Factor and examples of items		1 Don't	2	3	4	5
		agree				Strongly
		at all				agree
Factor 1 <b>Theme – Personal</b> Self-efficacy – scientific/chemistry learning	<ul> <li>I have the ability to understand research processes in chemistry</li> <li>I have the ability to conduct a successful career in the chemistry domain</li> <li>I have the ability to read and understand scientific articles</li> <li>I have the ability to follow and understand scientific innovations</li> </ul>					
Factor 2 <b>Theme – Personal</b> Self-efficacy – task oriented	<ul> <li>I have the ability to handle challenging tasks in my job</li> <li>I have the ability to critically evaluate information and propose a course of action</li> <li>I have the ability to meet deadlines</li> </ul>					
Factor 3 <b>Theme – Personal</b> Self-efficacy – confidence in one's career	<ul> <li>I lack self-confidence in my potential for achieving my chosen occupation</li> <li>I am not sure about my ability to balance my future career and family</li> <li>I have tensions regarding my ability to pursue a career in chemistry</li> </ul>					

## Examples of Items - Chemistry Career Choice (C3) Perceptions Questionnaire

Factor 4 <b>Theme –</b> <b>Environmental</b> Extrinsic motivation – rewards/status/prestige	<ul> <li>There is no financial compensation in a chemistry career</li> <li>My job allows me an adequate salary</li> <li>Working in chemistry allows high social status</li> </ul>		
Factor 5 <b>Theme – Environmental</b> Influence of teachers/ lecturers	<ul> <li>My teacher/lecturer was interested in my progress in chemistry</li> <li>My teacher/lecturer have made me feel that I have the ability to continue in science</li> <li>My teacher/lecturer encouraged me to read advanced chemistry articles</li> </ul>		
<b>Theme – Environmental</b> Family and friends	<ul> <li>I am interested in a job that will consider my family status</li> <li>I have a lot of time to spend with my family and my kids</li> <li>I am encouraged by people surrounding me to continue to study chemistry</li> </ul>		