Table A9

*Study 2 Descriptives and Correlations of Variables.*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 1 Age | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2 Sex*a* | -.08 | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 Education*b* | -.19\* | .04 | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 Job zone*c* | -.14\* | -.09 | .39\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 Employment | .52\* | -.07 | -.28\*\* | -.13\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *Career Roles* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 Enactment Maker | -.05 | .21\*\* | -.10 | -.17\*\* | -.09 | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 Expert | -.05 | -.04 | .08 | .06 | -.09 | .28\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8 Presenter | -.05 | -.01 | .07 | -.01 | -.09 | .34\*\* | .23\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9 Guide | .06 | .14\* | .00 | -.03 | -.04 | .29\*\* | .06 | .58\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 10 Director | .07 | -.05 | .12 | .07 | -.15\*\* | .28\*\* | .07 | .67\*\* | .58\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |  |
| 11 Inspirer | .09 | .12\* | -.06 | -.10 | -.13\* | .39\*\* | .12\* | .70\*\* | .68\*\* | .62\*\* | 1 |  |  |  |  |  |  |  |  |  |  |  |
| 12 Preferences Maker | .04 | .12\* | -.06 | -.13\* | .01 | .35\*\* | .07 | .07 | .03 | -.02 | .08 | 1 |  |  |  |  |  |  |  |  |  |  |
| 13 Expert | .02 | -.06 | .09 | .05 | .01 | .09 | .49\*\* | -.08 | -.10 | -.13\* | -.09 | .43\*\* | 1 |  |  |  |  |  |  |  |  |  |
| 14 Presenter | -.03 | .09 | .02 | -.03 | -.13\* | .21\*\* | .16\*\* | .43\*\* | .35\*\* | .36\*\* | .43\*\* | .38\*\* | .30\*\* | 1 |  |  |  |  |  |  |  |  |
| 15 Guide | .07 | .13\* | .01 | -.01 | -.06 | .11 | .07 | .16\*\* | .44\*\* | .12\* | .28\*\* | .37\*\* | .35\*\* | .58\*\* | 1 |  |  |  |  |  |  |  |
| 16 Director | .07 | -.08 | .07 | .07 | -.08 | .22\*\* | .03 | .39\*\* | .33\*\* | .53 | .38\*\* | .38\*\* | .29\*\* | .64\*\* | .45\*\* | 1 |  |  |  |  |  |  |
| 17 Inspirer | .08 | -.02 | .06 | .02 | -.13\* | .15\* | .17\*\* | .41\*\* | .39\*\* | .40 | .49\*\* | .38\*\* | .41\*\* | .79\*\* | .65\*\* | .71\*\* | 1 |  |  |  |  |  |
| *Individual Differences* |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 18 Extraversion | -.13\* | .12\* | -.09 | -.04 | -.17\*\* | .22\*\* | .09 | .45\*\* | .47\*\* | .34\*\* | .53\*\* | -.02 | -.17\*\* | .48\*\* | .28\*\* | .28\*\* | .37\*\* | 1 |  |  |  |  |
| 19 Friendliness | .15\* | .09 | -.09 | -.04 | -.01 | .19\*\* | .04 | .24\*\* | .47\*\* | .12\* | .34\*\* | .09 | .01 | .15\* | .44\*\* | .11 | .23\*\* | .23\*\* | 1 |  |  |  |
| 20 Conscientiousness | -.01 | .21\*\* | -.07 | -.16\*\* | .02 | .54\*\* | .20\*\* | .14\* | .15\* | .04 | .14\* | .31\*\* | .23\*\* | .11 | .03 | .09 | .02 | .03 | .19\*\* | 1 |  |  |
| 21 Stability | .14\* | -.31\*\* | .00 | -.00 | -.00 | .13\* | .03 | .21\*\* | .16\*\* | .26\*\* | .17\*\* | -.00 | .00 | .04 | -.04 | .23\*\* | .13\* | .14\* | .09 | .01 | 1 |  |
| 22 Openness to experience | .09 | -.01 | -.05 | -.00 | -.09 | .28\*\* | .39\*\* | .38\*\* | .41\*\* | .32\*\* | .41\*\* | .06 | .24\*\* | .23\*\* | .20\*\* | .27\*\* | .42\*\* | .31\*\* | .34\*\* | .19\*\* | .25\*\* | 1 |
| Mean | 41 | .46 | 4.02 | 3.82 | 7.68 | 72.84 | 64.91 | 63.38 | 71.73 | 59.74 | 65.43 | 5.08 | 4.95 | 4.19 | 4.96 | 4.43 | 4.69 | 64.85 | 70.81 | 72.19 | 60.24 | 77.72 |
| SD | 9.53 | .50 | .85 | .55 | 6.60 | 15.41 | 18.01 | 16.41 | 16.64 | 19.66 | 15.69 | 1.15 | 1.11 | 1.02 | 1.09 | 1.13 | 1.06 | 17.10 | 11.33 | 13.88 | 15.21 | 11.65 |

*Note. N* = 285, *a*Sex (0= men, 1= women), *b*education (1= preliminary school, 2= high school, 3 = intermediate vocational education, 4 = higher vocational education, 5= university degree), *c*job zone (1 = little or no preparation needed, 2 = some preparation needed, 3 = medium preparation needed, 4 = considerable preparation needed, 5 = extensive preparation needed). \*p < .05 (two-tailed), \*\*p < .01 (two-tailed).