

Table S1. Fit Indices of the Alternative Factor Models for the MS-IT Tool for Each Gender Group.

	MLR χ^2	df	RMSEA (90% C.I.)	CFI	SRMR	AIC	ECVI
Males (n=5,716)							
CFA Model	6621,767	539	.044 (.044-.045)	.875	.060	48,358.807	26.277
ESEM Model	2574,514	371	.032 (.030-.034)	.955	.016	465,342.456	3.470
BIFACTOR Model	5212,143	525	.040 (.039-.041)	.900	.046	478,170.264	18.615
Females (n=5,573)							
CFA Model	7034,538	539	.047 (.046-.047)	.867	.061	467,661.368	27.915
ESEM Model	2977,207	371	.036 (.034-.037)	.946	.019	459,927.257	4.012
BIFACTOR Model	6246,469	525	.044 (.034-.037)	.882	.053	466,222.251	22.309

Note. MLR = Robust Maximum Likelihood; df = degrees of freedom; RMSEA = Root Mean Square Error of Approximation; CFI = Comparative fit Index; SRMR = Standardized Root Mean Square Residual; AIC = Akaike Information Criterion; ECVI = Expected Cross-Validation Index.

Table S2. Gender Measurement Invariance Models of the Final Oblique ESEM 6-Factor Model.

	MLR χ^2	df	RMSEA (90% C.I.)	CFI	SRMR	Model Comparison	Δ CFI
CONFIGURAL	7,029	800	.037 (.036 - .038)	.935	.021	-	
METRIC	7,172.407	974	.034 (.033 - .034)	.936	.025	Metric vs. Configural	-.001
SCALAR	7,486.984	1003	.034 (.033 - .034)	.934	.027	Scalar vs. Metric	.002
STRICT	7,383.691	1038	.033 (.033 - .034)	.935	.030	Strict vs. Scalar	-.001

Note. MLR = Robust Maximum Likelihood; df = degrees of freedom; RMSEA = Root Mean Square Error of Approximation; CFI = Comparative fit Index; SRMR = Standardized Root Mean Square Residual.

Table S3. Factor Loadings on the Strict Invariance 6-Factor ESEM Model.

	ESEM Factor 1		ESEM Factor 2		ESEM Factor 3		ESEM Factor 4		ESEM Factor 5		ESEM Factor 6	
	Role Clarity		Control		Demands		Poor Relationships		Peer Support		Management Support	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	s	s	s	s	s	s	s	s	s	s	s	s
Item 1	.62	.61	.04	.04	.03	.03	-.09	-.09	.03	.03	.07	.07
Item 4	.55	.54	.15	.15	-.07	-.08	.00	.00	.01	.01	-.14	-.15
Item 11	.73	.73	.04	.04	-.02	-.02	-.04	-.04	.04	.04	-.03	-.03
Item 13	.70	.69	-.03	-.03	.00	.00	-.04	-.05	.01	.01	.18	.18
Item 17	.67	.67	.02	.02	-.02	-.02	-.01	-.01	.00	.00	.15	.15
Item 2	-.21	-.20	.57	.54	-.14	-.15	-.03	-.03	.02	.02	-.04	-.04
Item 10	.11	.10	.62	.60	-.06	-.07	.03	.03	.04	.04	.02	.02

Item 15	.09	.09	.78	.76	.04	.04	-.04	-.04	-.05	-.06	.00	.00
Item 19	.00	.00	.74	.72	.00	.00	.04	.04	-.03	-.03	.01	.01
Item 25	.13	.13	.55	.53	.08	.09	-.05	-.05	.09	.09	.16	.17
Item 30	-.11	-.11	.37	.35	.00	.00	-.02	-.02	.06	.06	.14	.14
Item 3	-.10	-.10	-.06	-.06	.52	.54	.02	.02	-.03	-.03	-.02	-.02
Item 6	-.12	-.12	-.02	-.01	.68	.70	.04	.04	-.01	-.01	.02	.02
Item 9	.26	.24	.05	.05	.69	.70	-.02	-.02	.02	.02	-.02	-.02
Item 12	-.07	-.06	.06	.06	.70	.72	-.01	-.01	.00	.00	-.01	-.01
Item 16	.21	.20	-.24	-.23	.40	.41	.06	.06	-.04	-.04	.00	.00
Item 18	.06	.06	-.19	-.18	.34	.36	.17	.18	.02	.02	-.03	-.03
Item 20	.20	.18	.01	.01	.66	.68	-.01	-.01	-.01	-.01	-.06	-.06
Item 22	-.05	-.05	-.05	-.05	.69	.72	.07	.07	.00	.00	-.01	-.01
Item 5	-.02	-.02	-.03	-.02	.04	.04	.76	.78	-.01	-.01	.00	.00
Item 14	-.06	-.06	.08	.08	.07	.07	.41	.43	-.31	-.31	-.03	-.03
Item 21	-.02	-.02	-.03	-.03	.04	.04	.76	.78	-.01	-.01	-.05	-.05
Item 34	.00	.00	-.01	-.01	.02	.02	.32	.33	-.17	-.17	.00	.00
Item 7	.00	.00	-.01	-.01	-.07	-.07	.02	.02	.74	.75	-.01	-.01
Item 24	.01	.01	-.02	-.01	.03	.04	-.05	-.05	.83	.83	.01	.01
Item 27	.02	.02	.05	.05	.10	.10	-.34	-.35	.50	.50	.01	.01
Item 31	-.06	-.06	.06	.06	.07	.07	-.08	-.08	.71	.71	.06	.06
Item 8	.08	.08	.01	.01	-.08	-.09	.04	.05	.37	.38	.29	.29
Item 23	.00	.00	-.02	-.02	-.02	-.02	-.07	-.07	.02	.02	.73	.73
Item 29	-.03	-.03	.02	.02	.04	.04	-.10	-.11	-.01	-.01	.79	.79
Item 33	.03	.03	.03	.03	-.07	-.07	.02	.02	.35	.37	.38	.39
Item 35	-.02	-.02	-.05	-.04	.06	.07	-.03	-.03	-.03	-.03	.88	.88
Item 26	.08	.08	.12	.12	-.03	-.04	.02	.02	.02	.03	.62	.63
Item 28	.11	.10	.04	.04	-.06	-.06	.02	.02	.06	.07	.57	.58
Item 32	.36	.35	.04	.04	-.04	-.04	.06	.06	.11	.11	.34	.36

Note. Factor loadings on the target factor are reported in bold.

Table S4. Principal Effects of the Two-Way Factorial MANOVA.

Factor	Variable	gdl ₁ (gdl ₂ =11,283)	F	p	partial η^2
Profile Membership					
	Role Clarity	2	2,778.470	< .001	.330
	Control	2	3,424.436	< .001	.378
	Demands	2	1,304.807	< .001	.188
	Poor Relationships	2	5,088.531	< .001	.474
	Peer Support	2	6,852.763	< .001	.548
	Management Support	2	10,688.022	< .001	.655
Gender					
	Role Clarity	1	9.906	< .01	.001
	Control	1	51.896	< .001	.005
	Demands	1	13.591	< .001	.001
	Poor Relationships	1	15.561	< .001	.001
	Peer Support	1	1.228	.268	0
	Management Support	1	13.021	< .001	.001
Profile Membership*Gender					
	Role Clarity	2	48.137	< .001	.008
	Control	2	6.824	.001	.001
	Demands	2	22.671	< .001	.004
	Poor Relationships	2	9.678	< .001	.002
	Peer Support	2	.646	.524	0
	Management Support	2	5.608	< .01	.001