Online Appendix 1

Packages

We used the following R packages not directly referenced in the article to assist with different aspects of the data analysis. References for each package are provided in the reference list of the article itself so that the package creators receive citations.

- lmtest version 0.9-38 (Zeileis & Hothorn, 2002).
- PerFit version 1.4.5 (Tendeiro et al., 2016).
- faoutlier version 0.7.6 (Chalmers & Flora, 2015).
- psych version 2.1.3 (Revelle, 2020).
- caret version 6.0-86 (Kuhn, 2020).
- multicon version 1.6 (Sherman, 2015).
- combinat version 0.0-8 (Chasalow, 2012).
- Hmisc version 4.5-0 (Harrell, 2021).
- MBESS version 4.8.0 (Kelley, 2020).
- smacof version 2.1-2 (de Leeuw & Mair, 2009).
- confintr version 0.1.1 (Mayer, 2020).
- olsrr version 0.5.3 (Hebbali, 2020).
- QuantPsyc version 1.5 (Fletcher, 2012).
- relaimpo version 2.2-3 (Grömping, 2006).
- car version 3.0-10 (Fox & Weisberg, 2019).
- boot version 1.3-27 (Canty & Ripley, 2021).
- RANDALL (Tracey, 2016).

Exploratory factor analysis

Factor loadings and their standard errors are reported in Table 1-A1.

TABLE 1-A1: Rotated Factor Loadings and Standard Errors for the JHMS.

Item	F1	SE	F2	SE
ES1	.06	.10	.67	.10
ES2	-.13	.06	.71	.09
ES3	.08	.13	.65	.11
ES4	.24	.14	.49	.13
AD1	.63	.16	.16	.17
AD2	.62	.13	.17	.16
AD3	.90	.05	-.07	.04
AD4	.42	.12	.13	.11

Note. ES = Escape Motive, AD = Advance Motive.

Multidimensional scaling

The RIASEC Pearson correlation matrix was converted into a dissimilarity matrix with an interval transformation applied to the disparities during estimation. We used the *smacof* package version 2.1-2 (de Leeuw & Mair, 2009). The MDS configuration plot is presented in Figure 1-A1.
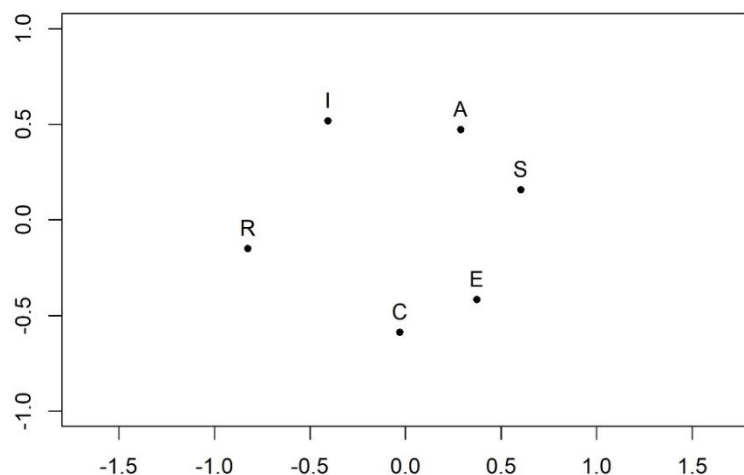
Note. R = Realistic, I = Investigative, A = Artistic, S = Social, E = Enterprising, C = Conventional.
FIGURE 1-A1: MDS Configuration Plot for the SACII-SR RIASEC Distance Matrix.

Classification of job-hopping motives

Lake et al. (2018) classified their participants into four categories using the median, 75th percentile, and 90th percentile. These categories were (a) high escape motive, (b) high advance motive, (c) high on both motives, and (d) high on neither motive. In Table 2-A1 we present the proportion of participants in our sample according to these categories for those who want to compare our results to Lake et al.'s results. Inspection of the table shows that 33% of the sample scored high on only one motive and 30% scored high on both motives at the median split. For the 75th and 90th percentile, 18% and 7% scored high on only one motive compared to 10% and 3% scoring high on both motives.

TABLE 2-A1: Proportion of Sample with High Scores on One, Both, or Neither Motive.

Percentile	High Escape	High Advance	High on Both	High on Neither	Missing
50th	22 (12%)	11 (6%)	54 (30%)	52 (28%)	44 (24%)
75th	16 (9%)	16 (9%)	18 (10%)	108 (59%)	25 (14%)
90th	6 (3%)	8 (4%)	6 (3%)	136 (74%)	27 (15%)

Note. Missing = participants who scored at the percentile. The percentiles for the escape motive were 2.50, 3.25, and 4.00 and the percentiles for the advance motive were 3.75, 4.25, and 4.50 on a $1 - 5$ scale.

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