Table A8

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

|  |  |
| --- | --- |
|  | Mediator variable model (DV = Preference Inspirer role) |
| Predictor | Study 1*a* | Study 2*b* |
|  | *bc* | SE | *t* | *bc* | SE | *t* |
| ConstantAgeSexEducationJob zoneEmploymentNeuroticism/ Stability *d*ConscientiousnessAgreeableness/Friendliness*e*ExtraversionOpenness to experience | 1.08-.00.11.10-.21-.02.01-.07.34.43.49 | 1.25.02.19.11.09.02.14.17.16.12.15 | .86-.13.59.86-2.23\*-.90.10-.392.15\*3.64\*\*3.23\*\* | .40.02-.11.14-.03-.02-.00-.00.01.02.03 | .75.01.12.07.11.01.00.00.01.01.01 | .532.29\*-.891.85-.30-1.57\*-.57-.661.034.83\*\*5.16\*\* |
|  | Dependent variable model (DV = enactment of the Inspirer role) |
| Predictor | Study 1 | Study 2 |
|  | *bc* | SE | *t* | *bc* | SE | *t* |
| ConstantAgeSexEducation Job zoneEmploymentPreference Inspirer roleNeuroticism/ StabilityConscientiousnessAgreeableness/FriendlinessExtraversionOpenness to experience | .86.01-.05.02.15.00.26-.03.01.10.27.20 | .81.01.12.07.06.01.04.09.11.10.08.10 | 1.06.45-.37.252.33\*.146.62\*\*-.36.13.963.42\*\*2.02\* | -5.37.172.42.18-1.81-.183.74.06.07.15.32.16 | 9.59.091.57.951.44.13.78.05.05.07.05.07 | -.561.781.54.19-1.26-1.394.80\*\*1.191.272.20\*6.78\*\*2.24\*\* |
|  | Indirect effects for preference in the Inspirer role for different personality characteristics |
|  | Study 1 | Study 2 |
|  | Effect | Boot SE | BootLLCI | BootULCI | Effect | Boot SE | BootLLCI | BootULCI |
| Neuroticism/ Stability | .00 | .04 | -.07 | .09 | -.01 | .02 | -.04 | .02 |
| Conscientiousness | -.02 | .05 | -.12 | .09 | -.01 | .02 | -.05 | .02 |
| Agreeableness/Friendliness | .09 | .05 | .00 | .20 | .02 | .02 | -.02 | .08 |
| Extraversion | .11 | .04 | .05 | .20 | .07 | .02 | .03 | .12 |
| Openness to experience | .13 | .06 | .03 | .26 | .11 | .04 | .04 | .21 |

*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.