Appendix SM2: Question Wordings, Factor Loadings, and Reliabilities

T1 T2 T1 T2 T2 T3 T2 T3 T2 T3 T2 T3 T2 T3 T3	Construct and indicators		Factor loadings		Reliabilitiesa	
How do you assess your current level of knowledge in the following areas? 1. Experiment-based innovation methods 2. Agile working methods in the context of innovation projects 3. Creation and presentation of pitch presentations 4. Structured ideation 5. Prototype design and development **Entrepreneurial alertness** 6. I constantly have business ideas, that would fit the needs of our organization. 7. During my everyday life, I often discover business ideas that would be interesting for our organization. 8. I have certain sensitivity for new business opportunities.** **Creative self-efficacy** 9. I feel that I am good at generating novel ideas.** 10. I have confidence in my ability to solve problems creatively. 11. I have a knack for further developing the ideas of others. **EEA** **95b* **95b* **95b* **95b* **93 **93 12. I have engaged in a deliberate, systematic search for an idea for a new business. 13. I have been thinking about a business idea or a number of business ideas that can potentially grow into a real business. 14. I have discussed ideas for a new business with my friends and family. 15. I have taken some classes or seminars on how to start a new business. 17. I have devoted significant time to a new business idea. 18. In the last year, I have engaged often in evaluating		T1	T2	T1	T2	
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	diverse options with respect to products/services,					
processes, or markets.	<u> </u>					
19. In the last year, I have focused on strong renewal of	•					
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Note. EEA = employee entrepreneurial activity; *Items excluded based on the confirmatory factor analysis; aFor more than three items per construct, internal consistencies were estimated based on McDonalds Omega whereas for two-item measures, they were based on Cronbach's alpha; bloadings of lean startup knowledge and EEA were fixed to an unstandardized value of 1 and the measurement error variance was fixed to 10 percent of the indicator's variance.