

Table S1: Personality and the digitalization probabilities of future jobs in Germany:  
Interactions between personality and education

Dataset	SOEP 2013	SOEP 2009	NEPS	PASS	LPP
	(1)	(2)	(3)	(4)	(5)
<b>Noncognitive skills</b>					
Openness	-0.081 (0.066)	0.009 (0.047)	-0.092 (0.116)	-0.078 (0.071)	-0.049 (0.066)
× years of schooling	0.000 (0.005)	-0.005 (0.004)	0.004 (0.008)	0.006 (0.007)	0.002 (0.006)
Conscientiousness	0.064 (0.051)	-0.007 (0.041)	0.014 (0.102)	-0.110 (0.071)	-0.032 (0.061)
× years of schooling	-0.005 (0.004)	0.000 (0.003)	-0.000 (0.007)	0.010 (0.007)	0.004 (0.006)
Extraversion	-0.062 (0.055)	-0.076* (0.041)	0.093 (0.089)	0.099 (0.081)	0.038 (0.069)
× years of schooling	0.004 (0.005)	0.007** (0.003)	-0.009 (0.006)	-0.011 (0.008)	-0.002 (0.006)
Agreeableness	-0.019 (0.055)	-0.047 (0.054)	0.054 (0.100)	-0.117* (0.062)	0.002 (0.058)
× years of schooling	0.003 (0.005)	0.006 (0.004)	-0.003 (0.007)	0.012* (0.006)	0.001 (0.005)
Neuroticism	-0.04 (0.050)	0.065 (0.046)	-0.061 (0.103)	0.009 (0.069)	0.136*** (0.050)
× years of schooling	0.005 (0.004)	-0.003 (0.004)	0.007 (0.008)	-0.001 (0.007)	-0.011** (0.005)
<b>Education</b>					
Years of schooling	0.076 (0.079)	0.002 (0.076)	0.284*** (0.099)	0.120 (0.080)	-0.198** (0.079)
Years of schooling, squared	-0.008*** (0.003)	-0.004 (0.003)	-0.015*** (0.004)	-0.008*** (0.003)	0.003 (0.003)
<b>Work Experience</b>					
Age	-0.010* (0.006)	0.003 (0.005)	-0.016 (0.013)	-0.007 (0.007)	-0.019* (0.011)
Age, squared	0.000* (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)
<b>Individual controls</b>					
Male	-0.345*** (0.078)	-0.192*** (0.056)	-0.357*** (0.111)	-0.071 (0.058)	-0.449*** (0.080)
Foreigner	0.100** (0.041)	0.020 (0.037)	0.000 (0.064)	0.042 (0.049)	0.216*** (0.065)
Constant	1.182** (0.527)	1.144** (0.492)	0.147 (0.755)	0.321 (0.581)	3.124*** (0.672)
Industry fixed effects	Yes	Yes	Yes	Yes	Yes
Bundesland fixed effects	Yes	Yes	Yes	Yes	Yes
# Individuals	9,909	10,270	4,266	8,629	5,367
# Occupations	354	274	592	499	468
Log-likelihood	-4,507	-4,686	-1,945	-3,767	-2,525
Joint significance interaction terms (LR test)	4.5	11.67**	4.6	7.1	7.5

Notes: Fractional response regressions, dependent variable: Digitalization probability by ISCO08 (SOEP 2013), ISCO88 (SOEP 2009) or K1dB 2010 (NEPS, PASS, LPP) occupation. Robust standard errors in parentheses, clustered by 4-digit ISCO08 (SOEP 2013), 4-digit ISCO88 (SOEP 2009) or 5-digit K1dB (NEPS, PASS, LPP) occupations. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1.

Sources: See below.

Table S2: Personality and the digitalization probabilities of future jobs in Germany: Interactions between personality and age

Dataset	SOEP 2013	SOEP 2009	NEPS	PASS	LPP
	(1)	(2)	(3)	(4)	(5)
<b>Noncognitive skills</b>					
Openness	-0.115*** (0.041)	-0.043 (0.028)	0.002 (0.077)	0.092* (0.050)	0.028 (0.048)
× age	0.001 (0.001)	0.000 (0.001)	-0.001 (0.002)	-0.003** (0.001)	-0.001 (0.001)
Conscientiousness	0.014 (0.035)	0.007 (0.026)	-0.173** (0.073)	-0.098** (0.045)	-0.042 (0.047)
× age	0.000 (0.001)	0.000 (0.001)	0.004** (0.001)	0.002** (0.001)	0.001 (0.001)
Extraversion	0.006 (0.035)	0.025 (0.031)	-0.096 (0.062)	-0.030 (0.045)	0.022 (0.049)
× age	0.000 (0.001)	0.000 (0.001)	0.001 (0.001)	0.001 (0.001)	-0.000 (0.001)
Agreeableness	-0.071** (0.032)	-0.020 (0.027)	0.115* (0.063)	-0.129** (0.058)	0.005 (0.048)
× age	0.002*** (0.001)	0.001 (0.001)	-0.002* (0.001)	0.003** (0.001)	0.000 (0.001)
Neuroticism	-0.023 (0.032)	-0.006 (0.022)	0.103* (0.062)	-0.009 (0.045)	-0.015 (0.044)
× age	0.001 (0.001)	0.001 (0.001)	-0.001 (0.001)	0.000 (0.001)	0.001 (0.001)
<b>Education</b>					
Years of schooling	0.079 (0.081)	0.005 (0.077)	0.273*** (0.100)	0.100 (0.079)	-0.198** (0.079)
Years of schooling, squared	-0.008*** (0.003)	-0.005 (0.003)	-0.015*** (0.004)	-0.007** (0.003)	0.004 (0.003)
<b>Work Experience</b>					
Age	-0.010* (0.006)	0.003 (0.005)	-0.011 (0.013)	-0.005 (0.007)	-0.019* (0.011)
Age, squared	0.000* (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)
<b>Individual controls</b>					
Male	-0.346*** (0.078)	-0.193*** (0.056)	-0.357*** (0.110)	-0.070 (0.059)	-0.447*** (0.080)
Foreigner	0.097** (0.041)	0.017 (0.037)	0.005 (0.063)	0.043 (0.049)	0.216*** (0.066)
Constant	1.153** (0.541)	1.125** (0.502)	0.108 (0.769)	0.376 (0.571)	3.118*** (0.672)
Industry fixed effects	Yes	Yes	Yes	Yes	Yes
Bundesland fixed effects	Yes***	Yes	Yes	Yes	Yes
# Individuals	9,909	10,270	4,266	8,629	5,367
# Occupations	354	274	592	499	468
Log-likelihood	-4,507	-4,688	-1,944	-3,764	-2,526
Joint significance interaction terms (LR test)	9.93*	4.18	14.8**	10.2*	3.4

Notes: Fractional response regressions, dependent variable: Digitalization probability by ISCO08 (SOEP 2013), ISCO88 (SOEP 2009) or KldB 2010 (NEPS, PASS, LPP) occupation. Robust standard errors in parentheses, clustered by 4-digit ISCO08 (SOEP 2013), 4-digit ISCO88 (SOEP 2009) or 5-digit KldB (NEPS, PASS, LPP) occupations. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1.

Sources: See below.

Table S3: Personality and the digitalization probabilities of future jobs in Germany: Interactions between personality and gender

Dataset	SOEP 2013	SOEP 2009	NEPS	PASS	LPP
	(1)	(2)	(3)	(4)	(5)
<b>Noncognitive skills</b>					
Openness	-0.102*** (0.032)	-0.076** (0.031)	-0.074*** (0.021)	-0.029 (0.020)	-0.034 (0.022)
× male	0.015 (0.023)	0.013 (0.018)	0.063** (0.029)	0.034 (0.028)	0.011 (0.025)
Conscientiousness	0.005 (0.031)	-0.030 (0.031)	-0.013 (0.026)	-0.022 (0.019)	-0.035 (0.022)
× male	-0.006 (0.020)	0.016 (0.021)	0.035 (0.034)	0.036 (0.025)	0.065** (0.026)
Extraversion	0.055* (0.031)	0.062** (0.030)	-0.037* (0.022)	-0.022 (0.023)	0.007 (0.024)
× male	-0.043** (0.019)	-0.033* (0.019)	0.000 (0.035)	0.031 (0.031)	0.009 (0.030)
Agreeableness	0.002 (0.031)	0.025 (0.023)	0.007 (0.019)	-0.004 (0.017)	0.044* (0.025)
× male	0.011 (0.021)	-0.003 (0.016)	0.005 (0.026)	0.008 (0.021)	-0.042 (0.028)
Neuroticism	0.123*** (0.036)	0.010 (0.023)	0.037* (0.020)	-0.040** (0.019)	-0.038 (0.023)
× male	-0.065*** (0.022)	0.008 (0.014)	0.011 (0.027)	0.095*** (0.028)	0.076*** (0.028)
<b>Education</b>					
Years of schooling	0.082 (0.081)	0.004 (0.077)	0.275*** (0.100)	0.097 (0.080)	-0.195** (0.079)
Years of schooling, squared	-0.008*** (0.003)	-0.005 (0.003)	-0.015*** (0.004)	-0.007** (0.003)	0.003 (0.003)
<b>Work Experience</b>					
Age	-0.010* (0.006)	0.003 (0.005)	-0.016 (0.013)	-0.008 (0.007)	-0.019* (0.011)
Age, squared	0.000* (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)
<b>Individual controls</b>					
Male	0.342*** (0.079)	0.196*** (0.056)	-0.358*** (0.110)	-0.065 (0.059)	-0.460*** (0.079)
Foreigner	0.100** (0.041)	0.017 (0.037)	0.003 (0.065)	0.050 (0.048)	0.219*** (0.066)
Constant	0.465 (0.582)	0.742 (0.536)	0.226 (0.754)	0.485 (0.584)	3.111*** (0.672)
Industry fixed effects	Yes	Yes	Yes	Yes	Yes
Bundesland fixed effects	Yes	Yes	Yes	Yes	Yes
# Individuals	9,909	10,270	4,266	8,629	5,367
# Occupations	354	274	592	499	468
Log-likelihood	-4,505	-4,687	-1,945	-3,765	-2,524
Joint significance interaction terms (LR test)	15.79***	4.94	6.5	15.6***	14.8**

Notes: Fractional response regressions, dependent variable: Digitalization probability by ISCO08 (SOEP 2013), ISCO88 (SOEP 2009) or KldB 2010 (NEPS, PASS, LPP) occupation. Robust standard errors in parentheses, clustered by 4-digit ISCO08 (SOEP 2013), 4-digit ISCO88 (SOEP 2009) or 5-digit KldB (NEPS, PASS, LPP) occupations. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1.

Sources: See below.

Sources: Frey and Osborne (2017), SOEP (2015), NEPS (2013), Trappmann et al. (2010, 2013), Bellmann et al. (2015), Broszeit and Wolter (2015), U.S. Bureau of Labor Statistics.