Table A7

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

|  |  |
| --- | --- |
|  | Mediator variable model (DV = Preference Director role) |
| Predictor | Study 1*ª* | Study 2*b*  |
|  | *bc* | SE | *t* | *b c* | SE | *t* |
| ConstantAgeSexEducationJob zoneEmploymentNeuroticism/ Stability*d*ConscientiousnessAgreeableness/ Friendliness*e*ExtraversionOpenness to experience | 3.06-.01-.15.18.03-.00-.27.37-.29.27.21 | 1.27.02.20.11.10.02.14.18.16.12.15 | 2.40\*-.53-.781.59.28-.14-1.97\*2.09\*-1.802.27\*1.38 | .06.02-.16.12.11-.01.01.01-.00.02.01 | .85.01.14.08.13.01.00.00.01.00.01 | .081.93-1.161.46.85-1.132.02\*1.63-.393.76\*\*2.18\* |
|  | Dependent variable model (DV = enactment of the Director role) |
| Predictor | Study 1 | Study 2 |
|  | *bc* | SE | *t* | *bc* | SE | *t* |
| ConstantAgeSexEducation Job zoneEmploymentPreference Director roleNeuroticism/ StabilityConscientiousnessAgreeableness/ FriendlinessExtraversionOpenness to experience | .25-.01-.05.09.12.01.39-.00-.09.14.34.24 | .84.01.13.08.06.01.04.09.12.10.08.10 | .30-.49-.361.251.83.899.88\*\*-.04-.781.324.35\*\*2.37\* | -21.36.18-.772.63-.02-.297.05.12-.00-.06.22.23 | 12.86.122.111.271.94.18.93.07.07.09.06.09 | -1.661.48-.372.06-.01-1.627.61\*\*1.70-.02-.623.42\*2.43\* |
|  | Indirect effects for preference in the Director role for different personality characteristics |
|  | Study 1 | Study 2 |
|  | Effect | Boot SE | BootLLCI | BootULCI | Effect | Boot SE | BootLLCI | BootULCI |
| Neuroticism/ Stability | -11 | .07 | -.24 | .02 | .07 | .03 | .00 | .13 |
| Conscientiousness | .15 | .08 | -.01 | .31 | .06 | .04 | -.02 | .13 |
| Agreeableness/ Friendliness | -.11 | .07 | -.26 | .03 | -.02 | .04 | -.10 | .07 |
| Extraversion | .11 | .05 | .01 | .21 | .11 | .03 | .05 | .18 |
| Openness to experience | .08 | .08 | -.06 | .24 | .09 | .05 | .00 | .20 |

*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.