

**TABLE 1: Value-Orientations by Social Identity**

Scale Items:	Military Identity				National Identity				LawPol Identity			
	Potent ( N=66)		Latent (N=128)		Potent (N=43)		Latent (N=151)		Potent (N=123)		Latent (N=71)	
	Mean	%Agree/ %Disagree	Mean	%Agree/ %Disagree	Mean	%Agree/ %Disagree	Mean	%Agree/ %Disagree	Mean	%Agree/ %Disagree	Mean	%Agree/ %Disagree
<b>Warriorism:</b>	<b>3.57</b>		<b>3.41*</b>		<b>3.59</b>		<b>3.43+</b>		<b>3.48</b>		<b>3.44</b>	
<i>W1.</i> When I decided to sign on with a security firm, I expected to engage in actual fighting.	2.55	14/53	2.38	13/62	2.67	21/44	2.37+	11/63+	2.36	9/63	2.58	21/51*
<i>W2.</i> Sometimes war is necessary to protect the national interest.	4.44	95/5	4.28	90/3+	4.33	95/2	4.34	91/4	4.38	94/3	4.25	89/4
<i>W3.</i> In today's world, peacekeeping and other non-combat activities should be central to a military's functions. (R)	3.09	43/35	3.13	43/39	3.17	40/38	3.10	44/37	3.04	41/38	3.24	48/37
<i>W4.</i> The military's primary focus should be preparation for and conduct of combat operations.	4.20	86/8	3.80	75/15	4.00	86/12	3.91	77/13	4.02	81/11	3.77	75/14
<i>W5.</i> Human nature being what it is, there will always be war.	3.76	73/15	3.70	71/15	4.09	88/7	3.61***	67/17*	3.65	69/16	3.83	76/13
<b>Patriotism:</b>	<b>4.01</b>		<b>3.91</b>		<b>3.94</b>		<b>3.94</b>		<b>3.97</b>		<b>3.89</b>	
<i>P1.</i> I look upon my work as a security contractor as a "calling" where I can serve my country.	4.62	94/2	4.62	98/0	4.65	98/0	4.61	96/1	4.65	88/4	4.56+	75/8+
<i>P2.</i> We should strive for loyalty to our own country before we can afford to consider world brotherhood.	3.94	80/15	3.80	69/17	4.00	81/12	3.80	70/18	3.86	76/14	3.82	66/21
<i>P3.</i> A citizen should always feel that his or her primary allegiance is to his or her own country.	4.21	86/9	4.10	84/8	4.14	93/5	4.14	82/9	4.15	83/7	4.13	85/9
<i>P4.</i> All citizens should be willing to fight for their country.	4.27	89/3	4.12	80/7	4.14	79/7	4.18	84/5	4.25	88/4	4.03	75/8+
<i>P5.</i> The strongest indicator of good citizenship is performance of military service in defense of one's country.	2.91	35/42	2.78	28/54	2.70	31/48	2.86	28/58	2.87	32/46	2.75	28/56
<i>P6.</i> The promotion of patriotism should be an important aim of citizenship education.	4.12	89/5	4.02	78/3*	4.02	79/5	4.07	83/3	4.05	83/2	4.07	80/6
<b>Machiavellianism</b>	<b>2.37</b>		<b>2.34</b>		<b>2.33</b>		<b>2.35</b>		<b>2.31</b>		<b>2.40</b>	
<i>M1.</i> Most people are basically good and kind. (R)	3.79	73/5	3.83	74/5	3.84	79/7	3.81	72/5	3.78	71/3	3.87	79/8*
<i>M2.</i> Generally speaking, people won't work hard unless they're forced to	2.47	21/65	2.15	13/79	2.12	12/81	2.30	17/72	2.32	17/71	2.16	13/80

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do so.												
M3. One should take action only when it is morally right. (R)	3.44	52/27	3.26	50/35	3.38	52/31	3.30	50/33	3.53	59/25	2.96***	34/46**
M4. Anyone who completely trusts anyone else is asking for trouble.	2.58	21/58	2.65	23/55	2.67	21/53	2.61	23/57	2.63	22/54	2.61	24/61
M5. It is safest to assume that all people have a vicious streak, and it will come out when they are given a chance.	2.33	15/68	2.30	14/73	2.35	12/70	2.30	15/72	2.27	13/71	2.39	17/72
M6. It is hard to get ahead without cutting corners here and there.	2.06	12/64	1.99	16/67	2.05	7/84	2.01	7/83	1.98	6/82	2.08	8/85
<b>Social Dominance Orientation</b>	<b>2.16</b>		<b>2.14</b>		<b>2.12</b>		<b>2.16</b>		<b>2.13</b>		<b>2.17</b>	
S1. No group should dominate in society. (R)	4.20	86/6	4.13	80/9	4.14	77/7	4.15	84/8	4.17	83/7	4.11	81/9
S2. Some groups of people are simply inferior to other groups.	2.02	8/76	1.90	12/81	1.98	7/79	1.93	11/79	1.93	11/79	1.94	10/80
S3. We would have fewer problems if we treated people more equally. (R)	4.05	83/11	3.89	79/10	4.05	86/7	3.91	79/11	3.98	83/10	3.87	76/11
S4. We should do what we can to equalize conditions for different groups. (R)	3.68	65/9	3.63	65/13	3.51	60/19	3.68	66/9	3.64	64/11	3.65	66/11
S5. It would be good if groups could be equal. (R)	3.71	70/9	3.75	72/12	3.93	81/9	3.68	68/11	3.76	70/14	3.69	72/9
S6. If certain groups stayed in their place, we would have fewer problems.	2.15	5/76	2.01	6/80	1.93	7/91	2.09*	5/75*	2.07	6/78	2.03	6/80
S7. To get ahead in life, it is sometimes necessary to step on other groups.	2.00	6/83	1.98	7/82	1.91	2/91	2.01	8/80	1.98	6/81	1.99	8/85
S8. Sometimes other groups must be kept in their place.												
S9. It's probably a good thing that certain groups are at the top and other groups are at the bottom.	2.30	12/64	2.28	16/67	2.40	19/67	2.26	13/66	2.24	13/67	2.37	17/65
<b>Job Engagement:</b>	<b>4.85</b>		<b>4.78*</b>		<b>4.85</b>		<b>4.79</b>		<b>4.83</b>		<b>4.75+</b>	
J1. I am committed to performing well at my job.	5.00	100/0	4.94*	98/0	4.95	100/0	4.96*	98/0	4.97	100/0	4.94*	96/0*
J2. I feel personal responsibility for my	4.92	100/0	4.86	100/0	4.91	100/0	4.87	100/0	4.89	100/0	4.86	100/0

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J3. job performance. How well I do in my job matters a great deal to me.	4.92	100/0	4.88	100/0	4.88	100/0	4.89	100/0	4.89	100/0	4.89	100/0
J4. I really care about the outcomes that result from my job performance.	4.70	100/0	4.66	100/0	4.77	100/0	4.65	100/0	4.73	100/0	4.58	100/0
J5. I invest a large part of myself into my job performance.	4.71	100/0	4.55	98/2	4.74	100/0	4.57	98/0	4.67	100/0	4.49	96/0
<b>Masculinity</b>	<b>3.03</b>		<b>3.05</b>		<b>3.11</b>		<b>3.03</b>		<b>3.05</b>		<b>3.03</b>	
A1. It's essential for a man to have the respect and admiration of everyone who knows him.	3.37	49/25	3.55	58/21	3.49	51/21	3.49	56/23	3.48	53/20	3.51	58/27
A2. Success in his work has to be a man's central goal in life.	3.20	39/33	3.37	54/25	3.35	51/28	3.30	48/28	3.37	53/25	3.21	42/32
A3. A man should always try to project an air of confidence even when he doesn't really feel confident inside.	3.74	74/11	3.72	72/9	3.76	71/10	3.72	73/10	3,74	75/9	3.71	70/11
A4. I like for a man to look somewhat tough.	2.79	17/33	2.74	15/38	2.81	21/37	2.74	14/36	2.74	14/36	2.79	18/37
A5. A real man enjoys a bit of danger now and then.	2.94	29/36	2.92	29/38	2.98	28/35	2.91	29/38	3.00	32/33	2.80	24/45
A6. It bothers me when a man does something that I consider feminine.	2.09	5/74	2.19	5/74	2.07	7/81	2.18	5/72	2.15	5/72	2.17	6/77
A7. When a man is feeling a little pain he should not let it show very much.	3.08	44/33	2.88	31/38	3.28	51/23	2.85**	31/40	2.89	34/39	3.04	38/32
<b>Ethical Conduct</b>	<b>4.70</b>		<b>4.66</b>		<b>4.68</b>		<b>4.68</b>		<b>4.67</b>		<b>4.68</b>	
E1. When deployed in the field, it is important to respect the dignity of all human beings and strictly adhere to all relevant international laws and protocols on human rights.	4.59	95/0	4.59	97/2	4.62	100/0	4.58	95/1	4.59	98/0	4.59	94/3
E2. Security personnel in the field should always take every practicable measure to minimize loss of life and destruction of property.	4.77	100/0	4.73	99/0	4.72	100/0	4.75	99/0	4.74	99/0	4.75	100/0
E3. Integrity, honesty and fairness are key guiding principles for anyone deployed in a contingency	4.83	98/2	4.76	99/0	4.79	100/0	4.78	99/1	4.80	99/0	4.75	99/1

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operation.												
E4. Violations of international humanitarian law and human rights law should always be fully investigated and, when necessary, prosecuted.	4.59	94/2	4.55	94/3	4.56	95/2	4.56	93/3	4.54	94/2	4.61	94/4
E5. Organizations should always take firm and definitive action if their employees engage in unlawful activities.	4.71	98/0	4.70	98/1	4.70	100/0	4.71	98/1	4.69	98/1	4.73	99/0
<b>Civilian Contractor Roles</b>												
C1. There are no functions performed by military personnel that, in principle, cannot be performed by a civilian contractor.	2.59	32/61	2.37	24/70	2.74	42/56	2.36*	23/70*	2.41	26/67	2.49	28/66
C2. There are certain functions performed by military personnel that should never be performed by a civilian contractor.	4.00	77/15	3.95	80/12	3.81	74/21	4.01	80/11	4.03	80/11	3.86	76/17
C3. Civilian contractors performing in combat support roles should be regarded as military professionals.	3.61	61/20	3.23*	49/30	3.44	51/21	3.34	54/28	3.48	55/21	3.15*	49/37*
C4. Civilian contractors performing in combat roles should be regarded as military professionals.	3.57	58/23	3.30+	48/27	3.47	53/19	3.37	51/28	3.52	55/20	3.15*	46/37*
C5. Civilian contractors deployed abroad should be protected by the same international treaties as the armed forces.	4.42	92/3	4.14	88/5	4.40	91/0	4.19	89/6	4.24	88/5	4.23	92/4
C6. Civilian contractors do their jobs more effectively than uniformed personnel could.	2.91	27/41	2.61	18/52	2.86	23/40	2.67	21/50	2.71	21/50	2.72	21/45
C7. Civilian contractors employed by the enemy in a combat zone should be regarded as unlawful combatants.	2.94	34/45	3.17	43/41	2.84	28/58	3.17+	43/38+	3.11	39/39	3.06	42/49*
C8. The use of civilian contractors in combat roles is compatible with	3.49	56/17	3.16	55/31*	3.28	65/23	3.27	52/27	3.37	50/26	3.42	63/27*

