

Supplement E. Parameter estimates of the measurement invariance tests.

Table E1. Unstandardized model parameters of the configural invariance model

	Factor Loadings		Variances		Residuals		Means		Intercepts	
	NA	GER	NA	GER	NA	GER	NA	GER	NA	GER
OSpan	6.327	9.891	1.000	1.000	70.972	68.642	0.000	0.000	60.442	58.038
RSpan	11.250	13.695	1.000	1.000	54.675	21.993	0.000	0.000	54.410	54.724
SymSpan	2.958	5.190	1.000	1.000	32.242	30.499	0.000	0.000	27.100	28.610

Note. OSpan = operation span; RSpan = reading span; SymSpan = symmetry span; NA = North American; GER = German. *CFI* = 1.000, *RMSEA* = .000, *SRMR* = .000, *N* = 205.

Table E2. Unstandardized model parameters of the metric invariance model

	Factor Loadings		Variances		Residuals		Means		Intercepts	
	NA	GER	NA	GER	NA	GER	NA	GER	NA	GER
OSpan	9.693	9.693	0.498	1.000	64.999	71.577	0.000	0.000	60.434	58.038
RSpan	13.966	13.966	0.498	1.000	78.476	15.563	0.000	0.000	54.410	54.724
SymSpan	4.931	4.931	0.498	1.000	30.645	31.393	0.000	0.000	27.100	28.610

Note. OSpan = operation span; RSpan = reading span; SymSpan = symmetry span; NA = North American; GER = German. *CFI* = 1.000, *RMSEA* = .000, *SRMR* = .038, *N* = 205.

Table E3. Unstandardized model parameters of the scalar invariance model

	Factor Loadings		Variances		Residuals		Means		Intercepts	
	NA	GER	NA	GER	NA	GER	NA	GER	NA	GER
OSpan	9.559	9.559	0.499	1.000	67.842	75.272	-0.003	0.000	59.252	59.252
RSpan	14.110	14.110	0.499	1.000	76.360	11.226	-0.003	0.000	54.690	54.690
SymSpan	4.880	4.880	0.499	1.000	31.386	32.495	-0.003	0.000	27.867	27.867

Note. OSpan = operation span; RSpan = reading span; SymSpan = symmetry span; NA = North American; GER = German. *RMSEA* = .111, *CFI* = .971, *SRMR* = .058, *N* = 205.