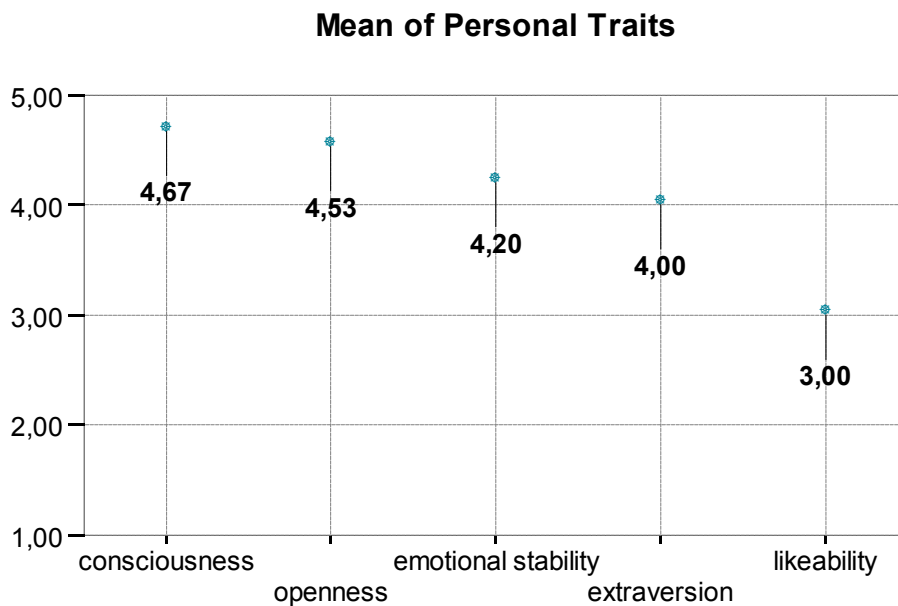


Areas of assessment:

1. personal traits
2. motivation/attitudes
3. framework conditions
4. skills and knowledge

Delphi-Study consisting of questionnaire addressing practical experts in entrepreneurship in two waves, first wave n = 19, second wave n = 15.

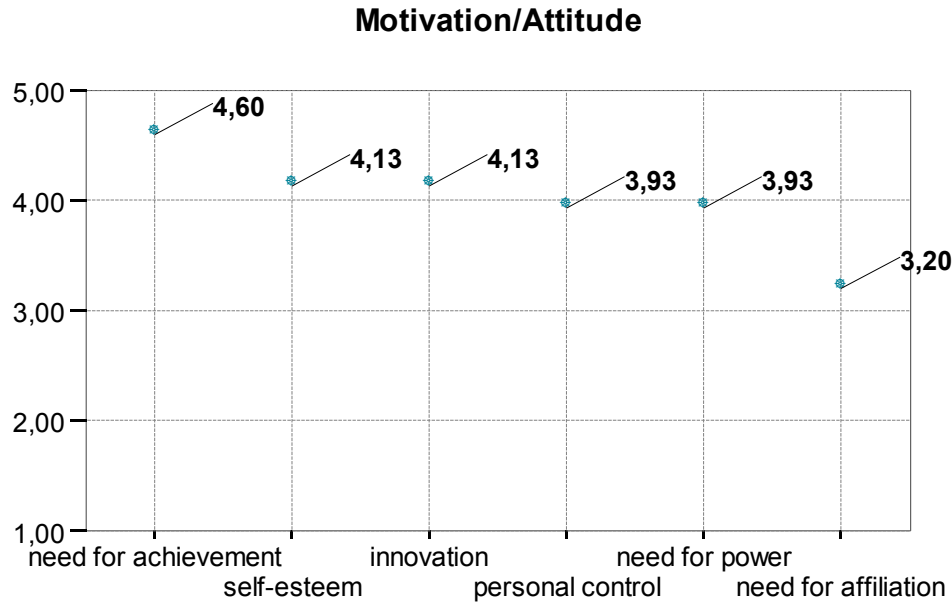
Main results of the second wave (n =15):



1. Personal Traits

Personal Traits	n	min	max	mean	sd
consciousness	15	4	5	4,67	,49
openness	15	3	5	4,53	,64
emotional stability	15	3	5	4,20	,86
extraversion	15	2	5	4,00	1,13
likeability	15	1	5	3,00	1,36

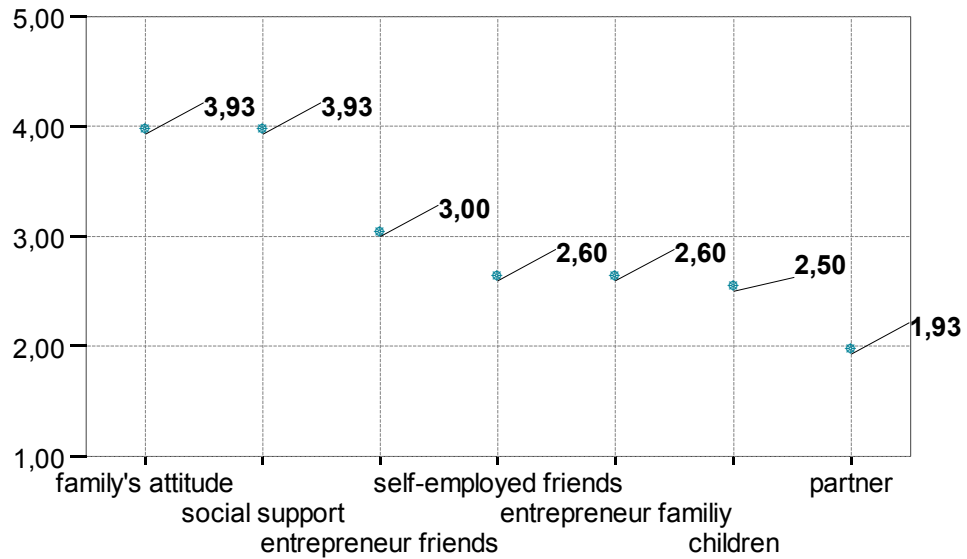
2. Motivation/Attitudes



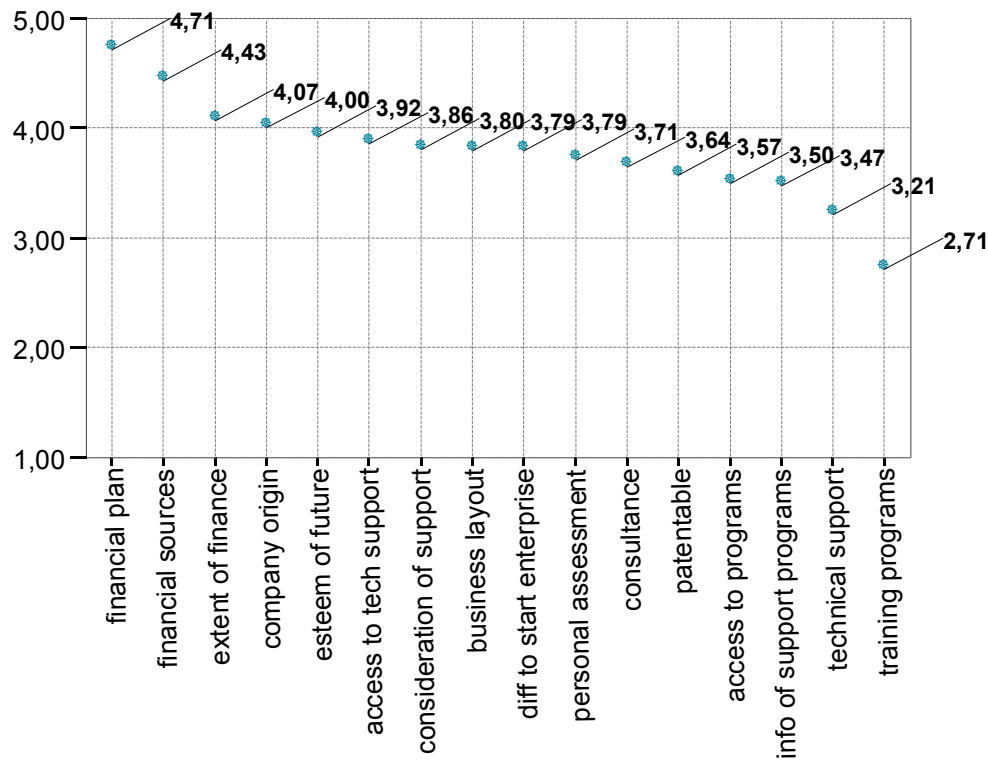
Motivation/ Attitude	n	min	max	mean	sd
need for achievement	15	3	5	4,60	,63
self-esteem	15	3	5	4,13	,64
innovation	15	2	5	4,13	,99
personal control	15	2	5	3,93	,96
need for power	15	2	5	3,93	,88
need for affiliation	15	1	5	3,20	1,15

3. Framework conditions

**Mean of Private Environment**

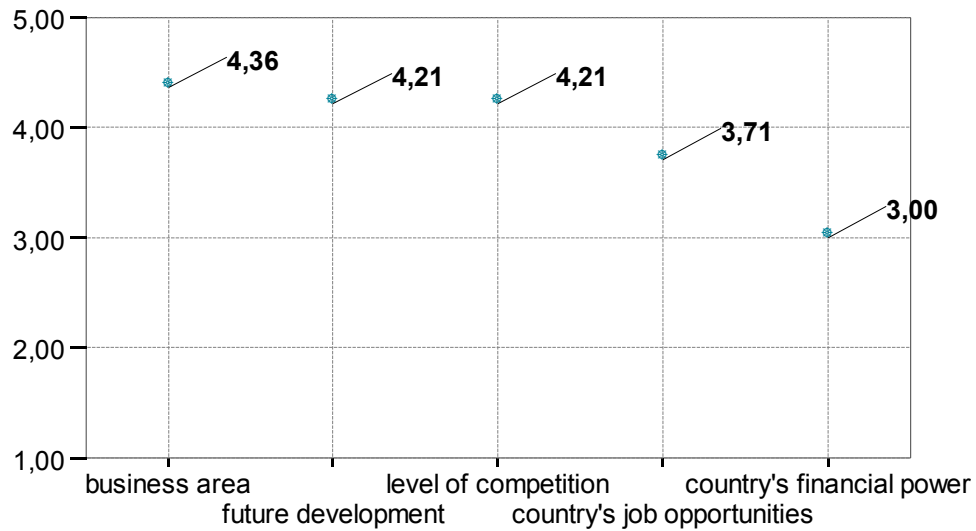


Private Environment	n	min	max	mean	sd
family's attitude	15	1	5	3,93	1,10
social support	15	2	5	3,93	1,03
entrepreneur friends	15	1	5	3,00	1,25
self-employed friends	15	1	5	2,60	1,18
entrepreneur family	15	1	5	2,60	1,40
children	14	1	5	2,50	1,16
partner	15	1	4	1,93	,88



Micro Environment	n	min	max	mean	sd
financial plan	14	3	5	4,71	,61
financial sources	14	3	5	4,43	,76
extent of finance	14	3	5	4,07	,83
company origin	14	2	5	4,00	,96
esteem of future	13	3	5	3,92	,64
access to tech support	14	2	5	3,86	,95
consideration of support	15	1	5	3,80	1,01
business layout	14	2	5	3,79	,89
difficulty to start enterprise	14	2	5	3,79	1,05
personal assessment	14	2	5	3,71	,99
consultance	14	2	5	3,64	1,01
patentable	14	2	5	3,57	1,16
access to programs	14	1	5	3,50	1,22
info of support programs	15	2	5	3,47	,99
technical support	14	1	5	3,21	,89
training programs	14	1	5	2,71	1,20

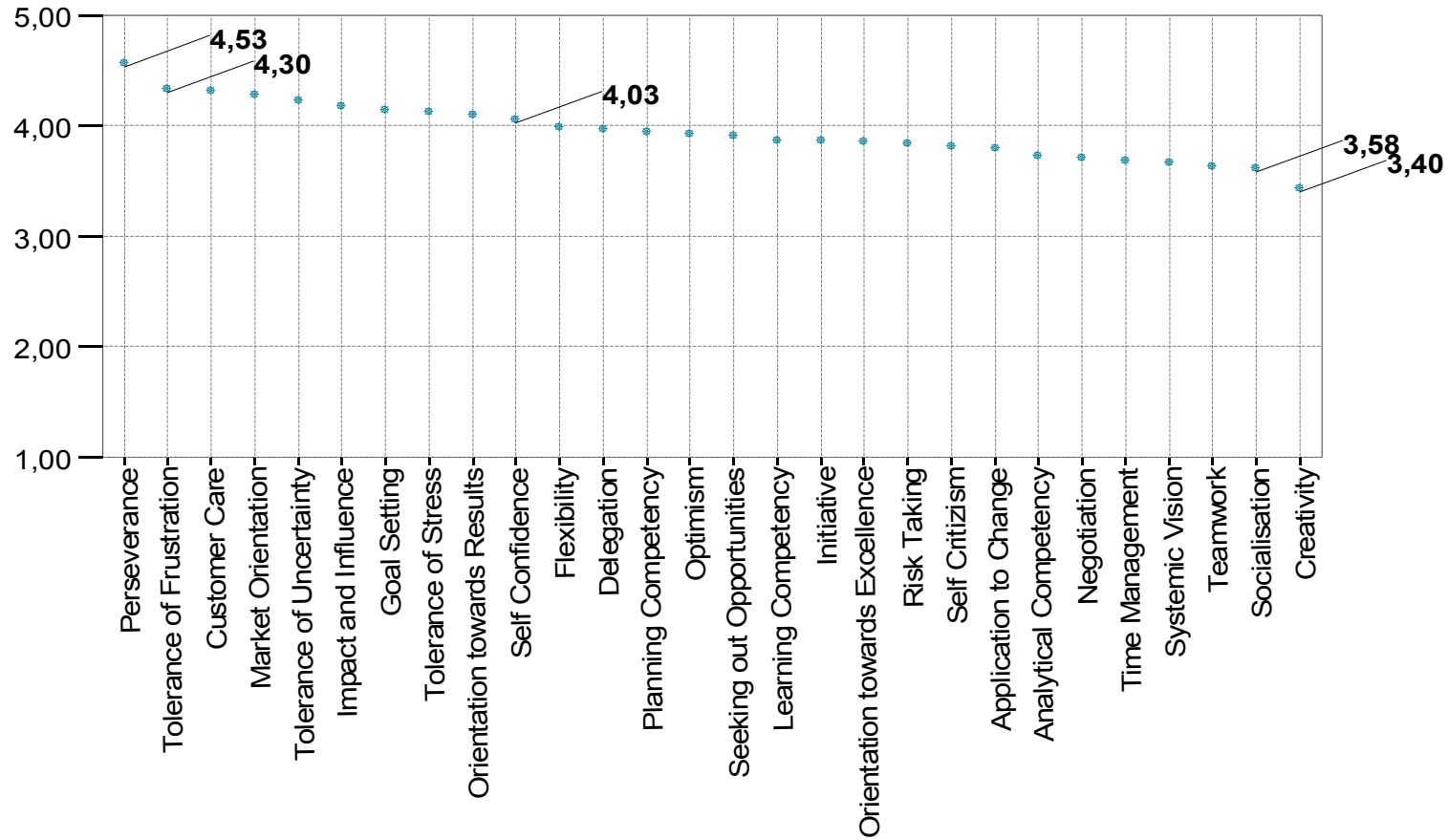
### Mean of Macro Environment



Macro Environment	n	min	max	mean	sd
business area	14	2	5	4,36	,84
future development	14	2	5	4,21	,89
level of competition	14	2	5	4,21	,89
country's job opportunities	14	2	5	3,71	,99
country's financial power	14	2	5	3,00	,78

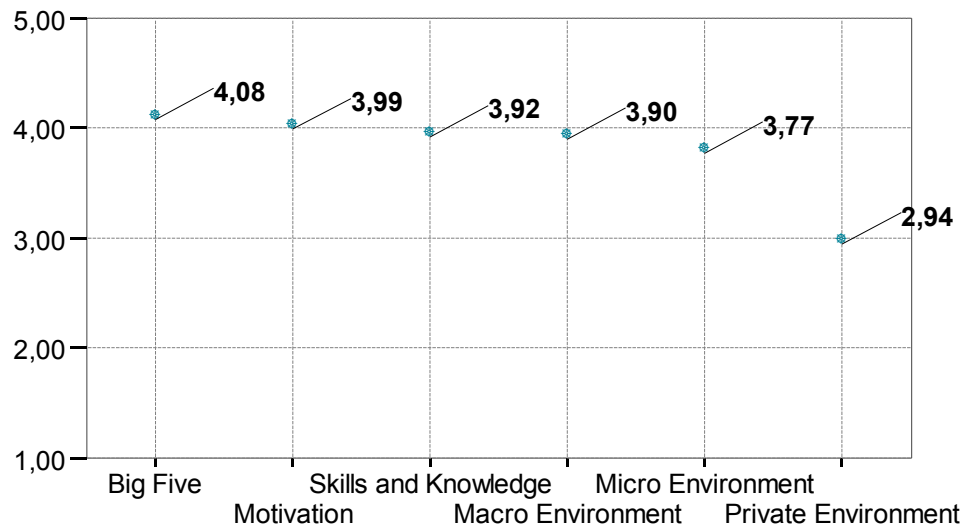
4. Skills and Knowledge

**Aggregated Mean of Competence**



<b>Aggregated Items of Competencies</b>	<b>n</b>	<b>min</b>	<b>max</b>	<b>mean</b>	<b>sd</b>
<b>Perseverance</b>	15	3,00	5,00	4,53	,64
<b>Tolerance of Frustration</b>	15	1,50	5,00	4,30	,90
<b>Customer Care</b>	15	3,50	5,00	4,28	,48
<b>Market Orientation</b>	15	3,60	5,00	4,25	,46
<b>Tolerance of Uncertainty</b>	15	1,75	5,00	4,20	,81
<b>Impact and Influence</b>	15	3,00	5,00	4,14	,51
<b>Goal Setting</b>	15	3,00	5,00	4,11	,53
<b>Tolerance of Stress</b>	15	2,40	5,00	4,09	,71
<b>Orientation towards Results</b>	15	3,25	5,00	4,07	,53
<b>Self Confidence</b>	15	3,20	4,80	4,03	,36
<b>Flexibility</b>	15	1,00	5,00	3,96	,93
<b>Delegation</b>	15	2,80	5,00	3,95	,74
<b>Planning Competency</b>	15	3,20	4,80	4,53	,49
<b>Optimism</b>	15	2,25	5,00	3,90	,79
<b>Seeking out Opportunities</b>	15	2,60	5,00	3,88	,57
<b>Learning Competency</b>	15	2,60	4,80	3,84	,58
<b>Initiative</b>	15	1,50	5,00	3,83	,82
<b>Orientation towards Excellence</b>	15	1,80	5,00	3,83	,73
<b>Risk Taking</b>	15	3,00	5,00	3,80	,58
<b>Self Criticism</b>	15	2,60	4,80	3,79	,67
<b>Application to Change</b>	15	2,20	5,00	3,76	,66
<b>Analytical Competency</b>	15	2,20	4,60	3,69	,59
<b>Negotiation</b>	15	2,20	4,60	3,68	,59
<b>Time Management</b>	15	1,80	5,00	3,66	,79
<b>Systemic Vision</b>	15	1,00	4,75	3,63	,92
<b>Teamwork</b>	15	2,00	4,80	3,60	,74
<b>Socialisation</b>	15	2,75	4,75	3,58	,67
<b>Creativity</b>	15	2,00	4,60	3,40	,63

**Aggregated Mean of assessment area**



Aggregated assessment areas	n	min	max	mean	sd
Big Five	15	3,20	5,00	4,08	,59
Motivation	15	3,50	5,00	3,99	,46
Skills and Knowledge	15	2,92	4,65	3,92	,37
Macro Environment	14	3,20	5,00	3,90	,56
Micro Environment	15	2,94	4,81	3,77	,50
Private Environment	15	2,00	4,17	2,94	,74