

Extract from “What Do Grades and Achievement Tests Measure?”

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Figure 1: Decomposing Achievement Tests and Grades into IQ and Personality

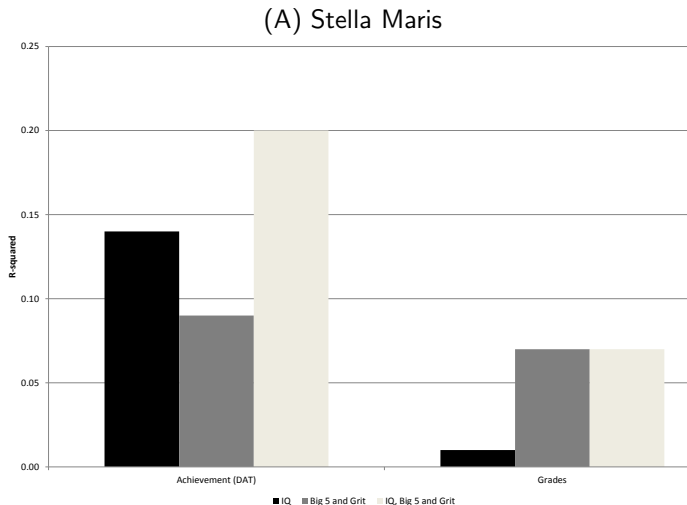


Figure 1: Decomposing Achievement Tests and Grades into IQ and Personality (cont.)

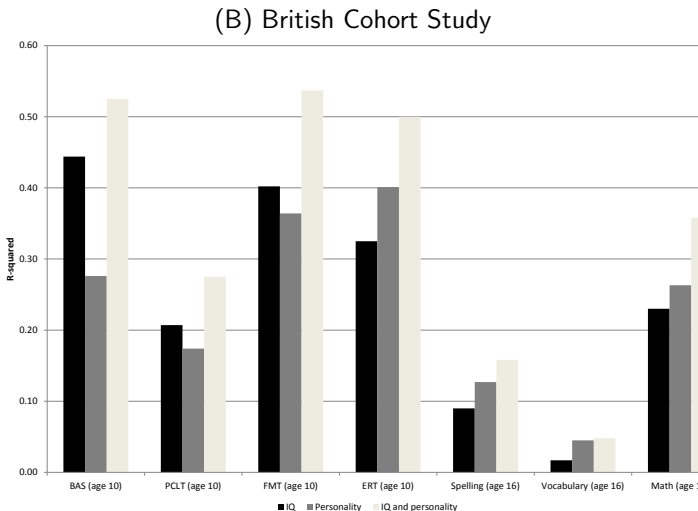


Figure 1: Decomposing Achievement Tests and Grades into IQ and Personality (cont.)

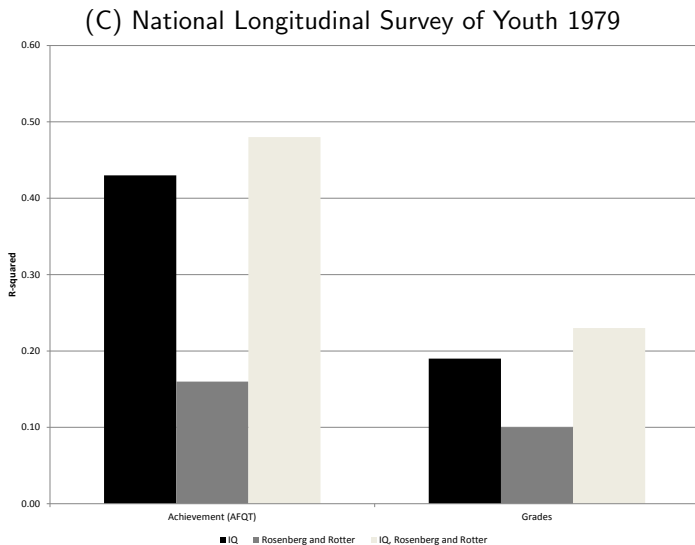


Figure 2: Decomposing Life Outcomes into IQ and Personality

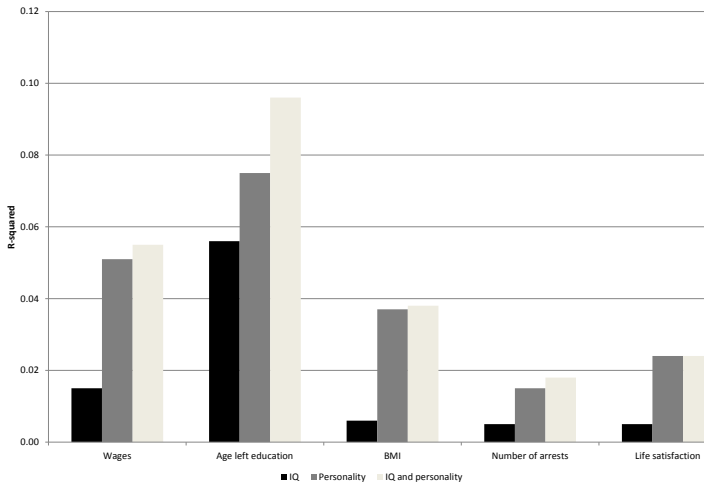


Figure 3: Decomposing Life Outcomes into IQ and Personality (NLSY79)

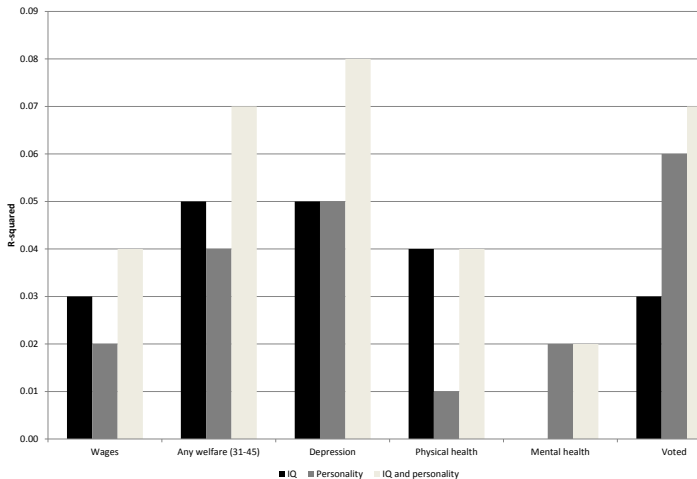


Figure 4: Decomposing Life Outcomes into Cognition and Personality (MIDUS)

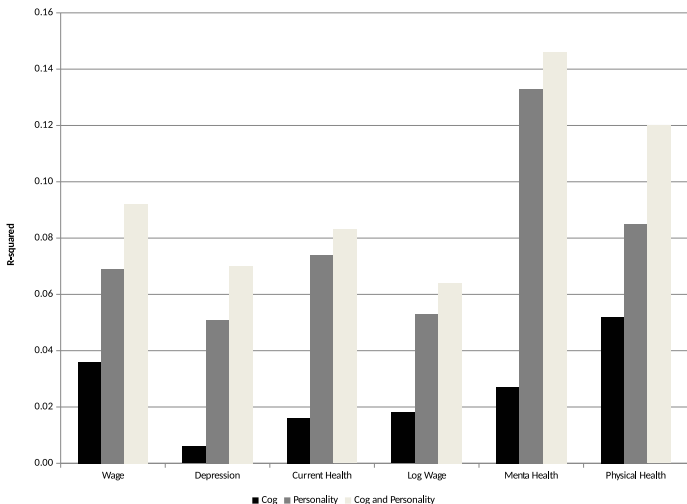


Table 1: Log Wage Regressions on Personality, IQ, and Achievement Tests in the BCS

	(1)	(2)	(3)	(4)	(5)	(6)
Self-esteem		0.059*** (0.022)	0.058*** (0.022)		0.066*** (0.023)	
Locus of control		0.160*** (0.024)	0.146*** (0.024)		0.082*** (0.026)	
Disorganized		-0.001 (0.028)	0.018 (0.029)		0.045 (0.030)	
Anti-social		0.034 (0.026)	0.031 (0.026)		0.022 (0.027)	
Neurotic		-0.102*** (0.024)	-0.097*** (0.024)		-0.094*** (0.025)	
Introvert		-0.013 (0.025)	-0.020 (0.025)		-0.013 (0.026)	
BAS Matrices (IQ)	0.131*** (0.021)		0.074*** (0.022)		-0.064** (0.027)	
BAS Achievement				0.266*** (0.021)	0.254*** (0.028)	
PCLT (Achievement)						0.207*** (0.022)
FMT (Achievement)						
ERT (Achievement)						
Constant	0.024 (0.020)	0.003 (0.020)	-0.004 (0.020)	-0.016 (0.020)	-0.018 (0.021)	-0.012 (0.022)
Observations	2,589	2,589	2,589	2,362	2,362	2,153
R ²	0.015	0.051	0.055	0.066	0.090	0.039

Table 1: Log Wage Regressions on Personality, IQ, and Achievement Tests in the BCS (cont.)

	(7)	(8)	(9)	(10)	(11)
Self-esteem	0.043* (0.024)		0.046 (0.035)		0.059** (0.030)
Locus of control	0.106*** (0.027)		0.071* (0.039)		0.157*** (0.036)
Disorganized	0.026 (0.031)		0.097** (0.048)		0.049 (0.042)
Anti-social	0.015 (0.028)		0.019 (0.042)		0.020 (0.036)
Neurotic	-0.080*** (0.026)		-0.041 (0.039)		-0.071** (0.033)
Introvert	-0.038 (0.027)		-0.079** (0.038)		-0.015 (0.034)
BAS Matrices (IQ)	0.023 (0.026)		-0.012 (0.040)		0.036 (0.033)
BAS Achievement					
PCLT (Achievement)	0.149*** (0.025)				
FMT (Achievement)		0.387*** (0.038)	0.373*** (0.053)		
ERT (Achievement)				0.239*** (0.031)	0.133*** (0.041)
Constant	-0.027 (0.022)	0.006 (0.033)	0.010 (0.034)	0.009 (0.030)	0.001 (0.029)
Observations	2,153	1,071	1,071	1,339	1,339
R ²	0.064	0.089	0.105	0.043	0.077

Table 2: Log Wages Regressed on IQ, Rosenberg, Rotter, and AFQT in the NLSY79

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
IQ	0.173*** (0.040)		0.143*** (0.042)		0.019 (0.055)		0.016 (0.055)
Rotter		0.165 (0.148)	0.088 (0.149)			-0.007 (0.149)	-0.007 (0.150)
Rosenberg		0.473*** (0.147)	0.369** (0.149)			0.275* (0.150)	0.274* (0.150)
AFQT				0.251*** (0.042)	0.237*** (0.059)	0.225*** (0.046)	0.213*** (0.061)
Constant	10.215*** (0.041)	9.895*** (0.100)	9.985*** (0.102)	10.246*** (0.041)	10.244*** (0.041)	10.108*** (0.107)	10.107*** (0.107)
Observations	554	554	554	554	554	554	554
R ²	0.033	0.025	0.046	0.060	0.061	0.066	0.066

Table 3: Log Wage Regressed on Cognitive Ability and Personality in MIDUS

	(1)	(2)	(3)
Cognitive Abil.	0.131*** (0.022)		0.102*** (0.023)
Conscientiousness		0.113*** (0.026)	0.109*** (0.026)
Extraversion		0.002 (0.027)	0.004 (0.027)
Neuroticism		-0.074** (0.035)	-0.065* (0.035)
Agreeableness		-0.172*** (0.023)	-0.164*** (0.023)
Openness		0.114*** (0.027)	0.100*** (0.027)
Observations	1651	1651	1651
R ²	0.018	0.053	0.064