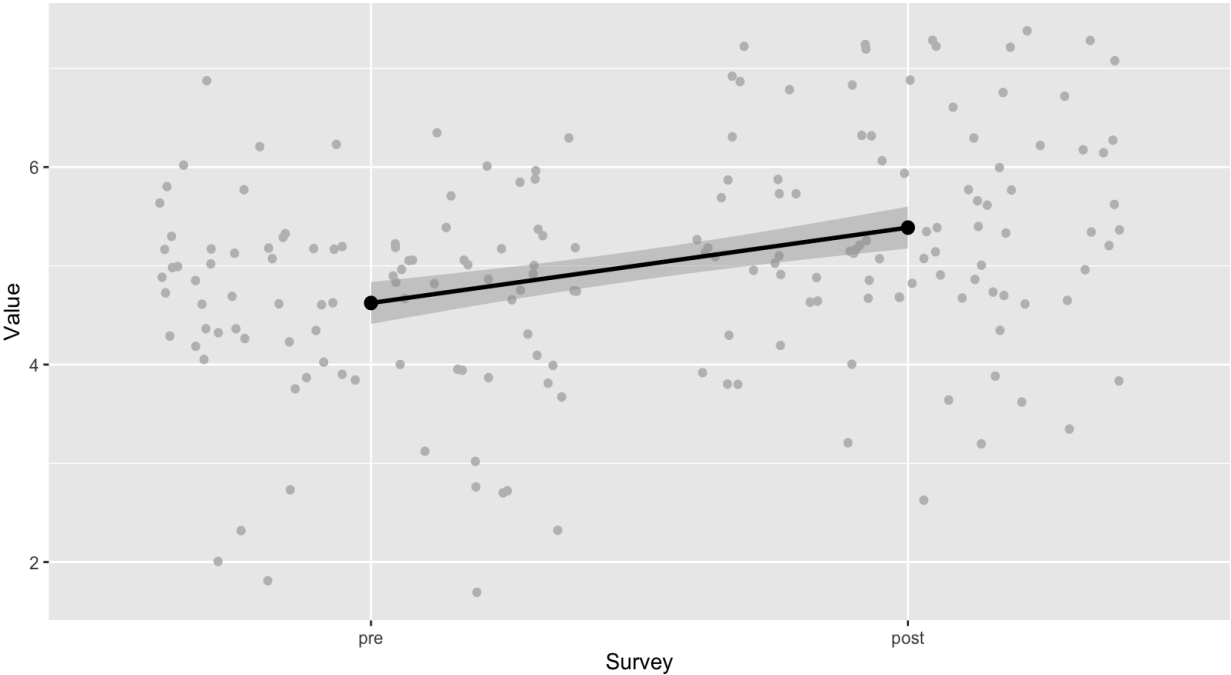# Supplemental Material
Plots of the Mean Change of Response by Construct, Sub-Construct, and Item
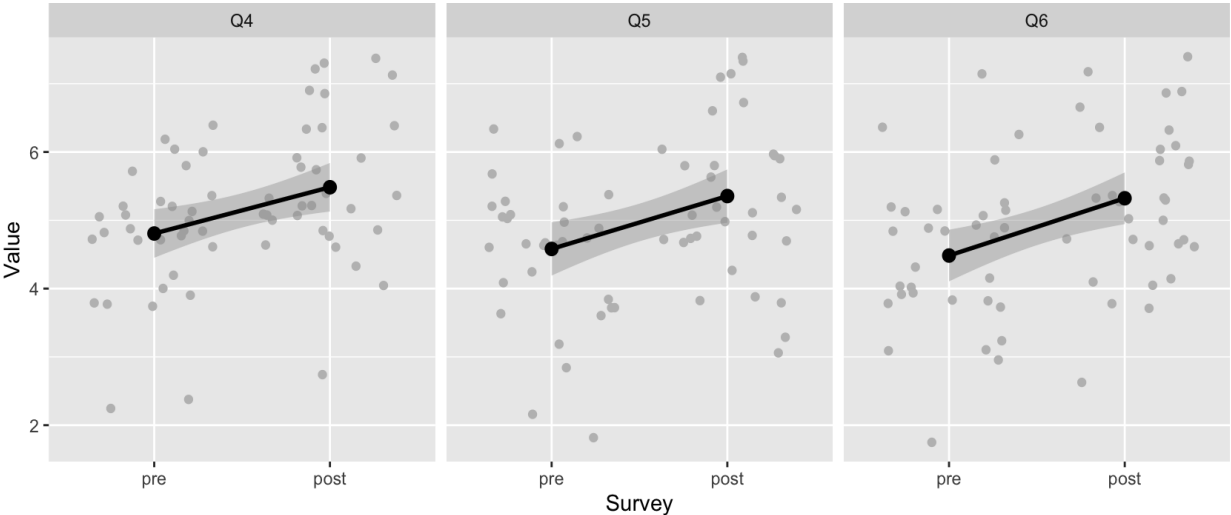
Construct: Creative self-efficacy
Mean Change of Response Values (Overall Mean Diff.: 0.763, p-value: <0.001)

(jitter applied to points)

Construct: Creative self-efficacy
Mean Change of Response Values per Question (Overall Mean Diff.: 0.763, p-value: <0.001)

(jitter applied to points)
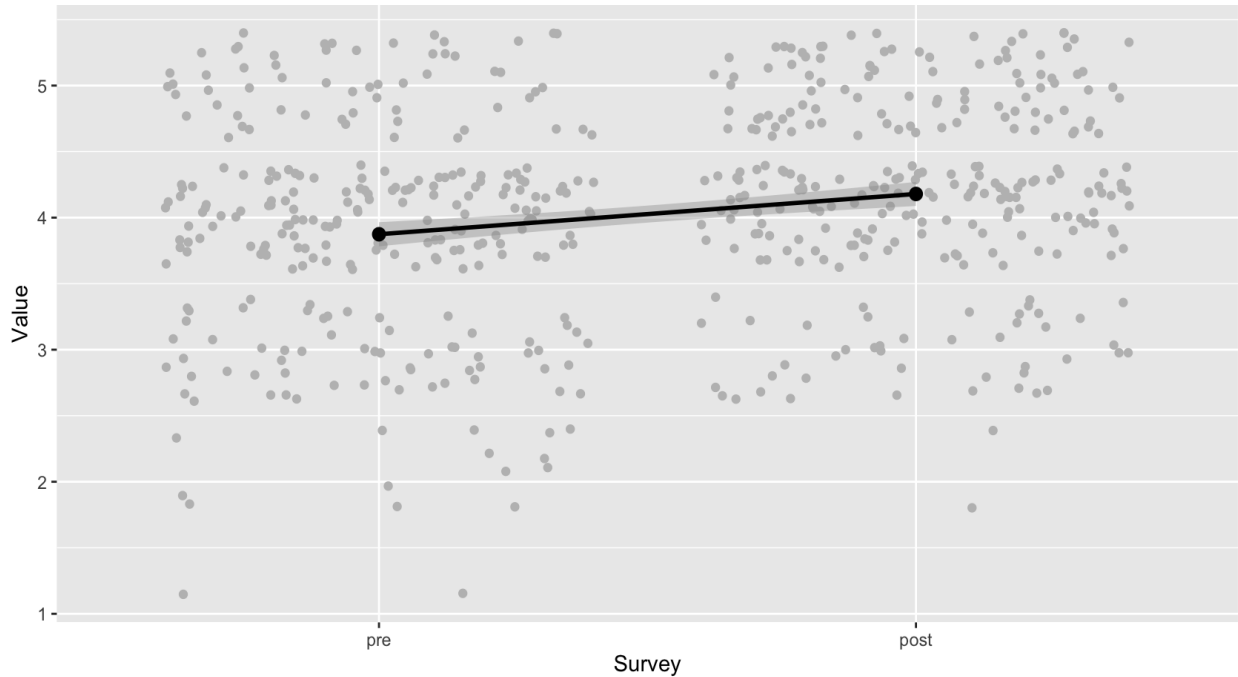
Q	Q4	Q5	Q6
Mean.Diff.	0.677	0.774	0.839
p.value	0.008	0.004	0.001

Supplemental Material
Plots of the Mean Change of Response by Construct, Sub-Construct, and Item

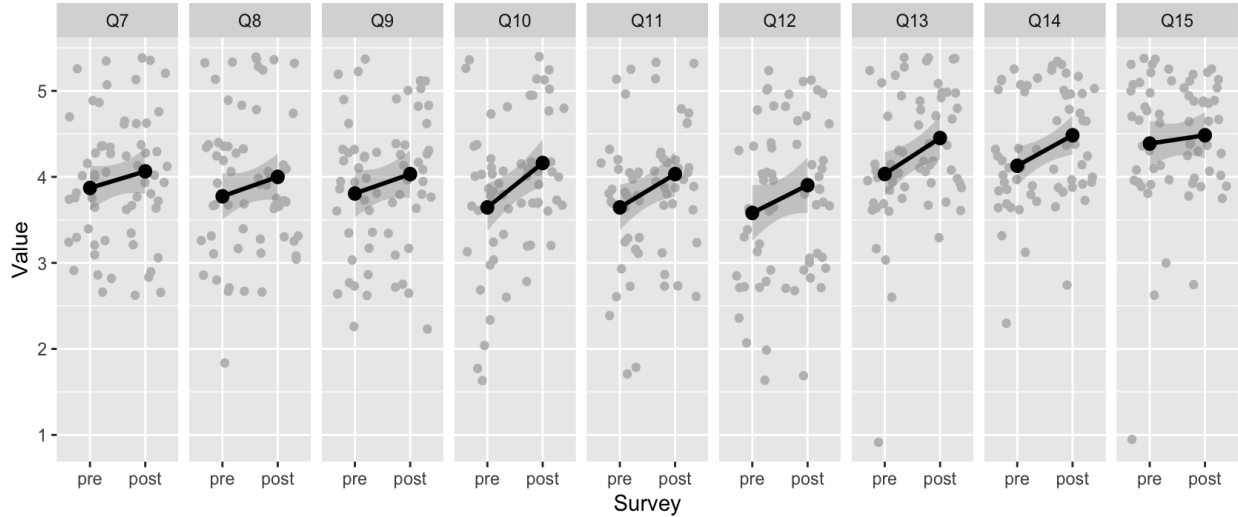### Construct: Psychological empowerment
Mean Change of Response Values (Overall Mean Diff.: 0.302, p-value: <0.001)

(jitter applied to points)

Construct: Psychological empowerment
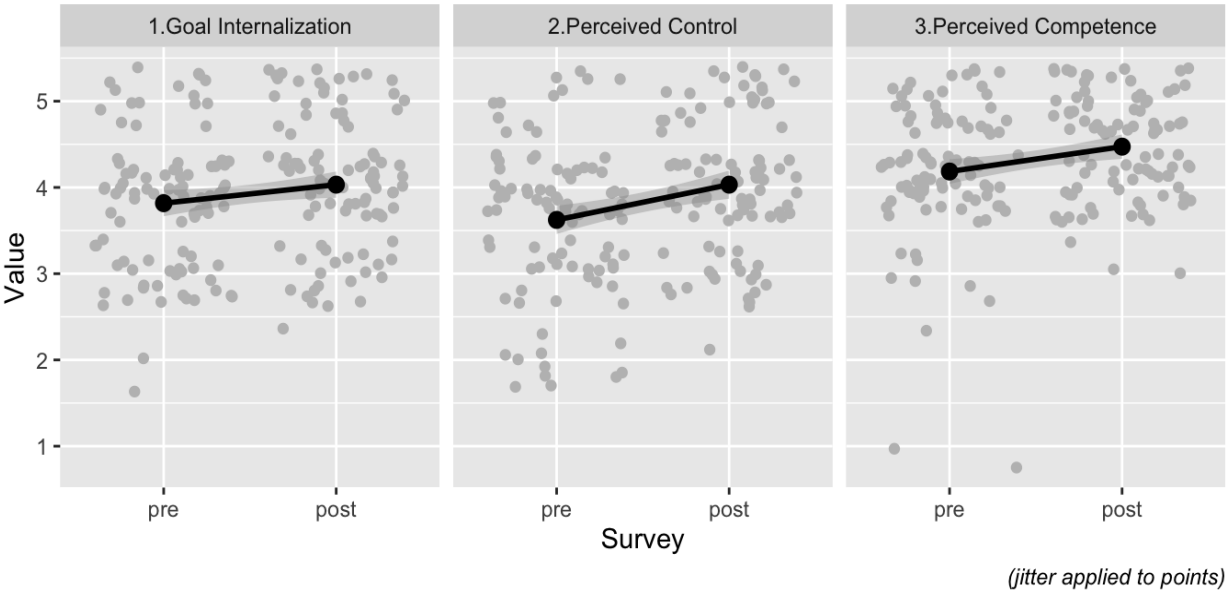Mean Change of Response Values per Question (Overall Mean Diff.: 0.302, p-value: <0.001)

(jitter applied to points)

Q	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
Mean.Diff.	0.194	0.226	0.226	0.516	0.387	0.323	0.400	0.355	0.097
p.value	0.136	0.109	0.129	0.006	0.008	0.031	0.009	0.019	0.476

Construct: Psychological empowerment

Mean Change of Response Values per Question (Overall Mean Diff.: 0.302, p-value: <0.001)

(jitter applied to points)

Q	1.Goal Internalization	2.Perceived Control	3.Perceived Competence
Mean.Diff.	0.215	0.409	0.283
p.value	0.007	<0.001	<0.001

Construct: Traits of design thinkers

Mean Change of Response Values (Overall Mean Diff.: 0.170, p-value: <0.001)

(jitter applied to points)
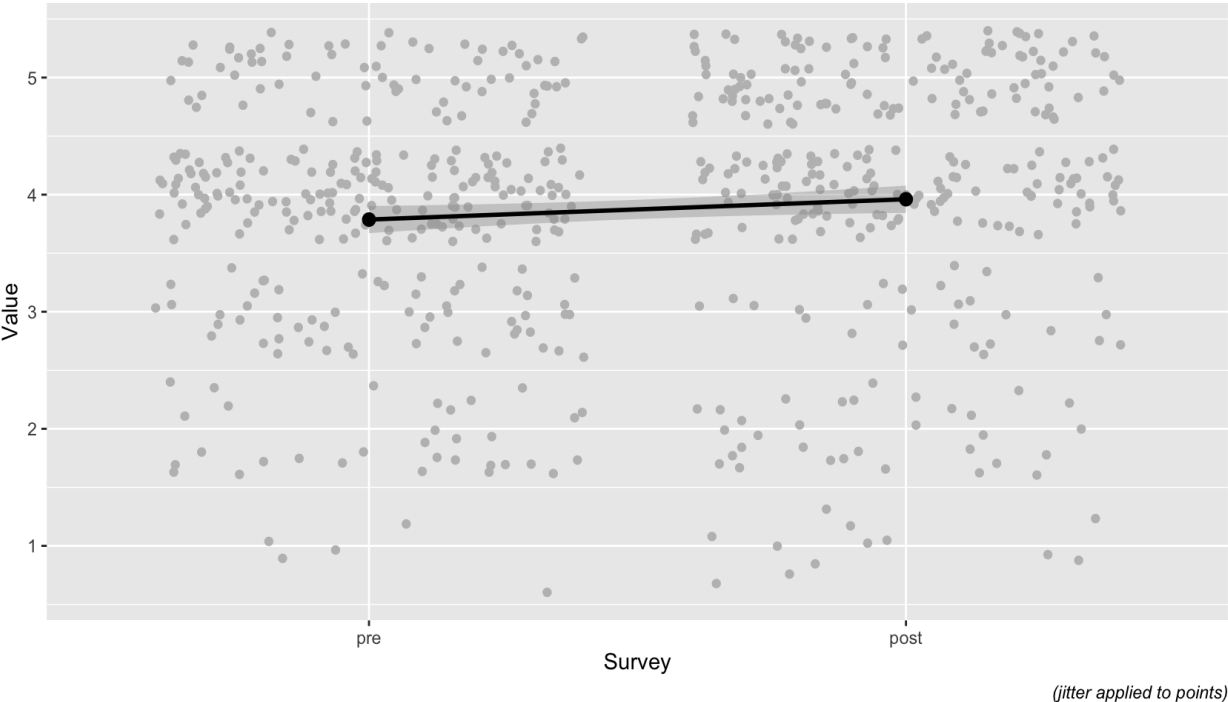
Supplemental Material
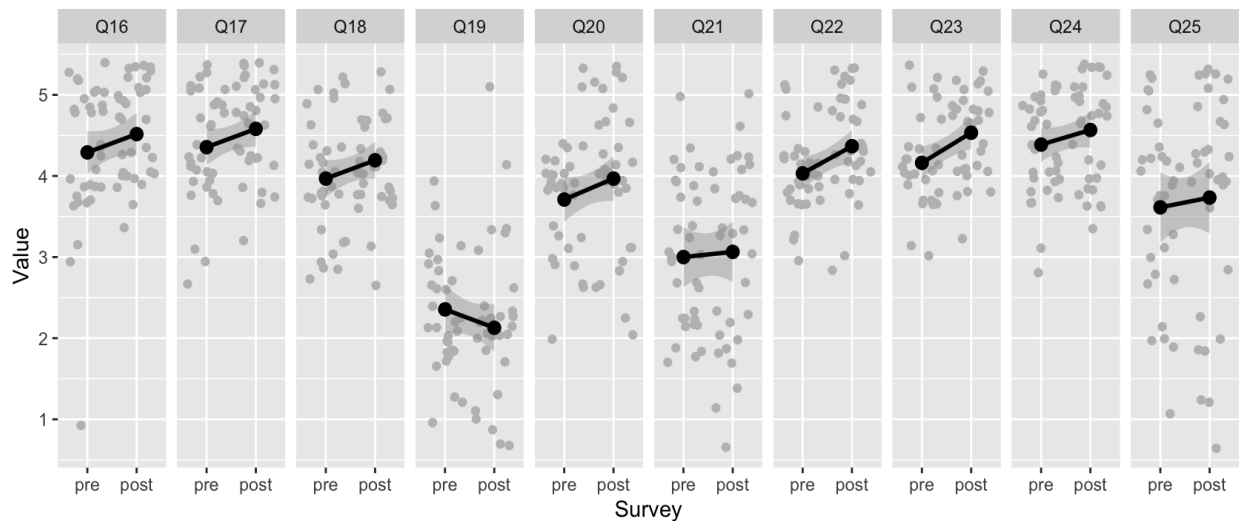## Plots of the Mean Change of Response by Construct, Sub-Construct, and Item

Construct: Traits of design thinkers
Mean Change of Response Values per Question (Overall Mean Diff.: 0.170, p-value: <0.001)

(jitter applied to points)

Q	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	Q25
Mean.Diff.	0.226	0.226	0.226	-0.226	0.258	0.065	0.333	0.367	0.200	0.033
p.value	0.090	0.017	0.032	0.070	0.043	0.662	0.005	0.003	0.012	0.889

Construct: Traits of design thinkers
Mean Change of Response Values per Question (Overall Mean Diff.: 0.170, p-value: <0.001)
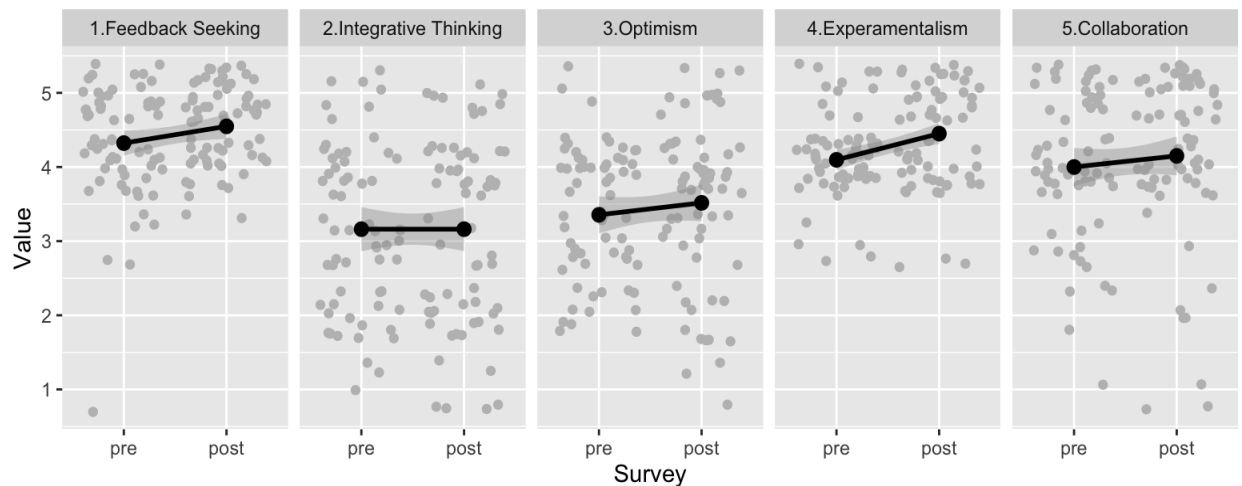
(jitter applied to points)

Q	1.Feedback Seeking	2.Integrative Thinking	3.Optimism	4.Experamentalism	5.Collaboration
Mean.Diff.	0.226	0.000	0.161	0.350	0.117
p.value	0.005	1.000	0.096	<0.001	0.35