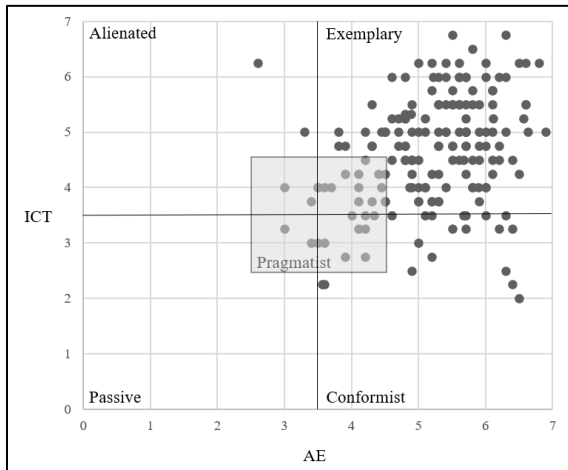


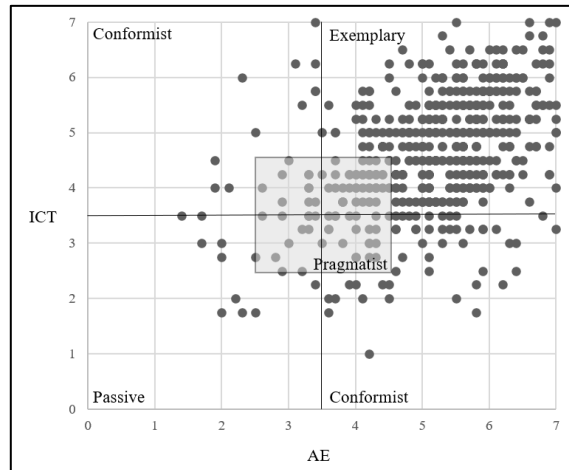
Followership Styles Scrutinized: Temporal Consistency and Relationships with Job Attitudes and Self-efficacy.

Supplemental Material 2. Distribution of AE and ICT mean values (at t1).

The distributions of the mean values for both followership scales were as follows:



Distribution of AE and ICT mean values for Study 1 (t1)



Distribution of AE and ICT mean values for Study 2 (t1)

We see that most participants in both studies adopted the pragmatist or exemplary followership style.