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

ESM 4. CFA results, Study 1.

Results of Confirmatory Factor Analysis, Subsample 2

Item	Factor	STD estimate	S.E.	Two-tailed p-value
Actively develop	AE	.81	.03	.00
Think up new ideas	AE	.78	.03	.00
Take initiative	AE	.71	.03	.00
Highest quality work	AE	.70	.04	.00
Contribute high level	AE	.68	.04	.00
Solve tough problems	AE	.67	.04	.00
Recognize one's strengths and weaknesses	AE	.67	.04	.00
Personally identify	AE	.63	.04	.00
Understanding the needs and objectives	AE	.54	.05	.00
Build success	AE	.50	.04	.00
Assert issues	ICT	.79	.04	.00
Ethical standards	ICT	.68	.05	.00
Question decisions	ICT	.67	.05	.00
Contrary	ICT	.53	.05	.00

Note. $n = 225$. STD estimate = Standardized estimate. S.E. = Standard error.