**Supporting information:**

1. **Multicollinearity of predictors in predicting fluency**

| **Model Summary - Fluency**  |
| --- |
|  | **Durbin-Watson**  |
| **Model**  | **R**  | **R²**  | **Adjusted R²**  | **RMSE**  | **Autocorrelation**  | **Statistic**  | **p**  |
| H₀  |  | 0.000  |  | 0.000  |  | 0.000  |  | 4.244  |  | 0.028  |  | 1.941  |  | 0.642  |  |
| H₁  |  | 0.247  |  | 0.061  |  | 0.037  |  | 4.165  |  | -0.008  |  | 2.012  |  | 0.934  |  |
|  |

| **Coefficients**  |
| --- |
|  | **Collinearity Statistics**  |
| **Model**  |  | **Unstandardized**  | **Standard Error**  | **Standardized**  | **t**  | **p**  | **Tolerance**  | **VIF**  |
| H₀  |  | (Intercept)  |  | 6.720  |  | 0.271  |  |  |  | 24.831  |  | < .001  |  |    |  |  |  |
| H₁  |  | (Intercept)  |  | 2.747  |  | 2.874  |  |  |  | 0.956  |  | 0.340  |  |    |  |  |  |
|    |  | intercult\_stab  |  | -0.347  |  | 0.590  |  | -0.042  |  | -0.589  |  | 0.556  |  | 0.758  |  | 1.319  |  |
|    |  | intcult\_intr  |  | -0.752  |  | 0.463  |  | -0.134  |  | -1.625  |  | 0.105  |  | 0.576  |  | 1.737  |  |
|    |  | lack\_ethno  |  | -0.241  |  | 0.521  |  | -0.036  |  | -0.462  |  | 0.645  |  | 0.654  |  | 1.529  |  |
|    |  | mng\_intercult  |  | 1.247  |  | 0.580  |  | 0.165  |  | 2.151  |  | 0.032  |  | 0.670  |  | 1.494  |  |
|    |  | MEQ\_experience  |  | 0.129  |  | 0.054  |  | 0.168  |  | 2.405  |  | 0.017  |  | 0.807  |  | 1.240  |  |
|    |  | MEQ\_desire  |  | 0.062  |  | 0.091  |  | 0.051  |  | 0.680  |  | 0.497  |  | 0.694  |  | 1.441  |  |
|  |

| **Collinearity Diagnostics**  |
| --- |
|  | **Variance Proportions**  |
| **Model**  | **Dimension**  | **Eigenvalue**  | **Condition Index**  | **(Intercept)**  | **intercult\_stab**  | **intcult\_intr**  | **lack\_ethno**  | **mng\_intercult**  | **MEQ\_experience**  | **MEQ\_desire**  |
| H₁  |  | 1  |  | 6.903  |  | 1.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.001  |  | 0.000  |  |
|    |  | 2  |  | 0.034  |  | 14.243  |  | 0.005  |  | 0.006  |  | 0.019  |  | 0.038  |  | 0.006  |  | 0.896  |  | 0.000  |  |
|    |  | 3  |  | 0.019  |  | 18.990  |  | 0.053  |  | 0.137  |  | 0.341  |  | 0.052  |  | 0.028  |  | 0.008  |  | 0.112  |  |
|    |  | 4  |  | 0.017  |  | 20.268  |  | 0.044  |  | 0.001  |  | 0.283  |  | 0.170  |  | 0.058  |  | 0.065  |  | 0.330  |  |
|    |  | 5  |  | 0.012  |  | 24.214  |  | 0.027  |  | 0.016  |  | 0.041  |  | 0.308  |  | 0.348  |  | 0.000  |  | 0.468  |  |
|    |  | 6  |  | 0.009  |  | 27.380  |  | 0.041  |  | 0.202  |  | 0.281  |  | 0.417  |  | 0.457  |  | 0.019  |  | 0.031  |  |
|    |  | 7  |  | 0.006  |  | 34.952  |  | 0.830  |  | 0.639  |  | 0.035  |  | 0.015  |  | 0.102  |  | 0.011  |  | 0.058  |  |
|  |
| *Note.*  The intercept model is omitted, as no meaningful information can be shown.  |

 Multicollinearity is a situation where two or more predictors are highly linearly related. In general, an absolute correlation coefficient of >0.7 among two or more predictors indicates the presence of multicollinearity.

2. Variance inflation factor (VIF) helps a formal detection-tolerance for multicollinearity. VIF of 5 or 10 and above (depends on the business problem) indicates a multicollinearity problem.

1. **Multicollinearity of predictors in predicting Flexibility**

| **Model Summary - Flexibility**  |
| --- |
|  | **Durbin-Watson**  |
| **Model**  | **R**  | **R²**  | **Adjusted R²**  | **RMSE**  | **Autocorrelation**  | **Statistic**  | **p**  |
| H₀  |  | 0.000  |  | 0.000  |  | 0.000  |  | 3.407  |  | -0.017  |  | 2.028  |  | 0.826  |  |
| H₁  |  | 0.257  |  | 0.066  |  | 0.042  |  | 3.334  |  | -0.061  |  | 2.117  |  | 0.363  |  |
|  |

| **Coefficients**  |
| --- |
|  | **Collinearity Statistics**  |
| **Model**  |  | **Unstandardized**  | **Standard Error**  | **Standardized**  | **t**  | **p**  | **Tolerance**  | **VIF**  |
| H₀  |  | (Intercept)  |  | 5.756  |  | 0.217  |  |  |  | 26.501  |  | < .001  |  |    |  |  |  |
| H₁  |  | (Intercept)  |  | 2.902  |  | 2.300  |  |  |  | 1.261  |  | 0.208  |  |    |  |  |  |
|    |  | intercult\_stab  |  | -0.165  |  | 0.472  |  | -0.025  |  | -0.349  |  | 0.727  |  | 0.758  |  | 1.319  |  |
|    |  | intcult\_intr  |  | -0.602  |  | 0.371  |  | -0.134  |  | -1.624  |  | 0.106  |  | 0.576  |  | 1.737  |  |
|    |  | lack\_ethno  |  | -0.388  |  | 0.417  |  | -0.072  |  | -0.929  |  | 0.354  |  | 0.654  |  | 1.529  |  |
|    |  | mng\_intercult  |  | 0.848  |  | 0.464  |  | 0.140  |  | 1.828  |  | 0.069  |  | 0.670  |  | 1.494  |  |
|    |  | MEQ\_experience  |  | 0.116  |  | 0.043  |  | 0.188  |  | 2.694  |  | 0.008  |  | 0.807  |  | 1.240  |  |
|    |  | MEQ\_desire  |  | 0.062  |  | 0.073  |  | 0.063  |  | 0.843  |  | 0.400  |  | 0.694  |  | 1.441  |  |
|  |

| **Collinearity Diagnostics**  |
| --- |
|  | **Variance Proportions**  |
| **Model**  | **Dimension**  | **Eigenvalue**  | **Condition Index**  | **(Intercept)**  | **intercult\_stab**  | **intcult\_intr**  | **lack\_ethno**  | **mng\_intercult**  | **MEQ\_experience**  | **MEQ\_desire**  |
| H₁  |  | 1  |  | 6.903  |  | 1.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.001  |  | 0.000  |  |
|    |  | 2  |  | 0.034  |  | 14.243  |  | 0.005  |  | 0.006  |  | 0.019  |  | 0.038  |  | 0.006  |  | 0.896  |  | 0.000  |  |
|    |  | 3  |  | 0.019  |  | 18.990  |  | 0.053  |  | 0.137  |  | 0.341  |  | 0.052  |  | 0.028  |  | 0.008  |  | 0.112  |  |
|    |  | 4  |  | 0.017  |  | 20.268  |  | 0.044  |  | 0.001  |  | 0.283  |  | 0.170  |  | 0.058  |  | 0.065  |  | 0.330  |  |
|    |  | 5  |  | 0.012  |  | 24.214  |  | 0.027  |  | 0.016  |  | 0.041  |  | 0.308  |  | 0.348  |  | 0.000  |  | 0.468  |  |
|    |  | 6  |  | 0.009  |  | 27.380  |  | 0.041  |  | 0.202  |  | 0.281  |  | 0.417  |  | 0.457  |  | 0.019  |  | 0.031  |  |
|    |  | 7  |  | 0.006  |  | 34.952  |  | 0.830  |  | 0.639  |  | 0.035  |  | 0.015  |  | 0.102  |  | 0.011  |  | 0.058  |  |
|  |
| *Note.*  The intercept model is omitted, as no meaningful information can be shown.  |

1. **Multicollinearity of predictors in predicting originality**

| **Model Summary - Originality**  |
| --- |
|  | **Durbin-Watson**  |
| **Model**  | **R**  | **R²**  | **Adjusted R²**  | **RMSE**  | **Autocorrelation**  | **Statistic**  | **p**  |
| H₀  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.853  |  | 0.031  |  | 1.933  |  | 0.597  |  |
| H₁  |  | 0.233  |  | 0.054  |  | 0.031  |  | 0.840  |  | 0.005  |  | 1.986  |  | 0.898  |  |
|  |

| **Coefficients**  |
| --- |
|  | **Collinearity Statistics**  |
| **Model**  |  | **Unstandardized**  | **Standard Error**  | **Standardized**  | **t**  | **p**  | **Tolerance**  | **VIF**  |
| H₀  |  | (Intercept)  |  | 2.833  |  | 0.054  |  |  |  | 52.103  |  | < .001  |  |    |  |  |  |
| H₁  |  | (Intercept)  |  | 1.460  |  | 0.579  |  |  |  | 2.519  |  | 0.012  |  |    |  |  |  |
|    |  | intercult\_stab  |  | 0.206  |  | 0.119  |  | 0.125  |  | 1.736  |  | 0.084  |  | 0.758  |  | 1.319  |  |
|    |  | intcult\_intr  |  | -0.188  |  | 0.093  |  | -0.167  |  | -2.011  |  | 0.045  |  | 0.576  |  | 1.737  |  |
|    |  | lack\_ethno  |  | -0.085  |  | 0.105  |  | -0.063  |  | -0.812  |  | 0.417  |  | 0.654  |  | 1.529  |  |
|    |  | mng\_intercult  |  | 0.220  |  | 0.117  |  | 0.145  |  | 1.882  |  | 0.061  |  | 0.670  |  | 1.494  |  |
|    |  | MEQ\_experience  |  | 0.015  |  | 0.011  |  | 0.097  |  | 1.378  |  | 0.169  |  | 0.807  |  | 1.240  |  |
|    |  | MEQ\_desire  |  | 0.014  |  | 0.018  |  | 0.059  |  | 0.778  |  | 0.438  |  | 0.694  |  | 1.441  |  |
|  |

| **Collinearity Diagnostics**  |
| --- |
|  | **Variance Proportions**  |
| **Model**  | **Dimension**  | **Eigenvalue**  | **Condition Index**  | **(Intercept)**  | **intercult\_stab**  | **intcult\_intr**  | **lack\_ethno**  | **mng\_intercult**  | **MEQ\_experience**  | **MEQ\_desire**  |
| H₁  |  | 1  |  | 6.903  |  | 1.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.000  |  | 0.001  |  | 0.000  |  |
|    |  | 2  |  | 0.034  |  | 14.243  |  | 0.005  |  | 0.006  |  | 0.019  |  | 0.038  |  | 0.006  |  | 0.896  |  | 0.000  |  |
|    |  | 3  |  | 0.019  |  | 18.990  |  | 0.053  |  | 0.137  |  | 0.341  |  | 0.052  |  | 0.028  |  | 0.008  |  | 0.112  |  |
|    |  | 4  |  | 0.017  |  | 20.268  |  | 0.044  |  | 0.001  |  | 0.283  |  | 0.170  |  | 0.058  |  | 0.065  |  | 0.330  |  |
|    |  | 5  |  | 0.012  |  | 24.214  |  | 0.027  |  | 0.016  |  | 0.041  |  | 0.308  |  | 0.348  |  | 0.000  |  | 0.468  |  |
|    |  | 6  |  | 0.009  |  | 27.380  |  | 0.041  |  | 0.202  |  | 0.281  |  | 0.417  |  | 0.457  |  | 0.019  |  | 0.031  |  |
|    |  | 7  |  | 0.006  |  | 34.952  |  | 0.830  |  | 0.639  |  | 0.035  |  | 0.015  |  | 0.102  |  | 0.011  |  | 0.058  |  |
|  |
| *Note.*  The intercept model is omitted, as no meaningful information can be shown.  |