

Validation of a German Version of Kelley's (1992) Followership Questionnaire.

ESM 3. Followership item and scale analysis.

Followership item analysis for the first subsample of Study 1

Item	<i>M</i>	<i>SD</i>	<i>Difficulty</i>	<i>Corrected Item-Total Correlations</i>
Personally identify (AE)	4.73	1.59	53.35	.58
Actively develop (AE)	5.22	1.40	60.24	.70
Build success (AE)	4.80	1.43	54.30	.46
Highest quality work (AE)	5.96	0.91	70.92	.59
Take initiative (AE)	4.84	0.42	54.87	.65
Contribute high level (AE)	5.48	1.20	64.03	.68
Think up new ideas (AE)	4.96	1.33	56.57	.74
Solve tough problems (AE)	5.58	1.16	65.49	.60
Help coworkers (AE)	5.70	1.06	67.13	.44
See opportunities and risks (AE)	4.73	1.45	53.35	.49
Understanding the needs and objectives (AE)	4.85	1.25	55.06	.58
Recognize one's strengths and weaknesses (AE)	5.45	1.16	63.53	.56
Question decisions (ICT)	5.41	1.29	62.96	.50
Contrary (ICT)	4.55	1.51	50.76	.52
Ethical standards (ICT)	5.26	1.25	60.87	.54
Assert issues (ICT)	4.44	1.35	49.12	.55

Notes. $n = 226$. M = Mean. SD = Standard Deviation. Dimension classification is presented in brackets.

Study 1, first subsample: *AE* scale mean is $M = 5.19$ with $SD = 0.90$. *ICT* scale mean is $M = 4.92$ with $SD = 1.01$. Correlations with gender are for *AE* $r = .08$, $p = .23$, and for *ICT* $r = -.05$, $p = .51$. Correlations with age are for *AE* $r = .07$, $p = .30$, and for *ICT* $r = .27$, $p = .00$.

Followership item analysis for the second subsample of Study 1

Item	<i>M</i>	<i>SD</i>	<i>Difficulty</i>	<i>Corrected Item-Total Correlations</i>
Personally identify (AE)	4.84	1.52	54.86	.52
Actively develop (AE)	5.17	1.34	59.62	.70
Build success (AE)	4.86	1.35	55.17	.44
Highest quality work (AE)	5.92	0.99	70.35	.60
Take initiative (AE)	4.92	1.50	56.06	.62
Contribute high level (AE)	5.38	1.20	62.54	.62
Think up new ideas (AE)	4.97	1.26	56.76	.71
Solve tough problems (AE)	5.59	1.19	65.52	.62
Help coworkers (AE)	5.63	1.14	66.10	.49
See opportunities and risks (AE)	4.81	1.61	54.41	.55
Understanding the needs and objectives (AE)	4.78	1.30	53.97	.54
Recognize one's strengths and weaknesses (AE)	5.45	1.19	63.62	.62
Question decisions (ICT)	5.18	1.35	59.68	.42
Contrary (ICT)	4.49	1.52	49.84	.46
Ethical standards (ICT)	5.00	1.43	57.08	.62
Assert issues (ICT)	4.47	1.53	49.52	.60

Notes. $n = 225$. *M* = Mean. *SD* = Standard Deviation. Dimension classification is presented in brackets.

Study 1, second subsample: *AE* scale mean is $M = 5.19$ with $SD = 0.88$. *ICT* scale mean is $M = 4.78$ with $SD = 1.09$. Correlations with gender are for *AE* $r = .04$, $p = .60$, and for *ICT* $r = -.05$, $p = .45$. Correlations with age are for *AE* $r = .11$, $p = .09$, and for *ICT* $r = .17$, $p = .01$.