Online Resource 1

Who Worries About AI at Work? Neuroticism Predicts AI Anxiety, but a Recruitment-Based Occupational Category Does Not

Current Psychology

Table S1

Sample Demographic Characteristics (N = 491)

Characteristic	*n*	%
Occupational Type		
White-collar cognitive	247	50.3
Skilled trade	244	49.7
Gender		
Man	280	57.0
Woman	203	41.3
Non-binary/gender nonconforming	8	1.6
Age		
18–24	55	11.2
25–34	155	31.6
35–44	155	31.6
45–54	77	15.7
55–64	36	7.3
65 or older	13	2.6
Education		
Less than high school diploma	1	0.2
High school diploma or GED	67	13.6
Some college, no degree	88	17.9
Associate’s degree	55	11.2
Bachelor’s degree	182	37.1
Master’s degree	84	17.1
Doctoral or professional degree	14	2.9
Job Tenure		
Less than 1 year	21	4.3
1–3 years	116	23.6
4–6 years	132	26.9
7–10 years	89	18.1
More than 10 years	133	27.1

Note. Percentages may not sum to 100 due to rounding.

Table S2

Descriptive Statistics for Study Variables (N = 491)

Variable	*M*	*SD*	Min	Max
Neuroticism	2.84	1.46	1.0	7.0
Openness to Experience	5.45	1.26	1.0	7.0
Conscientiousness	5.77	1.16	1.5	7.0
Extraversion	3.83	1.59	1.0	7.0
Agreeableness	5.49	1.16	2.0	7.0
AI Anxiety (Total)	3.39	1.25	1.0	6.9
Learning Anxiety	2.48	1.44	1.0	7.0
Job Replacement Anxiety	4.18	1.61	1.0	7.0
Sociotechnical Blindness	4.35	1.55	1.0	7.0
AI Configuration Anxiety	2.96	1.66	1.0	7.0

Note. All variables were rated on a 7-point scale. AI anxiety subscales (indented) are components of the AI Anxiety (Total) score.

Table S3

Sample Characteristics by Occupational Group

Characteristic	Skilled trade (*n* = 244)	White-collar (*n* = 247)
Gender		
Man	132 (54.1)	148 (59.9)
Woman	108 (44.3)	95 (38.5)
Non-binary/gender nonconforming	4 (1.6)	4 (1.6)
Age (years)		
18–24	34 (13.9)	21 (8.5)
25–34	73 (29.9)	82 (33.2)
35–44	78 (32.0)	77 (31.2)
45–54	36 (14.8)	41 (16.6)
55–64	15 (6.1)	21 (8.5)
65 or older	8 (3.3)	5 (2.0)
Education		
Less than high school diploma	1 (0.4)	0 (0.0)
High school diploma or GED	53 (21.7)	14 (5.7)
Some college, no degree	58 (23.8)	30 (12.1)
Associate’s degree	39 (16.0)	16 (6.5)
Bachelor’s degree	70 (28.7)	112 (45.3)
Master’s degree	19 (7.8)	65 (26.3)
Doctoral or professional degree	4 (1.6)	10 (4.0)
Years in current occupation		
Less than 1 year	16 (6.6)	5 (2.0)
1–3 years	68 (27.9)	48 (19.4)
4–6 years	63 (25.8)	69 (27.9)
7–10 years	37 (15.2)	52 (21.1)
More than 10 years	60 (24.6)	73 (29.6)

Note. Values are *n* (%) within each group. Group refers to recruitment-based occupational type.

Table S4

Descriptive Statistics for Study Variables by Occupational Group

Variable	Skilled trade (*n* = 244)	White-collar (*n* = 247)
Neuroticism	3.17 (1.55)	2.51 (1.28)
Openness	5.18 (1.29)	5.71 (1.18)
Conscientiousness	5.59 (1.16)	5.95 (1.14)
Extraversion	3.57 (1.66)	4.08 (1.49)
Agreeableness	5.32 (1.21)	5.67 (1.08)
AI Anxiety (Total)	3.45 (1.30)	3.33 (1.20)
Learning Anxiety	2.46 (1.46)	2.49 (1.42)
Job Replacement Anxiety	4.26 (1.70)	4.10 (1.53)
Sociotechnical Blindness	4.47 (1.54)	4.23 (1.55)
AI Configuration Anxiety	3.09 (1.68)	2.84 (1.64)

Note. Values are *M* (*SD*) on 7-point scales. AI anxiety subscales (indented) are components of the AI Anxiety (Total) score. Group refers to recruitment-based occupational type.

Table S5

Confirmatory Factor Analysis and Measurement Invariance of the AIAS Across Occupational Groups

Model	χ^2	*df*	CFI	RMSEA	SRMR	$\Delta\chi^2$	Δdf	*p*	ΔCFI
Single group	938.23	183	.925	.092	.063	—	—	—	—
Configural	1,179.21	366	.920	.095	.068	—	—	—	—
Metric	1,190.38	383	.920	.093	.070	11.17	17	.847	.001
Scalar	1,218.09	400	.919	.091	.070	27.71	17	.049	−.001

Note. Maximum likelihood confirmatory factor analysis of the 21-item AIAS with four correlated factors (Wang & Wang, 2022). Invariance models compare skilled trade (n = 244) and white-collar (n = 247) participants; each model is compared with the one above it. Metric = equal loadings; scalar = equal loadings and intercepts. ΔRMSEA was −.002 (metric) and −.001 (scalar). Invariance is supported when ΔCFI ≥ −.010 and ΔRMSEA ≤ .015 (Chen, 2007). The single-group model uses the full sample (N = 491); its standardized loadings ranged from .69 to .95. CFI = comparative fit index; RMSEA = root mean square error of approximation; SRMR = standardized root mean square residual.

Table S6

Reliability Estimates for Study Measures

Measure	Items	Reliability
TIPI Neuroticism	2	.790[a]
TIPI Openness	2	.661[a]
TIPI Conscientiousness	2	.710[a]
TIPI Extraversion	2	.704[a]
TIPI Agreeableness	2	.434[a]
AIAS Total	21	.949[b]
Learning Anxiety	8	.961[b]
Job Replacement Anxiety	6	.919[b]
Sociotechnical Blindness	4	.861[b]
AI Configuration Anxiety	3	.919[b]

Note. Reliability estimates are from the present sample (N = 491). TIPI = Ten-Item Personality Inventory; AIAS = Artificial Intelligence Anxiety Scale. [a]Spearman-Brown coefficient, appropriate for two-item scales (Eisinga et al., 2013). [b]Cronbach's alpha.