APPENDIX 1. A BRIEF VERSION OF THE BIG FIVE PERSONALITY INVENTORY BY RAMMSTEDT AND JOHN (2007)

How well do the following statements describe your personality?
1. I see myself as someone who is reserved. (code A1Q1)
2. I see myself as someone who is generally trusting. (code A1Q2)
3. I see myself as someone who tends to be lazy. (code A1Q3)
4. I see myself as someone who is relaxed and handles stress well. (code A1Q4)
5. I see myself as someone who has few artistic interests. (code A1Q5)
6. I see myself as someone who is outgoing and sociable. (code A1Q6)
7. I see myself as someone who tends to find fault with others. (code A1Q7)
8. I see myself as someone who does a thorough job. (code A1Q8)
9. I see myself as someone who becomes nervous easily. (code A1Q9)
10. I see myself as someone who has an active imagination. (code A1Q10)

A 5-point Likert scale is applied for each question: Strongly disagree (1); Disagree a little (2); Neither agree nor disagree (3); Agree a little (4); Strongly agree (5)

APPENDIX 2. LEADERSHIP SKILLS INVENTORY - SELF-ASSESSMENT BY HUNTER (2004)

How well do the following statements describe you?
1. I give appreciation to others. (code A2Q1)
2. I confront people with problems/situations as they arise (code A2Q2)
3. I spend time walking floor and staying close to team members (code A2Q3)
4. I give encouragement to others (code A2Q4)
5. I make clear to team members what is expected on the job (code A2Q5)
6. I am a good listener (code A2Q6)
7. I coach and counsel team members to ensure compliance with goals (code A2Q7)
8. I treat people with respect (i.e., like they are important people (code A2Q8)
9. I am actively involved in the development of team members (code A2Q9)
10. I hold people accountable for meeting the standards set (code A2Q10)
11. I give credit to those who deserve it (code A2Q11)
12. I show patience and self-control with others (code A2Q12)
13. I am a leader that people feel confident following (code A2Q13)
14. I have the technical skills necessary to do my job (code A2Q14)

15. I meet the legitimated needs (as opposed to wants) of others (code A2Q15)
16. I am able to forgive mistakes and not hold grudges (code A2Q16)
17. I am someone whom people can trust (code A2Q17)
18. I do not engage in backstabbing others (talking behind backs, etc.) (code A2Q18)
19. When appropriate, I provide positive feedback to subordinates (code A2Q19).
20. I do not embarrass people or punish them in front of others (code A2Q20)
21. I set high goals for myself, my teammates (code A2Q21)
22. I have a positive attitude toward the job (code A2Q22)
23. I am sensitive to the implications of my decisions for other teams (code A2Q23)
24. I am a fair and consistent leader and lead by example (code A2Q24)
25. I am not an overcontrolling or overdomineering person (code A2Q25)

A 5-point Likert scale is applied for each question: Strongly disagree (1); Disagree a little (2); Neither agree nor disagree (3); Agree a little (4); Strongly agree (5)

APPENDIX 3. EXPECTATIONS OF THE BUSINESS SIMULATION LEARNING APPROACH

How well do the following statements meet your expectations about business simulation-based learning?

1. Business simulation helps me to be more positive about the learning process. (code A3Q1)
2. Business simulation will stimulate my critical thinking. (code A3Q)
3. I will be encouraged to participate actively in the learning process. (code A3Q3)
4. I will learn new things more easily. (code A3Q4)
5. The group will be more united. (code A3Q5)
6. I expect to find new positive personal qualities in my colleagues. (code A3Q6)
7. Additional self-preparation tasks will stimulate me to prepare better for the class. (code A3Q7)
8. I expect the learning process to come closer to a real situation in practice. (code A3Q8)

A 5-point Likert scale is applied for each question: Strongly disagree (1); Disagree a little (2); Neither agree nor disagree (3); Agree a little (4); Strongly agree (5)

APPENDIX 4. LEADER CHOICE QUESTIONNAIRE
ADAPTED FROM ROBLES (2012)

Why did you choose your team leader?
1. I chose my team leader because he/she has high communication skills (capabilities in speaking, writing, presenting, and listening). (code A4Q1)
2. I chose my team leader because he/she shows courtesy skills (business etiquette, gracious and respectful behavior). (code A4Q2)
3. I chose my team leader because he/she is flexible (accepts new ideas and can adjust to new situations). (code A4Q3)
4. I chose my team leader because he/she demonstrates integrity (knows what is right and has personal values, as well as honesty and ethics). (code A4Q4)
5. I chose my team leader because he/she demonstrated interpersonal skills (high social skills, friendly, empathic, and a good sense of humor). (code A4Q5)
6. I chose my team leader because he/she has a positive attitude toward the team members (optimistic, enthusiastic, encouraging, and confident). (code A4Q6)
7. I chose my team leader because he/she demonstrates professionalism (businesslike, high level of knowledge in IT). (code A4Q7)
8. I chose my team leader because he/she demonstrates responsibility (reliable, gets the job done, is self-disciplined, and wants to do well on all assigned projects). (code A4Q8)
9. I chose my team leader because he/she is a team player (cooperative, getting along with others, supportive, helpful). (code A4Q9)
10. I chose my team leader because he/she has a work ethic (willingness to work, initiative, self-motivation, good attendance). (code A4Q10)

A 5-point Likert scale is applied for each question: Strongly disagree (1); Disagree a little (2); Neither agree nor disagree (3); Agree a little (4); Strongly agree (5)

APPENDIX 5. LEADERSHIP SKILLS INVENTORY
ADAPTED FROM HUNTER (2004)

How well do the following statements describe your team leader?
1. Gives appreciation to others. (code A5Q1)
2. Confronts people with problems/situations as they arise. (code A5Q2)
3. Spends time walking on the floor and stays close to the team member's activity. (code A5Q3)
4. Gives encouragement to others. (code A5Q4)
5. Makes clear to team members what is expected on the job. (code A5Q5)
6. Is a good listener. (code A5Q6)
7. Coaches/counsels team members to ensure compliance with goals. (code A5Q7)
8. Treats people with respect (i.e., like they are important people). (code A5Q8)
9. They are actively involved in the development of team members. (code A5Q9)
10. Holds people are accountable for meeting the standards set. (code A5Q10)
11. Gives credit to those who deserve it. (code A5Q11)
12. Patient patience and self-control with others. (code A5Q12)
13. As leaders, people feel confident following. (code A5Q13)
14. Has the technical skills necessary to do the job? (code A5Q14)
15. Meet the legitimate needs (as opposed to wants) of others. (code A5Q15)
16. It is able to forgive mistakes and not hold grudges. (code A5Q16)
17. Is someone people can trust? (code A5Q17)
18. Does not engage in backstabbing (talking behind backs, etc.). (code A5Q18)
19. Positive feedback is given to team members when appropriate. (code A5Q19)
20. Does not embarrass people or punish them in front of others? (code A5Q20)
21. Sets high goals for the self and team members. (code A5Q21)
22. Has a positive attitude toward the job. (code A5Q22)
23. It is sensible to the implications of their decisions for other teams. (code A5Q23)
24. A leader is a fair and consistent leader and leads by example. (code A5Q24)
25. Is not an overcontrolling or overdomineering person. (code A5Q25)

A 5-point Likert scale is applied for each question: Strongly disagree (1); Disagree a little (2); Neither agree nor disagree (3); Agree a little (4); Strongly agree (5)

APPENDIX 6. FEEDBACK ABOUT THE APPROACH BASED ON THE SITUATIONAL MOTIVATION SCALE (SIMS)

Why did you participate in the game-based approach?
1. Because I think that this approach is interesting. (code A6Q1)
2. Because I am doing it for my own good. (code A6Q2)
3. Because I am supposed to do it. (code A6Q3)
4. There may be good reasons to do this approach, but only personally. I don't see any. (code A6Q4)
5. Because I think that this approach is pleasant. (code A6Q5)
6. Because I think that this approach is good for me. (code A6Q6)
7. Because it is something that I have to do. (code A6Q7)
8. I do this approach, but I am not sure if it is worth it. (code A6Q8)
9. Because this approach is fun. (code A6Q9)
10. By personal decision. (code A6Q10)
11. Because I don't have any choice. (code A6Q11)
12. I don't know; I don't see what this approach brings me. (code A6Q12)
13. Because I feel good when doing this approach. (code A6Q13)
14. Because I believe that this approach is important for me. (code A6Q14)
15. Because I feel that I have to do it. (code A6Q15)
16. I do this approach, but I am not sure it is good thing to pursue it. (code A6Q16)

A 7-point Likert scale is applied for each question: "not all" (1); "very little" (2); "a little" (3); "moderately" (4); "sufficiently" (5); "a lot" (6); and "exactly" (7).