Examining the Structure of Authenticity:

A Factor Analytic Study of the Authenticity Scale and Authenticity Inventory Subscales

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Abstract

Authenticity has received much empirical research attention in recent years. Currently, it is often measured using one of two psychometric tools: the Authenticity Scale (AS) and the Authenticity Inventory (AI). Although the development of both was influenced by similar theoretical ideas, their operational definitions are different. The AS consists of three sub-scales of Authentic Living, Self Alienation and Accepting External Influence, whereas the AI consists of four subscales of Awareness, Unbiased Processing, Authentic Behavior, and Relational Orientation. To understand the overall construct of authenticity, including all its varied aspects, two studies were conducted. In Study 1 (N = 1,049), the three AS and four AI subscales were subjected to exploratory factor analysis. Results showed that all the subscales from these two instruments loaded highly on a two-component model, which we represented as a distinction between outer and inner expressions of authenticity. In Study 2 (N =527) confirmatory factor analysis found the two-factor model to be a good fit. In addition, in Study 2 we also investigated the association of these two factors with social desirability, showing that greater authenticity was associated with higher social desirability. Overall, our findings provide new insights into the conceptualization of authenticity and suggest that both authenticity tools measure aspects of this two-factor model. These results provide a new framework to synthesize previous data on authenticity more effectively and to develop new tools for the understanding and assessment of authenticity.

Keywords: authenticity, social desirability, measurement, factor analysis

Introduction

The early pioneers of humanistic psychology (e.g., Maslow, 1968; Rogers, 1959) asserted that acting in accord with one's true self has profound value in terms of healthy psychological functioning. Whereas authenticity has been a longstanding interest to humanistic psychologists (e.g., Medlock, 2012; Robbins, 2008), it has received little attention in mainstream empirical psychology. However, interest in the phenomenon of authenticity has expanded into the domain of positive psychology in recent years, leading to new empirical research literature concerning authenticity and its relation to well-being, with a number of studies showing that greater authenticity is associated with greater well-being (e.g., Rivera et al., 2019).

As the importance of authenticity for well-being has grown in recognition, there has been corresponding interest in the development of psychometric self-report measures of authenticity. Carl Rogers' (1959) conceptualization of authenticity is significant in the context of this research investigation, as it provides a substantial part of the basis for the two most widely used contemporary measures of authenticity. The first is the multicomponent Authenticity Inventory (AI) developed by Kernis and Goldman (2006), and the second is the tripartite Authenticity Scale (AS) developed by Wood et al. (2008).

Although closely related theoretically, they represent different ways of construing the concept of authenticity leading us to question whether they are assessing the same or different phenomena. According to our knowledge, only one study has shown the correlation between these two measurement tools. Stevens (2017) reported that the Authentic Living subscale of the AS was moderately correlated with the AI subscales of Awareness, $r(116) = .392$, $p < .01$, and Relational Orientation, $r(116) = .398$, $p < .01$, strongly correlated with Authentic Behavior, $r(116) = .652$, $p < .01$, but not statistically associated with Unbiased Processing (AI), $r(116) = .063$. On the other hand, the two AS subscales of inauthenticity namely Self Alienation and

Accepting External Influence were negatively correlated with all subscales of the AI. More precisely, Self Alienation had a strong negative association with Awareness, $r(116) = -.622$, $p < .01$, a moderate association with and Relational Orientation, $r(116) = -.454$, $p < .01$, Authentic Behavior, $r(116) = -.416$, $p < .01$, and Unbiased Processing, $r(116) = -.394$, $p < .01$. Last, Accepting External Influence had a strong negative correlation with Authentic Behavior, $r(116) = -.509$, $p <. 01$, a moderate association with Unbiased Processing, $r(116) = -.322$, $p < .01$, Awareness, $r(116) = -.306$, $p < .01$, but the association between Accepting External Influence and Relational Orientation was weak and not statistically significant, $r(116) = -147$. In addition, Stevens (2017) investigated the association of these two measures with measures of alexithymia, emotional intelligence factors, and attachment style, showing that they operate differently with respect to these other variables. This pattern of association suggests that although both measures purport to measure authenticity they are measuring at least slightly different aspects of this phenomenon.

Therefore, further examination of the structure of authenticity using these two measures is needed. Only one such analysis has been previously conducted. Tsur et al. (2016) assessed authentic behavior with 14 items, four of which were from the Authentic Living subscale of the AS, 10 of which were from the Authentic Behavior subscale of the AI. The reason for this selection was that the authors did not wish to examine the overall construct of authenticity, including all its varied aspects, but only to examine authentic behavior. Thus, they chose the appropriate subscale from each measure. Their exploratory factor analysis (EFA) revealed a two-factor solution. The first factor, reflecting behavior in accordance with subjective values, beliefs, and needs, included 9 items such as “I always stand by what I believe” and was labeled as *intrapersonal authenticity*. The second factor reflected the degree to which behavior is subjected to the wishes and needs of other people and included 5 items such as “I spend a lot of energy pursuing goals that are very important to other people even though they are

unimportant to me", and was labeled as *interpersonal authenticity*. However, as only a limited number of items from the AS and AI were used, their analysis cannot inform understanding about the overall construct of authenticity, including all its varied aspects.

It is not clear whether research findings using both the AS and AI can be considered interchangeably or if they should be treated as contributing to two, related but separate literatures. Hence, this study aims to investigate the structure of authenticity as assessed by the AI and AS. Study 1 shows the correlations among the subscales from both measures followed by EFA. Study 2 conducted confirmatory factor analysis (CFA) to test the previous factor analytic findings shown in Study 1.

Study 1

Method

Participants and Procedure

Participants were 1,049 Turkish speaking individuals (767 women, 280 men, and two who did not identify as either) who completed the online instruments via Bristol Online Survey. The participants' ages ranged from 18 to 51 years (M = 21.16, SD = 5.49). The majority identified themselves as students (83.6%), 8.4% as full-time employees, 1.9% as self-employed, 1.2% as part-time employees, 0.2% as retired, 1% looked after their families, and the remaining 3.7% of the sample were unemployed.

The Turkish versions of the AS and AI have been shown to be psychometrically sound and theoretically valid (İlhan & Özdemir, 2013; İmamoğlu et al., 2011), both were administered in addition to a demographic form. All participants were recruited via a snowballing technique, starting with family, friends, colleagues, and acquaintances. Participants were requested to share the link of the surveys to reach a wider population. Their

participation was wholly voluntary, and all participants provided informed consent. The study was approved by the University of Nottingham's Education Department's ethics committee.

Measures

The AS (Wood et al., 2008) comprises 12 items, each of which is rated on a seven-point Likert scale (1 = *does not describe me at all*, 7 = *describes me very well*). Items are scored to provide a total score and subscale scores for the three 4-item subscales of authenticity: Authentic Living (AL; e.g., "I always stand by what I believe in"), Self Alienation (SA; e.g., "I feel as if I don't know myself very well"), and Accepting External Influence (AEI; e.g., "I am strongly influenced by the opinions of the others"). Previous research has found Cronbach's alpha coefficients ranging from .69 to .78 (Wood et al., 2008). Higher scores on AL indicate greater authenticity. Higher scores on the SA and AEI subscales indicate lower authenticity. A total score was calculated by reverse scoring the 8 negatively worded items of the SA and AEI subscales and summing all 12 items, such that higher scores indicated greater authenticity. The internal consistency reliability for the Turkish translated version of the AL, SA, and AEI subscales used in the present study were .62, .79, and .67, respectively (İlhan & Özdemir, 2013).

The AI (Kernis & Goldman, 2006) comprises 27 items, each of which is rated in a five-point Likert scale ranging from 1 (*strongly agree*) to 5 (*strongly disagree*). Items are scored to provide a 6-item Authentic Behavior subscale (AI; e.g., "I frequently pretend to enjoy something when in actuality I really don't"), a 7-item Unbiased Processing subscale (UP; e.g., "I am very uncomfortable objectively considering my limitations and short-comings"), an 8-item Relational Orientation subscale (RO; e.g., "I want people with whom I am close to understand my weaknesses"), and a 6-item Awareness subscale "(A; e.g., "I have a very good understanding of why I do the things I do"). Previous research has shown internal

consistency reliability to be .90 for the total scale and α = .80 for Authentic Behavior, α = .64 for Unbiased Processing, α = .78 for Relational Orientation, and α = .79 for Awareness (Kernis & Goldman, 2006). For the Turkish Version used in the present study, α = .66 for Authentic Behavior, α = .77 for Unbiased Processing, α = .77 for Relational Orientation, and α = .76 for Awareness (İmamoğlu et al., 2011).

Results

In the first stage of data analysis process, Pearson's product-moment correlations were computed, and internal consistency was checked as presented in Table 1. Each of the subscales, except for Authentic Living and Authentic Behavior, have acceptable levels of internal consistency reliability with reported alpha values ranging from .73 to .80. Authentic Living and Authentic Behavior were lower at .51 and .61, respectively. Correlations between the four AI and three AS subscales ranged in size from .12 to .51. The pattern of associations was similar to that found by Stevens (2017), although our correlations did not seem as strong. The association between Accepting External Influence and Relational Orientation was weak and not statistically significant. However, there was statistically significant strong positive correlation between the total AS and the total AI, $r(1,049) = .56$, $p < .01$.

-insert Table 1 about here-

Given this association, the seven subscales from both authenticity measures were subjected to maximum likelihood EFA. Prior to performing EFA, the suitability of data was assessed. The overall Kaiser-Meyer-Olkin (KMO) measure was 0.76, with individual KMO measures all greater than 0.7, classifications of "middling" to "meritorious" (Kaiser, 1974). Also, Bartlett's Test of Sphericity ($p < .0005$) demonstrated that the use of the factor model was appropriate. Inspection of the scree plot suggest either a one or two-factor solution would be appropriate (see Figure 1).

-insert Figure 1 about here-

The eigenvalues of the first two factors were 2.69 and 1.15 and respectively accounted for 29.96% and 7.43% of the variance. Inspection of the parallel analysis, Monte Carlo Analysis (Velicer et al., 2000; Zwick & Velicer, 1986) and scree plot is fundamental to checking consistency and deciding the number of factors that should be retained. First, parallel analysis was employed to compare the eigenvalues of real and synthetic data set. In the ratio of 95%, 100 random data sets were created alongside of 1,049 cases, 7 variables. Results suggested that two factors of real dataset exceed random data eigenvalues, namely 1.16 and 1.09, meaning that two factors generate the assessments of authenticity. The same results were obtained from Monte Carlo analyses revealing only two random eigenvalues, 1.11 and 1.06, are less than the eigenvalues of real data set, suggesting a two-factor model. In view of these outcomes and examination of scree plot, we examined both one and two-factor solutions (see Table 2).

-insert Table 2 about here-

All subscales loaded on one factor, with loadings ranging from .31 to .70. Relational Orientation, however, had a noticeably lower loading than the other subscales suggesting that a one-factor solution may not be able to account for all aspects of authenticity. As such, we also conducted a two-factor solution. For the two-factor solution, results showed two subscales of the AS (i.e., Self Alienation, Accepting External Influence) and three subscales of the AI (i.e., Authentic Behavior, Unbiased Processing, Awareness) loaded > .40 on Factor 1, and two subscales, one from each of the AS and AI loaded >.40 on Factor 2 (i.e., Relational Orientation, Authentic Living). Rather than showing a distinction between the two tools, with all subscales from one tool loading on one factor and all subscales from the other loading on the another, it seemed that the subscales loading on Factor 1 are concerned with the internal

experience of authenticity and paying attention to one's inner world, regardless of which tool they derive from, and similarly the subscales loading on Factor 2 are concerned with revealing the true self and not pretending to be someone that one is not. We labeled these two factors as inner and outer expressions of authenticity, respectively. The factor structures did not change across genders (see Table 3).

-insert Table 3 about here-

We noted that in the two-factor solution, the subscale of Authentic Behavior loaded on Factor 1, but it would, at first glance, seem to be more consistent with Factor 2. However, inspection of the items suggested that it represents cognitive processes of authenticity at least as much as behavioral tendencies (e.g., "I try to act in a manner that is consistent with my personally held values, even if other criticize me or reject me for doing so"). This explanation is consistent with the description of Authentic Behavior provided by Kernis and Goldman (2006): "Authentic Behavior is guided by an honest assessment of one's self-aspects via the Awareness and Unbiased Processing components" (Kernis & Goldman, 2006, p. 299). According to this description of Authentic Behavior, to reveal one's true self one needs to communicate his or her inner awareness and quest for self-knowledge by paying attention to feelings, sensations, and thoughts. This may help explain the lower internal consistency reliability found for this subscale.

The results revealed that the subscales from these two instruments loaded on a two-factor solution, which seemed preferable to a one-factor solution. The aim of Study 2 was to confirm whether the one or the two-factor structure of AI and AS is a better fit.

Study 2

Introduction

The first study suggested that authenticity as assessed using the AI and the AS might be

conceptualized as consisting of two factors, inner and outer forms of authenticity. The aim of this study is to test this two-factor model using CFA. In addition, little has been known about the association between authenticity and social desirability. Research by Kernis and Goldman (2006) did not investigate the correlation between social desirability and the Authenticity Inventory. Whereas, Wood et al. (2008) examined the correlation between social desirability and authenticity by using the Balanced Inventory of Desirable Responding (BIDR; Paulhus, 1984). BIDR examines two facets of social desirability; impression management (IM) which measures one's conscious effort to create favorable impression on others and self-deception (SED) which assess characteristic positivity bias for protecting one's self-esteem (Paulhus, 1984). The results indicated non-significant and weak correlation exists between social desirability and Authentic Living (IM r = .05; SED r = .06); Accepting External Influence (IM r = -.09; SED r = -.08); Self Alienation (IM r = -.08; SED r = -.08; Wood et al., 2008). The results demonstrated that authenticity is not affected by a social desirability bias. On the other hand, Wang (2015) used the AS (Wood et al., 2008) and the 5-item measure of Socially Desirable Response Set (SDRS-5; Hays et al., 1989) showing a statistically significant positive correlation between authenticity and social desirability (r = .46, p < .001). As such, there is a need to examine this topic further to understand these contradictory results.

Thus the second aim of Study 2 was to clarify this association and investigate the possible overlap between social desirability bias and the two factors of authenticity. We used the 17-item Social Desirability Scale (SDS; Stöber, 2001) for several reasons. We chose it on practical grounds as a Turkish-language version of the SDS (Stöber, 2001) already existed but there were also additional strong methodological reasons. First, Stöber's (2001) scale is regarded as one of the most up-to-date social desirability assessments that reflect contemporary psychometric standards compared to previous measurements with outdated wording and content (Beretvas et al., 2002). Second, the length of longer scales potentially

causes boredom and careless responses from participants, which may result in measurement errors (Schmidt, Le, & Iles, 2003). As such, using the 17-item SDS (Stöber, 2001) seemed to be a parsimonious choice compared to the 40-item the Balanced Inventory of Desirable Responding (BIDR; Paulhus, 1984) or very short questionnaires such as the 5-item Measure of Socially Desirable Response Set (Hays et al., 1989).

Method

Participants and Procedure

The 527 Turkish speaking individuals participating in this study varied in terms of their gender (412 women and 115 men). The age of participants ranged from 18 to 53 years old (M = 20.39, SD = 4.61). More than half (88.8%) of the sample were students. Of the remaining participants, 4.9% were full-time employees, 0.6% were part-time employees, 0.9% were freelancers, 0.4% were homemakers, and 4.4% were unemployed. The educational composition of the sample was as follows: 75.2% high school graduates, 13.3% had bachelor degrees, 2.9% obtained post graduate diplomas, 2.3% secondary school graduates, and 5.9% had no formal education but could read and write. The recruitment procedure was the same as described in Study 1.

Measures

All participants completed the AS and AI, as described in Study 1. Additionally, all participants completed the SDS (Stöber, 2001), which is comprised of 17 items (e.g., ‘I always admit my mistakes openly and face the potential negative consequences’, ‘When I have made a promise, I keep it-no ifs, ands or no buts’) which are answered on a *true/false* scale. A total score can be calculated by reverse scoring 6 negatively worded items and then summing all remaining 17 items. Higher scores are indicative of higher social desirability. Previous research has shown acceptable Cronbach’s alpha coefficient values, ranging from

.74 to .80 (Stöber, 2001). For the Turkish-translated version of the SDS that we used, Tatar & Özdemir (2018) reported that the Cronbach's alpha reliability coefficient was .72. It is noted that in the Turkish translation, 1 item was not found distinctive and was removed. Therefore, the Turkish version that we used consists of 16 items.

Results

Internal consistencies and inter correlations for the authenticity subscales from the AS and the AI are displayed in Table 4. Each of the subscales have good levels of internal consistency reliability with reported alpha values ranging from .53 to .81. Correlations were computed between the subscales of the AS and the AI. Again, the pattern of correlations was similar to that of Stevens (2017), including the findings of no association between Accepting External Influence and Relational Authenticity, and between Authentic Living and Unbiased Processing.

-insert Table 4 about here-

CFA was performed to test for the fit of the two-component solution. Authenticity was modeled as a two-factor model indicating inner authenticity (Self Alienation, Accepting External Influence, Authentic Behavior, Awareness, Unbiased Processing) as one factor and outer authenticity (Relational Authenticity, Authentic Living) as the other. The two-factor model provided acceptable although slightly less than good fit values (SRMR below .10 and CFI above .90), χ^2 (13) = 109.81, $p < .001$; CFI = 0.86; TLI = 0.77; RMSEA = 0.11; SRMR = 0.06 (Hu & Bentler, 1999; see Figure 2).

-insert Figure 2 about here-

In addition, the effect of social desirability was tested to check whether either of these two factors represent social desirability by using a latent social desirability factor that

comprises of 16 items of Turkish version of SDS (Stöber, 2001; Tatar & Özdemir, 2018). This latent factor has significant positive correlation with inner authenticity (r = .54, p < .0001) and outer authenticity (r = .55, p < .0001; see Figure 3). However, the fit of two-factor model was below good fit values, $\chi^2(227) = 670.94$, $p < .001$; CFI = 0.71; TLI = 0.67; RMSEA = 0.06; SRMR = 0.06.

-insert Figure 3 about here-

In line with EFA, a one-factor solution is also presented (see Figure 4). Similarly, the one-factor solution shows parallel results that almost meet the standard of good fit, $\chi^2(14) = 127.84$, $p < .001$; CFI = 0.83; TLI = 0.75; RMSEA = 0.12; SRMR = 0.06. However, the CFI value of the two-factor solution was better than the one-factor solution.

-insert Figure 4 about here-

As in the previous model, there is a statistically significant positive association between the one-factor and social desirability (r = .58, p < .0001). On the other hand, the model presents under the standard of good fit, $\chi^2(229) = 695.15$ $p < .001$; CFI = 0.69; TLI = 0.66; RMSEA = 0.06; SRMR = 0.06; see Figure 5.

-insert Figure 5 about here-

General Discussion

This research set out to contribute to our understanding of authenticity, which is emerging as a prominent research area that bridges both humanistic and positive psychology (Joseph, 2016). To clarify the structure of the two widely used authenticity instruments, the AI and the AS, two studies were conducted. In Study 1, EFA suggested that a two-factor structure may underlie the seven subscales of the two authenticity instruments. With the intention of ensuring the validity of the two-factor model and examining its relation to social desirability, in Study 2, CFA was run. The two-factor solution was verified. Also, the evidence suggests

that two components of authenticity have positive correlations with social desirability.

As far as we are aware, this is the first time that a study has examined structural convergence of authenticity measurements in this way. The clearest finding to emerge from this investigation was that authenticity can be considered as a two-factorial phenomenon, consisting of inner and outer aspects. The former implies an authentic person can notice one's true self and attends to their internal processes, whereas the latter suggests feeling more able to be oneself without the need for approval from others. Our results are important because they imply that previous research into authenticity can largely be understood as a whole regardless of the measure used, but it also suggests that clarification between inner and outer aspects of authenticity would help to advance our understanding of this phenomenon. We would recommend that the development of new measurements of authenticity consider and distinguish the internal and external processes.

Previously, it was shown that the AS had a non-significant and weak correlation with social desirability (Wood et al., 2008). We found that authenticity was, however, strongly positively associated with social desirability. Our results are consistent with that of Wang (2015) who also reported a significant and positive correlation between authenticity (measured via AS) and social desirability (measured via SDRS). With evidence building for a positive association, we must now begin to question the measurement of authenticity by self-report tools. It may be that those high on social desirability perceive themselves as more authentic than they actually are, or want to present themselves as more authentic. Either way, it would mean that high scores on authenticity may in fact reflect a degree of inauthenticity. New research into authenticity and its assessment must now address this issue as a priority.

There were limitations to the study. Being limited to Turkish-speaking participants, this study lacks cultural generalizability. Further studies investigating different populations would be worthwhile. Social environment and gender roles may also have an impact on

authentic self-presentation. A further limitation was the lack of participants over the age of 53 in our studies. Though the participants, predominantly students, ranged widely in age within the parameters 18 to 53, the mean age in both studies was 21.16 and 20.39, respectively. Future studies considering gender, occupation, and cultural differences, as well as the maturation process, are therefore recommended.

In conclusion, the two-factor solution of inner and outer aspects seems important in understanding the structure of authenticity, how previous literature using the two existing tools can be amalgamated by examining findings together from subscales loading on the same factor, and finally it points to the possible development of new tools, specifically designed to measure inner and outer dimensions of authenticity separately.

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Table 1

Pearson Correlations Between Authenticity Scale (AS), and the Authenticity Inventory (AI)

(N=1049)

Measures	1	2	3	4	5	6	7
1-Authentic Living	–						
2-Self-Alienation	-.229**	–					
3-Accepting External Influence	-.124**	.361**	–				
4-Authentic Behavior	.335**	-.378**	-.368**	–			
5-Unbiased Processing	.178**	-.270**	-.232**	.374**	–		
6-Relational Authenticity	.285**	-.142**	.032	.194**	.123**	–	
7-Awareness	.387**	-.513**	-.306**	.368**	.259**	.306**	–
8-Total Authenticity Scale	.526**	-.825**	-.728**	.506**	.326**	.162**	.571**
9-Total Authenticity Inventory	.427**	-.466**	-.311**	.697**	.698**	.612**	.677**
Mean	5.46	3.82	3.32	3.41	3.42	4.60	3.84
SD	.91	1.56	1.30	.63	.71	.63	.59
α	.501	.801	.790	.605	.744	.728	.754

** Correlation is significant at the 0.01 level (2-tailed).

Table 2

One- and Two-Factor Solutions of Authenticity Scale and Authenticity Inventory

	One Component Model	Two Component Model	
Subscale	1	1	2
Eigenvalue	2.69	2.69	1.15
Percentage	29.25%	29.96%	7.43%
AS Authentic Living	**.47**	.20	**.45**
AS Self Alienation	**-.63**	**-.61**	-.10
AS Accepting External Influence	**-.45**	**-.70**	.25
AI Authentic Behaviour	**.64**	**.55**	.13
AI Unbiased Processing	**.44**	**.40**	.07
AI Relational Orientation	.31	-.04	**.59**
AI Awareness	**.70**	**.49**	.38

AS=Authenticity Scale; AI=Authenticity Inventory;
(n=1049)
Loadings > .40 shown in bold
For One Component Model:
Extraction Method: Principal Axis Factoring

For Two Component Model:
Extraction Method: Maximum Likelihood
Rotation Method: Oblimin with Kaiser Normalization.
Rotation converged in 9 iterations

Table 3

Gender Differences on One- and Two-Factor Solutions of Authenticity Scale (AS) and Authenticity Inventory(AI)

	One Component Model (Female)	Two Component Model (Female)		One Component Model (Male)	Two Component Model (Male)	
Subscale		1	2		1	2
Eigenvalue	2.66	2.66	1.15	2.86	2.86	1.14
Percentage	26.64%	29.38%	7.44%	32.23%	32.91%	7.62%
AS Authentic Living	**.45**	.17	**.44**	**.52**	.34	**.40**
AS Self Alienation	**-.63**	**-.59**	-.13	**-.67**	**-.63**	-.09
AS Accepting External Influence	**-.46**	**-.71**	.22	**-.43**	**-.69**	.34
AI Authentic Behaviour	**.63**	**.54**	.12	**.70**	**.68**	.06
AI Unbiased Processing	**.44**	**.41**	.05	**.45**	**.40**	.11
AI Relational Orientation	.31	-.06	**.60**	.29	.03	**.54**
AI Awareness	**.69**	**.45**	**.41**	**.74**	**.58**	.33

AS=Authenticity Scale; AI=Authenticity Inventory;
(n=1049)
Loadings > .40 shown in bold

For One Component Model:
Extraction method: Principal Axis Factoring

For Two Component Model:
Extraction method: Maximum Likelihood
Rotation Method: Oblimin with Kaiser Normalization.
Rotation converged in 9 iterations

Table 4

Pearson Correlations between Authenticity Scale (AS), Authenticity Inventory (AI), Social Desirability Scale (SDS)

(N=527)
Measures

	1	2	3	4	5	6	7	8	9
1- Authentic Living	–								
2-Self Alienation	-.269**	–							
3-Accepting External Influence	-.114**	.341**	–						
4-Authentic Behavior	.353**	-.329**	-.382**	–					
5-Unbiased Processing	.059	-.260**	-.286**	.335**	–				
6- Relational Authenticity	.336**	-.177**	-.071	.278**	.119**	–			
7-Awareness	.402**	-.537**	-.301**	.356**	.245**	.344**	–		
8-Total Authenticity Scale	.530**	-.832**	-.718**	.488**	.308**	.244**	.586**	–	
9-Total Authenticity Inventory	.402**	-.468**	-.382**	.709**	.682**	.629**	.684**	.585**	–
10-Total Social Desirability Scale	.324**	-.257**	-.189**	.342**	.271**	.172**	.249**	.344**	.382
Mean	5.71	3.99	3.46	3.43	3.38	4.08	3.81	4.75	3.69
SD	.91	1.67	1.39	.65	.72	.53	.62	.95	.42
α	.53	.81	.80	.61	.75	.70	.75	.77	.81

** Correlation is significant at the 0.01 level (2-tailed).

Figure 1. Scree Plot Showing the Exploratory Factor Analysis with Oblimin Rotation of the Subscales of the Authenticity Scale and Authenticity Inventory

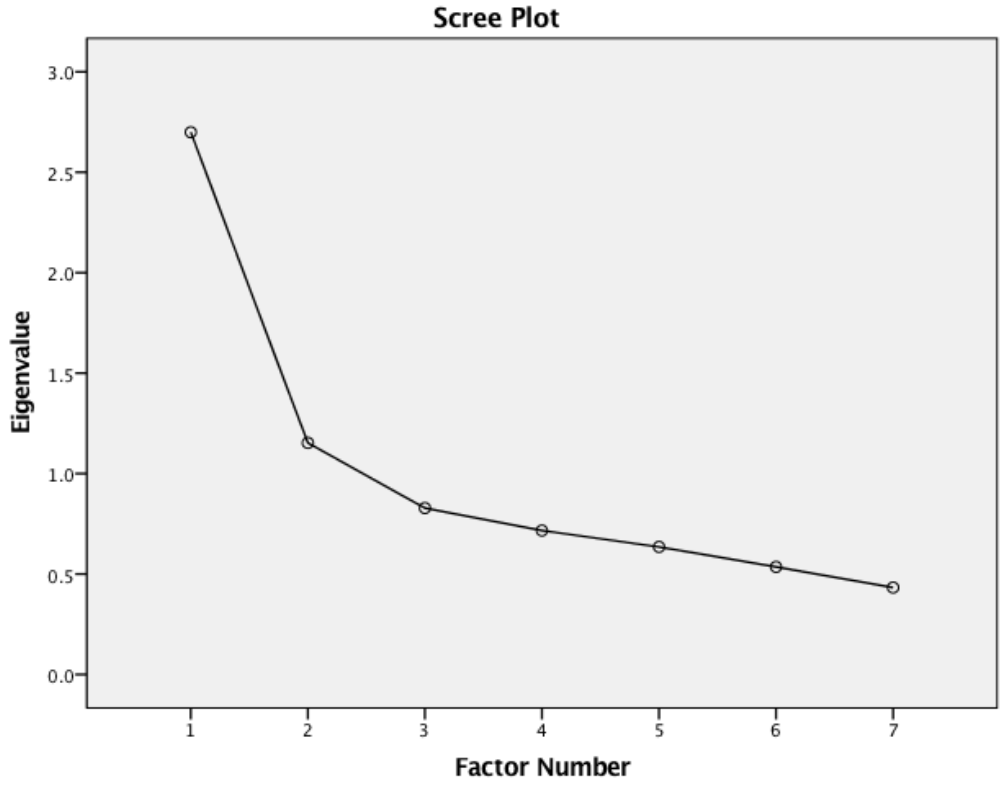

Figure 2. Confirmatory Factor Analysis of the Subscales of the Authenticity Scale and Authenticity Inventory in Two-Factor Solution

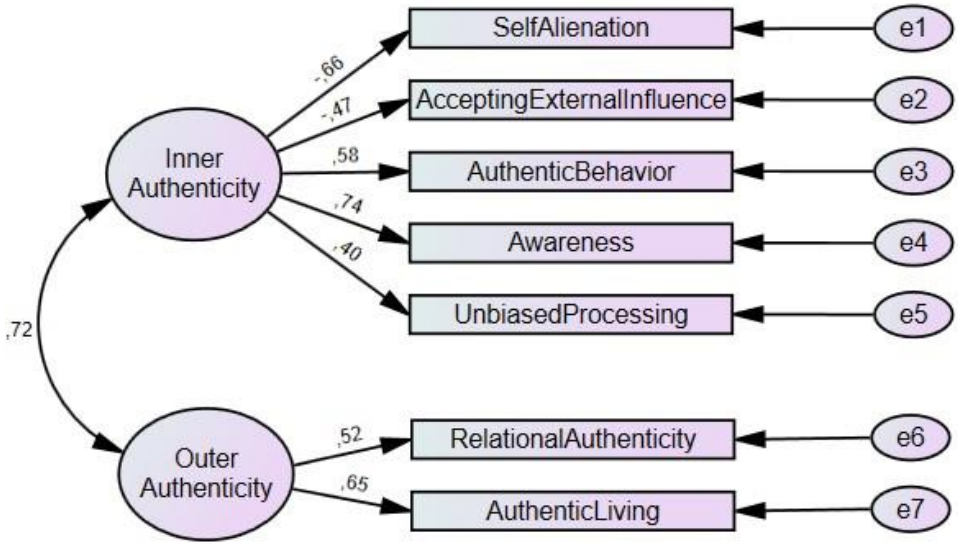

Figure 3. Confirmatory Factor Analysis of the Two-Factor solution and Social Desirability Scale

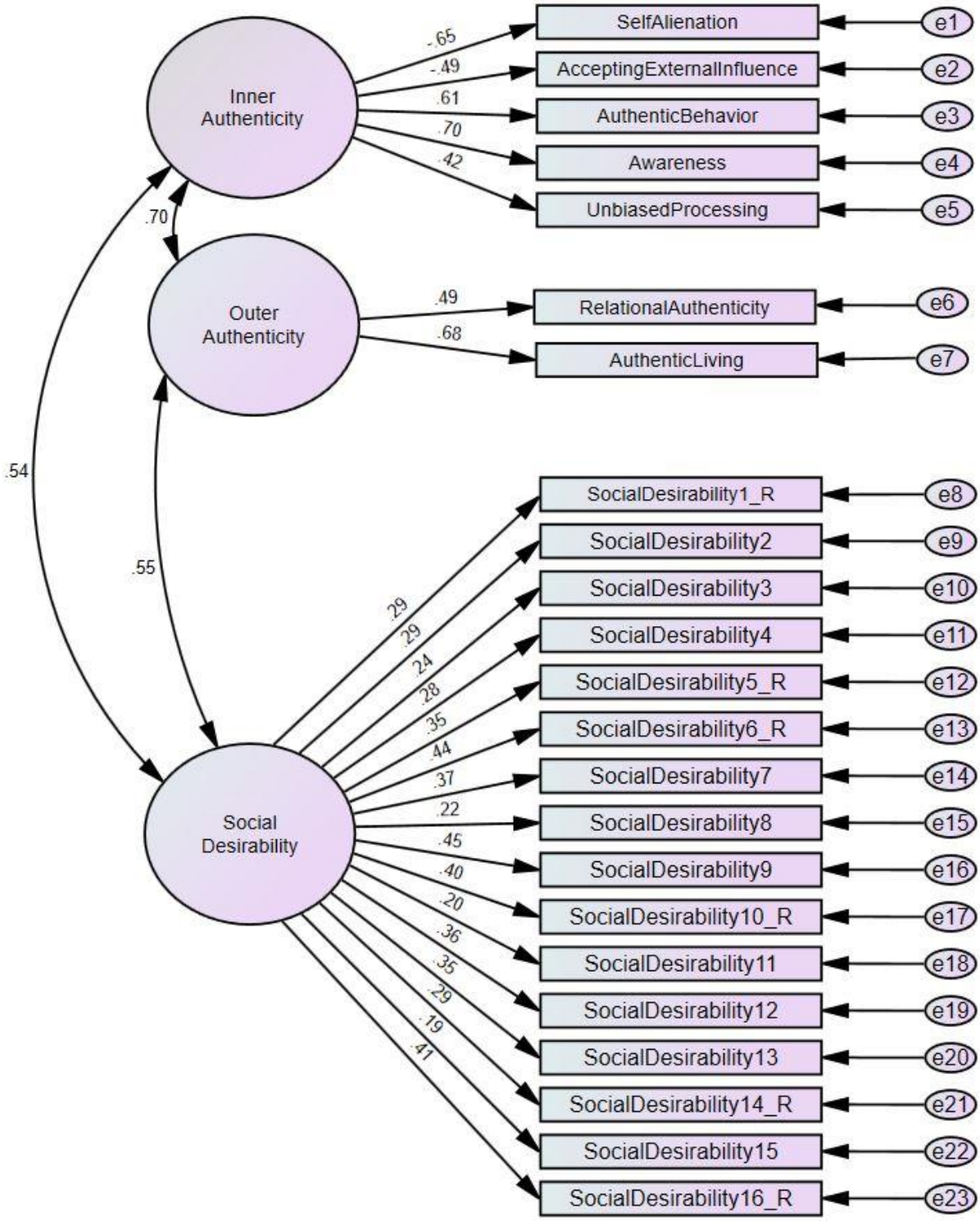

Figure 4. Confirmatory Factor Analysis of the Subscales of the Authenticity Scale and Authenticity Inventory in One-Factor Solution

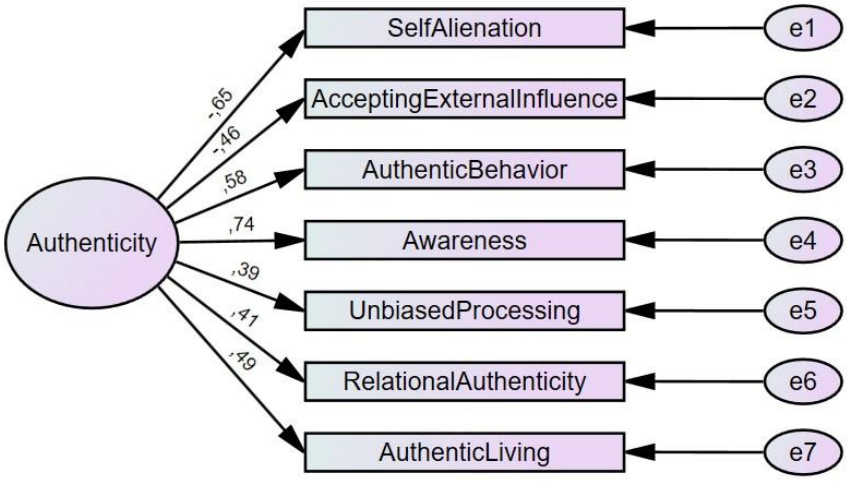

Figure 5. Confirmatory Factor Analysis of the One-Factor Solution and Social Desirability Scale