Appendices

Appendix 1 – Qualtrics Survey

We are two students from BI Norwegian Business school in Norway, currently working on our master thesis. Our research focuses on the relationship between international experience/exposure on founders and firm performance, and we believe that internationalized startups have gained too little attention in existing literature.

We therefore kindly ask you to take 5-7 minutes to respond to our survey.

Thank you for your time and consideration.

PERSONALIA

What is the name of the company you work for?

[   ]

In what year was the company founded?

[   ]

Are you the founder/co-founder of the company?

Yes
No

If no, what is your position in the company?

[   ]

How old are you?

< 18	18-30	31-40	41-50	51-60	61-70	70 <

BACKGROUND AND FAMILY

In this section, we kindly ask you to answer some questions regarding your family's international background.

What is your country of origin?

<div style="dropdown"></div>

What is your mother's country of origin?

<div style="dropdown"></div>

What is your father's country of origin?

<div style="dropdown"></div>

Have you spent whole or parts of your upbringing in a different country than the one you were born in?

Yes

No

If yes, which country/-ies?

(Press and hold down cmd (Mac) or ctrl (Windows) to choose multiple answers)

Afghanistan
Albania
Algeria
Andorra
Angola
Antigua and Barbuda
Argentina
Armenia
Australia
Austria

Have you vacationed in more than 10 different countries?

Yes

No

LANGUAGES

In this section we ask you to answer some questions regarding your language skills and proficiency.

How many languages do you speak fluently?

1	2	3	4	5	5 <

Are you from a bilingual home (grown up speaking more than one language in mother tongue)?

Yes

No

EDUCATION

In this section we ask you to answer some questions about previous studies and education.

What is your highest level of completed education?

Primary school (barneskole)	Secondary school (ungdomsskole)	High school (videregående skole)	Bachelor's degree	Master's degree	PhD

Have you ever taken studies abroad (exchange semester, summer school, parts of or whole degree etc.)?

Yes

No

If yes, how many years of studies have you taken abroad in total?

< 1	1	2	3	4	5	5 <

If yes, please specify the country/-ies in which you studied abroad.

(Press and hold down cmd (Mac) or ctrl (Windows) to choose multiple answers)

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Afghanistan
Albania
Algeria
Andorra
Angola
Antigua and Barbuda
Argentina
Armenia
Australia
Austria
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WORK EXPERIENCE PRIOR TO FOUNDING OF CURRENT FIRM

In this section we ask you to answer some questions about work endeavours prior to the foundation of the firm you are currently working in.

Approximately how many years of work experience do you have (including entrepreneurial endeavours)?

Have you ever lived abroad (permanently, for 6 months or more) in relation to work?

Yes

No

If yes, for how long (specified as no. of years above 0,5)?

Have you ever worked in an international company (multinational company with global operations)?

Yes

No

Do you have other international work experience such as frequent travelling (meetings, seminars etc.) or commuting (daily, weekly, monthly)?

Yes

No

We thank you for your time spent taking this survey.
Your response has been recorded.

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Appendix 2 – Independent Variables

Early-life exposure	Linguistic capabilities	Study-related exposure	Work-related exposure
Country of origin	*Bilingual*	*Studied abroad*	*Lived abroad (work)*
Categorical	Binary - Yes or no	Binary - Yes or no	Binary - Yes or no
The respondent's country of origin	Whether or not the respondent grew up in a bilingual household	Whether or not the respondent has taken parts of or whole degree abroad	Whether or not the respondent has lived abroad permanently (6 months or more) in relation
Foreign mother	*Languages*	*Studied abroad (years)*	*Years lived abroad (work)*
Binary - Yes or no	Numerical	Numerical	Binary - Yes or no
Whether or not the respondent's mother is from a different country than him-/herself	Number of languages spoken by the respondent	Number of years the respondent has studied abroad	Number of years the respondent has lived abroad permanently (for six months or more) in relation
Foreign father		*Studied abroad (countries)*	*International company*
Binary - Yes or no		Numerical	Binary - Yes or no
Whether or not the respondent's father is from a different country than him-/herself		Number of countries the respondent has studied abroad in	Whether or not the respondent has worked in a company with global operations
Upbringing			*Other international work experience*
Binary - Yes or no			Binary - Yes or no
Whether or not the respondent has spent parts or whole of his/her upbringing in country different from the one they were born in			Whether or not the respondent has other international work experience, such as frequent travelling (meetings, seminars etc.) or commuting (daily, weekly, monthly)
Upbringing (country)			
Numerical			
Number of foreign countries the respondent is brought up in			
Vacation			
Binary - Yes or no			
Whether or not the respondent has vacationed in more than 10 different countries			

Appendix 3 – Shapiro-Wilk Tests of Normality

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Employees	0,259	58	0	0,768	58	0

a. Lilliefors Significance Correction

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
LogEmployees	0,097	58	,200[*]	0,968	58	0,135

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Appendix 4 – Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Level of education, Years of work experience, LogAge, Age (manager)[b]		Enter
2	Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother[b]		Enter
3	Languages, Bilingual[b]		Enter
4	Studied abroad (years), Studied abroad, Study abroad (countries)[b]		Enter
5	Lived abroad (work), Other international work experience, Years lived abroad (work), International company[b]		Enter

a. Dependent Variable: LogEmployees

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	,450[a]	0,202	0,142	0,89339	0,202	3,355	4	53	0,016
2	,519[b]	0,270	0,114	0,90757	0,068	0,726	6	47	0,631
3	,549[c]	0,301	0,115	0,90714	0,032	1,022	2	45	0,368
4	,648[d]	0,420	0,214	0,85527	0,119	2,875	3	42	0,047
5	,700[e]	0,490	0,235	0,84335	0,070	1,299	4	38	0,288

a. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager)

b. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother

c. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother, Languages, Bilingual

d. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother, Languages, Bilingual, Studied abroad (years), Studied abroad, Studied abroad (countries)

e. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother, Languages, Bilingual, Studied abroad (years), Studied abroad, Studied abroad (countries), Lived abroad (work), Other international work experience, Years lived abroad (work), International company

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10,711	4	2,678	3,355	,016[b]
	Residual	42,301	53	0,798		
	Total	53,013	57			
2	Regression	14,300	10	1,430	1,736	,100[c]
	Residual	38,713	47	0,824		
	Total	53,013	57			
3	Regression	15,982	12	1,332	1,618	,121[d]
	Residual	37,031	45	0,823		
	Total	53,013	57			
4	Regression	22,291	15	1,486	2,032	,036[e]
	Residual	30,722	42	0,731		
	Total	53,013	57			
5	Regression	25,986	19	1,368	1,923	,043[f]
	Residual	27,027	38	0,711		
	Total	53,013	57			

a. Dependent Variable: LogEmployees

b. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager)

c. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother

d. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother, Languages, Bilingual

e. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother, Languages, Bilingual, Studied abroad (years), Studied abroad, Studied abroad (countries)

f. Predictors: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother, Languages, Bilingual, Studied abroad (years), Studied abroad, Studied abroad (countries), Lived abroad (work), Other international work experience, Years lived abroad (work), International company

Model		Unstandardized Coefficients		Standardized			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	0,340	0,741		0,459	0,648		
	Age (manager)	-0,551	0,258	-0,538	-2,137	0,037	0,237	4,211
	Years of work experience	0,037	0,026	0,342	1,392	0,170	0,250	3,995
	LogAge	1,089	0,357	0,410	3,049	0,004	0,833	1,201
	Level of education	0,208	0,153	0,181	1,362	0,179	0,851	1,175
2	(Constant)	-0,024	1,025		-0,023	0,982		
	Age (manager)	-0,604	0,277	-0,590	-2,183	0,034	0,213	4,694
	Years of work experience	0,046	0,029	0,428	1,600	0,116	0,217	4,611
	LogAge	1,233	0,396	0,464	3,113	0,003	0,700	1,429
	Level of education	0,211	0,167	0,184	1,268	0,211	0,741	1,350
	Foreign mother	0,482	0,631	0,154	0,765	0,448	0,385	2,597
	Foreign father	-0,055	0,634	-0,016	-0,086	0,932	0,448	2,231
	Upbringing	0,316	0,388	0,151	0,816	0,419	0,455	2,197
	Vacation	-0,176	0,408	-0,056	-0,431	0,669	0,919	1,088
	Country of origin	0,012	0,061	0,030	0,197	0,844	0,693	1,443
	Upbringing (countries)	0,060	0,164	0,067	0,367	0,715	0,460	2,175
3	(Constant)	-0,519	1,100		-0,472	0,639		
	Age (manager)	-0,545	0,280	-0,532	-1,947	0,058	0,208	4,807
	Years of work experience	0,041	0,029	0,385	1,416	0,164	0,210	4,773
	LogAge	1,276	0,402	0,480	3,176	0,003	0,680	1,472
	Level of education	0,164	0,180	0,142	0,907	0,369	0,631	1,585
	Foreign mother	0,107	0,710	0,034	0,151	0,881	0,304	3,293
	Foreign father	0,111	0,650	0,033	0,170	0,865	0,426	2,348
	Upbringing	0,283	0,389	0,135	0,727	0,471	0,454	2,205
	Vacation	-0,233	0,414	-0,074	-0,563	0,576	0,892	1,121
	Country of origin	0,026	0,062	0,063	0,415	0,680	0,675	1,481
	Upbringing (countries)	0,077	0,165	0,087	0,470	0,641	0,457	2,189
	Languages	0,200	0,219	0,132	0,911	0,367	0,742	1,348
	Bilingual	0,361	0,419	0,137	0,862	0,393	0,616	1,624
4	(Constant)	-1,063	1,084		-0,980	0,333		
	Age (manager)	-0,629	0,269	-0,614	-2,337	0,024	0,200	5,002
	Years of work experience	0,051	0,028	0,480	1,828	0,075	0,200	4,993
	LogAge	1,258	0,405	0,474	3,105	0,003	0,593	1,686
	Level of education	0,281	0,175	0,244	1,607	0,116	0,596	1,678
	Foreign mother	0,462	0,787	0,147	0,587	0,561	0,219	4,557
	Foreign father	-0,582	0,769	-0,171	-0,757	0,453	0,271	3,691
	Upbringing	0,257	0,370	0,122	0,694	0,491	0,446	2,243
	Vacation	0,178	0,421	0,057	0,422	0,675	0,766	1,306
	Country of origin	0,028	0,059	0,067	0,470	0,641	0,671	1,490
	Upbringing (countries)	0,054	0,203	0,060	0,265	0,792	0,267	3,751
	Languages	0,363	0,218	0,239	1,660	0,104	0,664	1,506
	Bilingual	0,438	0,407	0,166	1,076	0,288	0,580	1,725
	Studied abroad	-0,997	0,461	-0,475	-2,162	0,036	0,286	3,495
	Studied abroad (years)	-0,136	0,119	-0,188	-1,143	0,260	0,511	1,958
	Studied abroad (countries)	0,338	0,315	0,295	1,070	0,291	0,181	5,517
5	(Constant)	-1,233	1,123		-1,098	0,279		
	Age (manager)	-0,543	0,272	-0,530	-2,000	0,053	0,191	5,241
	Years of work experience	0,028	0,031	0,265	0,919	0,364	0,161	6,194
	LogAge	1,286	0,403	0,484	3,192	0,003	0,583	1,714
	Level of education	0,290	0,175	0,252	1,657	0,106	0,582	1,719
	Foreign mother	0,713	0,789	0,227	0,904	0,372	0,212	4,708
	Foreign father	-0,601	0,767	-0,177	-0,785	0,438	0,265	3,774
	Upbringing	0,110	0,376	0,053	0,294	0,771	0,419	2,386
	Vacation	0,334	0,443	0,106	0,752	0,457	0,672	1,487
	Country of origin	0,017	0,058	0,042	0,299	0,767	0,666	1,502
	Upbringing (countries)	0,168	0,216	0,188	0,778	0,441	0,230	4,353
	Languages	0,452	0,230	0,298	1,962	0,057	0,580	1,723
	Bilingual	0,284	0,417	0,108	0,680	0,500	0,537	1,862
	Studied abroad	-0,887	0,459	-0,422	-1,934	0,061	0,281	3,554
	Studied abroad (years)	-0,149	0,120	-0,206	-1,246	0,220	0,493	2,028
	Studied abroad (countries)	0,206	0,319	0,180	0,647	0,522	0,173	5,793
	Lived abroad (work)	-0,594	0,322	-0,296	-1,847	0,073	0,524	1,908
	Years lived abroad (work)	0,056	0,030	0,297	1,854	0,071	0,522	1,914
	International company	0,285	0,377	0,124	0,754	0,455	0,495	2,019
	Other international work experience	0,003	0,434	0,001	0,007	0,995	0,613	1,631

a. Dependent Variable: LogEmployees

Excluded Variables

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
						Tolerance	VIF	Minimum Tolerance
1	Foreign mother	,176[b]	1,386	0,172	0,189	0,912	1,096	0,237
	Foreign father	,078[b]	0,604	0,548	0,083	0,923	1,084	0,232
	Upbringing	,212[b]	1,740	0,088	0,235	0,974	1,027	0,235
	Vacation	-,015[b]	-0,120	0,905	-0,017	0,952	1,050	0,237
	Country of origin	,058[b]	0,424	0,673	0,059	0,822	1,216	0,237
	Upbringing (countries)	,178[b]	1,382	0,173	0,188	0,895	1,118	0,222
	Languages	,185[b]	1,378	0,174	0,188	0,822	1,217	0,235
	Bilingual	,206[b]	1,634	0,108	0,221	0,919	1,088	0,233
	Studied abroad	-,200[b]	-1,579	0,120	-0,214	0,917	1,090	0,235
	Studied abroad (years)	-,074[b]	-0,586	0,561	-0,081	0,952	1,050	0,236
	Studied abroad (countries)	,006[b]	0,051	0,960	0,007	0,953	1,049	0,237
	Lived abroad (work)	-,048[b]	-0,386	0,701	-0,054	0,991	1,009	0,237
	Years lived abroad (work)	,155[b]	1,195	0,238	0,163	0,883	1,133	0,226
	International company	,089[b]	0,668	0,507	0,092	0,859	1,164	0,231
	Other international work experience	,008[b]	0,065	0,949	0,009	0,949	1,054	0,232
2	Languages	,161[c]	1,144	0,259	0,166	0,783	1,276	0,210
	Bilingual	,170[c]	1,104	0,275	0,161	0,651	1,537	0,209
	Studied abroad	-,266[c]	-1,863	0,069	-0,265	0,726	1,377	0,207
	Studied abroad (years)	-,192[c]	-1,339	0,187	-0,194	0,744	1,343	0,205
	Studied abroad (countries)	-,106[c]	-0,607	0,547	-0,089	0,516	1,939	0,202
	Lived abroad (work)	-,123[c]	-0,913	0,366	-0,133	0,857	1,167	0,212
	Years lived abroad (work)	,132[c]	0,976	0,334	0,142	0,848	1,180	0,200
	International company	,056[c]	0,400	0,691	0,059	0,799	1,252	0,190
	Other international work experience	-,020[c]	-0,149	0,882	-0,022	0,891	1,122	0,210
3	Studied abroad	-,381[d]	-2,591	0,013	-0,364	0,639	1,566	0,204
	Studied abroad (years)	-,273[d]	-1,861	0,069	-0,270	0,683	1,465	0,201
	Studied abroad (countries)	-,247[d]	-1,312	0,196	-0,194	0,431	2,322	0,200
	Lived abroad (work)	-,150[d]	-1,105	0,275	-0,164	0,842	1,188	0,207
	Years lived abroad (work)	,102[d]	0,735	0,466	0,110	0,821	1,219	0,195
	International company	,057[d]	0,377	0,708	0,057	0,699	1,431	0,175
	Other international work experience	-,044[d]	-0,327	0,745	-0,049	0,868	1,153	0,204
4	Lived abroad (work)	-,104[e]	-0,804	0,426	-0,125	0,825	1,212	0,181
	Years lived abroad (work)	,154[e]	1,155	0,255	0,178	0,770	1,298	0,178
	International company	,111[e]	0,758	0,453	0,118	0,655	1,526	0,169
	Other international work experience	,008[e]	0,059	0,953	0,009	0,823	1,215	0,179

a. Dependent Variable: LogEmployees

b. Predictors in the Model: (Constant), Level of education, Years of work experience, LogAge, Age (manager)

c. Predictors in the Model: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother

d. Predictors in the Model: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother, Languages, Bilingual

e. Predictors in the Model: (Constant), Level of education, Years of work experience, LogAge, Age (manager), Upbringing, Vacation, Foreign father, Country of origin, Upbringing (countries), Foreign mother, Languages, Bilingual, Studied abroad (years), Studied abroad, Studied abroad (countries)

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	0,9667	4,0580	2,1967	0,67520	58
Residual	-1,59558	1,86404	0,00000	0,68859	58
Std. Predicted Value	-1,822	2,757	0,000	1,000	58
Std. Residual	-1,892	2,210	0,000	0,816	58

a. Dependent Variable: LogEmployees

Histogram

Dependent Variable: Logemployees

Mean = −1,32E−15
Std. Dev. = 0,816
N = 58
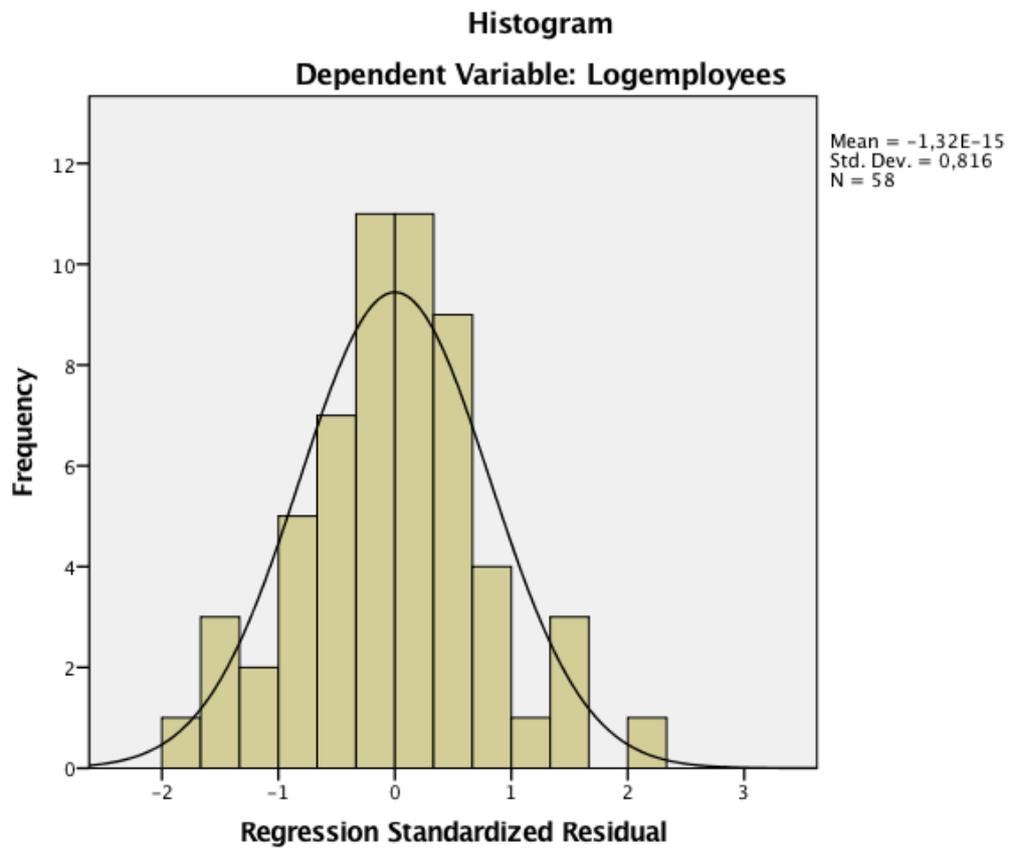
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Logemployees

Scatterplot
Dependent Variable: Logemployees
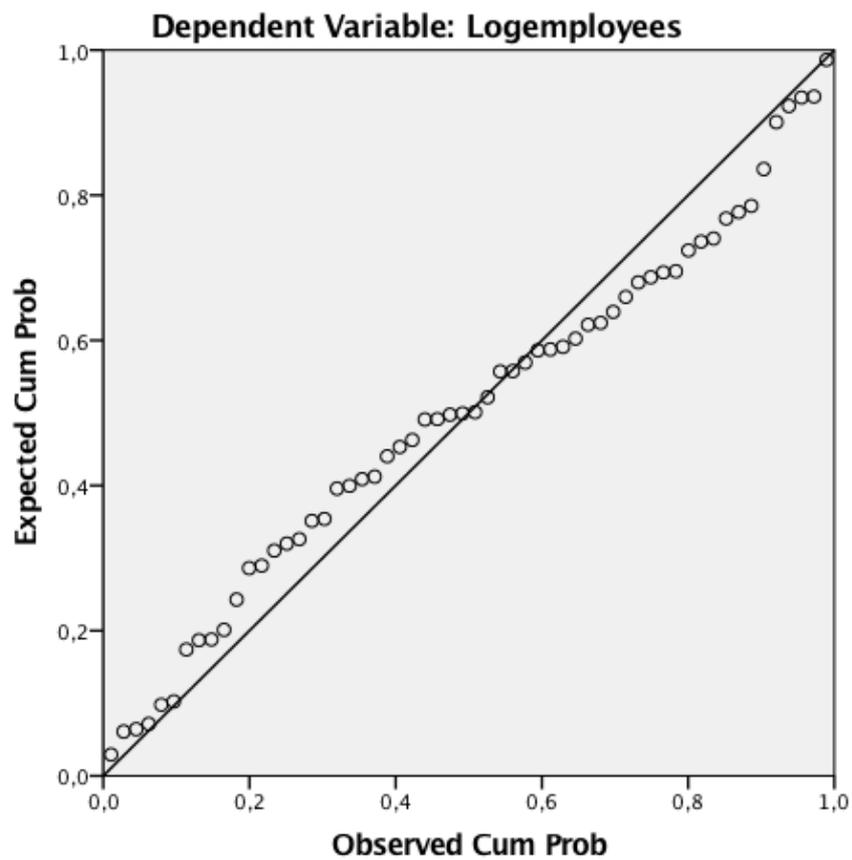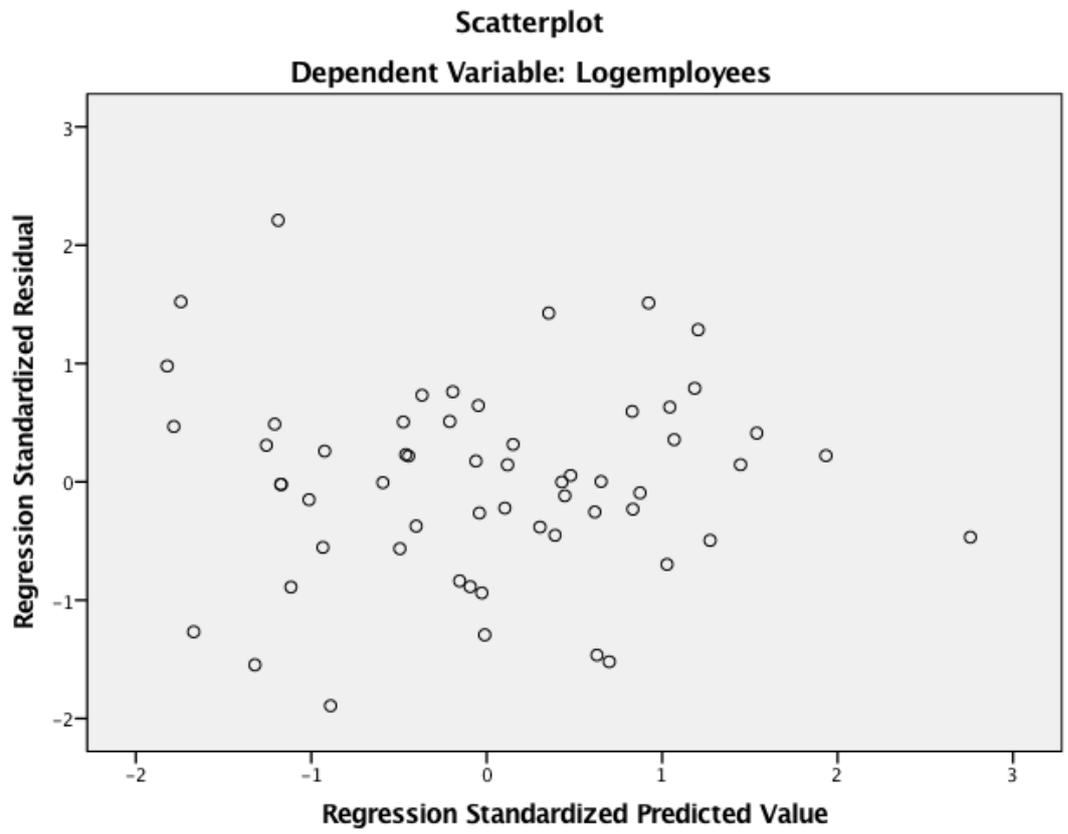
Appendix 5 – Curvilinear Relationships

Model Summary and Parameter Estimates

Dependent variable: Foreign mother

Equation	Model Summary					Parameter Estimates			
	R Square	F	df1	df2	Sig.	Constant	b1	b2	b3
Linear	0,015	0,840	1	56	0,363	0,018	0,039		
Quadratic	0,017	0,473	2	55	0,625	0,059	-0,010	0,011	
Cubic	0,020	0,365	3	54	0,778	0,028	0,103	-0,060	0,012

The independent variable is LogEmployees.

Foreign mother
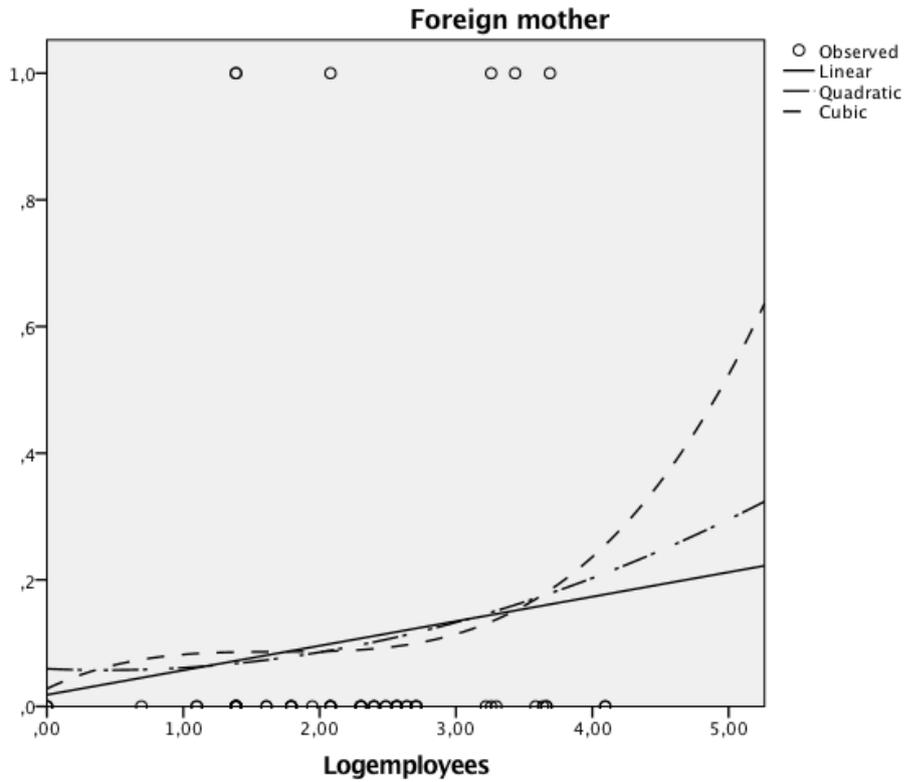
Model Summary and Parameter Estimates

Dependent variable: Foreign father

Equation	Model Summary					Parameter Estimates			
	R Square	F	df1	df2	Sig.	Constant	b1	b2	b3
Linear	0,007	0,399	1	56	0,530	0,032	0,025		
Quadratic	0,008	0,232	2	55	0,794	0,061	-0,010	0,008	
Cubic	0,015	0,268	3	54	0,848	0,019	0,141	-0,088	0,016

The independent variable is LogEmployees.

Foreign father
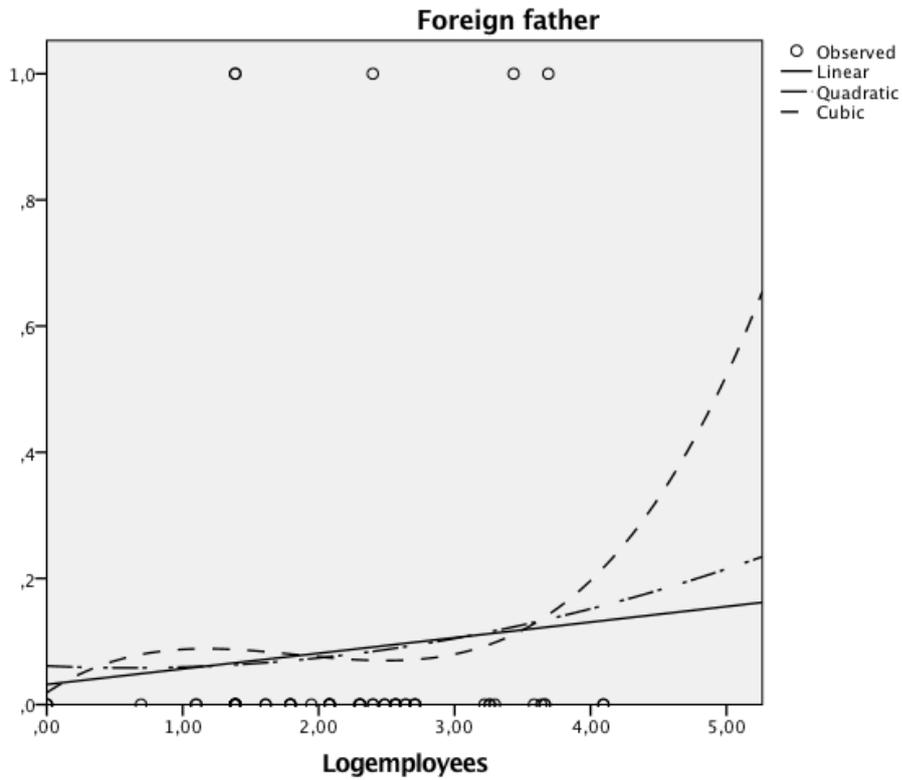
Model Summary and Parameter Estimates

Dependent variable: Bilingual

Equation	Model Summary					Parameter Estimates			
	R Square	F	df1	df2	Sig.	Constant	b1	b2	b3
Linear	0,046	2,708	1	56	0,105	-0,024	0,081		
Quadratic	0,051	1,487	2	55	0,235	0,052	-0,008	0,021	
Cubic	0,061	1,160	3	54	0,333	0,118	-0,243	0,172	-0,025

The independent variable is LogEmployees.

Bilingual home
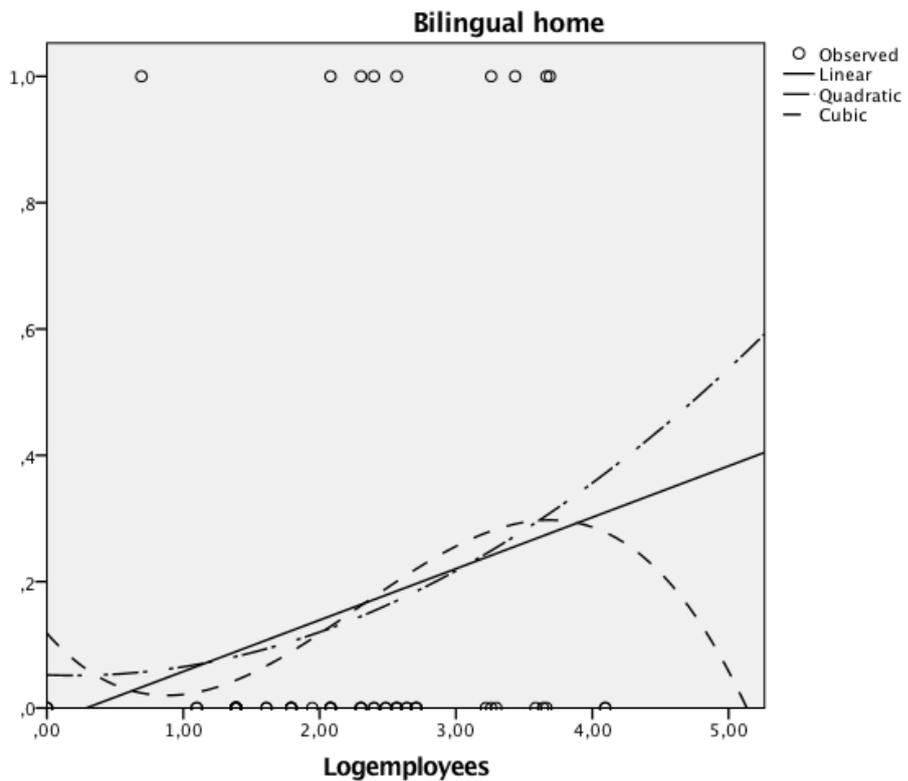
Model Summary and Parameter Estimates

Dependent variable: Languages

Equation	Model Summary					Parameter Estimates			
	R Square	F	df1	df2	Sig.	Constant	b1	b2	b3
Linear	0,029	1,668	1	56	0,202	2,098	0,112		
Quadratic	0,051	1,483	2	55	0,236	2,372	-0,211	0,076	
Cubic	0,167	3,615	3	54	0,019	1,965	1,242	-0,855	0,155

The independent variable is LogEmployees.

Languages
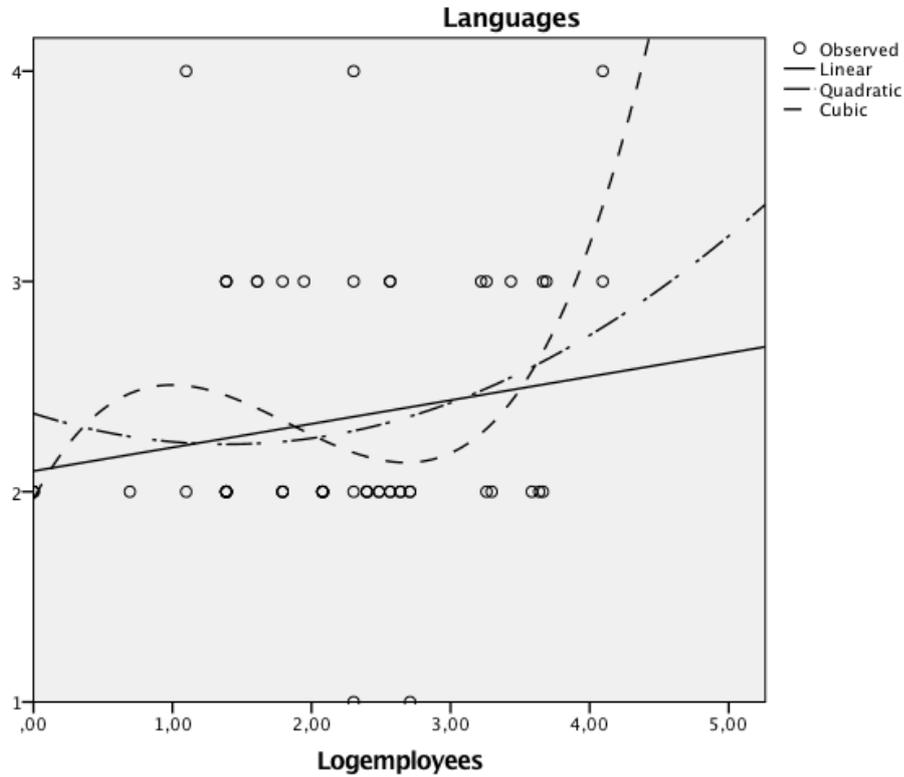
**Model Summary and Parameter Estimates**

Dependent variable: Years studied abroad

Equation	Model Summary					Parameter Estimates			
	R Square	F	df1	df2	Sig.	Constant	b1	b2	b3
Linear	0,001	0,029	1	56	0,865	1,181	-0,032		
Quadratic	0,091	2,751	2	55	0,073	2,333	-1,391	0,319	
Cubic	0,100	2,007	3	54	0,124	2,575	-2,253	0,872	-0,092

The independent variable is LogEmployees.

Years studied abroad
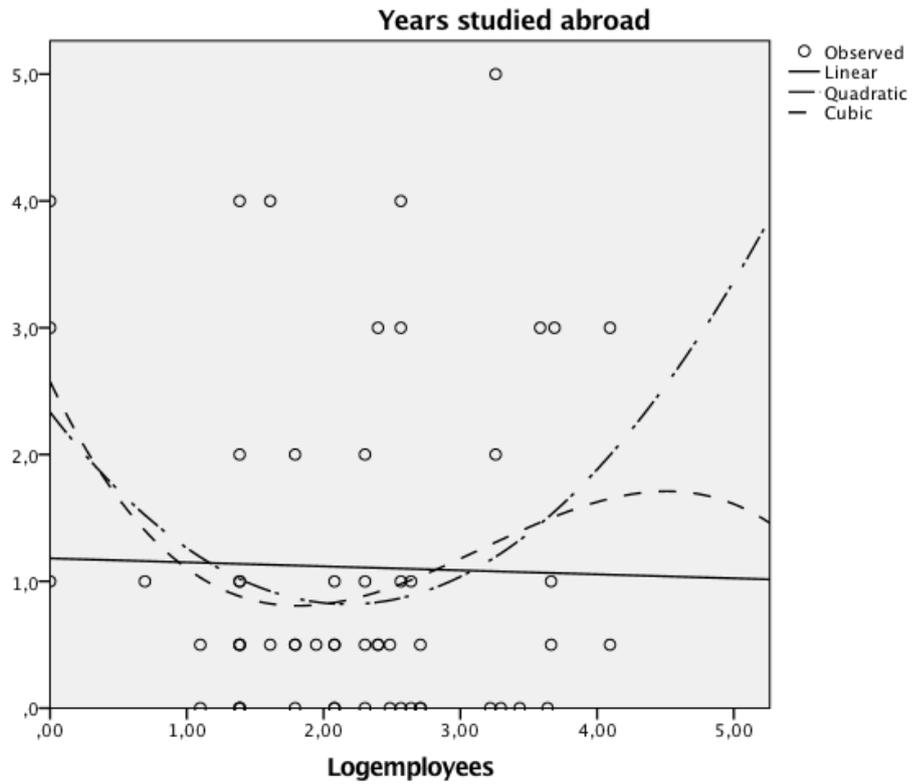
Model Summary and Parameter Estimates

Dependent variable: Years lived abroad (work)

	Model Summary					Parameter Estimates			
Equation	R Square	F	df1	df2	Sig.	Constant	b1	b2	b3
Linear	0,021	1,183	1	56	0,281	2,004	0,767		
Quadratic	0,116	3,613	2	55	0,034	6,584	-4,637	1,270	
Cubic	0,129	2,666	3	54	0,057	5,490	-0,730	-1,232	0,417

The independent variable is LogEmployees.

Years lived abroad work