

Appendix 1. The importance of features roles and behaviour in different stages of the process of innovation by gender

Stage of the innovation process Personalities/gender	Creativity		Accumulation		Prioritization		Development		Potential Innovation		Innovation	
	Women [%]	Men [%]	Women [%]	Men [%]	Women [%]	Men [%]	Women [%]	Men [%]	Women [%]	Men [%]	Women [%]	Men [%]
“Idea sower”	5.03	5.70	3.90	4.16	2.41	3.58	2.53	3.17	1.99	3.31	1.56	3.27
Ability to find financial sources	1.62	2.98	2.04	3.01	2.58	3.58	2.92	3.78	3.98	4.71	3.31	3.93
Ability to learn and make use of knowledge	4.67	5.44	5.20	4.88	4.30	4.32	4.87	5.24	5.57	4.71	4.28	4.45
Ability to make decisions	4.67	4.15	5.02	4.59	5.67	4.93	5.85	4.39	5.37	4.84	5.06	4.58
Ability to persuade	4.31	4.40	4.83	4.02	4.98	4.81	2.92	3.78	3.58	3.57	3.50	4.19
Ability to set goals and draft ways how to achieve them	4.31	3.89	4.83	4.45	4.47	4.69	5.26	4.63	4.77	4.33	5.64	4.97
Aspirations	5.39	5.05	3.72	4.59	4.47	4.32	3.70	4.02	4.57	4.08	4.86	3.93
Autonomy (freedom, tolerance)	4.49	4.92	4.09	3.01	2.41	2.84	3.70	3.17	2.19	3.06	2.92	2.88
Calculating person	2.69	1.81	2.97	2.73	3.26	2.59	2.73	2.68	2.98	3.06	3.50	3.14
Competition	2.87	1.42	1.49	1.43	2.41	2.22	1.75	2.20	0.60	1.53	1.56	1.57
Compliance to rules and regulations	1.44	2.20	2.42	3.16	1.37	2.71	3.51	3.05	3.58	3.31	3.89	3.40
Controller	1.62	1.68	3.35	3.59	3.61	3.95	5.46	4.39	4.37	3.95	4.28	4.19
Cooperation	4.67	4.53	5.02	4.45	4.98	4.93	4.68	4.51	5.17	4.59	5.45	4.97
Focus on people	2.51	3.11	2.97	3.87	2.23	2.96	2.34	2.93	2.39	3.06	2.92	3.40
Focus on tasks	4.67	5.18	4.65	5.88	5.15	5.67	5.65	4.88	6.16	5.22	5.84	5.24
Holistic approach (considering externalities)	2.33	2.46	2.42	2.73	2.75	3.58	1.75	3.17	2.78	3.69	2.53	3.27
Intuition	5.03	4.40	3.72	3.59	4.64	4.32	2.73	3.29	2.19	2.80	1.95	2.75
Motivation	5.75	3.89	4.09	3.73	4.30	3.21	4.09	4.15	4.57	3.95	5.25	3.53
Negotiator	2.51	2.59	2.97	3.30	3.44	3.70	2.92	3.29	2.58	3.69	1.56	3.93
Perceptiveness	5.57	4.79	5.02	4.30	5.33	4.32	5.07	4.76	4.57	4.33	5.06	4.06
Representative	2.87	3.50	2.23	3.16	3.44	3.45	4.09	3.66	4.97	3.95	6.03	4.19
Risk propensity	4.67	4.15	3.53	3.16	3.09	2.96	3.70	2.68	2.39	2.93	1.56	3.27
Team leader	3.23	3.11	5.20	5.16	5.50	4.93	5.07	4.76	4.97	4.33	4.86	4.84
Trust	3.95	3.37	5.02	4.16	4.47	3.21	4.29	3.29	4.37	3.44	3.70	3.27
Unconventional way of thinking and acting	5.57	5.44	4.83	3.30	4.47	3.58	3.51	4.02	2.98	3.57	2.72	3.53
Workload (other types of content)	1.80	2.72	1.67	2.15	2.06	1.48	1.95	2.32	2.19	2.42	1.95	2.09
Workload (work based on content)	1.80	3.11	2.79	3.44	2.23	3.21	2.92	3.78	4.17	3.57	4.28	3.14
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: Own elaboration.

Appendix 2. The importance of features roles and behavior in the process of innovation by gender (all stages)

All stages		
Personalities/gender	Women [%]	Men [%]
Competition	1.81	1.74
Workload (other types of content)	1.93	2.19
Holistic approach (considering externalities)	2.43	3.16
Focus on people	2.56	3.20
Compliance to rules and regulations	2.65	2.97
Negotiator	2.68	3.42
Ability to find financial sources	2.71	3.68
“Idea sower”	2.93	3.85
Workload (work based on content)	2.99	3.38
Calculating person	3.02	2.67
Risk propensity	3.18	3.18
Autonomy (freedom, tolerance)	3.31	3.31
Intuition	3.43	3.53
Controller	3.74	3.64
Representative	3.90	3.66
Unconventional way of thinking and acting	4.05	3.91
Ability to persuade	4.05	4.13
Trust	4.30	3.44
Aspirations	4.46	4.32
Motivation	4.68	3.74
Ability to learn and make use of knowledge	4.80	4.84
Team leader	4.80	4.52
Ability to set goals and draft ways how to achieve them	4.86	4.50
Cooperation	4.99	4.67
Perceptiveness	5.11	4.43
Ability to make decisions	5.27	4.58
Focus on tasks	5.33	5.33
Total	100.00%	100.00%

Source: Own elaboration.