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* | |
| Constant  Age  Sex  Education  Job zone  Employment  Neuroticism/ Stability*d*  Conscientiousness  Agreeableness/ Friendliness*e*  Extraversion  Openness 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\*  -1.30  1.48  2.06\*  -1.08  1.71  1.05  4.68\*\*  .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\*\*  .53  1.10  -.49  -99  -.72  .20  4.45\*\*  .43  -.95  .34 | |
|  | Dependent variable model (DV = enactment of the Maker role) | | | | | | | | | | | | | | |
| Predictor | Study 1 | | | | | | | Study 2 | | | | | | | |
|  | *bc* | | SE | | | *t* | | *bc* | | | | SE | | *t* | |
| Constant  Age  Sex  Education  Job zone  Employment  Preference Maker role  Neuroticism/ Stability  Conscientiousness  Agreeableness/ Friendliness  Extraversion  Openness 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 | | | 1.06  1.71  -.13  .12  1.87  -.67  4.20\*\*  .28  3.30\*\*  1.18  1.37  4.23\*\* | | 11.39  -.12  3.23  -.59  -1.56  -.12  3.99  8.82  2.61  -.28  2.34  2.24 | | | | 9.79  .09  1.56  .94  1.43  .13  .00  .00  .01  .78  .02  .03 | | 1.16  -1.27  2.07\*  -.62  -1.09  -.95  3.99\*\*  8.82\*\*  2.61\*\*  -.28  2.34\*  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.