

	Feature importance		Feature importance
Variable	score	Variable	score
I prefer to have a flexible schedule I don't like	709,082	When I need to I act quickly without thinking too	65,985
I can think of several solutions to any problem	602,807	I keep my promises	65,962
When I make decisions I usually go with my first gut feeling	433,808	At work I need to be in control	63,859
I would work seven days a week if I could	424,590	Deep inside I know I am better than most people	62,049
I spend a lot of time planning for my future	342,641	I see business opportunities where others	61,470
I tend to act first and worry about the consequences later	288,727	I find it difficult to take orders from other people	61,447
I always get things done ahead of time	276,788	It's better to be in the background than in the centre of attention	60,769
I feel anxious outside my comfort zone	253,691	I know when to give up and move on to something else	60,199
Modesty gets you nowhere	183,616	I can concentrate well even when my office is messy	59,658
I have always believed I am going to be successful	169,577	I only trust myself	59,028
In life failure is not an option	147,719	You should never take shortcuts in life	58,236
It's always good to question authority	140,434	I will do anything to get what I want	56,090
I plan everything	134,078	I don't follow I lead	55,608
When I cross something off to-do list I add something new straight	122,537	People often tell me how great I am at what I do	55,013
I can leave work unfinished and move on	104,197	Without risk there is no reward	54,551
I have a strong desire to be successful in life	95,199	I am critical of myself	53,661
Digit Span Recall	94,868	Financial Literacy Score	53,517
People often struggle to understand my ideas	92,054	Hypothetical Investment Choice	50,737
I prefer to focus on opportunities rather than risks	83,714	Success is never down to luck	50,342
I see patterns and connections where other's don't	83,536	I am more concerned about big picture than details	49,558
When I make a business decision it is always the right decision	79,079	I am trying to improve my performance whatever I am doing	49,488
I always check and double check my work	77,366	I am more concerned about getting job done	49,274
I can't wait to get out of bed in the morning	76,283	I don't get the recognition I deserve	48,938
I've got a great sense of humour	74,312	It is not that I don't see profitable business opportunities	48,342
I stay calm even during a crisis	72,596	I am a results oriented person	47,878
I am a very competitive person	71,747	Risk Attitude	47,284
I always say what I think	68,770	Ravens Matrices	46,294
Some people think I am lazy	65,996		

Notes: This table reports the results from a random forest that was trained to estimate the individual treatment effect estimated using the method from Chernozhukov (2023) using our psychometric, risk and cognitive variables. We first implement the Puffer transformation (Jia and Rohe, 2015) to stay consistent with the lasso regressions. We then extract values for feature importance, where a larger number represents the variable being more predictive of the treatment effect.

variable_name	IncNodePurity
I prefer to l33.I_prefer_to_have_a_flexible_schedule I_don't_l	709082
I can think 32.I_can_think_of_several solutions_to_any_probl	602807.3
When I ma 13.When_I_make_decisions_I_usually go_with_my	433807.8
I would wo 23.I_would_work_seven_days a_week_if_I_could	424589.6
I spend a lc 45.I_spend_a_lot_of_time planning_for_my_futur	342641.4
I tend to ac 16.I_tend_to_act_first_and worry_about_the_con	288727.4
I always ge 34.I_always_get_things done_ahead_of_time	276787.6
I feel anxio 27.I_feel_anxious outside_my_comfort_zone	253690.5
Modesty g 12.Modesty_gets you_nowhere	183615.9
I have alwa 6.I_have_always_believed I_am_going_to_be_succ	169576.9
In life failur 25.In_life_failure_is not_an_option	147718.6
It's always 17.It's_always_good to_question_authority	140433.7
I plan ever 36.I_plan_everything	134078.2
When I cro 29.When_I_cross_something_off_to-do_list I_add_	122537.3
I can leave 40.I_can_leave_work unfinished_and_move_on	104197.1
I have a str 46.I_have_a_strong_desire to_be_successful_in_lil	95199.12
Digit Span I Digit Span Recall	94867.64
People oft 20.People_ofTEN struggle to_understand_my_idea	92054.38
I prefer to f 14.I_prefer_to_focus_on opportunities_rather_tha	83713.93
I see patter 21.I_see_patterns_and connections_where_other'	83535.99
When I ma 5.When_I_make_a_business_decision it_is_always	79079.35
I always ch 39.I_always_check_and double_check_my_work	77366.09
I can't wait 24.I_can't_wait_to_get out_of_bed_in_the_mornin	76283.49
I've got a g 10.I've_got_a_great sense_of_humour	74312.21
I stay calm 31.I_stay_calm even_during_a_crisis	72596.41
I am a very 48.I_am_a_very competitive_person	71746.75
I always sa 2.I_always_say what_I_think	68770.26
Some peop 49.Some_people_think I_am_lazy	65996.25
When I nee 35.When_I_need_to_I_act quickly_without_thinkin	65985.1
I keep my p 42.I_keep_my_promises	65961.89
At work I n 1.At_work_I_need_to be_in_control	63858.98
Deep insid 7.Deep_inside_I_know I_am_better_than_most_p	62048.79
I see busin 43.I_see_business_opportunities where_others_dc	61470.45
I find it diff 18.I_find_it_difficult_to take_orders_from_other_	61447.33
It's better t 11.better_to_be_in_the_background_than_in_the_	60769.23
I know whe 22.I_know_when_to_give_up_and_move_on_to_sc	60199.42
I can conce 38.I_can_concentrate_well even_when_my_office	59657.96
I only trust 19.I_only_trust_myself	59028.18
You should 30.You_should_never take_shortcuts_in_life	58236.17
I will do an 4.I_will_do_anything_to_get_what_I_want	56090.42
I don't foll 3.I_don't_follow I_lead	55607.95
People oft 9.People_ofTEN tell_me_how_great_I_am_at_wha	55013.45
Without ris 15.Without_risk_there is_no_reward	54551.22
I am critica 26.I_am_critical_of_myself	53660.86
Financial Li Financial Literacy Score	53516.87
Hypothetic Hypothetical Investment Choice	50737.35
Success is r 28.Success_is_never down_to_luck	50341.54
I am more 41.I_am_more_concerned_about big_picture_thar	49558.29
I am trying 50.I_am_trying_to_improve_my_performance wha	49487.91
I am more 37.I_am_more_concerned_about_getting job_don	49274.4
I don't get 18.I_don't_get_the recognition_I_deserve	48937.79
It is not tha 44.It_is_not_that_I don't_see profitable_business_	48341.83
I am a resu 47.I_am_a_results oriented_person	47877.52
Risk Attituc Risk Attitude	47284.45
Ravens Ma Ravens Matrices	46294.34