Table S10: Direct and indirect influences of control variables on productivity

Direct influence	Indirect influence	Personal model	Job model	Workplace model	Overall model
Gender - Male		0.049*	0.077*	0.075*	0.051*
	All pathways	-	-0.022*	-0.019*	-
Combined		0.056*	0.055*	0.056*	0.056*
Age		0.066*	0.073*	0.071*	0.069*
	All pathways	-	-	-	-
Combined		0.071*	0.068*	0.071*	0.071*
Education - First cycle of secondary		0.065	-	-	0.063
	All pathways	-0.033	-	-	-0.031
Combined		-	-	-	-
Education - Second cycle of secondary		-	-	-	-
	All pathways	-0.041	-	-	-0.041
Combined		-	-	-	-
Education - Post-secondary (not university level)		-	-	-	-
	All pathways	-0.053	-	-	-0.054
Combined		-	-	-	-
Education - Undergraduate		-	-	-	-
Education - Postgraduate		-	-	-	-
Education - Ph. D.		-	-	-	-
Ethnicity - Asian		-0.024*	-0.035*	-0.040*	-0.023*
	All pathways	-0.009		0.007*	-0.010
Combined		-0.033	-0.033	-0.033	-0.033
Ethnicity - Black		-	-	-	-
Ethnicity - Mixed		-	-	-	-
	All pathways	-0.010	-	-	-0.010*
Combined		-	-	-	-
Ethnicity - Other or not specified		-0.025*	-0.026*	-0.032*	-0.022*
	All pathways	-0.010	-0.009*	-	-0.013*
Combined		-0.035*	-0.035*	-0.035*	-0.035*
Job - Manager		-	-	-0.031	-
	All pathways	-	0.012	0.020*	-
Combined		-	-	-	-
Job - Professional		-	-	-	-
Job - Technician or junior professional		-	-	-	-
	All pathways	-	-0.011	-0.011*	-
Combined		-	-	-	-
Job - Clerical support worker		-	-	-	-
	All pathways	-	-	-0.011	-
Combined		-	-	-	-
Job - Service worker		-	-	-	-
Job - Sales worker		-0.019	-0.020	-0.021	-0.018
	All pathways	-	-0.007	-0.006	-0.010
Combined		-0.028*	-0.027*	-0.028*	-0.028*
Job - Manual labor worker		-	-	-	-
	All pathways	-	-0.012*	-0.013*	-
Combined		-	-	-	-
Annual income (GBP)		-	0.038*	0.028*	-
	All pathways	0.073*	0.029*	0.031*	0.066*
Combined		0.058*	0.067*	0.058*	0.058*

Notes: * statistically significant at the <0.001 level. All other reported results statistically significant at the 0.01 level.
ns = not significant. For all variables, higher values represent preferable outcomes. No or primary education, white ethnicity and other or not specified job category are used as baseline.