Table A3

*Regression Results for the Indirect Effects of Study 1 and Study 2 with career role enactment of the Maker role as the dependent variable.*

|  |  |
| --- | --- |
|  | Mediator variable model (DV = Preference Maker role) |
| Predictor | Study 1*a* | Study 2*b* |
|  | *b*c | SE | *t* | *b*c | SE | *t* |
| ConstantAgeSexEducationJob zoneEmploymentNeuroticism/ Stability*d*ConscientiousnessAgreeableness/ Friendliness*e*ExtraversionOpenness to experience | 1.96-.02.22.18-.08.02.11.62.00-.01.07 | .95.01.15.09.07.01.10.13.12.09.12 | 2.06\*-1.301.482.06\*-1.081.711.054.68\*\*.01-.13.57 | 3.75.00.16-.04-.13-.01.00.02.00-.00.00 | .90.01.15.09.14.01.00.01.01.00.01 | 4.16\*\*.531.10-.49-99-.72.204.45\*\*.43-.95.34 |
|  | Dependent variable model (DV = enactment of the Maker role) |
| Predictor | Study 1 | Study 2 |
|  | *bc* | SE | *t* | *bc* | SE | *t* |
| ConstantAgeSexEducation Job zoneEmploymentPreference Maker roleNeuroticism/ StabilityConscientiousnessAgreeableness/ FriendlinessExtraversionOpenness to experience | .68.02-.01.01.09-.01.17.02.30.09.08.32 | .63.01.10.06.05.01.04.07.09.08.06.08 | 1.061.71-.13.121.87-.674.20\*\*.283.30\*\*1.181.374.23\*\* | 11.39-.123.23-.59-1.56-.123.998.822.61-.282.342.24 | 9.79.091.56.941.43.13.00.00.01.78.02.03 | 1.16-1.272.07\*-.62-1.09-.953.99\*\*8.82\*\*2.61\*\*-.282.34\*2.24\* |
|  | Indirect effects for preference in the Maker role for different personality characteristics |
|  | Study 1 | Study 2 |
|  | Effect | Boot SE | BootLLCI | BootULCI | Effect | Boot SE | BootLLCI | BootULCI |
| Neuroticism/ Stability | .02 | .02 | -.01 | .06 | .00 | .01 | -.02 | .03 |
| Conscientiousness | .11 | .04 | .04 | .20 | .06 | .02 | .02 | .12 |
| Agreeableness/ Friendliness | .00 | .02 | -.04 | .05 | .01 | .02 | -.03 | .04 |
| Extraversion | -.00 | .02 | -.03 | .03 | -.01 | .01 | -.04 | .01 |
| Openness to experience | .01 | .02 | -.03 | .06 | .01 | .02 | -.03 | .04 |

*Note.* Bootstrap (Boot) sample size = 10.000. Level of confidence interval = 95%. *aNstudy 1*= 279*, bNstudy 2*= 285. *c*Unstandardized regression coefficients. *d,e*Variables differ in the mediation model presented in Study 1 compared to Study 2, both are shown in the table.\* *p* < .05. \*\* *p* < .01.