

## Supplemental Material

**Table S1**

*List of Search Terms*

Source	Term	Results
EPSCO Database (PsycINFO, Business	AB ("risk propensity" OR "risk preference*" OR "risk attitude" OR "risk aversion" OR "risk taker" OR "risk tolerance" ) AND AB ( work OR employ* OR organiz* OR job* OR leader )	2646
Source Complete, Open Dissertations, DOAJ		
Web of Science	ab=("risk propensity" OR "risk preference*" OR "risk attitude" OR "risk aversion" OR "risk taker" OR "risk tolerance") AND ab=(work OR employ* OR organiz* OR job* OR leader)	1968
Journal Specific	SO ( SO("academy of management journal") OR SO("organizational behavior and human decision processes") OR SO("Journal of applied psychology") OR SO("Journal of business and psychology") OR SO("Journal of organizational behavior") OR SO("Journal of management") OR SO("Journal of managerial psychology") OR SO("Journal of occupational and organizational psychology") OR SO("leadership quarterly") OR SO("Personnel Psychology") OR SO("journal of personnel psychology") OR SO("international journal of selection and assessment") OR SO("applied psychology") OR SO("journal of vocational behavior") OR SO("human resource*") OR SO("European journal of work and organizational psychology") SO("journal of applied social psychology")) AND AB(risk*)	1580
ProQuest Dissertation	abstract("risk propensity" OR "risk preference*" OR "risk attitude" OR "risk aversion" OR "risk taker" OR "risk tolerance") AND abstract(work OR employ* OR organiz* OR job* OR leader)	1174

**Risk Measures (Web of Science Forward Search)**

Risk Propensity Scale	Sitkin & Weingart (1995)	476
Domain-Specific Risk-Taking Scale	Weber, Blais, & Betz (2002) & Blais & Weber (2006)	1836
General Risk Propensity Scale	Zhang, Highhouse, & Nye (2019)	30
Risk Taking Inventory	Nicholson et al. (2004)	417
Risk Taking Scale	Jackson et al., 1971, 1972	101
Risk Aversion	MacCrimmon & Wehrung 1985	48
Risk Tolerance	Gomez-Mejia & Balkin 1989	116

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*Notes.* Results include studies through June 2023.

**Table S2***List of Samples*

Reference	Type	Job	Country	N
Deckop et al. (2004)	Journal Article	Mixed	United States	127
Galizzi et al. (2015)	Journal Article	Mixed	United States	6680
Stewart et al. (1999)	Journal Article	Managers and Entrepreneurs	United States	767
Judge et al. (1999)	Journal Article	Mixed	N/A	514
Yi et al. (2015)	Journal Article	Mixed	China	643
Borjesson et al. (2013)	Journal Article	Military Personnel	N/A	169
Bhandari et al. (2021)	Journal Article	Construction Workers	N/A	11493
Allen et al. (2005)	Journal Article	Mixed	United States	256
Lambooij et al. (2009)	Journal Article	Mixed	Netherlands	109
Wu et al. (2022)	Journal Article	Construction Workers	China	309
Zhou et al. (2018)	Journal Article	Mixed	China	667
Vandenbergh et al. (2011)	Journal Article	HRM Professionals	Canada	509
Peltokorpi et al. (2015)	Journal Article	Mixed	Japan	643
Baer et al. (2022)	Journal Article	Mixed	United States	103
Tenzer & Yang (2018)	Journal Article	Mixed	Germany	457
Li et al. (2016)	Journal Article	Mixed	China	214
Li et al. (2016)	Journal Article	Mixed	China	203
Zhang et al. (2020)	Journal Article	Mixed	China	533
Dewett (2006)	Journal Article	Mixed	United States	287
Ng et al. (2021)	Journal Article	Mixed	UAE	316
Desai et al. (2011)	Journal Article	Mixed	United States	63
Desai et al. (2011)	Journal Article	N/A	United States	105
Desai et al. (2011)	Journal Article	Software Engineers	India	70
Vardaman et al. (2008)	Journal Article	Mixed	United States	155
Vardaman et al. (2008)	Journal Article	N/A	United States	222

Valle et al. (2015)	Journal Article	Call Center Employees	Chile	125
Aguirre (2014)	Dissertation/Thesis	Farmers	Mexico	204
Liu et al. (2021)	Journal Article	Mixed	China	195
Liu et al. (2021)	Journal Article	Mixed	China	325
Haas et al. (2019)	Journal Article	Mining Industry	United States	1334
Howard et al. (2017)	Journal Article	N/A	United States	257
Howard et al. (2017)	Journal Article	N/A	United States	148
Gonzalez (2015)	Journal Article	Medical Students	N/A	25
Lingappa et al. (2020)	Journal Article	Mixed	India	226
Donoheu (2007)	Journal Article	Mixed	Australia	449
Ashton (1998)	Journal Article	Mixed	N/A	127
Randel et al. (2011)	Journal Article	Managers	Taiwan	191
Krauss et al. (2005)	Journal Article	Business Founders/Owners	Zimbabwe and South Africa	211
Morrison (2006)	Journal Article	Mixed	United States	168
Liao et al. (2022)	Journal Article	N/A	United States	244
Liao et al. (2022)	Journal Article	N/A	Singapore	145
Madjar et al. (2011)	Journal Article	Mixed	Bulgaria	157
Moscoso & Salgado (2004)	Journal Article	Mixed	Spain	85
Sagar (1985)	Journal Article	Farmers	India	225
Joseph & Reddy (2013)	Journal Article	Military Pilots	N/A	275
Aeling (2011)	Dissertation/Thesis	Mixed	N/A	240
Munjal (2019)	Dissertation/Thesis	Mixed	N/A	576
Pusilo (2013)	Dissertation/Thesis	Job Applicants (Grocery Stores)	United States	196
Craig (2020)	Dissertation/Thesis	Mixed	N/A	275
Zhang (2023a; unpublished)	Unpublished results	Mixed	N/A	528
Zhang (2023b; unpublished)	Unpublished results	Mixed	N/A	434
Silva et al. (2022)	Journal Article	Mixed	N/A	695

Croonen et al. (2022)	Journal Article	N/A	France	666
Gazzoli (2017)	Dissertation/Thesis	Nurses	Brazil	675
Borry & Henderson (2020)	Journal Article	Paramedics	United States	149
Kim & Choi (2018)	Journal Article	Mixed	South Korea	293
Highhouse et al. (2017)	Journal Article	Mixed	United States	921
Batool et al. (2022)	Journal Article	N/A	Pakistan	599
Zhang et al. (2015)	Journal Article	Mixed	China	213
Westaby & Lowe (2005)	Journal Article	Mixed	United States	2542
McLain (1995)	Journal Article	Firefighters/EMTs	United States	207
Douglas et al. (2019)	Journal Article	Truck Drivers	United States	1491
Borjesson, et al. (2011)	Journal Article	Military Personnel	Sweden	389
Acosta (2022)	Dissertation/Thesis	Mixed	N/A	211
Acosta (2022)	Dissertation/Thesis	Mixed	N/A	241
Thomas (2018)	Dissertation/Thesis	Military Personnel	United States	204
Globocnik (2019)	Journal Article	Mixed	Austria	92
Matthes (2021)	Dissertation/Thesis	Mixed	United States	431
Green (2020)	Dissertation/Thesis	University Chief Enrollment Officers	United States	196
Aeling (2012)	Dissertation/Thesis	N/A	N/A	99
Hagemann et al. (2022)	Journal Article	Firefighters	United States	340
Gong (2012)	Dissertation/Thesis	Information Technology Firm Employees	China	165
Zhang et al. (2019)	Journal Article	N/A	N/A	352
Zhang et al. (2019)	Journal Article	Amusement and Recreation Attendants	N/A	327
Glaser (2016)	Journal Article	Managers/Executives	N/A	383
Chow et al. (2012)	Journal Article	Mixed	China	126
Sijbom & Koen (2021)	Journal Article	N/A	Netherlands	149
Tanner et al. (2022)	Journal Article	Business Students	United States	152

Molesworth & Chang (2009)	Journal Article	Student Pilots	Australia	35
Liu et al. (2020)	Journal Article	Engineers	China	292
Craig (2015)	Dissertation/Thesis	Mixed	N/A	275
Stoutner (2015)	Dissertation/Thesis	Childcare or Early Childhood Education Providers	N/A	439
Graham (1995)	Dissertation/Thesis	Mixed	United States	36
Dewett (2002)	Dissertation/Thesis	University Administrators/Managers	United States	165
Dewett (2002)	Dissertation/Thesis	Administrative/White-Collar Employees	United States	540
Roberts (1995)	Dissertation/Thesis	Industrial Plant Employees	United States	709
Westaby & Lee (2003)	Journal Article	Farmers	United States	8068

**Table S3***List of Outcomes*

Category	Definition	Outcome Variables
Counterproductive Work Behaviors	Volitional acts by employees that potentially violate the legitimate interests of, or do harm to, an organization and its stakeholders (Marcus et al., 2016)	Bribing Conformity (Miron et al., 2004) Counterproductive work behavior (Spector et al., 2010) Deviance (Robinson & O'Leary-Kelly, 1998) Job application fabrication (König et al., 2012) Integrity (Wanek et al., 2003) Withdrawal behaviors (Hanisch, 1990; Hanisch & Hulin, 1990, 1991) Withdrawal cognitions (Hom & Griffeth, 1991) Workplace delinquency Workplace risk taking

Organizational Citizenship Behaviors	Individual behavior that is discretionary, not directly or explicitly recognized by the formal reward system, and that is in aggregate promotes the effective functioning of the organization. (Organ, 1988, p.4)	Cooperation (Lindenberg, 1998; De Cremer et al., 2009; De Cremer & van Knippenberg, 2004) Contextual performance Helping (Farh et al., 1997; Dalal et al., 2009) Interpersonal adaptability (Charbonnier-Voirin & Roussel, 2012) Member contribution Organizational citizenship behavior (Fox et al., 2012) Prosocial motivation (Grant, 2008) Taking charge (Morrison & Phelps, 1999)
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Safety Compliance 2015)	Employee safety-related behaviors, attitudes, or knowledge that affect the extent to which individuals or workplace in general are free from physical threat or harm (Beus et al. 2015)	Aviation safety attitude (Hunter, 1995) Appropriate safety Safety goal conflicts Overt safety Safety attitude (Douglas & Swartz, 2016; Swartz & Douglas, 2008, 2009) Safety compliance (Neal & Griffin, 2006) Safety consciousness Safety fatalism Safety intention (Douglas & Swartz, 2016; Swartz & Douglas, 2008, 2009) Safety knowledge Safety motivation (Neal & Griffin, 2006) Safety orientation (Hunter, 1995) Safety participation (Neal & Griffin, 2006) Safety performance Safety skepticism Safety training transfer (Lee, 1996) Aviation safety attitude (Hunter, 1995) Unsafe behavioral intention Work safety (Neal & Griffin, 2006)
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Positive Deviance	Behaviors that deviate from the norms of the reference group such that they benefit the reference group and conform to hypernorms. (Valdera et al. 2013)	Creative deviance Positive deviance (Galperin, 2012) Prosocial rulebreaking (Morrison, 2006; Dahling et al., 2012) Radical creativity Whistle blowing intention (Park et al., 2008) Workplace social courage (Howard et al., 2017)
Creative Performance	An employee's generation of novel and useful ideas (Amabile, 1983)	Adaptive performance creativity (Charbonnier-Voirin & Roussel, 2012) Bootlegging behaviors (Globocnik & Salomo, 2015) Creativity (Baer & Oldham, 2006; Biraglia & Kadile, 2017; Farmer et al., 2003; Scott & Bruce, 1994; Zhou & George, 2001) Curiosity at work (Mussel et al., 2012) Innovation behavior (Kleynen & Street, 2001; Scott & Bruce, 1994) Innovation (Hannemann-Weber, 2011; Jackson, 1976) Intermediate outcomes Stimulation motivation (Cable & Edwards, 2004) Willingness to take creative risks at work

Safety Incidents	Objective number of safety-related accidents/incidents including near-misses and number of high-risk event encounters (Beus et al. 2015).	Actual risk Army hazards events (Hunter & Stewart, 2009) Injury Minor injuries Near misses
Turnover Behaviors	Employee leaving an organization.	Turnover Voluntary turnover
Task Performance	Performance on job-relevant tasks or performance on job-specific training/skill development (Motowidlo, 2003)	Adaptive performance (Charbonnier-Voirin & Roussel, 2012) Business growth External success evaluation Farming performance/productivity (Yang, 1980) Job performance (Chang & Chang, 2007) Safe administration of medication (Ryan, 2007) Skill development (Holland & Gottfredson, 1994) Task performance (Williams & Anderson, 1991)
Turnover Intentions	An employee's intention and/or likelihood to leave an organization.	Intention to Leave Turnover probability Turnover intentions (Cammann et al., 1979; Hom & Griffeth, 1991; Mitchell et al., 2001; Vigoda, 2000) Quit intentions (Hom et al., 1984; Hunt et al., 1981)

**Table S4***Publication Bias Analyses*

Outcome	Begg and	Egger's	Observed/Expected
	Mazumdar Rank	Regression	Number of Significant
	Correlation		Findings
Task Performance	-0.028	-2.182*	1.130
OCBs	-0.199	-1.591	0.900
CWBs	-0.324*	-4.564**	0.840
Creative Performance	-0.117	0.410	0.977
Positive Deviance	-0.071	0.610	1.037
Turnover Intentions	-0.156	-0.865	1.062
Turnover Behaviors	0.000	-0.081	1.027
Safety Compliance	0.025	0.646	1.064
Safety Incidents	-0.315	-1.345	0.796

Notes. \* =  $p < .05$ , \*\* =  $p < .01$

Table S5. Validated risk measures used by primary studies.

Measure & Citation	Items	Evidence of Reliability &	Paper IDs
Validity			
Career Attitudes and Strategies Inventory (CASI; Holland & Gottfredson, 1994)	14 items in risk-taking style subscale; items are not publicly available	internal consistency and test-retest reliability; convergent validity (Holland & Gottfredson, 1994)	5371
Career Resilience Questionnaire (Wang & Li, 2011)	1. I am willing to take all kinds of risks on my own initiative. 2. Faced with difficulties, I like to try bold plans. 3. I prefer adventure.	internal-consistency reliability; factorial validity (Wang & Li, 2011) <sup>a</sup>	1905
Domain-Specific Risk Taking (Adult) Scale (DOSPERT; Blais & Weber, 2006)	30 items (5 dimensions with 6 items each) <sup>b</sup> : 1. Admitting that your tastes are different from those of a friend. (S) 2. Going camping in the wilderness. (R) 3. Betting a day's income at the horse races. (F) 4. Investing 10% of your annual income in a moderate growth mutual fund. (F) 5. Drinking heavily at a social function. (H/S) 6. Taking some questionable deductions on your income tax return. (E) 7. Disagreeing with an authority figure on a major issue. (S) 8. Betting a day's income at a high-stake poker game. (F) 9. Having an affair with a married man/woman. (E) 10. Passing off somebody else's work as your own. (E)	internal-consistency and test-retest reliability; factorial, construct, convergent, and discriminant validity (Weber et al., 2002)	4259, 10063, 20004

11. Going down a ski run that is beyond your ability. (R)
12. Investing 5% of your annual income in a very speculative stock. (F)
13. Going whitewater rafting at high water in the spring. (R)
14. Betting a day's income on the outcome of a sporting event (F)
15. Engaging in unprotected sex. (H/S)
16. Revealing a friend's secret to someone else. (E)
17. Driving a car without wearing a seat belt. (H/S)
18. Investing 10% of your annual income in a new business venture. (F)
19. Taking a skydiving class. (R)
20. Riding a motorcycle without a helmet. (H/S)
21. Choosing a career that you truly enjoy over a more secure one.<sup>11</sup> (S)
22. Speaking your mind about an unpopular issue in a meeting at work. (S)
23. Sunbathing without sunscreen. (H/S)
24. Bungee jumping off a tall bridge. (R)
25. Piloting a small plane. (R)
26. Walking home alone at night in an unsafe area of town. (H/S)
27. Moving to a city far away from your extended family. (S)
28. Starting a new career in your mid-thirties. (S)
29. Leaving your young children alone at home while running an errand. (E)
30. Not returning a wallet you found that contains \$200. (E)

Evaluation of Risks (EVAR) scale - English version (Killgore et al., 2006)	<ol style="list-style-type: none"> <li>1. Feel like gambling</li> <li>2. Light turns yellow . . . stop/accelerate</li> <li>3. Lights go out . . . proceed</li> <li>4. Feel like taking on the world</li> <li>5. Jump off diving board . . . low/high</li> <li>6. I like routine/adventure</li> <li>7. I seek tranquility/thrill of danger</li> <li>8. In a hurry . . . take dangerous short-cut</li> <li>9. Open to negotiation/confrontation</li> <li>10. I prefer to be supervised/direct</li> <li>11. I give priority to reason/action</li> <li>12. I listen to . . . soft/loud music</li> </ol>	internal-consistency reliability; factorial, construct, and concurrent-criterion validity (Killgore et al., 2006)	541
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13. I am sure of myself
14. Prefer calm/animated discussions
15. Hostility weakens/strengthens
16. Confront/run from menacing dog
17. Danger . . . take time/instantly react
18. Drowning person . . . call help/dive in
19. Work that is planned/unplanned
20. I am right. . . never/always
21. Emphasize precision/speed
22. Like to drive . . . slow/fast
23. Like music tempo . . . slow/fast
24. Tend to take risks

General Risk	1. I like to take chances, although I may fail.	internal-consistency	853,
Propensity Scale	2. Although a new thing has a high promise of reward, I do not want to be the first one who tries it. I would rather wait until it has been tested and proven before I try it. (Reversed)	reliability; factorial, convergent,	2247/10533 (used
(GRP; Hung et al., 2012)	3. When I have to make a decision for which the consequence is not clear, I like to go with the safer option although it may yield limited rewards. (Reversed)	and concurrent-criterion validity	only items 1, 2, 3, 5,
	4. I like to try new things, knowing well that some of them will disappoint me.	(Hung & Tangpong, 2010; Hung et al., 2012)	& 8)
	5. To earn greater rewards, I am willing to take higher risks.		
	6. I prefer a tested-and-tried approach over a new approach, although the new approach has some possibility of being a better one in the end. (Reversed)		
	7. I like to implement a plan only if it is very certain that the plan will work. (Reversed)		
	8. I seek new experiences even if their outcomes maybe risky.		
General Risk	1. Taking risks makes life more fun	internal-consistency and	20003,
Propensity Scale	2. My friends would say that I'm a risk taker	test-retest reliability; factorial,	20004, 20007,
	3. I enjoy taking risks in most aspects of my life	construct, convergent, divergent,	10063, 1180

(GRiPS; Zhang et al., 2019) 4. I would take a risk even if it meant I might get hurt  
 5. Taking risks is an important part of my life  
 6. I commonly make risky decisions  
 7. I am a believer of taking chances  
 8. I am attracted, rather than scared, by risk

and predictive-criterion validity  
 (Zhang et al., 2019)

International Personality Item Pool (IPIP) - Risk Avoidance <sup>c</sup> (Goldberg et al., 2006)	1. I enjoy being reckless. 2. I take risks. 3. I seek danger. 4. I seek adventure. 5. I would never go hang-gliding or bungee jumping. 6. I would never make a high-risk investment.	Unsure	10463 (used only items 1-6), 20004
Jackson Personality Inventory (JPI; Jackson, 1976)	20 items in risk-taking subscale; items are not publicly available	Original validation information is proprietary	319, 5404 (used subset of 8 items), 20004
Questionnaire of Personality Styles (Salgado, 2000)	360 items total but cannot determine how many are in the risky personality style subscale; items are unavailable	internal consistency and test-retest reliability; convergent and predictive-criterion validity (Moscoso & Salgado, 2004)	6508

Risk Propensity <sup>d</sup> (Zhao et al., 2005)	1. I enjoy the excitement of uncertainty and risk.  2. I am willing to take significant risk if the possible rewards are high enough.	internal consistency  reliability; convergent validity  (Zhao et al., 2015)	2500 (used  all 6 items)
Risk Propensity Scale (RPS; Meertens & Lion, 2008)	1. Safety first. 2. I do not take risks with my health. 3. I prefer to avoid risks. 4. I take risks regularly. 5. I really dislike not knowing what is going to happen. 6. I usually view risks as a challenge. 7. I view myself as a . . . risk avoider/risk seeker	internal-consistency and test-retest reliability; construct, convergent, and discriminant validity (Meertens & Lion, 2008)	2895/10459, 20004, 3353 (used only items 1-4)
Risk-Taking Index (Nicholson et al., 2005)	Stem: We are interested in everyday risk-taking. Please could you tell us if any of the following have ever applied to you, now or in your adult past?  1. recreational risks (e.g. rock-climbing, scuba diving) 2. health risks (e.g. smoking, poor diet, high alcohol consumption) 3. career risks (e.g. quitting a job without another to go to) 4. financial risks (e.g. gambling, risky investments) 5. safety risks (e.g. fast driving, city cycling without a helmet) 6. social risks (e.g. standing for election, publicly challenging a rule or decision)	internal-consistency  reliability; factorial, construct, discriminant validity, and  concurrent-criterion validity  (Nicholson et al., 2005)	20004

*Notes.*

<sup>a</sup>This information was taken from the abstract of Wang & Li (2011) as the full article was not available.

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<sup>b</sup> E = Ethical, F = Financial, H/S = Health/Safety, R = Recreational, and S = Social.

<sup>c</sup> These IPIP items are based on Tellegen's Multidimensional Personality Questionnaire (MPQ) and are found here:

<https://ipip.ori.org/newMPQKey.htm#Risk-AvoidanceS>

<sup>d</sup> This is a 6-item scale however, Zhao et al. (2005) and Gong (2012) report only 2 example items.

Table S6. Risk constructs and definitions reported by each primary paper included in meta-analysis.

<b>Risk Construct</b>	<b>Paper ID</b>	<b>Verbatim Definition</b>	<b>Citation for Risk Measure</b>	<b>Example Items</b>
Domain specific risk taking	319	Risk-taking propensity can be effectively conceptualized as an individual's orientation toward taking chances in a decision-making scenario (Sexton and Bowman 1985).	Jackson (1976)	takes chances
Domain specific risk taking	10063	Risk taking propensity is the situational-dependent tendency to engage in behaviors with a prospect of a negative consequence (Blais & Weber, 2006; Zhang et al., 2018).	Blais & Weber (2006)	DOSPERT subscales
General risk propensity	1180	General risk-taking propensity, therefore, is a person's cross-situational tendency to engage in behaviors with a prospect of negative consequences such as loss, harm, or failure.	Zhang et al. (2019)	Taking risks makes life more fun My friends would say that I'm a risk taker I enjoy taking risks in most aspects of my life I would take a risk even if it meant I might

				get hurt  Taking risks is an important part of my life  I commonly make risky decisions  I am a believer of taking chances  I am attracted, rather than scared, by risk
General risk propensity	4259	General appetite for risk	Blais & Weber (2006)	Total DOSPERT
General risk propensity	6460	We define global risk taking as a person's general willingness to engage in activities that have elements of physical danger.	Westaby & Lee (2003)	I'd rather take risks than be overly cautious  In the past month, I've done some exciting things that other people think are dangerous  I love to take risks even when there is a small chance I could get hurt  I value having fun more than being safe
Income risk aversion	1352	No definition	Ad hoc	People chose between two alternatives with different income/probabilities
Risk Aversion	2	No definition	Cable & Judge (1994)	I am not willing to take risks when choosing a job or a company to work for.

Risk Aversion	458	Risk aversion is a function of differential attention to various stimuli in risky situations.	Cable & Judge (1994)	I am not willing to take risks when choosing a job or a company to work for. I view risk of a job as a situation to be avoided at all costs.
Risk Aversion	508	Risk-averse individuals tend to evaluate risk as undesirable and try to manage risk by actively attempting to avoid it (Bell, 1995; Wiseman, Gomez-Mejia, & Fugate, 2000).	Cable & Judge (1994)	I am not willing to take risks when choosing a job or a company to work for. I view risk of a job as a situation to be avoided at all costs.
Risk Aversion	590	Risk aversion refers to a sense that more risk is worse and that risk is undesirable (Bell, 1995; Wiseman, Gomez-Mejia, & Fugate, 2000).	Gomez-Mejia & Balkin (1989)	My supervisor views risk on a job as a situation to be avoided at all costs.
Risk Aversion	593	Most people generally prove to be risk averse, i.e. they prefer a certain outcome to a risky outcome with the same or – to a certain extent – even a higher expected value (see e.g. Herzog and Schlottmann 1990; Doucouliagos 1995;	Lottery item	Following Hartog, Ferrer-i-Carbonell and Jonker (2000), respondents were asked what amount of money they are willing to pay for participation in a specified lottery, i.e. a lottery with a 0.1 probability of winning a prize of 5000

	<p>Donkers, Melenberg, and VanSoest 2001; Pindyck and Rubinfeld 2005)...If an actor is risk averse, he may prefer the certain outcome of no investment (and no reward) to the uncertain gamble between a payoff that is worse, investment without reward, and a payoff that is better, investment with reward, even if the certain outcome and the gamble have the same expected value. To explain, in utility theory risk aversion commonly refers to a preference that actors have for obtaining some outcome <math>x</math> for certain, above playing a gamble with equal expected value <math>x</math> that involves some probability <math>p</math> of earning a payoff higher than <math>x</math>, but also the risk of getting a lower payoff than <math>x</math> with probability <math>(1 - p)</math>.</p>		<p>euros. The reservation prize in this particular lottery was 500 euros. Respondents who were willing to pay that amount are risk neutral. Respondents who answered they were willing to pay more are risk seeking, and respondents willing to pay less are risk averse.</p>
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Risk Aversion	605	Risk aversion is defined as a function of differential attention to various stimuli in a risky situation ( Judge et al., 1999).	Cable & Judge (1994)	I always play it safe, even if it means occasionally losing out on a good opportunity.
Risk Aversion	611	Risk aversion – the propensity to avoid risk and see it as undesirable (Allen, Weeks, & Moffitt, 2005; Judge, Thoresen, Pucik, & Welbourne, 1999)...the trait of risk aversion, which pertains to the way individuals pay attention to stimuli in potentially risky situations, along with the tendency to react to risk with anxiety and withdrawal (Cable & Judge, 1994; Colquitt et al., 2006; Judge et al., 1999; Maehr & Videbeck, 1968). In general terms, risk aversion refers to a sense that risk is undesirable (Allen et al.,	Gomez-Mejia & Balkin (1989)	I prefer to remain on a job that has problems that I know about rather than take the risks of working at a new job that has unknown problems even if the new job offers greater rewards

		2005), with high risk-averse individuals being less likely to make a choice perceived as involving risk (Highhouse & Yuce, 1996).		
Risk Aversion	621	In general, more risk-averse individuals are less likely to make a choice that is perceived as involving risk than would less risk-averse individuals (Allen, Weeks, & Moffitt, 2005).	Gomez-Mejia & Balkin (1989)	I am not willing to take risks when choosing a job or company to work for.
Risk Aversion	837	Risk aversion that refers to a stable individual disposition that captures differential attention to various stimuli in risky situations, along with the tendency to view novel and risk-oriented situations negatively, react to them with anxiety, and eventually seek to withdraw from them (Judge, Thoresen, Pucik, & Welbourne, 1999).	Cable & Judge (1994)	I always play it safe, even if it means occasionally losing out on a good opportunity

Risk Aversion	1054	The concept of risk aversion has its origins in the field of micro-economics and suggests that variance in possible outcomes tends to be avoided (Arrow, 1971; March, 1996).	Ad hoc	Respondents' financial investments in the previous 12 months as well as their response to the question whether or not they had used a condom in the past 12 months during a sexual encounter with someone with whom they were not in a relationship.
Risk Aversion	2985	Risk aversion is defined as “the extent to which people feel threatened by ambiguous situations and have created beliefs and institutions that try to avoid them” (Hofstede & Bond, 1984, p.419).	Raju (1980)	I am cautious in trying new things.
Risk Aversion	10216	No definition	Gomez-Mejia & Balkin (1989) and Cable & Judge (1994)	
Risk Aversion	10233	Risk has been defined as the extent to which there is uncertainty about whether potentially significant and/or disappointing outcomes of decisions will be	Judge, Thorsen, Pucik, & Welbourne (1999)	If I come up with a new idea at work, I tend to avoid taking risks on them even if they might offer great rewards.  I view risk in a job as a situation to be

		realized (Sitkin & Pablo, 1992). Sitkin and Pablo (1992) define risk propensity as an individual's risk taking tendencies - their dispositional tendency to take or avoid risks.		avoided at all costs no matter what the potential outcomes.  I am a cautious person who generally avoids risks at work. People must take risks in their job to be successful.
Risk Aversion	10463	Colquitt and colleagues (2006) explained risk aversion as an individual's varied responses towards risky circumstances and the extent to which these responses are accompanied with behavior that shows concerns/fears and subsequent detachment on the part of an individual.	International Personality Item Pool (Goldberg et al., 2006)	I enjoy being reckless
Risk Aversion	10965	No definition	Gomez-Mejia & Balkin (1989)	I view risk on a job as a situation to be avoided.  I am not willing to take risks when choosing a job.  I prefer a low risk/high security job with a

				steady salary over a high risk/high rewards job.
Risk Avoidance	3353	Risk tolerance/avoidance/propensity (which we will discuss as risk avoidance hereafter) is an individual's tendency to take or avoid risks (Sitkin and Weingart, 1995).	Meertens & Lion (2008)	I prefer to avoid risks.
Risk Avoidance	4013	Individual perceptions of risk and how much is considered “acceptable” in various contexts is a well-established trait.	Swartz & Douglas (2008)	<p>Am very cautious and approach risks carefully.</p> <p>Tend to “sit things out” rather than take any chances.</p> <p>Avoid putting myself in stressful situations.</p> <p>Generally think things through quite a bit before acting.</p> <p>Don’t like to get involved in new situations.</p>
Risk Orientation	1819	No definition	Hunter (1995)	You should decide quickly and then make adjustments later.

Risk Orientation	3308	employees' risk orientation—the tendency to take or avoid risks when making decisions (Sitkin & Weingart, 1995)	Sitkin & Weingart (1995)	Choose risky alternatives even when analyses are based on technically complex information.
Risk Orientation	3360	No definition	Ad hoc	<p>In spite of our efforts, we cannot attain the targeted level of technology.</p> <p>A shortfall of skilled researchers is a great threat to the success of our R&amp;D project</p> <p>Owing to a limited schedule, we feel a great deal of pressure to achieve successful results.</p> <p>A limited budget is a key threat to the success of our R&amp;D project.</p> <p>The success of this R&amp;D project is strongly affected by environmental risks such as governmental R&amp;D regulations and social and economic changes.</p>
Risk Orientation	3627	sensation seeking	Zuckerman et al. (1964)	None provided

Risk Orientation	5530	Orientations include affective (e.g., enjoying risky situations), cognitive (e.g., accurate risk analysis), and behavioral (e.g., acting in a risky way) components (Eagly & Chaiken, 1993) that become apparent in, for example, an individual's orientation towards risk taking	Gomez-Mejia & Balkin (1989)	None provided
Risk Orientation	6460	Risk-taking orientation, defined as a motivation to engage in work activities that may have elements of danger	Kowaleski-Jones & Mott (1998); Raffaelli & Crockett (2003)	<p>“Dangerous tasks have to get done at work,”</p> <p>“There is a chance I will do something at work that could get me hurt,”</p> <p>“I like taking risks at work,”</p> <p>“I will sometimes do things at work that may get me injured,”</p> <p>“I get my job done faster by taking risks”</p>
Risk Orientation	6869	Risk orientation may be described as the degree towards encountering risk and uncertainty in adopting new ideas.	Supe (Dissertation), 1969	None provided

Risk Propensity	668	Risk propensity—the tendency to accept or avoid risk (Bromiley & Curley, 1992; Fischhoff et al., 1981; Kogan & Wallach, 1964; Rowe, 1977; Sitkin & Pablo, 1992).	Ad hoc	Today, I have been open to taking risks,
Risk Propensity	714	Risk propensity, defined as “the extent to which a person is willing to knowingly take risks” (Zhang and Arvey, 2009: 437),	Ad hoc	"I take risks to achieve something in life"
Risk Propensity	853	Risk propensity refers to a person’s attitude toward risk, which represents a generic orientation toward taking or avoiding risks (Rohrmann 2002)	Hung et al. 2012	None provided
Risk Propensity	871	Sitkin and Pablo (1992) define risk propensity as an individual’s risk-taking tendencies— their dispositional tendency to take or avoid risks	Sitkin & Weingart 1995	When I have more than one option for a task, I tend to choose the riskiest one.  I tend to take risks in work that requires highly technical analysis.  I tend to take more risks when decisions are

				more important to the organization.  I take risks in my work even when it is possible that they could backfire.  I will take risky action even when I lack all relevant information for the task at hand.
Risk Propensity	1136	Risk propensity is an individual attitude that influences one's personal proclivity to be risk seeking or risk averse in particular situations, and there is evidence that individuals can be influenced to be more risk averse or risk seeking dependent upon the situation (Brockhaus, 1980; Sitkin & Pablo, 1992).	Gomez-Mejia & Balkin (1989)	I am not willing to take risks when choosing a job or a company to work for'
Risk Propensity	1267	Risk propensity constitutes an important individual trait	Mejia & Balkin (1989); Zhao, Seibert, & Hills (2005)	I often take risks in my job.
Risk Propensity	2247	Risk propensity is an individual's inclination to take or avoid risks (Sitkin & Pablo, 1992)	Hung & Tangpong's (2010)	I like to take chances, although I may fail. Although a new thing has a high promise of reward, I do not want to be the

				first one who tries it. I would rather wait until it has been tested and proven before I try it. (Reverse) When I have to make a decision for which the consequence is not clear, I like to go with the safer option although it may yield limited rewards. (Reverse) To earn greater rewards, I am willing to take higher risks. I seek new experiences even if their outcomes may be risky.
Risk Propensity	2260	Risk propensity refers to an individual's tendency to take or avoid risk, which is learned or inherited over time (Sitkin and Pablo, 1992).	Sitkin & Weingart (1995)	Tendency to choose more or less risky alternatives that rely upon analysis high in technical complexity  Tendency to choose more or less risky alternatives that could have a major impact on the strategic direction of your organization  Tendency to choose more or less risky alternatives based on the assessment of

				others on whom you must rely  Tendency to initiate a strategic corporate action that has the potential to backfire
Risk Propensity	2500	Risk propensity captures individual personal tendency to be risk seeking or risk averse in particular situations (Vardaman, Allen, Renn, & Moffitt, 2008).	Ad hoc	“I enjoy the excitement of uncertainty and risk” and “I am willing to take significant risk if the possible rewards are high enough.”
Risk Propensity	2544	Risk propensity is an individual’s willingness to take chances with resources in pursuit of uncertain outcomes (Lago et al., 2018; Kraiczy et al. 2015; Densberger, 2014; Kuechle, 2014; Covin & Wales, 2012; Johnson, 1990; Carland et al., 1984).	Zhang et al. (2019); Kraiczy et al. (2015); Chen, Gully, & Eden, (2001); Covin & Slevin (1989)	I am comfortable devoting significant resources to new strategies and innovations. I have a strong proclivity for high-risk projects. I believe that bold, widely ranging acts are necessary to achieve my institution’s. When confronted with decision-making situations involving uncertainty,
Risk Propensity	2895	Risk propensity will be operationally defined as general perceptions of risk and propensity to take	Meertens & Lion (2008)	I usually view risks as a challenge

		risks with regards to day-to-day tasks that impact personal health and safety  (Meertens & Lion, 2008).		
Risk Propensity	3346	No definition	Sitkin & Weingart (1995)	<p>Priming Statement: "Sometimes paramedics must take risks in order to contribute effectively to patient care. Given the circumstances below, each potentially requiring some amount of risk-taking to positively affect your patient's outcome, how would you rate your tendency to choose more or less risky alternatives?"</p> <p>Response Statements: "When choosing patientcare alternatives based on patient assessment completed by others.; When choosing patient care alternatives which rely upon assessments high in medical complexity.; When choosing patient care alternatives which could have a major impact on the patient's outcome.; When</p>

				initiating a patient treatment which has the potential to be unsuccessful.; When I am aware that the patient assessment was done while missing several pieces of information.” (1 = less risky alternative, 5 = more risky alternative)
Risk Propensity	5213	No definition	Ad hoc	Risk taking is in my nature
Risk Propensity	5532	Individuals with high risk-taking propensity not only enjoy taking risks but overestimate the likelihood of success associated with risky courses of action and underestimate the likelihood of failure (Brockhaus, 1980; Sitkin & Pablo, 1992).	Gomez-Mejia & Balkin (1989)	I view risk on a job as something to be avoided at all costs
Risk Propensity	10233	Sitkin and Pablo (1992) define risk propensity as an individual's risk-taking tendencies - their dispositional tendency to take or avoid risks	Sitkin & Weingart (1995)	When I have more than one option for a task, I tend to choose the riskiest one. I tend to take risks in work that requires highly technical analysis. I tend to take more risks when decisions are

				more important to the organization.  I take risks in my work even when it is possible that they could backfire.  I will take risky action even when I lack all relevant information for the task at hand.
Risk Propensity	10459	The tendency for an individual to take risks	Meertens & Lion 2008	"I usually view risk as a challenge"
Risk Propensity	10493	The tendency for an individual to take risks is another construct that has gained notable attention in the prediction of safety behavior, and is known as risk propensity or risk avoidance.	Ad hoc	"I usually view risk as a challenge"
Risk Propensity	10533	Risk propensity is an individual's inclination to take or avoid risks (Sitkin & Pablo, 1992)... Risk propensity is defined as a combination of a tendency to engage in behavior with respect to the acceptance or avoidance of risk, along with a risk assessment of what the individual perceives	Hung & Tangpong (2010)	"To earn greater rewards, I am willing to take higher risks"

		to be threats or opportunities (Baucus, Norton, Baucus, & Human, 2008; Norton & Moore, 2006).		
Risk taking	1369	Risk propensity is an individual attitude that influences one's personal proclivity to be risk seeking or risk averse in particular situations (Vardaman et al. 2008). Risk preferences are a stable disposition to be risk averse or risk seeking across situations. Turnover risk propensity represents the individual's attitudes toward taking risk in the context of quitting a job.	Ad hoc	'To achieve something in life one has to take risks,' 'To gain high profits in business one has to take high risks,' 'I willingly take responsibility in my workplace,' 'The skill of reasonable risk-taking is one of the most important managerial skills.'
Risk taking	1819	No definition	Ad hoc	None provided
Risk taking	3224	"Decision risk" means "the extent to which there is uncertainty about whether potentially significant and/or disappointing outcomes of decisions will be realized".	Ad hoc	In firefighting missions in which other people are at risk, I take a risk for my own safety in order to achieve my goals.

		Risky decision making refers to risk behavior “that may be characterized by the degree of risk associated with the decisions made” [10] (p. 11). Based on these explanations, Sitkin and Pablo characterize decisions as risky when (a) the expected outcome is uncertain, (b) the goals of the decision are difficult to achieve, and/or (c) the possible outcomes could have extreme consequences [10].		
Risk taking	4184	Risk-taking involves deviation from status quo and group expectations or norms, thereby, engendering the stigma of failure (Fu, Tsui, & Dess, 2006).	Andrews & Smith, (1996); Weber, Blais, & Betz (2002)	“In my work, I prefer to play safe when I develop ideas (reverse),” “I am a risk-taker when it comes to proposing ideas,” “I prefer to think conservatively when I develop ideas (reverse).”
Risk taking	4667	No definition	Ad hoc	I think that the safety instructions prevent me from solving my tasks in the best way

				<p>It is sometimes necessary to take risks to get the job done</p> <p>There is too much regard for safety in exercises</p> <p>Taking risks is a natural part of military activities</p> <p>Too much emphasis is placed on safety in our activities</p> <p>In military activities it is necessary that the individual is prepared to take personal risks. I think that unnecessary risks are taken during exercises</p> <p>I sometimes take risks during exercises which I would rather not</p> <p>I sometimes experience pressure from comrades in the group not to follow safety instructions</p>
Risk taking	5371	Boxall et al. (2003) found that undertaking a career transition was an	Holland & Gottfredson (1994)	None provided

		<p>uncertain process and successful negotiation required a capacity to take considerable risks. Ingram (1999) identified that a predisposition towards taking risks was an important personality factor in initiating and managing the career transition process. Risk-Taking Style scale provides an indication of the extent to which a respondent is willing to make non-conservative and speculative decisions in relation to his or her career.</p>		
Risk taking	5404	risk taking, measures the extent to which a person seeks to be exposed to uncertain situations, especially those in which financial gain or loss are involved.	Ad hoc	Jackson Personality Inventory
Risk taking	5603	Risk-taking captures a set of work behaviors in pursuit of desirable benefits yet with a probability of incurring loss or	Schilpzand et al (2018)	I took a risk that might likely create unexpected costs for my leader to try something different that might improve my work.

		harm on the leader (Lopes, 1987; van Kleef et al., 2021).		
Risk taking	10233	Performance based risk taking' (PBRT) will be defined and discussed as a construct which captures the element of risk in the creative process and provides a link to understanding how work contexts and individual differences influence employee creativity. Performance Based Risk Taking (PBRT) is defined as a contextually and dispositionally driven willingness to take calculated risks within the scope of one's job in an effort to produce positive job-related outcomes such that one is open to potential failure as a result	Ad hoc	<p>When I think of a good way to improve the way I accomplish my work, I will risk potential failure to try it out.</p> <p>I will take a risk and try something new if I have an idea that might improve my work, regardless of how I might be evaluated.</p> <p>I will take informed risks at work in order to get the best results, even though my efforts might fail.</p> <p>I am willing to go out on a limb at work and risk failure when I have a good idea that could help me become more successful.</p> <p>I don't think twice about taking calculated risks in my job if I think they will make me more productive, regardless of whether or not my efforts will be successful.</p>

				<p>Even if failure is a possibility, I will take informed risks on the job if I think they will help me reach my goals.</p> <p>When I think of a way to increase the quality of my work, I will take a risk and pursue the idea even though it might not pan out.</p> <p>In an effort to improve my performance, I am willing to take calculated risks with my work, even if they may not prove successful.</p>
Risk taking	20002	Dangerous risk taking is defined as an individual's willingness to engage in activities that knowingly have elements of physical danger	Ad hoc	<p>(a) I would rather take risks than be overly cautious; (b) In the past month, I have done some exciting things that other people think are dangerous; (c) I love to take risks even when there is a small chance I could get hurt; (d) Sometimes people get on my nerves when they tell me how to act</p>

				“more safely”; and (e) I value having fun more than being safe.
Risk taking tendency	7045	Risk has been defined in many ways, but most researchers agree that it is a combination of the probability of an occurrence with the magnitude of actual negative events (Brehmer, 1987; Yates & Stone, 1992). In aviation it refers to the possibility of a negative consequence (e.g., reduction of a safety margin) as a function of some type of threat.	Ad hoc	None provided
Risk tolerance	182	We measure risk tolerance through questions regarding individuals' willingness to gamble on their lifetime income.	Ad hoc	None provided
Risk tolerance	570	Risk tolerance is defined as the “inverse of risk aversion” or the willingness shown by an individual to accept risks (Walls and Dyer 1996, p.	Ad hoc	None provided

		1005). Work related risk tolerance as the level of comfort or discomfort with safety hazards in the workplace. Conversely, personal risk-tolerance is defined as the level of comfort or discomfort around risks in everyday life.		
Risk tolerance	594	safety risk tolerance, which covers the most common construction accidents and injuries (falling hazard, electric accident, and unsafe environment, among the others), to measure how seriously construction workers perceived the confronted risks	Wu et al. (2016)	can accept that safety nets do not cover the building when construction is in progress.”
Risk tolerance	1042	Risk tolerance captures the extent to which employees are willing to try new things, even if the outcomes are uncertain (Zhao et al., 2005).	Gomez-Mejia & Balkin (1989)	None provided

Risk tolerance	1905	No definition	Wang & Li (2011); Liu et al. (2019)	I am willing to take all kinds of risks on my own initiative. Faced with difficulties, I like to try bold plans. I prefer adventure.
Risk tolerance	5518	No definition	Gomez-Mejia & Balkin (1989)	My supervisor views risk on a job as a situation to be avoided at all costs.
Risky lifestyle	11004	Risk propensity based on one's reported Involvement in risky activities (risky lifestyle).	Geller et al. (1997)	How many cigarettes do you smoke per day? During a typical week, how many ounces of alcohol do you consume? (one ounce of alcohol = 1-12 oz. beer, 1 glass of wine, or 1 mixed drink) How many times within the last year did you operate a vehicle after having three (3) or more alcoholic drinks within two (2) hours of driving? On your last 10 vehicle trips, how many times did you use your safety belt? When the speed limit is 55 mph, I usually drive ... What percentage of time do you try to beat a yellow light? What percentage of

time do you travel faster than the posted speed limit? If all speed limits were eliminated, and you were driving the sports car of your choice on the open highway with no other cars in sight, how fast would you travel? I anger easily when behind the wheels of my vehicle. I try to get revenge when I'm cut off on the highway by passing or staying on the tail of the offender. On your last 10 motorcycle rides how many times did you wear a helmet? On your last 10 bicycle rides how many times did you wear a helmet? In the last 10 times you moved the lawn, how many times did you use safety glasses or goggles? In the last 10 times you used a chainsaw, how many times did you use safety glasses or goggles? In the last 10 times you used a chainsaw, how many times did you use hearing

				protection? How often have you checked the operation of a smoke detector in your home? How often do you practice a fire evacuation plan for your home?
Risky personality style	6508	No definition	Salgado et al. (2001)	None provided
Willingness to take risks	541	Risk-taking can be viewed as voluntary participation in any behavior which involves the probability for negative consequences (Boyer 2006).	Killgore et al. (2006); Sicard et al. (1999)	None provided
Willingness to take risks	5505	No definition	Ad hoc	None provided
Willingness to take risks	6277	One individual characteristic that may influence the sensemaking interpretation of a situation is willingness to take risks ... new ideas and behaviors are viewed as risky, as they represent disturbances in the status quo and power balances (Albrecht & Hall, 1991)	Andrews & Smith (1996).	I am a risk-taker when it comes to proposing

