5 (1.4%)	39.58 (10.93)	1.13 (1.28)	3.64 (1.72)	1.70 (1.57)
Bosnia and Herzegovina	186	122 (53.8%)	86 (46.2%)	0 (0%)	42 (22.6%)	101 (54.3%)	13 (7.0%)	21 (11.3%)	2 (1.1%)	9 (4.8%)	2 (1.1%)	37.23 (13.07)	0.96 (1.02)	3.55 (1.30)	1.79 (1.31)
Brazil	281	148 (52.7%)	133 (47.3%)	0 (0%)	65 (23.1%)	156 (55.5%)	39 (13.9%)	0 (0%)	2 (0.7%)	21 (7.5%)	3 (1.1%)	42.11 (10.22)	0.98 (1.01)	2.79 (1.29)	1.09 (1.08)
Bulgaria	322	249 (77.3%)	73 (22.7%)	0 (0%)	63 (19.6%)	126 (39.1%)	83 (25.8%)	29 (9.0%)	4 (1.2%)	17 (5.3%)	5 (1.6%)	38.21 (9.77)	0.87 (0.90)	2.70 (1.18)	0.88 (1.02)
Canada	692	397 (57.4%)	294 (42.5%)	1 (0.1%)	191 (27.6%)	266 (38.4%)	190 (27.5%)	18 (2.6%)	5 (0.7%)	30 (4.3%)	17 (2.5%)	44.26 (12.37)	1.12 (1.19)	2.66 (1.26)	0.88 (1.12)
Chile	357	231 (64.7%)	126 (35.3%)	0 (0%)	66 (18.5%)	177 (49.6%)	59 (16.5%)	19 (5.3%)	3 (0.8%)	30 (8.4%)	18 (5.0%)	44.45 (8.49)	1.55 (1.18)	3.22 (1.40)	2.30 (2.83)
Croatia	267	229 (85.8%)	38 (14.2%)	0 (0%)	35 (13.1%)	148 (55.4%)	53 (19.9%)	15 (5.6%)	3 (1.1%)	14 (5.2%)	2 (0.7%)	42.61 (9.19)	1.14 (1.04)	3.02 (1.26)	1.25 (1.15)
Cyprus	242	164 (67.8%)	78 (32.2%)	0 (0%)	32 (13.2%)	171 (70.7%)	13 (5.4%)	11 (4.5%)	4 (1.7%)	11 (4.5%)	1 (0.4%)	44.22 (9.58)	1.44 (1.09)	3.10 (1.24)	1.45 (1.15)

		878	271	6	243	510	292	55	7	103	13	39.52	1.09	2.77	1.01
Czech Republic	1,155	(76.0%)	(23.5%)	(0.5%)	(21.0%)	(44.2%)	(25.3%)	(4.8%)	(0.6%)	(8.9%)	(1.1%)	(9.82)	(1.20)	(1.26)	(1.13)
		122	86	0	35	65	82	25	3	14	2	39.34	1.27	2.80	1.14
Denmark	208	(58.7%)	(41.3%)	(0%)	(16.8%)	(31.3%)	(39.4%)	(12.0%)	(1.4%)	(6.7%)	(1.0%)	(11.13)	(1.23)	(1.37)	(1.20)
Dominican		249	68	0	107	135	30	24	0	22	6	37.24	0.96	3.07	1.45
Republic	317	(78.5%)	(21.5%)	(0%)	(33.8%)	(42.6%)	(9.5%)	(7.6%)	(0%)	(6.9%)	(1.9%)	(10.07)	(1.24)	(1.40)	(1.51)
		162	83	0	78	106	19	9	3	29	5	39.20	1.18	3.35	1.57
Ecuador	245	(66.1%)	(33.9%)	(0%)	(31.8%)	(43.3%)	(7.8%)	(3.7%)	(1.2%)	(11.8%)	(2.0%)	(9.03)	(1.07)	(1.44)	(1.25)
		415	81	0	78	205	130	36	7	38	12	43.22	1.62	2.89	1.20
Estonia	496	(83.7%)	(16.3%)	(0%)	(15.7%)	(41.3%)	(26.2%)	(7.3%)	(1.4%)	(7.7%)	(2.4%)	(10.23)	(1.34)	(1.37)	(1.23)
		1106	357	24	248	715	353	123	9	119	7	44.17	1.29	2.51	0.98
Finland	1,487	(74.4%)	(24.0%)	(1.6%)	(16.7%)	(48.1%)	(23.7%)	(8.3%)	(0.6%)	(8.0%)	(0.5%)	(10.01)	(1.34)	(1.32)	(1.23)
		168	176	0	95	138	78	17	1	15	5	40.66	1.05	2.55	0.92
France	344	(48.8%)	(51.2%)	(0%)	(27.6%)	(40.1%)	(22.7%)	(4.6%)	(0.3%)	(4.4%)	(1.5%)	(10.50)	(1.11)	(1.33)	(1.11)
		273	38	2	129	112	11	36	11	19	0	33.70	0.79	3.66	1.36
Georgia	313	(87.2%)	(12.1%)	(0.6%)	(41.2%)	(35.8%)	(3.5%)	(11.5%)	(3.5%)	(6.1%)	(0%)	(10.52)	(1.08)	(1.72)	(1.38)
		139	110	2	63	119	41	19	5	13	3	40.66	0.94	2.50	0.74
Germany	251	(55.4%)	(43.8%)	(0.8%)	(25.1%)	(47.2%)	(16.3%)	(7.6%)	(2.0%)	(5.2%)	(1.2%)	(13.09)	(1.17)	(1.24)	(1.13)
		139	128	0	100	141	11	15	5	3	7	35.80	1.40	4.64	3.62
Ghana	267	(52.1%)	(47.9%)	(0%)	(37.5%)	(52.8%)	(4.1%)	(5.6%)	(1.9%)	(1.1%)	(2.6%)	(6.75)	(1.44)	(3.94)	(2.67)
		299	109	1	122	172	47	48	2	20	4	39.85	0.81	2.72	0.83
Greece	409	(73.1%)	(26.7%)	(0.2%)	(29.8%)	(42.1%)	(11.5%)	(11.7%)	(0.5%)	(4.9%)	(1.0%)	(10.90)	(1.05)	(1.29)	(1.07)
		169	70	1	119	78	17	27	2	2	1	34.26	0.29	3.35	1.18
Hong Kong	240	(70.4%)	(29.2%)	(0.4%)	(49.6%)	(32.5%)	(7.1%)	(11.3%)	(0.8%)	(0.8%)	(0.4%)	(9.56)	(0.65)	(1.46)	(1.22)
		483	584	1	236	458	245	78	7	49	14	40.49	0.89	1.91	0.76
Hungary	1,068	(45.2%)	(54.7%)	(0.1%)	(22.1%)	(42.9%)	(22.9%)	(7.3%)	(0.7%)	(4.6%)	(1.3%)	(9.78)	(1.11)	(1.22)	(1.07)
		184	77	1	38	173	17	22	2	16	2	44.16	1.89	3.13	1.58
Iceland	262	(70.2%)	(29.4%)	(0.4%)	(14.5%)	(66.0%)	(6.5%)	(8.4%)	(0.8%)	(6.1%)	(0.8%)	(11.49)	(1.30)	(1.33)	(1.49)
		206	348	0	184	355	3	4	6	4	5	37.00	0.89	4.50	2.33
India	554	(37.2%)	(62.8%)	(0%)	(33.2%)	(64.1%)	(0.5%)	(0.7%)	(1.1%)	(0.7%)	(0.9%)	(9.83)	(0.96)	(1.92)	(1.62)
		158	81	0	69	152	6	8	6	8	1	38.32	1.08	3.50	2.19
Indonesia	239	(66.1%)	(33.9%)	(0%)	(28.9%)	(63.6%)	(2.5%)	(3.3%)	(2.5%)	(3.3%)	(0.4%)	(9.10)	(1.53)	(1.60)	(1.79)
		158	147	0	114	156	5	37	2	0	6	33.81	0.39	2.15	0.63
Iran	305	(51.8%)	(48.2%)	(0%)	(37.4%)	(51.1%)	(1.6%)	(12.1%)	(0.7%)	(0%)	(2.0%)	(8.82)	(0.81)	(1.21)	(1.04)
		38	105	0	65	78	0	0	1	0	0	33.06	1.56	6.90	3.39
Iraq	143	(26.6%)	(73.4%)	(0%)	(45.5%)	(54.5%)	(0%)	(0%)	(0.7%)	(0%)	(0%)	(11.23)	(2.05)	(2.70)	(2.52)
		185	113	0	50	170	46	22	5	6	4	42.26	1.32	3.36	1.35
Ireland	298	(62.1%)	(37.9%)	(0%)	(16.8%)	(57.0%)	(15.4%)	(7.4%)	(1.7%)	(2.0%)	(1.3%)	(11.37)	(1.37)	(1.72)	(1.38)
		315	105	0	142	165	52	53	1	11	3	30.33	0.97	2.91	1.30
Israel	420	(75.0%)	(25.0%)	(0%)	(33.8%)	(39.3%)	(12.4%)	(12.6%)	(0.2%)	(2.6%)	(0.7%)	(8.93)	(1.56)	(1.84)	(1.75)
		161	153	1	96	91	58	54	1	11	8	37.42	0.60	3.12	0.65
Italy	315	(51.1%)	(48.6%)	(0.3%)	(30.5%)	(28.9%)	(18.4%)	(17.1%)	(0.3%)	(3.5%)	(2.5%)	(11.76)	(0.89)	(1.13)	(0.98)
		208	57	0	113	91	10	30	5	17	10	43.36	0.98	2.98	1.38
Jamaica	265	(78.5%)	(21.5%)	(0%)	(42.6%)	(34.3%)	(3.8%)	(11.3%)	(1.9%)	(6.4%)	(3.8%)	(12.23)	(1.16)	(1.50)	(1.26)

		142	138	1	105	154	4	5	1	23	0	46.57	0.97	3.03	0.80
Japan	281	(50.5%)	(49.1%)	(0.4%)	(37.4%)	(54.8%)	(1.4%)	(1.8%)	(0.4%)	(8.2%)	(0%)	(9.13)	(1.12)	(1.37)	(1.14)
		308	180	0	168	311	0	0	4	9	1	35.48	2.16	5.62	3.11
Jordan	488	(63.1%)	(36.9%)	(0%)	(34.4%)	(63.7%)	(0%)	(0%)	(0.8%)	(1.8%)	(0.2%)	(10.48)	(2.15)	(1.96)	(2.15)
		224	41	0	59	151	11	13	5	30	0	38.51	1.54	4.02	1.80
Kazakhstan	265	(84.5%)	(15.5%)	(0%)	(22.3%)	(57.0%)	(4.2%)	(4.9%)	(1.9%)	(11.3%)	(0%)	(10.06)	(1.36)	(1.63)	(1.57)
		118	85	1	68	99	11	20	4	2	6	34.66	1.56	4.41	4.05
Kenya	204	(57.8%)	(41.7%)	(0.5%)	(33.3%)	(48.5%)	(5.4%)	(9.8%)	(2.0%)	(1.0%)	(2.9%)	(9.64)	(1.93)	(2.56)	(3.76)
		402	174	0	217	319	0	0	5	36	5	33.35	1.83	7.36	2.93
Kuwait	576	(69.8%)	(30.2%)	(0%)	(37.7%)	(55.4%)	(0%)	(0%)	(0.9%)	(6.3%)	(0.9%)	(9.19)	(2.19)	(3.79)	(2.65)
		198	49	2	40	151	35	3	2	22	3	41.41	1.42	3.00	1.20
Latvia	249	(79.5%)	(19.7%)	(0.8%)	(16.1%)	(60.6%)	(14.1%)	(1.2%)	(0.8%)	(8.8%)	(1.2%)	(10.76)	(1.05)	(1.26)	(1.12)
		133	91	1	127	75	0	0	2	4	0	30.35	0.76	4.29	1.62
Lebanon	225	(59.1%)	(40.4%)	(0.4%)	(56.4%)	(33.3%)	(0%)	(0%)	(0.9%)	(1.8%)	(0%)	(11.02)	(1.23)	(1.46)	(1.73)
		188	37	1	46	108	41	12	0	14	7	38.38	0.91	2.69	0.90
Lithuania	226	(83.2%)	(16.4%)	(0.4%)	(20.4%)	(47.8%)	(18.1%)	(5.3%)	(0%)	(6.2%)	(3.1%)	(9.63)	(1.07)	(1.24)	(1.04)
		122	90	0	75	98	15	25	0	0	1	36.58	0.53	3.48	1.26
Macao	212	(57.5%)	(42.5%)	(0%)	(35.4%)	(46.2%)	(7.1%)	(11.8%)	(0%)	(0%)	(0.5%)	(8.52)	(0.82)	(1.16)	(1.20)
		122	115	0	114	85	8	26	2	5	0	29.92	0.46	4.20	1.19
Mainland China	237	(51.5%)	(48.5%)	(0%)	(48.1%)	(35.9%)	(3.4%)	(11.0%)	(0.8%)	(2.1%)	(0%)	(7.49)	(0.84)	(1.49)	(1.41)
		101	626	0	195	510	5	6	3	16	1	33.32	1.39	4.14	2.77
Malaysia	727	(13.9%)	(86.1%)	(0%)	(26.8%)	(70.2%)	(0.7%)	(0.8%)	(0.4%)	(2.2%)	(0.1%)	(7.27)	(1.53)	(2.12)	(1.80)
		119	100	2	52	102	35	22	6	7	4	44.08	0.89	2.66	0.99
Malta	221	(53.8%)	(45.2%)	(0.9%)	(23.5%)	(46.2%)	(15.8%)	(10.0%)	(2.7%)	(3.2%)	(1.8%)	(11.81)	(1.02)	(1.25)	(1.16)
		79	57	0	49	68	10	5	0	7	0	40.84	1.04	3.32	1.56
Mexico	136	(58.1%)	(41.9%)	(0%)	(36.0%)	(50.0%)	(7.4%)	(3.7%)	(0%)	(5.1%)	(0%)	(1.96)	(1.12)	(1.29)	(1.43)
		280	23	0	41	193	15	17	5	30	4	45.37	1.55	3.44	1.88
Montenegro	303	(92.4%)	(7.6%)	(0%)	(13.5%)	(63.7%)	(5.0%)	(5.6%)	(1.7%)	(9.9%)	(1.3%)	(9.26)	(1.18)	(1.47)	(1.42)
		155	154	7	49	123	76	44	20	33	16	37.28	2.19	3.91	3.14
Mozambique	316	(49.1%)	(48.7%)	(2.2%)	(15.5%)	(38.9%)	(24.1%)	(13.9%)	(6.3%)	(10.4%)	(5.1%)	(10.39)	(1.56)	(1.91)	(1.62)
		166	113	2	137	89	16	28	5	9	8	35.84	1.58	4.53	3.66
Namibia	281	(59.1%)	(40.2%)	(0.7%)	(48.8%)	(31.7%)	(5.7%)	(10.0%)	(1.8%)	(3.2%)	(2.8%)	(9.91)	(1.67)	(2.62)	(2.80)
		102	156	4	126	58	67	28	0	3	0	33.00	0.50	2.48	0.68
Netherlands	262	(38.9%)	(59.5%)	(1.5%)	(48.1%)	(22.1%)	(25.6%)	(10.7%)	(0%)	(1.1%)	(0%)	(10.18)	(0.89)	(2.02)	(1.00)
		102	49	1	30	92	17	5	1	8	2	50.00	1.51	2.73	1.10
New Zealand	152	(67.1%)	(32.2%)	(0.7%)	(19.7%)	(60.5%)	(11.2%)	(3.3%)	(0.7%)	(5.3%)	(1.3%)	(11.56)	(1.56)	(1.38)	(1.32)
		76	26	0	26	48	8	15	1	5	0	37.43	0.92	3.43	0.96
North Macedonia	102	(74.5%)	(25.5%)	(0%)	(25.5%)	(47.1%)	(7.8%)	(14.7%)	(1.0%)	(4.9%)	(0%)	(11.42)	(0.99)	(1.37)	(1.11)
		96	43	1	12 (8.6%)	81	24	11	2	7	3	49.14	1.78	2.79	1.11
Norway	140	(68.6%)	(30.7%)	(0.7%)		(57.9%)	(17.1%)	(7.9%)	(1.4%)	(5.0%)	(2.1%)	(9.90)	(1.16)	(1.20)	(1.12)
		139	80	0	48	162	0	0	0	10	2	39.95	2.53	5.12	3.26
Palestine	219	(63.5%)	(36.5%)	(0%)	(21.9%)	(74.0%)	(0%)	(0%)	(0%)	(4.6%)	(0.9%)	(10.55)	(2.31)	(1.96)	(2.34)
		499	98	4	219	194	105	46	5	26	20	38.66	1.14	3.76	1.74
Paraguay	601	(83.0%)	(16.3%)	(0.7%)	(36.4%)	(32.3%)	(17.5%)	(7.7%)	(0.8%)	(4.3%)	(3.3%)	(9.94)	(1.23)	(1.77)	(1.49)

		251	81	1	202	101	22	21	1	0	4	36.21	0.58	4.39	1.88
Philippines	333	(75.4%)	(24.3%)	(0.3%)	(60.7%)	(30.3%)	(6.6%)	(6.3%)	(0.3%)	(0%)	(1.2%)	(9.48)	(1.06)	(2.30)	(1.94)
		654	203	1	159	508	118	41	12	43	5	41.38	1.07	2.74	1.09
Poland	858	(76.2%)	(23.7%)	(0.1%)	(18.5%)	(59.2%)	(13.8%)	(4.8%)	(1.4%)	(5.0%)	(0.6%)	(10.20)	(1.06)	(1.26)	(1.17)
		215	68	1	66	128	61	13	1	18	0	42.60	1.05	2.87	0.99
Portugal	284	(75.7%)	(23.9%)	(0.4%)	(23.2%)	(45.1%)	(21.5%)	(4.6%)	(0.4%)	(6.3%)	(0%)	(9.58)	(1.05)	(1.32)	(1.04)
		204	124	1	66	172	55	28	4	10	1	38.88	0.71	2.76	0.82
Romania	329	(62.0%)	(37.7%)	(0.3%)	(20.1%)	(52.3%)	(16.7%)	(8.5%)	(1.2%)	(3.0%)	(0.3%)	(10.77)	(0.83)	(1.16)	(0.98)
		109	110	0	45	151	0	0	0	21	3	41.63	2.69	5.64	3.25
Saudi Arabia	219	(49.8%)	(50.2%)	(0%)	(20.2%)	(68.9%)	(0%)	(0%)	(0%)	(9.6%)	(1.4%)	(9.47)	(2.34)	(2.45)	(2.45)
		185	59	0	31	137	37	20	1	17	3	44.17	1.15	3.03	1.46
Serbia	244	(75.8%)	(24.2%)	(0%)	(12.7%)	(56.1%)	(15.2%)	(8.2%)	(0.4%)	(7.0%)	(1.2%)	(9.20)	(1.00)	(1.15)	(1.16)
		145	123	0	68	133	56	17	0	10	0	36.76	0.84	2.08	0.75
Slovakia	268	(54.1%)	(45.9%)	(0%)	(25.4%)	(49.6%)	(20.9%)	(6.3%)	(0%)	(3.7%)	(0%)	(9.52)	(0.99)	(1.19)	(0.95)
		270	29	0	46	128	79	27	2	23	0	43.64	1.17	2.88	1.04
Slovenia	299	(90.3%)	(9.7%)	(0%)	(15.4%)	(42.8%)	(26.4%)	(9.0%)	(0.7%)	(7.7%)	(0%)	(9.20)	(1.02)	(1.19)	(1.03)
		115	105	2	61	116	3	40	1	1	0	39.58	0.84	3.30	1.34
South Korea	222	(51.8%)	(47.3%)	(0.9%)	(27.5%)	(52.3%)	(1.4%)	(18.0%)	(0.5%)	(0.5%)	(0%)	(10.46)	(0.99)	(1.26)	(1.42)
		190	81	0	38	132	59	17	3	25	7	45.18	1.22	2.28	1.25
Spain	271	(70.1%)	(29.9%)	(0%)	(14.0%)	(48.7%)	(21.8%)	(6.3%)	(1.1%)	(9.2%)	(2.6%)	(10.63)	(1.11)	(1.25)	(1.28)
		175	102	1	42	206	2	11	1	11	7	41.44	1.04	3.81	1.89
Sri Lanka	278	(62.9%)	(36.7%)	(0.4%)	(15.1%)	(74.1%)	(0.7%)	(4.0%)	(0.4%)	(4.0%)	(2.5%)	(9.15)	(0.98)	(1.47)	(1.48)
		180	71	0	68	105	34	28	4	16	1	38.62	1.13	3.68	1.67
Suriname	251	(71.7%)	(28.3%)	(0%)	(27.1%)	(41.8%)	(13.5%)	(11.2%)	(1.6%)	(6.4%)	(0.4%)	(11.82)	(1.26)	(1.57)	(1.49)
		130	76	0	54	75	59	14	0	14	3	38.49	0.86	2.57	0.93
Switzerland	206	(63.1%)	(36.9%)	(0%)	(26.2%)	(36.4%)	(28.6%)	(6.8%)	(0%)	(6.8%)	(1.5%)	(9.46)	(1.00)	(1.25)	(1.09)
		227	138	0	171	172	14	5	0	4	2	37.72	0.70	3.88	1.12
Taiwan	365	(62.2%)	(37.8%)	(0%)	(46.8%)	(47.1%)	(3.8%)	(1.4%)	(0%)	(1.1%)	(0.5%)	(7.98)	(0.92)	(1.38)	(1.22)
		50	101	0	8	133	6	4	1	1	2	40.26	2.87	5.98	5.60
Tanzania	151	(33.1%)	(66.9%)	(0%)	(5.3%)	(88.1%)	(4.0%)	(2.6%)	(0.7%)	(0.7%)	(1.3%)	(5.01)	(1.45)	(2.18)	(2.79)
		97	65	14	113	34	21	11	0	3	0	35.56	0.18	3.79	0.64
Thailand	176	(55.1%)	(36.9%)	(8.0%)	(64.2%)	(19.3%)	(11.9%)	(6.3%)	(0%)	(1.7%)	(0%)	(7.43)	(0.50)	(1.99)	(0.90)
		120	92	0	77	121	2	10	0	9	1	34.35	0.68	3.04	1.42
Turkey	212	(56.6%)	(43.4%)	(0%)	(36.3%)	(57.1%)	(0.9%)	(4.7%)	(0%)	(4.2%)	(0.5%)	(6.50)	(0.89)	(1.15)	(1.40)
		127	52	1	78	26	37	28	2	11	0	26.17	0.23	3.64	0.47
Ukraine	181	(70.2%)	(28.7%)	(1.1%)	(43.1%)	(14.4%)	(20.4%)	(15.5%)	(1.1%)	(6.1%)	(0%)	(10.49)	(0.53)	(1.74)	(0.99)
		142	102	0	54	92	69	25	1	7	1	39.03	0.73	2.68	0.76
United Kingdom	244	(58.2%)	(41.8%)	(0%)	(22.1%)	(37.7%)	(28.3%)	(10.2%)	(0.4%)	(2.9%)	(0.4%)	(12.51)	(0.99)	(1.23)	(1.08)
		111	98	2	52	104	29	11	1	16	1	41.73	0.96	2.58	0.80
United States	211	(52.6%)	(46.4%)	(0.9%)	(24.6%)	(49.3%)	(13.7%)	(5.2%)	(0.5%)	(7.6%)	(0.5%)	(10.51)	(1.24)	(1.34)	(1.09)
		171	66	0	54	89	56	15	1	19	13	41.86	1.16	2.73	1.24
Uruguay	237	(72.2%)	(27.8%)	(0%)	(22.8%)	(37.6%)	(23.6%)	(6.3%)	(0.4%)	(8.0%)	(5.5%)	(9.99)	(1.15)	(1.26)	(1.17)
		207	48	2	71	128	5	20	8	30	2	35.55	1.19	4.39	1.46
Uzbekistan	257	(80.5%)	(18.7%)	(0.8%)	(27.6%)	(49.8%)	(1.9%)	(7.8%)	(3.1%)	(11.7%)	(0.8%)	(11.53)	(1.24)	(1.86)	(1.44)

		263	75	2	94	224	8	5	0	9	3	34.00	1.21	4.36	1.42
Vietnam	340	(77.4%)	(22.1%)	(0.6%)	(27.6%)	(65.9%)	(2.4%)	(1.5%)	(0%)	(2.6%)	(0.9%)	(7.43)	(0.98)	(1.28)	(1.14)
		316	292	1	373	191	8	30	4	9	5	28.91	1.24	5.17	2.62
Zambia	609	(51.9%)	(47.9%)	(0.2%)	(61.2%)	(31.4%)	(1.3%)	(4.9%)	(0.7%)	(2.6%)	(0.8%)	(8.02)	(1.71)	(2.41)	(2.29)

Note. For nominal variables, the number of participants and the percentage of the sample (in parentheses) are presented. For continuous variables, means and standard deviations (in parentheses) are shown. $N = 31,352$

Table S3*Sample Structure by Level of Education*

Culture	N	Educational level		
		Primary	Secondary	Tertiary
Albania	1,483	38 (2.6%)	251 (16.9%)	1194 (80.5%)
Algeria	772	8 (1.0%)	16 (2.1%)	748 (96.9%)
Argentina	568	10 (1.8%)	81 (14.3%)	477 (84.0%)
Armenia	234	4 (1.7%)	48 (20.5%)	182 (77.8%)
Australia	1,393	21 (1.5%)	192 (13.8%)	1180 (84.7%)
Austria	319	4 (1.3%)	115 (36.1%)	200 (62.7%)
Azerbaijan	253	1 (0.4%)	6 (2.4%)	246 (97.2%)
Bahrain	246	3 (1.2%)	76 (30.9%)	167 (67.9%)
Belgium	315	0 (0%)	49 (15.6%)	266 (84.4%)
Bolivia	353	0 (0%)	10 (2.8%)	343 (97.2%)
Bosnia and Herzegovina	186	3 (1.6%)	85 (45.7%)	98 (52.7%)
Brazil	281	2 (0.7%)	9 (3.2%)	270 (96.1%)
Bulgaria	322	0 (0%)	33 (10.2%)	289 (89.8%)
Canada	692	7 (1.0%)	85 (12.3%)	600 (86.7%)
Chile	357	0 (0%)	7 (2.0%)	350 (98.0%)
Croatia	267	0 (0%)	21 (7.9%)	246 (92.1%)
Cyprus	242	3 (1.2%)	9 (3.7%)	230 (95.1%)
Czech Republic	1,155	3 (0.3%)	243 (21.0%)	909 (78.7%)
Denmark	208	1 (0.5%)	136 (65.4%)	71 (34.1%)
Dominican Republic	317	1 (0.3%)	17 (5.4%)	299 (94.3%)
Ecuador	245	0 (0%)	11 (4.5%)	234 (95.5%)
Estonia	496	0 (0%)	80 (16.1%)	416 (83.9%)
Finland	1,487	0 (0%)	192 (12.9%)	1295 (87.1%)
France	344	0 (0%)	87 (25.3%)	257 (74.7%)
Georgia	313	1 (0.3%)	4 (1.3%)	308 (98.4%)
Germany	251	0 (0%)	103 (41.0%)	148 (59.0%)
Ghana	267	5 (1.9%)	7 (2.6%)	255 (95.5%)
Greece	409	1 (0.2%)	64 (15.7%)	344 (84.1%)
Hong Kong	240	0 (0%)	14 (5.8%)	226 (94.2%)
Hungary	1,068	7 (0.7%)	185 (17.3%)	876 (82.0%)
Iceland	262	6 (2.3%)	35 (13.3%)	221 (84.4%)
India	554	13 (2.3%)	12 (2.2%)	529 (95.5%)
Indonesia	239	0 (0%)	13 (5.4%)	226 (94.6%)
Iran	305	0 (0%)	8 (2.6%)	297 (97.4%)
Iraq	143	7 (4.9%)	13 (9.1%)	123 (86.0%)
Ireland	298	1 (0.3%)	27 (9.1%)	270 (90.6%)
Israel	420	6 (1.4%)	295 (70.2%)	119 (28.4%)
Italy	315	1 (0.3%)	168 (53.3%)	146 (46.4%)
Jamaica	265	1 (0.4%)	12 (4.5%)	252 (95.1%)
Japan	281	1 (0.3%)	87 (31.0%)	193 (68.7%)
Jordan	488	4 (0.8%)	65 (13.3%)	419 (85.9%)
Kazakhstan	265	0 (0%)	161 (60.8%)	104 (39.2%)
Kenya	204	4 (2.0%)	23 (11.3%)	177 (86.7%)
Kuwait	576	2 (0.4%)	68 (11.8%)	506 (87.8%)
Latvia	249	0 (0%)	55 (22.1%)	194 (77.9%)
Lebanon	225	2 (0.9%)	23 (10.2%)	200 (88.9%)
Lithuania	226	1 (0.4%)	16 (7.1%)	209 (92.5%)

Macao	212	2 (0.1%)	19 (9.0%)	191 (90.1%)
Mainland China	237	4 (1.7%)	19 (8.0%)	214 (90.3%)
Malaysia	727	21 (2.9%)	501 (68.9%)	205 (28.2%)
Malta	221	1 (0.5%)	16 (7.2%)	204 (92.3%)
Mexico	136	0 (0%)	4 (2.9%)	132 (97.1%)
Montenegro	303	0 (0%)	21 (6.9%)	282 (93.1%)
Mozambique	316	0 (0%)	148 (46.8%)	168 (53.2%)
Namibia	281	11 (3.9%)	81 (28.8%)	189 (67.3%)
Netherlands	262	0 (0%)	43 (16.4%)	219 (83.6%)
New Zealand	152	0 (0%)	32 (21.1%)	120 (78.9%)
North Macedonia	102	0 (0%)	7 (6.9%)	95 (93.1%)
Norway	140	1 (0.7%)	2 (1.4%)	137 (97.9%)
Palestine	219	0 (0%)	8 (3.7%)	211 (96.3%)
Paraguay	601	0 (0%)	55 (9.2%)	546 (90.8%)
Philippines	333	0 (0%)	3 (0.9%)	330 (99.1%)
Poland	858	0 (0%)	67 (7.8%)	791 (92.2%)
Portugal	284	0 (0%)	41 (14.4%)	243 (85.6%)
Romania	329	0 (0%)	40 (12.2%)	289 (87.8%)
Saudi Arabia	219	2 (0.9%)	20 (9.1%)	197 (90.0%)
Serbia	244	0 (0%)	58 (23.8%)	186 (76.2%)
Slovakia	268	1 (0.4%)	34 (12.7%)	233 (86.9%)
Slovenia	299	1 (0.3%)	29 (9.7%)	269 (90.0%)
South Korea	222	0 (0%)	6 (2.7)	216 (97.3%)
Spain	271	11 (4.0%)	56 (20.7%)	204 (75.3%)
Sri Lanka	278	1 (0.3%)	23 (8.3%)	254 (91.4%)
Suriname	251	16 (6.4%)	92 (36.6%)	143 (57.0%)
Switzerland	206	0 (0%)	56 (27.2%)	150 (72.8%)
Taiwan	365	8 (2.2%)	54 (14.8%)	303 (83.0%)
Tanzania	151	2 (1.3%)	5 (3.3%)	144 (95.4%)
Thailand	176	0 (0%)	8 (4.5%)	168 (95.5%)
Turkey	212	1 (0.5%)	8 (3.8%)	203 (95.7%)
Ukraine	181	1 (0.5%)	89 (49.2%)	91 (50.3%)
United Kingdom	244	0 (0%)	35 (14.3%)	209 (85.7%)
United States	211	0 (0%)	36 (17.1%)	175 (82.9%)
Uruguay	237	2 (0.8%)	18 (7.6%)	217 (91.6%)
Uzbekistan	257	2 (0.8%)	58 (22.5%)	197 (76.7%)
Vietnam	340	5 (1.5%)	15 (4.4%)	320 (94.1%)
Zambia	609	0 (0%)	74 (12.2%)	535 (87.8%)

Note. $N = 31,352$

Table S4*Work-Related Characteristics of the Sample*

Culture	N	Total work experience (in years)	Actual hours worked per week	Duration of work for the present employer (in years)	Sector of employment		Size of the organization			Managerial position			
					Public	Private	10–49	50–249	250 or more	No	Lower manager	Middle manager	Top manager
		8.03	33.64	4.92	445	1038	926	393	164	773	171	356	183
Albania	1,483	(8.52)	(17.86)	(5.80)	(30.0%)	(70.0%)	(62.4%)	(26.5%)	(11.1%)	(52.1%)	(11.5%)	(24.0%)	(12.3%)
		13.98	20.98	10.45	719	53	128	169	475	513	20	100	139
Algeria	772	(8.26)	(16.43)	(6.92)	(93.1%)	(6.9%)	(16.6%)	(21.9%)	(61.5%)	(66.5%)	(2.6%)	(13.0%)	(18.0%)
		17.64	39.14	10.62	182	386	213	131	224	341	71	70	86
Argentina	568	(11.34)	(18.05)	(9.37)	(32.0%)	(68.0%)	(37.5%)	(23.1%)	(39.4%)	(60.0%)	(12.5%)	(12.3%)	(15.1%)
		11.76	35.83	7.00	112	122	117	89	28	66	40	41	87
Armenia	234	(9.61)	(20.47)	(6.84)	(47.9%)	(52.1%)	(50.0%)	(38.0%)	(12.0%)	(28.2%)	(17.1%)	(17.5%)	(37.2%)
		27.06	41.52	12.35	802	591	168	285	940	980	215	153	45
Australia	1,393	(13.01)	(11.01)	(10.50)	(57.6%)	(42.4%)	(12.1%)	(20.5%)	(67.5%)	(70.4%)	(15.4%)	(11.0%)	(3.2%)
		16.59	39.42	10.31	168	151	55	88	176	214	69	29	7
Austria	319	(11.92)	(8.83)	(10.24)	(52.7%)	(47.3%)	(17.2%)	(27.6%)	(55.2%)	(67.1%)	(21.6%)	(9.1%)	(2.2%)
		10.63	33.27	5.50	79	174	57	61	135	152	17	51	33
Azerbaijan	253	(9.83)	(18.37)	(5.62)	(31.0%)	(68.8%)	(22.5%)	(24.1%)	(53.4%)	(60.1%)	(6.7%)	(20.2%)	(13.0%)
		12.15	31.28	9.29	166	80	60	90	96	154	37	45	10
Bahrain	246	(7.53)	(18.08)	(6.38)	(67.5%)	(32.5%)	(24.4%)	(36.6%)	(39.0%)	(62.6%)	(15.0%)	(18.3%)	(4.1%)
		18.70	39.13	12.69	206	109	57	69	189	202	33	35	45
Belgium	315	(11.65)	(8.32)	(10.26)	(65.4%)	(34.6%)	(18.1%)	(21.9%)	(60.0%)	(64.1%)	(10.5%)	(11.1%)	(14.3%)
		14.72	37.73	7.54	27	326	116	119	118	123	41	116	73
Bolivia	353	(9.97)	(16.81)	(8.05)	(7.6%)	(92.4%)	(32.9%)	(33.7%)	(33.4%)	(34.8%)	(11.6%)	(32.9%)	(20.7%)
Bosnia and Herzegovina	186	13.58	40.03	8.71	84	102	90	51	45	153	11	10	12
		(10.92)	(12.40)	(7.80)	(45.2%)	(54.8%)	(48.4%)	(27.4%)	(24.2%)	(82.3%)	(5.9%)	(5.4%)	(6.5%)
		18.99	42.89	8.73	36	245	38	42	201	107	22	41	111
Brazil	281	(10.10)	(13.72)	(8.25)	(12.8%)	(87.2%)	(13.5%)	(14.9%)	(71.5%)	(38.1%)	(7.8%)	(14.6%)	(39.5%)
		14.63	39.31	5.25	55	267	64	131	127	217	42	46	17
Bulgaria	322	(8.91)	(12.62)	(5.57)	(17.1%)	(82.9%)	(19.9%)	(40.7%)	(39.4%)	(67.4%)	(13.0%)	(14.3%)	(5.3%)
		17.14	38.48	10.23	363	329	183	137	372	465	72	99	56
Canada	692	(11.65)	(8.40)	(9.03)	(52.5%)	(47.5%)	(26.4%)	(19.8%)	(53.8%)	(67.2%)	(10.4%)	(14.3%)	(8.1%)
		18.68	44.87	7.25	82	275	47	88	222	102	27	127	101
Chile	357	(8.90)	(10.64)	(6.99)	(23.0%)	(77.0%)	(13.2%)	(24.6%)	(62.2%)	(28.6%)	(7.6%)	(35.6%)	(28.3%)
		17.55	42.11	11.61	173	94	79	100	88	199	26	31	11
Croatia	267	(9.28)	(15.53)	(8.89)	(64.8%)	(35.2%)	(29.6%)	(37.5%)	(33.0%)	(74.5%)	(9.7%)	(11.6%)	(4.1%)
		18.65	40.47	12.00	50	192	41	62	139	146	29	41	26
Cyprus	242	(9.94)	(9.25)	(9.12)	(20.7%)	(79.3%)	(16.9%)	(25.6%)	(57.4%)	(60.3%)	(12.0%)	(16.9%)	(10.7%)
		15.91	43.05	8.16	632	523	354	308	493	706	229	147	73
Czech Republic	1,155	(9.99)	(13.54)	(7.96)	(54.7%)	(45.3%)	(30.6%)	(26.7%)	(42.7%)	(61.1%)	(19.8%)	(12.7%)	(6.3%)
		15.23	39.94	6.45	70	138	37	79	92	113	45	29	21
Denmark	208	(11.35)	(3.50)	(5.81)	(33.7%)	(66.3%)	(17.8%)	(38.0%)	(44.2%)	(54.3%)	(21.6%)	(13.9%)	(10.1%)

		15.13	40.21	7.79	65	252	69	55	193	142	42	82	51
Dominican Republic	317	(9.67)	(18.14)	(7.33)	(20.5%)	(79.5%)	(21.8%)	(17.4%)	(60.9%)	(44.8%)	(13.2%)	(25.9%)	(16.1%)
		12.60	38.53	7.36	103	142	69	69	107	187	22	26	10
Ecuador	245	(8.50)	(17.22)	(6.80)	(42.0%)	(58.0%)	(28.2%)	(28.2%)	(43.7%)	(76.3%)	(9.0%)	(10.6%)	(4.1%)
		20.37	43.13	8.30	263	233	160	155	181	322	75	71	28
Estonia	496	(10.66)	(14.28)	(14.28)	(53.0%)	(47.0%)	(32.3%)	(31.3%)	(36.5%)	(64.9%)	(15.1%)	(14.3%)	(5.6%)
		19.11	39.95	8.98	852	635	297	327	863	1059	171	195	62
Finland	1,487	(10.47)	(6.43)	(8.66)	(57.3%)	(42.7%)	(20.0%)	(22.0%)	(58.0%)	(71.2%)	(11.5%)	(13.1%)	(4.2%)
		15.73	37.02	10.05	103	241	87	78	179	232	47	44	21
France	344	(10.26)	(6.42)	(8.97)	(29.9%)	(70.1%)	(25.3%)	(22.7%)	(52.0%)	(67.4%)	(13.7%)	(12.8%)	(6.1%)
		11.74	41.39	5.89	96	217	109	89	115	161	42	76	34
Georgia	313	(9.90)	(18.12)	(6.43)	(30.7%)	(69.3%)	(37.8%)	(28.4%)	(36.7%)	(51.4%)	(13.4%)	(24.3%)	(12.7%)
		18.33	40.93	8.74	180	71	40	52	159	170	27	32	22
Germany	251	(12.97)	(6.85)	(9.67)	(71.7%)	(28.3%)	(15.9%)	(20.74%)	(63.3%)	(67.7%)	(10.8%)	(12.7%)	(8.8%)
		9.26	33.95	6.89	225	42	63	45	159	104	76	65	22
Ghana	267	(6.07)	(23.22)	(4.44)	(84.3%)	(15.7%)	(23.6%)	(16.9%)	(59.6%)	(39.0%)	(28.5%)	(24.3%)	(8.2%)
		41.82	40.96	8.74	213	196	167	90	152	321	36	38	14
Greece	409	(13.00)	(6.85)	()	(52.1%)	(47.9%)	(40.8%)	(22.0%)	(37.2%)	(78.5%)	(8.8%)	(9.3%)	(3.4%)
		10.61	42.75	5.11	175	65	43	36	161	141	61	36	2
Hong Kong	240	(9.57)	(10.81)	(6.49)	(72.9%)	(27.1%)	(17.9%)	(15.0%)	(67.1%)	(58.8%)	(25.4%)	(15.0%)	(0.8%)
		17.02	43.90	8.03	310	758	285	287	496	684	139	143	102
Hungary	1,068	(10.21)	(9.81)	(7.86)	(290%)	(71.0%)	(26.7%)	(26.9%)	(46.4%)	(64.0%)	(13.0%)	(13.4%)	(9.6%)
		17.00	42.12	7.66	139	123	94	86	82	150	40	37	35
Iceland	262	(10.86)	(10.18)	(7.20)	(53.1%)	(46.9%)	(35.9%)	(32.8%)	(31.3%)	(57.3%)	(15.3%)	(14.1%)	(13.4%)
		11.05	38.82	7.00	237	317	112	129	313	188	83	202	81
India	554	(8.64)	(19.88)	(7.15)	(42.8%)	(57.2%)	(20.2%)	(23.3%)	(56.5%)	(33.9%)	(15.0%)	(36.5%)	(14.6%)
		13.37	39.93	9.36	203	36	80	46	113	96	38	66	39
Indonesia	239	(8.69)	(17.86)	(8.15)	(84.9%)	(15.1%)	(33.5%)	(19.2%)	(47.3%)	(40.2%)	(15.6%)	(27.6%)	(16.3%)
		9.13	45.77	5.54	72	233	84	57	164	169	70	45	21
Iran	305	(7.96)	(19.46)	(6.26)	(23.6%)	(76.4%)	(27.5%)	(18.7%)	(53.8%)	(55.4%)	(23.0%)	(14.8%)	(6.9%)
		8.53	23.35	6.85	99	44	83	27	33	120	9	8	6
Iraq	143	(7.00)	(20.98)	(6.38)	(69.2%)	(30.8%)	(58.0%)	(18.9%)	(23.1%)	(83.9%)	(6.3%)	(5.6%)	(4.2%)
		19.23	40.60	11.21	203	95	61	63	174	163	55	50	30
Ireland	298	(11.86)	(8.04)	(9.83)	(68.1%)	(31.9%)	(20.5%)	(21.1%)	(58.4%)	(54.7%)	(18.5%)	(16.8%)	(10.1%)
		6.14	39.54	4.08	224	196	159	82	179	246	85	67	22
Israel	420	(6.02)	(23.51)	(4.17)	(53.3%)	(46.7%)	(37.9%)	(19.5%)	(42.6%)	(58.6%)	(20.2%)	(16.0%)	(5.2%)
		15.18	37.60	8.17	85	230	132	64	119	262	30	14	9
Italy	315	(11.95)	(9.94)	(9.00)	(27.0%)	(73.0%)	(41.9%)	(20.3%)	(37.8%)	(83.2%)	(9.5%)	(14.4%)	(2.9%)
		19.53	44.18	11.80	164	101	40	69	156	107	37	91	30
Jamaica	265	(12.10)	(16.50)	(9.95)	(61.9%)	(38.1%)	(15.1%)	(26.0%)	(58.9%)	(40.4%)	(14.0%)	(34.3%)	(11.3%)
		21.53	39.31	13.54	38	243	64	87	130	200	30	38	13
Japan	281	(10.14)	(13.35)	(10.00)	(13.5%)	(86.5%)	(22.8%)	(31.0%)	(46.3%)	(71.2%)	(10.7%)	(13.5%)	(4.6%)
		10.37	33.59	8.43	263	225	202	109	177	359	50	65	24
Jordan	488	(8.58)	(21.13)	(7.90)	(53.9%)	(46.1%)	(41.4%)	(22.3%)	(36.3%)	(71.5%)	(10.2%)	(13.3%)	(4.6%)
		15.12	35.15	6.41	154	111	85	95	85	159	11	72	23
Kazakhstan	265	(9.98)	(18.48)	(5.72)	(58.1%)	(41.9%)	(32.1%)	(35.8%)	(32.1%)	(60.0%)	(4.2%)	(27.2%)	(8.7%)

		9.56	40.75	6.64	93	111	95	51	58	91	38	60	15
Kenya	204	(8.18)	(23.44)	(7.64)	(45.6%)	(54.4%)	(46.6%)	(25.0%)	(28.4%)	(44.6%)	(18.6%)	(29.4%)	(7.4%)
		9.69	21.74	7.89	493	83	100	216	260	464	52	42	18
Kuwait	576	(8.65)	(18.92)	(7.41)	(85.6%)	(14.4%)	(17.4%)	(37.5%)	(45.1%)	(80.6%)	(9.0%)	(7.3%)	(3.1%)
		18.02	41.00	10.36	219	30	56	98	95	142	51	41	15
Latvia	249	(11.50)	(18.26)	(9.63)	(88.0%)	(12.0%)	(22.5%)	(39.4%)	(38.2%)	(57.0%)	(20.5%)	(16.5%)	(6.0%)
		8.39	35.13	5.00	25	200	90	53	82	118	51	41	15
Lebanon	225	(9.22)	(14.66)	(6.52)	(11.1%)	(88.9%)	(40.0%)	(23.6%)	(36.4%)	(57.0%)	(20.5%)	(16.5%)	(6.0%)
		15.16	40.49	8.09	145	81	59	63	104	154	27	32	13
Lithuania	226	(9.46)	(14.13)	(8.00)	(64.2%)	(35.8%)	(26.1%)	(27.9%)	(46.0%)	(68.1%)	(11.9%)	(14.2%)	(5.8%)
		12.39	40.43	9.18	70	142	42	74	96	125	44	36	7
Macao	212	(7.94)	(6.91)	(7.30)	(33.0%)	(67.0%)	(19.8%)	(34.9%)	(45.3%)	(59.0%)	(20.8%)	(17.0%)	(3.3%)
		6.07	42.01	3.79	96	141	35	93	109	184	33	13	7
Mainland China	237	(7.00)	(13.81)	(4.74)	(40.5%)	(59.5%)	(14.8%)	(39.2%)	(46.0%)	(77.6%)	(13.9%)	(5.5%)	(3.0%)
		11.49	20.90	9.44	613	114	148	239	340	345	197	124	61
Malaysia	727	(7.24)	(28.86)	(7.34)	(84.3%)	(15.7%)	(20.4%)	(32.9%)	(46.8%)	(47.5%)	(27.1%)	(17.1%)	(8.6%)
		20.33	45.55	11.26	124	97	59	55	107	97	34	44	46
Malta	221	(12.71)	(9.96)	(10.57)	(56.1%)	(43.9%)	(26.7%)	(24.9%)	(48.4%)	(43.9%)	(15.4%)	(19.9%)	(20.8%)
		15.13	42.35	9.68	89	47	18	12	106	104	12	15	5
Mexico	136	(11.08)	(16.87)	(8.86)	(65.4%)	(34.6%)	(13.2%)	(8.8%)	(77.9%)	(76.5%)	(8.8%)	(11.0%)	(3.7%)
		19.17	36.92	13.71	264	39	74	171	58	232	21	25	25
Montenegro	303	(9.29)	(15.36)	(9.52)	(87.1%)	(12.9%)	(24.4%)	(56.4%)	(19.1%)	(76.6%)	(6.9%)	(8.3%)	(8.3%)
		14.78	42.41	10.54	75	271	163	120	33	200	41	54	21
Mozambique	316	(9.74)	(7.60)	(7.79)	(23.7%)	(76.3%)	(51.6%)	(38.0%)	(10.4%)	(63.3%)	(13.0%)	(17.1%)	(6.6%)
		10.40	33.98	7.29	143	138	129	50	102	136	55	66	24
Namibia	281	(9.05)	(19.32)	(7.33)	(50.9%)	(49.1%)	(45.9%)	(17.8%)	(36.3%)	(48.4%)	(19.6%)	(23.5%)	(8.5%)
		10.58	38.99	5.28	100	162	75	65	122	164	52	32	14
Netherlands	262	(9.41)	(7.91)	(5.72)	(38.2%)	(61.8%)	(28.6%)	(24.8%)	(46.6%)	(62.6%)	(19.8%)	(12.2%)	(5.3%)
		26.21	45.26	10.85	92	60	15	33	104	81	22	31	18
New Zealand	152	(12.61)	(10.71)	(9.42)	(60.5%)	(39.5%)	(9.9%)	(21.7%)	(68.4%)	(53.3%)	(14.5%)	(20.4%)	(11.8%)
		13.53	37.69	7.98	29	73	28	51	23	76	12	10	4
North Macedonia	102	(10.30)	(12.84)	(8.80)	(28.4%)	(71.6%)	(27.5%)	(50.0%)	(22.5%)	(74.5%)	(11.8%)	(9.8%)	(3.9%)
		25.03	42.64	9.80	134	6	6	9	125	112	12	10	4
Norway	140	(10.41)	(6.47)	(8.10)	(95.7%)	(4.3%)	(4.3%)	(6.4%)	(89.3%)	(80.0%)	(8.6%)	(9.8%)	(3.9%)
		13.90	31.90	10.51	96	123	96	34	89	141	26	39	13
Palestine	219	(9.12)	(17.00)	(8.57)	(43.8%)	(56.2%)	(43.8%)	(15.5%)	(40.6%)	(64.4%)	(11.9%)	(17.8%)	(5.9%)
		13.62	36.69	9.70	328	273	189	130	282	410	70	82	39
Paraguay	601	(8.85)	(20.51)	(8.01)	(54.6%)	(45.4%)	(31.4%)	(21.6%)	(46.9%)	(68.2%)	(11.6%)	(13.6%)	(6.5%)
		13.26	41.99	7.00	71	262	56	83	194	132	68	86	47
Philippines	333	(9.23)	(14.72)	(6.72)	(21.3%)	(78.7%)	(16.8%)	(24.9%)	(58.3%)	(39.6%)	(20.4%)	(25.8%)	(14.1%)
		17.56	41.20	11.37	615	243	220	327	311	643	83	80	52
Poland	858	(10.69)	(16.44)	(10.19)	(71.7%)	(28.3%)	(25.6%)	(38.1%)	(36.2%)	(74.9%)	(9.7%)	(9.3%)	(6.1%)
		18.77	39.44	11.42	106	178	63	100	121	165	28	45	46
Portugal	284	(10.09)	(11.89)	(9.96)	(37.3%)	(62.7%)	(22.2%)	(35.2%)	(42.6%)	(58.1%)	(9.9%)	(15.8%)	(16.2%)
		16.16	41.03	8.64	137	192	96	86	147	228	36	39	26
Romania	329	(10.48)	(14.13)	(8.11)	(41.6%)	(58.4%)	(29.2%)	(26.1%)	(44.7%)	(69.3%)	(10.9%)	(11.9%)	(7.9%)

		16.19	24.00	12.96	170	49	77	52	90	149	45	21	4
Saudi Arabia	219	(9.68)	(18.11)	(9.30)	(77.6%)	(22.4%)	(35.2%)	(23.7%)	(41.1%)	(68.0%)	(20.5%)	(9.6%)	(1.8%)
		18.38	36.02	12.03	109	135	62	87	95	149	33	41	21
Serbia	244	(8.76)	(15.39)	(8.49)	(44.7%)	(55.3%)	(25.4%)	(35.7%)	(38.9%)	(61.1%)	(13.5%)	(16.8%)	(8.6%)
		13.26	41.45	7.98	84	184	20	50	198	183	42	34	9
Slovakia	268	(9.51)	(9.05)	(7.86)	(31.3%)	(68.7%)	(7.5%)	(18.7%)	(73.9%)	(68.3%)	(15.7%)	(12.7%)	(3.4%)
		18.41	41.48	12.20	207	92	95	114	90	202	32	46	19
Slovenia	299	(10.90)	(8.27)	(9.80)	(69.2%)	(30.8%)	(31.8%)	(38.1%)	(30.1%)	(67.6%)	(10.7%)	(15.4%)	(6.4%)
		13.28	39.31	7.94	6	216	70	69	83	45	59	105	13
South Korea	222	(8.97)	(12.25)	(7.11)	(2.7%)	(97.3%)	(31.5%)	(31.1%)	(37.4%)	(20.3%)	(26.6%)	(47.3%)	(5.9%)
		20.31	39.99	12.69	116	155	65	54	152	165	29	42	35
Spain	271	(10.47)	(10.36)	(10.19)	(42.6%)	(57.2%)	(24.0%)	(19.9%)	(56.1%)	(60.9%)	(10.7%)	(15.5%)	(12.9%)
		14.43	45.36	9.07	197	81	47	47	184	97	20	85	76
Sri Lanka	278	(9.26)	(17.26)	(8.44)	(70.9%)	(29.1%)	(16.9%)	(16.9%)	(66.2%)	(34.9%)	(7.2%)	(30.6%)	(27.3%)
		15.18	40.39	10.40	129	122	107	43	101	158	28	41	24
Suriname	251	(10.39)	(13.08)	(9.10)	(51.4%)	(48.6%)	(42.6%)	(17.1%)	(40.2%)	(62.9%)	(11.2%)	(16.3%)	(9.6%)
		14.22	42.55	7.67	108	98	41	56	109	113	41	33	19
Switzerland	206	(9.23)	(6.69)	(7.67)	(52.4%)	(47.6%)	(19.9%)	(27.2%)	(52.9%)	(54.9%)	(19.9%)	(16.0%)	(9.2%)
		13.11	46.47	8.67	56	309	146	96	123	246	83	27	9
Taiwan	365	(7.54)	(8.65)	(6.63)	(15.3%)	(84.7%)	(40.0%)	(26.3%)	(33.7%)	(67.4%)	(22.7%)	(7.4%)	(2.5%)
		13.34	34.47	10.17	140	11	24	32	95	84	27	34	6
Tanzania	151	(5.25)	(21.76)	(4.65)	(92.7%)	(7.3%)	(15.9%)	(21.2%)	(62.9%)	(55.6%)	(17.9%)	(22.5%)	(4.0%)
		10.60	37.76	6.98	77	99	29	44	103	103	29	37	7
Thailand	176	(7.13)	(14.38)	(6.07)	(43.8%)	(56.3%)	(16.5%)	(25.0%)	(58.5%)	(58.5%)	(16.5%)	(21.0%)	(4.0%)
		10.06	40.74	5.79	77	135	63	43	106	103	48	50	11
Turkey	212	(6.44)	(12.80)	(5.16)	(36.3%)	(63.7%)	(29.7%)	(20.3%)	(50.0%)	(48.6%)	(22.6%)	(23.6%)	(5.2%)
		6.58	39.43	3.77	105	76	79	35	67	124	21	23	13
Ukraine	181	(8.75)	(18.29)	(5.49)	(58.0%)	(42.0%)	(43.6%)	(19.3%)	(37.0%)	(68.5%)	(11.6%)	(12.7%)	(7.2%)
		16.29	39.93	6.58	136	108	37	51	156	139	47	39	19
United Kingdom	244	(12.67)	(8.38)	(7.25)	(55.7%)	(44.3%)	(15.2%)	(20.9%)	(63.9%)	(57.0%)	(19.2%)	(16.0%)	(7.8%)
		19.97	42.39	9.22	96	115	35	45	131	86	63	56	6
United States	211	(10.62)	(5.25)	(7.22)	(45.5%)	(54.5%)	(16.6%)	(21.3%)	(62.1%)	(40.8%)	(29.9%)	(26.5%)	(2.8%)
		17.87	39.48	11.54	115	122	42	57	138	157	23	38	19
Uruguay	237	(9.82)	(13.91)	(8.84)	(48.5%)	(51.5%)	(17.7%)	(24.1%)	(58.2%)	(66.2%)	(9.7%)	(16.0%)	(8.0%)
		12.39	34.46	5.45	112	145	95	92	70	140	23	62	32
Uzbekistan	257	(11.07)	(16.79)	(5.81)	(43.6%)	(56.4%)	(37.0%)	(35.8%)	(27.2%)	(54.5%)	(8.9%)	(24.1%)	(12.5%)
		9.71	42.86	7.38	139	201	134	99	107	226	49	55	10
Vietnam	340	(6.77)	(16.08)	(6.45)	(40.9%)	(59.1%)	(39.4%)	(29.1%)	(31.5%)	(66.5%)	(14.4%)	(16.2%)	(2.9%)
		4.94	29.89	3.70	281	328	334	148	127	289	127	156	37
Zambia	609	(4.54)	(23.18)	(3.68)	(46.1%)	(53.9%)	(54.8%)	(24.3%)	(20.9%)	(47.5%)	(20.9%)	(25.6%)	(6.1%)

Note. For nominal variables, the number of participants and the percentage of the sample (in parentheses) are presented. For continuous variables, means and standard deviations (in parentheses) are shown. $N = 31,352$

Table S5

Language Version of the Survey, the Survey Platform Used, and the Number of Independent Teams for Each Culture

Culture	Language version	Platform used for data collection	Number of independent teams
Albania	Albanian	LimeSurvey	1
Algeria	Arabic	LimeSurvey	1
Argentina	Spanish	LimeSurvey	1
Armenia	Armenian	LimeSurvey	1
Australia	English	LimeSurvey and Qualtrics	2
Austria	German	LimeSurvey	1
Azerbaijan	Azerbaijani	LimeSurvey	1
Bahrain	Arabic	LimeSurvey	1
Belgium	French	LimeSurvey	1
Bolivia	Spanish	LimeSurvey	1
Bosnia and Herzegovina	Bosnian	LimeSurvey	1
Brazil	Portuguese	LimeSurvey	1
Bulgaria	Bulgarian	LimeSurvey	1
Canada	English, French	LimeSurvey and Qualtrics	2
Chile	Spanish	LimeSurvey	1
Croatia	Croatian	LimeSurvey	1
Cyprus	Greek, English	LimeSurvey	1
Czech Republic	Czech	LimeSurvey	1
Denmark	Danish	LimeSurvey	1
Dominican Republic	Spanish	LimeSurvey	1
Ecuador	Spanish	LimeSurvey	1
Estonia	Estonian	LimeSurvey	1
Finland	Finnish	LimeSurvey	1
France	French	LimeSurvey and Crowdpanel	1
Georgia	Georgian	LimeSurvey	1
Germany	German	LimeSurvey	1
Ghana	English	LimeSurvey	1
Greece	Greek	LimeSurvey	1
Hong Kong	Chinese	LimeSurvey	1
Hungary	Hungarian	LimeSurvey	1
Iceland	Icelandic	LimeSurvey	1
India	English, Hindi	LimeSurvey	2
Indonesia	Indonesian	LimeSurvey	1
Iran	Persian	LimeSurvey	1
Iraq	Arabic	LimeSurvey	1
Ireland	English	LimeSurvey	1
Israel	Hebrew	LimeSurvey	1
Italy	Italian	LimeSurvey	1
Jamaica	English	LimeSurvey	1
Japan	Japanese	Cross Marketing Inc	1
Jordan	Arabic	LimeSurvey	1
Kazakhstan	Russian	LimeSurvey	1
Kenya	English	LimeSurvey	1

Kuwait	Arabic	LimeSurvey	1
Latvia	Latvian	LimeSurvey	1
Lebanon	English	LimeSurvey	1
Lithuania	Lithuanian	LimeSurvey	1
Macao	Chinese	LimeSurvey	1
Mainland China	Chinese	LimeSurvey	1
Malaysia	Malaysian	LimeSurvey	1
Malta	English, Maltese	LimeSurvey	1
Mexico	Spanish	LimeSurvey	1
Montenegro	Montenegrin	LimeSurvey	1
Mozambique	Portuguese	LimeSurvey	1
Namibia	English	LimeSurvey	1
Netherlands	Dutch	LimeSurvey and Prolific	1
New Zealand	English	LimeSurvey	1
North Macedonia	Macedonian	LimeSurvey	1
Norway	Norwegian	LimeSurvey	1
Palestine	Arabic	LimeSurvey	1
Paraguay	Spanish	LimeSurvey	1
Philippines	English	LimeSurvey	1
Poland	Polish	LimeSurvey	1
Portugal	Portuguese	LimeSurvey	1
Romania	Romanian	LimeSurvey	1
Saudi Arabia	Arabic	LimeSurvey	1
Serbia	Serbian	LimeSurvey	1
Slovakia	Slovakian	LimeSurvey	1
Slovenia	Slovenian	LimeSurvey	1
South Korea	Korean	LimeSurvey and MarketLink	1
Spain	Spanish	LimeSurvey	1
Sri Lanka	English	LimeSurvey	1
Suriname	Dutch	LimeSurvey	1
Switzerland	French	LimeSurvey	1
Taiwan	Chinese	Meta Survey Marketing Research CO., LTD.	1
Tanzania	English	LimeSurvey	1
Thailand	Thai	LimeSurvey	1
Turkey	Turkish	LimeSurvey	1
Ukraine	Ukrainian	LimeSurvey	1
United Kingdom	English	LimeSurvey	1
United States	English	LimeSurvey and Prolific	1
Uruguay	Spanish	LimeSurvey	1
Uzbekistan	Russian	LimeSurvey	1
Vietnam	Vietnamese	LimeSurvey	1
Zambia	English	LimeSurvey	1

Note. The language versions of the survey were prepared by the collaborators using the guidelines described in Supplementary Material 5.

Table S6*Model Fit Criteria and Standardized Loadings for the BWAS*

Culture	N	$\chi^2(14)$	RMSEA	CFI	TLI	SRMR	BWAS1	BWAS2	BWAS3	BWAS4	BWAS5	BWAS6	BWAS7
Albania	1,483	149.03***	.081 (.069, .093)	.927	.891	.040	.45	.60	.59	.66	.56	.62	.67
Algeria	772	109.31***	.094 (.078, .111)	.847	.771	.054	.46	.62	.43	.59	.33	.49	.60
Argentina	568	54.36***	.071 (.052, .092)	.952	.929	.035	.53	.64	.52	.69	.58	.71	.67
Armenia	234	85.25***	.147 (.118, .178)	.742	.613	.079	.25	.65	.36	.65	.47	.58	.66
Australia	1,393	250.85***	.110 (.098, .122)	.921	.882	.043	.52	.69	.71	.67	.59	.81	.79
Austria	319	60.05***	.102 (.076, .129)	.919	.878	.051	.44	.75	.57	.71	.53	.73	.71
Azerbaijan	253	48.65***	.099 (.069, .130)	.859	.788	.059	.43	.65	.24	.61	.33	.48	.75
Bahrain	246	84.45***	.143 (.115, .173)	.807	.711	.071	.55	.68	.61	.62	.59	.69	.62
Belgium	315	60.98***	.103 (.077, .130)	.912	.868	.051	.52	.64	.54	.70	.67	.73	.67
Bolivia	353	72.67***	.109 (.085, .134)	.896	.844	.050	.46	.70	.52	.68	.58	.65	.73
Bosnia and Herzegovina	186	42.44***	.104 (.069, .141)	.908	.862	.049	.56	.69	.42	.64	.51	.81	.76
Brazil	281	53.37***	.100 (.072, .129)	.939	.909	.039	.63	.78	.60	.79	.63	.73	.65
Bulgaria	322	75.89***	.117 (.092, .144)	.910	.865	.048	.56	.77	.51	.77	.58	.80	.74
Canada	692	105.32***	.097 (.080, .115)	.942	.912	.038	.63	.72	.70	.78	.68	.79	.73
Chile	357	51.09***	.086 (.062, .112)	.952	.928	.035	.66	.75	.66	.71	.56	.81	.79
Croatia	267	41.02***	.085 (.056, .116)	.956	.935	.041	.62	.75	.63	.74	.60	.80	.78
Cyprus	242	83.43***	.143 (.114, .174)	.894	.841	.056	.64	.75	.61	.73	.60	.83	.80
Czech Republic	1,155	166.79***	.097 (.084, .111)	.936	.904	.042	.51	.71	.56	.74	.64	.77	.71
Denmark	208	55.09***	.119 (.087, .153)	.919	.878	.048	.58	.75	.56	.79	.71	.73	.66
Dominican Republic	317	68.84***	.111 (.086, .138)	.911	.867	.052	.51	.67	.62	.68	.46	.76	.82
Ecuador	245	42.42***	.091 (.060, .123)	.933	.900	.046	.56	.68	.50	.62	.50	.82	.82
Estonia	496	89.51***	.104 (.084, .125)	.929	.893	.044	.53	.76	.65	.70	.57	.76	.74
Finland	1,487	432.83***	.142 (.131, .153)	.892	.839	.047	.65	.70	.66	.77	.71	.73	.75
France	344	49.73***	.086 (.061, .113)	.945	.917	.039	.51	.67	.66	.74	.56	.74	.75
Georgia	313	87.70***	.130 (.104, .156)	.832	.749	.071	.11	.71	.48	.50	.48	.72	.78
Germany	251	42.53***	.090 (.060, .122)	.931	.896	.047	.48	.69	.53	.68	.52	.74	.76
Ghana	267	61.69***	.113 (.085, .142)	.909	.863	.056	.63	.71	.76	.76	.63	.66	.49
Greece	409	76.28***	.104 (.082, .128)	.884	.825	.055	.42	.64	.40	.66	.36	.72	.74
Hong Kong	240	79.42***	.140 (.111, .170)	.874	.811	.063	.76	.80	.67	.61	.57	.73	.61
Hungary	1,068	118.42***	.084 (.070, .098)	.950	.929	.036	.53	.75	.65	.67	.57	.79	.65
Iceland	262	53.28***	.103 (.075, .134)	.920	.880	.046	.43	.66	.62	.70	.52	.79	.76
India	554	111.55***	.112 (.093, .132)	.883	.825	.051	.38	.55	.66	.65	.60	.72	.73

Indonesia	239	51.97***	.107 (.076, .138)	.902	.853	.053	.49	.58	.64	.82	.53	.66	.70
Iran	305	137.05***	.170 (.145, .196)	.709	.564	.083	.34	.62	.39	.62	.48	.68	.67
Iraq	143	23.98*	.071 (.009, .117)	.803	.705	.068	.14	.29	.29	.34	.30	.54	.74
Ireland	298	52.94***	.097 (.070, .125)	.955	.933	.032	.66	.80	.69	.73	.63	.81	.83
Israel	420	54.25***	.083 (.060, .107)	.930	.895	.044	.27	.51	.59	.70	.48	.72	.75
Italy	315	75.40***	.118 (.093, .145)	.884	.826	.064	.32	.67	.48	.66	.51	.79	.72
Jamaica	265	55.46***	.106 (.077, .136)	.925	.887	.047	.58	.70	.57	.72	.64	.75	.75
Japan	281	39.91***	.081 (.052, .111)	.950	.925	.039	.68	.70	.71	.76	.60	.70	.77
Jordan	488	90.35***	.106 (.086, .127)	.868	.801	.053	.53	.66	.54	.55	.42	.68	.65
Kazakhstan	265	38.53***	.081 (.051, .112)	.917	.876	.048	.48	.64	.44	.62	.41	.67	.68
Kenya	204	21.14	.050 (.000, .091)	.973	.959	.038	.54	.63	.56	.72	.60	.67	.58
Kuwait	576	142.47***	.126 (.108, .145)	.838	.758	.061	.60	.68	.53	.65	.58	.54	.61
Latvia	249	50.66***	.103 (.073, .134)	.929	.893	.045	.66	.69	.74	.73	.66	.70	.78
Lebanon	225	34.40**	.080 (.047, .115)	.926	.889	.048	.36	.56	.68	.65	.61	.62	.62
Lithuania	226	67.52***	.130 (.100, .162)	.873	.810	.058	.64	.71	.66	.62	.54	.75	.60
Macao	212	49.05***	.109 (.077, .143)	.905	.858	.053	.69	.68	.63	.69	.73	.71	.73
Mainland China	237	37.37***	.084 (.052, .117)	.915	.873	.043	.75	.70	.45	.63	.56	.50	.49
Malaysia	727	265.11***	.157 (.141, .174)	.740	.610	.089	.32	.50	.64	.62	.61	.73	.74
Malta	221	39.39***	.091 (.058, .125)	.939	.909	.043	.49	.70	.69	.69	.64	.77	.79
Mexico	136	34.43**	.104 (.060, .148)	.916	.873	.058	.55	.69	.59	.70	.47	.82	.77
Montenegro	303	103.93***	.146 (.120, .172)	.858	.787	.063	.47	.69	.53	.76	.61	.78	.77
Mozambique	316	49.75***	.090 (.064, .118)	.943	.915	.041	.75	.79	.67	.70	.66	.73	.56
Namibia	281	30.40**	.065 (.033, .096)	.964	.946	.037	.51	.65	.67	.59	.61	.75	.78
Netherlands	261	23.37	.051 (.000, .086)	.984	.976	.031	.64	.79	.64	.77	.46	.78	.72
New Zealand	152	35.51**	.101 (.060, .142)	.933	.900	.049	.56	.68	.68	.62	.66	.87	.68
North Macedonia	102	22.65	.078 (.000, .134)	.945	.918	.053	.48	.66	.56	.66	.64	.69	.72
Norway	140	32.53**	.097 (.054, .141)	.919	.879	.054	.56	.70	.61	.61	.64	.70	.69
Palestine	219	66.40***	.131 (.100, .163)	.831	.746	.070	.42	.51	.46	.56	.55	.74	.78
Paraguay	601	114.99***	.110 (.092, .129)	.883	.825	.054	.49	.68	.47	.60	.41	.72	.75
Philippines	333	65.81***	.105 (.081, .132)	.921	.881	.046	.62	.70	.69	.74	.60	.73	.73
Poland	858	181.21***	.118 (.103, .134)	.927	.891	.044	.61	.79	.65	.79	.65	.82	.79
Portugal	284	32.34**	.068 (.037, .099)	.967	.951	.037	.39	.79	.48	.77	.54	.76	.74
Romania	329	76.27***	.116 (.091, .142)	.912	.869	.048	.66	.71	.59	.69	.58	.81	.79
Saudi Arabia	219	74.07***	.140 (.110, .172)	.836	.754	.062	.57	.71	.65	.64	.46	.63	.74
Serbia	244	76.36***	.135 (.106, .166)	.855	.782	.067	.43	.64	.48	.63	.33	.83	.83
Slovakia	268	37.04***	.078 (.048, .110)	.951	.927	.038	.57	.65	.66	.72	.65	.72	.67
Slovenia	299	83.98***	.129 (.103, .157)	.877	.816	.059	.44	.60	.70	.60	.62	.77	.74
South Korea	222	38.58***	.089 (.056, .123)	.924	.886	.049	.50	.67	.59	.68	.62	.70	.67

Spain	271	68.92***	.120 (.093, .149)	.893	.840	.054	.56	.66	.55	.74	.60	.76	.72
Sri Lanka	278	59.20***	.108 (.080, .137)	.893	.840	.053	.49	.58	.60	.64	.46	.72	.77
Suriname	251	41.32***	.088 (.058, .120)	.939	.908	.042	.66	.64	.73	.71	.41	.66	.74
Switzerland	206	40.88***	.097 (.063, .132)	.942	.913	.043	.58	.70	.71	.77	.66	.76	.74
Taiwan	365	31.19***	.058 (.030, .086)	.977	.965	.028	.66	.68	.77	.66	.58	.80	.81
Tanzania	151	30.36**	.088 (.044, .131)	.888	.832	.055	.45	.49	.52	.69	.51	.64	.59
Thailand	176	50.51***	.122 (.087, .159)	.857	.786	.058	.54	.62	.50	.61	.53	.70	.73
Turkey	212	48.77***	.108 (.076, .142)	.888	.832	.053	.65	.72	.46	.70	.59	.58	.72
Ukraine	181	40.79***	.103 (.067, .140)	.880	.821	.063	.33	.70	.46	.61	.29	.71	.69
United Kingdom	244	59.62***	.116 (.086, .147)	.929	.894	.042	.69	.71	.77	.72	.69	.77	.75
United States	211	35.53**	.085 (.051, .121)	.959	.939	.039	.71	.73	.76	.75	.70	.85	.80
Uruguay	237	25.58*	.059 (.019, .095)	.971	.957	.038	.56	.66	.61	.61	.39	.76	.74
Uzbekistan	257	50.95***	.101 (.072, .132)	.880	.820	.053	.37	.60	.51	.58	.51	.68	.69
Vietnam	340	153.32***	.171 (.147, .196)	.749	.624	.091	.27	.51	.51	.69	.51	.78	.80
Zambia	609	63.93***	.077 (.058, .096)	.924	.887	.044	.33	.54	.55	.55	.56	.71	.66

Note. The BWAS items constituted the first seven items of the initial IWAS. RMSEA = root mean square error of approximation, CFI = comparative fit index,

TLI = Tucker-Lewis Index, SRMR = standardized root mean squared residual. * $p < .05$, ** $p < .01$, *** $p < .001$

Table S7*Means and Standard Deviations (in Parentheses) for the Initial Version of the IWAS*

Culture	N	IWAS1	IWAS2	IWAS3	IWAS4	IWAS5	IWAS6	IWAS7	IWAS8	IWAS9	IWAS10	IWAS11	IWAS12	IWAS13	IWAS14	IWAS15	IWAS16
		2.88	3.24	2.55	2.32	2.40	2.86	2.54	2.06	2.50	2.80	2.64	2.96	2.60	1.98	2.22	2.25
Albania	1,483	(1.07)	(1.03)	(1.23)	(1.15)	(1.17)	(1.17)	(1.17)	(1.10)	(1.19)	(1.13)	(1.14)	(1.14)	(1.17)	(1.07)	(1.12)	(1.17)
		3.22	3.58	3.07	2.74	3.09	3.49	3.38	2.51	2.97	3.37	3.19	3.21	3.34	2.40	2.48	2.58
Algeria	772	(1.13)	(0.99)	(1.29)	(1.29)	(1.30)	(1.25)	(1.12)	(1.16)	(1.25)	(1.10)	(1.14)	(1.15)	(1.20)	(1.18)	(1.23)	(1.27)
		2.26	3.09	2.35	2.57	2.18	2.86	2.54	1.92	2.32	2.88	2.65	2.52	2.07	1.86	2.06	2.03
Argentina	568	(1.16)	(1.14)	(1.23)	(1.25)	(1.19)	(1.20)	(1.14)	(1.08)	(1.24)	(1.16)	(1.18)	(1.21)	(1.11)	(0.99)	(1.07)	(1.10)
		2.81	3.31	2.54	2.78	2.41	2.60	2.52	2.06	2.59	2.74	2.63	2.89	2.33	1.94	2.40	1.97
Armenia	234	(1.10)	(1.08)	(1.20)	(1.27)	(1.36)	(1.23)	(1.20)	(1.14)	(1.31)	(1.24)	(1.26)	(1.23)	(1.25)	(1.03)	(1.20)	(1.11)
		2.77	3.41	2.73	2.39	2.08	3.06	2.91	2.24	2.81	3.14	3.07	2.46	2.15	2.15	2.57	2.31
Australia	1,393	(1.26)	(1.12)	(1.27)	(1.21)	(1.17)	(1.28)	(1.27)	(1.17)	(1.26)	(1.17)	(1.21)	(1.25)	(1.14)	(1.15)	(1.24)	(1.21)
		2.24	3.19	2.03	2.49	2.12	2.80	2.47	2.04	2.58	2.92	2.65	2.33	1.81	1.62	2.14	2.14
Austria	319	(1.13)	(1.02)	(1.12)	(1.19)	(1.13)	(1.15)	(1.14)	(1.07)	(1.20)	(1.13)	(1.16)	(1.17)	(0.99)	(0.86)	(1.16)	(1.06)
		3.11	3.58	2.92	2.66	2.17	3.72	2.94	2.74	3.18	3.18	2.77	3.33	2.74	2.21	2.43	2.28
Azerbaijan	253	(1.12)	(0.99)	(1.18)	(1.27)	(1.32)	(1.18)	(1.26)	(1.35)	(1.30)	(1.25)	(1.24)	(1.16)	(1.21)	(1.15)	(1.26)	(1.18)
		3.10	3.25	2.93	2.63	2.53	3.00	2.89	2.41	2.72	3.00	2.89	2.90	2.52	2.37	2.41	2.38
Bahrain	246	(1.14)	(1.18)	(1.21)	(1.19)	(1.31)	(1.27)	(1.24)	(1.18)	(1.20)	(1.25)	(1.25)	(1.16)	(1.28)	(1.15)	(1.20)	(1.15)
		2.88	3.28	2.65	2.44	2.13	2.70	2.44	2.18	2.46	3.01	2.75	2.77	1.95	1.60	2.14	1.90
Belgium	315	(1.10)	(0.98)	(1.19)	(1.30)	(1.21)	(1.20)	(1.13)	(1.14)	(1.20)	(1.08)	(1.08)	(1.16)	(1.08)	(0.92)	(1.11)	(1.01)
		3.05	3.33	2.48	2.59	2.20	3.18	2.75	2.47	2.79	3.00	2.79	2.63	2.50	2.17	2.34	2.44
Bolivia	353	(1.02)	(0.98)	(1.23)	(1.23)	(1.19)	(1.16)	(1.16)	(1.15)	(1.17)	(1.10)	(1.09)	(1.18)	(1.15)	(1.10)	(1.34)	(1.12)
Bosnia and Herzegovina	186	2.42	3.04	2.46	2.62	2.14	2.85	2.49	2.01	2.49	2.68	2.45	2.11	2.25	1.97	2.33	2.12
		(1.11)	(1.08)	(1.07)	(1.11)	(1.17)	(1.19)	(1.18)	(1.07)	(1.23)	(1.18)	(1.18)	(1.15)	(1.08)	(1.03)	(1.10)	(1.07)
		3.13	3.54	2.88	2.85	2.04	3.15	2.96	2.52	2.99	3.26	3.14	2.86	2.43	2.12	2.56	2.46
Brazil	281	(1.12)	(1.00)	(1.25)	(1.30)	(1.07)	(1.27)	(1.23)	(1.14)	(1.23)	(1.12)	(1.21)	(1.20)	(1.17)	(1.07)	(1.16)	(1.20)
		2.47	2.95	2.30	2.64	2.60	2.79	2.37	1.84	2.26	2.84	2.49	2.48	1.98	1.76	2.38	2.07
Bulgaria	322	(1.11)	(1.11)	(1.10)	(1.24)	(1.20)	(1.19)	(1.19)	(1.05)	(1.17)	(1.12)	(1.15)	(1.16)	(1.13)	(0.98)	(1.14)	(1.10)
		2.62	2.98	2.45	2.17	2.01	2.50	2.30	2.12	2.36	2.68	2.46	2.48	2.03	1.75	2.13	1.99
Canada	692	(1.13)	(1.10)	(1.20)	(1.16)	(1.17)	(1.21)	(1.17)	(1.12)	(1.23)	(1.16)	(1.18)	(1.13)	(1.09)	(1.01)	(1.11)	(1.10)
		3.16	3.46	2.68	2.98	2.20	3.08	2.83	2.30	2.64	3.21	3.02	2.62	2.00	2.22	2.74	2.31
Chile	357	(1.19)	(1.06)	(1.22)	(1.25)	(1.16)	(1.23)	(1.22)	(1.17)	(1.22)	(1.05)	(1.11)	(1.18)	(1.10)	(1.05)	(1.14)	(1.12)
		2.67	3.21	2.50	2.77	2.40	3.07	2.62	2.15	2.73	3.17	2.69	2.66	2.04	1.84	2.50	2.19
Croatia	267	(1.08)	(0.99)	(1.16)	(1.19)	(1.09)	(1.23)	(1.16)	(1.13)	(1.19)	(1.08)	(1.06)	(1.23)	(1.06)	(1.04)	(1.13)	(1.15)
		2.89	3.26	2.57	2.52	2.29	3.01	2.66	2.09	2.47	2.85	2.67	2.53	2.20	2.03	2.40	2.22
Cyprus	242	(1.11)	(1.11)	(1.17)	(1.22)	(1.16)	(1.24)	(1.17)	(1.10)	(1.20)	(1.10)	(1.12)	(1.15)	(1.06)	(1.00)	(1.12)	(1.11)
Czech Republic	1,155	2.91	3.41	2.42	2.57	2.35	3.09	2.61	1.99	2.68	3.21	2.78	2.60	2.08	1.79	2.47	2.55
		(1.16)	(0.99)	(1.18)	(1.21)	(1.21)	(1.16)	(1.14)	(1.06)	(1.23)	(1.04)	(1.08)	(1.19)	(1.09)	(0.97)	(1.14)	(1.13)
		2.73	3.12	2.88	2.47	2.52	2.69	2.77	2.29	2.36	2.53	2.61	2.46	2.43	2.21	2.26	2.14
Denmark	208	(0.78)	(0.63)	(0.69)	(0.72)	(0.72)	(0.68)	(0.68)	(0.72)	(0.61)	(0.72)	(0.71)	(0.64)	(0.76)	(0.60)	(0.64)	(0.53)

Dominican Republic	317	2.92 (1.24)	3.58 (1.09)	2.67 (1.35)	2.60 (1.35)	1.74 (1.08)	3.12 (1.32)	2.91 (1.30)	2.24 (1.26)	2.72 (1.34)	3.09 (1.34)	3.02 (1.27)	2.58 (1.30)	2.16 (1.26)	2.11 (1.16)	2.49 (1.22)	2.47 (1.26)
Ecuador	245	2.95 (1.12)	3.54 (1.08)	2.34 (1.26)	2.49 (1.29)	1.82 (1.16)	2.90 (1.34)	2.77 (1.29)	2.24 (1.18)	2.49 (1.26)	2.80 (1.20)	2.69 (1.23)	2.49 (1.21)	2.16 (1.23)	2.11 (1.16)	2.30 (1.13)	2.29 (1.23)
Estonia	496	2.46 (1.12)	3.22 (1.00)	2.42 (1.19)	2.46 (1.20)	1.72 (1.01)	2.69 (1.18)	2.58 (1.11)	2.30 (1.08)	2.57 (1.19)	3.04 (1.06)	2.75 (1.09)	2.43 (1.16)	2.09 (1.13)	1.97 (0.96)	2.31 (1.07)	2.04 (1.07)
Finland	1,487	2.79 (1.17)	3.39 (0.95)	2.72 (1.19)	2.57 (1.17)	2.12 (1.15)	3.20 (1.12)	2.89 (1.12)	2.25 (1.12)	2.87 (1.16)	3.30 (1.05)	3.08 (1.07)	3.05 (1.16)	2.10 (1.11)	1.94 (0.99)	2.56 (1.1)	2.30 (1.13)
France	344	2.81 (1.11)	3.14 (1.01)	2.38 (1.15)	2.19 (1.13)	1.86 (1.06)	2.51 (1.23)	2.40 (1.19)	2.07 (1.07)	2.35 (1.19)	2.76 (1.16)	2.65 (1.15)	2.58 (1.22)	2.08 (1.13)	1.75 (1.00)	2.17 (1.08)	2.00 (1.06)
Georgia	313	2.45 (1.18)	3.05 (1.23)	2.40 (1.24)	1.93 (1.08)	2.38 (1.21)	3.28 (1.31)	2.76 (1.26)	2.37 (1.27)	2.76 (1.34)	3.19 (1.24)	2.86 (1.35)	2.30 (1.21)	2.31 (1.22)	2.03 (1.13)	2.33 (1.21)	2.21 (1.22)
Germany	251	2.47 (1.13)	3.18 (1.00)	1.80 (1.08)	2.14 (1.17)	1.59 (1.01)	2.83 (1.14)	2.53 (1.12)	2.04 (1.07)	2.49 (1.13)	2.96 (1.07)	2.64 (1.12)	2.20 (1.06)	1.71 (0.99)	1.62 (0.86)	1.94 (1.04)	2.09 (1.00)
Ghana	267	3.06 (1.07)	3.36 (1.02)	2.91 (1.36)	2.83 (1.24)	2.41 (1.27)	3.06 (1.20)	2.60 (1.19)	2.30 (1.09)	2.74 (1.37)	2.95 (1.14)	2.85 (1.19)	2.70 (1.13)	2.73 (1.29)	2.51 (1.19)	2.66 (1.18)	2.42 (1.22)
Greece	409	2.48 (1.12)	3.20 (1.10)	2.48 (1.20)	2.62 (1.27)	1.67 (0.99)	3.15 (1.19)	2.63 (1.19)	2.04 (1.06)	2.56 (1.25)	2.98 (1.13)	2.69 (1.15)	2.40 (1.15)	2.36 (1.12)	2.08 (1.09)	2.50 (1.14)	2.36 (1.20)
Hong Kong	240	2.90 (1.21)	3.05 (1.22)	2.69 (1.29)	1.90 (1.09)	2.16 (1.21)	3.05 (1.32)	2.93 (1.12)	2.16 (1.16)	2.54 (1.24)	2.99 (1.23)	2.72 (1.16)	2.75 (1.29)	2.46 (1.26)	2.12 (1.15)	2.26 (1.21)	2.41 (1.17)
Hungary	1,068	2.06 (1.14)	3.25 (1.06)	2.42 (1.29)	2.09 (1.17)	3.08 (1.10)	2.86 (1.25)	2.78 (1.24)	2.02 (1.13)	2.62 (1.31)	2.94 (1.17)	2.53 (1.19)	2.46 (1.28)	1.81 (1.07)	1.87 (0.99)	2.31 (1.18)	1.97 (1.13)
Iceland	262	2.59 (1.16)	3.33 (0.91)	2.66 (1.14)	2.34 (1.16)	1.48 (0.81)	2.87 (1.14)	2.63 (1.06)	1.71 (0.92)	2.26 (1.08)	2.96 (1.07)	2.68 (1.05)	2.51 (1.14)	1.94 (1.00)	1.61 (0.76)	2.13 (1.10)	2.05 (1.03)
India	554	3.05 (0.99)	3.36 (0.98)	2.76 (1.24)	2.46 (1.12)	2.68 (1.21)	3.10 (1.24)	2.84 (1.26)	2.68 (1.24)	2.85 (1.28)	2.98 (1.20)	2.76 (1.26)	2.94 (1.18)	2.77 (1.21)	2.49 (1.20)	2.67 (1.20)	2.57 (1.22)
Indonesia	239	3.13 (1.13)	3.32 (0.97)	2.59 (1.27)	2.70 (1.17)	2.38 (1.18)	2.99 (1.13)	2.69 (1.17)	2.44 (1.09)	2.62 (1.15)	2.99 (1.20)	2.67 (1.14)	2.86 (1.20)	2.45 (1.19)	2.08 (1.06)	2.54 (1.22)	2.26 (1.05)
Iran	305	3.13 (1.09)	3.43 (1.02)	2.72 (1.25)	2.91 (1.32)	2.37 (1.09)	3.72 (1.09)	3.05 (1.22)	2.62 (1.15)	3.04 (1.24)	3.27 (1.04)	2.78 (1.14)	2.94 (1.23)	2.44 (1.22)	2.27 (1.10)	2.60 (1.17)	2.40 (1.13)
Iraq	143	3.45 (1.19)	3.46 (1.05)	3.25 (1.27)	2.85 (1.20)	3.15 (1.36)	3.49 (1.24)	3.20 (1.27)	2.35 (1.28)	2.80 (1.25)	2.97 (1.22)	3.08 (1.24)	3.38 (1.16)	3.01 (1.41)	2.48 (1.27)	2.41 (1.25)	2.28 (1.36)
Ireland	298	2.87 (1.22)	3.56 (1.06)	2.68 (1.24)	2.51 (1.28)	2.19 (1.16)	3.12 (1.21)	2.59 (1.23)	2.07 (1.08)	2.62 (1.21)	3.03 (1.15)	2.79 (1.17)	2.59 (1.21)	2.08 (1.11)	1.79 (0.94)	2.48 (1.23)	2.16 (1.15)
Israel	420	2.81 (1.19)	3.22 (1.09)	2.25 (1.22)	2.40 (1.31)	2.03 (1.22)	2.90 (1.30)	2.30 (1.24)	1.83 (1.04)	2.26 (1.24)	2.61 (1.25)	2.16 (1.20)	2.45 (1.23)	2.07 (1.14)	1.74 (1.02)	2.07 (1.16)	1.73 (0.98)
Italy	315	2.08 (1.05)	3.10 (1.08)	2.07 (1.22)	2.38 (1.20)	1.70 (1.02)	3.00 (1.26)	2.27 (1.16)	1.82 (1.05)	2.22 (1.21)	2.65 (1.16)	2.45 (1.22)	2.18 (1.19)	1.91 (1.06)	1.70 (1.01)	2.15 (1.15)	1.92 (1.10)
Jamaica	265	2.86 (1.31)	3.48 (1.01)	2.66 (1.27)	2.72 (1.22)	1.94 (1.05)	2.98 (1.18)	2.71 (1.20)	1.95 (1.17)	2.55 (1.25)	2.89 (1.23)	2.78 (1.23)	2.27 (1.18)	2.18 (1.16)	2.04 (1.07)	2.64 (1.18)	2.26 (1.08)
Japan	281	2.47 (1.03)	2.85 (1.07)	2.16 (1.07)	2.07 (1.02)	1.99 (1.05)	2.38 (1.13)	2.03 (1.11)	1.99 (1.01)	2.10 (1.02)	2.44 (1.06)	2.33 (1.10)	2.23 (1.09)	1.94 (1.00)	1.90 (1.00)	2.25 (1.09)	1.84 (0.97)
Jordan	488	3.23 (1.21)	3.25 (1.07)	2.32 (1.30)	2.27 (1.18)	2.72 (1.32)	3.39 (1.29)	3.28 (1.21)	2.61 (1.23)	3.16 (1.24)	3.14 (1.20)	3.15 (1.26)	3.04 (1.12)	2.68 (1.31)	2.49 (1.22)	2.52 (1.26)	2.68 (1.31)
Kazakhstan	265	2.74 (1.18)	3.30 (1.08)	2.80 (1.20)	2.53 (1.17)	2.23 (1.22)	2.97 (1.32)	2.85 (1.21)	2.38 (1.23)	2.78 (1.29)	3.10 (1.14)	2.69 (1.21)	2.76 (1.25)	2.25 (1.26)	2.37 (1.18)	2.17 (1.20)	2.35 (1.24)

Kenya	204	3.15 (1.00)	3.37 (0.96)	2.69 (1.18)	2.40 (1.11)	2.15 (1.23)	2.98 (1.25)	2.26 (1.09)	2.25 (1.15)	2.42 (1.24)	2.57 (1.09)	2.49 (1.15)	2.61 (1.15)	2.37 (1.14)	2.16 (1.03)	2.38 (1.13)	2.14 (1.05)
Kuwait	576	2.63 (1.27)	2.48 (1.23)	2.49 (1.34)	2.27 (1.21)	2.19 (1.25)	2.84 (1.35)	2.56 (1.34)	1.93 (1.15)	2.33 (1.32)	2.64 (1.29)	2.65 (1.33)	2.38 (1.25)	2.37 (1.26)	2.11 (1.12)	1.87 (1.12)	1.92 (1.20)
Latvia	249	2.69 (1.21)	3.29 (1.14)	2.65 (1.29)	2.58 (1.23)	2.19 (1.22)	2.89 (1.25)	2.90 (1.21)	2.20 (1.21)	2.69 (1.27)	3.13 (1.13)	2.95 (1.21)	2.45 (1.21)	2.28 (1.18)	2.36 (1.19)	2.68 (1.23)	2.32 (1.24)
Lebanon	225	2.93 (1.04)	3.24 (0.94)	2.95 (1.12)	2.67 (1.16)	2.73 (1.19)	3.09 (1.14)	2.79 (1.10)	2.42 (1.17)	2.65 (1.14)	2.84 (1.09)	2.77 (1.18)	2.95 (1.11)	2.64 (1.20)	2.31 (1.17)	2.52 (1.15)	2.36 (1.11)
Lithuania	226	3.04 (1.17)	3.37 (0.99)	2.88 (1.17)	2.79 (1.22)	1.96 (1.07)	2.85 (1.12)	2.62 (1.02)	2.35 (1.08)	2.78 (1.11)	3.27 (1.03)	2.78 (1.09)	2.49 (1.23)	2.42 (1.09)	1.96 (0.96)	2.29 (1.10)	2.04 (1.03)
Macao	212	2.50 (1.00)	2.80 (0.99)	1.97 (0.94)	1.95 (0.99)	2.04 (1.03)	2.33 (1.11)	2.24 (1.00)	1.84 (0.86)	2.08 (0.92)	2.30 (1.03)	2.11 (1.01)	2.37 (1.09)	1.82 (0.87)	1.82 (0.82)	1.99 (1.03)	1.87 (0.90)
Mainland China	237	2.71 (0.95)	2.91 (0.99)	2.37 (1.11)	2.39 (1.03)	3.01 (1.09)	3.17 (1.25)	2.58 (1.04)	2.10 (1.05)	2.27 (1.08)	2.49 (1.09)	2.40 (1.02)	2.36 (1.05)	1.96 (0.99)	1.97 (0.92)	2.30 (1.03)	2.08 (1.03)
Malaysia	727	3.28 (0.99)	3.27 (0.98)	2.73 (1.12)	2.47 (1.06)	2.05 (1.10)	2.62 (1.17)	2.41 (1.10)	2.31 (1.12)	2.54 (1.20)	2.68 (1.13)	2.56 (1.11)	2.49 (1.10)	2.26 (1.08)	2.25 (1.11)	2.42 (1.14)	2.25 (1.14)
Malta	221	2.86 (1.06)	3.38 (1.06)	2.73 (1.25)	2.49 (1.26)	2.16 (1.17)	3.08 (1.22)	2.80 (1.18)	2.27 (1.17)	2.71 (1.25)	3.26 (1.08)	2.91 (1.10)	2.57 (1.12)	2.05 (1.06)	2.02 (1.01)	2.62 (1.18)	2.37 (1.17)
Mexico	136	2.60 (1.24)	3.18 (1.10)	2.25 (1.30)	2.42 (1.23)	2.11 (1.27)	2.95 (1.32)	2.58 (1.27)	2.03 (1.18)	2.57 (1.25)	2.72 (1.24)	2.49 (1.24)	2.35 (1.27)	2.09 (1.20)	1.82 (1.02)	2.22 (1.17)	2.39 (1.21)
Montenegro	303	2.75 (1.11)	3.32 (1.00)	2.37 (1.22)	2.99 (1.27)	2.38 (1.11)	3.17 (1.22)	2.86 (1.18)	2.24 (1.14)	2.57 (1.22)	3.00 (1.09)	2.75 (1.13)	2.56 (1.17)	2.12 (1.10)	1.97 (1.05)	2.49 (1.19)	2.23 (1.14)
Mozambique	316	2.10 (1.00)	2.87 (0.99)	1.53 (0.79)	1.53 (0.80)	2.48 (0.77)	2.55 (0.94)	2.33 (0.78)	1.66 (0.82)	1.72 (0.85)	2.60 (0.84)	2.59 (0.73)	1.90 (0.89)	1.48 (0.85)	1.40 (0.68)	1.80 (0.96)	1.61 (0.84)
Namibia	281	3.01 (1.07)	3.32 (1.36)	2.75 (1.26)	2.57 (1.26)	2.32 (1.26)	2.78 (1.28)	2.47 (1.26)	2.37 (1.18)	2.65 (1.32)	2.79 (1.22)	2.65 (1.28)	2.66 (1.24)	2.51 (1.29)	2.25 (1.21)	2.37 (1.19)	2.37 (1.25)
Netherlands	262	2.47 (1.13)	3.07 (1.01)	2.21 (1.14)	2.34 (1.24)	2.48 (0.91)	2.71 (1.19)	2.26 (1.10)	2.14 (1.12)	2.44 (1.24)	2.76 (1.15)	2.42 (1.11)	2.45 (1.13)	2.02 (1.12)	1.77 (1.05)	2.10 (1.10)	2.00 (1.12)
New Zealand	152	3.01 (1.12)	3.68 (0.84)	2.99 (1.09)	2.62 (1.16)	2.30 (1.14)	3.34 (1.09)	2.84 (1.13)	2.40 (1.13)	2.79 (1.15)	3.44 (1.07)	3.22 (1.04)	2.75 (1.08)	2.15 (1.03)	1.91 (0.91)	2.64 (1.01)	2.30 (1.02)
North Macedonia	102	2.92 (1.03)	3.06 (1.06)	2.55 (1.29)	2.57 (1.16)	2.39 (1.29)	2.75 (1.25)	2.48 (1.17)	2.20 (1.14)	2.64 (1.27)	3.01 (1.17)	2.57 (1.17)	2.82 (1.15)	2.50 (1.21)	1.89 (1.10)	2.22 (1.07)	2.07 (1.22)
Norway	140	3.06 (1.07)	3.51 (0.84)	2.59 (1.15)	2.56 (1.00)	3.13 (0.90)	3.32 (0.94)	2.85 (0.98)	2.30 (1.06)	2.73 (1.07)	3.11 (1.06)	2.84 (0.99)	2.91 (1.06)	1.96 (1.11)	1.91 (0.92)	2.45 (1.03)	2.08 (1.03)
Palestine	219	3.19 (1.20)	3.35 (1.14)	3.05 (1.30)	2.70 (1.25)	2.78 (1.32)	3.42 (1.25)	3.20 (1.25)	2.67 (1.18)	3.15 (1.27)	3.25 (1.17)	2.96 (1.27)	2.95 (1.19)	2.56 (1.28)	2.37 (1.14)	2.56 (1.20)	2.46 (1.18)
Paraguay	601	3.12 (1.17)	3.60 (1.05)	2.82 (1.33)	2.64 (1.25)	2.36 (1.26)	3.25 (1.30)	3.20 (1.20)	2.27 (1.19)	2.82 (1.28)	3.13 (1.18)	3.15 (1.20)	2.55 (1.22)	2.52 (1.27)	2.31 (1.14)	2.72 (1.22)	2.72 (1.26)
Philippines	333	3.44 (1.06)	3.65 (1.02)	3.26 (1.26)	2.96 (1.22)	2.41 (1.16)	3.29 (1.19)	3.05 (1.17)	2.56 (1.15)	3.03 (1.24)	3.31 (1.11)	3.12 (1.23)	3.13 (1.20)	2.72 (1.28)	2.19 (1.08)	2.95 (1.19)	2.49 (1.19)
Poland	858	2.26 (1.18)	3.27 (1.08)	2.60 (1.28)	2.53 (1.28)	2.33 (1.19)	3.08 (1.26)	2.74 (1.23)	2.36 (1.20)	2.76 (1.26)	3.11 (1.15)	2.75 (1.21)	2.41 (1.22)	1.95 (1.08)	1.80 (0.96)	2.17 (1.15)	2.33 (1.14)
Portugal	284	2.60 (1.10)	3.40 (1.01)	2.47 (1.22)	2.64 (1.20)	1.83 (1.05)	3.07 (1.15)	2.71 (1.15)	2.18 (1.15)	2.58 (1.20)	2.96 (1.10)	2.89 (1.13)	2.28 (1.10)	2.06 (1.09)	1.90 (0.98)	2.35 (1.05)	2.19 (1.08)
Romania	329	2.69 (1.13)	3.20 (0.98)	2.37 (1.18)	2.52 (1.25)	1.98 (1.13)	2.85 (1.27)	2.57 (1.25)	2.24 (1.16)	2.60 (1.28)	2.91 (1.18)	2.84 (1.19)	2.47 (1.18)	2.04 (1.11)	1.91 (1.05)	2.33 (1.11)	2.28 (1.13)

		3.19	3.29	2.94	2.66	2.33	2.99	2.84	2.49	2.86	2.93	2.73	2.76	2.31	2.11	2.26	2.27
Saudi Arabia	219	(2.26)	(1.23)	(1.38)	(1.34)	(1.41)	(1.34)	(1.37)	(1.23)	(1.35)	(1.29)	(1.32)	(1.28)	(1.33)	(1.24)	(1.33)	(1.18)
		2.61	3.17	2.39	2.54	1.52	2.91	2.45	2.02	2.26	2.92	2.53	2.59	1.82	1.76	2.34	2.00
Serbia	244	(1.10)	(1.00)	(1.23)	(1.16)	(0.90)	(1.20)	(1.12)	(1.08)	(1.13)	(1.06)	(1.16)	(1.11)	(0.98)	(0.96)	(1.11)	(1.10)
		2.50	3.18	2.18	2.25	1.96	2.61	2.08	1.82	2.13	2.91	2.31	2.46	1.75	1.55	1.89	2.03
Slovakia	268	(1.07)	(0.96)	(1.16)	(1.17)	(1.09)	(1.10)	(1.06)	(0.95)	(1.15)	(1.12)	(1.05)	(1.13)	(0.94)	(0.88)	(1.06)	(1.02)
		2.43	3.07	2.42	2.47	1.90	2.91	2.82	2.27	2.66	3.25	2.82	2.68	1.82	2.00	2.52	2.30
Slovenia	299	(1.09)	(1.10)	(1.18)	(1.16)	(1.14)	(1.18)	(1.17)	(1.11)	(1.23)	(1.11)	(1.18)	(1.21)	(1.02)	(1.04)	(1.14)	(1.15)
		2.63	2.99	2.23	2.25	2.31	2.84	2.93	2.20	2.32	2.51	2.29	2.39	1.95	2.02	2.54	1.77
South Korea	222	(1.03)	(1.01)	(1.15)	(1.02)	(1.10)	(1.11)	(1.12)	(1.04)	(1.11)	(1.08)	(1.08)	(1.05)	(0.96)	(0.84)	(1.10)	(0.87)
		2.45	3.29	2.46	2.40	1.90	2.77	2.57	2.00	2.30	2.78	2.68	2.15	2.00	1.89	2.15	2.02
Spain	271	(1.13)	(1.04)	(1.23)	(1.14)	(1.12)	(1.18)	(1.16)	(1.13)	(1.24)	(1.06)	(1.11)	(1.17)	(1.07)	(0.95)	(1.06)	(1.06)
		3.00	3.20	2.53	2.18	2.05	3.01	2.67	2.22	2.35	2.77	2.32	2.38	2.18	1.96	2.32	1.99
Sri Lanka	278	(1.10)	(9.50)	(1.10)	(1.01)	(1.10)	(1.17)	(1.08)	(1.11)	(1.20)	(1.12)	(1.12)	(1.09)	(1.13)	(0.99)	(1.11)	(1.04)
		2.72	3.19	2.35	2.60	1.63	2.81	2.59	2.24	2.55	2.83	2.57	2.70	2.08	2.00	2.56	2.32
Suriname	251	(1.19)	(1.07)	(1.30)	(1.30)	(1.08)	(1.32)	(1.23)	(1.16)	(1.28)	(1.21)	(1.29)	(1.26)	(1.27)	(1.10)	(1.26)	(1.19)
		2.87	3.33	2.62	2.50	2.27	2.82	2.58	2.35	2.64	3.15	2.69	2.59	1.95	1.65	2.30	2.09
Switzerland	206	(1.25)	(1.05)	(1.25)	(1.29)	(1.29)	(1.24)	(1.19)	(1.13)	(1.28)	(1.07)	(1.16)	(1.16)	(1.04)	(0.98)	(1.18)	(1.11)
		3.10	3.16	2.78	2.78	2.88	3.05	3.01	2.74	3.06	3.00	2.95	2.89	2.96	2.81	2.94	2.81
Taiwan	365	(0.93)	(0.87)	(0.95)	(1.02)	(1.01)	(1.01)	(1.02)	(1.05)	(0.94)	(0.93)	(1.04)	(1.00)	(0.96)	(1.01)	(1.04)	(1.03)
		3.26	3.34	2.89	2.292	2.45	2.97	2.64	2.28	2.67	3.05	2.95	3.22	2.56	2.42	2.76	2.29
Tanzania	151	(0.94)	(1.01)	(1.14)	(1.12)	(1.26)	(1.14)	(1.07)	(1.08)	(1.17)	(1.11)	(1.14)	(1.13)	(1.12)	(1.07)	(1.18)	(1.09)
		3.07	3.32	2.48	2.27	2.03	3.03	2.92	2.43	2.49	3.13	2.81	2.56	2.01	1.80	2.62	2.39
Thailand	176	(1.18)	(0.99)	(1.19)	(1.16)	(1.12)	(1.24)	(1.19)	(1.19)	(1.27)	(1.12)	(1.22)	(1.23)	(1.10)	(0.97)	(1.28)	(1.20)
		3.05	3.15	2.87	2.78	2.81	2.81	3.31	2.87	2.39	2.83	3.16	2.75	2.90	2.27	2.27	2.47
Turkey	212	(1.14)	(1.07)	(1.23)	(1.24)	(1.24)	(1.25)	(1.28)	(1.26)	(1.29)	(1.32)	(1.27)	(1.31)	(1.24)	(1.24)	(1.22)	(1.23)
		2.47	3.30	2.75	2.22	2.05	2.78	2.80	1.91	2.48	2.87	2.92	2.90	2.59	2.25	2.53	2.10
Ukraine	181	(1.14)	(1.11)	(1.20)	(1.14)	(1.09)	(1.25)	(1.29)	(1.04)	(1.26)	(1.14)	(1.21)	(1.23)	(1.31)	(1.18)	(1.20)	(1.16)
United Kingdom	244	2.85	3.41	2.72	2.47	2.23	2.90	2.70	2.11	2.50	3.02	2.81	2.68	2.10	1.72	2.23	2.12
United States	211	(1.22)	(1.00)	(1.26)	(1.24)	(1.16)	(1.23)	(1.22)	(1.08)	(1.16)	(1.17)	(1.14)	(1.22)	(1.12)	(1.97)	(1.15)	(1.11)
		2.27	2.83	2.10	1.76	1.73	2.25	2.03	1.77	2.09	2.35	2.20	2.00	1.88	1.57	1.91	1.76
Uruguay	237	(1.15)	(1.15)	(1.16)	(1.07)	(1.08)	(1.23)	(1.20)	(0.99)	(1.15)	(1.21)	(1.23)	(1.19)	(1.05)	(0.88)	(1.18)	(1.03)
		2.84	3.28	2.43	2.51	1.69	2.99	2.69	1.99	2.32	2.95	2.83	2.33	1.97	1.92	2.51	2.14
Uzbekistan	257	(1.10)	(1.07)	(1.25)	(1.22)	(0.98)	(1.17)	(1.14)	(1.04)	(1.17)	(1.11)	(1.08)	(1.10)	(1.15)	(1.02)	(1.16)	(1.12)
		2.65	3.36	2.88	2.74	2.48	3.04	2.96	2.29	2.77	3.07	2.70	2.80	2.39	2.35	2.16	2.39
Vietnam	340	(1.14)	(1.09)	(1.25)	(1.30)	(1.35)	(1.19)	(1.26)	(1.23)	(1.28)	(1.17)	(1.30)	(1.25)	(1.27)	(1.24)	(1.21)	(1.23)
		3.00	3.25	2.05	2.25	1.98	2.50	2.22	2.11	2.28	2.64	2.32	2.53	2.14	2.02	2.22	1.91
Zambia	609	(0.95)	(0.92)	(1.09)	(1.07)	(1.04)	(1.21)	(1.03)	(1.01)	(1.13)	(1.01)	(1.01)	(1.04)	(1.04)	(0.95)	(1.05)	(0.98)
		3.21	3.38	2.81	2.66	2.77	3.03	2.45	2.20	2.75	2.89	2.82	3.11	2.96	2.62	2.91	2.45
Total sample	31,352	(1.07)	(1.10)	(1.31)	(1.23)	(1.32)	(1.22)	(1.20)	(1.22)	(1.30)	(1.21)	(1.21)	(1.27)	(1.22)	(1.22)	(1.25)	(1.31)
		2.80	3.27	2.58	2.48	2.25	2.98	2.69	2.20	2.61	2.97	2.75	2.64	2.23	2.03	2.38	2.24
		(1.17)	(1.06)	(1.25)	(1.22)	(1.22)	(1.24)	(1.21)	(1.15)	(1.24)	(1.16)	(1.18)	(1.21)	(1.17)	(1.08)	(1.17)	(1.16)

Table S8*Correlations Between 16 Items of the Initial Version of the IWAS*

Item	IWAS1	IWAS2	IWAS3	IWAS4	IWAS5	IWAS6	IWAS7	IWAS8	IWAS9	IWAS10	IWAS11	IWAS12	IWAS13	IWAS14	IWAS15	IWAS16
IWAS1	1															
IWAS2	.46	1														
IWAS3	.39	.39	1													
IWAS4	.36	.47	.43	1												
IWAS5	.32	.29	.42	.44	1											
IWAS6	.34	.50	.40	.46	.38	1										
IWAS7	.31	.47	.42	.48	.38	.62	1									
IWAS8	.35	.37	.39	.41	.39	.47	.46	1								
IWAS9	.33	.46	.43	.45	.38	.56	.58	.66	1							
IWAS10	.32	.44	.39	.41	.35	.49	.50	.49	.61	1						
IWAS11	.31	.44	.42	.41	.33	.50	.63	.44	.56	.61	1					
IWAS12	.44	.40	.45	.39	.42	.42	.41	.47	.50	.50	.48	1				
IWAS13	.27	.26	.48	.34	.38	.32	.35	.43	.41	.34	.37	.43	1			
IWAS14	.29	.36	.40	.41	.37	.45	.54	.47	.51	.42	.50	.42	.50	1		
IWAS15	.32	.49	.39	.48	.33	.51	.56	.41	.52	.46	.52	.41	.35	.56	1	
IWAS16	.31	.44	.40	.44	.37	.57	.57	.58	.64	.51	.53	.46	.43	.59	.58	1

Note. All correlation coefficients are significant at a p -value < .001.

Table S9*Model Fit Criteria and Standardized Loadings for the Initial Version of the IWAS*

Culture	N	Model fit criteria						Standardized loadings for the IWAS items														
		$\chi^2(104)$	RMSEA	CFI	TLI	SRMR	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Albania	1,483	999.56	.076 (.072, .081)	.881	.863	.050	.41	.56	.55	.60	.51	.58	.72	.63	.76	.66	.72	.59	.62	.69	.66	.73
Algeria	772	712.31	.087 (.081, .093)	.806	.776	.064	.34	.51	.33	.50	.32	.50	.66	.59	.70	.66	.73	.50	.46	.60	.64	.69
Argentina	568	455.03	.077 (.070, .084)	.888	.870	.049	.51	.62	.50	.64	.55	.70	.69	.71	.79	.62	.70	.69	.46	.64	.59	.73
Armenia	234	290.65	.088 (.076, .100)	.849	.825	.067	.23	.59	.38	.59	.50	.59	.72	.68	.74	.68	.72	.51	.51	.67	.71	.78
Australia	1,393	1420.79	.095 (.871, .851)	.871	.851	.051	.49	.67	.72	.64	.58	.79	.80	.68	.81	.72	.74	.69	.56	.71	.73	.80
Austria	319	397.34	.094 (.084, .104)	.846	.823	.061	.39	.70	.60	.67	.52	.73	.76	.66	.73	.62	.66	.62	.42	.58	.72	.75
Azerbaijan	253	321.66	.091 (.080, .102)	.824	.797	.069	.35	.57	.24	.57	.31	.51	.74	.63	.78	.71	.72	.43	.43	.69	.67	.65
Bahrain	246	342.90	.097 (.085, .108)	.834	.809	.066	.48	.63	.55	.58	.54	.68	.66	.72	.80	.71	.73	.65	.53	.69	.72	.73
Belgium	315	336.92	.084 (.074, .094)	.874	.854	.054	.50	.61	.54	.64	.62	.74	.72	.74	.76	.60	.70	.62	.41	.48	.68	.76
Bolivia	353	417.06	.092 (.083, .102)	.859	.837	.055	.46	.65	.52	.59	.56	.67	.74	.72	.76	.62	.68	.72	.61	.73	.70	.74
Bosnia and Herzegovina	186	268.92	.092 (.079, .106)	.880	.862	.057	.53	.61	.39	.57	.47	.73	.82	.74	.85	.80	.78	.65	.59	.80	.76	.79
Brazil	281	358.19	.093 (.083, .104)	.881	.863	.051	.58	.71	.60	.73	.63	.75	.70	.79	.83	.63	.69	.71	.55	.65	.72	.80
Bulgaria	322	439.00	.100 (.090, .110)	.853	.830	.062	.51	.69	.49	.74	.57	.77	.78	.69	.76	.71	.72	.60	.48	.73	.71	.80
Canada	692	704.52	.091 (.085, .098)	.883	.865	.049	.56	.67	.68	.72	.65	.78	.80	.75	.81	.69	.78	.75	.61	.68	.79	.79
Chile	357	403.86	.090 (.081, .099)	.881	.863	.054	.61	.70	.68	.68	.59	.76	.80	.68	.78	.66	.70	.72	.50	.71	.74	.80
Croatia	267	331.09	.090 (.080, .101)	.888	.871	.052	.58	.70	.63	.69	.63	.80	.78	.71	.81	.67	.67	.71	.51	.69	.76	.81
Cyprus	242	444.40	.116 (.105, .128)	.836	.810	.061	.57	.70	.60	.70	.59	.79	.81	.69	.79	.77	.78	.64	.48	.73	.72	.82
Czech Republic	1,155	1311.36	.100 (.095, .105)	.844	.820	.061	.46	.68	.57	.70	.62	.78	.74	.65	.78	.69	.65	.49	.45	.59	.64	.80
Denmark	208	306.71	.097 (.084, .109)	.811	.782	.070	.52	.72	.58	.79	.70	.68	.70	.54	.56	.46	.54	.66	.28	.51	.70	.61
Dominican Republic	317	365.79	.089 (.079, .099)	.887	.870	.051	.46	.60	.60	.66	.46	.78	.78	.76	.85	.72	.74	.75	.62	.72	.76	.79
Ecuador	245	318.94	.092 (.080, .103)	.874	.855	.055	.50	.62	.54	.60	.47	.77	.79	.76	.79	.79	.79	.75	.57	.70	.76	.73
Estonia	496	592.82	.097 (.090, .105)	.859	.838	.056	.49	.70	.67	.64	.58	.72	.74	.76	.81	.65	.64	.62	.60	.74	.67	.79
Finland	1,487	1838.99	.106 (.102, .110)	.852	.829	.054	.62	.67	.67	.71	.67	.75	.80	.68	.77	.68	.69	.67	.49	.66	.73	.76
France	344	332.31	.080 (.070, .090)	.889	.872	.050	.47	.65	.62	.70	.57	.74	.76	.69	.74	.63	.70	.68	.59	.56	.72	.75
Georgia	313	521.38	.113 (.104, .123)	.779	.745	.082	.16	.65	.51	.47	.47	.68	.79	.60	.79	.71	.79	.44	.44	.68	.62	.75
Germany	251	350.20	.097 (.086, .108)	.833	.808	.063	.48	.67	.55	.65	.48	.75	.71	.74	.73	.63	.65	.58	.45	.58	.62	.74
Ghana	267	339.49	.092 (.081, .103)	.879	.861	.056	.55	.61	.75	.69	.59	.66	.56	.78	.78	.71	.67	.62	.81	.82	.83	.82
Greece	409	460.68	.092 (.083, .100)	.843	.819	.064	.39	.61	.39	.60	.33	.73	.73	.60	.73	.65	.69	.67	.38	.71	.70	.78
Hong Kong	240	343.53	.098 (.087, .110)	.845	.821	.066	.67	.71	.60	.59	.56	.77	.68	.61	.79	.72	.58	.56	.60	.69	.68	.78
Hungary	1,068	930.91	.086 (.081, .091)	.884	.866	.049	.50	.71	.63	.61	.56	.76	.72	.72	.78	.72	.72	.74	.51	.70	.68	.78
Iceland	262	298.80	.085 (.073, .096)	.880	.862	.057	.45	.63	.65	.65	.53	.74	.75	.63	.73	.64	.69	.62	.39	.64	.74	.80
India	554	563.00	.089 (.082, .097)	.864	.843	.059	.32	.48	.57	.55	.51	.67	.80	.64	.74	.72	.80	.51	.65	.77	.76	.81
Indonesia	239	338.06	.097 (.086, .109)	.860	.839	.060	.41	.50	.58	.71	.55	.72	.71	.71	.83	.77	.74	.72	.59	.69	.73	.82
Iran	305	453.83	.105 (.095, .115)	.813	.785	.070	.28	.58	.36	.57	.43	.64	.70	.68	.79	.65	.70	.77	.45	.72	.66	.74
Iraq	143	171.42	.067 (.049, .085)	.805	.775	.076	.16	.33	.31	.23	.32	.41	.48	.53	.55	.47	.58	.46	.57	.55	.59	.74
Ireland	298	423.82	.102 (.092, .112)	.878	.860	.050	.64	.74	.68	.71	.64	.80	.83	.71	.80	.74	.75	.71	.50	.70	.75	.79
Israel	420	402.53	.083 (.074, .091)	.869	.849	.055	.30	.50	.58	.64	.45	.66	.73	.70	.80	.68	.71	.73	.52	.67	.65	.72
Italy	315	434.20	.100 (.091, .110)	.820	.793	.072	.32	.62	.47	.64	.48	.75	.73	.68	.80	.68	.70	.62	.45	.68	.66	.71
Jamaica	265	366.31	.098 (.087, .109)	.867	.847	.060	.47	.61	.57	.67	.62	.75	.80	.66	.79	.78	.81	.67	.56	.72	.76	.76
Japan	281	296.26	.081 (.070, .092)	.891	.874	.053	.61	.62	.71	.73	.59	.72	.80	.70	.79	.69	.75	.70	.70	.83	.72	.76
Jordan	488	468.14	.085 (.077, .093)	.848	.825	.059	.44	.57	.46	.47	.39	.71	.70	.59	.75	.70	.67	.54	.56	.71	.69	.69
Kazakhstan	265	341.67	.093 (.082, .104)	.829	.802	.067	.37	.55	.42	.48	.37	.63	.75	.62	.76	.73	.69	.50	.44	.73	.73	.73

Kenya	204	265.10	.087 (.074, .100)	.848	.824	.070	.45	.46	.56	.60	.49	.65	.61	.58	.77	.68	.69	.49	.68	.75	.73	.70
Kuwait	576	510.72	.082 (.075, .090)	.863	.842	.056	.47	.57	.49	.51	.53	.65	.72	.69	.81	.71	.70	.55	.48	.69	.64	.70
Latvia	249	338.20	.095 (.084, .107)	.874	.855	.056	.60	.64	.73	.65	.64	.71	.80	.66	.81	.74	.81	.71	.71	.73	.76	.80
Lebanon	225	326.87	.098 (.086, .110)	.836	.811	.068	.30	.47	.58	.55	.46	.60	.67	.71	.76	.75	.75	.65	.69	.76	.65	.80
Lithuania	226	349.69	.102 (.091, .114)	.830	.804	.065	.55	.57	.65	.61	.53	.76	.66	.72	.77	.70	.61	.66	.45	.66	.68	.73
Macao	212	301.80	.095 (.082, .107)	.866	.845	.056	.64	.64	.60	.65	.69	.68	.77	.68	.78	.76	.80	.70	.66	.77	.69	.78
Mainland China	237	341.05	.098 (.087, .110)	.782	.748	.075	.58	.63	.47	.55	.50	.49	.58	.56	.73	.58	.57	.59	.62	.67	.62	.80
Malaysia	727	717.03	.090 (.084, .096)	.846	.822	.066	.21	.44	.56	.53	.57	.70	.76	.71	.78	.76	.79	.68	.64	.80	.78	.82
Malta	221	288.74	.090 (.077, .102)	.882	.864	.057	.43	.64	.65	.69	.68	.77	.81	.73	.81	.67	.71	.69	.52	.69	.71	.79
Mexico	136	221.89	.091 (.075, .108)	.876	.857	.060	.53	.61	.60	.65	.56	.73	.76	.76	.77	.77	.77	.77	.71	.62	.63	.78
Montenegro	303	432.77	.102 (.092, .112)	.862	.841	.058	.45	.64	.55	.69	.56	.76	.76	.72	.84	.76	.79	.69	.53	.71	.72	.81
Mozambique	316	335.62	.084 (.074, .094)	.890	.873	.054	.73	.74	.67	.70	.67	.75	.60	.70	.79	.67	.60	.72	.57	.65	.76	.80
Namibia	281	242.44	.069 (.058, .080)	.925	.914	.046	.44	.58	.67	.53	.61	.73	.79	.64	.78	.71	.79	.71	.69	.76	.76	.77
Netherlands	261	317.85	.089 (.078, .100)	.896	.880	.051	.60	.75	.65	.70	.55	.78	.73	.79	.81	.69	.74	.71	.66	.72	.72	.79
New Zealand	152	309.15	.114 (.099, .129)	.830	.804	.069	.50	.62	.70	.59	.62	.81	.74	.76	.81	.68	.71	.69	.46	.58	.76	.74
North Macedonia	102	229.23	.109 (.090, .128)	.806	.777	.077	.44	.58	.47	.54	.62	.63	.77	.65	.77	.76	.72	.59	.53	.61	.65	.77
Norway	140	211.03	.086 (.069, .102)	.887	.870	.060	.52	.64	.68	.55	.65	.66	.73	.68	.82	.66	.62	.70	.46	.69	.72	.80
Palestine	219	339.82	.102 (.090, .114)	.824	.797	.066	.45	.48	.42	.49	.52	.64	.71	.65	.77	.78	.78	.69	.59	.65	.62	.76
Paraguay	601	603.07	.089 (.083, .096)	.857	.835	.058	.42	.60	.50	.52	.41	.68	.74	.65	.75	.70	.73	.59	.60	.73	.66	.78
Philippines	333	486.16	.103 (.093, .112)	.855	.832	.060	.54	.63	.66	.66	.57	.74	.77	.69	.78	.76	.78	.68	.54	.69	.78	.76
Poland	858	936.05	.097 (.091, .102)	.878	.860	.050	.59	.75	.65	.76	.62	.82	.81	.77	.84	.71	.72	.70	.43	.63	.72	.80
Portugal	284	358.70	.093 (.082, .103)	.880	.862	.054	.37	.74	.50	.70	.52	.76	.74	.77	.82	.72	.68	.64	.51	.68	.73	.81
Romania	329	436.54	.099 (.089, .108)	.866	.846	.055	.63	.69	.61	.64	.56	.77	.80	.73	.77	.75	.76	.73	.50	.71	.72	.80
Saudi Arabia	219	285.90	.089 (.077, .102)	.870	.850	.064	.45	.63	.53	.60	.37	.68	.77	.69	.82	.75	.78	.64	.62	.64	.75	.78
Serbia	244	375.21	.103 (.092, .115)	.835	.810	.063	.45	.63	.49	.65	.33	.77	.77	.64	.75	.70	.72	.71	.49	.70	.71	.84
Slovakia	268	300.10	.084 (.073, .095)	.882	.864	.054	.54	.62	.68	.70	.61	.69	.70	.72	.76	.66	.67	.63	.56	.67	.65	.79
Slovenia	299	389.78	.096 (.086, .106)	.866	.846	.062	.40	.54	.64	.55	.56	.78	.80	.71	.82	.72	.71	.58	.52	.73	.72	.81
South Korea	222	290.17	.090 (.078, .102)	.873	.853	.058	.52	.58	.63	.57	.67	.70	.59	.70	.83	.77	.73	.66	.65	.69	.76	.69
Spain	271	339.95	.091 (.081, .102)	.866	.846	.059	.53	.60	.55	.66	.56	.75	.70	.78	.84	.65	.67	.68	.55	.70	.63	.79
Sri Lanka	278	377.02	.097 (.087, .108)	.826	.799	.065	.41	.53	.58	.60	.46	.67	.74	.64	.77	.71	.66	.57	.51	.63	.70	.71
Suriname	251	289.75	.084 (.073, .096)	.901	.886	.053	.60	.62	.67	.65	.42	.69	.76	.73	.79	.77	.83	.80	.58	.75	.75	.80
Switzerland	206	289.47	.093 (.080, .106)	.862	.841	.059	.57	.67	.66	.74	.63	.76	.77	.73	.71	.61	.69	.68	.27	.43	.69	.75
Taiwan	365	273.41	.067 (.057, .077)	.937	.927	.039	.64	.62	.73	.67	.62	.78	.77	.70	.80	.77	.80	.71	.78	.82	.75	.83
Tanzania	151	222.66	.087 (.071, .103)	.857	.835	.064	.42	.45	.50	.57	.37	.62	.58	.69	.68	.77	.72	.61	.67	.77	.77	.75
Thailand	176	235.05	.085 (.070, .099)	.869	.849	.062	.46	.56	.48	.61	.59	.69	.72	.76	.77	.73	.64	.54	.48	.50	.72	.80
Turkey	212	295.03	.093 (.081, .106)	.867	.846	.061	.44	.59	.48	.60	.50	.61	.76	.77	.81	.81	.79	.78	.60	.76	.68	.79
Ukraine	181	378.01	.121 (.108, .134)	.719	.676	.086	.33	.57	.52	.59	.29	.61	.67	.60	.70	.54	.61	.40	.59	.72	.60	.73
United Kingdom	244	383.53	.105 (.094, .116)	.865	.844	.055	.63	.65	.74	.67	.65	.79	.78	.76	.80	.71	.73	.72	.63	.64	.72	.78
United States	211	245.80	.080 (.067, .093)	.917	.904	.049	.66	.72	.72	.74	.66	.85	.85	.70	.79	.83	.89	.78	.65	.76	.78	.85
Uruguay	237	349.67	.100 (.088, .111)	.846	.823	.059	.54	.59	.66	.55	.38	.70	.72	.75	.77	.65	.68	.73	.58	.67	.64	.78
Uzbekistan	257	317.01	.089 (.078, .101)	.851	.828	.062	.36	.60	.48	.55	.46	.64	.72	.61	.76	.68	.66	.44	.54	.74	.74	.77
Vietnam	340	521.28	.109 (.099, .118)	.808	.778	.074	.29	.49	.57	.63	.48	.69	.77	.69	.80	.72	.77	.38	.58	.69	.72	.79
Zambia	609	409.38	.069 (.062, .077)	.889	.872	.049	.29	.50	.56	.53	.57	.65	.66	.60	.67	.66	.73	.50	.63	.71	.68	.67
Percentage of factor loadings $\geq .40$	–	–	–	–	–	–	76.5	98.8	91.8	98.8	87.1	100	100	100	100	100	100	98.8	95.3	100	100	100
Percentage of factor loadings $\geq .60$	–	–	–	–	–	–	16.5	65.9	45.9	64.7	28.2	92.9	94.1	92.9	97.6	95.3	95.3	71.8	31.8	88.2	97.6	100

Note. RMSEA = root mean square error of approximation, CFI = comparative fit index, TLI = Tucker-Lewis index, SRMR = standardized root mean squared residual. All values of χ^2 were significant at a p -value $< .001$.

Table S10*Model Fit and Standardized Factor Loadings for the Initial Version of the IWAS-7*

Culture	N	$\chi^2(14)$	RMSEA	CFI	TLI	SRMR	IWAS3	IWAS5	IWAS7	IWAS10	IWAS12	IWAS15	IWAS16
Albania	1,483	186.94***	.091 (.080, .103)	.922	.884	.045	.54	.52	.69	.66	.58	.66	.72
Algeria	772	161.06***	.117 (.101, .133)	.828	.742	.063	.31	.31	.62	.65	.49	.63	.69
Argentina	568	41.66***	.059 (.039, .080)	.964	.946	.033	.52	.54	.69	.58	.70	.60	.69
Armenia	234	73.35***	.135 (.105, .166)	.854	.780	.075	.37	.48	.71	.66	.46	.73	.79
Australia	1,392	186.59***	.094 (.082, .106)	.948	.922	.037	.73	.58	.78	.71	.69	.74	.78
Austria	319	60.43***	.102 (.076, .129)	.921	.881	.050	.60	.54	.74	.62	.62	.72	.73
Azerbaijan	253	46.94***	.096 (.067, .128)	.890	.835	.052	.26	.30	.69	.65	.43	.73	.64
Bahrain	246	44.17***	.094 (.063, .125)	.919	.879	.050	.54	.52	.63	.68	.65	.73	.72
Belgium	315	50.15***	.091 (.064, .118)	.937	.906	.045	.53	.60	.76	.53	.64	.73	.73
Bolivia	353	23.05	.043 (.000, .073)	.984	.976	.027	.48	.56	.73	.60	.70	.71	.74
Bosnia and Herzegovina	186	11.40	.000 (.000, .058)	1.00	1.00	.024	.37	.51	.85	.79	.65	.72	.75
Brazil	281	13.05	.000 (.000, .054)	1.00	1.00	.022	.59	.61	.67	.62	.69	.74	.79
Bulgaria	322	52.22***	.092 (.066, .119)	.939	.908	.045	.49	.57	.77	.70	.60	.71	.79
Canada	692	72.89***	.078 (.061, .096)	.962	.943	.032	.66	.64	.79	.67	.75	.81	.79
Chile	357	49.05***	.084 (.059, .110)	.952	.929	.036	.66	.61	.77	.66	.73	.74	.80
Croatia	267	49.55***	.098 (.069, .128)	.948	.922	.041	.62	.64	.75	.67	.70	.77	.81
Cyprus	242	34.19**	.077 (.045, .110)	.965	.947	.037	.62	.60	.78	.75	.67	.70	.80
Czech Republic	1,155	265.47***	.125 (.112, .138)	.887	.830	.060	.57	.62	.73	.67	.50	.63	.78
Denmark	208	8.46	.000 (.000, .036)	1.00	1.00	.022	.59	.63	.71	.71	.64	.72	.61
Dominican Republic	317	53.23***	.094 (.068, .121)	.942	.913	.042	.61	.49	.76	.73	.76	.76	.74
Ecuador	245	15.85	.023 (.000, .068)	.996	.994	.027	.56	.48	.76	.77	.76	.78	.71
Estonia	496	67.53***	.088 (.067, .109)	.944	.916	.040	.68	.61	.72	.64	.65	.65	.74
Finland	1,487	187.56***	.091 (.080, .103)	.952	.928	.034	.68	.65	.79	.67	.68	.74	.73
France	344	24.93*	.048 (.012, .077)	.982	.973	.029	.62	.55	.79	.63	.68	.72	.69
Georgia	313	106.62***	.145 (.120, .172)	.822	.733	.073	.50	.50	.74	.69	.44	.60	.74
Germany	251	38.33***	.083 (.052, .115)	.932	.898	.045	.57	.53	.69	.62	.61	.57	.69
Ghana	266	74.49***	.127 (.100, .157)	.900	.850	.051	.72	.61	.54	.72	.59	.83	.82
Greece	409	54.14***	.084 (.061, .108)	.936	.904	.047	.37	.32	.70	.66	.66	.73	.75
Hong Kong	239	51.49*	.106 (.076, .138)	.908	.861	.059	.53	.52	.69	.68	.51	.73	.79
Hungary	1,068	91.23***	.072 (.058, .086)	.964	.945	.030	.61	.56	.73	.71	.75	.70	.74
Iceland	262	30.95**	.068 (.035, .101)	.969	.953	.035	.67	.48	.74	.62	.65	.73	.80
India	554	85.85***	.096 (.077, .116)	.931	.897	.049	.56	.50	.80	.68	.47	.79	.81
Indonesia	239	16.54	.028 (.000, .071)	.995	.992	.028	.55	.57	.66	.78	.73	.73	.82
Iran	305	66.91***	.111 (.085, .139)	.898	.847	.061	.37	.46	.66	.63	.79	.65	.69

Iraq	143	28.89*	.086 (.040, .131)	.835	.753	.064	.36	.34	.47	.45	.44	.59	.70
Ireland	298	61.48***	.107 (.080, .135)	.942	.914	.039	.70	.64	.81	.72	.74	.74	.78
Israel	420	48.29***	.076 (.054, .100)	.948	.923	.040	.60	.46	.71	.63	.71	.65	.73
Italy	315	71.83***	.115 (.089, .141)	.873	.810	.062	.46	.49	.71	.68	.62	.66	.65
Jamaica	265	40.54***	.085 (.055, .116)	.955	.932	.04	.56	.63	.79	.77	.69	.76	.73
Japan	281	28.05*	.060 (.026, .092)	.971	.957	.035	.72	.61	.80	.67	.69	.70	.72
Jordan	487	64.19***	.086 (.065, .108)	.921	.881	.046	.45	.40	.65	.66	.55	.71	.71
Kazakhstan	265	38.83***	.082 (.052, .113)	.935	.903	.047	.41	.36	.72	.69	.49	.78	.71
Kenya	204	30.16**	.075 (.038, .112)	.932	.899	.053	.55	.48	.61	.66	.49	.71	.71
Kuwait	576	52.84***	.069 (.050, .090)	.949	.923	.037	.50	.52	.69	.68	.55	.66	.69
Latvia	249	40.76***	.088 (.057, .120)	.955	.933	.037	.71	.63	.81	.72	.68	.78	.78
Lebanon	225	63.34***	.125 (.095, .157)	.876	.814	.062	.61	.46	.64	.76	.68	.63	.75
Lithuania	226	58.03***	.118 (.087, .150)	.900	.850	.057	.69	.52	.64	.71	.67	.67	.71
Macao	212	38.35***	.091 (.057, .125)	.946	.919	.040	.59	.72	.81	.74	.67	.71	.75
Mainland China	237	40.76***	.090 (.058, .123)	.896	.844	.057	.46	.47	.57	.56	.53	.67	.80
Malaysia	727	58.83***	.066 (.049, .084)	.962	.943	.035	.53	.56	.75	.73	.67	.78	.82
Malta	221	54.60***	.115 (.084, .147)	.920	.880	.048	.66	.67	.81	.66	.70	.72	.74
Mexico	136	30.97**	.094 (.049, .140)	.938	.906	.046	.57	.57	.74	.77	.76	.63	.78
Montenegro	303	60.52***	.105 (.078, .132)	.931	.897	.050	.55	.54	.72	.73	.68	.75	.81
Mozambique	316	29.51*	.059 (.029, .089)	.971	.956	.035	.71	.64	.57	.64	.69	.76	.82
Namibia	281	35.48**	.074 (.044, .105)	.964	.946	.036	.64	.60	.78	.70	.71	.77	.77
Netherlands	262	33.56**	.073 (.041, .105)	.962	.943	.036	.64	.57	.71	.65	.72	.72	.80
New Zealand	152	48.01***	.126 (.088, .166)	.907	.861	.055	.69	.61	.72	.69	.70	.78	.69
North Macedonia	102	26.25*	.093 (.033, .147)	.939	.909	.049	.45	.66	.71	.71	.64	.67	.77
Norway	140	24.40*	.073 (.015, .120)	.965	.948	.042	.70	.64	.70	.65	.71	.71	.78
Palestine	219	30.17**	.073 (.036, .108)	.957	.935	.039	.42	.50	.66	.80	.69	.62	.75
Paraguay	601	91.97***	.096 (.078, .115)	.921	.882	.047	.48	.38	.72	.70	.58	.66	.77
Philippines	333	54.40***	.093 (.068, .120)	.949	.924	.040	.66	.59	.73	.76	.69	.79	.74
Poland	858	156.67***	.109 (.094, .125)	.929	.893	.044	.68	.64	.77	.72	.74	.71	.77
Portugal	284	34.94**	.073 (.043, .103)	.964	.946	.037	.49	.53	.72	.70	.63	.74	.80
Romania	329	40.46***	.076 (.049, .104)	.966	.949	.034	.61	.55	.78	.74	.73	.74	.80
Saudi Arabia	219	40.30***	.093 (.060, .127)	.940	.911	.047	.53	.36	.77	.72	.62	.77	.76
Serbia	244	54.54***	.109 (.079, .140)	.917	.876	.054	.49	.30	.76	.69	.72	.75	.81
Slovakia	268	30.81**	.067 (.035, .099)	.965	.947	.035	.69	.61	.69	.64	.64	.65	.75
Slovenia	299	65.48***	.111 (.085, .139)	.925	.888	.050	.64	.56	.79	.69	.59	.75	.79
South Korea	222	44.80***	.100 (.068, .133)	.932	.898	.044	.60	.67	.59	.79	.67	.77	.69
Spain	271	42.64***	.087 (.058, .117)	.937	.905	.041	.59	.58	.68	.67	.68	.61	.72
Sri Lanka	278	48.39***	.094 (.066, .124)	.924	.886	.050	.58	.46	.73	.71	.55	.69	.70
Suriname	251	40.71***	.087 (.057, .119)	.957	.936	.036	.62	.38	.76	.75	.81	.77	.81

Switzerland	206	27.60*	.069 (.029, .106)	.969	.953	.033	.70	.65	.75	.60	.71	.70	.66
Taiwan	365	46.10***	.079 (.055, .105)	.961	.941	.034	.72	.63	.75	.77	.69	.77	.82
Tanzania	150	23.66	.068 (.000, .114)	.959	.938	.042	.50	.30	.54	.76	.58	.82	.73
Thailand	176	26.99*	.073 (.029, .113)	.956	.934	.047	.48	.55	.70	.71	.51	.75	.80
Turkey	212	34.67**	.083 (.049, .119)	.950	.925	.044	.48	.49	.72	.79	.75	.68	.82
Ukraine	181	72.13***	.151 (.118, .187)	.725	.588	.084	.45	.26	.56	.53	.41	.57	.80
United Kingdom	244	52.06***	.106 (.076, .137)	.939	.908	.042	.75	.65	.76	.71	.71	.71	.77
United States	211	46.13***	.104 (.072, .138)	.938	.907	.050	.71	.67	.85	.82	.77	.77	.84
Uruguay	237	28.48*	.066 (.030, .101)	.964	.946	.039	.65	.41	.71	.62	.72	.64	.74
Uzbekistan	257	44.40***	.092 (.062, .123)	.924	.886	.049	.47	.45	.70	.64	.45	.76	.76
Vietnam	340	119.29***	.149 (.125, .174)	.836	.754	.074	.55	.47	.77	.67	.37	.74	.82
Zambia	609	65.68***	.078 (.059, .097)	.933	.899	.043	.53	.58	.62	.68	.51	.64	.66
Percentage of factor loadings $\geq .40$	—	—	—	—	—	—	91.8	87.1	100	100	98.8	100	100
Percentage of factor loadings $\geq .60$	—	—	—	—	—	—	43.5	34.1	91.4	94.1	71.8	96.5	100

Note. RMSEA = root mean square error of approximation, CFI = comparative fit index, TLI = Tucker-Lewis index, SRMR = standardized root mean squared residual. * $p < .05$, ** $p < .01$, *** $p < .001$

Table S11*Model Fit, Standardized Factor Loadings, Reliability, and Convergent Validity of the Final Version of the IWAS-7*

Culture	N	$\chi^2(13)$	RMSEA	CFI	TLI	SRMR	IWAS3	IWAS5	IWAS7	IWAS10	IWAS12	IWAS15	IWAS16	Residual correlation	α	ω	AVE	CR
Albania	1,483	145.26***	.083 (.071, .095)	.941	.904	.040	.51	.49	.70	.66	.57	.67	.73	.21***	.82	.81	.39	.81
Algeria	772	143.43***	.114 (.098, .131)	.847	.754	.058	.30	.29	.62	.65	.48	.63	.69	.17***	N/A	N/A	N/A	N/A
Argentina	568	29.62**	.047 (.025, .070)	.978	.965	.026	.49	.51	.69	.58	.70	.60	.70	.17**	.81	.81	.38	.81
Armenia	234	48.08***	.107 (.076, .141)	.913	.860	.061	.33	.45	.72	.66	.45	.74	.80	.35***	.80	.79	.38	.80
Australia	1,392	156.50***	.089 (.077, .102)	.957	.930	.035	.71	.56	.79	.71	.68	.75	.78	.18***	.88	.88	.51	.88
Austria	319	47.35***	.091 (.064, .120)	.941	.905	.045	.57	.51	.75	.61	.61	.73	.74	.24***	.84	.84	.42	.84
Azerbaijan	253	41.95***	.094 (.063, .126)	.903	.844	.048	.25	.29	.70	.64	.42	.74	.64	.15*	.74	.73	.31	.74
Bahrain	246	36.04***	.085 (.053, .118)	.938	.900	.044	.51	.49	.64	.68	.64	.74	.73	.23**	.83	.82	.41	.83
Belgium	315	43.22***	.086 (.058, .115)	.948	.915	.043	.50	.58	.76	.53	.64	.73	.74	.18**	.83	.83	.42	.83
Bolivia	353	22.82*	.046 (.008, .077)	.983	.972	.027	.48	.56	.73	.60	.70	.71	.74	.01	.83	.83	.43	.84
Bosnia and Herzegovina	186	11.18	.000 (.000, .064)	1.00	1.00	.024	.38	.51	.85	.79	.65	.71	.75	-.03	.84	.85	.46	.85
Brazil	281	12.52	.000 (.000, .057)	1.00	1.00	.022	.58	.60	.67	.62	.69	.74	.79	.05	.85	.85	.45	.85
Bulgaria	322	33.51**	.070 (.041, .100)	.967	.947	.034	.46	.54	.77	.70	.60	.71	.80	.27***	.84	.84	.44	.84
Canada	692	57.26***	.070 (.052, .089)	.971	.954	.028	.64	.62	.79	.67	.74	.82	.80	.19***	.89	.89	.53	.89
Chile	357	48.07***	.087 (.061, .114)	.952	.923	.035	.66	.60	.77	.66	.73	.74	.80	.09	.88	.88	.51	.88
Croatia	267	46.96***	.099 (.069, .130)	.950	.919	.040	.61	.62	.76	.67	.70	.78	.81	.12	.88	.88	.51	.88
Cyprus	242	18.03	.040 (.000, .080)	.991	.986	.025	.59	.57	.78	.76	.67	.71	.81	.29***	.87	.87	.50	.87
Czech Republic	1,155	180.48***	.106 (.092, .120)	.925	.878	.054	.52	.58	.74	.67	.47	.65	.80	.31***	.83	.83	.41	.83
Denmark	208	8.51	.000 (.000, .044)	1.00	1.00	.022	.59	.63	.71	.47	.64	.72	.61	-.01	.81	.82	.40	.82
Dominican Republic	317	46.97***	.091 (.064, .119)	.950	.919	.039	.60	.48	.76	.73	.76	.76	.74	.17*	.87	.87	.49	.87
Ecuador	245	13.00	.000 (.000, .063)	1.00	1.00	.023	.55	.47	.76	.77	.76	.78	.71	.13	.86	.87	.48	.86
Estonia	496	56.58***	.082 (.061, .105)	.955	.927	.037	.66	.58	.73	.65	.64	.66	.75	.19***	.85	.85	.45	.85
Finland	1,487	166.21***	.089 (.077, .101)	.958	.932	.033	.66	.63	.80	.67	.67	.75	.73	.15***	.87	.87	.50	.87
France	344	19.06	.037 (.000, .070)	.990	.984	.024	.61	.53	.80	.63	.68	.73	.69	.16*	.85	.85	.45	.85
Georgia	313	88.85***	.137 (.110, .164)	.854	.764	.069	.47	.46	.76	.68	.42	.62	.75	.26***	N/A	N/A	N/A	N/A
Germany	251	36.49***	.085 (.053, .118)	.934	.894	.044	.55	.51	.69	.63	.60	.57	.69	.10	.81	.80	.37	.80
Ghana	266	55.09***	.110 (.081, .141)	.930	.887	.043	.69	.57	.56	.73	.59	.84	.82	.31***	.86	.86	.48	.86
Greece	409	38.50***	.069 (.045, .095)	.959	.935	.036	.36	.30	.70	.66	.65	.73	.75	.22***	.80	.80	.38	.80
Hong Kong	239	34.14**	.082 (.049, .117)	.948	.916	.051	.50	.48	.70	.66	.50	.74	.81	.31***	.83	.82	.41	.82
Hungary	1,068	88.18***	.074 (.059, .089)	.965	.943	.030	.60	.55	.73	.71	.75	.70	.74	.05	.86	.86	.47	.86
Iceland	262	31.10**	.073 (.040, .106)	.967	.946	.035	.67	.48	.74	.62	.65	.73	.80	-.01	.85	.86	.46	.85
India	554	61.81***	.082 (.062, .103)	.953	.924	.042	.54	.48	.80	.68	.47	.80	.82	.25***	.85	.85	.45	.85
Indonesia	239	14.02	.018 (.000, .068)	.998	.997	.025	.54	.56	.66	.78	.73	.74	.82	.12	.86	.86	.49	.87
Iran	305	34.46**	.074 (.044, .104)	.959	.933	.040	.34	.43	.67	.63	.78	.66	.70	.34***	.80	.80	.38	.80
Iraq	143	29.25**	.093 (.048, .139)	.820	.710	.064	.35	.32	.47	.44	.42	.60	.71	.08	N/A	N/A	N/A	N/A
Ireland	298	51.86***	.100 (.073, .129)	.953	.924	.036	.68	.62	.82	.72	.74	.75	.78	.21**	.89	.89	.54	.89
Israel	420	36.35***	.065 (.041, .091)	.965	.943	.032	.58	.43	.72	.63	.71	.66	.73	.21***	.83	.83	.42	.83
Italy	315	61.19***	.108 (.082, .137)	.894	.830	.058	.43	.46	.73	.67	.60	.68	.66	.22**	.81	.80	.38	.80
Jamaica	265	36.28***	.082 (.051, .115)	.960	.936	.040	.54	.62	.80	.77	.69	.76	.74	.15*	.87	.87	.50	.87
Japan	281	26.79*	.061 (.027, .095)	.972	.954	.034	.71	.60	.80	.76	.69	.70	.72	.09	.87	.87	.49	.87
Jordan	487	55.66***	.082 (.061, .105)	.933	.892	.042	.43	.38	.66	.66	.54	.71	.72	.16**	.79	.79	.36	.79

Kazakhstan	265	34.98***	.080 (.049, .112)	.943	.907	.043	.39	.35	.72	.69	.49	.78	.71	.14*	.79	.79	.37	.80
Kenya	204	18.48	.045 (.000, .089)	.977	.963	.042	.51	.43	.61	.66	.47	.72	.72	.30***	.80	.79	.36	.79
Kuwait	576	42.71***	.063 (.043, .084)	.961	.937	.032	.47	.50	.69	.68	.55	.66	.70	.16**	.81	.81	.38	.81
Latvia	249	39.26***	.090 (.059, .123)	.956	.929	.036	.71	.62	.81	.72	.68	.78	.78	.11	.89	.89	.53	.89
Lebanon	225	40.66***	.097 (.064, .132)	.931	.888	.046	.57	.41	.64	.76	.67	.64	.77	.37***	.83	.83	.42	.83
Lithuania	226	52.89***	.117 (.085, .150)	.910	.854	.055	.67	.48	.65	.71	.66	.69	.72	.20*	.84	.84	.43	.84
Macao	212	35.01***	.089 (.054, .126)	.951	.921	.038	.57	.71	.81	.74	.67	.72	.75	.18	.88	.88	.51	.88
Mainland China	237	38.61***	.091 (.059, .125)	.901	.839	.056	.44	.45	.57	.55	.53	.68	.81	.13	.78	.78	.35	.78
Malaysia	727	44.42***	.058 (.040, .077)	.974	.957	.029	.52	.55	.75	.73	.66	.79	.82	.19***	.87	.87	.49	.87
Malta	221	52.37***	.117 (.085, .151)	.922	.874	.047	.64	.65	.82	.66	.69	.73	.75	.15	.88	.88	.50	.87
Mexico	136	29.38**	.096 (.050, .143)	.940	.903	.045	.56	.56	.74	.78	.75	.63	.79	.13	.86	.86	.48	.86
Montenegro	303	47.21***	.093 (.065, .122)	.950	.919	.044	.52	.51	.73	.73	.67	.75	.83	.24***	.86	.86	.47	.86
Mozambique	316	27.25*	.059 (.027, .090)	.973	.957	.033	.70	.63	.58	.64	.69	.76	.82	.13	.87	.87	.48	.86
Namibia	281	34.73***	.077 (.047, .109)	.963	.941	.036	.63	.60	.78	.70	.71	.77	.77	.05	.88	.88	.51	.88
Netherlands	262	32.29**	.075 (.043, .108)	.963	.940	.035	.64	.56	.71	.65	.72	.72	.80	.08	.86	.86	.48	.86
New Zealand	152	45.26***	.128 (.088, .169)	.912	.858	.055	.67	.58	.73	.69	.68	.79	.69	.15	.87	.86	.48	.86
North Macedonia	102	21.18	.079 (.000, .137)	.959	.934	.043	.41	.63	.70	.72	.64	.67	.78	.25*	.84	.84	.43	.84
Norway	140	19.76	.061 (.000, .112)	.977	.964	.039	.67	.61	.71	.65	.70	.72	.79	.22*	.87	.87	.48	.87
Palestine	219	25.26*	.066 (.025, .104)	.967	.947	.033	.41	.49	.66	.80	.69	.62	.75	.17*	.82	.82	.42	.83
Paraguay	601	80.55***	.093 (.074, .113)	.932	.890	.043	.47	.37	.72	.70	.57	.67	.77	.16**	.81	.81	.39	.81
Philippines	333	34.87***	.071 (.043, .100)	.973	.956	.030	.63	.55	.73	.76	.69	.79	.75	.28***	.87	.87	.50	.87
Poland	858	139.74***	.107 (.091, .123)	.937	.898	.042	.66	.62	.77	.71	.73	.72	.78	.19***	.88	.88	.51	.88
Portugal	284	35.12***	.077 (.047, .109)	.962	.938	.037	.48	.53	.72	.70	.63	.74	.80	.03	.84	.84	.44	.84
Romania	329	33.22**	.069 (.040, .098)	.974	.958	.029	.59	.53	.78	.74	.73	.74	.80	.18**	.87	.88	.50	.87
Saudi Arabia	219	30.44**	.078 (.042, .115)	.961	.936	.038	.52	.34	.77	.73	.62	.77	.76	.23***	.84	.84	.44	.84
Serbia	244	40.57***	.093 (.062, .126)	.944	.909	.041	.48	.28	.75	.69	.72	.76	.82	.26***	.84	.84	.45	.84
Slovakia	268	28.11**	.066 (.032, .099)	.968	.949	.034	.67	.59	.69	.64	.64	.66	.75	.12	.85	.85	.44	.85
Slovenia	299	43.24***	.088 (.060, .118)	.956	.929	.039	.61	.53	.80	.70	.58	.75	.80	.31***	.86	.86	.47	.86
South Korea	222	41.33***	.099 (.066, .134)	.937	.898	.042	.58	.65	.60	.79	.67	.78	.69	.17*	.86	.86	.47	.86
Spain	271	35.14***	.079 (.048, .111)	.951	.921	.036	.56	.55	.68	.68	.68	.62	.73	.21**	.83	.83	.42	.83
Sri Lanka	278	42.22***	.090 (.061, .121)	.935	.895	.047	.56	.43	.73	.71	.54	.70	.70	.19*	.82	.82	.40	.82
Suriname	251	33.01**	.078 (.046, .112)	.968	.948	.029	.61	.36	.76	.75	.81	.77	.81	.19**	.87	.88	.51	.87
Switzerland	206	25.49*	.068 (.026, .107)	.971	.954	.032	.69	.64	.76	.60	.71	.70	.67	.13	.86	.86	.47	.86
Taiwan	365	44.55***	.082 (.056, .108)	.961	.938	.033	.72	.62	.75	.77	.69	.78	.82	.08	.89	.89	.55	.89
Tanzania	150	22.94*	.071 (.013, .118)	.958	.932	.040	.49	.29	.54	.76	.58	.82	.73	.09	.79	.80	.39	.81
Thailand	176	27.23*	.079 (.036, .121)	.952	.922	.047	.48	.55	.70	.71	.51	.75	.81	.04	.83	.83	.43	.84
Turkey	212	27.85**	.073 (.035, .111)	.964	.942	.035	.47	.47	.72	.80	.75	.68	.82	.22**	.86	.86	.47	.86
Ukraine	181	60.98***	.143 (.108, .180)	.773	.633	.080	.42	.21	.54	.53	.40	.58	.83	.25**	N/A	N/A	N/A	N/A
United Kingdom	244	42.29***	.096 (.065, .129)	.953	.924	.038	.72	.62	.76	.71	.70	.72	.78	.25**	.88	.88	.51	.88
United States	211	39.63***	.099 (.064, .134)	.949	.917	.047	.69	.64	.86	.82	.76	.78	.84	.27**	.91	.91	.60	.91
Uruguay	237	24.48*	.061 (.020, .098)	.972	.954	.035	.64	.39	.72	.63	.71	.65	.74	.16*	.83	.83	.42	.83
Uzbekistan	257	38.11***	.087 (.056, .119)	.937	.899	.044	.45	.43	.69	.63	.44	.76	.77	.18**	.80	.80	.37	.80
Vietnam	340	71.85***	.115 (.090, .142)	.908	.852	.058	.52	.43	.77	.66	.35	.75	.82	.42***	.82	.81	.41	.82
Zambia	609	63.53***	.080 (.061, .100)	.934	.894	.043	.52	.57	.62	.69	.50	.65	.66	.08	.80	.80	.37	.80

Note. RMSEA = root mean square error of approximation, CFI = comparative fit index, TLI = Tucker-Lewis index, SRMR = standardized root mean squared residual. α = Cronbach's alpha; ω =

McDonald's omega; AVE = average variance extracted; CR = composite reliability. Due to poor model fit for the IWAS-7 noted for Algeria, Georgia, Iraq, and Ukraine, Cronbach's α ,

McDonald's ω , the AVE and the CR, were not calculated for these cultures. * $p < .05$, ** $p < .01$, *** $p < .001$

Table S12

Model Fit, Standardized Factor Loadings, Reliability, and Convergent Validity of the IWAS-5

Culture	N	$\chi^2(5)$	RMSEA	CFI	TLI	SRMR	Item 3	Item 7	Item 10	Item 15	Item 16	α	ω	AVE	CR
Albania	1,483	15.08*	.037 (.016, .059)	.993	.986	.014	.48	.72	.62	.70	.74	.79	.79	.43	.79
Algeria	772	35.32***	.089 (.062, .117)	.949	.897	.032	.29	.65	.57	.70	.70	.71	.71	.36	.73
Argentina	568	5.55	.014 (.000, .061)	.999	.997	.015	.48	.71	.53	.65	.71	.75	.75	.39	.76
Armenia	234	3.62	.000 (.000, .077)	1.00	1.00	.021	.31	.75	.62	.74	.81	.78	.79	.45	.79
Australia	1,392	18.14**	.043 (.023, .066)	.994	.988	.014	.68	.80	.70	.78	.79	.86	.87	.56	.87
Austria	319	5.58	.019 (.000, .082)	.998	.997	.019	.53	.75	.56	.76	.78	.81	.81	.47	.81
Azerbaijan	253	23.69***	.122 (.075, .173)	.922	.843	.037	.22	.71	.61	.78	.62	.72	.74	.38	.74
Bahrain	246	6.14	.030 (.000, .098)	.995	.991	.021	.46	.67	.65	.76	.74	.79	.79	.44	.79
Belgium	315	25.66***	.115 (.073, .160)	.945	.890	.041	.47	.77	.49	.74	.76	.78	.78	.44	.79
Bolivia	353	1.87	.000 (.000, .038)	1.00	1.00	.010	.48	.74	.58	.75	.71	.78	.79	.44	.79
Bosnia and Herzegovina	186	4.74	.000 (.000, .099)	1.00	1.00	.021	.38	.85	.77	.72	.76	.82	.84	.51	.83
Brazil	281	5.27	.014 (.000, .085)	.999	.998	.018	.56	.70	.61	.74	.80	.81	.81	.47	.82
Bulgaria	322	14.46*	.077 (.032, .124)	.977	.954	.028	.44	.80	.67	.71	.81	.81	.82	.49	.82
Canada	692	18.23**	.062 (.033, .093)	.987	.973	.021	.62	.80	.65	.83	.81	.86	.86	.56	.86
Chile	357	12.43*	.065 (.019, .111)	.984	.968	.023	.63	.82	.64	.77	.76	.85	.85	.53	.85
Croatia	267	6.82	.037 (.000, .098)	.996	.992	.017	.58	.77	.62	.82	.82	.84	.85	.53	.85
Cyprus	242	6.89	.040 (.000, .104)	.995	.991	.019	.58	.80	.74	.71	.82	.85	.85	.54	.85
Czech Republic	1,155	19.12**	.049 (.027, .074)	.990	.981	.018	.48	.75	.64	.68	.81	.80	.81	.46	.81
Denmark	208	1.83	.000 (.000, .049)	1.00	1.00	.014	.59	.71	.50	.74	.60	.76	.76	.40	.77
Dominican Republic	317	16.08**	.084 (.040, .131)	.973	.947	.029	.58	.79	.68	.80	.74	.84	.84	.52	.84
Ecuador	245	1.78	.000 (.000, .043)	1.00	1.00	.009	.54	.77	.76	.80	.72	.84	.84	.52	.84
Estonia	496	26.51***	.093 (.060, .129)	.965	.931	.031	.62	.75	.62	.68	.77	.82	.81	.48	.82
Finland	1,487	37.39***	.066 (.047, .087)	.986	.972	.023	.62	.84	.65	.75	.74	.84	.84	.52	.84
France	344	3.24	.000 (.000, .059)	1.00	1.00	.014	.59	.83	.62	.72	.69	.82	.82	.48	.82
Georgia	313	31.87***	.131 (.090, .176)	.925	.851	.045	.42	.81	.62	.68	.72	.79	.79	.44	.79
Germany	251	7.73	.047 (.000, .107)	.989	.977	.025	.50	.73	.60	.60	.71	.76	.76	.40	.77
Ghana	267	18.99**	.103 (.056, .153)	.965	.931	.029	.69	.55	.70	.84	.84	.84	.85	.54	.85
Greece	409	9.02	.044 (.000, .090)	.990	.980	.023	.34	.72	.63	.73	.77	.77	.78	.43	.78
Hong Kong	239	10.88	.070 (.000, .128)	.979	.959	.033	.47	.70	.63	.75	.83	.81	.81	.47	.81
Hungary	1,068	23.10***	.058 (.036, .083)	.986	.972	.021	.57	.74	.67	.73	.78	.82	.82	.49	.83
Iceland	262	4.37	.000 (.000, .080)	1.00	1.00	.018	.63	.75	.59	.75	.81	.83	.83	.51	.83
India	554	10.26	.044 (.000, .082)	.993	.986	.015	.53	.81	.66	.80	.82	.84	.85	.54	.85
Indonesia	239	7.59	.047 (.000, .109)	.992	.984	.022	.52	.66	.77	.76	.83	.83	.83	.51	.84
Iran	305	9.44	.054 (.000, .106)	.984	.968	.026	.29	.68	.60	.70	.72	.73	.73	.38	.74
Iraq	143	10.94	.091 (.000, .165)	.904	.808	.053	.27	.42	.38	.63	.79	.63	.63	.28	.63
Ireland	298	12.31*	.070 (.020, .121)	.986	.972	.023	.65	.84	.68	.79	.78	.86	.86	.56	.87
Israel	420	14.84*	.068 (.030, .110)	.976	.952	.026	.57	.71	.59	.69	.76	.79	.79	.45	.80
Italy	315	21.65***	.103 (.061, .149)	.945	.890	.041	.37	.78	.59	.73	.67	.76	.76	.42	.77
Jamaica	265	11.57*	.070 (.013, .125)	.983	.967	.029	.51	.80	.73	.79	.76	.84	.84	.53	.84
Japan	281	7.88	.045 (.000, .102)	.992	.983	.021	.71	.82	.69	.67	.74	.85	.85	.53	.85
Jordan	488	5.89	.019 (.000, .068)	.998	.996	.016	.41	.70	.61	.73	.72	.77	.77	.42	.77

Kazakhstan	265	10.97	.067 (.000, .122)	.979	.958	.024	.41	.74	.70	.78	.69	.79	.80	.46	.80
Kenya	204	2.07	.000 (.000, .056)	1.00	1.00	.016	.48	.62	.64	.73	.74	.77	.78	.42	.78
Kuwait	576	15.52**	.060 (.028, .096)	.979	.959	.023	.46	.71	.63	.69	.71	.77	.77	.42	.78
Latvia	249	0.66	.000 (.000, .000)	1.00	1.00	.005	.68	.83	.71	.81	.77	.87	.87	.58	.87
Lebanon	225	11.60*	.077 (.015, .135)	.973	.947	.031	.55	.66	.69	.69	.80	.81	.81	.47	.81
Lithuania	226	12.14*	.079 (.021, .138)	.975	.951	.031	.59	.70	.66	.73	.76	.82	.82	.48	.82
Macao	212	8.73	.059 (.000, .123)	.987	.974	.026	.54	.84	.70	.75	.75	.84	.84	.52	.84
Mainland China	237	5.67	.024 (.000, .096)	.996	.992	.026	.43	.56	.48	.71	.85	.73	.74	.39	.75
Malaysia	727	8.36	.030 (.000, .065)	.996	.991	.016	.50	.75	.71	.81	.82	.84	.85	.53	.85
Malta	221	8.94	.060 (.000, .122)	.988	.976	.025	.62	.87	.65	.75	.73	.84	.85	.53	.85
Mexico	136	2.71	.000 (.000, .084)	1.00	1.00	.017	.52	.80	.74	.61	.82	.83	.83	.50	.83
Montenegro	303	8.65	.049 (.000, .103)	.992	.984	.021	.48	.72	.70	.77	.85	.83	.83	.51	.84
Mozambique	316	6.12	.027 (.000, .086)	.997	.994	.019	.69	.62	.62	.80	.79	.83	.84	.50	.83
Namibia	281	7.60	.043 (.000, .101)	.994	.987	.020	.63	.78	.64	.81	.79	.85	.85	.54	.85
Netherlands	262	7.43	.043 (.000, .103)	.992	.985	.022	.61	.72	.62	.76	.79	.83	.83	.50	.83
New Zealand	152	3.19	.000 (.000, .088)	1.00	1.00	.017	.61	.78	.68	.82	.70	.84	.84	.52	.84
North Macedonia	102	7.10	.064 (.000, .162)	.982	.964	.037	.39	.68	.73	.67	.82	.79	.79	.45	.80
Norway	140	4.11	.000 (.000, .106)	1.00	1.00	.019	.64	.75	.61	.76	.79	.83	.83	.51	.84
Palestine	219	8.11	.053 (.000, .117)	.988	.976	.022	.42	.67	.74	.66	.78	.78	.79	.44	.79
Paraguay	601	13.21*	.052 (.018, .088)	.988	.977	.020	.45	.77	.66	.69	.76	.79	.80	.46	.80
Philippines	333	9.07	.049 (.000, .100)	.992	.985	.017	.61	.76	.75	.78	.76	.85	.85	.54	.85
Poland	858	34.42***	.083 (.058, .110)	.976	.953	.027	.61	.79	.67	.75	.82	.85	.85	.54	.85
Portugal	284	2.28	.000 (.000, .051)	1.00	1.00	.011	.45	.74	.69	.76	.80	.81	.81	.49	.82
Romania	329	5.59	.019 (.000, .081)	.999	.998	.016	.57	.81	.71	.76	.79	.85	.85	.54	.85
Saudi Arabia	219	9.49	.064 (.000, .126)	.986	.971	.024	.50	.79	.70	.80	.76	.83	.84	.52	.84
Serbia	244	9.51	.061 (.000, .119)	.985	.971	.024	.47	.77	.65	.74	.84	.82	.82	.50	.83
Slovakia	268	9.43	.057 (.000, .113)	.985	.970	.025	.65	.72	.61	.68	.77	.81	.81	.47	.82
Slovenia	299	0.99	.000 (.000, .000)	1.00	1.00	.007	.58	.81	.69	.74	.81	.85	.85	.53	.85
South Korea	222	21.50***	.122 (.072, .177)	.947	.894	.037	.56	.64	.73	.83	.70	.82	.82	.49	.82
Spain	271	4.69	.000 (.000, .082)	1.00	1.00	.016	.54	.75	.65	.63	.72	.79	.79	.44	.79
Sri Lanka	278	10.66	.064 (.000, .117)	.982	.964	.026	.53	.72	.69	.73	.73	.81	.81	.47	.81
Suriname	251	13.90*	.084 (.033, .138)	.977	.955	.029	.59	.75	.72	.78	.86	.86	.86	.56	.86
Switzerland	206	7.16	.046 (.000, .114)	.992	.984	.022	.66	.81	.55	.70	.68	.81	.81	.47	.81
Taiwan	365	19.58**	.089 (.050, .133)	.974	.949	.026	.70	.76	.74	.80	.82	.88	.88	.59	.88
Tanzania	151	5.46	.025 (.000, .118)	.997	.995	.024	.48	.57	.71	.88	.70	.80	.81	.46	.81
Thailand	176	3.30	.000 (.000, .084)	1.00	1.00	.017	.47	.73	.68	.76	.81	.82	.82	.49	.82
Turkey	212	4.53	.000 (.000, .091)	1.00	1.00	.016	.45	.68	.75	.71	.88	.82	.83	.50	.83
Ukraine	181	17.52**	.118 (.061, .180)	.911	.823	.045	.40	.57	.49	.64	.80	.71	.71	.35	.72
United Kingdom	244	4.92	.000 (.000, .088)	1.00	1.00	.016	.68	.80	.68	.75	.79	.86	.86	.55	.86
United States	211	2.81	.000 (.000, .069)	1.00	1.00	.014	.65	.88	.82	.80	.84	.90	.90	.64	.90
Uruguay	237	4.10	.000 (.000, .082)	1.00	1.00	.020	.60	.75	.58	.67	.75	.80	.80	.45	.80
Uzbekistan	257	21.93	.115 (.068, .166)	.946	.891	.037	.44	.70	.61	.78	.77	.79	.80	.45	.80
Vietnam	340	10.35	.056 (.000, .105)	.988	.975	.023	.50	.79	.65	.76	.81	.83	.83	.51	.83
Zambia	609	3.86	.000 (.000, .049)	1.00	1.00	.012	.51	.66	.61	.70	.67	.77	.77	.40	.77

Note. RMSEA = root mean square error of approximation; CFI = comparative fit index; TLI = Tucker-Lewis index; SRMR = standardized root mean squared residual; α = Cronbach's alpha; ω = McDonald's omega; AVE = average variance extracted; CR = composite reliability. * $p < .05$, ** $p < .01$, *** $p < .001$

Table S13*Descriptive Statistics for the IWAS-7, IWAS-5, and BWAS*

Culture	IWAS-7 (range: 7–35)					IWAS-5 (range: 5–25)					BWAS (range: 7–35)				
	N	M	SD	Skewness	Kurtosis	N	M	SD	Skewness	Kurtosis	N	M	SD	Skewness	Kurtosis
Albania	1,483	17.72	5.60	0.14	−0.48	1,483	12.36	4.26	0.21	−0.56	1,483	18.79	5.33	−0.02	−0.39
Algeria	N/A	N/A	N/A	N/A	N/A	772	14.88	4.08	0.00	−0.44	772	22.58	4.98	−0.21	0.00
Argentina	568	16.56	5.53	0.31	−0.57	568	11.86	4.03	0.34	−0.55	568	17.86	5.72	0.27	−0.47
Armenia	234	17.49	5.78	0.28	−0.47	234	12.18	4.32	0.32	−0.53	234	18.97	5.20	−0.06	−0.50
Australia	1,391	18.21	6.54	0.14	−0.69	1,391	13.67	4.96	0.05	−0.82	1,392	19.36	6.33	0.00	−0.67
Austria	319	16.16	5.39	0.38	−0.66	319	11.70	4.21	0.34	−0.76	319	17.34	5.50	0.18	−0.63
Azerbaijan	253	19.25	5.33	0.14	−0.25	253	13.74	4.20	0.12	−0.46	253	21.11	4.94	−0.09	−0.16
Bahrain	246	19.04	5.97	0.09	−0.33	246	13.62	4.46	0.07	−0.49	246	20.34	5.88	0.14	−0.18
Belgium	315	17.03	5.58	0.26	−0.63	315	12.13	4.02	0.29	−0.71	315	18.51	5.71	0.07	−0.81
Bolivia	353	17.84	5.69	0.19	−0.50	353	13.01	4.19	0.09	−0.47	353	19.58	5.44	0.11	−0.56
Bosnia and Herzegovina	186	16.34	5.69	0.23	−0.64	186	12.09	4.29	0.19	−0.63	186	18.03	5.48	0.00	−0.56
Brazil	280	19.05	5.98	0.01	−0.95	281	14.12	4.49	−0.04	−0.99	280	20.57	6.11	−0.16	−0.75
Bulgaria	322	17.04	5.75	0.32	−0.55	322	11.97	4.26	0.32	−0.75	322	18.11	5.97	0.21	−0.61
Canada	692	16.01	6.25	0.44	−0.52	692	11.54	4.58	0.43	−0.58	692	17.02	6.23	0.39	−0.48
Chile	357	18.59	6.13	0.13	−0.65	357	13.77	4.53	0.10	−0.70	357	20.40	6.28	−0.03	−0.74
Croatia	267	18.04	6.07	0.26	−0.62	267	12.98	4.45	0.26	−0.64	267	19.32	5.96	0.05	−0.47
Cyprus	242	17.52	6.01	0.17	−0.67	242	12.70	4.47	0.13	−0.72	242	19.21	6.20	−0.08	−0.75
Czech Republic	1,155	18.21	5.59	0.20	−0.50	1,155	13.25	4.21	0.10	−0.63	1,155	19.36	5.74	0.10	−0.62
Denmark	208	17.57	3.19	0.31	0.52	208	12.59	2.33	0.38	0.43	208	19.17	3.60	−0.12	0.39
Dominican Republic	317	17.95	6.60	0.10	−0.98	317	13.63	5.05	0.01	−0.93	317	19.54	6.21	0.01	−0.71
Ecuador	244	16.83	6.27	0.28	−0.77	244	12.52	4.75	0.29	−0.70	244	18.82	6.06	−0.03	−0.80
Estonia	496	16.53	5.56	0.42	−0.52	496	12.38	4.17	0.31	−0.66	496	17.53	5.69	0.24	−0.58
Finland	1,487	18.94	5.99	−0.04	−0.73	1,487	13.76	4.41	−0.10	−0.74	1,487	19.69	5.96	−0.11	−0.64
France	344	16.15	5.76	0.22	−0.88	344	11.71	4.29	0.23	−0.80	344	17.28	5.68	0.12	−0.85
Georgia	N/A	N/A	N/A	N/A	N/A	313	12.88	4.53	0.16	−0.91	313	18.25	5.42	0.14	−0.49
Germany	251	15.11	5.01	0.49	−0.19	251	11.31	3.80	0.41	−0.24	251	16.53	5.30	0.31	−0.59
Ghana	266	18.67	6.31	−0.31	−0.94	266	13.55	4.77	−0.26	−0.92	266	20.23	6.03	−0.30	−0.46
Greece	409	17.02	5.40	0.26	−0.21	409	12.95	4.23	0.21	−0.32	409	18.23	5.23	0.05	−0.63
Hong Kong	239	18.20	5.98	0.34	−0.49	239	13.28	4.53	0.35	−0.53	239	18.67	6.23	0.23	−0.58
Hungary	1,068	17.96	6.19	0.27	−0.77	1,068	12.42	4.60	0.35	−0.72	1,068	18.55	5.94	0.21	−0.67
Iceland	262	16.41	5.37	0.36	−0.60	262	12.42	4.17	0.31	−0.71	262	17.90	5.20	0.15	−0.49
India	553	19.45	6.15	−0.05	−0.58	553	13.83	4.81	0.01	−0.67	554	20.27	5.52	−0.06	−0.34

Indonesia	239	18.31	6.16	0.12	-0.67	239	13.07	4.56	0.19	-0.59	239	19.80	5.57	-0.04	-0.62
Iran	305	19.35	5.55	0.07	-0.42	305	14.04	4.02	0.10	-0.36	305	21.32	5.18	-0.07	-0.14
Iraq	N/A	N/A	N/A	N/A	N/A	143	14.10	4.06	0.08	-0.43	142	22.82	4.45	0.15	-0.09
Ireland	298	17.73	6.51	0.32	-0.53	298	12.95	4.83	0.23	-0.75	298	19.53	6.55	0.07	-0.58
Israel	420	15.44	5.82	0.63	-0.09	420	10.97	4.32	0.67	-0.16	420	17.93	5.62	0.39	-0.19
Italy	315	14.95	5.45	0.49	-0.30	315	11.07	4.15	0.48	-0.32	315	16.60	5.39	0.36	-0.35
Jamaica	265	17.36	6.18	0.18	-0.57	265	13.15	4.66	0.07	-0.64	265	19.35	6.02	-0.02	-0.48
Japan	281	14.94	5.60	0.67	0.33	281	10.71	4.18	0.72	0.38	281	15.95	5.63	0.60	0.31
Jordan	486	20.73	5.76	-0.03	-0.46	486	14.96	4.49	0.02	-0.60	487	21.94	5.58	-0.13	-0.40
Kazakhstan	265	18.26	5.63	0.20	-0.72	265	13.27	4.42	0.21	-0.70	265	19.43	5.41	0.13	-0.59
Kenya	204	16.79	5.32	0.14	-0.66	204	12.04	4.02	0.15	-0.78	204	18.99	5.35	0.14	-0.37
Kuwait	576	16.05	5.98	0.55	-0.23	576	11.48	4.56	0.59	-0.25	576	17.47	6.02	0.32	-0.48
Latvia	249	18.32	6.60	0.26	-0.65	249	13.68	4.95	0.14	-0.85	249	19.18	6.47	0.18	-0.54
Lebanon	225	19.14	5.56	0.17	-0.18	225	13.46	4.19	0.21	-0.36	224	20.42	5.08	0.20	0.24
Lithuania	226	17.54	5.54	0.16	-0.69	226	13.10	4.13	0.06	-0.90	226	19.50	5.53	0.08	-0.51
Macao	211	14.75	5.35	0.50	-0.47	211	10.35	3.83	0.56	-0.42	212	15.83	5.27	0.46	-0.26
Mainland China	237	17.18	4.89	0.41	0.57	237	11.81	3.69	0.55	0.49	237	19.14	4.88	0.21	0.59
Malaysia	726	17.02	5.82	0.29	-0.22	726	12.48	4.40	0.29	-0.25	726	18.82	5.04	0.20	0.46
Malta	221	18.50	6.17	0.33	-0.50	221	13.78	4.58	0.25	-0.62	221	19.49	6.06	0.23	-0.46
Mexico	136	16.63	6.47	0.41	-0.39	136	12.16	4.75	0.26	-0.54	136	18.08	6.27	0.10	-0.78
Montenegro	303	17.89	5.98	0.09	-0.77	303	12.95	4.49	0.12	-0.76	303	19.84	5.86	-0.16	-0.79
Mozambique	316	13.24	4.37	0.82	0.18	316	9.87	3.26	0.83	0.54	316	14.39	4.55	0.61	-0.13
Namibia	280	17.74	6.58	0.36	-0.33	280	12.76	4.89	0.40	-0.41	281	19.23	6.10	0.10	-0.47
Netherlands	261	15.26	5.68	0.53	-0.45	261	11.33	4.32	0.47	-0.61	261	16.55	5.75	0.37	-0.64
New Zealand	152	19.26	5.62	-0.25	-0.89	152	14.21	4.15	-0.22	-0.77	152	20.77	5.54	-0.28	-0.49
North Macedonia	102	20.26	5.99	-0.07	-0.56	102	12.32	4.36	0.44	-0.53	102	18.73	5.73	0.26	-0.55
Norway	140	19.12	5.40	0.18	-0.67	140	13.08	4.07	0.08	-0.68	140	21.02	4.84	-0.11	-0.60
Palestine	218	20.26	5.99	-0.07	-0.59	218	14.53	4.46	0.02	-0.57	219	21.69	5.75	-0.23	-0.45
Paraguay	598	19.51	5.89	-0.06	-0.65	598	14.59	4.57	-0.04	-0.66	600	20.97	5.67	-0.07	-0.51
Philippines	333	20.60	6.26	-0.10	-0.61	333	15.06	4.70	-0.08	-0.70	333	22.07	5.99	-0.22	-0.48
Poland	857	17.69	6.38	0.15	-0.95	857	12.95	4.69	0.11	-1.00	858	19.27	6.59	0.00	-0.87
Portugal	284	16.79	5.55	0.41	-0.05	284	12.68	4.23	0.23	-0.40	284	18.73	5.11	0.19	-0.23
Romania	329	16.92	6.16	0.25	-0.90	329	12.47	0.20	0.13	-0.89	329	18.20	6.10	0.11	-0.91
Saudi Arabia	219	18.34	6.63	0.38	-0.48	219	13.42	5.15	0.38	-0.70	219	20.25	6.44	0.01	-0.55
Serbia	244	16.21	5.44	0.29	-0.65	244	12.10	4.28	0.27	-0.73	244	17.60	5.21	0.20	-0.52
Slovakia	268	15.51	5.52	0.47	-0.50	268	11.09	4.09	0.50	-0.57	268	16.76	5.49	0.35	-0.73
Slovenia	299	17.89	6.00	0.36	-0.51	299	13.31	4.53	0.25	-0.71	299	18.02	5.64	0.20	-0.49
South Korea	222	16.68	5.48	0.27	-0.48	222	11.98	4.06	0.32	-0.29	222	18.17	5.25	0.06	-0.64

Spain	270	16.01	5.59	0.43	−0.65	270	11.98	4.12	0.40	−0.62	270	17.83	5.75	0.24	−0.55
Sri Lanka	278	16.71	5.32	0.25	−0.25	278	12.28	4.11	0.30	−0.32	278	18.62	5.10	0.14	−0.11
Suriname	251	16.68	6.42	0.21	−0.76	251	12.65	4.93	0.21	−0.69	251	17.88	6.05	0.10	−0.76
Switzerland	205	17.61	6.08	0.20	−0.79	205	12.75	4.38	0.23	−0.74	206	18.98	6.44	0.19	−0.74
Taiwan	365	20.31	5.43	0.12	−0.38	365	14.53	4.07	0.09	−0.44	365	20.75	5.17	−0.01	−0.35
Tanzania	148	19.24	5.32	−0.16	0.11	148	13.59	4.13	−0.04	−0.10	148	19.78	4.90	−0.01	−0.07
Thailand	176	18.14	5.88	0.24	−0.61	176	13.54	4.55	0.23	−0.60	176	19.13	5.47	−0.07	−0.43
Turkey	212	19.34	6.37	0.02	−0.79	212	13.63	4.75	0.08	−0.95	212	20.84	5.89	−0.18	−0.40
Ukraine	N/A	N/A	N/A	N/A	N/A	181	13.06	4.09	0.18	−0.75	181	18.37	5.22	0.12	−0.21
United Kindom	244	17.71	6.36	0.14	−0.84	244	12.80	4.72	0.20	−0.76	244	19.28	6.44	0.01	−0.65
United States	211	13.89	6.53	0.88	0.21	211	10.16	4.85	0.85	−0.01	211	14.97	6.42	0.69	−0.12
Uruguay	237	19.74	5.55	0.64	0.11	237	12.72	4.32	0.56	−0.02	237	18.44	5.46	0.28	−0.05
Uzbekistan	257	18.75	5.88	0.46	−0.19	257	13.47	4.52	0.36	−0.37	257	20.12	5.53	0.27	−0.17
Vietnam	339	15.52	5.01	0.46	−0.11	340	11.04	3.96	0.48	−0.33	340	17.25	4.91	0.14	−0.39
Zambia	609	19.38	5.97	0.04	−0.14	609	13.51	4.52	0.14	−0.40	609	20.32	5.43	0.03	−0.07
Total sample	29,919	17.66	6.04	0.23	−0.59	31,330	12.86	4.53	0.22	−0.65	31,337	19.05	5.89	0.07	−0.55

Note. M = mean, SD = standard deviation. For the IWAS-7, descriptive statistics were not calculated for Algeria, Georgia, Iraq, and Ukraine due to poor model fit in these cultures.

Table S14

Correlations Between the IWAS-7, IWAS-5 and BWAS, Classification Consistency, and the Prevalence of Work Addiction

Culture	Correlations between IWAS-7, IWAS-5, and BWAS			Classification consistency						Prevalence (cut-off)			Prevalence (high-risk profile in LPA)	
	IWAS-7 & IWAS-5	IWAS-7 & BWAS	IWAS-5 & BWAS	IWAS-7 (cut-off) & IWAS-5 (cut-off)	IWAS-7 (cut-off) & BWAS (cut-off)	IWAS-5 (cut-off) & BWAS (cut-off)	IWAS-7 & LPA for the IWAS-7	IWAS-5 & LPA for the IWAS-5	LPA for the IWAS-7 and IWAS-5	IWAS-7	IWAS-5	BWAS	IWAS-7	IWAS-5
Albania	.96	.87	.83	94.3%	87.2%	87.9%	95.7%	95.8%	95.5%	15.4%	11.9%	17.4%	17.0%	14.6%
Algeria	N/A	N/A	.76	N/A	N/A	74.7%	N/A	93.3%	N/A	N/A	26.3%	42.0%	N/A	28.4%
Argentina	.96	.90	.85	95.6%	90.5%	87.5%	95.6%	96.3%	95.2%	10.9%	9.3%	17.3%	13.6%	10.9%
Armenia	.95	.88	.83	94.9%	85.5%	84.6%	97.0%	96.2%	95.7%	16.2%	14.5%	23.1%	18.4%	15.0%
Australia	.97	.92	.89	93.4%	86.7%	86.4%	95.1%	95.5%	95.5%	21.8%	24.1%	29.2%	24.2%	25.4%
Austria	.97	.90	.86	96.2%	90.6%	90.0%	96.6%	93.4%	95.6%	11.0%	11.0%	17.2%	13.8%	13.8%
Azerbaijan	.95	.83	.79	92.9%	77.5%	80.6%	94.9%	95.7%	94.5%	17.4%	19.8%	32.8%	22.5%	20.9%
Bahrain	.96	.89	.84	94.7%	87.8%	87.4%	96.3%	93.5%	94.3%	22.0%	19.9%	26.0%	24.0%	23.2%
Belgium	.97	.90	.87	96.8%	89.5%	87.0%	97.8%	97.5%	97.1%	13.7%	11.1%	21.6%	14.6%	13.7%
Bolivia	.96	.91	.87	95.2%	90.1%	88.7%	94.9%	93.2%	95.8%	17.0%	15.6%	21.2%	20.4%	18.4%
Bosnia and Herzegovina	.97	.89	.87	95.7%	88.7%	85.5%	97.8%	95.7%	93.5%	11.3%	11.3%	19.4%	13.4%	14.5%
Brazil	.97	.92	.89	91.8%	84.6%	85.0%	94.6%	95.0%	93.6%	26.1%	27.8%	35.2%	30.6%	29.2%
Bulgaria	.97	.91	.88	96.6%	87.9%	85.7%	97.2%	96.0%	95.3%	14.3%	12.1%	21.4%	15.2%	14.9%
Canada	.98	.92	.88	95.7%	90.9%	90.6%	96.7%	96.2%	97.3%	13.0%	11.3%	15.8%	14.0%	13.3%
Chile	.97	.92	.91	94.4%	86.8%	86.3%	96.6%	97.2%	96.6%	24.4%	24.4%	33.6%	24.9%	25.5%
Croatia	.97	.92	.90	93.6%	90.6%	89.5%	96.6%	96.6%	94.4%	21.7%	17.6%	22.8%	21.3%	20.2%
Cyprus	.97	.91	.89	95.0%	88.4%	86.0%	97.5%	96.7%	95.9%	18.6%	16.9%	26.9%	18.6%	17.8%
Czech Republic	.96	.91	.88	93.2%	87.5%	85.4%	94.7%	94.1%	94.1%	18.4%	15.9%	25.7%	20.6%	21.3%
Denmark	.96	.88	.81	99.5%	95.2%	94.7%	99.0%	98.6%	100.0%	3.8%	3.4%	7.7%	3.8%	3.8%
Dominican Republic	.98	.91	.90	93.1%	85.8%	87.1%	95.6%	93.4%	93.4%	24.3%	24.3%	29.7%	27.4%	27.1%
Ecuador	.98	.89	.86	94.3%	87.7%	86.9%	96.7%	94.3%	95.9%	18.4%	15.2%	26.1%	17.6%	17.6%
Estonia	.97	.90	.88	95.8%	89.1%	89.3%	97.4%	96.0%	96.4%	12.9%	13.5%	18.1%	15.1%	16.3%
Finland	.97	.93	.89	93.8%	88.2%	86.5%	96.3%	95.2%	94.9%	24.6%	21.9%	29.9%	25.9%	24.0%
France	.97	.91	.89	96.5%	88.7%	88.7%	97.7%	97.4%	96.2%	11.3%	9.6%	17.4%	13.1%	10.5%
Georgia	N/A	N/A	.84	N/A	N/A	85.6%	N/A	95.8%	N/A	N/A	19.2%	20.8%	N/A	20.8%
Germany	.96	.91	.87	98.0%	92.4%	92.0%	97.2%	98.4%	96.8%	6.0%	6.4%	13.5%	8.0%	7.2%
Ghana	.96	.90	.87	91.7%	85.3%	83.8%	98.1%	97.4%	94.0%	28.9%	23.7%	33.1%	30.1%	25.6%
Greece	.96	.87	.83	94.6%	87.5%	88.0%	96.1%	96.6%	95.6%	11.0%	13.9%	20.0%	14.9%	16.9%

Hong Kong	.96	.91	.87	91.2%	90.4%	86.6%	94.6%	96.2%	93.7%	20.5%	18.4%	25.1%	20.9%	20.5%
Hungary	.97	.90	.87	91.9%	87.8%	84.0%	96.1%	96.3%	95.3%	22.0%	15.4%	26.1%	20.1%	16.2%
Iceland	.98	.89	.88	95.4%	88.2%	88.9%	95.8%	97.3%	98.5%	11.1%	13.4%	20.6%	13.7%	14.5%
India	.97	.88	.85	92.9%	84.1%	85.0%	95.3%	94.8%	94.6%	25.0%	21.9%	25.3%	27.8%	25.6%
Indonesia	.97	.89	.88	94.6%	87.0%	87.4%	97.5%	96.7%	94.6%	23.0%	19.2%	25.9%	24.7%	20.9%
Iran	.96	.87	.81	93.1%	82.3%	78.7%	96.1%	93.8%	94.1%	22.6%	19.7%	31.8%	24.6%	23.3%
Iraq	N/A	N/A	.69	N/A	N/A	71.8%	N/A	95.1%	N/A	26.6%	21.0%	37.1%	N/A	21.7%
Ireland	.98	.92	.91	95.3%	86.6%	85.2%	95.0%	96.3%	97.3%	18.8%	18.1%	30.2%	20.5%	19.8%
Israel	.96	.88	.84	96.2%	90.2%	89.3%	96.9%	98.3%	97.1%	11.0%	10.0%	18.8%	11.2%	9.8%
Italy	.96	.90	.85	98.1%	90.2%	89.5%	98.1%	96.8%	96.8%	6.3%	6.3%	14.9%	7.0%	8.3%
Jamaica	.97	.89	.86	92.8%	86.4%	86.0%	96.6%	94.7%	94.0%	16.6%	19.2%	26.4%	17.7%	20.8%
Japan	.97	.92	.89	98.9%	95.4%	96.4%	98.2%	98.6%	99.3%	6.8%	7.1%	9.3%	8.5%	7.8%
Jordan	.96	.87	.82	93.8%	82.1%	82.1%	95.7%	94.4%	95.1%	31.3%	30.5%	37.2%	31.4%	30.2%
Kazakhstan	.95	.84	.80	93.6%	82.6%	84.5%	97.7%	96.6%	95.5%	18.9%	18.5%	24.9%	20.4%	20.4%
Kenya	.95	.84	.80	95.1%	88.7%	88.7%	98.5%	97.5%	94.1%	11.3%	10.3%	19.6%	12.7%	11.8%
Kuwait	.96	.87	.83	95.3%	91.3%	91.1%	97.4%	96.4%	96.4%	12.7%	11.1%	13.7%	12.8%	12.3%
Latvia	.98	.92	.89	94.0%	87.6%	87.1%	97.6%	96.4%	96.0%	24.5%	24.9%	28.1%	25.3%	26.1%
Lebanon	.96	.87	.80	92.4%	86.6%	87.1%	96.9%	96.9%	95.1%	22.2%	16.4%	20.9%	21.8%	19.6%
Lithuania	.96	.89	.84	93.4%	85.8%	81.9%	97.3%	95.6%	93.4%	16.4%	16.8%	26.1%	15.5%	15.0%
Macao	.97	.91	.88	94.8%	95.7%	94.3%	97.2%	97.2%	96.2%	7.1%	4.7%	7.6%	8.0%	6.6%
Mainland China	.96	.86	.81	96.6%	91.6%	89.0%	97.9%	98.3%	96.2%	10.5%	8.9%	13.9%	11.8%	8.9%
Malaysia	.97	.86	.84	96.6%	90.5%	89.5%	97.2%	97.8%	97.1%	11.8%	12.3%	15.4%	13.1%	13.5%
Malta	.97	.91	.88	94.6%	88.7%	87.8%	98.2%	95.9%	94.1%	20.8%	19.9%	26.7%	21.7%	23.1%
Mexico	.97	.90	.88	95.6%	91.9%	90.4%	96.3%	95.6%	93.4%	14.7%	11.8%	19.9%	16.9%	16.2%
Montenegro	.97	.90	.86	94.1%	85.8%	82.5%	97.0%	97.0%	95.4%	20.8%	17.5%	30.4%	21.8%	19.8%
Mozambique	.97	.93	.89	99.1%	99.1%	98.1%	100.0%	100.0%	99.1%	1.9%	0.9%	2.8%	1.9%	0.9%
Namibia	.97	.89	.86	95.0%	90.0%	87.1%	96.1%	95.7%	95.4%	18.2%	16.8%	22.4%	19.9%	19.6%
Netherlands	.98	.91	.90	95.4%	90.4%	92.0%	96.9%	95.8%	98.9%	10.3%	11.1%	17.2%	12.6%	13.0%
New Zealand	.96	.91	.84	94.7%	83.6%	84.9%	96.7%	96.7%	94.7%	25.0%	26.3%	33.6%	27.0%	24.3%
North Macedonia	.97	.85	.85	92.2%	85.3%	89.2%	99.0%	97.1%	94.1%	18.6%	12.7%	21.6%	17.6%	13.7%
Norway	.97	.90	.87	90.0%	87.1%	81.4%	97.1%	97.9%	93.6%	23.6%	13.6%	30.7%	20.7%	14.3%
Palestine	.96	.87	.83	89.0%	81.2%	78.4%	96.8%	95.4%	94.1%	34.4%	26.1%	36.5%	33.8%	27.9%
Paraguay	.96	.86	.83	90.1%	81.8%	82.9%	93.5%	92.3%	92.3%	27.4%	27.3%	35.3%	30.9%	31.6%
Philippines	.97	.90	.89	93.4%	82.6%	82.0%	95.8%	95.2%	94.0%	34.2%	32.4%	40.8%	34.2%	32.4%
Poland	.97	.93	.90	92.5%	86.7%	85.8%	95.8%	96.4%	95.5%	21.6%	21.1%	30.5%	23.0%	22.4%
Portugal	.97	.91	.88	96.1%	87.3%	89.1%	95.8%	96.5%	97.5%	11.6%	14.1%	23.6%	15.8%	16.2%
Romania	.98	.91	.88	96.0%	83.9%	84.2%	97.0%	96.0%	97.0%	16.1%	15.2%	25.5%	18.5%	19.1%
Saudi Arabia	.96	.90	.85	94.1%	83.6%	84.9%	94.5%	96.8%	98.2%	22.8%	23.3%	29.2%	24.7%	22.8%
Serbia	.98	.90	.88	95.1%	88.1%	88.9%	95.9%	95.5%	95.5%	10.2%	11.1%	19.7%	13.5%	14.8%

Slovakia	.97	.91	.88	98.5%	91.0%	91.8%	97.0%	98.9%	99.6%	7.8%	9.3%	14.6%	10.8%	10.4%
Slovenia	.97	.90	.87	95.3%	91.3%	88.6%	96.3%	95.0%	94.0%	18.7%	20.7%	22.1%	21.7%	22.4%
South Korea	.97	.89	.87	96.4%	91.4%	89.6%	96.4%	95.9%	97.7%	12.6%	10.8%	17.6%	11.7%	9.5%
Spain	.96	.90	.86	97.0%	90.7%	88.5%	99.3%	97.4%	97.0%	11.5%	10.0%	17.3%	12.2%	12.9%
Sri Lanka	.96	.87	.84	95.7%	89.6%	90.3%	96.8%	97.1%	96.8%	9.7%	9.7%	15.8%	10.8%	11.2%
Suriname	.98	.91	.89	94.0%	87.3%	86.9%	96.4%	96.4%	95.6%	17.1%	16.7%	21.9%	19.1%	19.5%
Switzerland	.97	.93	.91	95.1%	90.7%	89.8%	95.6%	96.1%	94.7%	18.0%	16.1%	25.2%	20.4%	16.0%
Taiwan	.97	.93	.91	94.0%	91.5%	91.5%	97.0%	97.5%	97.3%	27.9%	24.7%	26.6%	29.3%	27.1%
Tanzania	.95	.86	.79	95.3%	85.8%	85.1%	94.6%	96.6%	97.3%	18.9%	15.5%	22.0%	19.3%	16.7%
Thailand	.96	.90	.86	93.2%	84.7%	85.8%	95.5%	96.0%	96.0%	20.5%	18.2%	21.0%	22.7%	21.0%
Turkey	.97	.86	.81	93.9%	84.9%	80.7%	94.8%	95.3%	96.2%	27.4%	23.1%	31.1%	27.8%	25.9%
Ukraine	N/A	N/A	.80	N/A	N/A	84.5%	N/A	95.0%	N/A	N/A	16.6%	18.8%	N/A	19.3%
United Kingdom	.97	.92	.89	94.7%	88.1%	87.7%	96.3%	98.0%	98.0%	18.9%	16.8%	25.8%	17.6%	17.2%
United States	.98	.95	.92	98.6%	93.8%	93.4%	99.5%	98.1%	99.1%	8.1%	8.5%	11.4%	8.5%	9.5%
Uruguay	.97	.90	.87	94.1%	90.3%	88.6%	97.5%	97.5%	96.6%	12.7%	15.2%	19.0%	14.3%	16.0%
Uzbekistan	.95	.89	.85	91.1%	83.7%	85.6%	95.3%	93.0%	93.4%	21.4%	17.9%	30.0%	23.0%	22.6%
Vietnam	.96	.88	.84	98.5%	93.2%	94.1%	98.2%	97.9%	97.6%	6.5%	7.1%	10.6%	7.4%	7.9%
Zambia	.95	.86	.83	91.5%	81.9%	85.2%	94.7%	93.4%	94.7%	24.0%	17.4%	23.0%	24.3%	22.7%
Total sample	.97	.90	.86	94.4%	87.9%	86.8%	96.4%	95.9%	95.7%	17.9%	16.7%	23.9%	19.3%	18.7%

Note. For the IWAS-7, calculations were not performed for four cultures (Algeria, Georgia, Iraq, and Ukraine) in which the model fit was poor. For BWAS, the cut-off was established using a polythetic approach (scoring “4” [“often”] or “5” [“always”] on at least four of the seven items).

Table S15*Descriptive Statistics for Job Stress, Job Satisfaction, and Self-Esteem*

Culture	Job stress					Job satisfaction					Self-esteem				
	Range: 1–7					Range: 1–7					Range: 1–9				
	N	M	SD	Skewness	Kurtosis	N	M	SD	Skewness	Kurtosis	N	M	SD	Skewness	Kurtosis
Albania	1,483	3.79	1.56	0.05	−0.49	1,437	4.84	1.45	−0.37	−0.14	1,393	6.66	1.80	−0.60	0.12
Algeria	772	4.76	1.71	−0.37	−0.67	703	5.02	1.60	−0.90	0.35	645	6.79	1.88	−0.90	0.67
Argentina	568	4.61	1.47	−0.18	−0.46	543	4.90	1.68	−0.72	−0.09	526	6.55	1.76	−0.73	0.51
Armenia	234	4.30	1.80	−0.18	−0.84	226	5.02	1.53	−0.73	0.02	221	6.23	1.72	−0.56	0.33
Australia	1,393	4.74	1.46	−0.51	−0.07	1,340	3.84	1.77	−0.10	−1.02	1,271	5.85	1.90	−0.60	−0.07
Austria	319	4.51	1.19	−0.39	0.23	303	4.88	1.47	−0.56	−0.38	294	6.38	1.66	−0.83	0.78
Azerbaijan	253	4.57	1.58	−0.22	−0.51	220	4.70	1.58	−0.35	−0.43	200	6.32	1.79	−0.58	0.44
Bahrain	246	4.50	1.63	−0.27	−0.42	232	4.87	1.75	−0.57	−0.48	223	6.81	1.79	−0.42	−0.52
Belgium	315	4.20	1.31	−0.29	−0.20	301	4.71	1.38	−0.78	0.05	292	5.83	1.67	−0.86	0.60
Bolivia	353	4.59	1.35	−0.44	0.06	319	4.95	1.57	−0.71	−0.03	300	6.89	1.87	−1.18	1.39
Bosnia and Herzegovina	186	4.21	1.44	−0.16	−0.34	185	4.77	1.37	−0.71	0.67	181	7.01	1.43	−0.41	−0.55
Brazil	281	4.98	1.35	−0.36	−0.17	261	4.53	1.48	−0.53	−0.15	244	6.29	1.73	−0.95	0.72
Bulgaria	322	4.22	1.51	−0.32	−0.53	307	4.79	1.67	−0.87	0.08	298	6.21	1.66	−0.81	0.50
Canada	692	4.21	1.37	−0.18	−0.24	687	4.74	1.47	−0.53	−0.04	687	6.32	1.65	−0.95	1.20
Chile	357	4.97	1.18	−0.64	0.63	327	4.58	1.68	−0.65	−0.42	310	6.97	1.63	−1.16	1.83
Croatia	267	4.71	1.17	−0.22	0.24	259	4.42	1.50	−0.36	−0.43	255	6.27	1.54	−0.87	0.93
Cyprus	242	4.47	1.36	−0.34	−0.18	233	4.75	1.46	−0.62	−0.16	219	6.63	1.42	−0.98	1.53
Czech Republic	1,155	4.41	1.22	−0.35	−0.30	1,095	4.52	1.36	−0.38	−0.51	1,056	5.74	1.79	−0.62	−0.13
Denmark	208	4.27	0.95	−0.13	−0.65	206	4.50	1.02	−0.68	1.00	205	5.94	1.06	−0.41	0.02
Dominican Republic	317	4.89	1.49	−0.69	0.22	302	4.35	1.75	−0.41	−0.75	273	6.74	1.74	−0.89	0.66
Ecuador	245	4.34	1.49	−0.29	−0.47	231	5.08	1.48	−0.58	−0.17	219	7.49	1.50	−1.36	2.86
Estonia	496	4.55	1.32	−0.29	−0.12	469	5.00	1.37	−0.74	0.44	457	6.07	1.68	−0.85	0.58
Finland	1,487	4.67	1.27	−0.47	0.06	1,436	4.50	1.48	−0.48	−0.46	1,397	6.16	1.62	−0.82	0.32
France	344	4.15	1.43	−0.24	−0.40	343	4.40	1.43	−0.47	−0.17	342	5.86	1.48	−0.78	0.96
Georgia	313	4.04	1.68	−0.07	−0.78	279	4.61	1.56	−0.57	−0.22	257	6.05	1.62	−0.66	0.75
Germany	251	4.23	1.26	−0.08	−0.45	241	4.72	1.36	−0.69	−0.04	235	6.13	1.71	−0.94	0.87
Ghana	267	4.85	1.55	−0.52	−0.41	242	4.48	1.51	−0.31	−0.38	212	6.90	1.65	−0.43	−0.25
Greece	409	4.88	1.43	−0.46	−0.18	385	4.56	1.53	−0.49	−0.22	372	6.52	1.45	−0.72	0.95
Hong Kong	240	4.70	1.26	−0.47	0.21	232	3.95	1.33	−0.21	−0.46	217	5.56	1.58	−0.57	0.25

Hungary	1,068	4.60	1.44	-0.34	-0.35	1,012	4.50	1.53	-0.46	-0.42	977	5.71	1.67	-0.65	0.15
Iceland	262	4.81	1.23	-0.36	0.37	250	4.81	1.57	-0.56	-0.45	202	6.48	1.51	-0.87	1.09
India	554	3.88	1.64	-0.11	-0.63	502	5.00	1.61	-0.88	0.28	469	7.03	1.65	-1.16	1.90
Indonesia	239	3.87	1.52	-0.27	-0.54	220	5.07	1.41	-0.63	0.04	211	6.86	1.59	-0.68	0.41
Iran	305	4.36	1.49	-0.23	-0.57	285	4.56	1.51	-0.44	-0.44	266	5.85	1.64	-0.75	0.25
Iraq	143	4.01	2.00	0.02	-1.09	129	5.42	1.90	-1.07	0.07	124	7.16	2.29	-1.27	0.78
Ireland	298	4.45	1.44	-0.34	-0.33	281	4.50	1.57	-0.39	-0.44	265	5.98	1.70	-0.78	0.53
Israel	420	3.78	1.48	-0.18	-0.62	419	4.84	1.52	-0.59	-0.25	419	6.71	1.52	-0.80	0.96
Italy	315	4.50	1.33	-0.15	-0.15	311	4.62	1.42	-0.74	0.29	301	6.22	1.66	-0.95	0.88
Jamaica	265	4.88	1.42	-0.43	-0.11	242	4.05	1.61	-0.23	-0.82	225	6.38	1.90	-0.71	0.04
Japan	281	4.54	1.42	-0.25	-0.50	281	4.24	1.38	-0.36	-0.20	281	5.11	1.73	-0.21	-0.21
Jordan	488	4.76	1.71	-0.37	-0.52	470	4.90	1.64	-0.52	-0.29	455	7.16	1.67	-0.83	0.51
Kazakhstan	265	4.63	1.42	-0.46	-0.07	243	4.76	1.38	-0.57	0.60	216	6.61	1.78	-0.76	0.99
Kenya	204	3.45	1.54	0.10	-0.68	183	5.12	1.50	-0.85	0.40	170	7.35	1.76	-1.29	1.43
Kuwait	576	4.19	1.96	-0.12	-1.05	557	4.90	1.87	-0.60	-0.60	531	7.36	1.78	-1.18	1.41
Latvia	249	5.05	1.42	-0.51	-0.13	243	4.69	1.39	-0.57	0.19	238	6.36	1.55	-1.01	1.68
Lebanon	225	4.13	1.35	0.07	-0.05	221	4.67	1.35	-0.37	0.17	216	6.74	1.67	-0.71	0.46
Lithuania	226	4.68	1.28	-0.42	0.23	216	4.93	1.31	-0.22	-0.39	208	6.08	1.60	-0.72	0.69
Macao	212	4.03	1.47	-0.43	-0.64	208	4.65	1.18	-0.68	0.22	205	6.40	1.23	-1.03	1.55
Mainland China	237	3.61	1.50	0.10	-0.58	231	4.85	1.37	-0.38	0.14	231	6.05	1.56	-0.19	0.31
Malaysia	727	3.43	1.48	0.20	-0.36	698	5.27	1.51	-0.83	0.37	671	7.23	1.75	-1.05	1.06
Malta	221	4.93	1.23	-0.29	-0.30	205	4.56	1.45	-0.34	-0.34	196	6.27	1.66	-0.65	0.53
Mexico	136	4.80	1.53	-0.61	-0.03	127	5.20	1.59	-1.10	0.93	120	7.23	1.92	-1.33	1.20
Montenegro	303	5.02	1.56	-0.44	-0.51	288	5.00	1.60	-0.73	-0.04	279	7.04	1.57	-0.85	0.73
Mozambique	316	3.97	1.38	0.13	0.00	315	4.37	1.33	-0.38	-0.18	312	6.42	1.51	-0.67	0.18
Namibia	281	3.93	1.71	-0.01	-0.74	273	4.86	1.70	-0.51	-0.42	259	7.17	1.86	-1.10	0.96
Netherlands	262	4.10	1.31	0.04	-0.67	253	4.97	1.33	-0.80	0.39	247	6.53	1.39	-0.86	0.96
New Zealand	152	4.63	1.26	-0.33	-0.15	149	4.43	1.54	-0.36	-0.51	145	6.20	1.73	-0.68	0.05
North Macedonia	102	4.14	1.24	-0.17	0.16	99	4.87	1.56	-0.69	0.15	95	6.69	1.47	-0.47	0.18
Norway	140	4.45	1.17	-0.36	-0.07	136	4.81	1.21	-0.58	0.54	134	6.10	1.47	-0.50	-0.20
Palestine	219	4.63	1.62	-0.42	-0.33	202	4.94	1.69	-0.77	0.03	188	7.19	1.66	-1.30	2.28
Paraguay	601	4.88	1.49	-0.43	-0.22	533	4.38	1.69	-0.44	-0.53	474	6.61	1.77	-0.84	0.57
Philippines	333	4.82	1.25	-0.61	0.36	308	4.70	1.44	-0.62	0.13	297	6.32	1.65	-0.79	0.59
Poland	858	4.86	1.36	-0.44	-0.22	805	4.55	1.44	-0.34	-0.44	776	5.85	1.64	-0.58	0.19
Portugal	284	4.86	1.23	-0.17	0.06	261	4.36	1.50	-0.35	-0.46	252	6.29	1.59	-0.60	0.26
Romania	329	4.25	1.60	-0.32	-0.68	316	4.70	1.57	-0.49	-0.41	309	6.46	1.65	-0.90	0.91
Saudi Arabia	219	4.41	1.82	-0.34	-0.76	188	4.87	1.89	-0.68	-0.51	174	7.29	1.67	-1.05	1.31

Serbia	244	4.36	1.48	-0.35	-0.33	235	4.40	1.72	-0.47	-0.60	227	6.72	1.58	-0.95	1.39
Slovakia	268	3.94	1.36	-0.09	-0.61	257	5.03	1.31	-0.67	0.12	248	6.29	1.48	-0.76	0.73
Slovenia	299	5.05	1.27	-0.48	-0.06	289	4.36	1.69	-0.36	-0.67	282	6.11	1.78	-0.82	0.27
South Korea	222	4.27	1.23	-0.32	0.28	220	4.32	1.27	-0.69	0.50	219	5.72	1.56	-0.60	0.32
Spain	271	4.69	1.31	-0.14	-0.27	250	4.61	1.53	-0.58	-0.27	234	6.27	1.89	-0.99	0.46
Sri Lanka	278	4.11	1.50	-0.26	-0.53	240	5.10	1.37	-0.62	-0.09	227	6.85	1.67	-0.99	0.95
Suriname	251	3.95	1.56	-0.07	-0.60	241	4.85	1.54	-0.63	-0.06	237	6.92	1.61	-0.72	0.35
Switzerland	206	4.33	1.25	-0.42	0.27	188	4.57	1.51	-0.54	-0.40	176	6.16	1.40	-0.70	1.25
Taiwan	365	4.39	1.35	-0.45	0.26	365	4.63	1.15	-0.34	0.60	365	5.98	1.39	-0.14	0.22
Tanzania	151	3.85	1.64	0.15	-0.59	132	4.73	1.55	-0.82	0.41	122	7.63	1.51	-1.28	2.25
Thailand	176	4.64	1.31	-0.27	-0.19	167	4.73	1.36	-0.56	0.03	158	6.51	1.50	-0.88	1.82
Turkey	212	4.77	1.60	-0.39	-0.29	191	4.36	1.73	-0.42	-0.59	183	6.64	1.67	-0.86	1.43
Ukraine	181	4.06	1.29	-0.06	-0.08	167	4.69	1.49	-0.44	-0.14	159	6.01	1.74	-0.73	0.80
United Kingdom	244	4.50	1.40	-0.31	-0.32	242	4.43	1.60	-0.60	-0.32	241	5.76	1.66	-0.68	0.37
United States	211	4.11	1.58	-0.25	-0.54	206	4.63	1.80	-0.67	-0.53	204	6.11	2.05	-0.81	0.16
Uruguay	237	4.76	1.23	-0.22	0.12	220	4.46	1.54	-0.61	-0.24	206	6.67	1.57	-0.81	0.55
Uzbekistan	257	4.40	1.42	-0.37	0.15	224	5.04	1.50	-0.54	-0.07	210	6.67	1.68	-0.78	0.93
Vietnam	340	3.86	1.47	-0.21	-0.61	319	5.03	1.30	-0.41	0.13	307	6.21	1.48	-0.19	-0.10
Zambia	609	3.55	2.11	0.28	-1.19	569	5.45	1.71	-1.02	0.19	533	7.57	2.00	-1.58	1.89
Total sample	31,352	4.41	1.52	-0.30	-0.37	29,726	4.68	1.56	-0.52	-0.26	28,477	6.42	1.76	-0.69	0.38

Note. M = mean, SD = standard deviation

Table S16

Relationships Between the IWAS-7, IWAS-5, BWAS, and Criterion Variables (Job Stress, Job Satisfaction, and Self-Esteem)

Culture	Job stress			Job satisfaction			Self-esteem		
	IWAS-7	IWAS-5	BWAS	IWAS-7	IWAS-5	BWAS	IWAS-7	IWAS-5	BWAS
			Polythetic			Polythetic			Polythetic
Albania	.29 (.24, .34)	.31 (.27, .36)	.29 (.24, .34)	-.28 (-.33, -.24)	-.32 (-.37, -.27)	-.29 (-.34, -.24)	-.19 (-.24, -.14)	-.21 (-.26, -.16)	-.15 (-.20, -.10)
Algeria	N/A	.33 (.27, .39)	.31 (.25, .37)	N/A	-.19 (-.26, -.12)	-.05 (-.12, .02)	N/A	-.08 (-.15, -.01)	-.03 (-.10, .05)
Argentina	.50 (.44, .57)	.51 (.45, .57)	.45 (.38, .52)	-.29 (-.37, -.22)	-.32 (-.39, -.24)	-.21 (-.29, -.13)	-.22 (-.30, -.14)	-.23 (-.31, -.15)	-.14 (-.22, -.06)
Armenia	.45 (.35, .55)	.45 (.34, .55)	.40 (.29, .51)	-.27 (-.39, -.15)	-.38 (-.49, -.27)	-.21 (-.34, -.09)	-.22 (-.34, -.09)	-.25 (-.37, -.13)	-.19 (-.32, -.07)
Australia	.50 (.46, .54)	.53 (.50, .57)	.48 (.44, .52)	-.33 (-.38, -.29)	-.39 (-.44, -.35)	-.28 (-.33, -.23)	-.31 (-.36, -.26)	-.32 (-.37, -.27)	-.27 (-.32, -.22)
Austria	.44 (.35, .53)	.48 (.39, .56)	.47 (.39, .56)	-.40 (-.50, -.31)	-.43 (-.52, -.33)	-.35 (-.45, -.25)	-.29 (-.39, -.18)	-.27 (-.37, -.16)	-.19 (-.30, -.08)
Azerbaijan	.30 (.19, .41)	.36 (.25, .46)	.27 (.16, .39)	-.18 (-.30, -.05)	-.23 (-.35, -.11)	-.09 (-.22, .03)	-.22 (-.34, -.10)	-.20 (-.32, -.07)	-.14 (-.27, -.01)
Bahrain	.38 (.28, .49)	.42 (.32, .52)	.42 (.32, .52)	-.09 (-.21, .04)	-.16 (-.28, -.04)	-.01 (-.13, .12)	-.18 (-.30, -.05)	-.18 (-.30, -.05)	-.10 (-.23, .02)
Belgium	.53 (.45, .61)	.51 (.43, .59)	.50 (.42, .58)	-.37 (-.47, -.27)	-.38 (-.47, -.28)	-.29 (-.40, -.19)	-.29 (-.39, -.18)	-.28 (-.39, -.18)	-.22 (-.32, -.11)
Bolivia	.42 (.33, .50)	.43 (.35, .52)	.44 (.36, .53)	-.38 (-.47, -.28)	-.43 (-.52, -.35)	-.32 (-.42, -.23)	-.23 (-.33, -.12)	-.24 (-.34, -.14)	-.17 (-.28, -.07)
Bosnia and Herzegovina	.44 (.33, .56)	.44 (.33, .57)	.36 (.24, .49)	-.36 (-.48, -.23)	-.36 (-.48, -.23)	-.29 (-.42, -.16)	-.33 (-.46, -.21)	-.34 (-.46, -.21)	-.27 (-.40, -.13)
Brazil	.38 (.28, .48)	.41 (.32, .51)	.39 (.29, .49)	-.33 (-.43, -.22)	-.38 (-.48, -.27)	-.29 (-.40, -.19)	-.41 (-.51, -.30)	-.40 (-.51, -.30)	-.31 (-.42, -.20)
Bulgaria	.47 (.39, .56)	.51 (.43, .59)	.49 (.40, .57)	-.16 (-.27, -.06)	-.20 (-.31, -.10)	-.08 (-.19, .03)	-.23 (-.34, -.13)	-.23 (-.34, -.12)	-.18 (-.29, -.07)
Canada	.47 (.41, .53)	.49 (.43, .54)	.45 (.39, .51)	-.32 (-.38, -.25)	-.35 (-.41, -.28)	-.24 (-.31, -.17)	-.18 (-.25, -.10)	-.18 (-.26, -.11)	-.11 (-.18, -.03)
Chile	.47 (.39, .55)	.50 (.42, .57)	.48 (.40, .56)	-.44 (-.53, -.36)	-.48 (-.57, -.40)	-.40 (-.49, -.32)	-.29 (-.39, -.19)	-.28 (-.38, -.18)	-.27 (-.37, -.17)
Croatia	.43 (.34, .53)	.46 (.36, .55)	.42 (.32, .52)	-.24 (-.35, -.13)	-.27 (-.39, -.16)	-.16 (-.28, -.05)	-.23 (-.34, -.11)	-.22 (-.34, -.10)	-.19 (-.31, -.07)
Cyprus	.54 (.45, .63)	.56 (.47, .64)	.54 (.45, .63)	-.34 (-.45, -.23)	-.36 (-.47, -.25)	-.34 (-.45, -.23)	-.36 (-.48, -.25)	-.35 (-.47, -.23)	-.29 (-.41, -.18)
Czech Republic	.45 (.41, .50)	.50 (.45, .54)	.46 (.42, .51)	-.30 (-.35, -.25)	-.34 (-.39, -.29)	-.23 (-.29, -.18)	-.29 (-.35, -.24)	-.27 (-.33, -.22)	-.22 (-.28, -.17)
Denmark	.54 (.45, .64)	.52 (.42, .62)	.45 (.34, .55)	-.25 (-.38, -.13)	-.28 (-.41, -.15)	-.16 (-.30, -.03)	.09 (-.06, .23)	.03 (-.12, .17)	.18 (.04, .32)
Dominican Republic	.49 (.41, .58)	.52 (.44, .60)	.48 (.40, .57)	-.27 (-.37, -.17)	-.29 (-.40, -.19)	-.23 (-.33, -.12)	-.24 (-.35, -.13)	-.23 (-.34, -.12)	-.21 (-.31, -.10)
Ecuador	.44 (.34, .54)	.45 (.35, .55)	.46 (.36, .56)	-.47 (-.57, -.38)	-.51 (-.60, -.41)	-.42 (-.52, -.31)	-.26 (-.39, -.14)	-.27 (-.39, -.15)	-.17 (-.30, -.05)
Estonia	.50 (.44, .57)	.52 (.45, .58)	.49 (.42, .56)	-.40 (-.48, -.32)	-.42 (-.49, -.34)	-.33 (-.41, -.25)	-.36 (-.45, -.28)	-.36 (-.44, -.28)	-.32 (-.40, -.24)
Finland	.59 (.56, .63)	.60 (.57, .64)	.53 (.49, .57)	-.32 (-.37, -.27)	-.35 (-.40, -.31)	-.23 (-.28, -.18)	-.36 (-.40, -.31)	-.36 (-.40, -.31)	-.30 (-.35, -.26)
France	.46 (.38, .54)	.48 (.39, .56)	.42 (.33, .51)	-.30 (-.40, -.21)	-.32 (-.42, -.23)	-.24 (-.34, -.14)	-.23 (-.33, -.13)	-.22 (-.33, -.12)	-.19 (-.29, -.09)
Georgia	N/A	.51 (.43, .60)	.45 (.36, .53)	N/A	-.44 (-.53, -.34)	-.36 (-.46, -.26)	N/A	-.18 (-.30, -.07)	-.15 (-.27, -.03)
Germany	.45 (.35, .55)	.48 (.38, .57)	.48 (.39, .58)	-.33 (-.44, -.22)	-.35 (-.46, -.24)	-.30 (-.41, -.18)	-.27 (-.39, -.15)	-.25 (-.37, -.13)	-.23 (-.35, -.11)
Ghana	.36 (.25, .46)	.39 (.29, .50)	.37 (.26, .47)	-.19 (-.31, -.08)	-.24 (-.35, -.12)	-.19 (-.31, -.07)	-.01 (-.14, .12)	-.02 (-.15, .11)	-.06 (-.19, .07)
Greece	.37 (.28, .45)	.41 (.33, .49)	.36 (.27, .44)	-.29 (-.38, -.20)	-.33 (-.42, -.25)	-.20 (-.30, -.11)	-.25 (-.35, -.16)	-.24 (-.34, -.15)	-.19 (-.28, -.09)
Hong Kong	.47 (.38, .57)	.50 (.40, .59)	.48 (.38, .58)	-.20 (-.32, -.08)	-.27 (-.39, -.15)	-.13 (-.26, -.01)	-.26 (-.39, -.14)	-.25 (-.38, -.13)	-.22 (-.35, -.10)
Hungary	.53 (.49, .58)	.53 (.49, .57)	.46 (.42, .51)	-.22 (-.28, -.17)	-.24 (-.29, -.18)	-.11 (-.17, -.05)	-.27 (-.33, -.21)	-.28 (-.34, -.22)	-.23 (-.29, -.17)
Iceland	.52 (.43, .61)	.52 (.43, .61)	.51 (.42, .60)	-.29 (-.40, -.18)	-.29 (-.40, -.18)	-.19 (-.31, -.08)	-.31 (-.43, -.19)	-.31 (-.43, -.18)	-.24 (-.36, -.11)
India	.46 (.39, .53)	.50 (.43, .56)	.41 (.35, .48)	-.40 (-.47, -.33)	-.44 (-.51, -.37)	-.33 (-.40, -.25)	-.24 (-.32, -.16)	-.26 (-.34, -.17)	-.18 (-.27, -.10)

Indonesia	.45 (.35, .55)	.48 (.38, .58)	.48 (.39, .58)	-.41 (-.52, -.30)	-.44 (-.54, -.33)	-.46 (-.56, -.35)	-.35 (-.46, -.23)	-.35 (-.47, -.23)	-.35 (-.47, -.23)
Iran	.35 (.25, .45)	.38 (.29, .48)	.29 (.19, .40)	-.26 (-.37, -.15)	-.28 (-.38, -.17)	-.10 (-.21, .02)	-.18 (-.30, -.07)	-.17 (-.28, -.05)	-.04 (-.16, .08)
Iraq	N/A	.17 (.01, .33)	.14 (-.02, .30)	N/A	-.16 (-.32, .00)	.10 (-.06, .27)	N/A	.01 (-.16, .18)	.02 (-.16, .19)
Ireland	.62 (.55, .69)	.66 (.60, .73)	.64 (.57, .71)	-.45 (-.54, -.36)	-.49 (-.58, -.40)	-.41 (-.51, -.32)	-.33 (-.43, -.22)	-.32 (-.42, -.21)	-.26 (-.37, -.15)
Israel	.37 (.29, .46)	.38 (.30, .46)	.37 (.29, .45)	-.28 (-.37, -.20)	-.30 (-.39, -.22)	-.29 (-.38, -.20)	-.32 (-.40, -.23)	-.31 (-.40, -.23)	-.29 (-.38, -.21)
Italy	.39 (.30, .49)	.42 (.33, .51)	.39 (.30, .49)	-.37 (-.46, -.27)	-.37 (-.47, -.28)	-.32 (-.42, -.22)	-.37 (-.47, -.27)	-.33 (-.43, -.23)	-.33 (-.43, -.23)
Jamaica	.42 (.33, .52)	.46 (.36, .55)	.46 (.36, .55)	-.21 (-.33, -.10)	-.25 (-.37, -.14)	-.18 (-.30, -.06)	-.18 (-.30, -.06)	-.19 (-.31, -.07)	-.10 (-.22, .02)
Japan	.45 (.36, .55)	.46 (.36, .55)	.43 (.34, .53)	-.32 (-.43, -.22)	-.34 (-.45, -.24)	-.28 (-.38, -.17)	-.22 (-.33, -.10)	-.19 (-.31, -.08)	-.15 (-.26, -.04)
Jordan	.35 (.27, .43)	.40 (.32, .47)	.37 (.29, .45)	-.14 (-.23, -.05)	-.21 (-.29, -.12)	-.07 (-.16, .02)	-.03 (-.12, .06)	-.06 (-.15, .03)	.03 (-.06, .12)
Kazakhstan	.39 (.29, .49)	.40 (.30, .51)	.40 (.30, .51)	-.19 (-.31, -.07)	-.27 (-.38, -.15)	-.20 (-.31, -.08)	-.20 (-.33, -.08)	-.21 (-.33, -.09)	-.16 (-.28, -.03)
Kenya	.27 (.15, .40)	.33 (.21, .45)	.26 (.13, .39)	-.21 (-.34, -.07)	-.31 (-.43, -.18)	-.11 (-.25, .03)	-.15 (-.30, -.01)	-.18 (-.33, -.04)	-.05 (-.19, .10)
Kuwait	.34 (.26, .41)	.35 (.28, .42)	.39 (.32, .46)	-.13 (-.21, -.05)	-.17 (-.25, -.09)	-.05 (-.14, .03)	-.17 (-.25, -.09)	-.18 (-.26, -.10)	-.06 (-.14, .02)
Latvia	.42 (.32, .52)	.46 (.37, .56)	.39 (.29, .50)	-.34 (-.45, -.23)	-.41 (-.52, -.31)	-.30 (-.41, -.19)	-.26 (-.38, -.14)	-.27 (-.38, -.15)	-.23 (-.35, -.11)
Lebanon	.38 (.27, .49)	.39 (.28, .50)	.39 (.28, .50)	-.26 (-.38, -.14)	-.31 (-.43, -.19)	-.19 (-.32, -.07)	-.28 (-.40, -.15)	-.31 (-.43, -.19)	-.19 (-.32, -.07)
Lithuania	.47 (.37, .57)	.53 (.44, .62)	.48 (.38, .58)	-.36 (-.47, -.24)	-.42 (-.53, -.31)	-.31 (-.43, -.19)	-.29 (-.41, -.17)	-.31 (-.43, -.19)	-.25 (-.37, -.12)
Macao	.54 (.44, .63)	.55 (.45, .64)	.51 (.41, .61)	-.46 (-.56, -.35)	-.48 (-.58, -.38)	-.43 (-.54, -.32)	-.36 (-.48, -.24)	-.35 (-.48, -.23)	-.35 (-.47, -.23)
Mainland China	.34 (.22, .45)	.38 (.27, .49)	.35 (.24, .46)	-.07 (-.20, .06)	-.15 (-.27, -.02)	-.01 (-.14, .12)	-.02 (-.14, .11)	-.05 (-.17, .08)	.01 (-.12, .13)
Malaysia	.40 (.34, .46)	.45 (.39, .50)	.34 (.28, .41)	-.32 (-.38, -.25)	-.36 (-.42, -.29)	-.26 (-.33, -.19)	-.27 (-.34, -.20)	-.29 (-.36, -.22)	-.23 (-.30, -.16)
Malta	.52 (.42, .62)	.56 (.47, .65)	.50 (.40, .60)	-.28 (-.40, -.16)	-.34 (-.46, -.22)	-.20 (-.33, -.07)	-.29 (-.42, -.17)	-.31 (-.44, -.19)	-.25 (-.38, -.12)
Mexico	.24 (.09, .40)	.31 (.16, .46)	.31 (.16, .46)	-.43 (-.57, -.29)	-.45 (-.59, -.32)	-.45 (-.59, -.31)	-.43 (-.58, -.29)	-.44 (-.58, -.30)	-.37 (-.52, -.22)
Montenegro	.40 (.30, .49)	.38 (.28, .47)	.44 (.35, .53)	-.32 (-.43, -.22)	-.33 (-.43, -.23)	-.21 (-.32, -.11)	-.21 (-.32, -.10)	-.21 (-.32, -.10)	-.11 (-.23, .00)
Mozambique	.51 (.43, .59)	.56 (.48, .64)	.47 (.38, .55)	-.07 (-.18, .05)	-.13 (-.24, -.02)	-.01 (-.12, .10)	-.10 (-.21, .01)	-.14 (-.25, -.03)	-.06 (-.17, .06)
Namibia	.27 (.16, .38)	.26 (.15, .37)	.28 (.17, .39)	-.28 (-.39, -.17)	-.32 (-.43, -.22)	-.24 (-.35, -.13)	-.16 (-.28, -.05)	-.17 (-.29, -.05)	-.16 (-.27, -.04)
Netherlands	.41 (.31, .51)	.42 (.32, .52)	.39 (.28, .49)	-.28 (-.39, -.17)	-.28 (-.40, -.17)	-.25 (-.37, -.14)	-.29 (-.41, -.18)	-.29 (-.41, -.18)	-.29 (-.41, -.18)
New Zealand	.51 (.40, .63)	.56 (.45, .67)	.49 (.37, .61)	-.38 (-.51, -.24)	-.41 (-.55, -.28)	-.35 (-.49, -.20)	-.39 (-.53, -.25)	-.37 (-.51, -.23)	-.33 (-.48, -.19)
North Macedonia	.40 (.24, .56)	.43 (.27, .59)	.28 (.10, .46)	-.24 (-.43, -.06)	-.25 (-.44, -.07)	-.18 (-.37, .01)	-.17 (-.37, .02)	-.13 (-.33, .07)	-.08 (-.28, .13)
Norway	.63 (.53, .73)	.62 (.52, .72)	.64 (.54, .74)	-.32 (-.47, -.17)	-.34 (-.49, -.19)	-.26 (-.42, -.10)	-.45 (-.58, -.31)	-.48 (-.61, -.34)	-.37 (-.53, -.22)
Palestine	.40 (.29, .51)	.43 (.33, .54)	.39 (.28, .50)	-.25 (-.37, -.12)	-.29 (-.41, -.17)	-.18 (-.31, -.05)	-.17 (-.31, -.04)	-.16 (-.29, -.03)	-.10 (-.23, .04)
Paraguay	.44 (.37, .50)	.48 (.42, .54)	.43 (.36, .49)	-.38 (-.45, -.30)	-.43 (-.49, -.36)	-.32 (-.40, -.25)	-.34 (-.42, -.27)	-.37 (-.44, -.29)	-.27 (-.34, -.19)
Philippines	.48 (.40, .57)	.52 (.45, .60)	.48 (.39, .56)	-.36 (-.46, -.27)	-.41 (-.50, -.32)	-.35 (-.45, -.25)	-.25 (-.36, -.15)	-.28 (-.38, -.17)	-.18 (-.29, -.08)
Poland	.40 (.34, .45)	.42 (.37, .48)	.40 (.34, .46)	-.32 (-.38, -.26)	-.35 (-.41, -.29)	-.28 (-.35, -.22)	-.28 (-.35, -.22)	-.28 (-.34, -.21)	-.25 (-.32, -.19)
Portugal	.46 (.37, .55)	.48 (.39, .57)	.43 (.33, .52)	-.38 (-.48, -.27)	-.42 (-.52, -.32)	-.24 (-.35, -.13)	-.24 (-.35, -.13)	-.26 (-.37, -.15)	-.15 (-.27, -.03)
Romania	.51 (.43, .59)	.54 (.46, .62)	.49 (.41, .58)	-.42 (-.51, -.33)	-.46 (-.55, -.38)	-.37 (-.46, -.27)	-.18 (-.29, -.08)	-.19 (-.30, -.09)	-.14 (-.25, -.03)
Saudi Arabia	.43 (.32, .54)	.48 (.37, .58)	.37 (.26, .49)	-.22 (-.35, -.10)	-.29 (-.42, -.17)	-.15 (-.28, -.02)	-.18 (-.31, -.05)	-.20 (-.33, -.06)	-.08 (-.22, .07)
Serbia	.48 (.38, .58)	.50 (.41, .59)	.48 (.38, .58)	-.39 (-.50, -.29)	-.38 (-.49, -.28)	-.35 (-.46, -.23)	-.30 (-.42, -.18)	-.31 (-.43, -.19)	-.24 (-.36, -.11)
Slovakia	.37 (.26, .47)	.40 (.30, .50)	.38 (.28, .49)	-.29 (-.41, -.18)	-.33 (-.44, -.22)	-.24 (-.36, -.13)	-.21 (-.33, -.09)	-.19 (-.31, -.06)	-.14 (-.26, -.02)
Slovenia	.42 (.33, .51)	.45 (.35, .54)	.43 (.33, .52)	-.29 (-.40, -.19)	-.31 (-.41, -.20)	-.19 (-.30, -.08)	-.27 (-.38, -.16)	-.27 (-.38, -.16)	-.19 (-.30, -.08)
South Korea	.48 (.37, .58)	.49 (.39, .59)	.45 (.35, .56)	-.20 (-.32, -.07)	-.22 (-.35, -.10)	-.11 (-.24, .02)	-.12 (-.25, .01)	-.11 (-.24, .03)	-.05 (-.18, .08)
Spain	.50 (.41, .59)	.53 (.44, .61)	.49 (.39, .58)	-.39 (-.50, -.29)	-.43 (-.53, -.33)	-.30 (-.41, -.19)	-.33 (-.45, -.22)	-.32 (-.43, -.21)	-.22 (-.34, -.10)
Sri Lanka	.37 (.26, .47)	.42 (.32, .51)	.39 (.29, .49)	-.28 (-.40, -.17)	-.36 (-.46, -.25)	-.31 (-.42, -.20)	-.19 (-.31, -.07)	-.21 (-.33, -.09)	-.13 (-.25, -.01)

Suriname	.49 (.40, .59)	.50 (.40, .59)	.44 (.35, .54)	-.43 (-.53, -.33)	-.43 (-.53, -.33)	-.36 (-.47, -.25)	-.28 (-.39, -.16)	-.27 (-.39, -.16)	-.22 (-.34, -.10)
Switzerland	.55 (.45, .64)	.55 (.45, .64)	.50 (.40, .60)	-.43 (-.55, -.32)	-.44 (-.55, -.33)	-.34 (-.46, -.22)	-.30 (-.43, -.16)	-.32 (-.45, -.18)	-.22 (-.36, -.09)
Taiwan	.45 (.36, .53)	.49 (.42, .57)	.47 (.39, .55)	-.14 (-.24, -.04)	-.21 (-.31, -.12)	-.14 (-.24, -.04)	-.07 (-.17, .04)	-.09 (-.19, .01)	-.08 (-.18, .02)
Tanzania	.23 (.08, .39)	.29 (.14, .44)	.22 (.07, .38)	-.21 (-.36, -.05)	-.28 (-.43, -.12)	-.18 (-.34, -.02)	-.22 (-.38, -.05)	-.21 (-.38, -.05)	-.15 (-.32, .02)
Thailand	.51 (.40, .62)	.54 (.44, .65)	.50 (.39, .61)	-.36 (-.49, -.23)	-.44 (-.56, -.31)	-.32 (-.46, -.18)	-.21 (-.36, -.06)	-.20 (-.35, -.05)	-.24 (-.39, -.09)
Turkey	.47 (.36, .57)	.46 (.35, .57)	.44 (.33, .55)	-.31 (-.44, -.19)	-.32 (-.45, -.20)	-.24 (-.37, -.11)	-.14 (-.28, .00)	-.14 (-.28, -.01)	-.11 (-.25, .03)
Ukraine	N/A	.40 (.27, .52)	.42 (.30, .54)	N/A	-.25 (-.39, -.10)	-.14 (-.29, .01)	N/A	-.14 (-.29, .01)	-.10 (-.25, .06)
United Kingdom	.54 (.45, .63)	.57 (.49, .66)	.51 (.41, .60)	-.21 (-.33, -.09)	-.27 (-.38, -.15)	-.15 (-.27, -.02)	-.23 (-.35, -.11)	-.26 (-.37, -.14)	-.16 (-.28, -.03)
United States	.54 (.45, .64)	.58 (.49, .67)	.52 (.43, .62)	-.35 (-.47, -.23)	-.40 (-.51, -.28)	-.30 (-.43, -.18)	-.32 (-.45, -.20)	-.35 (-.47, -.23)	-.31 (-.43, -.18)
Uruguay	.38 (.27, .49)	.43 (.32, .53)	.39 (.28, .50)	-.34 (-.45, -.22)	-.35 (-.47, -.24)	-.25 (-.37, -.13)	-.25 (-.37, -.13)	-.22 (-.34, -.09)	-.18 (-.31, -.05)
Uzbekistan	.42 (.32, .52)	.49 (.40, .58)	.43 (.33, .53)	-.20 (-.32, -.07)	-.25 (-.37, -.13)	-.22 (-.34, -.10)	-.20 (-.33, -.06)	-.18 (-.30, -.05)	-.20 (-.33, -.08)
Vietnam	.45 (.37, .54)	.53 (.45, .60)	.48 (.40, .56)	-.25 (-.35, -.15)	-.31 (-.41, -.22)	-.19 (-.29, -.08)	-.24 (-.35, -.14)	-.25 (-.36, -.14)	-.16 (-.27, -.05)
Zambia	.23 (.15, .30)	.26 (.19, .34)	.28 (.20, .35)	-.14 (-.22, -.06)	-.19 (-.27, -.11)	-.15 (-.22, -.07)	-.08 (-.16, .01)	-.10 (-.18, -.02)	-.06 (-.14, .02)
Total sample	.42 (.38, .46)	.45 (.42, .48)	.41 (.38, .44)	-.28 (-.31, -.26)	-.32 (-.35, -.29)	-.22 (-.25, -.19)	-.22 (-.26, -.19)	-.22 (-.25, -.19)	-.16 (-.19, -.13)

Note. In parentheses, 95% confidence intervals for correlation coefficients are presented. For the IWAS-7, data from four cultures (Algeria, Georgia, Iraq, and Ukraine) were excluded from the analysis due to poor model fit. For the BWAS, the cut-off was established using a polythetic approach (scoring “4” [“often”] or “5” [“always”] on at least four of the seven items).

Table S17

Latent Profile Analysis: Summary of the Model Selection Criteria for the IWAS-7 and IWAS-5

Items

Number of profiles	BIC	AIC	SABIC	Entropy	Smallest profile	VLMR (<i>p</i> -value)	LMR-ALRT (<i>p</i> -value)
IWAS-7							
1	667,468	667,352	667,424	1	–	–	–
2	609,561	609,378	609,491	.838	46.3%	< .001	< .001
3	597,972	597,723	597,877	.788	19.8%	< .001	< .001
4	594,755	594,439	594,634	.746	15.5%	< .001	< .001
5	591,850	591,468	591,704	.775	11.7%	< .001	< .001
IWAS-5							
1	498,732	498,649	498,700	1.0	–	–	–
2	454,688	454,554	454,637	.816	45.3%	< .001	< .001
3	446,287	446,103	446,217	.762	19.1%	< .001	< .001
4	Non-identified						
5	Non-identified						

Note. BIC: Bayesian Information Criterion; AIC: Akaike Information Criterion; SABIC: sample-size adjusted BIC; VLMR = Vuong-Lo-Mendell-Rubin test; LMR-ALRT = Lo-Mendell-Rubin adjusted likelihood ratio test. Bold values represent a best-fitting model for each measure. $N_{IWAS-7} = 29,938$, $N_{IWAS-5} = 31,347$. Data from five participants were excluded from the latent profile analysis due to missing values on all items of the IWAS-7 and IWAS-5.

Table S18*Relationship Between Self-Esteem and Latent Profile Membership*

Predictor	Comparison of latent profiles for the IWAS-7					
	Profile 1 vs. 2		Profile 1 vs. 3		Profile 2 vs. 3	
	Estimate (SE)	OR (95% CI)	Estimate (SE)	OR (95% CI)	Estimate (SE)	OR (95% CI)
Self-esteem	−0.18 (0.01)	0.83 (0.82, 0.85)	−0.34 (0.01)	0.72 (0.70, 0.73)	−0.15 (0.01)	0.86 (.84, .87)
Self-esteem	Comparison of latent profiles for the IWAS-5					
	Estimate (SE)	OR (95% CI)	Estimate (SE)	OR (95% CI)	Estimate (SE)	OR (95% CI)
Self-esteem	−0.18 (0.01)	0.84 (0.83, 0.85)	−0.31 (0.01)	0.73 (0.72, 0.75)	−0.14 (0.01)	0.87 (.86, .89)

Note. All comparisons are significant at a p -value $< .001$. Values are estimates from the manual R3STEP multinomial logistic regression analysis with standard errors in parentheses. *OR* = odd ratio; *CI* = confidence interval. Negative estimate values indicate that higher values on the predictor make a participant more likely to belong to the first profile of the two being compared. Profile 1: “Low-risk,” Profile 2: “Medium-risk,” and Profile 3: “High-risk.”

Table S19*Comparison of Latent Profiles in Terms of Job Stress and Job Satisfaction*

Comparison of latent profiles for the IWAS-7						
Outcome	Profile 1	Profile 2	Profile 3	Profile 1 vs 2	Profile 1 vs 3	Profile 2 vs 3
	M (SE)	M (SE)	M (SE)	χ^2	χ^2	χ^2
Job stress	3.65 (0.02)	4.61 (0.01)	5.42 (0.02)	1973.22	5419.59	1002.63
Job satisfaction	5.22 (0.02)	4.54 (0.02)	3.89 (0.03)	874.968	2129.65	416.74
Comparison of latent profiles for the IWAS-5						
Job stress	3.64 (0.01)	4.65 (0.01)	5.48 (0.02)	2171.72	5836.07	971.74
Job satisfaction	5.25 (0.01)	4.52 (0.01)	3.83 (0.03)	995.45	2378.81	442.61

Note. All comparisons are significant at a p -value < .001. M = mean; SE = standard error. Profile 1: “Low-risk,” Profile 2: “Medium-risk,” and Profile 3: “High-risk.”

Table S20*Cut-Offs and Test Accuracy for the IWAS-7 and IWAS-5*

Cut-off (scores)	Sensitivity	Specificity	Positive predictive value	Negative predictive value	Overall correct
IWAS-7 (range: 7–35)					
21	99.9%	82.9%	58.3%	100.0%	86.2%
22	99.3%	89.9%	70.2%	99.8%	91.7%
23	95.7%	95.2%	82.7%	98.9%	95.3%
24	86.9%	98.6%	93.4%	96.9%	96.3%
25	71.6%	99.7%	98.2%	93.6%	94.3%
26	55.4%	100%	99.6%	90.4%	91.4%
27	41.5%	100%	99.9%	87.7%	88.7%
28	29.5%	100%	99.9%	85.6%	86.4%
29	19.5%	100%	99.9%	83.9%	84.5%
30	13.3%	100%	99.9%	82.8%	83.3%
31	9.1%	100%	99.8%	82.1%	82.4%
32	5.9%	100%	100%	81.6%	81.8%
33	3.6%	100%	100%	81.3%	81.4%
34	2.2%	100%	100%	81.0%	81.1%
35	1.3%	100%	100%	80.9%	80.9%
IWAS-5 (range: 5–25)					
15	99.9%	77.5%	50.5%	100%	82.8%
16	99.6%	86.8%	63.5%	99.9%	89.2%
17	95.9%	94.1%	79.1%	99.0%	94.5%
18	83.8%	98.7%	93.7%	96.3%	95.9%
19	63.2%	99.8%	98.7%	92.2%	92.9%
20	42.5%	100%	99.8%	88.3%	89.2%
21	26.4%	100%	99.9%	85.5%	86.2%
22	15.9%	100%	99.8%	83.8%	84.2%
23	9.2%	100%	99.6%	82.7%	83.0%
24	4.8%	100%	99.6%	82.0%	82.2%
25	2.4%	100%	100%	81.6%	81.7%

Note. The optimal cut-offs for the IWAS-7 and IWAS-5 were bolded.

Table S21*Different Versions of the IWAS with Recommendations on Usage*

Culture	IWAS-7		IWAS-5	
	Model fit ^a	Invariance ^b	Model fit ^c	Invariance ^d
	<i>May I use the seven-item version?</i>	<i>May I compare the seven-item version results with results from other cultures?</i>	<i>May I use the five-item version?</i>	<i>May I compare the five-item version results with results from other cultures?</i>
Albania	Yes	Yes	Yes	Yes
Algeria	Depends ^e	No	Yes ^f	Yes
Argentina	Yes	Yes	Yes	Yes
Armenia	Yes ^e	Yes	Yes ^f	Yes
Australia	Yes	Yes	Yes	Yes
Austria	Yes	Yes	Yes	Yes
Azerbaijan	Yes ^e	Yes	Yes ^f	Yes
Bahrain	Yes	Yes	Yes	Yes
Belgium	Yes	Yes	Yes	Yes
Bolivia	Yes	Yes	Yes	Yes
Bosnia and Herzegovina	Yes ^e	Yes	Yes ^f	Yes
Brazil	Yes	Yes	Yes	Yes
Bulgaria	Yes	Yes	Yes	Yes
Canada	Yes	Yes	Yes	Yes
Chile	Yes	Yes	Yes	Yes
Croatia	Yes	Yes	Yes	Yes
Cyprus	Yes	Yes	Yes	Yes
Czech Republic	Yes	Yes	Yes	Yes
Denmark	Yes	Yes	Yes	Yes
Dominican Republic	Yes	Yes	Yes	Yes
Ecuador	Yes	Yes	Yes	Yes
Estonia	Yes	Yes	Yes	Yes
Finland	Yes	Yes	Yes	Yes
France	Yes	Yes	Yes	Yes
Georgia	Depends	No	Yes	Yes
Germany	Yes	Yes	Yes	Yes
Ghana	Yes	Yes	Yes	Yes
Greece	Yes ^e	Yes	Yes ^f	Yes
Hong Kong	Yes	Yes	Yes	Yes
Hungary	Yes	Yes	Yes	Yes
Iceland	Yes	Yes	Yes	Yes
India	Yes	Yes	Yes	Yes
Indonesia	Yes	Yes	Yes	Yes
Iran	Yes ^e	Yes	Yes ^f	Yes
Iraq	Depends ^e	No	Yes ^f	Yes
Ireland	Yes	Yes	Yes	Yes
Israel	Yes	Yes	Yes	Yes
Italy	Yes	Yes	Yes ^f	Yes
Jamaica	Yes	Yes	Yes	Yes
Japan	Yes	Yes	Yes	Yes
Jordan	Yes ^e	Yes	Yes	Yes
Kazakhstan	Yes ^e	Yes	Yes	Yes
Kenya	Yes	Yes	Yes	Yes
Kuwait	Yes	Yes	Yes	Yes
Latvia	Yes	Yes	Yes	Yes

Lebanon	Yes	Yes	Yes	Yes
Lithuania	Yes	Yes	Yes	Yes
Macao	Yes	Yes	Yes	Yes
Mainland China	Yes	Yes	Yes	Yes
Malaysia	Yes	Yes	Yes	Yes
Malta	Yes	Yes	Yes	Yes
Mexico	Yes	Yes	Yes	Yes
Montenegro	Yes	Yes	Yes	Yes
Mozambique	Yes	Yes	Yes	Yes
Namibia	Yes	Yes	Yes	Yes
Netherlands	Yes	Yes	Yes	Yes
New Zealand	Yes	Yes	Yes	Yes
North Macedonia	Yes	Yes	Yes ^f	Yes
Norway	Yes	Yes	Yes	Yes
Palestine	Yes	Yes	Yes	Yes
Paraguay	Yes ^e	Yes	Yes	Yes
Philippines	Yes	Yes	Yes	Yes
Poland	Yes	Yes	Yes	Yes
Portugal	Yes	Yes	Yes	Yes
Romania	Yes	Yes	Yes	Yes
Saudi Arabia	Yes ^e	Yes	Yes	Yes
Serbia	Yes ^e	Yes	Yes	Yes
Slovakia	Yes	Yes	Yes	Yes
Slovenia	Yes	Yes	Yes	Yes
South Korea	Yes	Yes	Yes	Yes
Spain	Yes	Yes	Yes	Yes
Sri Lanka	Yes	Yes	Yes	Yes
Suriname	Yes ^e	Yes	Yes	Yes
Switzerland	Yes	Yes	Yes	Yes
Taiwan	Yes	Yes	Yes	Yes
Tanzania	Yes ^e	Yes	Yes	Yes
Thailand	Yes	Yes	Yes	Yes
Turkey	Yes	Yes	Yes	Yes
Ukraine	Depends ^e	No	Yes	Yes
United Kingdom	Yes	Yes	Yes	Yes
United States	Yes	Yes	Yes	Yes
Uruguay	Yes ^e	Yes	Yes	Yes
Uzbekistan	Yes	Yes	Yes	Yes
Vietnam	Yes	Yes	Yes	Yes
Zambia	Yes	Yes	Yes	Yes

Note. If “yes,” then: ^a This version of the scale allows for screening studies, investigation of associations of work addiction with other variables, and investigation of all seven symptoms of work addiction (e.g., with network analysis) within the culture. ^b This version of the scale allows for screening studies, investigation of associations of work addiction with other variables, and investigation of all seven symptoms of work addiction (e.g., with network analysis) within the culture and comparing the results with other cultures in which invariance was supported. ^c This version of the scale allows for screening studies, investigation of associations of work addiction with other variables, and investigation of five symptoms of work addiction (e.g., with network analysis) within the culture. ^d This version of the scale allows for screening studies, investigation of associations of work addiction with other variables, and investigation of five symptoms of work addiction (e.g., with network analysis) within the culture and comparing the results with other cultures in which invariance was supported.

If “depends,” then it means that more studies are necessary to investigate whether model fit and low factor loadings problems of the IWAS-7 are the results of the sampling method in the current study or represent systematic cross-cultural differences in the psychometric performance of the scale. In such cases, for most research contexts, the IWAS-5 is recommended.

^e It is recommended that CFA and measurement invariance testing be conducted in independent samples to examine whether the mood modification item and the withdrawal item consistently show lower factor loadings or whether the currently found effects are attributable to sampling and data quality in these cultures.

^f It is recommended that CFA and measurement invariance testing be conducted in independent samples to examine whether the mood modification item consistently shows lower factor loadings or whether the currently found effects are attributable to sampling and data quality in these cultures.