**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. | | | | | | | | | | | | | | | | | | | | | |