

## **TriPM(Work) self- and other report**

Development of the TriPM(Work) is reported in Sutton, A., Roche, M., Stapleton, M., & Roemer, A. (2020). Can Psychopathy Be Adaptive at Work? Development and Application of a Work Focused Self-and Other-Report Measure of the Triarchic Psychopathy Model. *International Journal of Environmental Research and Public Health*, 17(11), 3938. <https://doi.org/10.3390/ijerph17113938>

Following is the full TriPM(Work) with instructions for completion, scoring and item wording for both self- and other-report. Items are in the public domain on the PhenX website, which has instructions for scoring. (<https://www.phenxtoolkit.org/protocols/view/121601>)

Please note: In the 2020 paper (Section 3.1 on p9), there was a typographical error that switched ‘meanness’ with ‘disinhibition’ when reporting the items retained for the TriPM(Work). All analyses used the correct items. The correct items are as follows:

Items retained from the full TriPM for the TriPM(Work)

- For the **boldness** scale: 7, 10, 13, 16, 22, 50, 57;
- For the **disinhibition** scale: 9, 12, 15, 37, 49, 51, 56
- For the **meanness** scale: 20, 23, 26, 29, 36, 48, 55.

## Instructions

This questionnaire contains statements that different people might use to describe themselves. Each statement is followed by four options:

[ ] True [ ] Somewhat true [ ] Somewhat false [ ] False

For each statement, mark an "X" next to the option that describes you best. There are no right or wrong answers; just choose the option that best describes you.

## Scoring

[R] indicates reverse score.

## List of items

Scale	PhenX item	Self-report	Other report
Boldness	7	I am well-equipped to deal with stress.	My manager is well-equipped to deal with stress.
Boldness	10	I get scared easily. [R]	My manager gets scared easily. [R]
Boldness	13	I'm a born leader.	My manager is a born leader.
Boldness	16	I have a hard time making things turn out the way I want. [R]	My manager has a hard time making things turn out the way he/she wants. [R]
Boldness	22	I function well in new situations, even when unprepared.	My manager functions well in new situations, even when unprepared.
Boldness	50	I don't stack up well against most others. [R]	My manager doesn't stack up well against most others. [R]
Boldness	57	I'm not very good at influencing people. [R]	My manager is not very good at influencing people. [R]
Disinhibition	9	My impulsive decisions have caused problems with loved ones.	My manager's impulsive decisions have caused problems with his/her loved ones.
Disinhibition	12	I have missed work without bothering to call in.	My manager has missed work without bothering to call in.
Disinhibition	15	I jump into things without thinking.	My manager jumps into things without thinking.
Disinhibition	37	I get in trouble for not considering the consequences of my actions.	My manager gets in trouble for not considering the consequences of his/her actions.

Scale	PhenX item	Self-report	Other report
Disinhibition	49	I have lost a friend because of irresponsible things I've done.	My manager has lost a friend because of irresponsible things he/she has done.
Disinhibition	51	Others have told me they are concerned about my lack of self-control.	People are concerned about my manager's lack of self-control.
Disinhibition	56	I have had problems at work because I was irresponsible.	My manager has had problems at work because he/she was irresponsible.
Meanness	20	It doesn't bother me to see someone else in pain.	It doesn't bother my manager to see someone else in pain.
Meanness	23	I enjoy pushing people around sometimes.	My manager enjoys pushing people around sometimes.
Meanness	26	I taunt people just to stir things up.	My manager taunts people just to stir things up.
Meanness	29	I don't see any point in worrying if what I do hurts someone else.	My manager doesn't see any point in worrying if what he/she does hurts someone else.
Meanness	36	I don't have much sympathy for people.	My manager doesn't have much sympathy for people.
Meanness	48	I don't care much if what I do hurts others.	My manager doesn't care much if what he/she does hurts others.
Meanness	55	It doesn't bother me when people around me are hurting.	It doesn't bother my manager when people around him/her are hurting.