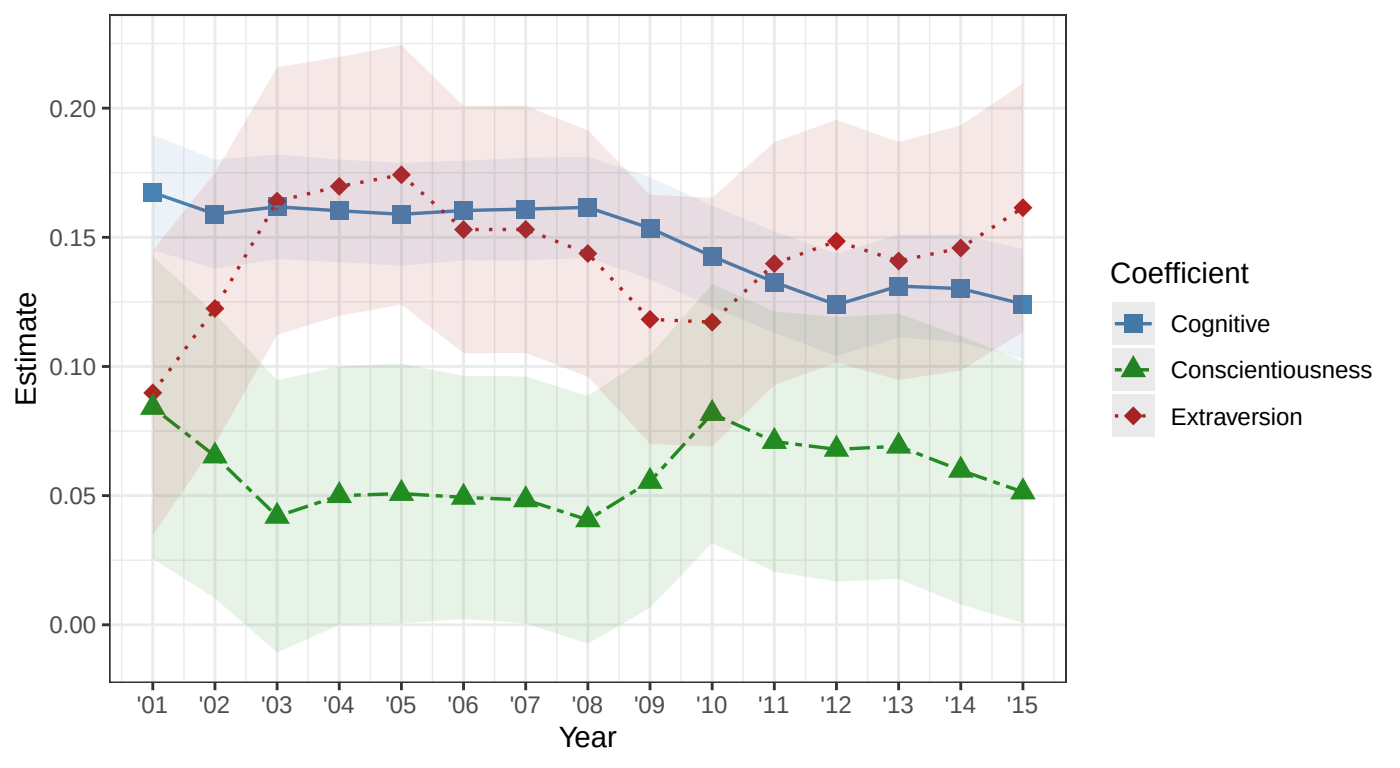
Estimate
0.20
0.15
0.10
0.05
0.00
'01
'02
'03
'04
'05
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'07
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'10
'11
'12
'13
'14
'15
Year
Coefficient
Cognitive
Conscientiousness
Extraversion