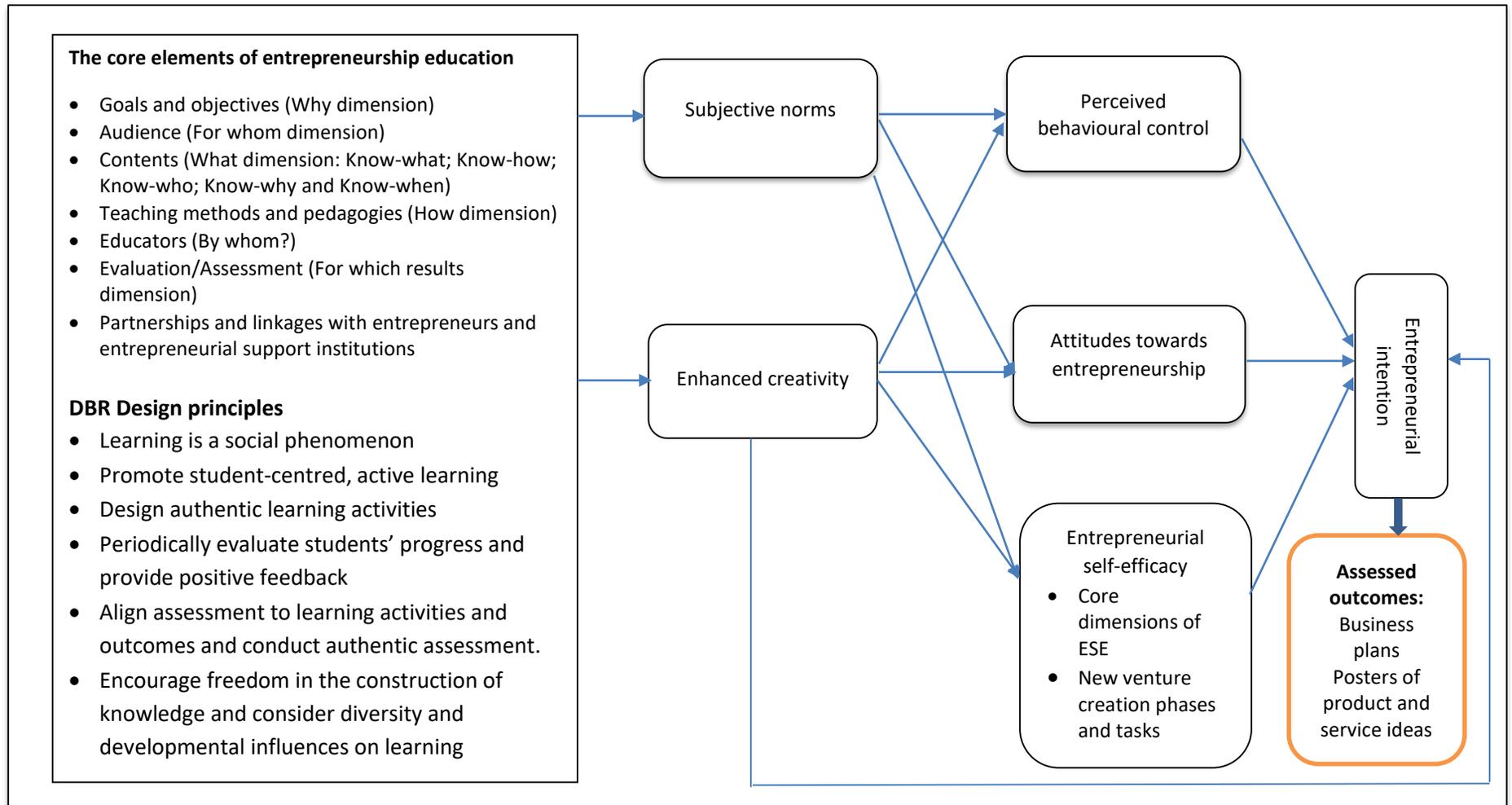


ADDENDUM

Figure 1: An experiential learning model for enhancing creativity



Source: Own compilation from Ajzen (1991, 2005, 2011); Alberti et al. (2005); Bandura (1971, 1977, 1986); Bellò, Mattana, & Loi, 2018; Biggs and Tang (2011); Choi (2012); Fayolle and Gailly (2008); Hamidi, Wennberg and Berglund (2008); Kickul and D'Intino (2005); Macht and Ball (2016); Schunk (2012); Zampetakis et al. (2011).

Table 1: Differences in the means of the groups on study the model variables

Variable	Mann-Whitney U results			Chi-square test results	
	Mean rank values		P value (sig)	Pearson Chi- square value	P value (sig)
	Experimental group	Control group			
Creativity	34.09	33.83	.951	.012	.994
Attitude towards entrepreneurship	33.94	34.11	.970	.082	.960
Perceived behavioural control	32.36	37.13	.287	1.723	.422
Entrepreneurial self- efficacy	32.27	37.30	.238	1.416	.234
Subjective norms	30.63	40.46	.034	4.615	.099
Entrepreneurial intention	33.32	35.30	.651	1.782	.410

Table 2: Qualitative results from groups' self-reflective reports

Group number	What did you like about this project?	What didn't you like about the project?	How could it be have been done better?	How much time should have been allocated for this project for you to do effectively?	What challenges did you encounter as a group in getting the project done?
1	Generated unique and varied sources of ideas. Helped us to see business opportunities. Motivated us to start our own business.	Time consuming.	Needed enough time to prepare a business plan.	Needed at least two months to complete our business plan.	Getting investment for a business. Not knowing what exactly to expect from the project,
2	Acquired knowledge to write a business plan, identify customers and competitors, and identify business location.	Using own money to obtain information to write business plan and time consuming.	More time required to conduct research and carry out the project.	Needed two to three weeks to collect accurate and relevant information.	Difficulties in obtaining research information from other business owners. Coordination of the group.
3	Opportunity to acquire knowledge on how to write a business plan and its contents.	Project required a lot of time, research and careful analysis of information. Not allocated enough time to enable completion.	Required few months to gather information and consult with experienced people.	At least two months as it is a group project. Adequate time required for division of work and communication amongst. Consider constrains of other subjects, tests, meeting to discuss the project was a challenge.	Proper research, time management and consultations to compare information amongst group members. Group work requires a lot of time and members differ in the pace of completing tasks.
4	Helped to identify opportunity in the market.	It required a lot of time.	No suggestion for improvement.	A month or two to conduct of serious research.	Lack of finance and information needed.
5	Acquired knowledge to write a business plan and integrate knowledge from other subjects.	Time consuming, challenging, and covered a lot of things.	We needed more time so that we make corrective action where it is possible.	3-4 weeks for proper planning.	Getting the work done in few days. Gathering together as a team, because some are doing different subjects.

Table 2: Qualitative results from groups' self-reflective reports (cont.)

5	Opportunity to know how a business should be operated and the requirements.	Not given enough time to explore and improve our knowledge about a business plan.			The financial part of the business plan.
6	Psychological reparation for the challenging corporate world. Improved knowledge and skills to write a business plan.	It consumed more time, and required a lot of skills and knowledge. Needed a lot of research for the different aspects.	No relevant response obtained from the group.	2-3 weeks to conduct thorough research from different sources.	Lack of enough time to gather information and complete the different aspects of the business plan.
7	Management plan section forced us to ask ourselves what we will do as managers, how we would like our employees to behave and how we are going to operate.	It was difficult and it required someone who has knowledge and experience about business plan.	It could have been done better if we were taught how we should draft business plan.	3 weeks to 4 weeks. It needed more time especially on the financial part because it needed proper research on how we should have required finance.	We were failing to arrange the meeting point as we are from different places due to limited time. Difficulties in prioritizing between the project and other final assessments of the year.
8	It was challenging and fun at the same time.	No relevant response obtained from the group.	No relevant response obtained from the group.	If we had more time on our side we strongly believe that we could have done better.	No relevant response obtained from the group.
9	Learnt about the techniques of starting a new business, how to compete, and knowledge about customer needs and the industry.	The time allocated was not enough because the project required a lot of work.	Required more time to generate our business ideas.	Two to three months for research and to enable the group to rectify their own mistakes.	Lack of time to prepare the financial plan and appendices. Some lectures were sacrificed due to limited time available to complete the project. Group coordination difficulties and absenteeism of members.

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