Supplemental Materials

Morally questionable actors' meta-perceptions are accurate but overly positive

Supplemental Section 1: Model Specifications

All models across all studies followed the same basic structure, adapted from the Social Accuracy Model (Biesanz, 2010), detailed in the equations below. Deviations from these models occurred only when issues of convergence or singularity arose and, per the pre-registrations, model complexity was reduced by reducing the inclusion of random slopes which displayed minimal variance.

Regarding notation, below we borrow the notation style from (Biesanz, 2010) where the equations are separated into the Level 1 equation first (X.1), and secondly the Level 2 equation (X.2) which separates out the random effects into their constituent main effect components.

Meta-Accuracy Models

Below are the equations for the meta-accuracy models across Studies 1-4, where each actor *i* is estimating how they will be judged on motive items *k* by the average observer. The paradigm is not dyadic; observers see multiple actors but actors are estimating how they will be perceived on average. As such, observers are not modeled as random in the meta-accuracy models. Using mixture models, baseline meta-perception accuracy is modeled as the linear relationship b_{1i} between actor *i*'s meta-perceptions and observers' judgments for actor *i* across

item's k. Random intercepts u_{0i} are modeled for actors, and random slopes u_{1i} are modeled for observers' judgment within actors across all models.

Baseline Meta-Accuracy Model. $Meta_{ik}$ is actor i's meta-perceptions on item k, and $Obsv_{jik}$ is the distribution of observer j's judgments of actor i on item k (the validation criterion). Unless otherwise noted, $Meta_{ik}$ and $Obsv_{jik}$ are centered on the mean validation criterion within actor i, i.e. cluster centering within target (Enders & Tofighi, 2007) or person centering (Furr & Funder, 2004). Meta-perceptions are therefore centered on the mean observer judgment of each actor ($Meta_{ik} = Meta_{ik} - MeanObsv_i$), and observers' judgments are centered on the mean self-reported motive for each actor ($Obsv_{jik} = Obsv_{jik} - MeanSelf_i$). Operationally, this means that for both observers' judgments and actors' meta-perception, a value of 0 now represents *average* point estimate accuracy within actor. This is done to both orthogonalize predictors and allow for interpretable intercept estimates, as deviations from zero now represent average point-estimate inaccuracies. b_{0i} is the intercept for actor i, b_{1i} is the estimate of baseline meta-accuracy for actor i, and e_{ik} is random error across actor i and item k. b_{00} is the average intercept for all actors, and u_{0i} is the unique random intercept for actor i. b_{10} is the average baseline meta-accuracy slope, and u_{1i} is the unique random slope for actor i.

$$Meta_{ik} = b_{0i} + b_{1i}Obsv_{jik} + e_{ik} \quad (1.1)$$
$$b_{0i} = b_{00} + u_{0i} \quad (1.2)$$
$$b_{1i} = b_{10} + u_{1i}$$

Distinctive Meta-Accuracy Model. Building on the baseline meta-accuracy model in Equation (1), the distinctive meta-accuracy model adds the *normative profile* as a predictor of meta-perceptions. The normative profile is operationalized as the distribution of mean actors'

self-reported motives (item *k*) across the sample, $MeanSelf_k$, and is grand mean centered ($MeanSelf_k = MeanSelf_k - MeanSelf$). Conceptually, this represents the true distribution of actors' moral motives within the paradigm. The normative profile is entered as a predictor $MeanSelf_k$ with random slopes u_{2i} modeled within actor. b_{2i} is the estimate of normative meta-accuracy for actor *i*, and b_{1i} is now interpreted as distinctive accuracy for actor *i*.

$$Meta_{ik} = b_{0i} + b_{1i}Obsv_{jik} + b_{2i}MeanSelf_k + e_{ik} \quad (2.1)$$
$$b_{0i} = b_{00} + u_{0i}$$
$$b_{1i} = b_{10} + u_{1i} \quad (2.2)$$
$$b_{2i} = b_{20} + u_{2i}$$

Meta-Insight Model. Building on the baseline meta-accuracy model in Equation (1), the meta-insight model adds *transparency* as a predictor of meta-perceptions. Transparency is operationalized as the self-report of item *k* for actor *i,* $Self_{ik}$, mean-centered within actor *i* ($Self_{ik} = Self_{ik} - MeanSelf_i$). Conceptually, $Self_{ik}$ are the values observers are trying to predict in $Obsv_{jik,}$ meaning that the linear relationship between actors' meta-perceptions and observers' judgments b_{1i} can be interpreted as actors' knowledge of how they will be *misperceived* ("insight"), as the model controls for the true self-reported values observers are trying to estimate. The relationship between meta-perceptions and self-report b_{2i} is then interpreted as a transparency bias, the extent to which actors think their self-reported motives will be accurately perceived above the extent to which they actually are. Random slopes u_{2i} are modeled for transparency within actor.

$$Meta_{ik} = b_{0i} + b_{1i}Obsv_{jik} + b_{2i}Self_{ik} + e_{ik} \quad (3.1)$$
$$b_{0i} = b_{00} + u_{0i}$$
$$b_{1i} = b_{10} + u_{1i} \quad (3.2)$$
$$b_{2i} = b_{20} + u_{2i}$$

Valence Bias Model. The model examining mean-level valence bias in Study 4 adds a new predictor to the baseline model in Equation (1), a categorical variable $Item_k$ denoting item k. $Item_k$ is also interacted with $Obsv_{jik}$. The model also employs a different centering method. Rather than center within actor i, here meta-perceptions are centered on the mean observer judgment of each item k rather than actor i ($Meta_{ik} = Meta_{ik} - MeanObsv_k$), and observers' judgments are centered on the mean self-reported motive for each item k rather than actor i ($Obsv_{jik} = Obsv_{jik} - MeanSelf_k$). This means that values of zero represent *average* point estimate accuracy by item. This allows for the calculation of marginal means of b_{10} by $Item_k$ which can be interpreted as mean-level point-estimate (in)accuracy for each meta-perception along item k across all actors. The categorical variable $Item_k$ and its interaction with observers' judgment $Obsv_{jik}$, are modeled as fixed effects only.

$$Meta_{ik} = b_{0i} + b_{1i}Obsv_{jik} + b_2Item_k + b_{3i}Obsv_{jik}Item_k + e_{ik} \quad (4.1)$$

$$b_{0i} = b_{00} + b_{01}Item_k + u_{0i} \quad (4.2)$$
$$b_{1i} = b_{10} + b_{11}Item_k + u_{1i}$$

Meta-Moderation Models. All meta-moderation models follow the same modeling pattern, building on the distinctive meta-accuracy model in Equation (2). Each moderating variable, hence Mod_i, is an individual difference measure for each actor i. Each moderator is interacted with distinctive accuracy and normative accuracy, and the moderator and the interactions are all modeled as random slopes within actor i (i.e., maximal random structure). Note however that this level of model complexity almost always led to reductions in random

structure complexity (see pre-registrations for method of complexity reduction). All moderators are mean-centered ($Mod_i = Mod_i - MeanMod$).

$$Meta_{ik} = b_{0i} + b_{1i}Obsv_{jik} + b_{2i}MeanSelf_k + b_{3i}Mod_i + b_{4i}Obsv_{jik}Mod_i + b_{4i}MeanSelf_kMod_i + e_{ik} \quad (5.1)$$

$$\begin{aligned} b_{0i} &= b_{00} + u_{0i} \\ b_{1i} &= b_{10} + b_{11}Mod_i + u_{1i} \\ b_{2i} &= b_{20} + b_{21}Mod_i + u_{2i} \\ b_{3i} &= b_{30} + b_{31}Obsv_{jik} + b_{32}MeanSelf_k + u_{3i} \\ b_{4i} &= b_{40} + u_{4i} \\ b_{5i} &= b_{50} + u_{5i} \end{aligned} \quad (5.2)$$

Observer-Accuracy Models

Below are the equations for the observer-accuracy models across Studies 1-4 where observer *j*'s judgments of actor *i* along items *k* are modeled, $Obsv_{jik}$. As with the meta-accuracy models, the observer models are not dyadic; observers rate multiple actors but actors are estimating how they will be perceived on average, not by each actor. As such, the observer-accuracy models below contain crossed random effects to actor *i* and observer *j*, but do not contain random intercepts for the interaction of *ij*. While not preregistered, the inclusion of random intercepts for the interaction of actor and observer does not affect the results (see below).

Baseline Observer-Accuracy Model. $Obsv_{jik}$ is observer *j*'s judgment of actor *i* on item *k*, and $Self_{ik}$ is actor *i*'s self reported values of *k*, the validation criteria for $Obsv_{jik}$. Unless otherwise noted, $Obsv_{jik}$ is centered on the mean validation criterion within actor *i*, such that observers' judgments are centered on the mean self-reported motive for each actor ($Obsv_{ik} = Obsv_{ik} - MeanSelf_i$), and $Self_{ik}$ is mean centered within actor *i* ($Self_{ik} = Self_{ik} - MeanSelf_i$) i.e. cluster centering (Enders & Tofighi, 2007) or person centering (Furr & Funder, 2004). Operationally, this means that for observers' judgments, a value of 0 now represents *average*

point estimate accuracy within target (actor *i*). This is done to both orthogonalize predictors and allow for interpretable intercept estimates, as deviations from zero now represent average point-estimate inaccuracies. b_{0ji} is the intercept for observer *j* judging actor *i*, b_{1ji} is the estimate of baseline observer-accuracy for observer *j* judging actor *i*, and e_{jik} is random error across observer *j,* actor *i* and item *k*. b_{00} is the average intercept for all observers, u_{0i} is the unique random intercept for actor *i*, and u_{0j} the unique random intercept for observer *j*. b_{10} is the average baseline observer-accuracy slope, u_{1i} is the unique accuracy random slope within actor *i,* and u_{1j} the unique accuracy random slope for each each observer *j*.

$$Obsv_{jik} = b_{0ji} + b_{1ji}Self_{ik} + e_{jik} \quad (6.1)$$
$$b_{0ji} = b_{00} + u_{0i} + u_{0j} \quad (6.2)$$
$$b_{1ji} = b_{10} + u_{1i} + u_{1j}$$

Distinctive Observer-Accuracy Model. Building on the baseline observer-accuracy model in Equation (6), the distinctive observer-accuracy model adds the *normative profile* as a predictor of observers' judgments. The normative profile is operationalized as the distribution of mean actors' self-reported motives (item *k*) across the sample, $MeanSelf_k$, and is grand mean centered ($MeanSelf_k = MeanSelf_k - MeanSelf$). Conceptually, this represents the true distribution of actors' moral motives within the paradigm. The normative profile is entered as a predictor $MeanSelf_k$ with random normative accuracy slopes u_{2i} modeled within actor and u_{2j} modeled within observer. b_{2ji} is the estimate of observer normative-accuracy, the extent to which observers' judgments are associated with the true mean distribution of actors' motives, and b_{1ji} is now interpreted as distinctive observer-accuracy, the extent to which observer *j* can accurately assess the unique motives of actor *i*.

$$Obsv_{jik} = b_{0ji} + b_{1ji}Self_{ik} + b_{2ji}MeanSelf_k + e_{jik} \quad (7.1)$$
$$b_{0ji} = b_{00} + u_{0i} + u_{0j}$$
$$b_{1ji} = b_{10} + u_{1i} + u_{1j} \quad (7.2)$$
$$b_{2ji} = b_{20} + u_{2i} + u_{2j}$$

Observer-Insight Model. Building on the baseline observer-accuracy model in Equation (6), the observer-insight model adds *opaqueness* as a predictor of observers' judgments. Opaqueness is operationalized as actor *i*'s meta-perceptions along item *k*, $Meta_{ik}$, centering on the validation criterion of mean observer judgment of each actor ($Meta_{ik} = Meta_{ik} - MeanObsv_i$). Conceptually, opaqueness represents the extent to which observers' judgment of actors are associated with how actors think they will be perceived (their meta-perceptions) rather than their actual self-report (the validation criterion for observers' judgments). b_{2ji} represents the estimate of opaqueness in observers' judgments, and b_{1ji} now is interpreted as observer insight, the extent to which observers' judgments are associated with the traits they are attempting to judge above opaqueness. Random slopes are modeled for both opaqueness and insight within both actor *i* and observer *j*.

$$Obsv_{jik} = b_{0ji} + b_{1ji}Self_{ik} + b_{2ji}Meta_{ik} + e_{jik} \quad (8.1)$$
$$b_{0ji} = b_{00} + u_{0i} + u_{0j}$$
$$b_{1ji} = b_{10} + u_{1i} + u_{1j} \quad (8.2)$$
$$b_{2ji} = b_{20} + u_{2i} + u_{2j}$$

Observer Moderation Models. All observer moderation models follow the same modeling pattern, building on the distinctive observer-accuracy model in Equation (7). Each moderating variable, hence Mod_j, is an individual difference measure for each observer *j*. Each moderator is interacted with distinctive accuracy and normative accuracy, and the moderator and the interactions are all modeled as random slopes within both actor *i* and observer *j* (i.e.,

maximal random structure). Note however that this level of model complexity almost always led to reductions in random structure complexity (see pre-registrations for method of complexity reduction). All moderators are mean-centered ($Mod_j = Mod_j$ - $MeanMod$).

$$Obsv_{jik} = b_{0ji} + b_{1ji}Self_{ik} + b_{2ji}MeanSelf_k + b_{3j}Mod_j + b_{4ji}Obsv_{jik}Mod_j + b_{4ji}MeanSelf_kMod_j + e_{jik} \quad (9.1)$$

$$\begin{aligned} b_{0ji} &= b_{00} + u_{0i} + u_{0j} \\ b_{1ji} &= b_{10} + b_{11}Mod_j + u_{1i} + u_{1j} \\ b_{2ji} &= b_{20} + b_{21}Mod_j + u_{2i} + u_{2j} \\ b_{3j} &= b_{30} + b_{31}Obsv_{jik} + b_{32}MeanSelf_k + u_{3i} + u_{3j} \\ b_{4ji} &= b_{40} + u_{4i} + u_{4j} \\ b_{5ji} &= b_{50} + u_{5i} + u_{5j} \end{aligned} \quad (9.2)$$

Standardization Method

We used the standardization method suggested by Hamaker & Muthén (2020), namely "within-group" standardization from Schuurman et al. (2016), with the "group" being actor *i*. Schuurman et al. (2016)'s standardization method focused on transforming model parameters, however because of the complex nature of our data and the fact that many variables do not have within-actor variance (e.g., most moderators) we transformed the data and reran the models as specified above to generate the standardized coefficients. Such models tended to produce slightly different *p*-values than obtained with the unstandardized data, as such all *p*-values and model statistics reported in the paper are from the unstandardized models. To standardize our data, we calculated the standard deviation ω within actor *i* and for each variable *v*, where variables *v* were actor *i*'s meta-perceptions ($Meta_{ik}$) and actor *i*'s self-perceptions ($Self_{ik}$) across items *k*, and observer *j*'s judgments of actor *i* across items *k* ($Obsv_{jik}$), then divided the centered values (as derived above) by ω_{iv}. All variables that lacked within-actor variance, including the normative

profile and individual-difference moderator variables, were simply mean centered then divided by the sample standard deviation of the variable (i.e., typical standardization).

Supplemental Section 2: Random Intercepts for Interaction

Work on dyadic meta-perception and interpersonal dyadic accuracy often suggests modeling three random intercepts: one for the observer, the observed (here actors), and one for their interaction. As our observer models are not fully dyadic we did not preregister the inclusion of random intercepts for the actor x observer interaction. However, the actor x observer interaction could arguably still capture meaningful variance in observer judgments, and as such below we present evidence that the inclusion of random intercept for the interaction does not affect our results.

Table S1 below presents the baseline, distinctive, and insight models from Study 4 without random intercepts for the actor x observer interaction (i.e., what's reported in the manuscript), and Table S2 presents the same models with random intercepts for the actor x observer interaction included. The estimates for observer baseline/distinctive/insight accuracy between the two sets of models are functionally equivalent, and as such we argue that our findings are not confounded by the lack of random intercepts for the actor x observer interaction in the reported models.

Table S1

Observer Accuracy without Interaction Intercepts

	Base Accuracy					**Distinctive Accuracy**					**Insight**				
Predictors	*b (SE)*	*95% CI*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*t*	*p*	*df*
(Intercept)	0.00 (0.08)	-0.15 – 0.15	0.05	0.961	179.48	0.00 (0.08)	-0.15 – 0.15	0.05	0.961	179.71	0.06 (0.09)	-0.10 – 0.23	0.76	0.450	163.50

Actors' True Motives	0.26 (0.02)	0.22 – 0.30	12.43	**<0.001**	157.88	0.19 (0.02)	0.15 – 0.24	9.27	**<0.001**	145.11	0.14 (0.02)	0.10 – 0.18	6.58	**<0.001**	136.62
Normative Profile						0.45 (0.05)	0.36 – 0.54	9.77	**<0.001**	175.75					
Actors' Meta-Motives											0.18 (0.02)	0.14 – 0.23	8.14	**<0.001**	127.35
Random Effects															
σ^2	3.90					3.67					3.73				
τ_{00}	0.28 $_{ID}$					0.29 $_{ID}$					0.28 $_{ID}$				
	0.56 $_{Actor_ID}$					0.56 $_{Actor_ID}$					0.75 $_{Actor_ID}$				
τ_{11}	0.02 $_{ID.True_JudgmentCluster}$					0.01 $_{ID.True_JudgmentCluster}$					0.01 $_{ID.True_JudgmentCluster}$				
	0.04 $_{Actor_ID.True_JudgmentCluster}$					0.10 $_{ID.Norm_Profile}$					0.01 $_{ID.Meta_PerceptionCluster}$				
						0.05 $_{Actor_ID.True_JudgmentCluster}$					0.04 $_{Actor_ID.True_JudgmentCluster}$				
						0.19 $_{Actor_ID.Norm_Profile}$					0.05 $_{Actor_ID.Meta_PerceptionCluster}$				
ρ_{01}	-0.38 $_{ID}$					-0.30					-0.28				
	0.52 $_{Actor_ID}$					-0.42					-0.37				
						0.42					0.21				
						-0.08					0.22				
ICC	0.22					0.25					0.28				
N	122 $_{Actor_ID}$					122 $_{Actor_ID}$					122 $_{Actor_ID}$				
	256 $_{ID}$					256 $_{ID}$					256 $_{ID}$				
Observations	62199					62199					62199				
Marginal R^2 / Conditional R^2	0.056 / 0.266					0.071 / 0.305					0.070 / 0.328				

Table S2

Observer Accuracy with Interaction Intercepts

	Base Accuracy					Distinctive Accuracy					Insight				
Predictors	*b (SE)*	*95% CI*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*t*	*p*	*df*
(Intercept)	0.00 (0.08)	-0.15 – 0.15	0.05	0.963	176.60	0.00 (0.08)	-0.15 – 0.15	0.05	0.962	176.56	0.06 (0.09)	-0.10 – 0.23	0.76	0.448	161.20
Actors' True Motives	0.26 (0.02)	0.22 – 0.30	12.42	**<0.001**	158.18	0.19 (0.02)	0.15 – 0.24	9.27	**<0.001**	145.37	0.14 (0.02)	0.10 – 0.18	6.60	**<0.001**	135.04
Normative Profile						0.45 (0.05)	0.36 – 0.54	9.77	**<0.001**	176.25					
Actors' Meta-Motives											0.18 (0.02)	0.14 – 0.23	8.13	**<0.001**	128.59
Random Effects															
σ^2	3.81					3.58					3.64				

τ_{00}	0.10 $_{ID:Actor_ID}$	0.11 $_{ID:Actor_ID}$	0.11 $_{ID:Actor_ID}$
	0.27 $_{ID}$	0.27 $_{ID}$	0.27 $_{ID}$
	0.56 $_{Actor_ID}$	0.56 $_{Actor_ID}$	0.74 $_{Actor_ID}$
τ_{11}	0.02 $_{ID.True_JudgmentCluster}$	0.01 $_{ID.True_JudgmentCluster}$	0.01 $_{ID.True_JudgmentCluster}$
	0.04 $_{Actor_ID.True_JudgmentCluster}$	0.10 $_{ID.Norm_Profile}$	0.01 $_{ID.Meta_PerceptionCluster}$
		0.05 $_{Actor_ID.True_JudgmentCluster}$	0.04 $_{Actor_ID.True_JudgmentCluster}$
		0.19 $_{Actor_ID.Norm_Profile}$	0.05 $_{Actor_ID.Meta_PerceptionCluster}$
ρ_{01}	-0.38 $_{ID}$	-0.31 $_{ID.True_JudgmentCluster}$	-0.27 $_{ID.True_JudgmentCluster}$
	0.53 $_{Actor_ID}$	-0.43 $_{ID.Norm_Profile}$	-0.41 $_{ID.Meta_PerceptionCluster}$
		0.43 $_{Actor_ID.True_JudgmentCluster}$	0.21 $_{Actor_ID.True_JudgmentCluster}$
		-0.08 $_{Actor_ID.Norm_Profile}$	0.22 $_{Actor_ID.Meta_PerceptionCluster}$
ICC	0.24	0.27	0.30
N	122 $_{Actor_ID}$	122 $_{Actor_ID}$	122 $_{Actor_ID}$
	256 $_{ID}$	256 $_{ID}$	256 $_{ID}$
Observations	62199	62199	62199
Marginal R^2 / Conditional R^2	0.056 / 0.281	0.071 / 0.322	0.070 / 0.345

Supplemental Section 3: Complete Model Statistics

Study 1

Tables S3a/b provides the full regression results for Study 1's meta-accuracy models. Below Tables S3a/b are the variance-covariance matrices for the meta-models. Note that for the meta-insight model we removed random slopes for observers' judgment because the maximal model was singular, hence the large degrees-of-freedom for the estimate (*df* = 1874.63). The significance of the estimate is not meaningfully affected however, as the estimate is still $b = 0.04$ ($t(13.66) = 3.00$, $p = 0.010$) in the maximal and singular model.

Tables S3a/b

Study 1 Meta-Models

S3a

	Base Meta-Accuracy						Distinctive Meta-Accuracy					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.43 (0.28)	-1.04 – 0.18	-0.23	-1.53	0.151	12.01	-0.39 (0.26)	-0.95 – 0.18	-0.21	-1.49	0.162	12.01
Observer Judgments	0.41 (0.06)	0.29 – 0.54	0.43	7.12	**<0.001**	12.15	0.23 (0.05)	0.11 – 0.35	0.25	4.28	**0.001**	12.04
Normative Profile							0.83 (0.22)	0.34 – 1.32	0.39	3.71	**0.003**	12.04
Random Effects												
σ^2	3.07						1.93					
τ_{00}	1.01 $_{Story}$						0.85 $_{Story}$					
τ_{11}	0.04 $_{Story.Observer_Ratings_CenCluster}$						0.03 $_{Story.Observer_Ratings_CenCluster}$					
							0.64 $_{Story.Norm_Profile}$					
ρ_{01}	-0.06 $_{Story}$						-0.43					
							0.30					
ICC	0.28						0.45					
N	13 $_{Story}$						13 $_{Story}$					
Observations	1899						1899					
Marginal R^2 / Conditional R^2	0.169 / 0.403						0.272 / 0.603					

S3b

	Meta-Insight					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.30	-0.80 – 0.20	-0.17	-1.29	0.221	12.00

	(0.23)					
Observer Judgments	0.04 (0.01)	0.02 – 0.06	0.04	4.62	**<0.001**	1874.63
Actor True Motives	0.79 (0.09)	0.59 – 1.00	0.83	8.59	**<0.001**	11.73
Random Effects						
σ^2	0.51					
$\tau_{00\ Story}$	0.68					
$\tau_{11\ Story.Actual_Motive_CenCluster}$	0.11					
$\rho_{01\ Story}$	-0.23					
ICC	0.70					
N_{Story}	13					
Observations	1899					
Marginal R^2 / Conditional R^2	0.638 / 0.891					

Base Meta-Accuracy: Variance -Covariance

	(Intercept)	Observer_Ratings_CenCluster
(Intercept)	0.0791652120	-0.0009922113
Observer_Ratings_CenCluster	-0.0009922113	0.0033653460

Distinctive Meta-Accuracy: Variance -Covariance

	(Intercept)	Observer_Ratings_CenCluster	Norm_Profile
(Intercept)	0.066810180	-0.005777107	0.01690269
Observer_Ratings_CenCluster	-0.005777107	0.002882995	-0.00419341
Norm_Profile	0.016902689	-0.004193410	0.05042666

Meta-Insight: Variance -Covariance

	(Intercept)	Observer_Ratings_CenCluster	Actual_Motive_CenCluster
(Intercept)	0.0524933489	-2.099460e-05	-4.764185e-03
Observer_Ratings_CenCluster	-0.0000209946	7.039549e-05	-3.073939e-05
Actual_Motive_CenCluster	-0.0047641853	-3.073939e-05	8.539992e-03

Tables S4a/b provides the full regression results for Study 1's observer-accuracy models. Below Tables S4a/b are the variance-covariance matrices for the observer models.

Tablea S4a/b

Study 1 Observer-Models

S4a

	Base Accuracy						Distinctive Accuracy					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	0.26 (0.17)	-0.10 – 0.62	0.14	1.57	0.143	12.00	0.30 (0.16)	-0.06 – 0.66	0.14	1.81	0.095	12.02
Actors' True Motives	0.45 (0.04)	0.36 – 0.55	0.42	11.72	**<0.001**	6.48	0.31 (0.06)	0.18 – 0.44	0.30	5.44	**<0.001**	10.46
Normative Profile							0.41 (0.10)	0.20 – 0.62	0.20	4.24	**0.001**	13.02
Random Effects												
σ^2	3.47						3.26					
τ_{00}	0.27 $_{ID}$						0.33 $_{ID}$					
	0.32 $_{Story}$						0.32 $_{Story}$					
τ_{11}	0.03 $_{ID.Actual_Motive_Cen}$						0.02 $_{ID.Actual_Motive_CenCluster}$					
	0.01 $_{Story.Actual_Motive_CenCluster}$						0.03 $_{Story.Actual_Motive_CenCluster}$					
							0.09 $_{Story.Norm_Profile}$					
ρ_{01}	-0.86 $_{ID}$						-0.49 $_{ID}$					
	0.50 $_{Story}$						0.41 $_{Story.Actual_Motive_CenCluster}$					
							-0.28 $_{Story.Norm_Profile}$					
ICC	0.16						0.21					
N	13 $_{Story}$						13 $_{Story}$					
	317 $_{ID}$						317 $_{ID}$					
Observations	1899						1899					
Marginal R^2 / Conditional R^2	0.183 / 0.312						0.178 / 0.352					

S4b

	Insight					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	0.45 (0.23)	-0.05 – 0.94	0.21	1.96	0.075	11.37
Actors' True Motives	0.14 (0.05)	0.03 – 0.24	0.11	2.48	**0.015**	83.60
Actors' Meta-Motives	0.36 (0.07)	0.21 – 0.50	0.33	5.34	**<0.001**	15.31
Random Effects						
σ^2	3.41					
$\tau_{00\ ID}$	0.30					

$\tau_{00\ Story}$	0.63
$\tau_{11\ ID.Actual_Motive_CenCluster}$	0.02
$\tau_{11\ Story.Actual_Motive_CenCluster}$	0.00
$\tau_{11\ Story.Meta_Motive_CenCluster}$	0.02
$\rho_{01\ ID}$	-0.60
$\rho_{01\ Story.Actual_Motive_CenCluster}$	-0.94
$\rho_{01\ Story.Meta_Motive_CenCluster}$	0.53
ICC	0.24
N_{Story}	13
N_{ID}	317
Observations	1899
Marginal R^2 / Conditional R^2	0.190 / 0.381

Baseline Accuracy: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster
(Intercept)	0.027496732	0.002272328
Actual_Motive_CenCluster	0.002272328	0.001502931

Distinctive Accuracy: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Norm_Profile
(Intercept)	0.027036426	0.003017157	-0.003633709
Actual_Motive_CenCluster	0.003017157	0.003269663	-0.004374876
Norm_Profile	-0.003633709	-0.004374876	0.009489623

Insight: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Meta_Motive_CenCluster
(Intercept)	0.051790891	-0.003029711	0.005435344
Actual_Motive_CenCluster	-0.003029711	0.002998210	-0.002787143
Meta_Motive_CenCluster	0.005435344	-0.002787143	0.004475651

Study 2

Tables S5a/b provide the full regression results for Study 2's meta-accuracy models. Below Tables S5a/b are the variance-covariance matrices for the meta-models.

Table S5

Study 2 Meta-Models

S5a

	Base Meta-Accuracy						Distinctive Meta-Accuracy					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	0.11 (0.27)	-0.48 – 0.70	0.07	0.42	0.684	11.99	0.10 (0.25)	-0.44 – 0.64	0.06	0.40	0.697	11.99
Observer Judgments	0.42 (0.06)	0.30 – 0.55	0.47	7.20	**<0.001**	12.06	0.26 (0.07)	0.12 – 0.41	0.30	4.04	**0.002**	12.05
Normative Profile							0.79 (0.23)	0.30 – 1.29	0.37	3.51	**0.004**	12.03
Random Effects												
σ^2	2.94						1.80					
τ_{00}	0.94 $_{\text{Story}}$						0.79 $_{\text{Story}}$					
τ_{11}	0.04 $_{\text{Story.Observer_Ratings_CenCluster}}$						0.05 $_{\text{Story.Observer_Ratings_CenCluster}}$					
							0.66 $_{\text{Story.Norm_Profile}}$					
ρ_{01}	-0.54 $_{\text{Story}}$						-0.62					
							0.37					
ICC	0.29						0.48					
N	13 $_{\text{Story}}$						13 $_{\text{Story}}$					
Observations	3626						3626					
Marginal R^2 / Conditional R^2	0.185 / 0.420						0.282 / 0.629					

S5b

	Meta-Insight					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	0.13 (0.22)	-0.35 – 0.61	0.07	0.61	0.556	12.00
Observer Judgments	0.03 (0.01)	0.00 – 0.05	0.03	2.62	**0.023**	11.89
Actor True Motives	0.79 (0.09)	0.59 – 1.00	0.83	8.54	**<0.001**	11.86
Random Effects						
σ^2	0.50					
$\tau_{00\ \text{Story}}$	0.63					

$\tau_{11\ Story.Observer_Ratings_CenCluster}$	0.00
$\tau_{11\ Story.Actual_Motive_CenCluster}$	0.11
ρ_{01}	0.11
	-0.15
ICC	0.70
N_{Story}	13
Observations	3626
Marginal R^2 / Conditional R^2	0.641 / 0.891

Baseline Meta-Accuracy: Variance-Covariance

	(Intercept)	Observer_Ratings_CenCluster
(Intercept)	0.073003101	-0.008361924
Observer_Ratings_CenCluster	-0.008361924	0.003480830

Distinctive Meta-Accuracy: Variance-Covariance

	(Intercept)	Observer_Ratings_CenCluster	Norm_Profile
(Intercept)	0.061032601	-0.009833272	0.020363433
Observer_Ratings_CenCluster	-0.009833272	0.004276173	-0.006593774
Norm_Profile	0.020363433	-0.006593774	0.051299210

Meta-Insight: Variance-Covariance

	(Intercept)	Observer_Ratings_CenCluster	Actual_Motive_CenCluster
(Intercept)	0.0482392229	0.0002154432	-0.0030784698
Observer_Ratings_CenCluster	0.0002154432	0.0001214474	0.0002525589
Actual_Motive_CenCluster	-0.0030784698	0.0002525589	0.0086610569

Tables S6a/b provides the full regression results for Study 2's observer-accuracy models. Below Tables S6a/b are the variance-covariance matrices for the observer models.

Table S6

Study 2 Observer-Models

S6a

	Base Accuracy						Distinctive Accuracy					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std B.*	*t*	*p*	*df*
(Intercept)	-0.12 (0.16)	-0.47 – 0.23	-0.06	-0.72	0.485	14.93	-0.12 (0.16)	-0.47 – 0.23	-0.06	-0.72	0.485	14.96
Actors' True Motives	0.51 (0.07)	0.35 – 0.66	0.47	7.06	**<0.001**	11.51	0.37 (0.09)	0.17 – 0.58	0.35	3.97	**0.002**	11.39
Normative Profile							0.37 (0.11)	0.13 – 0.61	0.18	3.39	**0.006**	11.47
Random Effects												
σ^2	3.20						3.04					
τ_{00}	0.35 $_{ID}$						0.35 $_{ID}$					
	0.30 $_{Story}$						0.30 $_{Story}$					
τ_{11}	0.02 $_{ID.Actual_Motive_CenCluster}$						0.02 $_{ID.Actual_Motive_CenCluster}$					
	0.06 $_{Story.Actual_Motive_CenCluster}$						0.10 $_{Story.Actual_Motive_CenCluster}$					
							0.14 $_{Story.Norm_Profile}$					
ρ_{01}	-0.00 $_{ID}$						0.00 $_{ID}$					
	0.65 $_{Story}$						0.49 $_{Story.Actual_Motive_CenCluster}$					
							-0.02 $_{Story.Norm_Profile}$					
ICC	0.24						0.27					
N	13 $_{Story}$						13 $_{Story}$					
	121 $_{ID}$						121 $_{ID}$					
Observations	3626						3626					
Marginal R^2 / Conditional R^2	0.216 / 0.401						0.204 / 0.421					

S6b

	Insight					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.12 (0.24)	-0.64 – 0.40	-0.07	-0.51	0.621	12.54
Actors' True Motives	0.04 (0.20)	-0.41 – 0.48	0.04	0.17	0.865	10.45
Actors' Meta-Motives	0.53 (0.21)	0.07 – 0.98	0.44	2.53	**0.028**	10.73
Random Effects						
σ^2	3.06					
$\tau_{00\ ID}$	0.35					
$\tau_{00\ Story}$	0.69					
$\tau_{11\ ID.Actual_Motive_CenCluster}$	0.02					

$\tau_{11\ Story.Actual_Motive_CenCluster}$	0.48
$\tau_{11\ Story.Meta_Motive_CenCluster}$	0.52
$\rho_{01\ ID}$	-0.01
$\rho_{01\ Story.Actual_Motive_CenCluster}$	0.11
$\rho_{01\ Story.Meta_Motive_CenCluster}$	0.02
ICC	0.41
N_{Story}	13
N_{ID}	121
Observations	3626
Marginal R^2 / Conditional R^2	0.216 / 0.534

Baseline Accuracy: Variance-Covariance

	(Intercept) <dbl>	**Actual_Motive_CenCluster** <dbl>
(Intercept)	0.026664284	0.006750251
Actual_Motive_CenCluster	0.006750251	0.005139964

Distinctive Accuracy: Variance-Covariance

	(Intercept) <dbl>	**Actual_Motive_CenCluster** <dbl>	**Norm_Profile** <dbl>
(Intercept)	0.0267265695	0.006739055	-0.0002374864
Actual_Motive_CenCluster	0.0067390554	0.008758266	-0.0077317423
Norm_Profile	-0.0002374864	-0.007731742	0.0120414913

Insight: Variance-Covariance

	(Intercept) <dbl>	**Actual_Motive_CenCluster** <dbl>	**Meta_Motive_CenCluster** <dbl>
(Intercept)	0.057859065	0.004648728	0.001338766
Actual_Motive_CenCluster	0.004648728	0.040366227	-0.038409757
Meta_Motive_CenCluster	0.001338766	-0.038409757	0.043078421

Tables S7a/b provide the full regression results for Study 2's observer accuracy models examining trait moderators of observer accuracy. Below Tables S7a/b are the variance-covariance matrices for the models.

Table S7

Study 2 Observer Trait Moderator Models

S7a

	Perspective-Taking Model						**Empathic-Concern Model**					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
Intercept (Bias)	-0.12 (0.16)	-0.47 – 0.23	-0.06	-0.72	0.485	14.99	-0.12 (0.16)	-0.46 – 0.23	-0.06	-0.72	0.484	14.97
Actors' True Motives	0.37 (0.09)	0.17 – 0.58	0.35	3.97	**0.002**	11.40	0.37 (0.09)	0.17 – 0.58	0.35	3.97	**0.002**	11.34
Perspective-Taking	0.02 (0.05)	-0.08 – 0.12	0.01	0.37	0.710	119.16						
Normative Profile	0.37 (0.11)	0.13 – 0.61	0.18	3.39	**0.006**	11.47	0.37 (0.11)	0.13 – 0.61	0.18	3.39	**0.006**	11.47
True Motives:PT	0.01 (0.01)	-0.02 – 0.04	0.01	0.76	0.449	118.02						
Empathic-Concern							0.04 (0.04)	-0.04 – 0.12	0.03	1.02	0.308	118.96
True Motives:EC							0.04 (0.01)	0.01 – 0.06	0.05	3.08	**0.003**	122.81
Random Effects												
σ^2	3.04						3.04					
τ_{00}	0.36 $_{ID}$						0.35 $_{ID}$					
	0.30 $_{Story}$						0.30 $_{Story}$					
τ_{11}	0.02 $_{ID.Actual_Motive_CenCluster}$						0.01 $_{ID.Actual_Motive_CenCluster}$					
	0.10 $_{Story.Actual_Motive_CenCluster}$						0.10 $_{Story.Actual_Motive_CenCluster}$					
	0.14 $_{Story.Norm_Profile}$						0.14 $_{Story.Norm_Profile}$					
ρ_{01}	-0.00 $_{ID}$						-0.04 $_{ID}$					
	0.49 $_{Story.Actual_Motive_CenCluster}$						0.49 $_{Story.Actual_Motive_CenCluster}$					
	-0.02 $_{Story.Norm_Profile}$						-0.02 $_{Story.Norm_Profile}$					
ICC	0.27						0.27					
N	13 $_{Story}$						13 $_{Story}$					
	121 $_{ID}$						121 $_{ID}$					
Observations	3626						3626					
Marginal R^2 / Conditional R^2	0.204 / 0.422						0.207 / 0.422					

S7b

	Machiavellian Model						IQ Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
Intercept (Bias)	-0.12 (0.16)	-0.47 – 0.23	-0.05	-0.72	0.486	14.61	-0.12 (0.16)	-0.47 – 0.23	-0.06	-0.72	0.485	14.88
Actors' True Motives	0.37 (0.09)	0.17 – 0.58	0.35	4.00	**0.002**	11.35	0.37 (0.09)	0.17 – 0.58	0.35	3.97	**0.002**	11.36
Machiavellianism	0.19 (0.06)	0.08 – 0.30	0.09	3.37	**0.001**	119.10						
Normative Profile	0.37 (0.11)	0.13 – 0.61	0.18	3.39	**0.006**	11.47	0.37 (0.11)	0.13 – 0.61	0.18	3.39	**0.006**	11.47
True Motives:Machi	-0.04 (0.02)	-0.08 – -0.01	-0.04	-2.61	**0.010**	118.57						
Cognitive Ability							-0.04 (0.02)	-0.08 – 0.00	-0.05	-1.76	0.081	118.88
True Motives:IQ							0.01 (0.01)	0.00 – 0.03	0.04	2.29	**0.024**	121.08
Random Effects												
σ^2	3.04						3.04					
τ_{00}	0.32 $_{ID}$						0.35 $_{ID}$					
	0.30 $_{Story}$						0.30 $_{Story}$					
τ_{11}	0.01 $_{ID.Actual_Motive_CenCluster}$						0.01 $_{ID.Actual_Motive_CenCluster}$					
	0.10 $_{Story.Actual_Motive_CenCluster}$						0.11 $_{Story.Actual_Motive_CenCluster}$					
	0.14 $_{Story.Norm_Profile}$						0.14 $_{Story.Norm_Profile}$					
ρ_{01}	0.14 $_{ID}$						0.07 $_{ID}$					
	0.50 $_{Story.Actual_Motive_CenCluster}$						0.49 $_{Story.Actual_Motive_CenCluster}$					
	-0.01 $_{Story.Norm_Profile}$						-0.01 $_{Story.Norm_Profile}$					
ICC	0.26						0.27					
N	13 $_{Story}$						13 $_{Story}$					
	121 $_{ID}$						121 $_{ID}$					
Observations	3626						3626					
Marginal R^2 / Conditional R^2	0.213 / 0.421						0.207 / 0.422					

Perspective Taking: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Pers_Taking	Norm_Profile
(Intercept)	2.671801e-02	6.711911e-03	-1.825730e-06	-2.455818e-04
Actual_Motive_CenCluster	6.711911e-03	8.750886e-03	-5.733872e-07	-7.738046e-03
Pers_Taking	-1.825730e-06	-5.733872e-07	2.469339e-03	1.073710e-06
Norm_Profile	-2.455818e-04	-7.738046e-03	1.073710e-06	1.204055e-02
Actual_Motive_CenCluster:Pers_Taking	-1.731129e-07	-8.296995e-08	1.067517e-07	-1.075373e-06

Empathic Concern: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Emp_Concern	Norm_Profile
(Intercept)	2.662355e-02	6.608958e-03	2.227631e-07	-2.496722e-04
Actual_Motive_CenCluster	6.608958e-03	8.719541e-03	3.018262e-07	-7.755328e-03
Emp_Concern	2.227631e-07	3.018262e-07	1.714227e-03	-2.499950e-07
Norm_Profile	-2.496722e-04	-7.755328e-03	-2.499950e-07	1.205084e-02
Actual_Motive_CenCluster:Emp_Concern	-5.858646e-08	-2.861034e-07	-1.004659e-05	6.249906e-08

Machiavellianism: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Machi	Norm_Profile
(Intercept)	2.669477e-02	6.810867e-03	2.403399e-06	-2.106391e-04
Actual_Motive_CenCluster	6.810867e-03	8.627690e-03	1.016701e-06	-7.733018e-03
Machi	2.403399e-06	1.016701e-06	3.148860e-03	-1.735206e-06
Norm_Profile	-2.106391e-04	-7.733018e-03	-1.735206e-06	1.202483e-02
Actual_Motive_CenCluster:Machi	2.164095e-07	-2.082507e-07	6.947418e-05	1.429231e-06

Cognitive Ability: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	IQ	Norm_Profile
(Intercept)	2.676423e-02	6.738222e-03	2.833609e-07	-2.282817e-04
Actual_Motive_CenCluster	6.738222e-03	8.757054e-03	1.703646e-07	-7.760817e-03
IQ	2.833609e-07	1.703646e-07	4.830988e-04	-2.267041e-08
Norm_Profile	-2.282817e-04	-7.760817e-03	-2.267041e-08	1.204765e-02
Actual_Motive_CenCluster:IQ	-7.062732e-08	-7.450441e-08	5.387726e-06	-1.758023e-07

Table S8a and S8b provide the full regression results for Study 2's observer accuracy models examining non-trait moderators of observer accuracy. Below Tables S8a and S8b are the variance-covariance matrices for the models.

Table S8a

Study 2 Observer Non-Trait Moderator Models

	Immorality Model						Target Empathy Model						Typicality Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
Intercept (Bias)	-0.12 (0.16)	-0.47 – 0.23	-0.06	-0.72	0.485	14.60	-0.16 (0.17)	-0.53 – 0.21	-0.08	-0.96	0.357	12.72	0.03 (0.15)	-0.30 – 0.36	0.01	0.20	0.847	12.78
Actors True Motives	0.37 (0.09)	0.17 – 0.58	0.35	3.96	**0.002**	11.40	0.32 (0.08)	0.14 – 0.51	0.33	3.85	**0.003**	11.05	0.42 (0.10)	0.19 – 0.65	0.39	4.08	**0.003**	9.30
Perceived Immorality	-0.16 (0.03)	-0.21 – -0.11	-0.09	-6.20	**<0.001**	2851.06												
Normative Profile	0.37 (0.11)	0.13 – 0.61	0.18	3.39	**0.006**	11.47	0.40 (0.11)	0.15 – 0.65	0.19	3.49	**0.005**	10.65	0.35 (0.13)	0.06 – 0.65	0.17	2.72	**0.022**	9.62
True Motives:Imm	-0.01 (0.01)	-0.03 – 0.01	-0.02	-0.67	0.506	1512.53												
Empathy for Actor							0.13 (0.02)	0.08 – 0.18	0.09	5.46	**<0.001**	1251.03						
True Motives: Emp							0.00 (0.01)	-0.02 – 0.02	0.01	0.40	0.692	571.52						
Behavior Typicality													0.05 (0.03)	-0.00 – 0.10	0.04	1.91	0.057	1849.13
True Motive:Typ													0.00 (0.01)	-0.02 – 0.02	0.00	0.07	0.942	702.54
Random Effects																		
σ^2	3.02						3.08						2.95					
τ_{00}	0.32 $_{ID}$						0.26 $_{ID}$						0.33 $_{ID}$					
	0.30 $_{Story}$						0.31 $_{Story}$						0.21 $_{Story}$					
τ_{11}	0.02 $_{ID.Actual_Motive_CenCluster}$						0.01 $_{ID.Actual_Motive_CenCluster}$						0.02 $_{ID.Actual_Motive_CenCluster}$					
	0.11 $_{Story.Actual_Motive_CenCluster}$						0.08 $_{Story.Actual_Motive_CenCluster}$						0.11 $_{Story.Actual_Motive_CenCluster}$					
	0.14 $_{Story.Norm_Profile}$						0.14 $_{Story.Norm_Profile}$						0.17 $_{Story.Norm_Profile}$					
ρ_{01}	-0.03 $_{ID}$						-0.11 $_{ID}$						-0.05 $_{ID}$					
	0.49 $_{Story.Actual_Motive_CenCluster}$						0.42 $_{Story.Actual_Motive_CenCluster}$						0.37 $_{Story.Actual_Motive_CenCluster}$					
	-0.02 $_{Story.Norm_Profile}$						0.07 $_{Story.Norm_Profile}$						0.11 $_{Story.Norm_Profile}$					
ICC	0.27						0.24						0.26					
N	13 $_{Story}$						12 $_{Story}$						11 $_{Story}$					
	121 $_{ID}$						121 $_{ID}$						121 $_{ID}$					
Observations	3626						3369						3063					
Marginal R^2 /	0.212 / 0.424						0.195 / 0.389						0.244 / 0.443					

Condition
al R^2

Target Immoral: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Target_ImmoralCluster
(Intercept)	2.663459e-02	6.743702e-03	2.914679e-08
Actual_Motive_CenCluster	6.743702e-03	8.786748e-03	3.434237e-07
Target_ImmoralCluster	2.914679e-08	3.434237e-07	6.342811e-04
Norm_Profile	-2.432735e-04	-7.761345e-03	-5.149264e-07
Actual_Motive_CenCluster:Target_ImmoralCluster	-1.299788e-07	-2.543916e-07	-7.068922e-07

Empathy for Target: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Target_EmpathyCluster
(Intercept)	2.884190e-02	5.296814e-03	-4.898253e-06
Actual_Motive_CenCluster	5.296814e-03	7.009826e-03	-8.952413e-08
Target_EmpathyCluster	-4.898253e-06	-8.952413e-08	5.590444e-04
Norm_Profile	1.282157e-03	-7.266834e-03	2.407296e-07
Actual_Motive_CenCluster:Target_EmpathyCluster	1.573647e-07	-1.844640e-07	-4.169279e-06

Target Typical: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Target_TypCluster	Norm_Profile
(Intercept)	2.279602e-02	4.946331e-03	6.128546e-06	1.845284e-03
Actual_Motive_CenCluster	4.946331e-03	1.039203e-02	3.930781e-07	-1.045855e-02
Target_TypCluster	6.128546e-06	3.930781e-07	7.148460e-04	-6.334498e-07
Norm_Profile	1.845284e-03	-1.045855e-02	-6.334498e-07	1.705237e-02
Actual_Motive_CenCluster:Target_TypCluster	-3.794247e-08	2.215714e-07	-1.933350e-06	1.954859e-07

Table S8b

Study 2 Observer Non-Trait Moderator Models

	Trust Model						Similarity Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
Intercept (Bias)	-0.12 (0.16)	-0.47 – 0.23	-0.06	-0.72	0.484	14.63	-0.23 (0.16)	-0.58 – 0.12	-0.11	-1.45	0.173	12.19
Actors True Motives	0.37 (0.09)	0.17 – 0.58	0.35	3.97	**0.002**	11.38	0.38 (0.10)	0.15 – 0.61	0.35	3.67	**0.005**	9.38
Trustworthiness	0.15 (0.02)	0.10 – 0.19	0.10	6.27	**<0.001**	2775.79						
Normative Profile	0.37 (0.11)	0.13 – 0.61	0.18	3.39	**0.006**	11.47	0.32 (0.12)	0.05 – 0.58	0.15	2.69	**0.024**	9.34
True Motive:Trust	0.02 (0.01)	0.00 – 0.04	0.03	2.13	**0.034**	1207.29						
Similarity							0.10 (0.02)	0.05 – 0.14	0.07	4.06	**<0.001**	1494.18
True Motive:Sim							0.02 (0.01)	0.00 – 0.04	0.04	2.26	**0.024**	681.30
Random Effects												
σ^2	3.02						3.16					
τ_{00}	0.32 $_{ID}$						0.31 $_{ID}$					
	0.30 $_{Story}$						0.24 $_{Story}$					
τ_{11}	0.02 $_{ID.Actual_Motive_CenCluster}$						0.01 $_{ID.Actual_Motive_CenCluster}$					
	0.11 $_{Story.Actual_Motive_CenCluster}$						0.11 $_{Story.Actual_Motive_CenCluster}$					
	0.14 $_{Story.Norm_Profile}$						0.13 $_{Story.Norm_Profile}$					
ρ_{01}	-0.08 $_{ID}$						0.15 $_{ID}$					
	0.49 $_{Story.Actual_Motive_CenCluster}$						0.57 $_{Story.Actual_Motive_CenCluster}$					
	-0.01 $_{Story.Norm_Profile}$						-0.16 $_{Story.Norm_Profile}$					
ICC	0.27						0.24					
N	13 $_{Story}$						11 $_{Story}$					
	121 $_{ID}$						121 $_{ID}$					
Observations	3626						3033					
Marginal R^2 / Conditional R^2	0.213 / 0.425						0.198 / 0.392					

Trust: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Target_TrustCluster	Norm_Profile
(Intercept)	2.655929e-02	6.691157e-03	-7.173279e-08	-2.149227e-04
Actual_Motive_CenCluster	6.691157e-03	8.757446e-03	9.976796e-08	-7.736038e-03

Target_TrustCluster	-7.173279e-08	9.976796e-08	5.585172e-04	2.606960e-07
Norm_Profile	-2.149227e-04	-7.736038e-03	2.606960e-07	1.205933e-02
Actual_Motive_CenCluster:Target_TrustCluster	6.154805e-08	7.759941e-08	-2.005391e-06	-2.318197e-07

Similarity: Variance-Covariance

	(Intercept)	**Actual_Motive_CenCluster**	**Target_SimCluster**	**Norm_Profile**
(Intercept)	2.555616e-02	8.441927e-03	-4.640487e-06	-2.524226e-03
Actual_Motive_CenCluster	8.441927e-03	1.079784e-02	-9.437953e-07	-9.182032e-03
Target_SimCluster	-4.640487e-06	-9.437953e-07	5.503732e-04	1.669561e-06
Norm_Profile	-2.524226e-03	-9.182032e-03	1.669561e-06	1.380745e-02
Actual_Motive_CenCluster:Target_SimCluster	-4.817068e-08	-3.518893e-07	5.107298e-06	-4.200724e-07

Study 3

Tablea S9a/b provides the full regression results for Study 3's meta-accuracy models. Below Tables S9a/b are the variance-covariance matrices for the models.

Table S9

Study 3 Meta-Models

S9a

	Base Meta-Accuracy						**Distinctive Meta-Accuracy**					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.61 (0.27)	-1.19 – -0.03	-0.34	-2.29	**0.041**	12.00	-0.54 (0.25)	-1.08 – -0.00	-0.31	-2.19	**0.049**	12.00
Observer Judgments	0.32 (0.05)	0.22 – 0.42	0.36	6.94	**<0.001**	12.04	0.17 (0.04)	0.08 – 0.25	0.20	4.11	**0.001**	12.00
Normative Profile							0.86 (0.23)	0.36 – 1.37	0.40	3.71	**0.003**	12.01
Random Effects												
σ^2	3.32						2.04					
τ_{00}	0.91 $_{Story}$						0.79 $_{Story}$					
τ_{11}	0.03 $_{Story.Observer_Ratings_CenCluster}$						0.02 $_{Story.Observer_Ratings_CenCluster}$					
							0.70 $_{Story.Norm_Profile}$					
ρ_{01}	-0.22 $_{Story}$						-0.55					

		0.40
ICC	0.24	0.43
N	13_{Story}	13_{Story}
Observations	8277	8277
Marginal R^2 / Conditional R^2	0.118 / 0.328	0.249 / 0.571

S9b

			Meta-Insight			
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.44 (0.22)	-0.92 – 0.04	-0.26	-1.99	0.070	12.00
Observer Judgments	0.02 (0.02)	-0.01 – 0.06	0.02	1.63	0.129	12.04
Actor True Motives	0.80 (0.09)	0.59 – 1.00	0.84	8.52	**<0.001**	11.94
Random Effects						
σ^2	0.49					
$\tau_{00\ Story}$	0.63					
$\tau_{11\ Story.Observer_Ratings_CenCluster}$	0.00					
$\tau_{11\ Story.Actual_Motive_CenCluster}$	0.11					
ρ_{01}	0.79					
	-0.13					
ICC	0.71					
N_{Story}	13					
Observations	8277					
Marginal R^2 / Conditional R^2	0.630 / 0.894					

Baseline Meta-Accuracy: Variance-Covariance

	(Intercept)	Observer_Ratings_CenCluster
(Intercept)	0.070326688	-0.002629418
Observer_Ratings_CenCluster	-0.002629418	0.002153199

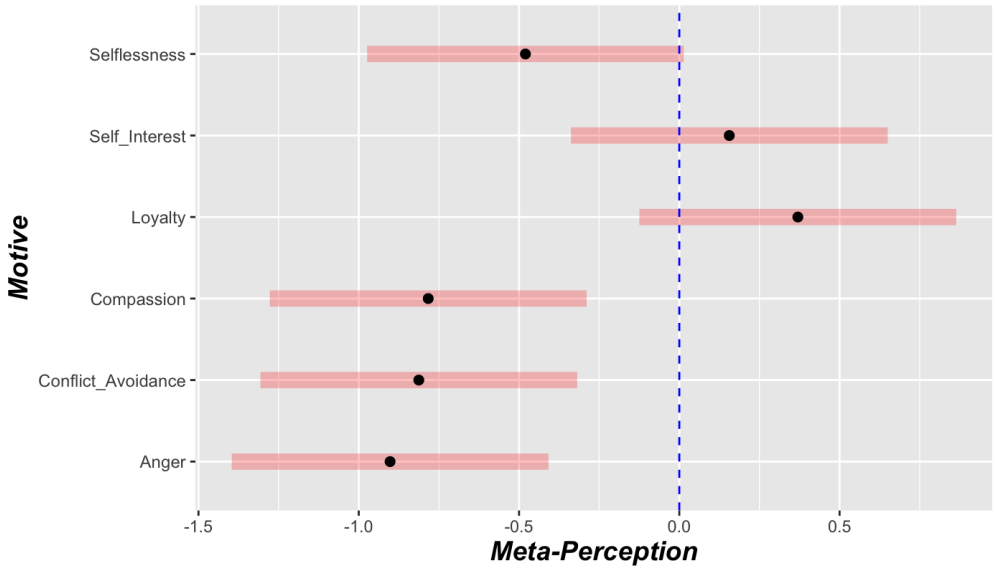
Distinctive Meta-Accuracy: Variance-Covariance

	(Intercept)	Observer_Ratings_CenCluster	Norm_Profile
(Intercept)	0.061064823	-0.005440268	0.023090778
Observer_Ratings_CenCluster	-0.005440268	0.001637053	-0.003383661
Norm_Profile	0.023090778	-0.003383661	0.053733234

Meta-Insight: Variance-Covariance

	(Intercept)	Observer_Ratings_CenCluster	Actual_Motive_CenCluster
(Intercept)	0.048725295	0.0025859055	-0.0027675573
Observer_Ratings_CenCluster	0.002585905	0.0002343811	0.0006834339
Actual_Motive_CenCluster	-0.002767557	0.0006834339	0.008797775

We also conducted an analysis of the mean-level biases in meta-perception, using the same technique employed in Study 4. Below are the results.



Supplemental Figure 1: Marginal mean estimates of meta-perceptions. Black dots unstandardized estimates, red bars are 95% confidence intervals. Values were true-mean centered within motive, such that zero (the dotted vertical line) was interpreted as mean-level accuracy, and estimates which deviated from zero were interpreted as directional bias (greater than zero represented overestimation, and vice versa).

Tablea S10a/b provides the full regression results for Study 3's observer-accuracy models. Below Tables S10a/bs are the variance-covariance matrices for the models.

Table S10

Study 3 Observer-Models

S10a

	Base Accuracy						Distinctive Accuracy					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	0.45 (0.15)	0.12 – 0.78	0.19	2.90	**0.011**	15.09	0.45 (0.15)	0.12 – 0.78	0.19	2.90	**0.011**	15.16
Actors' True Motives	0.42 (0.07)	0.27 – 0.58	0.36	6.00	**<0.001**	12.01	0.26 (0.08)	0.09 – 0.44	0.23	3.23	**0.007**	11.92
Normative Profile							0.50 (0.10)	0.29 – 0.71	0.22	5.10	**<0.001**	13.17
Random Effects												
σ^2	3.80						3.49					
τ_{00}	0.61 $_{ID}$						0.62 $_{ID}$					
	0.27 $_{Story}$						0.27 $_{Story}$					
τ_{11}	0.03 $_{ID.Actual_Motive_CenCluster}$						0.02 $_{ID.Actual_Motive_CenCluster}$					
	0.06 $_{Story.Actual_Motive_CenCluster}$						0.10 $_{ID.Norm_Profile}$					
							0.08 $_{Story.Actual_Motive_CenCluster}$					
							0.11 $_{Story.Norm_Profile}$					
ρ_{01}	-0.34 $_{ID}$						-0.60					
	0.45 $_{Story}$						0.42					
							0.42					
							-0.12					
ICC	0.25						0.29					
N	13 $_{Story}$						13 $_{Story}$					
	230 $_{ID}$						230 $_{ID}$					
Observations	8277						8277					
Marginal R^2 / Conditional R^2	0.135 / 0.353						0.149 / 0.394					

S10b

	Insight					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	0.53 (0.23)	0.04 – 1.03	0.22	2.33	**0.036**	13.33
Actors' True Motives	0.06 (0.14)	-0.25 – 0.37	0.07	0.41	0.693	10.81
Actors' Meta-Motives	0.35 (0.16)	-0.01 – 0.70	0.29	2.14	0.055	11.31
Random Effects						
σ^2	3.68					
$\tau_{00\ ID}$	0.61					
$\tau_{00\ Story}$	0.63					
$\tau_{11\ ID.Actual_Motive_CenCluster}$	0.03					
$\tau_{11\ Story.Actual_Motive_CenCluster}$	0.24					
$\tau_{11\ Story.Meta_Motive_CenCluster}$	0.32					
$\rho_{01\ ID}$	-0.33					
$\rho_{01\ Story.Actual_Motive_CenCluster}$	-0.13					
$\rho_{01\ Story.Meta_Motive_CenCluster}$	0.40					

ICC	0.37
N_{Story}	13
N_{ID}	230
Observations	8277
Marginal R^2 / Conditional R^2	0.110 / 0.437

Baseline Accuracy: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster
(Intercept)	0.023944795	0.004282466
Actual_Motive_CenCluster	0.004282466	0.004956746

Distinctive Accuracy: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Norm_Profile
(Intercept)	0.023904761	0.004469411	-0.001169133
Actual_Motive_CenCluster	0.004469411	0.006580353	-0.006471504
Norm_Profile	-0.001169133	-0.006471504	0.009679770

Insight: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Meta_Motive_CenCluster
(Intercept)	0.052685294	-0.005120933	0.01501488
Actual_Motive_CenCluster	-0.005120933	0.020025756	-0.01824548
Meta_Motive_CenCluster	0.015014882	-0.018245477	0.02638622

Tables S11a/b/c provide the full regression results for Study 3's observer-accuracy moderation models. Below Tables S11a/b/c are the variance-covariance matrices for the models.

Table S11

Study 3 Observer Moderation Models

S11a

	Perspective-Taking Model						Empathic-Concern Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*

Intercept (Bias)	0.45 (0.15)	0.12 – 0.78	0.19	2.91	**0.011**	15.11	0.45 (0.15)	0.12 – 0.78	0.19	2.90	**0.011**	15.17
Actors' True Motives	0.26 (0.08)	0.08 – 0.44	0.23	3.23	**0.007**	11.91	0.26 (0.08)	0.09 – 0.44	0.23	3.23	**0.007**	11.89
Perspective-Taking	0.10 (0.05)	-0.01 – 0.20	0.04	1.83	0.069	227.95						
Normative Profile	0.50 (0.10)	0.29 – 0.71	0.22	5.12	**<0.001**	13.06	0.50 (0.10)	0.29 – 0.71	0.22	5.10	**<0.001**	13.09
True Motives:PT	0.03 (0.01)	-0.00 – 0.05	0.03	1.85	0.066	232.86						
Norm Prof:PT	0.10 (0.03)	0.04 – 0.16	0.05	3.51	**0.001**	230.72						
Empathic-Concern							-0.03 (0.05)	-0.13 – 0.06	-0.02	-0.70	0.485	227.89
True Motives:EC							0.04 (0.01)	0.01 – 0.07	0.04	3.07	**0.002**	226.02
Norm Prof:EC							0.08 (0.03)	0.03 – 0.13	0.04	2.96	**0.003**	227.46
Random Effects												
σ^2	3.49						3.49					
τ_{00}	0.61 $_{ID}$						0.62 $_{ID}$					
	0.27 $_{Story}$						0.27 $_{Story}$					
τ_{11}	0.02 $_{ID.Actual_Motive_CenCluster}$						0.02 $_{ID.Actual_Motive_CenCluster}$					
	0.09 $_{ID.Norm_Profile}$						0.09 $_{ID.Norm_Profile}$					
	0.08 $_{Story.Actual_Motive_CenCluster}$						0.08 $_{Story.Actual_Motive_CenCluster}$					
	0.11 $_{Story.Norm_Profile}$						0.11 $_{Story.Norm_Profile}$					
ρ_{01}	-0.64						-0.61					
	0.40						0.45					
	0.42						0.42					
	-0.12						-0.12					
ICC	0.28						0.28					
N	13 $_{Story}$						13 $_{Story}$					
	230 $_{ID}$						230 $_{ID}$					
Observations	8277						8277					
Marginal R^2 / Conditional R^2	0.155 / 0.394						0.154 / 0.394					

S11b

	Machiavellian Model						IQ Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
Intercept (Bias)	0.45 (0.15)	0.12 – 0.78	0.19	2.94	**0.010**	14.51	0.45 (0.15)	0.12 – 0.78	0.19	2.91	**0.011**	14.97
Actors' True Motives	0.26 (0.08)	0.09 – 0.44	0.23	3.24	**0.007**	11.86	0.26 (0.08)	0.09 – 0.44	0.23	3.24	**0.007**	11.88
Machiavellianism	0.27 (0.04)	0.19 – 0.35	0.15	6.89	**<0.001**	227.77						
Normative Profile	0.50 (0.10)	0.29 – 0.71	0.22	5.09	**<0.001**	13.17	0.50 (0.10)	0.29 – 0.71	0.22	5.11	**<0.001**	13.17
True Motives:Machi	-0.05 (0.01)	-0.07 – -0.03	-0.06	-4.46	**<0.001**	228.20						

Norm Prof:Machi	-0.01 (0.02)	-0.06 – 0.04	-0.01	-0.41	0.680	229.62						
Cognitive Ability							-0.07 (0.02)	-0.11 – -0.03	-0.08	-3.44	**0.001**	227.91
True Motives:IQ							0.02 (0.01)	0.01 – 0.03	0.05	3.64	**<0.001**	224.45
Norm Prof:IQ							-0.01 (0.01)	-0.03 – 0.01	-0.01	-1.01	0.315	227.84
Random Effects												
σ^2	3.49						3.49					
τ_{00}	0.50 $_{ID}$						0.58 $_{ID}$					
	0.27 $_{Story}$						0.27 $_{Story}$					
τ_{11}	0.02 $_{ID.Actual_Motive_CenCluster}$						0.02 $_{ID.Actual_Motive_CenCluster}$					
	0.10 $_{ID.Norm_Profile}$						0.10 $_{ID.Norm_Profile}$					
	0.08 $_{Story.Actual_Motive_CenCluster}$						0.08 $_{Story.Actual_Motive_CenCluster}$					
	0.11 $_{Story.Norm_Profile}$						0.11 $_{Story.Norm_Profile}$					
ρ_{01}	-0.51						-0.57					
	0.49						0.41					
	0.43						0.42					
	-0.12						-0.12					
ICC	0.27						0.28					
N	13 $_{Story}$						13 $_{Story}$					
	230 $_{ID}$						230 $_{ID}$					
Observations	8277						8277					
Marginal R^2 / Conditional R^2	0.174 / 0.394						0.157 / 0.395					

S11c

	Workplace Deviance Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
Intercept (Bias)	0.45 (0.15)	0.13 – 0.78	0.19	2.96	**0.010**	14.70
Actors' True Motives	0.26 (0.08)	0.08 – 0.44	0.23	3.21	**0.008**	11.89
Workplace Deviance	0.24 (0.04)	0.16 – 0.32	0.13	5.63	**<0.001**	226.61
Normative Profile	0.51 (0.10)	0.29 – 0.72	0.22	5.10	**<0.001**	13.12
True Motives:Work Devi	-0.04 (0.01)	-0.07 – -0.02	-0.05	-3.49	**0.001**	221.24
Norm Prof:Work Devi	-0.06 (0.03)	-0.11 – -0.01	-0.03	-2.27	**0.024**	232.85
Random Effects						
σ^2	3.50					
$\tau_{00\ ID}$	0.53					
$\tau_{00\ Story}$	0.27					
$\tau_{11\ ID.Actual_Motive_CenCluster}$	0.02					

$\tau_{11\ ID.Norm_Profile}$	0.10
$\tau_{11\ Story.Actual_Motive_CenCluster}$	0.08
$\tau_{11\ Story.Norm_Profile}$	0.11
ρ_{01}	-0.53
	0.55
	0.42
	-0.11
ICC	0.27
N_{Story}	13
N_{ID}	229
Observations	8241
Marginal R^2 / Conditional R^2	0.168 / 0.393

Perspective-Taking Model: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Pers_Taking	Norm_Profile	Actual_Motive_CenCluster:Pers_Taking	Pers_Taking:Norm_Profile
(Intercept)	2.387597e-02	4.470910e-03	9.694545e-07	-1.234639e-03	-7.359059e-09	2.182216e-08
Actual_Motive_CenCluster	4.470910e-03	6.608491e-03	-1.360852e-07	-6.481048e-03	5.306511e-07	4.440590e-08
Pers_Taking	9.694545e-07	-1.360852e-07	2.699774e-03	2.437585e-08	-2.926692e-04	3.568475e-04
Norm_Profile	-1.234639e-03	-6.481048e-03	2.437585e-08	9.598086e-03	-4.618874e-07	1.009271e-06
Actual_Motive_CenCluster:Pers_Taking	-7.359059e-09	5.306511e-07	-2.926692e-04	-4.618874e-07	2.055232e-04	-1.157994e-04
Pers_Taking:Norm_Profile	2.182216e-08	4.440590e-08	3.568475e-04	1.009271e-06	-1.157994e-04	8.003491e-04

Empathic-Concern Model: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Emp_Concern	Norm_Profile	Actual_Motive_CenCluster:Emp_Concern	Emp_Concern:Norm_Profile
(Intercept)	2.390958e-02	4.489774e-03	8.633987e-07	-1.128898e-03	-1.920992e-09	-2.198837e-08
Actual_Motive_CenCluster	4.489774e-03	6.567343e-03	-9.252829e-08	-6.489306e-03	4.939490e-07	9.614319e-08
Emp_Concern	8.633987e-07	-9.252829e-08	2.478400e-03	-3.723342e-09	-2.499442e-04	3.743030e-04
Norm_Profile	-1.128898e-03	-6.489306e-03	-3.723342e-09	9.680236e-03	-4.442451e-07	7.080176e-07
Actual_Motive_CenCluster:Emp_Concern	-1.920992e-09	4.939490e-07	-2.499442e-04	-4.442451e-07	1.791749e-04	-1.056968e-04
Emp_Concern:Norm_Profile	-2.198837e-08	9.614319e-08	3.743030e-04	7.080176e-07	-1.056968e-04	7.326171e-04

Machiavellianism Model: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Machi	Norm_Profile	Actual_Motive_CenCluster:Machi	Machi:Norm_Profile
(Intercept)	2.332062e-02	4.594562e-03	8.483941e-08	-1.169963e-03	1.999588e-08	4.492259e-08
Actual_Motive_CenCluster	4.594562e-03	6.555172e-03	-3.493562e-08	-6.474568e-03	-4.348458e-08	-8.616865e-08
Machi	8.483941e-08	-3.493562e-08	1.561987e-03	8.038958e-08	-1.337942e-04	2.867706e-04
Norm_Profile	-1.169963e-03	-6.474568e-03	8.038958e-08	9.717980e-03	4.150637e-08	2.609850e-07
Actual_Motive_CenCluster:Machi	1.999588e-08	-4.348458e-08	-1.337942e-04	4.150637e-08	1.312077e-04	-7.334995e-05
Machi:Norm_Profile	4.492259e-08	-8.616865e-08	2.867706e-04	2.609850e-07	-7.334995e-05	5.794534e-04

Cognitive Ability Model: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	IQ	Norm_Profile	Actual_Motive_CenCluster:IQ	IQ:Norm_Profile
(Intercept)	2.383275e-02	4.477278e-03	-4.439303e-07	-1.165875e-03	1.778106e-09	-3.810484e-08
Actual_Motive_CenCluster	4.477278e-03	6.552755e-03	5.066841e-08	-6.452529e-03	-1.974664e-07	3.022727e-07
IQ	-4.439303e-07	5.066841e-08	4.095049e-04	-1.045952e-07	-3.844891e-05	5.929753e-05
Norm_Profile	-1.165875e-03	-6.452529e-03	-1.045952e-07	9.669270e-03	2.105958e-07	-6.333443e-07
Actual_Motive_CenCluster:IQ	1.778106e-09	-1.974664e-07	-3.844891e-05	2.105958e-07	3.066833e-05	-1.487570e-05
IQ:Norm_Profile	-3.810484e-08	3.022727e-07	5.929753e-05	-6.333443e-07	-1.487570e-05	1.313803e-04

Workplace Deviance Model: Variance-Covariance

	(Intercept)	Actual_Motive_CenCluster	Prop_Unethical	Norm_Profile	Actual_Motive_CenCluster:Prop_Unethical	Prop_Unethical:Norm_Profile
(Intercept)	2.351270e-02	4.462701e-03	-5.364709e-07	-9.288925e-04	9.334374e-09	7.466819e-08
Actual_Motive_CenCluster	4.462701e-03	6.521105e-03	-8.069216e-08	-6.511349e-03	-2.266872e-07	-2.310109e-07
Prop_Unethical	-5.364709e-07	-8.069216e-08	1.824516e-03	2.307483e-07	-1.643440e-04	3.587421e-04
Norm_Profile	-9.288925e-04	-6.511349e-03	2.307483e-07	9.831477e-03	1.824890e-07	-3.784886e-07
Actual_Motive_CenCluster:Prop_Unethical	9.334374e-09	-2.266872e-07	-1.643440e-04	1.824890e-07	1.472091e-04	-9.007775e-05
Prop_Unethical:Norm_Profile	7.466819e-08	-2.310109e-07	3.587421e-04	-3.784886e-07	-9.007775e-05	6.337516e-04

Study 4

Tables S12a/b provides the full regression results for Study 4's meta-accuracy models. Below Tables S12a/b are the variance-covariance matrices for the models.

Table S12

Study 4 Meta-Models

S12a

	Base Meta-Accuracy						Distinctive Meta-Accuracy					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.12 (0.08)	-0.27 – 0.04	-0.02	-1.51	0.133	120.69	-0.10 (0.07)	-0.24 – 0.05	-0.01	-1.32	0.188	120.73
Observer Judgments	0.25 (0.02)	0.21 – 0.28	0.26	14.71	**<0.001**	121.27	0.17 (0.02)	0.13 – 0.20	0.17	10.04	**<0.001**	121.71
Normative Profile							0.79 (0.07)	0.66 – 0.93	0.29	11.53	**<0.001**	121.14
Random Effects												
σ^2	3.78						3.20					
τ_{00}	0.70 $_{Actor_ID}$						0.63 $_{Actor_ID}$					
τ_{11}	0.03 $_{Actor_ID.Observer_Ratings_Cluster}$						0.03 $_{Actor_ID.Observer_Ratings_Cluster}$					
							0.57 $_{Actor_ID.Norm_Profile}$					
ρ_{01}	-0.46 $_{Actor_ID}$						-0.34					
							-0.16					
ICC	0.19						0.25					
N	122 $_{Actor_ID}$						122 $_{Actor_ID}$					
Observations	62199						62199					
Marginal R^2 / Conditional R^2	0.064 / 0.240						0.121 / 0.344					

S12b

	Meta-Insight					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.07 (0.07)	-0.21 – 0.07	0.00	-1.04	0.300	120.79
Observer Judgments	0.09 (0.01)	0.07 – 0.11	0.09	8.25	**<0.001**	120.83
Actor True Motives	0.61 (0.02)	0.57 – 0.66	0.63	27.91	**<0.001**	118.66
Random Effects						
σ^2	1.99					
$\tau_{00\ Actor_ID}$	0.59					
$\tau_{11\ Actor_ID.Observer_Ratings_Cluster}$	0.01					

$\tau_{11\ Actor_ID.True_JudgmentCluster}$	0.06
ρ_{01}	-0.30
	-0.21
ICC	0.31
N_{Actor_ID}	122
Observations	62199
Marginal R^2 / Conditional R^2	0.390 / 0.580

Baseline Meta-Accuracy: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster
(Intercept)	0.0058413440	-0.0005638092
Observer_Ratings_Cluster	-0.0005638092	0.0002796617

Distinctive Meta-Accuracy: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster	Norm_Profile
(Intercept)	0.0052546976	-0.0004021815	-0.0007790818
Observer_Ratings_Cluster	-0.0004021815	0.0002776960	-0.0003685960
Norm_Profile	-0.0007790818	-0.0003685960	0.0047425280

Meta-Insight: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster	True_JudgmentCluster
(Intercept)	0.0048406849	-2.110537e-04	-3.108822e-04
Observer_Ratings_Cluster	-0.0002110537	1.076440e-04	-4.323807e-05
True_JudgmentCluster	-0.0003108822	-4.323807e-05	4.834443e-04

Tables S13a/bc provide the full regression results for Study 4's meta-accuracy moderation models. Below Tables S13a/b/c are the variance-covariance matrices for the models.

Tables S13

Study 4 Meta-Accuracy Moderation Models

S13a

	Previous Accuracy Model						Perspective-Taking Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*

(Intercept)	-0.08 (0.06)	-0.20 – 0.04	-0.02	-1.28	0.205	110.21	-0.02 (0.07)	-0.16 – 0.12	-0.01	-0.26	0.793	116.31
Observer Judgments	0.16 (0.02)	0.13 – 0.20	0.17	10.05	**<0.001**	120.64	0.15 (0.02)	0.11 – 0.18	0.17	8.85	**<0.001**	126.32
Actor's Previous Accuracy	-2.76 (0.62)	-3.99 – -1.53	-0.19	-4.48	**<0.001**	65.54						
Normative Profile	0.79 (0.07)	0.65 – 0.92	0.29	11.44	**<0.001**	120.14	0.82 (0.07)	0.69 – 0.95	0.29	12.16	**<0.001**	120.63
Observer Jud:Previous Acc	0.36 (0.14)	0.08 – 0.63	0.04	2.59	**0.011**	119.91						
Norm Profile:Previous Acc	0.74 (0.58)	-0.40 – 1.89	0.02	1.28	0.202	116.96						
Actor Perspective-Taking							-0.02 (0.07)	-0.16 – 0.11	-0.03	-0.37	0.715	116.36
Observer Jud:Actor PT							-0.02 (0.02)	-0.05 – 0.01	-0.02	-1.16	0.249	126.34
Norm Profile:Actor PT							0.16 (0.06)	0.03 – 0.28	0.05	2.50	**0.014**	120.75
Random Effects												
σ^2	3.20						3.20					
τ_{00}	0.39 $_{Actor_ID}$						0.63 $_{Actor_ID}$					
τ_{11}	0.03 $_{Actor_ID.Observer_Ratings_Cluster}$						0.03 $_{Actor_ID.Observer_Rate_Cen}$					
	0.56 $_{Actor_ID.Norm_Profile}$						0.49 $_{Actor_ID.Norm_Profile}$					
	7.85 $_{Actor_ID.Previous_D_Acc}$											
ρ_{01}	-0.30						-0.29					
	-0.12						-0.29					
	0.29											
ICC	0.23						0.22					
N	122 $_{Actor_ID}$						122 $_{Actor_ID}$					
Observations	62199						62199					
Marginal R^2 / Conditional R^2	0.141 / 0.338						0.124 / 0.317					

S13b

	Empathic-Concern Model						**Machiavellianism Model**					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.08 (0.07)	-0.23 – 0.06	0.00	-1.13	0.261	112.17	-0.08 (0.07)	-0.22 – 0.05	0.00	-1.19	0.236	119.80
Observer Judgments	0.17 (0.02)	0.13 – 0.20	0.17	9.96	**<0.001**	120.61	0.17 (0.02)	0.13 – 0.20	0.17	10.02	**<0.001**	120.61
Actor's Empathic Concern	-0.09 (0.07)	-0.23 – 0.05	-0.09	-1.26	0.214	61.06						
Normative Profile	0.79 (0.07)	0.66 – 0.93	0.29	11.45	**<0.001**	120.12	0.79 (0.07)	0.66 – 0.93	0.29	11.47	**<0.001**	120.13
Observer Jud:Actor EC	0.02 (0.02)	-0.01 – 0.05	0.02	1.20	0.233	120.24						

Norm Profile:Actor EC	0.01 (0.06)	-0.11 – 0.14	0.01	0.21	0.837	119.70						
Actor Machi							0.22 (0.06)	0.10 – 0.34	0.16	3.72	**<0.001**	119.83
Observer Jud:Actor Machi							-0.02 (0.01)	-0.05 – 0.01	-0.03	-1.62	0.107	120.07
Norm Profile:Actor Machi							0.01 (0.06)	-0.11 – 0.12	0.00	0.11	0.910	120.08
Random Effects												
σ^2	3.20						3.20					
τ_{00}	0.58 $_{Actor_ID}$						0.57 $_{Actor_ID}$					
τ_{11}	0.03 $_{Actor_ID.Observer_Ratings_Cluster}$						0.03 $_{Actor_ID.Observer_Ratings_Cluster}$					
	0.57 $_{Actor_ID.Norm_Profile}$						0.57 $_{Actor_ID.Norm_Profile}$					
	0.05 $_{Actor_ID.Actor_Emp_Concern}$											
ρ_{01}	-0.36						-0.31					
	-0.13						-0.17					
	-0.28											
ICC	0.26						0.24					
N	122 $_{Actor_ID}$						122 $_{Actor_ID}$					
Observations	62199						62199					
Marginal R^2 / Conditional R^2	0.121 / 0.346						0.131 / 0.342					

S13c

	IQ Model						Workplace Deviance Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	-0.07 (0.07)	-0.21 – 0.07	0.01	-0.98	0.329	107.13	-0.07 (0.07)	-0.20 – 0.07	0.01	-0.99	0.326	118.66
Observer Judgments	0.17 (0.02)	0.13 – 0.20	0.17	9.86	**<0.001**	120.73	0.16 (0.02)	0.13 – 0.20	0.17	9.85	**<0.001**	119.66
Actor's IQ	-0.08 (0.02)	-0.13 – -0.03	-0.14	-3.15	**0.003**	54.36						
Normative Profile	0.79 (0.07)	0.66 – 0.93	0.29	11.41	**<0.001**	120.17	0.79 (0.07)	0.65 – 0.93	0.29	11.42	**<0.001**	119.13
Observer Jud:Actor IQ	0.00 (0.01)	-0.01 – 0.02	0.01	0.72	0.470	120.06						
Norm Profile:Actor IQ	-0.00 (0.02)	-0.05 – 0.04	0.00	-0.13	0.894	119.59						
Actor Work Deviance							0.27 (0.06)	0.14 – 0.40	0.21	4.18	**<0.001**	118.70
Observer Jud:Actor WD							-0.01 (0.02)	-0.04 – 0.02	-0.01	-0.47	0.636	118.79
Norm Profile:Actor WD							-0.08 (0.07)	-0.21 – 0.05	-0.03	-1.25	0.213	118.84
Random Effects												
σ^2	3.20						3.20					

τ_{00}	0.48 $_{Actor_ID}$	0.55 $_{Actor_ID}$
τ_{11}	0.03 $_{Actor_ID.Observer_Ratings_Cluster}$	0.03 $_{Actor_ID.Observer_Ratings_Cluster}$
	0.57 $_{Actor_ID.Norm_Profile}$	0.57 $_{Actor_ID.Norm_Profile}$
	0.02 $_{Actor_ID.Actor_IQ}$	
ρ_{01}	-0.39	-0.33
	-0.16	-0.14
	-0.59	
ICC	0.25	0.24
N	122 $_{Actor_ID}$	121 $_{Actor_ID}$
Observations	62199	61713
Marginal R^2 / Conditional R^2	0.128 / 0.346	0.135 / 0.341

Previous Accuracy: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster	Previous_D_Acc	Norm_Profile	Observer_Ratings_Cluster:Previous_D_Acc	Previous_D_Acc:Norm_Profile
(Intercept)	3.909235e-03	-2.736498e-04	2.403645e-04	-0.0004916371	4.918211e-05	0.0023318696
Observer_Ratings_Cluster	-2.736498e-04	2.667003e-04	-1.149966e-05	-0.0004052293	-1.662893e-04	0.0002519229
Previous_D_Acc	2.403645e-04	-1.149966e-05	3.786961e-01	0.0033523426	-1.869693e-02	-0.0508495819
Norm_Profile	-4.916371e-04	-4.052293e-04	3.352343e-03	0.0047367341	2.512819e-04	-0.0029690393
Observer_Ratings_Cluster:Previous_D_Acc	4.918211e-05	-1.662893e-04	-1.869693e-02	0.0002512819	1.905230e-02	-0.0287675031
Previous_D_Acc:Norm_Profile	2.331870e-03	2.519229e-04	-5.084958e-02	-0.0029690393	-2.876750e-02	0.3357629594

Perspective-Taking: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster	Actor_Pers_Taking	Norm_Profile	Observer_Ratings_Cluster:Actor_Pers_Taking	Actor_Pers_Taking:Norm_Profile
(Intercept)	5.216865e-03	-3.303246e-04	-5.993991e-05	-9.743707e-04	5.369975e-06	9.140982e-06
Observer_Ratings_Cluster	-3.303246e-04	2.715787e-04	5.335276e-06	-3.404231e-04	-3.628994e-06	4.066341e-06
Actor_Pers_Taking	-5.993991e-05	5.335276e-06	4.489274e-03	9.159202e-06	-2.751293e-04	-8.564048e-04
Norm_Profile	-9.743707e-04	-3.404231e-04	9.159202e-06	4.543604e-03	4.066799e-06	-4.932481e-05
Observer_Ratings_Cluster:Actor_Pers_Taking	5.369975e-06	-3.628994e-06	-2.751293e-04	4.066799e-06	2.355213e-04	-2.948815e-04
Actor_Pers_Taking:Norm_Profile	9.140982e-06	4.066341e-06	-8.564048e-04	-4.932481e-05	-2.948815e-04	3.934101e-03

Empathic Concern: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster	Actor_Emp_Concern	Norm_Profile	Observer_Ratings_Cluster:Actor_Emp_Concern	Actor_Emp_Concern:Norm_Profile
(Intercept)	5.340170e-03	-4.142399e-04	-0.0011603521	-6.045739e-04	8.847008e-05	-1.426215e-04

Observer_Ratings_Cluster	-4.142399e-04	2.780681e-04	0.0000971888	-3.760050e-04	-1.562232e-05	2.180893e-05
Actor_Emp_Concern	-1.160352e-03	9.718880e-05	0.0050049204	-1.663155e-04	-3.513263e-04	-4.821861e-04
Norm_Profile	-6.045739e-04	-3.760050e-04	-0.0001663155	4.798924e-03	2.179385e-05	-2.779145e-04
Observer_Ratings_Cluster:Actor_Emp_Concern	8.847008e-05	-1.562232e-05	-0.0003513263	2.179385e-05	2.298823e-04	-3.091335e-04
Actor_Emp_Concern:Norm_Profile	-1.426215e-04	2.180893e-05	-0.0004821861	-2.779145e-04	-3.091335e-04	3.976802e-03

Machiavellianism: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster	Actor_Machi	Norm_Profile	Observer_Ratings_Cluster:Actor_Machi	Actor_Machi:Norm_Profile
(Intercept)	4.764637e-03	-3.488330e-04	2.174667e-04	-8.055971e-04	-1.297838e-05	-3.879950e-05
Observer_Ratings_Cluster	-3.488330e-04	2.744569e-04	-1.297023e-05	-3.706799e-04	1.206516e-05	-1.610635e-05
Actor_Machi	2.174667e-04	-1.297023e-05	3.470090e-03	-3.880150e-05	-2.538652e-04	-5.864043e-04
Norm_Profile	-8.055971e-04	-3.706799e-04	-3.880150e-05	4.794761e-03	-1.610779e-05	2.173352e-04
Observer_Ratings_Cluster:Actor_Machi	-1.297838e-05	1.206516e-05	-2.538652e-04	-1.610779e-05	1.994097e-04	-2.697881e-04
Actor_Machi:Norm_Profile	-3.879950e-05	-1.610635e-05	-5.864043e-04	2.173352e-04	-2.697881e-04	3.490931e-03

IQ: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster	Actor_IQ	Norm_Profile	Observer_Ratings_Cluster:Actor_IQ	Actor_IQ:Norm_Profile
(Intercept)	4.893725e-03	-4.114451e-04	-6.289179e-04	-6.905298e-04	2.457003e-05	7.381600e-05
Observer_Ratings_Cluster	-4.114451e-04	2.829198e-04	2.990118e-05	-3.768513e-04	-1.174896e-05	1.578511e-05
Actor_IQ	-6.289179e-04	2.990118e-05	6.089888e-04	1.065636e-04	-4.346248e-05	-4.865581e-05
Norm_Profile	-6.905298e-04	-3.768513e-04	1.065636e-04	4.851117e-03	1.577494e-05	-1.997166e-04
Observer_Ratings_Cluster:Actor_IQ	2.457003e-05	-1.174896e-05	-4.346248e-05	1.577494e-05	3.357711e-05	-4.530408e-05
Actor_IQ:Norm_Profile	7.381600e-05	1.578511e-05	-4.865581e-05	-1.997166e-04	-4.530408e-05	5.758056e-04

Workplace Deviance: Variance-Covariance

	(Intercept)	Observer_Ratings_Cluster	Actor_Prop_Unethical	Norm_Profile	Observer_Ratings_Cluster:Actor_Prop_Unethical	Actor_Prop_Unethical:Norm_Profile
(Intercept)	4.595910e-03	-3.596193e-04	2.698463e-04	-6.343110e-04	-1.878110e-05	-3.863673e-05
Observer_Ratings_Cluster	-3.596193e-04	2.764361e-04	-1.877984e-05	-3.758892e-04	1.574843e-05	-2.150589e-05
Actor_Prop_Unethical	2.698463e-04	-1.877984e-05	4.137206e-03	-3.863762e-05	-3.196629e-04	-5.727118e-04

Norm_Profile	-6.3431 10e-04	-3.758892e-04	-3.863762e-0 5	4.8068 73e-03	-2.150598e-05	2.803113e-04
Observer_Ratings_Cluster:Actor_ Prop_Unethical	-1.8781 10e-05	1.574843e-05	-3.196629e-0 4	-2.1505 98e-05	2.478958e-04	-3.372286e-04
Actor_Prop_Unethical:Norm_Pro file	-3.8636 73e-05	-2.150589e-05	-5.727118e-0 4	2.80311 3e-04	-3.372286e-04	4.321010e-03

Tablea S14a/b provides the full regression results for Study 3's observer-accuracy models. Below Tables S14a/b are the variance-covariance matrices for the models. Tables S14a/b are the same regressions as Tables S1.

Table S14

Study 4 Observer Models

S14a

	Base Accuracy						**Distinctive Accuracy**					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	0.00 (0.08)	-0.15 – 0.15	0.00	0.05	0.961	179.48	0.00 (0.08)	-0.15 – 0.15	0.00	0.05	0.961	179.71
Actors' True Motives	0.26 (0.02)	0.22 – 0.30	0.24	12.43	**<0.001**	157.88	0.19 (0.02)	0.15 – 0.24	0.18	9.27	**<0.001**	145.11
Normative Profile							0.45 (0.05)	0.36 – 0.54	0.16	9.77	**<0.001**	175.75
Random Effects												
σ^2	3.90						3.67					
τ_{00}	0.28 $_{ID}$						0.29 $_{ID}$					
	0.56 $_{Actor_ID}$						0.56 $_{Actor_ID}$					
τ_{11}	0.02 $_{ID.True_JudgmentCluster}$						0.01 $_{ID.True_JudgmentCluster}$					
	0.04 $_{Actor_ID.True_JudgmentCluster}$						0.10 $_{ID.Norm_Profile}$					
							0.05 $_{Actor_ID.True_JudgmentCluster}$					
							0.19 $_{Actor_ID.Norm_Profile}$					
ρ_{01}	-0.38 $_{ID}$						-0.30					
	0.52 $_{Actor_ID}$						-0.42					
							0.42					
							-0.08					
ICC	0.22						0.25					
N	122 $_{Actor_ID}$						122 $_{Actor_ID}$					
	256 $_{ID}$						256 $_{ID}$					
Observations	62199						62199					
Marginal R^2 / Conditional R^2	0.056 / 0.266						0.071 / 0.305					

S14b

	Insight

Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
(Intercept)	0.06 (0.09)	-0.10 – 0.23	0.03	0.76	0.450	163.50
Actors' True Motives	0.14 (0.02)	0.10 – 0.18	0.13	6.58	**<0.001**	136.62
Actors' Meta-Motives	0.18 (0.02)	0.14 – 0.23	0.17	8.14	**<0.001**	127.35
Random Effects						
σ^2	3.73					
$\tau_{00\ ID}$	0.28					
$\tau_{00\ Actor_ID}$	0.75					
$\tau_{11\ ID.True_JudgmentCluster}$	0.01					
$\tau_{11\ ID.Meta_PerceptionCluster}$	0.01					
$\tau_{11\ Actor_ID.True_JudgmentCluster}$	0.04					
$\tau_{11\ Actor_ID.Meta_PerceptionCluster}$	0.05					
ρ_{01}	-0.28					
	-0.37					
	0.21					
	0.22					
ICC	0.28					
N_{Actor_ID}	122					
N_{ID}	256					
Observations	62199					
Marginal R^2 / Conditional R^2	0.070 / 0.328					

Baseline Accuracy: Variance-Covariance

	(Intercept)	**True_JudgmentCluster**
(Intercept)	0.0057922356	0.0005624927
True_JudgmentCluster	0.0005624927	0.0004299888

Distinctive Accuracy: Variance-Covariance

	(Intercept)	**True_JudgmentCluster**	**Norm_Profile**
(Intercept)	0.0057975599	0.0004907487	-0.0005073415
True_JudgmentCluster	0.0004907487	0.0004374785	-0.0003292398
Norm_Profile	-0.0005073415	-0.0003292398	0.0021087702

Insight: Variance-Covariance

	(Intercept)	**True_JudgmentCluster**	**Meta_PerceptionCluster**

(Intercept)	0.0073175893	0.0002542700	0.0002928105
True_JudgmentCluster	0.0002542700	0.0004369561	-0.0002081755
Meta_PerceptionCluster	0.0002928105	-0.0002081755	0.0005032888

Tablea S15a/b provides the full regression results for Study 4's observer-accuracy moderation models. Below Tablea S15a/b are the variance-covariance matrices for the models.

Table S15

Study 4 Observer-Accuracy Moderation Models

S15a

	Perspective-Taking Model						Empathic-Concern Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
Intercept (Bias)	0.00 (0.08)	-0.15 – 0.15	0.00	0.05	0.961	179.00	0.00 (0.08)	-0.15 – 0.15	0.00	0.05	0.961	179.60
Actors' True Motives	0.19 (0.02)	0.15 – 0.24	0.18	9.32	**<0.001**	142.79	0.19 (0.02)	0.15 – 0.23	0.18	9.36	**<0.001**	139.93
Perspective-Taking	0.06 (0.03)	0.00 – 0.13	0.03	2.00	**0.047**	253.83						
Normative Profile	0.45 (0.05)	0.36 – 0.54	0.16	9.81	**<0.001**	173.03	0.45 (0.05)	0.36 – 0.54	0.16	9.80	**<0.001**	174.33
True Motives:PT	0.03 (0.01)	0.02 – 0.04	0.03	4.28	**<0.001**	253.77						
Norm Prof:PT	0.07 (0.02)	0.03 – 0.11	0.03	3.28	**0.001**	254.98						
Empathic-Concern							0.04 (0.03)	-0.02 – 0.10	0.02	1.23	0.219	253.76
True Motives:EC							0.04 (0.01)	0.03 – 0.06	0.04	6.62	**<0.001**	247.25
Norm Prof:EC							0.05 (0.02)	0.01 – 0.09	0.02	2.46	**0.015**	254.55
Random Effects												
σ^2	3.67						3.67					
τ_{00}	0.28 $_{ID}$						0.28 $_{ID}$					
	0.56 $_{Actor_ID}$						0.56 $_{Actor_ID}$					
τ_{11}	0.01 $_{ID.True_JudgmentCluster}$						0.01 $_{ID.True_JudgmentCluster}$					
	0.10 $_{ID.Norm_Profile}$						0.10 $_{ID.Norm_Profile}$					
	0.05 $_{Actor_ID.True_JudgmentCluster}$						0.05 $_{Actor_ID.True_JudgmentCluster}$					
	0.19 $_{Actor_ID.Norm_Profile}$						0.19 $_{Actor_ID.Norm_Profile}$					
ρ_{01}	-0.36						-0.38					
	-0.47						-0.45					
	0.42						0.42					
	-0.08						-0.08					

ICC	0.25	0.25
N	122 $_{Actor_ID}$	122 $_{Actor_ID}$
	256 $_{ID}$	256 $_{ID}$
Observations	62199	62199
Marginal R^2 / Conditional R^2	0.074 / 0.305	0.075 / 0.305

S15b

	Machiavellian Model						Workplace Deviance Model					
Predictors	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*	*b (SE)*	*95% CI*	*Std. B*	*t*	*p*	*df*
Intercept (Bias)	0.00 (0.07)	-0.14 – 0.15	0.00	0.05	0.959	168.65	0.00 (0.08)	-0.15 – 0.15	0.00	0.02	0.983	174.97
Actors' True Motives	0.19 (0.02)	0.15 – 0.24	0.18	9.33	**<0.001**	141.90	0.19 (0.02)	0.15 – 0.24	0.18	9.42	**<0.001**	139.21
Machiavellianism	0.20 (0.03)	0.15 – 0.25	0.11	7.45	**<0.001**	253.69						
Normative Profile	0.45 (0.05)	0.36 – 0.54	0.16	9.85	**<0.001**	171.12	0.45 (0.05)	0.36 – 0.54	0.16	9.85	**<0.001**	169.74
True Motives:Machi	-0.03 (0.01)	-0.04 – -0.02	-0.04	-5.07	**<0.001**	250.76						
Norm Prof:Machi	-0.08 (0.02)	-0.12 – -0.04	-0.03	-4.32	**<0.001**	252.97						
Workplace Deviance							0.15 (0.03)	0.09 – 0.22	0.08	4.98	**<0.001**	251.50
True Motives:WD							-0.05 (0.01)	-0.06 – -0.03	-0.05	-7.14	**<0.001**	249.70
Norm Prof:WD							-0.10 (0.02)	-0.14 – -0.06	-0.04	-5.04	**<0.001**	250.37
Random Effects												
σ^2	3.67						3.68					
τ_{00}	0.23 $_{ID}$						0.26 $_{ID}$					
	0.56 $_{Actor_ID}$						0.56 $_{Actor_ID}$					
τ_{11}	0.01 $_{ID.True_JudgmentCluster}$						0.01 $_{ID.True_JudgmentCluster}$					
	0.09 $_{ID.Norm_Profile}$						0.09 $_{ID.Norm_Profile}$					
	0.05 $_{Actor_ID.True_JudgmentCluster}$						0.05 $_{Actor_ID.True_JudgmentCluster}$					
	0.19 $_{Actor_ID.Norm_Profile}$						0.19 $_{Actor_ID.Norm_Profile}$					
ρ_{01}	-0.18						-0.18					
	-0.34						-0.35					
	0.42						0.43					
	-0.08						-0.09					
ICC	0.24						0.24					
N	122 $_{Actor_ID}$						122 $_{Actor_ID}$					
	256 $_{ID}$						254 $_{ID}$					
Observations	62199						61713					
Marginal R^2 / Conditional R^2	0.085 / 0.305						0.081 / 0.305					

Perspective-Taking: Variance-Covariance

	(Intercept)	True_JudgmentCluster	Pers_Taking	Norm_Profile	True_JudgmentCluster:Pers_Taking	Pers_Taking:Norm_Profile
(Intercept)	5.780617e-03	4.802388e-04	-3.501514e-08	-5.303659e-04	-3.285969e-10	6.446521e-09
True_JudgmentCluster	4.802388e-04	4.332423e-04	2.217392e-09	-3.382494e-04	-1.382938e-08	1.824946e-08
Pers_Taking	-3.501514e-08	2.217392e-09	1.047468e-03	6.444092e-09	-6.713387e-05	-2.734734e-04
Norm_Profile	-5.303659e-04	-3.382494e-04	6.444092e-09	2.090628e-03	2.169110e-08	-1.140633e-07
True_JudgmentCluster:Pers_Taking	-3.285969e-10	-1.382938e-08	-6.713387e-05	2.169110e-08	4.987854e-05	3.679570e-05
Pers_Taking:Norm_Profile	6.446521e-09	1.824946e-08	-2.734734e-04	-1.140633e-07	3.679570e-05	4.572748e-04

Empathic Concern: Variance-Covariance

	(Intercept)	True_JudgmentCluster	Emp_Concern	Norm_Profile	True_JudgmentCluster:Emp_Concern	Emp_Concern:Norm_Profile
(Intercept)	5.792808e-03	4.801149e-04	-2.133914e-08	-5.175777e-04	-1.721591e-10	5.199378e-09
True_JudgmentCluster	4.801149e-04	4.290316e-04	-5.284949e-09	-3.387912e-04	6.400085e-09	1.625935e-08
Emp_Concern	-2.133914e-08	-5.284949e-09	1.012334e-03	1.226793e-08	-6.368698e-05	-2.528824e-04
Norm_Profile	-5.175777e-04	-3.387912e-04	1.226793e-08	2.098112e-03	1.190952e-08	-1.044849e-07
True_JudgmentCluster:Emp_Concern	-1.721591e-10	6.400085e-09	-6.368698e-05	1.190952e-08	4.309859e-05	3.463117e-05
Emp_Concern:Norm_Profile	5.199378e-09	1.625935e-08	-2.528824e-04	-1.044849e-07	3.463117e-05	4.457945e-04

Machiavellianism: Variance-Covariance

	(Intercept)	True_JudgmentCluster	Machi	Norm_Profile	True_JudgmentCluster:Machi	Machi:Norm_Profile
(Intercept)	5.596790e-03	5.227357e-04	1.911022e-07	-4.230294e-04	1.576389e-09	-7.181672e-09
True_JudgmentCluster	5.227357e-04	4.319972e-04	1.017997e-09	-3.423066e-04	5.555750e-08	-3.187644e-08
Machi	1.911022e-07	1.017997e-09	7.147368e-04	-1.383299e-08	-2.380439e-05	-1.445871e-04
Norm_Profile	-4.230294e-04	-3.423066e-04	-1.383299e-08	2.074839e-03	-3.630261e-08	3.307377e-07
True_JudgmentCluster:Machi	1.576389e-09	5.555750e-08	-2.380439e-05	-3.630261e-08	3.952855e-05	2.724883e-05
Machi:Norm_Profile	-7.181672e-09	-3.187644e-08	-1.445871e-04	3.307377e-07	2.724883e-05	3.626113e-04

Workplace Deviance: Variance-Covariance

	(Intercept)	True_JudgmentCluster	Prop_Unethical	Norm_Profile	True_JudgmentCluster:Prop_Unethical	Prop_Unethical:Norm_Profile

(Intercept)	5.719972e-03	5.282201e-04	2.814123e-07	-4.463239e-04	-3.490387e-10	-3.584278e-09
True_JudgmentCluster	5.282201e-04	4.283218e-04	-6.937549e-10	-3.499573e-04	8.196898e-08	-9.478381e-08
Prop_Unethical	2.814123e-07	-6.937549e-10	9.584550e-04	5.313594e-09	-2.933140e-05	-1.882183e-04
Norm_Profile	-4.463239e-04	-3.499573e-04	5.313594e-09	2.082962e-03	-7.806919e-08	5.655813e-07
True_JudgmentCluster:Prop_Unethical	-3.490387e-10	8.196898e-08	-2.933140e-05	-7.806919e-08	4.363729e-05	2.558019e-05
Prop_Unethical:Norm_Profile	-3.584278e-09	-9.478381e-08	-1.882183e-04	5.655813e-07	2.558019e-05	4.271874e-04