Appendix 1. Item Wording for the Pharmacy Student Entrepreneurial Orientation Scale*

Factor 1 (11 items, Cronbach alpha = .9291)

Proactiveness
- Planning for future opportunities upon graduation has been, is, or will be an important part of my college career.
- Knowing conditions are changing in pharmacy, I intend to actively seek out new opportunities for myself.
- I want to have what it takes to advance patient care as a pharmacist.

Work Ethic
- I am a hard working individual.
- I imagine I'll be very ambitious about my work as a pharmacist.
- I like the idea of having challenges in my practice as a pharmacist.
- I consider myself as having high motivation toward work.

Empathic Supersalesperson
- Developing strong personal relationships will be critical to my pharmacy practice.
- I have a very strong desire to help others.
- I believe that making a contribution to society is important.
- I will be good at empathizing with my patients by being responsive to their problems.

Factor 2 (9 items, Cronbach alpha = .9163)

Innovativeness
- I want to be known as an innovator among my colleagues.
- I can imagine myself doing something innovative as a pharmacist.
- I believe I will one day have the skills needed to develop a new pharmacist service.
- I believe I will one day be capable of designing a new patient care service.
- I can see myself starting something innovative in the work-place.

Autonomy
- As a pharmacist, I want to be encouraged to develop new ideas in the work place.
- I want to work where new opportunities are the concern of all employees.
- I want to work where new ideas that I suggest will be acted upon by decision makers.
- As a pharmacist, I want to work for someone who lets me explore and try new ideas.

Factor 3 (3 items, Cronbach alpha = .7090)

Risk Taking
- Successful pharmacists are likely to have taken some chances along they way.
- I think I am a risk-taker compared to others I know.
- I believe that to be a successful pharmacist, I will have to take some chances with my career.

*Fully labeled Likert-type agreement scale with 1 = Strongly Disagree, 7 = Strongly Agree