

Measures

Exploration Behavior Scale (original version in German)

During task completion...

1. ... I searched for new opportunities.
2. ... I considered various perspectives.
3. ... I used unconventional ways.
4. ... I tried to think in different directions.
5. ... I questioned established standards.
6. ... in my thoughts, I experimented with diverse options.
7. ... I followed different approaches.
8. ... I made suggestions that are connected to a risk.
9. ... I flexibly dealt with different ideas.
10. ... I approached problems in an unbiased way. (excluded due to low discriminatory power)
11. ... I searched for new solutions to the given task.
12. ... I made an effort to find novel solutions.

Exploitation Behavior Scale (original version in German)

During task completion...

1. ... I completed activities, for which I knew exactly what to do.
2. ... I completed activities for which I could fall back on my existing knowledge.
3. ... I considered the department's existing standards.
4. ... I preceded goal-oriented.
5. ... I was oriented on proven methods.
6. ... I often trusted established routines.
7. ... I used methods that were successful in the past.
8. ... I preceded systematically.
9. ... I operated on existing knowledge regularly.
10. ... I searched for the most efficient way to reach a solution.