

Supplementary Materials

Table S1. Fit indices of structural equation models used to test the predictive validity of crafting leadership – Study 1 (N = 2137) and Study 2 (N = 1507).

Model	Model fit					
	χ^2	df	RMSEA	CFI	TLI	SRMR
Crafting leadership, strength-based leadership, needs-supplies fit						
Measurement model	2966.96*	298	.06	.96	.95	.08
Structural model 1 (Needs-supplies fit on strength-based leadership)	2971.95*	299	.06	.95	.95	.08
Structural model 2 (Needs-supplies fit on strength-based leadership and crafting leadership)	2966.96*	298	.06	.96	.95	.08
Crafting leadership, strength-based leadership, meaningful work						
Measurement model	3258.99*	376	.06	.95	.95	.07
Structural model 1 (Meaningful work on strength-based leadership)	3256.90*	377	.06	.95	.95	.07
Structural model 2 (Meaningful work on strength-based leadership and crafting leadership)	3258.99*	376	.06	.95	.95	.07
Crafting leadership, strength-based leadership, turnover intentions						
Measurement model	2924.84*	298	.06	.96	.95	.08
Structural model 1 (turnover intentions on strength-based leadership)	2955.42*	299	.06	.96	.95	.08
Structural model 2 (turnover intentions on strength-based leadership and crafting leadership)	2924.84*	298	.06	.96	.95	.08
Crafting leadership, servant leadership, needs-supplies fit						
Measurement model	3970.98*	690	.05	.96	.96	.02
Structural model 1 (needs-supplies fit on servant leadership)	3988.48*	691	.05	.96	.95	.02
Structural model 2 (needs-supplies fit on servant leadership and crafting leadership)	3970.98*	690	.05	.96	.96	.02
Crafting leadership, servant leadership, meaningful work						
Measurement model	4450.29*	807	.05	.96	.95	.03

Model	Model fit					
	χ^2	df	RMSEA	CFI	TLI	SRMR
Structural model 1 (meaningful work on servant leadership)	4452.93*	808	.05	.96	.95	.03
Structural model 2 (meaningful work on servant leadership and crafting leadership)	4450.29*	807	.05	.96	.95	.03
Crafting leadership, servant leadership, turnover intentions						
Measurement model	4005.71*	690	.05	.96	.95	.03
Structural model 1 (turnover intentions on servant leadership)	4010.28*	691	.05	.96	.95	.03
Structural model 2 (turnover intentions on servant leadership and crafting leadership)	4005.71*	690	.05	.96	.95	.03
Crafting leadership, transformational leadership, promotion-oriented job crafting						
Measurement model	3364.35*	855	.04	.94	.93	.04
Structural model 1 (promotion-oriented job crafting on transformational leadership)	3379.30*	856	.04	.94	.93	.04
Structural model 2 (promotion-oriented job crafting on transformational leadership and crafting leadership)	3364.35*	855	.04	.94	.93	.04
Crafting leadership, transformational leadership, prevention-oriented job crafting						
Measurement model	3169.22*	735	.05	.94	.93	.04
Structural model 1 (prevention-oriented job crafting on transformational leadership)	3181.56*	736	.05	.94	.93	.05
Structural model 2 (prevention-oriented job crafting on transformational leadership and crafting leadership)	3169.22*	735	.05	.94	.93	.04
Crafting leadership, transformational leadership, work engagement						
Measurement model	2926.22*	624	.05	.94	.93	.05
Structural model 1 (work engagement on transformational leadership)	2929.06*	625	.05	.94	.93	.05
Structural model 2 (work engagement on transformational leadership and crafting leadership)	2926.22*	624	.05	.94	.93	.05

Note. * $p < .001$, χ^2 = chi-square test of model fit; CFI = Comparative Fit Index; TLI = Tucker-Lewis Index; RMSEA = Root Mean Square Error of Approximation; SRMR = Standardized Root Mean Squared Residual.