Supplemental Material 1

Included Career Success Articles (*k* = 244)

1. Abele, A. E., & Spurk, D. 2009. How do objective and subjective career success interrelate over time? *Journal of Occupational and Organizational Psychology*, 82: 803–823.
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Supplemental Material 2

Review Articles Linked to Theoretical Approach Categories from Table 2 (*k* = 244)

To develop the taxonomy of theoretical approaches, we identified and coded *theories, theoretical frameworks*, *theoretical models*, *theoretical perspectives*,or *theoretical metaphors* explicitly mentioned as theoretical explanation for the attainment of career success in the reviewed studies. If a study did not explicitly refer to a theoretical approach in this sense, but merely described specific predictor variables, we did not classify these specific variables within the taxonomy, because we did not want to confound theoretical approaches with investigated predictor variables. For example, a study that states that it investigates the attainment of career success based on *social-cognitive career theory* would be coded as using a theoretical approach based on *career agency,* while a study that includes the variable of *self-efficacy* without explicitly mentioning *social-cognitive career theory* would not be coded.

To assign a theoretical approach to a specific category, we took into account the central assumptions of the respective approach. For example, the central assumption of tournament theory is that the relative performance of an individual within a career tournament system affects their career outcomes ([Connelly, Tihanyi, Crook, & Gangloff, 2014](#_ENREF_2)). Consequently, tournament theory was coded as *(competitive) performance*. As a further example, the central assumption of social capital theories is that other individuals within the social context of a career actor provide different types of support (e.g., information, psychosocial help, or career support) that finally results in successful careers ([Seibert, Kraimer, & Liden, 2001](#_ENREF_4)). Consequently, social capital theories were coded as *social environment*. For example, [Hamori and Koyuncu (2011)](#_ENREF_3) investigated effects of international assignments on career success using *human capital theory* to build their hypotheses. Based on considerations of theoretical explanation, this article was thus classified within the human capital category. In contrast, [Andresen and Biemann (2013)](#_ENREF_1) built a specific *taxonomy of internationally mobile mangers* and used this taxonomy as basis to explain effects on career success. Consequentially, this study was classified within the *career transitions* approach.

| Reference (same order as in Supplement 1) | Theoretical Approaches: Antecedents–Career Success |  |
| --- | --- | --- |
|  | Human Capital | Roles & Identity | (Competitive) Performance | Social Environment | Work Environment | Career Agency | Stress & Coping | Stable Traits | National Culture | Person-Environment Interactions | Lifespan | Career Transitions | Hybrid Approaches | Other Approaches | Differential Hypotheses OCS/SCS | Comparing Theoretical Approaches | Study only includes outcomes |
| 1. Abele & Spurk (2009a)
 |  |  |  |  |  | x | x |  |  |  | x |  |  |  |  |  |  |
| 1. Abele & Spurk (2009b)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Abele & Wiese (2008)
 |  |  |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |
| 1. Allen (2011)
 |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Allen, Lentz & Day (2006)
 |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Andresen & Biemann (2013)
 |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |
| 1. Ardts et al. (2010)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Armstrong-Stassen (2003)
 |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Aryee, Chay & Tan (1994)
 | x | x |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Aryee et al. (1996)
 | x |  |  | x | x | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Ashby & Schoon (2010)
 |  |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Bal et al. (2015)
 |  |  |  | x | x |  |  |  |  | x | x |  |  |  |  |  |  |
| 1. Ballout (2009)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Baruch & Lavi-Steiner (2015)
 | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Baruch et al. (2005)
 | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Biemann & Braakmann (2013)
 | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blake-Beard (1999)
 |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blickle et al. (2012)
 |  |  |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Blickle et al. (2011)
 | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blickle et al. (2010)
 |  |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blickle et al. (2009a)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Blickle et al. (2009b)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Borteyrou et al. (2015)
 |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Boudreau et al. (2001)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos (2004a)
 |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos (2004b)
 | x |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos (2006)
 |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |
| 1. Bozionelos (2008)
 |  |  |  | x |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Bozionelos & Bozionelos (2010)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos & Wang (2006)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos et al. (2011)
 |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Bozionelos et al. (2016)
 |  |  |  | x |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Bretz & Judge (1994)
 |  |  |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Briscoe et al. (2012)
 |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Byrne et al. (2008)
 |  |  |  |  |  | x |  |  |  | x | x |  |  |  |  |  |  |
| 1. Chen et al. (2008)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Chênevert & Tremblay (2002)
 | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Cheramie (2013)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Cheung et al. (2016)
 |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Childs (1986)
 |  |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |
| 1. Cho & Ryu (2016)
 |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Choi et al. (2011)
 |  |  |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Chow (2002)
 |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Chudzikowski (2012)
 |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |  |
| 1. Clark & Arnold (2008)
 |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Cocchiara et al. (2010)
 | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Cochran, Wang et al. (2011)
 |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Cohen et al. (2007)
 | x | x |  | x | x |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Colakoglu (2011)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Converse et al. (2012)
 |  |  |  |  | x | x |  |  |  | x |  |  |  |  | x |  |  |
| 1. Converse et al. (2016)
 | x |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Cotton et al. (2011)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Cox & Harquail (1991)
 | x | x |  |  |  |  |  |  |  |  |  | x |  |  | x |  |  |
| 1. Dahling & Lauricella (2017)
 |  |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Day & Allen (2004)
 |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. De Haro et al. (2013)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. De Vos & Soens (2008)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. De Vos et al. (2009a)
 |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |
| 1. De Vos et al. (2011)
 | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. De Vos et al. (2009b)
 |  |  |  | x |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Dikkers et al. (2010)
 |  |  |  | x |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Dilchert & Ones (2008)
 | x |  |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |
| 1. Dolan et al. (2011)
 | x |  |  |  |  |  |  |  |  | x |  |  | x |  | x |  |  |
| 1. Dougherty et al. (2013)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Dreher & Bretz (1990)
 |  |  |  | x | x | x |  |  |  |  |  |  |  |  |  | x |  |
| 1. Dreher & Chargois (1998)
 |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Dreher & Cox (1996)
 |  | x |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Dries et al. (2008)
 |  | x |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |
| 1. Dries et al. (2009)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Eby et al. (2003)
 |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  | x |  |
| 1. Eby et al. (2006)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Enache et al. (2011)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Ensher et al. (2001)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Erdogan & Bauer (2005)
 |  |  |  |  |  |  |  | x |  | x |  |  |  |  | x |  |  |
| 1. Erdogan et al. (2004)
 |  | x |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Fang et al. (2009)
 | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Forret & Dougherty (2004)
 |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Francis-Smythe et al. (2013)
 |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Ganzach & Pazy (2015)
 |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Gao-Urhahn et al. (2016)
 |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Garcia & Costa (2014)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Gowan (2012)
 |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |
| 1. Grimland et al. (2012)
 |  |  |  |  |  |  | x |  |  |  |  |  | x |  |  |  |  |
| 1. Grote & Raeder (2009)
 |  | x |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Guan et al. (2013)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Guan et al. (2014)
 |  |  |  | x |  | x |  |  |  |  |  |  |  | x |  |  |  |
| 1. Guan et al. (2015)
 |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Guerrero et al. (2016)
 |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Gurbuz et al. (2016)
 |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Gutteridge (1973)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hamori (2007)
 | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hamori (2014)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hamori & Kakarika (2009)
 |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |
| 1. Hamori & Koyuncu (2011)
 | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Han (2010)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Harris et al. (2006)
 | x | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Harvey et al. (2007)
 |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Hayek et al. (2016)
 | x |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |
| 1. Heijde & Van Der Heijden (2006)
 | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Hennekam (2016)
 | x |  |  |  |  | x |  |  |  |  |  |  |  |  | x |  |  |
| 1. Heslin (2003)
 |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Higgins et al. (2008)
 |  |  | x |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Hill & Wilson (1996)
 |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Hirschfeld et al. (2011)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hofmans et al. (2008)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hofstetter & Cohen (2014)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Holland et al. (1987)
 |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Holtschlag et al. (2013)
 |  |  | x |  |  |  |  |  | x | x |  |  |  |  | x |  |  |
| 1. Howes (1981)
 |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Hurley & Sonnenfeld (1998)
 | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Hurley et al. (2003)
 |  |  | x | x | x |  |  |  |  |  |  |  |  | x |  |  |  |
| 1. Huttges & Fay (2015)
 |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Jansen & Vinkenburg (2006)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Jawahar & Ferris (2011)
 |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Johnson & Eby (2011)
 | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Judge & Hurst (2008)
 | x | x |  |  |  |  | x |  |  |  | x |  |  |  |  |  |  |
| 1. Judge et al. (1995)
 | x |  |  |  |  |  |  |  |  |  |  |  | x | x |  | x |  |
| 1. Judge & Bretz (1994)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judge & Cable (2004)
 |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judge & Hurst (2007)
 |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judge & Kammeyer-Mueller (2012)
 |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |
| 1. Judge et al. (1999)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Judge, Ilies & Dimotakis (2010)
 | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judge et al. (2004)
 | x | x | x | x |  | x |  |  |  |  | x |  |  |  | x | x |  |
| 1. Judge et al. (2010)
 | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Judiesch & Lyness (1999)
 | x | x |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Jung & Takeuchi (2016)
 |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Kammeyer-Mueller et al. (2008)
 |  | x |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Kapoutsis et al. (2012)
 |  |  |  | x | x |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Kim et al. (2009)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. King (2008)
 |  | x |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Kirchmeyer (1998)
 | x | x |  | x |  |  | x |  |  |  |  |  |  | x |  |  |  |
| 1. Kirchmeyer (2005)
 |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Kirchmeyer (2006)
 |  | x |  | x |  |  |  |  |  |  |  |  |  | x |  |  |  |
| 1. Koen, Klehe & Van Vianen (2012)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Körner et al. (2015)
 |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Kovalenko & Mortelmans (2014)
 |  |  |  |  |  |  |  |  |  |  |  | x |  | x |  | x |  |
| 1. Kuijpers et al. (2006)
 |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Lau et al. (2007)
 | x | x |  |  |  | x |  | x |  | x |  |  |  |  |  |  |  |
| 1. Lawrence (2011)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Leslie et al. (2012)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Lester et al. (2010)
 | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Leung et al. (2011)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Lievens et al. (2009)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Liu et al. (2009)
 |  |  |  | x |  |  | x |  | x |  |  |  |  |  |  |  |  |
| 1. Lyness & Thompson (2000)
 |  | x |  |  |  |  |  |  |  | x |  |  |  |  | x |  |  |
| 1. Lyons et al. (2015)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Mao (2004)
 | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Marcinkus et al. (2010)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Maurer & Chapman (2013)
 | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Mayrhofer et al. (2008)
 |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. McKenna et al. (2016)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Melamed (1995a)
 |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Melamed (1995b)
 | x | x |  |  |  |  |  |  |  |  |  | x |  |  |  | x |  |
| 1. Melamed (1996a)
 | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Melamed (1996b)
 | x |  |  |  | x |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Mihelic (2014)
 |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Miner (1980)
 |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  | x |  |
| 1. Moon & Choi (2016)
 |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |
| 1. Murphy & Ensher (2001)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Mussel et al. (2012)
 |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Mussel et al. (2011)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |
| 1. Nabi (2001)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Nabi (2003)
 |  |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Ngo & Li (2015)
 |  |  |  |  | x |  |  |  | x | x |  |  |  |  |  |  |  |
| 1. Ngo et al. (2013)
 |  | x |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |
| 1. Oliveira et al. (2016)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Pachulicz et al. (2008)
 |  |  |  |  |  |  |  |  |  |  |  |  | x |  | x |  |  |
| 1. Pan & Zhou (2015)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Parasuraman et al. (1996)
 |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Park (2009)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Peluchette (1993)
 |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |  |
| 1. Poole et al. (1993)
 |  |  |  |  |  |  |  | x |  |  |  |  | x |  |  |  |  |
| 1. Praskova et al. (2014)
 |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Ramaswami et al. (2016)
 | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Ramaswami et al. (2010)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Rasdi et al. (2013)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Rasdi et al. (2011)
 | x |  |  |  | x | x |  |  |  |  |  |  |  |  |  | x |  |
| 1. Reitman & Schneer (2005)
 | x |  |  |  |  | x |  |  |  |  |  | x |  |  |  |  |  |
| 1. Reitzle et al. (2009)
 |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |
| 1. Restubog et al. (2011)
 |  |  | x | x |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Rode et al. (2008)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Russ-Eft et al. (2008)
 | x |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Russo et al. (2014)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Sammarra et al. (2013)
 | x |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Sauer et al. (2013)
 |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Schneer & Reitman (1997)
 | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Seibert & Kramer (2001)
 |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Seibert et al. (1999)
 |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Seibert et al. (2001a)
 | x |  |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |
| 1. Seibert et al. (2001b)
 |  |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Shockley et al. (2016)
 |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |
| 1. Singh et al. (2009a)
 |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |  |
| 1. Singh et al. (2009b)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Smith et al. (2012)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Sosik et al. (2004)
 |  | x |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Spurk & Abele (2011)
 |  |  |  |  |  | x |  | x |  | x |  |  |  |  |  |  |  |
| 1. Spurk & Abele (2014)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  | x |  |  |
| 1. Spurk et al. (2015a)
 |  |  |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |
| 1. Spurk et al. (2015b)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Srivastava et al. (2010)
 |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpf (2010)
 |  |  | x |  |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Stumpf (2014)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpf & Tymon (2012)
 | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpf et al. (2010)
 |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpf et al. (2013)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Stumpp et al. (2010)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Taylor et al. (1996)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Tharenou & Conroy (1994)
 | x |  |  |  | x |  |  |  |  |  |  |  | x |  |  | x |  |
| 1. Tharmaseelan et al. (2010)
 | x |  |  |  |  | x |  |  | x |  |  |  |  |  | x | x |  |
| 1. Tlaiss & Mendelson (2014)
 |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |
| 1. Tolentino et al. (2013)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Traavik & Richardsen (2010)
 |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |
| 1. Tremblay et al. (2014)
 | x |  |  | x |  | x |  |  |  | x |  |  |  |  |  |  |  |
| 1. Tsui & Gutek (1984)
 |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Turban & Dougherty (1994)
 |  |  |  | x |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Tymon et al. (2011)
 |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Valcour & Ladge (2008)
 | x | x |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Valcour & Tolbert (2003)
 |  |  |  |  |  | x |  |  |  |  |  | x |  |  |  |  |  |
| 1. Vandenberghe & Panaccio (2012)
 |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Van den Born & Witteloostuijn (2013)
 |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  | x |  |
| 1. Van der Heijden et al. (2009)
 | x |  |  |  |  |  |  |  |  | x | x |  |  |  |  |  |  |
| 1. Van Dierendonck & Van der Gaast (2013)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Verbruggen (2012)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Verbruggen et al. (2015)
 |  |  | x |  |  |  |  |  |  | x | x | x |  |  |  |  |  |
| 1. Waldman & Korbar (2004)
 |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Wallace (2001)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1. Wayne et al. (1999)
 | x |  | x | x |  | x |  |  |  |  |  |  |  |  |  | x |  |
| 1. Westman & Etzion (1990)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Wiese et al. (2002)
 |  |  |  |  |  |  |  |  |  |  | x |  |  |  |  |  |  |
| 1. Wille et al. (2013)
 |  |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |
| 1. Wolff & Moser (2009)
 |  |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |
| 1. Wu et al. (2013)
 |  |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |
| 1. Wu et al. (2008)
 |  |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Xie et al. (2016)
 |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |
| 1. Haines et al. (2014)
 |  |  | x | x |  |  |  |  |  |  |  |  |  |  |  | x |  |
| 1. Yang & Chau (2016)
 |  |  |  | x |  |  |  |  | x |  |  |  |  |  |  |  |  |
| 1. Zacher (2014)
 |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |  |  |
| 1. Zacher (2015)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Zhang et al. (2015)
 |  |  |  |  |  | x |  |  |  |  |  |  |  |  |  |  |  |
| 1. Zhang & Arvey (2009)
 |  |  |  |  |  |  |  | x |  | x |  |  |  |  |  |  |  |
| 1. Zhou et al. (2016)
 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |
| 1. Zinko et al. (2012)
 | x |  |  | x |  |  |  |  |  |  |  |  |  |  | x |  |  |
| 1. Zwaan et al. (2010)
 |  |  |  |  |  | x |  |  |  |  |  |  | x |  |  |  |  |

*Note*. OCS = objective career success, SCS = subjective career success.

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Supplemental Material 3

Studies Explicitly Comparing Different Theoretical Approaches/Antecedent Classes to Predict Career Success (*k* = 23)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Reference1 | Compared theoretical approaches/antecedent classes and related measures | Key findings | Sample | A-priori hypotheses2  | Direct statistical comparison3 |
| 9 | *Demographic factors*:Age, gender, marital status, career stage, managerial level*Human capital*:Education, years in labor force, competence*Family (roles)*:Spouse’s employment status, quality of marital role, quality of parental role, integration of work-family*Work values:*Work role salience, normative commitment*Structural/work factors*:Span of responsibility, span of control, internal labor market, job discretion, performance-reward contingency | * Structural/work explained the largest portion of variance in OCC
* Work values explained the largest portion of variance in SCS
* Human capital explained relatively few portions of variance in both OCS and SCS
 | 200 managerial employees (Singapore) | No | Yes |
| 46 | *Human capital*: Perceived usefulness of degree*Social capital*: Perceived network*Perceived discrimination*: 1-item self-assessment | * Only social capital significantly related to OCS in terms of salary gain
* No effects were found for SCS in terms of job satisfaction
 | 318 business graduates (USA) | No | No |
| 48 | *Human capital*:Gender, age, marital status, education, enrichment courses*Roles*:Children, age youngest child, sex role orientation, spousal support, coping strategies*Organizational factors*:Organizational support, organizational commitment, having prior and actual mentor*Work-family factors*:Conflict in both directions | * Organizational variables and work-family variables had more consistent relations with OCS measured as promotions
* Role variables did not predict promotions beyond other variables
 | 414 teachers and principals (Israel) | No | No |
| 65 | *Psychological/motivational perspective (VIE-Theory) was contrasted against a sociological perspective (sponsored-mobility perspective)* | * Results supported the argument that individuals experiencing early career advancement are more likely than their less successful counterparts to be sponsored and provided with information and training
* Ability seems especially relevant for attaining OCS for individuals who do not signal potential in terms of early career success
 | 156 managerial professional and technical employees | No | No |
| 70 | *Knowing why*:Proactive personality, openness, career insight*Knowing whom*:Ever had a mentor, internal and external networks*Knowing how*:Career/job related skills, career identity | * The percentage of explained variance in different indicators of SCS was relatively comparable across the three predictor classes
* In dependence of the SCS indicator, knowing why and knowing how had occasionally predictive advantages compared to the other classes
 | 458 alumni from a large southeastern university (USA) | No | Yes |
| 115 | *Human capital*: Educational level, organizational tenure, breadth of work history, training experiences, and geographical mobility/international experience*Social capital*: Career enhancing relationships, managerial career support, informal network, professional associations, civic and elite club memberships, prestige of educational institutions attended*Individual differences*: Performance, personal drive/ambition, career motivation, self-monitoring, extraversion, conscientiousness*Demographic factors*:SES origins, marital status, marital type, age, skin tone | * Human capital and demographic variables explained the largest portion of variance in OCS
* Relative to variables from the other categories
* Individual differences and social capital explained comparable portions of variance in OCS
 | 247 African American males (USA) | No | Yes  |
| 117 | *Demographic factors:* Age, sex, marital status, family structure, dependent responsibilities, race*Human capital:* Board of director position, quantity/quality of education, type of education, tenure/experience, accomplishments rating*Motivational factors:* Ambition, number of nights worked, hours worked, hours of work desired, work centrality*Organizational factors:* Organization size, organization success*Industry/region factors:* Industry sector, employment region | * Human capital explained the largest portion of variance in OCS
* Organizational variables and industry did not explain variance in promotions
* Motivational and organizational variables explained the largest portion of variance in SCS
* Human capital and industry did not explain or explained only few variance in SCS
 | 1.388 executives (U.S.A) | No | Yes |
| 124 | *Universalistic perspective*: Number of student publications, number of publications in career*Particularistic perspective*: Doctoral program prestige, PhD committee publications, chair publications | * Both perspectives explained variance in OCS
* The universalistic (performance) perspective explained variance in OCS beyond the particularistic perspective
 | 154 academics (USA) | No | Yes |
| 126 | *Human capital theory:*Less career success after leaves of absence because of lowered skills and performance*Gendered organizational culture theory*: Less career success after leaves of absence independently from performance | * Gendered organizational culture theory received support
* Managers who had taken leaves of absence reported lower OCS, controlling for performance ratings (human capital)
* Gender specific focus
 | 10.584 managers (USA) | No | Yes |
| 133 | *Performance perspective of mentoring*: Effects of mentoring via number of publications*Political perspective of mentoring*: Direct effects of mentoring after controlling for performance  | * Results supported the political perspective
* Mentoring had direct effects on objective career success after controlling for performance
 | 143 academics (USA) | No | Yes |
| 137 | *Labor market segmentation theory* versus *New Career models*:Competing/opposite hypotheses regarding transitional and traditional career patterns | * Several different career patterns were identified, with positive and negative relations to OCS and SCS
* Depending on the interpretation of the career pattern and also depending on gender, the study concludes that both theories can explain parts of the empirical findings
 | 2.934 in total; 2.509 working adults (Belgium) | No | No |
| 150 | *Demographic factors:*Age, gender, ethnicity, marital status*Human capital:*Job type, occupational category, education, number years with employer, number years on job, general work motivation, work centrality, employer number full-time employees, employer industry area, employment status*Development activity and situational factors:*Development participation and work support*Personality and dispositional factors:*Big Five, proactive personality, intellect, goal orientations | * Socio-demographics + human capital explained the largest portion of variance in OCS and job satisfaction
* Development activity and situational variables explained only little additional variance, and specifically in SCS
* Personality and dispositional variables explained only additional variance in SCS
 | 289 working adults with diverse occupational background (USA) | No | Yes |
| 154 | *Human capital*: Mental ability, education level, job experience, extroversion, self-confidence, independence, toughness, self-control, marital status, parenthood*Career options*:Job type, occupational level, dumber of different employers and jobs in career*Opportunity structure*: Unemployment rate in region, regional job vacancies, average regional wage, organization size, industry type, industrial sector, occupational prosperity and growth, line or staff job | * Human capital, career options, and opportunity structure showed different relative predictive power to different forms of OCS (salary vs. managerial level)
* Results also partially different between men and women
* No clear conclusion about relative importance of approaches can be made
 | 136 managers; 324 full-time employees (UK) | No | Yes |
| 155 | *Human capital*: Mental ability, education level, extroversion, self-confidence, independence, toughness, self-control, marital status, parenthood*Career options*: Tenure, frequency of changing employer, frequency of changing jobs*Opportunity structure*:Average wage in region, unemployment rate in region, number of vacant jobs in region, promotion opportunities, line or staff job | * Human capital and career options explained larger amounts of variance in OCS compared to opportunity structures
* Some gender moderation effects were found
 | 136 managers; 324 full-time employees (UK) | No | Yes |
| 158 | *Professional inducement theory*: Knowledge, status, independence, providing help, professional commitment*Hierarchical inducement theory*: Authority figures, competition, imposing wishes, standing out, administrative functions | * More support for professional inducement as predictor of OCS
* Variables representing the professional inducement theory were more consistently and significantly related to OCS
* Variables representing the hierarchical inducement theory were largely unrelated to OCS
 | 112 professors (USA) | No | No |
| 172 | *Demographic factors*:Age, gender, family size, marital status*Individual factors*: Self-esteem, sense of competence*Family factors*: Multiple role stress*Organizational factors*:Availability of resources, networking*(Investigated variables not always clearly linked to the approaches)* | * Individual factors were most relevant for predicting SCS
* Self-esteem explained the largest portion of variance in SCS, followed by sense of competence
* All other factors explained unique portions of variance, which however were relatively small
 | 430 full-time faculty member (USA) | No | Yes |
| 178 | *Demographic factors*: Gender, marital status, number of children*Human capital factors*: Educational level, tenure in organization*Individual factors*: Occupational self-efficacy, self-esteem, career aspirations, work centrality*Structural factors*: Organizational support, organizational socialization*Behavioral factors*: Individual career management, networking behaviors, computer skills | * OCS and SCS were predicted by variables belonging to different theoretical approaches
* OCS was stronger explained by demographic factors and human capital
* SCS was stronger explained by individual, structural, and demographic factors
 | 288 managers (Malaysia) | No | Yes |
| 193 | *Mentoring capital:*Having a mentor*Human capital*:Education, training and development, challenging assignments*Agentic capital*:Behaviors initiated by employees to fulfill career-related objectives or goals*Developmental network capital*: Career encouragement and support provided by co-workers and senior colleagues | * Mentoring capital explained significant incremental variance in *promotions* and *advancement expectations* beyond the other forms of capital
* Mentoring capital did *not* explain significant incremental variance in *salary* and *career satisfaction* beyond the other forms of capital
* Findings depend on type of OCS and SCS indicators
 | 236 employees(Australia, North America, Britain, Nigeria) | No | Yes |
| 209 | *Situation-centered approach*:Several variables of work situation (e.g., length of career ladder, training opportunities) and home situation (e.g., role conflict, financial responsibility) *Person-centered approach*:Several variables related to attitudes (e.g., self-confidence), work demographics (human capital, e.g., education), and early socialization (e.g., relationships with parents) | * Work situation explained the largest portion of variance in promotions and managerial level
* Home situation explained relatively few portions of variance in both OCS indicators
* Work demographics (human capital) explained relatively large portions of variance in managerial level
 | 1.270 supervisors to general managers/chief executives(Australia) | No | Yes |
| 210 | *Human capital*:English language ability, educational level, years of work experience, overseas experience, subjective relevance of prior working knowledge*Motivational factors:*Motives of exploration, escaping, family building, financial betterment, career building*Social integration:*Length of time in host country, extent of acculturation, perceived social support*Career self-management*:Career strategies (career planning, networking, information seeking, mentoring, career flexibility and extended time involvement), effort towards career, education in host country | * Human capital, social integration, and career management, but not motivation explained unique portions of variance in OCS and SCS
* Effects were generally stronger for OCS than for SCS
* Human capital had stronger effects than career self-management for both forms of career success
 | 210 immigrants from Sri Lanka (to New Zealand) | No | Yes |
| 221 | *Human capital*: Work experience, education level, training*Social capital*: Network characteristics, networking activities *Personal capital*: career insight, proactiveness, openness*Market factors*: Profession, geographic location*Business strategies*: Self-report on specific scale*Motivation capital*:Motivated by (a) autonomy and professionalism, (b) challenge and money, and (c) work–life balance and flexibility | * Human capital, market factors, and social capital explained the largest portions of variance in OCS
* Personal capital, business strategies, and social capital explained the largest portion of variance in SCS
* Motivational capital explained comparably small portions of variance in both forms of success
 | 1.612 freelancers (Netherlands) | No | Yes |
| 228 | *Contest mobility*: Human capital (education level, job tenure, organizational tenure, training), motivation (hours worked, desire for mobility, and career planning)*Sponsored mobility*: LMX, supervisor mentoring | * Generally, sponsored mobility variables predicted OCS but not SCS beyond contest mobility variables
* However, there were divergent results for OCS and SCS for specific variables within these theoretical approach categories
 | 570 employees 289 supervisors (both USA) | No | Yes |
| 236 | *Sponsored mobility*: Subjective person-organization fit; organizational sponsorship*Contest mobility*: External marketability | * SCS was significantly predicted by variables from both theoretical perspectives
 | 546 full time employees (Canada) | No | No |

*Note*. OCS = objective career success, SCS = subjective career success. 1 Numbers are matched to the full reference list in Supplemental Material 1. 2 A-priori hypotheses regarding the relative predictive power of the different approaches in predicting either OCS or SCS. 3 A direct statistical comparison should allow conclusions about the relative importance of different approaches (coded examples for yes: hierarchical regression analyses, dominance analyses, structural equation modeling with model fit comparisons, coded examples for no: correlation analyses, mean differences, path analyses without reference to explained variance or model comparisons).