

Table S1: Construct measures and factor loading

Constructs	Items	Factor loading
Task-oriented personal initiative (Frese et al., 1997)	1. I actively attack problem	.82
	2. Whenever something goes wrong, I search for a solution immediately	.70
	3. Whenever there is a chance to get actively involved, I take it	.93
	4. I take initiative immediately even when others don't	.92
	5. I use opportunities quickly in order to attain my goals	.88
	6. Usually I do more than I am asked to do	.79
	7. I am particularly good at realizing ideas	.71
Relationship-oriented personal initiative (Zhao et al., 2010)	1. I actively make friends with people working in government	.69
	2. In many situations I initiate talks with strangers to expand my social circle	.74
	3. I try my best to associate with successful people	.84
	4. I actively improve my interpersonal skills	.80
	5. I spend a lot of time and money building up broad social networks for future use	.72
Entrepreneurial self-efficacy (McGee et al., 2009)	I have confidence in my ability to...	.81
	1. Brainstorm (come up with) a new idea for a product or service	.79
	2. Identify the need for a new product or service	.79
	3. Design a product or service that will satisfy customer needs and wants	.82
	4. Estimate customer demand for a new product or service	.81
	5. Determine a competitive price for a new product or service	.72
	6. Estimate the amount of start-up funds and working capital necessary to start my business	.71
	7. Design an effective marketing/advertising campaign for a new product or service	.71
	8. Get others to identify with and believe in my vision and plans for a new business	.78
	9. Network—i.e., make contact with and exchange information with others	.76
10. Clearly and concisely explain verbally/in writing my business idea in everyday terms	.76	

Constructs	Items	Factor loading
Entrepreneurial self- efficacy (McGee et al., 2009)	11. Supervise employees	.83
	12. Recruit and hire employees	.82
	13. Delegate tasks and responsibilities to employees in my business	.82
	14. Deal effectively with day-to-day problems and crises	.83
	15. Inspire, encourage, and motivate my employees	.79
	16. Train employees	.79
	17. Organize and maintain the financial records of my business	.83
	18. Manage the financial assets of my business	.82
	19. Read and interpret financial statements	.78
Entrepreneurial intention (Chen et al., 1998)	1. I am not interested in setting up my own business	.82
	2. I have considered setting up my own business	.84
	3. I have been preparing to set up my own business	.80
	4. I am going to try hard to set up their own business	.69
	5. I am likely to set up my own business soon	.77