

Variable		1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	
Self-Report Visual Analog Scales	1. Gender	Correlation	1									
		Sig. (2-tailed)										
		N	181									
	2. Age	Correlation	-.149*	1								
		Sig. (2-tailed)	0.045									
		N	181	181								
	3. Ethical and Social Responsibility_Self	Correlation	.158*	0.074	1							
		Sig. (2-tailed)	0.035	0.327								
		N	178	178	178							
	4. Civility_Self	Correlation	.156*	0.048	.227**	1						
	Sig. (2-tailed)	0.036	0.520	0.002								
	N	180	180	178	180							
5. Self-leadership_Self	Correlation	0.110	-.149*	.195**	0.081	1						
	Sig. (2-tailed)	0.145	0.047	0.009	0.279							
	N	178	178	176	178	178						
6. Team Management_Self	Correlation	-0.034	0.019	.186*	0.144	.238**	1					
	Sig. (2-tailed)	0.648	0.797	0.013	0.055	0.001						
	N	178	178	177	178	177	178					
7. Vision and Strategy_Self	Correlation	-0.082	0.031	.311**	0.099	.360**	.545**	1				
	Sig. (2-tailed)	0.279	0.686	0.000	0.192	0.000	0.000					
	N	177	177	175	177	176	176	177				
8. Creativity and Innovation_Self	Correlation	-.158*	0.104	.322**	-0.026	.392**	.397**	.603**	1			
	Sig. (2-tailed)	0.036	0.168	0.000	0.736	0.000	0.000	0.000				
	N	176	176	176	176	175	176	175	176			
9. Communication and Interpersonal Influence_Self	Correlation	-0.018	-0.015	.175*	.279**	.258**	.416**	.368**	.262**	1		
	Sig. (2-tailed)	0.807	0.838	0.019	0.000	0.001	0.000	0.000	0.000			
	N	179	179	178	179	177	177	176	176	179		
10. Average Self-Report Leadership (OVER_Tot)	Correlation	0.020	0.035	.521**	.392**	.573**	.687**	.795**	.722**	.619**	1	
	Sig. (2-tailed)	0.788	0.637	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
	N	180	180	178	180	178	178	177	176	179	180	
Supervisor-Report Visual Analog Scales	11. Supervisor Ethical and Social Responsibility	Correlation	0.104	-0.064	-0.111	0.131	0.060	-0.113	0.006	-0.067	0.010	-0.025
		Sig. (2-tailed)	0.233	0.468	0.205	0.133	0.496	0.197	0.950	0.446	0.913	0.776
		N	132	132	132	132	132	132	130	131	132	132
	12. Supervisor Civility	Correlation	.215*	-0.147	-0.007	.332**	0.043	-0.023	0.020	-0.079	0.113	0.068
	Sig. (2-tailed)	0.013	0.092	0.939	0.000	0.624	0.792	0.824	0.371	0.197	0.436	
	N	132	132	132	132	132	132	130	131	132	132	
	13. Supervisor Self-leadership	Correlation	-0.027	-0.119	-0.153	-0.094	0.068	-0.084	-0.049	-0.084	-0.155	-0.114
	Sig. (2-tailed)	0.759	0.178	0.082	0.290	0.440	0.344	0.586	0.345	0.079	0.196	
	N	130	130	130	130	130	130	128	129	130	130	

Variable		1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	
Supervisor-Report Visual Analog Scales	14. Supervisor Team Management	Correlation	0.094	0.025	-.176*	-0.063	0.005	-0.110	-0.099	-0.124	-0.108	-0.149
		Sig. (2-tailed)	0.296	0.785	0.048	0.485	0.953	0.218	0.272	0.168	0.230	0.096
		N	126	126	126	126	126	126	124	125	126	126
	15. Supervisor Vision and Strategy	Correlation	-0.047	-0.035	-0.130	-0.046	-0.052	-0.144	-0.073	-0.041	-0.046	-0.115
		Sig. (2-tailed)	0.619	0.706	0.163	0.622	0.583	0.122	0.437	0.660	0.623	0.220
		N	116	116	116	116	116	116	114	115	116	116
	16. Supervisor Creativity and Innovation	Correlation	-0.051	-0.024	-.222*	-0.124	-0.083	-0.119	-0.017	-0.044	-0.083	-0.142
		Sig. (2-tailed)	0.580	0.799	0.015	0.178	0.370	0.197	0.854	0.633	0.372	0.124
		N	119	119	119	119	119	119	117	118	119	119
	17. Supervisor Communication and Interpersonal Influence	Correlation	0.109	-0.103	-0.143	0.133	-0.009	-0.067	-0.006	-.182*	0.041	-0.057
		Sig. (2-tailed)	0.218	0.247	0.105	0.133	0.917	0.448	0.942	0.040	0.647	0.518
		N	129	129	129	129	129	129	127	128	129	129
18. Average supervisor Ratings	Correlation	0.091	-0.088	-.175*	0.051	-0.001	-0.127	-0.051	-0.124	-0.060	-0.110	
	Sig. (2-tailed)	0.298	0.315	0.045	0.564	0.992	0.147	0.565	0.159	0.494	0.211	
	N	132	132	132	132	132	132	130	131	132	132	
Self-Report Trait and Behavior Measures	19. Sincerity scale score	Correlation	-0.026	0.136	.320**	0.216	0.215	0.033	0.215	.251*	0.035	.275*
		Sig. (2-tailed)	0.817	0.221	0.003	0.051	0.052	0.765	0.052	0.023	0.754	0.013
		N	82	82	82	82	82	82	82	82	82	82
	20. Fairness scale score	Correlation	0.124	0.032	0.179	.223*	0.171	-0.006	0.203	0.125	0.047	0.200
		Sig. (2-tailed)	0.267	0.776	0.108	0.044	0.125	0.956	0.067	0.264	0.673	0.072
		N	82	82	82	82	82	82	82	82	82	82
	21. Ethical leadership scale score	Correlation	-0.041	0.174	.352**	0.154	0.044	0.150	0.170	0.136	0.131	.249*
		Sig. (2-tailed)	0.697	0.096	0.001	0.142	0.676	0.154	0.106	0.198	0.218	0.017
		N	92	92	91	92	92	92	92	91	91	92
	22. Forgiveness scale score	Correlation	0.130	0.003	-0.003	0.195	0.003	-0.125	0.080	0.075	0.180	0.098
		Sig. (2-tailed)	0.242	0.978	0.978	0.077	0.979	0.262	0.470	0.501	0.103	0.378
		N	83	83	83	83	83	83	83	83	83	83
	23. Patience scale score	Correlation	-0.090	0.046	-0.092	0.206	0.003	-.223*	-0.023	0.096	0.058	0.007
		Sig. (2-tailed)	0.419	0.678	0.407	0.062	0.980	0.043	0.833	0.388	0.601	0.952
		N	83	83	83	83	83	83	83	83	83	83
24. Civility scale score	Correlation	0.060	-0.041	0.087	0.178	0.127	0.029	0.186	0.095	0.221	0.214	
	Sig. (2-tailed)	0.625	0.741	0.481	0.146	0.301	0.816	0.132	0.443	0.070	0.080	
	N	68	68	68	68	68	68	67	67	68	68	
25. Diligence scale score	Correlation	.251*	-0.101	.253*	0.141	.460**	0.114	.510**	.398**	0.019	.437**	
	Sig. (2-tailed)	0.021	0.363	0.020	0.200	0.000	0.300	0.000	0.000	0.864	0.000	
	N	84	84	84	84	84	84	84	84	84	84	

<i>Variable</i>		1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	
Self-Report Trait and Behavior Measures	26. Organization scale score	Correlation	.275*	-0.120	0.008	0.146	.297**	-0.043	0.181	0.047	0.063	0.156
		Sig. (2-tailed)	0.011	0.278	0.940	0.186	0.006	0.697	0.100	0.670	0.571	0.157
		N	84	84	84	84	84	84	84	84	84	84
	27. Learning goal orientation scale score	Correlation	-0.001	-0.047	.238*	0.083	.318**	-0.011	.362**	.351**	-0.119	.294**
		Sig. (2-tailed)	0.996	0.677	0.034	0.464	0.004	0.924	0.001	0.002	0.292	0.008
		N	80	80	80	80	80	80	78	79	80	80
	28. Initiating scale score	Correlation	-0.061	.248*	0.132	0.164	0.026	.272*	.218*	.223*	0.177	.299**
		Sig. (2-tailed)	0.574	0.021	0.226	0.130	0.812	0.011	0.044	0.039	0.103	0.005
		N	87	87	86	87	86	87	86	86	86	87
	29. Consideration scale score	Correlation	0.004	-0.116	.355**	.282*	.363**	0.202	.274*	.263*	0.212	.444**
		Sig. (2-tailed)	0.969	0.310	0.001	0.012	0.001	0.074	0.015	0.020	0.061	0.000
		N	79	79	79	79	79	79	78	78	79	79
	30. Strategic leadership scale score	Correlation	-0.025	-0.074	0.153	0.121	.278**	.256*	.364**	.434**	.270*	.443**
		Sig. (2-tailed)	0.815	0.494	0.157	0.263	0.009	0.017	0.001	0.000	0.011	0.000
		N	87	87	87	87	86	87	86	86	87	87
	31. Transformational Leadership scale score	Correlation	-0.034	-0.150	0.212	0.065	.259*	.344**	.450**	.301**	.453**	.492**
		Sig. (2-tailed)	0.767	0.188	0.062	0.571	0.021	0.002	0.000	0.007	0.000	0.000
		N	79	79	78	79	79	79	78	78	78	79
	32. Openness creativity scale score	Correlation	.280*	0.130	0.157	-0.046	0.142	-0.117	0.035	0.220	0.043	0.106
		Sig. (2-tailed)	0.012	0.251	0.164	0.687	0.208	0.301	0.758	0.050	0.704	0.348
		N	80	80	80	80	80	80	79	80	80	80
	33. Openness unconventional scale score	Correlation	-0.045	0.079	-0.061	-.231*	-0.185	-.229*	-0.022	0.031	-0.012	-0.136
		Sig. (2-tailed)	0.692	0.486	0.588	0.039	0.101	0.041	0.847	0.784	0.919	0.230
		N	80	80	80	80	80	80	79	80	80	80
	34. Propensity to innovate scale score	Correlation	-0.130	0.102	0.123	-0.091	0.200	.313**	.441**	.534**	0.159	.417**
		Sig. (2-tailed)	0.229	0.344	0.256	0.399	0.062	0.003	0.000	0.000	0.140	0.000
		N	88	88	87	88	88	88	87	87	87	88
	35. Social boldness scale score	Correlation	-0.040	0.067	0.014	-0.083	0.163	0.100	0.034	0.145	.303**	0.156
		Sig. (2-tailed)	0.721	0.544	0.898	0.455	0.142	0.369	0.761	0.198	0.006	0.159
		N	83	83	82	83	83	83	82	81	82	83
	36. Sociability scale score	Correlation	0.041	0.045	0.125	0.041	.224*	0.135	0.161	0.107	0.186	.224*
		Sig. (2-tailed)	0.714	0.686	0.264	0.713	0.042	0.223	0.148	0.341	0.095	0.042
		N	83	83	82	83	83	83	82	81	82	83
	37. Political skill scale score	Correlation	0.155	-0.202	.222*	0.099	.353**	0.201	.257*	.258*	.240*	.361**
		Sig. (2-tailed)	0.156	0.063	0.041	0.367	0.001	0.065	0.019	0.018	0.027	0.001
		N	85	85	85	85	85	85	83	84	85	85
38. SEGUE clinical framework scale score	Correlation	-0.060	-0.055	0.119	0.226	-0.007	0.047	0.007	0.049	0.010	0.082	
	Sig. (2-tailed)	0.617	0.642	0.316	0.055	0.956	0.695	0.953	0.681	0.932	0.490	
	N	73	73	73	73	73	73	71	72	73	73	

<i>Variable</i>			1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
Performance Measures	39. Performance Measure	Correlation	0.067	-0.200	-.203*	0.052	0.132	0.018	-0.008	-0.070	-0.122	-0.062
	1- standardized	Sig. (2-tailed)	0.515	0.050	0.049	0.612	0.201	0.865	0.942	0.500	0.238	0.547
		N	96	96	95	96	95	95	94	94	96	96
	40. Performance Measure	Correlation	0.064	-0.144	-0.079	0.025	-0.029	0.040	0.003	-0.091	-0.080	-0.040
	2- standardized	Sig. (2-tailed)	0.441	0.079	0.343	0.764	0.723	0.635	0.972	0.276	0.334	0.628
		N	149	149	147	149	148	147	146	145	148	149
	41. Mean Performance	Correlation	0.102	-.192*	-0.115	-0.001	-0.001	-0.002	-0.025	-0.085	-0.123	-0.083
		Sig. (2-tailed)	0.202	0.016	0.154	0.988	0.992	0.979	0.761	0.295	0.127	0.301
		N	157	157	155	157	155	155	154	153	156	157

Variable		11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	
Supervisor-Report Visual Analog Scales	11. Supervisor Ethical and Social Responsibility	Correlation	1									
		Sig. (2-tailed)										
		N	132									
	12. Supervisor Civility	Correlation	.727**	1								
		Sig. (2-tailed)	0.000									
		N	132	132								
	13. Supervisor Self-leadership	Correlation	.530**	.392**	1							
		Sig. (2-tailed)	0.000	0.000								
		N	130	130	130							
	14. Supervisor Team Management	Correlation	.396**	.273**	.644**	1						
		Sig. (2-tailed)	0.000	0.002	0.000							
		N	126	126	126	126						
15. Supervisor Vision and Strategy	Correlation	.238*	0.093	.519**	.818**	1						
	Sig. (2-tailed)	0.010	0.320	0.000	0.000							
	N	116	116	116	114	116						
16. Supervisor Creativity and Innovation	Correlation	.256**	0.030	.446**	.751**	.888**	1					
	Sig. (2-tailed)	0.005	0.743	0.000	0.000	0.000						
	N	119	119	119	117	112	119					
17. Supervisor Communication and Interpersonal Influence	Correlation	.533**	.491**	.461**	.654**	.609**	.583**	1				
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000					
	N	129	129	127	123	115	117	129				
18. Average supervisor Ratings	Correlation	.647**	.513**	.733**	.887**	.843**	.809**	.819**	1			
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000				
	N	132	132	130	126	116	119	129	132			
Self-Report Trait and Behavior Measures	19. Sincerity scale score	Correlation	-0.053	0.038	-0.026	-0.118	-0.035	-0.121	-0.087	-0.093	1	
		Sig. (2-tailed)	0.679	0.767	0.842	0.366	0.799	0.369	0.497	0.470		
		N	63	63	63	61	56	57	63	63	82	
	20. Fairness scale score	Correlation	0.121	0.076	0.196	-0.117	-0.138	-0.246	0.035	-0.023	.351**	1
		Sig. (2-tailed)	0.343	0.554	0.124	0.371	0.309	0.065	0.787	0.856	0.001	
		N	63	63	63	61	56	57	63	63	82	82
	21. Ethical leadership scale score	Correlation	0.029	-0.004	-0.140	-0.156	-0.214	-0.185	-0.110	-0.142	0.207	-0.035
		Sig. (2-tailed)	0.814	0.974	0.250	0.206	0.098	0.147	0.372	0.241	0.199	0.829
		N	70	70	69	67	61	63	68	70	40	40
	22. Forgiveness scale score	Correlation	0.140	.304*	0.187	0.235	0.206	0.084	0.134	0.227	.456**	.385*
		Sig. (2-tailed)	0.299	0.022	0.168	0.087	0.146	0.559	0.324	0.089	0.008	0.027
		N	57	57	56	54	51	51	56	57	33	33
23. Patience scale score	Correlation	0.199	0.145	0.236	0.016	0.084	-0.009	0.143	0.152	0.313	.458**	
	Sig. (2-tailed)	0.137	0.281	0.080	0.906	0.558	0.948	0.293	0.258	0.076	0.007	
	N	57	57	56	54	51	51	56	57	33	33	

<i>Variable</i>		11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	
Self-Report Trait and Behavior Measures	24. Civility scale score	Correlation	0.167	.284*	-0.046	-0.077	-0.221	-0.154	0.049	0.018	.359*	.528**
		Sig. (2-tailed)	0.236	0.042	0.747	0.593	0.144	0.308	0.733	0.902	0.044	0.002
		N	52	52	52	50	45	46	51	52	32	32
	25. Diligence scale score	Correlation	0.090	0.132	0.132	0.088	0.008	-0.015	0.068	0.082	0.194	.461**
		Sig. (2-tailed)	0.491	0.310	0.316	0.511	0.957	0.918	0.604	0.532	0.263	0.005
		N	61	61	60	58	51	52	60	61	35	35
	26. Organization scale score	Correlation	-0.039	-0.046	0.023	-0.186	-0.133	-0.217	0.024	-0.118	0.080	0.117
		Sig. (2-tailed)	0.763	0.722	0.864	0.163	0.352	0.123	0.858	0.364	0.649	0.503
		N	61	61	60	58	51	52	60	61	35	35
	27. Learning goal orientation scale score	Correlation	0.048	0.031	0.124	-0.031	0.035	0.185	-0.054	0.070	0.238	0.368
		Sig. (2-tailed)	0.713	0.811	0.341	0.811	0.797	0.168	0.683	0.590	0.223	0.054
		N	61	61	61	60	56	57	60	61	28	28
	28. Initiating scale score	Correlation	.282*	0.198	0.026	0.072	-0.119	-0.072	0.046	0.086	-0.217	-0.150
		Sig. (2-tailed)	0.029	0.130	0.844	0.598	0.404	0.610	0.737	0.514	0.191	0.368
		N	60	60	59	56	51	52	57	60	38	38
	29. Consideration scale score	Correlation	0.095	0.194	0.235	0.104	-0.030	-0.069	0.145	0.110	.478**	0.282
		Sig. (2-tailed)	0.452	0.121	0.064	0.425	0.824	0.606	0.254	0.385	0.003	0.096
		N	65	65	63	61	57	59	64	65	36	36
	30. Strategic leadership scale score	Correlation	0.194	.266*	-0.009	-0.058	-0.192	-0.159	-0.122	0.004	0.213	-0.018
		Sig. (2-tailed)	0.122	0.032	0.944	0.652	0.153	0.230	0.340	0.976	0.199	0.917
		N	65	65	64	62	57	59	63	65	38	38
	31. Transformational Leadership scale score	Correlation	-.276*	-.255*	-0.149	-0.160	-0.132	-0.069	-0.189	-0.227	-0.180	-0.059
		Sig. (2-tailed)	0.033	0.050	0.260	0.235	0.352	0.624	0.152	0.081	0.294	0.733
		N	60	60	59	57	52	53	59	60	36	36
	32. Openness creativity scale score	Correlation	-0.080	-0.087	-0.123	0.004	0.023	0.048	-0.228	-0.085	0.246	0.207
		Sig. (2-tailed)	0.536	0.500	0.345	0.978	0.873	0.730	0.079	0.510	0.176	0.256
		N	63	63	61	58	49	54	60	63	32	32
	33. Openness unconventional scale score	Correlation	-0.017	-0.144	0.060	0.033	0.100	0.214	-0.099	-0.008	0.110	.423*
		Sig. (2-tailed)	0.897	0.260	0.644	0.805	0.496	0.120	0.453	0.953	0.550	0.016
		N	63	63	61	58	49	54	60	63	32	32
	34. Propensity to innovate scale score	Correlation	-0.081	-0.047	-0.041	-0.112	-0.161	-0.140	-0.151	-0.128	0.146	-0.129
		Sig. (2-tailed)	0.535	0.720	0.753	0.398	0.241	0.292	0.248	0.325	0.397	0.453
		N	61	61	60	59	55	59	60	61	36	36
	35. Social boldness scale score	Correlation	.279*	0.153	0.197	.258*	.280*	.320*	.310*	.297*	0.014	-0.011
		Sig. (2-tailed)	0.027	0.232	0.126	0.045	0.030	0.012	0.014	0.018	0.934	0.947
		N	63	63	62	61	60	61	62	63	38	38
36. Sociability scale score	Correlation	-0.097	-0.003	0.072	0.051	0.094	0.057	0.102	0.024	0.254	0.176	
	Sig. (2-tailed)	0.450	0.979	0.580	0.695	0.473	0.664	0.431	0.849	0.124	0.291	
	N	63	63	62	61	60	61	62	63	38	38	

<i>Variable</i>		11.	12.	13.	14.	15.	16.	17.	18.	19.	20.
37. Political skill scale score	Correlation	-0.150	0.052	0.000	0.024	-0.001	-0.091	0.039	-0.005	0.266	0.238
	Sig. (2-tailed)	0.237	0.684	0.999	0.851	0.992	0.502	0.766	0.969	0.112	0.157
	N	64	64	64	64	58	57	62	64	37	37
38. SEGUE clinical framework scale score	Correlation	-0.060	-0.072	-0.067	-0.095	-0.054	0.000	-0.185	-0.104	0.159	-0.053
	Sig. (2-tailed)	0.658	0.598	0.628	0.506	0.707	0.998	0.175	0.444	0.402	0.780
	N	56	56	54	51	50	50	55	56	30	30
39. Performance Measure 1- standardized	Correlation	0.161	0.134	0.136	0.183	0.169	.244*	.258*	.243*	0.081	-0.035
	Sig. (2-tailed)	0.166	0.249	0.249	0.122	0.168	0.045	0.026	0.034	0.605	0.824
	N	76	76	74	73	68	68	74	76	43	43
40. Performance Measure 2- standardized	Correlation	.257**	.268**	.371**	.272**	.259*	.287**	.286**	.353**	-0.071	0.008
	Sig. (2-tailed)	0.006	0.004	0.000	0.005	0.011	0.004	0.003	0.000	0.569	0.946
	N	111	111	109	105	96	99	108	111	66	66
41. Mean Performance	Correlation	.233*	.225*	.301**	.294**	.280**	.322**	.309**	.361**	-0.044	-0.002
	Sig. (2-tailed)	0.011	0.014	0.001	0.002	0.004	0.001	0.001	0.000	0.714	0.985
	N	118	118	116	112	103	106	115	118	71	71

Variable		21.	22.	23.	24.	25.	26.	27.	28.	29.	30.		
Self-Report Trait and Behavior Measures	21. Ethical leadership scale score	Correlation	1										
		Sig. (2-tailed)											
		N	92										
		22. Forgiveness scale score	Correlation	-0.121	1								
		Sig. (2-tailed)	0.474										
		N	37	83									
		23. Patience scale score	Correlation	0.169	.368**	1							
		Sig. (2-tailed)	0.318	0.001									
		N	37	83	83								
		24. Civility scale score	Correlation	-0.084	.586**	.471*	1						
		Sig. (2-tailed)	0.654	0.001	0.011								
		N	31	28	28	68							
		25. Diligence scale score	Correlation	-0.054	-0.021	0.040	.400*	1					
		Sig. (2-tailed)	0.715	0.907	0.825	0.047							
		N	49	33	33	25	84						
		26. Organization scale score	Correlation	-0.072	0.098	0.039	0.248	.478**	1				
		Sig. (2-tailed)	0.621	0.586	0.830	0.232	0.000						
		N	49	33	33	25	84	84					
		27. Learning goal orientation scale score	Correlation	-0.064	0.214	0.016	0.234	.693**	0.252	1			
		Sig. (2-tailed)	0.697	0.185	0.922	0.240	0.000	0.139					
		N	39	40	40	27	36	36	80				
		28. Initiating scale score	Correlation	.427**	-0.283	-0.050	-0.210	0.059	-0.089	0.211	1		
		Sig. (2-tailed)	0.004	0.111	0.784	0.249	0.710	0.577	0.192				
		N	44	33	33	32	42	42	40	87			
		29. Consideration scale score	Correlation	0.263	0.296	0.275	.481*	0.262	-0.098	.471**	0.204	1	
		Sig. (2-tailed)	0.111	0.063	0.085	0.011	0.186	0.627	0.007	0.246			
		N	38	40	40	27	27	27	32	34	79		
		30. Strategic leadership scale score	Correlation	0.225	-0.036	0.144	0.287	0.164	-0.032	0.275	.345*	0.307	1
		Sig. (2-tailed)	0.153	0.822	0.362	0.111	0.346	0.853	0.081	0.027	0.077		
		N	42	42	42	32	35	35	41	41	34	87	
		31. Transformational Leadership scale score	Correlation	-0.103	0.163	-0.026	0.286	0.239	0.175	.413*	.370*	.641**	.439**
		Sig. (2-tailed)	0.534	0.348	0.880	0.175	0.154	0.301	0.026	0.026	0.000	0.009	
		N	39	35	35	24	37	37	29	36	27	34	
	32. Openness creativity scale score	Correlation	-0.007	0.046	0.160	0.327	0.185	-0.080	0.209	0.004	0.173	.590**	
	Sig. (2-tailed)	0.969	0.797	0.366	0.084	0.240	0.616	0.251	0.983	0.343	0.000		
	N	36	34	34	29	42	42	32	37	32	35		
	33. Openness unconventional scale score	Correlation	0.091	0.022	0.004	-0.035	-0.087	-.337*	0.170	-0.142	0.055	0.289	
	Sig. (2-tailed)	0.596	0.904	0.983	0.857	0.585	0.029	0.351	0.401	0.765	0.093		
	N	36	34	34	29	42	42	32	37	32	35		

<i>Variable</i>		21.	22.	23.	24.	25.	26.	27.	28.	29.	30.	
Self-Report Trait and Behavior Measures	34. Propensity to innovate scale score	Correlation	0.169	0.158	0.041	-0.054	0.105	-0.230	0.262	0.286	0.249	0.290
		Sig. (2-tailed)	0.240	0.395	0.825	0.767	0.535	0.171	0.112	0.074	0.169	0.056
		N	50	31	31	33	37	37	38	40	32	44
	35. Social boldness scale score	Correlation	0.058	-0.257	-0.122	-0.186	0.193	-0.074	0.053	.496**	0.127	0.026
		Sig. (2-tailed)	0.728	0.100	0.442	0.317	0.290	0.687	0.770	0.002	0.429	0.882
		N	38	42	42	31	32	32	33	37	41	34
	36. Sociability scale score	Correlation	0.080	-0.214	-0.179	-0.185	0.246	-0.165	0.187	.534**	0.165	-0.047
		Sig. (2-tailed)	0.633	0.174	0.256	0.319	0.174	0.366	0.297	0.001	0.303	0.792
		N	38	42	42	31	32	32	33	37	41	34
	37. Political skill scale score	Correlation	-0.170	.373*	0.284	0.321	0.060	0.073	-0.157	0.162	.715**	0.144
		Sig. (2-tailed)	0.316	0.021	0.084	0.064	0.734	0.679	0.383	0.351	0.000	0.425
		N	37	38	38	34	35	35	33	35	39	33
38. SEGUE clinical framework scale score	Correlation	0.053	.450**	0.000	0.197	0.133	0.071	.571**	0.264	.419*	-0.025	
	Sig. (2-tailed)	0.779	0.010	0.999	0.404	0.462	0.695	0.001	0.193	0.017	0.890	
	N	30	32	32	20	33	33	32	26	32	32	
Performance Measure	39. Performance Measure 1- standardized	Correlation	-0.159	-0.113	0.009	-0.042	0.034	0.122	-0.132	-0.046	0.191	-0.196
		Sig. (2-tailed)	0.271	0.465	0.952	0.811	0.823	0.425	0.399	0.768	0.238	0.169
		N	50	44	44	35	45	45	43	44	40	51
	40. Performance Measure 2- standardized	Correlation	-0.188	-0.067	-0.065	0.002	0.150	0.132	0.173	0.160	-0.150	-0.115
		Sig. (2-tailed)	0.099	0.586	0.599	0.989	0.201	0.261	0.157	0.177	0.229	0.341
		N	78	68	68	54	74	74	68	73	66	70
	41. Mean Performance	Correlation	-0.203	-0.033	-0.059	0.013	0.132	0.109	0.115	0.062	-0.067	-.230*
		Sig. (2-tailed)	0.069	0.782	0.624	0.921	0.257	0.351	0.343	0.594	0.582	0.048
		N	81	71	71	58	76	76	70	76	70	74

Variable		31.	32.	33.	34.	35.	36.	37.	38.	39.	40.	41.
Self-Report Trait and Behavior Measures	31. Transformational Leadership scale score	Correlation	1									
		Sig. (2-tailed)										
		N	79									
	32. Openness creativity scale score	Correlation	0.096	1								
		Sig. (2-tailed)	0.565									
		N	38	80								
	33. Openness unconventional scale score	Correlation	0.146	.551**	1							
		Sig. (2-tailed)	0.382	0.000								
		N	38	80	80							
	34. Propensity to innovate scale score	Correlation	.426*	0.277	0.190	1						
		Sig. (2-tailed)	0.012	0.119	0.288							
		N	34	33	33	88						
35. Social boldness scale score	Correlation	0.142	0.229	.424*	0.128	1						
	Sig. (2-tailed)	0.438	0.224	0.020	0.437							
	N	32	30	30	39	83						
36. Sociability scale score	Correlation	0.241	-0.056	0.279	0.235	.538**	1					
	Sig. (2-tailed)	0.183	0.771	0.136	0.150	0.000						
	N	32	30	30	39	83	83					
37. Political skill scale score	Correlation	.470**	0.007	-0.105	0.095	-0.067	0.005	1				
	Sig. (2-tailed)	0.004	0.965	0.541	0.551	0.691	0.974					
	N	36	36	36	42	38	38	85				
38. SEGUE clinical framework scale score	Correlation	0.302	-0.074	-0.154	0.140	-0.167	0.019	0.254	1			
	Sig. (2-tailed)	0.078	0.678	0.384	0.410	0.395	0.924	0.129				
	N	35	34	34	37	28	28	37	73			
Performance Measure	39. Performance Measure 1- standardized	Correlation	-0.231	0.132	0.103	-0.122	0.150	0.056	0.166	0.117	1	
		Sig. (2-tailed)	0.146	0.387	0.500	0.431	0.343	0.723	0.269	0.468		
		N	41	45	45	44	42	42	46	41	96	
	40. Performance Measure 2- standardized	Correlation	-0.188	-0.003	0.059	-0.043	0.189	-0.112	-0.145	0.125	.336**	1
		Sig. (2-tailed)	0.138	0.980	0.632	0.724	0.123	0.364	0.246	0.329	0.001	
		N	64	69	69	71	68	68	66	63	88	149
41. Mean Performance	Correlation	-.269*	0.044	0.129	-0.103	0.154	-0.142	-0.002	0.135	.835**	.899**	1
	Sig. (2-tailed)	0.028	0.711	0.272	0.376	0.202	0.243	0.986	0.284	0.000	0.000	
	N	67	74	74	76	70	70	70	65	96	149	157