

	Bottom GATES Group	Difference in Top Group		Bottom GATES Group	Difference in Top Group
	Mean {Std. Dev.}	Coeff (s.e.)		Mean {Std. Dev.}	Coeff (s.e.)
	(1)	(2)		(3)	(4)
At work, I need to be in control	4.70 {0.67}	-0.51 *** (0.06)	I am critical of myself	4.29 {1.03}	-0.55 *** (0.08)
I always say what I think	4.79 {0.48}	-0.54 *** (0.05)	I feel anxious outside my comfort zone	4.26 {1.02}	-0.95 *** (0.10)
I don't follow, I lead	4.07 {1.20}	-0.42 *** (0.10)	Success is never down to luck	4.29 {1.14}	-0.47 *** (0.09)
I will do anything to get what I want	4.66 {0.76}	-0.62 *** (0.07)	Whenever I cross something off my 'to-do list', I add something new straight away	4.55 {0.65}	-0.79 *** (0.07)
Deep inside, I know I am better than most people	3.70 {1.49}	-0.35 *** (0.12)	You should never take shortcuts in life	3.72 {1.39}	-0.15 (0.11)
I don't get the recognition I deserve	3.48 {1.38}	-0.35 *** (0.11)	I stay calm even during a crisis	4.44 {0.93}	-0.65 *** (0.08)
People often tell me how great I am at what I do	4.30 {0.92}	-0.45 *** (0.08)	When I need to, I act quickly without thinking too much	4.32 {1.05}	-0.62 *** (0.08)
I've got a great sense of humour	4.08 {1.09}	-0.46 *** (0.09)	I plan everything	4.62 {0.68}	-0.70 *** (0.06)
It is always better to be in the background than in the centre of attention	3.34 {1.59}	-0.27 ** (0.13)	I am more concerned about getting the job done than following office rules	3.91 {1.33}	-0.70 *** (0.11)
Modesty gets you nowhere	2.22 {1.57}	0.45 *** (0.13)	I can concentrate well even when my office is messy	3.50 {1.54}	-0.17 (0.12)
Without risk there is no reward	4.61 {0.80}	-0.77 *** (0.07)	I always check and double check my work	4.50 {0.92}	-0.53 *** (0.08)
It's always good to question authority	4.63 {0.72}	-0.46 *** (0.06)	I can leave work unfinished and move on	2.47 {1.54}	0.38 *** (0.12)
I find it difficult to take orders from other people	4.03 {1.21}	-0.52 *** (0.10)	I am more concerned about the big picture than the details	3.24 {1.56}	-0.40 *** (0.12)
I only trust myself	3.93 {1.31}	-0.55 *** (0.11)	I keep my promises	4.71 {0.54}	-0.53 *** (0.05)
People often struggle to understand my ideas	3.93 {1.30}	-0.75 *** (0.11)	I see business opportunities where others don't	4.23 {1.01}	-0.43 *** (0.08)
I see patterns and connections where other's don't	4.09 {1.01}	-0.48 *** (0.09)	I have a strong desire to be successful in life	4.72 {0.55}	-0.61 *** (0.05)
I always know when to give up, and move on to something else	4.57 {0.73}	-0.64 *** (0.07)	I am a results oriented person	3.98 {1.29}	-0.47 *** (0.10)
I can't wait to get out of bed in the morning - there is always so much to do	4.65 {0.72}	-0.59 *** (0.06)	I am a very competitive person	4.21 {1.19}	-0.26 *** (0.09)
It is not that I don't see profitable business opportunities, I just don't have the motivation to do anything about them	3.98 {1.08}	-0.56 *** (0.09)	Some people think I am lazy	1.88 {1.33}	0.31 *** (0.11)
			I am always trying to improve my performance, whatever I am doing	4.78 {0.42}	-0.58 *** (0.05)

Notes: Columns 1 & 3 report the baseline averages of characteristics for the individuals who are in the bottom group of estimated impacts on profits based on the Chernozhukov (2023) method utilizing psychometric, cog & risk data, while Columns 2 & 4 report the coefficient on an indicator for being in the top group from a regression of the variable in each row. Regressions only include people in the top or bottom groups. Psychometric questions are on a 1-5 scale, with 5=strongly agree & 1=strongly disagree. We report all the psychometric measures collected at baseline and not included in Table 6. Standard errors in parentheses. Statistical significance *0.10; **0.05; ***0.01.