

University of Groningen

Career roles

de Jong, Nicole

DOI:
[10.33612/diss.101440931](https://doi.org/10.33612/diss.101440931)

IMPORTANT NOTE: You are advised to consult the publisher's version (publisher's PDF) if you wish to cite from it. Please check the document version below.

Document Version
Publisher's PDF, also known as Version of record

Publication date:
2019

[Link to publication in University of Groningen/UMCG research database](#)

Citation for published version (APA):
de Jong, N. (2019). *Career roles: their Measurements, Determinants and Consequences*. [Thesis fully internal (DIV), University of Groningen]. Rijksuniversiteit Groningen. <https://doi.org/10.33612/diss.101440931>

Copyright

Other than for strictly personal use, it is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), unless the work is under an open content license (like Creative Commons).

The publication may also be distributed here under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license. More information can be found on the University of Groningen website: <https://www.rug.nl/library/open-access/self-archiving-pure/taverne-amendment>.

Take-down policy

If you believe that this document breaches copyright please contact us providing details, and we will remove access to the work immediately and investigate your claim.

Downloaded from the University of Groningen/UMCG research database (Pure): <http://www.rug.nl/research/portal>. For technical reasons the number of authors shown on this cover page is limited to 10 maximum.

References

- Ahkanasy, N. M., & O'Connor, C. (1997). Value Congruence in Leader-Member Exchange. *The Journal of Social Psychology, 137*(5), 647-662. doi:10.1080/00224549709595486
- Akhtar, R., Boustani, L., Tsvirikos, D., & Chamorro-Premuzic, T. (2015). The engageable personality: Personality and trait EI as predictors of work engagement. *Personality and Individual Differences, 73*, 44-49. doi: 10.1016/j.paid.2014.08.04
- Alicke, M. D., & Sedikides, C. (2009). Self-enhancement and self-protection: what they are and what they do. *European Review of Social Psychology, 20*, 1-48. doi:10.1080/10463280802613866
- Alicke, M. D., & Sedikides, C. (2011). *Handbook of Self-enhancement and Self-protection*. New York: The Guilford Press
- Allik, J., & McCrae, R. R. (2004). Toward a geography of personality traits patterns of profiles across 36 cultures. *Journal of Cross Cultural Psychology, 35*, 13-28. doi: 10.1177/0022022103260382
- Andriopoulos, C., & Lewis, M. W. (2009). Exploitation-Exploration Tensions and Organizational Ambidexterity: Managing Paradoxes of Innovation. *Organization Science, 20*(4), 696-717. doi:10.1287/orsc.1080.0406
- Anusic, I., & Schimmak, U. (2016). Stability and change of personality traits, self-esteem, and well-being: Introducing the meta-analytic stability and change model of retest correlations. *Journal of Personality and Social Psychology, 110*(5), 766-781. doi:10.1037/pspp0000066
- Arthur, M. D., Khapova, S. N., & Wilderom, C. P. M. (2005). Career success in a boundaryless world. *Journal of Organizational Behavior, 26*(2), 177-202. doi:10.1002/job.290
- Arthur, M. B., & Rousseau, D. M. (Eds.). (1996). *The boundaryless career: A new employment principle for a new organizational era*. Oxford: Oxford University Press
- Ashforth, B. E. (2001). *Role transitions in organizational life: An identity-based perspective*. Mahwah, NJ, US: Lawrence Erlbaum Associates Publishers
- Axtell, C. M., & Parker, S. K. (2003). Promoting role breadth self-efficacy through involvement, work redesign and training. *Human Relations, 56*(1), 113-131. doi:10.1177/0018726703056001452
- Bagshaw, M. (1996). Creating employability: how can training and development square the circle between individual and corporate interest? *Industrial and Commercial Training, 28*(1), 16-18. doi:10.1108/00197859610105431
- Bakar, A. B., & McCann, R. M. (2014). Matters of demographic similarity and dissimilarity supervisor-subordinate relationships and workplace attitudes. *International Journal of Intercultural Relations, 41*, 1-16. doi:10.1016/j.ijintrel.2014.04.004
- Bakker, M., Tims, A. B., & Derks, D. (2012). Proactive personality and job performance: The role of job crafting and work engagement. *Human Relations, 65*(10), 1359 – 1378. doi:10.1177/0018726712453471
- Baron, H. (1996). Strengths and Limitations of Ipsative Measurement. *Journal of Occupational and Organizational Psychology, 69*, 49-56. doi:10.1111/j.2044 8325.1996.tb00599.x
- Barrick, M. R. (2005). Yes, personality matters: Moving on to more important matters, *Human Performance, 18*(4), 359-372. doi: 10.1207/s15327043hup1804_3
- Barrick, M. R., Mount, M. K., & Gupta, R. (2003). Meta-analysis of the relationship between the Five-Factor Model of personality and Hollands's occupational types. *Personnel Psychology, 56* (1), 45-74. doi:10.1111/j.1744-6570.2003.tb00143.x
- Barrick, M. R., Mount, M. K., & Judge, T. A. (2001). Personality and performance at the beginning of the new millennium: What do we know and where do we go next? *Personality and Performance, 9*, 9-30. doi:10.1111/1468-2389.00160
- Barrick, M. R., Mount, M. K., & Strauss, J. P. (1992). The Big Five personality dimensions and ability predictors of citizenship, delinquency, and sales performance. Paper presented at the Seventh Annual Conference of the Society of Industrial and Organizational Psychology, Montreal
- Barrick, M. R., Stewart, G. L., & Pitorowski, M. (2002). Personality and job performance: Test of the mediating effects of motivation among sales representatives. *Journal of Applied Psychology, 87*(1), 43-51. doi:10.1037/0021-9010.87.1.43
- Baruch, Y. (2004). Transforming careers: from linear to multidirectional career paths: Organizational and individual perspectives. *Career Development International, 9*(1), 58-73. doi:10.1108/13620430410518147
- Baruch, Y. (2006). Career development in organizations and beyond: Balancing traditional and contemporary viewpoints. *Human Resource Management Review, 16*(2), 125-138. doi:10.1016/j.hrmmr.2006.03.002
- Baruch, Y., & Holtom, B.C. (2008). Survey response rate levels and trends in organizational research. *Human Relations, 61*(8), 1139-1160. doi:10.1177/0018726708094863
- Baruch, Y., & Rosenstein, E. (1992). Human resource management in Israeli firms: Planning and managing careers in high technology organizations. *International Journal of Human Resource Management, 3*(3), 477-496. doi:10.1080/09585199200000161
- Baughman, B. C., Basso, M. R., Sinclair, R. R., Combs, D. R., & Roper, B. L. (2015). Staying on the job: The relationship between work performance and cognition in individuals diagnosed with multiple sclerosis. *Journal of Clinical and Experimental Neuropsychology, 37*(6), 630-640. doi: 10.1080/13803395.2015.1039963
- Baumert, A., Schmitt, M., Perugini, M., Johnson, W., Blum, G., Borkenau, P., & Wrzus, C. (2017). Integrating personality structure, personality process, and personality development. *European Journal of Personality, 31*, 503-528. doi: 10.1002/per.2115
- Becker, T. E. (2005). Potential problems in the statistical control of variables in organizational research: A qualitative analysis with recommendations. *Organizational Research Methods, 8*(3), 274-289. doi:10.1177/1094428105278021
- Belbin, M. R. (1981). *Management teams*. London: Heinemann
- Bell, B. S., Kozlowski, S. W. J., & Blawath, S. (2012). Team learning: A review and integration. In S. W. J. Kozlowski (Ed.), *The Oxford Handbook of Organizational Psychology* (Vol. 2. Pp.859-909). Oxford, UK: Oxford University Press
- Bello, D., Leung, K., Radebaugh, L., Tung, R. L., & Van Witteloostuijn, A. (2009). From the Editors: Student samples in international business research, *Journal of International Business Studies, 40*(3), 361-364. doi:10.1057/jibs.2008.101

- Benet-Martinez, V., & John, O. P. (1998). *Los Cinco Grandes* across cultures and ethnic groups: Multitrait multimethod analyses of the Big Five in Spanish and English. *Journal of Personality and Social Psychology, 75*, 729-750. doi: 10.1037/0022-3514.75.3.729
- Benoliel, P., & Somech, A. (2014). The health and performance effects of participative leadership: Exploring the moderating role of the Big Five personality dimensions. *European Journal of Work and Organizational Psychology, 23*(2), 277-294. doi:10.1080/1359432X.2012.717689
- Bentler, P.M. (1990). Comparative fit indexes in structural models. *Psychological Bulletin, 107*(2), 238-246. doi:10.1037/0033-2909.107.2.238
- Bindl, U. K., & Parker, S. K. (2010). Proactive work behavior: Forward-thinking and change oriented action in organizations. In S. Zedeck (ed), *APA handbook of industrial and organizational psychology*. Washington, DC: American Psychological Association
- Bono, J. E., & Judge, T. A. (2004). Personality and transformational and transactional leadership: A meta-analysis. *Journal of Applied Psychology, 89*(5), 901-910. doi:10.1037/0021-9010.89.5.901
- Boudreau, M. A. (2001). Career development: What is its role in human resource development? In O. Aliaga (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 805-812). Bowling Green, OH: Academy of Human Resource Development
- Bravo, J., Seibert, S. E., Kraimer, M. L., Wayne, S. J., & Liden, R. C. (2017). Measuring career orientations in the era of the boundaryless career. *Journal of Career Assessment, 25*(3), 502-525. doi: 10.1177/1069072715616107
- Brett, J., & Atwater, L. (2001). 360° feedback: Accuracy, reactions, and perceptions of usefulness. *Journal of Applied Psychology, 86*, 930-942. doi:10.1037/0021-9010.86.5.930
- Briscoe, J., & Hall, D. (2006). The interplay of boundaryless and protean careers: combinations and implications. *Journal of Vocational Behavior, 69*(1), 4-18. doi:10.1016/j.jvb.2005.09.002
- Briscoe, J., Hall, D., & Frautschy Demuth, R. L. (2006). Protean and boundaryless careers: An empirical exploration. *Journal of Vocational Behavior, 69*, 30-47. doi:10.1016/j.jvb.2005.09.003
- Brislin, L. A., & Savickas, M. L. (1994). Career indecision scales do not measure foreclosure. *Journal of Career Assessment, 2*, 325-363. doi:10.1177/106907279400200403
- Buhrmester, M., Kwang, T., & Gosling, S. (2011). Amazon's Mechanical Turk. *Perspectives on Psychological Science, 6*(1), 3-5. doi:10.1177/17456916103939801
- Buhrmester, M. D., Talafar, S., & Gosling, S. D. (2018). An Evaluation of Amazon's Mechanical Turk, Its Rapid Rise, and its Effective Use. *Perspectives on Psychological Science, 13*(2), 149-154. doi:10.1177/1745691617706516
- Byza, O. A. U., Dörr, S. L., Schuh, S. C., & Maier, G. W. (2017). When leaders and followers match: The impact of objective value congruence, value extremity, and empowerment on employee commitment and job satisfaction. *Journal of Business Ethics, 1-19*. doi:10.1007/s10551-017-3748-3
- Cable, D. M., & Edwards, J. R. (2004). Complementary and supplementary fit: A theoretical and empirical integration. *Journal of Applied Psychology, 89*(5), 822-834. doi:10.1037/0021-9010.89.5.822
- Campion, M. A. Cheraskin, L., & Stevens, M. J. (1994). Career-related antecedents and outcomes of job rotation. *Academy of Management Journal, 37*(6), 1518-1542. doi:10.2307/256797
- Cantor, N. (1990). From thought to behavior: 'Having' and 'doing' in the study of personality and cognition. *American Psychologist, 45*(6), 735-750. doi: 10.37/0003-066X.45.6.735
- Carlo, G., Okun, M. A., Knight, G. P., & De Guzman, M. R. T. (2005). The interplay of traits and motives on volunteering: Agreeableness, extraversion and prosocial value motivation. *Personality and Individual Differences, 38*(6), 1293-1305. doi: 10.1016/j.paid.2004.05.012
- Chandler, J., & Shapiro D. (2016). Conducting clinical research using crowd-sourced convenience samples. *Annual Review of Clinical Psychology, 12*, 53-81. doi:10.1146/annurev-clinpsy-021815-093623
- Cheung, J. H., Burns, D. K., Sinclair, R. R., & Sliter, M. (2017). Amazon mechanical turk in organizational psychology: An evaluation and practical recommendations. *Journal of Business and Psychology, 32*(4), 347-361. doi:10.1007/s10869-016-9458-5
- Chiaburu, D. S., Oh, I.-S., Berry, C. M., Li, N., & Gardner, R. G. (2011). The Five-Factor Model of personality traits and organizational citizenship behaviors: A meta-analysis. *Journal of Applied Psychology, 96*(6), 1140-1166. doi:10.1037/a0024004
- Christiansen, N. D., & Tett, R. P. (2008). Toward a better understanding of the role of situations in linking personality, work behavior, and job performance. *Industrial and Organizational Psychology, 1*, 312-316. doi:10.1111/j.1754-9434.2008.00054.x
- Clarke, M. (2008). Understanding and managing employability in changing career contexts. *Journal of European Industrial Training, 32*(4), 258-284. doi:10.1108/03090590810871379
- Colbert, B. A. (2004). The complex resource-based view: Implications for theory and practice in strategic human resource management. *Academy of Management Review, 29*(3), 341-358. doi:10.5465/AMR.2004.13670987
- Cogliser, C.C., Schriesheim, C. A., Scandura, T.A. & Gardner, W. L. (2009). Balance in leader and follower perceptions of leader-member exchange: Relations with performance and work attitudes. *The Leadership Quarterly, 20*(3). 452-465. doi:10.1016/j.leaqua.2009.03.010
- Cornwell, J. M., & Dunlap, W. P. (1994). On the questionable soundness of factoring ipsative data: A response to Saville & Willson (1991). *Journal of Occupational & Organizational Psychology, 67*(2), 89-100. doi:10.1111/j.2044-8325.1994.tb00553.x
- Costa, P. T., Jr., & McCrae, R. R. (1992). *Revised NEO personality inventory (NEO-P-IR) and NEO Five-Factor Inventory (NEO-FFI): Professional manual*. Lutz, FL: Psychological Assessment Resources
- Costa, P. T., Jr., & McCrae, R. R. (1997). Longitudinal stability of adult personality. In R. Hogan, J.A. Johnson, & S. R. Briggs (Eds.), *Handbook of personality psychology* (pp. 269-290). Orlando, FL: Academic

- Cox, T. H., Loebel, S.A., & McLeod, P. L. (1991). Effects of ethnic group cultural differences on cooperative and competitive behavior in a group task. *Academy of Management Journal*, 34(4), 827–847. doi:10.2307/256391
- Crant, J.M. (2000). Proactive behavior in organizations. *Journal of Management*, 26(3), 435–462. doi:10.1177/014920630002600304
- De Cuyper, N., & De Witte, H. (2011). The management paradox: Self-rated employability and organizational commitment and performance. *Personnel Review*, 40(2), 152–172. doi:10.1108/00483481111106057
- De Jong, N., Van Leeuwen, R. G. J., Hoekstra, H.A., & Van der Zee, K.I. (2014). Measuring identification with career roles. CRIQ: An innovative measure using comparison awareness to avoid self-presentation tactics. *Journal of Vocational Behavior*, 85(2), 199–214. doi:10.1016/j.jvb.2014.07.01
- De Jong, N., Wisse, B. M., Heesink, J. A. M., & Van der Zee K. I. (2019). Personality and career roles: the mediating role of career role preferences. *Frontiers in Psychology*, 10:1720. doi: 10.3389/fpsyg.2019.01720
- DeNeve, K. M., & Cooper, H. (1998). The happy personality: A meta-analysis of 137 personality traits and subjective well-being. *Psychological Bulletin*, 124(2), 197–229. doi:10.1037/0033-2909
- Denissen, J. J., Geenen, R., Van Aken, M. A., Gosling, S. D., & Potter, J. (2008). Development and validation of a Dutch translation of the Big Five Inventory (BFI). *Journal of Personality Assessment*, 90(2), 152–157. doi:10.1080/00223890701845229
- Denissen, J. J. A., & Penke, L. (2008). Motivational individual reaction norms underlying the five-factor model of personality: First steps toward a theory-based conceptual framework. *Journal of Research in Personality*, 42, 1285–1302. doi:10.1016/j.jrp.2008.04.002
- DeVellis, R. F. (1991). *Scale Development: theory and applications* (Applied Social Research Methods Series, Vol.26). Newbury Park: Sage
- Dienesch R. M. & Liden, R. C. (1986). Leader-member exchange model of leadership: A critique and further development. *Academy of Management Review*, 11(3), 618–634. doi:10.2307/258314
- Digman, J. M. (1997). Higher-order factors of the Big Five. *Journal of Personality and Social Psychology*, 73(6), 1246–1256. doi:10.1037/0022-3514.73.6.1246
- Digman, J. M., & Inouye, J. (1986). Further specification of the five robust factors of personality. *Journal of Personality and Social Psychology*, 50, 116–123. doi:10.1037/0022-3514.50.1.116
- Dirkx, J. M., Gilley, J. W., & Gilley, A. M. (2004). Change theory in CPE and HRD: Toward a holistic view of learning and change in work. *Advances in Developing Human Resources*, 6(1), 35–51. doi:10.1177/1523422303260825
- Dittrich, R., Francis, B., Hatzinger, R. (2007). A paired comparison approach for the analysis of sets of Likert-scale responses. *Statistical Modeling*, 7, 3–28. doi:10.1177/1471082X0600700102
- Dutton, J. E., & Ashford, S. J. (1993). Selling issues to top management. *Academy of Management Review*, 18(3), 397–428. doi:10.2307/258903
- D’Zurilla, T. J., Maydeu-Olivares, A., & Gallardo-Pujol, D. (2011). Predicting social problem solving using personality traits. *Personality and Individual Differences*, 50(2), 142–147. doi: 10.1016/j.paid.2010.09.015
- Edwards, A. L. (1953). The relationship between the judged desirability of a trait and the probability that the trait will be endorsed. *Journal of Applied Psychology*, 37(2), 90–93. doi:10.1037/h0058073
- Ellinger, A. D. (2004). The concept of self-directed learning and its implications for Human resource development. *Advances in Developing Human Resources*, 6(2), 158–177. doi:10.1177/1523422304263327
- Escalas, J. E., & Bettman, J. R. (2003). You are what they eat: The influence of Reference groups on consumer connections to brands. *Journal of Consumer Research*, 13(3), 339–348. doi:10.1207/S15327663JCP1303_14
- Fan, X., & Sivo, S. (2007). Sensitivity of fit indices to model misspecification and model types. *Multivariate Behavioral Research*, 42(3), 509–529. doi:10.1080/00273170701382864
- Feintuch, A. (1955). Improving the employability and attitudes of ‘difficult-to-place’ persons. *Psychological Monographs*, 69(7), 1–20. doi:10.1037/h0093689
- Ford, M. E. (1992). *Motivating humans: Goals, emotions, and personal agency beliefs*: Sage Publications, Inc.
- Forrier, A., & Sels, L. (2005). Het concept employability. *Tijdschrift voor HRM*, 8(3), 47–73
- Frese, M. (1982). Occupational socialization and psychological development: An underemphasized research perspective in industrial psychology. *Journal of Occupational Psychology*, 55, 209–224
- Fugate, M., & Kinicki, A. J. (2008). A dispositional approach to employability: Development of a measure and test of implications for employee reactions to organizational change. *Journal of Occupational and Organizational Psychology*, 81(3), 503–527. doi:10.1348/096317907X241579
- Fugate, M., Kinicki, A. J., & Ashforth, B. E. (2004). Employability: A psycho-social construct, its dimensions, and applications. *Journal of Vocational Behavior*, 65(1), 14–38. doi:10.1016/j.jvb.2003.10.005
- Fuller B., Jr., & Marler, L. E. (2009). Change driven by nature: A meta-analytic review of the proactive personality literature. *Journal of Vocational Behavior*, 75(3), 329–345. doi:10.1016/j.jvb.2009.05.008
- Gadassi, R., & Gati, I. (2009). The effect of gender stereotypes on explicit and implicit career preferences. *The Counseling Psychologist*, 37(6), 902–922. doi: 10.1177/0011000009334093
- Gebert, D., Boerner, S., & Kearney, E. (2010). Fostering team innovation: Why is it important to combine opposing action strategies? *Organization Science*, 21, 593–608. doi:10.1287/orsc.1090.0485
- Gibson, C. B., & Birkinshaw, J. (2004). The Antecedents, Consequences, and Mediating Role of Organizational Ambidexterity. *Academy of Management Journal*, 47(2), 209–226. doi:10.5465/20159573
- Goldberg, L. R. (1990). An alternative ‘description of personality’: The Big-Five factor structure. *Journal of Personality and Social Psychology*, 59(6), 1216–1229. doi: 10.1037/0022-3514.59.6.1216
- Graen, G. B., & Scandura, T. A. (1987). Toward a psychology of dyadic organizing. *Research in Organizational Behavior*, 9, 175–208

- Guo, Q., Sun, P., & Li, L. (2018). Why neurotic individuals are less prosocial? A multiple mediation analysis regarding related mechanisms. *Personality and Individual Differences, 128*, 55-61. doi: 10.1016/j.paid.2018.02.026
- Gupta, A. K., Smith, K. G., & Salley, C. E. (2006). The interplay between exploration and exploitation. *Academy of Management Journal, 49*, 693-706. doi:10.5465/AMJ.2006.22083026
- Haan, E. (2014). *Coaching with colleagues*. Houndsmill, Basingstoke, Hampshire: Palgrave Macmillan
- Habashi, M. M., Graziano, W. G., & Hoover, A. E. (2016). Searching for the prosocial personality: A Big Five approach to linking personality and prosocial behavior. *Personality and Social Psychology Bulletin, 42*(9), 1177-1192. doi: 10.1177/0146167216652859
- Hall, T. D. (1976). *Careers in organizations*. Glenview, IL: Scott, Foresman
- Hall, T. D. (1987). Introduction: An overview of Current CD theory, research, and practice. In D. T. Hall & Associates (Eds.), *Career development in organizations* (pp.1-20). San Francisco: Jossey-Bass
- Hall, T. D. (2002). *Careers in and out of organizations*. Thousand Oaks: Sage Publications
- Hall, T. D. (2004). The protean career: A quarter-century journey. *Journal of Vocational Behavior, 65*, 1-13. doi:10.1016/j.jvb.2003.10.1006
- Hall, D., & Mirvis, P. (1995). The New Career Contract: Developing the Whole Person at Midlife and Beyond. *Journal of Vocational Behavior, 47*(3), 269-289. doi:10.1006/jvbe.1995.0004
- Hall, D. T., & Moss, J. E. (1998). The new protean career contract: Helping organizations and employees adapt. *Organizational Dynamics, 26*(3), 22-37. doi:10.1016/S0090-2616(98)90012-2
- Hansbrough, T. K., Lord, R. G., & Schyns, B. (2015). Reconsidering the accuracy of follower leadership ratings. *The Leadership Quarterly, 26*(2), 220-237. doi:10.1016/j.leaqua.2014.11.006
- Hargrove, B. K., Inman, A. G., & Crane, R. L. J. (2005). Family interaction patterns, career planning attitudes, and vocational identity of high school adolescents. *Journal of Career Development, 31*(4), 263-278. doi:10.1007/s10871-005-4740-1
- Hayes, A. F. (2013). *Introduction to mediation, moderation, and conditional process analysis*. New York, NY: Guilford Press
- He, Z., & Wong, P. (2004). Exploration vs. exploitation: An empirical test of the ambidexterity hypothesis. *Organizational Science, 15*, 481-494. doi:10.1509/jm.10.0448
- Hiemstra, A., Op de Beek, M., & Serlie, A. (2011). *Handleiding G5R*. Rotterdam: GITP Research
- Hillage, J., & Pollard, E. (1998). *Employability: Developing a framework for policy analysis*. Research brief 85, DFEE (Department for Education and Employment). Brighton: The Institute for Employment Studies
- Hoekstra, H. A. (2006). The life-span perspective: sustainable selection [Dutch: Het levensloopsperspectief: duurzame selectie]. In G. N. Smit, H. C. M. Verhoeven, & A. Driessen (Eds.). *Personnel Selection and Assessment [Dutch: Personeelsselectie en Assessment]* (pp. 210-232). Assen: Van Gorcum
- Hoekstra, H. A. (2011). A career roles model of career development. *Journal of Vocational Behavior, 78*(2), 159-173. doi:10.1016/j.jvb.2010.09.016
- Hoekstra, H.A., & Groen, B. A. C. (2008). *Career role fulfillment in relation to performance and work satisfaction. [Dutch: Loopbaanrolvervulling in relatie tot performance en satisfactie]* (Unpublished Master's Thesis). Universiteit Twente, Enschede
- Hoffman, B. J., Bynum, B. H., Piccolo, R. F., & Sutton, A. W. (2011). Person-organization value congruence: How transformational leaders influence work group effectiveness. *Academy of Management Journal, 54*, 779-796. doi:10.5465/amj.2011.64870139
- Hogan, R. (1983). A socioanalytic theory of personality. In M. M. Page (Ed.), *1982 Nebraska symposium on motivation* (pp. 55-89). Lincoln: University of Nebraska Press
- Hogan, R. (2007). *Personality and the fate of organizations*. Mahwah NJ: Lawrence Erlbaum Ass.
- Hogan, R., & Holland, B. (2003). Using theory to evaluate personality and job-performance relations: a socioanalytic perspective. *Journal of Applied Psychology, 88*(1), 100-112. doi:10.37/0021-9010.88.1.100
- Holland, J. L. (1997). *Making vocational choices: A theory of vocational personalities and work environments* (3rd ed). Englewood Cliffs, NJ: Prentice-Hall
- Huckvale, T., & Ould, M. (1995). Process modelling – who, what and how: Role activity diagramming. In V. Grover, & W. J. Kettinger (Eds.), *Business process change: concepts, methods, and technologies* (pp.330-349). London: Idea Group Publishing
- Hughes, E. C. (1937). Institutional office and the person. *American Journal of Sociology, 43*, 404-413. doi:10.1086/217711
- Hurtz, G. M., & Donovan, J. (2000). Personality and job performance: The Big Five revisited. *Journal of Applied Psychology, 85*(6), 869-879. doi: 10.1037//0021-9010.85.6.869
- Inkson, K. (2007). *Understanding careers. The metaphors of working lives*. Thousand Oaks, CA: Sage Publications, Inc.
- Jansen, J. J. P., Van den Bosch, F. A. J., & Volberda, H. W. (2006). Exploratory innovation, exploitative innovation, and performance: Effects of organizational antecedents and environmental moderators. *Management Science, 52*, 1661-1674. doi:10.1287/mnsc.1060.0576
- John, O. P., Donahue, E. M. & Kentle, R. L. (1991). *The Big Five inventory – Versions 4a and 54*. Berkeley, CA: University of California, Berkeley, Institute of Personality and Social Research
- John, O. P., Naumann, L. P., & Soto, C. J. (2008). Paradigm shift to the integrative Big-Five trait taxonomy: History, measurement, and conceptual issues. In O. P. John, R. W. Robins, & L. A. Pervin (Eds.), *Handbook of Personality: Theory and Research* (pp. 114-158). New York, NY: Guilford Press
- John, O. P., & Srivastava, S. (1999). The Big-Five trait taxonomy: History, measurement, and theoretical perspectives. In L. A. Pervin & O. P. John (Eds), *Handbook of personality: Theory and research* (Vol. 2, pp. 102-138). New York: Guilford Press

- Judge, T. A., Heller, D., & Mount, M. K. (2002). Five-Factor model of personality and job satisfaction: A meta-analysis, *Journal of Applied Psychology*, 87(3), 530-541. doi:10.1037//0021-9010.87.3.530
- Judge, T. A., Klinger, R., Simon, L. S., & Yang, I. (2008). The contributions of personality to organizational behavior and psychology: Findings, criticisms, and future research directions. *Social and Personality Psychology Compass*, 2(5), 1982-2000. doi: 10.1111/j.1751-9004.2008.00136.x
- Judge, T. A., & Zapata, C. P. (2015). The person-situation debate revisited: Effect of situation strength and trait activation on the validity of the Big Five personality traits in predicting job performance. *Academy of Management Journal*, 58(4), 1149-1170. doi: 10.5465/amj.2010.0837
- Junni, P., Sarala, R. M., Taras, V. A. S., & Tarba, S. Y. (2013). Organizational ambidexterity and performance: A meta-analysis. *Academy of Management Perspectives*, 27, 299-312. doi:10.5465/amp.2012.0015
- Karaevli, A., & Hall, D. T. (2006). How career variety promotes the adaptability of managers: A theoretical model. *Journal of Vocational Behavior*, 69, 359-373. doi:10.1016/j.jvb.2006.06.009
- Katila, R., & Ahuja, G. (2002). Something old, something new: A longitudinal study of search behavior and new product introduction. *The Academy of Management Journal*, 45, 1183-1194. doi:10.2307/3069433
- Keith, M. G., Tay, L., & Harms, P. D. (2017). Systems perspective of amazon mechanical turk for organizational research: Review and recommendations. *Frontiers in Psychology*, 8(1359). doi:10.3389/fpsyg.2017.01359
- Krishnan, V. R. (2002). Transformational leadership and value system congruence. *Journal of Value-Based Management*, 15(1), 19-33. doi: 10.1023/A:1013029427977
- Kristof, A. L. (1996). Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. *Personnel Psychology*, 49, 1-49. doi:10.1111/j.1744-6570.1996.tb01790.x
- Kristof-Brown, A. L., Barrick, M. R., & Stevens, C. K. (2005). When opposites attract: a multi-sample demonstration of complementary person-team fit on extraversion. *Journal of Personality*, 73, 935-957
- Kristof-Brown, A. L., Zimmerman, R. D., Johnson, E. C. (2005). Consequences of individuals' fit at work: A meta-analysis of person-job, person-organization, person-group, and person-supervisor fit. *Personnel Psychology*, 58(2), 281-342. doi:10.1111/j.1744-6570.2005.0067.x
- Kühne, S., & Kroh, M. (2016). Personalized Feedback in web surveys: Does it affect respondents' motivation and data quality? *Social Science Computer Review*, 1-12. doi:10.1177/0894439316673604
- Lane, D., Puri, A., Cleverly, P., Wylie, R., & Rajan, A. (2000). *Employability: Bridging the gap between rhetoric and reality: second report: Employee's perspective*, Create Consultancy/ Professional Development Foundation, London
- Lavie, D., Stettner, U., & Tushman, M. (2010). Exploration and exploitation within and across organizations. *The Academy of Management Annals*, 4(1), 109-155. doi:10.1080/19416521003691287
- Lepine, J. A., Colquitt, J. A., & Erez, A. (2000). Adaptability to changing task contexts: Effects of general cognitive ability, Conscientiousness, and Openness to Experience. *Personnel Psychology*, 53(3), 563-593. doi: 10.1111/j.1744-6570.2000.tb00214.x
- Levinthal, D. A., & March, J. G. (1993). The myopia of learning. *Strategic Management Journal*, 14, 95-112. doi:10.1002/(ISSN)1097-0266
- Lindeman, M., Sundvik, L., & Rouhiainen, P. (1995). Under- or overestimation of the self? Person variables and self-assessment accuracy in work settings. *Journal of Social Behavior and Personality*, 10(1), 123-134
- Lorenzo-Seva, U., & Ten Berge, J. M. F. (2006). Tucker's Congruence Coefficient as a meaningful index of factor similarity. *Methodology*, 2(2), 57-64. doi:10.1027/1614-2241.2.2.57
- Lucas, R. E., Diener, E., Grob, A., Suh, E. M., & Shao, L. (2000). Cross-cultural evidence for the fundamental features of extraversion. *Journal of Personality and Social Psychology*, 79(3), 452-468. doi:10.37/0022.3514.79.3.452
- MacKinnon, D. P., Lockwood, C. M., Hoffman, J. M., West, S. G., & Sheets, V. (2002). A comparison of methods to test mediation and other intervening variable effects. *Psychological Methods*, 7, 83-104. doi:10.1037/1082-989X.7.1.83
- Major, D. A., Turner, J. E., & Fletcher, T. D. (2006). Linking proactive personality and the Big Five to motivation to learn and development activity. *Journal of Applied Psychology*, 91(4), 927-935. doi: 10.1037/0021-9010.91.4.927
- March, J. G. (1991). Exploration and exploitation in organizational learning. *Organizational Science*, 2, 71-87. doi:10.1287/orsc.2.1.71
- March, J. G. (1999). *The pursuit of organizational intelligence*. Oxford, UK: Blackwell
- March, J. G. (2001). The pursuit of intelligence in organizations. In T. K. Lant, & Z. Shapira (Eds.), *Organizational cognition, Computation and Interpretation* (pp.61-72). Mahwah, NJ: Lawrence Erlbaum Associates Publishers
- Markus, H. R., & Kitayama, S. (1991). Culture and the self: Implications for cognition, emotion, and motivation. *Psychological review*, 98(2), 224-253. doi:10.1037/0033-295X.98.2.224
- Marstand, A. S., Martin, A. F., & Epitropaki, O. (2017). Complementary person-supervisor fit: An investigation of supplies-values (S-V) fit, leader-member exchange (LMX) and work outcomes. *The Leadership Quarterly*, 28(3), 418-437. doi:10.1016/j.leaqua.2016.10.008
- Maxwell, S. E., & Cole, D. A. (2007). Bias in cross-sectional analyses of longitudinal mediation. *Psychological Methods*, 12(1), 23-44. doi:10.1037/1082-989X.12.1.23
- Mayrhofer, W., Meyer, M., Iellatchitch, A., & Schiffinger, M. (2004). Careers and human resource management – a European perspective. *Human Resource Management Review*, 14(4), 473-498. doi:10.1016/j.hrmr.2004.10.006
- McAdams, D. P., & Pals, J. L. (2006). A new Big Five: Fundamental principles for an integrative science of personality, *American Psychologist*, 61(3), 204-217. doi: 10.1037/0003-066X.61.3.204

- McCrae, R. R. (2018). Defining traits. In V. Zeigler-Hill, & T. K. Shakelford (Eds.), *The SAGE handbook of personality and individual differences: Volume 1. The science of personality and individual differences* (pp. 3-22). London: SAGE
- McCrae, R. R., & Costa, Jr., P. T. (1996). Toward a new generation of personality theories: theoretical contexts for the five-factor Model. In J. S. Wiggins (Ed.), *The five-factor model of personality: theoretical perspectives* (pp.51-87). New York, NY, US: Guilford Press
- McCrae, R. R., & Costa Jr., P. T. (1999). A five-factor theory of personality. In L. A. Pervin, & O. P. John (Vol Eds.), *Handbook of personality theory and research. Vol 2. Handbook of personality theory and research* (pp.139-153). New York: Guilford Press
- McCrae, R. R., & Costa Jr., P. T. (2008). The five-factor theory of personality. In O. P. John, R. W. Robins, L. A. Pervin (Eds.), *Handbook of personality: Theory and research* (3ed.) (pp. 159-181). New York: Guilford Press
- Meade, A. W. (2004). Psychometric problems and issues involved with creating and using ipastive measures for selection. *Journal of Occupational and Organizational Psychology*, 77, 531-552. doi:10.1348/0963179042596504
- Melchers, M. C., Li, M., Haas, B. W., Reuter, M., Bischoff, L., & Montag, C. (2016). Similar personality patterns are associated with empathy in four different countries. *Frontiers in Psychology*. doi: 10.3389/fpsyg.2016.00290
- Miller, C. C., Cardinal, L. B., & Glick, W. H. (1997). Retrospective reports in organizational research: A reexamination of recent evidence. *Academy of Management Journal*, 40(1), 189-204. doi:10.2307/257026
- Miller, V.D., Johnson, J. R., Hart, Z., & Peterson, D. L. (1999). A test of antecedents and outcomes of employee role negotiation ability. *Journal of Applied Communication Research*, 27(1), 24-48. doi:10.1080/00909889909365522
- Mom, T. J. M., Fourné, S. P. L., & Jansen, J. J. P. (2015). Managers' work experience, ambidexterity, and performance: The contingency role of the work context. *Human Resource Management*, 54(S1), s133-s153. doi:10.1002/hrm.21663
- Mom, T. J. M., van den Bosch, F. A. J., & Volberda, . W. (2007). Investigating managers' exploration and exploitation activities: The influence of top-down, bottom-up and horizontal knowledge inflows. *Journal of Management Studies*, 44, 910-931. doi:10.1111/j.1467-6486.2007.00697.x
- Mom, T. J. M., Van den Bosch, F. A. J., & Volberda, . W. (2009). Understanding variation in managers' ambidexterity: Investigating direct and interaction effects of formal structural and personal coordination mechanisms. *Organizational Science*, 20, 812-828, doi:10.1287/orsc.1090.0427
- Morf, C. C., Horvath, S., & Torchetti, L. (2011). Narcissistic self-enhancement: Tales of (successful?) self-portrayal. In M. D. Alicke, & C. Sedikides (Eds.), *Handbook of self-enhancement and self-protection* (pp. 399-424). New York: Guilford Press.
- Morrison, E. W. (1994). Role definitions and organizational citizenship behavior: The importance of the employee's perspective. *Academy of Management Journal*, 37(6), 1543-1567. doi:10.2307/256798
- Morrison, E. W. (2002). Newcomers' relationships: The role of social network ties during socialization. *Academy of Management Journal*, 45(6), 1149-1160. doi:10.2307/3069430
- Mount, M., Ilies, R., & Johnson, E. (2006). Relationship of personality traits and counterproductive work behaviors: The mediating effects of job satisfaction. *Personnel Psychology*, 59, 591-622. doi: 10.1111/j.1744-6570.2006.00048.X
- Muchinsky, P., & Monahan, C. (1987). What is person-environment congruence? Supplementary versus complementary models of fit. *Journal of Vocational Behavior*, 31(3), 268-277. doi:10.1016/0001-8791(87)90043-1
- Mutz, D. (2011). *Population-based survey experiments*. Princeton, NJ: Princeton University Press
- Nauta, A., Van Vianen, A., van der Heijden, B., Van Dam, K., & Willemsen, M. (2009). Understanding the factors that promote employability orientation: The impact of employability culture, career satisfaction, and role breadth self-efficacy. *Journal of Occupational and Organizational Psychology*, 82(2), 233-251. doi:10.1348/096317908X320147
- Neale, M., & Griffin, M. A. (2006). A model of self-held work roles and role transitions. *Human Performance*, 19(1), 23-42. doi:10.1207/s15327043hup1901_2
- O*net (2019). *The occupational informational network*. Retrieved from <http://www.onetcenter.org> [Google Scholar]
- Ogden, J., & Lo, J. (2012). How meaningful are data from Likert scales? An evaluation of how ratings are made and the role of the response shift in the socially disadvantaged. *Journal of Health Psychology*, 17(3), 350-361. doi:10.1177/1359105311417192
- Oh I.-S., & Berry, C. M. (2009). The five factor model of personality and managerial performance: Validity gains through the use of 360 degree performance ratings. *Journal of Applied Psychology*, 94, 1498-1513. doi:10.1037/a0017221
- Oldham, G. R., & Hackman, J. R. (2010). Not what it was and not what it will be: The future of job design research. *Journal of Organizational Behavior*, 31(2-3), 463-479. doi: 10.1002/job.678
- Organ, D. W., Podsakoff, P. M., & MacKenzie, S. B. (2006). *Organizational citizenship behavior: Its nature, antecedents, and consequences*. Thousand Oaks, CA: Sage
- Organ, D. W., & Ryan, K. (1995). A meta-analytic review of attitudinal and dispositional predictors of organizational citizenship behavior. *Personnel Psychology*, 48(4), 775-802. doi:10.1111/j.1744-6570.1995.tb01781.x
- Pallant, J. (2007). *SPSS survival manual – A step by step guide to data analysis using SPSS for windows* (3rd Edition). New South Wales: Crows West
- Parker, S. K. (2000). From passive to proactive motivation: The importance of flexible role orientations and role breadth self-efficacy. *Applied Psychology: An International Review*, 49(3), 447-469. doi:10.1111/1464-0597.00025
- Parker, S. K. (2007). That is my job: How employees' role orientation affects their job performance. *Human Relations*, 60(3), 403-434. doi:10.1177/0018726707076684
- Parker, S. K., & Bindl, U. K. (2017). Proactivity at work: A big picture perspective on a construct that matters. In S. K. Parker, & U. K. Bindl (Eds.), *Proactivity at Work: Making Things Happen in Organisations*. Routledge, London: UK
- Parker, S. K., Bindl, U. K., & Strauss, K. (2010). Making things happen: A model of proactive motivation. *Journal of Management*, 36(4), 827-856. doi:10.1177/0149206310363732

- Parker, S. K., Wall, T. D., & Jackson, P. R. (1997). 'That's not my job': Developing flexible employee work orientations. *Academy of Management Journal*, 40(4), 899-929. doi:10.2307/256952
- Paulhus, D. L. (1991). Measurement and control of response bias. In J. P. Robinson, P. R. Shaver, & L. S. Wrightsman (Eds.), *Measures of personality and social psychological attitudes* (pp. 17-60). San Diego: Academic Press
- Paulhus, D. L., Harms, P. D., Bruce, M. N., & Lysy, D. C. (2003). The over-claiming Technique: Measuring self-enhancement independent of ability. *Journal of Personality and Social Psychology*, 84(4), 890-904. doi:10.1037/0022-3514.84.4.890
- Paulhus, D. L., & John, O. P. (1998). Egoistic and moralistic bias in self-perceptions: The interplay of self-deceptive styles with basic traits and motives. *Journal of Personality*, 66(6), 1025-1060. doi:10.1111/1467-6494.00041
- Paulhus, D. L., & Vazire, S. (2007). The –self-report method. In R. W. Robins, R. C. Fraley, & R. F. Krueger (Eds.), *Handbook of research methods in personality psychology* (pp. 224-239). London: The Guilford Press
- Pee, L. G., & Min, J. (2017). Employees' online knowledge sharing: the effects of person environment fit. *Journal of Knowledge Management*, 21(2), 462-453. doi: 10.1108/JKM-10-2016-0437
- Pekerti, A. A., & Kwantes, C. T. (2011). The effect of self-construals on perceptions of organizational events. *International Journal of Cross Cultural Management*, 11(3), 303-323. doi:10.1177/1470595811413101
- Podsakoff, P. M., MacKenzie, S.B., Lee, J., & Podsakoff, N. P. (2003). Common method bias in behavioral research: A critical review of the literature and recommended remedies. *Journal of Applied Psychology*, 88(5), 879-903. doi:10.1037//0021-9010.88.5.879
- Podsakoff, P. M., MacKenzie, S. B. & Podsakoff, N.P. (2012). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 63, 539-569. doi:10.1007/s10869-017-9523-8
- Porter, L. W., Lawler, E. E., & Hackman, J. R. (1975). *Behavior in organizations*. New York, NY US: McGraw-Hill
- Prahu, V., Sutton, C., & Sauser, W. (2008). Creativity and certain personality traits: Understanding the mediating effect of intrinsic motivation. *Creativity Research Journal*, 20(1), 53-66. doi: 10.1080/10400410701841955
- Prichard, J. S. & Stanton, N. A. (1999). Testing Belbin's team role theory of effective groups, *Journal of Management Development*, 18(8), 652-665. doi:10.1108/02621719910371164
- Roberts, B. W. (2006). Personality development and organizational behavior. *Research in Organizational Behavior*, 27, 1-40. doi: 10.1016/S0191-3085(06)27001-1
- Roberts, B. W. (2007). Contextualizing Personality Psychology. *Journal of Personality*, 75(6), 1071-1082. doi:10.1111/j.1467-6494.2007.00467.x
- Roberts, B. W., & Caspi, A. (2003). The cumulative continuity model of personality development: Striking a balance between continuity and change in personality traits across the life course. In: R. M. Staudinger & U. Lindenberger (Eds), *Understanding human development: Lifespan psychology in exchange with other disciplines* (pp. 183-214). Dordrecht, NL: Kluwer Academic Publishers
- Roberts, B. W., & DelVecchio, W. F. (2000). The rank-order consistency of personality from childhood to old age: A quantitative review of longitudinal studies. *Psychological Bulletin*, 126, 3-25. doi:10.1037/0033-2909.126.1.3
- Roberts, B. W., Walton, K. E., & Viechtbauer, W. (2006). Patterns of mean-level change in personality traits across the life course: A meta-analysis of longitudinal studies. *Psychological Bulletin*, 132, 1-25. doi:10.1037/0033-2909.132.1.1
- Robins, R. W., & John. (1997). The quest for self-insight: Theory and research on the accuracy of self-perceptions. In R. Hogan, J. A. Johnson, & S. R. Briggs (Eds.), *Handbook of personality psychology* (pp. 649-679). San Diego, CA: Academic Press
- Rosing, K., Frese, M., & Bausch, A. (2011). Explaining the heterogeneity of the leadership innovation relationship: Ambidextrous leadership. *The Leadership Quarterly*, 22, 956-974. doi:10.1016/j.leaqua.2011.07.014
- Rosing, K., & Zacher, H. (2016). Individual ambidexterity: the duality of exploration and exploitation and its relationship with innovative performance. *European Journal of Work and Organizational Psychology*, 26(5), 694-709. doi:10.1080/1359-432X.2016.1238358
- Rothwell, A., & Arnold, J. (2007). Self-perceived employability: development and validation of a scale. *Personnel Review*, 36(1), 23-41. doi: 10.1108/00483480710716704
- Rounds, J. B., & Tracey, T. J. (1990). From trait-and-factor to person-environment fit counseling. Theory and process. In W. B. Walsh & S. H. Osipow (Eds.), *Career counseling: Contemporary topics in vocational psychology* (pp. 1-44). Hillsdale, NJ: Lawrence Erlbaum Associates
- Sandberg, S. (2013). *Lean in: Woman, work, and the will to lead* (1st edition). New York: Alfred A. Knopf
- Savickas, M. L. (2005). The theory and practice of career construction. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (pp. 42-70). Hoboken, NJ, US: John Wiley & Sons Inc.
- Savickas, M. L. (2013). Career construction theory and practice. In S. D. Brown, & R. W. Lent (Eds). *Career development and counseling: Putting theory and research to work* (2nd ed., pp. 42-70). Wiley, Hoboken
- Savickas, M. L., Nota, L., Rossier, J., Dauwalder, J-P, Duarte, M. E., Guichard, J., ... Van Vianen, A. E. M. (2009). Life designing: A paradigm for career construction in the 21st century. *Journal of Vocational Behavior*, 75(3), 239-250. doi:10.1016/j.jvb.2009.04.004
- Schaubroeck, J., & Lam, S. (2002). How similarity to peers and supervisor influences organizational advancement in different cultures. *Academy of Management Journal*, 45(6), 1120-1136. doi:10.5465/3069428
- Schermelleh-Engel, K. Mossbrugger, H., & Müller, H. (2003). Evaluating fit of structural equation models: Tests of significance and descriptive goodness-of-fit measures. *Methods of Psychological Research*, 8, 23-74
- Schultheiss, D.E. P. (2008). Current status and future agenda for the theory, research, and practice of childhood career development. *The Career Development Quarterly*, 57(1), 7-24. doi:10.1002/j.2161-0045.2008.tb00162x

- Sedikides, C., & Gregg, A. P. (2008). Self-enhancement: Food for thought. *Perspectives on Psychological Science*, 3, 102-116. doi:10.1111/j.1745-6916.2008.00068.x
- Sedikides, C., & Strube, M. J. (1997). Self-evaluation: To thine own self be good, to thine own self be sure, to thine own self be true, and to thine own self be better. *Advances in Experimental Social Psychology*, 29, 209-269. doi:10.1016/S0065-2601(08)60018-0
- Shadish, W. R., Cook, T.D., & Campbell, D. T. (2002). *Experimental and quasi-experimental designs for generalized causal inference*. Boston: Houghton-Mifflin Company
- Shafer, A. B. (2000). Mediation of the Big Five's effect on career decision making by life task dimensions and on money attitudes by materialism. *Personality and Individual Differences*, 28, 93-109. doi: 10.1016/S0191-8869(99)00084-7
- Sorensen, J.B., & Stuart, T. E. (2000). Aging, Obsolescence, and Organizational Innovation. *Administrative Science Quarterly*, 45(1), 81-112. doi:10.2307/2666980
- Sparrow, P. R., & Hiltrop, J-M. (1997). Redefining the field of European human resource management: A battle between national mindsets and forces of business transition? *Human Resource Management*, 36(2), 201-219. doi:10.1002/(SICI)1099-050X(1997)36:2<201::AID-HRM3>3.0.CO;2-0
- Spector, P. E. (2019). Do not cross me: Optimizing the use of cross-sectional designs. *Journal of Business and Psychology*. doi:10.1007/s10869-018-09613-8
- Spreitzer, G. M., & Doneson, D. (2005). Musings on the past and future of employee empowerment. In T. Cummings (Ed.), *Handbook of organizational development* (pp. 311-324). Thousand Oaks, CA: Sage
- Sullivan, S. E. (1999). The changing nature of careers: A review and research agenda. *Journal of Management*, 25(3), 457-484. doi:10.1177/014920639902500308
- Sullivan, S. E., & Arthur, M. B. (2006). The evolution of the boundaryless career concept: Examining physical and psychological mobility. *Journal of Vocational Behavior*, 69(1), 19-29. doi:10.1016/j.jvb.205.09.001
- Sullivan, S. E., & Baruch, Y. (2009). Advances in career theory and research: A critical review and agenda for future exploration. *Journal of Management*, 35, 1542-1571. doi:10.1177/0149206309350082
- Sundstrom, E. D., Lounsbury, J. W., Gibson, L. W., Huang, J. L. (2015). Personality traits and career satisfaction in training and development occupations: Toward a distinctive T&D personality profile. *Human Resource Development Quarterly*, 27(1), 13- 40. doi:10.1002/hrdq.21223
- Super, D. E. (1957). *The psychology of careers: an introduction to vocational development*. Oxford, England: Harper & Bros.
- Super, D. E. (1980). A life-span, life-space approach to career development, *Journal of Vocational Behavior*, 16, 282-298. doi:10.1016/0001-8791(80)90056-1
- Super, D. E. (1990). A life-span, life-space approach to career development. In D. Brown, & L. Brooks (Eds.), *Career choice and development: Applying contemporary theories to practice* (2nd ed.), (pp. 197-261). San Francisco, CA, US: Jossey-Bass.
- Sverke, M., Hellgren, J., & Näswall, K. (2002). No security: A meta-analysis and review of job insecurity and its consequences. *Journal of Occupational Health Psychology*, 7(3), 242-264. doi:10.1037/1076-8998.7.3.242
- Taylor, A., & Greve, H. R. (2006). Superman or the fantastic four? Knowledge combination and experience in innovative teams. *Academy of Management Journal*, 49, 723-740. doi:10.5465/AMJ.206.22083029
- Tett, R. P., Simonet, D. V., Walsler, B., & Brown, C. (2013). Trait activation theory: Applications, developments, and implications for person-workplace fit. In N. D. Christiansen, & R. P. Tett (Eds.), *Handbook of personality at work* (pp. 71-100). New York, NY: Routledge
- Thijssen, J. G. L., Van Der Heijden, B. I. J. M., & Rocco, T. S. (2008). Toward the employability-link model: Current employment transition to future employment perspectives. *Human Resource Development Review*, 7(2), 165-183. doi:10.1177/1534484308314955
- Thomas, D. C., & Inkson, K. (2007). Careers across cultures. In H. P. Gunz, & M. Preiperl (Eds.), *Handbook of career studies* (pp.451-470). Thousand Oaks, CA: Sage
- Tims, M., & Bakker, A. B. (2010). Job crafting: towards a new model of individual job redesign. *SA Journal of Industrial Psychology*, 36, 1-9, doi:10.4102/sajip.v36i2.841
- Triandis, H. C. (1995). New directions in social psychology. *Individualism & collectivism*. Boulder, CO: Westview Press
- Tuncdogan, A., Van den Bosch, F., & Volberda, H. (2015). Regulatory focus as a psychological micro-foundation of leaders' exploration and exploitation activities. *The Leadership Quarterly*, 26, 868-850. doi:10.1016/j.leaqua.2015.06.004
- Turban, D., & Jones, A. (1988). Supervisor subordinate similarity: Types, effects, and mechanisms. *Journal of Applied Psychology*, 73(2), 228-234. doi:10.1037//0021-9010.73.2.228
- Van Dam, K. (2004). Antecedents and consequences of employability orientation. *European Journal of Work and Organizational Psychology*, 13(1), 29-51. doi:10.1080/13594320344000237
- Van der Heijde, C. M. (2014). Employability and self-regulation in contemporary careers. In M. Coetsee (ed), *Psychosocial Career Meta-capacities: Dynamics of Contemporary Career Development* (pp. 7-17). Springer International Publishing: Dordrecht
- Van der Heijden, B. I. J. M., & Bakker, A. B. (2011). Toward a Mediation Model of Employability Enhancement: A Study of Employee-Supervisors Paires in the Building Sector. *Career Development Quarterly*, 59(3), 232-249. doi:10.1002/j.2161-0045.2011.tb00066.x
- Van der Heijden, B. I. J. M., Gorgievski, M. J., & De Lange, A. H. (2015). Learning at the workplace and sustainable employability: a multi-source model moderated by age, *European Journal of Work and Organizational Psychology*, 25(1), 13-30. doi:10.1080/1359432X.2015.1007130
- Van Der Heijde, C. M., & Van Der Heijden, B. I. J. M. (2006). A competence-based and multidimensional operationalization and measurement of employability. *Human Resource Management*, 45(3), 449-476. doi:10.1002/hrm.20119

- Van der Heijde, M., & Van der Heijden, B. J. M. (2014). Employability and Social Innovation: The Importance of and Interplay between Transformational Leadership and Personality. In T. Bondarouk, M. R. Olivás-Luján (Eds.), *Human Resource Management, Social Innovation and Technology (Advanced Series in Management, Volume 14)* (pp. 55-72). Emerald Group Publishing Limited
- Veld, M., Semeijn, J. H., & Van Vuuren, T. (2015). Enhancing perceived employability: an interactionist perspective on responsibilities of organizations and employees. *Personnel Review*, *44*(6), 866-882. doi:10.1108/PR-05-2014-0100
- Veld, M., Semeijn, J. H., & Van Vuuren, T. (2016). Career control, career dialogue and managerial position: How do these matter for perceived employability? *Career Development International*, *21*(7), 697-712. doi:10.1108/CDI-04-2016-0047
- Vanhercke, D., De Cuyper, N., Peeters, E., & De Witte, H. (2014). Defining perceived employability: a psychological approach. *Personnel Review*, *43*(4), 592-605. doi:10.1108/pr-07-2012-0110
- Vazire, S. (2010). Who knows what about a person? The self-other knowledge asymmetry (SOKA) model. *Journal of Personality and Social Psychology*, *98*(2), 281-300. doi:10.1037/a0017908
- Wiggins, J. S., & Broughton, R. (1985). The interpersonal circle: a structural model for the integration of personality research. In R. Hogan, & W. H. Jones (Eds.), *Perspectives in Personality* (Vol.1, pp. 1-47). Greenwich, CT: JAI Press
- Wille, B., Beyers, W., & De Fruyt, F. (2012). A transactional approach to person-environment fit: Reciprocal relations between personality development and career role growth across young to middle adulthood. *Journal of Vocational Behavior*, *81*(3), 307-321. doi:10.1016/j.jvb.2012.06.004
- Wille, B., & De Fruyt, F. (2014). Vocations of a source of identity: reciprocal relations between Big Five personality traits and RIASEC characteristics over 15 years. *Journal of Applied Psychology*, *99*(2), 262-281. doi:10.1037/a0034917
- Wille, B., De Fruyt, F., & Feys, M. (2010). Vocational interests and Big Five traits as predictors of job instability. *Journal of Vocational Behavior*, *76*(3), 547-558. doi: 10.1016/j.jvb.2010.01.007
- Wille, B., De Fruyt, F., & Feys, M. (2013). Big Five traits and intrinsic success in the new career era: A 15-year longitudinal study on employability and work-family conflict. *Journal of Applied Psychology*, *62*(1), 124-156. doi:10.1111/j.1464-0597.2012.00516.x
- Witt, L. A. (1998). Enhancing organizational goal congruence: A solution to organizational politics. *Journal of Applied Psychology*, *83*(4), 666-674. doi:10.1037/0021-9010.83.4.666
- Woehr, D. J., Sheehan, M. K., & Bernet, W. (2005). Assessing measurement equivalence across rating sources: A multitrait-multirater approach. *Journal of Applied Psychology*, *90*, 592-600. doi:10.1037/0021-9010.90.3.592
- Wood, D., Gardner, M. H., & Harms, P. D. (2015). How functionalist and process approaches to behavior can explain trait covariation. *Psychological Review*, *122*(1), 84-111. doi:10.1037/a0038423
- Wood, D., & Roberts, B.W. (2006). Cross-sectional and longitudinal tests of the personality and role identity structural model (PRISM). *Journal of personality*, *74*, 779-809. doi:10.1111/j.1467-6494.2006.00392.x
- Wrzesniewski, A., & Dutton, J. E. (2001). Crafting a job: Revisioning employees as active crafters of their work. *Academy of Management Review*, *26*(2), 179-201. doi:10.5465/AMR.2001.4378011
- Wrzesniewski, A., LoBuglio, N., Dutton, J. E., & Berg, ob crafting and cultivating positive meaning and identity in work. In *Advances in positive organizational psychology* (pp. 281-302), Emerald Group Publishing Limited
- Wu, C-H. (2016). Personality change via work: A job demand-control model of Big-five personality changes. *Journal of Vocational Behavior*, *92*, 157-166. doi:10.1016/j.jvb.2015.12.001
- Wu, C-H., Griffin, M.A., & Parker, S. K. (2015). Developing agency through good work; Longitudinal effects of job autonomy and skill utilization on locus of control. *Journal of Vocational Behavior*, *89*, 102-108. doi:10.1016/j.jvb.2015.05.004
- Xu, M., Qin, X., Dust, S. B., & DiRenzo, M. S. (2019). Supervisor-subordinate proactivity personality congruence and psychological safety: A signaling theory approach to employee voice behavior. *The Leadership Quarterly*. doi:10.1016/j.leaqua.2019.03.001
- Zacher, H. (2016). Within-person relationships between daily individual and job characteristics and daily manifestations of career adaptability. *Journal of Vocational Behavior*, *92*, 105-115. doi:10.1016/j.jvb.2015.11.013
- Zacher, H., Robinson, A., & Rosing, K. (2016). Ambidextrous leadership and employees' self reported innovative performance: The role of exploration and exploitation behaviors. *The Journal of Creative Behavior*, *50*, 24-46. doi:10.1002/jocb.66
- Zacher, H., & Rosing, K. (2015). Ambidextrous leadership and team innovation. *Leadership & Organization Development Journal*, *36*(1), 54-68. doi:10.1108/loj-11-2012-0141
- Zeigler-Hill, V., Vrabel, J. K., Sauls, D., & Lehtman, M. J. (2019). Integrating motivation into current conceptualizations of personality. *Personality and Individual Differences*, *147*, 1-7. doi: 10.1016/j.paid.2019.04.019
- Zheng, X., Diaz, I., Tang, N., & Tang, K. (2014). Job insecurity and job satisfaction. *Career Development International*, *19*(4). doi:10.1108/cdi-10-2013-0121
- Zickar, M. J., & Gibby, R. E. (2006). Four persistent themes throughout the history of I-O psychology in the United States. In L. L. Koppes (ed.), *Historical perspectives in industrial and organizational psychology* (pp. 61-80). Mahwah, NJ: Erlbaum.
- Zimmermann, J., Schindler, S., Klaus, G., Leising, D. (2018). The effect of dislike on accuracy and bias in person perception. *Social Psychological and Personality Science*, *9*(1), 80-88. doi:10.1177/1948550617703167

